

Building a Bigger Table



WELCOMING
AMERICA

2023 ANNUAL REPORT



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Cover photo credit: Steven Cotton

“When it comes to building belonging, the smaller pattern and the bigger pattern are deeply related. I am moved by every stitch and every thread of local effort to create the beautiful tapestry that is Welcoming America.”

— David Hsu, Director of the Building Cultures of Belonging program at Omidyar Network

LETTER FROM THE EXECUTIVE DIRECTOR

As we enter and celebrate Welcoming America's 15th anniversary in 2024, the idea of **building a bigger table** has always been a core philosophy of our work: to see the possibility for abundance, to enable new voices to come to the fore in our democracy, and to ensure that there is room for everyone at the table.

Building a bigger table also reflects one of the driving principles in our work — the **power of collective leadership** and the exchange of ideas within the Welcoming Network.

Democracy starts in our backyards, and in my own community of Montgomery County, Maryland, I first came across this phrase when it was introduced as a touchstone by former County Executive Ike Leggett. His administration's focus on inclusion and representation led him to often reference the metaphor of a table, the importance of recognizing both longtime and newcomer residents, and collective power as something expansive and abundant. To make room for those arriving without displacing those rightfully seated there already, he would say, "We will just need to build a bigger table."

Along with plenty of strong grassroots organizing to bring it to life, it was this philosophy and commitment from leaders that helped to cement a commitment to not only welcoming people with immigrant backgrounds, but ensuring their participation across civic life and at decision-making tables.

From the very start of Welcoming America, we saw communities as the leaders, and our job was to learn from them and share that learning. In so many moments, coming back to that principle was a north star that helped us move through challenging moments in history, and grow stronger as a collective.

As we enter another challenging and history-making year, I'm proud of the work that welcoming leaders across the globe are doing to lean into our values, to build bigger tables, and to create the conditions for our humanity — rather than our status — to define our well-being, belonging, and prosperity.

Please read on for inspiring stories and to see **the impact of this collective leadership**. With your support, we will continue to build a bigger table that reflects the best of what we are capable of as a truly thriving, multiracial democracy.



Rachel Perić

Executive Director, Welcoming America



Why We're Building a Bigger Table

A table is a space where everyone gathers. It's a foundation for community and connection. At a time when [74% of Americans report "non-belonging"](#) in their local community, welcoming work is a critical solution to create connection and advance belonging for all.

Alongside our members and partners, Welcoming America is building a bigger table where everyone is represented and has a stake in making inclusion and belonging a reality. Our mission is to support communities building a welcoming society where every person, including immigrants, can fully contribute and shape our shared prosperity.

Three pillars guide our mission and our work:



BUILDING LOCAL WELCOMING INFRASTRUCTURE

Our robust programming and capacity building ensure that local communities have **the right tools** to build long-term welcoming infrastructure.*



GROWING THE FIELD OF WELCOMING

To grow our field and meet the needs of everyone in our communities, we are building **a bigger table** to hold the abundance of assets, resources, and knowledge we collectively have to offer. The welcoming movement needs many organizations, sectors, communities, regions, and nations on board.



ENGAGING NEW CHAMPIONS

Everyone needs **a seat at the table** of our growing movement. A bigger table lets us bring in new partners and allies without unseating those already there.

** Welcoming infrastructure is the collaborative agenda setting, policies, and practices across government and the community that advance civic, social, and economic participation, and belonging.*

2023 HIGHLIGHTS

Welcoming Network:
275
local government
and nonprofit
members

Certified
Welcoming:
23
communities

Launched
an updated
**Welcoming
Standard**

Welcoming
International Alliance:
6 global partners
with a collective
500+ institutions
advancing welcoming
worldwide

Revamped
Certified
Welcoming
with five different
star designations

3800+
event and
program
participants

Provided
>626
hours
of training and
coaching

Welcoming
Week:
670+
events
globally

Offered around
\$275,000
in scholarships
for membership and the
Welcoming Interactive



ROADMAPS FOR EFFECTIVE WELCOMING WORK


Certified Welcoming and the Welcoming Standard 2.0

“The Welcoming Standard is the north star for creating communities where immigrant newcomers and long-established populations thrive together. [It] is comprehensive in scope, clearly articulates what it means to create a welcoming community, and its benchmarks are achievable.”

— Tomás Jiménez, Professor of Sociology, Stanford University

In 2020, Welcoming America embarked on a multi-year project to update the Welcoming Standard and redesign the Certified Welcoming program. Our goal was to use what we learned from the first three years of the program and ensure these tools provide accurate and user-friendly roadmaps for welcoming places.

We reviewed **thousands of comments** from 122 individuals during a public comment period, heard feedback from 54 multi-sector **advisory committee** members, and **piloted changes** to the Certified Welcoming program in three communities.



Champaign, Illinois celebrates its certification under the Welcoming Standard 2.0.

Credit: City of Champaign



Credit: Tulsa Mayor's Office of Resilience and Equity

Nearly halfway to our goal of 50 diverse Certified Welcoming places by 2026, we reached **23 Certified Welcoming communities** in 2023.

In 2023, we rolled out changes to the Welcoming Standard and Certified Welcoming to meet communities where they are:

- **The Welcoming Standard 2.0:** New criteria better reflect the wide range of institutions and policies that influence life in local communities. The updated [Welcoming Standard](#) is **designed to be used by any organization or group** that wants to invest in welcoming infrastructure — not just those undergoing certification.
- **A new star designation system for Certified Welcoming:** Places can now achieve one of five star designations for their welcoming efforts. A set of criteria from the Welcoming Standard is tailored to each Certified Welcoming star designation. Explore the star designations in [our guide](#).



- **Streamlined process for submitting evidence for certification:** A new portal makes it easier for applicants to upload evidence and for the Certified Welcoming team to produce a report.

6 NEW CERTIFICATIONS

- Champaign, Illinois*
- Cuyahoga County, Ohio
- New Orleans, Louisiana
- Philadelphia, Pennsylvania
- San Mateo County, California*
- Tulsa, Oklahoma*

* Pilot communities for Certified Welcoming 2.0

3 RECERTIFICATIONS

- Boise, Idaho
- Dayton, Ohio
- Lucas County, Ohio

To view a full list of Certified Welcoming places, please visit CertifiedWelcoming.org.

“I appreciate Welcoming America for giving this framework of what we can strive for as a city. We’re honing into that as much as possible so that four years from today we’re not in the same place, but much more entrenched in serving and enhancing the quality of life for immigrant and refugee communities.”

— *Kahlida Lloyd, Director of the Office of Equity and Human Rights, City of New Orleans (Certified Welcoming since 2023)*



Naturalization ceremony
at Atlanta City Hall

Credit: Lindsay Mensch

WELCOMING ACTIONS AND VALUE SHINE IN OUR GLOBAL CAMPAIGN

Welcoming Week 2023

Welcoming Week is a campaign and call to action that local communities use to build and broaden their table of welcomers.

Launched in 2012, Welcoming Week has provided opportunities for individuals and communities to proclaim welcoming values and foster mutual understanding between immigrants and non-immigrants, as well as deeper belonging for all.

To learn more, explore [our impact report](#).

Thank you to our partners: Government of Canada, Citizenshipworks, Civity, Connecting Communities in the Americas, Global Parliament of Mayors, GFMD Mayors Mechanism, I Stand With Immigrants, I'm Your Neighbor Books, Kennesaw State University, Listen First Project, NASH Refugee Resettlement Initiative, National Immigration Forum, Refugee Congress, Refugee Welcome Collective, Refugees Welcome Italia, Re-Imagining Migration, Sin Fronteras IAP, Trust for Public Land, USA for UNHCR, USAHello, Welcoming Australia, Welcome.US, Whole-COMM, and Y-USA.

Event hosted by Project FINE in Winona, Minnesota. Credit: Briana Broberg



WELCOMING WEEK 2023, BY THE NUMBERS:

660+
events hosted
globally
(↑ 200 from 2022)

546
million people
reached through
traditional and
social media

≥42
welcoming
proclamations
issued by governments
and local
organizations

Events held in
41 U.S. states
and 7 countries
(global events ↑ 60%
from 2022)

23
partners
from nonprofits, private
sector, universities,
and beyond



Picnic hosted by Global Friends Coalition in Grand Forks, North Dakota. Credit: Briana Broberg



Credit: Sin Fronteras



Credit: Programa Casa Refugiados

Expanding Welcoming Week to Mexico

CASE STUDY

In 2023, the first-ever Welcoming Week in Mexico aimed to tell the story of welcoming communities and **advance support for migrants in Mexico.**

Sin Fronteras partnered with Welcoming America for assistance in planning the first Welcoming Week events in Latin America. Through our Welcoming Week Catalyst program, the Mexico City-based NGO received seed funding, [multilingual toolkits](#), technical assistance, and international peer connections to activate a national campaign.

Across **27 total events attended by over 1,000 people**, Sin Fronteras and their local partners hosted mural painting projects, reforestation activities, and more that brought neighbors together in Mexico City, Querétaro, and Tijuana. The energy of these activities prompted UNHCR’s Representative in Mexico to [make a statement](#) encouraging communities to celebrate Welcoming Week, and the state legislature of Querétaro made [a proclamation](#) declaring Welcoming Week in their region.

“Creating spaces for dialogue between Mexicans and foreigners is more important than ever. We need to listen to each other and recognize ourselves as part of a community. Our celebration will showcase unity and cooperation, an open-door Mexican party.”

— Tamara Aranda, Advocacy and Communications Coordinator at Sin Fronteras



Credit: Sin Fronteras

BUILDING A BIGGER TABLE FOR PEER LEARNING

Rural Welcoming Communities Exchange

[Watch our video](#)
to learn more.



Some of the most rapidly diversifying places around the world are rural communities. Equipping rural leaders with the knowledge and skills to welcome newcomers has numerous benefits, from sparking inclusive programs and policies in new places to **energizing and empowering leaders** to sustain themselves in this work.

Investing in these communities matters to us. That's why in 2023, we organized the Rural Welcoming Communities Exchange. With an international focus, the exchange was a reciprocal learning opportunity for immigrant inclusion practitioners and policymakers working in rural places in the U.S. and Australia.

16 participants engaged in in-person and virtual international exchanges with peers, attended workshops and field visits, and learned from each other about good practices in local migrant inclusion.



Credit: Peta MacRae



Credit: Sebastian Geers, Welcoming Australia

WHAT WE LEARNED

- Welcoming and advocacy **efforts are underway in rural communities** in Australia and the United States, and global exchange can strengthen them.
- **Peer learning** and relationships with other welcoming practitioners are critical for bringing new ideas, energy, and inspiration back to the community.

[Read more takeaways](#) from the program.

“What we learned is all these places have the same issues, like housing, immigration [status], workforce shortages, but the way they go about finding solutions varies from community to community. I came away with so many ideas.”

— [Liz Rodriguez](#), *Centro Hispano, Nebraska*

Thank you to our partners Welcoming Australia and Cultural Vistas for their assistance in implementing the program. Support for this program was provided in part by the Robert Wood Johnson Foundation. The views expressed here do not necessarily reflect the views of the Foundation

GLOBAL FIELD BUILDING: WHERE WE AND OUR MEMBERS SHARED OUR WORK IN 2023

- **Geneva, Switzerland:** Global Refugee Forum 2023
- **Paris, France:** Global Forum on Migration and Development
- **Lisbon, Portugal:** Alliance Migrations Conference and [Portuguese High Commission for Migration’s conference](#)
- **Birmingham, England:** Inclusive Cities Convening hosted by University of Oxford
- **Toronto, Canada:** [Transatlantic Community Policy Lab 2023](#) hosted by Whole-COMM
- **Montreal, Canada:** Pathways to Prosperity Conference
- **Prague, Czechia:** Winter School for Municipalities hosted by [IOM Czechia](#)
- **Brussels, Belgium:** SPRING Project Final Conference and MPI Europe event

A SEAT AT THE TABLE: IMMIGRANT CIVIC ENGAGEMENT

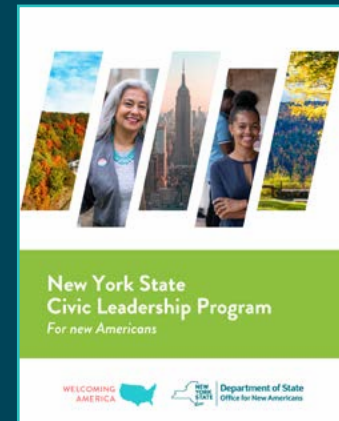
Civic Leadership Curriculum

Activating community members in civic life is a pillar of strong, successful communities. Places across the country are recognizing that immigrants need a seat at the table in our **democratic decision-making and policymaking processes**.

How can we better design civic engagement programs to include and empower immigrants? Our answer came in the form of a pilot program that we launched from 2022-2023.

The New York State Civic Leadership Program was a partnership between the [New York State Office for New Americans](#) and Welcoming America. A first-of-its-kind state-led program, it aimed to strengthen the civic leadership of new Americans across New York and connect them to local government, institutions, and their neighbors.

The outcome of the pilot program is a **robust civic leadership curriculum** that's [now available](#) for communities in New York.



“I’ve spent my adult life experiencing and fighting exclusion. Although I have resources and networks I can lean on to be sure I’m no longer excluded, many of our country’s newcomers don’t have those social and community supports. That’s why I’m passionate about the work being led by Welcoming America – it’s the importance of making sure that all people can participate fully in the work and civic life of their communities.”

— Carla Gibson, Vice President of Programs at REACH Healthcare Foundation and board member at Welcoming America

CHAMPIONING THE POWER AND POTENTIAL OF ‘NATURAL HELPERS’

Natural Helpers programs recognize the crucial role immigrant and refugee leaders fulfill as informal “helpers” in their communities. Published in 2023, this guide can help nonprofit and local government leaders formalize, support, and expand newcomer civic leadership programs.





Credit: Colin Petkus

BRIDGING NEIGHBORS AND BUILDING CONNECTIONS

Fund to Foster Belonging

Belonging is more than a feeling. Belonging means to be fully part of society at large: each of us has our well-being considered and we're able to design and benefit from institutions and structures that affect our lives.

Since 2021, our Fund to Foster Belonging grantees have brought together immigrants and non-immigrants in their communities to advance community-wide belonging. In 2023, we [announced](#) 12 new grantees.

One project, "Cross-Cultural Arts on the Eastrail," brought creatives from different backgrounds — particularly immigrants and people of color — together with non-immigrants to uplift art and culture on a 42-mile trail that connects multiple cities in metro Seattle. Together with [Eastrail Partners](#), the project team at [Eastside For All](#) gathered leaders and artists from East King County to create a cross-cultural, community-centered leadership team that guided the bridge-building project.

They held two events to help different communities meet and **celebrate their cultures through art**: an evening concert and an art installation at a community garden along the Eastrail trail. Beyond these events, Eastside for All created guidance on how to put out calls for artists that are truly accessible and inclusive, ensuring that they could continue this practice well into the future.

“Welcoming America embodies one of my deepest held beliefs – that it is up to each of us to create kind, safe, welcoming spaces for people we may not know – that through meeting each other we can build the connections we need to build a world of peace and opportunity.”

— Mara Kimmel, Executive Director of the American Civil Liberties Union of Alaska and board member at Welcoming America



NONPROFITS ADVOCATE FOR LOCAL POLICY CHANGE

Building a Bigger Table Learning Lab

Building a bigger table is not a solo endeavor, but requires a group with many skills and perspectives to ensure it stands. In nearly 15 years of working with local governments and nonprofits, Welcoming America has seen many local nonprofits lead a community's welcoming efforts alone.

“It makes sense that this work often starts in nonprofits, since we see the direct needs of the community. That direct connection and collaboration builds trust to move our community forward together.”

— *Christa Yoakum, senior welcoming coordinator at Nebraska Appleseed*

To **help communities bring local government to the table**, we hosted “Building a Bigger Table: An Organizing and Advocacy Learning Lab” in 2023 to equip nonprofit leaders and other champions of welcoming with the advocacy and organizing skills needed to work together.

Over four sessions, **30+ participants** learned from guest speakers about how to get local government to engage and invest in welcoming. Explore [takeaways](#) from the program.

MORE 2023 PROGRAM HIGHLIGHTS

GATEWAYS FOR GROWTH

Eight communities were awarded technical assistance, research, and grants from the [American Immigration Council](#) and Welcoming America.

RURAL WELCOMING INITIATIVE

13 communities accessed technical assistance and coaching to strengthen welcoming in rural places.

WELCOMING ECONOMIES CHALLENGE

42 people subscribed to a six-week email series about inclusive economic development, in partnership with [Global Detroit](#).

WELCOMING COMMUNITIES BOOK CLUB

With [I'm Your Neighbor Books](#), we hosted two book club meetings with 14 readers.

LANGUAGE ACCESS WORKSHOPS FOR MEMBERS

Over 300 attendees joined five workshops hosted in partnership with [Global Wordsmiths](#).

WELCOMING INTERNATIONAL ALLIANCE CONVENING

in Melbourne, Australia: Leaders from national Welcoming Communities programs across the globe came together for three days of learning and collaboration, in partnership with [Welcoming Australia](#).

COMMUNITY SPONSORSHIP & WELCOMING INFRASTRUCTURE

[Programming](#) and peer connections compared experiences on refugee community sponsorship in the U.S. and U.K.

INTERNATIONAL DELEGATIONS TO THE U.S.

A delegation of 23 welcomers from the U.K. and Australia came to the Welcoming Interactive, and a three-person delegation from Portugal visited five Welcoming Network member communities across the U.S.

Portuguese delegation - Lincoln / Credit: Miguel Silva Graça

This learning exchange between researchers, local government, and nonprofits helped welcoming practitioners learn about developing effective welcoming strategic plans.

[Read more.](#)





CONNECTING AND STRENGTHENING THE FIELD

Credit (all photos on this page): Steven Cotton

2023 Welcoming Interactive

The 2023 Welcoming Interactive drew a record attendance of **664 participants** in San José, California (↑210+ from 2022). Welcomers from local governments, nonprofits, and other sectors spent three days exchanging practices and ideas for immigrant inclusion in their communities.

94% of attendees came away with **new strategies and ideas** for their work and 96% felt **better connected** to their peers across the country and globe.

Welcoming America launched a partnership with [Students Rebuild](#) — a program of the Bezos Family Foundation — on their [Welcoming Refugees Project](#). Students Rebuild donated \$5 to Welcoming America for every piece of art submitted.

“We’re honored to support the work that Welcoming America is doing to make our global communities a more welcoming and inclusive place for young people displaced by war and other crises that cause families to flee their homes.”

— *Alexandra Manuel, Managing Consultant for Students Rebuild*



WHAT ATTENDEES SAID

“In this era of highly divisive, partisan, and anti-newcomer sentiments, for the first time since 2016 I felt motivated, encouraged and inspired to continue with advocacy work even more.”

“I really found a lot of value in learning and connecting with others doing this work in rural areas. Sometimes you feel alone, so it was refreshing to meet others with similar experiences.”

5
community
tours
and a film
screening

20
breakout
sessions

27
sponsors
and
exhibitors

Announced
[Little Amal's](#)
Walk Across
America



Credit (all photos on this page): Steven Cotton

The 2023 Welcoming Interactive was sponsored by Silicon Valley Community Foundation, World Education Services, Sobrato Family Foundation, Kaiser Permanente, Omidyar Network, Western Union, Grove Foundation, Hewlett Foundation, eBay Foundation, EnGen, AB Charities, Students Rebuild, Deloitte, Y-USA, and Excite Credit Union.

275 MEMBERS AND 5 PARTNERS ACROSS 44 STATES AND 6 COUNTRIES

The Welcoming Network in 2023

Local governments and nonprofits in our Welcoming Network are committed to building belonging in their communities across the U.S.

ALABAMA

- Alabama Coalition for Immigrant Justice ♥
- City of Huntsville Office of Diversity, Equity & Inclusion 🏠
- Global Ties Alabama ♥

ALASKA

- Anchorage Museum ♥
- Municipality of Anchorage 🏠

ARIZONA

- Pima County Public Library ♥

ARKANSAS

- Northwest Arkansas Council ♥

CALIFORNIA

- Central Valley Immigrant Integration Collaborative (CVIIC) ♥
- City of Anaheim 🏠
- City of Redwood City 🏠
- City of San Diego 🏠
- City of San José 🏠★
- City of Sunnyvale 🏠
- Coalition for Humane Immigrant Rights (CHIRLA) ♥
- County of San Mateo 🏠★
- County of Santa Clara Office of Immigrant Relations 🏠

- County of San Diego - Health & Human Services Agency 🏠
- Filoli ♥
- Pars Equality Center ♥
- San Francisco Office of Civic Engagement & Immigrant Affairs 🏠
- YMCA of San Diego County ♥

COLORADO

- City of Aurora 🏠
- City of Denver Office of Immigrant & Refugee Affairs 🏠
- City of Gunnison 🏠
- Hispanic Affairs Project ♥
- Intercambio Uniting Communities ♥
- One Morgan County 🏠

CONNECTICUT

- Building One Community ♥
- Hartford Public Library ♥
- International Hartford ♥
- Town of Mansfield 🏠

DISTRICT OF COLUMBIA

- Many Languages One Voice (MLOV) ♥

FLORIDA

- City of Gainesville 🏠

- First Coast YMCA ♥
- Healthy Start Southwest Florida ♥
- Miami-Dade County Office of New Americans ♥
- Rural Women's Health Project ♥
- Weave Tales Refugee Stories ♥

GEORGIA

- 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 🏠
- Corners Outreach ♥
- Gwinnett County Government 🏠

HAWAII

- Maui County Dept. of Housing & Human Concerns Immigrant Services Division 🏠

IDAHO

- City of Boise 🏠★

- Idaho Office for Refugees at Jannus, Inc. ♥
- Unity Alliance of Southern Idaho ♥

ILLINOIS

- Champaign County Economic Development Corporation ♥
- City of Bloomington 🏠
- City of Champaign 🏠★
- City of Chicago 🏠
- Syrian Community Network ♥
- The Immigration Project ♥
- Visit Champaign County ♥
- YMCA of the University of Illinois ♥

INDIANA

- Amani Family Services, Inc. (Welcoming Ft. Wayne) ♥
- City of South Bend 🏠
- Greater Ft. Wayne, Inc. ♥
- Immigrant Allies (Committee of Humans for Equality) ♥
- Immigrant Welcome Center ♥
- Johnson County Public Libraries, Adult Learning Center ♥
- Otis R Bowen Center for Human Services ♥
- Welcoming Michiana ♥

This list of members and Certified Welcoming places is based on the 2023 calendar year.

LEGEND | **ORG TYPE:** Nonprofit: ♥ Government: 🏠 | **CERTIFIED WELCOMING:** Certified: ★ In Progress: ☆



IOWA

- City of Cedar Rapids
- City of Denison
- City of North Liberty
- Community Foundation of Greater Dubuque
- Johnson County
- One Siouxland
- Tapestry Farms
- West Des Moines Community Schools

KANSAS

- Catholic Charities of Southwest Kansas
- City of Dodge City
- City of Topeka
- Emporia Spanish Speakers
- Johnson County / Johnson County Developments Support
- Kansas Hispanic and Latino American Affairs Commission
- Western Kansas Community Foundation

KENTUCKY

- Catholic Charities of Louisville
- City of Bowling Green
- City of Lexington (Global Lexington)
- Kentucky Refugee Ministries
- Louisville Metro Government

- Northern Kentucky Chamber

LOUISIANA

- Catholic Charities of New Orleans
- City of New Orleans
- Home is Here New Orleans
- Louisiana Organization for Refugees and Immigrants (LORI)
- The New Neighbor Project

MAINE

- City of Portland Office of Economic Opportunity
- Community Organizing Alliance
- Maine Department of Economic & Community Development
- Maine Technology Institute
- University of Southern Maine

MARYLAND

- Baltimore Association of Nepalese in America (BANA)
- Baltimore County
- City of Baltimore Mayor's Office of Immigrant Affairs
- Montgomery County (Gilchrist Immigrant Resource Center)
- Prince George's County
- Prince George's County Memorial Library System

- Solutions in Hometown Connections

MASSACHUSETTS

- City of Boston Mayor's Office for Immigrant Advancement
- City of Cambridge
- City of Salem
- Re-Imagining Migration

MICHIGAN

- African Collaborative Network
- Centro Multicultural La Familia
- City of Battle Creek
- City of Detroit Mayor's Office of Immigrant Affairs & Economic Inclusion
- City of Grand Rapids
- City of Sterling Heights
- City of Troy
- Global Detroit
- Immigrant & Refugee Resources Collaborative
- Jewish Family Services of Washtenaw County, Inc.
- Kent County Administration (Welcoming Kent County)
- Lakeshore Ethnic Diversity Alliance - Welcoming Ottawa!
- Michigan Immigrant Rights Center
- Oakland County Executive
- Office of Global Michigan

- Puertas Abiertas
- Washtenaw County

MINNESOTA

- Arts Midwest
- City of Austin
- City of Bloomington
- City of Minneapolis
- City of Owatonna
- City of Saint Paul
- City of Saint Charles
- City of Winona
- Project FINE
- Region Five Development Commission
- Region Nine Development Commission
- Southeast Minnesota Together
- Southern Minnesota Initiative Foundation
- Southwest Initiative Foundation
- Unite Cloud
- West Central Initiative
- Worthington Area YMCA

MISSOURI

- Greater Kansas City Chamber of Commerce
- International Institute of St. Louis
- Kansas City Library Refugee & Immigrant Services & Empowerment
- Literacy KC

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

"While our country is at a critical inflection point, with heightened divisions and differences, Welcoming America is a light, bringing together communities from across the nation, celebrating diversity and creating spaces where everyone can belong."

— Elizabeth Walder, President and Executive Director, Walder Foundation

Refugee and Immigrant Services and Education (RAISE) ♥

St. Louis County Library ♥
St. Louis Mosaic Project ♥
Vitendo 4 Africa ♥

NEBRASKA

Central District Health Department 🏠
Centro Hispano ♥
City of Crete 🏠
City of Lincoln 🏠★
ECHO Collective ♥
Empowering Families ♥
Hall County Leadership Unlimited, Inc. ♥
HOPE Esperanza ♥
Lancaster County 🏠
Nebraska Applesseed ♥

NEW HAMPSHIRE

City of Nashua 🏠★
New Hampshire Alliance of Immigrants & Refugees / Welcoming New Hampshire ♥
Welcoming Concord (Second Start) ♥

NEW JERSEY

Jersey City Division of Immigrant Affairs - Department of Health and Human Services 🏠

Municipality of Princeton 🏠
One World One Love NJ ♥

NEW MEXICO

City of Santa Fe Office of Economic Development 🏠
United Voices for Newcomer Rights ♥

NEW YORK

City of Jamestown 🏠
Hearts and Homes for Refugees ♥
International Institute of Buffalo ♥
New York State Office of Language Access 🏠
Russian-speaking Community Council Inc. (RCC) ♥
YMCA of Greater New York ♥

NORTH CAROLINA

City of Charlotte 🏠★
City of Durham 🏠
City of Greensboro 🏠
City of High Point 🏠
Episcopal Farmworker Ministry ♥
Every Campus A Refuge at Guilford College ♥
International House of Metrolina ♥
Latin American Coalition ♥
Refugee Community Partnership ♥

Town of Apex 🏠
Uniting NC ♥
Universal Institute for Successful Aging of Carolinas ♥

NORTH DAKOTA

Bismarck Global Neighbors ♥
City of Grand Forks 🏠
Global Friends Coalition ♥

OHIO

Cincinnati Compass ♥
City of Akron 🏠
City of Columbus 🏠★
City of Dayton / Welcome Dayton 🏠★
City of Toledo Human Relations Commission 🏠★
Cuyahoga County 🏠★
Ebenezer Healthcare Access ♥
Global Cleveland ♥
International Institute of Akron ♥
Lucas County 🏠★
Norwood Together ♥
Nuestra Gente Community Projects, Inc. ♥
Public Library of Mount Vernon and Knox County ♥
RefugeeConnect ♥
Summit County 🏠
Thrive Mahoning Valley ♥

Toledo Lucas County Public Library ♥
Water For Ishmael ♥
Wave Pool ♥
Welcome BG ♥

OKLAHOMA

City of Tulsa 🏠★
YWCA Tulsa ♥

OREGON

City of Beaverton 🏠
City of Bend 🏠
City of Portland Office of Community & Civic Life 🏠
The Environmental Center ♥
The Latino Community Association ♥
Tualatin Hills Park & Recreation District ♥

PENNSYLVANIA

Allegheny County Department of Human Services 🏠
Borough of Dormon 🏠
Borough of State College 🏠
Bridges 2030 International ♥
City of Erie 🏠★
City of Lancaster 🏠★
City of Philadelphia Office of Immigrant Affairs 🏠★
City of Pittsburgh Mayor's Office / Bureau of Neighborhood Empowerment (BNE) 🏠★

LEGEND | **ORG TYPE:** Nonprofit: ♥ Government: 🏠 | **CERTIFIED WELCOMING:** Certified: ★ In Progress: ☆

“It has been gratifying to support Welcoming America as it expands its network of welcomers in membership, reach, and impact across the nation. By connecting and cultivating leaders of all backgrounds with the shared goal of a more inclusive society, Welcoming America has created a growing network of communities collectively realizing the Robert Wood Johnson Foundation’s vision of a nation in which everyone, including immigrants, has a fair and just opportunity to thrive and belong.”

— Susan Choi, Senior Program Officer, Robert Wood Johnson Foundation

Erie County Public Library 🏠
 Let’s Talk Philly!
 Conversation Circles ♥
 Multicultural Community
 Resource Center (Erie, PA) ♥
 Penn State Law Center for
 Immigrants’ Rights Clinic ♥
 The Welcoming Center ♥
 Women’s Opportunities
 Resource Center ♥
 YMCA of the Roses ♥

RHODE ISLAND

Rhode Island Community
 Food Bank ♥

SOUTH DAKOTA

Connecting Cultures –
 Yankton ♥

TENNESSEE

Catholic Charities
 of East Tennessee ♥
 City of Chattanooga 🏠
 City of Knoxville 🏠
 Nashville Food Project ♥
 Tennessee Immigrant
 Welcome Center ♥

TEXAS

Celebration Circle ♥
 City of Austin 🏠★

City of Dallas 🏠★
 City of San Antonio 🏠
 Culturingua ♥
 Developing Integrity in
 Families and Youth
 Foundation ♥
 Family Endeavors ♥
 Team Brownsville ♥

UTAH

City of Draper 🏠
 Center for Economic
 Opportunity and
 Belonging ♥
 Glendale Community
 Council ♥
 Salt Lake City Mayor’s Office,
 Diversity, Equity, and
 Inclusion 🏠★
 Salt Lake County
 Mayor’s Office for
 New Americans 🏠★
 Southeastern Utah Association
 of Local Governments -
 Inclusion and Equity
 Opportunity 🏠

VERMONT

Battleboro Development
 Credit Corporation ♥

VIRGINIA

City of Charlottesville 🏠

City of Harrisonburg 🏠
 City of Roanoke 🏠★
 ReEstablish Richmond ♥
 Welcoming Charlottesville 🏠
 YMCA at Virginia Tech ♥

WASHINGTON

City of Burien 🏠
 City of Kent 🏠
 City of Kirkland 🏠★
 City of Redmond 🏠
 City of Tacoma Office of
 Equity and Human Rights 🏠
 Eastside for All ♥
 Foundation for International
 Understanding Through
 Students (FIUTS) ♥

WISCONSIN

City of Wausau 🏠
 Grant Regional Health Center
 - Growing Lancaster ♥
 International Institute
 of Wisconsin ♥
 Open Doors for Refugees ♥
 YMCA of Metropolitan
 Milwaukee ♥

WYOMING

Town of Jackson 🏠

WELCOMING INTERNATIONAL ALLIANCE PARTNERS

Across the globe, our Welcoming International Alliance partners are advancing and expanding the work of welcoming with us.

AUSTRALIA

Welcoming Australia

CANADA

Immigration, Refugees
 and Citizenship Canada

GERMANY

Bertelsmann Stiftung

NEW ZEALAND

Welcoming Communities
 (Immigration New Zealand)

UNITED KINGDOM

Inclusive Cities (University of
 Oxford Centre on Migration,
 Policy & Society)

LEGEND | **ORG TYPE:** Nonprofit: ♥ Government: 🏠 | **CERTIFIED WELCOMING:** Certified: ★ In Progress: ☆

Thank You to Our Supporters

Our work would not be possible without the support of welcomers across the nation and world. You made 2023 an incredible year for Welcoming America.

We are deeply grateful for our donors and institutional supporters who are building the foundations of welcoming in local communities around the globe. Thank you for your support: we can do so much more in partnership with you.

INDIVIDUALS

Anonymous	Mara Kimmel
Alex Akers	Lisa Kirkhom
Helen Attenello	Ron Kirkhom
Mary Neal Bailey	Benita Kline
Patricia Brown	Jessica Lee
Mary E (Liz) Cedillo Pereira	Kien Lee
David Chavis	Erika Lopez
Janet DePriest	Patricia Mansur
Elvis Fraser	Ann Margolis
Robert Gibson	Laura Maristany
Joan Gilmore	Marjy Marj
Jeanne Greenwald	Helene McQuade
John Grossman and Kate Olmstead	Hector Monterroso
Nahela Hadi	Allie Norman
Holly Hanke	Katie Norman
Mario Hernandez	Patricia Norman
Alicia High	Rachel Perić
Molly Hilligoss	Lucy Perkins
David Holden	Karen Phillippi
Stephanie House	Lucy Poisson and John Norman
Whitney Huddleston	Richard Robertson
Tamar Kaim Doniger and Jeremy Doniger	Christopher Rochette
Rachel Kaplan	Michelle Roubal
Sy Kaufman	Joshua Starr
	Evelyn Thornton
	Steve Tobocman and Family

Daniel Valdez

Stephen Valrie

Antonio Veloso

Bryan Warren

Heath Wickline

Steven Wohl

INSTITUTIONS

Anonymous

AARP

AB Charities

AmazonSmile

Bezos Family Foundation

BFK Foundation

Catena Foundation

Church World Service

Deloitte

Democracy Fund

EnGen

Global Wordsmiths

Grove Foundation

Hanna Interpreting
Services, LLC

Kaiser Permanente

LanguageLine Solutions

New Pluralists

Omidyar Network

Panda CommUnity Fund

PayPal Giving Fund

Raikes Foundation

Robert Wood Johnson
Foundation

Saint Paul and Minnesota
Foundation

Silicon Valley Community
Foundation

Sobrato Family Foundation

The Charles Stewart Mott
Foundation

The Dinner Party Labs

The Federal Trade Commission

The Hearthland Foundation

The William and Flora Hewlett
Foundation

U.S. Citizenship and
Immigration Services

USA for UNHCR

Walder Foundation

Walmart and the
Walmart Foundation

Werner-Kohnstamm
Family Fund

Western Union

Workday Foundation

World Education Services (WES)

YMCA of the USA

Welcoming America strives to list all names accurately. Please contact us for any corrections.

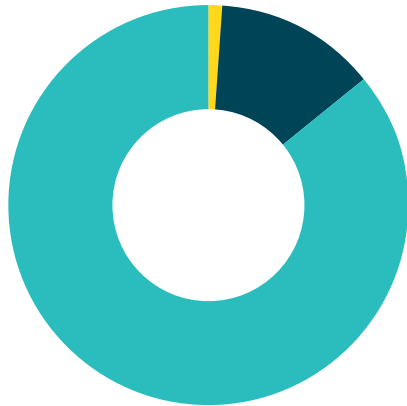
Financial Highlights

Welcoming America's expenses are in three categories: management, fundraising, and programs.

Administration 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.

2023 REVENUE: \$3.80 MILLION

- Fundraising: 86%
- Programs: 13%
- Other income: 1%



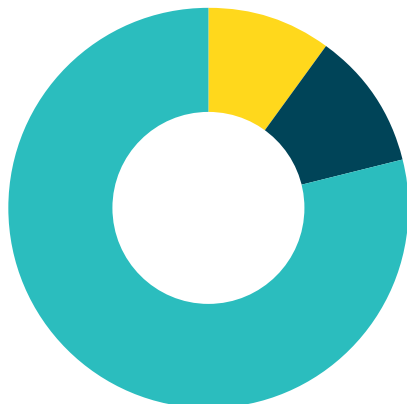
2023 EXPENSES

- Programs: 75%
- Administration: 18%
- Fundraising: 7%



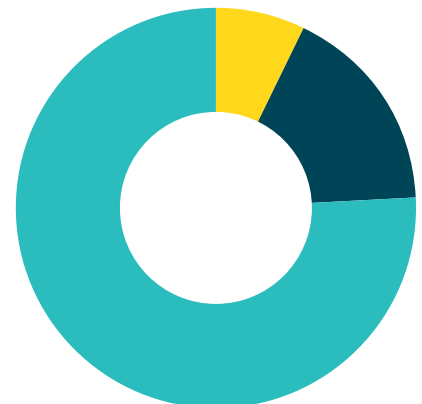
2022 REVENUE: \$2.86 MILLION

- Fundraising: 79%
- Programs: 11%
- Other income: 10%



2022 EXPENSES

- Programs: 76%
- Administration: 17%
- Fundraising: 7%



Leadership and Staff

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Flora Hewlett Foundation

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Capital Partners

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President, Community Science

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Prospera Insights & Katch

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Center for Civic Leadership,
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Client Partner, Slalom

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Executive Director,
Educational Justice

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Place, Hartford Public Library

Liz Cedillo-Pereira

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Executive Director,
St. Louis Mosaic Project

Feyisola Akintola

Former Manager, Office of
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Welcoming Pittsburgh

Christa Yoakum

Senior Welcoming Coordinator,
Immigrants and Communities,
Nebraska Appleseed

Ze Min Xiao

President and CEO, BelongInUtah:
The Center for Economic
Opportunity and Belonging

Leadership and Staff

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Executive Director

Isha Lee

Deputy Director

Meg Shoemaker Little

Chief Program Officer

Jenny Granik

Chief Financial Officer

Daniel Valdez

Chief External Affairs Officer

STAFF

Alexa Barnett

Operations Manager

Melissa Bertolo

Certified Welcoming
Senior Director

Briana L. Broberg

Regional Manager

Mahdia Chowdhury

Certified Welcoming Coordinator

Jenny Diaz

Certified Welcoming
Program Manager

Megan Gonzalez

Network and Events Coordinator

Alivia Haibach

Regional Manager

Cassie Harding

Network Operations Coordinator

Sophia Hernandez

Digital Engagement Manager

Molly Hilligoss

Network Director

Jordyne Krumroy

Director of Strategic Partnerships

Lindsay Mensch

Content Manager

Allie Norman

Development Manager

Lola Pak

Communications Director

Karen Phillippi

Senior Policy Advisor

Christina Pope

Senior Director of
Welcoming International

Anthony Salas

Events Director

Samantha Weinberg

Development Director

Kisha Wesley

Operations Director

George Zavala

Regional Manager

INTERNS

Lily Baldi

Brynn Evans

Robie Frasdilla

Abby Heltzer

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welcomingamerica.org/welcoming-network/

BECOME CERTIFIED WELCOMING:

certifiedwelcoming.org

PARTICIPATE IN WELCOMING WEEK:

welcomingweek.org

GIVE:

welcomingamerica.kindful.com

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info@welcomingamerica.org

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