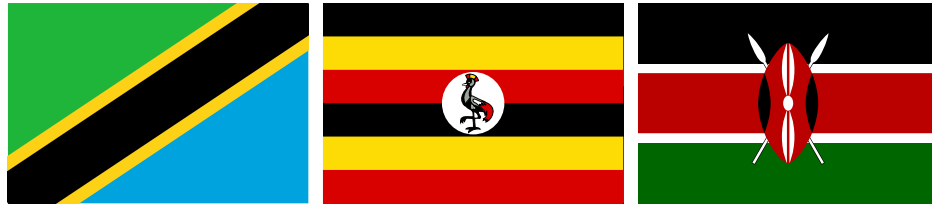


# The Professional Fellows Program on Inclusive Civic Engagement



## Fall 2025 Professional Fellow



### Kelvin E. Mkude

**Founder and Executive Director,  
Winning Nature in Charisma  
Tanzania**

Kelvin is the Founder and Executive Director of Winning Nature in Charisma, a Tanzanian nonprofit organization dedicated to developing the potential and abilities of individuals with disabilities, helping them build their professions and pursue their passions. He creates platforms where individuals with disabilities can showcase their skills and contributions in professional and creative fields. Kelvin draws on his personal experiences to guide his work in supporting individuals with disabilities.

Kelvin holds a bachelor's degree in aquaculture and aquatic science from the University of Dodoma and has published research in this field.

### Follow-on Project

#### **Training Disability and Development Ambassadors in Tanzania for Policy Accountability and Implementation**

**Issue:** Tanzania is a signatory to various international laws, treaties, and conventions that protect rights of persons with disabilities (PWDs), including the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) and the East African Community (EAC) Persons with Disabilities Bill (2015). Tanzania has incorporated these protections into law through the National Constitution (1977) and the Tanzania Disability Act (2010) (World Bank, 2024).

Despite these progressive legal and social frameworks, PWDs continue to face barriers in the implementation of these policies due to weak accountability measures and the lack of disaggregated disability data, which leads to inadequate planning for PWDs (United Nations Partnership on the Rights of Persons with Disabilities [UN PRPD], 2022). As a result, a significantly higher proportion of PWD live in poverty and experience unemployment (United Nations Department of Economic and Social Affairs [UN DESA], 2014). To address these challenges, there is a critical need for a structured approach that empowers PWDs to actively engage in accountability, ensuring that policies translate into tangible social and economic improvements.



**Project Objective:** Kelvin aims to train persons with disabilities to become Disability and Development Ambassadors (DDAs) to act as accountability partners to the national government and society in promoting the implementation of policies impacting PWDs.

This project builds on the ongoing work of Kelvin's nonprofit, Winning Nature in Charisma, in creating platforms where PWDs develop and show their abilities. The nonprofit has hosted several programs benefiting more than 150 PWDs in Tanzania.

**Project Description:** Kelvin will recruit 30 PWDs to participate in a DDA pilot training. Training will focus on legal frameworks in disability, personal development, and self-advocacy. Kelvin will select participants through an online application and nominations from organizations for PWDs in Dar es Salaam and Dodoma. He will review applications based on age (18-35), qualification, understanding of disability, and motivation.

The training will consist of four weekly in-person sessions. Kelvin will adapt a training manual previously developed by Winning Nature in Charisma with input from experts at the University of Dar es Salaam College of Special Education on working with youth with disabilities. DDAs will sign a code of conduct and commit to promoting disability rights. After the training, they will receive two months of mentorship and participate in networking and public speaking events in collaboration with the Dar es Salaam Toastmasters Club.

Partner organizations, including the University of Dar es Salaam College of Special Education, the Youth with Disability Organization (YoWDO), and the Defenders with Disability Initiative under Tanzania Human Rights Defenders Collision (THRDC), will support recruitment, training, and mentorship. Kelvin aims to expand the DDA program nationwide as part of Winning Nature in Charisma's broader efforts.

## References

- United Nations Department of Economic and Social Affairs [UN DESA]. (2024). *Disability and development report*. <https://social.desa.un.org/publications/un-flagship-report-on-disability-and-development-2024>
- United Nations Partnership on the Rights of Persons with Disabilities [UN PRPD]. (2022). *Situational analysis of the rights of persons with disabilities in Tanzania*. [https://unprpd.org/new/wp-content/uploads/2023/12/CR\\_Tanzania\\_2022-e95.pdf](https://unprpd.org/new/wp-content/uploads/2023/12/CR_Tanzania_2022-e95.pdf)
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