



RETHINK. RESPECT. REBUILD.



We need your help

Right now, sanctuary seekers and refugees are facing one of the most hostile political climates in recent memory.

Across the UK, people who have fled war, persecution, and violence are being met not with compassion, but with suspicion, misinformation, and policy decisions that strip away their dignity. And while Wales has a proud tradition of welcome, even here, sanctuary seekers continue to face discrimination, barriers to employment, and social exclusion.

We cannot stay silent.

At the Welsh Refugee Council, we're inviting forward-thinking, values-led organisations across Wales to become 1 of the 100—a collective of changemakers committed to creating a Wales that pushes back against what tries to divide us.

This is your chance to do more than care.

It's your chance to act.

By becoming 1 of the 100, your organisation will take a bold public stand for inclusion, dignity, and hope. You'll help reshape workplaces—and society—so that sanctuary seekers are not just welcomed, but seen, heard, and empowered.

This growing tide of hate makes our work more critical than ever. For decades, the Welsh Refugee Council has been a pillar of support for sanctuary seekers, welcoming them with dignity, compassion, and hope. **But divisive and racist rhetoric threatens this mission.**





The pledge is built on three core commitments:

1

RETHINK

- Access expert-led training that cuts through misinformation about asylum and migration.
- Create a space for informed discussion that builds critical thinking and shared understanding across your teams.
- Equip your team with the truth—because understanding leads to empathy.
- Hold space for people who have fears without fuelling them.

2 RESPECT

- Build teams that recognise and respect the skills, resilience, and contributions of sanctuary seekers.
- Remove the barriers that prevent people seeking asylum from thriving in professional environments.
- Develop inclusive hiring and support practices that don't just welcome diversity but retain it—through mentorship, progression pathways, and psychological safety.





3

REBUILD

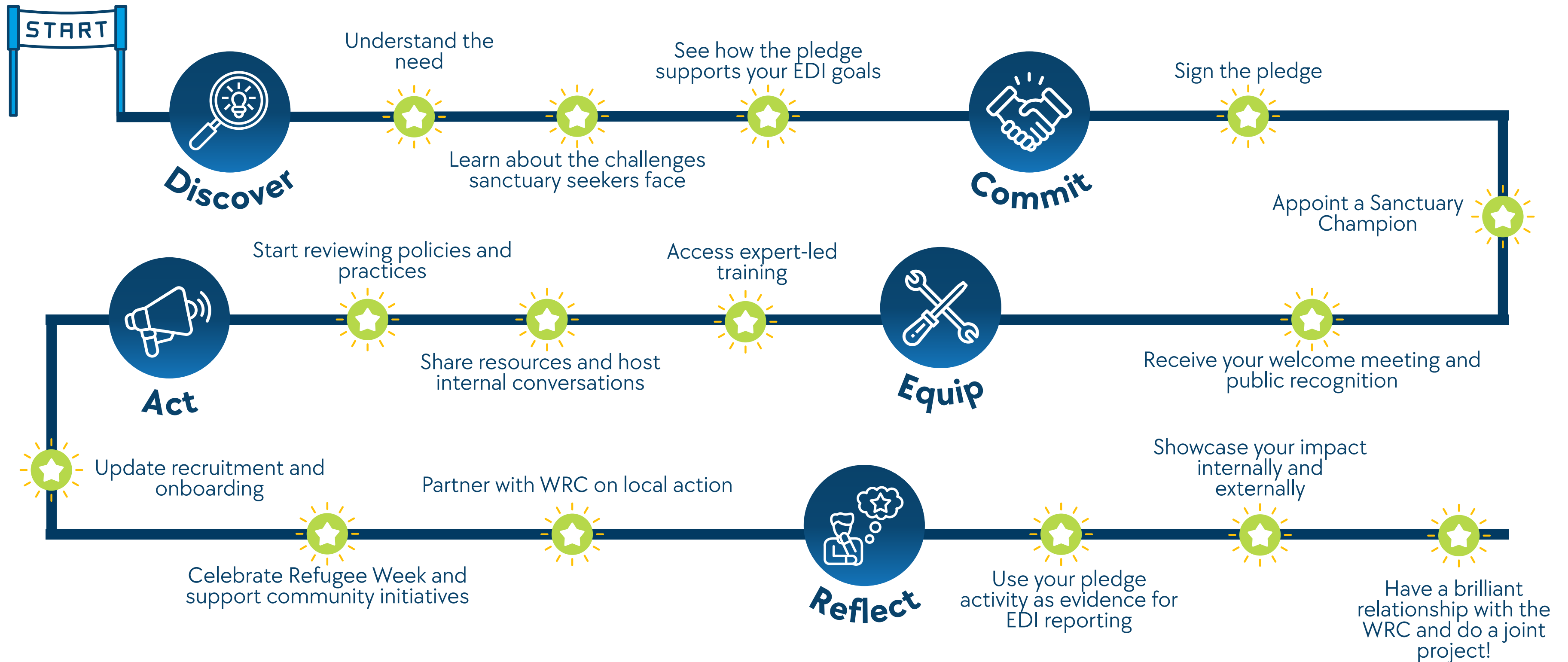
- Align your internal practices with the Nation of Sanctuary vision and reflect that commitment in your leadership.
- Take visible action by supporting community initiatives, celebrating Refugee Week, and amplifying sanctuary-seeking voices.
- Collaborate with the Welsh Refugee Council and local partners to participate in joint projects that support inclusive employment and community cohesion.
- Invest not just in good intentions, but in measurable outcomes that benefit your organisation, your community, and Wales as a whole.

What will you get out of this?

- Gain access to high-quality, expert-led training that deepens your team's understanding of the asylum system and the lived experiences of sanctuary seekers in Wales—strengthening your organisation's cultural competence and awareness.
- Show your commitment to creating a safe, inclusive workplace where sanctuary seekers are supported to thrive.
- Use the pledge as tangible evidence of your organisation's efforts to meet your EDI goals and demonstrate leadership in advancing social justice.
- Aligning with the Nation of Sanctuary vision also supports statutory responsibilities under the Future Generations Act—particularly the goals of a more equal, cohesive, and globally responsible Wales.



Your journey to becoming 1 of the 100



How to get started



Pledge link

Take the pledge: Join the first 100 organisations committed to making a tangible difference.



Get to know us: A member of the WRC team will reach out to you via the contact details you gave us on the form and we will schedule a get to know you meeting!



Tailored support: Look at what training best suits your organisational needs and get the ball rolling on your pledge journey!



Everyone loves an extra perk, right?

Discounts on training: Enjoy a 10% discount on group awareness training sessions for your organisation, helping to ensure your team is well-equipped to support sanctuary seekers.

Complimentary opportunities: Receive one free ticket to any public WRC training for a nominated Sanctuary Champion from your organisation.

Recognition and accreditation: Your organisation will be publicly recognised as part of the 1 of the 100 movement, showcasing your commitment to social responsibility and inclusion on our and your own website.

Priority access to special events: Receive early invitations and priority registration for WRC awards, events and webinars focused on sanctuary seekers, refugees, and social inclusion.



OTHER WAYS YOU CAN SUPPORT

♥ Become a Welsh Refugee Council member

➔ Follow us on social media

f   @welshrefcouncil  Welsh Refugee Council

To find out more please contact: press@wrc.wales