

International diaspora Engagement Alliance (IdEA)

Evaluation Report

August 2016

Prepared by General Dynamics Information Technology (GDIT)



Commissioned by
Calvert Foundation
on behalf of the
United States Department of State and
United States Agency for International Development

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Acknowledgements:

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ACRONYMS

ADIS – African Diaspora Investment Symposium

ADM – African Diaspora Marketplace

ADN – African Diaspora Network

AGOA – African Growth and Opportunity Act

DLT – Diaspora Leadership Training

DOS – U.S. Department of State

FLII – Foro Latinoamericano de Inversión de Impacto (Latin American Impact Investment Forum)

GDIT – General Dynamics Information Technology

GDW – Global Diaspora Week

IdEA – International diaspora Engagement Alliance

NGO – nongovernmental organization

PI – Pacific Islands

PPP – public-private partnership

S/GP – Secretary’s Office of Global Partnerships (within Department of State)

USAID – U.S. Agency for International Development

USG – U.S. Government

Executive Summary

Launched in 2011 at the initiative of then Secretary of State Hillary Clinton, the International diaspora Engagement Alliance (IdEA) is a joint initiative of the Department of State (DOS) and the United States Agency for International Development (USAID). IdEA serves as a platform to engage global diaspora communities, the private sector, foundations, civil society organizations, and public institutions in a collaborative process to promote sustainable development in countries and regions of diaspora origin. Initially a public-private partnership (PPP) between DOS, USAID, and the Migration Policy Institute (MPI), in October 2013 IdEA engaged Calvert Foundation as its managing partner. Calvert Foundation has focused on increasing diaspora investments in countries of heritage; engaging an increased number of diaspora members; increasing awareness of diaspora issues and building the capacity of diaspora groups; and strengthening and building partnerships.

In March 2016, GDIT was contracted to conduct an evaluation of the activities, outcomes, and impacts of IdEA's capacity-building activities from October 2013 to March 2016, as well as efforts to increase IdEA membership and participation. This evaluation was timed to coincide with the end of Calvert Foundation's involvement in IdEA in August 2016 and focuses on the following IdEA capacity-building activities:

Activity	Description	Partner
Global Diaspora Week (GDW)	A week of diaspora-related events around the world	90 event hosts globally (2015)
MicroMentor	Diaspora-focused online mentoring community	MicroMentor.org
Diaspora Map	Interactive online platform that maps member organizations	N/A
Webinars	Free sessions on topics of interest to diaspora groups	Multiple
Diaspora Leadership Training (DLT)	Series of in-person workshops in Washington, DC (2015)	Semai Consulting
Partnering on Investment Conferences	African Diaspora Investment Symposium I (2014) and II (2016) and Latin American Impact Investment Forum	African Diaspora Network
Fish 2.0 Pacific Islands (PI) Program	Training and support for PI entrepreneurs to participate in 10-month sustainable seafood business competition (2015)	DOS East Asia Pacific Bureau and Fish 2.0
Informal Consulting	Advice and resources provided by IdEA staff to members	N/A
Website Resources Page	Includes webinar videos, materials, and links.	N/A
Blog and Social media	Profiles and promotion of diaspora groups and projects	N/A

The evaluation team collected data from April to June 2016, using a mixed-method approach: desk research; 6 in-person interviews with IdEA partners (DOS, USAID, Calvert Foundation); 7 telephone interviews with program partners (for Global Diaspora Week, MicroMentor, webinars, Diaspora Leadership Training, conferences, and Fish 2.0); a survey of IdEA program participants (73 responses); and telephone interviews with 33 program participants, including representatives of diaspora groups, diaspora experts, researchers, and representatives of international organizations.

HOW HAS IDEA CREATED A SPACE FOR DIASPORAS TO ENGAGE AT THE INTERSECTION OF DIPLOMACY AND DEVELOPMENT?

Diaspora groups, experts, and program partners alike agree that IdEA has played a unique and critical role as an umbrella platform that brings together diasporas from all regions with U.S. Government (USG) agencies and other interested organizations. According to interviewees, IdEA serves as a connector and clearinghouse for networking, resources, capacity-building, and information, as well as a space for diaspora actors to interact and share ideas. Furthermore, several experts and program partners—who are familiar with the global diaspora space—noted

that IdEA has helped to define and raise awareness of this space, particularly the role of diasporas in development. Participation in IdEA yields several overall benefits for diaspora actors:¹ increased credibility and recognition thanks to the USG affiliation and/or speakers at events; connection to the U.S. Government; greater understanding of diasporas and their role; learning about other diaspora groups' activities; and exposure for organizations. On the other hand, some participants expressed concern that IdEA is too U.S.-focused and less relevant to diaspora actors in other parts of the world.

HOW HAS IDEA HELPED BUILD THE CAPACITY OF DIASPORA ACTORS?

For many participants, **networking** is the greatest benefit of IdEA participation. Indeed, 70 percent of survey respondents reported expanding their network. Participants found networking useful in many ways, including meeting potential speakers and funders; establishing relationships with USG agencies and other institutions; exchanging information and ideas with other organizations; and developing potential business.

In addition, more than three-quarters of survey respondents reported gaining **new knowledge**, both in terms of learning from experts and diaspora actors (80%) and increased knowledge of topics related to diaspora work (78%). In addition, approximately two-thirds agreed that they had **gained new skills** (65%) and applied what they had learned (69%). Interviewees, particularly diaspora actors, reported a wide range of learning areas, most commonly communication skills, fundraising skills, and learning about other diaspora experiences.

Furthermore, more than half (57%) of survey respondents reported that IdEA participation had **increased the resources** available to them, and two-thirds (67%) reported gaining **increased confidence** in their abilities and diaspora work as a result of learning about other diaspora groups, increased knowledge and skills, new resources and contacts, and greater exposure, according to interviewees from diaspora organizations.

HOW HAS IDEA CONTRIBUTED TO DIASPORA ENGAGEMENT IN DEVELOPMENT ACTIVITIES?

Increased Membership and Participation in IdEA. During Calvert Foundation's tenure, IdEA's overall reach has increased substantially. **IdEA's membership increased** from 1,096 to 1,940 (a 77% increase), and the email list more than tripled, now reaching more than 6,000 individuals. Furthermore, IdEA's active social media presence has resulted in 1,300 new Twitter followers and 1,200 new Facebook fans, as well as **increased reach among millennials**. IdEA's **global reach** has also increased substantially, as illustrated by GDW's expansion from 8 countries in 2014 to 22 countries in 2015. In addition, IdEA has spawned several **new diaspora organizations** and sparked interest from partners and participants in **new or expanded IdEA activities**.

Outcomes. As a result of IdEA participation, survey respondents reported greater involvement in development and diaspora activities: 70 percent said they had contributed to development in their country of heritage; 60 percent had taken a leadership role in an organization; 55 percent had joined an organization; and 44 percent had started a new organization or initiative. Furthermore, IdEA participation has helped numerous organizations achieve diverse results, including new partnerships, new funding opportunities, new directions or added value for nascent programs, and organizational growth.

¹ "Diaspora actors" refers to both representatives of diaspora organizations and individual diaspora members.

WHAT IS THE RELATIVE USEFULNESS AND IMPACT OF IDEA ACTIVITIES?

The great majority of survey respondents (from 74% to 94%) were satisfied with all the activities in which they engaged and found them useful. Activities that involve a smaller number of participants and have a more targeted focus and/or are more time-intensive (*DLT* and *Fish 2.0*) have the most impact² on participants in terms of learning, expanding networks, and organizational improvements. Similarly, several participants identified 1-on-1 *informal consulting*—particularly “targeted networking” for meeting new contacts—as the greatest value of IdEA. Large face-to-face events (*GDW* and *conferences*) have a high impact for networking both in terms of reaching a greater number of participants at one time and for the number and range of contacts with whom participants are able to connect. *Webinars* have an extremely broad reach—as they are easily accessible to an unlimited number of participants anywhere in the world—and have a high impact on learning, although the scope of learning is limited (compared to *DLT* and *Fish 2.0*) due to the short timeframe. IdEA’s *blog and social media tools* have a high impact in terms of providing exposure to those organizations that have been featured. On the other hand, while some participants found IdEA’s technology tools—*Diaspora Map* and *MicroMentor*—useful for networking or learning, many reported that participating produced no results.

CONCLUSIONS AND RECOMMENDATIONS

Clearly, IdEA is critical for the global diaspora space and is beneficial to all parties involved—DOS, USAID, diaspora actors, and others working in the space—and should be continued. In the short term, the evaluation team offers the following recommendations for IdEA’s priorities: (1) maintain relationships and communication with members; (2) prioritize *GDW*; and (3) continue webinars and blog posts.

In the long term, the evaluation team believes that maintaining the USG brand through DOS and USAID sponsorship is critical. In order to keep the USG brand as well as maintain and expand the IdEA platform and activities, it is important to have a partnership model similar to the current one, with a grantee organization functioning as the managing partner. A grantee partner is needed because the day-to-day management of IdEA activities requires dedicated staff, financial flexibility (e.g., to be able to disburse funds), and the ability to coordinate across agencies. The team recommends that a nongovernmental organization (nonprofit or for-profit) serve this role, with staff that has a spectrum of expertise in diaspora engagement, capacity-building, and development, and the ability to continue engaging all types of partners, including USG agencies, international entities, diaspora actors, funding entities, civil society organizations, and the private sector. The team also recommends that other USG agencies with a stake in diaspora engagement—including, for example, the Department of Homeland Security and other agencies involved with immigration and refugees—be brought to the table.

In addition, the evaluation team offers the following specific recommendations for the future: continue working with outside partners; better integrate diaspora engagement within DOS and USAID; create a mechanism or opportunities for peer interaction and collaboration; leverage IdEA members as resources; prioritize *GDW*, webinars, and face-to-face events; conduct face-to-face training in different locations (outside of Washington, DC); and continue informal consulting.

² Based on survey responses, consideration of the number of participants, and interviewees’ comments.

Introduction

In March 2016, GDIT was contracted to conduct an evaluation of the International diaspora Engagement Alliance (IdEA). The evaluation focuses on the activities, outcomes, and impacts of IdEA's capacity-building activities, as well as efforts to increase IdEA membership and participation. This evaluation was timed to coincide with the end of Calvert Foundation's involvement in IdEA in August 2016.

A. IdEA Program Background

Evolution of IdEA. IdEA was launched in 2011 at the initiative of then Secretary of State Hillary Clinton. Prior to 2011, both the Department of State (DOS) and the U.S. Agency for International Development (USAID) were already engaging various diaspora groups for development and diplomacy, but these efforts were not coordinated. Given their shared interest in engaging diaspora communities for development, the Secretary's Office of Global Partnerships (S/GP) collaborated with USAID to launch IdEA at the Secretary's Global Diaspora Forum (GDF) in May 2011.

Initially, IdEA was a public-private partnership (PPP) between DOS, USAID, and the Migration Policy Institute. DOS and USAID envisioned IdEA as a platform to engage global diaspora communities, the private sector, foundations, civil society organizations, and public institutions in a collaborative process to promote sustainable development in countries and regions of diaspora origin. It quickly became clear that many diaspora groups did not yet have the capacity to partner with DOS and USAID, so capacity-building was incorporated into IdEA programming. Between 2011 and 2013, activities included the annual GDF; the African Diaspora Marketplace (a business plan competition); research and thought leadership; and capacity-building for selected diaspora organizations.

In October 2013, Calvert Foundation was awarded a grant to serve as IdEA's managing partner. Currently, IdEA's diaspora engagement activities are organized around four principal pillars: (1) investment/entrepreneurship, (2) innovation, (3) philanthropy, and (4) volunteerism.³ Calvert Foundation has focused its efforts on increasing diaspora investments in countries of heritage; engaging an increased number of diaspora members; increasing awareness of diaspora issues and building the capacity of diaspora actors (see definition below); and strengthening and building partnerships. Under the current management, IdEA has built on the previously existing network and has expanded into many new activities, as detailed below.

Although IdEA initially was viewed primarily as a platform for the U.S. Government to engage with U.S.-based diaspora communities, the private sector, and other organizations (as mentioned above), over time it has evolved into a global platform for diaspora actors around the world, including foreign government agencies, to engage with each other.

Current IdEA membership and activities. As of March 1, 2016, IdEA had nearly 1,500 registered individual members; 462 member organizations; and a total of more than 6,000

³ <http://www.diasporaalliance.org/about-us/>

individuals on its email list. (See Sec. III.A for details.) According to IdEA staff,⁴ the membership breaks down approximately into the following categories:

- Diaspora actors (individuals and representatives of organizations) engaged in development efforts in their home countries – 50%
- Diaspora actors not currently engaged in development (e.g., groups that focus on social or cultural activities for diaspora communities in the United States) – 25%
- Non-diasporan observers and stakeholders, including researchers, civil society groups, government officials, and international organizations – 25%

As part of its capacity-building initiatives, IdEA sponsors various activities as well as online platforms and tools. Only the following capacity-building activities are the subject of the current evaluation:

IdEA Activities Under Evaluation	
Global Diaspora Week (GDW)	<p>GDW is a week dedicated to diaspora communities and their contributions to global development. Diaspora communities and other interested groups host events (face-to-face and virtual), including conferences, panels, networking events, volunteer activities, workshops, cultural events, and webinars.</p> <p><i>GDW 2014 (Oct. 12-18) featured more than 70 events in 8 countries. GDW 2015 (Oct. 11-17) included 90 events in 22 countries, with the help of regional partners. Each GDW has included a high-profile all-day symposium in Washington, DC: the 2014 Global Diaspora Media Forum (GDMF) and the 2015 GDW Launch event held at DOS.</i></p>
MicroMentor	<p>IdEA teamed up with MicroMentor.org to create a diaspora-focused online community of entrepreneurs and volunteer business mentors.</p> <p><i>A total of 98 individuals from 16 countries have registered on the platform (from launch to March 2016), and 20 have used it to contact potential mentors.⁵</i></p>
Diaspora Map	<p>The Diaspora Map is an interactive platform that collects and visualizes member organizations' presence around the world, providing them with an online presence, networking opportunities, and the ability to share upcoming events.</p> <p><i>A total of 462 organizations were registered on the map as of March 1, 2016.</i></p>
Webinars	<p>IdEA regularly offers free webinars on a range of topics of interest to diaspora groups, including crowdfunding, leadership training, mentorship and strategic planning. During the evaluation period, IdEA offered 22 webinars in partnership with one or more other organizations.⁶</p> <p><i>Participation per webinar ranges from 11 to 136 attendees. In total, there have been 989 webinar attendees.⁷</i></p>

⁴ Here and throughout this report, "IdEA staff" refers to the Calvert Foundation staff who manage IdEA.

⁵ The total of 98 comes from a spreadsheet of group members provided by the Calvert Foundation; the number 20 comes from documentation provided by MicroMentor. However, there are discrepancies in the numbers from various sources: the spreadsheet, the documentation from MicroMentor, and the interview with the MicroMentor partner.

⁶ Additional webinars sponsored by other organizations were held during GDW.

⁷ However, this number likely includes some overlap, as some individuals have participated in multiple webinars.

Diaspora Leadership Training (DLT)	<p>During GDW 2014, a pilot leadership training workshop was held. In 2015, IdEA partnered with Semai Consulting to offer a series of four 1-day workshops in Washington, DC.</p> <p><i>A total of 66 individuals participated in 1 or more sessions, with approximately 20 in each workshop.⁸ Participants represented diasporas from 18 countries across the globe.</i></p>
Conferences	<p>IdEA has sponsored or partnered on three investment conferences during the evaluation period:</p> <ul style="list-style-type: none"> • <i>African Diaspora Investment Symposium (ADIS, Aug. 2014)</i>: 1-day symposium in Washington, DC. 200 attendees. • <i>Latin American Impact Investment Forum (FLII, Feb. 2015)</i>: IdEA partnered with FLII to bring a diaspora track into this conference, held in Merida, Mexico. • <i>African Diaspora Investment Symposium (ADIS, Jan. 2016)</i>: IdEA co-sponsored this 2-day symposium hosted by the African Diaspora Network (ADN) in Silicon Valley, California. 230 attendees.
Fish 2.0	<p>IdEA and the DOS East Asia Pacific Bureau partnered with Fish 2.0, a 10-month sustainable seafood business competition, to incorporate a Pacific Islands (PI) focus into the 2015 competition. The PI program provided comprehensive training and support to PI seafood entrepreneurs—including in-person workshops, webinars, and coaching—to enable them to participate in the global competition.</p> <p><i>In total, 47 PI businesses participated, and 59 PI diaspora members and/or non-diasporan “PI champions” participated as advisors, judges, or promoters of the program.</i></p>
Informal Consulting	<p>IdEA staff also provide informal individual consulting to members who contact them with questions (via telephone, email, or occasionally face-to-face meetings). During these consults, IdEA staff often offer ideas and guidance for members’ projects, direct members to existing IdEA platforms or resources, and/or provide contacts.</p>
Website and Online Resources	<p>IdEA’s website provides a comprehensive resources page, including videos of past webinars, materials, and links to articles and other websites. In addition, the website includes a blog with profiles of diaspora groups and projects. IdEA also promotes events and members’ activities via its social media platforms, including Twitter and Facebook.</p> <p><i>New blog posts typically are sent out to the 6,000+ email list.</i></p>

For a comprehensive view of inputs, outputs, and outcomes for each activity, see Appendix A (Logic Model). For maps illustrating the geographic spread of program participants and events, see Appendix C.

B. Evaluation Methodology

The evaluation used a mixed-method approach, including desk research; in-person interviews with IdEA partners (DOS, USAID, Calvert Foundation); telephone interviews with program partners; a survey of IdEA participants; and telephone interviews with participants.

⁸ The total of 66 includes the 41 individuals who participated in 1 or more 2015 sessions, as well as the 25 individuals who participated in the 2014 session. There may be some duplication between the 2014 and 2015 groups.

Table 1. Evaluation Components

Evaluation Component	Dates	Methodology
Program Review and Desk Research	April 2016	The evaluation team reviewed extensive documentation provided by Calvert Foundation for each of the activities under evaluation, as well as participant lists and the IdEA website.
In-person Interviews with IdEA Evaluation Team (10)	April–May 2016	Interviews with all key staff/officials at the three partner institutions who have been involved in managing and overseeing IdEA: <ul style="list-style-type: none"> • USAID: 3 individual interviews • DOS: 1 group interview (4 people); 1 individual interview • Calvert Foundation: 1 group interview (2 people)
Telephone Interviews with IdEA Program Partners (7)	May 2016	Interviewees selected by IdEA staff: <ul style="list-style-type: none"> • Partner organizations for ADIS, DLT, and Fish 2.0 • Partner that offered a few webinars • GDW partners: regional partner for GDW 2015 (Southeast Europe); partner that hosted GDMF (keystone event for GDW 2014) • Administrator of the MicroMentor.org website
Telephone Interviews with Program Participants* (33)	May 19–June 17, 2016	<ul style="list-style-type: none"> • List of approx. 70 potential interviewees provided by IdEA staff. • Selection criteria: A range of participants from all activities under evaluation; preference for those who had participated in multiple activities and would be able to make comparisons; range of participant types such as diaspora actors, international organizations, and researchers; likeliness to respond. • Interviewees recruited by IdEA staff via email with cc to GDIT. • Interviews scheduled and conducted by telephone by GDIT with all who agreed to participate.**
Web-based Survey of Program Participants (73)	May 17–June 17, 2016	<ul style="list-style-type: none"> • Survey designed using Survey Monkey in close collaboration with IdEA staff • Survey link distributed by email to entire IdEA membership list of 6,000+ • Reminder emails sent weekly by IdEA. Interviewees were also reminded individually about survey (by phone and email). • 118 individuals responded to the survey.† However, only 73 respondents who had participated in at least one IdEA activity completed the survey. • Some survey respondents also participated in interviews.

*A few participants interviewed were also program partners. See Table 2 for details.

**In one case, the participant preferred to answer the questions by email.

†This is an extremely low response rate of 1.92% and thus not highly representative of IdEA's overall membership. Rather, the survey respondent pool represents those most engaged with IdEA. Nonetheless, the response rate is on par with other member surveys conducted by IdEA. It is also worth noting that 22 of the 118 respondents reported that they had not participated in any IdEA activities and therefore they were not asked to complete the survey. Of the remaining 96 who started the survey (76 diaspora members and 20 non-diaspora members), only 73 completed the entire survey (59 diaspora members and 14 non-diaspora members). Thus, it is likely that many individuals on the 6,000+ email list receive information from IdEA but do not participate, which means that the total number of participants could be significantly lower than 6,000, which could make the actual response rate higher.

Profile of Evaluation Respondents. In both the survey and the interviews, the largest proportion of respondents are affiliated with African diasporas, while Asia is hardly represented (see Table 2). Likewise, among both sets of respondents, the majority live in the U.S. These proportions align with IdEA's overall membership. Indeed, a DOS interviewee pointed out that IdEA's membership is "somewhat skewed" towards African diaspora communities, which have large populations in the Washington area and tend to be well-organized. As shown in Table 2, evaluation respondents are generally older, more experienced, and engaged long-term with diaspora activities; indeed, many interviewees are diaspora experts themselves. Furthermore, most respondents are actively engaged with IdEA: most have participated in multiple activities and engage with IdEA at least every couple of months. (Nearly half do so weekly or monthly.)

Table 2. Profile of Survey and Interview Respondents

	Survey Respondents (N=73)	Interview Respondents (N=33)
Location	<ul style="list-style-type: none"> 70% U.S. 16% Other Western countries (Europe/Canada) 11% Africa 3% Other (1 Pacific Islands; 1 Honduras) 	<ul style="list-style-type: none"> 82% U.S. (55% in DC area) 9% Europe 6% Africa Pacific Islands (1 participant)
Country/Region of Affinity	<ul style="list-style-type: none"> 45% Africa (largest representation from Kenyan and Nigerian diasporas) 16% Latin America/Caribbean (mostly Jamaica) 12% Europe 12% U.S. 7% Middle East/North Africa 7% Other (Asia, Canada) 	<ul style="list-style-type: none"> 52% Africa** 18% Middle East/North Africa 18% None** 9% Latin America/Caribbean 6% Other (1 Europe, 1 Pacific Islands)
Gender	56% female/44% male	48% female/52% male
Age	<ul style="list-style-type: none"> 14% – 25-34 years old 48% – 35-50 years old 38% – 50+ years old 	*
Education Level	<ul style="list-style-type: none"> 65% Graduate degree 28% College degree 7% No degree (Incomplete college or high school only) 	*
Diaspora Engagement Experience	<ul style="list-style-type: none"> 88% were engaged with diaspora communities prior to IdEA <p><i># of years engaged with diaspora community</i></p> <ul style="list-style-type: none"> 41% – 16+ years 23% – 6-15 years 14% – 3-5 years 22% – 0-2 years 	*
Engagement with IdEA	<p><i># of activities participated</i></p> <ul style="list-style-type: none"> 37% – 5+ activities 28% – 3-4 activities 18% – 2 activities 12% – 1 activity <p><i>Frequency of engagement with IdEA</i></p> <ul style="list-style-type: none"> 21% Weekly 22% Monthly 29% Every couple of months 29% 1-2 times/year or less 	<p><i># of activities participated</i></p> <ul style="list-style-type: none"> 21% – 5+ activities 48% – 3-4 activities 24% – 2 activities 6% – 1 activity
Type of Participant	<ul style="list-style-type: none"> 100% diaspora members[†] 	<ul style="list-style-type: none"> 70% diaspora actors^{††} 30% experts, researchers, or representatives of international organizations[§]

Note: Figures may not add up to 100% due to rounding.

*Data not collected.

**These percentages include 4 non-diasporans (Americans or Europeans) who do work related to a specific diaspora, e.g. Africa or Caribbean; "None" represents the 6 interviewees who are non-diasporans working for international organizations.

[†] In the survey, respondents were asked if they "self-identify as a diaspora member."

^{††} Diaspora actors include both diaspora members and non-diasporans. Several diaspora actors are also experts or researchers; one is a PI entrepreneur.

[§] Three interviewees were program partners who also participated in IdEA activities: two partnered on ADIS 2016; and one was a partner for the GDW 2014 keystone event.

As shown in Table 3, the most common activities in which interviewees participated were GDW, webinars, and the Diaspora Map. (The majority of interviewees had registered on the Map, but not all had used it.) However, due to the time difference between Washington, DC, and the Pacific Islands, as well as a lack of response from some participants, only one Fish 2.0 PI entrepreneur was interviewed. Additionally, one U.S.-based attendee of the Fish 2.0 finals competition was interviewed.

Table 3. Participation in IdEA Programs/Tools: Interviewees

Fish 2.0	GDW	MicroMentor	Conferences (ADIS)*	Map**	Webinars	DLT	Consulting	Website Resources	Blog†
2	20	7	7	22	22	7	13	6	8

*The only conference that interviewees had attended was ADIS 2016. Contact lists were not available for the other conferences.

**Map participation includes being registered and/or using it.

†Blog participation includes writing a blog, being featured, or reading them.

Notes on the Evaluation Results and Report

- The majority of evaluation respondents are highly engaged in IdEA and thus are not representative of the entire participant pool.
- Interview feedback regarding conferences relates to ADIS 2016 only, because contact lists for the other conferences were not available.
- Participants' experience of IdEA is highly individualized, and thus it can be difficult to generalize the results. Each participant interviewed came to IdEA for specific reasons and sought different things—some sought a larger diaspora community, some sought resources or capacity, and some simply wanted to be kept abreast of diaspora-related developments.
- A large proportion of interviewees are involved in African diaspora programs; therefore, many of the results and examples in this report relate to Africa.
- In this report, the terms “diaspora groups” or “diaspora actors” are used to refer to both representatives of diaspora groups and individual diaspora members. “Experts” refers to diaspora experts, researchers, and representatives of international organizations. “Program partners” refers to representatives of organizations that have partnered with IdEA on a specific program.

I. How Has IdEA Created a Space for Diasporas to Engage at the Intersection of Diplomacy and Development?

According to experts interviewed, IdEA has helped define and become a key player in the global diaspora space, as detailed in Part A of this section. Furthermore, IdEA provides numerous benefits to participants, as described in Part B.

A. Perceptions of IdEA's Role in Diaspora Space

Diaspora groups, experts, and program partners alike agree that IdEA has played a unique and critical role as an umbrella platform that brings together diasporas from all regions with U.S. Government (USG) agencies and other interested organizations. In this vein, a diaspora researcher described IdEA as a “mediational institution.” According to interviewees, IdEA serves as a connector and clearinghouse for networking, resources, capacity-building, and

information, as well as a space for diaspora actors to interact and share ideas. In the words of one program partner, IdEA is a resource for “diasporans who want to get involved but don’t know where to go.” Some also noted that IdEA’s digital platform is unique, with tools such as the Diaspora Map and webinars.

Furthermore, several experts and program partners—who are familiar with the global diaspora space—noted that IdEA has helped to define and raise awareness of this space, particularly the role of diasporas in development. Indeed, one expert noted that the DOS affiliation gives “clout” or “umph” to the entire diaspora sector. Interviewees in both Europe and the United States explained that the U.S. is now perceived as a global “thought leader” and innovator on diaspora engagement for development and diplomacy, and that other governments now look to the U.S. for ideas. For example, experts identified several innovations on which IdEA has helped to lead the way:

- Diaspora business competitions and investment initiatives⁹
- Diaspora engagement in other activities, such as migration and remittances
- Engaging diaspora communities within the U.S. as resources for the U.S. Government (as opposed to the traditional European model, e.g., the Irish Government engaging the Irish diaspora)

Interviewees have mixed opinions on the role of the U.S. Government in IdEA. Many consider USG involvement to be an important element of IdEA, as it raises the profile of diaspora engagement, provides recognition to diaspora groups, and provides an opportunity for diaspora groups to engage with Government agencies. (See “Overall Benefits” below.) For example, a program partner explained that IdEA builds trust between the U.S. Government and diaspora communities by giving back to them (e.g., through capacity-building). On the other hand, a few participants—including individuals based abroad and in the U.S.—perceive IdEA as too “U.S.-centric,” in that most of its resources and events are targeted to a U.S. audience and are less relevant to diaspora actors in other parts of the world. This sentiment was echoed by various participants in their suggestions to expand IdEA’s activities globally. (See Sec. V, “Suggestions from Participants.”) Thus, IdEA manages a delicate balance of being both a U.S.-sponsored platform and a global initiative.

According to some program partners and experts, IdEA has such a wide umbrella that it lacks a clear mission or focus. These interviewees expressed concern that IdEA tries “to be everything to everyone” and eventually will get spread too thin. Indeed, DOS interviewees also commented on IdEA’s “broad scope” as a challenge. (See Sec. V, “Suggestions from Participants.”)

Defining the Diaspora Space

[IdEA has succeeded in] brand building the concept of diaspora and development.

Program Partner

[IdEA is a] mediational institution ... There are all these silos yet all these possibilities for PPPs, including diaspora and other less mainstream organizations and population groups.

Diaspora Researcher

⁹ A few interviewees specifically referred to diaspora investment initiatives, such as the current India Investment Initiative, as part of IdEA’s contribution to the global diaspora space. For clarification, these initiatives are created and managed by Calvert Foundation with support from IdEA, USAID, and several other entities.

B. Overall Benefits to Diaspora Actors

Participation in IdEA yields several overall benefits for diaspora actors, some of which follow hand in hand with its role in the diaspora space.

Increased credibility and recognition. In interviews, participants stated again and again that involvement with IdEA had provided their organizations with increased “recognition,” “credibility,” “validation,” or “legitimacy” thanks to the USG affiliation and/or Government speakers at their events.

Connection to U.S. Government. One of the key objectives of IdEA is to provide a platform for engagement between USG agencies (DOS and USAID) and diaspora groups. Indeed, for U.S.-based diaspora actors, the sense of connection with the U.S. Government is a great value of IdEA. In some cases, diaspora groups were able to establish a relationship with specific agencies, and in other cases, participants explained that the very fact of USG endorsement of IdEA and presence at IdEA events (such as GDW) fostered a sense of connection and feeling that the Government cares about diasporas. A USAID interviewee echoed this sentiment, noting that the agency’s participation in IdEA has changed diaspora groups’ impression of USAID.

IdEA Provides Recognition to Diaspora Groups

People know our name now. ... IdEA has a good reputation, so when people see that we are affiliated with them, that makes an impression.

Diaspora Actor

We are thankful for such a reputable site to point to when people ask us where we’ve been featured.

Diaspora Actor

IdEA has opened doors for us, given us name recognition ... helped legitimize an organization that had never put on a massive event.

Program Partner

Greater understanding of diasporas and their role. Some participants—primarily those from small or nascent groups new to diaspora work—noted that prior to IdEA, they did not realize that a diaspora space existed. Indeed, three-quarters (76 percent) of survey respondents reported that IdEA participation helped them to learn more about diaspora work and the importance of diaspora engagement; more than half (52 percent) felt that it helped “very much.” For example, a researcher noted that IdEA had increased her understanding of diaspora involvement in diplomacy and development. As another example, a representative of a Liberian organization involved in migration and anti-crime activities explained that he had engaged diasporans before but had not identified them as such; GDW and IdEA’s website helped him realize the value of engaging diasporans in his work and to do so more consciously.

Learning about other diaspora groups’ activities. Another key benefit of IdEA for diaspora actors is the opportunity to learn about what other diaspora groups are doing and how they do it. This learning occurs primarily from direct interaction with peers during IdEA programs, but also from the website and blog posts, as well as emails announcing events and opportunities. According to participants, simply knowing that others are doing similar work is “inspiring” for diaspora actors. Furthermore, participants shared that learning about other groups’ activities gives them ideas for their own

Benefit: Interaction with other Diaspora Groups

[Meeting other diaspora groups] opened our network, gave us food for thought, [helped us] find new ways to approach things.

Diaspora Actor

work; a sense of connection to a larger community; and/or greater confidence. (See Sec. II.D, “Increased Confidence” and “Learning about other diaspora experiences” in Sec. II.B.)

Exposure for organizations. As noted above, IdEA provides diaspora organizations the opportunity to have a digital presence via the Diaspora Map; for some, this may be their only online presence. In addition, IdEA gives exposure to individual diaspora actors via its blog, social media, and email newsletters. Participants who have been featured on the blog greatly valued the exposure, which for some has generated new contacts or additional publicity. In addition, those who have hosted GDW events have greatly benefited from the associated publicity. For example, an African diaspora group in Washington explained that by hosting a GDW face-to-face event, IdEA tweeted about it; her group had a table at the Launch event; and they were included on a list of participating organizations. As a result, she reported that her group has gained visibility on a “global scale” and that “people know our name now.” Likewise, finalists in the Fish 2.0 competition received substantial press coverage. In total, 52 percent of survey respondents reported that IdEA participation had given their organization exposure; most of them (44 percent) felt that it helped “very much.”

II. How Has IdEA Helped Build the Capacity of Diaspora Actors?

IdEA has built the capacity of diaspora actors in several ways, primarily in the form of networking and learning new knowledge and skills, as well as access to useful resources. As a result, two-thirds of survey respondents reported increased confidence in their work (see Table 4). In general, members of smaller or newer diaspora organizations were more likely to seek and benefit from capacity-building, while more established organizations, experts, and researchers had less of a need. Nonetheless, many interviewees from the latter group did benefit from networking and IdEA resources.

Table 4. Impact of IdEA on Key Capacity-Building Areas

As a result of your participation in IdEA, how strongly do you agree or disagree ...	Agree	Strongly Agree	Total
I have had the opportunity to learn from subject matter experts and other diaspora actors	42%	38%	80%
I have increased my knowledge/understanding of different topics related to my diaspora work	38%	40%	78%
I have expanded my network/contacts relevant to my diaspora work/interests	36%	34%	70%
I have applied what I learned from IdEA activities	35%	34%	69%
I feel more confident in my abilities and the work I do	34%	32%	66%
I have gained skills (leadership, communication, social, business) useful for the work I do	30%	34%	64%
To what extent has participating in IdEA helped you to ...	Much	Very Much	%
Increase the tools/resources available to you for making an impact in country of heritage or affinity	21%	36%	57%
Identify new sources of funding	12%	24%	36%
How much has participating in IdEA increased your abilities ...	Agree	Strongly Agree	%
Building confidence to talk with people about your work or organization	19%	34%	53%
Communicating with current or potential stakeholders for my organization	16%	30%	46%

N ranges from 57 to 66.

This table presents responses to selected survey questions. For complete survey results, including distribution of responses (“disagree” and “strongly disagree”), see Appendix B.

A. Networking

For many participants, networking is the greatest benefit of IdEA participation. In the interviews, networking benefits were mentioned by representatives across the spectrum of IdEA members, including nearly all diaspora organizations interviewed. Indeed, 70 percent of survey respondents reported expanding their network. Interviewees most commonly reported meeting new contacts at face-to-face events (such as GDW, DLT, ADIS, or Fish 2.0 workshops), as well as webinars. These new contacts spanned a wide range of individuals, including representatives of diaspora organizations, USG agencies, funders, experts, entrepreneurs, and business contacts. Several interviewees emphasized that IdEA enabled them to meet very fruitful contacts that they would not have had access to otherwise. In some cases, IdEA staff themselves were identified among the most useful contacts.

Networking

The networking has been opened up for our small business here.

PI Entrepreneur

I got a pretty good network and people to bounce ideas off of and be a sounding board.

Diaspora Actor

Participants found networking useful in many ways, including meeting potential speakers and funders; establishing relationships with USG agencies and other institutions; exchanging information and ideas with other organizations; expanding their pool of potential collaborators; and developing potential business.

- ***Meeting potential speakers and gaining speaking engagements.*** Several participants appreciated the opportunity to meet experts, such as webinar presenters, who could serve as potential speakers at future events. For example, the leader of a Kenyan diaspora group stayed in touch with the presenter of a webinar he attended, who will be a featured speaker at an upcoming conference. In addition, some participants or members of their organizations received invitations to speak. For example, through connections with other diaspora groups developed at GDW and webinars, the director of a Haitian diaspora group reported that her organization invited representatives from Mexican and Honduran groups to speak on diaspora panels, which gave attendees (Haitian groups) a broader perspective. Conversely, an “Arab-Islamic” humanitarian group she had met invited several Haitian organizations to participate in one of their events.
- ***Meeting potential funders and learning about funding opportunities.*** Fish 2.0 and ADIS participants had the opportunity to directly meet potential investors and funders. For example, the current African Diaspora Marketplace (ADM) coordinator¹⁰ reported meeting many potential investors for ADM entrepreneurs at ADIS 2016; she is currently building relationships with them. In addition, some participants learned of new funding opportunities by meeting USAID and other USG representatives at GDW face-to-face events in Washington. (See Sec. III.B, “Outcomes,” for an example.)
- ***Establishing relationships with USG agencies and other institutions.*** For example, the program partner for ADIS 2016 was able to establish relationships with USAID, DOS, and the World Bank thanks to the high-level speakers that IdEA brought to the conference. The interviewee noted, “*The cache is beneficial to take the next step in building our*

¹⁰ Although the first ADM was organized by IdEA, the program is now managed by another organization.

organization.” (Also see Sec. III.B, “Outcomes.”) As another example, IdEA staff directly introduced a Washington-based Egyptian diaspora group to a World Bank contact who was looking for speakers of Egyptian origin for an upcoming event. This interaction allowed the group to establish a relationship that could be leveraged in the future.

- **Exchanging information and ideas.** For many participants, the opportunity to exchange information and ideas with experts and fellow diaspora actors at IdEA events was beneficial in and of itself. For example, an attendee of the Fish 2.0 finals had the opportunity to share his project ideas with experts and receive their input. Likewise, some diaspora groups stayed in touch with each other and benefited from ongoing mutual exchange of ideas. (See Sec. III.B, “Outcomes.”)
- **Expanding pool of potential collaborators.** For example, by hosting a GDW event, an organization in Liberia made contact with diaspora members, other local and regional organizations, and the embassies of neighboring countries, many of whom could be collaborators on future events and activities. Likewise, the owner of a Nigeria-focused business shared that the contacts he met through 1-on-1 consulting has been the most valuable result of his IdEA involvement. IdEA staff provided a list of organizations relevant to his work; he then identified specific organizations he would like to contact, and IdEA staff sent personalized email introductions, which opened the door for possible collaboration. Furthermore, the leader of an international organization based in Ireland noted appreciatively that IdEA staff had connected him with USAID, which helped his organization “plug into new networks” in the United States.
- **Developing business relationships.** For example, according to the program partner, Fish 2.0 workshop attendees from all over the PI met for the first time and were able to establish relationships with new fish buyers, suppliers, and other useful business contacts such as lawyers. Likewise, the GDW program partner in Georgia reported that many new business relationships were created through networking events. (See Sec. III.B, “Outcomes,” for results.)

B. Learning New Knowledge and Skills

IdEA participants, particularly diaspora groups, also benefited from learning new knowledge and skills. As shown in Table 4, the top capacity-building areas for survey respondents were learning-related—increased knowledge of topics related to diaspora work (78 percent), as well as learning from experts and diaspora actors (80 percent). In addition, approximately two-thirds agreed that they had gained new skills (65 percent) and applied what they had learned (69 percent). Webinars were *most often* cited as the source of new learning, while the *greatest amount* of learning took place in DLT and Fish 2.0, both of which were intensive training programs.¹¹

Value of Learning through IdEA

The value when you have a good session [is that] you remember it – if I were to work with diaspora again, I would know to reach out to the Armenians. ... That's a value I received from IdEA that I might use even in 10 years.

Diaspora Actor

¹¹ Furthermore, participants in DLT and Fish 2.0 were more likely to remember what they had learned, whereas webinar participants often had trouble pinpointing specific knowledge or skills gained, especially when they had attended webinars more than a few months ago.

Interviewees reported a wide range of learning areas, most commonly communication and fundraising skills, as well as knowledge about other diaspora communities' experiences.

- Communication skills.** Although only 46 percent of survey respondents reported an increased ability to communicate with stakeholders,¹² communication skills were mentioned frequently in the interviews. For example, DLT participants learned how to articulate their mission and how to talk about diaspora. The leader of one new diaspora group explained that DLT gave him “good ammo” to communicate more clearly about “the art and science” of diaspora. In addition, Fish 2.0 participants learned how to pitch their business and communicate with investors and other international entities.

Knowledge and Skills

Communication Skills: *[Fish 2.0] helped us organize and make our message more concise.*
PI Entrepreneur

Learning from other diasporas: *If you invest in youth, they will give back to the community ... remarkable.*
Diaspora Actor
- Fundraising skills and strategies.** For example, from a webinar, a diaspora group leader learned proposal writing techniques and then applied these to write a proposal for an upcoming 25th anniversary dinner. Another diaspora actor reported learning from IdEA staff about “unique ways to engage people,” such as how to approach corporate sponsorship and seek in-kind support. She reported, “*My team is now implementing what came from those conversations.*” (Also see Sec. III.B, “Outcomes.”)
- Learning about other diaspora experiences.** As discussed under “Overall Benefits,” learning about other diaspora groups' experiences was identified as a key benefit of IdEA participation. Indeed, as noted above, 80 percent of survey respondents agreed that they had learned from those they met through IdEA. For example, a UK-based DLT participant appreciated learning about the challenges faced by diaspora groups in the United States. As another example, a GDW participant explained that learning about the Armenian diaspora community's experience and activities was eye-opening and gave him a new perspective on how to engage youth and keep the diaspora connection alive in the 2nd and 3rd generations.

In addition, participants recounted a variety of other useful learning areas, as illustrated in the following examples:

- Participants who attended a recent webinar on the ***African Growth and Opportunity Act (AGOA)*** found the information useful for their work. For example, the owner of a U.S.-Nigeria marketing firm reported that the webinar helped him understand what can and cannot be done under AGOA, which has helped his business. Likewise, the leader of a Kenyan diaspora group learned about the opportunities available under AGOA and how best to leverage those for Kenyan entrepreneurs.
- Volunteer management.** For example, one diaspora actor learned about the importance of interviewing people for volunteer positions, a strategy that he would “definitely” apply to

¹² As noted earlier, many IdEA participants are experts, academics, or representatives of international organizations, who already have advanced communication skills. For example, many interviewees do training or public speaking on a regular basis. This may partially account for the relatively low survey figure for increased communication ability.

future NGO work. In addition, a survey respondent mentioned learning “how to provide meaningful opportunities to volunteers” for their organization.

- **Organizational vision.** A diaspora group leader who participated in a webinar on “Making Sure Your Mission Is Still Valid”¹³ noted that it helped her rethink whether her group’s mission/vision is still relevant after 25 years.
- A researcher who attended a webinar on “**big data**” found the discussion very useful for her migration-related work, such as “what are the right questions” to ask about the use of technology for remittances. She shared this information with colleagues, which helped them further internal discussions on the topic; they also shared information in their newsletter.

C. Resources

As mentioned in Section I, many participants consider serving as a resource bank to be one of IdEA’s critical roles in the diaspora space. Indeed, 57 percent of survey respondents reported that IdEA participation had increased the resources available to them (see Table 4). IdEA provides resources primarily through its website, although interviewees also often cited informal consulting as the source of useful resources, particularly for learning about organizations, as well as the PowerPoints and materials from webinars. (See Sec. IV, “Return on Investment.”)

Among the resources gained, interviewees mentioned fundraising resources, learning about new organizations, and resources for research. Following are illustrative examples:

- **Fundraising resources.** Approximately one-third of survey respondents (36 percent) reported that IdEA participation had helped them (“much” or “very much”) to identify new sources of funding.¹⁴ For example, participants in fundraising webinars noted that they received some useful resources, such as a list of organizations that offer grants. One participant noted that she plans to review this list to see if she can apply for any. Another interviewee found out from IdEA staff about the Foundation Center, which he has tapped into and found a very useful resource for learning how to apply for grants.
- **Learning about new organizations.** Several diaspora actors reported finding out about new organizations they were not previously aware of that could be helpful in their work. For example, one participant reported that IdEA staff had familiarized him with the “landscape” of U.S.-based Haitian diaspora groups, and an expert working in Africa noted that he found out about several African diaspora organizations through IdEA’s blog and emails.
- **Research.** For example, a diaspora researcher noted that “*IdEA is essential in [her] research space,*” both for the website resources and the ability to exchange information with IdEA staff. (In her case, there is a 2-way information exchange.) She reported consulting the website weekly for information on specific diasporas, as well as regularly consulting IdEA

Resources

They are really doing it right. ... [They] publish good resources on their website.

Diaspora Actor

They are proactive in sharing opportunities and resources [via website, email, social media].

Diaspora Actor

¹³ This was the title given by the interviewee; however, it does not appear on the list of webinars provided by the Calvert Foundation.

¹⁴ Nonetheless, based on the interviews, it is likely that not all respondents had the need to identify new sources of funding through IdEA. For example, some more established organizations may already be fully funded or be well-informed of existing funding sources.

staff for information on specific diaspora issues, such as where to find diaspora responses to the recent Zika crisis.

D. Increased Confidence

Two-thirds (67 percent) of survey respondents reported gaining increased confidence in their abilities and diaspora work as a result of IdEA participation. Interviewees from diaspora organizations cited various factors for increased confidence, including learning about other diaspora groups, increased knowledge and skills, new resources and contacts, and greater exposure. For example, one participant reported gaining confidence because “[IdEA] opens new avenues in terms of materials, connections, resources that [he] didn’t even know existed.” Following are other illustrative examples:

- One diaspora actor reported gaining confidence by learning about USG resources: *“I didn’t realize there were so many resources available through the U.S. Government to support what I do and some of our members do.”*
- Another diaspora actor gained confidence from being featured on the IdEA blog and Diaspora Map.
- A MicroMentor participant said that seeing the “magnitude” of his mentor’s work gave him confidence in his own project, and this confidence was a “very major” result of the mentoring.
- A Fish 2.0 participant reported gaining confidence to talk to investors and development partners about his business.

III. How Has IdEA Contributed to Diaspora Engagement in Development Activities?

As discussed in Section I, IdEA has raised awareness of the importance of diaspora engagement in development on a global level, across various sectors, including diaspora groups, U.S. and foreign governments, civil society, and the private sector. This is evidenced largely by the growth of the IdEA network itself. In addition, some participants reported specific ways that IdEA has helped them to further their diaspora work.

A. Increased Membership and Participation in IdEA

IdEA’s membership and overall reach have increased substantially during the Calvert Foundation’s tenure, including total membership, as well as increased reach globally and among millennials. In addition, IdEA has spawned new diaspora organizations and sparked interest from partners and participants in new or expanded IdEA activities, which bodes for continued growth in the future.

Increased representation. Prior to October 2013, IdEA had 1,096 members, including both individuals and organizations. As of March 2016, an additional 382 individuals had registered as members, and 462 organizations were registered on the Diaspora Map.¹⁵ (Nearly half of these, 199, have been featured on the IdEA blog.) Thus, in total, IdEA’s membership increased from

¹⁵ Some of the organizations on the Map were already IdEA members, thus there is likely some overlap. Prior to the creation of the Map, the exact number of member organizations was not recorded.

1,096 to 1,940 (a 77% increase), and the email list more than tripled, now reaching more than 6,000 individuals.¹⁶

Table 5. Increased Membership in IdEA

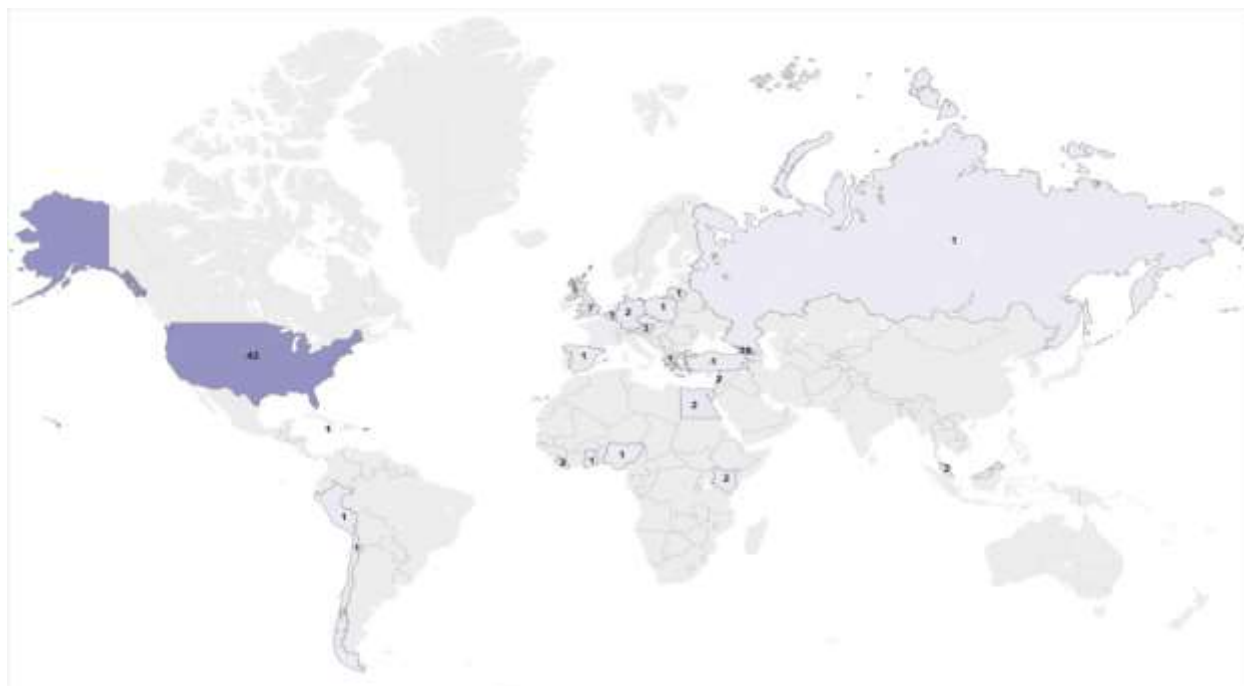
	Oct. 2013 (pre Calvert)	Increase	March 2016	% Increase
Registered Members*	1,096	382 individual members 462 organizations registered on Diaspora Map**	1,940	77%
Total Email List	1,663	4,664	6,127	268%

*Includes both individuals and organizations.

**May include some overlap with organizations that were already part of the membership list. Thus, the total increase may be slightly lower than the figures in the table.

Furthermore, IdEA's global reach has increased substantially during the same period of time, as illustrated by the expansion of GDW. In 2014, GDW included 70 events in 8 countries. In 2015—just 1 year later—GDW had expanded to 90 events in 22 countries spanning the globe, as illustrated by Figure 1. (For a map of GDW 2014 events, see Appendix C.)

Figure 1. Map of GDW 2015 Event Locations



Increased social media presence. Although IdEA had a social media presence (both Facebook and Twitter) before the Calvert Foundation assumed management, IdEA actively developed its presence and increased its following during the evaluation period. Starting in September 2014, in the lead-up to the first GDW, IdEA began tweeting nearly every day. This has continued, with a minimum of 4-5 tweets per week and often multiple tweets a day. As a result, from October 2013

¹⁶ As of August 1, 2016, the email list has increased to more than 7,000 individuals.

to March 2016, IdEA gained 1,300 new Twitter followers, for a total of 2,528,¹⁷ and 1,201 new Facebook fans.¹⁸ In total, 4,145 unique users have used the Twitter and Facebook platforms, which represents a potential reach of more 5 million people.¹⁹ Furthermore, social media activity has substantially assisted IdEA in reaching millennials. The largest age group among users of IdEA's Twitter and Facebook platforms is 25-34, with a substantial number of users in the 18-24 age group.²⁰

New diaspora organizations. According to the GDW regional partner in Georgia, at least five new Georgian diaspora organizations have been created globally since GDW started, including one based in Washington, thanks to increased awareness and interest. Furthermore, according to a DOS interviewee, some foreign governments—after learning about the U.S. Government's diaspora engagement through GDW—have set up their own office of diaspora affairs.

Interest in new IdEA activities. In the survey, approximately 60 percent of respondents reported that IdEA had motivated them to do more diaspora work²¹ (62 percent) and/or had led them to participate in additional IdEA activities (58 percent). In this vein, various interviewees—including diaspora actors, experts, and program partners—expressed interest in collaborating on or hosting future IdEA activities, such as new or expanded events at the next GDW. For example, a Liberian organization that hosted successful events during GDW 2015 plans to expand for the next GDW to a week-long event across multiple countries. As another example, an ADIS partner, the One World Children's Fund, would like to co-host IdEA events on the West Coast.

In addition, two program partners have been inspired by IdEA to incorporate diaspora engagement into future programs.

- **Latin American Impact Investment Forum (FLII).** IdEA's successful introduction of diaspora engagement at recent FLII conferences has led to expanded activities. At the first conference, IdEA hosted a diaspora lunch, which generated interest, so the second year, they partnered with FLII to incorporate a formal diaspora track into the conference. As a result, FLII has incorporated diaspora as a regular part of its conference agenda.
- **Fish 2.0.** According to the Fish 2.0 program partner, the Fish 2.0 organizers were so impressed by the success of the IdEA PI program model—regionally focused development with diaspora engagement—that they are now exploring the possibility of expanding this model to other regions, such as Southeast Asia and Latin America.

¹⁷ As of August 1, 2016, the number of followers has increased to 2,797.

¹⁸ As of August 1, 2016, there are 1,741 fans.

¹⁹ According to a statistical analysis provided by Calvert Foundation.

²⁰ According to the "Social Stats" file provided by Calvert Foundation, a total of 87,274 users have interacted with IdEA's Facebook page, including approximately 33,000 in the 25-34 age group, and approximately 12,000 in the 18-24 age group. For Twitter, statistics were not provided, but a demographics chart (of followers) shows 25-34 as the largest age group, as well as some reach in the 21-24 age group (but zero under 21).

²¹ Total of "much" and "very much" responses to the question, "To what extent has your participation in IdEA motivated you to get engaged in other diaspora activities or diaspora work?"

B. Outcomes

IdEA participation has helped numerous organizations achieve diverse results, especially considering IdEA's limited resources and the wide range of actors that it serves. These outcomes include new partnerships and relationships; new funding opportunities; new directions for nascent programs; organizational growth; and new projects or organizations.

New partnerships/relationships. As discussed under Networking, IdEA participation resulted in new relationships for many participants. Often these new relationships formed to collaborate on proposals or another form of funding (see “New Funding Opportunities” below); in other cases they have provided ongoing exchange of information or mutual assistance; and in some cases have produced new organizational partnerships.

- **Mutual exchange.** At a GDW event, an Angolan diaspora group leader connected with a peer who does diaspora and development work in Somalia and formed an ongoing mutual exchange. The Angolan group helped the Somali group to get corporate funding, and the Somali group helped the Angolan group to organize some events, as well as provided new ideas on how to present their work to a global audience. As another example, IdEA staff helped to connect two organizations focused on remittances, which now have an ongoing exchange of information that one participant described as very useful for their research.
- **Partnerships.** For example, the founder of the Ethiopian Diaspora Fellowship met a fellow Ethiopian professional through a webinar, who subsequently connected her with a new partner organization in Ethiopia that would host fellows. As another example, through contacts made at the Fish 2.0 finals, a PI participant whose business was at risk was able to create a new partnership that saved the business.²²

Table 6. Greater Involvement in Development/Diaspora Activities Resulting from IdEA	
Result of IdEA Participation	%
Donated, invested, volunteered, or contributed otherwise to development in country of heritage	70%
Taken a leadership role in an organization	60%
Participated in other IdEA activities	58%
Joined an organization	55%
Started an organization or new initiative	44%
<i>N ranges from 70 to 72.</i> <i>“Yes” responses following the initial question: “As a result of your participation in IdEA activities or use of IdEA tools, have you become more involved in international development or other diaspora activities?”</i>	

Forming New Partnerships

Someone from IBM was on the webinar chat and I saw her name was Ethiopian. I reached out to her. ... We talked on the phone, and this year she helped us connect with one of our new partner organizations.

Diaspora Actor

New funding opportunities or proposals. New funding opportunities arose for participants in many IdEA programs—especially ADIS 2016 or Fish 2.0, which were specifically designed to connect entrepreneurs with investors. For example, according to an ADIS program partner, thanks to networking at ADIS, a start-up involved in solar lighting in Africa attracted funding offers. ADIS also resulted in a joint proposal for a multimillion-dollar USAID grant. (See “Organizational Growth” below.) Furthermore, most of the Fish 2.0 finals participants have been contacted by investors, according to a DOS interviewee and feedback from participants.²³ In

²² “Fish 2.0 Pacific Islands Hotspot Program: Outcomes and Participant Feedback” (produced by Fish 2.0).

²³ Ibid.

addition, the leader of a diaspora organization, who learned about corporate sponsorship from 1-on-1 consulting, subsequently partnered with a beverage company for in-kind support.

- **Significant financing received.** One Fish 2.0 finalist received a \$750,000 loan from the European Bank for Reconstruction and Development (EBRD).²⁴
- **Proposal could open new market.** Through a webinar, the head of a U.S.-Nigerian marketing company made contact with someone from an African women's cooperative. They are currently working on a joint proposal for the cooperative to bring processed African foods into the U.S. market. According to the interviewee, if they receive the grant, it would allow his business to expand into a new market, while providing increased revenue both for him and for the food producers. He explained, "*We can use that [project] as a vanguard. If we can get into that market here, that would be huge.*"

New directions or added value for nascent programs. IdEA participation has helped nascent programs get off the ground, provided critical direction, or otherwise made a significant impact to programs already underway.

- **Diaspora Daughters.** A Nigerian diaspora member who participated in DLT went in with several ideas for possible new programs she might like to start. She recounted that DLT gave her confidence and helped clarify her vision to develop "Diaspora Daughters," a mentoring program to help young women of African descent transition to adulthood.
- **Ethiopian Diaspora Fellowship.** When this fellowship program was in the development phase, the founder had a telephone consultation with IdEA staff, who gave her the idea of crowdfunding. They conducted a successful crowdfunding campaign, which made it possible to launch the program, sending a first cohort of Ethiopian-descended millennials from the United States to Ethiopia for 6-month professional fellowships.
- **Kenyan diaspora web portal.** A Kenyan diaspora member found a mentor through MicroMentor to provide guidance on a web-based database of Kenyan diaspora groups that he was developing. The mentor walked him through the entire process of how to create and maintain an interactive online community and helped him formulate a plan; the mentorship is ongoing. The participant has subsequently developed the database, and the mentor has approved it.
- **Connect.JO.** A representative of the global Jordanian diaspora network Connect.JO reported that from DLT, he learned strategies for organizational development, which he shared with colleagues; this helped them set up their nascent organization. In addition, as a result of his positive experience using IdEA's MicroMentor platform, his group decided to use MicroMentor—rather than other mentoring platforms they had explored—as the platform for their own group.
- **Trade mission to Angola.** At the recent AGOA face-to-face event, the leader of the U.S.-Angola Chamber of Commerce met the head of the AGOA Civil Society Network and

New Directions for Nascent Programs

[DLT] helped me start to think about what are my gifts, what am I good at doing, what am I passionate about, and who/how can I serve out of that? ... DLT helped me clarify my vision.

Diaspora actor

²⁴ As reported in an email from the Fish 2.0 coordinator.

subsequently joined the Action Committee. Some committee members are experts in importing from African countries and have helped her organization plan an upcoming trade mission to Angola.

Organizational growth. More than half of survey respondents (60 percent) reported that IdEA participation had helped them to improve their organizational model “much” or “very much.” In particular, according to a DOS interviewee and a program partner, nearly all Fish 2.0 participants improved their businesses as a result of participation. For example, many PI businesses were able to compete at a global level in the finals competition—for the first time—even against U.S. and Canadian companies. Following are illustrative examples of how IdEA fostered the growth of a PI business as well as a U.S.-based diaspora NGO.

- **Alfa Fishing:** Alfa Fishing is a sustainable seafood enterprise in Vanuatu that participated in Fish 2.0, went to the finals, and won one of the five top awards, which came with a \$5,000 cash prize. During the training portion, the company gained improved business and communication skills and developed a business plan, and during the workshops and competition, they gained greater exposure and developed many new contacts locally and internationally. Their participation and success in the competition led to an array of benefits for the business, including new partners, funding opportunities, and business growth, including the following:
 - Alfa won another award as part of the competition —the Professional Services Award for the Pacific Islands—and the owner was invited to participate in another business development program, “Grow Pacific,” funded by New Zealand, as well as to a development conference in the country.
 - Alfa has expanded both its market and suppliers locally. Currently they are exploring the New Zealand and Australia markets and working on capacity-building to see if they can sustain exports.
 - They have partnered with an EU-funded NGO, which has provided them with free equipment, thus reducing their budget. They are also in discussions with local creditors and banks for loans and with development partners for potential grants.
- **African Diaspora Network (ADN):** ADN partnered with IdEA on ADIS 2016, and interviewees reported substantial professionalization and growth as a result of the conference and IdEA’s participation. As noted earlier, IdEA gave them greater exposure and connections with high-level USG officials and others, which resulted in new board members and the impetus to transform from a volunteer basis to paid staff.

Organizational Growth

We have taken leaps and bounds since ADIS: revamping our board, moving into a professionalization period paying people for their work, making it a sustainable organization. Up to now, it's been all volunteer. Just the exposure we got during ADIS helped us one moderator and one keynote speaker are now on our Board. They're all well regarded and well connected.

Program Partner

New project or organization. Nearly half of survey respondents (44 percent) reported starting a new organization or initiative as a result of IdEA. The following specific examples emerged from the interviews and survey:

- ***Grassroots Forward Fund.*** After connecting at ADIS 2016, the One World Children's Fund and ADN collaborated to launch the Grassroots Forward Fund, which will support sustainable development goals through diaspora and grassroots-driven work.
- ***Angolan agriculture project.*** At a GDW face-to-face event, the leader of the U.S.-Angola Chamber of Commerce met Homestrings. She is currently working with them through two Angolan diaspora members to invest in an agriculture project.
- ***Diaspora-owned businesses in Georgia.*** Some diaspora investors with business ideas came to GDW in Georgia, where they learned about local opportunities through events such as business-to-business exchanges. As a result, according to the program partner, some participants received grants and were able to establish their new business, including an olive oil plantation and a vegetable greenhouse.
- ***Grape-growing in the Democratic Republic of Congo.*** A survey respondent reported that she is the first person to create a grape-growing project in the Democratic Republic of Congo and is currently looking for a potential investor for a fruit processing project there.²⁵

²⁵ The respondent did not explain how this project resulted from IdEA.

IV. What is the Relative Usefulness and Impact of IdEA Activities?

For the purposes of this report, the evaluation team has assessed the relative impact of the IdEA activities under evaluation based on participants' satisfaction and perceptions of usefulness (from both the survey and interviews), with consideration of the number of participants and interviewees' comments regarding the value and impact of the activities.

Table 7. Satisfaction with and Usefulness of IdEA Activities

How satisfied were you with the IdEA activities you participated in or the IdEA tools you used?	Satisfied	Very Satisfied	TOTAL
Diaspora Map	23%	51%	74%
MicroMentor	20%	58%	78%
Fish 2.0	7%	64%	71%
Webinars	32%	62%	94%
GDW	24%	64%	88%
Conferences	13%	72%	85%
DLT	25%	59%	84%
How useful for you were the IdEA programs you participated in or the IdEA tools you used?	Somewhat Useful	Very Useful	TOTAL
Diaspora Map	21%	63%	84%
MicroMentor	21%	65%	86%
Fish 2.0	23%	61%	84%
Webinars	18%	72%	90%
GDW	17%	69%	86%
Conferences	9%	81%	90%
DLT	20%	68%	88%
Informal Consulting*	32%	57%	89%

N ranges from 13 (Fish 2.0) to 60 participants (GDW)

**For informal consulting, the response categories were "helpful" and "very helpful."*

As shown in Table 7, the great majority of survey respondents (70 percent or more) were satisfied with all the activities in which they engaged and found them useful. In fact, for all activities, more than 50 percent of respondents reported that they were "very satisfied" and found the activity "very useful." Nonetheless, a slightly greater percentage of participants in face-to-face events and immediate interactive events (e.g., webinars – 94 percent) expressed satisfaction than participants who used either of the technology tools—Diaspora Map and MicroMentor (less than 80 percent). Likewise, when survey respondents were asked to identify the "most useful" IdEA activity that they had engaged in, GDW (34 percent) and webinars (31 percent) ranked the highest, as shown in Table 8.

**Table 8.
Most Useful IdEA Program/Tool***

Activity	%
GDW	34%
Webinars	31%
Conferences	13%
DLT	10%
Diaspora Map	7%
Micro Mentor	3%
Fish 2.0**	1%

N=73

**Respondents ranked only the programs they participated in. As shown in Table 2 (see Introduction), the majority of respondents participated in 4 activities or less.*

***Fish 2.0 targeted a very specific subset of IdEA members; the lower ranking represents only the low number of survey respondents who participated and is not indicative of the usefulness of Fish 2.0 for participants.*

The survey results were generally echoed in the interviews. As discussed in Section II, interview participants explained that different activities were useful for different purposes. For example, participants generally found face-to-face events and 1-on-1 consulting most useful for networking, whereas webinars and intensive training programs (DLT and Fish 2.0) were most useful for learning new skills and knowledge. Furthermore, several diaspora actors found 1-on-1 consulting quite useful for getting advice and “ideas” for their programs. Participants also found IdEA’s blog and social media posts useful for gaining exposure and publicity for their own organizations, as well as learning about others’ activities and successes.

Table 9. Perceived Value and Impact of IdEA Activities

Activity	# of participants**	Satisfaction	Usefulness	Useful for what purposes?†	Perceived value††
Diaspora Map	462 (total)	74%	84%	Networking	Mixed
MicroMentor	98 (total)	78%	86%	Learning, Organizational strategy	Mixed
Fish 2.0	37 (total entrepreneurs)	71%	84%	Learning, Business Growth, Networking	High
Webinars	11-136 (per event)	94%	90%	Learning, Resources, Networking	High
GDW	10-500 (per F2F event)	88%	86%	Networking	High
Conferences (ADIS I & II)	200-230 (per event)	85%	90%	Networking, funding opportunities	High
DLT	66 (total)	84%	88%	Learning, organizational strategy, networking	High
Informal consulting	*	*	89%	Targeted networking, advice, resources	High
Blog/ Social media	*	*	*	Exposure	High

*Data not available or not collected.

**From program documentation provided by Calvert Foundation.

†As identified by interviewees.

††Based on analysis of interview responses. “High” value indicates that the majority of interviewees who had participated in that activity found it valuable; “Mixed” indicates that some found the activity valuable, and others did not.

DLT and Fish 2.0 reached a smaller number of individuals, but these intensive training programs had a great impact on those who participated. Many DLT participants reported gaining in-depth knowledge, skills, and strategies for organizational management and vision, as well as greatly benefiting from the interaction with participants from other diaspora communities. Similarly, although Fish 2.0 targeted a very specific subset of IdEA’s overall target audience—PI seafood entrepreneurs—the 10-month program had a tremendous impact on participants, resulting in substantial new knowledge and skills, confidence, improved business models, new markets, greatly expanded networks, and new funding opportunities.

Furthermore, as shown in Table 9, the vast majority (89 percent) of those who engaged in informal consulting with IdEA staff found this helpful. Similar to DLT and Fish 2.0, while consults are generally 1-on-1 (i.e., low participation per session), the targeted nature of the activity results in high impact for participants. In the interviews, nearly all of those who engaged reported that these consults were very useful. In fact, several participants identified 1-on-1

consulting—particularly “targeted networking” for meeting new contacts—as the greatest value of IdEA. For example, one diaspora actor who was directly introduced by IdEA staff via email to a World Bank contact for a specific opportunity (see Sec. II.A) reported that this was the “most valuable” and “impactful” result of his involvement in IdEA.

Regarding the technology tools, interviewees reported mixed results, as reflected in the survey data. While some participants found the Diaspora Map useful for networking, exposure, and/or finding other organizations, many others expressed that they had registered on the Map but had seen no results; some did not even recall if they were registered. Likewise, MicroMentor participants reported inconsistent results. The few interviewees who successfully found a mentor were quite satisfied; however, more commonly, mentees reported trying to find a mentor without success, and mentors expressed frustration that no one contacted them or that mentees were not serious about the process. For example, one diaspora actor shared the following experience: *“Micromentor was not helpful at all. I reached out to three different mentors in 2015 and nobody responded. A couple of weeks ago I got an email saying that there are new mentors, but at this point I’m no longer interested.”*

In conclusion, with the exception of the Diaspora Map and MicroMentor, most of IdEA’s current capacity-building initiatives have a high impact on the capacity-building of participating individuals and organizations. Activities that involve a smaller number of participants and have a more targeted focus (1-on-1 consulting) and/or are more time-intensive (DLT, Fish 2.0) have the most impact on those who participate. On the other hand, large face-to-face events (GDW and conferences) have a high impact for networking both in terms of reaching a greater number of participants at one time and for the number and range of contacts with whom participants are able to connect. Webinars have an extremely broad reach—in that they are easily accessible to an unlimited number of participants located anywhere in the world—and have a high impact on learning, although the scope of learning is limited (compared to DLT and Fish 2.0) due to the short timeframe. At the same time, the impact of webinars is multiplied by the fact that the presentations are accessible via IdEA’s website (thus potentially having a much broader reach than the number of attendees) and that they provide resources that participants can keep and refer to indefinitely. IdEA’s blog and social media tools have a high impact in terms of providing exposure to those organizations that have been featured.

Value of Webinars

We share the notes among our team. Even if you don’t attend the webinar, if you have signed up, they send you the PowerPoint, which is almost as valuable as the webinar itself ... These assets help you understand things. We then hold a discussion about what we’ve learned from it, and we save it and share it with new staff.

Diaspora Actor

In terms of development-related outcomes, clearly Fish 2.0 has produced the most tangible impacts, given that the program directly supports the development of PI businesses. Investment conferences such as ADIS and other activities that provide direct interaction between funders and entrepreneurs—such as the GDW business and economic events in Georgia—also are more likely to result in specific development projects than other IdEA activities.

V. Suggestions from Participants

For the most part, participants' suggestions focused on their desire for more interaction and involvement with IdEA.

- **More forums for peer interaction.** Perhaps the most common suggestion from diaspora actors was for IdEA to provide more opportunities for peer interaction, which one participant described as “the richest part” of IdEA. Specific ideas include more face-to-face events, such as local meet-ups in different cities, and virtual forums, such as social media or email groups focused on specific interests or regions.
- **Leverage IdEA members as resources.** Many experts and diaspora actors mentioned that they have expertise in areas addressed by IdEA but have not been tapped as a resource. They would like to have the opportunity to serve as resources and share their expertise with IdEA members via webinars, speaking opportunities, or other means. Some emphasized the importance of having diaspora actors—rather than non-diaspora organizations—serve as resources to fellow diaspora actors where possible. For example, one expert suggested that IdEA send an email to members to ask if they have expertise.
- **More two-way exchange with IdEA staff.** Along the same lines, participants who have not had direct interaction with IdEA staff would like the opportunity to share their ideas and organization's activities and to get more involved, as well as to receive 1-on-1 guidance. Some perceived that the communication is one-way, i.e., from IdEA to members. For example, a few experts suggested that IdEA create a “brain trust” or committee for strategizing activities, direction, outreach, and how to increase impact.
- **Expand beyond Washington and the U.S.** As noted earlier, some participants perceive IdEA to be U.S.- or Washington-centric. U.S.-based participants outside of Washington requested more face-to-face events and/or local IdEA groups around the country. In addition, some participants—both in the U.S. and abroad—would like IdEA to have a more global focus, not just during GDW but throughout the year. For example, participants suggested that IdEA could provide more resources of use to the global community (using a bicultural lens or different languages) or have partners or representatives in different regions.
- **Narrower focus.** As mentioned earlier, several experts and program partners expressed concern that IdEA's scope is too broad and in some cases may duplicate efforts of other organizations. They encouraged IdEA to narrow its focus to a few specific areas where they can provide expertise—such as networking, capacity-building, and/or resources—rather than trying to be “everything to everyone.”
- **Turning knowledge into action.** Several participants perceived that some of IdEA's current activities, such as webinars and GDW, focus primarily on networking and knowledge-sharing but do not produce results. They would like to see some follow-up to encourage and facilitate participants to turn their knowledge into action. For example, after a webinar or

Participants' Suggestions

More peer interaction: *The community feeding back into the community.”*

Diaspora actor

Leverage members as resources. *There's nothing more frustrating than being under utilized.*

Expert

Expand beyond Washington: *If you're not on the East Coast, you miss a lot of things.*

Diaspora actor

other training, participants could have follow-up sessions to discuss how they are applying the knowledge and to help each other develop their projects.

- **More mentoring.** Many diaspora groups would like to have a mentor but did not necessarily find MicroMentor—which is focused on entrepreneurship—the best platform (either because it was difficult to find a mentor or because they do not like the virtual format). Participants suggested, for example, pairing new IdEA members with an experienced diaspora group; providing the option of face-to-face mentoring; or providing more targeted pairing of mentors/mentees.
- **More fundraising activities.** Several diaspora groups expressed the need for more assistance with fundraising, especially opportunities to directly meet funders. In addition, participants suggested holding grant competitions or hosting a Facebook group for sharing funding opportunities.
- **Better communication about webinars.** Some interviewees reported that they had signed up for webinars but were unable to participate due to the time difference or because they lacked a U.S. phone number; or they were interested in the topic, but did not know that webinar videos and materials would be available afterwards. As such, participants encouraged IdEA to better communicate in advance how international participants can connect to webinars as well as how to access the webinar materials if they are unable to attend.

VI. Conclusions and Recommendations

Clearly, IdEA is critical for the global diaspora space and is beneficial to all parties involved—DOS, USAID, diaspora actors, and others working in the space—and should be continued.

Short-Term Recommendations. For the foreseeable future, it has been decided that IdEA will be managed at S/GP with the continued collaboration of USAID on development-related activities.²⁶ During this transitional period, the evaluation team offers the following recommendations for IdEA’s priorities:

- **Maintain relationships and communication with members.** In the short term, it will be critical to maintain the relationships and trust built over the last few years with IdEA members by Calvert Foundation staff. S/GP should prioritize staying in contact with members, both by regular communications to the email list and by making contact individually with as many members as possible. In order to facilitate these relationships, it will be important to clearly and regularly communicate to members who the IdEA contact people are and how to reach them, as well as to emphasize that they are always open to hearing from members. In addition, IdEA managers could consider hosting occasional small-group meetings or “open house” sessions with members in Washington, DC. Along the same lines, whenever an IdEA manager (or other involved USG official) travels for a conference or other engagement outside of Washington, they could host a diaspora town hall.
- **Prioritize GDW.** Participants are enthusiastic about GDW and are looking forward to planning events for the next one. Furthermore, GDW has been pivotal in expanding IdEA globally. Thus, IdEA should prioritize setting a date and planning for the next GDW—hopefully in early 2017—and involve as many members as possible.

²⁶ <http://www.diasporaalliance.org/ideas-new-home-at-u-s-department-of-state/>

- **Continue webinars and blog posts.** In order to assure members that IdEA is still active and to ensure continuity with IdEA's current programming, continue offering webinars and posting member profiles on the blog.

Long-Term Recommendations. In order for IdEA to maintain vitality in the long term, the evaluation team believes that maintaining the USG brand through DOS and USAID sponsorship is critical. As discussed in Section I, the evaluation demonstrated that USG affiliation and involvement in IdEA raises the profile of diaspora engagement, provides recognition to diaspora groups, and provides an opportunity for these groups to engage with USG agencies. Furthermore, interviewees emphasized that the continued involvement of both DOS and USAID is critical, as each plays a specific role—DOS specializes in public diplomacy and adds prestige, while USAID specializes in development.

The evaluation team believes that in order to keep the USG brand as well as maintain and expand the IdEA platform and activities, it is important to have a partnership model similar to the current one, with a grantee organization functioning as the managing partner. A grantee partner is needed because the day-to-day management of IdEA activities requires dedicated staff, financial flexibility (e.g., to be able to disburse funds), and the ability to coordinate across agencies. The team recommends that a nongovernmental organization (nonprofit or for-profit) serve this role, with staff that has a spectrum of expertise in diaspora engagement, capacity-building, and development, and the ability to continue engaging all types of partners, including USG agencies, international entities, diaspora actors, funding entities, civil society organizations, and the private sector. The team also recommends that other USG agencies with a stake in diaspora engagement—including, for example, the Department of Homeland Security and other agencies involved with immigration and refugees—be brought to the table. In addition, the evaluation team offers the following specific recommendations for the future:

- **Continue working with outside partners.** Given that IdEA has limited staff and funding, continued growth and success will be dependent on leveraging outside partners, including international entities, for funding, networking, expertise, and collaboration on events and activities. This model has been successful, for example, with ADIS, DLT, and Fish 2.0. For example, one program partner commented, *"IdEA will always need an outside partner to help with funds. Very few of IdEA's objectives can be accomplished with in-house assets only."*
- **Better integrate diaspora engagement within DOS and USAID.** According to interviewees, currently diaspora engagement is cordoned into its own corner at both agencies, and many offices—such as U.S. embassies—are unaware of IdEA. As such, the evaluation team recommends raising awareness of IdEA and its usefulness across the agencies. In addition, using the successful Fish 2.0 PI model, integrate diaspora engagement into regional bureau activities.
- **Create a mechanism or opportunities for peer interaction and collaboration.** As noted earlier, participants are eager for more interaction with peers. This could take many shapes, such as local IdEA groups led by members; facilitation of peer mentoring; virtual forums for groups with similar regional or other interests; periodic IdEA open houses, workshops, incubator sessions, or general networking events; and/or a forum (open or curated) on the IdEA website where members could directly post opportunities or ideas for collaboration.

- **Leverage IdEA members as resources.** This would serve several purposes—reducing the burden on IdEA staff; getting members to take a more active role in leading and organizing activities; and fostering peer-to-peer learning and exchange.
- **Prioritize GDW, webinars, and face-to-face events.** Given that participants found GDW and other face-to-face events the most useful for networking, and webinars the most useful for learning, the evaluation team recommends prioritizing these activities. More face-to-face events could also serve participants’ desire for more peer interaction.
- **Conduct face-to-face training in different locations.** DLT participants found the training extremely useful; however, only a small number of people were able to participate. The evaluation team recommends replicating this program, or something similar—such as a 1-day training—in other locations and perhaps online. The DLT implementing partner, Semai Consulting, has already begun holding such trainings in conjunction with conferences, for example in New York. Nonetheless, IdEA sponsorship and funding would allow for greater publicity and make it possible for more diaspora actors to participate.
- **Continue informal consulting.** As discussed earlier, participants have found 1-on-1 consulting to be very useful—in some cases, the “targeted networking,” resources, or advice provided by IdEA staff was the key benefit. Furthermore, 1-on-1 consulting benefits IdEA by fostering relationship-building, as well as generating new ideas and possible opportunities for collaboration. As such, the evaluation team recommends that IdEA continue to provide consulting under new management and consider formalizing it as one of IdEA’s services to members. It will be important to designate one or more individuals who can provide this service. If the new IdEA management does not have a staff person who is well-versed in NGO development and resources, IdEA could leverage experts from within its network who could serve this role.
- **Collect standardized membership and participant data.** Currently, each of IdEA’s activities collects participant information in a different way, which makes it difficult to assess and compare the IdEA participant pool across programs. For example, not all registrations capture participants’ current location in the same way (IP address vs. country vs. city). Standardizing the information collected for program registrants and new members—for example, via a standard registration form—will facilitate IdEA’s ability to understand its membership and growth.

Appendix A. IdEA Logic Model

The following logic model prepared by GDIT illustrates the inputs, outputs, and expected outcomes of the IdEA activities under evaluation, organized by evaluation objective.

OBJECTIVE	INPUT	ACTIVITY	TARGET AUDIENCE	OUTPUT	OUTCOMES
1. Building capacity among diaspora actors and increasing awareness of diaspora issues	Funding Location, Staff, Equipment, Software, Technology Training resources and material	1. Diaspora Leadership Training workshops	Diaspora members / representatives of Diaspora orgs	5 workshops attended	<ol style="list-style-type: none"> 1. Participants discover their potential as leaders and change-makers 2. Leadership and organizational skills 3. Learn about constituency building for international development 4. Learn different methods of diaspora engagement in international development 5. Connect/ develop relationships with like-minded entrepreneurs and change-makers 6. Develop personalized 6-month plan of action for diaspora in development area of focus
		7. Fish 2.0 Workshops	Pacific Island seafood entrepreneurs. Other participants.	3 workshops. One of the workshops was part of the competition outputs.	<ol style="list-style-type: none"> 1. Improve seafood entrepreneurs' business model 2. Learn more about the Fish 2.0 competitions 3. Entrepreneurs learn key topics such as how to reach investors, how to sell their business to new investors, how to improve their business plan, etc. 4. Building confidence to talk with people about the activity. 5. Network with other entrepreneurs.
		7. Fish 2.0 Competition	Pacific Island seafood and mariculture entrepreneurs Investors and experts	One competition	<ol style="list-style-type: none"> 1. Competitors get feedback from investors and technical experts 2. Competitors gain visibility for their business with interested investors, customers and partners 3. Finalists have the opportunity to present their business ideas to a broad range of investors and supply chain partners who are interested in seafood and can help their businesses grow. 4. Investors can connect with seafood entrepreneurs, foundations, and other investors
		2. MicroMentor Webinars and related activities	Potential mentors (business people) and potential	3 MicroMentor Webinars On line Mentorship	<ol style="list-style-type: none"> 1. Mentors understand how to use the MicroMentor platform and can start contacting and helping entrepreneurs from the Diaspora Community

			mentees (entrepreneurs) from the Idea Diaspora Community Members	program Mini sessions at the conferences	<ol style="list-style-type: none"> 2. Mentees are aware of the MicroMentor platform and use it in their benefits to connect with business people who can provide them with tools and skills to improve their entrepreneurship 3. To inform entrepreneurs from the Diaspora community about the online resources that are available to them including the online mentorship program (Micromentor.org)
		4. General Webinars	Individuals and Organizations (NGOs, community groups, businesses, development orgs, and others) who work with diaspora communities in the U.S or around the world	22 webinars	<ol style="list-style-type: none"> 1. Diaspora Organizations have increased their knowledge and understanding of topics such as organization strategic planning, finding grants, crowd funding, volunteer management, diaspora investment, etc. 2. Diaspora organizations have used what they have learned in the webinars to improve their organization and their work in their countries of origin 3. Diaspora organizations have shared the content of the webinars with their colleagues and network
		1. Global Diaspora Week (Conferences, panels, networking events, volunteer activities, workshops/trainings, cultural events, online events)	<p>Primarily Diaspora members and those working with Diaspora communities. Other individuals, development specialists.</p> <p>Also, depending on the event: government officials, entrepreneurs, volunteers, etc.</p>	<p>More than 160 events around the world (2014-2015), including approx: 29 panels/round tables 20 online events (e.g. webinars) 16 trainings/workshops 8 receptions Annual keystone event</p>	<ol style="list-style-type: none"> 1. Participants learn about different topics relevant to their Diaspora involvement 2. Diaspora organizations have used what they have learned in the events to improve their organization and their work in their countries of origin 3. Diaspora organizations have shared the content of the activity with their colleagues and network 4. Raising the profile of the event host and expanding their network
2. Increasing the number of diaspora members (particularly younger)	Funding Location, Staff, Equipment, Software,	6. Conference activities: Panels, networking at investment conferences	Investors (including younger generation in Silicon Valley), entrepreneurs (from Africa and Latin America),	IdEA sponsorship/partnership in 3 conferences: 2 African Diaspora Investment	<ol style="list-style-type: none"> 1. Participants learn about importance of Diaspora participation in impact investing (FLII only) 2. Potential investors learn about specific investment opportunities that support development 3. Networking: entrepreneurs meet

Millennials) engaged with their home countries	Technology Training resources and material Transportation, flights		diaspora members and NGOs	Symposia and 1 Latin American Investment Forum	potential investors and vice versa, share ideas 4. Increased number of Diaspora members investing in Latin America and Africa, including millennials (Silicon Valley) 5. Conference participants maintain contact, benefit from expanded network
		3. Design and develop a map-driven web application (Diaspora map)	Idea Diaspora member organizations Organizations (NGOs, community groups, businesses, development orgs, and others who work with diaspora communities) in the U.S or around the world	An interactive comprehensi ve map that includes a database of diaspora organizations and events, both in the US and around the globe	1. Individuals and Organizations from the Diaspora community can use the data map to identify other organizations that work in their sector or region or to find out about events 2. Diaspora organizations who do not have a website can use the map to promote their organizations, the work they do, and specific events 3. Organizations and individuals can contact and form alliances with other Diaspora organizations 4. Increase the number of diaspora members engaged in Diaspora activities
		1. Global Diaspora Week (Conferenc es, panels, networking events, volunteer activities, workshops/t rainings, cultural events, online events)	Primarily Diaspora members and those working with Diaspora communities Also, depending on the event: government officials, entrepreneurs, volunteers, Other individuals, development specialists.	More than 160 events around the world, including approx.: 31 conferences 29 arts/cultural events 8 receptions 7 networking events 5 volunteer events Annual keystone event	1. Participants increase awareness of Diaspora involvement in international development 2. Participants learn about opportunities for volunteering, investing, contributing to target countries 3. Networking: Participants make contacts, establish relationships that benefit increased Diaspora/development activities 4. Diaspora orgs increase their membership 5. Increased involvement of diaspora members in development in heritage countries

Appendix B. Survey Frequencies

This appendix presents the complete results from the survey.

A. How would you define yourself with respect to IdEA?

	N	Valid Percentage
I self-identify as a diaspora member who has participated in IdEA programs and/or used IdEA services	76	64.4
I do not self-identify as a diaspora member, but I have participated in IdEA programs	20	16.9
I have not participated in IdEA programs and/or used IdEA tools	22	18.6

A1. Gender

	N	Valid Percentage
Male	32	43.8
Female	41	56.2

A2. How old are you?

Topic	N	Valid Percentage
25	1	1.4
27	1	1.4
29	1	1.4
31	1	1.4
32	2	2.9
33	2	2.9
34	2	2.9
35	5	7.2
36	4	5.8
37	1	1.4
38	2	2.9
39	2	2.9
40	2	2.9
41	2	2.9
42	5	7.2
43	1	1.4
45	3	4.3
46	1	1.4
47	2	2.9
48	1	1.4
50	1	1.4
51	2	2.9
53	5	7.2
55	4	5.8
56	2	2.9

57	3	4.3
58	2	2.9
59	1	1.4
63	1	1.4
64	1	1.4
65	2	2.9
66	2	2.9
67	1	1.4
78	1	1.4
Total	69	100.0

A3. What is your highest level of formal education?

	N	Valid Percentage
Secondary school/high school	1	1.4
Some college, no degree	4	5.6
College degree (Associate's)	3	4.2
College degree (Bachelor's)	17	23.6
Graduate degree (Master's, Doctorate, or some other advanced	47	65.3
Total	72	100.0

A4. What is your country of heritage or affinity?

Topic	N	Valid Percentage
Armenia	1	1.4
Austria	1	1.4
Azerbaijan	1	1.4
Barbados	1	1.4
Belize	1	1.4
Bosnia and Herzegovina	1	1.4
Brazil	2	2.7
Cameroon	2	2.7
Canada	2	2.7
Democratic Republic of the Congo	2	2.7
El Salvador	1	1.4
Eritrea	2	2.7
Ethiopia	2	2.7
France	2	2.7
Ghana	2	2.7
Honduras	1	1.4
Iraq	1	1.4
Jamaica	6	8.2
Jordan	1	1.4
Kenya	8	11.0
Lebanon	1	1.4
Nigeria	8	11.0
Philippines	1	1.4
Poland	2	2.7
Rwanda	1	1.4
Sierra Leone	4	5.5
Sudan	2	2.7
REMOVED	1	1.4

United Kingdom of Great Britain and Northern Ireland	1	1.4
United Republic of Tanzania	1	1.4
United States of America	9	12.3
Vanuatu	1	1.4
Zimbabwe	1	1.4
Total	73	100.0

A5. Where do you currently live/work?

Topic	N	Valid Percentage
Austria	1	1.4
Canada	3	4.1
France	2	2.7
Ghana	1	1.4
Honduras	1	1.4
Kenya	3	4.1
Netherlands	1	1.4
Nigeria	2	2.7
South Africa	1	1.4
Sweden	1	1.4
Uganda	1	1.4
United Kingdom of Great Britain and Northern Ireland	4	5.5
United States of America	51	69.9
Vanuatu	1	1.4
Total	73	100.0

A6. How long have you been engaged with your diaspora community?

Topic	N	Valid Percentage
NA (no involvement)	2	2.7
Less than 1 year	5	6.8
1-2 years	9	12.3
3-5 years	10	13.7
6-10 years	13	17.8
11-15 years	4	5.5
More than 15 years	30	41.1
Total	73	100.0

A7. Were you engaged with diaspora communities before participating in IdEA programs?

Topic	N	Valid Percentage
Yes	64	87.7
No	9	12.3
Total	73	100.0

A8. How frequently do you engage with IdEA programs and services or tools?

Topic	N	Valid Percentage
Weekly	15	20.5
Monthly	16	21.9
Every couple of months	21	28.8
Once every 6 months	6	8.2

Once a year	6	8.2
Less frequently than once a year	9	12.3
Total	73	100.0

B1. How useful for you were the IdEA programs you participated in or the IdEA tools you used? (%)

Topic	Did not participate/Did not use it	Not useful at all	Slightly useful	Somewhat useful	Very useful	Don't Know	Total
Diaspora Map	12.9 (n=9)	2.9 (n=2)	8.6 (n=6)	17.1 (n=12)	50.0 (n=35)	8.6 (n=6)	100.0 (n=70)
Micro Mentor	42.4 (n=28)	1.5 (n=1)	3.0 (n=2)	7.6 (n=5)	22.7 (n=15)	22.7 (n=15)	100.0 (n=66)
Fish 2.0	54.7 (n=35)	1.6 (n=1)	1.6 (n=1)	4.7 (n=3)	12.5 (n=8)	25.0 (n=16)	100.0 (n=64)
Webinars	15.9 (n=11)	1.4 (n=1)	5.8 (n=4)	14.5 (n=10)	55.1 (n=38)	7.2 (n=5)	100.0 (n=69)
Global Diaspora Week	18.2 (n=12)	1.5 (n=1)	4.5 (n=3)	13.6 (n=9)	54.5 (n=36)	7.6 (n=5)	100.0 (n=66)
Conferences	35.8 (n=24)	1.5 (n=1)	3.0 (n=2)	4.5 (n=3)	40.3 (n=27)	14.9 (n=10)	100.0 (n=67)
Diaspora Leadership Training	41.8 (n=28)	0 (n=0)	4.5 (n=3)	9.0 (n=6)	29.9 (n=20)	14.9 (n=10)	100.0 (n=67)

B2. How satisfied were you with the IdEA activities you participated in or the IdEA tools you used? (%)

Topic	Did not participate/Did not use it	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Don't Know	Total
Diaspora Map	13.6 (n=9)	7.6 (n=5)	12.1 (n=8)	18.2 (n=12)	40.9 (n=27)	7.6 (n=5)	100.0 (n=66)
Micro Mentor	42.6 (n=26)	1.6 (n=1)	6.6 (n=4)	8.2 (n=5)	23.0 (n=14)	18.0 (n=11)	100.0 (n=61)
Fish 2.0	55.2 (n=32)	(n=)	6.9 (n=4)	1.7 (n=1)	15.5 (n=9)	20.7 (n=12)	100.0 (n=58)
Webinars	18.2 (n=12)	(n=)	4.5 (n=3)	24.2 (n=16)	47.0 (n=31)	6.1 (n=4)	100.0 (n=66)
Global Diaspora Week	20.0 (n=12)	3.3 (n=2)	5.0 (n=3)	18.3 (n=11)	48.3 (n=29)	5.0 (n=3)	100.0 (n=60)
Conferences	37.3 (n=22)	1.7 (n=1)	5.1 (n=3)	6.8 (n=4)	35.6 (n=21)	13.6 (n=8)	100.0 (n=59)
Diaspora Leadership Training	41.7 (n=25)	1.7 (n=1)	5.0 (n=3)	11.7 (n=7)	26.7 (n=16)	13.3 (n=8)	100.0 (n=60)

B3. Which of the IdEA programs that you participated in or services or tools you used was the most useful to you?

Topic	N	Valid Percentage
Diaspora Map	5	7.1
Micro Mentor	2	2.9
Fish 2.0	1	1.4
Webinars	22	31.4
Global Diaspora Week	24	34.3
Conferences	9	12.9
Diaspora Leadership Training	7	10.0
Total	70	100.0

B4. Did you receive any 1 –to-1 support/advice from the IdEA team about your Diaspora work?

Topic	N	Valid Percentage
Yes	19	27.1
No	51	72.9
Total	70	100.0

B5. How helpful was the support/advice of the IdEA team?

Topic	N	Valid Percentage
I did not receive any support or advice from the IdEA team	29	41.4
Not at all helpful	2	2.9
A little helpful	1	1.4
Helpful	9	12.9
Very helpful	16	22.9
Don't Know	13	18.6
Total	70	100.0

C1. To what extent has participating in IdEA helped you? (%)

Topic	Not at all	A little	Somewhat	Much	Very much	Don't Know	Total
Learn more about diaspora work and the importance of diaspora engagement	5.7(n=4)	7.1(n=5)	10.0(n=7)	22.9(n=16)	50.0(n=35)	4.3(n=3)	100.0(n=70)
Improve your business or organizational model?	10.1 (n=7)	5.8 (n=4)	24.6 (n=17)	15.9 (n=11)	30.4 (n=21)	13.0 (n=9)	100.0 (n=69)
Expand your network of diaspora contacts (individuals and organizations)?	10.3 (n=7)	7.4 (n=5)	14.7(n=10)	14.7(n=10)	42.6(n=29)	10.3(n=7)	100.0(n=68)
Increase the tools and resources	8.7(n=6)	5.8(n=4)	21.7(n=15)	18.8(n=13)	31.9(n=22)	13.0(n=9)	100.0(n=69)

available to you for making an impact in country of heritage or affinity?							
Identify new sources of funding?	32.4(n=22)	7.4(n=5)	13.2(n=9)	10.3(n=7)	20.6(n=14)	16.2(n=11)	100.0(n=68)
Identify new partners or supporters?	19.1(n=13)	14.7(n=10)	17.6(n=12)	13.2(n=9)	25.0(n=17)	10.3(n=7)	100.0(n=68)

C2. To what extent has your participation in IdEA...? (%)

Topic	Not at all	A little	Somewhat	Much	Very much	Don't Know	Total
Allowed you to learn about new opportunities related to diaspora work (conferences, workshops, volunteer work, etc.)?	4.4(n=3)	5.9(n=4)	22.1(n=15)	16.2(n=11)	47.1(n=32)	4.4(n=3)	100.0 (n=68)
Provided you with a mentor or guidance to support you in the work you do?	31.3 (n=21)	7.5 (n=5)	16.4 (n=11)	9.0 (n=6)	19.4 (n=13)	16.4 (n=11)	100.0(n=67)
Exposed your organization or work to other organizations or individuals with similar interests (i.e. through the diaspora map or the IdEA website)?	18.8 (n=13)	14.5 (n=10)	10.1 (n=7)	7.2 (n=5)	39.1 (n=27)	10.1 (n=7)	100.0(n=69)
Motivated you to get engaged in other diaspora activities or in diaspora work?	11.6 (n=8)	10.1 (n=7)	15.9 (n=11)	15.9 (n=11)	44.9 (n=31)	1.4 (n=1)	100.0(n=69)

C3. As a result of your participation in IdEA, how strongly do you Disagree or Agree with each of the following statements? (%)

Topic	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	Don't Know	Total
I have increased my knowledge and understanding of different topics related to my diaspora work.	4.3 (n=3)	1.4 (n=1)	14.5 (n=10)	36.2 (n=25)	37.7 (n=26)	5.8 (n=4)	100.0 (n=69)
I have gained skills (leadership, communication, social, business) useful for the work I	5.7 (n=4)	4.3 (n=3)	21.4 (n=15)	27.1 (n=19)	31.4 (n=22)	10.0 (n=7)	100.0 (n=70)

do.							
I have had the opportunity to learn from subject matter experts and other diaspora actors.	2.9 (n=2)	2.9 (n=2)	13.0 (n=9)	39.1 (n=27)	36.2 (n=25)	5.8 (n=4)	100.0 (n=69)
I have applied what I learned from IdEA activities.	7.2 (n=5)	2.9 (n=2)	17.4 (n=12)	33.3 (n=23)	31.9 (n=22)	7.2 (n=5)	100.0 (n=69)
I feel more confident in my abilities and the work I do.	4.3 (n=3)	4.3 (n=3)	21.7 (n=15)	31.9 (n=22)	30.4 (n=21)	7.2 (n=5)	100.0(n=69)
The knowledge and skills I gained have allowed me to have a more effective impact in my diaspora work.	4.3 (n=3)	7.1 (n=4)	22.9 (n=16)	28.6 (n=20)	30.0 (n=21)	7.1 (n=5)	100.0(n=70)
I have expanded my network./contacts relevant to my work/interests within the diaspora field.	4.2 (n=3)	5.6 (n=4)	16.9 (n=12)	33.8 (n=24)	32.4 (n=23)	7.0 (n=5)	100.0(n=71)

C4. How much has participating in IdEA increased your abilities in relation to the following aspects of your diaspora work? (%)

Topic	Not at all	A little	Somewhat	Much	Very much	Don't Know	Total
Communicating with current or potential stakeholders for my organization	14.5 (n=10)	8.7 (n=6)	24.6 (n=17)	14.5 (n=10)	27.5 (n=19)	10.1 (n=7)	100.0 (n=69)
Expanding and maintaining organizational relationships/networking at the local and international level	10.1 (n=7)	13.0 (n=9)	18.8 (n=13)	14.5 (n=10)	29.0 (n=20)	14.5 (n=10)	100.0 (n=69)
Promoting your organization or business	13.0 (n=9)	15.9 (n=11)	15.9 (n=11)	20.3 (n=14)	26.1 (n=18)	8.7 (n=6)	100.0 (n=69)
Building confidence to talk with people about your work or organization	14.9 (n=10)	9.0 (n=6)	17.9 (n=12)	17.9 (n=12)	31.3 (n=21)	9.0 (n=6)	100.0 (n=67)
Using different methods of diaspora engagement to enhance your work	13.0 (n=9)	7.2 (n=5)	15.9 (n=11)	23.2 (n=16)	26.1 (n=18)	14.5 (n=10)	100.0 (n=69)

C5. As a result of your participation in IdEA activities or use of IdEA tools, have you become more involved in international development or other Diaspora activities? (%)

Topic	Yes	No	Total
Have you joined an organization?	54.9 (n=39)	45.1 (n=32)	100.0 (n=71)
Have you participated in	58.3 (n=42)	41.7 (n=30)	100.0 (n=72)

additional IdEA activities?			
Have you started a new organization or new initiative?	44.3 (n=39)	55.7 (n=31)	100.0 (n=70)
Have you taken on a leadership role in an organization?	60.0 (n=42)	40.0 (n=28)	100.0 (n=70)
Have you donated, invested, volunteered or otherwise contributed to development in your country of heritage or affinity?	70.4 (n=21)	29.6 (n=50)	100.0 (n=71)

Appendix C. Maps of IdEA Participants and Activities

This appendix presents maps illustrating the geographic spread for five of the seven IdEA activities under review: Global Diaspora Week (GDW), MicroMentor, webinars, Diaspora Leadership Training (DLT), and the Fish 2.0 Pacific Islands (PI) program.²⁷

A. Global Diaspora Week

GDW 2014 involved 70 events in 8 countries,²⁸ as illustrated in Figure C-1. The majority (52) were held in the United States.

Figure C-1. Map of GDW 2014 Events

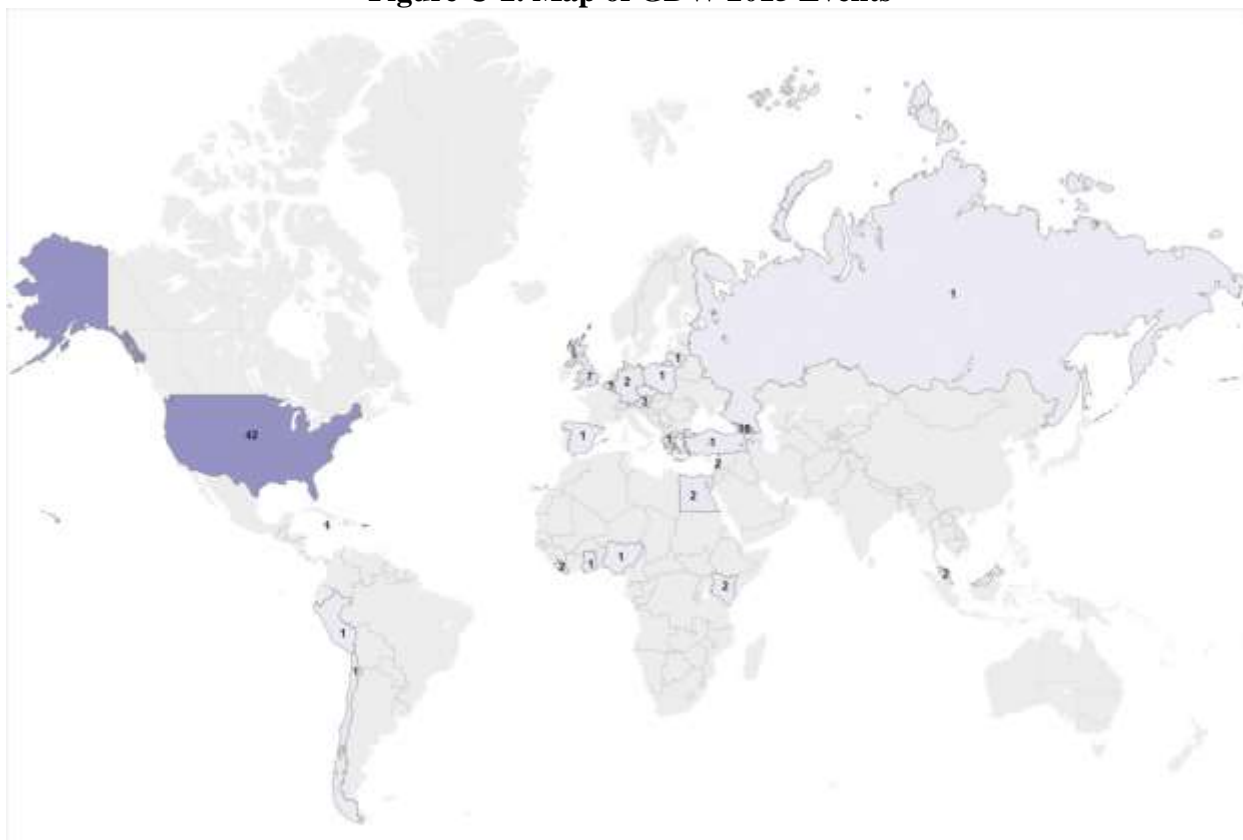


²⁷ The Diaspora Map is not included because the map itself already provides this data. For conferences and informal consulting, participants' geographic data are not available.

²⁸ For GDW, the maps present the location of events. Participant data were not available.

As shown in Figure C-2, GDW 2015 involved 90 events in 22 countries. Less than half (42) were held in the United States; most of the remaining 48 were spread throughout Europe and Africa, with a few events held in Latin America, the Caribbean, and Southeast Asia.

Figure C-2. Map of GDW 2015 Events



B. MicroMentor

For MicroMentor, a total of 98 individuals have registered on the platform; however, only 51 provided their location. Figure C-3 illustrates the geographic location of those 51 participants. Participants are located in a total of 16 countries, with the majority (30)—of both mentors and entrepreneurs—in the United States. In addition to the U.S., *mentors* are also located in Austria, Germany, Jamaica, Kenya, Philippines, and Switzerland. *Entrepreneurs* outside the U.S. live primarily in Africa (Ghana, Kenya, Nigeria, Tunisia, Uganda), with others in Europe (Austria, Germany, UK), India, Latin America and the Caribbean (Barbados, Honduras, Mexico).²⁹

Figure C-3. Geographic Spread of MicroMentor Participants



²⁹ This data represents participants' self-identification as a mentor and/or entrepreneur; a few self-identified in both categories.

C. Webinars

For webinars, participants' IP addresses were used to determine their location. In total, more than approximately 900 individuals³⁰ have participated in one or more webinars; however, IP addresses were only available for 428 participants. As with other IdEA activities, the majority (306, or 71 percent) of participants are located in the United States. Nonetheless, Figure C-4 illustrates the wide geographic spread of participants across the world. Notably, however, much of Asia is not represented at all.

Figure C-4. Geographic Spread of Webinar Participants

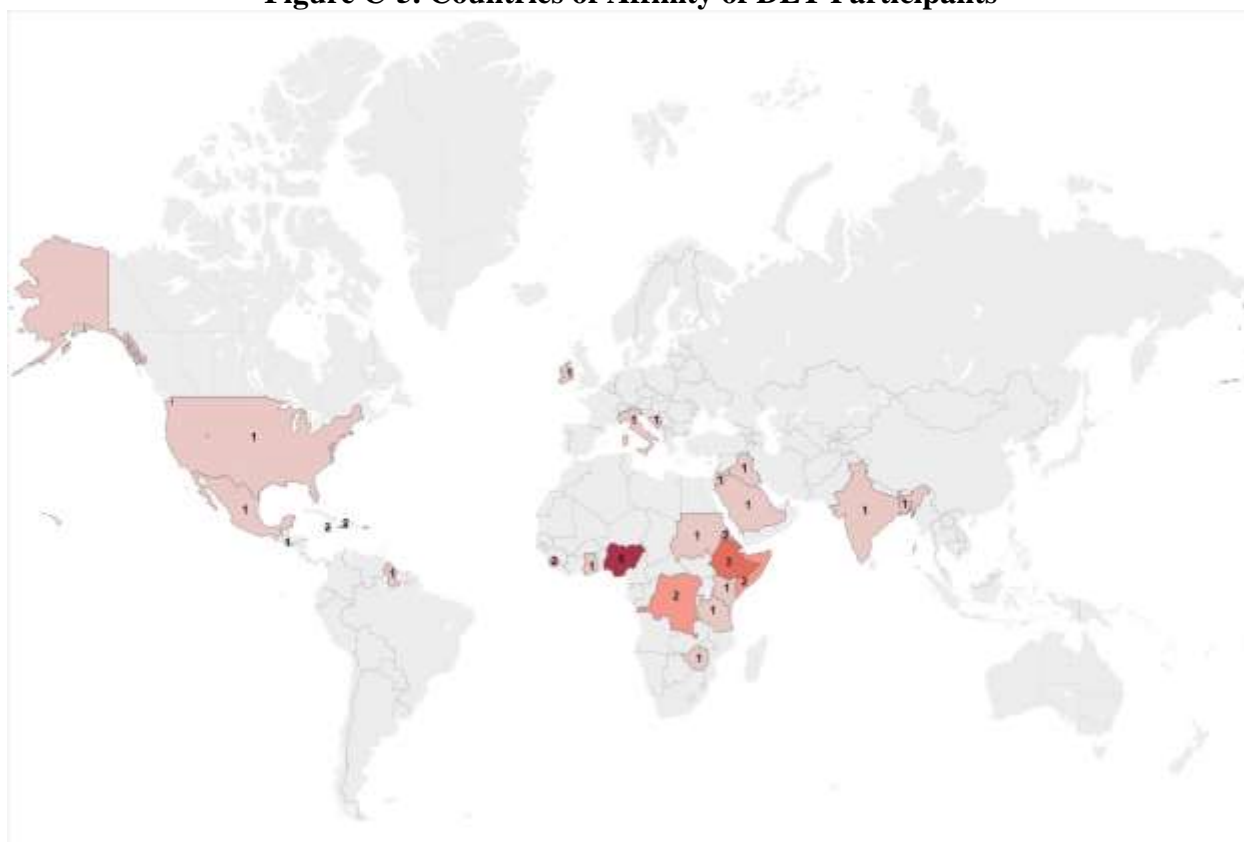


³⁰ In total, there have been 989 webinar attendees. However, this number likely includes some duplication, as some individuals have participated in multiple webinars.

D. Diaspora Leadership Training (DLT)

A total of 41 individuals participated in 1 or more DLT sessions during the 2015 workshop series.³¹ Given that the program was held in Washington, DC, the vast majority of participants were based in Washington or on the East Coast. Therefore, Figure C-5 presents the geographic spread of participants' *country of affinity*, for the 34 individuals who provided this information.³² As shown in the map, participants most commonly identified with African diasporas, with the greatest representation affiliated with Nigeria.

Figure C-5. Countries of Affinity of DLT Participants



³¹ As noted in the Introduction and in Sec. IV of this report, an additional 25 participants attended the DLT workshop in 2014. However, they are not included in this map as their geographic data were not available.

³² A few participants identified two countries of affinity, in which case both are represented on the map.

E. Fish 2.0

Figure C-6 illustrates the geographic locations of the 47 Pacific Island (PI) businesses that participated in IdEA’s Fish 2.0 PI program. (In addition, a total of 59 PI diaspora members and/or non-diasporan “PI champions” participated as advisors, judges, or promoters of the program, but they are not included in the map.)

Figure C-6. Geographic Spread of Fish 2.0 Pacific Island Participants

