



## SHARE Network: Ladder of Participation (Refugee & Migrant Integration)\*

**DOING TOGETHER...**  
Equal decision-makers

**Organisational governance  
& decision-making**

- Refugees and migrants are members of:
- Organisational Boards and management committees.
  - Strategic meetings.
  - Statutory consultative and policymaking bodies.

**Refugee & migrant-led  
organisations**

- Associations and public authorities provide:
- Direct funding.
  - Legal & administrative support.
  - Skills development opportunities.
  - Access to professional and policy networks.
  - Formal partnerships.

**DOING WITH...**  
In an equal & reciprocal  
relationship

**Co-creation**

- Refugees and migrants are:
- Partners in designing, implementing and evaluating integration actions
  - Act as volunteers or with some form of financial compensation.

**DOING FOR...**  
Engaging and involving  
people

**Consultation  
Informing**

- Satisfaction surveys.
- Focus & discussion groups.
- Feedback & suggestion mechanisms.

\* adapted from 'Ladder of co-production', Think Local Act Personal, 2015