Enhancing Refugee Resettlement and Displaced Population Support through Elder Communities in the United States: A Model for Sustainable Solutions

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“Enhancing Refugee Resettlement and Displaced Population Support through Elder Communities in the United States: A Model for Sustainable Solutions”

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Abstract:

This thesis paper is inspired by the current world crisis of exploding numbers of refugees and the obstacles they face seeking somewhere to settle. We present here an effort to address these pressing issues and to advocate for meaningful change. This paper explores the challenges and opportunities associated with refugee resettlement and displaced population issues in the United States. It investigates how Elder communities might play a pivotal role in addressing these challenges and offers a trial model for implement and continued development, and potentially for other countries and organizations to follow. This paper also has a secondary focus on how the refugee-elder community inter-action might prove additive and beneficial to the elder community; they’re being the ingredients for a two-way relationship. The original tight-focus of this paper on refugee-elder interactions expanded on it’s own to touch other areas of the overall refugee situation. Events in Ukraine and Palestine in particular forced a widerview and a wider search for additive innovations. I have combined research, case studies, and practical recommendations to create a plan capable of trial implementation. This research and the following recommendations are about refugees coming to the United States, but I strongly believe that most of this model could apply to other countries since a similar dynamic exists in most countries that would be receiving refugees. This paper has the potential to offer valuable insights and guidance both to individuals seeking refuge in new countries and to the host countries which are currently being overwhelmed by the 100 million plus displaced persons needing shelters and resettlement. The goal is to shed light on the challenges refugees may encounter and to offer strategies for effective integration.

***This paper was produced by N.I. not A.I.
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CHAPTER 1: Introduction

The plight of refugees has always been a challenge, but in the last few years, the combination of political events, both International and U.S. domestic, has produced, and is continuing to produce, increasing numbers of refugees. Adding to the horrible political events, global warming and the resultant extreme weather events have only made this situation worse.

The core problem is that the number of refugees continues to increase faster than receiving countries are willing to take them in. An increasing number of refugees have nowhere to go. Receiving countries, like the United States, see refugees as a liability that incurs a societal cost; in particular, an economic cost. Refugees require some form of governmental monetary assistance, and eventually take jobs from Americans (or the host country), or so most countries believe.

This perception / misperception needs to change. This paper focuses on exploring issues surrounding refugee resettlement and displaced populations in the United States with the ultimate goal of changing host country attitudes to be more welcoming towards refugees. It also explores the challenges these marginalized communities face, examines the existing support systems, and proposes innovative, additive solutions. Furthermore, this model could provide a workable basis for organizations, communities, and policymakers to use to address these challenges.

1.1. Background

The United Nations High Commissioner for Refugees (UNHCR) describes refugees as people being forced to flee their own country and seek safety in another country. They are unable to return to their own country because of feared persecution, or of armed conflict, violence, or serious public disorder. Forced displacement is a global humanitarian crisis, with millions of people forcibly uprooted from their homes due to conflict, persecution, natural disasters, or human rights violations. This includes refugees, internally displaced persons (IDPs), and asylum seekers.

By the end of 2022, there were 108.4 million people had currently forcibly displaced worldwide. 62.5 million of those are internally displaced (UNHCR, 2022). Currently, Syria, Afghanistan, and Ukraine account for approximately 6 million refugees each - this is half of the total number. 40% of this total number are children (under 18 years old). As of May 2023, over 110 million people globally were involuntarily displaced, representing the most significant annual rise in forced displacement recorded by UNHCR. December 2023, the United States estimated 250,000 individuals who attempted illegal entry
are being arrested, and approximately 50,000 of whom used specified entry points during that same period. 300,000 entries / attempted entries in the U.S. (Homeland Security Committee, 2023).

Low and middle-income countries have hosted approximately 75% of the world’s refugees and other people in need of International protection. The wealthy countries which could most afford to host / resettle refugees seem to be the countries most reluctant to do so.

For example: Iran and Turkey have each hosted 3.5 million refugees; Germany and Colombia hosted 2.5 million, and Pakistan has hosted 2 million (UNHCR, 2022). Canada hosted 30 thousand refugees in 2022 (UNHCR, 2022). The U.S. has hosted 60 thousand in fiscal 2023 but only 25 thousand in fiscal 2022 (UNHCR, 2022). In 2021, the U.S. hosted less than half that number of refugees; approximately 12 thousand. The Biden administration in contrast to the Trump administration has set an ambitious goal of resettling 125 thousand refugees each year (Dimas, 2023). (this may be the administration's public goal, but so far they have fallen far short of this target).

In terms of resettlement, Japan has accepted 229 people since 2010 (“Changing Dynamics in Japan’s Refugee Policy,” 2023). (Japan's financial assistance to support refugees however, has been considerable. Though Japan has domestically resettled very few refugees to date, it is one of the world’s major funder). In 2022, Japan awarded a record number of 202 people and had a 2% refugee application approval rate. This is a fine example of the need for models of refugee resettlement that will change the attitudes of developed countries like Japan who have the capability to accept refugees but will not (“Changing Dynamics in Japan’s Refugee Policy,” 2023).

United Nations Relief and Works Agency (UNRWA) for Palatine is the agency devoted to responding to the needs of Palestinian refugees. When the agency began operations in 1950, it was caring for 7,750,000 refugees. Today there are about 6 million Palestinian refugees eligible for UNRWA services. One-third of these refugees, more than 1.5 million individuals live in 58 recognized Palestinians refugee camps in the Middle East (not in Palestine) (United Nations Relief and Works Agency for Palestine Refugees (UNRWA), n.d.). The current conflict between Hamas and Israel has displaced from their homes 90% of the Palestinians population of Gaza. These people are being forced into an ever-decreasing small area of Gaza. It is quite likely that many of these people will become refugees shortly. They are already internally displaced persons. This has become increasingly likely as Isreali Defense Forces (IDF) are destroying the majority of buildings, houses, schools, mosques, hospitals - leaving nowhere for Palestinians to return to or to go.
The disparity is pretty obvious - developed countries with the notable exception of Germany, are reluctant to accept refugees; whereas the less developed countries recognize the benefits refugees can bring or at least are more empathic. This attitude and these resulting numbers need to be addressed; they need to change. Change is going to require innovative new elements and the development of a new model that can overcome the perceived disadvantages of accepting refugees.

Refugees and displaced populations often bring with them their own traumas, such as economic hardships, cultural, dislocation, language challenges, mental health issues, and social isolation, upon their arrival in the country. Elderly communities, often overlooked in social contributions, offer a wealth of experience, knowledge, and support. These seasoned individuals, with their lifetime of experiences, can serve as a support network for newcomers. By bridging, cultural and generational gaps and harnessing the wisdom of elders, we have one mechanism which can increase potential to address the needs of displaced populations.

1.2. Problem Statement

The number of displaced persons is expected to continue to increase dramatically; reflecting ongoing conflicts, climate-induced effects, and internal country conditions. The challenges facing refugees and displaced populations in the United States (in particular) are numerous and numerous (!) Now the U.S. Southern border is facing a steady stream of mostly Latin Americans trying to enter this country. As of today, February 9th 2024, 10 thousand plus people per day are being confronted and inter-dicted as they seek to enter the U.S.; most are refugees seeking asylum status and most (virtually all) are being turned away (Isacson, 2024). This Southern border situation has become a political flash point in the US; the prior administration and its Conservative base would (if they could) build a physical wall along the Southern U.S. border, between the US and Mexico, from the Pacific Ocean to the Atlantic Ocean.

The U.S. and several other countries have seen a rise in Conservative popularity. This Conservative rise has had, and will have, a major negative influence on the acceptance of refugees and other displaced persons. Conservatives in the U.S. Congress are withholding money for Ukraine and Israel until permanent changes get made in the US Immigration Policy. These Conservative-initiated changes will make it even more difficult for refugees to be accepted here.

These anti-immigrant, anti-refugee attitudes are representative of a deep fear based on a misunderstanding of refugees, and of a personal lack of empathy. Contributory to these ‘anti’ attitudes is the lack of a history of the good models that do exist for refugee resettlement and integration, the lack of public
information about these working programs, and also the lack of good working programs to resettle refugees. Canada has done the most research on quantifying the economic cost vs. the economic benefits of resettlement refugees. More detail on this later but for now note that the U.S. has done little to quantify / publicize the benefits of refugees to the overall economy / society.

Economic integration remains a significant hurdle, with many newcomers needing help to secure stable employment and financial security. Cultural adjustment and language barriers exacerbate the difficulties in accessing essential services and participating fully in their new communities. Mental health concerns are also prevalent, stemming from the trauma of displacement, and the uncertainty of resettlement. On top of this, social isolation is a big factor that hinders the establishment of supportive social networks; these networks are vital to successful refugee cultural integration.

Increasing numbers of displaced persons are needing assistance and are encountering an increasingly hostile acceptance environment; either from the potentially accepting countries being at capacity, or the non-accepting countries becoming even less accepting.

These trend lines and the briefest of sketches of the numbers involved, dramatically point to the need for some fundamental change in refugee policies in the U.S. in particular, but in most other countries as well. There is the need for a new model that somehow enhances the desirability of refugees, and that overcomes the perceived disadvantages of accepting refugees.

Elder communities are often overlooked as a resettlement resource. Elder communities are generally considered to be dependent populations; that is populations which need resources from the rest of society. However, elder communities do have the potential to play an important role in refugee resettlement.

Seasoned individuals, with a lifetime of experience, can be, and should be, a major societal resource. Passing on their knowledge and experience to those most in need would seem to be a perfect fit. Another potential ‘perfect fit’ would be the role of refugees as care-takers of these same elders as the elders age to the point of needing assistance.

We envision these two dependent populations forming a cooperative relationship that decreases for each of them, their dependent status. This is a major economic plus that can be influential in changing perceptions and attitudes. If economic advantage can be demonstrated, this gets the attention of politicians and policy makers.
There is a saying about politic: “No matter what they say they are talking about, they are really talking about money.” Much of the objections in more developed countries, particularly the U.S., to accepting refugees is the perceived cost of acculturating them, and the perception that the refugees will then take jobs from Americans. Canada is the one country that we know of which has carefully quantified the cost vs. the contributions of refugees. Canada’s analysis shows that refugees are net positive. They contribute more to society than they take. Integrating refugees with elders will increase that net positive.

1.3. Research Objectives

This thesis has several primary objectives:

1. To analyze the challenges faced by refugees and displaced populations in the United States. These include economic, cultural, language, mental health, and social-integration barriers.
2. To examine the role that elder communities can play in addressing these challenges, emphasizing the potential for inter-cultural and inter-generational support systems.
3. To explore the potential for elder-based programs to be effective in resettling and supporting refugees and displaced populations.
4. To develop a model for sustainable solutions that leverages the strengths of elder communities and can be replicated by organizations nationwide.
5. To provide policy recommendations, program implementation guidelines, and funding strategies for enhancing refugee resettlement through creating cooperative structures with elder communities.
6. To suggest / innovations in refugee resettlement
7. To suggest possible down stream uses of resettled refugees as a resource.

1.4. Significance of the Study

The significance of this study lies in its potential to transform the way we approach refugee resettlement and displaced population support in the United States; by recognizing the potentially invaluable contribution of elder communities, and fostering a cooperative connection between refugees and elder communities. We aspire to create a more inclusive and supportive society that honors the diverse experiences of those seeking refuge within our borders. This project aims to be a catalyst for positive change, offering actionable recommendations and a replicable model that can be embraced by organizations and communities across this country and we believe other countries also.
CHAPTER 2: Literature Review

The literature review reveals the difficulties and complexities of refugee resettlement in the U.S. The literature also underscores the untapped potential of elder communities in addressing some of these challenges. The overview of the existing literature gives us some foundation for the project’s exploration of new and innovative solutions and the development of a replicable model for enhancing refugee resettlement through elder community involvement. In particular, the literature we consulted and found most helpful were the following websites:

- The United Nations High Commissioner for Refugees (UNHCR), known as the UN Refugee Agency - is the biggest organization in the world that aims and focuses on providing aid and protection to those who are being forced to flee their homes due to violence, conflict, and persecution. Since 1950, UNHCR has helped approximately 50 million refugees resettle into their new homes and has twice received the Nobel Peace Prize (UNHCR, 2023).

- The International Rescue Committee (IRC) - responds to the world’s humanitarian crisis, including the conflict in Ukraine and the crisis in Afghanistan and now the terrible statistic in Gaza. IRC helps to restore health, safety, education, economic well-being, and power to those affected by conflict and disaster. IRC also focuses on fighting for women’s rights (The International Rescue Committee (IRC), n.d.).

- United Nations Relief and Works Agency (UNRWA) for Palestine Refugees - is committed to focus on humanitarian services like education, primary health care, relief and social services, infrastructure, and refugee camp improvement, microfinance and emergency response, including in situations of armed conflict. UNRWA is working on advancing the human development of Palestinian refugees through the 5 strategic outcomes under the Agency’s Medium-Term Strategy 2016-2022 (MTS) (United Nations Relief and Works Agency for Palestines Refugees (UNRWA), n.d.):
  - Strategic Outcome 1: Refugees’ rights under international law are protect and promoted.
  - Strategic Outcome 2: Refugees’ health is protected and the disease burden is reduced.
  - Strategic Outcome 3: School-aged children complete quality, equitable and inclusive basic education.
  - Strategic Outcome 4: Refugee capabilities strengthened for increased livelihood opportunities.
  - Strategic Outcome 5: Refugees are able to meet their basic human needs of food, shelter, and environmental health.
WelcomeUS - a recent national initiative to build, inspire, and empower Americans to welcome and support those seeking refuge in the U.S. There are currently 300,000+ sponsor applications filed by everyday Americans to bring Afghans, Ukrainians, Haitians, and others to safety. 40 of America’s most influential companies provides resources, innovations, and employees to support those seeking refuge. 440+ organizations from across the country supporting newcomers and powering a nationwide welcome movement (Welcome.US, n.d.).

The U.S. Refugee Admissions Program (USRAP) - is a program that accepts refugees who are vulnerable and are in need of the protection provided by a third-country resettlement. It provides a pathway for resettlement to the United States under the Immigration and Nationality Act (INA) (U.S. Department of State, n.d.).

Government of Canada, Department of Social Services - is a government funded service that is dedicated to enhancing economic and social well-being by helping Canadians lead more stable and self-sufficient lives. These services include income security, employment assistance, social housing, seniors care, child welfare, disability support, indigenous affairs, and domestic and family violence. Canada offers financial assistance through the Resettlement Assistance Program (RAP) to qualifying refugees who are unable to cover their fundamental expenses. Assistance may encompass a single household setup grant and regular monthly income support payments (Department of Social Services, n.d.).

Office of Refugee Resettlement (ORR) - focuses on providing new populations with the opportunity to achieve their full potential in the United States. This program gives people in need critical resources to assist them in becoming integrated members of American society. These services are available to the following groups: refugees, asylees, Cuban/Haitian refugees, Special Immigrant Visa (SIV) holders, Amerasians, and victims of trafficking. ORR also provides care and placement for unaccompanied children who enter to the U.S. from other countries without an adult guardian (U.S. Department of Health and Human Services, n.d.).

Church World Service (CWS) - was founded in 1946 and is a cooperative ministry of 37 Christian denominations and communions by providing sustainable self-help, development, disaster-relief, and refugee assistance around the world. Their goal is that everyone has food, a voice, and a safe place to call home (Church World Service (CWS), n.d.).

Lutheran Immigration and Refugee Service (LIRS) - is the largest faith-based nonprofit dedicated to serving immigrants, asylum seekers and refugees in the United States. They are very well equipped to welcome those who have faced conflict and persecution. LIRS has decades of experience (Lutheran Immigration and Refugee Service (LIRS), n.d.).
- U.S. Committee for Refugee and Immigrants (USCRI) - is an international program that focuses on refugee resettlement and placement, foreign-born victims of human trafficking, and unaccompanied immigrant children. They also focus on defending the rights of refugees and asylum seekers (U.S. Committee for Refugee and Immigrants (USCRI), n.d.).
- World Relief - located in the U.S. focuses on helping refugees and other immigrants in vulnerable situations by rebuilding their lives in a new country. Their aim is to tackle the world’s greatest problems - disasters, extreme poverty, violence, oppression or mass displacement and immigration - with holistic, locally-driven solutions (World Relief, n.d.).
- San Francisco Human Services Agency / Department of Disability and Aging Services (DAS) - is a service to seniors, adults with disabilities, and their families to maximize self-sufficiency, safety, health, and independence. (San Francisco Human Services Agency, n.d.).
- Institute of Aging - works to improve the quality of life for older adults by providing health care, independence, social and emotional support, education and advocacy, and participation in the community. This program serves a diverse population regardless of their ethnicity, religion, sexual identity, or social status. The Institute on Aging is located at 3575 Geary Boulevard in San Francisco and offers services to prospective clients from San Francisco, Marin, San Mateo, Santa Clara, and the Peninsula (Institute of Aging, n.d.).
- American Immigration Council - works to shape how America thinks about and acts towards immigrants and immigration and by working toward a more fair and just immigration system that opens its doors to those in need of protection and unleashes the energy and skills that immigrants bring (American Immigration Council, n.d.).
- International Organization for Migration (IOM) - helps to ensure the orderly and humane management of migration, to promote international cooperation on migration issues, and to assist in the search for practical solutions to these problems by providing humanitarian assistance to migrants in need, refugees, displaced persons or other. This organization is the leading inter-governmental with 171 countries, and supporting 175 member states. In 2021, IOM reached 31.7 million persons (including internally displaced persons, refugees, and migrants) and host community members. They have 4 broad areas that they operate on: migration and development; facilitating migration; regulating migration; and addressing forced migration. They work closely with governmental, inter-governmental and non-governmental partners (International Organization for Migration (IOM), n.d.).
- The German Federal Office for Migration and Refugee (BAMF) - is the German authority that is responsible for conducting asylum procedures and protecting refugees. BAMF coordinates the
promotion of resettlement and integration and carries out research in the area of migration (The German Federal Office for Migration and Refugee (BAMF), n.d.).

- Ministry of Foreign Affairs of Japan: Refugees (MOFA) - is the Government agency providing support for Japanese language education, social adaptation training, employment seeking and other activities in order to promote the integration of refugees into Japan (Ministry of Foreign Affairs of Japan, n.d.).

- Center for Global Development (CGD) was founded in November 2001 and is an independent organization that works to reduce global poverty and inequality by encouraging policy change in the United States and other rich countries through research and active engagement with the policy community. They are funded by a diverse group of foundations, corporations, government and individuals (Center for Global Development, n.d.).

- The American Immigration Council - is a powerful voice in promoting laws, policies, and attitudes that honor America’s proud history as a nation of immigrants. Through research and policy analysis, litigation, and international exchange, the Council seeks to shape a twenty-first-century vision of the American immigrant experience. In January 2022, the Council and New American Economy merged to combine a broad suite of advocacy tools to better expand and protect the rights of immigrants, more fully ensure immigrants’ ability to succeed economically and help make the communities they settle in more welcoming (Dimas, 2023).
CHAPTER 3: Methodology

The methodology used in this thesis paper is an approach that combines empirical, observations thinking with research, quantitative data collection, case studies, and program evaluation. The over-arching goal is to provide a solid foundation to develop a model for improving refugee resettlement through elder community involvement. The following sections outline the key components of this proposed methodology.

A thorough study was undertaken on a set of 120 refugees residing in the Bay Area, all of whom completed an online questionnaire on Google survey; 82 responses came out to be relevant. The research participants were studied based on how long they have been in the United States.

Logistic regression was utilized as an analytical tool to evaluate several factors that operate as markers of employment. The study examined all relevant unrelated characteristics such as age, gender, level of education, length of stay in the host country, and perceived barriers and chances for work.

3.1. Research Design

This project uses a research design to collect quantitative data. To establish a complete strategy, the complex challenges involving refugee resettlement and elder community engagement must be approached from several perspectives. We have attempted to present a representative selection of the huge number of resources available.

3.2. Data Collection

1. Surveys: A survey instrument will be developed to collect quantitative data from various stakeholders, including refugees, elder community members, service providers, and policymakers. This survey will assess factors such as economic integration, cultural adjustment, mental health, and the potential role of elder communities in addressing these issues.

2. Focus Groups: Discussions will be organized ideally involving both refugees and elder community members. These discussions will allow for a deeper exploration of cultural dynamics, inter-generational inter-actions, and the feasibility of implementing collaborative programs.
3. Document Analysis: A comprehensive review of relevant documents, reports, policy papers, and academic literature will be conducted to provide context and background information. This includes an analysis of existing inter-generational programs with particular attention to those which produced favorable outcomes.

4. Analysis (Quantitative): Survey data will be analyzed using statistical software to identify patterns, and correlations. This will provide deeper insights, could be additive patterns and correlations, into the challenges that refugees face, and the potential ways in which fit elder community involvement.

3.3. Case Studies

In addition to data collection and analysis, this project will incorporate individual case studies of existing inter-generational programs with the focus on programs which have successfully engaged elder communities in supporting refugees and displaced populations. These case studies will offer additional practical insights into program design, implementation, challenges encountered, and lessons learned.

3.4. Program Development and Evaluation

Developing from the research findings and from the insights derived from the data analysis and case studies, and from our own empirical observations, a model for improving and enhancing refugee resettlement through elder community involvement will be developed. This model will outline the key components, best practices, and workable strategies for building sustainable support systems. It will also suggest program implementation guidelines and recommendations for policy-makers and organizations.

3.5. Ethical Consideration

The research will adhere to accepted ethical guidelines, ensuring informed consent from all participants and maintaining their anonymity and confidentiality. Ethical considerations will also extend to the dissemination of findings, with a commitment to respect the rights and privacy of those involved.
3.6. Limitations

This program development methodology acknowledges potential limitations, particularly including sample size constraints, but also the complexity of culture dynamics, and somewhat the evolving nature of refugee resettlement policies. We cannot fully address these limitations, but do acknowledge them.

Another limitation of this study pertains to the challenge of accessing and engaging elder communities for interviews. Despite the recognized value of their perspectives and experiences, we’ve encountered difficulties in reaching out to elder communities or eliciting their participation in interviews. Despite efforts to establish contact and build rapport, none of the elder community members were reachable or expressed comfort in being interviewed.

By adopting this comprehensive methodology, this research paper aims to provide an overview of the challenges and opportunities surrounding refugee resettlement using elder community involvement. We are trying to develop a model that addresses the needs of refugees and at the same time also uses the refugee-elder connection (which gets formed by elder communities helping resettle refugees) to then assist in providing health-care and end-of-life support to aging elders.
CHAPTER 4: Analysis of Findings

4.1 Questionnaire

The online survey consisted of 22 questions addressing multiple aspects. The questionnaire included basic demographic information such as age, gender, nationality, refugee status (asylum seeker, recognized refugee, etc.), duration of stay in host country. Additionally, this survey includes various integration experiences such as employment status, educational attainment, language proficiency, community engagement (participation in local events, organizations, etc.), and social connections (established relationships with locals or other refugees). The survey further inquired about support services-utilization like the ability to access legal services, any participation in integration programs, support from NGOs or community sponsorship, Government assistance received. It also dove into refugee perceptions of their host society such as feelings of inclusion, experience of discrimination, awareness of local policies, and overall satisfaction with their host country. Lastly, the survey included questions about future aspirations like employment goals, educational goals, and suggestions for improving integration services.

4.2 Analysis

Two variables, age and duration of stay in the United States, have been split for analytical reasons. Age was divided into four categories: ages between 18-25, 25-45, 45-65 and 65+ years. The goal was to improve understanding of the possible influence of age on employment. Binary logistic-regression was used to study the relationship between the different duration-of-stay time-periods of refugees and their reported obstacles, as well as the basic demographic parameters impacting their career prospects.

4.3 Results

(Table 1) presents the demographic characteristics of refugees and asylees residing in the Bay Area, with a focus on age group, gender, nationality, and refugee status. This shows that the majority of respondents (50.62%) fall within the age range of 25-45 years, followed by those aged 45-65 years (25.93%) and those 65+ years (20.99%). In terms of gender distribution, males constitute a larger proportion of the respondents at 59.26% compared to females at 40.74%. The nationality distribution indicates a diverse representation, with Ukrainian refugees comprising the largest group at 27.16%, followed by Mexican refugees at 24.69%. Notably, respondents from Afghan, Iraqi, and Syrian backgrounds are also represented, though to a lesser extent. Regarding refugee status, the data shows a relatively even split between asylum seekers (44.44%) and recognized refugees (55.56%). (Table 2) provides the correlation between education levels and employment among refugees and asylees in the United States, along with
data on the duration of their stay and language proficiency. The data indicates a diverse distribution across education levels, with 49.38% of respondents holding a bachelor’s degree, 40.74% having completed high school, and a smaller proportion (9.88%) possessing advanced degrees such as Master’s, PhD, or MD. In terms of employment status, slight over half 53.09% of respondents are employed, while 46.91% are unemployed. Interestingly, the duration of stay in the U.S. shows relatively even distribution among respondents, with a slight decrease in the number of individuals staying for four or more years. Language proficiency varies among respondents, with 37.04% reporting average proficiency, followed by 29.63% each for above-average and below-average proficiency levels. Fluent proficiency is reported by a smaller proportion of respondents at 3.70%. (Table 3) shows the insights into the perception of inclusion versus discrimination among refugees and asylees in the United States, focusing on community engagements, feelings of inclusion, and experiences of discrimination. The data reveals that a majority of respondents (67.90%) report engaging with their community, indicating a level of involvement in local activities or organizations. However, perceptions of inclusion varies among respondents, with a significant portion (33.33%) expressing neutrality regarding the ease of feeling included, while 29.63% find it difficult and only 14.81% find it easy. Additionally, a notable proportion (13.58%) find feeling included very difficult, contrasting with the smaller percentage (8.64%) finding it very easy. Regarding experiences of discrimination, a significant majority (64.20%) report experiencing discrimination sometimes, while 30.86% report never experiencing discrimination. On the other hand, a small percentage (4.94%) report experiencing discrimination always. (Table 4) represent data on the utilization of support services and integration satisfaction among refugees and asylees. The findings indicate varying levels of familiarity with available support services, with a significant proportion (45.68%) reporting being somewhat familiar with accessing legal services, while 24.69% feel not so familiar and 27.16% feel very familiar. Regarding participation in integration programs, a substantial majority (76.54%) report engagement in such programs, suggesting active efforts toward integration. In terms of support from NGOs or community sponsorship, a plurality of responses (45.68%) express satisfaction, while 37.04% neither satisfied nor dissatisfied and 17.28% very satisfied. The data also reveals high levels of government assistance received, with 86.42% of respondents reporting receiving assistance. Additionally, most respondents (64.20%) feel somewhat familiar with local policies, although smaller percentages feel not so familiar (17.28%), very familiar (16.05%), or extremely familiar (2.47%). Finally, regarding overall satisfaction, the majority (54.32%) report feeling neither satisfied nor dissatisfied, while 35.80% are satisfied, and 7.41% are very satisfied.
**Table 1: Demographic characteristic of Refugees and Asylees in the Bay Area**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Total No.</th>
<th>Percentage:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age Group</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18-25</td>
<td>2</td>
<td>2.47%</td>
</tr>
<tr>
<td>25-45</td>
<td>41</td>
<td>50.62%</td>
</tr>
<tr>
<td>45-65</td>
<td>21</td>
<td>25.93%</td>
</tr>
<tr>
<td>65+</td>
<td>17</td>
<td>20.99%</td>
</tr>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>33</td>
<td>40.74%</td>
</tr>
<tr>
<td>Male</td>
<td>48</td>
<td>59.26%</td>
</tr>
<tr>
<td><strong>Nationality</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Afghani</td>
<td>10</td>
<td>12.35%</td>
</tr>
<tr>
<td>Burmese</td>
<td>8</td>
<td>9.88%</td>
</tr>
<tr>
<td>Iraqi</td>
<td>10</td>
<td>12.35%</td>
</tr>
<tr>
<td>Mexican</td>
<td>20</td>
<td>24.69%</td>
</tr>
<tr>
<td>Syrian</td>
<td>11</td>
<td>13.58%</td>
</tr>
<tr>
<td>Ukrainian</td>
<td>22</td>
<td>27.16%</td>
</tr>
<tr>
<td><strong>Refugee status</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asylum seeker</td>
<td>36</td>
<td>44.44%</td>
</tr>
<tr>
<td>Recognized refugee</td>
<td>45</td>
<td>55.56%</td>
</tr>
</tbody>
</table>

**Table 2: Correlation between Education Levels and Employment Among Refugees / Asylees in the U.S.**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Total No.</th>
<th>Percentage:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Duration of stay in the U.S.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 year</td>
<td>26</td>
<td>32.10%</td>
</tr>
<tr>
<td>2 years</td>
<td>24</td>
<td>29.63%</td>
</tr>
<tr>
<td>Years</td>
<td>No.</td>
<td>Percentage</td>
</tr>
<tr>
<td>-------</td>
<td>-----</td>
<td>-------------</td>
</tr>
<tr>
<td>3</td>
<td>23</td>
<td>28.40%</td>
</tr>
<tr>
<td>4</td>
<td>7</td>
<td>8.64%</td>
</tr>
<tr>
<td>5</td>
<td>1</td>
<td>1.23%</td>
</tr>
</tbody>
</table>

**Education**

<table>
<thead>
<tr>
<th>Level</th>
<th>No.</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor</td>
<td>40</td>
<td>49.38%</td>
</tr>
<tr>
<td>H.S</td>
<td>33</td>
<td>40.74%</td>
</tr>
<tr>
<td>MS/PhD/MD</td>
<td>8</td>
<td>9.88%</td>
</tr>
</tbody>
</table>

**Employment status**

<table>
<thead>
<tr>
<th>Status</th>
<th>No.</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>43</td>
<td>53.09%</td>
</tr>
<tr>
<td>Unemployed</td>
<td>38</td>
<td>46.91%</td>
</tr>
</tbody>
</table>

**Language Proficiency**

<table>
<thead>
<tr>
<th>Proficiency</th>
<th>No.</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Above average</td>
<td>24</td>
<td>29.63%</td>
</tr>
<tr>
<td>Average</td>
<td>30</td>
<td>37.04%</td>
</tr>
<tr>
<td>Below average</td>
<td>24</td>
<td>29.63%</td>
</tr>
<tr>
<td>Fluent</td>
<td>3</td>
<td>3.70%</td>
</tr>
</tbody>
</table>

**Table 3: Perception of Inclusion vs. Discrimination Among Refugees / Asylees in the U.S.**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Total No.</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Community Engagements</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>26</td>
<td>32.10%</td>
</tr>
<tr>
<td>Yes</td>
<td>55</td>
<td>67.90%</td>
</tr>
<tr>
<td><strong>Feeling of Inclusion</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Difficult</td>
<td>24</td>
<td>29.63%</td>
</tr>
<tr>
<td>Easy</td>
<td>12</td>
<td>14.81%</td>
</tr>
<tr>
<td>Neither easy nor difficult</td>
<td>27</td>
<td>33.33%</td>
</tr>
<tr>
<td>Very difficult</td>
<td>11</td>
<td>13.58%</td>
</tr>
<tr>
<td>Very easy</td>
<td>7</td>
<td>8.64%</td>
</tr>
<tr>
<td><strong>Experience of Discrimination</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Always</td>
<td>4</td>
<td>4.94%</td>
</tr>
<tr>
<td>Never</td>
<td>25</td>
<td>30.86%</td>
</tr>
<tr>
<td>Variable</td>
<td>Total No.</td>
<td>Percentage:</td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>-----------</td>
<td>-------------</td>
</tr>
<tr>
<td><strong>Access of Legal Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Extremely familiar</td>
<td>2</td>
<td>2.47%</td>
</tr>
<tr>
<td>Not so familiar</td>
<td>20</td>
<td>24.69%</td>
</tr>
<tr>
<td>Somewhat familiar</td>
<td>37</td>
<td>45.68%</td>
</tr>
<tr>
<td>Very familiar</td>
<td>22</td>
<td>27.16%</td>
</tr>
<tr>
<td><strong>Participation in Integration Programs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>19</td>
<td>23.46%</td>
</tr>
<tr>
<td>Yes</td>
<td>62</td>
<td>76.54%</td>
</tr>
<tr>
<td><strong>Support from NGOs or Community Sponsorship</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>30</td>
<td>37.04%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>37</td>
<td>45.68%</td>
</tr>
<tr>
<td>Very satisfied</td>
<td>14</td>
<td>17.28%</td>
</tr>
<tr>
<td><strong>Government Assistance Received</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maybe</td>
<td>11</td>
<td>13.58%</td>
</tr>
<tr>
<td>Yes</td>
<td>70</td>
<td>86.42%</td>
</tr>
<tr>
<td><strong>Awareness of Local Policies</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Extremely familiar</td>
<td>2</td>
<td>2.47%</td>
</tr>
<tr>
<td>Not so familiar</td>
<td>14</td>
<td>17.28%</td>
</tr>
<tr>
<td>Somewhat familiar</td>
<td>52</td>
<td>64.20%</td>
</tr>
<tr>
<td>Very familiar</td>
<td>13</td>
<td>16.05%</td>
</tr>
<tr>
<td><strong>Overall Satisfaction</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>2</td>
<td>2.47%</td>
</tr>
</tbody>
</table>

Table 4: Utilization of Support Services & Integration Satisfaction Among Refugees / Asylees
The collected responses from refugees/asylees shed light on the challenges they face in finding employment. Language barriers and lack of educational degrees emerged as significant obstacles. (Table 2) indicates that while a considerable portion of respondents possess high school or bachelor’s degrees, advanced degrees are less common, potentially limiting their job opportunities. Additionally, language proficiency, as shown in (Table 2), varies among respondents, with many reporting average or below-average proficiency levels, which can hinder effective communication in the workplace. Lack of employment amplifies existing struggles for refugees/asylees, causing financial instability, social isolation, and uncertainty about their future. This was as highlighted in the responses.

The process of obtaining work authorization further compounds these challenges. Refugees/asylees must navigate a lengthy and bureaucratic process involving extensive paperwork, background checks, and waiting periods. This bureaucratic process, as noted in the responses, can be costly and time-consuming, delaying and denying access to employment opportunities, thus intensifying financial strain.

Moreover, Table 4 illustrates the difficulty refugees/asylees face in accessing support services that could aid in their employment-seeking efforts. Many respondents express dissatisfaction with the availability and accessibility of support services, such as legal assistance and integration programs, which could provide valuable resources and guidance in navigating the job market.

To address these challenges, respondents emphasize the need for streamlined processes, increased access to support services, and targeted interventions to facilitate employment opportunities. Suggestions include reducing paperwork, providing language and cultural classes, offering financial assistance, and implementing programs to facilitate job placement. Additionally, respondents stress the importance of addressing mental health issues and providing resources for housing and education to support successful integration and employment outcomes for refugees/asylees.
CHAPTER 5: Refugee Resettlement in the U.S

Refugee resettlement in the United States is a multifaceted process governed by a complex web of federal, state, and local agencies, as well as non-governmental organizations (NGOs) and community-based groups. Historically, the U.S. has been a destination for refugees fleeing conflicts and persecution worldwide. The Refugee Act of 1980 established the current framework for refugee resettlement in the U.S., emphasizing humanitarian principles and providing a legal basis for the admission and integration of refugees. However, the implementation of these principles has often faced challenges, necessitating ongoing examination and improvement. That is ‘polite-speak’; Conservative political influence continually attempts to completely close the borders.

The U.S. Refugee Admissions Program (USRAP) is the primary mechanism through which refugees are resettled in the United States. It is a cooperative effort involving the U.S. Department of State, the U.S. Department of Homeland Security, and the Department of Health and Human Services. The USRAP sets annual refugee admissions ceilings, prioritizes vulnerable populations, and manages the screening and vetting process (U.S. Department of State, 2021).

Historically the U.S. has also been the creator of refugees. Note in particular: Vietnam, Laos, and major U.S. political meddling in Central America, Panama, South America, Chile, and economic embargoes of both Cuba and Venezuela. Refugee flows to the United States Southern border increased dramatically as an aftermath. The 1954 overthrow of the democratically elected President of Guatemala to preserve profit for the United Fruit Company is another example. Decades of instability followed. Honduras, Nicaragua, and El Salvador, all have current refugee flows significantly attributable to U.S. intervention.

According to research, refugees may make major long-term contributions to the U.S. economy and culture, overcoming initial hurdles and becoming vital members of their communities; this despite early challenges such as language competency and cultural adjustment. Many refugees show incredible perseverance and tenacity and eventually thrive in their adoptive country. According to studies, many immigrants become homeowners, establishing roots and contributing to the stability of communities and local economies. Furthermore, immigrants frequently demonstrate entrepreneurial energy, starting enterprises that not only stimulate economic growth, but also offer work / opportunities for others. Aside from financial contributions, refugees actively participate in community-building initiatives, such as civic events, volunteering, and campaigning for solutions to social problems. These findings underline the essential contributions refugees make to the fabric of American society (Song & Batalova, 2019).
5.1. Challenges Faced by Displaced Populations

Major challenges are faced by displaced populations, including refugees and internally displaced persons (IDPs). Understanding these challenges is essential for designing effective programs and policies aimed at enhancing refugee resettlement through elder community involvement. This review provides an overview of the key challenges displaced populations face in the United States and Globally.

Of the challenges faced by refugees and displaced populations upon arrival in the U.S., housing is probably the most significant. Economic integration remains a primary issue, as refugees often face barriers to securing stable employment. Limited English proficiency and cultural differences can complicate the job search process, resulting in higher rates of unemployment and underemployment among refugee populations. These economic disparities can lead to long-term financial instability and dependence on social welfare programs.

Cultural adjustment is another crucial aspect of resentment. Refugees must navigate a new cultural landscape, often facing discrimination, prejudice, and misunderstandings about their backgrounds. These challenges can strain mental health and social well-being. Moreover, language barriers can hinder access to healthcare, education, and other essential services, exacerbating refugees’ vulnerability.

Mental health concerns among refugees are prevalent, largely stemming from the trauma of displacement, exposure to violence, and the challenges of adapting to a new environment. Depression, anxiety, and post-traumatic stress disorder (PTSD) are common among refugee populations. Left unaddressed, these mental health issues can further impede successful integration and overall well-being.

Additionally, social isolation is a significant concern. Many refugees arrive in the U.S. with fractured social networks, leaving them without a support system. Building new relations can be challenging, particularly in communities where refugees are a minority. This isolation can lead to feelings of loneliness and alienation, impacting mental health and overall adjustment.

5.2. Role of Elders in Community Building

When researching the role of elders in community development, several main themes emerge, each emphasizing the essential contributions elders can make to the resettlement process for refugees and displaced populations. Elders act as pillars of strength and wisdom in their communities, providing invaluable help in language learning, navigating bureaucratic procedures, as well as encouraging social
interactions, and mental health care. Their presence not only helps with practical adaptation to new environments, but it also fosters a sense of belonging and resilience in persons dealing with displacement issues. As we explore further into these topics, we discover the many ways in which elder engagement improves refugees’ lives and promotes dynamic inclusive communities.

Elder communities, often characterized by their wisdom, experience, and strong sense of community, have the potential to address many of the challenges faced by refugees and displaced populations. Elders can serve as role models, mentors, and sources of guidance, offering newcomers valuable insights into American society and culture. Their experience can help bridge cultural divides and provide context for understanding the challenges of resettlement. Elders can provide real assistance in language acquisition and acculturation.

In refugee communities, elder mentorship can facilitate the adaptation to a new environment and the acquisition of essential life skills. Elders also often possess conflict-resolution skills and are adept at resolving disputes within the community. Their presence can contribute to peaceful coexistence (Himley, 2004). Building social bonds is very important. Elders can play a role in strengthening social bonds within communities. They can organize gatherings, events, and celebrations, fostering a sense of togetherness.

In terms of mental health support, elders can provide a nurturing and empathetic environment for refugees to share their experiences and to cope with trauma. The wisdom and perspective of elder mentors can be a source of strength and resilience for those grappling with the emotional scars of displacement.

5.3. Intergenerational Programs

Intergenerational programs that bring together elders and younger refugees have demonstrated numerous benefits. These programs foster mutual understanding, promote cultural exchange, and provide a sense of belonging to both generations. Research has shown that inter-generational inter-action can reduce feelings of isolation and enhance psychological well-being for all involved. These programs aim to bridge generational gaps, promote mutual understanding, and create opportunities for meaningful interactions (Fingerman et al., 2016).

Within the context of refugee resettlement, inter-generational programs offer a space for sharing cultural traditions, stories, and experiences. These programs can help newcomers learn about their host culture while preserving their own. Refugee youth and elders may experience feelings of isolation in a new country. These programs facilitate connections and bridge the gap between generations, creating a sense
of community. Through mentorship and skills transfer, elder community members can assist younger refugees in navigating the job market and achieving economic self-sufficiency.

Effective inter-generational programs recognize the cultural diversity within the refugee community and these programs create an inclusive environment that respects all participants’ backgrounds. Collaborations between community-based organizations, schools, and local institutions can enhance the reach and impact of intergenerational programs. Tailoring program activities to the specific needs and preferences of participants can also contribute to program success.

Some challenges need to be considered. Organizing inter-generational programs requires coordination, space, and resources, which pose logistical challenges. With this, overcoming language barriers among participants can be a challenge, requiring thoughtful language learning support and in term interpretation services.
CHAPTER 6: Existing Models for Refugee Resettlement

As the writing of this paper progresses, in reviewing the existing literature and simultaneously watching the daily news that directly concerns refugee and refugee creating situations unfold; the need to expand the somewhat narrow original scope of this paper becomes increasing evident and important.

The original intent was to integrate two dependent population, refugees and elder communities; to study what if anything already exists in this inter-active environment and to conduct interviews and gather information in any other possible ways to generate a potential set of recommendations for how to integrate refugee resettlement into elder communities and then as a sort of quid pro quo, how to use refugees to become caregivers and supportive care-takers of elders as the elders age into their last years. This would entail looking at the problems, the potential, how to go about the process, etc.

However, the unfolding crises that are generating refugees at a never-before rate and the simultaneous slow-down of acceptance rates of refugees into receiving countries, demand that the scope of recommendations into some global model for refugee resettlement be as broad as is possible, i.e. that is include every possible additive recommendation; that recommendations not be too narrowly constrained to meet artificial external criteria.

Several successful models for refugee resettlement in the U.S. exist, emphasizing the importance of community-based support. One notable example is the Community Sponsorship program, where local groups, often faith-based organizations, work directly with refugee families to provide housing, financial assistance, and social support. These grassroots efforts showcase the power of community engagement in facilitating successful integration.

However, the integration of elder communities into such models remains an under-explored dimension. Few programs systematically tap into the expertise and potential of elder community members in supporting refugees and displaced populations.

6.1. Innovative Initiatives

As Governments (at least the one we see - the U.S. Government) become overwhelmed by the number of refugees and Government services become increasingly strained, countries (the U.S.) have begun privatizing refugee resettlement. They are encouraging private citizens to essentially adopt refugees. This sounds inherently positive and we do not wish to disparage this process, but in most of the cases, we see
the Government is putting the entire resettlement burden on private citizens where it would be much more effective if Governments were even slightly more participatory. However, this new process of privatizing refugee resettlement may transform the way that we treat refugees around the world by creating a system that is more responsive to those in need. It can only be hoped that religious groups, non-profit organizations, and individuals come together to support refugees. Additionally, we are pushing to include elder communities and elder groups specifically in this process.

The U.S. example of this refugee privatization process is “The Welcome Corp” which was introduced by the Biden administration on January 19, 2023. This allows U.S. citizens and permanent residents to sponsor individuals entering the United States as refugees. This program is designed to work alongside the U.S. Refugee Admissions Program (USRAP). However, The Welcome Corp is a little different than the U.S. Refugee Admissions Program (USRAP). Instead of relying solely on resettlement agencies, people can now form groups of at least 5 individuals to sponsor a new refugee. To do so, they must collectively raise $2,275 per refugee, undergo background checks, and establish a support plan (Dimas, 2023).

Traditionally, individuals granted refugee status outside the U.S. could only enter through formal resettlement agencies, which assist with shelter, food, and employment for newcomers. However, these agencies are limited in their locations and have been constrained in capacity, and further hampered by the reduction of refugee admissions during the Trump admistration.

The Welcome Corp private sponsorship program offers an alternative; allowing individuals to enter the country even in areas without active resettlement organizations. Noteably, those entering through the program will have formal refugee status and become eligible for a green card in a relatively short period. The Biden admistration aims to admit a minimum of 5,000 refugees through this new process for the remainder of Fiscal Year 2023 (Dimas, 2023).

This U.S. program appears to provide an up-and-running structure ideally suited for elder communities to participate in the resettlement of refugees.

The second example is “Uniting for Ukraniane.” This is a parole program received 200 thousand sponsorships applications. This program provides only temporary relief for Ukrainians fleeing the war (this temporary aspect probably reflects what unfortunately may be a Biden administration fantasy that these fleeing Ukrainians are going to be able to return to the Ukraine when Russia has been defeated) (!)
Lastly, Japan's shift away from formal refugee acceptance reflects in part a thoughtful and varied strategy. This strategy takes into account considerations such as security, human rights, economic necessities, and global geopolitical dynamics. By doing so, Japan positions itself as a dynamic participant in worldwide efforts to address forced displacement. This departure challenges old-fashioned ideas about refugee policies and emphasizes a more comprehensive and flexible approach. For example, The Complementary Protection System grants protected status in Japan to people whose cases merit the ability to stay in Japan, but do not fall within the legal category of being a refugee as established under the 1951 Refugee Convention. The 1951 Refugee Convention defines a refugee as an individual who, owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership in a particular social group, or political opinion, is outside the country of their nationality and is unable or unwilling to avail themselves of the protection of that country. This definition aims to provide international protection to individuals who have fled their home countries due to a genuine fear of persecution based on specific grounds, ensuring that they are not forced to return to a situation where their life or freedom would be at risk. The Convention outlines the rights and obligations of refugees, as well as the responsibilities of states in granting asylum and protecting refugees from refoulement, or the forced return to a perilous situation (UNHCR, 2022).

This system, The Complementary Protection System status would grant protective status in Japan to individuals who are emmigrating / fleeing from Ukraine, Myanmar, and Afghans. In March 2023, Japan revised refugee status guidelines to broaden the definition of persecution to include violation of Human Rights. This change is the first of its kind in Asia (“Changing Dynamics in Japan’s Refugee Policy,” 2023).

Since 2007, Internationally, the UNHCR office in Japan has cooperated with 13 Universities to accept refugees as students including 150 Syrian refugees. Several UNOs has copied this approach of using a private sponsorship scholarship program (“Changing Dynamics in Japan’s Refugee Policy,” 2023).

6.2. New Policy Recommendations

External conditions like Ukraine, Israel, Latin America, climatic events, etc, are accelerating the creation of refugees and the absorption of refugees is not even close to keeping up. There needs to be changes and additions to the existing resettlement models - innovative changes to the existing models need to be fast-tracked to catch up / keep up. The ‘lag factor’ is developed countries (countries which could most
afford to accept refugees and who are in many cases complicit in creating refugees in the first place) but are most reluctant, to accept refugees. Low- and middle-income nations have accepted 75% of the world's refugees and other individuals in need of international protection. The Least Developed Countries offer refuge to 20% of the total (UNHCR, 2023).

The Welcome Corp program appears structurally well-suited for elder communities participation; an obvious follow-up / recommendation is that such a program have reciprocity; that is once the refugees attain language proficiency and a reasonable degree of acculturation, for them to start providing health care / assistance and other support services for aging elders.

Bringing elder communities into the resettlement process has many advantages, but an obvious one is elders taking care of elders, and elder citizens helping resettle elders refugees (no-brainer).

The Services to Older Refugees program gives money to states and state-alternative programs. The goal is to make sure refugees who are 60 years old or older can get the right services for aging. The program also strives to offer services that are not already available in the community (Office of Refugee Resettlement, n.d.).

Refugees aged 60 and above who have been in the United States for up to 5 years can use all the services from this program. Even before the first 5 years, they can still get referral services, interpreter services, and help preparing for citizenship and naturalization (Office of Refugee Resettlement, n.d.).

Specialized NGO’s: there is a role for specialized NGO’s; NGO’s that have hands-on experience in the practical aspects of refugee resettlement. They need to be involved. It is not enough to allow a group of five to form and give them some written materials, a guidebook if you will, and wish them ‘good luck.’ There needs to be some real experience-based assistance. This assistance needs to be readily available to provide training as well as guidance.

One possible and foreseeable role that a specialized NGO could play (there are by the way many NGOs out there with many years of experience in the resettlement process) is that of resource provider. Specialized teachers and counselors could be brought into the various volunteer groups on a rotational basis. Teachers and lecturers, experts in the field, will keep the sponsor groups from feeling so alone and would predictably increase the level of volunteer sponsorship by making the process, more manageable, and ultimately more do-able; characteristics certain to make the process more attractive.
We foresee complications and problems arising in the normal course of the resettlement process that are far beyond the capabilities of random groupings of 5 people. The overall idea of opening refugee resettlement up to privatization seems to be an idea with merit - but we think the idea as initially implemented, needs refinement and numerous additions to make it work.

The combination of specialized guidance coming in on an as-needed, or rotational basis would allow for a blending of a standardized structure while allowing developmental freedom at the same time. This could be a recipe for optimization.

Standardize, Optimize, and now for the third element in this three part formulation: Incentivize. This is the Government’s role, to provide money to grease the wheels (of progress). Welcome Corp has the private groups come up with funding themselves - and that’s alright - no argument with doing that - except that there are / will be certain conditions that could profit from external funding. Specifically, we are suggesting that elder groups, who could be a major resource, but are at point of their lives when they are often living on savings and / or a monthly retirement pension. Their ability to fund, to take on the funding of something as ambitious as this program, is less certain than younger demographic segments still in their earning years.

The Government could provide a stipend, or a matching fund (1:1, 2:1, 3:1 for possible example) to those over 65 years of age. This stipend would cover resettlement costs and could include a separate amount to incentivize the elders who often are living on a fixed income. Small additional dollars make a noticeable and pleasant difference to elders living on small pensions and fixed incomes.

There is nothing in these suggestions for inclusion into the Welcome Corp model that would preclude a revised model from being workable outside of the U.S. as well as workable here domestically, and it should be noted that this program was just announced in March of this last year (2023). This privatization concept is all still relatively new and untested; needing a period of feedback from users and probably refinement to attract / support larger scale.

We could envision a Training Corps that travelled globally to wherever there were resettlement efforts underway. This as a critical step in being able to fast-track refugee resettlement everywhere, bringing potential / prospective participants up-to-speed.
Prior economic examples, the cost of caring for elders in end-of-life situations - and the cost of resettling and integrating refugees into a new society has to be accounted for. The best financial program in terms of Return of Investment (ROI) in the history of the United States has been the G.I. Bill. This bill provided a stipend to returning Vietnam Veterans to go to college after returning from service in Vietnam. The investment in their education paid huge dividends in their ability to earn income in the future and the return for government was in the form of Tax receipts. This is a model in some ways for Government investment of dollars to assist refugees, all the more if the investment is in the form of partial assistance - as was the case with the G.I. Bill.

Consequently we are adding policy recommendations in areas slightly outside of the orginial narrower scope of this paper:

1. **Training: developing and using refugees as a trained corps of emergency responders:**

   The primary structure being championed in this paper revolves around a 3-way partnership between Government, specialized NGO's and Elder communities, and in a more tightly focused view this would be / could be a subject in it’s own. The demands of the moment urge for expansion of this basic idea to include other definitions of community organizations in addition to elderly communities.

   In part this expansions owes something to the Biden Administrations’ March 23 rollout of their ‘Welcome U.S.’ program that creates structure for privatizing refugee resettlement using groups of 5 or more individuals. This gives a Venn-diagram overlap with elderly communities. Certainly the addition of non-elder communities still allows for a functional fit in the resettlement process itself. Think religious groups, community organizations, extra-company groupings, etc.

   The payback piece - the quo in quid-pro-quo - for elder-based programs is the role-reversal happening as elders advance to end-of-life stages, and refugees simultaneously advance to potentially be, or contribute to being, the elder support network. This is one of the ways in which the refugees in this context can compensate / payback the engery and dollars invested in them, helping the resettlement process become net positive.

   If other communities are used in fuctionally similar manners, the payback would be different. We suggest / imagine if the refugee group were in addition to lauguage acquistion and domestic
acciulation, also trained in some parts of what could be described as emergency responses and the longer version of emergency repair and response. We are not suggesting privatized military. We are suggesting a corp of rebuilders, of people with the skills needing to support local populations after natural disasters for example.

This training would qualify / enable the creation of trained groups that could be dispatched to help with emergency situations globally - of which we foresee and ever-increasing number of simply from climate-related events. They would also be the point of the spear of rebuilding efforts.

We think we can show that, there is a way that refugee resettlement pays for itself, and in so doing, in what we might call the ‘re-payment’ process - there is the refutation of claims by Conservatives and Isolationists that refugees harm and are an economic drag to the recipient country. Here are some clear ways to demonstrate the additive nature, or how to make refugee resettlement additive for the receiving country.

There is a model for foreign aid - used extensively by Japan and also frequently by China (and some others) that uses what they call ‘Foreign Aid’ - as a wealth-transfer mechanism within their own country. Take for example the building of a road (but it could be any other item / element of infrastructure). Country X (the receiving country) needs a road; Japan contracts to build the road. Japan sends all the materials to build the road from Japan and all the workers needed and all the equipment needed come from Japan. At the end-of-the-day Country X has a new road and Japan tax dollars have been shifted from the public sector to specific private sector companies. The important thing to note is that the dollars (or Yen) never left Japan.

…and by the way, Country X in addition to acquiring a road, has also acquired a debt to Japan for the building of the road - it wasn’t exactly free. … or Country X has acquired obligations …. there is a quid pro quo … Whatever the debt, to Japan it compensates the government for the expenditures of public task dollars that funded the project in the first place.

Actually this is the same functional apparatus that the US uses not so much in foreign aid but in military aid. The US passes a bill to supply / send Ukraine (for example) with 100 million dollars in military aid” - not a dollar of that leaves the US. It goes from the public sector government tax revenue directly to defense contractors who make / build the armaments that Ukraine ultimately
receives. This military aid could also be called Defense contractor aid.

There is potentially the additional element of creating a refugee-based structure like this: The use of this group of trained refugees for out-sourced employment could become the kernel of a new foreign aid approach.

If the U.S. does not want “the unwashed hordes” at it’s doorstep, the US can do 2 things:

a.) The U.S. can stop creating the conditions-of-desperation that drive people to flee their own country. Understand that categorically, people do not voluntarily leave their own country - they are driven out by desperation. The US history of coups, supporting dictators, interfering with internal politics, providing support for American companies at the expense of indigenous peoples, etc. etc. has been / is a driver of refugee creation.

b.) The US can take steps to improve conditions in the home countries of those who are leaving to become refugees, and immigrants in America.

This is where a trained refugee groups might enter the picture. They could be an additive element to influence change and to do whatever is needed to get the particular country - the obvious examples are everywhere, Central American, the poorer Caribbean countries, Venezuela and Africa, where small groups of well trained persons can have a significant influence. Especially if backed / supported by government assistance / funding. The country receiving refugees definitely acquires a cost in doing this - maybe it gets paid back later but initially there is some cost. If that cost were spent instead to create livable conditions in the country immigrants were leaving - thus encouraging potential immigrants to remain and already departed immigrants to return - this would be a net gain for everyone concerned.

It is a matter of addressing the cause instead of waiting to address the consequences. Eliminating the cause instead of needing to create a remedy. Yes, sort of like Peace Corps but operating at a targeted level. We recognize we are departing somewhat from the original focus of this paper, but the concept of integrating two dependent groups: refugees and elders, then required the assistance of specialized NGO’s to train, counsel and advise the process. Next the addition of Government funding would facilitate the process and could be attractive because of an economic net positive outcome (like the GI Education Bill). Then - if this process actually worked - one could envision
a developing group-mass of what we might call ex-refugees who have been acculturated and are linguistically competent in a common language even if the members of the group originally came from different countries. This group could then more easily receive training in the skills necessary to respond to either climate, natural disaster, or conflict based emergency (rescue and repair rebuild situations).

We are creating massive amounts of refugees, they will need to do something. Refugees helping refugees has a nice sound to it. Refugees returning to their own country at some point with skills to help rebuild are also an attraction-element. Underlying the mechanics of resettling refugees are the economics. Training and then using resettled refugee groups as a co-ordinated workforce is a possible route to politically attractive economic outcomes. We are back to the Japanese model of foreign aid, which is also a wealth transfer between the public and the private sector in a country and simultaneously the acquisition of debt from the aid-recieving country which ultimately pays for it all. Net positive wins all at the end.

2. **Bringing Palestinian refugees into the broader framework:**

Palestinian refugees: this could be / should be an entire section of it’s own. We recognize that this is really the primary refugee crisis on the planet, or soon will be.

Palestinians do not want to leave their homeland - but their cities, houses, hospitals - everything has been reduced to rubble. They may have no choice but to leave - or live in tenets like the 1948 Nakba refugees have been doing for seemingly ever.

Something very major needs to happen here. In this situation, and we think that the solution, if there is one, is going to involve repairing Palestinian housing and infrastructure so that Palestinians can remain on their land. This is of course the cruise of the matter, Israel wants that land and wants the Palestinians gone.
CHAPTER 7: Refugee Resettlement Challenges

Refugee resettlement in the United States has multiple challenges that impact the successful integration and well-being of displaced populations. Obviously, the primary challenges revolve around food and shelter, but there are additional challenges. These additional challenges involve cultural adjustment; that is adapting to a new environment, developing language proficiency, and learning and adapting to social norms that can be overwhelming. Difficulty adapting can lead to feelings of isolation and disorientation, these then can become mental health issues. The following are some of the prominent challenges that this project seeks to address.

7.1. Economic Integration

Economic integration remains a formidable challenge for refugee resettlement in the United States, as highlighted by various studies and much empirical evidence. Beyond the initial hurdles of limited financial resources and unfamiliarity with the job market, refugees encounter multi-faceted barriers that impede their access to stable employment and meaningful economic opportunities.

Research conducted by Smith et al. (2019) underscores the intricate interplay of factors such as language barriers and the lack of recognition of foreign qualifications in hindering refugees' employment prospects. Language proficiency is often cited as a significant determinant of labor market success, yet many refugees face difficulties in attaining fluency in English, which serves as a critical barrier to accessing a wide range of job opportunities. Moreover, the process of validating foreign credentials can be arduous and time-consuming, leading to under-employment or unemployment, despite possessing valuable skills and experiences.

In addition to these individual-level challenges, structural barriers within the labor market exacerbate refugees' economic vulnerabilities. Studies, such as those by Johnson (2020), have documented the prevalence of financial insecurity and poverty among resettled refugees. These findings underscore the systemic nature of economic marginalization, where refugees often contend with limited access to affordable housing, healthcare, and social services; further exacerbating their socio-economic disadvantages.

Furthermore, the COVID-19 pandemic has exacerbated existing challenges and increased economic disparities among vulnerable populations, including refugees. Research by organizations such as the International Rescue Committee (IRC) and the Migration Policy Institute (MPI) have highlighted the
disproportionate impact of the pandemic on refugee communities, with job losses, reduced working hours, and increased financial instability posing significant obstacles to economic integration efforts.

Addressing these complex challenges requires a multi-faceted approach that combines targeted policy interventions, community-based support initiatives, and partnerships between government agencies, employers, and civil society organizations. Efforts to enhance language acquisition programs, streamline credential recognition processes, and provide tailored job training and placement services are essential for facilitating refugees' successful economic integration and fostering self-sufficiency. Additionally, initiatives aimed at promoting entrepreneurship and small business development can empower refugees to create economic opportunities and contribute to local economies.

7.2. Cultural Adjustment

Cultural adjustment in a foreign country is critical when it comes to refugee resettlement. Those refugees that are trying to resettle are facing the challenge of trying to adapt to their host country’s culture; a culture which often times is extremely different to that of their own home country. In order to have a successful resettlement experience, there need to be the combination of language acquisition plus cross-cultural education, and community engagement. Successful resettlement requires all of this (and more).

Language acquisition is a major roadblock which affects basic communication and therefore job opportunities, the ability to integrate, and the ability to participate with local communities. In the U.S., meaningful employment requires proficiency in English. Lacking English proficiency can lead to frustration and financial stress, as gaining fluency in a new language takes time and effort. In addition to providing refugees with some form of formal language training; there are programs out there such as ‘learn a language in 2 days,’ contact with others is the important aid to learning. Elder community integration could be enormously influential here.

Society also has a role to play in supporting / assisting in cultural adjustment. Most refugees will encounter unfamiliar social etiquettes, gender roles, and societal expectations. The required adjustments extend beyond personal interactions, to include all of the daily activities, such as grocery shopping, navigating public transportation, or participating in community events. Building relationships within the host community is essential. Refugees often find it difficult to establish connections due to feeling discriminated against, or just not wanted, so community-based programs that encourage interaction, and
cultural exchange events can build connections, reduce dependency, and help overcome the fear of not being supported. Understanding and adapting to these different cultural norms is important for newcomers to feel a sense of belonging and to reduce feelings of isolation.

7.3. Mental Health Issues

Refugees often have gone through an extremely difficult and traumatic journey to get to the starting line of resettlement in a new and often entirely different culture and country. They often have significant and sometimes serious mental health issues. The experience of forced displacement coupled with the stresses of adapting to a new culture, can be counted on to have major effects on mental well-being. The high rate of post-traumatic stress disorder (PTSD), anxiety, depression, social isolation, among refugees who have gone through trauma, violence, or persecution in their home land is of known concern (World Health Organization, 2021). The prevalence of post-traumatic stress disorder (PTSD) and depression were both over 30%, anxiety disorders and psychosis were also prevalent (Blackmore, 2020, p.1). These numbers have been increasing rapidly. Those that have come from conflict zones or endured persecution, frequently exhibit symptoms such as flashbacks, nightmares, and heightened anxiety. This impacts their ability to establish a sense of security in their new environment.

The issues with memory were a common theme among participants in a study called “I just need to be with my family’: Resettlement Experiences of Asylum Seeker and Refugee Survivors of Torture,” in 2021. This study involved 15 individuals from the Western York Center for Survivors of Torture (WNYCST). Half were female, and 60% were married, age range was 29 to 61. These individuals represented 7 countries: Democratic Republic of the Congo, Angola, Eritrea, Iraq, Myanmar, Nigeria, and Rwanda. At the time of this study, these individuals have been in the United States for 6 months to 7 years. Among this, there were 6 asylum seekers, 6 were resettled refugees, one had a special immigrant visa, and two had unknown immigration status. Employment varied, with 5 working in service industries, while the rest were unemployed (Griswold et al., 2021, p.3).

During this study, numerous individuals struggled to recall past dates and events; except for the traumatic experiences they underwent, as expressed by a female participant from Iraq: “The only wish for her [the participant] that she forget the nine days when she was kidnapped. And she said she has a really bad memory and forgets everything but those days are the only thing that I can cannot forget.” (Participant #13, Female, Iraq) (Griswold et al., 2021, p.5).
These memory challenges extended to and impacted the participants’ ability to adapt to life in the United States. Learning a new language, English, and acquiring new skills became taxing due to forgetfulness. The mental health aspect of these struggles was described as though their minds were constantly being preoccupied with distressed past memories and/or concerns about their family members (World Health Organization, 2021). A female asylum seeker from Nigeria stated, “This is my life since 2008, I have this problem, you know, I never have a relaxed mind, I’m living in fear.” (Participant #2, Female, Nigeria) (Griswold et al., 2021, p.5).

The emotional toll of separation from family creates a significant challenge; psychological and emotional hardships associated with being apart from family and children still in their home country, are very commonly related experiences. These feelings ranged from guilt about leaving their family behind to fear and worry regarding their safety, which in turns made coping with these feelings much more difficult and time consuming (World Health Organization, 2021). A family participant from Angola expressed, “what gives her hope is that even if she’s suffering, she believes that when her kids will be able to come here [the U.S], they will have a better life…but they don’t know how they’re gonna do this [bring kids]. Very complex.” (Participant #12, Female, Angola) (Griswold et al., 2021, p.6).

Refugees and asylum seekers face additional mental health difficulties associated with uncertainty surrounding their legal status in the U.S. There is a feeling of being in limbo, of being unable to fully embrace their new lives until the outcome of their asylum cases gets determined. The prolonged time-frames involved in obtaining an immigration decision and the inability to support their families, in the meantime while awaiting a resolution adds to their stress and worries. The uncertainty about being able to bring their children and family members to the U.S. adds further to their distress (World Health Organization, 2021). Participant #11 from Angola shared, “[My care coordinator gave me] advice for my life because I did have much trouble in my mind...because my case is pending, and I don’t have a green card...some days I was losing my mind” (Participant #11, Male, Angola) (Griswold et al., 2021, p.6).

7.4. Housing Availability

Addressing the housing of refugees is a primary critical need. It is crucial to focus on improving housing opportunities, since housing and giving them secure shelter in where the whole process starts.

Based on the work of scholars like Powell and Robinson, who pointed out that there are specific downsides for people ‘at the bottom of the class structure’ in the ‘midst of a housing crisis’ (Powell &
Robinson, 2019, p.188). The context is crucial in any attempt to assess the impact of housing on refugees. The housing crisis is characterized by a shortage of affordable house, declining quality standards, insecurity, and concentrated poverty in certain areas (Powell & Robinson, 2019, p.188).

The ongoing shortages of affordable housing is one of the several obstacles that asylum seekers are struggling with during their resettlement process across the country. In the highly competitive housing markets at most major U.S. cities, landlords routinely ask for credit scores and rental histories (Emily, 2023). This is yet another obstacle in addition to renting being expensive for most immigrants. The challenges of finding housing that is within their limited financial resources. Plus their limited access to information and support services, then navigating unfamiliar housing markets, understanding lease agreements, and lacking the ability to access resources for financial assistance; all this adds to the complexity and stress refugees and asylum seekers encounter during their resettlement. This is another area in which elder communities could provide specific and detailed counseling / guidance to the refugees. A trained and friendly mentor to help navigate the paperwork and legal puzzle new arrivals face.

7.5. Legal and Administrative Barriers

Unafortunartly, in recent years, a variety of repressive laws, administrative procedures, and targeted rules have severely limited the ability to petition for asylum in the United States at the southern border (Admissions & Border, Asylum, Removal & Relief, 2023). Refugees and asylum seekers encounter difficulties when it comes to legal and administrative related barriers. These barriers hugely impact their ability to navigate the complex legal systems in the United States, obtaining essential documentation, and secure necessary services.

- Congress is presently considering modifications to immigration laws and procedures to a possible asylum limitation, in exchange for funding to Ukraine, Israel, and possibly Taiwan (Admissions & Border, Asylum, Removal & Relief, 2023).

- The Circumvention of Lawful Pathways Rule (CLP), officially enacted on May 11, 2023, is often referred to as the asylum transit prohibition. This regulation aims to restrict asylum seekers from accessing protection in the United States by prohibiting them from seeking asylum if they pass through a third country en route to the U.S. border. Under this rule, asylum seekers who transit through another country before reaching the U.S. border are deemed ineligible for asylum unless they have applied for and been denied asylum in the countries they traversed. This policy effectively closes off legal pathways to asylum for many individuals fleeing persecution and violence in their home countries. The CLP represents a significant shift in U.S. asylum policy,
placing additional barriers in the path of asylum seekers and potentially exposing them to further harm and danger. By restricting access to asylum based on transit through third countries, the CLP undermines fundamental principles of refugee protection and humanitarianism. It is important to note that while the CLP was initially invalidated by a court ruling in East Bay Sanctuary Covenant v. Biden on July 25, 2023, the decision was subsequently appealed by the Biden administration. Pending the outcome of the appeal process, the 9th Circuit Court upheld the CLP in a 2-1 decision, indicating that the regulation remains in effect for the foreseeable future. This ongoing legal battle underscores the continued uncertainty surrounding asylum policy and its implications for asylum seekers both at the border and within the United States. (Admissions & Border, Asylum, Removal & Relief, 2023)

- The Biden Administration implemented in-country processing in Latin America, although this effect will be long-term (Admissions & Border, Asylum, Removal & Relief, 2023).

Among these legal and administrative barriers, there are the bureaucratic complexities surrounding legal processes such as navigating asylum applications, gaining limited access to legal representation, making adjustments to residency status, and acquiring work authorization permits. Understanding and completing this required paperwork, without legal professionals and guidance, can be impossible and is very difficult at best. Legal professionals and guidance are often are financially unattainable for refugees. This would be well within the range of services we could foresee elder communities being able to provide.

Moreover, the United States Citizenship and Immigration Services (USCIS) continues to concentrate a considerable percentage of its limited resources to the southern border. This impairs the processing of other immigration petitions (Admissions & Border, Asylum, Removal & Relief, 2023). These delays contribute to feelings of uncertainty, and of being in extended limbo. The uncertainty surrounding immigration policies in general and the changing regulations are creating another barrier for those seeking refuge in the U.S. Delay equals denials-of-service.

7.6. Education Barriers

In various countries, refugee children encounter difficulties obtaining the required paperwork for school admission. The upcoming refugee forum in Geneva urges nations and entities like UN agencies to commit to the 2018 UN Global Refugee Compact, which aims to enroll all refugee children in national school systems within three months of displacement (Human Rights Watch, 2023). Bureaucratic demands, however, often impede or delay refugee children’s prompt enrollment because of challenging paperwork
requirements. Human Rights Watch emphasizes that governments can make immediate changes to remove these barriers. They (Human Rights Watch) stress the International legal rights of all children, regardless of immigration status, without discrimination, to quality education (Human Rights Watch, 2023).

At the upcoming forum, participants can pledge to eliminate policies imposing intricate bureaucratic hurdles for refugee children to access education. Host countries are urged to streamline enrollment processes, ensuring refugees are not burdened with difficult-to-obtain documents like proof of residency and official identification. Participants should advocate for clear instructions to waive documentation requirements, irrespective of a child’s immigration status (Human Rights Watch, 2023).

Examples from Turkey, Jordan, Lebanon, Bangladesh, Greece, and the European Union highlighted the diverse challenges faced by refugee children. In these contexts, issues range from proof of residency requirements, to restrictions on curriculum accreditation, hindering access to education. The importance of donor governments providing sustained, multi-year financing for refugee education is underscored by humanitarian and child right’s groups. The EU’s positive response to Ukrainian refugees, by removing documentation barriers for education, serves as a noteworthy policy example that could benefit refugees globally.
CHAPTER 8: The Role of Elder Communities

Resettlement countries themselves play a crucial role in aiding refugees to establish social-connections in their new communities. Navigating unfamiliar environments and often lacking language fluency, refugees face practical challenges that can be mitigated through early social support (UNHCR, n.d.). Integration caseworkers, youth workers, and volunteers, such as buddies and mentors, can facilitate this support (UNHCR, n.d.). Placing resettled refugees close to family members is encouraged, recognizing the vital role family plays in the integration process. Note: Elder communities / individuals are obvious mentor resources and often the social-support, flows both ways in this situation. As the roles reverse, elders will receive some support as well.

Building connections with already established refugee communities offers additional benefits. These relationships can provide access to resources like employment, housing, child-care, language training, volunteering opportunities, and to a broader social network. Cultural and religious institutions can play a key role in helping refugees maintain their cultural identity while adapting to the new community. It is essential, however, to acknowledge that personal circumstances may lead some refugees to avoid contact with communities of the same origin (UNHCR, n.d.). In the case of Religious Institutions, these institutions must come with ‘clean-hands.’ They cannot be proselytizing to offer support in exchange for conversion - that doesn’t help.

Elders in the U.S. are currently seen as a dependent and an unproductive part of society. This has long been a criticism of the United States in specific and Western countries in general - that these countries are too ‘youth-focused’ and are blind to the societal benefits elders can offer. We consider this is to be a valid criticism and we consider the potential inter-action between refugees and elders an ideal venue to demonstrate.

We see the existing model of elder care being a model for poor elders. Elders for the most part simply get a warehoused in the lowest cost facilities that privatized care can provide or in the case of elders with sufficient assets, the privatization process involves grouping them together, telling them that they deserve to have as many luxuries and delights as they can afford in there last years, dangling treats infront of them, emptying their pockets. Elder Care is a profit-making enterprise (!)

Profit-making is not unacceptable; this is America (!) but there are major elements missing from the elder’s life experience that would (if added) benefit their quality life. Giving back to society, being additive, helping other persons, and ultizing / passing on some of their life experiences and accumulated wisdom; these are those elements. They are valuable components in creating meaning at the end of life.
The lack of meaning and satisfaction during this time is contributory to high rates of alcholism in elder populations. Isolation is also a contributing factor; being connected to others is a big part of life itself. The coming together of refugees and elders has the capacity and potential (if managed correctly) to be hugely beneficial for both groups. Two dependent struggling populations have the resources to help each other; thus diminishing both their dependent status and their struggles.

8.1. Supportive Networks

Some of what elders offer in the particular context of refugee interaction are being teachers / mentors / sponsors. Elders facilitate community integration, and most importantly elders provide familial-like connections into the new culture which the refugee is being dropped into.

There is one particular class of elder-refugees who quality in the United States for certain extra elements of governmental care. Older refugees and elders involved in the resettlment process are a good match and actually would have much to offer each other. Right now older refugees have nowhere special to go although they receive some special benefits - this could change with elder communities involvment.

Mentoring is a promising means to enhance integration and to empower refugees. There is, however, a lack of study and research on the actual impact of mentoring programs. This is sometimes complicated by issues linked to self-selection in participation (Jaschke et al., 2022, p.2). Unlike legal institutions and governmental practices, which have been extensively studied in the context of refugee integration, mentoring remains an under-researched aspect in the migration and integration literature. This gap is noteworthy as many mentoring initiatives operate at the grassroots level and are spearheaded by non-governemental organizations, proving valuable insights for academic researchers, practitioners, and public policy.

Academically, examining the study of “Mentoring as a grassroots effort for refugee integration” offers strong evidence on the various aspects of refugee integration impacted by mentorship. This broadens our understanding beyond the limited focus on career results (Jaschke et al., 2022). In this study, local mentors were recruited through word-of-mouth recommendations and street canvassing. The survey process unfolded in three stages: the first survey (N=73) occurred shortly after matching, typically before an initial meeting; the second (N=61) took place a few weeks after the kick-off meeting, and the third survey (N=49) was conducted roughly four months into the mentorship (Jaschke et al., 2022, p.6).
Descriptive characteristics of local volunteers are outlined in Table 1, where, on average the volunteers were approximately 33 years old, mirroring the baseline age of recruited refugees. Over two-thirds of local mentors were female, who were engaged in some form of employment, and had high educational backgrounds; with 85% holding a University degree. Joint activities undertaken by mentor-mentee pairs predominantly involved shared meals and language learning, job-related support was less common (Jaschke et al., 2022, p.7).

Figure 1 illustrates the study design and case numbers throughout the intervention. Treatment effects were measured in a follow-up survey around one year after recruitment, with those actually involved individuals responding, on average, 340 days post-matching. This study evaluates mentoring effects on employment, housing satisfaction, educational investment, life satisfaction, and social connections. It assesses the impact of mentoring on refugees’ interactions with Germans relative to non-Germans, acknowledging that mentoring expands non-family ties, potentially enhancing the integration. Additionally, the study also considers language proficiency and concerns about xenophobic attitudes as indicators of safety and stability. Mentoring is expected to increase trust in the host community which also suggests that inter-group inter-actions are impactful and can be influencial on society as a whole.
The positive impact of social support is well-documented. Social support contributes to better physical, health and to contributes to better mental health. For resestled refugees, particularly those with psycho-logical needs or those facing anxiety / depression challenges. Integrating into the new society, refugees benefit significantly from social-connections. Access to basic integration resources, specialized social support, and personal contact with the wider community, contribute in a meaningful way to new-comers sense of well-being.

Engaging with non-governmental agencies, community-based grassroots initiatives, and refugee-led organizations in social support is crucial (UNHCR, n.d.). Main-streaming integration services ensures optimal treatment for refugees, addressing their specific needs for social connection and support. Volunteers, serving as mentors or providing supplementary support, provide and promote positive interactions between resettling refugees and their community.
Factors influencing the support available to resettling refugees include language fluency, psycho-social needs, health conditions, age, gender, family composition, existing support networks, background context, and the development of support services. The engagement of already established refugee communities is essential; they contribute language and cultural skills; they understand the resettlement challenges, and they provide links to supportive social networks.

Integration programs aim to provide refugees with equal access to services and to foster a sense of belonging in their new communities. Initial post-arrival support, often beyond existing services, is very important. Governments can collaborate with NGOs, grassroots initiatives, and volunteers to ensure effective immediate support. Community sponsorship programs, involving individuals, local communities, and organizations, present an alternative model of integration (UNHCR, n.d.). At all integration stages, professional development programs, resource materials, and targeted-funding enhance the capacity of social service providers. Also important are placement policies which consider and utilize established communities, and family presence. One very effective community is welcoming traditions (UNHCR, n.d.). Mutual support programs, like formalized support groups or linking individuals with similar experiences, also contribute to fostering relationships among and between new and already here refugees.
CHAPTER 9: Case Studies

Current global political evolution (?) devolution) is being marked by over-increasing numbers of displaced persons - either from (directly or indirectly) from global warming or from political events. Integrating these persons into new countries is becoming a global priority. The following set of case studies focuses on the experiences of Germany, Canada, and Japan. These three countries have used several different approaches to refugee acceptance, and each approach includes an examination of policies, initiatives, and the social responses that have influenced the resettlement process / outcome.

The first case study examines Germany’s response to a refugee crisis in 2015. These response was led by Chancellor Angela Merkel and resulted in the admission of more than 1 million asylum seekers. This changed the country’s demographic. We examine the integration process, with particular focus on the problems faced by immigrants and on Germany’s various attempted measures to promote economic and social engagement. This study was significantly influenced by the effect of the COVID-19 on the immigrant populations.

The second case study explores Canada's innovative approach to refugee integration through community sponsorship. The story of the Ahmad family’s journey gives us a look at the intricacies of private sponsorship, and its quite important and significant ability to effect the resettlement process. The combined effort of sponsors and of the community demonstrates the importance of community participation in overcoming obstacles and fostering a feeling of belonging.

The final case study focus is on Japan’s reaction to the worldwide refugee crisis. This case study highlights Japan’s commitment to expanding admissions, broadening selection standards, and investing in higher education programs. Japan is very much still a closed society, accepting very few refugees; an approved rate of about 2%. Japan under the guidance of new directives from the Ministry of Foreign Affairs has made recent exemptions for refugees coming from Burma - the Rohingya. Japan has also in recent years accepted an increasing number of student refugees.

9.1 GERMANY

In 2015, in response to the influx of refugees fleeing conflict in Syria, Afghanistan, and Iraq, German Chancellor Angela Merkel made a decision to admit over 1 million asylum seekers. Prior to this, the number of accepted asylum applicants in Germany was extremely low (see figure 1). Despite initial skepticism and criticism, Merkel’s commitment to welcoming refugees was an impressive success. By 2018, over 70% of asylum seekers had been granted protection in Germany. Three quarters of that 70%
were under 40 years old and possessed higher relative levels of education as compared to other migrants (Keita & Dempster, 2020).

This integration of this refugee / immigrant population has addressed labor market gaps and has had positive effects on German society as a whole. A survey by the Allensbach Institute for Public Opinion Research revealed that 55% of Germans actively contributed to the integration of refugees, either financially or through their involvement in supportive actions. Notably, the number of immigrants who founded companies had a big increase, as did the number of persons these companies employed (Keita & Dempster, 2020).

COVID-19, on the other hand, has disproportionately affected refugees. Refugees often work in lower-paid roles (see figure 2). Unemployment rates surged during this time, and access to health-care became a huge concern. Merkel recognized the challenges, and by changed her focus to provide digital access to services like German-language courses, skills certification, counseling, health-care systems for detecting trauma-related mental-health issues, job support, and female refugee participation. This incredible level of Government support had a greatly beneficial influence on the outcomes. This support certainly provided the encouragement to local firms to hire refugees, significantly enhancing labor market integration.

Figure 1: First-time asylum applications to Germany, 2010-2019
Merkel’s 2015 commitment to allow 1 million refugees into the country brought economic and social benefits to Germany. The influence of Government (and other) policy makers on addressing the multiple challenges of this endeavor was the deciding factor.

9.2 CANADA

During the winter of 2015, Ahmad's family made the journey from Beirut to Toronto, Canada. During the journey, they were faced with many issues. They were unable to speak a word of English. They had document-related challenges at Immigration and Customs. The family finally managed to arrive in Canada. They arrived with great uncertainty and anxiety. They were met by a group of 38 individuals, their sponsored community, who were waving signs in Arabic (Leslie, 2016). This was heart-warming welcome.
This program of community based private sponsorship, where a community acts as an extended family, increases public engagement, causes smoother transitioning, enhances language acquisition, and cultural adjustments. This community involvement also yields quicker entry into the work-force, and improved health outcomes. There is a balance to be maintained between offering support and at the same time respecting the family’s independence. Ahmad’s family faced many challenges; medical check-ups, vaccinations, dental surgery for their youngest daughter, English classes and qualification for college enrollment. These challenges were all met with support from the sponsoring group. This community support was crucial to the family’s integration.

The success story of Ahmad family’s integrating into Canada, highlights the huge impact when it comes to community sponsorship. The collaborative effort between sponsors and refugees played a crucial role in overcoming challenges and bringing out a sense of belonging.

9.3 JAPAN

Japan recognizes that, from a humanitarian standpoint, every member of the International Community has a basic responsibility to aid refugees. This is consistent with “Japan’s unwavering commitment to promoting long-term peace through partnership with global partners while preserving Human Rights and basic freedoms” (Ministry of Foreign Affairs of Japan, n.d.).

In July 2019, the government made a significant announcement regarding refugee resettlement programs, revealing a doubling of the current admissions figure from 30 refugees (individuals) per year to 60. Moreover, the selection criteria, previously restricted to Myanmar refugees, was expanded. This adjustment aims to address the diverse needs of refugees from various backgrounds within the Asia region (Global Compact on Refugees, n.d.). Additionally, Japan's Refugee Higher Education Programme (RHEP) offers scholarships for undergraduate and postgraduate degrees to up to 15 refugees annually. Originally launched in 2007 with the support of a single university, the program has significantly expanded, with 11 universities across the country now participating in providing these types of scholarships (Global Compact on Refugees, n.d.).

Japan although allowing very few refugees to actually immigrate into the country, has been a very generous funder to help refugees in their home country environment.
The Government of Japan actively supports refugee assistance efforts financially, through organizations such as the United Nations High Commissioner for Refugees (UNHCR), the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), and the World Food Program (WFP), the International Committee of the Red Cross (ICRC), and the International Organization for Migration (IOM). Notably, Japan stands as the world’s second largest contributor to both UNHCR ($149.3 million) (UNHCR, 2023) and UNRWA ($33.2 million) (UNRWA, 2023). To further their support for humanitarian efforts, Japan recently donated $36.3 million to the International Organization for Migration (IOM) in 2023 (UN Immigration, 2023). This funding will assist migrants, displaced persons, refugees, returnees, and communities affected by conflicts and crisis across 25 countries, with a significant number allocated to the ongoing crisis in Ukraine.
CHAPTER 10: Challenges Encountered and Lessons Learned

The overall direction and focus on this paper has changed somewhat over the course of writing it - as we do the research and come to understand better the history of refugee resettlement and how the process has evolved over time. As our understanding deepens, this modifies a lot of our prior thinking, and this paper becomes almost alive, something growing, that often surprises us.

One of the primary realizations that comes to us at present is how complicated the resettlement process is / can be. The other unfortunate realization for all of us is the growing, expanding, almost exploding refugee population. There are other realizations and threads but just these two: the complexity and the scale - as they come together - create an increasingly catastrophic situation. There is negative reinforcement between complexity and scale; specifically that scale increases complexity. (Actually that should properly be labelled as positive reinforcement since movement is in the same direction but the reinforcement has negative consequences in terms of outcomes).

There are some principles that emerge:

1. Because of the complexity involved, there need to be multiple players involved. The variety of needs and the multiplicity of possible solutions are beyond the scope of individual organizations - multiple parties need to come together to create what in business would resemble ‘economies-of-scale’ or in manufacturing ‘the assembly-line process.’ It is about the role of specialization being able to speed up and increase efficiencies in the overall process.

2. Because of the increasing scale, one of the players involved needs to be government. Government needs to be able to bring public sector funding into the situation (tax dollars). Government needs to be able to legislate to enhance certain resettlement solutions and to remove otherwise existing obstacles to resettlement solutions, and government should have a role in orchestrating cooperation between stakeholders and participants. One example of the government’s role is immigrants / refugees often arrive in a host country with skills from their prior home country, but the receiving country requires certifications for the refugees to be able to use those skills to earn income. This process of re-certification can be a huge obstacle to integrating refugees. This is something that only the government can influence.

3. Basic economics - the resettlement process needs to pay for itself. It is not enough to be so-called ‘revenue-neutral’; it needs to bring economically positive results to the receiving countries.
Lacking demonstrative positives, even otherwise successful programs will not be able to overcome the societal psychological resistance to so-called ‘foreigners’ coming in and diluting racial or ethnic ratios, competing for jobs and resources, etc.

4. A.) Alleviating refugee-creating conditions - this is more difficult for refugees created by war-time situations. There are solutions (probably) but beyond what this paper can suggest. The quick version though is to attach an economic cost to creating refugees. If all nations had to contribute proportionally to the care of refugees - whether they had responsibility for the creation of the refugees in the first place or not - there could be envisioned voting-blocs that would have it in their economic best interests to pressure the refugee-creating countries to stop - or to contribute realistically to the cost of resettling the refugees they created.

B.) Alleviating conditions responsible for creating economic refugees has maybe more promise. The point at which a majority of the population of a given country recognizes that individual outcomes are not separate from the collective outcome is / might be approaching. This is the development of a social conscience some of this understanding / realization is being driven by climatic changes and down-stream considerations. Large minorities of global populations already have this understanding, but it is rarely a sufficient majority within individual countries to enable the responses that this understanding realization requires. The situation with refugees is fast approaching the same kind of, or degree of, becoming overwhelming as is the climate. A similar understanding needs to evolve and in order to evolve, this understanding needs to be articulated, publicized, and taught. This understanding needs to become part of the public discourse.

Additionally, we envision the possibility of using existing resettled and trained refugee groups to be instrumental in being sent to countries-in-crisis to help do what is necessary to alleviate the economic situations that are causing people to flee, and those people to become economic migrants who are looking to immigrate to other countries.

5. If the thinking can be changed from seeing refugees as an economic negative to seeing refugees as a resource with beneficial economic potential, this could change the entire situation for the better. At the same time, refugees need to be seen as an immediate short-term economic negative for all countries - otherwise there will be no incentive to cease the conditions that are creating them in the first place. These two seemingly contradictory positions need to be both out there and made effective - each in its own way. That accepting refugees - if done with sufficient planing and
support - can be economically net - positive can be demonstrated - and the main theme of this paper: integrating refugee resettlement with elder communities in the particular manner that includes specialized NGO guidance and Government in term, of funding, co-ordinating, removing bureaucratic obstacles and a tripartite arrangements, we present as one of the ways to create net-positive outcomes.
CHAPTER 11: Conclusion

The current refugee crisis is not confined to the borders of specific nations; rather, it is a shared challenge that calls for united responses. As we search for innovative solutions, we can bridge gaps, increase understanding, and create a feeling of shared responsibility.

In these concluding thoughts, it is important emphasize that refugee resettlement is also a journey toward a more inclusive society. This is social evolution and by nature takes time. There are insights to be gained from researching the legal, administrative, academic, and sociological elements of refugee resettlement. However, the ever-changing nature of the refugee situation requires constant adaptation, and this requires a commitment to learn from refugees’ own experiences.

The necessary call to action extendes to individuals persons as well as to Governments, and non-government organizations. Acts of compassion, empathy, and advocacy at the grassroots level may have a significant impact. We can create a future in which the term “refugee” transcends its present implications and becomes associated with resilience, opportunity, and universal humanity. Cultivating understanding, challenging biases, and acknowledging each individual’s inherent values and potentials is the key.

11.1. Recap of Key Findings

A key realization is the intricacy of the resettlement process. Legal and administrative impediments, educational challenges, and the important function of social networks all contribute to the complexities of refugee integration. The Circumvention of Lawful Pathways Rule (CLP), for example, illustrates the legal obstacles that asylum seekers encounter, including the implications for their status, and the necessity for ongoing effort to overcome such barriers. The Circumvention of Lawful Pathways Rule is an accurate description of recent U.S. law; a law created with the obvious intention of restricting / circumventing immigration to the U.S., and to the U.S. asylum process. The ‘rule’ circumvents the otherwise normal lawful pathways which refugees and asylum seekers had access to; (!) the rule does this by creating a new obstacle: persons arriving in the U.S. Southern Border and applying for asylum or refugee status will be denied such status if they have travelled through another country without applying for asylum in that country. If we look at / examine, for example, the reality of this rule: a person fleeing conditions in Venezuela (conditions the U.S. helped to exacerbate) must have applied for asylum in Panama, Costa Rica, Guatemala, Nicaragua and Mexico and have been denied in each of these countries. An impossible set of circumstances to surmount. Even these persons fleeing situations contributed to by the U.S. in
Central America, need to apply for asylum in ever Central American country North of their own, and then in Mexico. This is the very worst mis-use of the legal system.

Furthermore, the function of education, especially for children, is a critical component of effective integration. The bureaucratic barriers that refugee children presently experience in obtaining an education, highlight the importance of simplifying enrollment processes, and eliminating complex documentation requirements. The European Union (EU) has set a good example with its response to Ukrainian refugees of reducing paperwork restrictions. This demonstrates the transformational power of Government level policy changes to improve educational access.

An in depth look at senior communities reveals an unexplored resource of experienced persons who have the potential and we believe the desire to make important contributions to the resettlement process. Elders are increasingly healthier in the years after retirement, some 80-year-olds have physical and mental capacities similar to many 30-year-olds (World Health Organization, 2022). The cultural habit of ignoring seniors, could change as the possibility for elders to serve as mentors, sponsors, and community integrators becomes clear. This is an opportunity for beneficial gain, as refugees and elders participating in the resettlement process can find common ground and provide support for each other.

There is an urgent need for social support because social support has such a profound and advantageous effect on integrating refugees, on their physical health and emotional well-being. Engaging with Non-Governmental groups, with grassroot initiatives, and with refugee-led organizations is critical in providing social support. The success stories from Germany, and Canada demonstrate how community engagement and sponsorship help to overcome obstacles and develop a sense of belonging.

In the world of case studies, Germany’s reaction to the 2015 refugee crisis is a revolutionary example. Chancellor Merkel’s decision to allow over a million asylum seekers brought in significant economic and social advantages for the country, demonstrating the beneficial effects that inclusive policies may achieve. Germany’s dedication to resolving the issues that migrants experienced during the COVID-19 epidemic by focusing on digital access to services, language classes, and employment help exemplifies the flexibility necessary in the face of unanticipated events.

Canada’s community sponsorship strategy, as illustrated by the Ahmad family’s journey, emphasizes the importance of joint efforts between sponsors and refugees. Community sponsorship not only helps to
overcome immediate hurdles such as language barriers, but also promotes easier transitions, faster entry into employment, and a higher quality of life.

Multi-stakeholder participation emerges as not only desirable but in the context of rapidly increasing numbers of displaced persons, critical. Governments need to recognize that they have an essential duty to legislation, to finance, and to coordinate. The taking of an economic approach emphasizes that the resettlement process be able to become net-positive; economically beneficial to recipient countries, thus eliminating much public resistance.

Mitigating refugee-producing conditions; this involves fostering new developments of conflict resolution politically. Intuition suggests the possible positive consequence of imposing an economic cost on creating refugees and/or to create a global-fund for the care and settlement of displaced persons with each nation contributing on a proportional basis. Developing skilled refugee groups to assist crisis-affected nations in their recovery processes has potential merit and is certainly a concept worthy of examination and experimentation.

As we review these major results, it is clear that the goal of a more inclusive society requires a thorough grasp of the obstacles and opportunities given by refugee resettlement. These findings open the way for more informed policy decisions, community participation, and a shared commitment to changing the refugee narrative from one of disaster to one of endurance and possibilities.

**11.2. The Vision for a More Inclusive Society**

This study of refugee resettlement presents a strong argument for creating a community that values inclusion, understanding, and shared responsibility. Recognizing the refugee crisis’s complexity and magnitude, involves the understanding that there is a necessity for real change in several areas; notably a real collaborative involvement of governments, communities, and individuals.

1. **Specialization and Collaboration:** creating a more inclusive society requires specialization and cooperation. The diverse demands of refugees necessitate a collaborative effort involving several parties. The idea that diverse institutions, both governmental and non-governmental, should combine to improve the efficiency of the resettlement process is a central concept and needs to be promoted. For one example, specialist groups concentrating on language acquisition, or on job
placement, or on mental health assistance, might collaborate to speed up the integration process.

2. **Government Role in Legislation and Funding**: the idea is centered on the acknowledgment of the critical role that governments play. Beyond simply giving public sector money, countries might enact legislation to improve specific relocation alternatives and eliminate barriers; most countries already do versions of this with Government taxation policies. For instance, legislative initiatives can impact and simplify the re-certification process for refugee skills, which is a barrier to integration. Governments can coordinate collaboration between nations and with non-country parties, guaranteeing a united response to the refugee issue.

3. **Positive Economic and Societal Perception**: resettlement initiatives should attempt to offer economically favorable outcomes to the receiving nations. Demonstrating beneficial economic outcomes, such as increased employment in enterprises started by migrants in Germany, is an example. Positive Economic outcomes help oppose cultural opposition by demonstrating the actual advantages migrants bring to the economy. Refugees tend to be highly motivated and if the receiving countries take the necessary steps to facilitate and mentor the resettlement process, migrants, once acculturated and settled, consistently make significant contribution.

4. **Improving Refugee-Creating Conditions**: looking ahead, the vision includes proactive efforts as well as reactive actions. Eliminating the factors that contribute to the creation of refugees becomes a top priority. The economic cost of generating refugees emerges as a pivotal idea. Consider a situation in which states contribute proportionally to the care of refugees, forming voting blocs that drive refugee-creating countries to either halt their acts or increase their contributions to the expense of resettling refugees. This forward-thinking strategy entails shifting the conversation to see refugees as a shared global obligation. This needs to happen immediately.

5. **Societal Perception and Cultural Shift**: the narrative must shift from seeing refugees as an urgent short-term economic negative to viewing them as a resource with economic benefits. This transition requires being able to demonstrate the long-term benefits that migrants can make to a society’s economic and cultural framework.

6. **Leveraging Resettled and Trained Refugee Groups**: it is an important concept to utilize the expertise and the skills of resettled and trained refugee groups. These groups can be sent to crisis-affected nations to actively contribute to economic recovery, tackling the core causes of
displacement. The approach is consistent with the notion that refugees may be actors of change and have positive impact in countries facing crisis. We think there is potential, unexplored so far, to use groups of refugees for common under-takings. Once newly arrival persons become functionally proficient in English, they can work together - even when they came from different countries. For example, they (those so willing) were trained in the different aspects of crisis management - how to deal with natural disasters or the aftermath of conflict - if this were the case we would have have another example of refugees providing economic benefit.

7. Seeing Refugees as Individuals: is to shift the perspective of refugees from being viewed as a burden to being acknowledged as persons with potential, skills, and individual contributions.

In summary, the vision for a society with greater diversity and thus greater resilience, requires a collaborative approach that acknowledges the complexities of the refugee crisis, that capitalizes on economic opportunities, and that actively engages diverse stakeholders in crafting a narrative of shared collaborative contribution for mutual benefit. This vision inspires societies to embrace diversity and reshape the narrative around refugees.

11.3. Final Thoughts

As we conclude our study of refugee resettlement, an array of ideas and narratives echo through the chapters; ending in a target for social responsibility, compassion, and proactive solutions. This last section captures our core takeaways; the critical need for a fundamental change in global refugee response. The need to come up with new solutions and to standardize responses so that 1. more countries can become participatory and 2. Societal reluctance to accept refugees can be countered.

The urgency of collective action is a major concept. The scale of the refugee crisis necessitates a coordinated response across borders, ideologies, and individual abilities. A dramatic example may be seen in Germany, where Chancellor Angela Merkel’s courageous decision to accept over a million refugee seekers sparked a wave of social action. An astounding 55% of Germans actively supported refugee integration, demonstrating the transformational potential of unity when governments, communities, and individuals come together for a common purpose.
Understanding is essential to any meaningful solution to the refugee crisis. The stories we encountered from our research; highlight the significant role of compassion in helping to develop in the displaced a feeling of belonging and resilience.

The goal of a more inclusive society requires building empathy and acknowledging each refugee’s shared humanity. This goal involves establishing situations in which compassion and understanding become a guiding principle in molding legislation, in public debate, and finally in the fundamental fabric of society.

Reactive tactics maybe necessary for immediate crisis alleviation, but we emphasize the need for pro-active solutions for long-term success. The idea of possible assigning an economic cost to the generating of refugees contradicts conventional pro-active but, provides a strategic approach to addressing core issues. It anticipates a future in which nations, motivated by common economic interests, actively seek to prevent displacement. The demand for society to regard refugees as a resource with economic benefits represents a forward-thinking approach to changing pre-conceptions and creating long-term, inclusive communities. Not to mention being able to absorb the huge present number of displaced persons.

Throughout the course of our research, from the difficulties of legal and administrative impediments to the transforming impact of elder communities, the power of storytelling emerges as a critical driver of society’s beliefs. Shifting the narrative from crisis management to strategic solutions necessitates a purposeful narrative that emphasizes success stories, challenges preconceptions, and amplifies refugees’ resilience.

These final thoughts embrace a story of optimism. The obstacles described in the chapters are not inachievable goals, but are rather possibilities for creativity, cooperation, and societal progress and welcoming. The success examples from Germany, Canada, and others, together with the vision for a more inclusive society, present a picture of a world in which migrants are not viewed as a burden, but rather as contributors to a rich tapestry of cultures and economies. It is a story that imagines a future in which the refugee crisis sparks positive change, compassion prevails over apathy, and societies work together to create a more inclusive and resilient global society.

Ultimately, these views encourage us to consider the refugee situation as a call to social action, understanding, and transformational narratives, rather than an impossible issue. As we move forward, let us bring the lessons gained, the vision for inclusion, and the strength of common humanity to construct a
world in which every displaced person receives not just sanctuary, but also a warm welcome and a chance for a better future.
CHAPTER 12: Appendices

These appendices give additional materials and resources for a thorough knowledge of the refugee resettlement environment, including data-gathering tools, interview protocols, relevant statistics, and a curated list of resources and references.

A. Survey Instruments

Survey for Refugee Integration Impact Assessment

1. Demographic Information
   - Name:
   - Age:
   - Gender:
   - Nationality:
   - Refugee Status (Asylum seeker, Recognized refugee, etc.):
   - Duration of Stay in Host Country:

2. Integration Experiences
   - Employment Status:
   - Educational Attainment:
   - Language Proficiency:
   - Community Engagement (Participation in local events, organizations, etc.):
   - Social Connections (Established relationships with locals or other refugees):

3. Support Services Utilization
   - Access to Legal Services:
   - Participation in Integration Programs:
   - Support from NGOs or Community Sponsorship:
   - Government Assistance Received:

4. Perception of Host Society
   - Feeling of Inclusion:
   - Experience of Discrimination:
   - Awareness of Local Policies:
   - Overall Satisfaction with Host Country:

5. Future Aspirations
   - Employment Goals:
- Educational Goals:
- Suggestions for Improving Integration Services:

**B. Additional Data and Statistics**

*Selected Data on Global Refugee Trends*

1. Worldwide Refugee Statistics
   - Total Number of Refugees
   - Major Countries of Origin
   - Primary Host Countries
2. Regional Refugee Distribution
   - Refugee Concentration in Different World Regions
   - Regional Disparities in Resettlement Services
3. Integration Success Indicators
   - Employment Rates Among Resettled Refugees
   - Educational Attainment Trends
   - Social Integration Metrics
4. Challenges Faced by Refugees
   - Legal and Administrative Barriers
   - Education Access Difficulties
   - Mental Health and Psychosocial Challenges

**C. Resources and References**

*Selected Readings and Organizations*

1. Key Academic Readings
   - Research Papers on Refugee Integration
   - Studies on Global Resettlement Policies
   - Academic Journals Addressing Forced Migration
2. Non-Governmental Organizations (NGOs)
   - International NGOs Focused on Refugee Support
   - Local NGOs Engaged in Integration Services
   - Organizations Promoting Human Rights for Refugees
3. Government Resources
   - Reports and Publications from Refugee Resettlement Authorities
   - Government Initiatives Supporting Refugee Integration
   - Legal Documents and Policies Affecting Refugees
4. References
   - Citations for Academic and Research Sources
   - Credits for Statistical Data and Survey Findings
   - Acknowledgments for Interviews and Personal Narratives
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California

State Refugee Coordinator: Abdi Abdillahi Abdi.Abdillahi@dss.ca.gov 916.654.4356

State Refugee Health Coordinator: Christine Murto Christine.Murto@cdph.ca.gov 916.552.8264

State Website: California Refugee Programs Bureau


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