Friday 30th April 2021

Module 10 Seminar A

RICHARD: Good morning everyone, sorry we're a bit delayed we were trying to put a team of women together but we're having connection problems at the moment, who are responsible for this. It's Richard speaking, did all I could to say I want women of our Executive Committee to lead on this morning but I will try and stay in the background, which as those of you heard me is quite difficult for me, but I will. So this morning we are going to hear first of all from Abia Akram who is our Women's Representative on the Executive and is from Pakistan. We will also hear from Sruti Mohapatra who is our vice‑chair, and is from India, and we have Gaudence Mushimiyimana from Rwanda who is regional rep there, we're hoping that Thandiwe Mufulo and Sarah Kamau from Kenya and Thandiwe from South Africa will join us but they are not on the call yet. So it's not quite as we planned but we have the content and we will talk about it. We want to put more emphasis today on activity, so I will probably be setting those up for people but I am going to now share the screen.

GEMMA: Richard, Gaudence it would be great if you could make contact with us. We can't see the slide yet.

RICHARD: No I know. I didn't do the rehearsal on the slide, oh that's it. Yeah can you see them now or not.

GEMMA: Yes thank you.

ABIA: It's again disappeared.

GEMMA: It disappeared yeah.

RICHARD: All on one I think. Sorry this is technical problem I will sort it out in a second.

GEMMA: Gaudence can you hear us?

GAUDENCE: Hello.

GEMMA: Gaudence.

GAUDENCE: Yes.

GEMMA: Oh brilliant that's fantastic. So we have Gaudence now too. Just while Richard is sorting out the slides, just to say.

RICHARD: I have got the wrong PowerPoint up, that's the trouble. Nope that's not it. Sorry folks.

GEMMA: It's ok just while you do that I will just tell everybody who is, that's ok you do that I can just tell everyone who is going to, presenting today we have nearly got everybody. So we have got Sruti Mohapatra from India, Abia Akram from Pakistan, we'll have Thandi Mufulo from South Africa, and we'll have Gaudence Mushimiyimana from Rwanda, and fingers crossed we have got everybody. We're still waiting for Sarah from Kenya but hopefully she will join us in a moment, so thank you everybody for that. Can I just ask if you're not.

RICHARD: Can you see that?

GEMMA: E did then it went again. If I give you're not speaking at the moment can you mute, Sruti and Gaudence if you can mute but be ready to unmute when you need to. Thank you.

GEMMA: Now we have got both of them.

RICHARD: Can you tell me if that's ok can you can hear me?

GEMMA: I can hear you but you have got slides up.

RICHARD: Gemma?

GEMMA: I can hear you but you have got two slides up.

RICHARD: Hello?

GEMMA: Can everyone else hear me?

RICHARD: Nobody is responding to me, Abia can you hear me.

GEMMA: Adam, give Richard the thumbs up.

RICHARD: Hello? Can I ask if anyone, can you hear me Abia, yes thank you. Then we'll go. I am so sorry for that folks. Today we're going to be joined a I said by Sarah, Sruti Mohapatraty is on, Gaudence is on and Thandiwe will join us as well. Today we're looking at a seminar on women and girls and we're going to start with Abia. Gaudence are you speaking? Abia you better talk as through patriarchy and sexism I think. I am not hearing anything.

ABIA: We cannot see the slide, if you want I can read it from ma own if you make me the host I can try to share it.

THANDIWE: Morning Richard it's ta di here you have got two slides on the same page, can you make it one?

ABIA: Gemma if you could make me the host I can try to share my own presentation.

GEMMA: Ok the problem is Richard can't make Richard can't hear us he can't make I can't make you host. Now I can see two slides, can you see up to slides Abia. So if you start, oh no we have lost it. Thank you everybody for bearing with us.

RICHARD: What I only do and it's not working I don't understand it.

GEMMA: Abia can you hear me.

ABIA: Yes I can.

GEMMA: We normally get on quite well I am really I am sorry about this.

ABIA: No it's fine I am just looking for the slides which Richard is asking me to share, but.

SRUTI: Gemma if you go to the presentation in case it's like the authors presentation they show you the next slide if they can make it regular presentation you will get one slide.

GEMMA: Yeah I am not sharing it's I Richard he can't hear us.

RICHARD: I will have to rejoin the call I think.

SRUTI: Richard maybe this presenters view you change to it regular view.

RICHARD: I will try and rejoin the call because I can't see what else I can do. I am not getting any sound.

GEMMA: Everybody while we try and sort this out than so a much for being with the course for this long, and for joining us today. If we can get this sorted it will be really good. So it would be really great if you can just bear with us s please, it's difficult I know when people are having to use their precious data on this. So I really hope we can sort please. So just bear with me a moment.

RICHARD: We're having technical difficulties. Gemma?

GEMMA: Richard can you hear me? I can hear you can you hear me?

GEMMA: Have just told Richard that we can hear him, so we are going to try again. Thank you everybody.

RICHARD: Ok.

GEMMA: I am ok, so oh Richard you're sharing now. So you have made Abia co‑host, Abia can you hear me? You're on mute can you unmute Abia brilliant, fantastic. Abia can you share, are you able to share or not?

ABIA: Yes I can.

GEMMA: Brilliant if you can share we're going to try and go ahead, again thank you everybody for bearing with us.

RICHARD: Ok I will just have to drop out I think for this there's no point I can't hear anything. I don't know what it is.

ABIA: Can you see the screen now?

GEMMA: Yes me can thank you so much.

ABIA: So thank you so much everyone, it's so like what you have you all and apologise for technical problem but we can start the presentation and Gemma you need to help me in [*Richard over talking*]

ABIA: Slide to start with then Sruti is going to take, I will need Gemma's help on that. Thank you everyone once again today we're talking about women and girls with disabilities about towards their full and effective participation and gender equality. How do we [inaudible] 10 to 3% of population are persons with disabilities, 50% of them are women and girls with disabilities which is a huge number and 80% of them are living in rural areas and dwell pin countries, if there's disasters, all these discrimination they are facing it increased a lot. And we cannot say like on Commonwealth countries how difficult it is for women and girls with disability to take that equal participation in the development, equal participation in the policy legislation. Today we're going to talk about some of facts, the barriers they are facing, also do some workshop. The video we will screen together and really looking forward to hearing from you on this, and be setting the agenda where we can work together, and move with other women and girls with disabilities. So for the introduction I will just talk a bit about the UN Women's Strategy, what they have said about the empowerment of women and girls with disabilities, towards full and effective participation and gender equality, developing a more systematic approach to strengthen the UN rights of women and girls for disabilities, how we can systematically talk about ‑

>>: Hi Abia, do you mind slowing down and pausing in between.

ABIA: Sorry that's my disability, I will try. So when we talk about more systematic approach to strengthen the inclusion of women and girls with disabilities in UN's efforts to achieve gender equality, of women and girls with disabilities, and the realisation of their rights. Like how we can make sure the systematic changes, the systematic barriers we can reduce, we can talk with that directly to women and girls with disabilities, but at the same time the service providers, the UN, the policy makers, how we can link it together so we can see a more inclusive society, and the rights need to be acknowledged at all levels. Gemma, if you can say who is going to speak.

GEMMA: I am going to share my screen, you need the next slide. The problem is I will tell everybody I don't have the list of who is saying which slide. So I have just put a WhatsApp group to advise Sruti, so please bear with us thank you. Ok can you see anything. Abia can, what can you see?

ABIA: Yeah I can see it.

GEMMA: Ok brilliant.

ABIA: So when we talk about patriarchy and sexism it's very important for the social economic political power, it's mostly especially when we're seeing the disability movement, from the gender perspective and within the gender movement, both we have seen that major gap, where women with disabilities are getting access to information and how they are influencing the more development side and we can see that discrimination is so visible and clear when the child born, if it's a girl we just wrap it in a pink and if it's a boy then we wrap it in the blue, and that's is general perception, from there the discrimination started. We see the physical thing and we never like talk about more on the inclusion and giving them equal opportunities, when they go to the school it's always in many of the countries people, girls have to go for education and for boys like it's really different perception from there. So how can we see all the discrimination but at the same time the dimensions of how we argue about that, like how we can provide them the equal opportunities. Yes Gemma.

GEMMA: Ok so Sruti is going to take the next three slides, Sruti, are you there?

SRUTI: Yes I am here.

GEMMA: Ok. Let me just, how is that? Can you see the right screen?

SRUTI: Can you just click the slide viewer at the bottom the icon. Yeah so here, hello good afternoon and welcome to the seminar. In the next three slides I am talking going to talk about three things. One I am going to talk to you about working hours, how whether they are disabled or not, women are already at a disadvantage. Second is I am going talk about employment for women with disabilities and third on education and girl child with disability. Coming to the first there is a slide in front of you where you can see, whether it's a developed country, or it's a developing country, there is always a huge gap. Men work longer in paid work, and women work longer in unpaid work. So all though husband and wife, men and women, are equally contributing to running the family as a unit it's always the woman who is contributing more work more time, more skill, yet she is getting [inaudible] [*background noise*] minimum of that is something we must all reflect on, and to talk about women with disabilities you will find recently a study was done it was done in the year 2018 and it was done by *[background noise*] researchers or the project was called Working It Out Together, Working Women with Disabilities and Employment. They had a lot of focus group discussion with 42 women with disabilities and the participants aged 21 to 61, varying disabilities working both in government and non‑government, also sometimes in the field, agricultural work and during this discussion it came to the fore that women with disabilities work no less, they work for 20 hours per week, then they came home and they took care of their families, they were equal participants whether it was cooking or in cleaning the house, or in taking care of the other dependent members of the family. However, this recognition does not come and their work is not much appreciated because we have certain assumptions in our society. We assume, doesn't matter developed or developing countries, we assume that women with disabilities have no skills, we assume that women with disabilities have lesser skills to deliver, and this attitude needs to change and we need to have a focused awareness that women with disabilities contribute a lot to their family's purse and their family's growth. Can I have the next slide please. So here we're talking about in this slide about the average employment to population ratio for persons aged 15 years and over, by disability status, and sex in 6 regions and the data was collected in 10 years, 2006 to 2016. So what do we find here? We find here that average employment is less than 20%, in each of the cases whether we compare women with disabilities against women, or we compare women with disabilities against men with disabilities. We find that average employment to population ratio is always less. So in the sub‑Saharan and in the regions, where it was the gap was huge, was Oceania, it was Latin America and Caribbean, Europe, whereas it was in Asia, and Eastern Asia, these gaps were very less, very clearly pointing out to identification, to their visibility, to their contribution, to their skills. Deduction we can make very emphatically or logically is women when provided, women with disabilities when provided with opportunities, when their skills are developed, when they are given opportunities to educate themselves, when stigma and discrimination is at the lowest, they can work on par with their other counterparts who do not have disabilities, they can work sometimes better than their male counterparts who have disability, and contribute to their family, to the society and to the growth of the nation. Now coming to the next slide. Yes here is a slide in front of you which talks to you about the study was done on a population of women and girl child between 15 to 29 years who never attended school. So what is happening is girls with disabilities, they are a large and a diverse group, and their educational needs have gone unnoticed by all experts . [background noise] experts committed to disability equality. There has been very little research policy and development, to ensure that girls with disabilities participate in education. Despite the figure that suggested as little as 2% of girl child with disabilities attend school, we all know about the GEM reports, Global Education Monitoring, they come out with Annual Reports they talk about the status of education across the world. And this report has found that girls with disabilities, they faced increased isolation, stigmatisation, discrimination, were given less opportunity to participate in communal life and they were at risk of abuse including forms of sexual violence, and all of these factors that I just told you, all of them compounded in girls with disabilities experiencing a lack of schooling. A couple of studies I was going though, I found one study done in Pakistan, couple of studies done in countries in sub‑Saharan Africa, they all reflect the same findings. That less than 5% of children with disabilities attend primary school and less than 2% of girls with disabilities go to school. As a result of this, you can see that the gap between men with disabilities and women with disabilities is more than three times. So women with disabilities are three times more likely to be illiterate. But the good thing is that over the past 10 years, supported by the international context, a lot of governments they have done lot of proactive towards inclusive education. All the strategies have experienced the same bottlenecks, they have suggested also that multiple factors are shaping the experience of girls with disabilities when it comes to education. One is popular beliefs which perpetuate stigma. This also very interesting, education for girls with disabilities is seen as a cost by the family and not as an investment. One of the comments that was given by one of the UN disability rapporteur was a mother came to him and said that you see you took my child to school, my child was earning 2500 francs by begging, now I am losing on that money. Then the age variable worsens discrimination when they attend puberty and stop dropping down. Socio‑economic factors also have a major impact. And all these things all the governments need to consider when we are planning for education of the girl child, because the girl child will grow up tomorrow, get married, have her own children, if she is not educated, she is not empowered, it's very difficult to bring her up children as active citizens. Thank you Gemma.

GEMMA: Thank you Sruti. The next slide is looks like GBV, high‑risk of sexual violence Abia, are you able to talk to that.

ABIA: Yep can you go to the slide, the one where I have started, the one can you see that.

GEMMA: I am really sorry I just literally have this now, so I could probably go on, let me in fact let me just escape the screen a moment just to hold on. Ah it's back, oh my goodness, please everyone bear with. You don't want this one, can you see what I have got down the side?

ABIA: Yes.

GEMMA: Now if you are wanting to share a film I am going to have to stop sharing so I can change the sound and better, is that what you're wanting to do.

ABIA: Yes.

NEW SPEAKER: Yes, it's a film you want ok. Really do appreciate everybody just bear with me while we do this hold on one second. Professional as ever. That is still, Abia that is still your screen that's ok, so hold on, share screen, oh you have got your screen Abia?

ABIA: Yes.

GEMMA: You can share your screen, that's fine. Listen if you’re going to play a film you need to make sure you have your sound optimised.

ABIA: So is it ok for you to do the film?

GEMMA: So if you want me to do the film that's absolutely fine but I just need to, I will need to reshare if you like so if you could just bear with me a moment sorry. Thank you everybody. Optimise for sound, ok, share ... do you remember what slide it is Abia, is it this one?

SRUTI: It's slide number 6, I think we have to start from slide number 6.

GEMMA: No I think we might be working from slightly different ones. Abia, can you see have I got the right one on? Is it the gender‑based violence, oh no that's Activity 2, that's not right is it. Ok were you wanting me to show this film? Or is it not this one. Abia, can, are you able to hear me?

ABIA: Yes I can hear you.

GEMMA: Can you see my screen?

ABIA: Yes I can.

GEMMA: Is this the right one you want?

ABIA: There was another film but yes if you could play this?

GEMMA: If you want me to play this one now yeah?

ABIA: Yeah there was another film.

GEMMA: Hold on let me, oh my word do I not have the right one up I am so sorry everybody. Ok. I will play this then we’ll see how we go. [*video playing*]

GEMMA: Ok thank you Abia. You can share your screen now, I am stopped sharing mine.

ABIA: Thank you Gemma, yes I am sharing my screen now. Can you see my screen now?

GEMMA: We can yeah, we have got the ones down the side at the moment, but that's, if you could just press the little slide thing at the, oh I can't see, oh yes on your, if you press the little, if you move your cursor down, there we go.

ABIA: This video have explained women and girls with disabilities face gender‑based violence every day in their life. Very few women to get opportunity to report it back because we have extreme level of stigma that exists in our society, related to disability. People are taught they are very close to got so God so we've got to respect them, we can't talk about their sexual problem. Then at the same time they are taught like you are the punishment from the God, that's why we don't need to talk to them about their problems, about their challenges, and in both extreme situations, women with disabilities are not able to share their personal barriers, their personal [inaudible] especially when we talk about the gender‑based violence and sexual harassment they are facing every day, they were not able to report it back to the service provider. If they report, then mostly the service providers are not that much accepted the discrimination, and they are not prepared how to handle that. Like for example, when we talk about the deaf woman or the woman with visual impairment, how is she going to report that? So in that case we have seen during the COVID pandemic the gender‑based violence was on the increase. So women with disabilities were like facing all the trauma they filled like they might be left behind or they lost their assistive devices, their caregivers weren't at work as a result of the lockdown. Women with disabilities are dependent on other family members because we know all the people were not staying back at home before the COVID and now with the COVID everyone has to stay back at home, so the people who were staying at home, difficult for them to accept the presence of women and girls with disabilities, accept they are not having their support mechanism, or their personal assistant services so they got extra burden of having a family member with a disability. What happened is like if they are not there, first‑hand experience of people, father, mother, or other relative then they have facing [inaudible] from them. We talk with many women with disabilities, that their mothers pray our daughter die before we die because nobody is going to take care of that. They have seen in the examples of the gender‑based violence during the COVID‑19 pandemic, we got many women with disabilities, family members say were reporting we cannot be that more now it's getting more complicated we have to go for the course [inaudible] and to the doctors just to find a solution because if you are living at home how are we going to take care of them and how are we supporting them. The financial structures the healthcare and all that was badly failed during this pandemic, even women with disabilities were not able to go for the general check up to the hospital, to get advice from the doctors, and also in that situation we had some discussions round women with disabilities network and talked to them like what they actually want to more supporting women with disabilities. I could just share an example like what we did in Pakistan, we established a virtual peer support group of women with disabilities so we trained women with disabilities on the psychosocial or counselling how they can use that online mechanism where they can provide psychosocial support to women and girls with disabilities who are sitting at home, nobody is talking to them. So how we can identify those 10, 15 women with disabilities, equip them with the technology because now there was another gap and we started working on that. Like women with disabilities are not having access to good quality internet, they are not having understanding how to use the different virtual platforms saw between them, technology how to use that, how to access that, and then we conducted a survey like how women with disabilities in the grass roots level can access to those who have like information, so we translated all the material in accessible languages, and then we identified those women with disabilities who need that psychosocial contact so they have provided counselling for 300 women with disabilities and came up with very good example, because women with disabilities were so much depressed during that time they were not able to hear their own challenges with anyone they were not able to talk to the family members about this. So this support mechanism helped them a lot, but at the same time we conducted a survey with service providers with the UN with the government, what are the facilities they have, the peer counselling, the gender‑based violence cases, the sexual harassment cases, how we can address that? We negotiate with the Government officials and addressed that gap like this existing and how we can work together on that. Whether we need [*background noise*] whether we need more inclusive kind of system. There was another example like after the COVID women with disabilities were not getting information in accessible format, how to go for the testing of the COVID where we can assess our, you know, current situation, where we can get assistive devices, what are the laws that exist and the services that are available all over the country so we developed this mobile application which was having all that information in accessible formats. Through this application we started registering the people, how many are using this mobile application so we can get the data on that. And it was easier for us to reach out to those women with disabilities and providing them the services at the same time but they were able to access about scholarships, about education, about *[background noise*] so with UN on this on providing the psychosocial support to women with disabilities we developed this mobile application so they can go quite widely the information to women and girls with disabilities so this was like all in different formats. And these were, was a small initiative I with good thought, it access to justice for women and girls with disabilities, because it's not about just providing them the information but also equipping them so they can fully getting information and providing them the space for advocacy. We also in another thing we did with IFS, International Federation of [inaudible] what we did with women with disabilities, we virtually established advocacy platforms. Where they could talk about their rights, with the Government officials it was power to persuade programme. Where women with disabilities get that information about gender‑based violence, they get information about their own rights, their, where they establish that advocacy platforms virtual, where we invited the Government officials, the service providers and had one‑to‑one discussions with them, and convinced them through their policy statements, to all that other information how you can make your policies more inclusive and we got the first ever legislation in Pakistan on the rights of persons with disabilities, which was on rights‑based approach. We're working on establishing of the Committee on the rights of persons with disabilities, the issue of human rights has established, which was really positive when we talk about the access to justice, it was important the system must be fully accessible to women with disabilities. Number one the law enforcement, the judiciary and other actors involved in administration of justice, and response to gender‑based violence and lawyers must be trained to provide them with effective legal representation. Because if the lawyer don't have understanding how we're talking about and taking the rights of persons with disabilities, they will not be able to respond. Then information and legal rights must be available in alternate formats and state must recognise the legal capacity of women with disabilities, and engage them directly in all discussions at all levels. Access to necessary support services to navigate and how they can, we all know what we're doing from learning from doing but at least we have the proper information and equip women with disabilities on that, and loss of custody of their children when seeking justice for gender‑based violence and also the police stations and the Courts must be physically accessible. They have the sign language interpretation available if they need them, in sign language they can provide that. So this kind of support they need and also we see this kind of information is important for women and girls with disabilities to access services. Thank you Gemma, I will stop here, and you can share.

GEMMA: Thanks thank you so much I am now going to hand over to Gaudence who is going to, I am just going to share this one moment. Share screen, do you need to hide the chat ... can you all see this one? Bearing in mind I can't see the chat now? Thank you so much everyone for your patience, Gaudence can you hear me ok?

GAUDENCE: Yes.

GEMMA: Brilliant that's fantastic. So, now we're going to have fun because I am sharing this one, and I won't be able to see the chat because I am sharing it. So we'll have to see how that goes. But Gaudence I will let you talk about this anyway.

GAUDENCE: Gemma before you speak there's a black thing on the screen, we cannot see properly.

GEMMA: Ok hold on let me just make it bigger. I think to it's to do with the fact I am also trying to let people in the waiting room. Does that help?

GAUDENCE: Thank you so much it's perfect.

GEMMA: Ok thanks. Gaudence.

GAUDENCE: Thank you. We took our time to discuss from the first module to discuss about disability, disability rights, some services but now today we're discussing about women with disabilities. We talked about the background, the double discrimination they go through in their daily living, so let us for now reflect back from our experience, from our DPOs organisations where we come from, and we ask ourselves what are the cause of high levels of gender‑based violence to disabled girls and disabled women. If anyone can make suggestions of two ideas in the chat, but also as we discuss on courses what do we also need to be done as us, as participants to the course, but also it can be something else that can be done from organisation to reduce these levels of abuse. So everyone is welcome to share two causes of high level gender‑based violence in the chat, use the chat, but also what do we need to do. Thank you.

GEMMA: Ok what happens now Gaudence, we give everybody a couple of minutes to write in the chat.

GAUDENCE: Just in the chat.

GEMMA: Yes so we need to just stop talking so the captioner can, ok thank you.

GEMMA: Ok I think I managed to slide the chat so it doesn't share on the screen honestly thank you everyone so much for all your patience, it's brilliant. Ok so what normally happens is I read out a few of these, but Gaudence you can probably see them too. So let me just see what we have, so for example we have lack of economic power and seeing oneself as an agent of pity. We have two main causes in Uganda is high levels of poverty among women with disabilities. We have disabled women and girls seen as having low mental capacity often ignored or not taken seriously. We have laws are there to protect disabled girls and women but it's not enforced. Once any crime occurs, there is no exemplary punishment. Do you want me to read a couple more out Gaudence or?

GAUDENCE: Thank you, from the chat?

GEMMA: I have basically been reading, ok I will leave it with you.

GAUDENCE: The imbalance in power, they talk about poverty patriarchy system, thank of sense and thinking, inaccessible of information lack of awareness on the right of girls and women with disabilities, lack of equal participation in the policies, all those are the ideas that are round the causes of high level of gender‑based violence, and all these idea can be grouped under three main themes, one is around inequality that's creating imbalance in power, imbalance in relationship and negotiations. The other idea is as someone said the lack of sense and thinking, this is no respect to the human rights, to the human being but also the other cause is around the power. We all know that we have different powers four types of power, the power over, we have the power with work with to discuss, to share. We also have the power to do something, make a decision, and also the power within. When it comes to gender‑based violence this is the power, of the misuse of the power that we have, instead of sharing the power instead of discussing and instead of sharing and instead of create like an environment of the decisions we use the power over and this is the root cause of gender‑based violence, and also the power within is important as someone said that we experience the lack of awareness among even girls and women with disabilities about their rights. They don't have information, so they are not powered enough, it can happen that surrounding girls and women with disabilities they face challenges but when they are empowered they have the power within, then they can push all those challenges surrounding them they can find a way to overcome all those challenges they can report all those cases of gender‑based violence so what we can do, of course as participants said, we need to empower girls and women with disabilities economically, because for reporting all the gender‑based violence, for saying no, sometimes it is difficult for them as they economically depending on their perpetrators so economic empowerment is important, but also social empowerment in their leadership, their participation, taking voice, taking the space is also important for those girls and women with disabilities. For the surrounding environment, we need to raise awareness as they said, raising awareness about gender‑based violence about the rights of persons with disabilities, but also sometimes we need to advocate for changing laws. Like someone said, the issue of legal capacity, this is an issue of denial of human rights and this is specific affecting disabled women disabled girls with intellectual disabilities. When you look through all the roads we have in our countries we need to screen to see what extent all those laws are discriminating girls and women with disabilities. You can imagine what happened when girls, women with disabilities is violated, coming to seeking for justice, someone is saying we cannot trust you what the information you are providing, so as advocates, as we are discussing specific issues affecting girls and women with disabilities, we also need to look into country laws but also our organisational laws to see whether they are friendly to disabled women, to disabled girls, to take space within organisations, within our country development. Thank you.

GEMMA: Thank you Gaudence. So do you want to do, so we're going to have to have this chat openly now ‑

RICHARD: I am back on sound now if you want me to be part of it.

GEMMA: Ok should we, what shall we do? Shall we move on to, hold on let me just get on to the next activity, we could go straight on to the next chat activity, can everyone see that? Can you see that screen Gaudence?

GAUDENCE: Yes I can see it.

GEMMA: So basically what the plan is here, is that this is for women only to answer with the idea that men will answer in a moment, so Gaudence if you introduce this, that would be good.

GAUDENCE: Thank you, we also has advocate need to create friendly environment for girls and women with disabilities within our respective organisations, our respective DPOs, so this is the time that we invite disabled girls, disabled women here present in the course, to discuss and share how do you feel or what do you expect that should be done to make sure that the disability movement, you're respective organisations are more habitable for disabled girls for disabled women. You are invited to share your suggestions as girls and women with disabilities so our brothers from this course can also hear your voice, what you expect to be done within your disability movement. After women, we invite men also to share, what should be adjusted to make sure that disabled women are accommodated equally within our DPOs.

GEMMA: So women only now please, we'll have a couple of minutes thank you.

GEMMA: Gaudence, could you mute.

GAUDENCE: It's not me.

GEMMA: Oh I am so sorry.

GAUDENCE: Hello to everyone, let us go through various ideas that our sisters shared, our sisters advocate. We need to empower disabled women, disabled girls, by making sure that they have access to digital or digital skills, digital platforms. But also they talk about encouraging disabled women, disabled girls we need to do advocacy, we need to build confidence, self‑esteem, making sure that disabled women are part of leadership within our DPOs, but also someone shared an idea about connecting with other well established women in general within our countries, I feel this also important to make sure we're not creating our own spaces for, because this is itself somehow, self‑discrimination, we need to make sure we are part of other women's movement, other women's organisation to make sure that we access other empowerment opportunity and economic opportunities, disabled women need to connect with other women's movement. Someone talked about mentorship, sometimes we need to make sure that disabled women, disabled girls, find a space to grow within our DPOs but also we mentor them, we give them opportunity for leadership, for build their self‑confidence within our DPOs. Let us now invite brothers to share what should be done within our DPOs to make sure that all those ideas women's are sharing came into realisation, into action.

RICHARD: Gaudence, it's Richard here, can I say a couple of words before they do that, can we click on the link. Can we click on to activity 3. Very sorry I have been unconnected from you for some time, we won't see this film now, we have not time, it will go up on the website. Can we go on to next slide.

GEMMA: Hold on Richard, I didn't know what the next slide was and it wasn't the next slide wasn't the next slide that you're thinking is.

RICHARD: No, I know, this is a film about training?

GEMMA: Yeah I know, do you want me to go on to one after this?

RICHARD: I will just say what this so people know, it relates, we will put it up on website but you won't be able to see it here, but it will be translated in the afternoon one. Can we go on to the next one, the next slide. Now you will have heard the root cause of is this is patriarchy and misogyny and sexism, and unless we as men change the way we are, and recognise that it's not acceptable to use our empower to put women down, things are not going to change. So we need to talk about now what we as men can actually do to make our DPOs habitable for women so they can exercise their equal rights. And I think it's important that we move outwards from our movement saw I think I would be good to have men now on the call, put forward what they think we can do to make the disability movement more habitable for women and what men can do to change their thinking and their behaviour. We'll have a couple of minutes on that, then share those. Thank you.

RICHARD: Men on the call don't be shy, please put down what you think we can do. [gap]

RICHARD: We have got two ideas in, could people put more in. Women could also make suggestions about how the men could be changed. [gap]

RICHARD: Ok we have only got a few minutes left on the call, let's share what we have come up with. Education awareness seems to be the main thing that people are saying. Men and boys need to be trained, men need to make space in DPOs, men need to become champions of women's equality, mentorship, education and training educate men about women's rights. Educate them first. Yes I think men need to be educated but I think men are aware that women are treated unfairly in society, and many men have a vested interest in keeping it, so we need to, keeping it as it is. That has to be challenged within our organisations as we have seen recently with the upsurge of women's advocacy, many of the things that men have taken for granted and do, in terms of sexual abuse to women they thought was ok, and now to their cost, are sitting in prison and so we need the judicial system to step up as well. When we can't deal with this internally within the movement, we have to be clear that people will be prosecuted if they do things that are not acceptable. I think they have to be the two strands, education and support, but also saying that behaviour is just not acceptable. We won't have it. The film that we were going to see before was about a training we did in the South Pacific, where after the second day the women complained that the men ‑ they had been drawn from 8, 9 Commonwealth countries in the Pacific, men from women from each island ‑ the men seemed to think it was all right for them to treat the women, that they were there for them. And we had to come off the programme, and talk to the men about how they needed to change their behaviour, and how they needed to stop doing some of the sexist things they were doing to the women and meanwhile the women worked out a programme of how the men should behave. I think those two things together, all but one man accepted it. One had to leave the course because he couldn't accept it. Well if people can't make changes I am afraid that you have to be more punitive towards them. This behaviour is just not acceptable in our society. I would like to ask by asking the women on our call, the women presenters, to have their last word about where we need to go on this issue. Thanks very much. So if you could unmute Abia, Sruti, Gaudence, if you're still on the call.

GAUDENCE: Yes thank you Richard, this is Gaudence from Uganda speaking. So we all need to go for now from this course, we need to go back and assess ourselves from organisations, to see whether we have gender sensitive policies, strategies to make sure that all those girls and women with disabilities find a space within our DPOs to grow, but also to learn. We also need to train self‑assessment as individuals from this course to assess our attitude, our behaviour, to what extent are we friendly to welcome, to support, and empower disability women within our DPOs. On the other side we need to go outside our DPOs, looking to our country roles, our country women empowerment programmes, strategies laws. To see whether they are friendly, they are sensitive to women, disabled women issues, and then we establish advocacy agenda supporting disabled women organisation, to make sure that we support them to connect and benefit from other women's movement strategies and programme. Thank you.

RICHARD: Any other of the presenters would like a last word? Sruti, are you still with us or Abia?

GEMMA: Abia is here.

RICHARD: Abia would you like to say where we go from here?

GEMMA: Abia, are you there?

RICHARD: So, we have connection problems all through this. I would like to thank particularly Gemma for holding the fort, and Abia, Gaudence, Sruti, in a difficult situation but I think there were a lot of learning points there, I hope people take them away. There's nothing given about this situation, because for 12,000 years most societies have been dominated by men, and that's become the culture of, it doesn't mean that it has to go on that way. We now have modern technology, so women can do exactly what men can do, it's not about physical prowess, and anyway most of the work in the world on farms and land, looking after children, the unpaid work which we found out is done by women, so what men say is just not true and we have to be part of the movement that changes that to make our society habitable for all women, and girls but also for disabled women and girls. That means challenging the women's movement, who are not very good in many cases including disabled girls and women. We have to challenge them as well to say that. In men's organisation we have to break down the machismo, macho attitude and say no this has to be open for everybody and your attitudes are not acceptable. So I think we need to stop there, you will have up tonight on the internet the website Module 11 on anti‑racism and disability, and there's a film on that and there's also a coursebook with follow up activities and we will then have two seminars on that next week. Thank you very much.

GEMMA: Thank you everybody for your patience, and thank you Gaudence Sruti and Abia for stepping in so brilliantly and holding it altogether. Thank you.

RICHARD: Thanks very much. Bye.