

**ADD**

International

# ANNUAL REVIEW 2021.

---

INDEPENDENCE, OPPORTUNITY AND EQUALITY  
FOR DISABLED PEOPLE LIVING IN POVERTY.

# CONTENTS.

Welcome

4

Back to our roots

6

Partnering with activists

8

Cultivating young leaders

10

Working with women

12

A note from our Chairs

14

Financial statements and thanks

16

In remembrance

19

## Note to the reader.

**Language:** In this report, we tend to use 'disabled people', a term widely used by the disability movement in the UK to emphasise that barriers in society are 'disabling' for people with impairments. However, we acknowledge that in different contexts, other words, such as 'persons with disabilities' or 'people with disabilities', are preferred. We also use the term 'Organisations of People with Disabilities' to talk about organisations which represent people with disabilities. However, we acknowledge that 'Disabled People's Organisations' is the preferred terminology for some parts of the disability movement.

**Images:** The photos in this report are of people supported across ADD International's work. For ethical and safeguarding reasons we do not publish photos of direct beneficiaries without explicit consent.

Beatrice, a disability rights leader, Uganda.





## OUR VISION.

A world where all disabled people are free from discrimination and have equal opportunities.



## OUR ROLE.

We partner with disability rights activists in Africa and Asia to build powerful movements for change.

Members of MADIPHA, a disability rights organisation, Uganda.



## OUR AMBITION.

To achieve positive and lasting change in the lives of disabled people, especially those living in poverty.

Sanjida, a disabled woman, Bangladesh.

# WELCOME.

## A word from Mary Ann Clements, Co-Chief Transformation Officer and CEO:

---

**I joined ADD International in July 2021 with a clear remit from our Trustees to transform the way that ADD International delivers on its mission.**

My post was initially a nine month interim one. An exciting opportunity to lead ADD through a time of re-imagination and change.

This was a bold commitment from our Trustees, perhaps unparalleled in our sector, to move beyond words and to take action. It was also a recognition that whilst ADD has done fantastic, inspiring and transformational work over the past 37 years, the world has changed since we first opened our doors in 1985 and we needed, as an organisation, to rise to meet the new challenges that 2021 and beyond was presenting to us.

The Coronavirus pandemic, the merging of the Department for International Development (DFID) with the Foreign and Commonwealth Office (FCO) to create FCDO, and the Black Lives Matter protests were all clear drivers for action. The Trustees were clear that they, like many other INGOs, wanted to be bold in shifting resources and decision making to our offices, teams, partners and disability activists in the South. They also knew that they wanted to decolonise how we work and forge a better, more sustainable and equitable role for ourselves in the global movement for disabled people's rights and equality into the future.

Knowing much of the history of ADD from afar, this was a transformation I knew I wanted to be part of and one which has

been inspiring and challenging in equal measure. I have learnt so much about our powerful and inspiration work from our fantastic staff teams both in the UK and across the five countries where we work.

In November 2021 following a process of consultation with partners, staff and stakeholders the Trustees agreed a direction of travel towards providing more flexible funding to disability movement partners and strengthening our support for them to lead, collaborate and learn from one another.

This doesn't change our core reason for being here, which to borrow the words of our founder Chris Underhill, has always been to 'support the liberation of disabled people', but it does mean that we are committing to do so in new ways that meet the challenges of these times and the opportunities that they present us with.



**MARY  
ANN**

**Mary Ann Clements,  
Co-Chief Transformation Officer.**

## A message from our Co-Chairs:

---

It's an exciting time to be chairing the board of ADD International. In 2021 the organisation embarked on an ambitious transformation into a participatory grant maker. This will put more power in the hands of disability rights activists and organisations of people with disabilities in terms of decision making, resourcing and voice. Through this transformation process we are committed to listening to, strengthening and resourcing disability rights activists and their organisations.

ADD International was founded back in 1985 on the values of listening to the lived experience of disabled people and supporting them as effectively as possible. We are proud of how that work has evolved over the years and now this transformation takes us back to our roots in terms of our mission and approach.

We have been working together with our committed and talented fellow trustees to support the ADD team to move through this period of change positively and creatively as we re-imagine our role and strengthen our impact. While we make these changes, we are continuing to stay focussed on creating impact in the lives of disability rights activists.

In 2021, with the support of our generous donors, ADD International has supported disability rights activists and organisations of people with disabilities across the world to make change. In Cambodia, activists are supporting women experiencing domestic violence. In Bangladesh, the team is offering assistance to disabled people facing mental health challenges. Activists in Uganda are supporting disabled people diagnosed with HIV. And in Tanzania young leaders are coming together to advocate for disability rights. We hear from these, and many other, inspiring activists in this report.

Positive impact such as this is only possible because of strong, long-term partnerships

with disability rights activists, leaders and organisations. We are incredibly proud that in 2021, these mutually respectful partnerships were validated through a survey conducted with 69 of our partners. They told us that trust, respect and transparency are key characteristics of their partnership with ADD. These traits are rare in a development sector that has often been criticised for its exploitation of local actors. We believe that ADD International's strong and long-standing connections with the disability rights movement in Africa and Asia provide a solid foundation for the deeper financial support we plan to provide through a participatory grantmaking approach in the coming years.

By re-focussing and reflecting on our founding values, nurturing partnerships to achieve real impact and engaging our trusted network of partners and activists in a conversation about our future, we have already made significant progress and laid down important groundwork for the rest of our transformation journey. Listening and inviting feedback in this way is an ongoing process. We will be consulting ever more closely with our partners to design and develop an innovative participatory grantmaking model together.

We're also ensuring greater lived experience of disability is represented in our leadership and governance structures through our co-leadership model and by recruiting more diverse board members from the countries where we work. We look forward to continuing to make changes across the organisation to support a global disability rights movement which is truly equitable and able to thrive.

We are excited to continue on this journey together. Thank you for your support.

**Deborah Botwood Smith & Matt Jackson,  
Co-Chairs.**

# BACK TO OUR ROOTS.

With your support, ADD International is embarking on an exciting change to the way we work, to give more power to disabled people. We are transforming the way we work with disabled people to give them greater access to funding and more power in deciding how this money is used to build powerful movements for positive change.

## What does this mean?

We are transforming from a charity to a participatory grant maker. What this means is that disabled people from the global south will have more say in how the money we raise is used, and more power to implement their own projects and ideas.

We have set ourselves a target to increase the amount of flexible money we send directly to organisations of people with disabilities. Disabled people will also help decide which organisations receive this funding. Building on our existing work with organisations of people with disabilities, we will be consulting with them to improve the way we work together.

## Back to Our Roots.

ADD International first started as a supporter and funder to disabled people and their organisations. We're proud of the ways our work has evolved, and excited to get back to our roots and honour this approach, reimagined for the world we live in today.

ADD International was founded on values of listening to and supporting people with lived experience of disability to make change through their own organisations. Disabled people know best the solutions that will work for disabled people, and we want to get back to our roots in how we support them to implement these.

### **REIGNITING OUR CORE MISSION. A MESSAGE FROM OUR FOUNDER.**

"Disability is a revolutionary movement – about how disabled people can liberate themselves. Travelling in southern Africa I started to meet African disabled people who aspired to their own liberation, and that was the motivating force to start the organisation. The origin of the organisation was disabled people themselves.

"The key work was concretising the idea and raising money for it. The most important work was to help disabled people to create their own organisations and their local, nation and international representation. The other side was trying to raise money to support them. We wanted to shift the narrative from 'charity' and 'gift giving', which can be quite short term, to people being able to take charge of their own affairs."



**Chris Underhill,  
Founder.**



# WHY WE EXIST.

**1  
BILLION**

people worldwide  
are disabled.

**80%**

live in lower  
income  
countries.

Disabled people living in poverty are among the most marginalised and stigmatised people on earth.

Often, they have no access to basic human rights, education, or the opportunity to earn a living. The injustice disabled people face often includes:

## **VIOLENCE.**

Disabled people are disproportionately vulnerable to abuse, with children and women particularly affected.

## **DISCRIMINATION.**

Disabled people face discrimination in their families and communities, mostly because of misconceptions about disability.

## **EXCLUSION.**

Disabled people often live in isolation and are excluded from their communities, schools, health care and other vital services.

## **OUR COMMITMENT TO SAFEGUARDING.**

We continue to be committed to the highest safeguarding standards. Our organisational safeguarding action plan ensures our systems are robust and fit for purpose. We action this plan through every team making sure safeguarding principles and processes are fully embedded. We also support partners with regular training and a confidential reporting system available to all.

# PARTNERING WITH ACTIVISTS.

**ADD International is an ally to the global disability movement. We partner with disability rights activists to strengthen both their organisations and national movements.**

We build long-term relationships with the activists and organisations we support to ensure skills and learning are deeply embedded. The ultimate aim of our work is to make ourselves redundant, and leave in our wake organisations of disability activists leading powerful movements for change.

In 2021, we worked with Keystone Accountability to survey our partners and better understand their experience of working with us. Activists told us that they really appreciate how we listen, learn, support and collaborate. They appreciate our transparency on funding and respecting their vision and values. They also said that one of their biggest challenges is becoming financially independent. Many partners felt reliant on foreign funding despite a strong yearning for financial self-reliance. Going forward we need to increase our contribution towards helping disability rights activists and organisations become more independent.

## HOW OUR MODEL WORKS:



### 1. Listen

Our work begins as a conversation. Disability rights activists tell us the change they want to make and what they need to make it happen.



### 2. Tailored support

Together we develop a package of long-term support to help activists access the tools and resources they need to make change happen.



### 3. Building movements

We help organisations of disability rights activists form links with each other and build movements with unstoppable momentum.



**Shafiqul Islam,**  
Country Director,  
Bangladesh.

## MENTAL HEALTH IN BANGLADESH.

“In Bangladesh we have been working with disability rights activists from one of the most neglected and deprived groups - persons with psychosocial disabilities.

“Mental health challenges are on the rise across the globe. In Bangladesh, it is estimated that between 15%-35% of the population have a mental health condition. The prevalence of mental health issues demands more attention and intervention.

“Together with our partners, we are challenging mental health stigma, negative stereotypes, and discrimination. We are working to raise community awareness and undertake national advocacies to help improve access to services. Read more about this groundbreaking work at [add.org.uk/research](http://add.org.uk/research)”



### HIV AND DISABILITY IN UGANDA.

Disability rights activists Richard and Dick Bugembe have been changing the lives of disabled people with AIDs across the region of Masaka for over 20 years. MADIPHA (The Masaka Association of Persons with Disability living with HIV & AIDS) is the first organisation of its kind in Uganda.

Richard explains, "As soon as someone finds out they have HIV it becomes like a death sentence. People think they are going to die, the community sees you as dead. They judge you, they blame you. They don't see the human."

"At MADIPHA, we say it's not the end of the world when you find out you have HIV. You just might do things in a different way. You think positively, you eat, you stay on the medical treatment and you will live and be happy. Even see grandchildren!"

#### How it started, how it's going.

Dick was a founding member of the organisation and has seen a huge change over the last twenty years.

"When I contracted HIV, I felt so sick, but little by little the medication helped. When MADIPHA started, everyone thought people with disabilities were sub-human, but there was a very small group of five people who came together to make change. None of us thought it would come as far as we have. Those five members are still here and we are now supporting 500 people!"

"ADD was among the first organisations in 2010 that supported us. They helped us set up the office, paid for rent and got us started. ADD took a chance on us and now we are helping hundreds of disabled people to live healthy happy lives."

#### What does the future hold?

Today, MADIPHA is planning on expanding outside the Masaka region and becoming a national organisation.

Richard explains, "Going national, we can use the recipe we have created at MADIPHA to support many others. We'd like to create district representatives and link associations across Uganda. Sure, the challenges will be bigger. There is so much competition for donor funding, and we need to make sure these district associations survive and how we can monitor them."

"We are also creating a Youth Association, bringing young people together with disabilities and without, working together as equals. So, they can see someone achieve, and think 'what if that could be me'. We are looking at the future of the disability movement in Masaka. So we can train a younger generation to continue our work. Dick and I are not as young as we used to be!"

How would I describe MADIPHA? We are like a family supporting each other; "Work as a team, smile for free".



Richard (second left), Dick (centre) and members of the team at MADIPHA.

# CULTIVATING YOUNG LEADERS.

Following a global pandemic, and subsequent economic shock, the young disability activists that we support in Africa and Asia are struggling to access the opportunities they need.

Now more than ever, we must give young disabled people a stronger voice to break the cycle of poverty and inequality.

In 2021, we began our plan to create a global network of young disability activists and empower them with the skills to become the next generation of changemakers in their communities.

Starting in Tanzania we recruited three young leaders who over a six month programme will be supported to develop their leadership capacities, creativity and explore the future direction of their activism. They will:



- deepen their understanding of disability movements



- strengthen their networks and connections



- build their knowledge of activism and grassroots change
- develop skills and experience to help them find work

## TANZANIA YOUNG LEADERS



**TAMIYA**

"We have had many trainings on leadership and disability that have taught us so much. I have learnt about the different disability acts, policies, and treaties and can now reference these when I am advocating for our rights. Like, when we visited the Prime Minister's office! We got to work on this meeting from brainstorming the key disability issues for us to advocate on, to then presenting to the Prime Minister's officials.

I have learned the skills that enabled me to be confident to present it in front of those government officials!"



**DANIEL**

"Gaining new knowledge has been the part I've loved the most. I have learnt so much, things powerful enough to fill a mind with all that a leader needs to know. I feel leadership blocks building inside me. We have done visits to other international organisations to learn how they work and engage disabled youth and share our ideas.

As a growing future leader, this programme gives me clear and strong experience in doing advocacy work, a chance to create connections with key decision makers and stakeholders."



**DORICE**

"This programme is helping me to acquire employment skills. I did not have any experience of working in an international office. We are taking part in different activities within the office so this is a good roadmap for me to develop my career and enable me to hold a senior position in the future. This is really important for me as a young disabled woman as it is hard to get these opportunities.

This programme is special because it helps increase the number of young activists who can go on to strive for the right of people with disabilities."



Aneth, a young disability rights leader, Tanzania.

## **ANETH, YOUNG LEADER, TANZANIA.**

“I have always had to fight to follow my dreams, and it has always been to support my community.

“I realised, if I can do something, if I can keep struggling forward, if I can start talking with powerholders then other deaf people can also have opportunities. I see people following my steps, and they are also doing wonders for society in Tanzania, we are making meaningful change in the world.”

When she was five years old, Aneth contracted mumps and her parents were told that her hearing would never recover.

“As I started applying for jobs, I soon found out that it wouldn't be easy. One company called me for an interview, and when I passed the phone to someone to interpret, they realised I was deaf and they hung up. I started looking at disability organisations to see if I could volunteer or find more support.

**“I found ADD and decided that I could make a bigger difference.**

“That's when we started FUWATIVA. We were 15 deaf women that came together to advocate for deaf rights – leadership, legal, reproductive health and education. Since then we've grown and supported over 250 deaf women, plus another 300 people with different disabilities – people with albinism, with physical impairments.”

### **Future leaders.**

“I have started to work with other organisations across Africa. Suddenly people were respecting me, they listened to what I had to say. Since Tanzania became independent, there has never been a deaf person in parliament. Last year, I ran for a position, and I came second, but I won't give up I will try again in 2025.

“We need young people to understand that they can make change too. It is so important to give them the right skills and build their capacity to become activists. It will help them, and all of Tanzania. They just need the right support.”



**ANETH**

**Aneth Gerana Isaya,  
Disability Activist,  
Tanzania.**

# WORKING WITH WOMEN.

## LEARNING FROM DISABLED WOMEN IN TANZANIA.

Women and girls with disabilities face 'double discrimination' linked to both their gender and impairments. This can result in the exclusion or marginalisation of their representatives and/or their priority issues. This 'double discrimination' also makes women and girls with disabilities highly vulnerable to violence and safeguarding abuses.

Women and girls with disabilities have been ignored by programmes, organisations and movements in which they should be a key priority. They are people with disabilities, but they have struggled to be heard equally in disability-focused actions. As this activist told us:

“ Many Organisations of Persons with Disabilities (OPDs) are led by men. Some OPD constitutions are silent on women. Male leaders decide who attend or participate in meetings and seminars. Some women who have leadership roles are only there as rubber stamps. There is an oppressive system, and it is difficult to speak out or to air your voice.”

Disabled women are also women, but they have struggled to be heard equally in women and gender-focused actions dominated by women without disabilities. As this activist reports:

“ Some (women with disabilities) were told to go back home or not be included because the women's organization said, “You are disturbing us, you better stay at home, and you will be represented”. The mercy in turn became discrimination and oppression. The fact is women without disabilities do not recognize the skills and capacity of women and girls with disabilities.”

Women with disabilities and ADD International were able to secure funds for two years of focussed work in Tanzania for the DRIGE (Disability Rights, Inclusion, and Gender Equity) project to challenge this. In this period, a core group of 21 activist women with disabilities strove to challenge violence and discrimination, to build links with other activists, and make changes to policies and services.

The women with disabilities involved in the DRIGE project have achieved remarkable change in the two years of the project. Bypassed for too long, they are eager and positioned to achieve much more as they continue to work together in solidarity and with those who will support them to do so.

“ There is peace when we work as women with disabilities groups. We are free to share opportunities. We treat each other with love. There is the freedom to speak without limit or worry as our concerns are shared. We share and learn together about everything and our common concerns, even family problems, good working practices, we find workable approaches to solving the problems we face.”

Read more about our learnings from this project at: [add.org.uk/research](https://add.org.uk/research)



# HAPPINESS



## HAPPINESS, THE ACTIVIST.

Happiness Matagi is a passionate activist for equality in Tanzania and is making long lasting change for her community; starting with setting up new accessible education centres.

"I was born with a visual impairment and have lost all my sight. My mum was a primary school teacher and enrolled me in a school for the blind, and I loved going there. Everyone was visually impaired, but when I had to go to secondary school, I was back in a non-inclusive school. I wanted to study, but it was tough to cope. Later when I started my own business, I was involved in lots of events and networks and I started to notice I was the only disabled person in these meetings. I heard about ADD International and decided to take part in their training to learn how to mobilise my community, create awareness, and advocate.

**"ADD gave me the knowledge and skills to become a disability activist, to be courageous and confident.**

"I remember my first advocacy mission, a group of us went with ADD to speak to our local hospital because disabled people were not getting their medication. We campaigned for fair treatment and had the skills to do this ourselves. That's when I realised I could do so much more."

### Education for all.

"I know first-hand how education can change a life. Many children with disabilities are hidden at home, so I am part of the Inclusive Education project, to get disabled children into school.

"We help identify where they are and then we go and talk to the parents. It is very powerful because they see me – Happiness, with a visual impairment who went to school and is now an activist with her own businesses – and they understand that this could be possible for their child too. We are a whole team of people with all sorts of disabilities, advocating like this in the community."

Happiness, a disability rights leader, Tanzania.

# FINANCIAL STATEMENTS.

This is an extract from ADD International's statement of financial activities and balance sheet for the year ended on 31 December 2021. You can find our full audited accounts by visiting [www.addinternational.org/accountability](http://www.addinternational.org/accountability)

## STATEMENT OF FINANCIAL ACTIVITIES YEAR TO 31 DECEMBER 2021

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>Income From:</b>				
Donations and legacies	627,461	-	<b>627,461</b>	655,433
Interest receivable	1,092	-	<b>1,092</b>	1,470
Charitable activities	-	2,002,610	<b>2,002,610</b>	2,343,126
Other Income	3,188	-	<b>3,188</b>	17,233
<b>Total income</b>	<b>631,741</b>	<b>2,002,610</b>	<b>2,634,351</b>	<b>3,017,262</b>
<b>Expenditure on:</b>				
Raising funds	212,004	-	<b>212,004</b>	174,331
Support of the International Disability Movement	489,709	2,145,894	<b>2,635,603</b>	2,753,455
<b>Total expenditure</b>	<b>701,713</b>	<b>2,145,894</b>	<b>2,847,607</b>	<b>2,927,776</b>
Net income (expenditure) and net movement in funds	(69,972)	(143,284)	<b>(213,256)</b>	89,486
<b>Fund balances b/f at 1 January 2021</b>	<b>607,744</b>	<b>560,243</b>	<b>1,167,987</b>	<b>1,078,501</b>
<b>Fund balances c/f at 31 December 2021</b>	<b>537,772</b>	<b>416,959</b>	<b>954,731</b>	<b>1,167,987</b>

## STATEMENT OF BALANCE SHEET YEAR TO 31 DECEMBER 2021

	2021 £	2021 £	2020 £	2020 £
<b>Fixed assets</b>				
Tangible fixed assets		4,678		5,158
<b>Current assets</b>				
Debtors	319,600		423,122	
Cash at bank and in hand	873,990		1,011,270	
	<u>1,193,590</u>		<u>1,434,392</u>	
Creditors: amounts falling due within 1 year	(110,668)		(125,014)	
Net current assets		<u>1,082,922</u>		<u>1,309,378</u>
<b>Total assets less current liabilities</b>		<u>1,087,600</u>		<u>1,314,536</u>
Provisions		(132,869)		(146,549)
<b>Total net assets</b>		<u><u>954,731</u></u>		<u><u>1,167,987</u></u>
<b>Represented by</b>				
<b>The funds of the charity</b>				
Restricted funds		416,959		560,243
Unrestricted funds				
- General funds		537,772		607,744
		<u><u>954,731</u></u>		<u><u>1,167,987</u></u>