Global Perspectives Experience 2020
A Passion for Inclusion!

Outcomes and Recommendations

1 BACKGROUND AND INTRODUCTION

The twelfth Global Perspectives Experience 2020 conference took place from the 2 November to 5 November 2020 digitally. For the first time, Global Perspectives has gone digital after eleven physical conferences, which provided an opportunity for more inclusive participation. The decision to hold Global Perspectives digitally was due to the pandemic and the growing restrictions on travel. The Centre saw this as both a challenge and an opportunity, to change the way we hold a conference and also reach new organisations and learn about new and innovative technologies.

The topic this year was about inclusion and our passion to improve different processes within three overall themes:

- Civil society organisations (CSOs) as Diverse and Inclusive Organisations.
- Inclusive Programmes
- Including CSOs in Political Processes

Throughout the conference, we provided a space for leaders to explore new approaches for inclusion in civil society work, with six plenaries and 35 workshop sessions focusing on digital inclusion, shifting power, the use of data in advocacy work, strengthening staff wellbeing and many more. Please check here for our agenda.

Global Perspectives Experience 2020 brought together participants from 25 countries, 72 national and international CSOs, businesses, networks and donors.

1.1 KEYNOTE SPEECH

Ms Amina J, Mohammed, the Deputy Secretary-General of the United Nations (UN), launched the conference by showing support to CSOs around the world. Ms Mohammed stressed that engaging with civil society is one of the mandates of the 2030 Agenda and fundamental to the work of the UN. Ms Mohammed also commended the work of different civil society actors in protecting and supporting people most affected by COVID-19. Ms Mohammed concluded by encouraging organisations to work together to be able to meet public demand and make transformative change.

2. THEMES

Days one to three of Global Perspectives Experience 2020 each focused on one of the different inclusion themes: *day one: CSOs as Diverse and Inclusive Organisations, day two: Inclusive Programmes, day three: Including CSOs in Political Processes. Day four looked ahead at what is next for our work*, including digitalisation, diversity and futures.

2.1. DAY ONE: CSOS AS INCLUSIVE AND DIVERSE ORGANISATIONS

Day one started with 'Setting the Scene' with Inger Ashing, the Chief Executive Officer of Save the Children and Nighat Dad, the Executive Director of Digital Rights Foundation. Both speakers drew from their professional and personal experience to show their passion for inclusion and how it is embedded in their day-to-day lives. They addressed their organisations' work in reducing the inequality gap which has further widened after COVID-19, and the changes civil society faces due to the pandemic. They also stressed the importance of engaging with different civil society actors to ensure the inclusion of marginalised groups.

2.2. DAY TWO: INCLUSIVE PROGRAMMES

Day two started with a panel session on addressing power structures within the civil society sector and how it affects our work. The contributors explained that movements such as Black Lives Matter have revealed the imbalance, unconscious bias and systemic racism within the sector. The panel called for the inclusion of people of colour, black people and other minorities in a meaningful way in the work of organisations, and also addressed the importance of donors' role in shifting power. Finally, they encouraged leaders to be authentic, model behaviours of humility and understanding, help create a safe space in their workplaces, and to use their privilege and power to enable success. These elements will ensure a better future of the sector.

The panellists were:
- Anne-Birgitte Albrectsen, CEO, Plan International and Chair, International Civil Society Centre
- Nana Afadzinu, Executive Director, West Africa Civil Society Institute (WACSI)
- Irũngũ Houghton, Executive Director, Amnesty International Kenya

The second part of day two was exciting as the Centre launched its Innovation Report for 2020 on 'Civil Society Innovation and Urban Inclusion':
- Andrew Morley, President and Chief Executive Officer, World Vision International
- Anna Luisa Lippold, Policy Advisor Mobility, Urban and Rural Development, Konrad-Adenauer-Stiftung
- Sandeep Chachra,Executive Director, ActionAid Association India
- Vicky Tongue, Programme Manager, International Civil Society Centre.

Vicky started with a presentation of the six key recommendations of the report and its main message that from being our sector's best kept secret, inclusive urban impact could become our sector's best success story. The presentation was followed by a panel discussion reflecting on these recommendations and the opportunities for CSOs in urban spaces, and partnership with cities. The report includes a podcast mini-series, launching with a short introduction from KAS Strong Cities 2030 and their motivation behind supporting this report, and interviews with our 14 inspiring case study contributors on their urban work, including World Vision's 'Cities for Children' approach. The full podcast series is available at the Centre's 'Civil Society Futures and Innovation podcast' and the online and pdf download versions of the report at: icscentre.org/innovationreport/2020. This session is also publicly available on the Centre's YouTube channel.

2.3. DAY THREE: INCLUDING CSOs IN POLITICAL PROCESSES

Following the morning workshops, there was a rich panel conversation about the right of inclusion and the role of disabled people's organisations (DPOs). The dialogue addressed the accessibility of political processes and the value of active roles for people living with disability, including the role of DPOs versus individuals. The contributors talked about the status of the disability movement, current burning issues, and how the world seemingly forgot everything about disability in the first few weeks' when COVID-19 hit. They all stressed how accessibility is a crucial element of inclusion and that people living with disability must be included in decision-making processes.

The panellists were:
- Vladimir Cuk, Executive Director of the International Disability Alliance
- Dominic Haslam, Deputy Chief Executive Officer of Sightsavers and Chair of the International Disability and Development Consortium
- Caroline Harper, Chief Executive Officer of Sightsavers.

2.4. DAY FOUR: WHAT'S NEXT – A LOOK INTO A VUCA FUTURE

Day four focused on what is next for organisations and for the civil society sector. The day started with a panel discussion on 'Boosting Inclusion in a VUCA (volatile, uncertain, complex and ambiguous) Future'. The panellists touched on different topics such as urbanisation, global China, climate change, weakening multilateralism and inclusive digitalisation. This wide range of topics provided a rich space for discussion and highlighted some key directions for the sector and individual organisations to follow in order to better navigate a VUCA future:
- Bringing more attention to urbanisation is key,
- We need commitment from the sector on advocating and practicing racial justice,
- Include youth and innovative, inclusive and intergenerational leadership models to redefine VUCA as Vision, Understanding, Clarity and Agility.
- The future is digital and we must help ensure more "humane internet" principles, such as the 'Feminist Internet' and those of 'Humane Technology'.

The panellists were:
- Dr Suchi Gaur, Director-Global Engagement and Impact with World YWCA
- Muthoni Maingi, Head of Digital Campaigns with Oxfam International
- Vicky Tongue, Programme Manager with the International Civil Society Centre.

3. RECOMMENDATIONS

The civil society sector has been working on many topics in relative isolation for many years and with the COVID-19 pandemic hitting, we see more and more collaborations taking place. Overall, the participants from the conference recommended:

3.1. CSOs AS INCLUSIVE AND DIVERSE ORGANISATIONS

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1) Organisations commit to racially-inclusive practices.
2) Organisations are encouraged to include staff wellbeing in programme and project planning.
3) Organisations commit to take into consideration the 7 accessibility commitments to ensure the inclusion of people living with disability. World Blind Union and CBM Global Disability Inclusion produced the [Accessibility GO guide,](#) written and supported by people living with disability and Disabilities Persons Organisations (DPOs), to help organisations to deliver on these commitments.
4) [Dynamic accountability](#) is crucial for meaningful implementation of inclusive processes. Organisations are encouraged to reflect on their behaviours and cultures, and start practicing dynamic accountability to transform the way they are working.
5) Organisations commit to focus on strengthening the trust between them and the people they serve, and not only on their relationships with donors.
6) Organisations commit include the people they serve in decision-making processes beyond tokenism and use their privilege to transform power structures and dynamics and create dialogues with stakeholders, including leadership, to achieve true inclusion.
7) Organisations are encouraged learn from previous mistakes in trying to engage the public, and have a clear vision and plan so people can invest in our organisations and feel we offer them useful resources to work with – and not for – us.

3.2. INCLUSIVE PROGRAMMES

8) The Innovation Report for 2020 on 'Civil Society Innovation and Urban Inclusion also released [six recommendations](#) to enhance inclusive urban impact across the civil society sector.
9) Organisations are encouraged to work with local municipalities to better support the people they serve.
10) Organisations are encouraged to support youth-led groups and movements for contextualised innovative solutions such as the '[Shift](#)' project from Save the Children.
11) Organisations commit to provide marginalised children and young people with access to technology to support their education, development needs and career prospects.
12) Organisations are encouraged use the '[Feminist Principles of the Internet](#)' in their work, a series of statements that offer a gender and sexual rights lens on critical internet-related rights.

3.3. INCLUDING CSOs IN POLITICAL PROCESSES

13) Organisations are encouraged to provide training at both local and national levels to develop contextualised and localised indicators to measure the health of the civic space in which they are operating.
14) Organisations are encouraged to support local at-risk communities to access media so they can have access to information on parliaments and legislators and be active participants in parliamentary processes.
15) To influence and change policy in local contexts, organisations are encouraged to follow a community-based development approach.
16) Organisations commit to advocate for LGBTQI+ rights and include them in political processes. For more information please check OECD's report '[Over the Rainbow? The Road to LGBTI Inclusion](#)' and [All Out](#) for how organisation can take action.

4. THANKS

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The International Civil Society Centre appreciates the contribution of all participants, contributors, supporters, sponsors and our co-hosts for all their support, engagement and commitment to the event.

4.1. SUPPORTERS

4.2. SPONSORS

4.3. STEERING COMMITTEE

We would like to thank our Steering Committee for their support during the planning process.

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- Dini Widiastuti, Executive Director, Yayasan Plan International Indonesia
- Susan Sinnett, Integrity Officer, Greenpeace International
- Dr Wolfgang Jamann, Executive Director, International Civil Society Centre

4.4. CONTRIBUTORS

Thank you to all of our contributors for the great effort and energy you put into preparing, planning and executing your sessions. Your engagement was a crucial element in the successful implementation of Global Perspectives Experience 2020.

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