

ORGANIZATION PROFILE





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Greetings from the Chief Executive Officer/Founder

Hi!

My name is Jake Epelle, and I am the CEO/Founder of TAF Africa.

At TAF Africa, we are passionate about promoting the rights and well-being of persons with disability in Africa and around the world. We are driven by a passion to see that the challenges faced by persons with disability in everyday life, and which hamper their rights to participate as part and parcel of the society, are reduced to the barest minimum, and indeed totally eradicated.

We envision a society where Persons with Disabilities are respected for their rights, dignity, and capacities. We are committed to creating a world where everyone has equal opportunities, regardless of ability. We believe that together, we can make a real difference in the lives of those we serve and create a more inclusive society for all.

As CEO, I am proud to lead a dedicated team of individuals who are passionate about making a positive impact. Our organisation has been working tirelessly to bring about change and support the community of persons with disabilities, and we could not have done it without the unwavering support of people like you. Your generosity has allowed us to continue our mission and reach more people every day.

While we are a small and growing organisation, we consider ourselves the champions for disability inclusion in Nigeria and Africa. Our partners, funders, and indeed the community of persons with disabilities, hold us to high standards, and we continually work to uphold these standards by being completely open, honest, professional, and excellent in all we do.

As we move forward, I am confident that we will continue to grow and make even more of a difference. However, there is still so much work to be done. Whether you choose to volunteer, donate, or spread the word about our cause, every action counts and helps us bring about the change we wish to see. I invite you to work hand in hand with us towards pursuing and achieving our defined cause. Together, we can create a brighter future for persons with disabilities.

Thank you for your anticipated/continued support.

Welcome to TAF Africa!

Jake Epelle

Introduction

Brief on TAF Africa

TAF Africa (formerly known as The Albino Foundation) is a non-profit organization that is dedicated to promoting disability inclusion in various aspects of society. The organization aims to create a world where Persons with Disabilities can participate fully in all areas of life, including education, employment, and social activities.

Founded in 2007, TAF Africa started out as The Albino Foundation, a non-profit organisation dedicated to promoting the wellbeing of persons with Albinism in Nigeria. The Albino Foundation later on extended its outreach to include other clusters of persons with disabilities. As a full-fledged disability organisation, and under the new brand, TAF Africa now works towards not just creating a society that is free from discrimination and stigma against all Persons with Disabilities, but enhancing the equitable inclusion of persons with disabilities in every area of human endeavor. The organization believes that every person deserves an equal chance to thrive and succeed, regardless of their disability status.

TAF Africa has implemented various programs and initiatives to promote disability inclusion. These include advocacy, campaigns, training and capacity building, accessibility audits, and partnerships with disability-focused organizations. The organization has also worked with private and public sector institutions to ensure that their facilities, products, and services are accessible to Persons with Disabilities.

Through its work, TAF Africa has helped to create awareness about disability issues, promote inclusive policies and practices, and empower Persons with Disabilities to participate fully in society. The organization continues to play an important role in advocating for disability inclusion and breaking barriers that prevent Persons with Disabilities from reaching their full potential.



Purpose of the profile

The purpose of this profile is to provide a comprehensive overview of our organisation, its history, mission, values, goals, and activities. It is a tool that helps you as our stakeholder, (investors, donors, customers, and employees), to understand the organization and our operations. This document will provide a clear and concise picture of what the organization does, how we operate, and what our impact is. It will also describe our structure, including our leadership team, governance structure, and staff. In addition, it will highlight our programs, initiatives, and activities, including our impact on the community and the wider society.



VISION

TAFAfrica envisions an inclusive society where the rights, dignity, and abilities of persons with disabilities are recognized and respected

MISSION

Our mission is to provide crucial progressive ideas and opinions on disability matters, advocate for the inclusion and empowerment of persons with disabilities and educate the society on issues of disabilities in Nigeria and the world.

Core Values

The crux of our values are ingrained in the following seven tenets, which can be put in the following acronym - **TEAMPIC**:

- **Transparency:** By promoting openness and accessibility of relevant information, we build trust with all our stakeholders (internal and external) and ensure effective decision-making.
- **Equity:** We strive to eliminate disparities and promote inclusive practices that provide equitable outcomes for all.
- **Accountability:** We accept responsibility for the conduct of our business and activities to all relevant stakeholders.
- **Mutual Respect:** Recognizing and appreciating the inherent worth, dignity, and perspectives of every person we work with.
- **Professionalism:** Relentlessly pursuing continuous improvement in projects, processes, and services by demonstrating competence, reliability, and ethical behaviour.
- **Integrity:** Adhering to moral and ethical principles in our actions and decisions, having zero tolerance to corrupt practices.
- **Collaboration:** To achieve greater outcomes for all our beneficiaries, we cooperate with relevant stakeholders fostering synergy and leveraging diverse perspectives.

Objectives and goals

TAF Africa's work for the period of this strategy shall be focused on the following objectives:

- i. To advocate and support the review, development, and implementation of inclusive laws and policies that protect the rights of persons with disabilities in Africa.
- ii. To increase public awareness about the rights of persons with disabilities and inclusion in all spheres of life in Africa.
- iii. To facilitate equal access and enhanced participation of persons with disabilities in the political space and decision-making processes in Africa.
- iv. To enhance the quality of life of persons with disabilities in Africa by facilitating access to skills, resources, and support systems.
- v. To ensure equitable access and a supportive learning environment in Africa for all learners regardless of their disabilities.



Programmatic Approach

TAF Africa adopts the Human Rights Based Approach (HRBA) in its programming towards ensuring a more inclusive society devoid of discrimination, stigmatization, and human rights violation, and importantly the recognition and respect for the rights, dignity, and abilities of persons with disabilities in Nigeria and Africa at large. Our HRBA takes into consideration continuous sensitization and empowerment of the rights holders to demand their human rights as enshrined in extant international, regional, and national human rights standards and legal framework; and the engagement and capacity strengthening of duty bearers in fulfilling their obligations of protecting the holders' rights. This strategic approach cuts across TAF Africa's thematic areas, namely: education, healthcare, and access to justice, electoral reforms, governance, economic empowerment, and others.

Our HRBA aims to promote human rights through the development and implementation of policies and programmes sustained by participation, consensus-oriented, accountability and transparency, rule of law, responsiveness, impartiality, equity, and inclusiveness. The HRBA is driven by research, policy advocacy, strategic engagement, capacity building, awareness campaign, institutional support, and collaborative partnership with civil society organizations and other relevant stakeholders.

Programmes



Education: TAF Africa is dedicated to promoting inclusive education for persons with disabilities. With support from our funders and partners, we provide a range of interventions multiple enablers under our scope of work, including pursuing legislative and policy changes, teacher training, and advocacy for the adoption of assistive devices to enable learning by learners with disabilities.

Our education awareness and advocacy aims at promoting inclusive education at all levels of learning. We work with schools, professional training Institutions, and other public and private sector stakeholders, towards promoting equal access to quality education for persons with disabilities.



Human Rights and Access to Justice: TAF Africa has been at the forefront of advocating for the reform of the process of justice administration and law enforcement action to be disability-sensitive and responsive. We do this through our engagement with the Nigerian Bar Association, the National Judicial Institute, and other rights and justice and law enforcement actors.



Governance: A major priority of TAF Africa is the inclusion of persons with disabilities in governance and the electoral process. Over the years, TAF Africa has led major interventions towards improving the participation of persons with disabilities, by advocating for their inclusion at the political party levels, and with regards to the voting process.

TAF Africa continues to work to increase the accessibility of polling stations for persons with disabilities, the provision of assistive tools and

materials on election day, and reducing voter apathy through series of voter education campaigns. While some achievements have been achieved, especially within the legal framework for elections, challenges still exist in giving effect to the provisions of the law. TAF Africa therefore continues to advocate for the enabling of the rights of persons with disabilities to participate fully and equitably in governance and the electoral process.



Social Protection: TAF Africa seeks to improve the livelihood of persons with disabilities, and alleviate poverty. This we do through the creation of skills development interventions, economic empowerment programmes targeted at persons with disabilities.

Current interventions being implemented by TAF Africa under its social protection work include the Inclusive Census Intervention, the Inclusive Empowerment Project, and the PWD Data Centre.

Highlight of Achievements

Seventeen years of work around these areas has produced the following results:

a) Twenty-Seven donor-funded projects secured (Twenty-One done, six ongoing).

EUROPEAN UNION



Funded by the European Union

- Albinism Rights Project
- Enhancing political and electoral participation of persons with disabilities project
- Enhancing political and electoral participation of persons with disabilities project 2.
- COVID-19 response: Distribution of 3,000 palliative food packs

SIGHT SAVERS



Sightsavers

- Inclusion works Project
- National Policy on Inclusive Education Revision Project
- Economic Empowerment Project.

NATIONAL DEMOCRATIC INSTITUTE



NATIONAL DEMOCRATIC INSTITUTE

- Enhancing Participation of Persons with Disabilities in Grassroots Politics and Decision making in Sokoto State
- NDI Project 2
- ADIE Committee project

BRITISH COUNCIL

Active Citizen-Driven Transformation



BRITISH COUNCIL

- Enhancing the implementation of the Discrimination against Persons with Disabilities (prohibition) Act 2018
- Rule of Law and Anti-Corruption (RoLAC)
- ESPIN Project: Formulation of the First Inclusive education Policy

DISABILITY RIGHTS FUND



DISABILITY RIGHTS FUND

- Advocacy to the National Population Commission (NPC); and Enhancing the participation of Persons with Disabilities in Grassroots politics and Decision making in Cross River State
- Promoting Disability Inclusion in Justice, Education and Health Sector
- Promoting the rights of Persons with Albinism in Enugu State
- Promoting the rights of persons with Albinism in Plateau State

MacArthur Foundation



MacArthur Foundation

- Able to Serve Social and Mainstream Media Campaign



HM THE KING IN RIGHT OF CANADA

(through the Canadian Minister of Foreign Affairs)



- Strengthening Institutions on Governance and Rule of Law for Disability Inclusion at the Grassroots in Kaduna State, Nigeria through Advocacy, Public Awareness and Capacity Building

HEAD OF SERVICE OF THE FEDERATION



- Pilot survey of PWDs in the Civil Service in the FCT

UNICEF GERMAN PROJECT



- KPI Survey
- First Albinism Policy

MILLENNIUM DEVELOPMENT GOALS (MDGS)



- Empowerment of Persons with Albinism

INSTITUTE OF HUMAN VIROLOGY OF NIGERIA



- Provision of Food packs for Children with Albinism in Orphanages in Abuja
- Scholarship to 250 Children with Albinism (co-funded with Total Corporation)
- Provision of medical packs for Children with Albinism

PETROLEUM TRUST FUND (PTF)



- Scholarship for one person with Albinism

FGN/TAF INTERVENTION



- FGN/TAF Intervention for Free Cancer Treatment (N18.5 Million paid to the National Hospital for Skin Cancer Treatment)

- b) **ADVOCACY WORK** - Bringing to our national consciousness, the concerns of persons with disabilities (PWDs), facilitating ongoing discourse, influencing policy, as well as the capacities of PWDs to contribute to nation building and development.
- c) **MOBILIZATION OF STAKEHOLDERS** – capacity to mobilise a variety of stakeholders to engage constructively with the issue of inclusivity particularly as it relates to Persons with disabilities (PWDs) and their commitments to act.
- d) **ESTABLISHMENT OF THE FIRST PWD ELECTION HUB IN AFRICA:** which enhanced the participation of Persons with Disabilities in the electoral process in Nigeria.
- e) **DATA MANAGEMENT** : deploying technology to

document and track the participation of PWDs in the general elections, as candidates, voters, and observers.

f) **INCREASED AWARENESS:** of the need for Persons with Disabilities (PWDs) and Internally Displaced Persons (IDPs) participation in political processes.

g) **INCREASED MEDIA:** engagement and disability coverage by 60%.

h) **PRODUCED ABLE-TO-VOTE GUIDE SERIES:** the first of its kind in Nigeria, which reduced voter apathy of persons with disabilities and enhanced their participation in the electoral process.

i) **PRODUCED AND DISTRIBUTED:** 1,000 copies of the abridged version of the Discrimination against Persons with Disabilities (Prohibition) Act 2018.



Kogi State

Challenges and Opportunities

Despite our noble goals, TAF Africa faces several challenges in our efforts to support persons with disabilities in Nigeria. Here are some of our main challenges:

Funding and sustainability:

TAF relies heavily on external funding from international donors and partnerships to carry out its programs and initiatives. This dependence on external funding makes us vulnerable to changes in donor priorities or economic conditions. Additionally, while we have been successful in generating some funding through other local sources, and donations, these sources of funding are very limited. These impact our ability to provide consistent and sustainable services and interventions.

To address this, we have made efforts at diversifying our funding sources by focusing on establishing further partnerships and increasing our programme impact to ensure marketability of our interventions. While these efforts have been successful to some extent, funding and sustainability remains an ongoing challenge to TAF and other non-profit organisations in Nigeria.





Social stigmas and discrimination

Persons with disabilities face discrimination and stigma due to their disability. It is interesting to note that this discrimination and stigmatization also extends to organisations of persons with disabilities, whose capacity and competence is usually called to question. This discrimination leads to exclusion from opportunities that otherwise would have been made available; or where such opportunities may exist, the least benefit is assigned.

While we understand that changing the deeply ingrained cultural attitudes and mindsets can be a long and difficult process, TAF Africa works to raise awareness about disability and fight against discrimination by all at all levels. Our partners play a critical role in this, hence our efforts at maintaining the highest level of professionalism and competence to ensure we meet the expectations of existing partners. This serves as a selling point for our capacity to deliver effectively.

Political and legal challenges

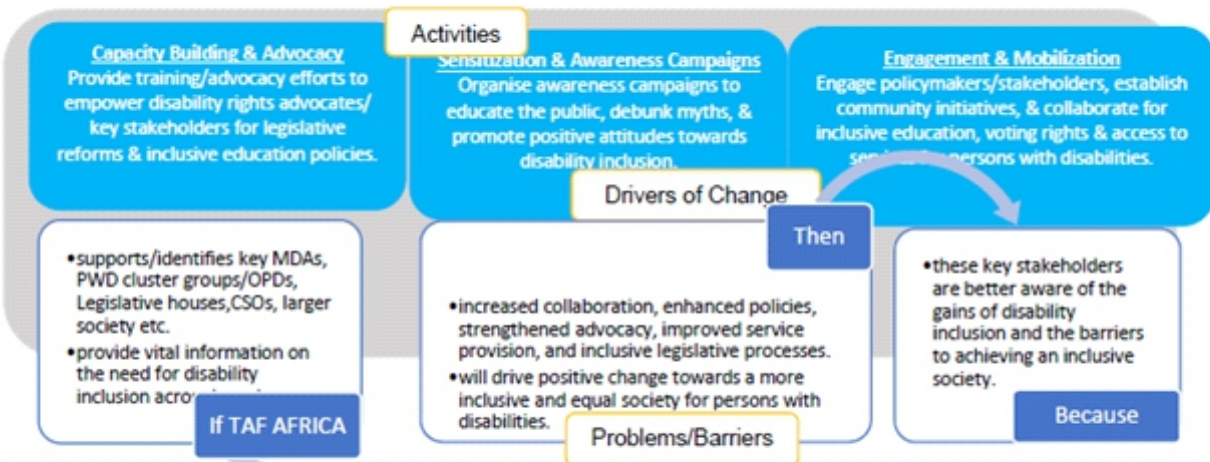
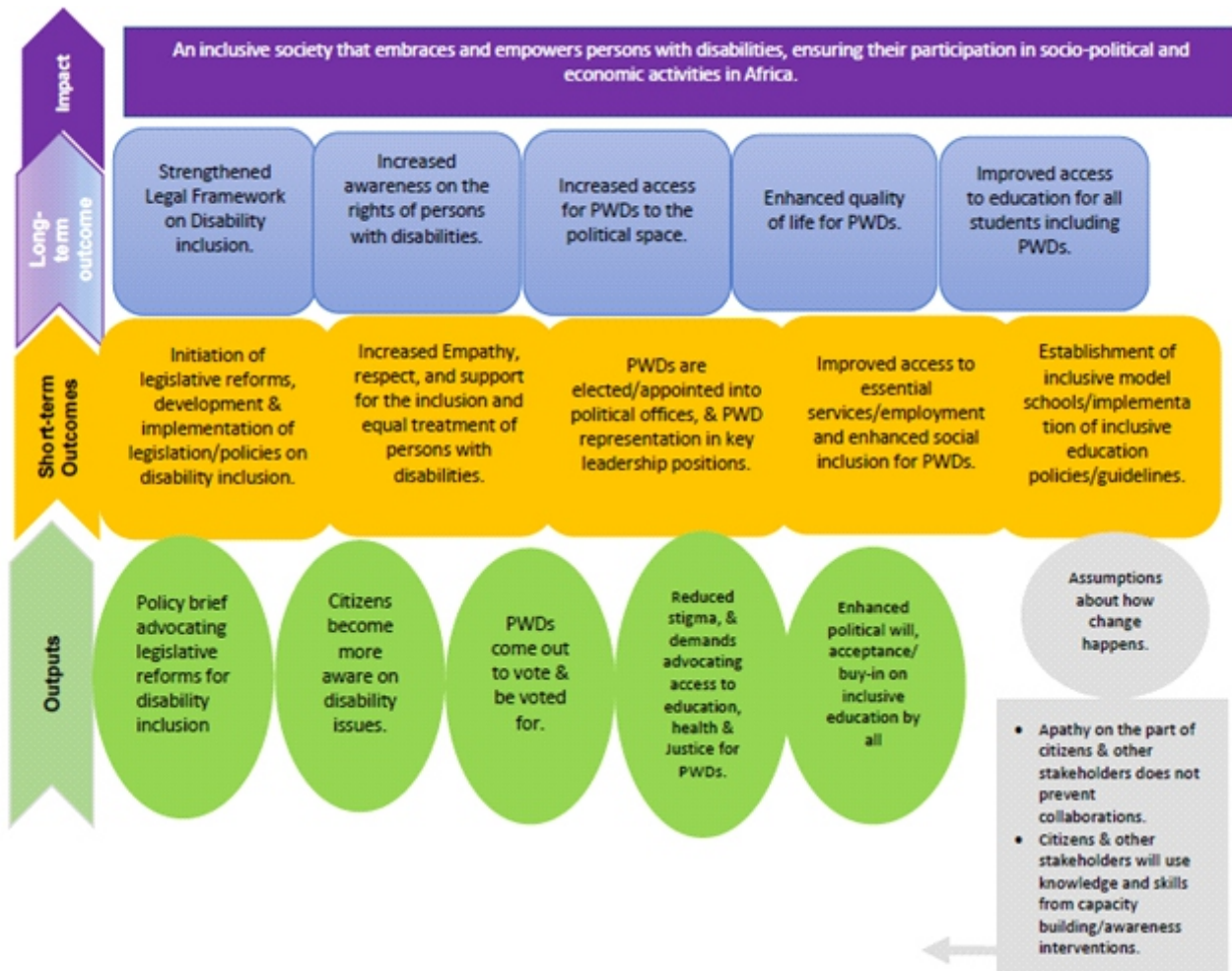
The political and legal challenges faced by TAF Africa include limited understanding and support by government agencies and institutions, lack of political will, and corruption at various levels, poor legal framework for protection of the interests of persons with disabilities.

TAF Africa understands that these challenges may not be intentionally designed by the actors, hence our focus on advocacy with the various institutions of government that are relevant to our cause. We pride in the fact that we have been able to establish robust working relations with several Ministries, Departments and Agencies, who now form part and parcel of our programmes and projects.

Opportunities for growth and expansion

TAF Africa operates on a limited budget, which can make it difficult to expand its programmes and services to meet the growing demand for support. But through technology, well-framed partnerships, our far reaching network, and with the right partner we can continue to touch the lives of the community of persons with disabilities in Nigeria and Africa.

Theory of Change



- Limited accessibility, discriminatory attitudes, and lack of inclusive policies hinder the creation of an inclusive society that embraces and empowers persons with disabilities, thereby impeding their participation in socio-political and economic activities.
- Systemic barriers (e.g., justice, governance) restrict the full participation of persons with disabilities (PWDs) in society, limiting their access to essential services, opportunities, and social inclusion, thereby hindering their ability to realize their rights and contribute to the overall development and well-being of the society.

Conclusion

Significance of TAF Africa's work

Persons with disabilities in Africa account for about 15% of its 1.3 billion population. In Nigeria the estimated number of persons with disabilities is about 25 to 30 million persons. Unfortunately, persons with disabilities in Nigeria and other African countries face a myriad of challenges, including discrimination, social exclusion, and even targeted attacks.

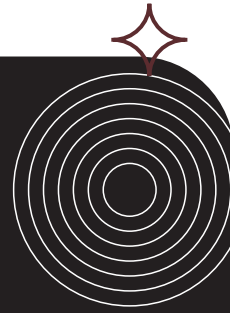
One of the key ways TAF Africa is making a difference is through its education and advocacy programs. We provide a unique quality of resource and support to donors, OPDS, development organisations, and public institutions who desire to support causes to improve disability inclusion. By working to change the perception on disability, TAF Africa is helping to create a more inclusive society where everyone has the opportunity to thrive.

Call to action for support and collaboration

By supporting and collaborating with TAF Africa, you will be contributing towards providing education, healthcare, enhancing civil rights, and breaking down the barriers of discrimination and exclusion that persons with disabilities face. This will help to create an inclusive society for all. We urge you to support TAF Africa today through one-time donations, regular support, grants, or volunteer work. Your contribution can make a significant difference in the lives of children, women, and other persons with disabilities. Together, we can strive to create a more inclusive and equitable world for everyone.



OUR TEAM



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... Disability Inclusion Champion

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