



HIAS

Welcome the stranger.
Protect the refugee.

2022-2023 Overview
HIAS KENYA

HIAS Kenya Overview 2022-2023



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Protect the refugee.**

HIAS KENYA 2022

TABLE OF CONTENTS

ABOUT HIAS

Our History	1
Vision, Mission, and Values	2
Our Impact	3
Accountability to Affected Populations	4
Governance, Structure, and Policies	5

HIAS KENYA

Context for Vulnerable Refugees and Migrants in Kenya	6
HIAS Programs in Kenya	6
Coordination: Partners and Peer Networks	11
Operational Support for Programs	13
Donors and Development	15
Communications, Policy, and Advocacy	16

Our History

From our beginnings in the 1880s in a storefront on the Lower East Side of Manhattan providing food and shelter to Jews fleeing antisemitism in Eastern Europe, to our work nearly 140 years later providing social, emotional, legal, and advocacy support to those in need around the world, HIAS has served as a pivotal force for displaced people for generations. Indeed, HIAS began its work even before the world had a legal concept of a “refugee.”

Having helped more than 4.5 million refugees and immigrants escape persecution, HIAS is uniquely qualified to address the modern refugee situation, which has become a global humanitarian crisis. After over 100 years of serving Jews fleeing persecution around the globe, HIAS, starting in the 2000s, expanded its work in the U.S. to include assistance to non-Jewish refugees devastated by the aftermath of conflicts in Afghanistan, Bosnia, Bulgaria, Czechoslovakia, Ethiopia, Haiti, Hungary, Iran, Morocco, Poland, Romania, Tunisia, Vietnam, and the successor states to the former Soviet Union.

HIAS began a new chapter in 2002 when it established operations in Kenya to provide protection to refugees from African countries plagued by conflict, to advocate on their behalf, and to resettle the most vulnerable. Soon after, we began work in Latin America, serving people displaced by conflict in several countries. Currently HIAS works in 16 countries including Aruba, Austria, Belgium, Chad, Colombia, Costa Rica, Ecuador, Greece, Guyana, Israel, Kenya, Mexico, Panama, Peru, United States, and Venezuela. As the only global Jewish organization whose mission is to assist refugees wherever they are, HIAS continues to protect, empower, and resettle refugees of all faiths and ethnicities from around the world.



Vision, Mission, and Values

Vision

HIAS stands for a world in which refugees find welcome, safety, and opportunity.

Mission

Drawing on our Jewish values and history, HIAS provides vital services to refugees and asylum seekers around the world and advocates for their fundamental rights so they can rebuild their lives.

Values

Impassioned by our mission, we bring the lessons of HIAS' history and Jewish ethics and experience to our commitment to serve refugees and other displaced persons of concern around the world through the following values:

Welcome • Acogimiento • Hospitalité • הכנסת אורחים (Hachnasat Orchim)

We **Welcome** the Stranger

Justice • Justicia • Justice • צדק (Tzedek)

We Pursue **Justice**

Empathy • Empatía • Empathie • חסד (Chesed)

We Approach our Clients with **Empathy**

Partnership • Compañerismo • Coopération • חברותא (Chevruta)

We Believe in Changing the World through **Partnership**

Courage • Coraje • Courage • אומץ (Ometz)

We Act with **Courage** to Build a Better World

Resilience • Resiliencia • Résilience • רוח (Ruach)

We Adapt and Thrive, Continuously Demonstrating our **Resilience**



Photos: Glenna Gordon; Michael Datikash

Our Impact

Around the world, HIAS makes tangible changes in the lives of refugees and other forcibly displaced people, advancing their legal, social, and economic rights. Our experience and technical expertise, as well as our integration of international best practices, allows for our work to have real and sustained impact. We partner with government agencies and other humanitarian organizations to reach the greatest number of those in need. The core areas where we work include:

1. Legal Protection
2. Gender-Based Violence Response and Risk Reduction
3. Community-based Mental Health and Psychosocial Support
4. Economic Inclusion

Legal Protection

Refugees and other people forcibly displaced from home are fleeing persecution and violence. They need to be able to safely cross borders into countries where their lives are not at risk. Once over the border, they need information and legal representation to secure legal status and access their rights. Without that status, refugees are forced to live on the margins of society, sometimes for generations, without access to healthcare, education, dignified work, or safe shelter. HIAS begins by educating refugees about their rights, then secures protection by engaging in advocacy, legal representation, and strategic litigation, and working with government authorities.

Gender-Based Violence Response and Risk Reduction

Compounded by rampant gender inequality, forced migration and displacement quickly erode the limited protections women, girls, and LGBTQ populations have, even in times of stability. HIAS is driven by their voices and needs, working to empower them and engage the whole community to reduce the risk of gender-based violence. We raise awareness so survivors know where and how to get help after experiencing violence. We train advocates and support existing services so that no survivor—regardless of age, sexual orientation, or gender identity—suffers alone. We help communities begin the kind of transformative work

that leads to longer-term change. We stay connected to and raise our collective voice alongside those of displaced women, girls, and LGBTQ populations globally.

Community-Based Mental Health and Psychosocial Support

Violence, conflict, and displacement disrupt relationships and daily life, break down existing support systems, and have a devastating impact on mental health, overall wellbeing, and recovery. A supportive environment is essential to healing and recovery for refugees and other people forcibly displaced from their homes. One of the best ways to build a supportive environment is to strengthen existing relationships, networks, and practices which promote mental health and well-being and allow communities to cope and heal. We facilitate community support groups and psychological support from both lay and professional providers and ensure access to services for more intensive mental health support. Crucially, we sustain our efforts by building the psychosocial competence of HIAS personnel and stakeholders to respond to the acute distress of forcibly displaced persons.

Economic Inclusion

When refugees and forcibly displaced people arrive in countries of asylum, they often need to adapt their skills to earn sustainable and safe livelihoods. HIAS supports refugees on their road to self-reliance, helping them to find programs focused on poverty eradication, employment, entrepreneurship, and financial services. We advocate for the rights of both refugees and local host communities to access dignified, sustainable, and safe work, alongside economic development.

Emergency Response

In 2021, with the support of a transformational grant from MacKenzie Scott, HIAS embarked on an exciting new initiative to strengthen our global capacity to respond quickly to new humanitarian emergencies. HIAS' Emergency Department will work closely with country offices to create emergency preparedness plans and provide guidance to adapt core programs to emergency contexts. HIAS will also train a cadre of staff with specialized skills able to deploy quickly during emergencies for assessments, response activities, donor engagement, external communication, and advocacy. Through this multiyear initiative, HIAS will build the skills, systems, and organizational culture needed for effective coordination and response to emergencies.

Accountability to Affected Populations

HIAS' Accountability to Affected Populations (AAP) Framework ensures the inclusion of refugees, other forcibly displaced people, and vulnerable host communities throughout the program cycle. Informed by the Core Humanitarian Standards and the principle of "Do No Harm," the framework pillars are: communication and transparency; feedback and response; participation and inclusion; and learning and adaptation.

HIAS ensures that program design is based on evidence from needs assessments, including the annual UNHCR participatory needs assessment, and consultation with affected communities. HIAS shares information about its accountability commitments and available

services in all country offices. HIAS proactively invites affected people to provide feedback on planned and ongoing activities through context-appropriate, accessible channels, ensuring that all affected people can voice feedback, recommendations, and concerns safely and equitably. HIAS uses feedback received to adapt ongoing programs and shape the design and implementation of future programming.

Governance, Structure, and Policies

Globally, HIAS employs more than 1,300 staff in 16 countries, with headquarters in Silver Spring, Maryland (U.S.).

HIAS' Board of Directors is made up of 22 members, including 10 women. It meets at least four times a year. The Board has three officers and operates with six active committees that meet regularly. Board members bring a wide range of professional and business experience to their service, including law, finance, education, and non-profit and refugee advocacy leadership.

HIAS staff are subject to a robust Code of Conduct and set of internal policies, including PSEA, Non-Discrimination and Anti-Harassment, Conflict of Interest, Privacy, Whistleblowing, Security and Emergency Preparedness, Information Security, Data Breach, Finance and Accounting, as well as others relating to procurement, travel, and reimbursements.



A HIAS staff member interviews an unaccompanied minor with medical needs as part of a Best Interests Determination process. **Photo:** Glenna Gordon

Context for Refugees and Vulnerable Migrants in Kenya

Kenya hosts over 500,000 refugees and asylum seekers, including more than 80,000 residing in Nairobi.

Refugees are primarily from Somalia, South Sudan, the Democratic Republic of Congo, and Ethiopia, as well as other countries in the region. In the early 1990s, civil wars erupted in Somalia, Ethiopia, Sudan, and the Great Lakes region resulting in a massive influx of refugees to Kenya. The Kenyan government established Dadaab and Kakuma refugee camps in northeast and northwest Kenya, respectively, enacted restrictions on freedom of movement, and limited the criteria for refugees eligible for assistance in Nairobi. Kenya also



has nearly 19,000 stateless individuals, many of whom live in Nairobi or Mombasa. Refugees and asylum seekers face a complex legal environment. Through the Comprehensive Refugee Response Framework—which the government of Kenya supports—refugees should be able to receive healthcare and education like Kenyan citizens; however, in practice, for many refugees, there are barriers to access. Durable solutions are more elusive than ever with resettlement submissions and departures and voluntary repatriation still struggling to rebound from the restrictions of both the previous U.S. administration and COVID-19.

Urban refugees face serious protection concerns, which range from gender-based violence (GBV), physical assault, threats of forced marriage, arbitrary detention, refoulement or kidnapping, and an inability to access specialized services, like medical care. The lesbian, gay, bisexual, transgender, intersex, and queer (LGBTQ) refugee communities face severe social and economic protection risks. Even prior to the pandemic, only one in ten refugees in Kenya of working age were employed compared to more than half of the national working age population. There has been a sharp rise in reports of GBV in Kenya particularly because of the COVID-19 pandemic. Loss of income and subsequent inability to meet basic needs equates to loss of autonomy for women, which increases their risk of experiencing GBV, particularly within a household setting.

HIAS Programs in Kenya

Operational since 2002, HIAS Kenya protects and supports refugees build new lives and reunite with family members in safety and freedom with a main office in Mimosa and field offices in Eastleigh, Kayole, and Kawangware. HIAS Kenya works to advocate and promote durable solutions for refugees, including local integration, safe and voluntary repatriation, and third-country resettlement. In 2021, HIAS Kenya directly served more than 8,100 clients. In March, the government of Kenya issued a directive to close the Dadaab and Kakuma refugee camps by June 2022. HIAS Kenya will continue to monitor and adapt programs in response to government of Kenya policies.

HIAS Kenya's **community-based mental health and psychosocial support** programs train community members to recognize acute psychological and emotional distress in children

and adults due to crises, and how to respond with empathy and respect. HIAS' team of psychologists, social workers, and community outreach workers collaborate with refugees and stakeholders to implement culturally appropriate interventions, activities, and community-based support systems. HIAS Kenya supports the development and empowerment of community support and peer groups, facilitating opportunities for connection in a safe environment, and ensuring access to mental health and psychosocial support by training on Psychological First Aid and Problem Management Plus and psychoeducation sessions with communities. In response to the COVID-19 pandemic, HIAS Kenya has adapted MHPSS services through in person and remote delivery of individual and group interventions and will continue to adjust as necessary.

HIAS Kenya's **legal protection** programs create partnerships to protect the rights of refugees and promote community-based protection by educating refugees and empowering them to speak up for their legal rights. Partners include refugee community leaders, refugee organizations, faith leaders, civil society groups, government agencies, UNHCR, hospitals, schools, universities, lawyers, and other professionals. This coordination and capacity building allows HIAS Kenya to refer clients to needed services and trainings; build capacity in the sector on refugee rights; develop joint initiatives to advance policy change to increase refugee protection; and, as appropriate, support strategic litigation by other non-governmental organizations (NGOs) to advance refugee rights. HIAS Kenya provides direct legal representation to refugees — including on family law matters — and receives referrals from partner agencies for resettlement consideration to third countries. HIAS also partners with local NGOs, resettlement country governments, and UNHCR to ensure the integrity of the refugee resettlement system and to advocate and promote durable solutions such as local integration, safe and voluntary repatriation, and resettlement. HIAS Kenya also maintains a safe house for at-risk urban refugees with acute security concerns and offers temporary accommodation to new arrivals at a transit center, pending travel to the camps or integration into the community.



HIAS MHPSS staff take part in a training on the WHO problem management plus model, a model of counselling used to assist people to cope with adversity, February 2020. **Photo:** HIAS Kenya

As a key **child protection** actor, HIAS Kenya is responsible for the case management of unaccompanied and separated children (UASC) registered with UNHCR in Nairobi. HIAS Kenya coordinates with other partners to identify children at risk, either UASC or vulnerable children within family units. HIAS Kenya also convenes monthly Best Interest Determination panel meetings with other agencies to deliberate and determine the best durable solution for the children.

HIAS Kenya's **GBV prevention and response** services are driven by the needs and the voices of survivors. HIAS Kenya's GBV programming helps forcibly displaced women, girls, and LGBTQ individuals pursue their potential, free from violence and gender-related oppression. The program works to break the gendered cycle of vulnerability and violence for women and girls, provides structured empowerment activities for women and girls, supports GBV survivors, strengthens community response and protection units, and developed a prevention curriculum that seeks to engage men and boys as allies in a transformative process of change. Working closely with the local community, HIAS Kenya uses an array of strategic interventions to enhance the quality of care for survivors of GBV, including the provision of financial assistance, mental health and psychosocial counseling, therapy groups, and accessible and comprehensive health services including sexual and reproductive health and rights (SRHR) services. In response to the COVID-19 pandemic, HIAS Kenya collaborated with UNHCR and expanded its hotline services to meet the increased needs of survivors of sexual and domestic violence through psychosocial support. HIAS coordinates the GBV working group that is co-chaired by UNHCR, a collaboration that includes the collection of data and data management of GBV cases.



HIAS GBV Staff, partner organizations, and community members walk to create awareness of GBV through the streets of Eastleigh, Nairobi during the 16 Days of activism against GBV in December 2021. **Photo:** Brian Otieno



HIAS Kenya's communications officer, Jessica Masibo, and a HIAS community outreach worker after home visits in Eastleigh, Nairobi in December 2021. **Photo:** Brian Otieno

Globally, HIAS is a recognized leader in advancing the rights of LGBTQ refugees. HIAS Kenya's pathbreaking work continues to save lives and is part of a regional movement to advance the rights of LGBTQ communities across Africa. HIAS Kenya partners with Kenyan LGBTQ organizations to ensure that LGBTQ refugees can find safe and affirming care. HIAS Kenya also leads capacity building and training of other refugee service providers and stakeholders to improve their sensitivity to and understanding of the needs of LGBTQ refugees. HIAS Kenya conducts outreach campaigns to create safe spaces for LGBTQ refugees. HIAS Kenya recently launched programming to expand access to SRHR information and services for LGBTQ and adolescent refugees.

HIAS Kenya's **economic inclusion** programming promotes financial literacy and expands entrepreneurship opportunities and skills development for refugees, LGBTQ communities, and GBV survivors. HIAS Kenya will continue to integrate cash-based assistance into interventions, including any new emergency response programs, with technical support from HIAS' headquarters-based emergency team.

HIAS Kenya implements HIAS' global **Accountability to Affected Populations (AAP) Framework** and staff are trained on AAP principles and standard operating procedures. HIAS Kenya displays the Code of Conduct in each office location, namely Eastleigh, Kayole, Kawangware and Mimosa, and shares information about its accountability commitments and available services in Nairobi through written information. HIAS Kenya uses feedback and response mechanisms that are accessible and context appropriate, including anonymous

suggestion boxes in each office location, a dedicated email address, and an online reporting platform for submission of feedback, concerns, and suggestions. HIAS invites community leaders in Nairobi to serve as contact points during activity implementation, creating a link to the community and ensuring that all affected people can access services. At project kick-off and end, forums are conducted for HIAS stakeholders, including participants, to discuss the nature and scope of work to be implemented in each project. Part of HIAS Kenya's workforce is comprised of refugee community networks that serve as key links between HIAS Kenya and the refugee community. This system includes community outreach workers, community well-being committees, child protection monitors, and child protection committees. Community-based structures were an integral part of remote service delivery during the pandemic, when regular programmatic implementation was disrupted.



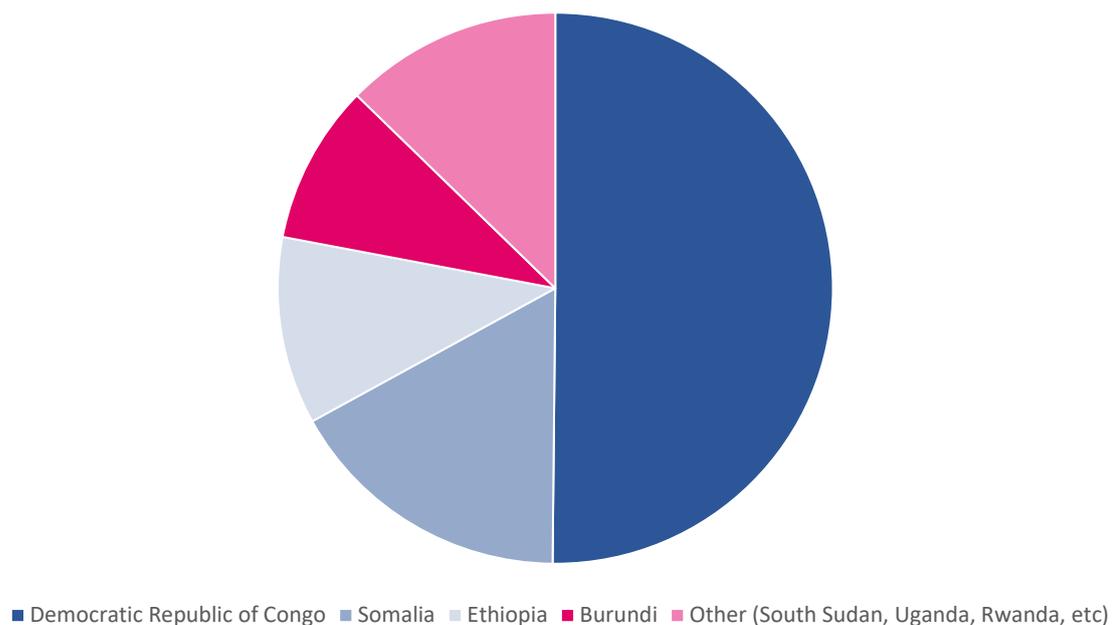
Refugees with disabilities participate in a play at the Kasarani Autism Center in Nairobi on the International Day of Persons with Disabilities in December 2021. **Photo:** HIAS Kenya

Looking ahead at programs, HIAS Kenya will strengthen and expand its economic inclusion programming to new locations. With the recent camp closure directive, there is more pressure to promote “sustainable” livelihood solutions for refugees. HIAS Kenya has the capacity to implement these types of livelihood approaches which has been a gap in most refugee-focused organizations. Leveraging HIAS’ global expertise in this area, HIAS Kenya will identify a targeted, strategic approach that includes solidifying partnerships with private sector partners and other key stakeholders including the Poverty Alleviation Coalition, a UNHCR-housed global coalition that promotes the Graduation Model, which helps refugees and others “graduate” from poverty and access sustainable livelihoods.

HIAS Kenya will also explore new opportunities aided by technology and the growth and impact of a digital economy and remote work. HIAS Kenya has determined a need for economic inclusion, MHPSS, and legal protection programming in Nakuru and Mombasa. In addition, HIAS Kenya hopes to address unmet needs relating to refugee women and girls' empowerment, GBV, and LGBTQ programming in Eldoret, Nakuru, and Mombasa. HIAS Kenya would like to provide training and capacity building on protection; GBV prevention and response; integration of SRHR into GBV responses; and the creation of safe spaces for LGBTQ refugees; as well as support groups for transgender persons and family support for LGBTQ single heads of household.

Given the regional context, protracted and new conflicts, the impacts of climate change on migration, and the complex political landscape in Kenya, HIAS Kenya also seeks to develop additional capacity to respond to continued humanitarian needs and future emergencies. HIAS Kenya will work with headquarters to develop a training and capacity building plan as well as a specialized staff roster to respond to new emergencies.

Graph 1: Populations Served in 2021

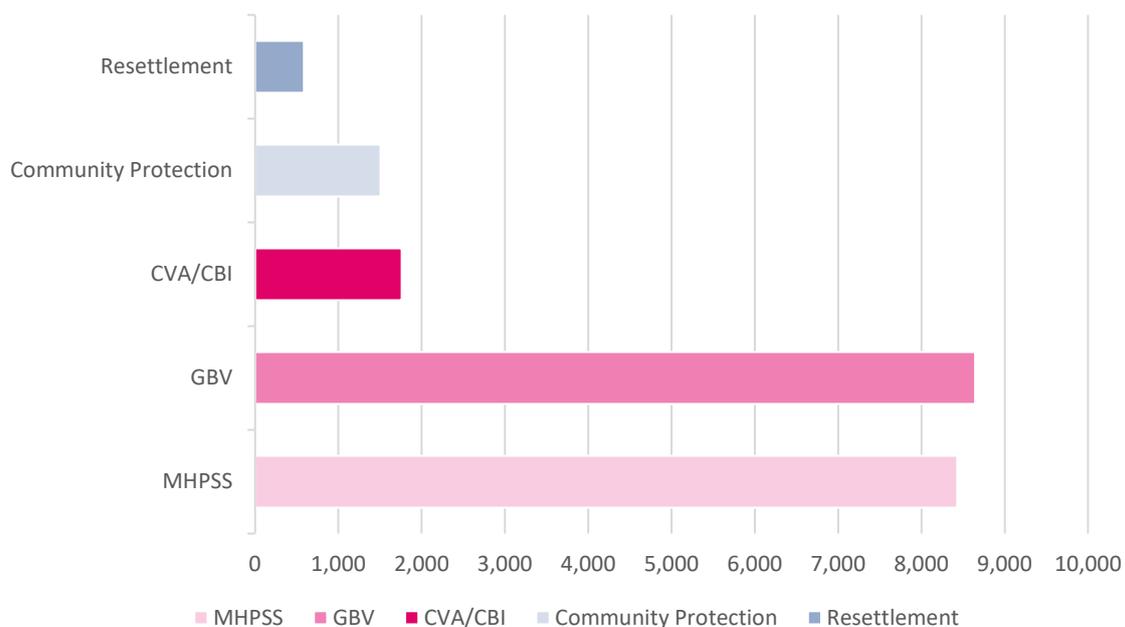


Coordination: Partners and Peer Networks

HIAS Kenya plays a foundational role in the broader refugee protection system in Kenya, having worked for nearly two decades to establish trusting, collaborative partnerships with key stakeholders. HIAS Kenya's approach entails assessing and tapping into existing resources present in communities and collaborating with the government of Kenya, civil society, and refugee-led organizations to maintain and expand support for refugee communities.

HIAS Kenya coordinates with the government of Kenya’s Refugee Affairs Secretariat, the Refugee Appeals Board, the National Gender and Equality Commission’s local administration including chiefs, police and ‘*Nyumba Kumi*’ (neighborhood watch) officials, and the county government in areas with a high population of refugees and asylum seekers. HIAS Kenya is also a member of the Urban Refugee Protection Network and is UNHCR’s implementing partner for protection and psychosocial assistance for refugees and asylum seekers in urban areas, and for child protection. HIAS Kenya co-chairs the LGBTQ working group with UNHCR. The working group includes five national partners from organizations who represent the Kenyan LGBTQ population and can incorporate LGBTQ refugees on a referral basis for targeted, complementary services. HIAS Kenya also co-chairs the child protection, MHPSS, and urban GBV working groups. HIAS Kenya is a member of a taskforce, co-chaired by UNHCR and the Kenya Ministry of Labor, for inclusion of refugees in government social protection programs. The taskforce coordinates advocacy and capacity building activities intended to enhance inclusion of refugees in government systems.

Graph 2: People Reached by Program Area in 2021



In line with strategic programming objectives, HIAS Kenya will prioritize several key stakeholders with whom to strengthen or build new collaborations in the coming year. HIAS Kenya will be joining the localization and disaster response working groups to strengthen partnerships for greater impact in those areas. HIAS Kenya is also part of the Kenya Charter for Change (C4C) working group. The C4C is an initiative that aims to transform the way the humanitarian system operates to enable local and national actors to play an increased and more prominent role in humanitarian action. HIAS Kenya intends to become a signatory to the Charter in line with HIAS’ emerging strategy on localization. HIAS Kenya will also be working to strengthen and expand relationships with local LGBTQ-serving organizations, refugee women’s networks, and SRHR partners.



HIAS GBV staff in Mimosa, Nairobi in December 2021. **Photo:** HIAS Kenya

Operational Support for Programs

As HIAS' programs expand to meet new global needs, HIAS remains committed to delivering the highest quality of services to those it seeks to support and empower. To enable country teams to succeed and thrive, HIAS will invest new operational resources in our programs, processes, and people.

Representing one of HIAS' largest programs, the HIAS Kenya team is comprised of 128 staff who work throughout four locations in Nairobi. The Country Director leads a Senior Management Team made up of 17 key leadership staff. Each HIAS Kenya staff member abides by HIAS' Code of Conduct and other policies and procedures in line with global best practices. All staff members have completed trainings on **Protection from Sexual Exploitation and Abuse (PSEA)**. These trainings are updated and repeated regularly to ensure both prevention and response to any reported incidents of SEA. HIAS applies a gender lens when analyzing, planning, and making decisions across all its operations, in order to ensure the safety, security, and wellbeing of the entire organization's staff.

HIAS invests in the skills and capacity of staff worldwide, supporting a wide range of local, national, regional, and international training for staff. HIAS ensures that international staff have diversity, equity, inclusion, and justice (DEIJ) training. HIAS Kenya will continue to review and adjust as necessary its overall human resources strategy and staffing plan, creating new positions as necessary or adjusting job descriptions to align staff skills, interest, and workload. HIAS Kenya will be launching a performance management process this year. HIAS Kenya also facilitates staff membership in professional bodies to sustain high

professional standards and further career development. To promote **staff wellbeing**, HIAS has a global contract with the Konterra Group, which provides support for work-related and personal challenges. In the next year, HIAS Kenya will also facilitate additional staff wellness and self-care group sessions focused on preventing burnout, stress management, and work-life balance, particularly important during the COVID-19 pandemic. The goal of these efforts is to enhance program outcomes as well as improve staff satisfaction, retention, and well-being across the country team.

HIAS is committed to developing an effective, sustainable **safety and security** risk management system that is in line with its values and mission. HIAS Kenya plans to enhance its security model and infrastructure by adapting new technologies and equipment as needed, ensuring all staff receive security-specific orientation and refresher trainings, and strengthening incident reporting procedures including a central logging system and flagging of possible risks. HIAS Kenya will continue to adapt programming and procedures to mitigate against COVID-19, including support for employees working at home and continuing to facilitate staff and client transportation by office vehicles or Ubers rather than public transit.

Globally, HIAS is rolling out a **Digital Transformation Strategy** to ensure that participants' personal information is digitally secured and protected. The strategy will also create one universal source of information and collaboration; ensure all organizational knowledge is standardized, digitized, organized, and discoverable; ensure data around inputs, outcomes, and impact is readily accessible; help employees collaborate on gathering and building resources on this information platform; and easily share and leverage data from partners and affiliates. HIAS will be providing annual refresher training to all country offices on IT tools and procedures. Given the number of employees working remotely during the ongoing COVID-19 pandemic, HIAS Kenya will provide new IT support and compensation for use of home Wi-Fi networks to staff working at home.

With support from headquarters, HIAS Kenya will also continue to review and strengthen procedures and tools related to data and reporting as well as finance and compliance, in line with donor requirements and international standards. HIAS Kenya will work with headquarters to implement the Enterprise Resource Planning (ERP) system. The ERP system will improve alignment of operations, finance, programs, and human resources, allowing for more efficient and cost-effective country operations. HIAS Kenya will also be assessing its structure and governance in the coming year to revise and adapt as necessary to further programmatic and operational objectives.



A HIAS community outreach worker during a regular home visit to a client in Eastleigh, Nairobi, December 2021.
Photo: Brian Otieno

Donors and Development

HIAS is committed to growing and diversifying its donor base in each country of operation. With support from headquarters, HIAS Kenya is developing a resource mobilization strategy to sustain, increase, and diversify funding sources, building on its longstanding reputation for comprehensive and flexible programming in a challenging operating environment. HIAS Kenya gratefully acknowledges the support of UNHCR, State/PRM, the UN Voluntary Fund for Victims of Torture (UNVFVT), the UN Trust Fund to End Violence Against Women, Immigration Refugees and Citizenship of Canada, HIVOS, RFSU. With the establishment of the HIAS Europe office, HIAS Kenya will focus on building relationships with European funders including EuropeAid and ECHO and other donors which may be available to support humanitarian and development programs in Kenya, as well as establishing collaborations with other organizations already receiving European support.

Despite increased needs and new challenges, UNHCR Kenya's budget was cut for 2021, resulting in HIAS' UNHCR funding decreasing by 25%. This resulted in staffing and activity budget reductions across the sector and a decrease in HIAS Kenya's core programming.

With support from headquarters and a new local business development officer, HIAS Kenya will map and identify private sector, philanthropic, and government donors to advance new partnerships and programs in the coming years. With new resources, HIAS Kenya will be able to expand to new locations with critical unmet needs as well as strengthen outcomes

for participants by building up complementary programming such as economic inclusion. Moving forward, in addition to strengthening partnerships with long-standing funders, HIAS Kenya will deploy new strategies and technologies to mobilize resources from non-traditional donors, from within Kenya, and from corporate foundations of Kenyan-based companies. HIAS Kenya plans to assess the possibility of private sector partnerships that would also support livelihood interventions. HIAS Kenya will explore the possibility of partnerships with the Government of Kenya. HIAS Kenya will also explore options to develop an income generation unit to offer trainings and other consultancy services to institutional clients for a fee.

HIAS Kenya will continue to build its capacity and reputation as an organization uniquely positioned to protect and empower vulnerable refugees while building the capacity of the wider community of stakeholders in Kenya. HIAS Kenya will focus on improving operational and technical capacity as well as strengthening partnerships with local organizations to deepen and sustain impact in a challenging funding environment.

Communications, Policy, and Advocacy

HIAS Kenya engages in advocacy at multiple levels to advance protection and integration for refugees in Kenya. HIAS Kenya will continue to build on relationships and expertise developed over nearly two decades in the country to further generate public and community-based support for these and other key reforms. Current advocacy priorities include: work permits for refugees; assuring camp closures have a phased approach; inclusion of vulnerable refugees in the government's social protection programs; recognition of stateless populations; development of the regulations to guide the implementation of the newly enacted Refugee Act 2021; educating refugees as well as government agencies and law enforcement officers on the new refugee law; advocating for the development of a comprehensive asylum and refugee policy; advocating for complementary pathways and increased resettlement numbers; increased SRHR services and information; and advancing rights and protection for LGBTQ refugees. HIAS Kenya works closely with local organizations—including national LGBTQ groups and refugee-led organizations—to support local leadership in advocating for their community's priorities.

In the coming year, HIAS Kenya plans to create an advocacy strategy to set priorities and direct available resources. Staff time is currently limited and many of these issues require significant engagement. With additional resources, HIAS Kenya will be able to scale its advocacy and achieve greater impact.

HIAS Kenya will also continue to work with UNHCR, the Kenyan government, refugee-led and peer organizations, and other stakeholders to strengthen collective capacity to advocate for vulnerable refugees. HIAS Kenya's participation in the Urban Refugee Protection Network as well as different technical working groups allows for the sharing of lessons learned across the sector and the identification of joint priorities, lessons learned, and promising innovations.

HIAS Kenya plans to develop a communications strategy in support of programmatic, advocacy, and resource mobilization objectives. HIAS Kenya currently uses traditional and digital media to share critical information and messages with participants and national, regional, and global audiences. An updated strategy will include an assessment of best practices, current communication tools, and gaps to be addressed with additional resources. Regionally, HIAS will work to ensure that people traveling across Africa and Eurasia are aware of HIAS services and locations and other available resources across different countries through digital and other information tools.

Cover Photo: Brian Otieno
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