The IOM Joint Global Initiative on Diversity, Inclusion and Social Cohesion (DISC) is a flexible and demand-led initiative to elevate IOM's programmatic and policy capacity to support Member States and relevant partners in the design, implementation and evaluation of interventions on migrant integration, inclusion and social cohesion.
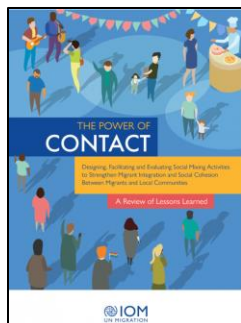
- Creating a 'Global Community of Practice'
- Creating a 'Global Community of Inquiry and Innovation'
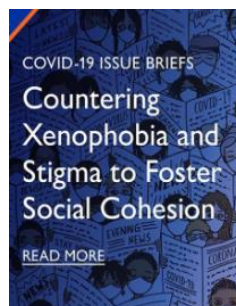- Creating a 'Unifying Narrative'

The DISC Initiative serves as a platform to share, learn, develop and implement innovative strategies and interventions that tap into the existing assets and potential of both migrants and communities. With a view to promoting a whole-of-society approach to migrant inclusion and social cohesion, the DISC resources below aim to develop capacities of policymakers and practitioners in their integration work and to foster evidence-based and effective approaches, facilitating the full inclusion of migrants in their new communities.

Countering Xenophobia and Promoting Social Integration

Social Mixing
This note draws from IOM's emerging programming on migrant integration and social cohesion and extensive research on intergroup contact theory, which posits that increased interaction and mixing of people from different backgrounds can cultivate trust and decrease prejudice under the right circumstances.

Countering Xenophobia and Stigma IOM Issue Brief
This serves as an issue brief on how to tackle potentially xenophobia and stigma. It proposes potential solutions for states and relevant actors to tackle potential xenophobia and stigma, ranging from measures aimed at strengthening legal and policy responses to xenophobia and racism, to community-based models to address prejudices and promote social mixing.

Xenophobia Thematic Webpage

The Power of Films: GMFF Evaluation
The IOM conducted a pilot study based on surveys from 40 countries around the world to study whether films can be a vehicle for promoting social cohesion among host communities and migrants. Overall, audience feedback was overwhelmingly positive. One in three participants felt that their perceptions regarding migrants changed.
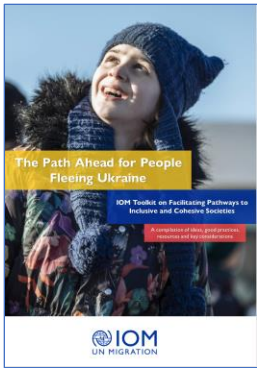
Xenophobia and Migrant Inclusion Issue Brief
IOM under the DISC Initiative has developed policy recommendations and targeted interventions, as well as tools that address xenophobia and foster social cohesion to promote programmatic innovation and better support partners in their response and advocacy.

Internal IOM Link

Mainstreaming Inclusion and Diversity Considerations in Integration Programming

Full Toolkit

Accompanying Brief

IOM Toolkit on Facilitating Pathways to Inclusive and Cohesive Societies: The Path Ahead for People Fleeing Ukraine

This toolkit incorporates key sectoral and cross-cutting approaches to promote the early inclusion of all new arrivals from Ukraine and advance social cohesion in the hosting communities. It offers a plethora of existing initiatives, tools and training that can be scaled, replicated, and used for developing project proposals and informing programmatic and policy decisions. It is also intended to provide food for thought for IOM offices, governments, civil society organizations and other partners on how to better prepare and respond early to different crisis situations and support all new arrivals, beyond the Ukraine response.

Pre-Departure Orientation Facilitator's Manual

This guide presents the fundamentals of training and is primarily aimed at facilitators with limited experience. It also includes reflective questions at the end of each section; thus, providing more experienced facilitators with the opportunity to reflect on their practices and approaches.
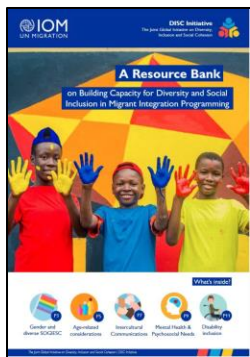
Internal IOM Link

1st & 2nd DISC Digests

The 1st resource covers IOM programming in the areas of migrant integration and training, inclusion and social cohesion, as well as relevant publications and articles globally. The 2nd focuses in on private sector supported initiatives and partnerships for successful labor market integration.

**3rd DISC Digest:
No Social Exclusion in Social Distancing**

This special edition of the global DISC Digest explores the multi-dimensional risks of social exclusion caused by inequities for different migrant groups in the COVID-19 response, including women and children, people living with disabilities and LGBTQI+ communities. This issue will also provide insight into the key challenges and concerns migrants face and showcase initiatives from the field that are responding to those challenges, as well relevant resources and tools.
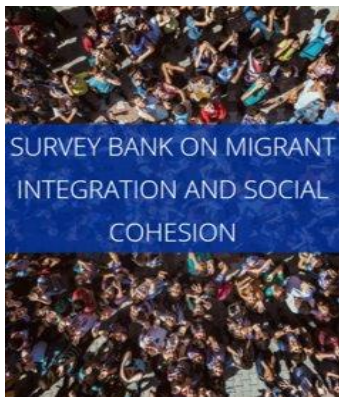

DISC Resource Bank on Building Capacity for Diversity and Social Inclusion

IOM DISC has produced a Resource Bank compiling a wide range of IOM resources. The Bank provides practitioners and policymakers key capacity building approaches, tools and trainings that can guide mainstreaming of diversity and inclusion into IOM programming. By recognizing the intersectionality of migrants' identities and addressing their diverse needs, IOM holds true to its commitment to serve and empower all migrants wherever they are in their journey.
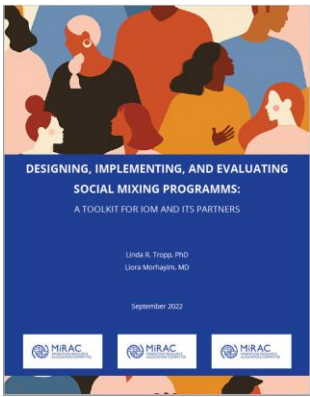
DISC Initiative
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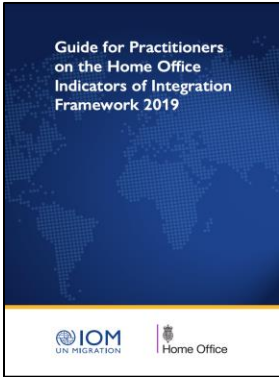# Measuring and Planning for Migrant Integration

Survey Bank

This survey bank contains questionnaires developed around the world to measure migrant integration and social cohesion in different contexts. It provides access to various surveys and questions that have been used before, giving a degree of comparability across studies. The institutions that have developed the surveys and survey questions include government agencies, universities, international and regional organizations, academic researchers and recognized consulting firms.

Coming soon!

M&E Social Cohesion Toolkit

The toolkit was produced within the scope of the MiRAC-funded project _Enhancing IOM's evidence-base, implementation & policy work on community-based approaches to social mixing & social cohesion_. Through this project, RO Vienna has (i) developed a toolkit to assist IOM colleagues (and external organizations) in the design, implementation, and evaluation of the impact of social mixing projects/activities; (ii) developed three related online training modules to accompany the toolkit; (iii) piloted the evaluation tools in five different locations (Tunisia, Ecuador, Bosnia, Gaziantep, and Ankara).

Guide for Practitioners on the IOI Framework

This guide is co-developed by IOM UK to support capacity-building in local authorities (and regional statutory bodies with responsibility for integration) to effectively use the Indicators of Integration framework in integration strategy planning, implementation and evaluation. This handbook has been designed to support your exploration and familiarisation with the Home Office Indicators of Integration 2019 framework and tools.
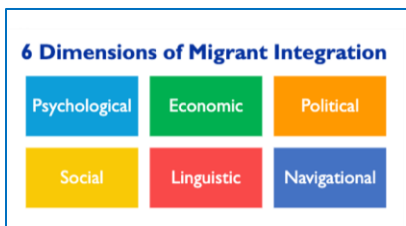

Measuring Migrant Integration Brief

The brief includes resources that aim to provide guidance and tools to identify and measure the key factors that contribute to integration processes, and thereby help organisations at national and local levels designing more effective strategies. The brief also features a survey bank to encourage missions and other integration actors to use verified integration question from more regular data instruments in their baselines assessments, project monitoring and evaluation in order to improve availability and comparability of data on integration.

IOM UN MIGRATION

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Measuring and Planning for Migrant Integration –
Multidimensional Integration Measurement Tool

Practical Guide (coming soon!)

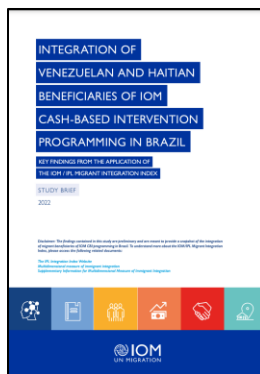### Multidimensional Integration Measurement Tool

International Organization for Migration (IOM) has developed a comprehensive multidimensional survey-based measurement tool called the "Multidimensional Integration Measurement Tool" to measure migrant integration outcomes in six key dimensions. The tool is currently being piloted in Brazil, Dominican Republic and Peru. In developing the index, IOM has successfully forged a partnership with the Immigration Policy Lab (IPL) , a reputable research think tank with branches at the University of Stanford and ETH Zurich, with support from the Regional Interagency Coordination Platform for Refugees and Migrants of Venezuela (R4V).

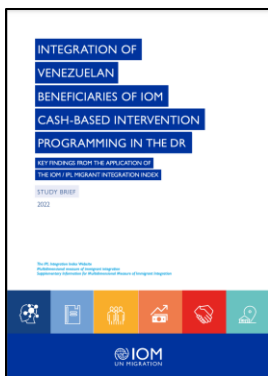### IOM Brazil Study Brief – English, Portuguese, and Spanish

The data presented in this study brief is a snapshot of the most relevant research findings of the one-off population-based survey conducted in Brazil with Venezuelan and Haitian nationals, totaling a sample size of 901 respondents. IOM Brazil applied the Migrant Integration Index with beneficiaries of its Cash-Based Intervention (CBI) programming, which provided support for the most vulnerable migrants and refugees in Brazil during the COVID-19 pandemic in 2020. The data analysis, interpretation, and reporting were carried out by academic partners at IPL.

Coming soon!

IOM Dominican Republic Study Report– English and Spanish

The data presented in this study report is a detailed summary of the most relevant findings of the study conducted by IOM Dominican Republic that applied the index with beneficiaries of the cash-based interventions (CBI) program, who were assisted in the framework of projects such as 'Inclusive Cities, Communities of Solidarity' and the regional program Venezuela's Refugee and Migrant Response Plan (RMRP) during the years 2020 - 2021. The survey data captures the experience of Venezuelan migrants using multidimensional integration indicators.
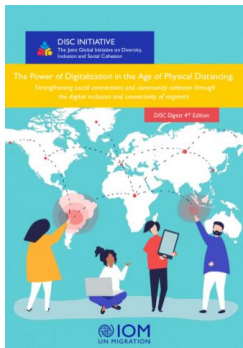

Coming soon!

IOM Peru Study Report– English and Spanish

The data presented in these initial findings are a snapshot of the most relevant research findings of Interview 1, which usually took place a week before beneficiaries received the CBI and measures the pre-treatment outcomes for each individual beneficiary. This was a component of a wider research methodology which employed a casual impact evaluation. Interview data from the accompanying interview phases will be analyzed and reported on in future publications. This robust data analysis exercise aims to contribute to the development of evidence-based policymaking to improve integration outcomes of migrants.

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Digital Inclusion of Migrants for Integration and Social Cohesion

The Power of Digitalization in the Age of Physical Distancing

As the world grapples with the COVID-19 pandemic, societies are witnessing first-hand how digitalization can help confront the crisis and keep migrants, their families and communities connected. Against this context, this digest explores the multi-faceted opportunities and risks that digital innovation can bring to social connections and community cohesion among migrants and host communities.

Digital Inclusion of Refugees resettling to Canada

This report provides insight into how refugees who participate in the Canadian Orientation Abroad (COA) programme are currently using digital tools in the pre-departure stage, and what challenges they face in doing so. Through a mixed-method approach of telephonic surveys and focused group discussions, the study elicited responses from over 300 refugees, in 22 locations, who were approved for resettlement in Canada.

Migrant E-nclusion Project

Within the broader framework of the DISC Initiative, this project aims to enhance IOM's capacity to innovate and facilitate inclusive digital solutions in pre and post arrival programming to support migrant inclusion and social cohesion. It looks at ways on promoting digital inclusion of low-literate and low-skilled migrant and refugee populations at different stages of the migration continuum.

O-Canada (Orientation-Canada) App

A learning tool for refugees selected for resettlement to Canada that provides relevant and accurate information. Refugees can learn anytime, anywhere about Canada, supports and services available there and much more!

The O-Canada App is the United Nations Migration Agency's digital tool for refugees selected for resettlement to Canada. It aims to empower refugees to transition and become active members of Canadian society.

Apple App Store

Google Play

Since 1998, the International Organization for Migration (IOM) has been providing pre-departure orientation to selected refugees resettling to Canada through the Canadian Orientation Abroad (COA) programme. This tool will benefit refugees in circumstances where IOM is not able to provide in-person COA and will complement in-person COA.

The app is currently available in English and will later be available in other languages including French, Spanish, Arabic, Dari, Kiswahili, Somali, and Tigrinya.

When a user downloads the app, their privacy is ensured as the only information collected is a username.

The O-Canada App, which can be accessed offline, can be downloaded for free.

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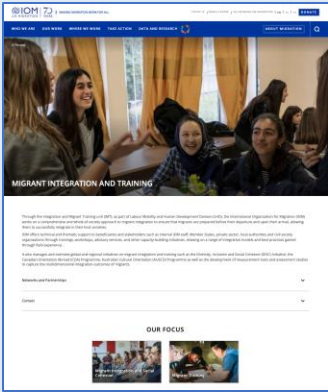### IOM Joint Global Initiative on Diversity, Inclusion and Social Cohesion

For any questions / concerns, please contact: Jobst Koehler (jkoehler@iom.int) and Ace Dela Cruz (acedelacruz@iom.int)

Internal IOM Link

SharePoint
DISC Collaboration Space

IOM Website
iom.int/migrant-integration-and-training

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