



International

ANNUAL REVIEW. 2020.

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

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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 'Disabled People's Organisations' to talk about organisations which represent people with disabilities. However, we acknowledge that 'Organisations of People with Disabilities' 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 For ethical and safeguarding reasons we do not publish photos of direct beneficiaries without explicit consent.





OUR VISION.

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



OUR AMBITION.

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



OUR ROLE.

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

2020 WELCOME.

FROM JIMMY INNES, CEO.

It is difficult to find the words to summarise the year that was 2020. Unprecedented: yes. Challenging: yes. Exacting: yes.

But it was also a very successful year for ADD – programmatically and financially. A year in which we were able to further our mission of ‘achieving positive and lasting change in the lives of persons with disabilities’, in Africa and Asia. And a year in which we strengthened our financial position, with a healthy annual surplus against the odds.

When the pandemic was first declared, we moved quickly to focus all our work and attention on supporting a Disability Inclusive COVID-19 Response. It was immediately clear that disabled people were disproportionately affected by COVID-19, and disproportionately excluded from the responses to it.

We doubled down on our mission, doing all we could to address this situation in our country programmes.

Now, a year on, I am immensely proud of all we achieved in 2020. Our teams around the world pulled together with renewed purpose and solidarity, refocusing existing work onto COVID-19, starting critical new interventions, supporting our partner Organisations of Persons with Disabilities (OPDs), and lobbying decision makers at all levels so they could also do more.

But persons with disabilities around the world continue to be among the most affected by the acute health, social and economic impacts of COVID-19, and still remain among the furthest left behind in the global effort to ‘build back better’.

There is no building back better unless and until we build back better for all.

The transformative equality that we hope to see emerge from these pandemic times remains just that: a hope that is yet to be realised. There is still so much more to do. In all of this context, in 2020 we finalised ADD’s new five-year global strategy for 2021-2025 – giving us the roadmap to guide us through the years ahead.

In practice this means: strengthening the ways we work as an ally to disability movements

around the world; amplifying the impact of our programmatic work so we can demonstrate and expand the value of our approach; and, strengthening ADD as a sustainable organisation that is fit for purpose to achieve our mission in a changing world.

I am so pleased that we have defined our clear future strategic focus, and so proud of all we achieved in the most difficult of years.

Saying goodbye.

I am sad to announce that I have recently taken the decision to step down as ADD’s CEO. It was not an easy decision, but I believe it is the right time. I have immensely enjoyed and been consistently nourished throughout my time with ADD. I will greatly miss all the people who work for, or who are associated with this spectacular organisation.

Our Trustees have been fully engaged in my decision. They have a clear vision for taking the organisation forwards from here – continuing to forge a better, more sustainable and equitable role for ADD. I have every confidence that ADD will continue to go from strength to strength.

To lead ADD through the coming months I am handing the reins to Mary Ann Clements who joins ADD as Chief Transformation Officer (Interim CEO) with a remit to build on the amazing work we do and clarify our role and our approach for a new generation.

The world has been rocked by COVID-19, in ways that will continue to have adverse impact for years to come. In this context, ADD will continue to do all it can to fight for disability rights and inclusion, standing in solidarity with persons with disabilities and their representative organisations in countries around the world; working together to fulfil our hopes of equal rights and opportunity for all. It is the best thing we can do.



Jimmy Innes,
CEO.

FROM AK DUBE, CHAIR.

ADD International has a very special place in my heart. ADD supported me as a beneficiary in the 1990s and now today, I have been able to support this incredible organisation as ADD's proud Chair.

I was born in Zimbabwe, and when I was two I contracted polio and my right hand and left leg were impaired. I lived with my father who was a soldier and although he was strict, he made sure I could look after myself.

I ran the house; collecting firewood, cooking and washing – skills that made me independent. The people in our village did not approve. They thought I should be sent to an institution for the disabled, but my father steadfastly refused. I studied hard and started my career in policy changemaking.

I was lucky to be there when ADD was founded, in a tiny meeting room in Zimbabwe, with Chris Underhill, ADD's founder. We wanted to change the way disability was framed as a medical problem and to focus on creating equality.

It has been an honour to represent ADD as Chair.

At the beginning of 2021 I handed over the responsibility of Chair to Deborah Botwood-Smith and Matt Jackson who will act as Co-Chairs over the coming months as ADD builds on our legacy and re-imagines itself for a new generation.

ADD is unique because we stick to our mission and uphold our principals, in the good and the bad times. Of course, we wouldn't be here today without our supporters, allies and friends. I would like to say thank you to the people supporting us, thank you for standing with ADD during these difficult times. We need you now more than ever. We know you're going through your own difficulties, this last year has not been easy for anyone, so our thoughts and prayers are with you too. We hope your loved ones are safe and we hope you find it in your hearts to continue to support us.



A K Dube,
Chair of Trustees.



WHY WE EXIST.

1

BILLION

people worldwide
are disabled.

80%

live in the
developing
world.

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.



WHAT WE DO.

Right now, organisations of disability activists are working to fight discrimination and ensure every disabled person gets a fighting chance at living their best life. We are an ally to their powerful movements for change. Here's how we do it:

1. EMPOWER ACTIVISTS.

Disability activists tell us the change they want to make and what they need to make it happen. Together we develop a tailored package of long term support to help activists access the tools, skills and resources they need to make change happen.

2. BUILD MOVEMENTS.

We support disability activists to build strong and sustainable organisations that can have an ever increasing impact. We then help these groups connect with each other to build wider movements to promote the rights of disabled people.

3. INFLUENCE FOR CHANGE.

We work with disability activists to influence governments, international development actors and the private sector to design inclusive policies and services.

OUR COVID-19 GLOBAL RESPONSE.

Our work in 2020 was dominated by responding to the unprecedented challenges of the COVID-19 pandemic.

We started 2020 ready to build on our 2019 successes.

Our programmes were delivering excellent results in areas including inclusive livelihoods and economic empowerment for disabled people in Uganda, Bangladesh and Cambodia; ensuring inclusive pre-primary education for children with disabilities in Sudan and Tanzania, and tackling gender and disability-based violence in Cambodia.

But our plans were entirely rocked when the COVID-19 pandemic was declared.

We closed all of our offices and moved swiftly into home and virtual working.

We put in place new and extra staff support measures, to do all we could to be a flexible, responsible and caring employer for a global staff team who were dealing with a wealth of new personal and professional challenges.

And we immediately began discussions with our existing donors, looking at how we could re-focus our work to support the COVID-19 response.

Emergency response.

We swiftly moved into emergency response mode, focusing on two key objectives:

- doing everything in our power to support disabled people in Africa and Asia in the COVID-19 response
- protecting ADD's business continuity as we moved into a suddenly much more uncertain operating context.

We set-up a public fundraising campaign in the UK to raise vital funds to support the response.

And we entered into multiple conversations with potential new donors and partner organisations.

Supporting a disability inclusive COVID-19 response.

We knew from previous experiences of unrest and disaster that the needs of disabled people are often the first to be discarded.

As governments and international groups moved to produce emergency COVID-19 response plans, there was a worrying lack of priority for the health and financial needs of disabled people.

We worked with all our stakeholders to develop a 4-point organisational offer to support a disability inclusive COVID-19 response (see far left) focusing on life-saving information, social support, access to medical support, and long term protection.

The social inequalities exacerbating COVID-19's impact on disabled people are not new.

The pandemic instantly intensified the inequalities that disabled people face. This is where ADD International, local disability activists and organisations stepped up to take action. You can read on the following pages some of the impact of our response work on the ground.

We are incredibly grateful to our activist partners, to our colleagues, funders, and staff, who held fast in these uncertain times to allow us to continue delivering our support to disabled people in Africa and Asia.



Tamsin Langford,
Director of Programmes,
ADD International.

COVID-19 IMPACT.

Disabled people are often forgotten when it comes to emergency support.

We collected evidence of COVID's impact to demonstrate the need for inclusive response plans.

Our reports showed that:

64%

Almost two-thirds of disabled people in Bangladesh have lost their livelihoods.

63%

of disabled people are not receiving the same support as non-disabled people.

84%

of our beneficiaries have reported that protection packages and survival support does not even meet their basic needs.

OUR RESPONSE. 4 STEPS TO SAVE LIVES.

Working alongside our disability activist partners we developed a 4-point plan to save lives during the COVID-19 pandemic.



1. Life-Saving Information. We ensured disabled people received accessible and accurate information on how to protect themselves and their families during the COVID-19 pandemic.



2. Social Support. We identified disabled people most at risk during lockdowns and ensured necessary supplies – like food, water and medicine – were safely delivered. We utilised virtual peer-to-peer support to reach those most isolated.



3. Access To Medical Support. We ensured disabled people had equal access to COVID-19 testing and treatment services. We worked with health providers and governments sharing our lessons on how to do this with maximum, life-saving impact.



4. Long Term Protection. We supported powerholders to create inclusive alternate livelihood options for disabled people and implement emergency social protection schemes.

OUR COVID-19 GLOBAL RESPONSE.



As the impact of COVID-19 began to be felt across the globe we closed our offices in the UK and our five country programmes, but our work did not stop.

In fact, this moment marked the start of intense activity as our teams and network of activists geared up and responded to the crisis.

OUR COVID RESPONSE WORK



MEDICAL SUPPORT.

The pandemic increased the barriers for disabled people to access medical support and increased the isolation of many vulnerable people. We worked with our disability activist partners to:

- Support people with disabilities to access testing and treatment.
- Engage with health providers to ensure access and inclusion (e.g. flexibility on masks where lip-reading is needed)
- Ensure people with chronic health conditions accessed the ongoing medical support and medication they need to survive.
- Advocated at a global and local level for equal access to vaccines.

SOCIAL PROTECTION AND LIVELIHOODS.

Already financially vulnerable, many disabled people have little resilience to any loss of income. Often dependant on cheap labour, disabled people can quickly become destitute. We are working long-term with our partners to change futures by:

- Engaging with policymakers to develop sustainable, inclusive and alternative job options for disabled people.
- Speaking to governments to create more social protection to help people access jobs or regular disability payments.

ACCURATE HEALTH INFORMATION.

Over the last year, we've all seen that having the right information is absolutely critical to protecting ourselves and our families. Now try to imagine accessing information if you have a hearing impairment or sight loss. In Sudan we worked with disability activists to:

- Make sure sign language was used in all Government briefings.
- Produce 11 radio shows about the rights of disabled people to access healthcare. The programmes were translated into sign language.
- Print and distribute 1,200 posters with COVID-19 messages in south eastern Sudan.
- Create a WhatsApp group for disability organisations so they could share information fast and easily. Mohammed, who is blind, explains

“Before joining the group, blind people suffered, we did not know to protect ourselves. Now in the group they sending messages that we can read via our talking applications (accessibility feature in our devices), and voice messages. Even how to wash our hands in the right way we learnt from the group.”

SURVIVAL SUPPORT.

As governments and international groups rolled-out emergency response plans, we discovered that they did not fully consider the needs of people with disabilities. Working with partners to change this, we:

- We worked with partners and activists to make sure the distribution of basic supplies – food, water, medicine, household goods, mobile phone credit, etc – was fair, and reached disabled people.
- We made sure people were connected and not left alone, by using support networks, social media and WhatsApp.
- We created, trained and supported groups of volunteers with disabilities to safely support the COVID-19 response in their local communities.
- We helped people know where to find support and advice for issues they might face, like increased risk of domestic violence during lockdown.
- We ran media campaigns and petitioned governments and authorities to make their COVID-19 response equal and inclusive.

REBECCA'S STORY, UGANDA.

Rebecca Nayiga (pictured) is a disability activist and a much-loved member of the ADD Uganda family.

During the COVID-19 lockdown, Rebecca visited the home of every disabled person in her community to ask what they needed. She also made calls to the authorities advocating for these families to receive support.

She told us: “I received a phone call from the government distribution team requesting me to help them deliver food packs to the homes of disabled people. This brought me a lot of joy!” Each family has since received 5 kilograms of posho (cornmeal).

Rebecca told us, “We must be ready to protect every life that we can.”

Rebecca has since been recognised by the ‘East Africa Philanthropic Awards’ for providing meaningful support to communities in times of crisis.

We are incredibly proud of Rebecca, who put herself at risk to show solidarity, support and care for her community. Her courage and dedication sum up the spirit of activism that we are so proud to be an ally to.



REBECCA

FRONTLINE VOICES

BANGLADESH.

Of all the countries where we work, Bangladesh was hit particularly hard by the pandemic.

Bangladesh is a country with a massive population and high-density cities. Even though we are a middle-income country, we have seen how quickly this virus can overwhelm. COVID-19 has particularly devastated people who live fragile lives, including many disabled people who live on the margins of their communities.

A double jeopardy.

Disabled people are experiencing a double jeopardy - already weakened by poverty and stigma, they are now being disproportionately impacted by the pandemic, and almost two-thirds have lost their jobs.

Our research shows that on average, disabled people's earnings have reduced from £167 a month to £58. Many people are now struggling to feed their families. I have received many heartbreaking reports from colleagues and activists in the field about how disabled people's lives are being impacted.

My team and I have been doing all we can to use the resources we have to build an effective response.

The future is uncertain.

We simply don't know how long the virus will continue to spread or how severe and lasting the global economic recession will be. What I do know is that we will not give up on our pursuit of ensuring the most vulnerable can rebuild their lives in Bangladesh and break free from their painful double jeopardy.



Shafiqul Islam,
Country Director,
ADD Bangladesh.

OUR IMPACT:

5

community hand-washing units have been installed, allowing 100,000 people to have clean hands.

2,375

disabled people have received cash relief support, primarily spent on emergency food supplies and income generation support.

500,000

people have been reached through our Radio, Folk Drama and other awareness-raising programmes.

ARJUMAN'S STORY, BANGLADESH.

Poverty and extreme inequality are not easy topics to face, but as COVID-19 ravages the globe, its wholly disproportionate impact on disabled people and marginalised communities is inescapable.

Tragically, many people with disabilities are at far greater risk of worsening mental health without the support systems to help. By sharing Arjuman's story, we hope to bring this issue to the forefront of the conversations about the pandemic and its long-term impact on people with disabilities.

My name is Arjuman I am from Bangladesh.

Arjuman has already faced more barriers than most in her 21 young years. At the age of twelve, the surgery she so hoped would help her mobility left her unable to move her legs and she has been in a wheelchair ever since.

As her friends went off to start secondary school and to chase their dreams, with no infrastructure at all in place for wheelchair access, Arjuman was left behind.

For a young person who already feels alone and disconnected, life in lockdown was unimaginably hard, and COVID-19 has brought nothing but more fear and anxiety to Arjuman and her family. Her mother has noticed she has become very withdrawn: "these days she sits in her wheelchair in the same spot all day long."

Facing starvation and living in extreme poverty means some days the family only has one meal to eat. They can no longer afford the protein the doctors recommend Arjuman has every day. Her father used to work as a rickshaw driver but had to stop his business when the country went into lockdown.

"The work has stopped, and I am very worried. I have some temporary work transporting fish, but I don't know how long this will last. There is not enough for us to live on."

ADD International's emergency response to COVID-19 gave Arjuman's family cash to buy eggs, milk and fruit along with some basic medicine. Food that her doctors recommended she should eat.

It is something, but it is not enough. We must continue to fight disability discrimination in Bangladesh, to change policies and ensure every disabled person gets a chance at their best life.

"My dream for the future is to have a healthy life, a normal life, to do the things like other girls my age do."



ARJUMAN



EMPOWERING ACTIVISTS 2020.

Disability activists are at the heart of our COVID-19 response.

COVID-19 once again demonstrated how integral disability activists and their organisations are. Disability activists have a presence in remote villages, slums, cities and national governments. They have unparalleled access to the most vulnerable disabled people in their communities and key decision-makers. Their communities trust them, and as false and incorrect information about COVID-19 spread, putting lives at risk, their intimate local knowledge was life-saving.

Many disability activists put their lives on the line to support their communities. Activists worked around the clock delivering emergency medicines, food parcels and cash support. Activists like Shamim in Bangladesh.

SHAMIM'S STORY, BANGLADESH.

When you meet 28-year-old Shamim, you know he is a person full of drive and passion to help others.

Starting out as a young activist he has been fighting for the rights of disabled people in Bogura, Bangladesh for over fifteen years.

“As a disabled person I understand firsthand the unbearable discrimination that exists.

Right from the beginning so much prevents you from building a normal life. Even when I was young I knew I had to do something to change this.

I decided to take part in a leadership training programme run by ADD International to learn how to fight for the rights of people like me. I learnt which tools and resources I could use to bring issues to the forefront of local government. It started a new chapter in my life.



Five years ago I set up my own organisation to create a powerful voice for change and a strong network of support for the disabled community here.”

Empowering others has also helped Shamim.

“I feel like the happiest person in the world. Against all odds, I’ve achieved something great for people who needed help the most. Bogura is becoming a friendlier and better place for people with disabilities to live in.

There has been a huge change over the last three years because we have been able to make a difference at a local government level. Officials now know about our rights, and we are making sure they implement them. Of course, there is still more work to do, still more people to help. We need to continue to shape policy, we need to continue to train more activists.”

When COVID-19 hit Bangladesh, Shamim jumped straight into action.

He made phone calls to all his contacts, including the local social welfare department, and put together emergency survival packs for vulnerable people with disabilities. Over thirty people received these packs containing food (rice, potatoes, cooking oil and herbs), soap and face masks.

“Lockdown meant many people could not leave their homes to buy food. They were in danger of being forgotten and at risk of starvation. I knew people wanted to help, but they didn’t know how. So, I started to coordinate the emergency response.”

Shamim’s help didn’t stop there. He put pressure on the local government and along with help from his own organisation, gave emergency cash donations to over 100 disabled people to help them survive the crisis.

“Thanks to ADD International I was able to do something for the disabled community in Bogura; I had the confidence, resource and contacts to make a difference.”

Thanks to disability activists like Shamim, lives have been saved during the COVID-19 crisis, and the future for people with disabilities in Bangladesh is looking brighter.



**“AS A DISABLED
PERSON I CAN
CHANGE THE
WORLD.”**

SHAMIM

EMPOWERING WOMEN 2020.

Around one in five women worldwide has a disability.

For women with disabilities, gender-based violence is often compounded by disability-based discrimination. Unfortunately, too many services meant to protect women do not consider the unique dangers and challenges faced by women and girls with disabilities.

Many women and girls with disabilities in Cambodia live in poverty, and many are victims of violence.

Violence is often not disclosed. Survivors and those vulnerable to violence are often not aware of their rights under existing laws or services available to support them. In rural areas, women and girls face multiple problems in accessing justice and support services.

Inclusive interventions.

Since 2018, we have partnered with Non-Governmental Organisations (NGOs), Organisations of Disabled Persons (ODPs) and commune Self-Help Groups to change this. Together, we initiated a project to address the root causes of violence. We have been supporting hundreds of disabled women to access their rights and support services, as well as transforming community attitudes to violence.

COVID-19 has shown us how quickly the world can change.

This global crisis has arguably hit the lives of women and girls with disabilities hardest and left many vulnerable to violence. Working with communities to prevent violence is now more critical than ever.



Borithy Lun.
Country Director
ADD International,
Cambodia.



CHHUNLY'S STORY, CAMBODIA.

Chhunly has lived with chronic violence for nearly twenty years from her husband.

When he loses his temper, he destroys things in the house and is violent to Chhunly and sometimes, her daughters.

Finding no support.

Chhunly has submitted complaints to the authorities, and her husband has vowed to change, though ends up not being able to sustain this.

In March last year, Chhunly was severely injured after her husband attacked her with a piece of wood. Again, Chhunly went to the police, but no action was taken.

At the same time, our project team heard about Chhunly's situation. We approached her to join our activism training on violence, gender, power, human rights, and how to conduct awareness raising.

Becoming an activist.

Chhunly has since improved ways of communicating with her husband, sharing with him simple key messages on the impact of his violence, and explaining her rights and protections under the law.

Chhunly has also carried out four awareness raisings sessions to 40 community members, local authorities and people with disabilities.

"I am very happy and very proud of becoming an activist. My husband has stopped doing violence to our children and me. He has changed 100%. This month he earned 125\$, and he gave me all the money. My parents and villagers admire what has happened. They did not believe that he could change."

Supporting her village.

The first time Chhunly conducted awareness-raising in her village, the community members paid little attention to her. They said that she should change her husband before talking to other villagers.

Since seeing her husband change, the community respect Chhunly more and value her as a woman skilled in addressing violence. Two disabled women experiencing violence have approached Chhunly for consultation.

"Now, these two women are experiencing less violence. This work helps to change my life and keep the village safe."



CHHUNLY



EMPOWERING WORK 2020.

In 2020 we continued our work as part of the Inclusive Futures global consortium.

Inclusive Futures is a collaboration of 16 global partners under one initiative funded by UK aid. Our goal is to ensure opportunities for people with disabilities and a future that's disability inclusive.

Together we're pooling our collective expertise and working with disabled people's organisations to create innovative solutions and remove key barriers that can prevent disabled people from accessing education, health care and work.

Inclusive Futures runs in seven countries, developing and delivering education, health, work, and stigma and discrimination programmes.

Our areas of focus.

Within the Inclusive Futures programme, we are supporting on two of the key thematic focuses: work and education.

The 'work' programme is helping to make practical changes to the way companies train and hire people with disabilities, and to develop innovative ways to help people find a job.

The 'education' programme improves the lives of children with disabilities by ensuring accessible learning and education is available for all children.

Building lasting change.

Our goal is simple - to help people with disabilities access the same quality education, health and work opportunities as everyone else.



Rose Tesha,
Country Director
ADD International,
Tanzania.



NAYEM'S STORY, BANGLADESH.

Twenty-one-year-old Nayem Molla (pictured below) has always dreamed big. Top of his class in school and later accepted into one of Bangladesh's most prestigious universities, he has never seen his disability as a barrier to success.

Changing the conversation.

But now Nayem's taking on his biggest challenge yet – to change the conversation about equality in the workplaces of Bangladesh – and, with the help of ADD International, he is now able to take his message to the very top.

Nayem first heard about the Unilever Leadership Internship Programme (ULIP) after being supported by Inclusion Works, a project bringing together ten organisations funded by UK aid, to train people with disabilities in Bangladesh, Nigeria, Kenya and Uganda to improve their opportunities to find work.

The Inclusion Works programme team helped to train, support and mentor Nayem through five rounds of intensive interviews and assessments by Unilever and he now has been selected for one of the biggest and most prestigious internship programmes in Bangladesh.

Defying the odds.

For a boy growing up in extreme poverty, Nayem's disability could have had a devastating effect on his quality of life. Many disabled children and their families face stigma and isolation, unable to attend school due to lack of resource and understanding to support them.

Despite progress there's no escaping that for some people there's a misconception that young people with disabilities will be less competent or cost more to employ.

Nayem should not have to fight for equality every day of his life. As part of the Inclusive Futures formal employment project we are working to change this and allow all people to dream big like Nayem.



— OUR PRIORITIES 2021. —

In 2021 we will launch our new Global Strategic Plan. It outlines how we will work to be the best ally possible for the global disability movement over the next few years – from supporting grassroots activism to lobbying for inclusion on the global stage. We will continue to double down on our mission of achieving positive and lasting change in the lives of persons with disabilities, especially those living in poverty.

3 GOALS TO GUIDE OUR WORK



1. BEING AN EFFECTIVE ALLY.

We will strengthen the value we add and the ways we work as an ally with the disability rights movement.

We have decades of experience partnering with organisations of disability activists in the countries where we work. We are a trusted ally to their movements. Over the next five years, we will strengthen this role as an effective and supportive partner. We will ensure that disabled people are front and centre in global disability inclusion efforts, empowered and resourced and in a position to exercise collective voice and agency in realisation of equal rights for all.



2. DELIVERING EFFECTIVE PROGRAMMES.

We will build a programme of work, which transforms the lives of people with disabilities, and delivers sustainable impact.

We work for long-term systemic change and empowerment. We have a strong track record of delivery. We will use the next five years to build on this so we can amplify our impact. We will evidence what we do, demonstrate our approach and scale it up where we can. We will ensure that the diversity of the experience of disability and the focus on the most marginalised persons with disabilities remains our priority.



3. RUNNING AN EFFECTIVE ORGANISATION.

We will be an organisation fit for purpose to achieve our mission in a changing world.

We face an uncertain future: political commitments to disability funding and aid in general are changing, and sometimes rapidly. The COVID-19 pandemic has significantly heightened the financial risks we face. In the next five years we will make sure the ways we operate ensure our long-term sustainability – so we can survive and thrive in this changing world and that we remain a global force for disability rights and inclusion.

MEET OUR COUNTRY DIRECTORS.



SHAFIQL ISLAM.

Country Director, Bangladesh.



BORITHY LUN.

Country Director, Cambodia.



SIHAM BOLAD.

Country Director, Sudan.



ROSE TESHA.

Country Director, Tanzania.



THOMAS KYOKUHAIRE.

Country Director, Uganda.

WHERE WE WORK.



BANGLADESH.



CAMBODIA.



SUDAN.



TANZANIA.



UGANDA.

MEET OUR BOARD.

Our board is responsible for the overall strategic direction of the organisation and governs major decisions.

Disability rights advocates and/or experts in policy-making and fundraising, ADD International's governing board is made up of incredibly passionate people, working hard to make a real change.

The trustees and officers serving during 2020 were as follows:

A K Dube – Chair of Trustees
Deborah Botwood Smith
Kieran Breen
Sarah Dyer
Louise Catherine James
Matthew David Jackson
Ken Jones
Janice May Knight
Sally Neville
Jillian Emma Popkins
David Ruebain
Phillimon Simwaba

FINANCIAL STATEMENTS.

This is an extract from ADD International's statement of financial activities and balance sheet for the year ended on 31 December 2020. You can find our full audited accounts by visiting www.addinternational.org/accountability

STATEMENT OF FINANCIAL ACTIVITIES YEAR TO 31 DECEMBER 2020

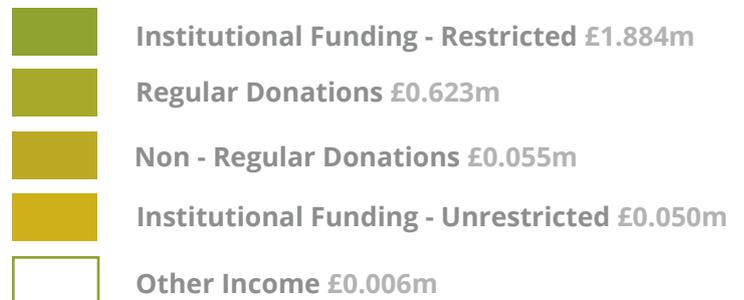
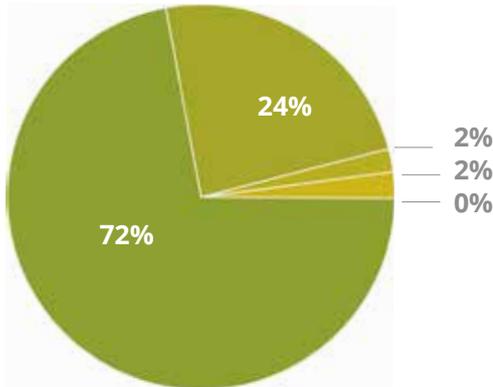
	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Income From:				
Donations and legacies	655,433	-	655,433	668,162
Interest receivable	1,470	-	1,470	1,809
Charitable activities	7,000	2,336,126	2,343,126	2,353,951
Other Income	17,233	-	17,233	764
Total income	681,136	2,336,126	3,017,262	3,024,686
Expenditure on:				
Raising funds	174,331	-	174,331	200,437
Support of the International Disability Movement	359,324	2,394,121	2,753,445	2,861,992
Total expenditure	533,655	2,394,121	2,927,776	3,062,429
Net income (expenditure) and net movement in funds	147,481	(57,995)	89,486	(37,743)
Fund balances b/f at 1 January 2020	460,263	618,238	1,078,501	1,116,244
Fund balances c/f at 31 December 2020	607,744	560,243	1,167,987	1,078,501

STATEMENT OF BALANCE SHEET YEAR TO 31 DECEMBER 2020

	2020 £	2020 £	2019 £	2019 £
Fixed assets				
Tangible fixed assets		5,158		7,954
Current assets				
Debtors	423,122		343,978	
Cash at bank and in hand	1,011,270		1,007,705	
	<u>1,434,392</u>		<u>1,351,683</u>	
Creditors: amounts falling due within 1 year	(125,014)		(127,088)	
Net current assets		<u>1,309,378</u>		<u>1,224,595</u>
Total assets less current liabilities		<u>1,314,536</u>		<u>1,232,549</u>
Provisions		(146,549)		(154,048)
Total net assets		<u><u>1,167,987</u></u>		<u><u>1,078,501</u></u>
Represented by				
The funds of the charity				
Restricted funds		560,243		618,238
Unrestricted funds				
- General funds		607,744		460,263
		<u><u>1,167,987</u></u>		<u><u>1,078,501</u></u>

OPERATIONAL HIGHLIGHTS.

INCOME £3.00m



EXPENDITURE £2.91m



In 2020 we were able to continue our support to disability movements. It is a true testament to the hard work of our Country teams and Partners, as they adapted to the new 'virtual' situation and the roll out of emergency activities to help people stay safe in the pandemic.

During the year, ADD International spent £0.17m to generate £0.65m through donations and legacies. This equates to £3.75 (£3.34, 2019) raised for every £1 spent which is consistent with the sectoral standards.

BUILDING FOR AN INCLUSIVE FUTURE.



A note from our Chief Transformation Officer.

Despite all of the challenges that 2020 brought, ADD remained in a strong financial position. As a result the Trustees took a decision to investment in a Transformation process designed to ask how we can most effectively support activists and their organisations for a new generation.

In line with our Global Strategic Plan, we will be building on existing work and making a clear operating plan for the future, looking at how we need to change to most effectively meet a rapidly changing world

Whilst there are key challenges in the funding

environment, we are optimistic about the future and about re-imagining our model of operation in the context of changing times. As we do so, we will be looking to strengthen the way in which we are able to move more resources to activities and organisations in the Global South.

We will also be refreshing our HR systems and processes, building our information systems to enable more collaborative global working and ensuring that our aspirations match our practice when it comes to inclusion and equity.

Mary Ann Clements,
Chief Transformation Officer.

A SPECIAL THANK YOU TO OUR DONORS.

Thank you to our amazing supporters for empowering disability activists and their organisations to bring about vital social change.

A special thank you in particular to:

ACCESS, Department of Foreign Affairs & Trade (Australia)

Children in Crossfire (Tanzania)

Comic Relief

Commonwealth Secretariat

Disability Rights Advocacy Fund

European Commission (EC)

Foreign & Commonwealth Office (Bangladesh)

Foreign, Commonwealth and Development Office (FCDO) formerly the Department for International Development (DFID)

John Ashlin Cutforth Charitable Trust

Leggett Charitable Trust

Mendip District Council

Souter Charitable Trust

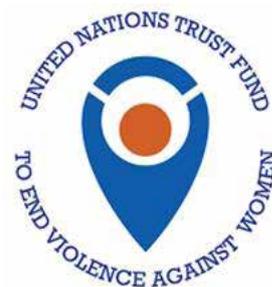
USAID

United Nations Trust Fund to End Violence against Women

Wellspring Philanthropic Fund



USAID
FROM THE AMERICAN PEOPLE



IN REMEMBRANCE.



SYLVIE CORDIER.

Sylvie was a part of the ADD family for over 11 years and worked across various roles including in our programme, learning, research, safeguarding and gender teams.

It is hard to find the words to do justice to the life force Sylvie was.

She filled every room with colour, passion, energy, laughter and stories. She cared deeply. She worked tirelessly. She asked the difficult questions, the questions that challenged us to think deeper, to further push the boundaries of inclusion. She was unrelenting, resilient, and courageous. Disabled people in the countries where we work face many challenges. As a person with disabilities herself, Sylvie was a resolute, firestorm activist for equality. She represented and advocated with heart, courage, and intellect but always leaving you with a smile on your face.

In particular, Sylvie's heart is indelibly imprinted on our gender inclusion work. Sylvie battled relentlessly to make sure women with disabilities had a seat at every table she could. She spoke truth to power at every opportunity and would not let the voices of disabled women be forgotten.

Sylvie was not just a colleague. She was a treasured friend. An ADD family member.

She gave so much to our organisation and the global disability movement. Countless lives are richer for her advocacy. The lives of future generations will be carried further forward on the tides of change Sylvie helped set in motion. And those of us honoured to work alongside her, will carry the legacy of her character and spirit, in our hearts, applying the lessons she taught us everywhere we travel.

We will forever be inspired by her boldness, her passion, her care, her courage to speak her mind and speak her truth, to be open and brave, to live by her values and defend her values to the end.

Everyone at ADD extends their love and thoughts to Sylvie's family whom she loved and treasured so fiercely.

Knowing Sylvie has been a gift to us all. We shall carry her in our hearts always.

Rest in peace and power, dear Sylvie.

The ADD International family lost two beloved members. Here we remember Sylvie and Subodh, their humanity and their remarkable contribution to our work. We will do our best to uphold their memories and continue the powerful work that they led from the front – it would be the greatest respect we could pay to such respectful and respected people.



SUBODH DAS.

Since 2014, Subodh (pictured right) was the ADD Bangladesh Head of Programmes. Here he is remembered by Bangladesh Country Director Shafiqul Islam (pictured left).

“Everyone that worked with Subodh respected him deeply for his incredible knowledge and skills, his profound commitment and the enormous impact that he had on so many lives.

Everyone that knew him loved him for his ready humour, endless patience and warm human kindness. Subodh worked so well with others – always trying to find a ‘how’ through any situation – never giving up that we could all find common ground in our vision for an inclusive society.

The world has lost a gracious, kind, warm and intelligent man. We will never forget all that Subodh did and stood for within our organisation, and as a human being.

Our day usually began with a morning greeting, whether in person or over the phone. His voice of respect and smile always remained the same. He worked in our ADD team in Bangladesh as Head of Programmes and became an inseparable part of us

through his wisdom, commitment and dedication to the organisation.

Subodh, a soft-spoken person, had wonderful relationships with everyone and was called Dada (elder brother) by most of our colleagues.

Subodh breathed his last in hospital on Monday night, November 10, 2020, due to COVID 19. This unbearable news has shocked all of us within the ADD family and the broader development sector.

We have lost a true friend, supportive colleague, generous adviser and wonderful human being.

Over the last five years, Subodh was such an instrumental part of our organisation. His passion for the work, dedication and thorough understanding of disability and mainstreaming development was recognised within and outside ADD. It is difficult to find the appropriate words to pay tribute to Subodh Das.

For sure, we will uphold the good work you began. We will keep our strength. We will remain firm in continuing our work as a dedication to our respect to you.

We loved you so much Subodh da. Rest in peace.”

The logo for ADD International, featuring the letters 'ADD' in a stylized, white, handwritten font on an orange background.

International



The Old Church School, Butts Hill,
Frome, Somerset, BA11 1HR.
0300 303 8835
supportercare@add.org.uk
add.org.uk

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Charity Commission no. 294860.
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