



# The Tent Partnership for Refugees

## Becoming a member

### About Tent

The Tent Partnership for Refugees is a coalition of over 300 major companies around the world committed to integrating refugees. If your company is already taking steps to include refugees, or is exploring how to do so, we hope you'll join us.

### How to join the Tent Partnership



**1 Take a concrete step towards including refugees:** if you haven't done so already, this might take the form of developing a new project, program, or "pilot," – or even announcing that you'll explore potential avenues for supporting refugees (e.g., that you'll explore the opportunity to hire refugees in Canada). If your company has already taken steps to include refugees, no further action is required at this time!



**2 Complete our membership form:** sharing as much information as possible about your current work on refugee issues and your future plans. This information will enable us to bring to your company tailored opportunities to include refugees.



**3 Work with us to announce that your company is joining the Tent Partnership at our next announcement event:** by creating more visibility for your work on refugees, you'll make it easier for other companies to step up.

THERE IS NO FEE OR EXPECTED FINANCIAL CONTRIBUTION TO JOIN TENT OR USE OUR SERVICES

### Our expectations of members



#### Participate

Participate actively by attending at least one Tent-hosted event each year



#### Share

Share experiences, lessons, and best practices from your refugee efforts with Tent



#### Connect

Connect Tent to other companies that might be interested in doing more for refugees

## Our services to members



### 1. PROVIDING INDIVIDUALIZED GUIDANCE

Based on candid assessments of the legal and political realities of the markets in which you operate, we can work hand-in-hand with your company to help you design projects that best fit your business operations. We also offer tailored support to help you effectively communicate your refugee efforts.



### 2. CURATING BEST PRACTICES

We draw on the vast experience of member companies in our network to identify the most effective practices for working with refugees. We share these learnings by:

- Hosting in-person **workshops** to bring together leading companies in Europe, North America, and Latin America.
- Organizing **monthly webinars** where companies like IKEA and Starbucks share practical learnings from their work with refugees.
- Facilitating **one-on-one connections** with peer companies in the Tent Partnership.
- Publishing **employer toolkits**, providing a step-by-step manual for hiring refugees, available in nine countries so far.
- Publishing **guidebooks** with collected best practices, such as our Tent-Deloitte guidebook on tactics for integrating refugees in the workforce.
- Creating **training presentations**, for HR and other departments, on topics such as how to adapt your hiring process to include refugees.
- Developing short **“case studies”** showcasing new and innovative approaches by companies like Levi’s and Sunshine Bouquet.



### 3. UNDERTAKING CUTTING-EDGE RESEARCH

We commission proprietary research that helps inform business decisions to work with refugees. For example, we have surveyed 30,000 consumers in Europe, North America, and Latin America, to test how they perceive companies that work with refugees in different ways. We also worked with the Fiscal Policy Institute to show that refugees have significantly higher retention rates than their non-refugee counterparts.



### 4. CONNECTING TO BEST-IN-CLASS IMPLEMENTING PARTNERS

While Tent is not an implementing organization (we don’t work directly with refugees), we have a network of pre-vetted and qualified partners around the world who understand the local context and have access to local refugee networks. Based on the particular market and type of activity your company might be interested in, we can recommend the best local partner.