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Chab Dai Charter

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Chab Dai Charter

Chab Dai Coalition
September 2011



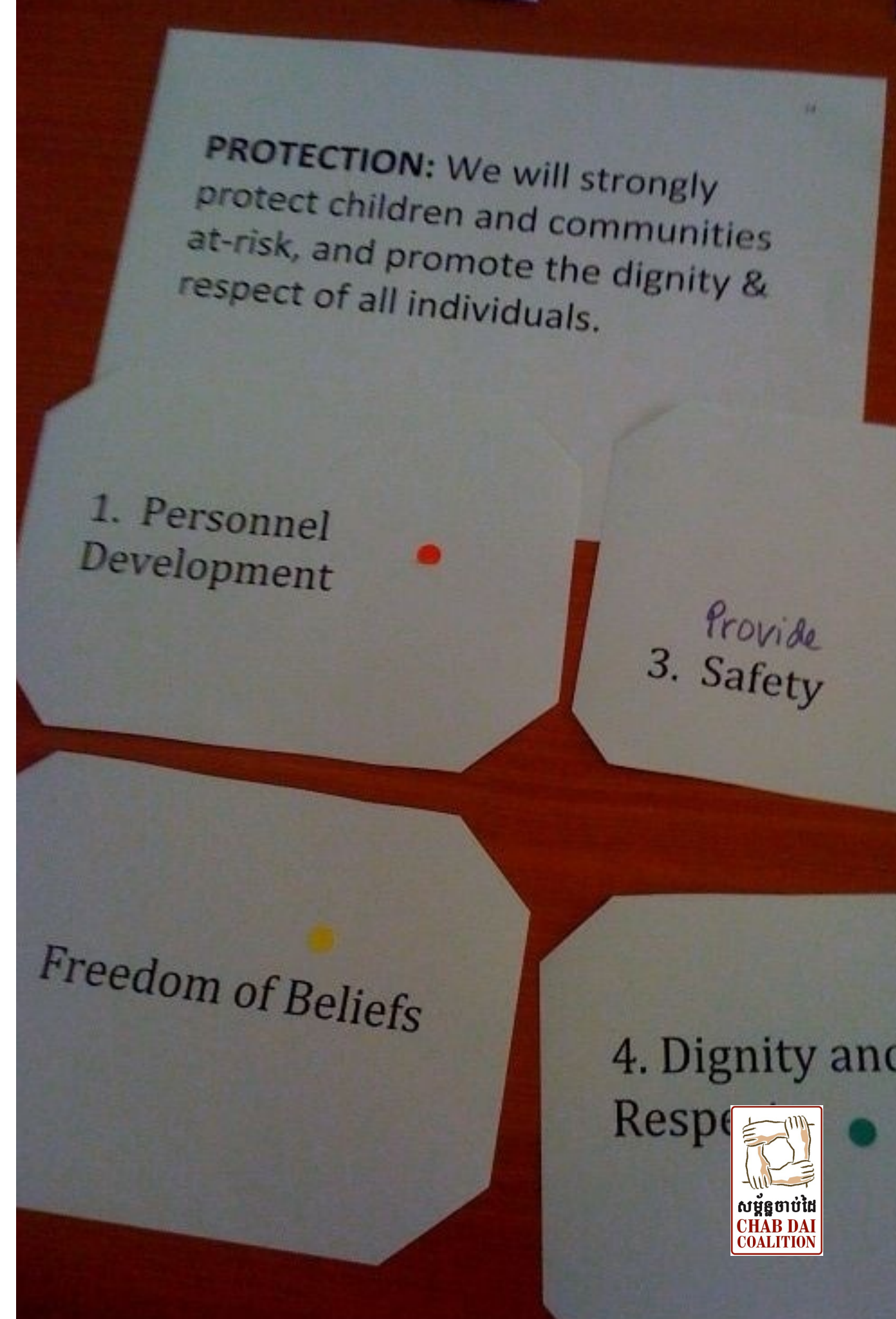
Joining Hands

- '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



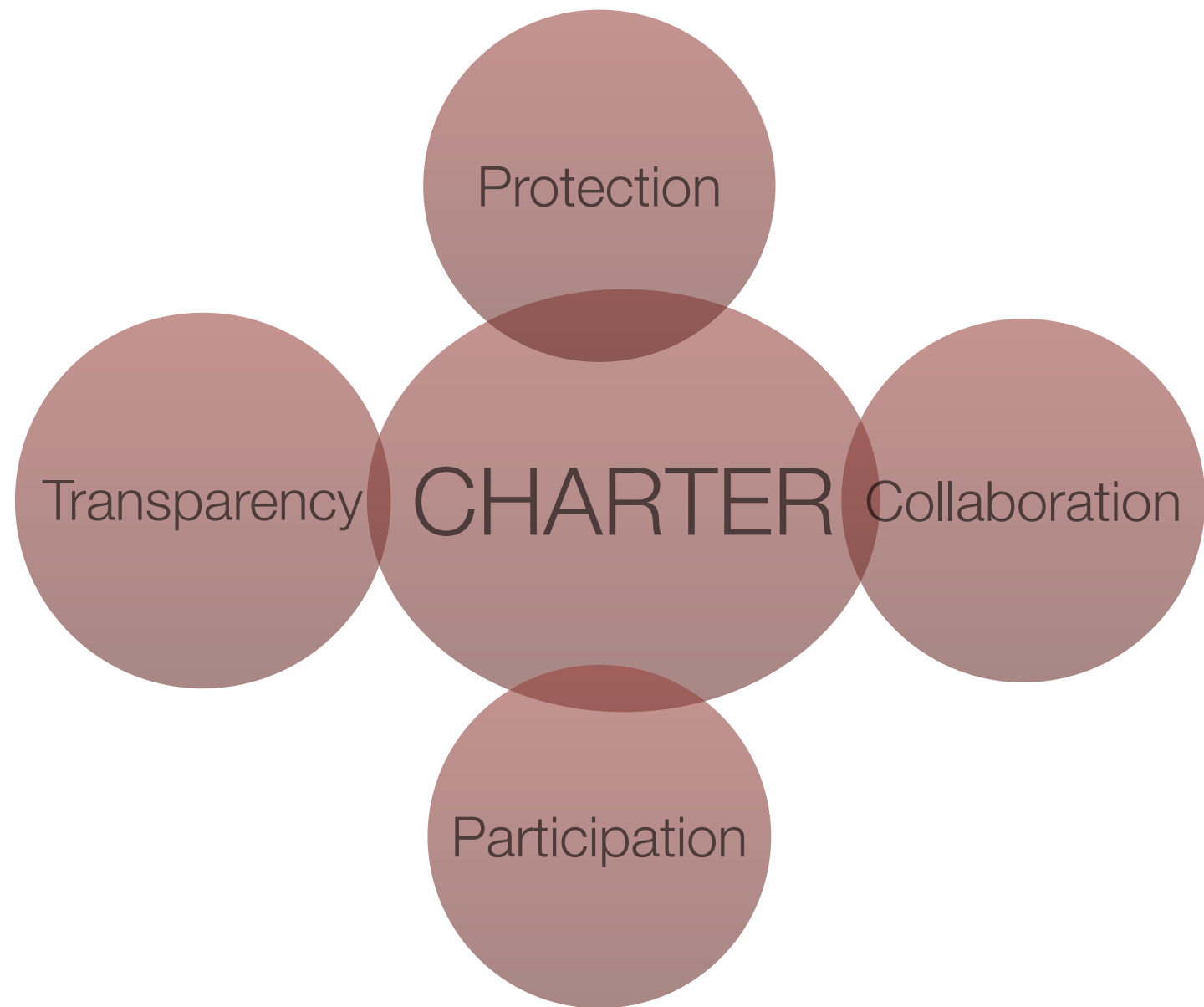
How it Began

- 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.**



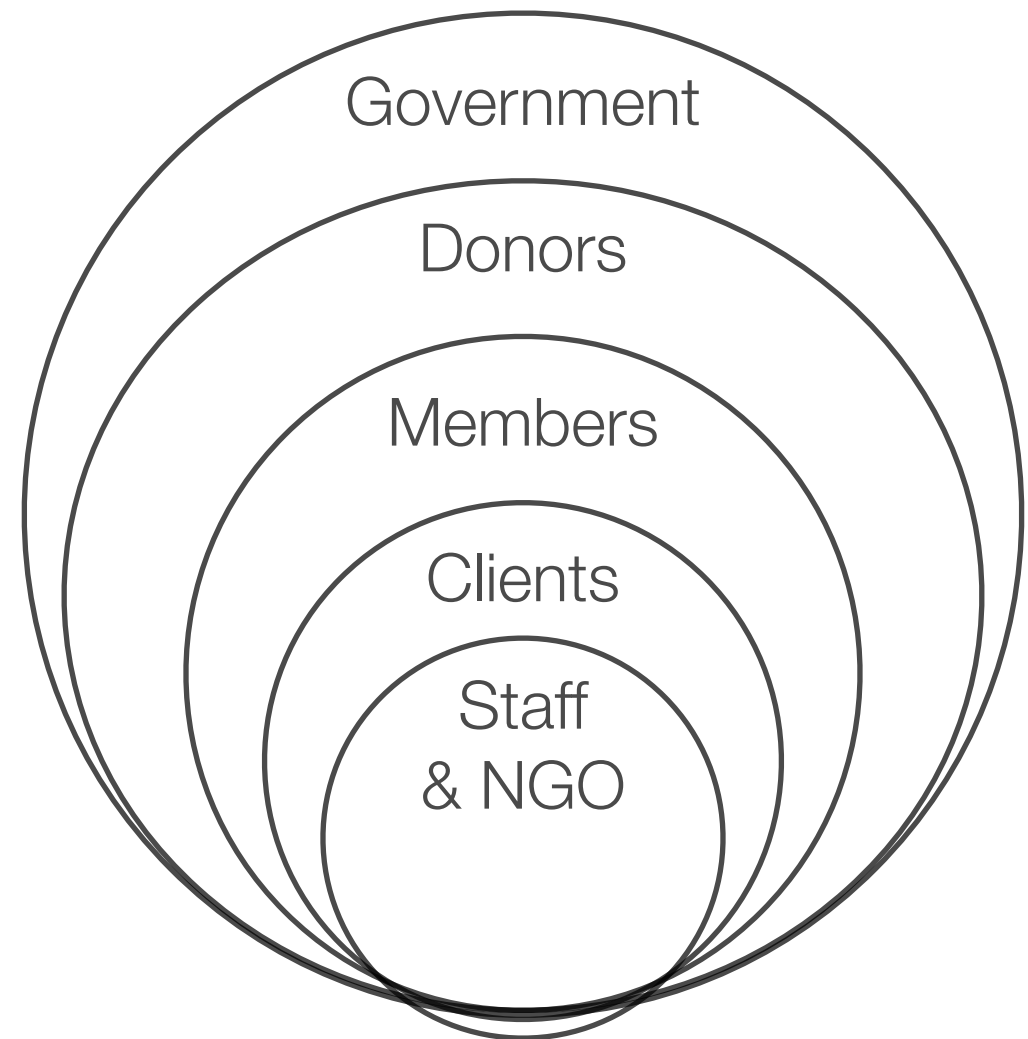
The Charter

- A set of 15 values that are recognized by members as core values of the coalition
- 4 Categories: Protection, Collaboration, Participation, & Transparency



Stakeholder Groups

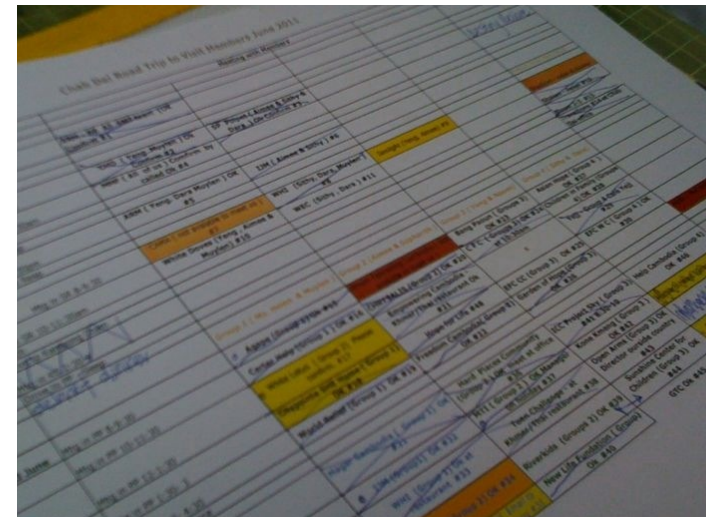
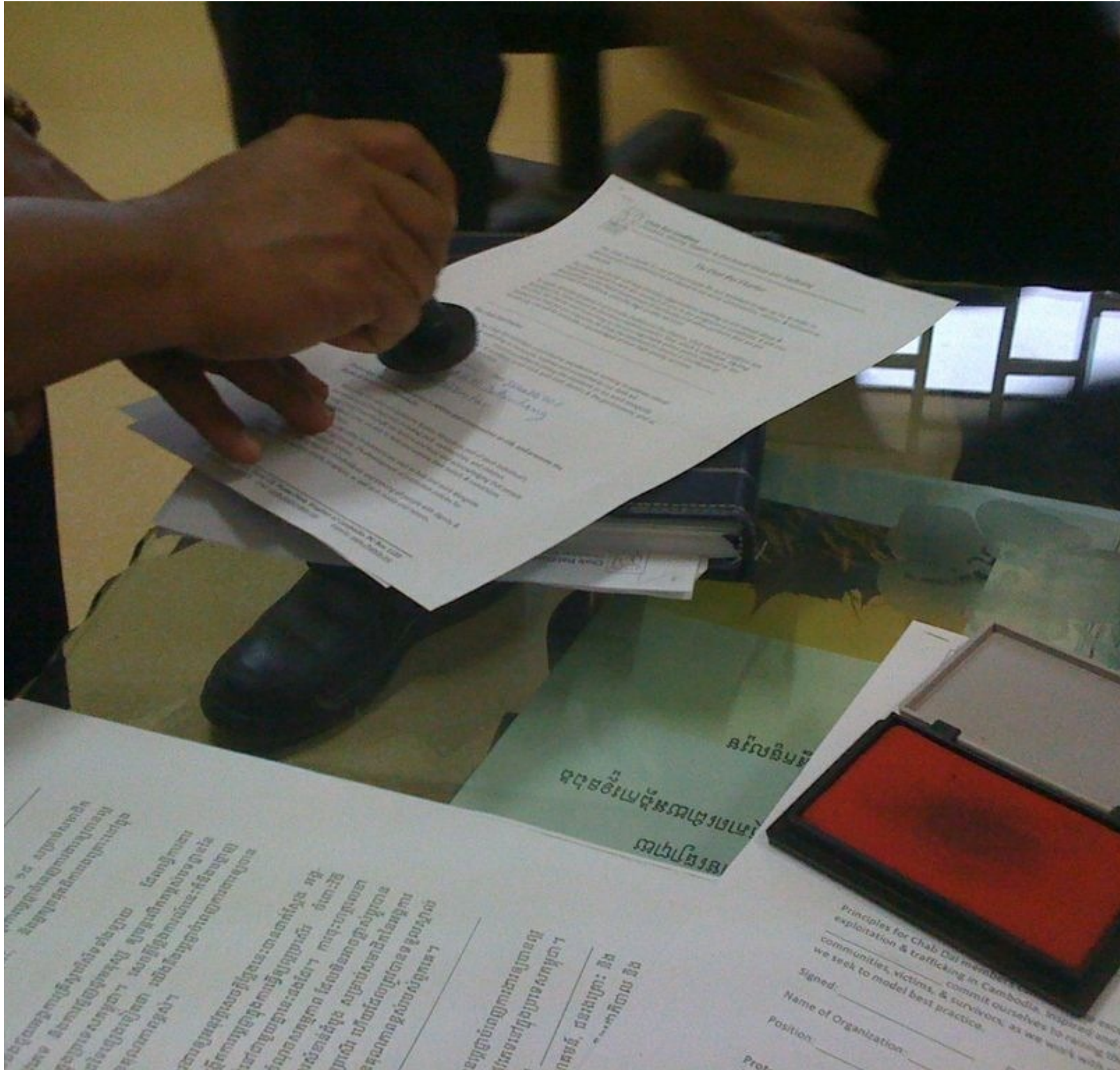
- Our holistic approach recognizes the need to implement our values with all stakeholders, starting with our sphere of influence and expanding outward
- 5 Stakeholder Group: Staff & Organizations, Clients, Chab Dai Members, Donors, & Government



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

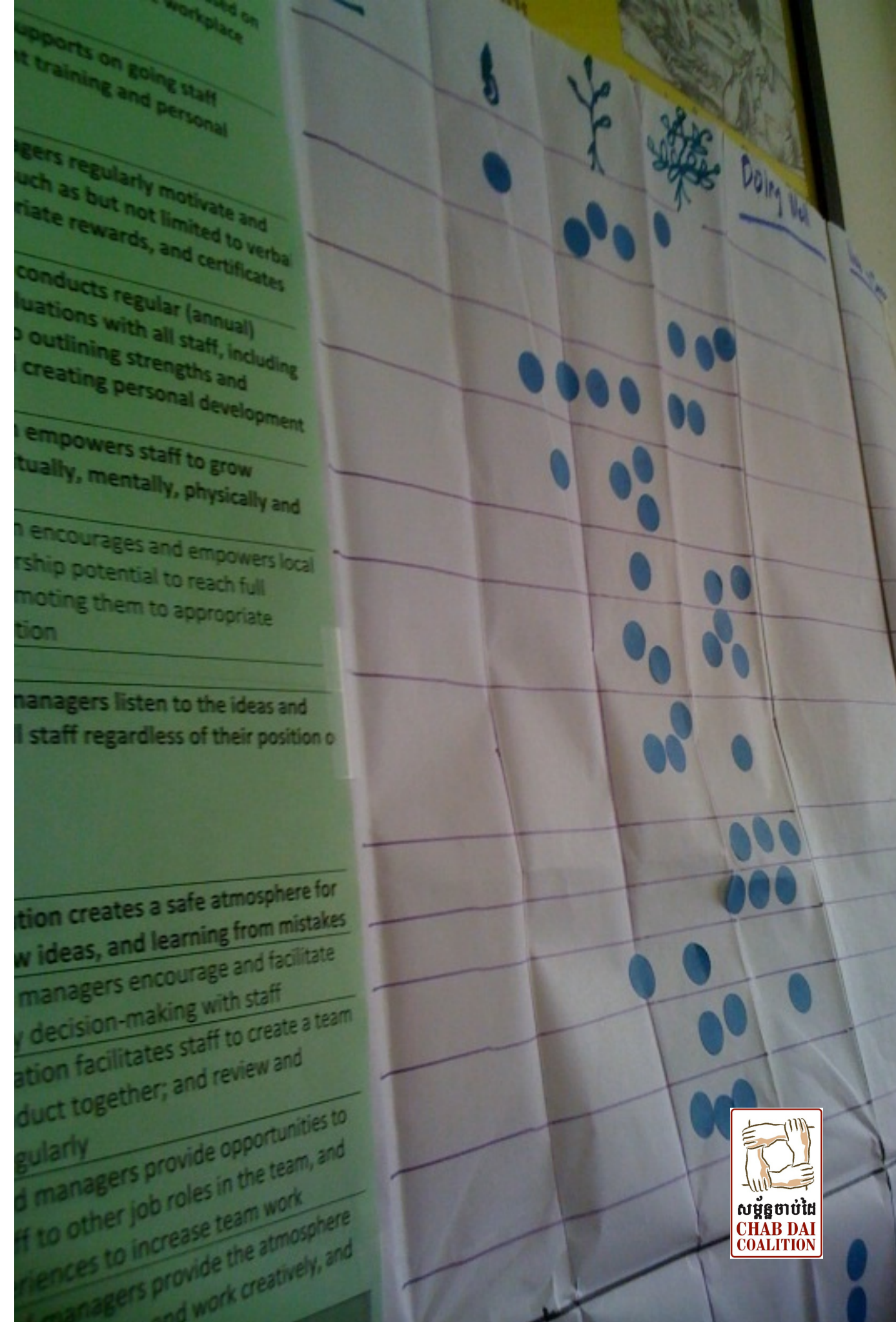


Implementation Tool Overview

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

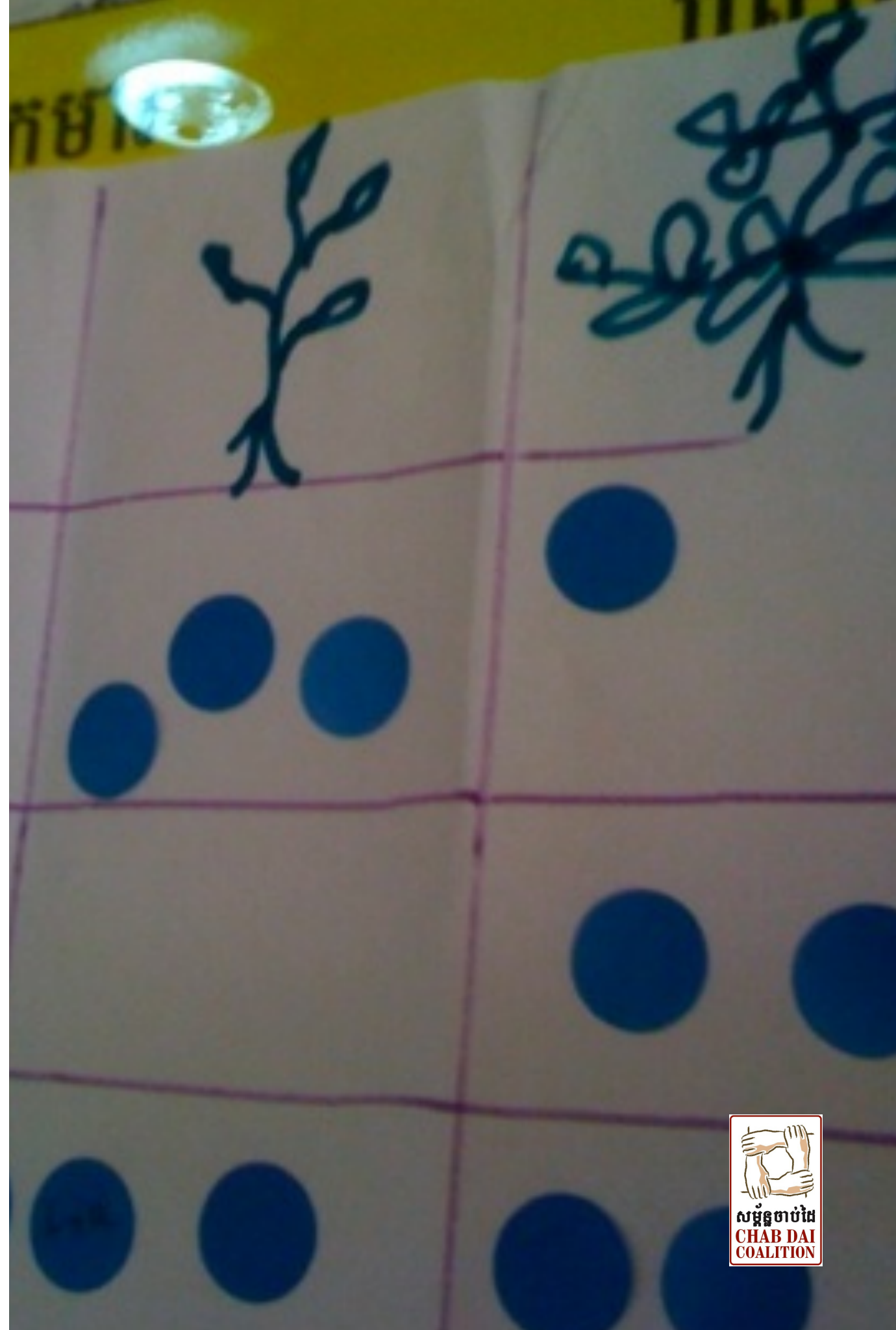
Self-Assessment Tool

- 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

gove
5. Partnerships

Trusting +
6. Respect and
Unique Skills

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



Chab Dai Coalition

Phnom Penh, Cambodia
September 2011



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