

A Year of

FOSTERING BELONGING



20
21

ANNUAL
REPORT

WELCOMING
AMERICA



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Photo credit:
City of Yankton,
South Dakota



Photo credit: City of Dodge City

LETTER FROM THE EXECUTIVE DIRECTOR

When the boat carrying my mother and grandparents arrived in New York Harbor in 1949, my grandmother, Esther Nisenthal Krinitz, glimpsed the Statue of Liberty for the first time. Having grown up in Poland's Jewish community, she escaped the horrors of the Holocaust and arrived in the U.S. as a 22-year-old refugee. Seeing Lady Liberty inspired a mix of wonder and relief. Years later, she recounted that moment as the one when she could finally be free to be herself without fear.

At Welcoming America, we strive to ensure that people of all faiths, races, and backgrounds — including newcomers from Afghanistan, and most recently, Ukraine — can experience freedom and belonging in the places they call home. The United States was built on the promise of a democracy that protects and reflects all of us, yet we often fall far short of living out these values. The challenges of our times — the uneven toll of the COVID-19 pandemic; the continuing scourges of racism, violence, xenophobia, and inequality in our communities; and the unprecedented levels of displacement across the globe — illustrate the urgency to build a democracy that protects and reflects all of us.

Our 2021 annual report, “A Year of Fostering Belonging,” includes inspiring stories from Welcoming Network members and Welcoming International partners — from Canada to Kansas, Australia to San Antonio — who are investing not only in physical infrastructure, but also in social infrastructure, to ensure that no one is left out. These places offer scalable, sustainable examples for others to foster belonging: Championing language access in public health campaigns; proactively connecting immigrant inclusion and racial equity efforts; and building community-wide responses to welcome Afghans and other newcomers.

There's a growing understanding that welcoming communities are a reinvigorating force in both U.S. and global democracy. Against a year of challenges, 2021 saw immense growth in demand for Welcoming America's offerings, including a 30% membership expansion and a surge in interest in our Certified Welcoming program, coaching and technical assistance offerings. We now have a new, ambitious goal: To get to 50 Certified Welcoming places by 2026, the year the United States will turn 250 years old. These 50 leading places will send a strong statement about who we are becoming — and about who belongs in America.

In 2021 we bid farewell to David Lubell — Welcoming America's founder, inaugural executive director, and founding director of our Welcoming International initiative — after 12 years of leadership. With a new honorary title of Founder and Director Emeritus of Welcoming America, David will continue to inspire leaders in the U.S. and across the globe as we build this next era of welcoming together.

Like the Statue of Liberty that inspired my grandmother, welcoming communities serve as a beacon for all of us who believe that a thriving multicultural and multiracial democracy is not only possible, but also being lived out every day in communities everywhere. Welcoming leaders show us that a vision of inclusive democracies for all is within reach. We couldn't be more grateful to our champions, supporters, members, and partners for working with us to realize it.



Rachel Peric

Executive Director, Welcoming America



Fostering Belonging By the Numbers

Change and challenge were constants in 2021, illustrating both the timeliness and urgency of Welcoming America's efforts to foster belonging in both physical and digital spaces — and across international boundaries. The numbers tell the story of our impact in growing the leaders and places committed to building welcoming infrastructure and deepening belonging for all:



65,000

Visitors to our website, who in turn downloaded and engaged with welcoming toolkits and resources nearly 10,000 times.

1,000

Inclusion-focused policies implemented in Welcoming America member communities.



7,000

Global participants in Welcoming America webinars and training programs.



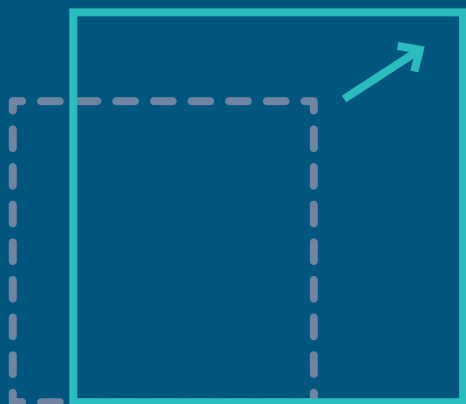


18

Smaller U.S. communities committed to inclusion as part of our Rural Welcoming Initiative

24

National partnerships from Welcoming Week

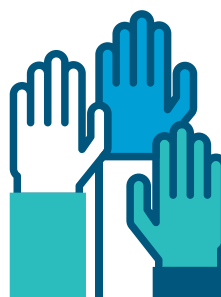


30

Percent growth of the Welcoming Network, from 217 to 281 members, in 2021

450

Global events promoting neighbor-to-neighbor connections during Welcoming Week



20

Cities and counties that have achieved or are working toward achieving Certified Welcoming status

99



Headlines about Welcoming America's work and impact across the globe

Advancing an Inclusive Pandemic Response

With ongoing efforts to respond to the COVID-19 pandemic and safely reopen local economies. Welcoming America, along with our Welcoming Network members and partners, championed inclusion and belonging at every step. Here's how:

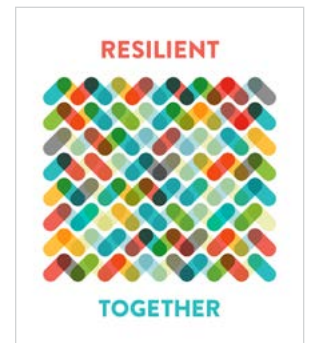


PROMOTING LANGUAGE ACCESS

We supported the development of multilingual public health and emergency communications with training from our partners at **Global Wordsmiths**. More than 75 participants attended a series of 10 virtual language access workshops.

ENSURING VACCINE EQUITY

We bolstered immigrant vaccine access across the U.S. by providing grants to 14 Welcoming Network communities with the support of the **World Education Services (WES) Mariam Assefa Fund**, as part of our Resilient Rapid Response Initiative.

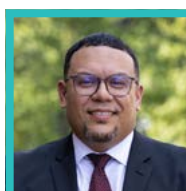


SHAPING INCLUSIVE EMERGENCY MANAGEMENT

Working with the **Institute for Diversity and Inclusion in Emergency Management**, we developed a new tool to help emergency management teams build effective plans that engage all residents, including immigrants and refugees.

“COVID-19 taught us that emergency management needs additional resources and staff that are trained in the application of an equity lens in their work. By partnering with Welcoming America, we’re able to share this life-saving learning with other communities across the country.”

—Federico Rios, City of Charlotte, North Carolina



Boosting Vaccine Confidence in Local Communities

Immigrants played outsized roles as frontline workers at the start of the COVID-19 pandemic, but were underrepresented amongst communities receiving the COVID-19 vaccine in early 2021. As an organization invested in promoting an inclusive pandemic response, Welcoming America understood that the trusted community leaders and organizations engaged in its Welcoming Network had a key role to play in boosting vaccine access and confidence. “Our network was uniquely positioned to address factors like language barriers, religious and cultural concerns, and the misinformation circulating in communities across the country,” explained Isha Lee, Welcoming America’s deputy director.

In response, Welcoming America convened its best-attended webinar to date — a February 2021 session with more than 900 participants — on [overcoming COVID vaccine hesitancy in immigrant communities](#), featuring national experts from the **Mayo Clinic and Centers for Disease Control and Prevention (CDC)**. Session organizers equipped Welcoming Network members with tools and strategies to promote equitable vaccine access in local communities.

The webinar also created an opportunity for deeper engagement with the CDC. In April 2021 Welcoming America coordinated a special listening session between 30 CDC staff and eight members of its Welcoming Network, who shared on-the-ground perspective on challenges to vaccine confidence in local immigrant communities. The session helped shape the CDC’s ongoing efforts to advance language access and community partnerships, as well as



specific outreach initiatives focused on migrant farm workers, meat processing workers, and other immigrant groups.

“Being able to connect directly with the CDC to share voices and concerns from our communities was a powerful opportunity,” said **Jodie Stanley**, Education and Outreach Coordinator with the Human Rights Department at the City of Greensboro, North Carolina, a Welcoming America network member. “The pandemic has shown the urgency of ensuring all residents are included in community and civic life, especially efforts to advance public health. We’re truly in this together.”

Meeting the Moment

The year 2021 saw climate disasters, action on addressing racial and economic inequality, and one of the largest humanitarian evacuation efforts in history. We met each moment with new and ongoing efforts to foster welcoming, belonging, and opportunity for all:

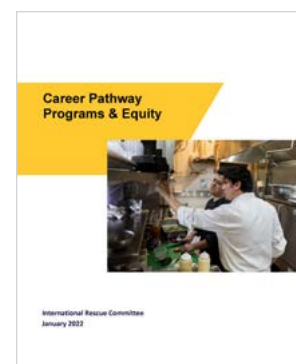
CULTIVATING INCLUSIVE DECISION-MAKING

We convened 42 participants — representing 32 states plus the District of Columbia — committed to advancing a shared goal: Creating civic boards, councils, and commissions that reflect the backgrounds and experiences of local community members. Our inaugural **Community of Practice** met eight times, creating change in places like Grand Forks, North Dakota, where “citizen comment” at school board meetings has now been changed to “public comment.”

ADVANCING EQUITY IN CAREER PATHWAYS

In collaboration with the **International Rescue Committee** (IRC) and 11 partners, we participated in a year-long dialogue about the urgency of building an economic recovery that includes all workers — and creating career pathways programs that work for the people who need them most.

“We appreciated Welcoming America’s partnership in the Working Group on Equitable Career Pathways,” said Erica Bouris of the International Rescue Committee. “The collaboration has helped advance critical state and federal changes to build a more equitable, resilient workforce and open opportunity for all workers, including immigrants and refugees.”



Fostering Belonging Individually & Structurally

As part of the ongoing Belonging Begins With Us campaign, we conducted a three-part virtual training series called Fostering Belonging Individually and Structurally. Made available to the public, the videos featured experts from the Othering & Belonging Institute, Essential Partners, leaders from the Welcoming Network, and more who shared ways individuals can deepen belonging for others in any space.

"Belonging Begins With Us" was also the theme of Welcoming Week in September. A virtual kick off event featuring comedian Peter Banifaz and drag performer Jackie Cox, kicked off a week of 300+ events taking place across 35 U.S. states and Canadian provinces. At least 17 local governments issued Welcoming Proclamations declaring the inclusive values of their communities.



San Antonio Mayor Ron Nirenberg (center, in blue) leads the first annual Welcome Walk with local civic leaders, including leaders from Culturingua, and residents. Photo credit: Culturingua

Welcoming Afghans in San Antonio

In the summer of 2021, as the U.S. airlifted people out of Kabul, **Tino Gallegos'** phone lit up with inquiries from San Antonio residents who knew their city would soon be receiving Afghan newcomers — and were eager to support efforts to welcome them.

“Over the years we’ve built collaborative models to welcome hurricane evacuees from neighboring cities and states, asylum seekers from the southern border, and SIVs [Special Immigrant Visa holders] from Afghanistan,” said Gallegos, who then served as immigrant liaison in San Antonio’s city hall. “We learned that people are willing to help and want to help, but there’s a need for someone to coordinate.”

Gallegos’ team quickly mobilized the city’s community, faith, business, military, and higher education leaders in a multi-sector response group, following recommendations from a [timely resource](#) created by Welcoming America and numerous national partners.

“The connections run horizontally between community members, and also vertically in allocating resources from state and federal partners to local levels,” said Gallegos. “Being members of Welcoming America made us feel connected to other communities that were living through the same moment.”

San Antonio’s cross-sector collaborations grew into a dedicated website, AfghansInSA.org,

which curates opportunities for long-term residents to support new neighbors.

“We started to see a need for San Antonio residents and organizations to be more structurally paired with new arrivals, to support their full inclusion,” said **Nadia Mavrakis**, CEO of Culturingua, an organization that coordinated San Antonio’s inaugural “Welcome Walk” in December 2021.

The event drew more than 300 participants, long-time residents and newcomers alike.

“It was physically a one-mile walk and metaphorically an opportunity for long-term residents to walk alongside new refugee and immigrant neighbors together into their new lives in San Antonio,” Mavrakis said. “The walk launched our Communities of Welcome program, a community sponsorship model that we’re now piloting, building on the individual sponsorship models that help resettle refugees in countries like Canada and New Zealand, and increasingly, the U.S.”

Remarks from Mayor Ron Nierenberg, delivered at the Welcome Walk, underscore the city’s full commitment to community-wide welcoming and inclusion.

“When we talk about San Antonio to the world, they know it’s through our diversity that we find strength, and through the embrace of our diversity, that we find unity,” he said.

Growing Grassroots & Global Welcoming

With growing numbers of civic leaders embracing inclusion as a way to address shared challenges, Welcoming America's reach, network, and impact grew across the globe. We engaged our expanding network in lasting ways:



Welcoming Cities Manager Sebastian Geers (right) presents an accreditation certificate to Mayor Michael Hewitson of the city of Unley, Australia. Photo credit: Welcoming Australia

WELCOMING ON A GLOBAL SCALE

With growing global momentum around fostering belonging, the Welcoming International Alliance — a group of six national welcoming networks, including and convened by Welcoming America, who together advance inclusion strategies with hundreds of local governments and civil society organizations across the world — deepened

its impact in 2021. Publishing a series of multilingual [Stories of Resilience](#), the Alliance shared lessons learned from COVID-19 pandemic response while also building collective capacity for welcoming. In 2021, the Welcoming International Alliance partner networks comprised:

Australia: [Welcoming Australia](#)

Canada: [Immigration, Refugees, Citizenship Canada](#)

Germany: [Weltoffene Kommune](#)
(Bertelsmann Stiftung & Phineo)

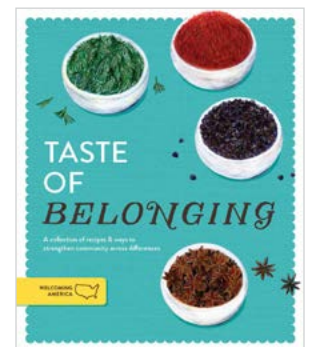
New Zealand: [Welcoming Communities](#)
(Immigration New Zealand)

United Kingdom: [Inclusive Cities](#)
(University of Oxford Centre on Migration, Policy & Society)

U.S.: [Welcoming America](#)

COOKING UP CONNECTIONS

We gathered favorite recipes from members, staff, and friends of our Welcoming Network, added a dash of storytelling, and stirred in promising community-building models. The result was the [Taste of Belonging Cookbook](#), downloaded to use in more than 3,000 kitchens and communities, promoting the truth that food is a shared language.



“Virtual collaborations with the Welcoming International Alliance helped our team navigate a time of great challenge and growth. The difficulties of the COVID-19 pandemic underscored the importance of welcoming and inclusion in communities across New Zealand. Implementing ideas from our global network of peers, we added six new localities to our network in 2021.”

—Alesano Schuster Nakhid, Immigration New Zealand Welcoming Communities Programme



Celebrating Welcoming Week in Canada

Welcoming Week 2021 saw 350-plus virtual and in-person events held in the U.S. and across the globe, including nationwide engagement from Canada as part of an effort coordinated by the federal agency **Immigration, Refugees, and Citizenship Canada (IRCC)**, a partner in the Welcoming International Alliance.

With declining populations and aging workforces, Canadian communities like Timmins, Ontario recognize that welcoming newcomers isn't just the right thing to do; it's also a demographic and economic lifeline. During Welcoming Week, Timmins used IRCC's [digital toolkit](#), a resource inspired by Welcoming America's template,

to encourage organizations and businesses to promote welcoming with social media and events. The community enjoyed story and photography exhibits, along with entrepreneurship and financial literacy seminars tailored to newcomers.

"Our neighborhoods thrive when residents connect and build community — and our local economy benefits from newcomers helping to fill gaps in the workforce," said Christy Marinig, CEO of the Timmins Economic Development Corporation. "Participating in Welcoming Week helped us demonstrate that Timmins is fully committed to inclusion, block-by-block and in our local business community."

Building Gateways for Growth in Kansas

Decades of demographic change has prompted Dodge City, a Welcoming Network member since 2020, to prioritize work fostering belonging. In 2021, the city joined [Gateways for Growth](#) (G4G), a program administered by Welcoming America and the American Immigration Council to promote inclusion with community-level research, select funding, and technical assistance. With 27,000 residents, Dodge City is one of G4G's smallest participants, but also positioned for great impact.

"Rural communities are seeing that there are things they can do at the local level to be more welcoming," said **Ernestor De La Rosa**, Dodge City's assistant city manager. "Newcomers are a reason their local population and economies are growing."

Via G4G, Dodge City engaged multisector stakeholders in a year-long planning process

to shape the city's inaugural Welcoming Plan. Hundreds of residents, immigrants and non-immigrants alike, completed bilingual surveys about government services, employment, and civic engagement opportunities.

"Because G4G folks are more engaged with local government, it affects them the most. That's where the real impact occurs," said De La Rosa.

Photo credit: City of Dodge City



Our Members in 2021

In 2021, our Welcoming Network saw unprecedented growth and impact. These local governments and nonprofit organization were committed to advancing belonging in their communities and beyond.



TOTAL
MEMBERS:
281

LOCAL GOV'T
MEMBERS:
122



NONPROFIT
MEMBERS:
159

CERTIFIED
WELCOMING:
12

ALABAMA

City of Birmingham
Mayor's Office 
Hispanic Interest Coalition
of Alabama 


ALASKA

Anchorage Museum 
Municipality of
Anchorage 

ARIZONA


Pima County
Public Library 


ARKANSAS

Northwest Arkansas
Council 


CALIFORNIA

City of Anaheim 
City of Chula Vista  
City of Daly City 
City of LA Mayor's Office
of Immigrant Affairs 
City of Oakley 
City of Redwood City 
City of San Diego 
City of San José  
City of Sunnyvale 
Contra Costa County
Employment &
Human Services 
County of San Mateo 
Santa Clara County (Office
of Immigrant Relations) 

Central Valley Immigrant
Integration Collaborative
(CVIIC) 


Coalition for Humane
Immigrant Rights
(CHIRLA) 

Filoli 



MAAC (Metropolitan Area
Advisory Committee
on Anti-Poverty) 

Miry's List 


Pars Equality Center 

YMCA of San Diego
County 

COLORADO

City of Aurora 
City of Denver Office of
Immigrant & Refugee
Affairs 


One Morgan County 

Companeros: Four
Corners Immigrant
Resource Center 

Growing Home 

Hispanic Affairs Project 

Intercambio Uniting
Communities 

YMCA of Metropolitan
Denver 


CONNECTICUT

Building One Community 



Hartford Public Library 

International Hartford 

Otis Library 

YMCA of Greater Hartford,
Hale YMCA Youth
and Family Center 













DISTRICT OF COLUMBIA


Many Languages
One Voice (MLOV) 
The Phillips Collection 

FLORIDA





Alachua County 
City of Gainesville 
Miami-Dade Office
of New Americans 
Tampa Museum of Art 
Weave Tales
Refugee Stories 

GEORGIA










Athens/Clarke County 
City of Atlanta Mayor's
Office of Immigrant Affairs/
Welcoming Atlanta 
City of Brookhaven 
City of Clarkston 
City of Decatur 
City of Doraville 
City of East Point 
City of Norcross 
City of Stockbridge 
Welcoming Avondale
Estates 
CDF Action 
CivicGeorgia 

Coalition of Refugee Service
Agencies (CRSA) 
Corners Outreach 
Latin American
Association 
Scottsdale Early
Learning Center 



IDAHO

City of Boise  
Idaho Office for Refugees
at Jannus, Inc. 
Unity Alliance of Southern
Idaho 

ILLINOIS

City of Bloomington 
City of Champaign 
Champaign County
Economic Development
Corporation 
Chicago Citywide
Literacy Coalition 
Interfaith Community for
Detained Immigrants 
Silk Road Rising 
Syrian Community
Network 
The Immigration Project 
YMCA of the University
of Illinois 

INDIANA

Amani Family Services, Inc.
(Welcoming Ft. Wayne) 
Associated Churches 

Legend | **ORG TYPE:** Nonprofit:  Government:  | **CERTIFIED WELCOMING:** Certified:  In Progress: 

Immigrant Welcome Center ♥
 Johnson County Public Libraries, Adult Learning Center ♥
 OrthoWorx ♥
 Welcoming Michiana ♥

IOWA

City of Cedar Rapids 🏠
 Johnson County 🏠
 Polk County Iowa Board of Supervisors 🏠
 Marshalltown YMCA-YWCA ♥
 One Siouxland ♥

KANSAS

City of Dodge City 🏠
 Johnson County/Johnson County Developments Support 🏠
 Catholic Charities of Southwest Kansas ♥
 International Rescue Committee in Kansas ♥
 Kansas Hispanic and Latino American Affairs Commission ♥
 Vibrant Health KC ♥

KENTUCKY

City of Bowling Green 🏠
 City of Lexington (Global Lexington) 🏠
 City of Louisville 🏠★
 Kentucky Office of Refugees – Catholic Charities ♥
 Northern Kentucky Chamber ♥

LOUISIANA

Catholic Charities of New Orleans ♥
 Home is Here New Orleans ♥
 Louisiana Organization for Refugees and Immigrants (LORI) ♥

MAINE

City of Portland Office of Economic Opportunity 🏠★

Maine Technology Institute (MTI) ♥
 New England Arab American Organization (NEAAO) ♥

MARYLAND

City of Baltimore Mayor's Office of Immigrant Affairs 🏠★
 City of Salisbury 🏠
 Montgomery County 🏠 (Gilchrist Immigrant Resource Center) 🏠★
 Prince George's County 🏠

MASSACHUSETTS

City of Boston Mayor's Office for Immigrant Advancement 🏠
 City of Cambridge 🏠
 City of Salem 🏠★
 International Institute of New England ♥
 Lowell RISE Coalition ♥
 New Hampshire Alliance of Immigrants & Refugees / Welcoming New Hampshire ♥

MICHIGAN

City of Ann Arbor City 🏠
 City of Battle Creek 🏠
 City of Detroit Mayor's Office of Immigrant Affairs & Economic Inclusion 🏠★
 City of Flint/International Center of Greater Flint 🏠
 City of Grand Rapids 🏠
 City of Kalamazoo 🏠
 City of Sterling Heights 🏠
 City of Troy 🏠
 Kalamazoo County 🏠
 Kent County Administration (Welcoming Kent County and Grand Rapids) 🏠

Oakland County Executive 🏠
 Office of Global Michigan 🏠
 Ottawa County 🏠
 Washtenaw County 🏠
 Welcoming Kent County and Grand Rapids 🏠
 Centro Multicultural La Familia ♥
 Global Detroit ♥
 Immigrant & Refugee Resources Collaborative ♥
 Jewish Family Services of Washtenaw County ♥
 Michigan Immigrant Rights Center ♥
 Samaritas ♥

MINNESOTA

City of Austin 🏠
 City of Minneapolis 🏠
 City of Owatonna 🏠
 City of Saint Charles 🏠
 City of Saint Paul 🏠
 City of Winona 🏠
 #UniteCloud ♥
 Arts Midwest ♥
 Lead for Waseca ♥
 Minneapolis Regional Chamber ♥
 Project FINE ♥
 Region Five Development Commission ♥
 Southeast Minnesota Together ♥

Southern Minnesota Initiative Foundation ♥
 Southwest Initiative Foundation ♥
 Welcome Center, Inc. (Austin Welcome Center) ♥
 West Central Initiative ♥
 Worthington Area YMCA ♥
 Intercultural Mutual Assistance Association ♥

MISSOURI

Greater Kansas City Chamber of Commerce ♥
 Catholic Charities of Central and Northern Missouri ♥
 Gateway Region (Emerson) YMCA ♥
 International Institute of St. Louis ♥
 Jewish Vocational Family Services ♥
 Kansas City Library Refugee & Immigrant Services & Empowerment ♥
 Migrant and Immigrant Community Action Project (MICA) ♥
 Refugee and Immigrant Services and Education (RAISE) ♥
 St. Louis Mosaic Project ♥
 Vitendo 4 Africa ♥
 YMCA of North Kansas City ♥
 Literacy KC ♥

“As an global tech hub, San José is home to people from all over the world — nearly 40% of the population was born outside the U.S. Partnering with Welcoming America has helped us connect with other communities committed to fostering models of welcoming and inclusion, and advance our own efforts to ensure that all San Joseans feel like they fully belong.”

—Zulma Maciel, Director, Office of Racial Equity, City of San José, CA



“Utah has a long legacy of welcoming immigrants and refugees into our communities — and we’re proud to continue that tradition today. The challenges of 2021 taught us that inclusion matters, and we’re proud to be part of Welcoming America’s efforts to demonstrate that welcoming is possible in communities of all sizes and geographies across the country.”


—Ze Min Xiao, Director, Center for Economic Opportunity and Belonging, Economic Development Corporation of Utah







NEBRASKA

City of Crete 
City of Lincoln 
City of South Sioux City 
Lancaster County 
HOPE Esperanza 
Nebraska Appleseed 





NEVADA

Northern Nevada
International Center 



NEW HAMPSHIRE

City of Nashua  
Welcoming Concord
(Second Start) 
Welcoming Manchester 












NEW JERSEY

Jersey City Division of
Immigrant Affairs -
Department of Health
and Human Services 
Municipality of Princeton 
Metropolitan YMCA of
the Oranges/Wayne 
Piscataway Public Library 









NEW MEXICO

City of Albuquerque 
La Plaza de Encuentro
Gathering (Encuentro) 




NEW YORK

City of Buffalo 
Center for Family Life
in Sunset Park 
Centerstate CEO 
Hearts and Homes
for Refugees 
International Institute
of Buffalo 
Ithaca Welcomes
Refugees 
Neighbors for Refugees 
The New York
Immigration Coalition 
The YMCA of Greater
Rochester 
Tompkins Chamber 
YMCA of Greater
New York 























NORTH CAROLINA



City of Charlotte  
City of Greensboro 
City of High Point 
Colaborativa La Milpa 
International House
of Metrolina 
Uniting NC 
YMCA of Greater
Charlotte 

NORTH DAKOTA



City of Grand Forks 
Bismarck Global
Neighbors 
Global Friends Coalition 

OHIO



City of Akron 
City of Cincinnati  
City of Columbus 
City of Dayton  
City of Toledo
Human Relations
Commission  
Cuyahoga County  
Lucas County  
Summit County 
Welcome Bowling Green 
African Professionals
Networking (APNET) 
Cincinnati Compass 
Global Cleveland 
Heartfelt Tidbits 
International Institute
of Akron 
Of All Trades 
Thrive Mahoning Valley 
Toledo Lucas County Public
Library/Welcoming
Toledo-Lucas County 






Wave Pool 
Ebenezer Healthcare
Access 

OKLAHOMA



















City of Tulsa 
YWCA Tulsa 

OREGON


City of Beaverton 
City of Bend 

City of Portland Office of
Community & Civic Life 
High Desert Museum 
Oregon League of
Conservation Voters 
The Environmental Center 
The Latino Community
Association 



PENNSYLVANIA

Allegheny County Department
of Human Services 
Borough of Dormont 
Borough of State College 
City of Erie  
City of Lancaster  
City of Philadelphia Office
of Immigrant Affairs 
City of Pittsburgh
Mayor's Office/ Bureau
of Neighborhood
Empowerment  
Erie Regional Chamber and
Growth Partnership 
Northeast Family YMCA 
Penn State Law Center for
Immigrants' Rights Clinic 
The Global Switchboard 
Urban Redevelopment
Authority of Pittsburgh 
Welcoming Center 
Women's Opportunities
Resource Center 
YMCA of York and
York County 



RHODE ISLAND

Rhode Island Community
Food Bank 

SOUTH DAKOTA

Connecting Cultures -
Yankton 
South Dakota Voices
for Peace 

TENNESSEE

City of Knoxville 
City of Nashville 

Legend | **ORG TYPE:** Nonprofit:  Government:  | **CERTIFIED WELCOMING:** Certified:  In Progress: 

Updating the Welcoming Standard & Expanding the Certified Welcoming Program

With 64 new communities joining our Welcoming Network in 2021, we are committed to building opportunities for members and other stakeholders to deepen their efforts to promote belonging. We received thousands of comments from partners and the public on ways to update our Welcoming Standard — a comprehensive roadmap for immigrant inclusion created in 2017 — to reflect regional, national, and global best practices in welcoming. Moving forward, we will use this updated Welcoming Standard to encourage more communities become Certified Welcoming, a formal designation for cities and counties that have created policies and programs reflecting their values and commitment to immigrant inclusion.

In 2021, [Pittsburgh](#) became the 12th Certified Welcoming community, completing a formal process that measures and validates immigrant inclusion programs and policies. The designation came during Welcoming Week, just as the city was preparing to welcome Afghan arrivals.

“Pittsburgh has a tradition of welcoming immigrants from all around the world to contribute to the rich cultural fabric of our city,” said **William Peduto, mayor of Pittsburgh**. “We know that today, just as it has been historically, immigrants make our city stronger because when our neighbors have equitable access to opportunities and succeed, Pittsburgh succeeds.”

Feyisola Akintola, Manager of Immigration Affairs, shows off Pittsburgh's status as Certified Welcoming. Photo Credit: City of Pittsburgh



Latino Memphis ♥
Nashville Food Project ♥
Tennessee Immigrant
Welcome Center ♥

TEXAS

City of Austin 🏠
City of Dallas 🏠★
City of San Antonio 🏠
Central Texas Office
for Refugees (CTOR) ♥
Las Imaginistas ♥

UTAH

Glendale Community
Council 🏠

Salt Lake County
Mayor's Office for
New Americans 🏠★
Economic Development
Corporation of Utah ♥

VERMONT

Champlain Valley Office of
Economic Opportunity ♥

VIRGINIA

City of Charlottesville 🏠
City of Harrisonburg 🏠
City of Roanoke 🏠
Welcoming Charlottesville 🏠
Centreville Immigration
Forum ♥

YMCA of Greater
Richmond ♥

WASHINGTON

City of Kent (Kent Arts
Commission) 🏠
City of Kirkland 🏠
City of Redmond 🏠
City of Spokane 🏠
City of Tacoma Office
of Equity and Human
Rights 🏠
Greater Kirkland Chamber
of Commerce 🏠
King County 🏠
City of Burien 🏠
Eastside for All ♥

Foundation for International
Understanding Through
Students (FIUTS) ♥

WEST VIRGINIA

West Virginia Interfaith
Refugee Ministry ♥

WISCONSIN

International Institute
of Wisconsin ♥
Open Doors for Refugees ♥
YMCA of Metropolitan
Milwaukee ♥

WYOMING

Town of Jackson 🏠

Donor Recognition

Welcoming America is deeply appreciative of our generous supporters, without whom our work to build a more welcoming world would not be possible.

INDIVIDUAL DONORS

Anonymous
Karla Arriola
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“We know that belonging and inclusion are foundational in building thriving communities. As Walmart strives to be an integral part of the communities where we operate, we’re proud to partner with Welcoming America and invest in efforts to build trust, deepen empathy, and ensure that everyone feels like they belong in the places we all call home.”

—Melissa Carter, Walmart Foundation



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

2020-2021 Financials

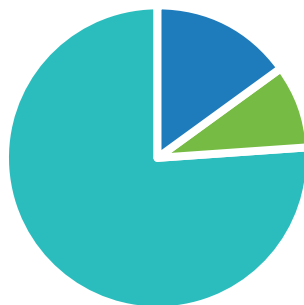
Welcoming America's expenses are in three categories: management, fundraising, and programs. Management expenses include all costs and fees associated with general business functions, including technology, accounting, benefits management, and operations. Fundraising expenses include all costs associated with securing and maintaining financial support for our mission and programs, including development staff. Program expenses include all costs necessary to develop, deliver, evaluate, and scale programming, including staff and supplemental partner resource costs.

2020

Revenue: \$2.37 million

Expenses:

- 15% Management
- 9% Fundraising
- 76% Programs



2021

Revenue: \$4.48 million

Expenses:

- 17% Management
- 12% Fundraising
- 72% Programs

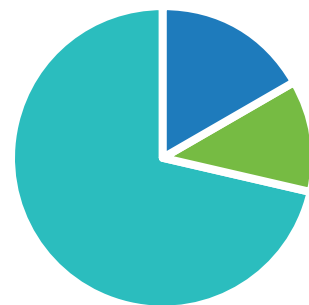


Photo credit: City of Winooski

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Joshua celebrates becoming a new U.S. citizen at city hall in Tulsa, Oklahoma while wearing an Old Navy flag tee as part of a 2021 partnership with Welcoming America and the clothing brand to celebrate new citizens during the Fourth of July. Credit: City of Tulsa