



Society for International Development  
Washington Chapter

# FY 2021

## ANNUAL REPORT

Inclusive Development Workgroup

# TABLE OF CONTENTS

- 1** Table of Contents
- 2** Introduction
- 3** Letter from SID-Washington FY
- 4** 2021 Workgroup Co-Chairs
- 6** Event Calendar
- 7** Event Summary
- 9** Contact Us



## Inclusive Development Workgroup

The SID-W Inclusive Development Workgroup is actively committed to advancing inclusive development practices across the sector through participatory principles, such as human centered design which seek to advance human rights and achieve gender equality and social inclusion (GESI).

The workgroup will examine various forms of resilience and strength demonstrated by underrepresented populations throughout the world and the approaches programs can utilize to include these populations. It will operate with an intersectional understanding of the complex gendered, cultural, social, economic, and political environments where international development projects take place. This includes, but is not limited to, appreciating the experiences of gender and sexual minorities, indigenous populations, people living with disabilities, racial and ethnic minorities, youth, etc. Event topics may range from indigenous rights and environmental protection, youth activation as social entrepreneurs, to the advancement of gender equality through data design and dissemination.



## Dear Members of the Inclusive Development Workgroup,

Welcome to one of SID-W newest Workgroups! In FY21 we had a planning meeting which helped set the agenda for incredible events happening in FY22.

After 5 years with our team, **Paul Sherman**, our Director of Programs, will be stepping down from his role to pursue graduate studies. Paul is still involved with SID-Washington as a Consultant. Thank you, Paul, for your effort and commitment to the Workgroups and their programming!

Stepping into Paul's role, we would like to welcome **Malavika Randive** as our new Program Coordinator. Malavika will be working closely with our Co-Chairs in planning events for the Workgroup.

Thank you for your continued interest and support of the Workgroups. We hope to see you at future SID-Washington events! If you have any questions or suggestions, please feel free to send an email to [events@sidw.org](mailto:events@sidw.org).

Best regards,



A handwritten signature in black ink that reads "Katherine Raphaelson".

Katherine Raphaelson



A handwritten signature in black ink that reads "Malavika Randive".

Malavika Randive



**Kaelan Sullivan  
Fleury**

Operations Director, U.S.  
Government Business Line Support  
Division, Chemonics International

Kaelan Sullivan Fleury (she/her/hers) is passionate about supporting inclusive work places, programs, and communities. She has more than ten years of international development experience in gender and social inclusion integration, project management, operations, training, business development, and research. In her role she leads Operations for the U.S. Government Business Line Support Division at Chemonics. This team is comprised of experts in core project management functions including contracts, grants, procurement, financial management, and monitoring, evaluation, and learning. Prior to this role, she was a Senior Specialist in Gender Equality and Social Inclusion at Chemonics where she ensured projects and proposals were designed and managed to promote integration of gender equality activities, women's empowerment, and social inclusion. This project support included preparing and reviewing deliverables such as GESI assessments and GESI action plans/strategies; mentoring and leading staff trainings on topics such as gender mainstreaming and inclusion activities; and conducting outreach and communication activities. Kaelan is also a skilled facilitator, having led training in a variety of topics and having taught improvisational comedy at Washington Improv theater for four years where she is also a Board Member. Ms. Sullivan has worked in Africa, Asia, the Middle East, and Europe and Eurasia. She holds a Master's Degree in Gender, Development, and Globalization from the London School of Economics and Political Science and a B.A. from Boston College in Political Science and Sociology.



**Ryan Ubuntu  
Olson**

Technical Advisor,  
Palladium

Ryan Ubuntu Olson is a Technical Advisor under the USAID-funded Health Policy projects at Palladium. He has over a decade and a half of policy advocacy, stigma and discrimination, human rights, and global health-related experience around sexual reproductive health & rights, gender and sexual diversity, diversity and inclusion, HIV and key populations. He's focused on these issues at the global, regional, national, and sub-national levels in coordination with numerous US agencies and has worked in multiple country contexts. Olson's notable work includes designing a global Gender and Sexual Diversity training delivered to 5,000+ PEPFAR staff in 40 countries and adapted to five country contexts and an online course. He worked alongside advocates in Sub-Saharan Africa to develop a regional policy advocacy guide for those seeking policy change around the health of men who have sex with men throughout the continent. Olson also supported the development and rollout of a stigma and discrimination reporting system for key and vulnerable populations throughout Ghana. At Palladium, Olson has also worked to spearhead many of its diversity, equity, and inclusion efforts, including developing a diversity, equity, and inclusion required course for all staff in addition to leading the company's efforts in the Americas region.

Olson was recognized in 2017 by the Clinton Foundation for his outstanding commitment to advancing global LGBTI human rights. In May of 2018, he joined a US Congressional Delegation to Cuba as a gender and sexual diversity expert for an LGBTI themed trip. In 2020, Olson joined the Global Fund's Technical Review Panel, which offers guidance to the Global Fund Secretariat. He has served for the past nine years as a Clinton Global Initiative University (CGI U) Commitments Mentor, supporting over 100 students with commitments to make the world a better place. He has spoken to numerous audiences about inclusive development best practices surrounding gender, human rights, and equality. Olson holds a master's degree in Public Service from the Clinton School of Public Service and a bachelor's degree from Gonzaga University. Olson's motto in life is "What you do in life, echoes in eternity."

**Thursday, March 11, 2021**

10:00 AM - 11:30 AM ET | Online via Zoom

Inclusive Development Workgroup Planning Meeting



## Inclusive Development Workgroup Planning Meeting

Co-Chairs: **Kaelan Sullivan Fleury**, Senior Specialist, Gender Equality and Social Inclusion (GESI) Practice, Chemonics International  
**Ryan Ubuntu Olson**, Technical Advisor, Palladium  
**Denise Wales**, Consultant, GameChangers 360, LLC

**Event Description:** The Inclusive Development Workgroup met on Thursday, March 11th at 10:00 AM ET to plan events for the group in the next year. All members were encouraged to bring ideas for event formats and topics. In recent months, the group organized events on topics such as Gender and the Digital Divide and Putting disability inclusion at the center of our work.

### Discussion:

#### Programming Discussion:

Workgroup Co-Chairs **Kaelan Sullivan Fleury** (Chemonics International) and **Ryan Ubuntu Olson** (Palladium) began the event with introductions and an overview of the workgroup's mandate, prior activities and meeting agenda. Ubuntu Olson reviewed the results from a pre-event survey that indicated consensus around the following topics:

- Decolonizing development
- Meaning of social inclusion and who is included
- Social inclusion in design and tools for inclusive development
- Policies and social inclusion
- Inclusive communications/storytelling

Members were then split into breakout rooms twice to further discuss the survey questions. After both breakout sessions, a representative from each small group shared a synopsis of their group's conversation.

1. Breakout Room Session 1: What emerging topics would be most interesting to you to explore over the next year?

Inclusion throughout project implementation:

- What is intersectionality and how does it manifest in the international development context?
- How can project and home office teams better include in-country staff across all areas?

- Budgets and policies that support inclusion from project design to evaluation and implementation
- Inclusion in tech and behavioral design o Exploring what localization vs. decolonization means in practice
- Ensuring inclusion when addressing climate change
- How can we make development work equitable at all stages?

Data collection and measurement:

- Incorporating cultural awareness and diversity, equity, and inclusion (DEI) concepts into monitoring, evaluation, and learning (MEL) and collaborating, learning and adapting (CLA) tools
- Participant engagement during MEL activities during the design, collection, analysis, and dissemination processes

Inclusive communications:

- Practical examples (through storytelling) of experience implementing tools, approaches, etc. for inclusive development that get to the challenges, solutions, and competing incentives of the process
- Navigating challenging conversations with colleagues who may not understand or see value in social inclusion
- How can we incorporate inclusion principles in corporate communications (ex. marketing materials)?

### HR/personnel support:

- Trainings
- Build capacity of inclusive development practitioners to learn best practices in DEI and cultural awareness. Ensure best practices are widely used, applied, and funded
- “Walking the talk” ensuring that international development organizations are inclusive environments in addition to programming
- How can companies support diverse staff to ensure retention? What can leadership teams do to kick- start sustainable change processes?

### 2. Breakout Room Session 2: What other activities should the Workgroup undertake?

- Trainings on DEI, cultural awareness, linguistic biases, etc.
- Engaging with donors and other Workgroups
- Practical tool kit or resources for practitioners to implement and put into practice
- More discussion on the power dynamics between genders, local communities, and the western international development worker

### Consensus:

From this conversation, three main themes emerged: (1) ensuring that inclusive practice in project implementation, MEL, and other areas of international development is prioritized; (2) addressing the challenges that make inclusive practice difficult, such as navigating donor funding and criteria for selection processes; (3) continued trainings and brainstorming sessions for members to stay engaged with best practices in inclusive development.

### Next Steps:

Based on the discussion, the Workgroup Co-Chairs will compile the feedback from the meeting and coordinate with SID-W staff to roll out events over the course of the year.





**SID-Washington Programming Staff**

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Malavika Randive - Program Coordinator  
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For any inquiries, please reach out to us at [events@sidw.org](mailto:events@sidw.org).

**FY 2021 Workgroup Co-Chairs**

Kaelan Sullivan Fleury- Operations Director, U.S. Government  
Business Line Support Division, Chemonics International

Ryan Ubuntu Olson- Technical Advisor, Palladium

**Photo Credit**

Paul A. Sherman - Director of Programs

Screenshots from various SID-W events

Stock images from Canva

**Acknowledgement**

We would like to thank Program Associates: Ian Boldiston, Jilly Choi, Elijah Enis, Cairo Lawrence, Valentyna Koudelkova, and Pourobee Saha for their hard work to create this report.

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