



International

THIS IS DISABILITY JUSTICE.

Celebrating the
leaders, activists
and movements
shaping a more
inclusive world.



WELCOME

FROM OUR CO-CHAIRS

“At ADD International, we believe lasting change happens when disabled people have the resources, opportunities and leadership to shape their own futures.

Thank you for helping make that possible.”

Thank you for opening this report and for being part of the ADD International community.

Across Africa and Asia, disabled people are leading change every day. They are strengthening organisations, influencing decisions, challenging discrimination and building more just and inclusive communities. This is disability justice in action.

As our organisation prepares to welcome new executive leadership, our strategy and commitment remain unchanged. We remain focused on supporting disability justice movements and ensuring disabled people have the resources, opportunities and influence to lead change on their own terms.

We are inspired by the commitment and energy of our colleagues, partners and the disabled activists and organisations we work alongside. Their leadership continues to shape our work and our vision for the future.

As you turn these pages, you will see what that leadership makes possible. You will meet activists, entrepreneurs and emerging leaders creating

change in their communities. You will see how supporters like you have helped strengthen livelihoods, develop leadership, challenge barriers and create more inclusive communities.

Because of you, this change is already happening.

But there is more to do. Across Africa and Asia, disability justice movements are continuing to build power, challenge inequality and create a more inclusive future.

The next chapter is about helping make more of that change possible.

Thank you for standing alongside disabled people and the movements they are building. Together, we can help ensure that the future is disability-led.

VANTHON + LIZ

Vanthon Srey & Liz Sayce, Co-Chairs

Liz



**Co-Chairs,
ADD International.**



Vanthon

DISABILITY JUSTICE IN ACTION



What is disability justice?

Disability justice means disabled people leading the decisions that affect their lives and working together to create fairer, more inclusive societies.



Our approach

We support disability justice organisations and activists with funding and leadership skills to build powerful movements for change.

How change happens:



Resources flow



Leaders grow



Movements strengthen



Communities change

Rather than directing change from the outside, ADD International works alongside disabled people and the organisations they lead.

Through participatory grant-making, disabled leaders decide where funding should go, ensuring resources reach the people and communities who know best where they are needed.

This approach is brought together through Mtiririko (In the Flow) our strategy for strengthening disability justice movements by

supporting collaboration, shared learning and collective leadership across Africa and Asia.

By investing in people, organisations and movements, not just projects, we help create change that lasts long after individual grants have ended.

Disability justice isn't something delivered to communities. It's created by disabled people themselves.

The future is built by disabled leaders. With your support, even more people can shape a more just and inclusive future.

STORIES OF CHANGE

Cebile is creating more inclusive communities in the Kingdom of Eswatini, South Africa.

The Global Disability Leadership Academy equips emerging disability justice leaders with the knowledge, skills and mentorship to create change in their communities.

One of the Academy's 2025 fellows, Cebile from Eswatini, established a Disability Inclusion Talk Show that brings together persons with disabilities, caregivers and community members to discuss disability justice and barriers to inclusion.

After participants highlighted inaccessible roads affecting wheelchair users, Cebile worked with local authorities to advocate for improvements. The roads were upgraded, improving access to services and community life.

"The skills gained from the Academy strengthened my ability to advocate strategically. It gave me the knowledge and confidence to engage decision-makers and challenge barriers affecting persons with disabilities."

Today, Cebile continues to inspire disability justice activists and advance inclusion in her community.



Cebile



Sophia

Strengthening women-led disability justice in Tanzania

The Disability Justice Fund for Women is designed by women with disabilities in Ghana, Uganda and Tanzania to strengthen women-led organisations and disability justice leadership through flexible funding.

Sophia, a disability justice activist from Tanzania, told us they used the Fund to strengthen their organisation Peace Life for Persons with Disability Foundation, improving its systems, securing additional funding and supporting more women with disabilities to participate in advocacy and leadership.

"This grant strengthened our credibility. With better systems, proper reports, and compliance records, we became more competitive when applying for grants. We have now secured additional funding from another organisation."

BUILDING THE FUTURE.

Supporting Lived-Experience Leadership.



Global Disability Leadership Academy Fellows

In 2025, ADD International launched the Global Disability Leadership Academy to support the unique but largely untapped leadership potential of disability justice leaders, particularly women and girls and emerging young leaders.

The Academy provides an accessible and inclusive space for fellows to strengthen their leadership through learning, mentorship and collaboration.

Jerry Okiki, a disability justice activist from Kenya and founder of Missing Voices, was part of the Academy's first cohort. Through the Academy, Jerry further developed his leadership and strengthened his work using storytelling to amplify the voices of persons with disabilities with intersecting identities.

The Academy has strengthened Jerry's confidence as a disability justice leader. He continues to use storytelling to shift narratives, create spaces for disabled people to tell their own stories and advocate for a more just and inclusive society.

Across the first cohort of the Global Disability Leadership Academy, fellows are applying their learning in diverse contexts, from strengthening disability inclusion and political participation to advancing climate justice, economic empowerment and inclusive education.

Together, they represent a growing network of disability justice leaders equipped to influence change in their own communities.

Reflecting on his experience, Jerry shares his vision for change:

My project initiative, Missing Voices, aims to support persons with disabilities with intersecting identities who are economically marginalised, so that they are represented and included as decision-makers shaping the future of our communities.

"One of the challenges many queer persons with disabilities face is lack of awareness, and stigma from society. Many have experienced family rejection, violence, or exclusion from both disability and inequality circles."

Jerry



A CONVERSATION WITH MARY ANN

Reflecting on five years of change



As Mary Ann Clements prepares to leave ADD International after five years of leadership, we invited her to reflect on the organisation's journey, the people who have inspired her, and what gives her hope for the future.

Looking back over the last five years, what changes at ADD International make you most proud?

The fact that we have made a significant transition from being an implementing partner to being a participatory grant-maker.

ADD often talks about 'shifting power'. What does that mean to you, and how have you seen it come to life through ADD's work?

I have actually been a bit resistant to using that terminology - you can read more about why here in this piece that has just been published! <https://www.alliancemagazine.org/blog/is-shift-the-power-still-a-meaningful-call-to-action/>

Basically for me, the work is being conscious about the power you hold and what you are choosing to do with it and how that contributes to justice and equity (or doesn't). But it's also a process and not an event as well! I am not sure that you can ever tick it off.

You've met many disabled activists and organisations during your time at ADD. Is there a particular person, story or moment that has stayed with you?

I loved meeting our first participatory grant-making grantees in Tanzania and hearing them talk about their work and what participating in a different kind of funding practice had felt like for them.

The way they spoke you could feel that what we are doing mattered, not just because the money helped them get stuff done, but also because the process felt different. And how we relate to one another and who decides matters deeply. When you heard those stories you could feel that yes, this approach is changing something and that it would have ripple effects too.

What has been the biggest lesson you've learned during your time at ADD International?

I wanted to see if it was possible to rethink how an organisation works towards greater justice and equity and I have learnt that it is possible. Not simple, not perfect and not always easy, but possible and absolutely worth it. And also that boldness and care can help fuel the process.

What will you miss most about ADD International?

The people, the work, and leading change. I have loved it!

Why is it so important that disabled people and the organisations they lead have the power and resources to shape the solutions that affect their lives?

I think we say this very clearly in our strategy and communications. They know what needs to be done. I see our role - and that of organisations like ours - as a facilitator of flow and as a bridge to power and resources. This means our role changes and our practices need to change too.

What gives you the greatest hope for the future of disability justice and disabled leadership?

I think it is really what we say in our strategy - that a thriving and diverse disability justice movement could really shift the dial on our ableist societies and make them more just and equitable places to live for everyone. I see seeds of hope for that. There are also a lot of challenges in the world right now and so funding this work feels more important than ever in the face of those threats.

As you prepare to leave ADD, what message would you like to share with our supporters who have helped make this work possible?

Thank you for understanding and supporting the work of solidarity. Your support has made this change possible and enabled us to help resource the work of disability justice activism.

BECAUSE OF YOU

Together, we're helping build a more just and inclusive world.

Disabled people make up the world's largest minority group. Around 1.3 billion people, approximately 16% of the global population, live with a disability (WHO). Yet many continue to face barriers to education, employment, healthcare and equal participation in society.

That's why disability justice matters. And it's why your support matters too.



92%

Most ADD supporters (92%) agree their support is making a difference in the world. Together, you're helping ensure disabled people and the organisations they lead have the resources, opportunities and support to create lasting change.

Because of supporters like you...

- **Disability justice movements** were strengthened across Africa and Asia.
- **Disability-led organisations** received flexible funding and support.
- **Emerging leaders** developed their confidence, skills and leadership.
- **Disabled people** influenced the decisions that affect their lives.
- **Activists built stronger movements** by sharing learning, collaborating and creating change together.

A look back at 2025



6

Countries across our Participatory Grant Making funds



66

Disability-led and grassroots organisations supported



£403k

Transferred as grants for these organisations to use on local priorities



1,000

Applications received to the Disability Justice Fund for Women



430

Cash grants distributed to disabled people affected by conflict in Sudan



51

Disability Justice Activists in Cambodia were appointed as local gender-based violence Focal Points



2

Women with disabilities from the Tanzania fund panel became Members of Parliament

Every achievement in this report has been made possible by supporters like you. Together, we can help even more disabled leaders create lasting change.

CREATING CHANGE ON HER OWN TERMS.

Racheal's Story

Racheal is a tailor, entrepreneur and deaf activist from Ghana. With support through the Disability Justice Fund for Women, she has grown her tailoring business, strengthened her independence and become an advocate for disabled women's leadership. Her story shows what's possible when disabled people have the resources and opportunities to shape their futures.



Growing a business.

Racheal already had the skills and determination to succeed. What she needed was the opportunity to invest in her business on her own terms. Through support from the Women's Wing of the Ghana National Association of the Deaf, she was able to grow her tailoring business and strengthen her independence.



Leading change

For Racheal, success isn't only measured by the clothes she creates. She is also helping challenge attitudes about disability and showing what's possible when disabled women are recognised as leaders, entrepreneurs and decision-makers.



Part of something bigger

Racheal's story is one example of a much wider movement. Across Africa and Asia, disability justice activists and disability-led organisations are strengthening communities, influencing policy and creating opportunities for future generations.

When resources and decision-making flow to disabled people themselves, change reaches far beyond any one individual.

"People with disabilities should be given the chance to lead and decide how funds are spent."

— Racheal (pictured)





DONATE TODAY & DOUBLE YOUR IMPACT

Every £1 you give today
could be worth **£2.**

Your support can help more disabled
leaders like Racheal create lasting
change in their communities.

Every donation to our **Disability Justice Leadership
Appeal** will be matched while matched funds are
available.

Please complete the enclosed donation form and return
it in the prepaid envelope provided, or visit our website
to donate online: add.org.uk/donate

Racheal at a glance:



Tailor and
entrepreneur



Based in Ghana



Supported by the
Disability Justice Fund for
Women



Advocating for disabled
women's leadership

WHY OUR APPROACH WORKS



Fellows from our 2025 Global Disability Leadership Academy

“Disability is a revolutionary movement – about how disabled people can liberate themselves.”

— Chris Underhill, Founder, ADD International

Creating lasting change takes more than funding individual projects. It means investing in the people, organisations and movements already leading change.

At ADD International, we believe people with disabilities are best placed to identify the priorities, opportunities and solutions that matter most in their communities. That’s why we help resources, decision-making and leadership flow to disabled people and the organisations they lead.

When disability-led organisations, activists and Organisations of Persons with Disabilities work together, they share learning, strengthen one another and create change that reaches far beyond individual projects.

ADD supporters believe...

- 72%** believe it is very important that disabled people help decide where funding goes.
- 93%** trust disability justice activists to make decisions about funding.

Our role isn’t to lead disability justice. It’s to help resources, opportunities and influence flow to the people already leading it. Because when disabled people have the power to shape their own futures, lasting change becomes possible.

OUR APPROACH:



TRUST

Disabled people understand the realities their communities face because they live them every day. We trust their knowledge, experience and leadership.



FLEXIBLE FUNDING

Flexible funding allows organisations to respond to local priorities, adapt to changing circumstances and invest where support is needed most.



LEADERSHIP

We invest in disabled leaders today while helping the next generation develop the confidence, skills and connections to lead tomorrow.



STRONGER MOVEMENTS

When disability-led organisations, activists and Organisations of Persons with Disabilities work together, they share learning, strengthen one another and create change that reaches far beyond individual projects.

x2

HAVE YOUR GIFT MATCHED TODAY.

The movement doesn't end here. Today, you can build on the impact you've seen throughout this report.

You've seen what's possible when disabled people have the resources, opportunities and power to create lasting change. Make your matched gift today.

Your gift can help disabled leaders and the organisations they lead create lasting change. Please complete the enclosed donation form and return it in the prepaid envelope provided, or visit our website to donate online: add.org.uk/donate

Every £1 you give today could be worth £2.

£25
matched
becomes
£50

£50
matched
becomes
£100

£100
matched
becomes
£200

£250
matched
becomes
£500

Other ways to support disability justice

Give monthly — Provide reliable, flexible funding where it's needed most.

Leave a gift in your Will — Support future generations of disabled leaders.

Take on a challenge — Walk, run, cycle or fundraise your own way.

Stay connected — Hear directly from disabled leaders through our newsletter.

Join the conversation — Join us on social media and share stories of disability justice.

Make your free Will with Farewill

We're delighted to offer ADD supporters a free Will through our new partnership with Farewill.

Plan for the people and causes you care about, and help disabled leaders create change for generations to come.

Find out more: farewill.com/add-print



"ADD's communications and campaigns are always compelling and powerful and make me feel as though I am donating to work that is led by disabled people and is truly 'nothing about us without us'."

— ADD supporter

"People with disabilities still need funding to raise more awareness about disability justice. But when this support is given, we should be the ones leading the work, because that is what truly drives change and strengthens disability justice and inclusion."

— Salamatu, Disability Justice Activist, Ghana (pictured)

THERE IS NO JUSTICE WITHOUT DISABILITY JUSTICE

Thank you for being
part of the movement.

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disability



confident