9-2011

Chab Dai Charter

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The Chab Dai Charter

The Chab Dai Charter is a set of 15 principles for our members to sign up to, in order to demonstrate a commitment to excellence as we serve communities, victims, & survivors in Cambodia. It will also help our partners that we are working together to end sexual abuse & trafficking in Cambodia.
Joining Hands

• 'Chab Dai' means 'joining hands' in Khmer

• Coalition began in 2006 understanding the need to work together to address trafficking & sexual abuse issues in Cambodia

• Currently 50 members

• Collaborative activities today include focus forums, bi-annual member meetings, daily emails, resource sharing & staff capacity-building trainings
How it Began

- Members expressed a desire to have a set of common principles among members

- Chab Dai sensed a good time to refocus membership and focus on raising standards of practice in anti-trafficking & child protection

- The first draft in late 2009 was a simple outlined code of conduct with five main points

- Chab Dai set out to develop a tool that would be based on principles as well as transferrable into practice.
The Charter

- A set of 15 values that are recognized by members as core values of the coalition

- 4 Categories: Protection, Collaboration, Participation, & Transparency
Stakeholder Groups

- Our holistic approach recognizes the need to implement our values with all stakeholders, starting with our sphere of influence and expanding outward.

- 5 Stakeholder Group: Staff & Organizations, Clients, Chab Dai Members, Donors, & Government.
Member Participation

• In May 2011 we presented our first draft at our Member Meeting and over 180 staff of member organizations brainstormed key evidence indicators for each of the 15 principles

• We incorporated their feedback into what we are now calling the Chab Dai Charter Implementation Tool

• Chab Dai team also committed to visiting all the members in person to present the tool to them in their project workplace.
Road Trip in June 2011 :: 5 cities, 5 days, 45 meetings with members
Implementation Tool Overview

• Self Assessment Tool
• Scoring
• Action Plans
• Training and Support
• M&E
Self-Assessment Tool

• A participatory organization self-assessment tool

• 85 indicators divided by principles and stakeholder groups

• Each indicator is scored by a representative group of organization staff:
  - 'Not Yet Planted'
  - 'Emerging'
  - 'Growing'
  - 'Mature'
Scoring

- Staff scores for each indicator are transferred to a team chart which represents the viewpoints of all staff.

- Discussions between staff focus on indicators that have varied scores.

- Areas to celebrate and areas to improve are identified together as a team to encourage both sustainability & accountability in achieving action goals.

- Chab Dai Staff & selected individuals will facilitate the participatory self-assessment tool exercise with all member organizations to maintain consistent scores.
Action Plans

• Members will make both one and two year action plans based on scoring

• Chab Dai staff will provide assistance in prioritizing & making strategic plans

• Scores will also provide a platform for strategic planning by the coalition for priority forum discussions, training gaps, and specific skilled volunteer needs
Training & Support

• After assessments members can request for 'training-support grants' based on individual needs in action plans

• Bespoke training & mentoring programs will be developed for members

• Skilled volunteers will also be matched with specific members' needs

• Larger trainings or forums available for needs identified by multiple members
M&E

• A baseline summary outlining how Coalition Members are ranked by principles & member project focus in May 2012

• Ongoing coaching & member visits by Chab Dai staff

• Midterm Evaluation in Spring 2013

• Annual forums to share lessons learned & celebrate accomplishments

• External Evaluation in Spring 2014 after 2 years of implementation action plans
Chab Dai Charter Expected Outcomes

Destination  Excellence
Expected Individual Organization Impact

• Improved organisational & project performance, and raised standards of care for survivors

• Effective & relevant capacity building & staff care, and support & stakeholder participation
Expected Collective Impact

- Shared learning of lessons learned & best practices, and ongoing development of Chab Dai members

- Charter member organizations & projects gain recognition for high quality services from the Cambodian government, partners, & donors

- Trust built between members through Charter implementation process, which will increase appropriate service referrals and program specialization, as well as joint-advocacy opportunities
Upcoming Plans

• Continued member dialogue & feedback

• Certificates given to the 30 members who have already signed the Charter, recognizing their commitment to excellence

• A list of Charter Members, and the text of the Charter values & Implementation Tool, posted on our website

• Chab Dai will continue implementing the tool in our own organization, with an external consultant