Asia Pacific Network of Refugees

Meaningful Refugee Participation
Index Scorecard

REFUGEE MEANINGFUL PARTICIPATION INDEX

1. Organizational Development (25 points)

AVAILABLE

We will understand that "Organization development (OD) is a process of planned change that involves an entire organization with a particular focus on the organization's culture and leadership.

1. Board membership (or other governing body) includes persons with refugee lived experience	7
2. Organizational mission, vision, and values specifically include the standards for refugee participation	4
3. Institutionalized processes are explicitly refugee-inclusive	6
4. Staff, Board (or other governing body) members, and volunteers regularly participate in "refugee-centered care." diversity, inclusion, and anti-discrimination	4
5. Allocation of financial and human resources for refugee programs	4

2. Data Collection and Management (15 points)

AVAILABLE

Management and collection of data, which should inform the organization's decisions when creating strategic plans, projects, and service delivery.

1. Processing of refugee private data in compliance with international standards and laws	1
2. System to evaluate the impact of provided services	2
3. Refugees concerns and priorities are collected via surveys/another data collection system	5
4. Implement systems for monitoring compliance with standards of Refugee Participation practices	3
5. Budgetary transparency regarding expenditures related to refugee participation, leadership, and inclusion	4

3. Diversity, Equity and Inclusion in the Workplace (15 points)

AVAILABLE

Diversity, equity, and inclusion (DEI) is used to describe three values that many organizations today strive to embody to help meet the needs of people from all walks of life.

1. Refuge staff members received support for family reunification or yearly visits as part of their work benefits	5
2. Important office information is translated into at least one of the official languages of the United Nations	6
3. Anonymous engagement or climate surveys are conducted annually to allow employees to evaluate their work environment	4
4. Risk management and emergency action plans are implemented to support refugee staff members	3

Bonus Points

1. Employees can take days off to attend their cultural or religious celebrations.	+3

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4. Meaningful Participation & Equal Partnership Best Practices (25 POINTS)

AVAILABLE

Refugee involvement in organizational and programmatic decision-making processes and established mechanisms for refugees to engage in policy development and strategic planning.

1. Developed policies and standing operating procedures that are culturally and intersectionally accurate for delivering services	3
2. Established equal partnerships with refugee-led organizations	8
3. Standing and financed Advisory Group or formal feedback practice to promote meaningful refugee participation	5
4. Hired refugee staff members represent at least 25% of the workforce	6

5. Outtreach (20 points)

AVAILABLE

Aims to help, uplift, and support those deprived of certain services and rights. It is also targeted communication by your organization with a group of people to meet a particular goal.

1. Recruitment efforts aim to diversify the workforce and integrate persons with refugee lived experiences	6
2. Re-granting support to at least one refugee-led organization based in the Global East and South	6
3. Established accessible ways to inform Refugee-knowledgeable and friendly support groups or services	3
4. Demonstrate public support for refugee-led initiatives in international fora	3
5. Communication strategies focused on refugee experiences inclusion	2