

10

WELCOMING
AMERICA



2019 ANNUAL REPORT

YEARS OF Welcoming





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AS I WRITE THIS,

we are living through one of the most seismic shifts in global culture and norms. It is impossible to reflect on 2019 and the last decade without considering the impact of 2020 and the future that lies ahead.

It has never been more clear that though our pasts may be different, our fates are intertwined. There is no individual health without public health; there is no democracy for the majority without democracy for the minority. There is no success in welcoming without an understanding of how racism and othering are at the heart of unwelcoming attitudes and norms.

To uphold inclusive democracy, every city and town needs not only an ethos of inclusion, but infrastructure and policies to back up its values. That's where Welcoming America—and our growing global work through Welcoming International—come in.

In 2019, Welcoming America celebrated a decade of work as an organization. Through learning, adaptation, and the extraordinary persistence of our members, partners, and team, we have accomplished more than we could have ever dreamed of in our early days.

Today, the term “welcoming” has become synonymous with the drive to create environments where inclusion thrives and exclusion is soundly rejected. We have helped hundreds of places not only ascribe to these values, but live them—even become certified against them—in policy and practice. We have worked with thousands of extraordinary leaders to connect them to their peers, to what works, and to the strength of collective action.

These leaders have, in turn, raised up other leaders, acting as role models and bringing their communities along journeys that have not always been easy. The result is that in places of every geography, political context, and size, there is a growing chorus of people and institutions whose work is making life measurably better for new Americans—and new Germans, new Australians, and others.

I'm often asked about the secret sauce for this work, and the truth is: nothing happens without leaders who are willing to reconcile our aspirations for a welcoming society with the reality of how far we still have to go. I've never been more convinced that these leaders exist in every community, waiting to be tapped, and to rise to the occasion of creating a truly welcoming America and world.

The only question that remains is whether these leaders can continue to count on our collective support. With your continued help, I know the answer will be a resounding yes.



Rachel Peric

Executive Director, Welcoming America

TEN YEARS OF WELCOMING (and Beyond)

In 2019, Welcoming America celebrated a decade of building a nation of neighbors. In that time, we have helped communities of all sizes and populations striving to become truly welcoming places.

MILESTONES

2009

David Lubell establishes Welcoming America following his tenure as the founder and director of the Tennessee Immigrant and Refugee Rights Coalition and Welcoming Tennessee.

2011

The documentary “Welcome to Shelbyville” launches on the Public Broadcasting Service (PBS) featuring Welcoming Tennessee and its work in making Shelbyville, TN a more welcoming place for immigrants and refugees. The film gained national recognition and media coverage.

2014

President Barack Obama establishes the White House Task Force on New Americans, a government-wide effort tasked with better integrating immigrants and refugees into American communities. Welcoming America partnered with the White House to launch and implement the Building Welcoming Communities Campaign as part of the task force’s strategic plan.

2016

The Building Welcoming Communities Campaign reaches 50 cities, with Decatur, GA—the headquarters of Welcoming America—the latest to join the growing national movement.

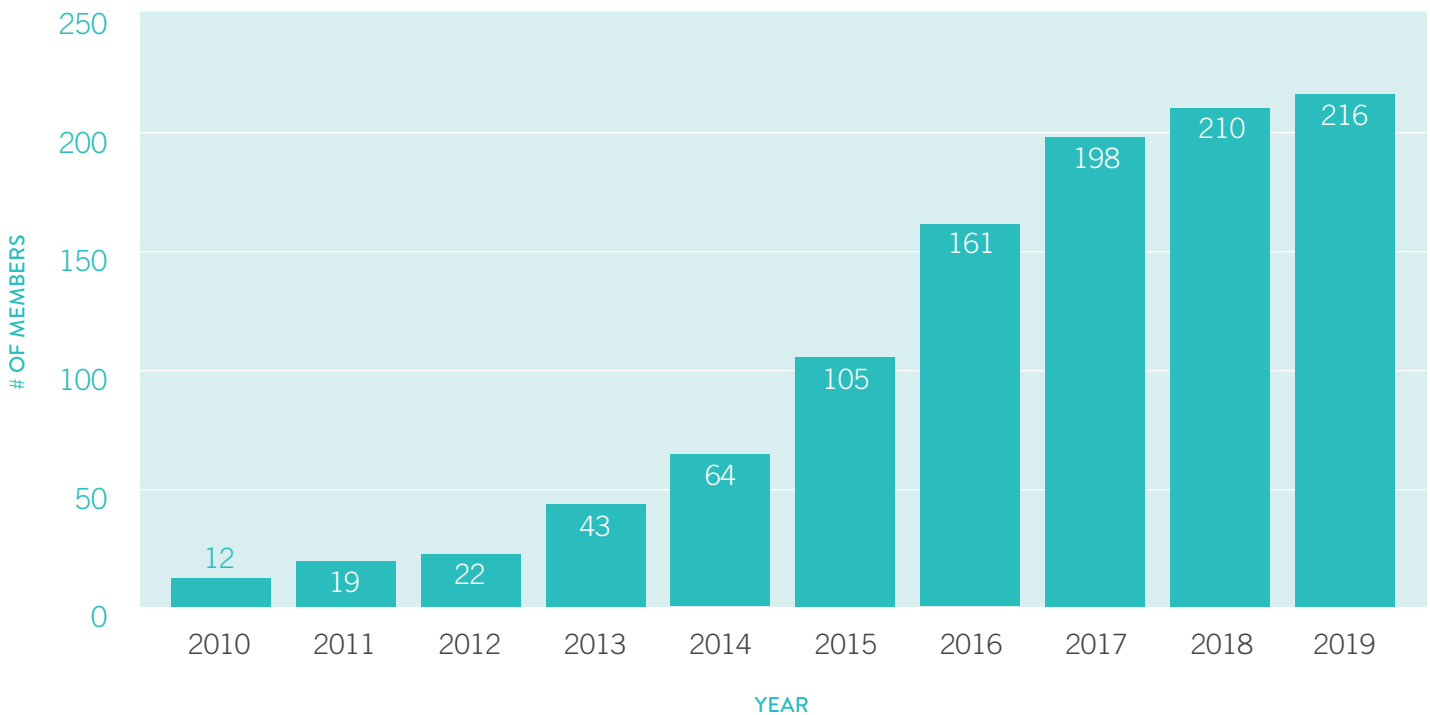
2017

The Welcoming Standard and Certified Welcoming are established as formal processes for cities and countries to achieve a truly welcoming status through a comprehensive roadmap for immigrant inclusion. In September, Dayton, OH became the first Certified Welcoming city.

2018

Welcoming International initiative launches to expand the welcoming movement into other countries. The initiative is led by founder David Lubell. Rachel Peric becomes Executive Director of Welcoming America.

MEMBERSHIP OVER THE YEARS



FROM OUR MEMBERS & PARTNERS

“In the best moments of our history, America has been defined by welcoming those looking for a better life. Welcoming America is about returning to our roots and that most fundamental ideal of America. For 10 years, I’ve seen ‘welcoming’ take root in small towns and big cities; over the next 10, I hope to see it flower across our country.”

Dan Rearick

Executive Director,
Uniting NC; Former
Welcoming America
board member

“Participating with Welcoming America and becoming Certified Welcoming has helped our county ensure we are creating a safe, equitable, and welcoming community for everyone. From technical assistance coaching to transatlantic learning opportunities, Welcoming America has helped us create stronger policies and programs for our local community.”

Ze Min Xiao

Director,
Mayor’s Office for
New Americans,
Salt Lake County,
Utah

“Since its inception, Welcoming America has been dedicated to the day-to-day work it takes to bring forth a truly inclusive nation where every person feels that they belong. Their growing footprint and partnerships in small towns and big cities, along with their mission-driven staff are working tirelessly to realize their vision of a nation of neighbors. I am immensely grateful for what they do.”

Wendy Feliz

Director of the Center
for Inclusion and
Belonging, American
Immigration
Council

OUR IMPACT in 2019

BUILDING A MOVEMENT OF BELONGING

In 2019, we continued to build a movement around belonging through our programs, events, and toolkits. Here are some of the highlights.

National Inclusion Campaign: With support from the Walmart Foundation, Welcoming America provided small grants and technical assistance to three communities in Missouri, Idaho, and Kentucky to pilot new “Do-It-Together” strategies designed to bring people of different backgrounds together. Activities from the pilot sites will inform the launch of a new national inclusion campaign led by Welcoming America and the American Immigration Council. A critical component is a national media campaign led by the Ad Council, which has a long history of designing communications campaigns to address public issues and stimulate action.

The three pilot projects for 2019 include:

*1. Mommy and Kids project
Missouri*

This project brought mothers and children from diverse backgrounds together for enriching activities over several months.

*2. Love Your Neighborhood
Kentucky*

U.S. and foreign-born volunteers jointly worked on construction projects on Habitat for Humanity sites and made repairs for neighbors in Louisville’s Portland neighborhood.

*3. Work and Play Together
Idaho*

Coordinated by the Downtown Boise YMCA, volunteers from all walks of life came together to build a playground at a local mosque and host a field day for families.

Welcoming Interactive + Welcoming Economies Convening: The 2019 Welcoming Interactive + Welcoming Economies Convening merged cutting edge policies and innovative ideas from the field of immigrant economic development with successful practices and inspiring stories of welcoming communities. Over 400 leaders from across the country came together in Pittsburgh, PA, to learn and share best practices to build inclusive and prosperous communities for all. Welcoming America hosted the convening in partnership with All for All, the City of Pittsburgh, and Allegheny County.



Welcoming Week: Around 3,000 events took place during our annual celebration of the welcoming movement. This year, we partnered with the YMCA of the USA, eBay Foundation, and American Alliance of Museums to bring together immigrants, refugees, and long-time residents in a spirit of unity to build strong connections across the community and affirm the benefits of welcoming for everyone.

Welcoming International Cohort Gathering: The Welcoming International cohort gathered in September in Berlin, Germany. Some outcomes included: setting forth a process for Welcoming Standard guidelines and frameworks, a communications training, and initial discussions on partnership with migrants on economic development.



Visit to the Hill: In October, we led delegations from Atlanta, GA; Austin/Winona, MN; Salt Lake County, UT; and Saint Cloud, MN in a two-day visit to Washington, DC to receive training on advocacy and meet with Congressional members and staff to engage allies across the political spectrum on the impact of welcoming work at the local level.

spotlight on:

YMCA of the University of Illinois

In 2019, we partnered with the YMCA of the University of Illinois and delivered a training on welcoming economies to 30+ local economic developers, government officials, foundations, nonprofits, and others in Champaign-Urbana. The training helped the Y develop its community-wide strategies for better economic inclusion of immigrants with commitments from the Champaign County Economic Development Corporation and the local governments of the Cities of Champaign and Urbana.

CREATING POLICY CHANGE AND WELCOMING INFRASTRUCTURE

In order for welcoming to be sustainable and long-lasting, it must be part of policy change and the infrastructure of places where people live. Here are some ways we did this in 2019.

Certified Welcoming: Certified Welcoming, a formal designation for cities and counties that meet the rigorous criteria set out in the Welcoming Standard, continued in 2019. At the end of 2019, 15 communities were in the pipeline for certification; staff had audited 11 communities; and four new communities (Lucas County, OH; Lancaster, PA; Chula Vista, CA; and Dallas, TX) became Certified Welcoming.

spotlight on:

Bowling Green, KY

The City of Bowling Green was selected as one of 14 communities in Round III of Gateways for Growth, and one of only six to receive both technical assistance and a matching grant towards developing a strategic welcoming plan. After a year of planning, Bowling Green released Building Community and Growing our Economy: A Welcoming Plan for New Americans which included recommendations in the areas of 1) Strengthened & Inclusive Economy, 2) Connected & Safe Communities, and 3) Engaged & Informed Families.

Gateways for Growth: Through the Gateways for Growth Challenge (G4G), 14 communities across the United States received tailored research and/or direct technical assistance from Welcoming America and New American Economy to develop and implement community-wide, multi-sector welcoming plans. Through public-private partnerships and community engagement, these plans set out concrete policies and initiatives to create a more welcoming and inclusive environment for all residents.

International Members: Inclusive Cities, a project of international member COMPAS in the United Kingdom, released its Inclusive Cities Framework modeled off Welcoming Standards from the U.S., Australia, and New Zealand. The Bertelsmann Foundation & PHINEO, international members in Germany, also released the Weltoffene Kommunen Self-Check which were also based on the Welcoming Standards from the U.S. and New Zealand. Members in Australia and New Zealand launched accreditation systems to complement their Welcoming Standards and build welcoming networks in the countries.

MEMBER HIGHLIGHTS

In 2019, our members in the U.S. and abroad delivered key results in building welcoming communities.

91% of members said they received “tangible value” from being part of the Welcoming Network

1,057 is the total number of policies, practices, and programs implemented by members around immigrant inclusion or welcoming in 2019

Rural Communities

Refugee and Immigrant Services and Education (RAISE) in Noel, MO is a grantee of the National Inclusion Campaign. Noel is a conservative town with a meatpacking plant in a rural area (population: 1,800). By providing technical assistance, we helped RAISE broaden their partnerships and engage long-term residents of Noel with immigrants and refugees.

Suburban Communities

In Allegheny County, PA, which includes suburban and urban Pittsburgh, the County Executive’s office served as a host of the 2019 Welcoming Interactive + Welcoming Economies Convening. The county’s Department of Human Services benefited from our partnership with Civity through an internal dialogue series that deepened the department’s equity work.

International Communities

Immigration New Zealand, an international member, received funding to expand its Welcoming Communities program, effectively institutionalizing welcoming across government and scaling up resources in local communities over the next four years.



DONORS & PARTNERS

INDIVIDUAL

Dona Abbott	Lauren Byrne	Jared Feuer	Esther Ingber
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Theresa Brown	Steven Errante	Hsu Family Foundation	David Lubell
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	Wendy Feliz	Hughey Family Giving Fund	Susan Lubell
		Denise Ignasky	

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Susan Phillips	Sara Sutton	Carnegie Corporation of New York	FWD.us
Carol Pickering	Jane Switzer	Chan Zuckerberg Initiative	Global Switchboard
Diane Polish	Jason Tagler	Community Foundation for Greater Atlanta	Gwinnett County (GA)
Christina Pope	Madiha Tariq	Democracy Fund	Neighborhood Allies
Theodore Pope	Elisa Tauber	eBay Foundation	PUMP
Saurel Quettan	Dana Taylor		University of Oxford
Monica Rao	Abigail Testani		World Education Services
Daniel Rearick	Wesley Tharpe		

Welcoming America strives to list all donors and partners accurately. Any errors or omissions that may have occurred can be corrected upon request.

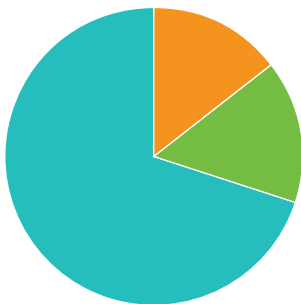
2018-19 FINANCIALS

2018

Revenue: \$2.77 million

Expenses

- 14.7% Management
- 15.4% Fundraising
- 69.9% Program

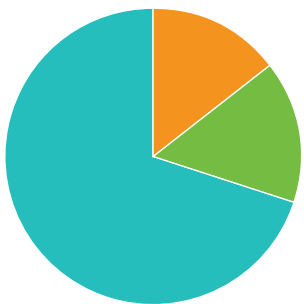


2019

Revenue: \$2.52 million

Expenses

- 14.7% Management
- 15.5% Fundraising
- 69.8% Program



LEADERSHIP & STAFF

The work of welcoming would not be possible without dedicated leaders and staff.

2019 BOARD OF DIRECTORS

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Independent Civic
Engagement Consultant
San Francisco, CA

Mario Hernández, Member

Director of Public Affairs,
Western Union
Denver, CO

Jacob Hsu, Member

CEO, Catalyte
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Tulu Kaifee, Treasurer*

SVP, Inclusive Lending
Strategy Manager at Truist
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President, One Acre Fund USA
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Mara Kimmel, Member

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Anchorage, AK

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Co-Founder/Managing Partner,
Palm Drive Capital
New York, NY

Jane Leu, Member

Founder, Migration Ventures,
Upwardly Global; Smarter Good
San Francisco, CA

Rachel Peric, Member*

Executive Director, Welcoming America
Washington, DC

Jonathan Romero, Secretary and Chair of External Affairs Committee*

Community Organizer
Los Angeles, CA

Heath Wickline, Member

Communications Officer,
William and Flora Hewlett Foundation
San Francisco, CA

** = Executive Committee*

NETWORK LEADERSHIP COMMITTEE

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Executive Director of
The American Place,
Hartford Public Library,
Hartford, CT

Ze Min Xiao

Director, Mayor's Office
for New Americans,
Salt Lake County, UT

Christa Yoakum

County Commissioner
Lancaster County, NE

Betsy Cohen

Executive Director for the Regional
Immigration & Innovation Initiative
St. Louis Mosaic Project (Missouri)

Feyisola Akintola

Special Initiatives Manager for Mayor
William Peduto of Pittsburgh, PA

WELCOMING AMERICA STAFF

(as of December 2019):

Melissa Bertolo

Certified Welcoming Director

Leyla Compani

Chief Development Officer

Molly Hilligoss

Midwestern Regional Manager

Jordyne Krumroy

Southeastern Regional Manager

Isha Lee

Deputy Director

David Lubell

Founding Executive Director,
Welcoming International;
Founder, Welcoming America

Vanja Pantic-Oflazoglu

International Program Manager

Rachel Peric

Executive Director

Christina Pope

Senior Network Director

Anthony Salas

Membership & Events Manager

Meg Shoemaker Little

Chief Program Officer

Timothy Walden

Communications Manager

Note: Since December 2019, we have welcomed three staff members to the team:

Wesley Myrick

Director of Operations

Lola Pak

Director of Communications

George Zavala

Western Regional Manager





OUR MEMBERS in 2019

In 2019, Welcoming America had 212 members based in the United States and four international members.



ALABAMA

HICA
Birmingham, AL  

ALASKA

Anchorage Museum
Anchorage, AK  
Municipality of Anchorage
Anchorage, AK  

ARIZONA

Literacy Connects
Tucson, AZ  

ARKANSAS







City of Fayetteville
Fayetteville, AR  
City of Springdale
Springdale, AR  
Northwest Arkansas Council
Springdale, AR  

CALIFORNIA







City of Anaheim
Anaheim, CA  
City of Chula Vista
Chula Vista, CA   
City of Daly City
Daly City, CA  
City of Oakley
Oakley, CA  
City of Redwood City
Redwood City, CA
 
City of San Jose
San Jose, CA  
Concrete Gardens
San Jose, CA  

County of Santa Clara
Santa Clara, CA  
Pars Equality Center
Sherman Oaks, CA  
Redwood City Public Library
Redwood City, CA  
Santa Clara County
San Jose, CA  
YMCA of San Diego County
San Diego, CA  
YMCA of Silicon Valley
Santa Clara, CA  



COLORADO

Barrio E
Denver, CO  
Denver Office of Immigrant
& Refugee Affairs
Denver, CO  
Latino Cultural Arts Center
Denver, CO  



CONNECTICUT

Building One Community
Stamford, CT  
Hartford Public Library
Hartford, CT  
International Hartford
Hartford, CT  

DELAWARE

YMCA of Delaware
Wilmington, DE  

























DISTRICT OF COLUMBIA

Libraries Without Borders
Washington, DC  

FLORIDA




Alachua County
Gainesville, FL  
All People's Day
Delray Beach, FL  
City of Gainesville
Gainesville, FL  
City of West Palm Beach
West Palm Beach, FL  

GEORGIA







City of Brookhaven
Brookhaven, GA  
City of Clarkston
Clarkston, GA  
City of Decatur
Decatur, GA  
City of Doraville
Doraville, GA  
City of East Point
East Point, GA  
City of Norcross
Norcross, GA  
City of Stockbridge
Stockbridge, GA  
Coalition of Refugee Service
Agencies (CRSA)
Atlanta, GA  
Corners Outreach
Peachtree Corners, GA
 
Latin American Association
Atlanta, GA  
Mayor's Office of Immigrant
Affairs-Welcoming Atlanta
Atlanta, GA  
Scottdale Learning Center
Scottdale, GA  

Southern Poverty Law Center
Decatur, GA  







IDAHO

City of Boise
Boise, ID   













ILLINOIS

City of Champaign
Champaign, IL  
Silk Road Rising
Chicago, IL  
YMCA of the University of Illinois
Champaign, IL  

INDIANA

Associated Churches
Fort Wayne, IN  
OrthoWorx
Warsaw, IN  
Welcoming Michiana
South Bend, IN  

IOWA

City of Cedar Rapids
Cedar Rapids, IA  
City of Iowa City
Iowa City, IA  
Greater Des Moines Partnership
Des Moines, IA  
Johnson County, IA
Iowa City, IA  
One Siouxland
Sioux City, IA  
South Sioux City
South Sioux City, IA  

Legend

MEMBER LEVEL General:  Core:  Premium: 



ORG TYPE Nonprofit:  Government: 


CERTIFIED WELCOMING 


Interested in becoming a member?




Visit wamerica.us/membership to learn more or contact membership@welcomingamerica.org.


KENTUCKY



Center for Great Neighborhoods
Covington, KY  



City of Bowling Green
Bowling Green, KY  

City of Lexington
Lexington, KY  



City of Louisville
Louisville, KY   

Josephine Sculpture Park
Frankfort, KY  



Kentucky Office of Refugees—
Catholic Charities
Louisville, KY  



Northern Kentucky Chamber
Fort Mitchell, KY  

LOUISIANA



Louisiana Organization
for Refugees and
Immigrants (LORI)
Baton Rouge, LA  



MAINE

City of Portland, Office of
Economic Opportunity
Portland, ME  



New England Arab
American Organization
Portland, ME  



MARYLAND



Baltimore City Mayor's Office
of Immigrant Affairs
Baltimore, MD  



Montgomery County, MD
(Gilchrist Immigrant
Resource Center)
Wheaton, MD  



MASSACHUSETTS



City of Cambridge
Cambridge, MA  

City of Salem
Salem, MA  



East Somerville Main Streets
Somerville, MA  



Lowell RISE Coalition
Lowell, MA  



Mayor's Office for Immigrant
Advancement—City of Boston
Boston, MA  



Merrimack Valley YMCA
Lawrence, MA  



MICHIGAN



City of Ann Arbor City
Ypsilanti, MI  



City of Battle Creek
Battle Creek, MI  



City of Flint
Flint, MI  



City of Kalamazoo
Kalamazoo, MI  



City of Sterling Heights
Sterling Heights, MI  



Global Detroit
Detroit, MI  



Kalamazoo County
Kalamazoo, MI  



Macomb County
Macomb, MI  



Michigan Office for
New Americans
Detroit, MI  

Samaritas
Detroit, MI  

Township of Clinton
Clinton Township, MI
 

Washtenaw County
Ypsilanti, MI  

Wayne County
Wayne, MI  

Welcoming Michigan—Michigan
Immigrant Rights Center
Detroit, MI  

MINNESOTA

City of Austin
Austin, MN  

City of Minneapolis
Minneapolis, MN  

City of Saint Paul
St Paul, MN  

City of St. Charles
St. Charles, MN  

City of Winona
Winona, MN  

Mixed Blood Theatre
Minneapolis, MN  



Project FINE
Winona, MN  



#UNITECLOUD
St. Cloud, MN  



Welcome Center, Inc.
Austin, MN  

YMCA of Greater Twin Cities
Minneapolis, MN  



MISSOURI



International Institute
of St. Louis
St. Louis, MO  

Refugee and Immigrant
Services and Education
Noel, MO  



St. Louis Mosaic Project
St. Louis, MO  



NEBRASKA



Civic Nebraska
Lincoln, NE  



Nebraska Appleseed
Lincoln, NE  

NEW HAMPSHIRE



City of Nashua
Nashua, NH  



New Hampshire Alliance of
Immigrants & Refugees /
Welcoming New Hampshire
Manchester, NH  



Welcoming Concord
(Second Start)
Concord, NH  


Welcoming Manchester
Manchester, NH  



NEW JERSEY

Middlesex County, NJ
Middlesex, NJ  



Municipality of Princeton
Princeton, NJ  



Piscataway Public Library
Piscataway, NJ  



Wayne YMCA
Wayne, NJ  



Welcome Home Jersey City
Jersey City, NJ  



NEW YORK



Catholic Charities Community
Services of New York
New York, NY  



Centerstate CEO
Syracuse, NY  



City of New York
New York, NY  



Hearts and Homes for Refugees
Pelham, NY  



Hopeprint
Syracuse, NY  



International Institute of Buffalo
Buffalo, NY  



Ithaca Welcomes Refugees
Ithaca, NY  



The New York
Immigration Coalition
New York, NY  



Tompkins Chamber
Ithaca, NY  

United Photo Industries
Brooklyn, NY  



Upwardly Global
New York, NY  



Westminster Economic
Development Initiative
Buffalo, NY  



YMCA Of Greater New York
New York, NY  



The YMCA of Greater Rochester
Rochester, NY  





NORTH CAROLINA

City of Charlotte
Charlotte, NC  

City of Greensboro
Greensboro, NC  

City of High Point
High Point, NC  

























City of Salisbury
Salisbury, NC  

Uniting NC
Durham, NC  
YMCA of Greater Charlotte
Charlotte, NC  





NORTH DAKOTA

African Arts Arena
Grand Forks, ND  
City of Fargo
Fargo, ND  
City of Grand Forks
Grand Forks, ND  











OHIO

Cincinnati Compass
Cincinnati, OH  
City of Akron
Akron, OH  
City of Dayton
Dayton, OH   
Global Cleveland
Cleveland, OH  
Home Sweet Home Community
Redevelopment Corp
Dayton, OH  
Human Relations Commission,
City of Toledo
Toledo, OH  
International Institute of Akron
Akron, OH  
Pavilion Ministries
Columbus, OH  
Summit County
Akron, OH  
Thrive Mahoning Valley
Youngstown, OH  
Wave Pool
Cincinnati, OH  
Welcome Toledo-Lucas County
Toledo, OH   
Woven Oak Initiatives
Cincinnati, OH  

OKLAHOMA







City of Tulsa
Tulsa, OK  
YWCA Tulsa
Tulsa, OK  

OREGON











Bend 2030
Bend, OR  
City of Beaverton
Beaverton, OR  
Oregon League
of Conservation Voters
Portland, OR  
The Environmental Center
Bend, OR  
The Latino Community
Association
Bend, OR  

PENNSYLVANIA












All for All
Pittsburgh, PA  
Allegheny County Department
of Human Services
Pittsburgh, PA  
Bhutanese Community
Association of
Pittsburgh (BCAP)
Pittsburgh, PA  
Borough of State College State
College, PA  
City of Asylum
Pittsburgh, PA  
City of Erie
Erie, PA  
City of Lancaster
Lancaster, PA   
Global Minds Initiative
Pittsburgh, PA  
JFCS Pittsburgh (Jewish
Family and Community
Services Pittsburgh)
Pittsburgh, PA  
Mayors Office/ Bureau
of Neighborhood
Empowerment (BNE)–
City of Pittsburgh
Pittsburgh, PA  
Penn State Law Clinic
University Park, PA  
Philadelphia Office
of Immigrant Affairs
Philadelphia, PA  

The Regional Opportunity
Center, D/B/A
Vibrant Pittsburgh
Pittsburgh, PA  
Welcoming Center for
New Pennsylvanians
Philadelphia, PA  
YMCA of York and York County
York, PA  






TENNESSEE

City of Knoxville
Knoxville, TN  
City of Nashville
Nashville, TN  
Conexion Americas
Nashville, TN  
Latino Memphis
Memphis, TN  
Welcoming Tennessee
Nashville, TN  



TEXAS

Catholic Charities Archdiocese
of San Antonio
San Antonio, TX  
City of Dallas
Dallas, TX   
City of San Antonio
San Antonio, TX  
Las Imaginistas
Brownsville, TX  
Refugee Services of Texas
Austin, TX  









UTAH

Craft Lake City
Salt Lake City, UT  
Mayor's Office for New
Americans Salt Lake County
Salt Lake City, UT
  





VERMONT

Champlain Valley Office of
Economic Opportunity
Burlington, VT  







VIRGINIA

City of Charlottesville
Charlottesville, VA  
City of Harrisonburg
Harrisonburg, VA  
City of Roanoke
Roanoke, VA  
Welcoming Greater Charlottesville
Charlottesville, VA  

WASHINGTON

City of Kent
(Kent Arts Commission)
Kent, WA  
City of Redmond
Redmond, WA  
Eastside Refugee and
Immigrant Coalition
Bellevue, WA  

WISCONSIN

International Institute
of Wisconsin
Milwaukee, WI  
Open Doors for Refugees
Madison, WI  
YMCA of Metropolitan Milwaukee
Milwaukee, WI  

International Members

AUSTRALIA

Welcoming Australia

GERMANY

Bertelsmann Foundation
& PHINEO

NEW ZEALAND

Immigration New Zealand

UNITED KINGDOM

Oxford University Centre on
Migration, Policy & Society



Think your city or county government is a welcoming place? Get Certified Welcoming! Learn more at certifiedwelcoming.org and contact certified@welcomingamerica.org to get started.

Support **WELCOMING** by:

JOINING AS A MEMBER:

wamerica.us/membership

BECOMING CERTIFIED WELCOMING:

certifiedwelcoming.org

GIVING:

welcomingamerica.kindful.com

CONNECTING ON SOCIAL MEDIA AND EMAIL:

 @welcomingusa

 /WelcomingAmerica

 @welcomingusa

 /WelcomingAmerica

 wamerica.us/emailsingup

WELCOMING
AMERICA



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