



**OAS** | More rights  
for more people

Secretariat for Access to Rights and Equity  
Department of Social Inclusion

4th Edition  
**DIGITAL DIPLOMA  
IN LEADERSHIP FOR SOCIAL  
INCLUSION AND ACCESS TO  
RIGHTS**

With the support of the OAS  
Section of Relations with Civil  
Society and the OAS School of  
Governance



**OAS** | School of  
**GOVERNANCE**

# Our purpose

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.



Empowerment of  
Groups in  
Vulnerable  
Situations.



Strengthening the  
capacities of  
Governments in  
Human Rights.

# How do we do it?

We provide the knowledge and digital tools necessary so that students can exercise leadership aimed at achieving equity and social inclusion:

- ✓ Live Virtual Classes with international experts
- ✓ Virtual Classroom available 24/7 with exclusive resources (manuals, videos, readings, presentations, etc.)
- ✓ Networking virtual spaces
- ✓ Alumni network



## Certification of the OAS School of Governance

We have granted  
**1.700** certifications

# 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.



# 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.



# METHODOLOGY



## 14 VIRTUAL SESSIONS

The academic program will have a total duration of 7 weeks (2 sessions per week, 14 sessions in total). The sessions will be held live through the Zoom platform and will combine class formats and participatory dialogues.

There will also be a Bibliography of suggested readings to complement the knowledge received in the virtual sessions.



## ACADEMIC SCHEDULE

**2 sessions per week (every Tuesday and Thursday):**

From Tuesday, April 2, 2024 to Thursday, May 16, 2024.



## SCHEDULES

From 6:00 p.m. to 8:00 p.m. (Washington DC time - EST)



## CERTIFICATION

The OAS School of Governance Certificate will be awarded to those who meet the following requirements:

- ✓ Attend at least 12 of the 14 sessions.
- ✓ Pass the final multiple-choice exam that will be taken online at the end of the Digital Diploma.

# ADMISSION PROCESS AND AVAILABLE SCHOLARSHIPS



## WHO CAN APPLY?

Government officials, members of civil society organizations, and other key actors in the social inclusion and human rights agenda at the regional level with a demonstrated interest in leadership for inclusion and human rights.

Representatives of these sectors who are Afro-descendants, indigenous peoples, people with disabilities, women, youth, the elderly, in a condition of migration or forced displacement, and LGTBIQ groups are especially invited.

A balance of representation of actors (government, civil society), gender, sub-regions of the Americas, urban and rural areas, ages, among others will be sought.



## AVAILABLE SCHOLARSHIPS

In this 4th edition, to cover content production and administration costs, two participation options will be given. On the one hand, partial scholarships with the payment of a percentage of the total cost of the Diploma, or full scholarships with coverage of the total cost of the Digital Diploma.

We invite all people not to stop applying, and send their justification in case they need financial support with a full scholarship.

## OPTION 1: PARTIAL SCHOLARSHIP

The OAS Department of Social Inclusion will cover 90% of the cost of the Digital Diploma.

Cost of the Diploma without scholarship: **US\$ 1.000**

Scholarship amount (90%): **US\$ 900**

Amount to pay with partial scholarship: **US\$ 100**

### Payment method:

Credit card or wire transfer

# STEPS TO ENROLL IN THE 4TH EDITION OF THE DIGITAL DIPLOMA WITH THE PARTIAL SCHOLARSHIP



## Step 1: Application

The first step is to submit your registration request using the following online form (<https://forms.office.com/r/VFw7e41bd3>):



To complete your application you will need access to a computer or mobile device and the Internet. Once you have submitted your application, you will no longer be able to add additional information or make changes. You must submit your complete application before the deadline of February 4, 2024. All fields marked with an \* must be completed. Only those applicants who complete the online form will be considered. Applications sent by email or other means will not be accepted.

### Registration deadline:

Sunday, February 4, 2024 at 11:59 p.m. (Washington DC time)



## Step 2: Payment

Once we have received your application, reviewed your profile, and having accepted you, we will send the acceptance letter to your email (from the email: [diplomadodigitaloea@gmail.com](mailto:diplomadodigitaloea@gmail.com)) and all the necessary information so you can make the payment by credit card. or bank transfer and thus reserve your spot with the partial scholarship.

\*Please take into consideration the additional fees that your bank may charge for making international transfers or international payments with your credit card, which must be covered by the student.

### Deadline to pay registration:

Friday, March 8, 2024 at 11:59 p.m. (Washington DC time). If you do not make the payment of your registration until that date we will not be able to guarantee your participation in the Digital Diploma.



## Step 3: Virtual Classroom

When we have verified your payment, we will send you the access credentials to the Virtual Classroom of the School of Governance (from the email [campus\\_noreply@dist.oas.org](mailto:campus_noreply@dist.oas.org)).



## SCHEDULE FOR STUDENTS APPLYING FOR A PARTIAL SCHOLARSHIP

- Sunday December 10, 2023 ● The registration period for the 4th Edition of the Digital Diploma begins
- Sunday February 4, 2024 ● Deadline to send the registration form to the 4th edition of the Digital Diploma with an 90% scholarship
- Friday February 16, 2024 ● Deadline to announce the results of the selection process
- Friday March 8, 2024 ● Deadline to make the registration payment
- Tuesday April 2, 2024 ● First session of the 4th Edition of the Digital Diploma

## OPTION 2: FULL SCHOLARSHIP

The OAS Department of Social Inclusion will cover 100% of the cost of the Digital Diploma.

Cost of the Diploma without scholarship: US\$ 1.000

Scholarship amount: **US\$ 1.000**

Amount to pay with full scholarship: **US\$ 0\***

\* Please take into consideration that this Full Scholarship would be intended for people working on the inclusion and human rights agenda, with few or no resources and support. So if you are able to pay, in a spirit of true inclusion and solidarity, we appreciate you leaving the opportunity for the full scholarship to those who truly need it.

## STEPS TO ENROLL IN THE 4TH EDITION OF THE DIGITAL DIPLOMA WITH THE FULL SCHOLARSHIP



### Step 1: Application

The first step is to submit your full scholarship application using the following online form (<https://forms.office.com/r/iwM9zcnMnd>):

APPLY HERE





To complete your application you will need access to a computer or mobile device and the Internet. Once you have submitted your application, you will no longer be able to add additional information or make changes. You must submit your completed application before the deadline date. All fields marked with an \* must be completed and all responses must be your own. Only those applicants who complete the online form will be considered. Applications sent by email or other means will not be accepted.

### Apply for the full scholarship until:

Sunday, February 4, 2024 at 11:59 pm (Washington DC time)



### Step 2: Selection process

Once we have received your application and reviewed your short essay, we will notify you by email if you were selected (from the email [diplomadodigitaloea@gmail.com](mailto:diplomadodigitaloea@gmail.com)) to be part of the 4th cohort of the Digital Diploma with a 100% scholarship.

\*In some cases, a short interview by video call may be necessary in order to make a decision on your application.



### Step 3: Virtual Classroom

In case you have been selected, we will ask you to please confirm the acceptance of the scholarship to ensure that you will be able to attend the Digital Diploma, in case you reject the scholarship, it will be awarded to the people who are on the waiting list.

If you confirmed your participation in the 4th Edition of the Digital Diploma, we will send you the access credentials to the Virtual Classroom of the School of Government (from the email [campus\\_noreply@dist.oas.org](mailto:campus_noreply@dist.oas.org)).



## SCHEDULE FOR STUDENTS APPLYING FOR A FULL SCHOLARSHIP

Sunday December 10, 2023	●	Launch of the call for full scholarships
Sunday February 4, 2024	●	Deadline to submit the application for the full scholarship
Friday February 16, 2024	●	Deadline to announce the results of the selection process
Tuesday April 2, 2024	●	First session of the 4th Edition of the Digital Diploma

## DESCRIPTION OF THE MODULES

### MODULE 1

## 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:** Tuesday, April 2, 2024  
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
- ▶ María Fernanda Trigo, Director of the OAS Department for Effective Public Management (tbc)
- ▶ Nicole Levoyer, Coordinator of the Digital Diploma, Department of Social Inclusion, OAS

### TOPICS:

- Welcome, presentation of the 4th 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 2

# 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 April 4, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)

### SPEAKERS:

- ▶ Tania Reneaum Panszi, Executive Secretary of the IACHR. (tbc)
- ▶ Javier Palummo, 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 April 9, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)

### **SPEAKERS:**

- ▶ María Soledad Cisternas, UN Special Envoy for the Rights of Persons with Disabilities
- ▶ Mercedes Carrillo, Legal Officer, Department of Social Inclusion, OAS

### **TOPICS:**

- Concepts and Normative Frameworks on the Rights of Persons with Disabilities. Challenges and pending agenda.
- Inter American Convention on the Elimination of all Forms of Discrimination against Persons with Disabilities



**SESSION #4:** Rights of LGBTIQ Persons

**DATE AND TIME:** Thursday April 11, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)

### **SPEAKER:**

- ▶ Juan Pablo Delgado, Member 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 April 16, 2024  
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
- ▶ Claudia González Bengoa, Head of the Migration and Forced Displacement Section, Department of Social Inclusion (OAS)

## 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 April 18, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)



## DOCENTE:

- ▶ 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 23, 2024  
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 3

# Political and Social Leadership

**SESSION #8** Education and Strategic Communication with a Human Rights approach

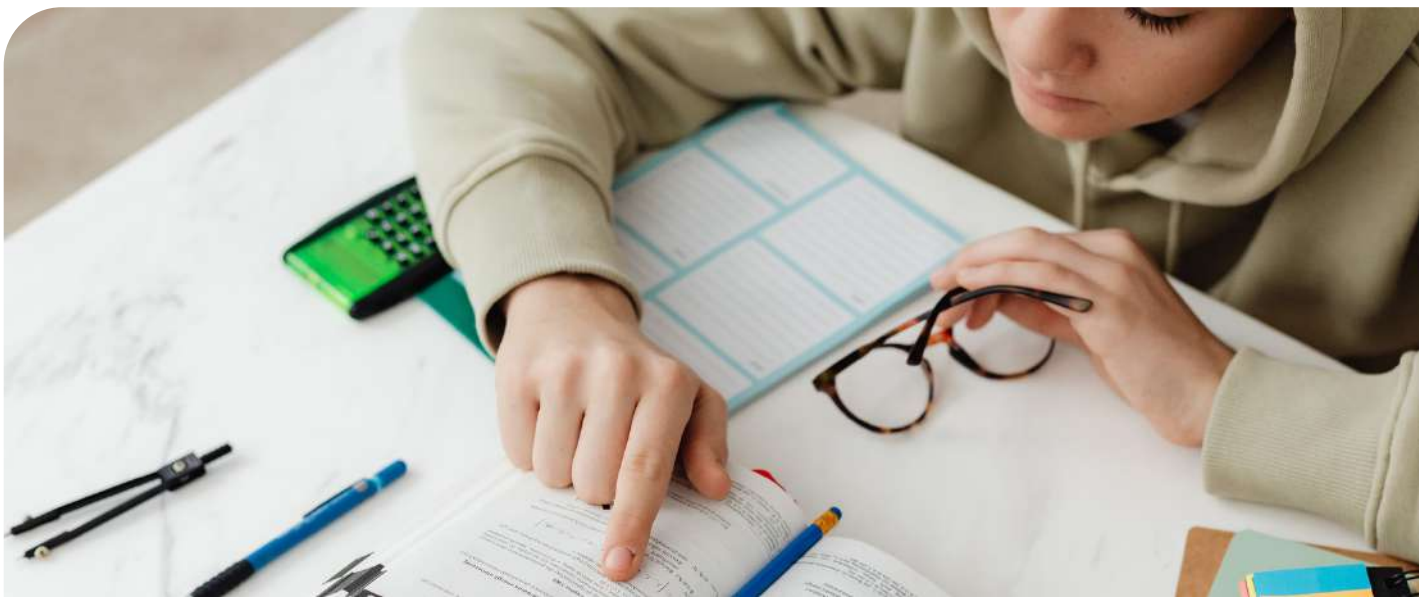
**DATE AND TIME:** Thursday April 25, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)

### 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
- ▶ Romina Kasman, Head of the Education Sector of the UNESCO Regional Multisectoral Office in San José

### 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 30, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)



### **SPEAKER:**

▶ 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 May 2, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)



### **SPEAKER:**

▶ 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:** X (Twitter) as a tool to promote a Social Inclusion and Human Rights agenda at the regional level.

**DATE AND TIME:** Tuesday May 7, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)

### **SPEAKER:**

▶ Karina Cáceres, ADEN International Business School, Red Politólogas  
#NoSinMujeres

### **TOPICS:**

- Management of Social Networks
- X 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 May 9, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)



### **DOCENTE:**

▶ 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 14, 2024  
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.
- ▶ Asuntos del Sur

## 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:** Clausura de la 4ta Edición del Diplomado Digital

**DATE AND TIME:** Thursday May 16, 2024  
6:00 p.m. to 8:00 p.m. (Washington DC time - EST)



## CLOSING PANEL:

- ▶ Luis Almagro, Secretary General of the OAS (tbc)
- ▶ Epsy Campbell, President Permanent Forum Afro-descendant UN, Vice President of Costa Rica 2018-2022
- ▶ Rosina Wiltshire, Consultant in Transformational Leadership (tbc)
- ▶ Patricia Velázquez, Goodwill Ambassador for the Rights of Indigenous Peoples of the OAS

## GRADUATION CEREMONY

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



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for more people

## Secretariat for Access to Rights and Equity Department of Social Inclusion

### Inquiries to:

Nicole Levoyer, Consultant, Department of Social Inclusion, OAS.  
nlevoyer@oas.org



**Website**

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



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