Community-Based Model for Syrian Refugee Resettlement in Westchester County

September 2016
Status Update

- U.S. Department of State requested that HIAS NY submit a formal application to open a resettlement sub-office in Westchester County
- Application has been submitted, HIAS NY is gathering additional supporting documentation to demonstrate appropriate housing, employment and other resources, and support of local government(s)
- Decision expected in October
U.S. Refugee Admissions Program (USRAP)

UNHCR

U.S. Department of State, Bureau of Population, Refugees, and Migration

U.S. Department of Homeland Security

U.S. Intelligence Agencies

Resettlement Agencies (RAs) (e.g. HIAS, Inc.)

Local Resettlement Affiliates (e.g. HIAS New York)
HIAS Model for Refugee Resettlement

Hosts: Roles and Committees within Institutions

Bureau of Population, Refugees, and Migration - US Department of State

HIAS

Congregation

Institution

Team of Organizations

Committee Members

- Housing
- Health
- Education: Youth
- Education: Adults
- Employment
- Community Connections
- Documentation and Citizenship

Supplemental Roles:

- HIAS Liaison
- Interpretation Support Team
HIAS New York

• HIAS NY is responsible for all of the core resettlement services required by HIAS’ Cooperative Agreement (CA) with PRM

• During the first 30 days after arrival, HIAS NY will take the lead on the core resettlement services required by CA

• Host organizations will work in collaboration with HIAS NY throughout the Reception and Placement (R&P) period (the first 90 days after arrival)

• After the R&P period, the host organizations will take on increased responsibility
Host Organizations

• A host can be a religious congregation or a community organization
• Commit to one year to support a refugee individual or family
• Host organizations are also responsible for raising several months of rent for their refugee individual or family, which will be used as needed
• Host organizations will work in collaboration with HIAS NY to provide resettlement services and to help the refugee(s) integrate into their new community
• *If members of a congregation or organization want to get involved but cannot cover each component of resettlement, they can join with other community organizations and pool their resources*
Host Organizations and Volunteers are not responsible for:

- Fully supporting the refugee(s) financially, as refugees will receive a one-time disbursement of $1,125 per person from the State Department and are eligible for public benefits including SNAP, cash assistance, and Medicaid.
- Paying the International Organization for Migration (IOM) travel loan to come to the U.S.
- Documentation and deliverables mandated by PRM
- Each decision that the refugee makes; ultimately, their life and choices are their own
Committees

• There will be five key committees within each host organization:
  – Housing
  – Health
  – Education
  – Employment
  – Community Connections

• There are additional roles that falls outside of the five committees:
  – Translation and Interpretation Support Team
  – HIAS NY Liaison

• *Individuals within the host institution who cannot fully commit themselves to a committee can still support resettlement activities in other ways. There are many opportunities for short-term service that are still highly beneficial and meaningful to the refugee family.*
Collaboratives

• Committee members across all host organizations working with HIAS NY will meet regularly to share best practices, concerns, and successes

• Collaboratives are intended to support volunteers in their parallel roles and create a supportive, cooperative environment

• HIAS NY will work with each collaborative on an ongoing basis
## 10-Step Resettlement Timeline

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<td>Training</td>
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<td>90-180 Day Period</td>
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<td>10</td>
<td>180-365 Day Period</td>
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Host Organization Assessment and Agreement

• Organizations, institutions, and congregations inform HIAS NY in writing that they take on the role of hosting a Syrian refugee(s), outlining:
  – The number of volunteers, their choice of committee(s)/collaborative group(s) as of the date of the letter, their consent to sign confidentiality agreements and submit themselves to a background check if they will directly interact with the refugee(s);
  – Funds raised for refugee needs to date;
  – Special expertise, if applicable;
  – Internal structure and the name and information of the host point person

• HIAS NY will evaluate and confirm in writing that the organization, institution, or congregation is accepted as a host organization
Training

• Overview of United States Refugee Admissions Program (USRAP) and resettlement services timeline under U.S. State Department Cooperative Agreement (CA)
• Reverse cultural orientation
• Working with survivors of trauma
• Dealing with secondary trauma
• Committee-specific trainings
• Training for translators and interpreters
• Other trainings as needed
Matching Refugee(s) with Hosts

- HIAS NY will evaluate specific needs of the refugee case and match the case to a host organization.
- HIAS NY provides a brief, anonymous description of the refugee or refugee family to the host organization’s point person.
- Host organization confirms in writing that they will assist with the case.
- Host and HIAS NY sign Host Organization Assessment and Agreement outlining shared responsibilities.
- All committee members that will directly interact with the refugee(s) complete a background check and sign confidentiality agreements prior to contact with the refugee(s).
Pre-Arrival Preparations and Reception Plan

- Early Preparations
  - Secure landlord’s commitment to rent appropriate size apartment(s) on a short notice (2-3 weeks) (host and volunteers)
  - Identify and store gently used and/or new furniture, household goods, clothing, and other essential items as listed in the HIAS checklist (host and volunteers)
  - Designate driver(s) and if needed secure appropriate car seats (host and volunteers)
  - If necessary, identify appropriate medical providers for urgent follow-up upon arrival
Pre-Arrival Preparations and Reception Plan (Continued)

• Preparations Leading Up to Arrival
  – HIAS NY receives arrival information for the refugee(s) and meets with host organization core resettlement group to discuss the reception plan, which includes:
    • Airport pickup
    • Translation and interpretation for the airport pickup and reception
    • Ready to eat and culturally appropriate meal upon arrival
    • Pocket money
    • Home and safety orientation
**HIAS NY and host organizations devise a resettlement plan:**

<table>
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<tr>
<th>Task</th>
<th>Responsibility</th>
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<tr>
<td>Conduct home visit within 24-hours of arrival</td>
<td>HIAS NY</td>
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<tr>
<td>Print out I-94s Arrival/Departure document for each family member</td>
<td>HIAS NY and Host</td>
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<td>Help refugee(s) apply for Social Security card the day after arrival</td>
<td>HIAS NY and Host (and interpreters if needed)</td>
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<td>Intake Interview at HIAS NY Westchester Sub-Office</td>
<td>HIAS NY</td>
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<td>Help refugee(s) apply for SNAP and Medicaid within seven days of</td>
<td>HIAS NY and Host</td>
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<td>arrival</td>
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<td>Enroll refugee(s) in ESL as needed within 10 business days of</td>
<td>Host and Volunteers (and HIAS NY if needed)</td>
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<td>arrival</td>
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<tr>
<td>Provide employment counseling and assistance within 10 business</td>
<td>HIAS NY</td>
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<td>days. If appropriate, evaluate and enroll refugee(s) in Matching</td>
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<td>Grant and/or TAG</td>
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<td>Take refugee(s) to complete refugee health screenings within 30 days</td>
<td>Host / Volunteers and HIAS NY</td>
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<td>of arrival</td>
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<td>Enroll children in school within 30 days of arrival</td>
<td>HIAS NY and Host / Volunteers</td>
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<tr>
<td>Enroll eligible refugee(s) in SSI (if applicable) as soon as Social</td>
<td>HIAS NY and Interpreter</td>
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<td>Security cards are received</td>
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<td>Assist refugee(s) in opening a bank account as appropriate</td>
<td>HIAS NY and Host</td>
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<td>Conduct second home visit within 30 days of arrival</td>
<td>HIAS NY</td>
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<tr>
<td>Provide cultural orientation on 15 required topics within 90 days</td>
<td>HIAS NY and Host / Volunteers</td>
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<td>Assess and address physical and mental health needs as needed. If</td>
<td>HIAS NY</td>
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<tr>
<td>appropriate, enroll refugee(s) in Preferred Communities</td>
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*Note: Host organizations devise a resettlement plan.*
Resettlement Plan Implementation (Start of 90-day R&P Period)

- HIAS NY works with the host organization and other volunteers to coordinate the resettlement activities (see chart on page 15)
- Daily check-ins with HIAS NY staff during the first 14 days after arrival
- HIAS NY works with the host organization to adjust the resettlement plan as needed
- Weekly in-person meetings between HIAS NY and host after the first 14 days
30-Day Assessment

- HIAS NY conducts second home visit
- HIAS NY and host organization will meet to discuss any unmet needs and develop a plan to address them.
- Discuss successes, lessons learned, and best practices.
- Share successes, challenges, lessons learned and best practices with collaborative groups across host organizations
- Weekly check-ins between HIAS NY and host continue
60-Day Assessment

• HIAS NY and host evaluate the refugee(s) progress toward self-sufficiency, assess additional needs, and create a plan to address those needs.

• Complete HIAS budget form to identify budget gaps

• On-going support from HIAS
90-Day Assessment

• HIAS NY and host evaluate the refugee(s) progress toward self-sufficiency, English proficiency, community integration, and financial literacy

• HIAS NY staff complete exit budget form and exit questionnaire with the refugee household to identify successes and additional needs. Findings will be shared with the host and the refugee(s)

• On-going support from HIAS

• Host and HIAS NY, in consultation with the refugee(s), plan for the next 90 days
90-180 Day Period

• Continue cultural orientation, ESL tutoring, employment services, vocational training, mentoring, and community integration

• Regular meetings between HIAS NY and host organizations

• Ongoing evaluation of needs for refugee(s) enrolled in Preferred Communities
180-365 Day Period

- Continue ongoing assessment of needs and address them
- Continue ESL, mentoring, vocational training, etc. as needed
- Support refugees as they independently pay bills and begin repaying their IOM loan
- Begin preparation for adjustment of status, which must be done after 365 consecutive days in the U.S.
- Continue to learn about community, American way of life, and civics
- Continued support from HIAS NY staff to host organizations and refugee(s)
QUESTIONS AND COMMENTS