

### Phase 3: Preparation

#### Step 3.2: Assessment team & on-site schedule

##### What are the criteria for selecting the assessment team?

It is important to ensure that the members of the assessment team have the requisite skills and expertise to conduct a professional, effective and human rights-based consultation process. Ensure the assessment team is not entirely composed of your in-house personnel but also involves independent experts (e.g., external consultants, translators, NGO employees).<sup>1</sup>

The table below highlights some key factors to consider when selecting your assessment team.

List of relevant selection criteria for the assessment team

Checklist: Relevant criteria for selecting your assessment team		Yes/No
<b>Inter-disciplinary skills and expertise</b>	Human rights expertise	✓
	Local context knowledge	✓
	Knowledge of the local tourism industry and how it relates to human rights	✓
	Methodological expertise	✓
<b>Neutrality</b>	Diverse team members with different cultural and educational backgrounds	✓
<b>Gender sensitivity</b>	Ensure gender balance	✓
<b>Local participation</b>	Include local team members to build trust and have access to local networks, and to understand cultural/behavioural aspects	✓
<b>Language</b>	Local language skills, consider hiring a translator if only part of the team speak the local language	✓
<b>Availability</b>	Make sure each team member has the necessary availability not only for the consultations themselves but also for the preparation and the follow-up of the on-site assessment	✓

<sup>1</sup> Danish Institute for Human Rights (2020): Human rights impact assessment. Guidance and toolbox, <https://www.humanrights-in-tourism.net/sites/default/files/media/file/2022/rc220danish-institute-hria-toolbox-and-guidance-2020-2009.pdf>, p. 57-59.