

CASE STUDY

# ADD International

## Organisation Background

**ADD International** supports disability justice organisations and activists with funding and leadership skills to build powerful movements for change. Disability justice activists are powerful agents for change working hard to challenge stigma and gain equality, but they face barriers to accessing the funding and resources they need. ADD International works to fund and support their work.

“Giving us the power to decide what projects to implement and how, gives us the chance to address the actual problems that persons with disabilities face. This is because we are the ones being affected, hence understanding the desired solutions.”

Yumna, Jamila and Fakihat



Yumna, Jamila and Fakihat are a group of young activists who received a grant from ADD International through participatory grant-making as part of their new model. They are using the money to deliver digital literacy training to disabled young people in Zanzibar.

ADD’s vision is for a world in which ableism no longer exists, and in which disabled people can access their full rights and experience justice. Their mission is to resource disability justice activists and organisations, nurture lived-experience leadership, and influence fairness in funding so that disability justice movements thrive.

Disabled people are disproportionately represented among the poorest members of society and face huge social and physical barriers which prevent them from earning a living. As well as being a great injustice, this represents a huge pool of unrealised human potential.

Over the years ADD has worked with many organisations of people with disabilities to strengthen, support and fund them. Their key strength has been in bringing people together to develop their own solutions to the problems they face and helping them to access resources and opportunities.

**Now, ADD is changing its model of working to support disability justice activists and organisations even more directly by becoming a participatory grant-maker.**

Under the new model, disabled people from the global south have more say in how money is spent and the power to decide which organisations, projects and ideas should receive funding.

## Organisational transformation: centring solidarity with the disability rights movement

In 2021, their Trustees recognised the need to reconnect with ADD's founding values so the organisation launched a transformation project committed to centre solidarity with disability rights movements in everything they do.

A new senior leadership team comprised of leaders from the disability rights, anti-racism and decolonising development movements were recruited to drive this radical change to shift power, decision-making, opportunities and resources to indigenous disability rights organisations.

Since then, ADD have:

- Carried out a confidential survey of almost 100 disability rights organisations
- Conducted national mappings of disability rights movements
- Consulted with activists to develop the basis of participatory grant making
- Engaged staff and trustees to consider a range of possible future models for work

Part of the transformation has been to create a truly global organisation with staff able to work from any of their 6 offices in Bangladesh, Cambodia, Sudan, Tanzania, Uganda, Sudan and the UK. This has ensured a more equitable spread of talent.

### WEBSITES

[www.project-fair.org](http://www.project-fair.org)  
[add.org.uk](http://add.org.uk)

### EMAIL

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### Acknowledgements

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## Using Project Fair Principles and Standards to support organisational transformation

As part of the transformation, ADD worked with Project Fair to develop a new global reward policy, including a pay and benefits scale to ensure equity across their different geographical locations. The aim of this exercise was to create transparency and consistency. ADD wanted a scale that could be used across all locations, and would be shared both internally and externally. The scale is now available on their website: [add.org.uk/global-salary-scales](http://add.org.uk/global-salary-scales)

ADD created a set of reward principles in line with Project Fair's five Principles and Standards, which all staff were given an opportunity to input to: ethical reward, transparency, equity, sustainability and compliance and risk.

Staff are paid based on the location and grade of their role. All staff at the same grade within a certain country are paid the same, and scales are aligned between countries to ensure salary progression is as similar as possible between countries while still being grounded in the local market. This way, all staff receive a fair wage that is comparable, in terms of lifestyle, with their peers across the organisation. New recruits will start at the salary for the relevant grade for the location where they are based. Starting salaries are not negotiated.

ADD does not distinguish between global and country-specific roles (and do not recruit on expatriate contracts) but instead pay a salary that is fair for the grade of each role based on a combination of local benchmarking, and structural alignment of scales between locations.

ADD's ultimate aim is to pay employees at the 50<sup>th</sup> percentile of the sector to remain fair and competitive within the markets they operate in. The exception to this is that, because their principles also seek to mitigate the drivers of inequality in most labour markets that tend to grow the relative wages of higher earners faster than lower earners, ADDs currently aims to pay their senior management team at the 35<sup>th</sup> percentile of the sector. This is to seek to rebalance the inequity within historic pay scales rather than replicating it. These aims must be balanced with affordability and the financial situation of the organisation. By being open and transparent about their salary scales, they hope to encourage applications from those most aligned with these values whilst also ensuring they recruit and retain the right people to support the delivery of their mission to support the global disability rights movement.

ADD commit to posting salary ranges for all positions being recruited for and to never enquire about salary history (as this is documented to discriminate against women, disabled people and people of colour).



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