



ORAM's Strategic Plan

Mission

ORAM protects and empowers LGBTIQ asylum seekers and refugees globally, creating sustainability and systemic change.

Vision

We envision a world where LGBTIQ asylum seekers and refugees are protected and empowered globally; are able to access tools and durable solutions; are able to live with dignity, safety and authenticity; are treated equally in services and rights to other refugee populations; and have fair access to resettlement. We envision systems and governments that are sensitive and responsive to the specific and unique needs of LGBTIQ refugees.

Core Values - C.A.R.E.S

Collaborative - We are team players and foster a sense of openness with all stakeholders.

Adaptive - We are constantly listening to community needs to respond to crises flexibly and effectively.

Responsive - We are responsive to voices on the ground and respond to emergent needs with timeliness.

Equitable - We use an equity lens in our internal processes and approaches to assessing our impact.

Solutions-oriented - We find ways to solve problems by ensuring the solutions are long-term, sustainable, impactful, and equitable.

Our Continued Work



Centering LGBTIQ Refugees & Localization



Providing Tools for Self-Sufficiency & Capacity Building



Building & Leveraging Partnerships

Our Current Strategic Priorities

2024-2027

Structuring our work into three programmatic areas - **protection, empowerment, and sustaining the sector.**

Building critical organizational infrastructure - in development, communications, and operations.

Serving as a hub to connect LGBTIQ refugees with stakeholders, funders, and collaborators in the space to make the necessary linkages.

Pursuing advocacy to complement our programmatic work when and where it makes strategic sense, and accounts for goals, outcomes, and risks.