# Table of Contents

I. EXECUTIVE SUMMARY ............................................................. 3

II. BACKGROUND ........................................................................... 3

III. FINDINGS ................................................................................. 6

   ABOUT THE PARTICIPANTS ....................................................... 6
   RESETTLEMENT ASSISTANCE ..................................................... 7
   EMPLOYMENT IN THE U.S. .......................................................... 8
   OBSTACLES TO REMAINING ENGAGED IN HUMAN RIGHTS ACTIVISM ................................. 9
   STRATEGIES TO REMAINING ENGAGED IN HUMAN RIGHTS ACTIVISM IN EXILE ...... 10

IV. METHODOLOGY ................................................................. 12

   FOCUS GROUP: ........................................................................... 12
   INTERVIEWS: .............................................................................. 13

V. ANALYSIS .............................................................................. 13

VI. RECOMMENDATIONS ............................................................ 13

VII. ACKNOWLEDGEMENTS ........................................................ 14

VIII. LESSONS LEARNED ............................................................. 15

IX. APPENDICES .......................................................................... 17

   APPENDIX A: INTERVIEW QUESTIONNAIRE ........................................... 18
   APPENDIX B: REVISED INTERVIEW QUESTIONNAIRE TO BE USED FOR PHASE II .............. 22
   APPENDIX C: SPREADSHEET MODEL FOR ENTERING AND ANALYZING INTERVIEW RESULTS . 25
I. Executive Summary

Everyday, in every corner of the world, social justice grass roots activists are taking a stand for human rights in their communities, often at great personal risk. Because of their work, many activists are killed, imprisoned, abused, harassed and threatened. Others are forced to flee their homelands as a last resort, only to face further struggles.

This project surveyed the experiences of exiled activists living in the New York City metropolitan area. The sample size on which this report is based is small and the background of the activists is not broadly representative. This is, nonetheless, an important undertaking as a first phase of a documentation project to serve as a basis for possible future programs designed to help exiled activists in their struggles.

Our findings confirm that human rights activists exiled in the United States are often forced to abandon their human rights work in order to complete resettlement, often without any assistance. Our data shows that a majority of exiled human rights activists receive no assistance from resettlement organizations or the international human rights organizations they had collaborated with while in their own country. Even after the initial resettlement period, activists must take low-skill jobs for day-to-day survival or are unable to obtain employment at all. A majority of our sample of activists continue to face many challenges in remaining engaged in human rights activism, including uncertain immigration status, lack of information, feelings of isolation, language weakness and inability to find employment or support from U.S. human rights organizations.

Our research project also surveyed exiled activists on strategies that would help keep them engaged in human rights activism. A number of strategies to help raise awareness about the struggles activists face in exile were explored. These included: outreach to foundations and human rights organizations; the provision of information, such as internships, language programs and fellowships; and direct assistance in immigration, resettlement, employment and psychological services.

II. Background

Forefront Leaders commissioned this research project. Forefront is a global support and advocacy network of human rights activists, linking 60 activists from more than 25 countries. Its goal is to strengthen the work of grassroots advocates by facilitating the exchange of information, skills and technology, providing technical assistance and responding to crises. Forefront recognizes that activists all over the world face great risks in conducting groundbreaking work on human rights. Defending these human rights defenders is a challenge to today’s human rights movement, as activists themselves often become the targets of human rights abuses. Forefront is developing a project to support and further develop in-country and regional support networks for human rights activists facing attacks in their communities, as well as a program of assistance for exiled activists in obtaining asylum, accessing social services and remaining engaged in human rights work. Forefront is also seeking to create an on-line database of resources in multiple languages for exiled and fleeing activists.

To help evaluate the needs of such a project, Columbia University student consultants were commissioned to conduct a preliminary phase of research within the exile
community in the New York City Metropolitan area, as well as with human rights organizations. This research project sought to assess the challenges exiled human rights activists face once they arrive in the United States, including facts about how exiled activists have gotten to the United States. Specifically, this project focused on the obstacles to resettlement, challenges to continuing human rights work and assistance received from human rights of resettlement organizations.

Diagram 1 is an illustration of Forefront’s overall research interests.
Diagram 1: Forefront’s Overall Area of Research Interest

Flowchart:

1. Political turmoil
2. Country
   - "Democratic"
   - HR term. used?
   - ?
3. HR Activist
4. Exile
   - Worked for well known HR org
   - No
   - HR work through another type of org
   - No
   - Work independently on HR issues
5. Exile to Which Country?
6. Continue HR work?
   - Yes
   - Within formal HR Orgs?
     - How did they found out about the org?
     - Work under what capacity? (position? pt? ft?)
   - No
     - Informally / along other activities?
     - Part of existing community gp?
     - Self Initiated?
     - Other?
7. Did they apply for job with HR org?
   - Yes
     - How many times?
   - No
8. Can’t work in HR related to their country
   - Don’t wish to continue HR work
   - Fear/Safety?
   - Other?
9. How/Who was helpful
   - Community gps?
   - friends/family in exile?
10. How did you learn about them
   - No
11. Worked in independently on HR issues
   - No
12. With help of well known HR org
   - Yes
     - Were already connected to this HR org
     - No
     - How did you learn about them
13. Worked for well known HR org
   - No
   - HR work through another type of org
   - No
   - Work independently on HR issues
14. Return?
III. Findings

Findings are based on the information collected through a focus group session and personal and telephone interviews. See Methods section for details.

About the Participants

There were 12 participants in this study. Nine human rights activists exiled in the U.S. participated in the focus group. Follow-up interviews were conducted with three of them. Additional interviews were conducted with three other exiled activists who did not participate in the focus group, two of whom are in temporary exile on a special support grant.

Table 1: Activist Participation

<table>
<thead>
<tr>
<th>Focus group only</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focus group and interview</td>
<td>3</td>
</tr>
<tr>
<td>Interview only</td>
<td>3</td>
</tr>
<tr>
<td>Total participants</td>
<td>12</td>
</tr>
</tbody>
</table>

Table 2: Country of Origin - Participants

<table>
<thead>
<tr>
<th>Countries</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liberia</td>
<td>2</td>
</tr>
<tr>
<td>Guinea</td>
<td>2</td>
</tr>
<tr>
<td>Cote D’Ivoire</td>
<td>1</td>
</tr>
<tr>
<td>Togo</td>
<td>1</td>
</tr>
<tr>
<td>Sudan</td>
<td>1</td>
</tr>
<tr>
<td>Nigeria</td>
<td>1</td>
</tr>
<tr>
<td>Pakistan</td>
<td>1</td>
</tr>
<tr>
<td>Indonesia</td>
<td>2</td>
</tr>
<tr>
<td>Venezuela</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>12</td>
</tr>
</tbody>
</table>

Table 2 shows the country of origin of all 12 of the study participants. All 12 of the respondents were men and two-thirds (nine) were from West Africa.

Table 3: Participant Ages

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-24</td>
<td>1</td>
</tr>
<tr>
<td>25-34</td>
<td>5</td>
</tr>
<tr>
<td>35-45</td>
<td>6</td>
</tr>
<tr>
<td>Total number</td>
<td>12</td>
</tr>
</tbody>
</table>

Table 4: Participant Education

<table>
<thead>
<tr>
<th>Level of Education</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>University</td>
<td>8</td>
</tr>
<tr>
<td>Graduate</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
</tr>
<tr>
<td>Total number</td>
<td>11</td>
</tr>
</tbody>
</table>
Table 5: Participant Former Employment

<table>
<thead>
<tr>
<th>Employment at Home</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>HR Professional Work</td>
<td>6</td>
</tr>
<tr>
<td>Student</td>
<td>2</td>
</tr>
<tr>
<td>Unemployed</td>
<td>2</td>
</tr>
<tr>
<td>Total number</td>
<td>10</td>
</tr>
</tbody>
</table>

Table 6: Participant Former HR work

<table>
<thead>
<tr>
<th>Types of HR Work at Home</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Institution</td>
<td>6</td>
</tr>
<tr>
<td>Local NGOs</td>
<td>7</td>
</tr>
<tr>
<td>INGOs</td>
<td>1</td>
</tr>
<tr>
<td>Total number</td>
<td>11</td>
</tr>
</tbody>
</table>

Table 7: Participant Asylum

<table>
<thead>
<tr>
<th>Asylum Process</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Completed</td>
<td>6</td>
</tr>
<tr>
<td>In Progress</td>
<td>4</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
</tr>
<tr>
<td>Total number</td>
<td>12</td>
</tr>
</tbody>
</table>

The tables above provide some background information regarding the activists from whom information was gathered. Not every participant provided information in every category. It is important to note that of the 11 respondents who provided information regarding their educational background, almost all (10) have at least university level education and six of 10 respondents had professional careers in their home countries.

**Resettlement Assistance**

A main focus of this study was to determine which individuals and organizations have or have not been helpful to activists during their resettlement in the United States.

Helpful organizations, mentioned for giving referrals and assistance included: friends and family in NYC, the Center for the Study of Human Rights at Columbia University, churches, media organizations, international human rights organizations, and the Lawyers Committee for Human Rights.

The least helpful organizations were the U.S. Immigration and Naturalization Service and resettlement agencies. The resettlement agencies were mentioned for their lack of valuable programming and shortage of resources.
Information regarding support received in the United States was collected from nine activists. Besides immigration assistance, one third (three) or less of the respondents had received assistance during the resettlement process. Those that had been helped reported that the assistance received was often inadequate.

**Employment in the U.S.**
Of the 12 respondents, only four continue paid work in human rights, two of those paid positions, however, are supported through a short-term grant. Four activists are unemployed, two are working in community organizations, one is a student, and one has found employment as unskilled laborer. None are employed as professionals. This data sharply contrasts the professional occupations of the activists in their home country prior to seeking exile.

**Obstacles to Remaining Engaged in Human Rights Activism**

Another focus of this study was the obstacles to remaining engaged in human rights work while in exile. The obstacles mentioned by the activists in the focus group and during the interviews were:

- difficulties in maintaining communication with the home country;
- lack of English language facility;
- proof of credentials (i.e., lack of documentation of any formal education or training received in the home country);
- complex asylum process which often takes over a year to complete and usually involves a long period without legal working papers;
- difficulty in finding information on programs and services available;
- mistrust/insecurity within their cultural/ethnic community;
- shortage of resettlement assistance;
- lack of information regarding the legal system- rights, laws and how to maneuver within the system; and
- lack of interest and assistance from U.S. based human rights organizations.

Eleven out of the 12 participants ranked by importance, the obstacles they face in continuing human rights work in exile.
Strategies to Remaining Engaged in Human Rights Activism in Exile

One of the important goals of the study was to identify possible strategies that would assist human rights activists in remaining engaged in human rights work while in exile. The following strategies were discussed:

Direct Assistance

- **Employment advocacy and placement assistance** - Problems in getting employment result from immigration documentation problems, language differences, a possible lack of formal education, a common lack of documentation of any formal education or training acquired in the home country and unfamiliarity with the job hunting techniques in the United States. An active matching of exiles with employment and training opportunities would be helpful.

- **Funding Assistance** - Providing scholarships for job training and education.

- **Housing assistance** - One of the most difficult things to find in exile is housing because of the lack of financial resources, the inability to have legal employment and the difficulty of functioning in a foreign culture and language. The activists mentioned that even something as simple as speaking to landlords on behalf of the exiles to explain the asylum process and what the temporary papers, etc. mean would be helpful.

- **Psychological support for the entire family** - The activists have often endured great physical and emotional abuse in their home countries but their families have also been
affected by the persecution faced in their country and the difficulties faced in exile. Any program designed to assist the activist with psychological needs must include the whole family.

• **Family reunification assistance**- For those activists with family still in their home country.

• **Ability to communicate with home country**- A sense of isolation and guilt is common among activists in exile and the ability to communicate with their family and friends at home would help them overcome these feelings and to remain involved in human rights activities affecting their country.

• **Group support**- The opportunity to speak with other exiled human rights activists during the focus group allowed them to interact with people with similar experiences and problems and to become resources for one another. The activists would like to see this kind of group activity taking place on a more regular basis.

• **Speaking engagements**- Activities like informal lectures and discussion circles provide the exiles with an opportunity to remain engaged in promoting human rights in their country even if no formal human rights work is possible.

**Providing Information**

• **Information**- The activists were often unaware of services or organizations available to assist them in resettlement. An important way to help activists overcome resettlement barriers and to continue human rights work would be to provide a central source of information regarding available services including language programs, GED programs, job training, scholarships, etc.

**Raising Awareness About the Situation of Exiled Human Rights Activists**

• **Encourage relocation in region**- The exiles suggested that one way to remain engaged in human rights work at home would be to relocate closer to home, if a safe location could be found. This would also make return much easier.

• **An education campaign** describing the struggle of exiles targeting funding sources, governments and human rights organizations would increase awareness and interest in helping.

• **Provide documentation** Any individual or organization can document incidents and the work of activists thus helping to create the record that is often necessary as proof of persecution when seeking asylum.

• **Seek exit and resettlement funding**- The lack of resources is often a major obstacle to gaining exit from or entry to a country and can further prevent activists from continuing their human rights work.
• **Inform** embassies regarding more humane, realistic and uniform visa policies - The activists noted that the likelihood of getting visas was different in each country because the policies were all different. Often the documentation required for a visa was unrealistic and created a system where only the rich were able to get visas. For example, in Nigeria the United States embassy requires all visa applicants to present a land title.

• **Set up multiple entry visa system** - Many activists do not wish to live in exile forever. A multiple entry visa system would allow them to return to their home countries whenever they feel it is safe enough to do so and then return to the United States if the environment becomes too dangerous again.

• **Help with temporary work arrangements** - The asylum granting process can often take well over a year to complete. For large portions of that time the activists are often restricted from working legally. This seriously affects their ability to survive or build a dignified life in this country.

![Ranked Responses: Strategies for Continuing HR work in Exile](image)

---

### IV. Methodology

**Focus group:**

On February 17, 2001, Forefront Leaders organized a focus group of human rights activists from around the world including nine activists currently living in exile in the United States. For Forefront, the purpose of the focus group was to bring together human rights and social justice activists residing in or visiting the United States to discuss, share experiences and brainstorm on programs and strategies on how support could be provided to activists who face danger at home as well as those who are forced to flee their...
homelands due to insecurity. This meeting also became an opportunity for the research team to learn about the activists’ needs in asylum, specifically those faced when attempting to continue their human rights work.

<table>
<thead>
<tr>
<th>HR activists exiled in US</th>
<th>HR activists exiled in other countries</th>
<th>HR Activists visiting &amp; returning back to country</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guinea</td>
<td>Indonesia</td>
<td>Congo</td>
</tr>
<tr>
<td>Liberia</td>
<td>Burma</td>
<td>Ecuador</td>
</tr>
<tr>
<td>Cote d’Ivoire</td>
<td></td>
<td>West Bank</td>
</tr>
<tr>
<td>Togo</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sudan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nigeria</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Venezuela</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pakistan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL 9</td>
<td>TOTAL 2</td>
<td>TOTAL 3</td>
</tr>
</tbody>
</table>

**Table 3: Country of Origin - Participants of Focus Group**

**Interviews:**

Based on the information gathered from the focus group, a questionnaire was designed to collect more specific information from individual exiled human rights activists regarding their experiences and struggles in the United States. Human rights activists currently living in exile in the United States were contacted for telephone and in-person interviews. The interviews focused mainly on the obstacles faced in continuing human rights work while in the United States and identifying strategies for remaining engaged. See Appendix A for the questionnaire.

**V. Analysis**

The small data set available to the researchers was the biggest limitation of the project and the results have to be interpreted in the context of this small sample size. It is important to note that most (eight of 12) of the respondents were from West Africa and all of them were male. This sample is therefore not properly representative of the entire exiled human rights community, as it does not adequately cover the experienced of female exiled activists or the experience of those from regions other than West Africa. Although the results have their limitations, this study is an important first phase in the development of this project.

**VI. Recommendations**

The project should continue in the second phase with a wider interviewing base to reach out to more exiled human rights activists and capture a wider set of experiences and suggestions. The questionnaire used has been updated to reflect interviewing experiences and is attached in Appendix B. This questionnaire can be used for a wider round of interviews or it can also be used as a survey to be sent by e-mail or regular mail. This would allow for a wider distribution but less committed resources.
After more interviews, a second focus group is highly recommended in order to update the participants on the process, to allow the participants to react to the results of phase I, to invite other exiled human rights activists to participate and to continue the brainstorming process into phase II. At this second focus group, it will be important to allow the participants to help set up different priorities for the project. Diagram 2 illustrates the phase I process and suggests an implementation process for phase II.

**Diagram 2: Phase I and II processes**

VII. Acknowledgements

Lesley Carson, Executive Director of Forefront, initiated this research project. Alphonso Nyenuh, former Deputy Director of Forefront and an exiled human rights activist himself, also played an integral role in the research. The researchers would particularly like to thank the activists who entrusted us with their stories.
VIII. Lessons Learned

Planning and Initial Assessment

Planning pays! Spend a lot of time with the client at the beginning of the project to build a strong conceptual understanding of the scope, needs and goals of the project, and to prioritize its elements. Careful planning kept us on schedule.

Communication with Client

Communicate with client. Regular communication with client allowed adjusting the project to the client’s needs and context and helped in foreseeing obstacles before they derailed the project. This was somewhat difficult at times because our contact person left the organization without much notice. Although the director of the organization attempted to offer her guidance and resources, she was often unavailable because she was traveling.

Take the ball in your own hands. Don’t wait for someone else. Don’t rely heavily on the organization to provide the list of potential participants/interviewees for the project. Be assertive in getting things done. We should have spread the word that we were looking for exiled human rights activists ourselves, through various bulletin boards, e-mail list serves, university and community college campuses, and human rights organizations. We should have also focused more on asking the participants of the focus group to spread the word about the project to their friends and colleagues, which we eventually did as we interviewed them.

Focus Group

Focus groups are a Good Thing. The focus group was a great crash course in the struggles that activists face both at home and in exile. Attending the focus group gave us a lot of guidance on how to construct the questionnaire, as well as clearly showing us what we were to look for.

Testing of the Questionnaire

Pre-test the questionnaire. It helped us to identify which questions were not needed.

Dealing with Limitations

- Negative results have meaning in the real world. Even when you find nothing, it still means something.
- Something is better than nothing. No matter how small the sample, some information is better than no information.

Different Reporting Style

Adjust reporting style. It was a challenge to move away from traditional academic/proposal type report to a finding oriented report with the theme of “just the facts.” It was also interesting –and maybe a bit challenging as well– to adopt a new role
of only reporting the findings of a project without offering any contextualization, explanation of causation and detailed recommendations.
IX. Appendices

Appendix A: Interview Questionnaire

Appendix B: Revised Interview Questionnaire to be used for Phase II

Appendix C: Spreadsheet model for entering and analyzing interview results
Appendix A: Questionnaire used for Interviews

Please first complete the personal confidential information below, and separate this section from the rest of the document. Make sure the deponent understands that this information will be saved in a secure place and will not be shared with anyone, under any circumstances.

<table>
<thead>
<tr>
<th>First Name</th>
<th>ID</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name</td>
<td>Date</td>
</tr>
<tr>
<td>Date of Birth</td>
<td>Interviewer</td>
</tr>
<tr>
<td>Country of Origin</td>
<td></td>
</tr>
</tbody>
</table>

-------------------------------------------------------------------------------------------------------------------

Interview Questionnaire |

A. Background

1. Sex □ male or □ female

2. Level of education:
   Number of years of formal education ____________________________
   □ College Certificate - Please specify ____________________________
   □ University Degree - Please specify ____________________________
   □ Other Training - Please specify ____________________________

B. Before Exile

3. What was your job in your home country? ____________________________

4. How long have you been involved in human rights work? ______________________

5. What type of Human Rights work did you do and how did you carry it out?
   Through a political, religious, unions or community based organizations, independently, etc.
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________

C. Resettlement

6. When did you leave your home country? (Date) ______________________

7. When did you resettle in the US? (Date) ______________________

8. Where in the asylum process are you? ______________________

9. Did you have friends or family in the US? ______________________
Appendix A: Questionnaire used for Interviews

10. Have you resettled alone or with your family? Who is with you (spouse, children, parents, etc.)? How many dependents?


11. Were you sponsored /helped by one or more organizations to resettle in US?

- Housing
- Immigration procedures/refugee status
- Health care
- Employment
- Children’s schooling
- Psycho social support and assistance
- Exit from home country
- Other __________________________

12. Is there a community of your ethnic/religious background in the city where you currently live? ______________________________________

13. Have you been able to establish close ties with that group?_____________________

14. Do you feel that having or not having access to that community has affected your resettlement experience? (has it made it more or less difficult, etc)


D. Employment & Human Rights Work in Exile

15. Have you applied for work with a human rights organization in the US? Were you able to find employment with them? If so, which organization and in what capacity? If not, what were the reasons given to you for not being hired?
Appendix A: Questionnaire used for Interviews

16. If you do not currently work for a human rights organization, were you able to find other employment? Please specify.

17. Are you continuing HR work outside of your job? ________________

18. If yes, what type of human rights work?

19. In what capacity and how often?

20. What obstacles are you facing in continuing HR work? (please rank in order of importance)

- [ ] Too busy with resettlement problems
- [ ] Fear of community
- [ ] Immigration status
- [ ] Fear of deportation
- [ ] Level of suffering subjected
- [ ] Security of family in home country
- [ ] Security of HRA in country of asylum
- [ ] Language issues
- [ ] Education and/or proof of credentials
- [ ] Distance/communication with home country problems
- [ ] Other - explain

21. Are you in contact with (other) human rights organizations in the US working on your country/issue? Which ones?
E. Strategies for remaining engaged

22. At a meeting of exiled activists organized by Forefront in February 2001, various strategies for remaining engaged in human rights work while in exile were mentioned. Please rank the following strategies in order of importance to you:

- Provide exilees with means of communicating with colleagues
- Urge human rights organizations to create programs that place exiled human rights activists with country/issue programs
- Provide information about language programs
- Provide information about internships
- Provide information on scholarships and fellowships
- Create and circulate a calendar of human rights-related events open to the public
- Establish exiled activist support groups
- Conduct education campaigns to educate foundations, governments, human rights organizations about the struggles exiled human rights activists have to face
- Other

23. Do you have any other comments?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Appendix B : Revised Questionnaire to be used for Phase II

Please first complete the personal confidential information below, and separate this section from the rest of the document. Make sure the deponent understands that this information will be saved in a secure place and will not be shared with anyone, under any circumstances.

First Name __________________________________________ ID __________________________
Last Name __________________________________________ Date __________________________
Date of Birth ________________________________________ Interviewer __________________
Country of Origin ______________________________________

-------------------------------------------------------------------------------------------------------------------

Interview Questionnaire ID __________________________

A. Background

1. Sex □ male or □ female

2. Level of education:
   Number of years of formal education __________________________
   □ College Certificate - Please specify __________________________
   □ University Degree - Please specify __________________________
   □ Other Training - Please specify __________________________

B. Before Exile

3. What was your job in your home country? __________________________

4. How long have you been involved in human rights work? __________________________

C. Resettlement

5. When did you leave your home country? (Date) __________________________

6. When did you resettle in the US? (Date) __________________________

7. Where in the asylum process are you? __________________________

8. Did you have friends or family in the US? __________________________

9. Have you resettled alone or with your family? Who is with you (spouse, children, parents, etc)? How many dependents?
   ___________________________________________________________________
   ___________________________________________________________________
Appendix B : Revised Questionnaire to be used for Phase II

10. Were you sponsored /helped by one or more organizations to resettle in US?

Housing
Immigration procedures/refugee status
Health care
Employment
Children’s schooling
Psycho social support and assistance
Exit from home country
Other __________________________

D. Employment & Human Rights Work in Exile

11. Have you applied for work with a human rights organization in the US? Were you able to find employment with them? If so, which organization and in what capacity? If not, what were the reasons given to you for not being hired?

____________________________________________________________________________________

____________________________________________________________________________________

12. If you do not currently work for a human rights organization, were you able to find other employment? Please specify.

____________________________________________________________________________________

____________________________________________________________________________________

13. Are you continuing HR work outside of your job? _____________________

14. If yes, what type of human rights work?

____________________________________________________________________________________

____________________________________________________________________________________

15. In what capacity and how often?

____________________________________________________________________________________

____________________________________________________________________________________
Appendix B : Revised Questionnaire to be used for Phase II

16. What obstacles are you facing in continuing HR work? (please rank at least three in order of importance)

- Too busy with resettlement problems
- Fear of community
- Immigration status
- Fear of deportation
- Level of suffering subjected
- Security of family in home country
- Security of HRA in country of asylum
- Language issues
- Education and/or proof of credentials
- Distance/communication with home country problems
- Other - explain

17. Are you in contact with (other) human rights organizations in the US working on your country/issue? Which ones?

E. Strategies for remaining engaged

18. At a meeting of exiled activists organized by Forefront in February 2001, various strategies for remaining engaged in human rights work while in exile were mentioned. Please rank at least three of the following strategies in order of importance to you:

- Provide exilees with means of communicating with colleagues
- Urge human rights organizations to create programs that place exiled human rights activists with country/issue programs
- Provide information about language programs, internships, scholarships and fellowships
- Create and circulate a calendar of human rights-related events open to the public
- Establish exiled activist support groups
- Conduct education campaigns to educate foundations, governments, human rights organizations about the struggles exiled human rights activists have to face
- Assist in job searches and placement
- Other

19. Do you have any other comments?
Appendix C: Spreadsheet Model for Entering and Analyzing Interview Results

<table>
<thead>
<tr>
<th>ID#</th>
<th>Country of Origin</th>
<th>M/F</th>
<th>HS</th>
<th>College</th>
<th>US</th>
<th>Other</th>
<th>HR work</th>
<th>Professional work</th>
<th>Student</th>
<th>Other</th>
<th>Unemployed</th>
<th>Types of HR org</th>
<th>Dept</th>
<th>Asylum</th>
<th>Resettled in US</th>
<th>In-Progress</th>
<th>Resettled with family</th>
<th>Young with Community</th>
<th>Received Support</th>
<th>From Home</th>
<th>In US</th>
<th>Obstacles to HR</th>
<th>Strategies</th>
<th>Age</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>