

ANNUAL REPORT  
20  
20

# RESILIENCE

through

# WELCOMING

WELCOMING  
AMERICA



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## LETTER FROM THE EXECUTIVE DIRECTOR

With incalculable lives lost and unprecedented threats against the foundations of our democracy, 2020 was a year that many of us are eager to put behind us. Yet, it was also a year of profound transformation with important lessons.

First, trust is the bedrock of a healthy democracy. Whether it's confidence in our electoral systems, relationships with our neighbors, or being able to communicate with emergency responders in our native languages, trust is critical to a free society. But in spite of seeing so many instances where trust was absent—or deliberately undermined—we also saw an explosion of mutual aid and care, a yearning for community, and a greater awareness of our accountability to one another. As thousands took to the streets to protest injustice, we began to examine more deeply the patterns of racism so ingrained in our culture and laws, a hopeful sign that democracy is on the mend.

Second, a welcoming infrastructure is more needed than ever. Among Welcoming America's members and partners in the U.S. and in seven countries, we saw how this network of institutions and leaders strengthened the ability of neighbors to work together to save lives, counter disinformation, and respond to the urgent needs of community members, particularly those for whom race, language, status, and ZIP code created an added barrier. We're grateful to the many donors who stepped up to help us stand up our Resilient Rapid Response Initiative fund and respond to dire circumstances of our members, allowing them to strengthen their community's ability to plan for and manage future emergencies.

Along with action on the ground, the Belonging Begins With US campaign we launched with the Ad Council and American Immigration Council gave a megaphone to the growing chorus of voices calling for a more welcoming nation. Through TV ads, radio spots, and a cover song by the band Lake Street Dive, Belonging Begins With US will be an enduring effort that bends attitudes and behaviors toward greater inclusion.

From the pandemic to the election to racial reckoning, 2020 offered a rare jolt of experiences to recognize that the health of our society, democracy, and loved ones is not a zero-sum good: our individual health only expands when our neighbors are healthy, too. As we face the future with its many challenges—climate change, continued threats to democracy, growing migration—returning to this foundation of trust and welcoming infrastructure will help us do so with resilience, and powered by a movement of upstanders.

Onward!



**Rachel Peric**

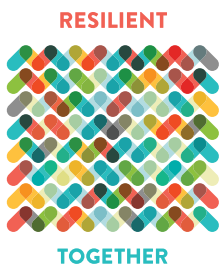
Executive Director, Welcoming America

# OUR IMPACT IN 2020

As we reflect on 2020, we mourn the lives lost to COVID-19 and the devastating impact of the virus in communities worldwide. The tragedies have exposed the deep inequalities that persist in our politics, economies, and societies. As the world slowly heals, we take the lessons learned in 2020 – from racial equity to inclusive emergency response – and reflect on them here to build a more equitable nation of neighbors.

## MEETING THE MOMENT

### RESILIENT RAPID RESPONSE INITIATIVE



With the help of our donors, we launched the Resilient Rapid Response Initiative in April to assist our members with immediate needs in responding to the COVID-19 pandemic.

Through the Resilient Rapid Response fund, our members:

- Translated COVID-19 information on public transportation into multiple languages
- Formed stronger community partnerships to rally support for immigrant residents
- Created mask sewing cooperatives
- Launched financial hotlines for immigrants to get financial advice in their native language

We also offered:

- Webinars on supporting immigrant-owned businesses, fundraising, and more
- Coaching on language access best practices
- Community of practice on inclusive emergency management



By helping members move from shock to action, we helped build on the work they have been doing to make communities more welcoming and inclusive places.

**“Through the grant, the city worked to liaise with hard-to-reach communities and provide access and awareness of city resources, as well as gather data, assess, and further refine the city’s resources and programs to meet the needs of vulnerable communities.”**

**– CITY OF DALLAS, WELCOMING COMMUNITIES & IMMIGRANT AFFAIRS DIVISION (DALLAS, TX)**

**“We consistently hear from new American communities that they need more than interpretation, they need help navigating the systems of support. We are grateful that the Resilient Rapid Response Fund enabled us to provide that support.”**

**– CHAMPLAIN VALLEY OFFICE OF ECONOMIC OPPORTUNITY (BURLINGTON, VT)**

#WelcomingIsResilient

## Resilient Rapid Response Initiative IMPACT REPORT

Welcoming America created the Resilient Rapid Response Initiative in March 2020 to assist local government and non-profit members of the Welcoming Network to serve their communities in response to the COVID-19 pandemic.

### 7 Trainings

From March to July, we created and led seven training webinars:

1. Fundraising
2. The Census
3. Virtual Civic Dinners
4. Supporting Immigrant-Owned Businesses
5. Communication
6. Language Access
7. Inclusive Emergency Planning



"Welcoming America is very valuable in times of change and new needs to get us all up on the best thinking and sharing"

### Created a Community of Practice

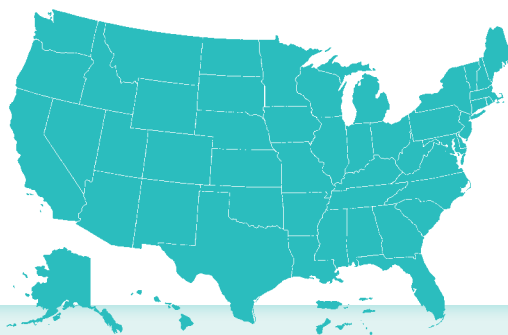
38 local leaders from the Welcoming Network across the U.S. meet quarterly to discuss inclusive emergency management capacity building.



**Over \$100,000** in grants to 10 member organizations serving the immediate needs of people in their communities.

#### GRANTEES:

Champlain Valley Office of Economic Opportunity (VT)	Lowell Rise Coalition (MA)
City of Columbus (OH)	Lucas County (OH)
City of Dallas (TX)	One Siouxland (IA)
Corners Outreach (GA)	New England Arab American Organization (ME)
Latino Memphis (TN)	St. Louis Mosaic Project (MO)



### Language Access

你好

Chào

¡Hola!

**13** one-on-one language access coaching sessions provided to members

**1** language access tool commissioned to be published this summer

**11** language access workshops provided in a group setting

With support from Democracy Fund and World Education Services Mariam Assefa Fund



## PARTNERSHIPS

In 2020, we formed several partnerships that were critical to helping our members get through the pandemic and renewed energy around equitable civic engagement:

- **Language access:** With Mary Jane McCullough of **Global Wordsmiths** as a partner, we provided members access to a professional language access practitioner and helped improve their own language access policies and programs.
- **Inclusive emergency response:** The **Institute for Diversity and Inclusion in Emergency Management** was an indispensable partner in the webinars, workshops, and toolkits created to help members make emergency response management in communities more equitable during the pandemic and beyond.
- **Civic engagement:** Our partnership with **Polco**, an award-winning civic engagement platform, allowed our members to strengthen connections with residents by using surveys like the Community Equity and Inclusion Survey. Members also received discounted subscription rates to access enhanced features and services of the platform.

## WELCOMING WEEK: CREATING HOME TOGETHER

In September, we went virtual with our annual Welcoming Week series of events under the theme of “Creating Home Together”. From virtual library curations to panel discussions on immigration history and socially-distanced community service projects, **our 200+ members and 47 partners hosted more than 450 events** across the U.S. and abroad, creating home together in a year of being apart.



Other highlights:

- Musical star **André De Shields** delivered moving remarks in our first-ever virtual kickoff event
- **Over 30 local governments** passed a Welcoming Resolution or Proclamation
- Featured in a *USA Today* op-ed

## WELCOMING INTERNATIONAL VIRTUAL CONVENING

In October, our Welcoming International initiative hosted its third annual gathering of international partners virtually. From Spain to Australia, the cohort of around **20 participants spent three days** on Zoom to reflect on the past year, build capacity, and strategize the future of welcoming places in a global context. Other themes included inclusive recovery methods, communications challenges, and ways to move welcoming work forward in spite of the challenges posed by the pandemic.

## NEW ONLINE STORE AND REVAMPED SWAG

Our welcoming swag is now more accessible than ever, thanks to our new online store powered by **Shopify**. With a broad range of global shipping options, as well as inventory optimizations, we're able to produce and ship swag on demand. Visit [store.welcomingamerica.org](https://store.welcomingamerica.org).

# BUILDING INFRASTRUCTURE

## CERTIFIED WELCOMING

In 2020, we celebrated the achievement of **11 Certified Welcoming places** with the additions of Baltimore, MD; Montgomery County, MD; and Erie, PA to the growing list of places committing to being more welcoming and inclusive of all residents, including immigrants.

## RURAL WELCOMING INITIATIVE

As part of our ongoing commitment to rural communities, we selected five cities and organizations to receive a complimentary Welcoming America membership, coaching and technical assistance, and peer learning opportunities to create more welcoming communities:

- City of Dodge City, KS
- City of Crete, NE
- West Virginia Interfaith Refugee Ministry
- Worthing Area YMCA (MN)
- Kansas Hispanic & Latino American Affairs Commission

## WELCOMING ECONOMIES PILOT



In partnership with Global Detroit, Welcoming America successfully launched and concluded the Welcoming Economies (WE) pilot program. With the goal of advancing economic inclusion for immigrants, we worked with partners in Champaign-Urbana, IL; Louisville, KY; and Pittsburgh, PA to lay the groundwork for creating more inclusive and diverse local economies. This included launching immigrant business directories; monthly workshops for immigrant entrepreneurs; improving loan and grant application processes for immigrant housing assistance; and more.

## GATEWAYS FOR GROWTH

Continuing our partnership with New American Economy, we helped **14 localities launch** welcoming plans as part of the Gateways for Growth (G4G)



## SPOTLIGHT ON: ERIE, PA

Through a global pandemic and contentious election season — particularly in Pennsylvania — the City of Erie mobilized its resources in public health, law enforcement, and community partners to ensure immigrants and refugees were included in the pandemic emergency response; conversations on racial equity; and in the 2020 census and elections. Getting Certified Welcoming will only aid the city in future crises and beyond.

“ This certification means that we have achieved a goal but we also have new goals to achieve, including making sure that Erie is a welcoming place for all of our residents, including Black Americans, Latinos, and the next wave of newcomers who will bring their talents to Erie and carry forth this commitment to be a welcoming place for all.”

— COUNCILWOMAN LIZ ALLEN

“ I am happy and excited that the City of Erie is now a Certified Welcoming city. I believe that everyone’s voice needs to be heard. I have been an Erie resident for 15 years. Erie became my home, a place where I was able to get a job, buy a house, to raise my children, to give them a good education and medical care, and to be able to care for my elderly parents. Erie gave me the opportunity to give back to the community and be a proud citizen.”

— ANNA TISCHENKO, Erie resident

award in 2020. We also announced the next cohort of localities to receive customized research on the local demographic and economic contributions of immigrants, as well as tailored technical assistance on creating immigrant inclusion plans. The 19 localities selected committed to integrating immigrants into their pandemic recovery efforts and emergency management systems in 2021.

## Other Welcoming Plans

In addition to G4G, we assisted the following communities with developing strategies and plans for immigrant inclusion:

- Kansas City, MO
- Aurora, CO
- Chula Vista, CA

## REGROUPING ON THE WELCOMING STANDARD

To ensure that the Welcoming Standard continues to serve as an accurate roadmap for places seeking to become truly welcoming places, Welcoming America launched two advisory groups—the Content Advisory Board and the Technical Committee—to lead a one-year review and produce recommendations for improvement. Throughout 2021, the goal is to produce an updated version of the Welcoming Standard reflecting on-the-ground reality communities face amidst political, budgetary, demographic, and geographic differences.

## THOUGHT LEADERSHIP

### CREATIVE PLACEMAKING + IMMIGRATION WITH ARTPLACE AMERICA



As part of our partnership with ArtPlace America, we were honored to be a part of the creative placemaking field scan *Bridging Divides, Creating Community: Arts, Culture, and Immigration* written by John C. Arroyo, Ph.D., AICP and released in October.

From case studies of the Welcoming Network to collaboration methods, the field scan provides a framework on how the arts and culture can contribute to local, place-based immigration outcomes.

## A MORE WELCOMING CHICAGO



In September, the Chicago Council on Global Affairs released the report *A Global Welcome: Metro Chicago's Approach to Immigrant Inclusion*, which includes expertise from Welcoming America staff on how communities can be more welcoming and inclusive

of immigrants in the Chicagoland area, as well as manage demographic changes. The following month, we hosted a webinar on the report for Welcoming Network members.

## CONTENT PARTNERSHIPS

### GigRoots



Julio Zegarra-Ballon of Zee Bee Market in St. Louis, MO.  
Credit: International Institute of St. Louis.

As part of Welcoming Week, we collaborated with Ethan Daly of GigRoots on a four-part podcast series to highlight Welcoming Network members in the Midwest—St. Louis, MO; Twin Falls, ID; Sioux City, IA; and Cleveland, OH—and their innovative work with local immigrant entrepreneurs.

### The Conversationalist

How can younger generations be part of creating more welcoming communities? In September, we partnered with The Conversationalist, a multimedia platform and digital community of Gen Z-ers, on an Instagram post series featuring tips for discussing immigration, belonging, and community.





## FEATURED:

# BELONGING BEGINS WITH US

After much anticipation, we launched the national campaign Belonging Begins With US in late 2020. In partnership with the Ad Council and the Center for Inclusion and Belonging at the American Immigration Council, as well as a broad coalition of national partners, Welcoming America participated in the audience research, design, messaging, and production of the PSA campaign dedicated to fostering a more welcoming nation where everyone — regardless of their background — can belong.

Concurrently, Welcoming America also led a pilot program with a select group of Welcoming Network members to put the spirit of belonging into action in eight communities, thanks to the support from the Walmart Foundation:

- #UniteCloud (St. Cloud, MN)
- YMCA Milwaukee (Milwaukee, WI)
- New England Arab American Organization (Maine)
- Emerson YMCA (Ferguson, MO)
- RAISE (Noel, MO)
- YMCA of the Oranges (Wayne, NJ)
- Jannus (Boise, ID)
- Catholic Charities of Louisville (KY)

With the onset of the pandemic, these communities shifted their programming to a virtual component or with strict safety measures. This included virtual



*Western Regional Manager George Zavala participates in the virtual cooking class hosted by Jannus Inc. as part of the Belonging Begins With US pilot programs.*

cooking classes with refugee chefs; outdoor gardening projects; Zoom workshops on racial equity; house building projects; and more.



Because we all know how it feels to be excluded, we also know how to make others feel they belong. Through sustained national media placements and local community activations, Belonging Begins With US empowers each of us to welcome others and foster belonging in our communities.

“The American Place at Hartford Public Library enthusiastically shares Welcoming America’s dynamism of nurturing connections between newcomer immigrants and members of the receiving community, serving to accelerate our knowledge and appreciation for our shared values and respect of our many diverse American cultures.”

— **HOMA NAFICY**, Hartford Public Library, The American Place, Executive Director

# OUR MEMBERS IN 2020

In 2020, we had 217 members of the Welcoming Network be part of making their communities more resilient and welcoming through the pandemic and beyond:



NONPROFIT MEMBERS  
**103**

LOCAL GOVT. MEMBERS  
**107**



INTERNATIONAL MEMBERS  
**4**

OUR MEMBERS  
REPRESENTED  
**5 COUNTRIES AND  
43 U.S. STATES**

## ALABAMA

City of Birmingham  
Birmingham, AL **G**   
Hispanic Interest  
Coalition of Alabama  
Birmingham, AL **G** 


## ALASKA

Anchorage Museum  
Anchorage, AK **G**   
Municipality of Anchorage  
Anchorage, AK **G** 



## ARIZONA




Pima County Public Library  
Tucson, AZ **G** 




## ARKANSAS







Northwest Arkansas Council  
Springdale, AR **G** 

## CALIFORNIA







Central Valley  
Immigrant Integration  
Collaborative (CVIIC)  
Clovis, CA **C**   
City of Anaheim  
Anaheim, CA **G** 

City of Chula Vista  
Chula Vista, CA **P**   
City of Daly City  
Daly City, CA **C**   
City of Los Angeles, Mayor's  
Office of Immigrant Affairs  
Los Angeles, CA **G** 





City of Oakley  
Oakley, CA **G**   
City of Redwood City  
Redwood City, CA **G**   
City of San Jose  
San Jose, CA **C** 


City of Sunnyvale  
Sunnyvale, CA **C**   
Contra Costa County  
Employment &  
Human Services  
Martinez, CA **P**   
County of San Mateo  
Redwood City, CA **P**   
Pars Equality Center  
Sherman Oaks, CA **G**   
Santa Clara County, Office  
of Immigrant Relations  
San Jose, CA **G**   
YMCA of San Diego County  
San Diego, CA **G** 

## COLORADO

City of Aurora  
Aurora, CO **C**   
City of Denver, Office of  
Immigrant & Refugee Affairs  
Denver, CO **C**   
Companeros: Four Corners  
Immigrant Resource Center  
Durango, CO **G**   
Hispanic Affairs Project  
Montrose, CO **G**   
Intercambio Uniting  
Communities  
Boulder, CO **G**   
One Morgan County  
Fort Morgan, CO **C** 

## CONNECTICUT







Building One Community  
Stamford, CT **G**   
Hartford Public Library  
Hartford, CT **G**   
International Hartford  
Hartford, CT **G**   
Otis Library  
Norwich, CT **G** 

YMCA of Greater Hartford,  
Hale YMCA Youth  
and Family Center  
Putnam, CT **G** 

## FLORIDA

Alachua County  
Gainesville, FL **G**   
City of Gainesville  
Gainesville, FL **P**   
WeaveTales Refugee Stories  
Jacksonville, FL **G** 

## GEORGIA

Athens-Clarke County  
Athens, GA **P**   
City of Atlanta (Mayor's Office  
of Immigrant Affairs –  
Welcoming Atlanta)  
Atlanta, GA **P**   
City of Brookhaven  
Brookhaven, GA **P**   
City of Clarkston  
Clarkston, GA **P**   
City of Decatur  
Decatur, GA **P**   
City of Doraville  
Doraville, GA **P** 

### LEGEND:

#### MEMBER LEVEL

General: **G** Core: **C** Premium: **P**

#### ORG TYPE

Nonprofit:  Government: 

#### CERTIFIED WELCOMING

Certified:  In Progress: 

**“Welcoming America has lots of great resources. As a state in the middle of the country, it is sometimes challenging to get actionable ideas if the focus is always what is happening on the coasts and largest cities. Welcoming America does a good job of highlighting programs and models from across the country.”**

– **DIANE EASON CONTRERAS**, YWCA Tulsa, OK

City of East Point  
East Point, GA **P**

City of Norcross  
Norcross, GA **P**

City of Stockbridge  
Stockbridge, GA **P**

CivicGeorgia  
Atlanta, GA **G**

Coalition of Refugee  
Service Agencies  
Atlanta, GA **G**

Corners Outreach  
Peachtree Corners, GA **G**

Latin American Association  
Atlanta, GA **G**

Scottdale Early Learning  
Scottdale, GA **G**

Welcoming Avondale Estates  
Avondale Estates, GA **P**

## IDAHO

City of Boise  
Boise, ID **G**

Idaho Office for Refugees  
at Jannus, Inc.  
Boise, ID **C**

Unity Alliance  
of Southern Idaho  
Twin Falls, ID **C**

## ILLINOIS

Champaign County Economic  
Development Corporation  
Champaign, IL **C**

City of Champaign  
Champaign, IL **G**

Silk Road Rising  
Chicago, IL **G**

Syrian Community Network  
Chicago, IL **G**

YMCA of the  
University of Illinois  
Champaign, IL **C**

## INDIANA

Associated Churches  
Fort Wayne, IN **G**

Immigrant Welcome Center  
Indianapolis, IN **C**

OrthoWorx  
Warsaw, IN **G**

Welcoming Michiana  
South Bend, IN **C**

## IOWA

City of Cedar Rapids  
Cedar Rapids, IA **C**

Johnson County  
Iowa City, IA **G**

Marshalltown YMCA-YWCA  
Marshalltown, IA **G**

One Siouxland  
Sioux City, IA **G**

Polk County Iowa  
Board of Supervisors  
Des Moines, IA **G**

## KANSAS

Catholic Charities  
of Southwest Kansas  
Dodge City, KS **P**

City of Dodge City  
Dodge City, KS **P**

## KENTUCKY

City of Bowling Green  
Bowling Green, KY **C**

City of Lexington  
(Global Lexington)  
Lexington, KY **G**

City of Louisville  
Louisville, KY **C**

Kentucky Office of Refugees –  
Catholic Charities  
Louisville, KY **C**

Northern Kentucky Chamber  
Fort Mitchell, KY **G**

## LOUISIANA

Catholic Charities  
of New Orleans  
Metairie, LA **G**

Louisiana Organization for  
Refugees and Immigrants  
Baton Rouge, LA **G**

## MAINE

City of Portland  
Portland, ME **P**

New England Arab  
American Organization  
Portland, ME **C**

## MARYLAND

City of Baltimore  
Baltimore, MD **G**

City of Salisbury  
Salisbury, MD **C**

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

Prince George's County  
Upper Marlboro, MD **G**

## MASSACHUSETTS

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

City of Cambridge  
Cambridge, MA **G**

City of Salem  
Salem, MA **C**

International Institute  
of New England  
Boston, MA **G**

Lowell RISE Coalition  
Lowell, MA **G**

New Hampshire Alliance of  
Immigrants & Refugees /  
Welcoming New Hampshire  
Manchester, MA **G**

## MICHIGAN

City of Ann Arbor City  
Ypsilanti, MI **G**

City of Battle Creek  
Battle Creek, MI **G**

City of Detroit, Mayor's  
Office of Immigrant Affairs  
& Economic Inclusion  
Detroit, MI **C**

City of Flint, MI (International  
Center of Greater Flint)  
Flint, MI **G**

City of Kalamazoo  
Kalamazoo, MI **G**

City of Sterling Heights  
Sterling Heights, MI **G**

City of Troy  
Troy, MI **G**

Global Detroit  
Detroit, MI **C**

Jersey City Division of  
Immigrant Affairs –  
Department of Health  
and Human Services  
Ann Arbor, MI **C**

Kalamazoo County  
Kalamazoo, MI **G**

Michigan Immigrant  
Rights Center  
Detroit, MI **C**

Oakland County Executive  
Waterford, MI **C**

Office of Global Michigan  
Detroit, MI **C**

Samaritas  
Detroit, MI **C**

Washtenaw County  
Government  
Ypsilanti, MI **G**

## MINNESOTA

#UniteCloud  
St. Cloud, MN **C**

City of Austin  
Austin, MN **C**

City of Minneapolis  
Minneapolis, MN **P**

City of Saint Charles  
St. Charles, MN **G**

City of Saint Paul  
St Paul, MN **P**

City of Winona  
Winona, MN **G**



Think your city or county government is a welcoming place? Get Certified Welcoming! Learn more at [certifiedwelcoming.org](https://certifiedwelcoming.org) and contact [certified@welcomingamerica.org](mailto:certified@welcomingamerica.org) to get started.

Minneapolis Regional Chamber  
Minneapolis, MN **P** ♥

Project FINE  
Winona, MN **C** ♥

Region Five  
Development Commission  
Staples, MN **G** ♥

Southeast Minnesota Together  
Rochester, MN **C** ♥

Southern Minnesota  
Initiative Foundation  
Owanton, MN **G** ♥

Southwest Initiative Foundation  
Hutchinson, MN **P** ♥

Welcome Center, Inc.  
(Austin Welcome Center)  
Austin, MN **G** ♥

## MISSOURI

Gateway Region YMCA  
St. Louis, MO **C** ♥

International Institute  
of St. Louis  
St. Louis, MO **C** ♥

Refugee And Immigrant  
Services & Education  
Noel, MO **G** ♥

St. Louis Mosaic Project  
St. Louis, MO **C** ♥

## NEBRASKA

City of Crete  
Crete, NE **C** ♥

City of South Sioux City  
South Sioux City, NE **C** ♥ ☆

Nebraska Appleseed  
Lincoln, NE **C** ♥

## NEW HAMPSHIRE

City of Nashua  
Nashua, NH **G** ♥ ☆

Welcoming Concord  
(Second Start)  
Concord, NH **G** ♥

Welcoming Manchester  
Manchester, NH **G** ♥

## NEW JERSEY

Ithaca Welcomes Refugees  
Jersey City, NJ **C** ♥

Metropolitan YMCA  
of the Oranges/Wayne  
Newton, NJ **C** ♥

Municipality of Princeton  
Princeton, NJ **G** ♥

Piscataway Public Library  
Piscataway, NJ **G** ♥

## NEW MEXICO

City of Albuquerque  
Albuquerque, NM **C** ♥

## NEW YORK

Center for Family Life  
in Sunset Park  
Brooklyn, NY **C** ♥

CenterState CEO  
Syracuse, NY **G** ♥

City of Buffalo, Office  
of New Americans  
Buffalo, NY **C** ♥

Hearts and Homes  
for Refugees  
Pelham, NY **G** ♥

International Institute  
of Buffalo  
Buffalo, NY **C** ♥

Neighbors for Refugees  
Larchmont, NY **G** ♥

The New York  
Immigration Coalition  
New York, NY **G** ♥

The YMCA of Greater Rochester  
Rochester, NY **G** ♥

Tompkins Chamber  
Ithaca, NY **G** ♥

YMCA of Greater New York  
New York, NY **C** ♥

## NORTH CAROLINA

City of Charlotte  
Charlotte, NC **P** ♥ ☆

City of Greensboro  
Greensboro, NC **G** ♥

City of High Point  
High Point, NC **G** ♥

Uniting NC  
Durham, NC **G** ♥

YMCA of Greater Charlotte  
Charlotte, NC **G** ♥

Bismarck Global Neighbors  
Bismarck, ND **C** ♥

## NORTH DAKOTA

City of Grand Forks  
Grand Forks, ND **G** ♥

## OHIO

Cincinnati Compass  
(City of Cincinnati)  
Cincinnati, OH **C** ♥ ☆

City of Akron  
Akron, OH **G** ♥

City of Columbus  
Columbus, OH **P** ♥

City of Dayton  
Dayton, OH **P** ♥ ☆

City of Toledo, Human  
Relations Commission  
Toledo, OH **G** ♥ ☆

Global Cleveland  
Cleveland, OH **C** ♥

International Institute of Akron  
Akron, OH **G** ♥

Of All Trades  
Cleveland Heights, OH **G** ♥

Summit County  
Akron, OH **G** ♥

Thrive Mahoning Valley  
Youngstown, OH **G** ♥

Toledo Lucas County  
Public Library  
Toledo, OH **C** ♥

Wave Pool  
Cincinnati, OH **G** ♥

Welcome Bowling Green  
Bowling Green, OH **G** ♥

Welcome Toledo-Lucas County  
Toledo, OH **C** ♥ ☆

“The Columbus City Council received the Resilient Rapid Response funding of \$10,000, which a councilmember then matched for a total of \$20,000 that went into COVID-19 informational videos in numerous languages. We couldn’t have done this without the partnership and support from Welcoming America. This inspired other organizations in town to create COVID-19 vaccine informational videos. We are so thankful for the partnership and work with Welcoming America in our city. You inspire us to do more, to work collaboratively, and to help fund our partners when possible.”

— CITY OF COLUMBUS CITY COUNCIL, OH

## OKLAHOMA

City of Tulsa  
Tulsa, OK **G**

YWCA Tulsa  
Tulsa, OK **G**

## OREGON

City of Beaverton  
Beaverton, OR **G**

City of Bend  
Bend, OR **C**

City of Portland, Office of  
Community & Civic Life  
Portland, OR **G**

Oregon League of  
Conservation Voters  
Portland, OR **G**

The Environmental Center  
Bend, OR **G**

The Latino  
Community Association  
Bend, OR **G**

## PENNSYLVANIA

All for All/  
The Global Switchboard  
Pittsburgh, PA **C**

Allegheny County  
Pittsburgh, PA **C**

Borough of Dormont  
Pittsburgh, PA **G**

Borough of State College  
State College, PA **G**

City of Erie  
Erie, PA **G**

City of Lancaster  
Lancaster, PA **C**

City of Philadelphia,  
Office of Immigrant Affairs  
Philadelphia, PA **C**

City of Pittsburgh, Bureau of  
Neighborhood Empowerment  
Pittsburgh, PA **C**

Penn State Law Center For  
Immigrants' Rights Clinic  
University Park, PA **G**

Urban Redevelopment  
Authority  
Pittsburgh, PA **C**

Welcoming Center for  
New Pennsylvanians  
Philadelphia, PA **G**

Women's Opportunities  
Resource Center  
Philadelphia, PA **G**

YMCA of York and York County  
York, PA **C**

## RHODE ISLAND

Rhode Island Community  
Food Bank  
Providence, RI **G**

## SOUTH DAKOTA

Connecting Cultures—Yankton  
Yankton, SD **C**

## TENNESSEE

City of Knoxville  
Knoxville, TN **C**

City of Nashville  
Nashville, TN **G**

Welcoming Tennessee  
(Tennessee Immigrant &  
Refugee Rights Coalition)  
Nashville, TN **G**

## TEXAS

Central Texas Office  
for Refugees (CTOR)  
Austin, TX **G**

City of Austin  
Austin, TX **C**

City of Dallas  
Dallas, TX **P**

City of San Antonio  
San Antonio, TX **C**

Las Imaginistas  
Brownsville, TX **G**

## UTAH

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

**"We are forever grateful for Welcoming America's support, expertise, and mentorship. You've helped to move our community further than I could've imagined. Thank you!"**

— **LEISA SPEARS MULCAHY**, Vice President, NKY Chamber of Commerce and Managing Director of GROW NKY

## VERMONT

Champlain Valley Office of  
Economic Opportunity  
Burlington, VT **G**

## VIRGINIA

Centreville Immigration Forum  
Centreville, VA **C**

City of Charlottesville  
Charlottesville, VA **G**

City of Harrisonburg  
Harrisonburg, VA **G**

City of Roanoke  
Roanoke, VA **C**

Welcoming Charlottesville  
Charlottesville, VA **G**

## WASHINGTON

City of Kent (Kent  
Arts Commission)  
Kent, WA **G**

City of Kirkland  
Kirkland, WA **G**

City of Redmond  
Redmond, WA **G**

City of Spokane  
Spokane, WA **G**

City of Tacoma, Office of  
Equity and Human Rights  
Tacoma, WA **G**

Eastside for All  
Bellevue, WA **G**

King County  
Seattle, WA **G**

## WEST VIRGINIA

West Virginia Interfaith  
Refugee Ministry  
Charleston, WV **C**

## WISCONSIN

International Institute  
of Wisconsin  
Milwaukee, WI **G**

Open Doors for Refugees  
Madison, WI **G**

YMCA of Metropolitan  
Milwaukee  
Milwaukee, WI **C**

## INTERNATIONAL MEMBERS

### AUSTRALIA

Welcoming Australia

### CANADA

Immigration Refugees and  
Citizenship Canada (IRCC)

### GERMANY

Weltoffene Kommune  
by PHINEO and  
Bertelsmann Stiftung

### NEW ZEALAND

Immigration New Zealand

### LEGEND:

### MEMBER LEVEL

General: **G** Core: **C** Premium: **P**

### ORG TYPE

Nonprofit: Government:

### CERTIFIED WELCOMING

Certified: In Progress:



# DONOR RECOGNITION

Being resilient is only possible when we do it together. Thank you to our supporters for your generosity during this unprecedented time.

## INDIVIDUAL

Dona Abbott	Lisa Hall	Margaret Merriss	Steve Tobocman
Kimberly Alexander	Crystal Hall	Nicholas Montalto	Keenan Toohey
Abigail Armato	Holly Hanke	Virginia Moore	Irene Tresser
Jami Atwood	Mahvash Hassan	Kirsten Moy	Antonio Veloso
Adrienne Babb	Mary Louise Hawkins	Douglas Navarrete	Thomas Wahlrab
William Barclay	Libby Helms	Evan Nothmann	Abby Williamson
Rhonda Black	Caroline Hilligoss	Matthew Oppenheimer	Dana Williamson
Karen Blood-Vargas	Anna Hoffman	Nicholas Parsons	Nicole Wilson
Vanessa Nyborg Blum	David Holden	Rachel Peric	Sheryl Winarick
Jonathan Bové	Stephanie House	Lucy Perkins	Annette Wittke
Amina Brock	Jacob Hsu	Richard Perritt	Emily Zimmern
Suzette Brooks Masters	Gautam Huded	Renee Powers	
Jeffrey Brower	Alison Jarvis	Hali Putman	<b>FOUNDATION</b>
Patricia Brown	Angela Johnson	Gautam Reddy	ArtPlace America
Philip and Judith Bush	Tulu Kaifee	Deborah Richardson	Anonymous
David Castle	Tamar Kaim Doniger and Jeremy Doniger	Elizabeth Roberts	Bernstein Family Foundation
Wendy Chamberlin	Mansfield Kaseman	Jonathan Romero Robles	Chan Zuckerberg Initiative
Fabiola Charles Stokes	Sy Kaufman	Gary and Denise Rosenberg	Community Foundation for Greater Atlanta
Elizabeth Cohen	Bernard Khaw	Yasi Sadaghiani	Democracy Fund
Leyla Compani	Mara Kimmel	Ricky Santiago	Einhorn Family Charitable Trust
Ben Compani	Lisa Knoblauch	Kyra Schwaninger	European Programme for Integration and Migration
Megan Costello	Anne Kokel	Karen Sherman	The Kendeda Fund
Jan Crean	Jessica Lee	Doug Shipman	Open Society Foundations
Elizabeth Dallman	Hendrick Lee	Steve Shoemaker	REACH Healthcare Foundation
Ariane DeLong	Robert Leonard	Dean Smetana	Walder Foundation
Brian Desarro	Jane Leu	Lindsay Smith	Walmart Foundation
Deborah Director	Efrat Livny	Jonathan Sokotch	The WES Mariam Assefa Fund
Jeanne Ellis	John D. and Martha Lubell	Marjorie Spiner	
Jennifer Erickson	David Lubell	Kelsey Tomblin	<b>CORPORATION</b>
Jason Eubanks	Sam Lubell	Samantha Stearns	Amazon Smile
Teresa Folan	Ellen Mansueto	Simon Steinhart	ArtPlace America
Kristina Furler	Ann Margolis	Crystal Stubbs	Red Ventures
Karen Glover	Paul McDaniel	Kimerie Swift	Truist
Steve Gold	Michael McKinney	Lauren Thomas West	Western Union
Alexis Gordon	Helene McQuade	Evelyn Thornton	
Andrew J. Gropper			

Every effort has been made to ensure the accuracy of our donor names. Please contact us for any corrections.

# 2019-2020 FINANCIALS

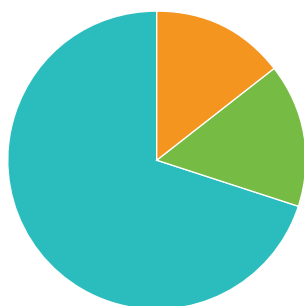
Welcoming America's expenses are in three categories: management, fundraising, and programs. Management expenses include rent, utilities, benefits, and fees associated with general business functions. Fundraising expenses include production, mailing, and cost associated with fund solicitation and acknowledgement. Program expenses include the salaries of staff and supplemental expertise necessary to deliver, evaluate, and scale all programming.

## 2019

Revenue: \$2.52 million

### Expenses

- 14.7% Management
- 15.5% Fundraising
- 69.8% Programs

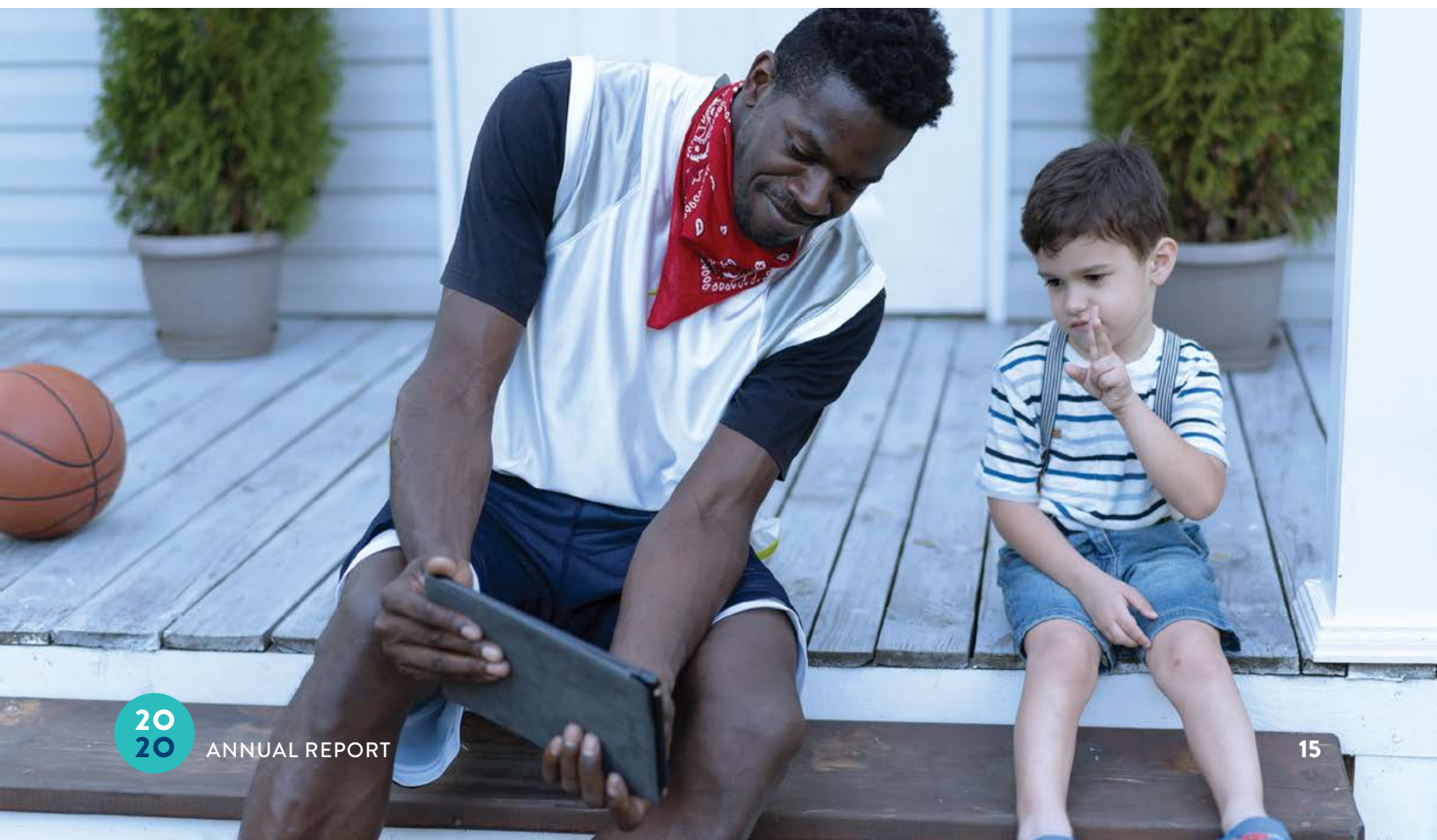
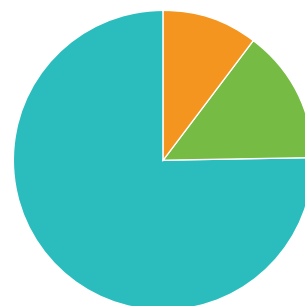


## 2020

Revenue: \$2.43 million

### Expenses

- 10.5% Management
- 14.3% Fundraising
- 75.2% Programs



# LEADERSHIP & STAFF

## 2020 BOARD OF DIRECTORS

### **Mara Kimmel, Board Chair**

Researcher and Policy Consultant,  
Far North Strategies

### **Jane Leu, Board Vice Chair**

Founder, Migration Ventures,  
Upwardly Global; Smarter Good

### **Tulu Kaifee, Board Treasurer**

SVP, Inclusive Lending Strategy  
Manager I Mortgage,  
Truist Bank

### **Jonathan Romero, Board Secretary**

Community Organizer

### **Mahvash Hassan**

Civic Engagement Consultant,  
Institute for Local Government

### **Mario Hernández**

Director of Public Affairs,  
Western Union

### **Jacob Hsu**

CEO, Catalyte

### **Hendrick Lee**

Co-Founder/Managing Partner,  
Palm Drive Capital

### **David Lubell**

Founding Director,  
Welcoming International  
(Honorary Board Member)

### **Rachel Perić**

Executive Director,  
Welcoming America

### **Heath Wickline**

Communications Officer,  
William and Flora Hewlett Foundation

## NETWORK LEADERSHIP COMMITTEE

### **Feyisola Akintola**

Special Initiatives Manager  
in the Office of Equity,  
City of Pittsburgh

### **Liz Cedillo-Pereira**

Chief of Equity and Inclusion,  
City of Dallas

### **Betsy Cohen**

Executive Director,  
St. Louis Mosaic Project

### **Homa Naficy**

Chief Adult Learning Officer,  
Newark Public Library

### **Zee Min Xiao**

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

### **Christa Yoakum**

Senior Welcoming Coordinator of  
Immigrants & Communities Program,  
Nebraska Appleseed

## STAFF

### **Melissa Bertolo**

Certified Welcoming Director

### **Leyla Compani**

Chief Development Officer

### **Jenny Diaz**

Welcoming Communities Coordinator

### **Molly Hilligoss**

Senior Midwest Regional Manager

### **Jordyne Krumroy**

Southern Regional Manager

### **Isha Lee**

Deputy Director

### **Cornelius Lewis**

Digital Engagement Manager

### **David Lubell**

Founding Director,  
Welcoming International;  
Founder, Welcoming America

### **Wesley Myrick**

Chief Financial Officer

### **Lola Pak**

Communications Director

### **Rachel Perić**

Executive Director

### **Christina Pope**

Senior Network Director

### **Anthony Salas**

Senior Events and Membership Manager

### **Meg Shoemaker Little**

Chief Program Officer

### **Samantha Weinberg**

Development Manager

### **George Zavala**

Western Regional Manager

## SUMMER INTERNS

### **Sydney Hartman**

Communications Intern

### **Liana Principe**

Development Intern

# WAYS TO GET INVOLVED



## BECOME A MEMBER:

[welcomingamerica.org/welcoming-network](http://welcomingamerica.org/welcoming-network)

## GET CERTIFIED WELCOMING:

[certifiedwelcoming.org](http://certifiedwelcoming.org)

## JOIN WELCOMING WEEK:

[welcomingweek.org](http://welcomingweek.org)

## DONATE:

[welcomingamerica.org/ways-to-give](http://welcomingamerica.org/ways-to-give)

## STAY IN TOUCH WITH US!

Visit us online: [WelcomingAmerica.org](http://WelcomingAmerica.org)

Email us: [info@welcomingamerica.org](mailto:info@welcomingamerica.org)

Call: 678-553-3531

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