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3rd Edition



Secretariat for Access to Rights and Equity
Department of Social Inclusion

DIGITAL DIPLOMA IN LEADERSHIP FOR SOCIAL INCLUSION AND ACCESS TO RIGHTS

With the support of the OAS Section of Relations with Civil Society and RIADIS



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BACKGROUND

The concept of "inclusion" cannot be defined without first understanding what inequality is. From the General Secretariat of the Organization of American States (OAS), we approach the issue from a multidimensional approach; in other words, when we refer to inequality, we are not only talking about an unequal distribution of income and wealth, but also about the gaps in terms of opportunities throughout the entire life cycle of a person, and the access and quality of goods and services. In addition, we talk about the historically subordinate positions and roles in which groups of people have been placed due to their bodily, identity and human diversity, which generates deeper and intersectional situations of discrimination and exclusion, which end up, unfortunately, preventing, canceling or reducing the enjoyment or full exercise of human rights of these people. These groups in situations of vulnerability ¹ (GSV), include women, people with disabilities, indigenous peoples, people of African descent, LGTBIQ people, older people, those living in poverty, among others, who frequently face forms of intersectional discrimination, and which are now exacerbated as a result of the current global health pandemic.

In this framework, the concept of social inclusion refers to the process through which equality in diversity is achieved, the equality of opportunities, and the gaps in terms of access to rights for all people under equal conditions are closed. It is also a process that allows to reformulate the terms, roles, categorizations and positions of the people and groups that are part of a society. It is to recognize the dignity of all people, the inherent diversity of humanity, and to facilitate access to opportunities to contribute to their societies.

The Americas have been designated by several as "the region most affected by the pandemic", experiencing the largest economic contraction in the last 120 years. In addition, the increase in poverty and extreme poverty meant a setback of at least ten years in the progress that had been made. Definitely, the health emergency revealed long-standing structural aspects that have always been present in our societies: inequity, violence, exclusion, discrimination, huge gaps in access and the realization of rights, for many citizens of the Americas, but particularly for GSVs.

¹ We define as Groups in Situations of Vulnerability (GSV) those groups of people who, based on nationality, race, ethnicity, age; sex; sexual orientation; gender identity and expression; idiom; religion; cultural identity; social origin; socio-economic situation; education level; immigration status; disability; genetic characteristics; bio-psychosocial condition, or any other condition has been discriminated against and the recognition, enjoyment or exercise of their rights have been denied or violated. Definition taken from: Inter-American Convention against all Forms of Discrimination and Intolerance, OAS. See here: https://www.oas.org/en/sla/dil/inter_american_treaties_A-69_discrimination_intolerance.asp

JUSTIFICATION

The challenges faced by the States of the region to achieve sustainable development despite the economic and social recession caused by the global health pandemic, require a comprehensive, inclusive and intersectional approach. To restart their economies and pursue their comprehensive development at and beyond pre-pandemic levels without reproducing the same inequalities, States must harness the energy of all their citizens. This means that they have to guarantee the empowerment of all people by promoting their political participation, their public visibility, their social inclusion and the full exercise of their human rights.

To further open up opportunities for employment, education and political participation, it is crucial to equip representatives of governments, civil society and other social actors, including those most excluded from GSV, with the necessary skills to understand and take on the challenges involved in public policies to achieve effective inclusion and the realization of all citizens' rights. Likewise, it is key to provide these actors with knowledge and tools to exercise leadership aimed at achieving social inclusion and achieving public actions and policies with a human rights approach.

By empowering key actors that are working for more rights for more people in the Americas, it will be possible to build capacity to effectively advocate for an inclusion and human rights agenda in all spaces, including spaces of government, where they can more effectively influence the design and implementation of inclusive public policies for all people in the post-COVID-19 reconstruction process.

Based on this situation, on December 10, 2020, the Department of Social Inclusion (DIS) of the Secretariat for Access to Rights and Equity (SARE) launched its first edition of the Digital Diploma on Leadership in Social Inclusion and Access to Rights. The academic program had a big success: +400 applications were received, of which 202 people from civil society, the State, and other social actors from 23 countries of the Americas were selected. The students expressed great satisfaction with the Digital Diploma that gave them the tools and knowledge necessary to lead on issues of human rights, equity and inclusion, in times of social recovery after the pandemic. One of the most significant achievements of the first edition of the Digital Diploma was the powerful network that was formed among the students with the purpose of being agents of change and spokespersons for the issues addressed in this academic program.

On December 10, 2021, the DIS launched the 2nd edition of the Digital Diploma, increasing the number of applications received by 400%. Of the +1,700 applications received, more than 700 full scholarships were awarded so that participants can train and develop their leadership skills to work for the inclusion and equity agenda in the Americas.

The Department of Social Inclusion (DIS), maintaining its commitment to generate spaces for learning and discussion of problems, challenges, good practices and pending issues on the GSV's human rights agenda, presents the Third Edition of the Digital Diploma on Leadership in Social Inclusion and Access to Rights to give the opportunity for more people to be trained on these issues in an accessible way.

PURPOSE

To take advantage of the opportunity offered by the current context, of discussions and exchange of face-to-face knowledge in virtual formats, and in view of the need to address the deepening of inequalities that the COVID-19 crisis has brought, this Digital Diploma seeks to contribute to reduce inequalities by promoting an inclusive human rights and development agenda, and favor the full inclusion of people from groups in situations of violation (GSV) in the Americas in the post-COVID-19 reconstruction process, through the strengthening leadership skills for inclusion and human rights, for political change, and social participation, in key actors of this agenda at the national and regional level.

I. GENERAL OBJECTIVE

Update and integrate the main knowledge and practices in terms of the International and Inter-American framework on human rights of groups in a historical situations of vulnerability, as well as the debates on the matter, and experiences and practices related to the exercise of human rights in the region, political leadership and social activism; promoting in the participants the development and strengthening of leadership skills for political advocacy, negotiation and the proposal in public policies, which are oriented to full inclusion, equity, social justice and the exercise of all rights of citizenship in the region.

It is expected that, upon completion of the Study Program of this Digital Diploma, students will be able to:

- ▶ Understand the main concepts in the agenda of equity, social inclusion and human rights, including the different definitions and perspectives that have been applied and are applied to the different groups of people in situations of vulnerability, in order to analyze their implications and impact on the quality of social inclusion and political participation of these people.
- ▶ Know the main International and Inter-American instruments on human rights of GSV and their scope and application, as well as the channels of participation and use of the mechanisms created for compliance.
- ▶ Identify, develop and practice positive and proactive leadership skills, political and social, such as collaboration, negotiation, development of emotional intelligence, conflict management, advocacy strategies and digital communication, and preparation of proposals and projects, among others.

II. SPECIFIC OBJECTIVES

The participants of the Digital Diploma will learn to:

- ▶ Critically review the paradigmatic definitions in terms of social inclusion, equity, and the human rights agenda, putting the lens on those used to position groups in situations of vulnerability in the Americas, from an intersectional perspective.
- ▶ Identify the multiple forms of discrimination that are manifested in daily life and in social and power sphere, local and national.
- ▶ Deepen the knowledge, scope and application of International and Inter-American human rights treaties, and the mechanisms and channels to demand their compliance and report its violations.
- ▶ Identify the different types of leadership and know and apply tools to exercise proactive, political and/or social leadership, in order to be prepared to eventually assume key positions in the public sphere.
- ▶ Know and apply basic tools for political advocacy and strategic litigation, and the use of technologies for this purpose, to promote social inclusion and access to rights.
- ▶ Develop and strengthen communication skills, and design and presentation of proposals for inclusion and social justice, including digital communication tools and strategies.
- ▶ Know and apply theoretical and practical elements that allow the participants of the Digital Diploma to advise the management of new leaderships in their country (training of trainers who can replicate what they have learned at the local level).
- ▶ Identify and apply inclusive and accessible strategies for managing social media for the promotion of human rights.



III. METHODOLOGY

2 VIRTUAL SESSIONS OF 2 HOURS PER WEEK

This 3rd edition of the Digital Diploma will be developed in 2 virtual sessions of 2 hours per week. The program will have a total duration of 14 sessions (7 business weeks). The sessions will be held live through the Zoom platform, and will combine class formats and participatory dialogues. There will be automatic subtitling of the presentations.

We will also provide a bibliography of suggested readings to complement the knowledge received in the virtual sessions.

CERTIFICATION

A Certificate from the OAS School of Governance will be delivered to those who meet the following requirements:

- Attend at least 12 of the 14 sessions.
- Submit a final essay that must contain a review of concepts, trends and a proposal for action in leadership for social inclusion and human rights.
- Complete the final survey



DURATION



7 business weeks: from Tuesday, March 14, 2023 to Thursday, May 4, 2023.
2 sessions per week: Tuesday and Thursday (*the week of April 2 to 9 there will be no sessions)



Live virtual sessions from 6:00 p.m. to 8:00 p.m. (Washington DC time - EST)

IV. DESCRIPTION OF THE MODULES

MODULE I SOCIAL INCLUSION AND ACCESS TO RIGHTS: GENERAL NOTIONS, PARADIGMS AND APPROACHES AND POSITIONING, AND STATE OF SITUATION

SESSION 1

Introduction to the Digital Diploma | Equity, Social Inclusion
and Human Rights.

DATE AND TIME:

Date: Tuesday, March 14, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC time - EST)

OPENING PANEL:

- ▶ Maricarmen Plata, Secretary for Access to Rights and Equity, OAS
- ▶ Betilde Muñoz-Pogossian, Director of the Department of Social Inclusion, OAS
- ▶ Paulina Corominas, Section Chief, Section of Relations with Civil Society, Secretariat for Access to Rights and Equity
- ▶ Juan Ángel De Gouveia, Latin American Network of NGOs of Persons with Disabilities and Their Families (RIADIS)
- ▶ Nicole Levoyer, Consultant, Department of Social Inclusion, OAS

TOPICS:

- ▶ Welcome, presentation of the 3rd Edition of the Digital Diploma of the OAS Department of Social Inclusion
- ▶ Presentation of the OAS School of Governance
- ▶ Equity, Social Inclusion: Concepts, Trends and Regional Agenda.
- ▶ General information regarding the Digital Diploma

MODULE II

INTERNATIONAL AND INTER-AMERICAN REGULATORY FRAMEWORKS ON HUMAN RIGHTS. MECHANISMS OF PROTECTION, PARTICIPATION AND EXERCISE OF RIGHTS

SESSION 2

Inter-American Human Rights Framework and Economic, Social, Cultural and Environmental Rights

DATE AND TIME:

Thursday, March 16, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC time - EST)

SPEAKERS:

- ▶ Tania Reneaum Panszi, Executive Secretary of the IACHR
- ▶ Soledad García Muñoz, Special Rapporteur on Economic, Social, Cultural and Environmental Rights of the Inter-American Commission on Human Rights.

TOPICS:

- ▶ The Inter-American normative framework of Human Rights.
- ▶ Mechanisms for promotion and protection in the Inter-American Human Rights System: the IACHR and the Inter-American Court.
- ▶ Economic, Social, Cultural and Environmental Rights.



SESSION 3

Rights of Persons with Disabilities

DATE AND TIME:

Tuesday, March 21, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKER:

- ▶ María Soledad Cisternas, UN Special Envoy for the Rights of Persons with Disabilities

TOPICS:

- ▶ Concepts and Normative Frameworks on the Rights of Persons with Disabilities. Challenges and pending agenda.

SESSION 4

Rights of LGBTIQ Persons

DATE AND TIME:

Thursday, March 23, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Juan Pablo Delgado, Expert of the Working Group of the Protocol of San Salvador

TOPICS:

- ▶ Concepts and Regulatory Frameworks on the Rights of LGBTIQ Persons. Challenges and pending agenda.

SESSION 5

Rights of Migrants, Refugees, and Forced Displaced Persons in the Americas

DATE AND TIME:

Tuesday, March 28, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Alvaro Botero, Adjunct Professor at American University Washington College of Law
- ▶ Sarah Meneses, Specialist on the Rights of Migrants and Refugees in the Department of Social Inclusion

TOPICS:

- ▶ Migrants, Refugees, Forced Displaced Persons and other categories of international protection.
- ▶ Regulatory frameworks for international protection.
- ▶ State of Situation in the Americas.
- ▶ Challenges and pending agendas.

SESSION 6

Women rights

DATE AND TIME:

Thursday, March 30, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Alejandra Mora, Executive Secretary of the Inter-American Commission of Women. (TBC)

TOPICS:

- ▶ Regional Balance: Women's Rights in the Americas.
- ▶ Concepts and Normative Frameworks on women's rights.
- ▶ Challenges and pending agendas.

SESSION 7

Rights of Persons of African Descent, Indigenous Peoples and Older Persons

DATE AND TIME:

Tuesday, April 11, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Roberto Rojas, Chief Groups in Situations of Vulnerability Section of the Department of Social Inclusion, OAS.
- ▶ Mariette Vidal, Program Officer, Department of Social Inclusion, OAS.

TOPICS:

- ▶ Concepts and Normative Frameworks on the rights of people of African descent, indigenous peoples and the elderly.
- ▶ Challenges and pending agendas.



MODULE III

POLITICAL AND SOCIAL LEADERSHIP

SESSION 8

Education for Human Rights: Concepts and Communication Strategies

DATE AND TIME:

Thursday, April 13, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Olinda Salguero, President of the Esquipulas Foundation for the Integration of Central America, Representative for Central America of the Global Peace Foundation, Vice President and Executive Director of the Latin American Presidential Mission, Selected in 2021 and 2022 by FORBES Magazine as 1 of the 100 powerful women from Central America and the Dominican Republic.
- ▶ Romina Kasman, Head of Education Sector UNESCO Multicountry Office in San Jose

TOPICS:

- ▶ What are Human Rights, how are they structured, and how important are they?
- ▶ Education for Inclusion and Democracy, What are democratic values? Democracy and Leadership.
- ▶ Democracy, Development and Human Rights: Concepts and Trends.
- ▶ Strategic communication
- ▶ Preparation of communication proposals focused on human rights

SESSION 9

Influence: the art of "convincing"

DATE AND TIME:

Tuesday, April 18, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Silverio Zebal, Specialist, School of Government, Department of Effective Public Management

TOPICS:

- ▶ Narrative Structure
- ▶ Elements of Influence
- ▶ How do we decide?
- ▶ From Perception to Action

SESSION 10

Political advocacy for inclusion and social justice

DATE AND TIME:

Thursday, April 20, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Pamela Molina, Expert in the Rights of Persons with Disabilities, Master in Disability and Human Development

TOPICS:

- ▶ Advocacy strategies for change. The 8 steps.
- ▶ Strategic Litigation in the Inter-American Human Rights System.

SESSION 11

Twitter as a tool to promote an agenda for Social Inclusion and Human Rights at the regional level.

DATE AND TIME:

Tuesday, April 25, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Karina Caceres, ADEN International Business School, Red Politólogas #NoSinMujeres

TOPICS:

- ▶ Management of Social Networks
- ▶ Twitter as a mechanism to move agendas | Objectives and Strategies

SESSION 12

Instagram as a tool to promote a Social Inclusion and Human Rights agenda at the regional level.

DATE AND TIME:

Thursday, April 27, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Verónica Ruiz del Vizo, Chief Executive Officer, Team Remoto

TOPICS:

- ▶ Management of Social Networks
- ▶ Instagram as a mechanism to create community and mobilize agendas | Objectives and Strategies

SESSION 13

Civil Society Participation in the OAS + Workshop: Wikipedia as a Tool in the Inclusion, Rights and Diversity Agenda

DATE AND TIME:

Tuesday, May 2, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

SPEAKERS:

- ▶ Paulina Corominas, Head of the Civil Society Relations Section, SARE/OEA.
- ▶ Tatiana Cárdenas, Program Director for Southern Affairs

TOPICS:

- ▶ Civil Society Relations with the OAS: steps for registration and its benefits.
- ▶ Spaces for civil society participation in the OAS.
- ▶ Management of Wikipedia to promote human rights agendas.
- ▶ Publication of content on: concepts, people, organizations that work for inclusion and equity.



SESSION 14

GRADUATION CEREMONY OF THE SECOND EDITION OF THE DIGITAL DIPLOMA

DATE AND TIME:

Thursday, May 4, 2023, 6:00 p.m. to 8:00 p.m. (Washington DC Time - EST)

OPENING REMARKS

- ▶ Maricarmen Plata
Secretariat for Access to Rights and Equity (SARE), OAS

CLOSING PANEL

- ▶ Intervention by Luis Almagro, Secretary General of the OAS
- ▶ Intervention by Epsy Campbell, President of the UN Permanent Forum of African Descent, Vice President of Costa Rica 2018-2022
- ▶ Intervention by Rosina Wiltshire, Consultant in Transformational Leadership
- ▶ Intervention by Patricia Velazquez, Goodwill Ambassador for the Rights of Indigenous Peoples of the OAS

Moderator: Maricarmen Plata, SARE, OEA

GRADUATION CEREMONY: RECOGNITION TO THE DIGITAL DIPLOMA STUDENTS

- ▶ Betilde Muñoz-Pogossian, Director of the Department of Social Inclusion and Academic Director of the Digital Diploma



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Department of Social Inclusion

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 Website

<http://www.oas.org/en/sare/default.asp>

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