

iDiaspora Journal

My Insights and Reflections on Diaspora Engagement



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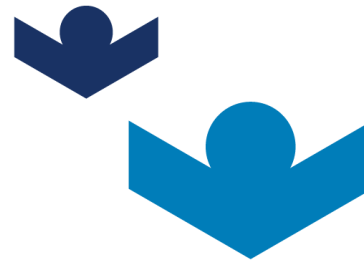
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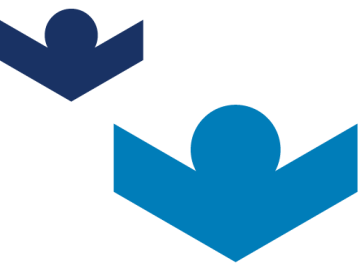
iDiaspora Journal: My Insights and Reflections on Diaspora Engagement

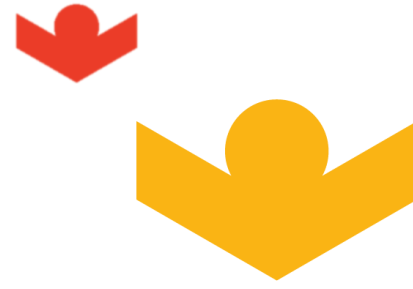


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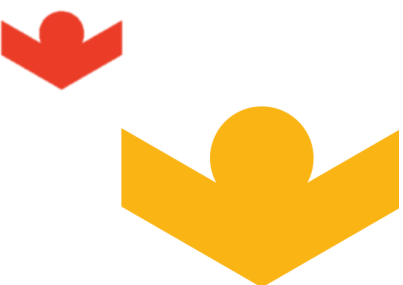
We are very grateful to Audrey Hickcox, Migrant Integration and Social Cohesion Officer at IOM Headquarters, for her valuable feedback and insights. We also extend our gratitude to Monica Goracci, Director a.i., Department of Mobility Pathways and Inclusion, and Damien Thuriaux at IOM Headquarters in Geneva, for their invaluable support. Finally, we would like to acknowledge the design work from Leo Earle and the overall publication coordination by the IOM Publications Unit.





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Introduction

Welcome to the iDiaspora Journal: Reflections on Diaspora Engagement. This unique tool invites you to reflect deeply on the impact and potential of global diaspora communities. Designed as a personal and introspective journey, this journal will guide you in understanding how diasporas¹ contribute to both their host and home societies, enhancing the global dynamism and promise of migration.

Structured into three comprehensive sections, the journal comprises a series of reflective questions. These questions place you in the driver's seat, enabling you to recognize and realize the immense potential of diaspora communities. The focus is on acknowledging their talents, networks and power.

The questions are developed to help you reflect on how diasporas act as bridges, connecting people through the transfer of knowledge, active participation in civic affairs, significant economic contributions and enriching cultural exchanges. Recognized in international frameworks such as the Global Compact on Safe, Regular, and Orderly Migration and the Dublin Declaration, diaspora communities are celebrated for their crucial role in sustainable development and humanitarian efforts.

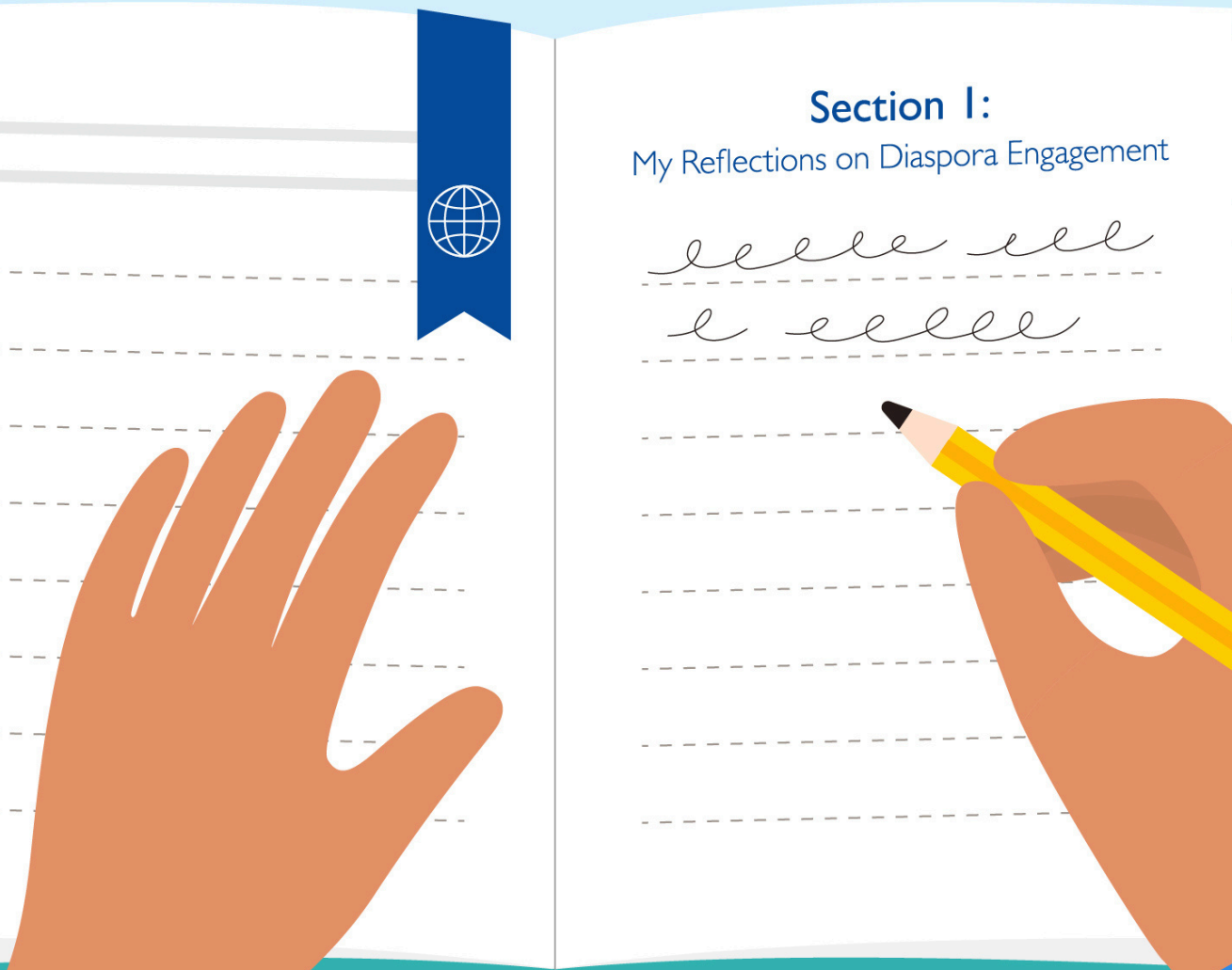
As you engage with the reflective questions, you will discover ways to create partnerships and forge alliances that can benefit both public and private sectors. This journal aims to help you and your team see diasporas as influential actors who amplify efforts, deliver results, and achieve impactful outcomes.

Embark on this journey to not only understand but also leverage the extraordinary capabilities of global diasporas. Your reflections and insights will be instrumental in fostering meaningful engagement and harnessing the true potential of diaspora communities.

Take this tool as an opportunity to think about how to improve your engagement with diaspora communities and leverage their connections and capacities to scale up your own areas of work. This journey is personal, so feel free to respond to the prompts at your own pace. The idea is that they make you reflect on how to best collect data, use evidence to enhance your results, and leverage meaningful partnerships to unlock the full potential of diaspora engagement in your own context.

¹ IOM defines diaspora as migrants or descendants of migrants whose identity and sense of belonging, either real or symbolic, have been shaped by their migration experience and background. They maintain links with their homelands, and to each other, based on a shared sense of history, identity, or mutual experiences in the destination country. IOM (2019). [Glossary on migration](#).



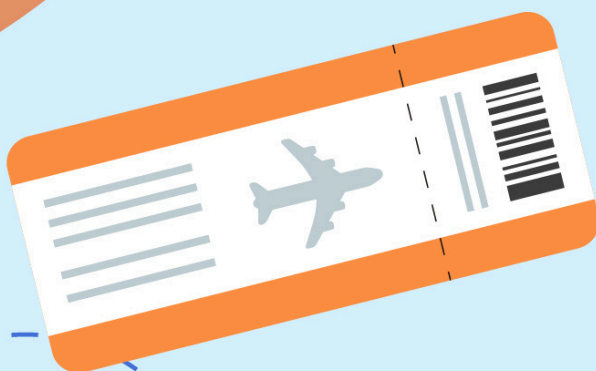


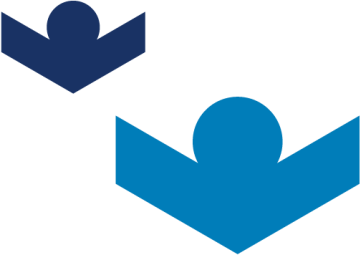
Section I:

My Reflections on Diaspora Engagement

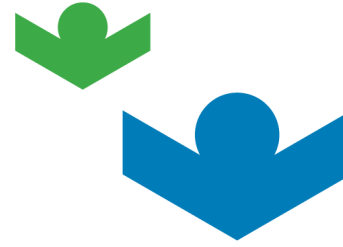
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Explain diaspora engagement in your own words.



Identify five key benefits of migration.

1

2

3

4

5

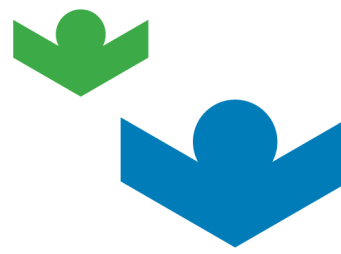


List all the contributions that migrants and diaspora members bring to your community.

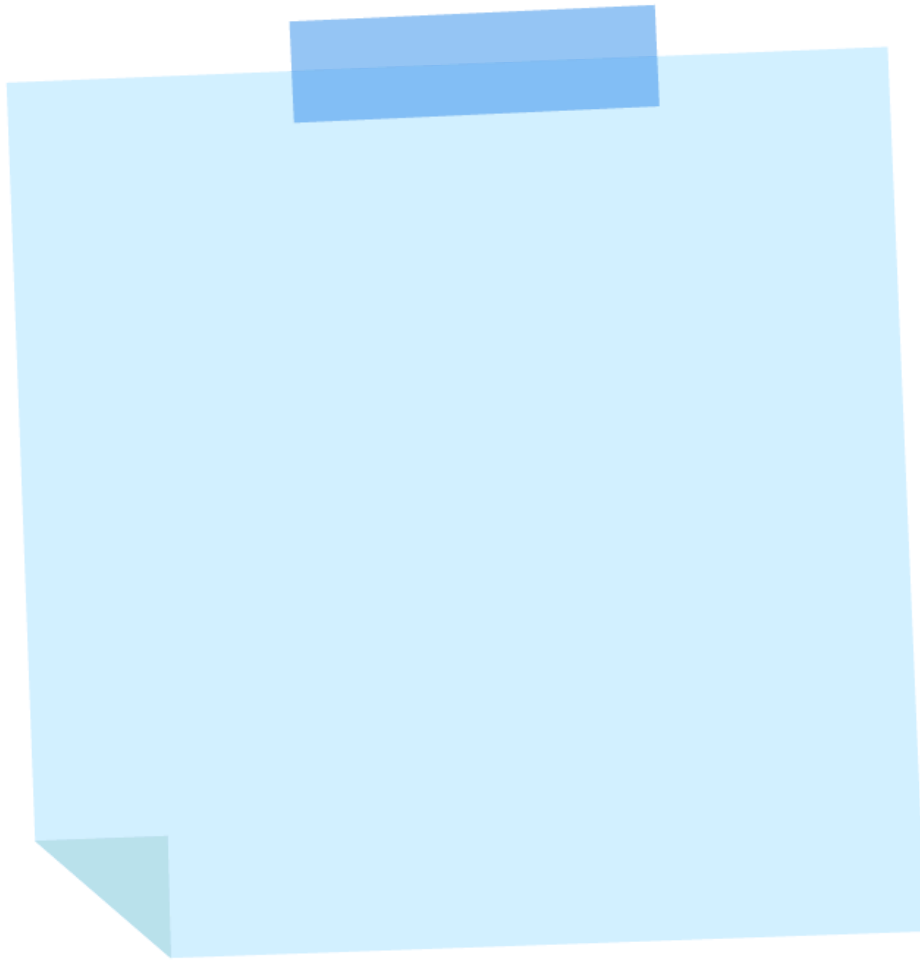
Dotted lines for writing contributions.



You may even consider the name of a friend!



What is your favorite meal?
Feel free to include a drawing!



Are all the ingredients locally sourced, or do they reflect a history of cultural exchange and migration?



Name your three favorite public figures (artists, sports heroes, authors, movie stars, politicians, etc.) and spend 10 minutes researching their life histories and families.

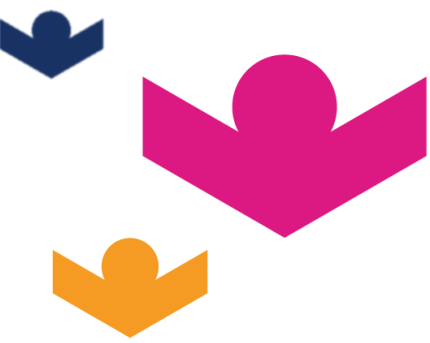
Consider if their journeys have been influenced by migration. Write down something you learned from your research.

Reflect on how migration has shaped their lives and what insights this provides about the impact of diaspora communities.



Are you or someone in your family part of a diaspora?

A series of 18 horizontal dashed lines provided for writing an answer to the question.



Have you ever lived in another country? If not, would you like to? Why or why not?



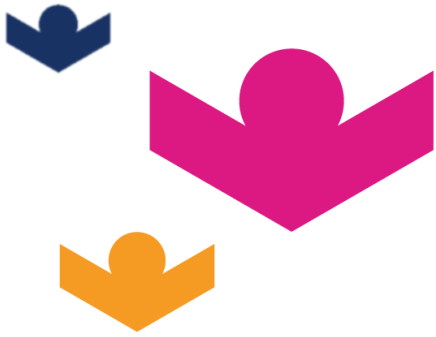


If you were to move to another country, list three things you would miss the most and explain why.

1

2

3



If you have lived in a foreign country, please paste a picture here.



You may also consider a picture from a family member or friend living abroad.



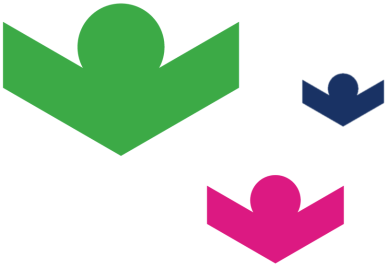
List your favorite book or film. Are there any characters with diaspora origins?

Did you know that?



According to Forbes, 8 out of the 10 highest-paid actors of 2023 have diaspora origins. This list includes notable personalities such as Adam Sandler, Tom Cruise, Leonardo DiCaprio, Margot Robbie and Jennifer Aniston.

Source: Forbes (2024). The Highest-Paid Actors Of 2023.



Paste a receipt from a meal you had at a foreign restaurant.

|||||

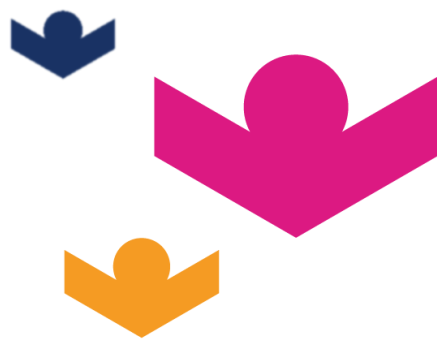
RECEIPT

ORDER: Table 19

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

TOTAL _____

THANK YOU!



What was your favorite moment during the meal?

A series of ten horizontal dashed lines for writing.





Complete

African American and Caribbean diaspora	+	New York	=	Hip Hop
---	---	----------	---	---------

	+		=	
--	---	--	---	--

	+		=	
--	---	--	---	--

	+		=	
--	---	--	---	--

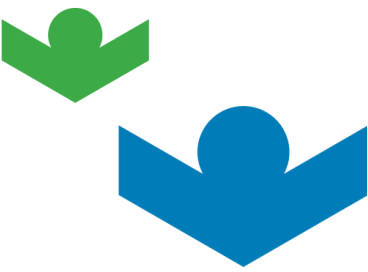
	+		=	
--	---	--	---	--

	+		=	
--	---	--	---	--



From the list, please mark how the diaspora from your country of origin contributes to your homeland.

Remittances	Transfer of skills	Trade
Tourism	Cultural diversity	Philanthropy
Innovation	Entrepreneurship	Research
Transfer of ideas	Investments	Humanitarianism
Peacebuilding	Environmental initiatives	Diaspora diplomacy
Youth empowerment	Crisis relief	Civic engagement



From the list, please mark how the diaspora from your country of origin contributes to society in their new hostlands.

Remittances	Transfer of skills	Trade
Tourism	Cultural diversity	Philanthropy
Innovation	Entrepreneurship	Research
Transfer of ideas	Investments	Humanitarianism
Peacebuilding	Environmental initiatives	Diaspora diplomacy
Youth empowerment	Crisis relief	Civic engagement



From the list, please mark how diasporas are contributing to countries of destination.

Remittances

Transfer of skills

Trade

Tourism

Cultural diversity

Philanthropy

Innovation

Entrepreneurship

Research

Transfer of ideas

Investments

Humanitarianism

Peacebuilding

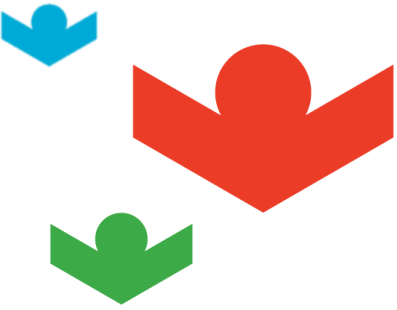
Environmental initiatives

Diaspora diplomacy

Youth empowerment

Crisis relief

Civic engagement



Identify five areas of opportunity in your own community.
What would you like to improve?

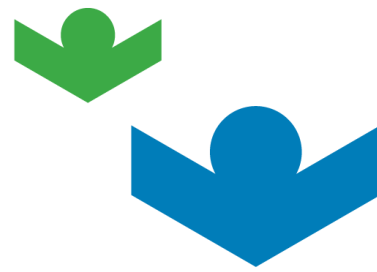
1

2

3

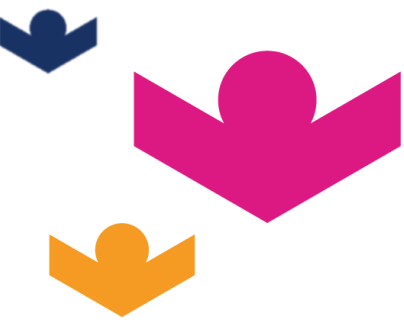
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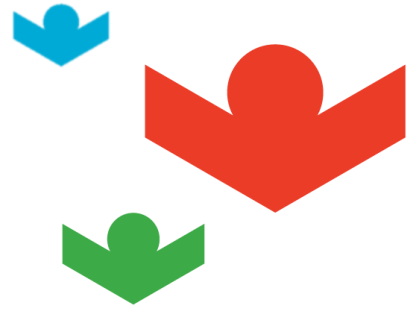
Imagine how members of your diaspora community could support providing solutions to those five challenges.

Challenge	Solutions	Diasporas could...
1		
2		
3		
4		
5		



Set a timer for 10 minutes and reflect on what your passion looks like.

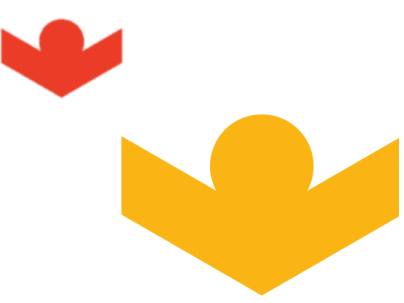
A series of 20 horizontal dashed lines for writing.



Diaspora members act with passion to contribute to their homeland.
Fill in the gaps.

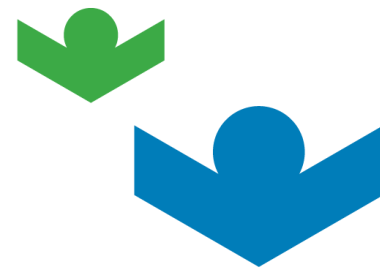
Diaspora passion is

Passion drives change by



Identify a diaspora member that you admire.

Why do you admire this person?



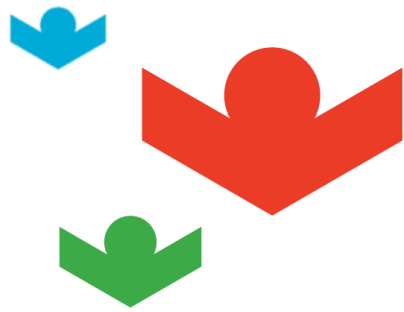
Name different ethnicities, nationalities or cultural communities in your neighbourhood or your country that you know about.
How do you know about them? Have you ever engaged with them before? Why or why not?



Engaging with Diasporas Efficiently: Understanding and Aligning Their Priorities

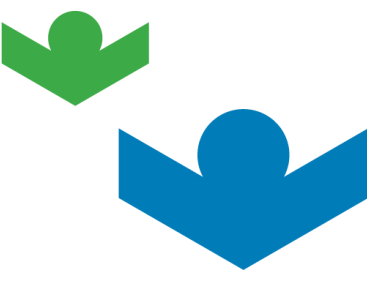
1. What are the primary goals and priorities of the diaspora communities to be engaged?

Reflect on the goals and aspirations of the diaspora communities from your own country and identify commonalities with your objectives.



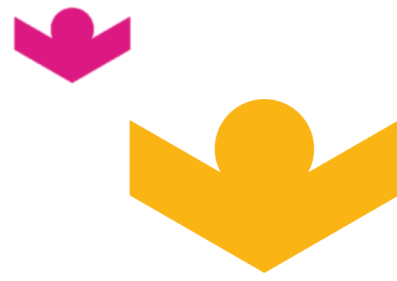
2. In what ways can feedback be effectively gathered from diaspora communities to ensure their priorities are accurately reflected in programme designs?

Consider the methods of communication and feedback collection that would be most effective in engaging diaspora members. Do you already engage in any of these activities to gather feedback or inputs?



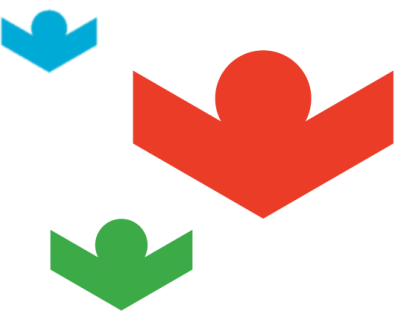
3. How can migration, development, and humanitarian programmes and policies better integrate diaspora communities?

Consider strategies and approaches that could enhance the involvement and contributions of diaspora members in these areas.



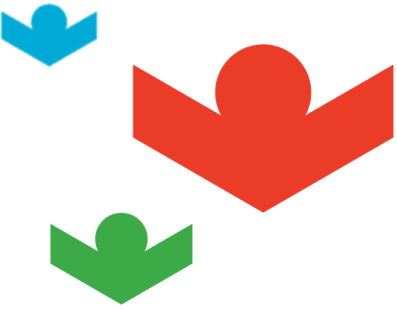
4. What successful examples exist of aligning diaspora priorities with institutional programmes, and what lessons can be learned from them?

Look for case studies or examples of successful engagement and alignment, and think about how those strategies can be applied.



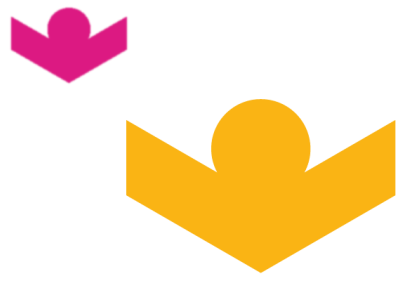
5. How can the success of efforts in aligning diaspora priorities with programmes and policies be measured?

Consider the metrics and indicators that will help assess the effectiveness of alignment efforts.



2. How can it be ensured that diaspora members feel recognized and valued for their contributions to programmes and initiatives?

Think about recognition mechanisms, both formal and informal, that can highlight and appreciate diaspora involvement.



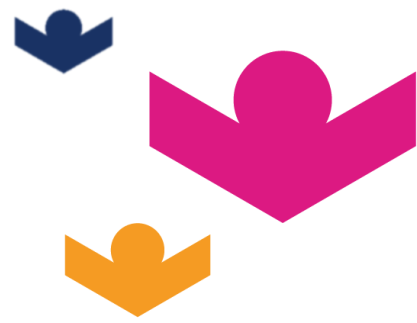
3. What are the best practices for structuring engagement with diaspora organizations to facilitate clear and effective communication?

Think about existing models of engagement and how they could be adapted to your context.



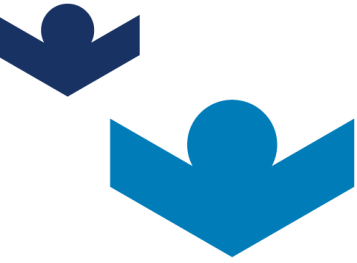
4. How can diaspora communities be involved in the decision-making processes of the organization to ensure their voices are heard and considered?

Consider the decision-making structures in place and how diaspora representatives can be included.



- 5. What monitoring and evaluation mechanisms can be established to assess the effectiveness of structured relationships with diaspora communities?

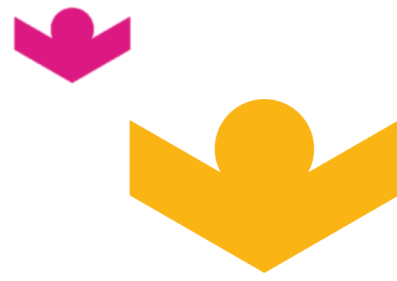
Reflect on the tools and processes needed to regularly evaluate and improve these relationships.



- 6. Who are the key actors that should be engaged when developing diaspora engagement and outreach plans and strategies?

Brainstorm all the different actors that should be engaged when developing diaspora engagement and outreach plans and strategies.

Area with horizontal dashed lines for brainstorming notes.



Empowering Diasporas: Impactful Collaboration and Implementation

1. What peer learning opportunities can be created to facilitate knowledge exchange between diaspora members and the organization?

Reflect on the potential formats and platforms for peer learning initiatives. Consider various options such as virtual peer exchanges, in-person study tours and global conferences.



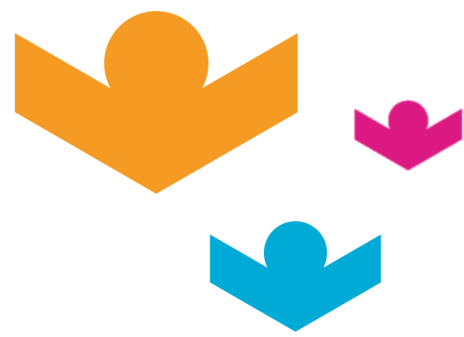
3. What sectoral engagement strategies can be implemented to integrate diaspora expertise into programme areas?

Think about how to leverage diaspora skills and knowledge in specific sectors relevant to your work, such as health and education.



4. How can capacity-building efforts be made sustainable and lead to long-term empowerment of diaspora communities?

Reflect on the sustainability of training and development programmes and the follow-up support needed.



5. What collaborative projects can be initiated that allow diaspora communities to lead or co-lead initiatives with the organization?

Consider examples of co-leadership models and think about how they could be implemented in your context.

Section 2:

Reflections on Objective 19
of the Global Compact for Migration





The Global Compact for Migration is an agreement aimed at improving cooperation on international migration.

Objective 19 specifically aims to help migrants and diaspora communities play a significant role in sustainable development worldwide.

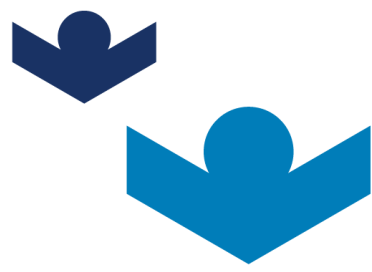
Circle all the goals where you think diasporas can and do have an impact.

<p>1 NO POVERTY</p>	<p>2 ZERO HUNGER</p>	<p>3 GOOD HEALTH AND WELL-BEING</p>	<p>4 QUALITY EDUCATION</p>
<p>5 GENDER EQUALITY</p>	<p>6 CLEAN WATER AND SANITATION</p>	<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>10 REDUCED INEQUALITIES</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>
<p>13 CLIMATE ACTION</p>	<p>14 LIFE BELOW WATER</p>	<p>15 LIFE ON LAND</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>
<p>17 PARTNERSHIPS FOR THE GOALS</p>			



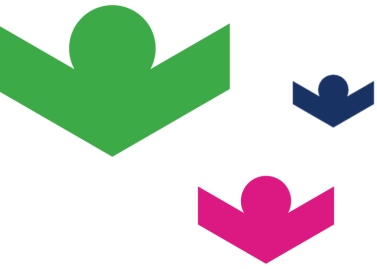
Do you know of any programmes, either global, national or local, that have been successfully implemented in partnership with diaspora members?

What was its impact?



Diasporas contribute to societies through cultural exchange, knowledge and skills transfer, and social and civic engagement.

Take 10 minutes to reflect on how to measure these contributions and their impact.

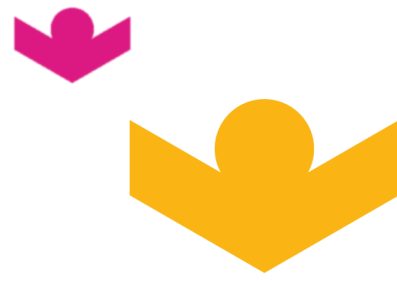


What role do you think government structures can play in maximizing diaspora engagement?

At the local level

At the national level

At the international level

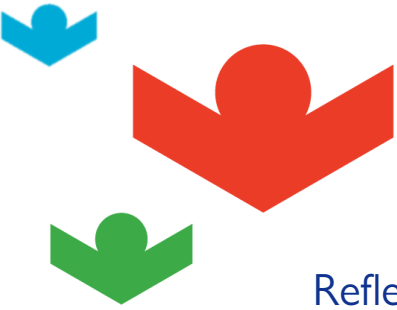


Think about three ways diplomatic and consular missions can support this task.

1

2

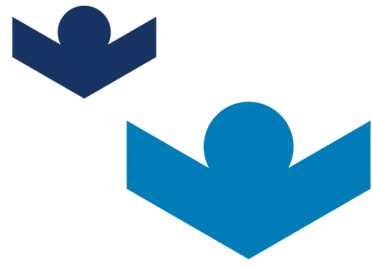
3



Reflect on these questions and complete the exercise:

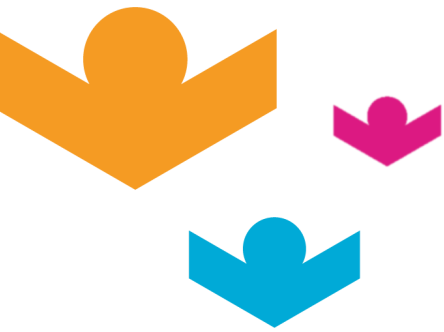
1. What support programmes can help migrants and diaspora members invest and start businesses?

Think about each question and write down your thoughts and ideas.
Consider real-world examples and practical solutions.



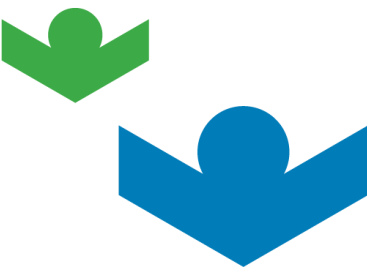
2. How can administrative and legal support assist migrants and diaspora members in starting businesses? Additionally, what is required to reduce administrative and legal red tape to facilitate this process?

3. What benefits come from providing seed capital-matching for diaspora entrepreneurs?



4. How can diaspora bonds, development funds and investment funds boost economic growth in their home countries?

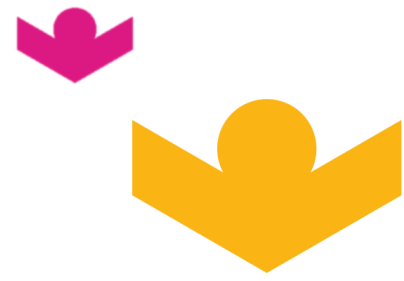
5. How can trade fairs encourage diaspora investments and entrepreneurship?



Reflect on the following prompts and write down your thoughts and ideas:

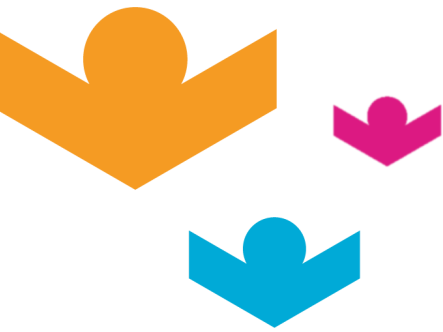
1. How can we provide easily accessible information and guidance to migrants and diasporas?

2. What role can digital platforms play in making this information available?



3. What features should digital platforms include to support migrants and diasporas in their engagement efforts?

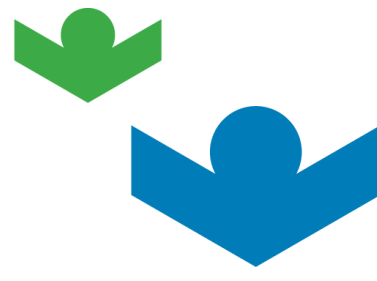
4. How can we ensure these platforms are user-friendly and widely accessible?



Imagine you could create any policy or programmes to facilitate travel, work and investment for diasporas. Write a short paragraph on what the project would be and answer the following questions.

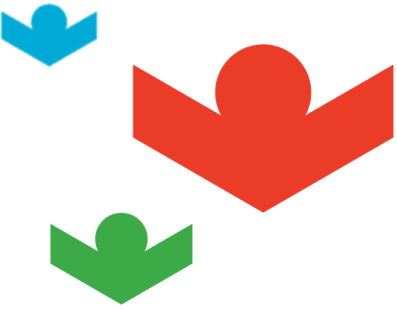
1. What flexible modalities would you introduce to make these processes easier for diasporas?

A series of horizontal dashed lines providing space for writing an answer to the question.



2. Who would be your partners in implementing these policies or programmes?

3. How would you reduce administrative burdens for diasporas in these areas?



Transnational political engagement is a key aspect of diaspora engagement.

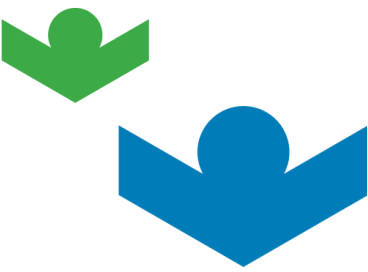
Complete the table below:

Diaspora engagement	Question	Can you give a specific example?
Peace and reconciliation	How can migrants help with peace and reconciliation in their home country?	
Elections and reforms	How can migrants be involved in elections and political reforms in their home country?	
Voting registries	How can we create voting lists for citizens living abroad?	
Parliamentary representation	How can migrants have a voice in their home country's parliament?	



Diaspora talent is unique. Reflect on the following questions to explore the idea of brain circulation:

Item	Question	Write down your thoughts on practical steps and solutions
International cooperation	How can countries work together to help skilled diaspora members connect with their home countries?	
Role of Private sector	How can businesses help diaspora members share their knowledge with their home countries?	
Maintaining employment and benefits	How can policies help diaspora members share their expertise with their home countries without losing their jobs, residency, or benefits?	
Strategies for knowledge transfer	What strategies can help diasporas share their skills with their home countries?	

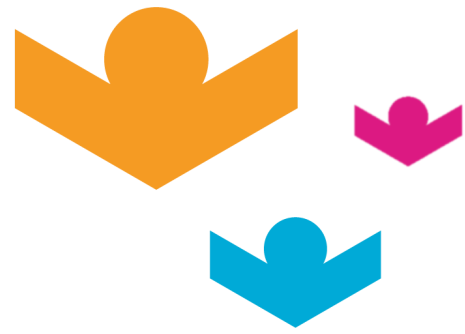


Building Effective Partnerships for Knowledge and Skills Transfer

Reflect on the following questions to explore how to build partnerships that promote knowledge and skills transfer between countries of origin and destination:

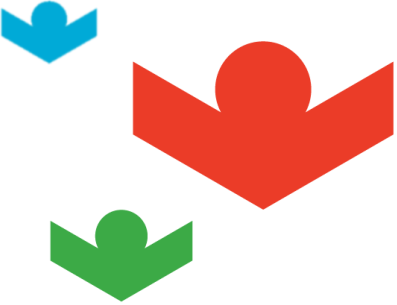
1. Local authorities and communities:

How can local authorities and communities work together to support the transfer of knowledge and skills between migrants and their home countries? What steps can you take to engage these stakeholders in meaningful collaborations?



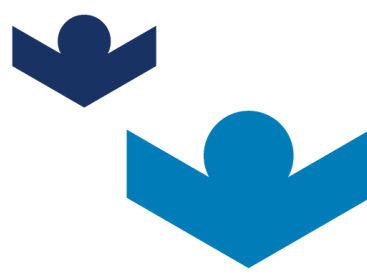
2. Private sector involvement:

What role can businesses play in facilitating skills transfer from diasporas to their countries of origin? How can you encourage private sector partnerships in these initiatives?



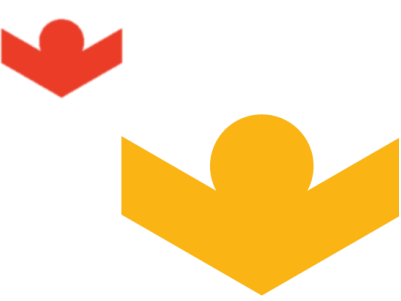
3. Diasporas and hometown associations:

How can diaspora organizations and hometown associations help maintain the connection between migrants and their countries of origin?



4. Mapping skills:

What methods can be used to map the skills of diaspora members?
How can this information be used to facilitate knowledge transfer and maintain links with home countries?

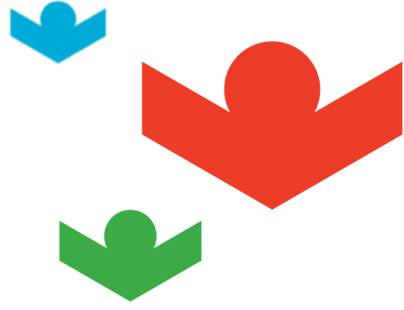


Maximizing Youth Diaspora Engagement in Programming and Policy

1. Understanding interests:

What are the primary interests and concerns of the youth diaspora in your community?

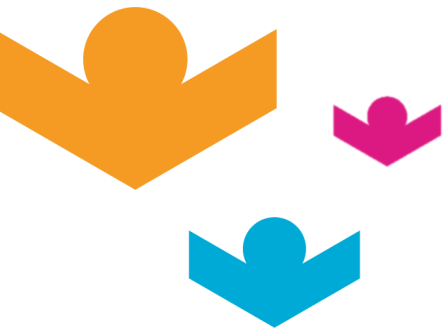
How can you align your programming and policy initiatives with the interests and passions of the youth diaspora?



2. Communication channels:

What are the most effective communication channels to reach the youth diaspora (e.g. social media platforms, community events, online forums)?

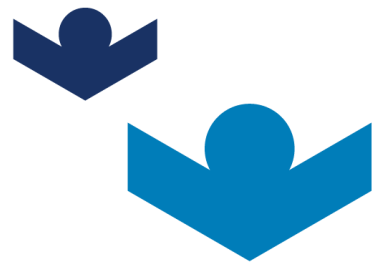
How can you utilize these channels to keep the youth diaspora informed and engaged?



3. Involving second and third generations:

How can you engage second and third-generation youth diaspora who may have different cultural experiences and connections to their heritage?

What initiatives can you create to bridge the gap between first-generation and later generations of youth diaspora?



4. Empowerment and leadership:

What opportunities can you provide for youth diaspora to take on leadership roles within your programmes and policy initiatives?

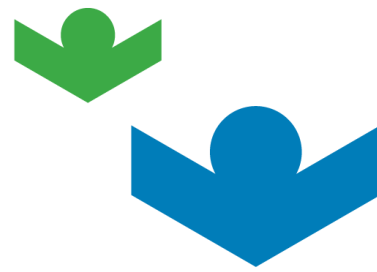
How can you empower youth diaspora to voice their opinions and contribute to decision-making processes?



5. Feedback and adaptation:

How can you establish a feedback loop with the youth diaspora to continuously improve your programmes and policies based on their input?

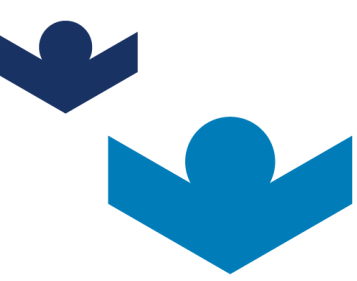
What methods can you use to adapt your initiatives to better suit the evolving needs and interests of the youth diaspora?



6. Community-building:

How can you foster a sense of community among the youth diaspora to encourage mutual support and collective action?

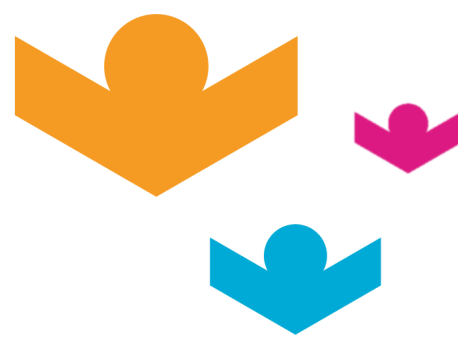
What events or activities can you organize to strengthen the bonds within the youth diaspora community? Would you consider involving other diaspora communities as well?



7. Cultural integration:

How can you incorporate cultural elements into your programmes and policies to resonate with the diverse backgrounds of the youth diaspora?

What role can cultural exchange play in enhancing the engagement of the youth diaspora?



8. Long-term engagement:

How can you ensure sustained engagement of the youth diaspora in your programming and policy initiatives over the long term?

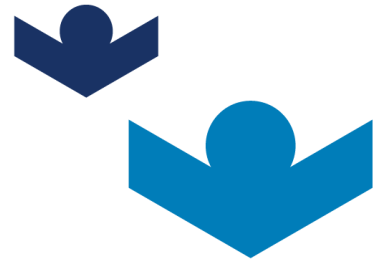
What strategies can you implement to keep the youth diaspora motivated and invested in your initiatives?



9. Partnerships and collaboration:

How can you collaborate with other organizations, both within and outside the diaspora community, to enhance your engagement efforts with the youth diaspora?

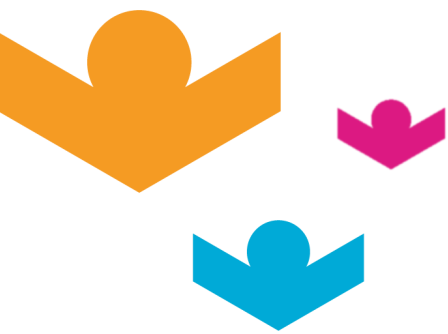
What partnerships can you form to provide additional resources and opportunities for the youth diaspora to thrive?



Boosting the Capacity of Diaspora Leaders and Organizations

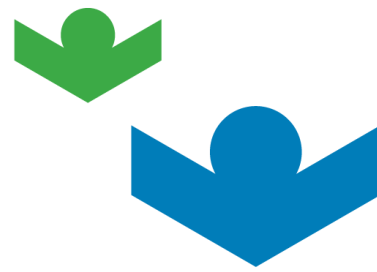
1. What specific resources are most critical for boosting the capacity of diaspora leaders and organizations?

2. How can we effectively identify and engage diaspora leaders and organizations that would benefit from training and exchange learning programmes?



3. What types of training and exchange learning programmes would be most beneficial for diaspora leaders and organizations?

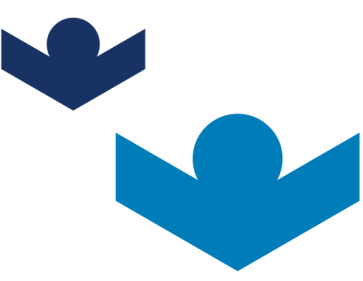
4. How can technical and financial support be tailored to meet the unique needs of different diaspora communities?



Exploring Diaspora Representation in International Decision-Making Bodies

1. What mechanisms can be established to facilitate the participation and representation of diaspora organizations as observers in international decision-making bodies?

2. How can the inclusion of diaspora organizations as observers enhance the effectiveness and inclusivity of international platforms and multilateral initiatives?



3. What steps should be taken to ensure that the voices of diverse diaspora communities are adequately represented and heard in these decision-making processes?

4. How can the impact and contributions of diaspora organizations as observers be measured and evaluated to ensure meaningful participation?

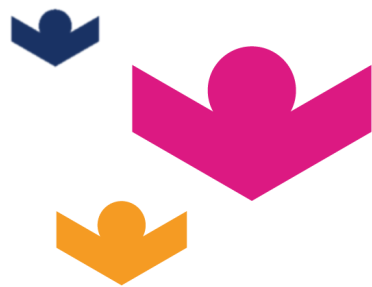
Section 3:

Reflections on Concrete Solutions

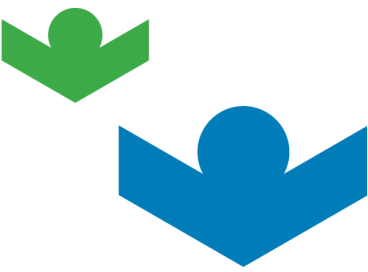




2. Can you identify any diaspora programmes focused on combating epidemics such as AIDS, tuberculosis, malaria and neglected tropical diseases?



3. Can you think of any programmes where diaspora members ensure universal access to health-care services, including family planning, mental health and education?

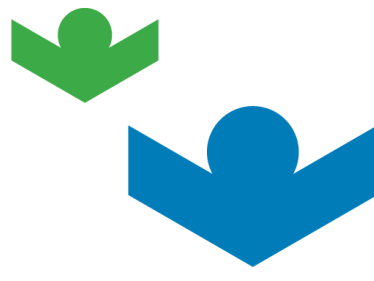


4. How do diasporas enhance the health-care systems in their countries of destination? Can you give examples of successful initiatives?

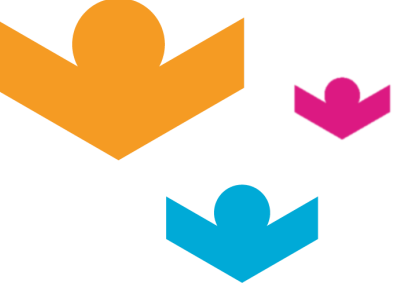


6. How do diaspora members strengthen the capacity of developing countries for early warning, risk reduction and management of health risks?

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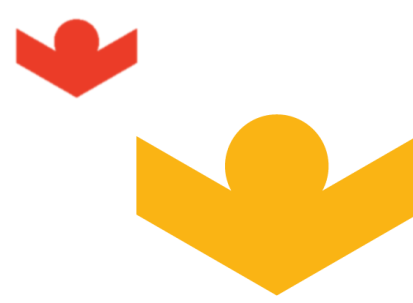


7. How do diasporas facilitate the transfer of medical knowledge and technologies to their home countries?

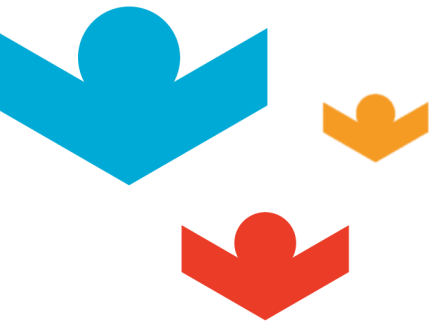


8. What role do diasporas play in addressing mental health issues in their home and host communities?

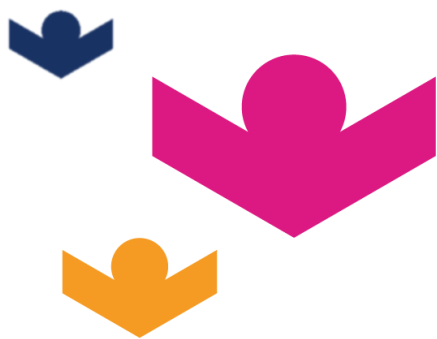
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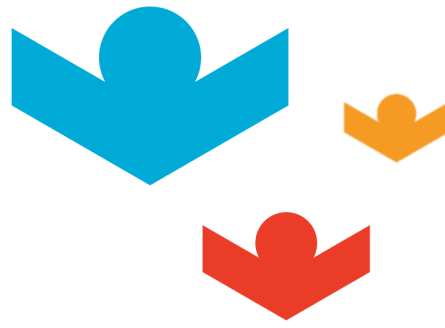
9. How do diaspora-led health initiatives contribute to reducing health disparities in their home countries?



10. How do diasporas collaborate with international organizations to improve health care in their countries of origin and destination?

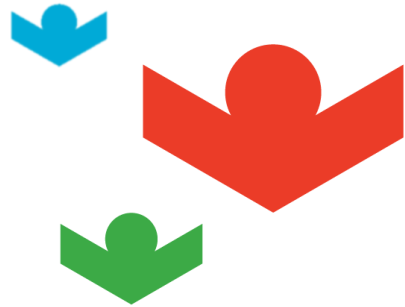


11. Can you identify any partnerships between diasporas and local health authorities aimed at improving health-care services?



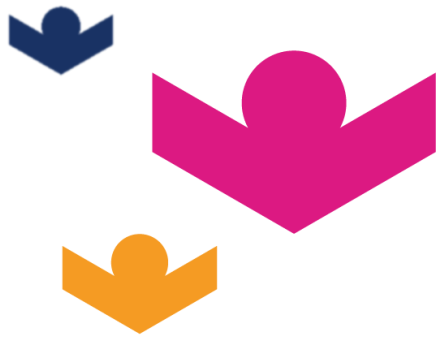
Gender and Youth

1. How can diaspora leaders and organizations support in achieving gender equality and empowering all women and girls?



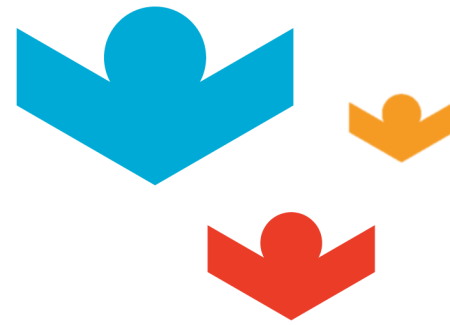
3. Do you know of any programmes or initiatives led by diaspora members aiming to end all forms of discrimination against women and girls in home countries?

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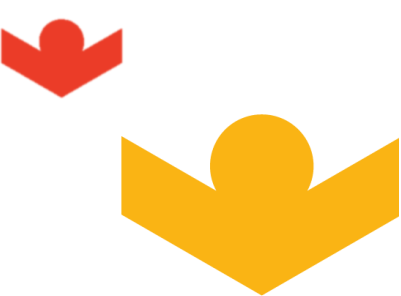


4. How can diaspora members support ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life?

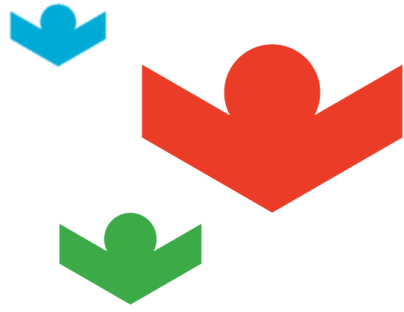
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5. Can you identify any diaspora initiatives where they enhance the use of enabling technology, particularly information and communications technology, to promote the empowerment of women?



6. How can women and young diaspora members further inspire collective actions for development and humanitarian action?

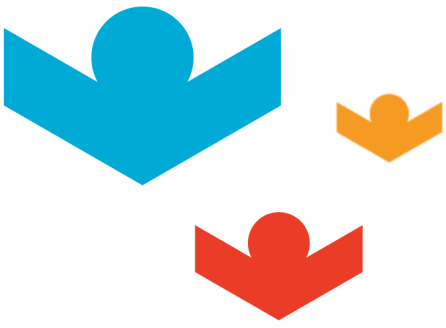


7. How can diaspora leaders leverage their influence to promote gender-sensitive education in both their host and home countries?



8. How can diaspora networks facilitate mentorship and support systems for young women in their communities?

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10. In what ways can partnerships between diaspora organizations and international bodies enhance efforts toward gender equality?

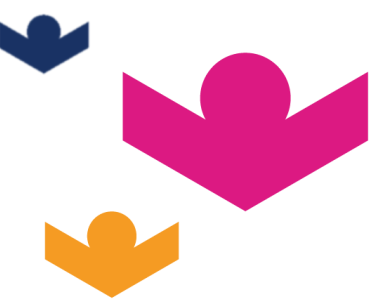


12. Reflect on a successful diaspora-led gender equality initiative you know. What made it effective, and what lessons can be learned from it?



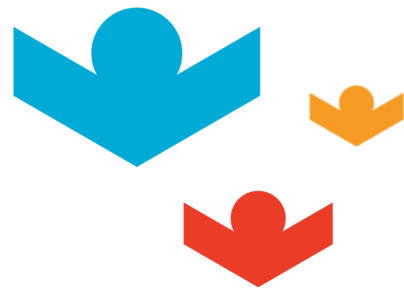
Climate Action

1. How are diaspora communities engaging in climate action initiatives in their countries of origin and destination?

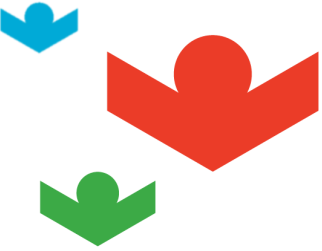


2. How can diaspora members and leaders strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in their countries of origin and destination?

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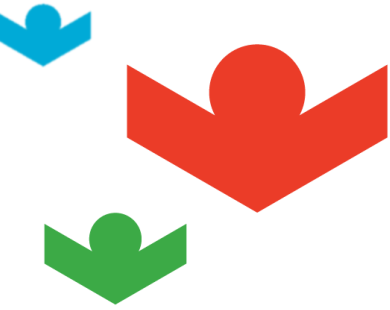
3. How can diasporas advocate for the integration of climate change measures into national policies, strategies, and planning in both their countries of origin and destination?



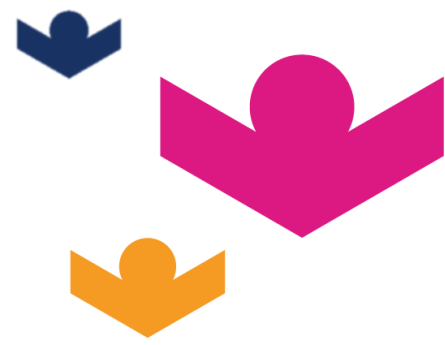
4. Are you aware of any initiatives developed by diaspora members aimed at improving education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning?



5. What role do diasporas play in promoting mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States?

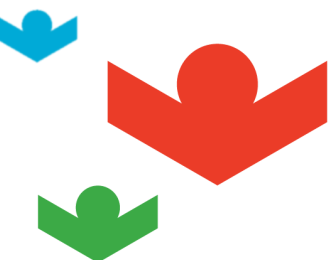


6. How can partnerships support maximizing the impact of diasporas in the climate action sector?



7. In what ways can diaspora communities contribute to sustainable environmental practices in their host and home countries?

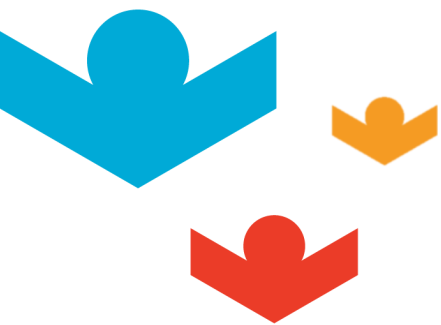
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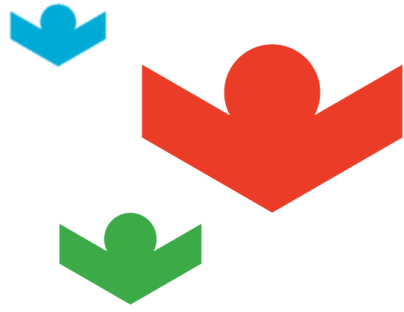
8. What specific challenges do diasporas face in implementing climate action projects in their home countries, and how can they overcome these challenges?



9. How can diaspora members leverage their transnational networks to facilitate climate action initiatives?



10. How can diaspora-led initiatives ensure the sustainability and long-term impact of climate action projects?



11. How can diasporas use technology and innovation to drive climate action initiatives in their countries of origin and destination?

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