



Glossary Key Terminology

EMPOWER, INFLUENCE, AMPLIFY

inclusive language for all

version - 01





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This booklet was published with the support of Voice and is available online.

ISBN:

CONTENTS

01

INTRODUCTION

02

KEY TERMINOLOGIES
& DESCRIPTIONS

03

SOURCES AND
REFERENCES





Introduction



Introduction

LINKING AND LEARNING PLATFORM, a safe environment is critical to empower, make communication more inclusive and grantee center, utilize inclusive language and respect what we are doing in the spirit of the community of practice. To provide co-created places for rightsholder groups and grantee-partners to communicate and learn from one another in order to address shared issues and achieve common objectives. In real practice, this means connecting and learning across intersectionality in the community of practice (CoP).

The Linking and Learning (L&L) with Voice Cambodia team have accomplished a Glossary Key Terminologies booklet with in-depth descriptions for inclusive languages for all in order to celebrate integration, diversity, inclusion, and to treat one another with respect and comfort, especially in the spirit of connecting and learning communities.



Key Terminologies and Descriptions



Accountability

The process by which we develop balanced and respectful relationships with all of our stakeholders, enabling them to hold Voice to account for the commitments and decisions that Voice makes and the impact it has on marginalised and discriminated people. It is the process through which Voice incorporates the needs of marginalised and discriminated people, Voice Communities of Practice and Communities of Stakeholders in its decision-making processes and its activities, and delivers against this commitment.

Activity

A specific piece of work or task carried out to achieve project milestones and overall objectives.

Amplify

The process of building broader civil society support for the demands of the target groups, including strengthening alliances and networks, as well as media and communication work, groups and individuals working together, building alliances and coalitions and finding channels (online and offline) to stimulate awareness and acceptance, to build support and to mobilise constituencies to overcome prejudice.



Assumption

A hypothesis made about factors or risks which could affect the progress or success of a Voice grant or the Voice programme as a whole.

Attribution

An indication of a causal link between observed (or expected to be observed) changes and a specific intervention. Attribution refers to who or what is to be credited for the observed changes or results achieved through the Voice programme. It represents the extent to which observed effects in marginalized and discriminated people can be attributed to a specific project funded through a Voice grant or a Linking and Learning activity, taking account other interventions and external shocks.

Accessibility

Accessibility describes the degree to which an environment, service, or product allows access by as many people as possible, including people with disabilities.

Analytical Tool

Methods used to process and interpret information during an evaluation.



Baseline

An analysis that describes the situation prior to a development intervention, which can be used to assess progress and make comparisons.

Barrier

Factors in a person's environment that, through their absence or presence, limit functioning and create disability - for example, inaccessible physical environments, a lack of appropriate assistive devices, and negative attitudes towards disability.

Beneficiaries/ Rightsholder

The individuals, groups, or organizations, whether targeted or not, that benefit, directly or indirectly, from the development intervention. Related terms: rights-holders, reach, target group.

Bisexual

An individual of any gender who is emotionally, romantically and or sexually attracted to both males and females and varying sexual and gender identities.



Learn more about the Rightsholders:



(QR-Code at the end)



Community Based Rehabilitation

A multi-sectoral strategy for rehabilitation, equalization of opportunity, poverty reduction and social inclusion as they relate to people with disabilities. CBR focuses on enhancing the quality of life for people with disabilities and their families; meeting basic needs; and ensuring inclusion and participation. CBR empowers people with disabilities to access and benefit from mainstream services. CBR is implemented through the combined efforts of people with disabilities, their families and communities, and relevant government and non-governmental service providers

Capacity Strengthening

A process that aims at strengthening the expertise, management, and financial management of grantees, as well as at developing core capabilities and skills (including lobby and advocacy skills) needed to remain relevant in a changing context and achieve results. Capacity strengthening in the context of the Voice programme, particularly focuses on enabling people to build individual or collective self-esteem and the capacity to define their own change agendas

Civil Society

Individuals, organizations and institutions that form the basis of society, separate from formal structures of the state (public sector) and commercial institutions (private sector).

Civil Society Space

The freedom of citizens to associate and organise on issues of interest to them, including making demands for rights and holding powerholders accountable. Civil Society Space is also of fundamental importance to our capacity to work with partners in all aspects of our work, and is therefore critical to the effective delivery of all change goals.

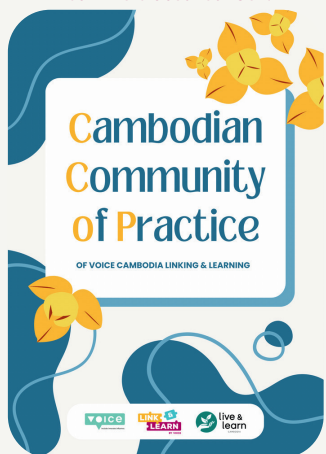
Community of Practice (CoP)

Voice Communities of Practice is a space for individual or groups to reflect, articulate and share lessons on specific thematic areas, and support their practical application through methods and grants. Grantees and target groups form the core of CoPs, and Voice will also invite e.g. local experts, government agencies, donors to join activities such as informing development of the learning agenda. The CoP is facilitated through an online platform for learning and knowledge sharing, national and regional meetings and the annual global Voice conference. The online platform and conference are organised by the Voice team, local events by either regional staff or local knowledge organisations. Again, Voice will pay attention to communicating with participants and ensuring their wellbeing and safety.

Community of Practice (generic term)

A network of people who share a passion for something they do (or who share a common concern around a particular topic they are working on) and wish to learn from each other's skills, knowledge and experience by interacting with one another regularly. Large organisations in almost every sector are increasingly seeing themselves as 'knowledge organisations' and CoPs are becoming a common feature within their divisions and departments. An active CoP becomes a space where its members can share and build good practice and generate new knowledge, and provides a shared context for building relationships for peer support or joint work on common objectives. A CoP can either evolve naturally around a common interest, or may be set up intentionally to build and share knowledge around a particular theme or impact area. The shape and activities of a CoP will depend on its members and purpose, and members can interact either online (i.e. on a Planet site or via an email group) or face-to-face through regular meetings. Activity and participation usually grows and subsides depending on current interests and events. Some level of facilitation and leadership helps it thrive, with these roles often being shared by its members.

Learn more about our CoP:



(QR-Code at the end)

Community of Stakeholders

A co-created space that will enable the target groups and their organisations and networks to meet with other local actors and have direct involvement in the national Voice programming and learning. Members of the CoS will be temporary and appointed on the basis of being recognized as influential by the target group(s) and/or by the wider civil. CoS will be formulated at a local, national and regional level.

Context Analysis

An analysis that describes a situation (the "state of affairs") prior to the design and implementation of a Voice project, against which Voice assesses progress against its outputs and outcomes and the quality of the programme. Voice develops a global baseline through the context analysis that consists of: a state of affairs, an actor mapping and a qualitative statement on the strength of civil society for each Voice focus country with specific focus on different categories of marginalised and discriminated people.

Discrimination

Any distinction, exclusion, restriction or preference based on disability, gender, race, colour or ethnic or national origin, religion, sexual orientation, social class, age (subject to the usual conventions on retirement), marital status or family responsibilities, or as a result of any conditions or requirements that do not accord with the principles of fairness and natural justice, which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

Development Intervention

An instrument for partner (donor and non-donor) support aimed to promote development.

Note: Examples are policy advice, projects, programs.

Disability

Factors in a person's environment that, through their absence or presence, limit functioning and create disability - for example, inaccessible physical environments, a lack of appropriate assistive devices, and negative attitudes towards disability.

Discrimination (Disability)

Any distinction, exclusion, or restriction on the basis of disability that has the purpose or effect of impairing or nullifying the recognition, enjoyment, or exercise on an equal basis with others, of all human rights and fundamental freedoms: includes denial of reasonable accommodation.



Disabled People's Organization

DPOs are representative organizations or groups of persons with disabilities, where persons with disabilities constitute a majority of the staff and board. DPOs are formally structured and registered. DPOs also include organizations of relatives of persons with disabilities which represent children with disabilities, persons with intellectual disabilities, or the deaf-blind. DPOs work to change policies and attitudes to ensure equal rights and equal opportunities, mostly through advocacy.

Empowerment

A process by which discriminated and marginalised people gain power over their own life, make their own decisions, by creating safe spaces to meet, increasing their confidence, and building awareness and skills. Power is described in terms of people's individual and collective capacity to make strategic choices and the degree to which these choices have impact on their lives. It is important to recognise that other criteria such as sex, caste, ethnicity, affluence, family and age can have a major influence on individuals' power, depending on the context. The character and the success of empowerment strategies are therefore highly dependent on context. People who are excluded often lack self-esteem and are not sufficiently confident to claim their rights. Through empowerment, these groups are able to participate more directly in decisions affecting their lives. Voice focuses both on the individual and collective process of empowerment.

Evaluation

The systematic and objective assessment of an on-going or completed project, program or policy, its design, implementation and results. The aim is to determine the relevance and fulfillment of objectives, development efficiency, effectiveness, impact and sustainability. An evaluation should provide information that is credible and useful, enabling the incorporation of lessons learned into the decision-making process of both recipients and donors. Evaluation also refers to the process of determining the worth or significance of an activity, policy or program. It is an assessment, as systematic and objective as possible, of a planned, on-going, or completed intervention. Note: Evaluation in some instances involves the definition of appropriate standards, the examination of performance against those standards, an assessment of actual and expected results and the identification of relevant lessons.

Education - Inclusive

Education which is based on the right of all learners to a quality education that meets basic learning needs and enriches lives. Focusing particularly on vulnerable and marginalized groups, it seeks to develop the full potential of every individual.

Education - Special

Includes children with other needs, such as through disadvantages resulting from gender, ethnicity, poverty, learning difficulties, or disability, related to their difficulty to learn or access education compared with other children of the same age. Also referred to as special needs education.



Feedback

The transmission of findings, generated through the evaluation process, to parties for whom they are relevant and useful, in order to facilitate learning. This may involve the collection and dissemination of findings, conclusions, recommendations and lessons from experience.

Finding

Any distinction, exclusion, or restriction on the basis of disability that has the purpose or effect of impairing or nullifying the recognition, enjoyment, or exercise on an equal basis with others, of all human rights and fundamental freedoms: includes denial of reasonable accommodation



Fraud

Fraud is described as “dishonestly obtaining a benefit by deception or other means”. Voice has a “zero-tolerance” to any forms of fraudulent or corrupt activity. This means that Voice, supported through Oxfam Novib and Hivos policy will not condone any form of fraudulent or corrupt behaviour in its operations such as payment of bribes, facilitation payments or “hidden” commissions for any reason. Organisations receiving Voice funding support shall have mechanisms in place to manage fraud including prevention, detection, investigations and reporting.

Gay

A male who is emotionally, romantically, and or sexually attracted to other males, often called a male homosexual. The word ‘gay’ is frequently used by Lesbians and other sexualities that choose to associate with a non-mainstream sexuality or gender norm, but has been largely understood to refer to homosexual men.

Gender

Gender refers to the characteristics and roles that societies attribute to women and men respectively. Gender is not ‘natural’ – it is constructed by societies.

LOVE WHO
YOU ARE

Gender Analysis

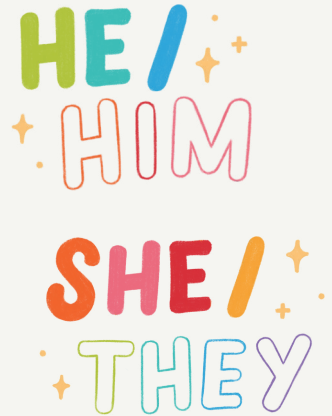
A study that is part of the overall analysis of the country contexts that Voice will be implemented in. A gender analysis aims to identify the specific aspects of gender relations and inequalities that are present in the programme context, and to examine their implications for programme design and implementation.

Gender Identity

An individual's experience of their own gender and how they wish to convey this externally and personally. Gender identity is a result of an individual's personal experiences with biological and social gender attributes^{xii}. Gender binaries exist in many nations. An individual who is establishing their gender identity can choose to convey a different outward perception of their gender. This gender identity can either be within or outside the gender binary and is different from what they were assigned with at birth or by society. (e.g the case with the Hijras of Southern Asia)

Groups (Marginalized)

A group is defined as a number of individuals that have a common goal and/or interest and come together in a more formal or informal setting to organize themselves (formal or informally) to stand up for their interests and rights.



Hidden Power

Un-elected and un-accountable groups and institutions can also be powerful, such as big corporations. These groups have hidden or informal power to influence the formal decision-making processes and can determine what gets discussed, who sits around the table, and even what is decided. This often results in the concerns of less powerful groups being excluded. Increasingly CSO advocacy has targeted those who try to influence decision makers, such as corporate lobby groups. More fundamentally, some advocacy is aimed at exposing these hidden processes and opening up decision making processes so that those who have been excluded can have a voice.

Impact

The positive and negative primary and secondary changes produced by an intervention, directly or indirectly, intended or un intended. Impact is realized in the long term usually over 5 years.

Inclusiveness

The objective of Voice fits with one of the five most prioritised and internationally recognised strategies for inclusive development: putting an end to discrimination and marginalisation. This means that no one should be left behind. Inequality and marginalisation are closely interlinked. Marginalisation and barriers for full participation in society can result in situations in which the human and economic potential of groups of marginalised and discriminated groups are not used to the fullest. These groups are excluded from political positions and their Voices are often not heard nor respected. Exclusion and marginalisation undermines social cohesion and increases the risk of conflicts, extremism and violence, for example when certain ethnic or cultural groups are not engaged in the policy- and decision-making of issues affecting their lives.

Inclusive Development

Inclusive development is a process that leads towards the goal of an inclusive community and a process that ensures all marginalized / excluded groups, including people with disabilities, are included in the development process. Disability-inclusive development promotes the involvement of people with disabilities in all development initiatives, with the ultimate aim of equitable development outcomes for all, and is an effective tool for overcoming social exclusion

Create a **POSITIVE**
and **INCLUSIVE**
Learning
ENVIRONMENT

Indicator

A qualitative or quantitative factor or variable that provides a simple and reliable means to measure change.

Innovation

Reaching and empowering the most marginalised and discriminated groups effectively require innovative, non-traditional and uncalibrated methods and instruments. What is defined as innovative differs per context. Innovation can comprise, among others, involving non-traditional actors, making use of new technologies, engaging in different partnerships, making use of new scientific knowledge. Research institutes can also play a role in supporting and facilitating an innovative, learning process.

Influencing

Systematic efforts to change power relationships, attitudes, and beliefs, and the formulation and implementation of official policies, laws/regulations, budgets, and company policies and practices, in ways that promote more just societies without poverty.

Innovation Lab

A place where people can work (online and/or offline) on new ideas, share and deepen knowledge of existing ideas, as well as to crowdsource activities that could benefit marginalised and discriminated people.

Impairment

An impairment prevents someone from doing something, like how an eye injury can be an impairment to seeing. This person would have a visual impairment/disability.



Inequality

Differences that are unnecessary, avoidable, unfair and unjust.

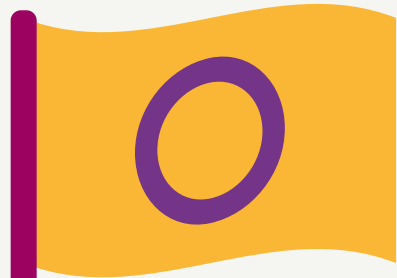


Intersecting Inequalities

Intersecting inequalities causes people to suffer from 'double discrimination' (or more). Social norms and power relations imply that the poor face multiple and intersecting inequalities. These are historical social oppressions (e.g. discrimination on the basis of gender, ethnicity, race, religion, age, and disability) or spatial inequalities that intersect with each other and with material deprivations (income, material assets, human, social and financial capital). They result in three injustices that hit the chronically poor first and hardest: their exclusion from the opportunities offered by the economy and from the benefits of social and political support and citizenship; adverse inclusion; and adverse expulsions of the dependent and unemployed poor from any state, social and household support. Through these injustices, intersecting inequalities can unleash severe impoverishment and widen the gulf between the poorest and the rest of the population."

Intersex

The definition of this is an individual who has a variation of sex characteristics which leads to the ambiguity of their gender at birth thus a gender identity crisis could occur as the binary conceptions of gender do not provide for non-binary Intersexed individuals.

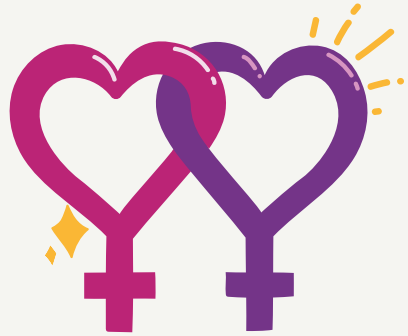


Invisible Power

Values, beliefs and attitudes, and cultural norms and practices, all reinforce the status quo and can cause people to accept their powerlessness and even blame themselves for it, or fail to see that their situation could be different.

Lesbian

A female who is emotionally, romantically and or sexually attracted to other females, also known as a female homosexual.



Lessons Learnt

Generalizations based on monitoring and evaluation experiences with projects, programs, or policies that abstract from the specific circumstances to broader situations. Frequently, lessons highlight strengths or weaknesses in preparation, design, and implementation that affect performance, outcome, and impact. These lessons are to be taken into account to inform decision making processes

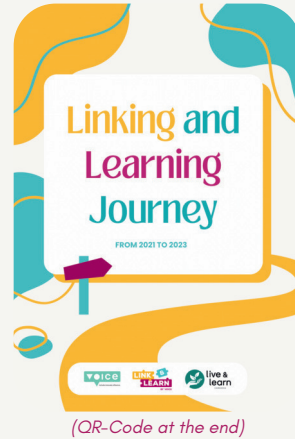
Logical Framework

Management tool used to improve the design of interventions, most often at the project level. It involves identifying strategic elements (inputs, outputs, outcomes, impact) and their causal relationships, indicators, and the assumptions or risks that may influence success and failure. It thus facilitates planning, execution and evaluation of a development intervention.

Linking and Learning

Voice Linking and Learning refers to the total of activities, processes and trajectories realised to boost collaboration, connectedness, sharing, listening, learning, innovation and application of new knowledge. It aims to produce evidence, learning and innovative solutions to catalyse transformative change for the most marginalised and discriminated groups.

Learn more about Linking & Learning:



Marginalization

A form of acute and persistent disadvantage rooted in underlying social inequalities, linked to social, cultural, economic and/or political status and exclusion. Marginalisation often occurs as a result of a combination of different discriminated identities, including but not limited to ability, age, ethnicity, economic status, gender, geography, health (physical and mental), language, marital status, race, religion, sexual orientation and/or social status. Marginalised groups (involuntary) fall out of the mainstream of productive activity and/or socio reproductive activity. They are at the core of exclusion from fulfilling social lives at individual, interpersonal and societal levels. People who are marginalised have relatively less control over their lives and the resources available to them; they may become stigmatised and are often at the receiving end of negative public attitudes. Their opportunities to make social contributions may be limited and they may develop low self-confidence and self-esteem.

Milestones

Milestones are specific points along a project timeline. Milestones in the Voice application form and grant project document and contract refer to major project progress points that must be reached to achieve success and enable the next set of activities to commence.

Monitoring

The continuing function that uses systematic collection of data on specified indicators to provide management and the main stakeholders of an ongoing development intervention with indications of the extent of progress and achievement of objectives and progress in the use of allocated funds. Monitoring can also provide data on unexpected or unplanned aspects beyond specified indicators.

Mainstream Services

Services available to any member of a population, regardless of whether they have a disability - for example, public transport, education and training, labour and employment services, housing, health and income support.



Non-communicable diseases

Diseases that are not passed from person to person; the four main types of noncommunicable diseases are cardiovascular diseases (such as heart attacks and stroke), chronic respiratory diseases (such as chronic obstructive pulmonary disease and asthma), cancers and diabetes.

Older Person

A person aged 60 years and over, and Older person has classified in to 3 categories: - Young Old (60-69) -Middle Old (70-79) -Old Old (80 and over)



Outcome

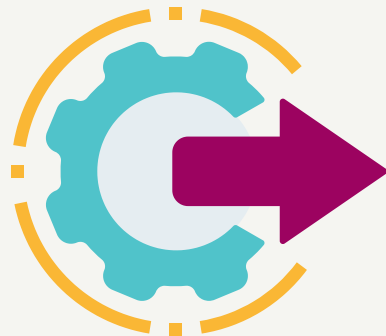
Short, medium and longer term changes that Voice plans to achieve in the areas of capacity strengthening and linking and learning. Likewise, for grantees, outcome refers to short, medium and longer term changes expected due to project activities in relation to empowerment and influencing capacities of project target groups.

Outcome Indicators

Indicators that track specific measurable features of the changes the Voice interventions aim to bring about, and help to monitor our program performance.

Output

Measurable results that help quantify the reach and scale of the Voice programme. Likewise, for grantees, output refers to measurable results of project activities.



Outreach (Voice)

Voice Outreach refers to communication methods to reach the most marginalised and discriminated.



Outreach

Outreach is an activity of providing services to any populations who might not otherwise have access to those services. A key component of outreach is that the groups providing it are not stationary, but mobile; in other words they are meeting those in need of outreach services at the locations where those in need are. In addition to delivering services, outreach has an educational role, raising the awareness of existing services.

Partners

The individuals and/or organizations that collaborate to achieve mutually agreed upon objectives. Note: The concept of partnership connotes shared goals, common responsibility for outcomes, distinct accountabilities and reciprocal obligations. Partners may include governments, civil society, non-governmental organizations, universities, professional and business associations, multilateral organizations, private companies, etc.

People with Disabilities

People with disabilities 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.



People-Centered Services

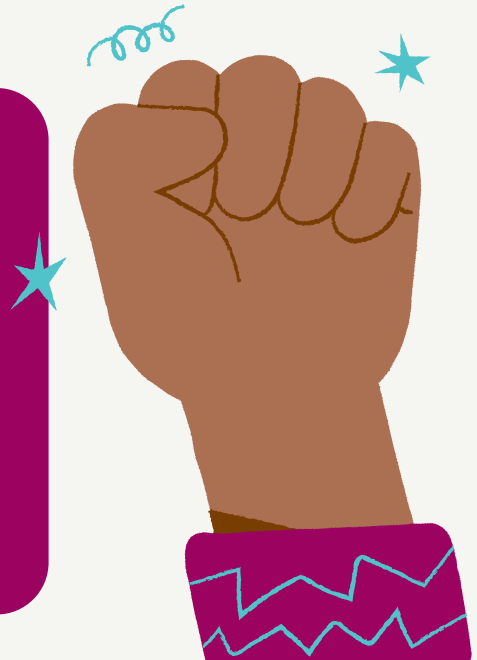
An approach to care that consciously adopts the perspectives of individuals, families and communities, and sees them as participants as well as beneficiaries of health care and long-term-care systems that respond to their needs and preferences in humane and holistic ways; ensuring that people-centered care delivered requires that people have the education and support they need to make decisions and participate in their own care; it is organized around the health needs and expectations of people rather than diseases.

Power

Power is described in terms of people's individual and collective capacity to make strategic choices and the degree to which these choices have impact on their lives. It is important to recognise that other criteria such as sex, caste, ethnicity, affluence, family and age can have a major influence on individuals' power, depending on the context.

Power Analysis

The process of identifying and exploring the multiple power dimensions that affect a given situation, in order to better understand the different interacting factors that reinforce poverty. As power is not static, it will often cut across the different forms, spaces and levels, and show itself in more than one way. Having a more complete understanding of the power relations at play will help us to identify appropriate strategies and entry points for our programmes.



Programme

The Voice programme is a set of strategically aligned, mutually reinforcing interventions in the form of grant making and linking and learning, that contribute to sustained, positive impact on marginalised and discriminated people's lives.

Project

A group of activities or interventions, financed through a Voice grant, with (a) well defined target group(s) and period for implementation. A Voice project aims at achieving a set of outputs and outcomes that should contribute in bringing about change in marginalised and discriminated people's lives.

Quality of Life

An individual's perception of their position in life in the context of culture and value systems in which they live, and in relation to their goals, expectations, standards and concerns. It is a broad-ranging concept, incorporating in a complex way the person's physical health, psychosocial state, level of independence, social relationships, personal beliefs, and relationship to the environmental factors that affect them.

Results Chain

The causal sequence for a development intervention that stipulates the necessary sequence to achieve desired objectives beginning with inputs, moving through activities and outputs, and culminating in outcomes, impacts, and feedback. In some agencies, reach is part of the results chain. Related terms: assumptions, results framework.



Reasonable Accommodation

Necessary and appropriate modification and adjustment not imposing a disproportionate or undue burden, where needed in a particular case, to ensure that people with disabilities enjoy or exercise, on an equal basis with others, all human rights and fundamental freedoms.

Resilience

The ability to maintain or improve a level of functional ability in the face of adversity through resistance, recovery or adaptation.



Risk Management

Identification, assessment, and prioritization of those factors and situations that could limit the success of a project or programme. It includes an analysis of the likelihood that the risk will realise and the potential impact it could have (high, medium, low) and provides methods to control the probability and/or impact of risks on the project.

Risks

Factors and situations that could limit the success of a project financed through a Voice grant, or the Voice programme as a whole.

Self-Help Group (SHG)

SHGs are informal groups of people who come together to address their common problems through mutual support. SHGs can serve many different purposes depending on the situation and the need. SHGs can facilitate empowerment and increase community participation.

Sexual Diversity/Sexual Orientation

This is where individuals are sexually, romantically and or emotionally attracted to a member of the same or different genders. This sexual diversity may manifest itself in romantic, sexual and varying emotional behaviour between a range of sexes and gender identities.

Sexual Rights

Sexual rights embrace human rights that are already recognized in national laws, international human rights documents and other consensus statements. They include the right of all persons, free of coercion, discrimination and violence, to: the highest attainable standard of sexual health, including access to sexual and reproductive health care services; seek, receive and impart information related to sexuality; sexuality education; respect for bodily integrity; choose their partner; decide to be sexually active or not; consensual sexual relations; consensual marriage; decide whether or not, and when, to have children; and pursue a satisfying, safe and pleasurable sexual life. The responsible exercise of human rights requires that all persons respect the rights of others.

Social Accountability

An approach towards building accountability that relies on ordinary citizens and/or civil society organisations participating directly or indirectly in managing public resources and in exacting accountability from governments and institutions. Mechanisms include participatory budgeting, public expenditure tracking, citizen monitoring of public service delivery, citizen advisory boards, lobbying and advocacy campaigns.

STRONGER

TOGETHER

Social Protection

Programmes to reduce deprivation that arises from conditions such as poverty, unemployment, old age and disability.

Social Security

Includes all measures providing benefits, whether in cash or in kind, to secure social protection.

Stakeholder

Key actors that influence marginalised and discriminated groups, potentially engaged with the Voice program. The importance of stakeholders varies per country. List of potential stakeholders: Religious groups and institutions. Local civil society (e.g. CBOs, sports associations, women groups, health NGOs, youth groups). Role models, progressive individuals and local (political and religious) leaders, teachers (and their unions).



Stakeholder - Generic Term

A person who has something to gain or lose through the outcomes of a planning process or project. In many circles these are called interest groups and they can have a powerful bearing on the outcomes of political processes. It is often beneficial for research projects to identify and analyse the needs and concerns of different stakeholders, particularly when these projects aim to influence policy.

Theory of Change

Ideas and hypotheses ("theories") that Voice grantees, program teams and key stakeholders have about how change happens in the context of Voice. These theories can be conscious or unconscious and are based on personal beliefs, assumptions, and a necessary limited, personal perception of reality. Voice's global Theory of Change is an ongoing dynamic process, a pathway that will lead to marginalised and discriminated people becoming equal members in all spheres of the society (economic, political, social).



Twin-Track Approach

The “twin-track approach” focuses on empowering those who may be excluded through addressing special needs but treats disability as a cross-cutting issue at the same time. It ensures that (i) disability issues are actively considered in mainstream development work, and (ii) more focused or targeted activities for persons with disabilities are implemented where necessary. This approach aims at removing barriers to participation and mainstreaming disability into every sector and every development action.

Transgender

Sometimes known as 'trans' individuals. These are individuals whose gender identity does not correlate with their socially and/or biologically assigned gender. Each individual may choose how to respond to this on a personal level. Some individuals may wish to undergo gender reassignment surgery or hormone replacement therapy (HRT) to alter their biologically assigned sex.



Visible Power

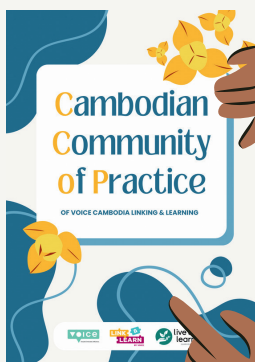
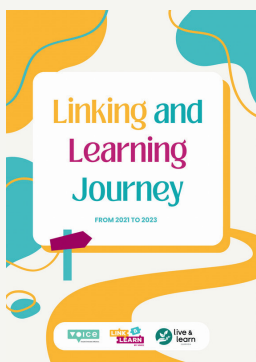
Power is mostly commonly associated with the state and formal political Institutions. Laws and legal processes create a formal system for the exercise of this power. Most advocacy work by CSOs is directed at this formal or visible type of power. Advocacy is seen as a way to use existing power structures to persuade those with power to make changes to legislation, policies or the allocation of resources.

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LINKING AND LEARNING PLATFORM, a safe environment is critical to empower, make communication more inclusive and grantee center, utilize inclusive language and respect what we are doing in the spirit of the community of practice. To provide co-created places for rightsholder groups and grantee-partners to communicate and learn from one another in order to address shared issues and achieve common objectives. In real practice, this means connecting and learning across intersectionality in the community of practice (CoP). The Linking and Learning (L&L) with Voice Cambodia team have accomplished a Glossary Key Terminologies booklet with in-depth descriptions for inclusive languages for all in order to celebrate integration, diversity, inclusion, and to treat one another with respect and comfort, especially in the spirit of connecting and learning communities.



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