Switchboard Network Activity: Immigrant and Refugee Inclusion Meeting #1   **8 March 2018**

Agenda: (1) Define the current landscape
          (2) Help inform The Global Switchboard's role in these convenings

Prompts and Findings:

I. **In Pittsburgh, today, what are the most important dimensions--cultural, political, societal--of Immigrant and Refugee Inclusion?**
    A. Language and Education
        1. Youth education and enrichment
            a) Education opportunities and equity
            b) Access to students in school: in-school/after-school
            c) Programming
            d) Language access/barriers
            e) Mentoring and peer engagement
            f) Competing with students' other priorities & teachers' other priorities
            g) Self-determination + education for immigrant women
            h) Especially around health
            i) Out of time school + summer
        2. Leadership failures
            a) Pay for some things, not for others
            b) Chicken/egg dilemma: cultural challenges/breaking through barriers
            c) Mentoring and peer engagement
            d) Representation
        3. ESL access post-employment
            a) Language access/Barriers
            b) Causes employment barriers
            c) Opportunity for advancement
                (1) More than jobs
        4. English acquisition in general
            a) Language Access services--across all providers!
            b) ESL teaching
        5. Keeping pace with an ever-changing world
            a) Making education relevant
            b) Opportunity for advancement
        6. Volunteer and financial support of organizations that work with refugees
        7. Linking BNH Nicaraguan elementary students with students here in PGH
            a) Lots of opportunities
        8. Private sector involvement
            a) Critically important but almost completely absent
        9. Integration
        10. Financial literacy
        11. Cultural humility

B. Legal
1. Are immigrants & refugees "included" in the 4th amendment ?
2. Legal remedies, services & support
3. Municipal government
4. Trust between immigrant community + government + police
C. Access to Resources
1. Funding not to HELP immigrants but TO immigrants for community self-help
2. Immigrant Empowerment
a) So they have a voice and place at the table
3. Food
4. Access and awareness of resources and assets
5. Supporting families
a) Access to childcare for non-working mothers
b) Immigrant family stress help/services
6. Law enforcement
7. Healthcare access & emergency room access
8. Welcoming access to existing services
a) Language cultural competency
D. Welcoming Cultural Awareness
1. Cultural awareness
a) + Exchange between Pittsburgh & other regions
b) + Education leads to understandings
2. Education of broader community + connections
3. Welcoming refugees + immigrants into communities
E. Housing
1. Affordable
2. On bus line
3. Safe
4. Segregation
5. Putting down roots as stable renters + homeowners
F. Economic opportunities, jobs and leadership
1. Access to business development resources
a) Economic development
b) Business ownership
2. Immigrant leadership development
3. Career paths for immigrant youth who are late comers and not college bound
4. Jobs/career development
5. Fair employment
6. Joining the community long-term
a) Community programs
7. Community programs
G. Other
1. Cultural awareness

2. Communication
3. Globalization
4. Facilitated interactions
5. Fear

II. **Based on your experience, work in the field, and goals, what are the barriers or principle challenges that exist within the outlined themes of work?**
  A. Leadership/Politics
    1. Welcoming
        a) Establish policies that are proactive and inclusive
    2. Political representation/power at the local level
    3. Too many conversations without concerted action
    4. Refugee voice
    5. Leadership buy-in
        a) Doesn't trickle down
  B. Access to Resources
    1. Coordination of services and collaboration among agencies
        a) Connecting to services
    2. Gathering household goods for newly-arrived refugees
    3. Scarce resources
        a) $$$
    4. Lack of time
    5. Lack of resources
        a) Time
        b) Money
        c) Manpower
    6. No clearinghouse/database of resources
        a) Create database
        b) Communication resources already available to communities that could benefit from them
        c) Inter-organizational communication on what resources are offered and what can be used for collaboration
    7. Economic/Jobs
        a) Programs targetings immigrant professionals
        b) Workforce training for employers
    8. Leadership: engage immigrants/communities
    9. Culture/"cultural capital"
        a) Language
        b) Family support
        c) Navigating complex and new systems
            (1) Visa/immigration

C. Language and Education
   1. Scholarships/resources for refugee & immigrants to obtain higher education or credentials
   2. Presents voice/role in education or understanding of school system
   3. Translation of overseas education background
   4. Opportunities to educate and create advocates in the Pittsburgh community
   5. Need a general plan for "convening source" for a baseline education/resources to get everyone on same page
      a) Pittsburgh Post Gazette
   6. Education
      a) Youth programs: after-school programs
   7. Cultural bias
   8. Lack of valuation of global education
      a) Seeing global education as a luxury/extra rather than essential and valuable component of education
      b) timing/funding/etc.
      c) Getting funders/parents/community involved
      d) Lack of education access
   9. Monolingual USA
   10. ESL students taking many busses to Brashear
D. Housing
   1. Safe and affordable
   2. Connecting with immigrants for homeownership support
      a) i.e.: avoiding predatory lending, find the best option for housing
   3. Housing is the hardest for refugees
      a) Finding housing or apartments
      b) Rent is too much
E. Legal
   1. Political representation
   2. Grassroot efforts in addition to legal efforts
F. Welcoming Cultural Awareness
   1. Reaching across the political divides: class and race
   2. Assuming assimilation to American culture
   3. Proactive not reactive
G. Across Outlined themes/dimensions:
   1. Generate/lead region-wide, multi-sector campaign raising up welcoming/benefits of refugees + immigrants
   2. Fresh voice on issues we are and have been working on for long time
   3. More local/state government involvement
   4. Awareness education
   5. Pittsburgh's fragmented geography
      a) Contrasting attitudes between Pittsburgh the city and the Pittsburgh the region
      b) Contrasting attitudes between Pittsburgh and the nation

6. Building trust with immigrants
7. Representation
8. Getting people to understand we are all people. We were fortunate to be born in the USA: we didn't have to be
9. A voice
10. Getting "others" to care about "these" people
    a) Openness/desire to connect/understand by Trumpers
11. Competition between providers instead of cooperation
12. Knowledge doesn't flow easily
13. Racism
14. Proactive vs. reactive
15. Communication & advocacy
16. Digital hub that represents all players in this space in an understood/equitable manner
17. Financial literacy
18. Insularity in decision-making across systems
19. Invisibility