

# Investing in Our Communities: Strategies for Immigrant Integration



## *Publisher*

GRANTMAKERS  
CONCERNED WITH  
IMMIGRANTS AND REFUGEES

## *Editor*

DARANEE PETSOD

## *Principal Authors*

DARANEE PETSOD  
TED WANG  
CRAIG MCGARVEY

## *Contributors*

SUSAN DRAKE  
ADA TSO  
MICHAEL KAY  
JIM THOMAS  
KIEN LEE

## A TOOLKIT FOR GRANTMAKERS

# ABOUT GRANTMAKERS CONCERNED WITH IMMIGRANTS AND REFUGEES

**Grantmakers Concerned with Immigrants and Refugees (GCIR)** seeks to move the philanthropic field to advance the contributions and address the needs of the world's growing and increasingly diverse immigrant and refugee populations. With a core focus on the United States, GCIR provides grantmakers with opportunities for learning, networking, and collaboration. Our information resources aim to:

- Enhance philanthropy's awareness of issues affecting immigrants and refugees.
  - Deepen the field's understanding of how these issues are integral to community building in today's dynamic social, economic, and political environment.
  - Increase philanthropic support for both broad and immigrant/refugee-focused strategies that benefit newcomer populations and strengthen society as a whole.
- A one-stop center for high-quality electronic and printed resources, including in-depth issue reports that help funders quickly grasp the substance of specific topic areas and learn about proven grantmaking strategies.
  - Substantive opportunities to learn about emerging trends and to share experiences and strategies through member-driven national and regional programs, learning circles, and national convenings.
  - Technical assistance and consultation to members wishing to incorporate immigrant and refugee issues into their portfolios or seeking to expand or redirect their immigrant-related grantmaking.

Given immigrants' growing numbers and their expanding role in the economic, social, and cultural life of nations across the globe, GCIR has become an invaluable resource to many foundations, whether they have immigrant-specific funding initiatives or wish to incorporate the immigrant and refugee dimension into their core grantmaking programs.

GCIR provides members the opportunity to connect with diverse colleagues, build new skills, increase knowledge, and become part of a dynamic movement to fully integrate immigrants into U.S. society through:

In 2005, more than 1,500 grantmakers took advantage of our information resources and another 1,000 participated in our programs.

For more information, visit [www.gcir.org](http://www.gcir.org) or contact the GCIR office at [info@gcir.org](mailto:info@gcir.org) or 707.824.4374.

## GCIR BOARD OF DIRECTORS AND STAFF

P.O. Box 1100  
Sebastopol, California  
95473-1100

[www.gcir.org](http://www.gcir.org)

Phone 707.824.4374  
Fax 707.581.1716  
Email [info@gcir.org](mailto:info@gcir.org)

### BOARD OF DIRECTORS

**Susan Downs-Karkos**, *Co-Chair*  
THE COLORADO TRUST  
Denver, Colorado

**Taryn Higashi**, *Co-Chair*  
FORD FOUNDATION  
New York, New York

**Laura Hogan**, *Treasurer*  
THE CALIFORNIA ENDOWMENT  
Sacramento, California

**Tom Kam**, *Secretary*  
COMMUNITY FOUNDATION FOR  
THE NATIONAL CAPITAL REGION  
Washington, District of Columbia

**Henry Allen**  
DISCOUNT FOUNDATION  
Boston, Massachusetts

**Lina Avidan**  
ZELLERBACH FAMILY FOUNDATION  
San Francisco, California

**Sue Lin Chong**  
ANNIE E. CASEY FOUNDATION  
Baltimore, Maryland

**Bob Glaves**  
CHICAGO BAR FOUNDATION  
Chicago, Illinois

**José González**, *Program  
Committee Chair*  
BUSH FOUNDATION  
St. Paul, Minnesota

**Victor Quintana**,  
*Communications  
Committee Chair*  
UNITARIAN UNIVERSALIST  
VEATCH PROGRAM AT  
SHELTER ROCK  
Manhasset, New York

**Maria Teresa Rojas**  
OPEN SOCIETY INSTITUTE  
New York, New York

**Sandra Smith**, *Membership  
Committee Chair*  
THE COLUMBUS FOUNDATION  
Columbus, Ohio

**Ralph Taylor**  
CENTRAL INDIANA  
COMMUNITY FOUNDATION  
Indianapolis, Indiana

**Ellen Widess**  
ROSENBERG FOUNDATION  
San Francisco, California

### STAFF

**Daranee Petsod**  
*Executive Director*

**Alison De Lucca**  
*Program Director*

**Bryan Rhodes**  
*Executive Assistant*

**Ada Tso**  
*Research Assistant*

**Jacqueline Menendez**  
*Research Assistant*

## TABLE OF CONTENTS

<b>INTRODUCTION</b>	<b>1-8</b>
● About the Toolkit	1
● Acknowledgments	4
<b>EXECUTIVE SUMMARY</b>	<b>9-16</b>
● A Framework to Strengthen Community	11
● Immigrant Integration Funding Recommendations	13
<b>HISTORICAL CONTEXT AND CONTEMPORARY IMPERATIVES</b>	<b>17-24</b>
● The Historical Context for Integration	17
● Why Now: The Imperatives for Integration	18
● Why the Rise in the Undocumented Population	22
● Race and Immigration	23
<b>GCIR'S IMMIGRANT INTEGRATION FRAMEWORK</b>	<b>25-32</b>
● Defining Immigrant Integration	25
● Mutual Responsibility, Mutual Change, Mutual Benefits	26
● Multi-Sector Involvement	27
● Multi-Strategy Approach	28
● Pathways to Integration	28
● Benefits of Integration	30
● Evaluating Immigrant Integration Efforts	31
<b>PROMISING PRACTICES IN IMMIGRANT INTEGRATION</b>	<b>33-204</b>
● Communitywide Planning	33
● Language Access	59
● Language Acquisition	71
● Education	83
● Health and Well-Being	103
● Economic Mobility	125
● Equal Treatment and Opportunity	147
● Social and Cultural Interaction	169
● Civic Participation and Citizenship	187
<b>FILMS ABOUT THE EXPERIENCES OF NEWCOMERS IN AMERICA</b>	<b>205-218</b>
● Immigrant Integration: The Newcomer's Perspective	208
● Journey to the Homeland	213
● Profiles	215
● New and Coming Attractions	216
<b>ADDITIONAL RESOURCES</b>	<b>219-254</b>
● History of U.S. Immigration Law and Policy	219
● Fast Facts	223
● Glossary of Terms	235
● Recommended Readings	241
● DVD-ROM of Film Clips and Other Resources	back pocket



Look for this symbol for references to the enclosed DVD in the inside back page pocket.



## ABOUT THE TOOLKIT

---

### OVERVIEW

---

Grantmakers Concerned with Immigrants and Refugees (GCIR) is pleased to present “Investing in Our Communities: Strategies for Immigrant Integration.” The introduction of this toolkit is especially timely, given the heated national debate on immigration policy reform that spurred the activism of millions of immigrants and their supporters in 2006. But regardless of immigration politics and any changes in U.S. immigration

**This toolkit seeks to catalyze inquiry, exploration, and action to promote effective integration programs and policies.**

laws, demographic, economic, and social forces will continue to bring immigrants of all backgrounds to our communities, and their integration into and impact on our society will remain a major issue that warrants philanthropic attention, now and in the foreseeable future.

Increasingly, foundations across the country are recognizing that their grant-making strategies must respond to the needs and contributions of immigrants. As our nation’s demography continues to diversify, GCIR firmly believes that an intentional focus on immigrant integration—particularly broad-based efforts that are multi-ethnic, multi-sector, and multi-strategy in approach—holds strategic promise to strengthen both individual communities and the country as a whole.

Built on extensive research and interviews with foundation, community, business, and government leaders, this multimedia toolkit seeks to inform the development of program, policy, and grantmaking strategies to promote immigrant integration. It also aims to help foundations, regardless of their funding priorities and geographic focus, understand the vital importance of supporting efforts that weave newcomers into the fabric of our society.

The toolkit includes a wide range of resources to meet the information needs of diverse foundations, from those new to immigrant-related issues and seeking points of entry to those with extensive experience but looking for fresh ideas to advance their work in this field. We hope the toolkit is an equally informative resource to both foundations working in emerging immigrant destinations and those funding in traditional immigrant gateways. Because successful integration requires the involvement of multiple stakeholders, the toolkit is also designed to inform and strengthen the work of diverse practitioners in the nonprofit, public, and private sectors.

GCIR envisions this publication not as an end in itself but as a tool to engage multiple stakeholder groups and facilitate ongoing discussions within institutions and communities. We want the toolkit to catalyze inquiry, exploration, and action to promote effective integration programs and policies across the United States and beyond. We invite you to peruse the following pages and consider the role you and your institution can play to build strong, cohesive communities through immigrant integration.



Courtesy of the Library of Congress

*Italian immigrant family at Ellis Island, circa 1910.*

---

## ORGANIZATION OF THE TOOLKIT

---

To help the reader maximize the use of the vast amount of information and resources, we have organized the toolkit in six distinct sections:

- **Executive Summary.** This section provides an overview of the historical and contemporary context for integration and summarizes GCIR's Immigrant Integration Framework. Most significantly, it offers a set of concrete recommendations to guide philanthropic investment in immigrant integration activities.

- **Historical Context and Contemporary Imperatives.** This section offers a brief historical perspective on immigrant integration and discusses the demographic, economic, and social imperatives that drive the need for integration today. It also examines critical topics such as the rise in the undocumented population and the role of race in immigration and immigrant integration.

**We invite you to use GCIR as a resource and to tell us what you're learning and whether and how these toolkit resources are making a difference.**

- **GCIR's Immigrant Integration Framework.** This section defines the concept of immigrant integration and identifies pathways to and benefits of integration. It discusses the important interrelationships among distinct issue areas and establishes the framework as a helpful tool for funders and other stakeholders with particular issue interests. The section also offers basic guidance on evaluating immigrant integration efforts.

- **Promising Practices in Immigrant Integration.** Organized along GCIR's pathways for integration, this section compiles program and policy models that hold considerable promise to promote immigrant integration at the local, state, and regional levels. It also offers indicators of success and measurable outcomes that can be used to evaluate and demonstrate achievement, as well as improve immigrant integration strategies.

The section profiles promising practices to address immigrants' needs and facilitate their contributions. These practices are drawn from both established immigrant gateways and newer immigrant destinations, primarily in the United

States. The reader will find models of varying scale, scope, stage of implementation, population and geographic focus, race and ethnicity, level of philanthropic investment, among many other factors. Consistent with GCIR's Immigrant Integration Framework, this section highlights models that are multi-ethnic, multi-sector, and multi-strategy in approach, particularly those that engage both newcomer and native-born residents.

Unable to include every exemplary approach and organization, this section identifies basic principles and components of promising practices that can be applied to and replicated in other settings to promote immigration integration.

- **Films about the Experiences of Newcomers in America.** This filmography provides a listing of recent documentary films that put a human face on complex immigration issues. They bring today's rich and varied immigrant integration experiences to life and illustrate the human consequences of policy decisions in a way that statistics and words alone cannot do.

- **Additional Resources.** Resources include an overview of U.S. immigration history, a selection of fast facts on immigration and immigrant integration, a glossary of terms, and an annotated listing of recommended readings for those who wish to dig more deeply. The DVD-ROM in the toolkit back-cover pocket contains film clips and other resources to help the reader engage foundation colleagues and other stakeholders in productive discussions on immigrant integration.

The reader should note that the policy environment was highly volatile during the production of this toolkit. Some of the information, particularly relating to immigration reform, will surely be outdated by the publication date. But the need for immigrant integration remains vital despite the ebbs and flows of policy and politics, and we believe the toolkit's core content will have a lengthy shelf life.



---

## AN INVITATION

---

GCIR hopes that our Immigrant Integration Framework and the promising practices and resources in this toolkit will inform your work and inspire you to explore a new or expanded role in supporting immigrant integration efforts within your funding priorities and communities.

As you consider immigrant integration issues within your foundation, let us know how the GCIR network can help inform your discussions and deliberations. Our staff and consultants have in-depth knowledge and expertise to support your work. At the most basic level, we can provide additional information resources, serve as a sounding board, organize funder briefings, and connect you to colleagues with similar funding interests. For those interested in a higher level of service, we can conduct research, help prepare board memos and presentations, and offer customized consultation to meet the specific needs of your foundation.

In addition to letting us know how we can help, we invite you to tell us what you're learning and whether and how these toolkit resources are making a difference in your grantmaking and in your communities. We also invite you to contribute promising practices and other resources; we'll make them available to the field via our website, electronic newsletters, and *New Americans* publication.

We welcome your questions, concerns, ideas, and suggestions and look forward to being both a resource to and a partner in your immigrant-related grantmaking.

**Susan Downs-Karkos**  
*Co-Chair, GCIR Board of Directors*  
Senior Program Officer  
The Colorado Trust, Denver

**Taryn Higashi**  
*Co-Chair, GCIR Board of Directors*  
Deputy Director, Human Rights Unit  
Ford Foundation, New York

**As you consider immigrant integration issues within your foundation, let us know how the GCIR network can help inform your discussions and deliberations.**

## ACKNOWLEDGMENTS

A project of this scope would not have been possible without solid foundation support; a team of talented thinkers, researchers, writers, editors, and designers; and wonderful colleagues who provided insightful guidance and unwavering support.

First and foremost, GCIR gratefully acknowledges the project funders for their financial support and for their confidence in our ability to produce a resource that would inform and strengthen the field.

We wish to thank the Annie E. Casey Foundation and the Ford Foundation, both longtime institutional supporters of GCIR, for their early investment. Their grants gave us the time needed to fully explore the issues and to conduct much-needed research, and their thoughtful questions helped us conceptualize a strong framework for immigrant integration.

We are grateful to Carnegie Corporation of New York, Evelyn & Walter Haas, Jr. Fund, Hyams Foundation, John S. and James L. Knight Foundation, The California Endowment, The California Wellness Foundation, Unitarian Universalist Veatch Program at Shelter Rock, and Zellerbach Family Foundation. Not only did these foundations provide financial support; they also shared their expertise and directed us to organizations engaged in effective integration work across the United States.

With a small core staff, GCIR relies considerably on outside expertise for our publication projects. Susan Drake, former longtime executive director of the National Immigration Law Center, conducted extensive research, including interviews and literature review, to ensure that the framework we developed draws upon the latest thinking and theoretical constructs in the field. Her health, immigration, and public benefits expertise significantly strengthened the toolkit.

Ted Wang, a highly regarded consultant most recently with Chinese for Affirmative Action/Center for Asian American Advocacy, took the lead in researching

and writing the promising practices in language, education, health and well-being, economic mobility, and equal treatment and opportunity. We are indebted to Ted for his invaluable contribution; the toolkit has much greater depth and breadth because of his work.

Craig McGarvey, a well-respected consultant formerly with the James Irvine Foundation, was the point person on the promising practices in community-wide planning and civic participation and contributed to the section on social and cultural interaction. We extend our appreciation to Craig for his critical role on the team and for his moral support throughout the project.

Our sincere thanks also go to Kien Lee, senior managing associate at the Association for the Study and Development of Community. Kien took charge of the toolkit's evaluation component and was always ready to lend a helping hand.

Beyond their specific assignments, Ted, Craig, Susan, and Kien were critical sounding boards for this project, asking tough questions and providing constructive guidance on everything from the structure of the toolkit to the framing of difficult issues. We benefited greatly from their intellect and decades of combined experience on immigrant issues.

Our appreciation goes to Ada Tso, our part-time research assistant and an undergraduate student at the University of California, Berkeley. Ada researched and wrote several case studies and promising practices and assisted with proofreading.

We are grateful to Jim Thomas, a San Francisco-based consultant specializing in research and evaluation. Jim contributed three case studies which enriched the toolkit with additional promising practices in the areas of health and civic participation.

We also thank Amy Skillman of the Institute for Cultural Partnerships, Patty Haller of the Idaho Office of Refugees, and freelance writer Julie Chao, each of whom contributed a case study that was adapted for inclusion in the "Promising Practices in Immigrant Integration" section.



Alejandra Domenzian, who organized the section on fast facts and provided editing and proofreading assistance, has our appreciation for her thorough work. We also thank Jacqueline Menendez, another part-time research assistant and student at UC Berkeley, who spent hours trolling the Web to find many of the quotes on immigrants highlighted in these pages.

Michael Kay, a former intern and a regular contributor to *New Americans*, provided invaluable editing assistance on a number of case studies and promising practices. His work helped improve the toolkit's clarity and accessibility, particularly for readers who are not immersed in immigration and immigrant integration issues.

As production came down to the wire, Rachel Kahn and Ming Leung also took on editing assignments. Amanda Kellett, a former GCIR staff member with an eye for details, provided critical proofreading assistance. Amanda, Rachel, and Ming helped us meet a very tight timeline, but more importantly, their contributions made the toolkit a more readable, user-friendly resource.

GCIR owes a world of gratitude to Active Voice and its talented and highly professional staff—Ellen Schneider, Grace Eng, and Steve Bartz—who took charge of producing the filmography and the DVD-ROM. These rich resources would not have been part of the toolkit without their expertise, creativity, and hard work. We also thank Grantmakers in Film and Electronic Media and David Haas for their seed funding to produce the filmography.

Bryan Rhodes, our executive assistant and office manager, spent countless hours researching photographs, conducting fact checks, and providing research and administrative support. Alison De Lucca, our program director, conducted focus groups on immigrant integration in new gateway states. She also took charge of programmatic matters, as other organizational resources were directed toward toolkit production. Alison and Bryan are

consummate professionals and amazing colleagues, and GCIR is lucky to have them on our staff. This project would not have been possible without their hard work, patience, and support, especially during the final three months of production.

GCIR's incredible board members have our gratitude for their guidance, ideas, push-back, and encouragement throughout the project. A roll-up-your-sleeves board, they helped with every aspect of the toolkit, including framing key integration issues, sharing their resources and contacts, organizing focus groups, reviewing various drafts, editing sections that draw on their expertise, and screening film clips for the DVD-ROM. Their contributions were much appreciated.

Sharon Bouton, our graphic designer, made the toolkit an inviting resource, no easy task given its complexity and substantial girth. Axie Breen, Caroline Prado, and Matt Bail assisted with production and added design touches of their own. We convey our deepest thanks to these talented designers and production artists—as well as Barlow Printing, a small family-owned business—for their hard work in getting the toolkit completed in time for release at our June 2006 national convening.

Last but certainly not least, we thank the dozens of organizers, advocates, service providers, researchers, community leaders, government officials, and funders who generously shared with us their time, knowledge, expertise, and insights. Without them, there would be no toolkit. Whether or not their organizations are featured in these pages, the overall conceptualization of the toolkit was certainly informed and strengthened by their input. We are inspired by their hard work, ingenuity, and steadfast commitment to helping immigrants become fully contributing members of society. We hope you will be inspired, too.

**Daranee Petsod**  
*GCIR Executive Director*  
June 2006

---

## THANK YOU FOR SHARING YOUR EXPERTISE!

---

Seema Agnani, Fund for New Citizens,  
New York City, NY

Fadumo Ali, VOICE for Community Power,  
Minneapolis, MN

Betty Alonso, Dade Community Foundation,  
Miami, FL

Margarita Alzidres, parent, Lost Hills, CA

Jocelyn Ancheta, Blue Cross and Blue Shield  
of Minnesota Foundation, Eagan, MN

Jerry Anfinson, Hormel Foundation,  
Austin, MN

Jojo Annobil, New York Legal Aid Society,  
New York City, NY

Liz Arjun, Children's Alliance, Seattle, WA

Ana Garcia Ashley, Gamaliel Foundation,  
Chicago, IL

Dale Asis, Coalition of African, Asian,  
European and Latino Immigrants of Illinois,  
Chicago, IL

Lina Avidan, Zellerbach Family Foundation,  
San Francisco, CA

Linda Baker, The David and Lucile Packard  
Foundation, Los Altos, CA

Talle Bamazi, KIACA Gallery, Columbus, OH

Karen Bass, California Assembly Member from  
the 47th District, formerly of the Community  
Coalition for Substance Abuse Prevention and  
Treatment, Los Angeles, CA

Blue Cross and Blue Shield of Massachusetts  
Foundation, Boston, MA  
Phillip González  
Celeste Lee

Joanna Brown, Logan Square Neighborhood  
Association, Chicago, IL

Annie E. Casey Foundation, Baltimore, MD  
Irene Lee  
Irene Skricki

Ted Chen, W.K. Kellogg Foundation,  
Battle Creek, MI

Dudley Cocke, Roadside Theater, Norton, VA

James Comstock, Oregon Judicial  
Department, Salem, OR

Gina Craig, Donors' Forum of South Florida,  
Miami, FL

Marissa B. Dagdagan, Family Violence  
Prevention Fund, San Francisco, CA

Brenda Dann-Messier, Dorcas Place,  
Providence, RI

Sharon Darling, National Center  
for Family Literacy, Louisville, KY

Vida Day, El Puente, Jackson, WY

John de Leon, Chavez & de Leon, Miami, FL

Maria Dominguez, Alliance for Human  
Services Advisory Board, Miami, FL

Michael Donahue, International Institute  
of Minnesota, St. Paul, MN

Susan Downs-Karkos, The Colorado Trust,  
Denver, CO

Yvonne Duncan, Long Beach City College,  
Long Beach, CA

Maria Echaveste, UC Berkeley Boalt Hall  
School of Law, Berkeley, CA

Evelyn and Walter Haas, Jr. Fund,  
San Francisco, CA  
Robert Bray  
Henry Der  
Sylvia Yee

Sunny Fischer, Richard H. Driehaus  
Foundation, Chicago, IL

Michael Fix, Migration Policy Institute,  
Washington, DC

Hector Flores, M.D., White Memorial  
Medical Center Family Residency Program,  
Los Angeles, CA

Janice Freedman, North Carolina Healthy  
Start Foundation, Raleigh, NC

Michael Frias, Federal Deposit Insurance  
Corporation, Chicago, IL

Foundation for Child Development,  
New York, NY  
Annette Chin (consultant)  
Ruby Takanishi

Debora Furce, Refugee Family Services,  
Clarkston, GA

Jayne Gibson, Austin Public Schools,  
Austin, MN

Emily Goldfarb, Consultant, San Francisco, CA

Karen Griego, University of New Mexico,  
Albuquerque, NM

Kaying Hang, Otto Bremer Foundation,  
St. Paul, MN

Leonie M. Hermantin, Haitian Neighborhood  
Center, Sant La, Miami, FL

Monica Hernandez, Highlander Research and  
Education Center, New Market, TN

Christopher Ho, Legal Aid Society/Employment  
Law Center, San Francisco, CA

Roland Ho, Orange County Community  
Foundation, Irvine, CA

Idaho Community Action Network, Boise, ID  
Gloria Lara  
Adon Ramirez

Illinois Coalition for Immigrant and  
Refugee Rights, Chicago, IL  
Josh Hoyt  
Fred Tsao

Illinois Department of Human Services,  
Springfield, IL  
Grace Hou  
Ed Silverman

Deepa Iyer, South Asian American Leaders  
of Tomorrow, Silver Spring, MD

Marcy Jackson, English Center for  
International Women, Oakland, CA

Deeana Jang, Center for Law and Social  
Policy, Washington D.C.

Alan Jenkins, The Opportunity Agenda,  
New York, NY

Wanda Jung, San Francisco Human Services  
Agency, San Francisco, CA

Hamid Khan, South Asian Network,  
Los Angeles, CA

Jessica Kim, Koreatown Immigrant Workers  
Alliance, Los Angeles, CA

Prudy Kohler, formerly of The James Irvine  
Foundation, San Francisco, CA

Jim Krile, Blandin Foundation,  
Grand Rapids, MN

Kalpana Krishnamurthy, Western States  
Center, Portland, OR

Maria Kulp, Planned Parenthood of Greater  
Miami, Palm Beach and the Treasure Coast,  
West Palm Beach, FL

Doua Lee, Southeast Asian Community  
Council, Minneapolis, MN

Ruby Lee, The Saint Paul Foundation,  
St. Paul, MN

Ramón León, Latino Economic Development  
Center, Minneapolis, MN

Daniel Lesser, Sargent Shriver Center  
on Poverty Law, Chicago, IL

Deborah Liu, City of Oakland, CA

Pheng Lo, People and Congregations  
Together, of the Pacific Institute for  
Community Organization, Stockton, CA

Esther Lopez, Governor's Office,  
State of Illinois, Springfield, IL

Michele Lord, Four Freedoms Fund,  
New York, NY

Los Angeles Alliance for a New Economy,  
Los Angeles, CA  
Vivian Rothstein  
Roxana Tynan

David Lubell, Tennessee Immigrant and  
Refugee Rights Coalition, Nashville, TN

Sara Lundquist, Santa Ana College,  
Santa Ana, CA

Roberta Malavenda, Smart Start Georgia,  
Atlanta, GA

Alexandra K. Mann, Lower East Side Tenement  
Museum, New York, NY

Sara Martinez, El Paso Community College,  
El Paso, CA

Myrna Martinez-Nateras, Pan Valley Institute  
of the American Friends Service Committee,  
Fresno, CA

Chanchanit Martorell, Thai Community  
Development Center, Los Angeles, CA

Rachel McIntosh, The Capacity Building  
Initiative: Immigrant and Refugee  
Organizations, United Way of Central Ohio,  
Columbus, Ohio

Deborah S. McVeigh, The Village for Early  
Childhood Education, Littleton, CO

Lourdes Montes, East Harbor Community  
Development Corporation, Baltimore, MD

Nancy Alba Mullenax, San Francisco Welcome  
Back Center, San Francisco, CA

Karen Narasaki, Asian American Justice  
Center, Washington, DC

National Council of La Raza, Washington, DC  
Charles Kamasaki  
Clarissa Martinez  
Cecilia Muñoz

National Health Law Program,  
Washington, D.C.  
Jane Perkins  
Mara Youdelman

National Immigration Forum, Washington, DC  
Angela Maria Kelley  
Frank Sharry

National Immigration Law Center,  
Los Angeles, CA and Washington, DC  
Josh Bernstein  
Tanya Broder  
Joan Friedland  
Marielena Hincapié  
Linton Joaquin

Nebraska Appleseed Center for Law in the  
Public Interest, Lincoln, NE  
Milo Mumgaard  
Darcy Tromanhauser

New York Immigration Coalition,  
New York, NY  
Jose R. Davila  
Adam Gurvitch  
Margie McHugh  
Benjamin Ross

Christine Neumann-Ortiz, Voces de la  
Frontera, Milwaukee, WI

Office of Human Relations, San Jose, CA  
Teresa Castellanos  
Richard Hobbs

Ratna Omidvar, The Maytree Foundation,  
Toronto, Ontario, Canada

Partnership for Immigrant Leadership and  
Action, San Francisco, CA  
Maria Rogers Pascual  
Monica Regan

Luis Pastor, Cooperativa Comunitaria Latina  
de Credito, Durham, NC

Jo Peterson, Minneapolis Community and  
Technical College, Minneapolis, MN

Anne Philben, Center to Support Immigrant  
Organizing, Boston, MA

PICO California Project of the Pacific  
Institute for Community Organization,  
Sacramento, CA  
Jim Keddy  
Rebecca Stark

Carlos Quirindongo, Hormel Foods, Austin, MN

Bonnie Rietz, Mayor, Austin, MN

Rebecca Rittgers, Atlantic Philanthropies,  
New York, NY

Riverland Community College, Austin, MN  
Roger Boughton (retired)  
Sue Grove

Maria Rodriguez, Florida Immigrant Coalition,  
Miami, FL

Silvia Rodriguez, Get Enrollment Moving,  
Covina, CA

Robert Rubin, Lawyers' Committee for  
Civil Rights the San Francisco Bay Area,  
San Francisco, CA

Loretta Saint-Louis, Cambridge Health  
Alliance, Cambridge, MA

Carolyn Sexton, North Carolina Division of  
Public Health, Raleigh, NC

Sharon Seymour, City College of  
San Francisco, San Francisco, CA

Reshma Shamasunder, California Immigrant  
Welfare Collaborative, Los Angeles, CA

Joan Shigekawa, The Rockefeller Foundation,  
New York, NY

Liliana Silvestry, The Welcome Center,  
Austin, MN

Goizueta Foundation, Atlanta, GA  
Amanda Smith  
Maria Elena Retter  
Ashley Robinson  
Kelly Medinger

Sandra Smith, The Columbus Foundation,  
Columbus, OH

Abdi Soltani, Campaign for College  
Opportunity, Oakland, CA

Unmi Song, The Fry Foundation, Chicago, IL

Nikki Will Stein, Polk Bros. Foundation,  
Chicago, IL

Ralph Taylor, Central Indiana Community  
Foundation, Indianapolis, IN

Tenants and Workers United, Alexandria, VA  
Jon Liss  
Elsa Riveros  
David Staples  
Evelin Urratia  
Florinda Ventura

Paul That, Viet-Aid, Inc., Boston, MA

The California Endowment, Los Angeles, CA  
Ignatius Bau, San Francisco  
Laura Hogan, Sacramento  
George Zamora, Sacramento

The Minneapolis Foundation, Minneapolis, MN  
Emmett Carson  
Christelle Langer

Eric Thompson, Florida ACORN, Miami, FL

University of Georgia, Athens, GA  
Michael Padilla  
Paul Matthews

Paul Uyehara, Community Legal Services,  
Philadelphia, PA

Yolanda Vera, LA Health Action,  
Los Angeles, CA

Jill Weiller, Tellin' Stories Project/Teaching  
for Change, Washington, DC

Christopher Whitney, Chicago Council on  
Foreign Relations, Chicago, IL

Kent Willis, American Civil Liberties Union of  
Virginia, Richmond, VA

Luna Yasui, Chinese for Affirmative Action,  
San Francisco, CA

Son Ah Yun, Center for Community Change,  
Washington, D.C.

Tom Zamorano, Florida Immigrant Advocacy  
Center, Miami, FL

Leticia Zavala, Farm Labor Organizing  
Committee, Dudley, NC

