WFD

MODULE FOR TRAINING ON POLITICAL INCLUSION OF PERSONS WITH DISABILITIES (PWD)

December 2020

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Purpose of this module

This module is developed by WFD Kenya Office to support capacity building on strengthening and advocating for internal party structures, political commitments, and policies in response to the strategic and practical political inclusion of Persons with Disabilities. It is targeted for use with Political Parties, Disabled Persons Organizations (DPOs) and/or Civil Society Organizations (CSOs).

For the political parties, it is expected that knowledge propagated across trainees from the political parties will guide the development of inclusive party structures, manifestos, policies, and practices as influenced through the knowledge acquired from the training.

For the DPOs/CSOs, they will develop skills and confidence that will be used to implement advocacy strategies and independent issue-based messaging thus better engage and lobby political parties and other actors towards political inclusion of PWDs.

Content of the training module

The training module contains content that is broken down into topics and each topic further is broken down into sessions/subtopics for the two components – the online and in-person training. The quantity of sessions per topic varies depending on the topic content.

Each topic has learning objectives and expected learning outcomes for each session. PowerPoint presentation slides are provided separately that will be used to facilitate the training. The module contains a rich audio-visual presentation that aid in knowledge retention.

The following are the topic provided in this module:

a) Demystify disability from a human rights perspective
b) Political rights for PWDs (legal frameworks of PWDs)
c) Institutional mainstreaming of disability
d) Best practices for disability inclusion in political parties
e) Monitoring and accountability of participation within the political parties
f) Advocacy for political inclusion
g) Preparation of potential candidates with disabilities

Equipment and resources

The trainer and WFD will ensure that the materials and equipment for the training are provided which may include:

- Laptop
- Projector
- Screen
- Speakers
- Extension lead
- Flipchart
- Flipchart pens
- Notepads and pens
- Post-it notes
- List of participants
- Training content (PowerPoint presentation)

Contents

1.0.   Demystifying disability from a human rights perspective

Main learning objective

- By the end of the session, the participants should understand the concept of disability from a human rights perspective.

Specific learning objectives

By the end of the session, the participants should be able to:

- Define disability according to the CRPD
- Describe the categories of impairments and disability
- Describe the four models of defining disability
- List examples of areas of disability etiquette

1.1.   Definition of disability

The Convention on the Rights of Persons with Disabilities (CRPD)[1] defines persons with disabilities to "include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others."

The Constitution of Kenya defines disability to include "any physical, sensory, mental, and psychological or other impairment, condition or illness that has, or is perceived by significant sectors of the community to have, a substantial or long-term effect on an individual's ability to carry out ordinary day-to-day activities."

The definition of disability recognizes the role that the environment plays and makes it clear that disability is not an attribute of the person if the environment is completely inclusive and accessible to a person with an impairment. This can be summarized below.
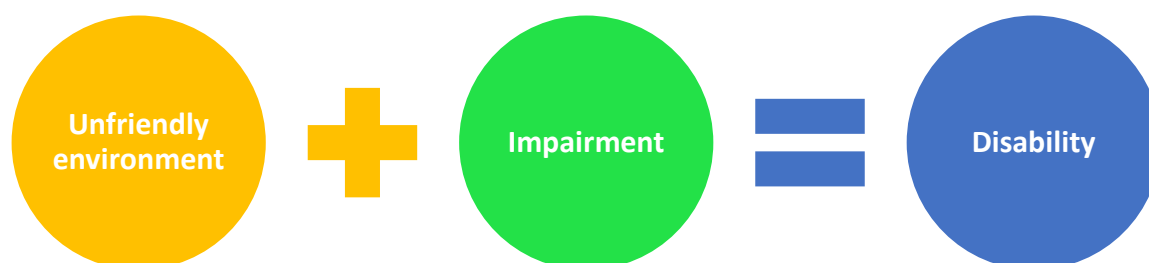
Figure 1: Relationship between environment, impairment and disability

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[1] UN General Assembly 92006), Convention on the Rights of Persons with Disabilities
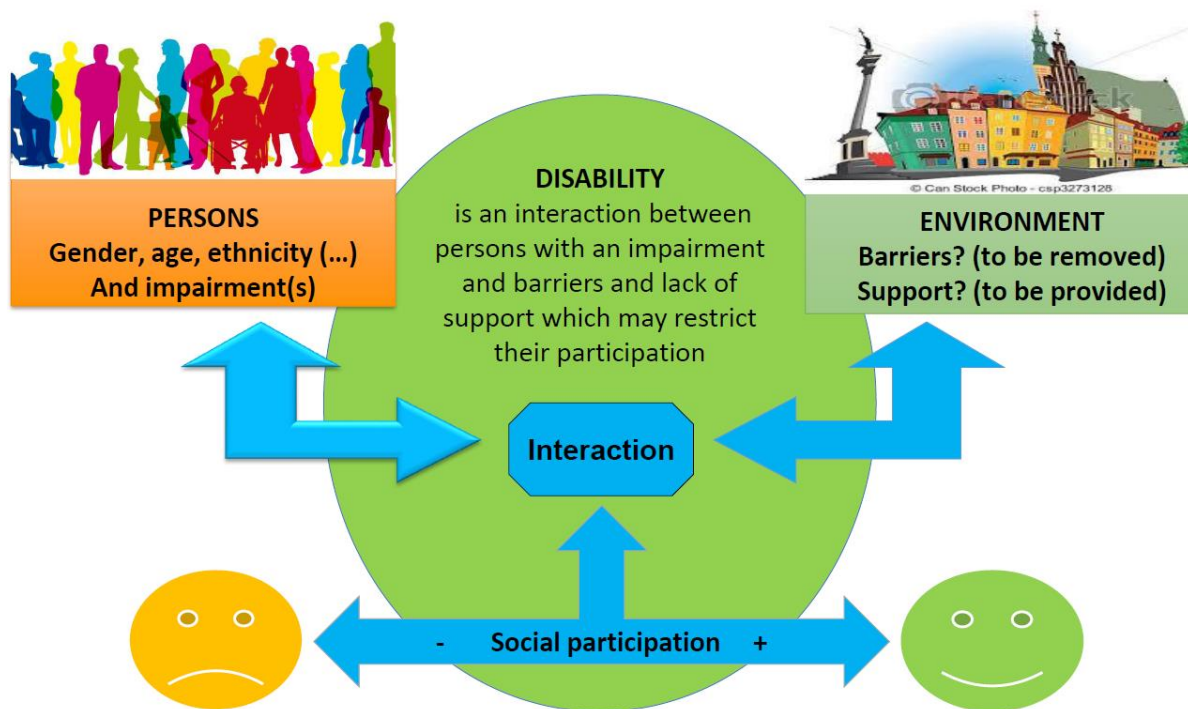
Figure 2: Interaction between impairment and disability (WFD)

Key Facts on disability

- ✓ 1Billion people (15%) in the world have a disability, meaning 1 out of 7 people has a disability.
- ✓ In Kenya, there are 0.9 M PWD (2.2%)   as per the 2019 population census.
- ✓ 80 per cent of persons with disabilities live in poverty
- ✓ Women with disabilities comprise nearly three-quarters of all persons with disabilities in low and middle-income countries
- ✓ The number of persons with disabilities is increasing substantially due to demographic changes
- ✓ Almost everyone will be temporarily or permanently impaired at some point in life
- ✓ Persons with disabilities are less likely to be employed than those without disabilities
- ✓ Persons with disabilities can participate in community activities including politics
- ✓ The environmental barriers can be addressed
- ✓ Disability is a human rights issue and a development priority

1.2.   Diversity of disability and barriers
Group Activity: 30 Mins

To understand the diversity of disability, group the participants and distribute the case scenarios below to them to discuss and answer the questions that follow. Thereafter ask one of the participants from each group to share their answers in plenary.

Case Scenario 1: Musyoka was born without a disability and he became a top lawyer in Kenya. He was being consulted by the government and other senior people in the country. Later, he was hired as a secretary of a top political party. While on duty, he suffered a major stroke that left him paralysed. He did not work for two years. His position was later taken up by another person. After partial recovery, he demanded his position back or compensation. However, the party is unsure how to accommodate him in their office that is located on the third floor of building with no stairs. The legal tussle is ongoing.

Discussion questions

- ✓ What kind of disability does Musyoka have?
- ✓ What kind of support does he require to work normally as a lawyer?
- ✓ What do you think the employer ought to have done to accommodate him to work again?

Case Scenario 2: Wabukhala is a nominated MCA with albinism. He was nominated by his party to represent persons with disabilities as per the law.

Discussion questions

- ✓ Why is Wabukhala considered to have a disability?
- ✓ What barriers do you think limits Wabukhala to discharge his duties in the county assembly?
- ✓ What support do you think Wabukhala needs?

Case Scenario 3: Karimi is a member of a party that has a regional dominance. She has vied two times as a woman representative unsuccessfully. The first time she vied she had no disability and garnered 70% of the votes. Unfortunately, later she suffered meningitis and later lost her hearing ability. Despite losing her hearing ability, she vied for the same position but this time around she managed only 20% of the votes.

Discussion questions

- ✓ Do you after losing his hearing ability contributed to Karimi getting fewer votes?
- ✓ What barriers do you think Karimi faced when she vied the second time?
- ✓ What do you think can be done to make Karimi participate more in her political party?

Case Scenario 4: Mohammed has leadership talent. However, he is not gifted academically and never completed his secondary education. He is a local political mobilizer of youth. He tried to vie for a political seat but was locked out due to his academic qualifications.

- ✓ What disability do you think Mohammed might be having?
- ✓ What challenges do you think he faces in his community?
- ✓ What do you think can be done to promote his talent in politics?

Facilitator Note: Case scenario 4 is aimed to help the participants appreciate that some disabilities are invisible and the need to have them considered in the political inclusion processes.

Summary

The figure below illustrates common types of disability including hard of hearing and deaf; low vision and blind; physical impairments and intellectual challenges. In addition, these other categories of disability are albinism, psychosocial disorders, autism, short stature, learning difficulties (e.g. dyslexia), etc.

1.3. Conceptual Models of defining disability

Four main approaches are used to define disability including the medical model, charity model, social model, and human rights model.
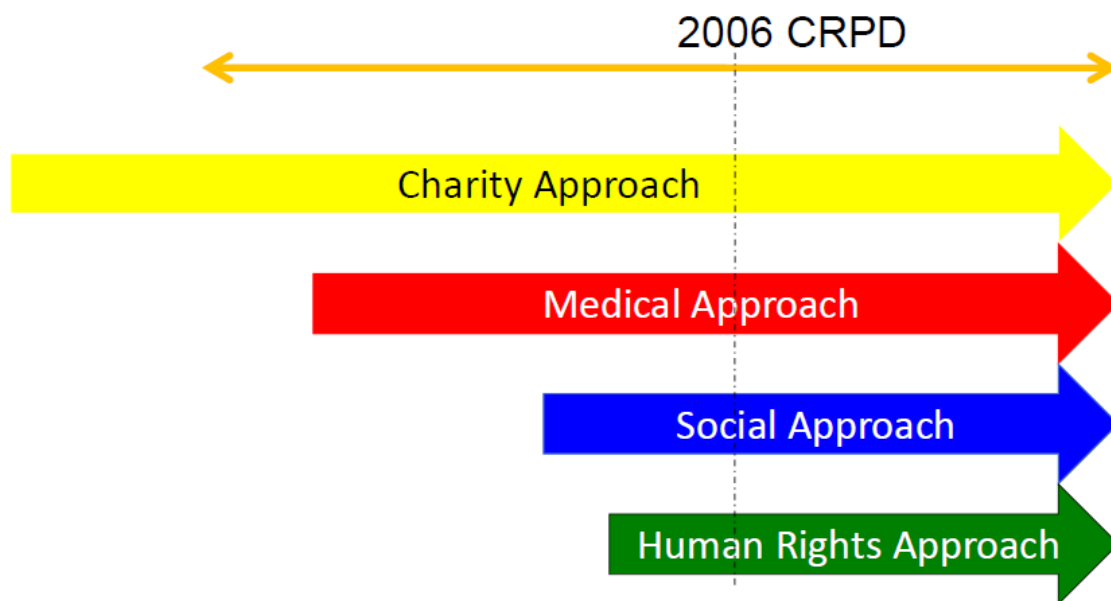
Figure 3: Models of defining disability (from OHCHR training manual on CRPD)

A. Charity model

Persons with disabilities are perceived as disempowered, not in control of their lives and have little or no participation in society because of their impairment. Disability is an individual problem and persons with disabilities are to be pitied and they depend on the goodwill of society and the duty bearers. The society provides for them through charity, donations, homes, foundations.
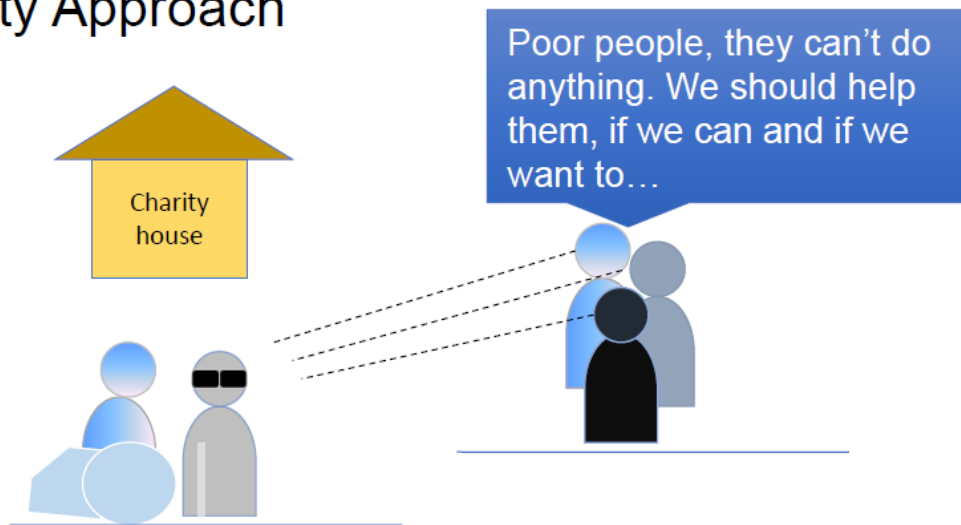
Figure 4: Charity model (from OHCHR training manual on CRPD)

B. Medical model

Disability is perceived to be caused by physical impairments resulting from disease, injury, or health conditions. Impairment leads directly to the loss of bodily and social functioning. Therefore, interventions used are such as rehabilitation, institutional care, social assistance programmes.

Figure 5: Medical/Rehabilitative Model (Illinois University Library, 2020)

C. Social model

Disability is seen as a result of the interaction of the individual with an environment. The argument is that the impairment is not the problem but the environment that does not accommodate the needs of that individual. Lack of accommodation of the individual needs limits their participation in society. With this model, the individual is put at the centre and not their impairment and advocates for the elimination of the barriers that limit their participation.

Figure 6: Social model of disability (Inclusion London, 2020)

D. Human rights approach

This approach builds on the social approach and acknowledges that persons with disabilities are entitled to rights. The duty bearers such as the government and others have a duty to respect the rights of persons with disabilities.

This approach seeks to entrench respect, freedom, dignity and support while appreciating diversity and calls for the creation of conditions that allow for meaningful participation of persons with disabilities in all aspects of life including in political activities.

Figure 7: Human rights approach (from OHCHR training manual on CRPD)

Activity: Matching description with correct model

Ask the participants to match the description in the table below to the correct models of defining disability. Later check their answers against those provided below the table.

No.	Description	Model
1.	Advocating for political inclusion of PWD's in a constitution review process	
2.	Adjustment order by the National Council for Persons with Disabilities	
3.	The constitutional requirement to have Sign Language as a national language	
4.	Formation of disability leagues in the political party	
5.	Your political party donating food to the nearby special school	
6.	Nominating persons with disabilities in the political party	
7.	Paying party nomination fees for a person with a disability	
8.	Putting ramps on the party buildings	
9.	Rehabilitation of persons with disabilities in a vocational centre	

Responses

1 – Human Rights Model, 2 – Social Model, 3-Human Rights Model, 4 – Social Model, 5- Charity Model, 6- Human rights Model, 7 – Charity Model, 8- Social Model, 9 – Medical Model

Facilitator Note: Show the video below on disability etiquette to the participants for 3.40 minutes (https://www.youtube.com/watch?v=Gv1aDEFlXq8)

2.0. Political Rights of Persons with Disabilities

Main learning objective

- By the end of the session, the participants should be able to describe the political rights of persons with disabilities and highlight the responsibility of political parties to ensure the rights are realised.

Specific learning objectives

By the end of the session, the participants should be able to:

- Explain the political rights of persons with disabilities provided in the CRPD
- List the political rights of persons with disabilities in the constitution of Kenya and other laws such as the Political Parties Act and the Elections Act.

2.1. The Convention on the Rights of Persons with Disabilities (CRPD)

The CRPD elaborates the right to participate in political and public life in the context of disability. It specifies certain measures to be taken to ensure that PWDs can effectively and fully participate in political and public life on an equal basis with others.

The provisions include:
- ✓ Facilitative principles of:
  - o non-discrimination;
  - o full and effective participation and inclusion in society;
  - o Equality of opportunity
- ✓ Article 29: Participation in political and public life
  - o The right and opportunity to vote and be elected.
  - o Stand for elections and to hold office and perform all public functions at all levels of government
  - o Effective and full participation of persons with disabilities in political and public life on an equal basis with others, directly or through freely chosen representatives
  - o Participation in the activities and administration of political parties;

2.2. The Constitution of Kenya

Article 38 provides for the political rights of every Kenyan as follows:

- ✓ Every citizen is free to make political choices, which includes the right--
  - o to form, or participate in forming a political party;
  - o to participate in the activities of, or recruit members for, a political party; or
  - o to campaign for a political party or cause.
- ✓ Every citizen has the right to free, fair and regular elections based on universal suffrage and the free expression of the will of the electors for--
      (a) any elective public body or office established under this Constitution; or
      (b) any office of any political party of which the citizen is a member.
- ✓ Every adult citizen has the right, without unreasonable restrictions, --
  - o to be registered as a voter;
  - o to vote by secret ballot in any election or referendum; and
  - o to be a candidate for public office, or office within a political party of which the citizen is a member and, if elected, to hold office.
- ✓ Article 7 recognizes sign language, braille and other communication accessible to PWDs as part of the official languages.
- ✓ Article 27 (4) prohibits direct or indirect discrimination against any person on any ground, including disability.
- ✓ Article 54 entitles a person disability to be treated with dignity and respect and to access public information, to use sign language or braille or other means of communication and to access materials
- ✓ Article 97(1) (c) requires twelve nominees to the National Assembly to be PWDs.

- ✓ Article 98 (1) (d) requires two nominees to the Senate to be PWDs.
- ✓ Article 177 (1) (c) specifically provides for the nomination of PWDs to County Assemblies.

2.3.   The Political Parties Act
- ✓ Section 7 (2) (c) requires the political parties to have their governing body that reflects the representation of minorities and marginalised groups.
- ✓ Political parties are required to respect the right of all persons to participate in the political process, including minorities and marginalised groups.
- ✓ The Act establishes the Political Parties Fund, whose 30% should be used to promote representation in Parliament and the County Assemblies, of the special interest groups.

2.4.   The Elections Act Cap 24 of 2011
- ✓ Every political party is required to make the nomination rules and procedures accessible with specific considerations to members with disabilities.
- ✓ Each Party List also included nominees to represent PWDs and workers and any other special interests to the Parliament.

2.5.   Persons with Disabilities Act (2003)
- ✓ Provides for the rights of PWDs to get involved in the activities of political parties, to campaign and to be elected and even form their party.
- ✓ Section 29 (1) persons with disabilities are entitled at their request, to assisted voting

Activity: A summary of the human rights of PWD's – 20 Minutes

Ask the participants to watch/listen to the video below thereafter discuss some of the rights that have been highlighted and what political parties can do to ensure the rights are realised.

https://www.youtube.com/watch?v=hqzF4IDaIYE&feature=emb_logo

Many people do not believe that persons with disabilities have the capacity to decide,

FLORENCE NDAGIRE
DISABILITY & HUMAN RIGHTS ADVOCATE

1:57 / 4:43
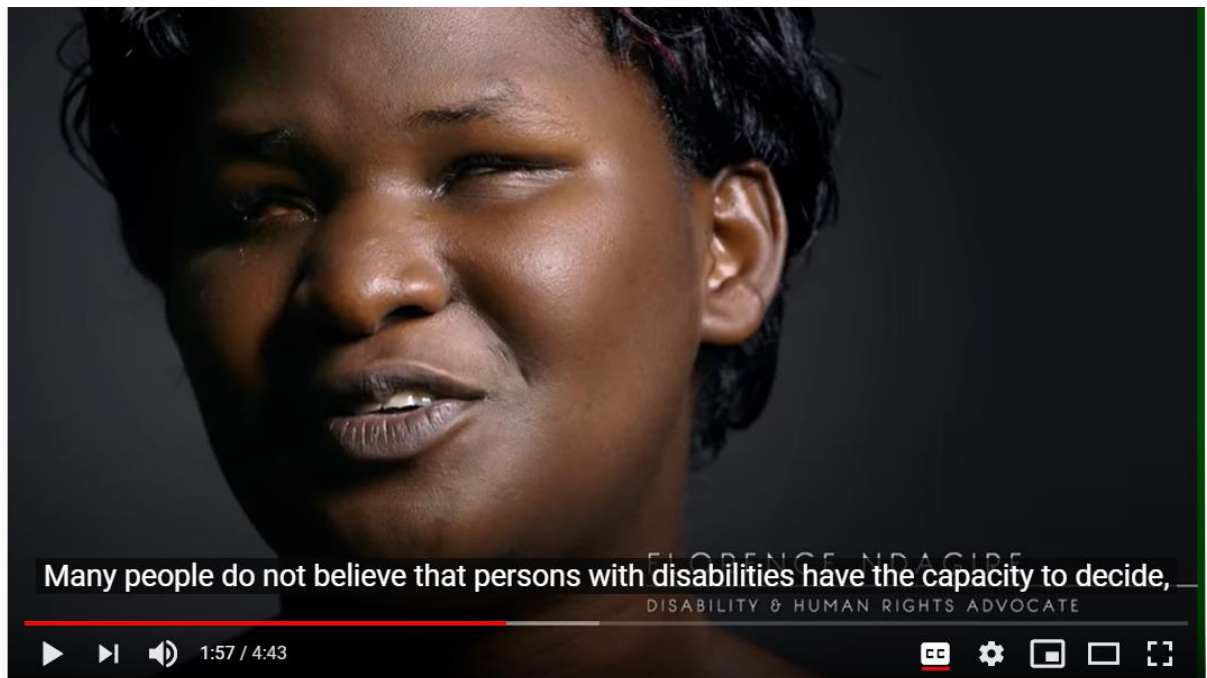
3.0. Institutional mainstreaming of disability

Main learning objective

- By the end of the session, the participants should understand how to mainstream disability within a political party.

Specific learning objectives

By the end of the session, the participants should be able to:

- Carry out a mock assessment of a political party using the suggested assessment tool
- Describe the party constitution and manifesto and, election and nomination rules
- Describe how a party can carry out responsive planning and budgeting
- List what can be done to ensure access to information, premises and services in a political party
- Describe some innovative methods of recruitment and retention of members with disabilities

3.1. Assessment Tool: Inclusion of Persons with Disabilities in political parties

It is important to assess how inclusive a political party is by assessing some aspects of inclusion. We use a checklist as a tool for assessing inclusion. The checklist tool can contain as many lead assessments items as possible.

Activity: Assessing inclusion of PWD's in a political party (40Mins)

In pairs, discuss and rate your political party using the assessment tool provided. Thereafter make a verdict and recommendations on the areas that the party needs to improve on for better inclusion of PWDs. Let the groups share their results in plenary highlighting areas their party has done well and areas that need improvement.

Table 1: A Sample Tool for assessing Inclusion of PWD's in a Political Party

No.	Item	Score on a scale of 0-4	Remarks
	A. Governance		
1)	Party top governance structure (e.g. NEC) has at least one PWD representative who is active and has a voting right		
2)	Party regional and county governance structures have PWD representatives		
3)	Party has a disability league/wing/caucus		
4)	During every NEC meeting, a substantive agenda on the inclusion of PWDs is discussed		
	Total score		
	B. Party policies		
5)	My party has written ideologies that promote inclusion of PWDs		
6)	Party's constitution acknowledges PWDs		
7)	Party manifesto is inclusive of PWDs		
8)	Party nomination rules are sensitive to the needs of PWDs		
9)	Party incentivises nomination of PWDs by waiving or discounting nomination fees		
	Total score		
	C. Participation of PWDs in party activities		
10)	Party has members with disabilities (men and women)		
11)	PWDs are supported to participate in political activities		
12)	Party has innovative methods of mobilizing members with disabilities		
	Total score		

D. Inclusive budgeting			
13)	PWDs members are involved in planning the party budget		
14)	Among the party activities budgeted, there are some that target PWDs		
15)	During budgeting, the needs of PWDs are taken care of for example sign language interpreters, assistive devices and technologies, aides and security		
16)	Party utilizes xx% of the budget allocated to support PWDs during party activities as planned		
Total score			
E. Monitoring and accountability in an electoral cycle			
17)	The programmes designed for PWDs have clear indicators		
18)	The party reports comprehensively against the programme indicators		
19)	The budget allocated for the PWDs is monitored		
20)	The budget allocated for the PWDs is well reported		
Total score			
Aggregate score			

Aggregate Scoring criteria

Response	**Verdict**	**Remarks**
25% and below	Poor inclusion	Need serious review
26% -50%	Below average inclusion	
51% -75%	Fair inclusion	Needs some review
76%-90%	Good inclusion	Some improvement needed
91% and above	Excellent inclusion	Sustain the inclusion

A party can develop theirs and use them to assess the political party level of inclusion.

Guideline for developing party assessment checklist

(i) Brainstorm on the issues on inclusion within the party
(ii) List as many issues as possible
(iii) Group the issues and generate key issues/themes
(iv) List the smaller issues under each of the key issues/themes

(v)   Arrange them in form of a table (refer to an example of table 2). The table is in form of a matrix where the issues are responded to by a score. An additional area for remarks is allowed.

(vi)   Score the issues under each theme

(vii)   Sum the scores for each theme

(viii)   Sum the total for all the thematic areas and find the percentage marks.

(ix)   Make a verdict based on the percentage score obtained and corresponding remark provided in the table. The decision can inform the top decision-makers of the party on the possible areas of improvement.

3.2. Developing inclusive party policies, manifesto and constitution

From the assessment done in section 3.1 above, one of the areas that may require improvement may be development or review of the party policy documents. These policy documents steer the political party and thus must be accorded adequate attention.

Some of the political party documents that may require to be developed or reviewed to make the party inclusive include:

(i)   Party constitution. The party constitution provides overall guidance on why the party exists (objects). For any other document within the political party to become operational, they must be in synchrony with the constitution. Therefore, political parties must purposively design or review their constitution to reflect inclusion principles in all aspects. They must explicitly demonstrate the inclusion of PWDs in the governance and operations of the political parties.

(ii)   Party manifesto. A party manifesto is issued by a political party before a general election and helps to explain a political party's goals and interests to voters. It contains the set of policies the party stands for and would wish to implement if elected to govern the country. A serious political party should develop a comprehensive manifesto. A manifesto should demonstrate how it addresses the agenda for the marginalized groups particularly persons with disabilities.

(iii)   Election and nomination rules. Each party is required to develop their election nomination rules. The Office of the Registrar of Politician Parties (ORPP) has developed a checklist for political party nomination rules that political parties can refer to.

Ideas to consider when developing party policy documents

✓ Consider the participation of various groups of persons with disabilities such as DPO partners and disability rights leader.

✓ Include groups that include intersectional communities, such as women with disabilities, ethnic minorities with disabilities, or young persons with disabilities.

3.3. Access to information, premises and services

Legal Provisions

Article 9 of the CRPD requires governments to take appropriate measures to ensure persons with disabilities have access on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and other facilities and services open or provided to the public.

Section 21 of the PWD Act 2002 provides that persons with disabilities are entitled to a barrier-free and disability friendly environment to enable them to have access to buildings, roads and other social amenities, and assistive devices and other equipment to promote their mobility.

Section 22 requires proprietors of public buildings to adapt it to suit persons with disabilities in a manner specified by the National Council for Persons with Disabilities.

Access to information

- ✓ While producing party documents, it is important to produce them in alternative formats such as easy-to-read version (low literacy skills or who have intellectual disabilities), digital accessible information system (DAISY) version (for those with print disabilities) and large font and Braille version (for those with visual impairments).
- ✓ The documents should be uploaded in the party website or such other accessible locations and members informed to check.
- ✓ The website where such documents are uploaded must be made accessible (see the example of an accessible website from http://andy.or.ke/)

Example of accessible formats or features for different media

Media Type	Examples	Possible Accessible Formats or Features
Audio	Radio Podcasts	• Transcripts
Digital Print	Online articles PDFs Word documents Social media posts	• Easy-to-read • Formatted for screen readers
Spoken	Debates Speeches Town Halls	• Accessible spaces • Speech-to-text (live captions) • Sign language interpreters
Print	Banners Brochures Booklets Magazine articles Newspaper articles	• Braille or tactile • Easy-to-read • Consider offering accessible digital versions
Video	Online videos Television	• Audio descriptions • Sign language interpreter • Captions or subtitles

Access to premises

Activity: Accessible premises

Discussion. In pairs, reflect at your party offices and answer the following questions:

a) If there were people using wheelchairs or a cane, would access all the rooms in that office including the toilets, boardrooms, and other offices?
b) What do you think could be the main challenges to access?
c) What do you think can be done to ensure access to your party offices by everyone? (talk about accessibility audit)

Figure 8: Jubilee Party headquarters (from Jubille Party Website)

Figure 9: ODM Party Headquarters (From ODM Party Website)

3.4.   Innovative methods of recruitment and retention of members with disabilities

Most political parties have challenges getting members with disabilities to join their political parties. Here are some ideas that can help political parties to get more members with disabilities.

- ✓ Campaign or political party events should be hosted at accessible facilities, and it should be made clear that reasonable accommodations can be provided upon request
- ✓ Explore opportunities to connect with persons with disabilities for example by hosting leadership training programmes, where the party can encourage the participation of persons with disabilities to become active in political processes, along with others
- ✓ Mentorship programmes for recruiting and supporting candidates with disabilities. Leaders with disabilities who have succeeded can mentor those aspiring and building their confidence to participate in political activities. The party needs to foster mentorship connections between candidates – or potential candidates in urban and rural areas, as well as at local and national levels.
- ✓ Discount or waive membership and nomination fees.
- ✓ Design economic empowerment programme to empower members with disabilities.
- ✓ Use technology to educate the members of a political party. For example, since a significant number of people in Kenya are using a mobile phone, political parties can use short messaging service or phone applications to carry out continuous member education.
- ✓ Pursue members through social media such as Facebook. This mainly targets youth with disability.
- ✓ Recruit through DPOs and institutions of learning.

4.0.   Best practices for disability inclusion in political parties

Main learning objective

- By the end of the session, the participants should understand the best practices of promoting inclusion in the political party

Specific learning objectives: By the end of the session, the participants should be able to:

- Describe how to form a disability league
- Describe the role of a disability league
- Describe how to sustain an active disability league

4.1.   Formation of disability leagues

A league is a structure that is aimed to promote inclusion in a political party. It is formed by a group of members committed to the ideologies and philosophy of a particular political party.

A disability league represents the interests of persons with disabilities in the political party through a structured and principled relationship with the party organs and leadership while at the same time engaging with and influencing external political governance and policy dialogue processes at the county, national, regional and international levels.

4.2.   Role of disability leagues

The disability league exists for the following reasons but not limited to:

- Facilitate structural and policy engagement into the party governance structure (such as the NEC) and policy instruments (such as party constitution)
- Harness support of persons with disabilities for the party
- Mobilize participation of persons with disabilities into the party activities
- Contribute to effective engagement and influence of inter-parties' processes
- Build and strengthen the capacity of its members for effective engagement in social, economic and political processes
- Contribute to mainstreaming of the party's disability and inclusion agenda into the county and national policy processes
- Advise the party officials on the representation of member with disabilities in the party committees and other structures

4.3.   Sustaining active disability leagues

Facilitator Note: Give an opportunity to two participants whose political party runs an active disability league to share their experience with regard to how the league was formed, its activities and strategies they are using to sustain it. Thereafter give participants copies of the case study below and discuss it in plenary.

The case study from Denmark, despite being for youth, demonstrates some best practices that a disability league can become active. Ask the participants to study it and state some of the lessons/best practices they can pick and how they can actualize them.

> ### Case study: The Liberal Party and Youth Participation - Denmark
>
> The youth wing of the Liberal Party (Venstre) called the Venstres Ungdom (VU) also provides an interesting case. The Liberal Party Youth is <u>autonomous</u>. The decisions of the mother party are not binding on the VU and vice versa. This independence is <u>backed by the party's law.</u> Along similar lines with regards to control, the national body of the VU does not own or control the local VU branches. The VU plays a <u>major role in the campaigns of the mother party</u>; couching campaign messages and canvassing for votes. Periodically, VU organizes seminars and political debates to inform, educate and train its members. Significantly, to promote the involvement of the youth in the running of the Danish polity, VU has an arrangement that connects VU members to members from the mother party that form part of the national executive's cabinet. To do this, VU <u>forms committees that mirror the departments</u> (or ministries) that are headed by Venstre members. The sector-specific VU committees meet regularly with the Venstre cabinet ministers and interact on key developments within the particular sector and exchange ideas on how to improve the sector. Aside from this, VU also has a Course Committee which <u>runs training programmes</u> for its members aimed at imparting skills in areas such as public speaking, fund-raising, debating and recruitment among others.

Tips on sustaining active disability leagues/wings and networks

- Political parties must provide concerted and sustained civic education to educate and sensitize party members with disabilities (members) on complex issues that help them to navigate through politics.
- Develop strategies that will interest more members with disabilities to subscribe to the party and effectively become members of the league.
- Keep an active database of members for easy mobilization during the political activities.
- Front strong representatives in the entire governance structure.
- The disability leagues/wings and networks should continuously build the capacity of their members on social, economic and political processes for strong representation.
- Develop semi-autonomy to run independent programmes. This can be achieved by developing a strategic plan, budget and work plan that demonstrates their direction. Further to this, they should lobby for the party to adopt their plans. For example, ODM has developed a strategic plan and work plan for 2020-2023.

- Lobby for, and actively participate in the development and/or review of internal policies that reflect the aspect of inclusion of persons with disabilities.
- Partner with the civil organizations to support in capacity building of members and supporting the potential candidates.
- Lobby for inclusive reporting of participation of persons with disabilities in the political party.

5.0. Monitoring and accountability for the participation of PWD's in political parties

Main learning objective

- By the end of the session, the participants should understand the accountability process on the participation of persons with disabilities in the political parties

Specific learning objectives

By the end of the session, the participants should be able to:

- Describe the use of a result-based approach in managing political party programmes
- Describe the steps of monitoring participation of PWDs in a political party
- List the process of inclusive reporting
- Explain how the political party can become more accountable to members with disabilities
- Describe the process of developing an inclusive party complaints mechanism

5.1. Using a result-based approach to manage political party programmes

In monitoring the achievement of inclusion within a political party, we can employ a result-based approach. In this case, we try to exhibit how the results are achieved logically.

The inputs are the resources that are injected towards an activity. For example, training10 senior party officials on inclusion will require financial resources (inputs).

The outputs are the immediate results that are intended to be achieved after the activities (inputs) are undertaken. For example, after the training, the party will form a PWD league.

An outcome represents short-term and medium-term results after an intervention. For example, after the formation of the PWD league, the league, it will help recruit more members with disabilities to the party.

The impact represents the wider/ultimate results to be achieved as a result of the intervention. For example, after more members with disabilities join the political party, we will have a better political representation of persons with disabilities in the country.

| Inputs | → | Outputs | → | Outcome | → | Impact |
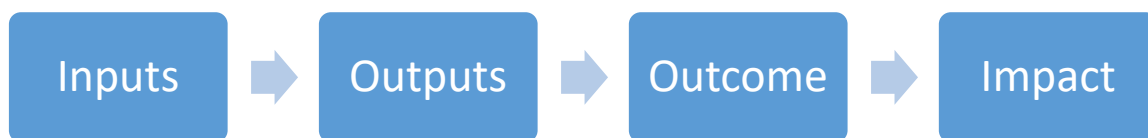
Example of a results-based approach in managing political party programmes

| 10 senior party officials trained on inclusion of PWDs | → | Party adapts a PWD League | → | More members with disabilities in the political party | → | Better political representation of PWDs |
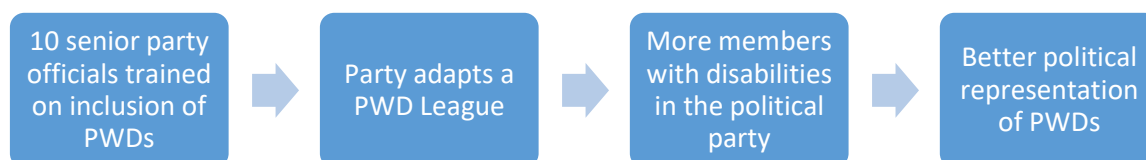
5.2. Monitor participation of PWDs (tools and indicators)

Monitoring is a continuous process aimed to ensure that the activities planned are achieved within a specified scope, budget and timelines. The potential risks are identified and mitigation strategies are drawn to ensure the project activities do not delay.

An indicator is a specific, observable and measurable characteristic that can be used to show changes or progress a programme is making toward achieving a specific outcome. Indicators should be SMART.

- Specific
- Measurable
- Achievable
- Realistic
- Time bound

Figure 10: SMART model of assessing indicators

Activity: Monitoring indicators

Examine the indicators below and critique them using the SMART model.

- Number of documents developed and implemented by the political party by December 2021 (not specific)
- Persons of with disabilities participating in political party activities by June 2021(not measurable)

- Recruit 1,000 members with disabilities by June 2021 (not realistic, not achievable, not designed as an indicator)
- Percentage of political party leaders appreciating the inclusion of persons with disabilities in the political party (not time-bound)
- Percentage of the budget allocated to support programmes for disability league (not time-bound)

Look at the list below on how we could improve on the indicators listed above. Refer to how the above indicators have been improved below.

- Number of policy documents (manifesto and constitution) developed by the political party by December 2021
- Number of persons with disabilities (male and female) participating in political party activities by June 2021
- Number of members with disabilities (male and female) recruited into the party by June 2021
- Percentage of political party leaders appreciating the inclusion of persons with disabilities in the political party by May 2021
- Percentage of the budget allocated to support programmes for disability league by 2021

5.3. Inclusive reporting of PWDs (data and impact)

Reporting is an activity which provides information about the status of an activity, project or a programme at a given time. A project report is produced as part of accountability and promoting transparency to the stakeholders.

For example, a political party can develop a report of the disability league activities. There are several benefits of reporting. It helps to create accountability for the work being done to the stakeholders. For example, you can account to the NEC what has been achieved over what was planned. A report can help identify risks early on and take corrective action.

It is important to note what to include in a report. More often reports do not capture comprehensive data and impact (remember the results-based management approach).

Plenary Activity: 15 Minutes

The Star Party Disability League Coordinator has been assigned by the Party Secretary-General to develop an annual national status report on the inclusion of PWDs in the Party. Advise the Coordinator on how to come up with the status report particularly on how to use data and reporting on impact.

Tips on data and impact reporting

- Disaggregate data on persons with disabilities in the party. Disaggregation of demographic information by gender, age, counties, income levels etc.
- Report how the demographic details impacts on the participation of persons with disabilities in the political party activities
- Refer to the indicators and the targets and report against them

5.4. Financial accountability
Sources of funds for a political party

According to the Elections Campaign Financing Act (2017), political parties can receive income from different sources including:

- ✓ contributions received from any person, political party or any other lawful source
- ✓ contributions from a lawful source, not being directly from a foreign government; and
- ✓ contributions from a Harambee

Additionally, the Political Parties Act establishes the Political Parties Fund, which is allocated to registered political parties that meet the set requirements. The Act requires that not less than thirty per cent of the money allocated to a political party from the Fund is used to promote the representation of persons with disabilities, and other special interest groups in Parliament and the county assemblies.

Parties that do not get the Political Parties Fund should allocate some funds that support programmes for persons with disabilities.

As part of ensuring accountability, a political party needs to account for the source of its funds.

5.5. Accountability to party members with disabilities
Tips on how a political party can best account for the party financial resources

- ✓ Budgets should be adequately reported by the political parties
- ✓ The accounting report must clearly indicate how the funds meant for the special interest groups and more particularly for persons with disabilities are utilized
- ✓ Budgets should be audited by a reputable audit firm in accordance with the principles of accounting
- ✓ Financial disclosure of sources of finance
- ✓ Disseminate the finance report to the persons with disabilities in simplified language and formats.

5.6.   Developing inclusive party complaints mechanism

Facilitator Note: In plenary, ask two participants to share how their party handles complaints from members. Thereafter discuss the challenges that persons with disabilities may encounter in a complaint mechanism and possible ways of addressing them.

More often than not members of a political party find themselves in a situation of conflict. The conflict can happen in many forms. Persons with disabilities complain of complicated and unresponsive conflict resolution mechanism. To ensure justice is served for every member of the political party, it is important to develop an accessible mechanism that can facilitate the aggrieved parties to report and their issues are responded to fairly.

A complaint and response mechanism enables the stakeholders in a political party to safely raise a concern or make a complaint in respect the party processes and to be assured that appropriate action will be undertaken by the party leadership.

A complaint is an expression of dissatisfaction. It is a specific grievance of anyone within the political party who believes that the political party has failed to meet a stated commitment or of anyone who has been negatively affected by the political party or its officials.

Examples of complaints
- Being short-changed in the party list
- Corruption during nomination
- Electoral misconduct
- Etc. (ask participants to add more)

Tips on developing a responsive party complaints and response mechanism

- ✓ Gather data on the areas of grievances by persons with disabilities
- ✓ Ask the persons with disabilities and DPOs on the best methods of addressing the common grievances
- ✓ Refer to the legal and policy guidelines on how to address grievances
- ✓ Develop a mechanism for complaints and response
- ✓ Validate it with the party leaders and persons with disabilities

Key components of a complaints and response mechanism

Reporting	Investigation	Action	Response

Advocacy for political inclusion

Main learning objective

- By the end of the session, the participants should appreciate the possible areas of advocacy to promote the inclusion of PWD in political parties.

Specific learning objectives

By the end of the session, the participants should be able to:

- Describe the party leadership and governance structures
- Explain the process of nominating candidates with a disability
- Describe the process of vying for a political position
- Explain the possible opportunities for influencing the political parties for better inclusion

5.7.   Understanding party leadership and governance structures

The Political Parties Act 2011 requires the political parties to document the political party management structure and systems. Different parties have different management systems including the party organs.

For example, the ODM Party has 42 national officials where secretary for disability affairs and secretary for special interests' groups are included. Jubilee has 29 national officials where the Persons with Disabilities League is represented by the National Chairperson. The structures are cascaded down to the counties up to the polling station level.

The party organs of Jubilee Party has 32 organs while ODM has 16 party organs as shown in the table below.

Table 1: Party organs for Jubilee and ODM Parties

Jubilee Party	ODM Party
1. The National Delegates Convention (NDC)	1. National Delegates Convention - (NDC)
2. The National Governing Council (NGC)	2. National Governing Council - (NGC)
3. The National Executive Committee (NEC)	3. National Executive Committee - (NEC)
4. The National Secretariat (NS)	4. Central Committee - (CC)
5. The National Advisory Council (NAC)	5. Regional Delegates Conference - (RDC)
6. Jubilee Foundation (JF)	
7. Joint NEC and National Government Forum	

8. Joint NEC and County Government Forum	6. County Delegates Conference - (CDC)
9. The National Elections Board (EB)	7. Branch Executive Committee - (BEC) (Constituency)
10. The National Disciplinary Committee	8. Subbranch Executive Committee - (SBEC) (Ward)
11. The National Appeals Committee	9. Polling Station Steering Committee - (PSSC) (Polling Stn.)
12. The Standing Committees	
13. Women's League (WL)	
14. Youth League (YL)	10. Party Parliamentary Group - (PPG)
15. Persons with Disabilities League (PWD)	11. Council of Governors - (COG)
16. Diaspora League	12. Party County Assembly Group - (PCAG)
17. The National Business Council (NBC)	13. ODM Women League - (OWL)
18. The National Council of Elders (NCE)	14. ODM Youth League - (OYL)
19. The County Delegates Convention	15. National Secretariat - (NS)
20. The County Governing Council	16. National Elections Board - (NEB)
21. County Elected Representatives Forum (CERF)	
22. The County Executive Committee (CEC)	
23. The County Advisory Committee (CAC)	
24. The Constituency Delegates Convention (CDC)	
25. The Constituency Executive Committee (CEC)	
26. The Ward Delegates Convention (WDC)	
27. The Ward Executive Committee (WEC)	
28. Polling Station Committee (PSC)	
29. The Parliamentary Group (PG)	
30. The Governors' Caucus (GC)	
31. The National MCA Caucus	
32. The County MCA Caucus	

5.8. Vying for elections as candidates with disabilities

If a person with a disability wishes to vie for a political seat, then they must follow the laid down requirements.

Candidate for National Assembly Election

Qualifications:

1. Must be a Kenyan citizen for at least 10 years before the election
2. Must not hold allegiance to a foreign state
3. Must be a registered voter 4. Is nominated by a Political Party or is an independent candidate

Requirements:

The candidate is required to submit the following documents to the IEBC during the IEBC nomination:

1. A copy of a national identity card/valid passport (the document used by the candidate to register as a voter)
2. A passport size photograph with white background submitted in hard and soft copy
3. If a party candidate, a nomination certificate from a fully registered political party nominating the candidate, duly signed by an authorized official of the party
4. A duly signed and dated code of conduct (Second Schedule of the Elections Act, 2011)
5. A duly filled commission nomination form, including an original statutory declaration form for purposes of nomination (Regulation 18(3) Elections (General) Regulations, 2012) and an original self-declaration form (Regulation 46 of Elections (General) Regulations, 2012)
6. For an Independent Candidate:
   (a) A Clearance Certificate from the Registrar of Political Parties certifying that the person was not a member of any political party for the last 3 months before the elections, i.e., as of December 4, 2012 (Regulation 15(a) (General) Regulations, 2012
   (b) A soft and a hard copy of a list of at least 1000 supporters in the prescribed form, submitted to the Commission.
   (c) A duly filled Form of Intention to Contest in the prescribed form (Regulation 15(b) (General) Regulations, 2012 6
   (d) A symbol the candidate intends to use during the election, which has been approved by the Commission
   (e) Establish and maintain a functioning office in the respective electoral area where the candidate is contesting, which must be available for inspection by the Commission at least 45 days before the elections. The address, including the physical address of the office, must be communicated to the IEBC.
7. Pay a 50% discounted nomination fees of Kshs. 10,000 for a candidate who is a youth, a woman or a person with a disability

Candidate for County Assembly Ward Election

Qualifications:

1. Must be a Kenyan citizen for at least 10 years before the election
2. Must be a registered voter
3. Must not owe allegiance to a foreign state
4. Is nominated by a Political Party or is an independent candidate

Requirements:

The Candidate must submit the following documents to the IEBC during the IEBC nomination:

1. A copy of a national identity card/valid passport (the document used by the candidate to register as a voter)
2. A passport size photograph with white background submitted in hard and soft copy.
3. If a party candidate, a nomination certificate from a fully registered political party nominating the candidate, duly signed by an authorized official of the party
4. A duly signed and dated code of conduct (Second Schedule of the Elections Act, 2011)
5. A duly filled commission nomination form, including an original Statutory Declaration Form for purposes of nomination (Regulation 18(3) Elections (General) Regulations, 2012) and an original Self-Declaration Form (Regulation 46 of Elections (General) Regulations, 2012)
6. For an Independent Candidate:
   (a) A clearance certificate from the Registrar of Political Parties certifying that the person was not a member of any political party for the last 3 months before the elections, i.e., as at 7th May 2017 (Regulation 15(a) (General) Regulations, 2012
   (b) A soft and a hard copy of a list of at least 500 supporters in the prescribed form, submitted to the Commission.
   (c) A duly filled Form of Intention to contest in the prescribed form (Regulation 15(b) (General) Regulations, 2012
   (d) A symbol the candidate intends to use during the election, which has been approved by the Commission
   (e) Establish and maintain a functioning office in the respective electoral area where the candidate is contesting, which must be available for inspection by the Commission at least 45 days before the elections. The address, including the physical address of the office, must be communicated to the Commission
7. Pay a 50% discounted nomination fees of Kshs. 2,500 for a candidate who is a youth, a woman, or a person with a disability.

5.9.   Nomination Process for candidates with disabilities
According to IEBC's qualifications and requirements for nomination of candidates for the different elective positions, there are spelt out qualifications and requirements for nomination of candidates.

Qualifications for nomination

1. Must be a Kenyan citizen for at least 10 years before the election

2. Must be a registered voter
3. Must not owe allegiance to a foreign state
4. Certification of Disability from the relevant institution as prescribed by the Commission.

Requirements for nominations

A political party is required to submit the following documents to IEBC during the Commission (IEBC) Nomination:

(ii) Party Lists containing nominees appointed in accordance with Articles 97(1)(c), 98(1)(b), (c) and 177(1)(c) and (c) of the Constitution in the manner prescribed by the IEBC and authorized by signatories of the nominating political party

(iii) Duly signed copies of letters of acceptance of the nominees

(iv) Certified copies of educational qualification certificates of the nominees (where applicable), including a diploma certificate or other post-secondary qualification, acquired after a period of three months recognized by the relevant Ministry in accordance with Section 22(1)(b) of the Elections Act, 2011 and Regulation 47 of Elections (General) Regulations, 2012.

5.10. Opportunities to influence political party processes

The DPOs can be good agents of influences to the political party towards promoting inclusion into the political parties.

Tips on how DPOs can influence the political parties

✓ Support political parties to integrate inclusion in their party manifesto, constitution and other policy documents
✓ Support in the establishment of disability leagues
✓ Train the potential candidates on the areas that they require capacity building.
✓ Support in carrying out continuous civic education on the importance of political participation
✓ Mobilization and registration of members with disabilities at the grassroots level
✓ Develop economic empowerment programmes with the political party leagues to empower members with disabilities
✓ Lobby for a waiver or a significantly discounted nomination and membership fees
✓ Finance the potential candidates with disabilities during the campaign period

5.11. Active and responsible political party participation

For a member of a political party to be successful, they must be active and responsible in the party activities. Political parties require one to be an active member. According to the Political Parties Manual by ORPP, the members of a political party form the core of a political party. They implement the traditional roles of a political party in society, such as:

- ✓ To mobilize citizens for political party support;
- ✓ To engage with and educate citizens on policies;
- ✓ To recruit and elect political party leaders;
- ✓ To nominate political party candidates for general election and by-elections;
- ✓ To formulate public policy views;
- ✓ To be educated for future leadership (sustainability of the political party);
- ✓ To represent citizens when nominated and elected to the legislative and executive arms of government; and
- ✓ To pay membership fees, among others

Facilitator Note: Share the information below on how Demo Finland promotes inclusion in political parties through their work

- Establishes multiparty dialogue platforms that provide an institutionalized space for cross-party dialogue.
- In Finland, Demo Finland also organises Democracy Academies, targeted especially at political youth and student or women's organisations. The Academies bring together representatives of different parties to deepen their understanding of democracy and current foreign policy issues.
- Demo Finland actively participates in the advocacy work and produces publications, comments on statements and reports of ministries, political parties and other stakeholders and provides counselling in issues related to democracy support.
- In Kenya, Demo Finland in partnership with WFD is building the capacity building of Kenyan political parties to include PWD towards strengthening their civil and political rights towards 2022 elections
- In Myanmar Demo Finland works to advance democracy and multiparty dialogue through its Myanmar School of Politics –programme. The programme focuses on strengthening the democratic functioning of political parties and enhancing multi-party dialogue.

6.0. Preparation of potential candidates with disabilities

Main learning objective

- By the end of the session, the participants should understand how to prepare potential candidates for political positions.

Specific learning objectives

By the end of the session, the participants should be able to:

- Describe the process of engaging with a political party
- Explain the process of fundraising for the political campaigns
- Describe the process of developing an individual manifesto
- Understand the best approaches in communication and mobilisation of votes
- Describe the process of conducting a successful political campaign
- Explain how candidates can build their self-confidence for political participation

6.1. Self-political assessment of PWDs and linkage to political ideologies

Potential candidates who wish to participate in politics need to assess their potential and understanding of the party ideology as part of preparation.

Facilitator Note: Ask the participants to explain the mechanism or checklist tool (if any) political parties use to help potential party candidates assess their suitability. Compare what they mention with information on the tool below on self-assessment. Explain that what is provided is just a guide on possible areas of self-assessment. Political parties can use several other parameters.

A sample of a Self-Assessment checklist.

Self-assessment questions	Yes	No	Remarks
Do I have an inherent interest in politics (talent)?			
Do I have the resources required to sustain a campaign?			
Since I may be required to resign from my current job, do I have an alternative source of income in case I lose the elections?			
Do I understand the challenges that come with being a politician?			
Do I understand the political processes in Kenya such as how to become a party member, how to vie for different positions?			

Do you understand the kind of engagement that will be required of you by the political party that you vie with?		
Do you understand the ideologies that the party you wish to join stands for?		

6.2. Engaging with a political party

It is important for a PWD willing to join a political party to understand how the parties recruit members, the rights of a party member and how one can cease to be a member of a political party. Political parties recruit members using the specified Party Membership Verification Forms. These forms are filled in respect of every member of the party and are duly signed. Once a persons' name has been entered into the membership register of a political party, the person becomes a member of that political party. It is an offence to register a person as a member of a political party without his/her consent.

Categories of membership

| ODM	Jubilee
✓ Ordinary membership. ✓ Life membership. ✓ Group membership. ✓ Corporate membership.	✓ ordinary member ✓ silver member ✓ gold member ✓ platinum member

Recruitment of party members

The party must recruit members. In doing so, the recruitment process includes the following elements:

Nowadays, recruitment by most of the political parties is done online (see an example of ODM Party from https://www.join.odm.co.ke/.

ORPP has listed the following key considerations on how political parties can recruit their members.

✓ The party constitution must spell out the membership recruitment requirements.
✓ The party must introduce a membership card of a specific standard.
✓ The party and the member must complete the member verification form.
✓ The party must keep and update a membership list.
✓ The party must keep and update a list of membership dues paid in accordance with the party constitution.

Rights of a political Party Member

ORPP has listed the following rights of a member of a political party including the right to:

✓ participate in the activities of a political party;
✓ campaign for a political party or cause;
✓ contest for leadership positions in a party;
✓ to run as a candidate in a party nomination for candidates for general election and by-election; and
✓ to access to party documents and records

Article 5.2: Rights of Party Member

5.2.1 A member of the Orange Democratic Movement shall have the right to:

   a) Participate in Party activities;

   b) Take a full and active part in the discussion, formulation and implementation of Party policies;

   c) Receive copies of Party documents including the Constitution, Members' Guide, Election and Nomination Rules, Party manifesto and available information about their local branch upon request;

   d) Receive and impart information on all aspects of Party policies and activities save where such right has been lawfully restricted;

   e) Offer constructive criticism of any member, official, policy, programme or activity within the Party and its structures;

   f) Submit proposals or statements to the Branch, Region, or National Executive Committee provided that such proposals are submitted through appropriate Party structures;

   g) Take part in elections through voting and be eligible for Party and National Elections at all levels upon nomination.

Figure 11: Rights of a party member (extracted from ODM Constitution of 2016)

Ceasing being a member of a political party

There are four ways one can cease to be a member of a party. These include:

   (i)   By resignation;
   (ii)   By expulsion; and
   (iii)   Through "deeming" or
   (iv)   Natural attrition.

6.3.   Fundraising for candidates

It is an expensive affair to run for a political office especially in Kenya. It becomes more difficult for persons with disabilities who may not have a similar income advantage to those without disabilities. One of the greatest challenges for candidates with disabilities is how to fundraise for financial resources that will help them mount an effective campaign that can match that of their peers without disabilities.

***Facilitator Note:** This is a participatory learning session. Allow the participants to share their experience on how they mobilise resources for their political activities.*

Party members will be able to share their fundraising techniques and it's applicability to PWDs while the DPO's discuss strategies PWD's would use to fundraise for resources.

Use the case scenarios provided below for each of the groups to elicit this discussion

For the political parties

Activity: Ask the participants from three different political parties to share their experience on how they mobilize resource for their political parties to support programmes for PWD.

Discussion questions

- Do you think the methods that were used for resource mobilization for the political party used were effective?
- Do you think the methods that were used for resource mobilization for the campaigns were effective?
- What challenges did you encounter during the mobilization of resources?
- What can be done better to carry out a better resource mobilization for the political parties and the candidates?

For the DPOs

Activity: Plenary discussion

Morris is deaf and he intends to vie for a Senate Seat in Taita Taveta County. This is his first time trying to vie for a political seat. He sought advice from a seating senator who advised him to have a budget of about Kenya Shillings 50 million. He only has Kenya Shillings 10 Million from his savings.

Advise Morris on the possible ways of fundraising for his campaign.

Writing a funding proposal as an option for fundraising

Some NGOs fund potential candidates to run for political seats. However, the candidate must demonstrate their strength and articulate the kind of change they anticipate to bring about once they get elected to the position they wish to vie for.

The following critical areas need to be incorporated into a funding proposal including:

- ✓ Background information about our self
- ✓ Your beliefs
- ✓ Your party of choice and justification of how you rhyme with its ideologies
- ✓ The estimated cost of a campaign

- ✓ Identify the donor who has previously funded candidates
- ✓ You can also target individuals such as relatives and businesspeople to present your proposal

6.4. Developing an individual manifesto

When you are running in the election, your manifesto will be a source of information for potential voters to see if you are the candidate they want to vote for. It will help convince the votes that you are the best candidate by potentially showing them relevant areas that you care about in relation to what they want to see changed.

It communicates to the voters why you want to represent them and why they should vote for you. Your manifesto needs to say why you think you would be a good elected representative and what you would do if elected. It is also a source of accountability should you be elected.

Tips for writing an individual manifesto.

- ✓ Say a little bit about yourself and why you want the position for which you are nominated.
- ✓ Identify what you think are the key issues facing the people you want to represent, in this case, persons with disabilities
- ✓ Focus on telling the voters what you have to offer and what you hope to achieve if elected.
- ✓ Prioritise current issues and how you plan to tackle them in order of urgency and importance.
- ✓ Incorporate a key phrase or slogan that will appear in all your election publicity. If you do, try to make it catchy, amusing/interesting and memorable.
- ✓ Be original and creative in your manifesto
- ✓ Use simple language that the people who have a low level of education can understand
- ✓ Develop a brief manifesto

6.5. Communication and mobilization of votes

In most cases, politicians succeeded based on their communication skills. This underscores the importance of communication skills among candidates with disabilities. Communication serves five major purposes: to inform, to express feelings, to imagine, to influence, and to meet social expectations. Communication in politics is concerned with the connection with the possible voters and the interaction modes that connect with them. The political candidates communicate to their potential voters seeking to convince them to vote for them when the time comes. The candidates must be very keen on the content of the

Figure 12: Banner of a presidential candidate

message, the structure and the medium they chose to communicate through. These three main factors determine the effectiveness of communication among other factors.

The common medium of communication in politics may include:-

- ✓ Print media such as newspapers, posters, etc.
- ✓ Electronic media such as radio, television set
- ✓ Social media with the most common ones being Facebook, Twitter and YouTube
- ✓ Short messaging service (SMS)

6.6. Conducting successful campaigns

Experience sharing: Ask the participants to share an experience of themselves or someone who has conducted a successful campaign in the previous election. A few lessons can be discussed.

- ✓ Set up a campaign team. In a modern political campaign, the campaign organization will have a coherent structure and staff like any other large business. Political campaign staff is the people who formulate and implement the strategy needed to win an election.

- ✓ Create a set budget and stick to it throughout the process. You might need to adjust it slightly throughout the campaign to account for unexpected costs or an influx of donations, but don't let these moments lead you away from your original budgetary goals.
- ✓ Message for Impact. The political team must be well versed and communicate effectively the message designed in the manifesto
- ✓ Analyse your opponents and do not underestimate them. Be careful with the incumbents since the voters are may be more inclined to vote for someone they know, rather than risk their vote on someone they don't.
- ✓ Leverage on technology to mobilize people

6.7. Building self-esteem and self-confidence

Persons with disabilities have reported a low level of confidence that limits their participants in politics. The following strategies can help them gain self-confidence.

- ✓ Work on your mentality and believe you can win the elections. Put yourself in positions where you need to stand up for yourself, talk to lots of people or perhaps become a figure of authority. There are opportunities in everyday life to exude confidence.
- ✓ Invest in your image including the way you dress and how you interact with people (presentation)
- ✓ Acknowledge your weaknesses and invest in addressing them.

- ✓ Empathise. As a politician, you will be required to empathize with your constituents regularly. So, learn to put yourself in their shoes and thus, become a better representative, a more well-rounded individual and ultimately, closer to your electorate

- ✓ Learn continuously the art of politics by being keen on debates, reading books of great men in politics
- ✓ Purpose to break the glass ceiling, go toe to toe with every other person in the space and lead from the front without fear

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