



HIAS

Welcome the stranger.
Protect the refugee.

2022-2023 Overview
HIAS PERU

HIAS Peru

Overview 2022-2023



**Welcome the stranger.
Protect the refugee.**

HIAS Peru 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 PERU

Context for Vulnerable Refugees and Migrants in Peru	5
HIAS Programs in Peru	7
Coordination: Partners and Peer Networks	11
Operational Support for Programs	12
Donors and Development	15
Communications, Policy, and Advocacy	15

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.

Context for Vulnerable Refugees and Migrants in Peru



The Latin America and the Caribbean (LAC) Region continues to face intersecting forced displacement crises, including in Venezuela, Colombia, Northern Central America, and Nicaragua. The COVID-19 pandemic has only worsened the economic and social hardships faced by both displaced populations and those hosting them. The more than 18 million people displaced in the region have fled violence, insecurity, persecution, and human rights violations. This number accounts for 20% of all global displacement. HIAS' comprehensive regional response meets the urgent needs of refugees, asylum seekers, and other forcibly

displaced people in Aruba, Colombia, Costa Rica, Ecuador, Guyana, Mexico, Panama, Peru, and Venezuela.

Peru hosts over 1.3 million refugees and migrants from Venezuela, the second largest number in the region after Colombia. Peru also has the highest number of asylum requests by Venezuelans, with over 530,000 claims. Despite the closure of land borders due to the COVID-19 pandemic and increased security at the border, Venezuelan refugees and migrants continued to arrive throughout 2020-2021. The regional coordination mechanism for the Venezuela response, R4V, estimates that around 30 percent of Venezuelan refugees

and migrants will continue onward to Chile or other countries. Prior to the Venezuela crisis, Peru's experience with large-scale refugee crises and international humanitarian response systems was limited, requiring the government and stakeholders to mobilize unprecedented effort and resources.

Although the government of Peru has largely welcomed Venezuelans, most still lack any legal status due to the lack of a regularization access for the population. Peru's national legal framework only recognizes refugees as defined by the 1951 UN Refugee Convention, and only about 3,300 asylum claims have been recognized to date. The government of Peru has, however, introduced two new alternative pathways to regularizing Venezuelans' status: the Temporary Permanence Permit Card (CPP) and the humanitarian residency permit, which focuses on asylum seekers. As a result, nearly 410,000 Venezuelans have some form of regularized status. While these initiatives are important measures to promote protection and integration of Venezuelan refugees and migrants, more resources are needed to ensure full implementation. Refugees and vulnerable migrants arriving through irregular channels and without documentation face even greater challenges. Without legal status, Venezuelans' ability to access social services including healthcare and education, as well as formal employment, is limited.

Peru is one of the countries in the region hardest hit by the COVID-19 pandemic. Although the government has stated that the COVID-19 vaccine should be free and available to everyone in Peru, Venezuelans report that in practice, they face barriers to access including xenophobia and discrimination. R4V reports that the situation for refugees and migrants in Peru is dire, with more than half of Venezuelans reporting an inability to meet their basic needs including food. This economic insecurity leads to increased risks of trafficking, exploitation, and abuse, particularly for women, adolescents, and children. Meanwhile, the overall political and economic situation in Peru remains challenging, with host communities reporting significant needs themselves. According to the latest market study carried out for HIAS Peru, most economically active refugees and migrants from Venezuela work or seek employment opportunities in Peru. Additionally, other recent qualitative studies (interviews, focus groups) show that many Venezuelan refugees and migrants have suffered labor exploitation, without safe working conditions and without remuneration. In addition, they perceive that job offers for Venezuelans can be risky, since they do not offer medical insurance in case of an accident. To In addition, refugees and migrants perceive many job offers to be risky, since they come without medical insurance. Furthermore, approximately 40% of the Venezuelan population in Peru is working in the informal economy.

The impact of the Venezuela situation and COVID-19 has also driven up rates of gender-based violence (GBV) across Latin America and the Caribbean. At the onset of the pandemic, HIAS' offices in Peru reported increases in women, girls, and LGBTQ individuals reaching out for help. The sheer scale of GBV has outpaced the availability of services across the region, particularly in border areas and for populations in transit. For many women and girls, GBV is a significant driver of their decision to seek safety in another country, but this journey is often beset by further violence and limited if any response services. Across the region, there are insufficient numbers of trained staff, language barriers for indigenous survivors, and xenophobic and anti-LGBTQ attitudes that impact how survivors are treated when they present for services. Adolescent girls, especially those who are in early or forced marriages,

are particularly at risk and have limited options for safe disclosure of any incidents of gender-based violence or access to support services. Regional humanitarian coordination platforms all highlight the need for significant scaling of GBV resources including cross-border approaches and partnerships with women and refugee-led civil society and community-based organizations.

HIAS Programs in Peru

Operational since 2019, HIAS Peru serves Venezuelan refugees, migrants, and asylum seekers with comprehensive interventions that support their ability to safely integrate into host communities. HIAS Peru works in the areas of highest need including the cities of Lima, Callao, Tumbes, Chiclayo, Ica, Piura, and Trujillo. HIAS realizes people carry a diversity of experiences and intersecting identities requiring unique support and solutions. As such, HIAS takes a holistic approach to its interventions and offers integrated programming in GBV prevention and response, community-based mental health and psychosocial support, economic inclusion, and legal protection. In 2021, HIAS Peru served approximately 90,000 Venezuelans with these critical services.



Community members in Lima receiving information from HIAS and learning about opportunities to receive additional services. **Photo:** HIAS Peru

HIAS Peru's **legal protection** program provides information and guidance to refugees and migrants related to regularization and access to rights. The team identifies and refers cases in need of international protection to the Special Commission for Refugees in Peru or to UNHCR for resettlement, and monitors and responds to protection violations. As part of a community-based approach to protection, HIAS Peru conducts workshops and community events that bring Venezuelans together to learn about their rights and how to access protection and services. Through Mobile Protection Teams, HIAS Peru identifies urgent or complex cases in need of immediate and sustained support. HIAS Peru also addresses protection gaps for refugees lacking shelter through a temporary housing program that includes cash assistance, in partnership with Airbnb. This program supports refugees and asylum seekers experiencing heightened vulnerability, including survivors and those at risk of GBV, LGBTQ individuals, pregnant women, single mothers, and refugees and host community members with health issues requiring them to be near a hospital or health center.

HIAS Peru's approach to **GBV prevention and response** focuses on supporting survivors, mitigating risks, and promoting protective factors for women, girls, and LGBTQ individuals. HIAS works to build gender equality across all program areas. HIAS Peru provides care to survivors who have experienced violence in Peru, in transit, or in the country of origin. HIAS Peru helps survivors heal and thrive through individual case management as well as community support networks and safe spaces. With innovative multi-country funding from the U.S. State Department/PRM, HIAS is now implementing a groundbreaking regional GBV project in Colombia, Ecuador, and Peru in partnership with civil society and community-based organizations. The program is providing a cross-border continuum of care and support to survivors, building resiliencies, generating new learning, and reducing GBV risks faced by women, adolescent girls, and LGBTQ refugees. HIAS is enhancing the capacity of partners through trainings in each country and regional activities that bring partners together to learn from each other. In Peru, HIAS is partnering with GRANMAV, an organization of Venezuelan women leaders, to identify and support survivors of GBV and those at risk, and to strengthen GRANMAV's organizational and technical capacity. HIAS Peru supports GRANMAV in strengthening the community response strategy against GBV which includes a gender and survivor-centered approach.

HIAS Peru's **mental health and psychosocial support (MHPSS)** program works to improve mental health and psychosocial wellbeing through services that contribute to the empowerment of individuals, providing support to survivors of GBV and others at risk of protection violations. HIAS Peru provides psychological first aid, focused individual, family, and group psychological interventions, and referrals for people in need of additional support. HIAS Peru also offers community and family psychosocial support activities including supportive parenting programs, women's groups ("*mariposas moradas*"), children's art therapy groups, and targeted initiatives to strengthen the capacity of community members and leaders to promote their own integration, social connectedness, and wellbeing.



HIAS staff in Lima providing information to clients about HIAS services and available resources in the community.
Photo: HIAS Peru

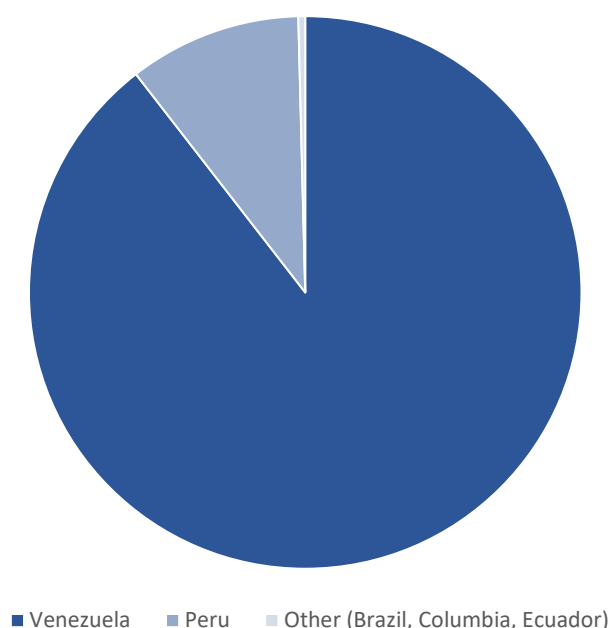
HIAS Peru's **economic inclusion** program promotes self-reliance through initiatives that support the development of sustainable livelihoods by facilitating access to wage and self-employment opportunities, with gender mainstreamed across program design and implementation. These comprehensive initiatives integrate MHPSS, legal protection, and GBV services, and bring together development and humanitarian stakeholders at the regional, national, and local levels. Through the Graduation Model Approach (GMA), a holistic 18-month intervention, HIAS Peru helps alleviate extreme poverty, supporting participants to become food secure, enjoy stable and diversified incomes, increase their assets, better integrate into their communities, and plan for their futures. The Entrepreneurship School with a Gender Lens supports refugee and migrant women, survivors of GBV, and those at risk of GBV to develop safe sustainable livelihoods while strengthening their self-esteem, autonomy, and empowerment. The entrepreneurship school 2.0 is for advanced and consolidated businesses that require a higher level of specialization and includes topics such as business management models and digital marketing strategies. HIAS Peru also offers financial literacy training; develops partnerships with the private sector and offers employment workshops and vocational training scholarships; supports vulnerable refugees and host community members with cash and voucher assistance (CVA); and works to ensure that Venezuelans' educational and professional credentials are recognized in Peru. The International Labor Mobility pilot project is being implemented in close partnership with UNHCR, TalentLift, and Talent Beyond Boundaries to place skilled refugees and migrants with companies in Canada, Australia, and the UK. Depending on the results of the pilot, the project may be expanded to other countries in LAC.

HIAS Peru implements HIAS' global **Accountability to Affected Populations (AAP) Framework** and staff are trained on AAP principles and standard operating procedures. HIAS Peru displays the Code of Conduct in each office location and shares information about its accountability commitments and available services through written information and through standard operating processes for case management with clients. HIAS Peru ensures confidential and secure access to our mechanism for suggestions and complaints. Suggestion boxes have been implemented in each site office. HIAS Peru also makes direct email and phone communication channels available to program participants, and implements a satisfaction survey remotely, and in person when possible. Finally, HIAS Peru's accountability mechanism includes a quality management pillar, which is focused on analyzing the information provided by the affected population and systematizing it to generate learning, make adjustments, mitigate fraud, and take actions to assure the constant improvement of services.

Looking ahead with programs, HIAS Peru will strengthen and expand its programs serving vulnerable refugees and migrants, with a focus on meeting the needs of additional women, children, and LGBTQ individuals. HIAS Peru is now working with people in transit through activities in Piura and at the northern border, in Tumbes. HIAS Peru plans to expand its Mobile Protection Teams and improve access to information on rights and services and advocate for inclusion of refugees and migrants in public assistance programs. HIAS Peru will also bolster support for host communities, as well as focus new efforts on social cohesion in recognition of both the ongoing economic crisis in Peru and increasing challenges with discrimination against refugees and migrants. HIAS Peru will also strengthen its community-based intervention strategy and work directly with local organizations, public institutions, and Venezuelan refugees and migrants on program design and implementation. On GBV programming, HIAS Peru plans to expand work with adolescents and through community protection committees and will strengthen case management, including links to national protection systems. HIAS Peru looks forward to sharing key lessons learned and building on the cross-border regional approach implemented through the regional GBV award from the U.S. State Department/PRM. Recognizing gaps in child protection, HIAS Peru will also integrate child protection approaches within ongoing programs.

HIAS Peru will also work in collaboration with the headquarters-based emergency department and the LAC regional office to strengthen the office's capacity to respond to new emergencies in the future. HIAS Peru plans to align its emergency humanitarian response actions with longer-term, sustainable development approaches, in line with R4V's new focus in 2022 that links the RMRP results framework to the UN Sustainable Development Goals.

Graph 1: Populations Served in 2021



Coordination: Partners and Peer Networks

HIAS Peru works closely with the government of Peru as well as UNHCR and its partners and will continue to collaborate with international NGOs, UN agencies, local organizations, the private sector, and other key stakeholders supporting Venezuelan refugees. HIAS Peru participates in national and regional humanitarian coordination working groups, shares programming data and assessments, and coordinates responses to gaps and emerging needs. HIAS Peru is a member of the coordination platform for refugees and migrants from Venezuela (R4V). At the regional level, HIAS co-chairs the protection working group of R4V with UNHCR, and co-leads the GBV sub-working group with UNFPA and Save the Children. HIAS also has a regional technical agreement with UNICEF focused on adolescent girls and GBV. HIAS is a member of the Working Group on Refugees and Migrants (GTRM) in Peru. HIAS Peru collaborates at the national level with the Ministry of Foreign Affairs, the Special Commission for Refugees, the Ministry of Education, the Ministry of Health, the Ministry of Labor and Promotion of Employment, the Ministry of Women and Vulnerable Populations, the Ministry of the Interior, and the Public Defender's Office. At the local level, HIAS Peru works with municipal governments and other institutions serving Venezuelan migrants, including local women's organizations and other community groups for case referrals and support. To promote economic inclusion and integration of Venezuelan refugees, HIAS also works with the Tent Partnership for Refugees in Peru and is part of the UN Sustainable Development Goals working group for Peru. In Peru, the alliance with Tent led to the creation of the Hiring Guide for Refugees and Migrants. Tent also supports HIAS Peru's economic inclusion programs, facilitating contacts with private companies to support employment opportunities. Moving forward, HIAS Peru will also focus on strengthening partnerships with local organizations including women-led and LGBTQ groups to deepen and sustain impact.



HIAS clients in Lima discussing protection concerns with one another. **Photo:** HIAS Peru

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.

The HIAS Peru team is comprised of 191 staff members across five locations. The Country Director leads a Senior Management Team made up of key senior staff. Each HIAS Peru 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, 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 trainings for staff. HIAS ensures that international staff have diversity, equity, inclusion, and justice (DEIJ) training. Going forward, HIAS Peru will be mapping its staff training and capacity building needs against programmatic objectives and will develop additional opportunities for professional development. To promote **staff wellbeing**, HIAS has a global contract with the Konterra Group, which provides support both

for work-related and personal issues. HIAS Peru has also developed a staff wellbeing program which includes additional support to staff and their family members. The goal of these efforts is to enhance program outcomes as well as improve staff satisfaction, retention, and wellbeing across the country team.

HIAS is also committed to developing an effective, sustainable **safety and security** risk management system that is in line with our values, mission, and our organizational duty of care. HIAS Peru will adapt its safety and security approach with new training and tools as programming expands to different locations. HIAS Peru will continue to emphasize preventive security strategies and early detection of risk. HIAS Peru will continue to strengthen existing tools and policies such as the acceptance strategy and continually update the overall safety and security management plan. HIAS Peru's security focal point and the regional and headquarters-based Safety and Security Department work together with the Country Director and program teams to ensure that the measures in place enable programming while cultivating organization-wide compliance. HIAS Peru will continue to monitor the security climate in all high-risk locations and respond accordingly to changes in the security climate in areas where HIAS has operations and programming. For all new offices, such as in the Tumbes border region, a security assessment will be carried out to identify potential gaps and take measures to address them.

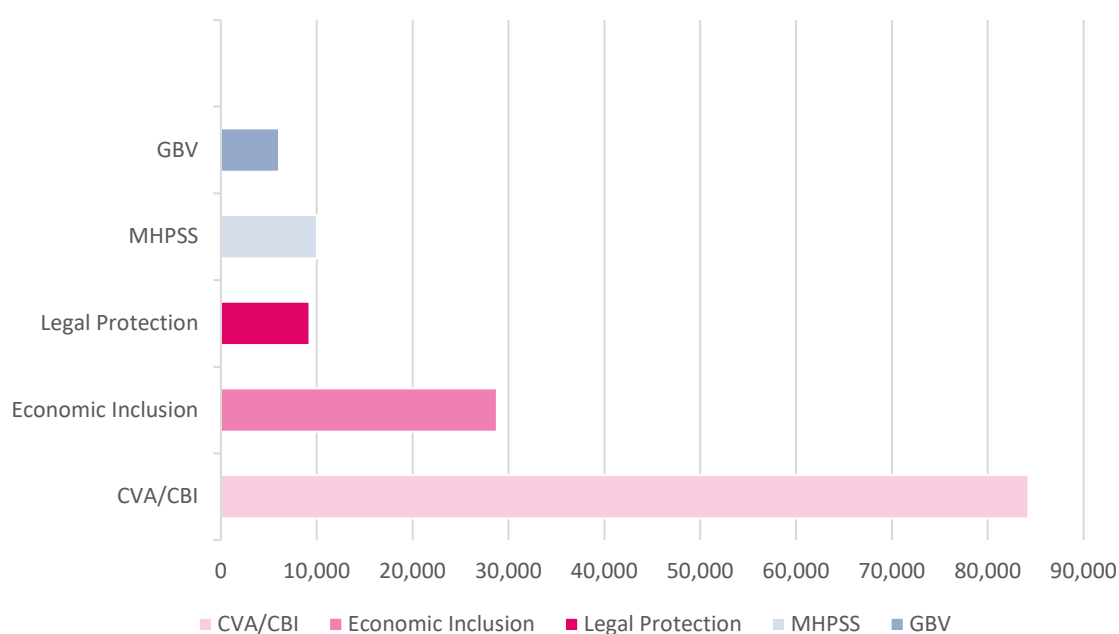


A refugee child in Lima plays in a welcoming space for children while his parents receive information and services from HIAS. **Photo:** HIAS Peru

Globally, HIAS is rolling out a **Digital Transformation Strategy** to ensure that beneficiaries' 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.

With support from headquarters (including the regional office), HIAS Peru 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 Peru will work with headquarters to establish an Enterprise Resource Planning system (ERP). The ERP will improve alignment of operations, finance, programs, and human resources, allowing for more efficient and cost-effective country operations. HIAS Peru also plans to evaluate and take steps to address the environmental and ecological impact of its programs and operations.

Graph 2: People Reached by Program Area in 2021



Donors and Development

HIAS is committed to growing and diversifying its donor base in each country of operation. With support from the LAC regional office and headquarters, HIAS Peru is developing a resource mobilization strategy to sustain, increase, and diversify funding sources, building on its reputation for comprehensive programming for Venezuelan refugees. HIAS Peru gratefully acknowledges support from UNHCR and the U.S. Department of State/PRM, IOM, and the World Food Program. HIAS Peru will continue to strengthen partnerships with development and humanitarian funders to scale up integrated, multiyear programming, with a particular focus on preventing and responding to GBV in Peru and across the region, as well as promoting food security through cash-based interventions sector partners to support the expansion of economic inclusion programs in additional locations. HIAS Peru will identify opportunities for strategic partnerships that include volunteering and in-kind donations to better meet the needs of program participants. HIAS Peru will also focus on strengthening partnerships with local organizations and mobilizing resources for women-led and LGBTQ community groups to deepen and sustain impact.

Communications, Policy, and Advocacy

HIAS Peru's advocacy targets decision-makers at all levels to advance protection and rights for refugees and asylum seekers in Peru. The aim is to comprehensively address protection gaps and implement long-term change through policy, funding, and services. Current advocacy priorities include expanding access to comprehensive and accurate information about rights and services for refugees and migrants, increasing the flexibility and benefits provided by different regularization processes, promoting mechanisms to address xenophobia and discrimination, and advancing a localization agenda that supports community-based organizations' leadership. HIAS Peru will leverage participation in regional and national networks as well as government institutions to make further progress. HIAS Peru will also communicate with and further validate our advocacy priorities with Venezuelan refugees and host communities alike to promote inclusion and integration.

HIAS Peru will further strengthen existing communications tools and guidelines to achieve programming and advocacy objectives. HIAS Peru will continue to build on the Communication with Communities (CwC) approach which aims to ensure universal access to updated, timely, and reliable information as a right. This includes a defined social media strategy that will expand strategic use of YouTube, LinkedIn, Instagram, and Facebook. HIAS Peru will build on new social media and communication tools launched during the pandemic such as the WhatsApp chatbot and messenger programs to contact participants directly and safely. Regionally, HIAS will also work to ensure that people traveling across Latin America are aware of HIAS services and locations and other available resources across different countries through digital and other information tools. HIAS Peru's communication guidelines also include directives and best practices around collecting pictures, videos, and testimonials from participants. HIAS Peru also plans to leverage news media including television, radio, and print mediums to document and share key issues facing Venezuelan refugees and migrants. HIAS Peru will also develop public events around key dates such as

World Refugee Day and 16 Days of Activism Against GBV. All these efforts aim to ensure program participants can create their own narratives and find solidarity and community with one another as well as with host communities.

Cover Photo: HIAS Peru
©2022 HIAS