



CATHOLIC LEGAL
IMMIGRATION
NETWORK, INC.

**Build Your Army:
The Power of Local Initiatives in
Promoting Immigrant Integration**

Presenter



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Agenda

- CLINIC
- Integration basics
- The importance of the 'local'
- Measuring integration readiness and progress
- How to use the data
- Low-resource integration programming
- Brainstorming



CLINIC Overview

- Founded in 1988 by USCCB as 501c3 to support affiliate organizations providing charitable immigration legal services
- Capacity Building, Training & Legal Support, Advocacy sections
- www.cliniclegal.org



Instructions

1. Write down your definition of immigrant integration on the piece of paper.
2. Complete the “agency staff survey”.

Keep both items with you.



What do you think?

- What are the key components of your definition of immigrant integration?
- What do your fellow staff members believe immigrant integration to mean?
- How does this integration differ from past terminology, including assimilation/acculturation/Americanization?



Immigrant Integration

A dynamic, two-way process in which newcomers and the receiving society work together to build secure, vibrant and cohesive communities.

(Grantmakers Concerned with Immigrants & Refugees)



Key Points

- Not assimilation, acculturation, or ‘Americanization’
- Everyone’s responsibility – newcomers and receiving community
- Not us versus them – watch your language choices
- Takes time, patience and flexibility
- Involves a lot of talking
- Local and relevant to the immediate community



Let’s Build Our Army

- Integration is the main goal
- Local initiatives are the most successful
- Relationships are built at the local level
- Grassroots efforts are powerful and impactful
- Missed opportunities with past large-scale law changes
- Setting the context, expectations and language



Why the Emphasis on 'Local'

- Switch in federal priorities
- Support available in state and local governments
- Day to day relationships matter more at the local level
- Community members can have a direct and big impact
- Local needs are individual and distinct



Why you?

- Trusted place and viewed as safe
- Immigrants are already coming
- Welcoming is already part of the mission
- Newcomers and the receiving community already co-exist
- Many projects to work on that both groups can do together
- Opportunities for sharing and exploring cultures through food, music, worship, sports, and other activities
- Built-in volunteer base



Immigrant Integration Measurement Tools

Parish/Agency Staff /Survey	Client/Parishioner Survey
<p>How closely aligned are staff in their thinking and planning on integration efforts?</p> <ul style="list-style-type: none"> • How do different stakeholders understand integration? • Is integration reflected in the mission statement and strategic plan? • Is there a designated point person? • Are immigrants represented in formal decision-making spaces? • What opportunities exist for leadership development? • Does the agency seek input from the immigrant community? 	<p>A tool to measure indicators shown to be markers of integration:</p> <ul style="list-style-type: none"> •Bank account •Job •Communication with child's teacher •Comfortable calling police •Willingness and ability to use community resources •Perceive city of residence as welcoming place to live



Agency Data

	Yes %	No%	I Don't Know%
Does our agency promote immigrant integration as a benefit for our community?	71.60	5.56	22.84
Does our organization assist our clients in pursuing citizenship, including offering immigration legal services, English as a Second Language and citizenship test preparation classes, and registering to vote?	64.81	8.64	25.31
Do all our staff members understand the basic rights immigrants have as U.S. residents as well as have a basic understanding of U.S. immigration law?	22.22	40.74	34.57
Do we include immigrant integration in our strategic plan, mission statement, and/or measurable goals?	38.27	13.58	47.53
Does our organization foster relationships between newcomers and the receiving community through our programming, public events, and public outreach?	59.26	6.17	33.33
Are immigrants represented on our Board or in other advisory capacities?	12.96	12.35	72.84
Are immigration legal services clients connected to and encouraged to obtain other services offered by our agency?	58.02	1.23	38.89
Does our organization advocate for immigrants within our community at the local and state government levels?	48.77	5.56	43.83
Does our organization offer leadership development opportunities to immigrants?	29.63	7.41	61.73
Does our organization ask the immigrant community what services or support they need before we develop programs that serve this community?	28.40	7.41	64.20



Where can you use the data?

- Funding proposals
- Marketing
- Agency staff meetings
- Internal tracking for program development
- Agency publications
- Program planning activities
- Goal-setting for the agency

<https://cliniclegal.org/sites/default/files/capacity/integration/Immigrant-Integration-Surveys.pdf>



Agency Staff Survey

- How did you answer the agency staff survey questions?

Agency Staff Survey
 Please indicate the extent to which you agree or disagree with the following statements.

1. It is not our organization's responsibility to care for immigrants.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
2. Immigrants should be able to obtain citizenship, including offering immigration legal services, English as a Second Language and citizenship test preparation classes, and registering to vote.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
3. All our staff members should understand the basic rights immigrants have as U.S. residents as well as have a basic understanding of U.S. immigration law.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
4. We should include immigrant integration in our strategic plan, mission statement, and/or measurable goals.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
5. Our organization should foster relationships between newcomers and the receiving community through our programming, public events, and public outreach.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
6. Immigrants should be represented on our Board or in other advisory capacities.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
7. We should encourage our clients to obtain other services offered by our agency.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
8. We should advocate for immigrants within our community at the local and state government levels.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
9. We should offer leadership development opportunities to immigrants.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
10. We should ask the immigrant community what services or support they need before we develop programs that serve this community.	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree



Discussion Exercise

- How is integration made a purposeful goal in your agency?
- How are immigrants involved in decision making at your agency?
- How are the newcomer and receiving communities brought together to work on mutually beneficial projects by your agency?



Affiliate Examples

Key components:

- Requires advance planning
- Makes integration an official part of the mission
- Requires staff buy-in
- Provides accountability to staff
- Engages the receiving community



FaithAction International House: Stranger to Neighbor Model

Education: Learning from resources that deepen and challenge stereotypes about those of other cultures, religions, and nationalities – growing in our understanding of and respect for our newest neighbors.

Exchange: Creating opportunities to build positive relationships with those different from us - eating, sharing stories, dancing, kicking a soccer ball together – building greater empathy and trust; identifying shared humanity and values.

Action: Assessing what has been learned and experienced, then working together to better the community in a way that is cooperative, empowering, and mutually-beneficial to all – demonstrating that we are better together.

Sharing the Story: Collecting compelling stories of progress to be shared (as appropriate) with staff, on websites, newsletters, and newspapers – stories that prove we are a better, more inclusive and as a united city when strangers become neighbors.



Continuum of Service



Coffee with a Cop

- Articulated need from receiving and newcomer communities
 - National program already established
 - Low resources required
 - Monthly feature that they can advertise regularly
- <https://cliniclegal.org/news/immigrant-integration-building-one-community-stamford-connecticut-police-department-coffee-cop>



Brainstorming

- What works need to be done internally at your agency before integration work can take place?
- What is a need that you believe both the receiving and newcomer communities have in common?
- How could you find out what these communities need?
- What resources do you have to address the identified need?
- What next steps should you take?



CLINIC Resources

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Center for Immigrant Integration
www.cliniclegal.org/integration



Free support and resources

- Citizenship Navigator project:
www.cliniclegal.org/citizenshipnavigator
- Texting campaign with citizenship and integration resources:
www.cliniclegal.org/text4refugees





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