

**Amy E. Pope**

## **Vision Statement**

Throughout human history, people have migrated. Our most distant and most recent ancestors have fled conflict and poverty in search of peace, prosperity, safety, and the promise of a better life far from home. Today, all over the world, we continue to reap the benefits of their movement. Migrants quickly become assets in their new communities, infusing them with in-demand talent and skills. They create economic opportunities in areas they transit and return resources to their countries of origin, spurring development and growth.

While the estimated 281 million international migrants who live outside their country of birth generate enormous benefits, the world also faces a historic forced displacement crisis. For the first time in recorded history, more than one hundred million people are displaced globally. Conflict, climate-fueled disasters, and extreme poverty will continue to force people from their homes, depriving them of dignity, livelihoods, and education.

This time of unprecedented human movement requires a new perspective and new approaches. We can no longer afford to treat migration as a problem to be solved rather than an opportunity to be seized. To proactively identify and harness the power of migration, IOM must draw on the lessons learned over its 70 year history, solicit input from migrants, communities, and governments, and marshal resources more effectively. By working hand-in-hand with its member states, IOM has the potential to design, coordinate, and implement practical and effective solutions for all.

Together, we can deliver on the promise of migration.

### **Solutions for Vulnerable People, Member States, and IOM Workforce**

**Migration is first and foremost about people. My vision is anchored in a commitment to people – the migrants, vulnerable people, and communities IOM serves, IOM’s member states, and its workforce.**

#### **1. Serving Migrants and Vulnerable People**

Even as we work together to seize the benefits of migration, people will face circumstances that force them to flee from their homes. Under my watch, IOM always will be first on the ground to support communities in crisis – providing life-saving, humanitarian support that promotes the dignity, identity, and humanity of all. I commit to:

- **Put Protection First:** Prioritize the protection of the most vulnerable—children, women, people with disabilities, and victims of trafficking, among others—in the face of historic levels of displacement and enormous need.
- **Empower People, Communities, and Governments:** Engage vulnerable groups and local communities to craft and drive solutions that preserve individual human dignity and

agency, while leveraging diaspora communities, the private sector, and civil society to improve migration outcomes.

- **Prioritize Strategic Innovation:** Preserve and improve IOM's strength as a first responder to the most urgent humanitarian crises, whether caused by disasters, climate change, or conflict, while advancing solutions that build resilience.

## 2. Strengthening Member State Engagement

As a member state organization, IOM must proactively and regularly engage all member states at a global, regional, and cross-regional level to seize the opportunities offered by migration and manage related challenges. To ensure the organization serves member state needs, I commit to:

- **Engage all Stakeholders:** Ensure all member states have a seat at the table and see IOM as their agency, focusing particularly on those that face the disparate impact of climate change, entrenched inequalities in society, and demographic growth.
- **Lead Transparently:** Clearly communicate and engage on IOM's planning, program implementation, and use of resources, recognizing that IOM's first obligation is to its member states. As part of the UN family, develop and build on IOM's strengths in coordination with other agencies to maximize impact, optimize resources at hand, and avoid duplication.
- **Modernize to Drive Solutions:** Capitalize on IOM's exhaustive data sources and technological tools more comprehensively to enable member states to mitigate migration pressures, respond quickly in emergencies, and improve the range of available solutions.

## 3. Investing in Human Capital

An organization is only as good as its people. To recruit and retain an engaged, committed, and effective workforce, IOM needs a leader committed to diversity, accountability, and communication inside the organization. As an inclusive leader, I commit to:

- **Communicate & Innovate:** Reward teamwork, information-sharing, and collaboration both within the organization and across the UN community, including by recognizing, sharing, and celebrating innovative practices developed in the field.
- **Develop Talent:** Invest in merit-based, transparent, and timely hiring, training, and promotion practices to build the most effective workforce. Prioritize people-focused policies that increase engagement and resilience and reduce turnover.
- **Promote a Diverse and Welcoming Workplace:** Create and sustain a respectful and inclusive environment for everyone who works at IOM, so the organization can serve its stakeholders with these same values, including through the best possible representation of all member states in IOM's workforce.

## A Defining Moment

We have reached a defining moment in the global approach to migration. It is time for a new vision and renewed energy to seize the opportunities and face the challenges of migration in an increasingly dependent and complex world. As the Director General of IOM, I will lead the organization to support member states in managing migration to promote social progress and better standards of life for all. I will work with all concerned parties to develop real-world, practical, people-focused solutions. I will prioritize creating an organization that is agile, transparent, diverse, accountable, and responsive, recognizing the way the organization is managed impacts services to migrants and displaced persons as well as members' confidence in the work.

I bring to IOM:

- **A Commitment to Action:** I am a person of action, who will get out to the field to listen to migrants and vulnerable people, IOM staff, and member states to determine what works on the ground. In my tenure at IOM, I have already engaged actively with member states to drive budget reform, an increased focus on gender equity and diversity, and improved internal governance. I have strong insights into the organization and have identified strategic and institutional opportunities. I bring to the organization a wealth of experience in creating and implementing solutions to complex, crisis-driven challenges.
- **A Commitment to Inclusion:** I am a strategic and inclusive leader with a demonstrated track record of working across diverse communities at every level to achieve tangible. I have operational, policy-making, and political experience, and have developed strong relationships with the staff and representatives of all member states. I will ensure IOM stays true to its field-focused mission even as I make it increasingly capable of providing global, regional, and local support and advice on migration policies and practices.
- **A Commitment to People:** I have decades of experience developing policies that reflect the diverse perspectives and strengths of a team. Whether responding to crises, building opportunities, or creating strategic plans, I generate consensus across complex and technical issues, emphasizing collaborative responses and teamwork. To achieve IOM's potential as a truly cohesive and well-coordinated organization, I will listen, communicate, engage, make decisions, and provide oversight.