

Across Borders Summit

62 individual commitments to help facilitate the migrant-led movement

Full commitments

Personal learning and approach

1. Be better informed about genocides from the last century globally.
2. To see people as a whole, and not to reduce them to their stories.

Coaching and capacity building within grassroots organisations

3. Help more grassroots organisations to enhance and develop refugee-led systems within their organisations. By December to start with at least 2 people to coach towards this.
4. To find all possible ways to support organisations in the process of becoming refugee-led, especially via funding and follow-up.
5. To provide pro-bono support to a refugee-led organisation close to me around their monitoring and evaluation and fundraising.
6. To offer support and intel on institutional funding to smaller groups.

Deeper personal engagement and coaching with people with lived experience

7. Work with youth board members to coach them on fundraising.
8. To inspire and motivate people with lived experience to set sights higher, work beyond their current situations and to dream big.
9. I will commit to helping and supporting migrants, like me, to find and explore opportunities.
10. To socialise with local asylum-seekers through the local association and create or attend events at least once a month.
11. To reach out to each of the lived experienced leaders in my leadership forum to see what support/mentoring/training would be most useful and within 6 months to have a 'coffee' conversation with them.
12. To meet with and support someone who is stepping into their new role leading a charity.

13. To start a language group for Rohingya children

Greater inclusivity at work

14. To re-evaluate holiday and annual leave policies to accommodate cultural differences and additional needs.
15. To assign a board member responsible for overseeing strategy for driving refugee leadership
16. To identify the resources required to offer supported employment opportunities to lived experience colleagues.
17. To have more opportunities to discuss long-term goals, needs and desires with those with lived experience within our organisation and to create that safe space every day.
18. To push to set up a co-designed pay scale and development plan for our staff with lived experience.
19. To personalise more the work that is done at a programmatic level.
20. To create better connections between back office and people working in the field to bring the input from the field closer to programme management.
21. To hire someone with lived experience to develop the amount of lived experience within the organisation.
22. To help my team members access mainstream mental health support and put them in touch with organisations like Mind to get help with anxiety.
23. To review and evaluate organisational power around decision-making and how to include more voices in decision-making rather than just consultation and feedback.
24. To further expand our good practice guide for lived experience Trustees.
25. To co-create and champion an EbE manifesto in my organisation in the next 6 months to showcase individual and organisational commitment.
26. To invite lived experience groups to be panellists during our next convening and find a location where they can make it easily.
27. To find resources to implement capacity-building.
28. To ensure all team members, with a particular focus on those with lived experience, have the meaningful opportunity to participate in capacity-building opportunities.
29. To encourage team members with lived experience to apply for other internal roles outside their current field.
30. To integrate person-focused support and wellbeing into our work.
31. In any future consulting roles to make sure to work in a team with someone with lived experience.

Stronger recruitment practices

32. To be more inclusive in the recruitment processes (from job design to induction and on-boarding) by encouraging the applications from people with lived experience and welcoming their insightful perspective.
33. To further develop recruitment to hire more people with lived experience in strategy, decision-making and influence positions.
34. To hire people with lived experience
35. To push for someone from the community to be on the recruitment panel for my role when I leave.
36. To hire and onboard a refugee youth advocacy trainee to join the advocacy team and to create a supportive and instructive training for this.
37. I will commit time and effort to making the recruitment and onboarding processes more accessible and inclusive.
38. To review recruitment processes and ongoing support and to understand how much we need to allocate to do this really well.

Influencing others

39. To write and share a blog with our practitioner member organisations about this meeting and our discussions.
40. To push for trauma-informed training at work.
41. To go back and inform the groups that we support about the relevant things to be shared.
42. I will commit to advocating for creating opportunities through the skilled worker visa scheme which enables migrants to work in the UK.
43. To create strategies for driving and promoting refugee leadership.
44. To promote meaningful inclusion
45. To prioritise mental health and wellbeing of those with lived experience through funds and support.
46. To be more active promoting the refugee-led sector for the next year.
47. To create an EbE group in 2024.
48. To increase the number of bilateral meetings with donors and decision-makers that include United REFugee Network and Community-level network based on issues identified by them.
49. To invite and involve this wonderful cohort to continue to share practice through digital platforms and face-to-face practice exchange.
50. To find ways to give more power to people with lived experience and refugee backgrounds in the Greek context.
51. To share what i have and work on how the sector can reach its goal

52. To challenge and confront power dynamics in the migrant sector and call it out everywhere I come across it.

Funding for a more inclusive sector

53. To meaningfully involve experts by experience in all stages of Comic Relief's upcoming funding: consultation, design, reviewing of applications and sitting on the decision-making panels

54. To think about language and ways of communication when working with people with lived experience throughout our funding calls

55. To use the phone more and call the partners that I work with and talk with them instead of using email all the time.

56. To increase funding on livelihood opportunities and capacity-building.

57. To support partner organisations to be refugee-led and to invest time, resources and funds to help.

58. To advocate to funders for community-led organisational funding and to do joint applications.

59. To increase advocacy with more donors on funding refugee-led organisations.

60. To discuss with at least 3 corporate donors whether they can help with access to work for EbE leadership programmes in other organisations

61. To motivate migrant justice funders to collaborate more on donor advocacy

62. To increase funding resources for refugee and migrant-led initiatives.