



GOVERNANCE AND ORGANISATION DEVELOPMENT

INCLUSION AFRICA MEMBERS LEARNING SERIES

Inclusion Africa Members Quarterly Meeting

May 21, 2024

The Q2 2024 Quarterly Africa Members Meeting on May 21, 2024, centered around good governance within member organizations. Key topics and insights included:

1 **Board Roles and Structures:** Members described their boards' structures, roles, and responsibilities. Many organizations, such as Inclusion Mauritius and La Chrysalide, include self-advocates on their boards. Responsibilities range from financial oversight and policy approval to advocacy and operational monitoring. Some boards, like those of Down Syndrome Foundation Nigeria and Disability Inclusion Rwanda, include skilled professionals to enhance governance.

2 **Challenges in Governance:** Members noted challenges in recruiting knowledgeable board members, particularly those with policy and fundraising skills. Balancing board members' volunteer commitments with organizational needs also emerged as an issue.

3 **Leadership Development and Self-Advocacy:** Organizations actively seek strong self-advocates for leadership roles. Some groups, such as DSSA, hold monthly self-advocate meetings and use Listen Include Respect guidelines to foster self-advocacy skills.

4 **Governing Documents:** Many organizations rely on constitutions, strategic plans, and policies (e.g., finance, HR, and gender policies) to guide their operations. Members emphasized the importance of aligning board decisions with these documents.

5 **Member Involvement in Policy and Advocacy:** Self-advocates, families, and other members contribute to advocacy and policy development. For example, KAIH uses an inclusive design process involving self-advocates and family members in creating policies.

6 **Support Needs:** Members requested support in areas such as engaging self-advocates on boards, financial management, and governance training. They also suggested forming a global governance framework and peer support networks for board members to share best practices and challenges.

Other topics included a call for a formal regional structure in Central Africa, training on project management for staff, and the anticipated release of Inclusion Africa's 2024 activity plan