



ADVANCING IMMIGRANT INCLUSION

Impact Report 2018

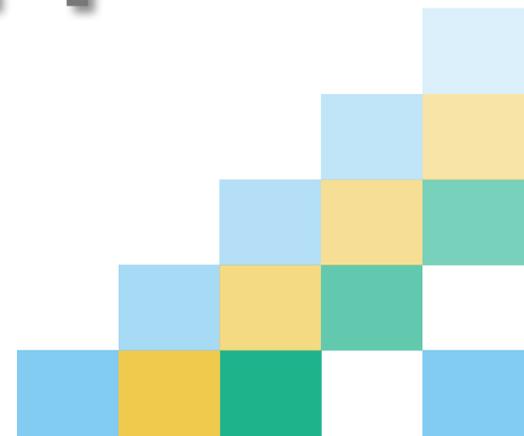


ALL for ALL

WHAT'S INSIDE?



LET'S GET STARTED...



HELLO, FROM THE DIRECTOR



When we launched the The Immigrant Community Blueprint in September 2016, we knew that there were pervasive gaps, inefficiencies, and missed opportunities in creating a region that is truly welcoming and inclusive of immigrants. This was evident in the 130 recommendations that make up the Blueprint, a comprehensive plan that guides All for All and our drive to connect people, organizations, and communities to actions that build a welcoming and inclusive region for all.

On the shoulders of the frontline providers who led this important work for many years, we stepped up to the challenge two years ago with a community of committed partners – many who we are now proud and grateful to call friends. Together, we have worked towards our shared goal of amplifying the voices, experiences, and strengths of immigrants to create more meaningful opportunities so that Pittsburgh becomes their home of choice, a place where they feel they belong both personally and professionally.

It cannot be overstated that any successes we have happens because of the many Pittsburghers who are increasingly stepping up, eager to push forward the work of immigrant inclusion: from businesses and nonprofits to local government officials and educators. Most importantly, it's the foreign-born community and children of immigrants who have trusted and worked with us as thought-partners and program participants that shape all that we do – the fire that fuels our drive and pushes us to do more, to be better.

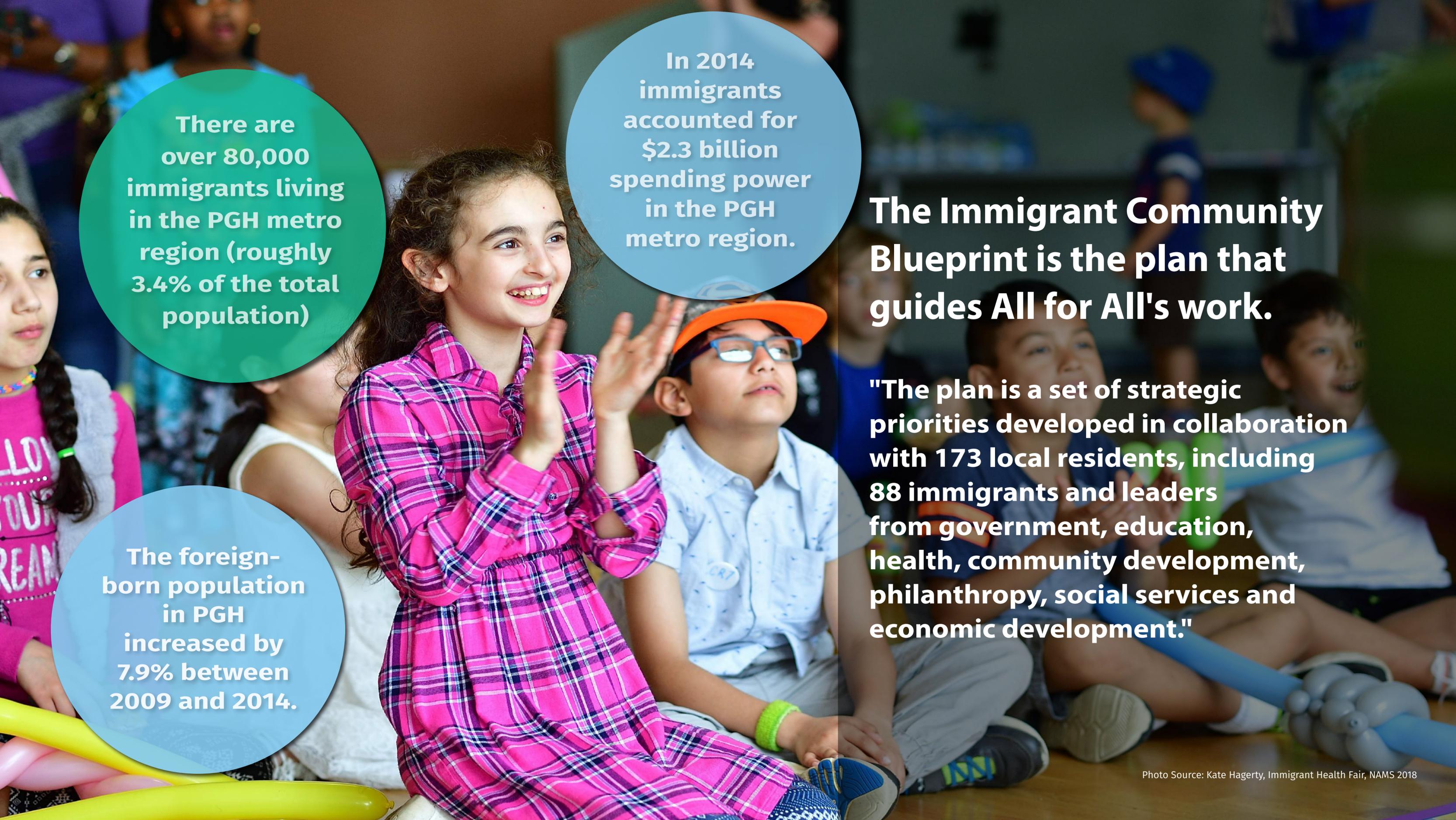
Our goal from the very beginning has been to create ripples that reach across our region by shining the light on those who have long been on the frontlines, building new allies along the way, and sparking partnerships where there once were none. Our refined focus this past year spotlights three areas: building capacity, community engagement, and institutional fluency.

This social impact snapshot is intended to provide a glimpse into this work. We invite you to read on and join in. As Elie Kihonia of Afrika Yetu stated at our first All for All Summit in 2017, "If you give opportunities to immigrants, we will make this city colorful, we will make it more vibrant."

Looking forward,

Betty





There are over 80,000 immigrants living in the PGH metro region (roughly 3.4% of the total population)

In 2014 immigrants accounted for \$2.3 billion spending power in the PGH metro region.

The foreign-born population in PGH increased by 7.9% between 2009 and 2014.

The Immigrant Community Blueprint is the plan that guides All for All's work.

"The plan is a set of strategic priorities developed in collaboration with 173 local residents, including 88 immigrants and leaders from government, education, health, community development, philanthropy, social services and economic development."

STORIES OF IMPACT

All for All facilitates community engagement focused on empowering personal transformation and building resilient immigrant communities from within.

The effort and energy that is required from an English as a Second Language (ESL) teacher can be draining. The Professional Learning Community (PLC) helped me recharge, regain, and sustain the energy and enthusiasm needed for the job. Because the sessions were so applicable, I could take what I had learned back to school right away and often found myself talking about what I had learned and advocating for growth and change. That enthusiasm for cultural competency and welcoming has spread within the school. The principal has come up with ways that we can implement this within our theme of kindness for the 2018-2019 school year. When administration embraces cultural competency, it sets the tone for staff. When ESL teachers are empowered to be leaders in schools, they no longer have to be “traveling teachers” pushed to the edge, but rather can drive positive growth. When we invite others to join us in welcoming, everyone benefits.

Photo Source: ROSSILYNNE CULGAN / THE INCLINE



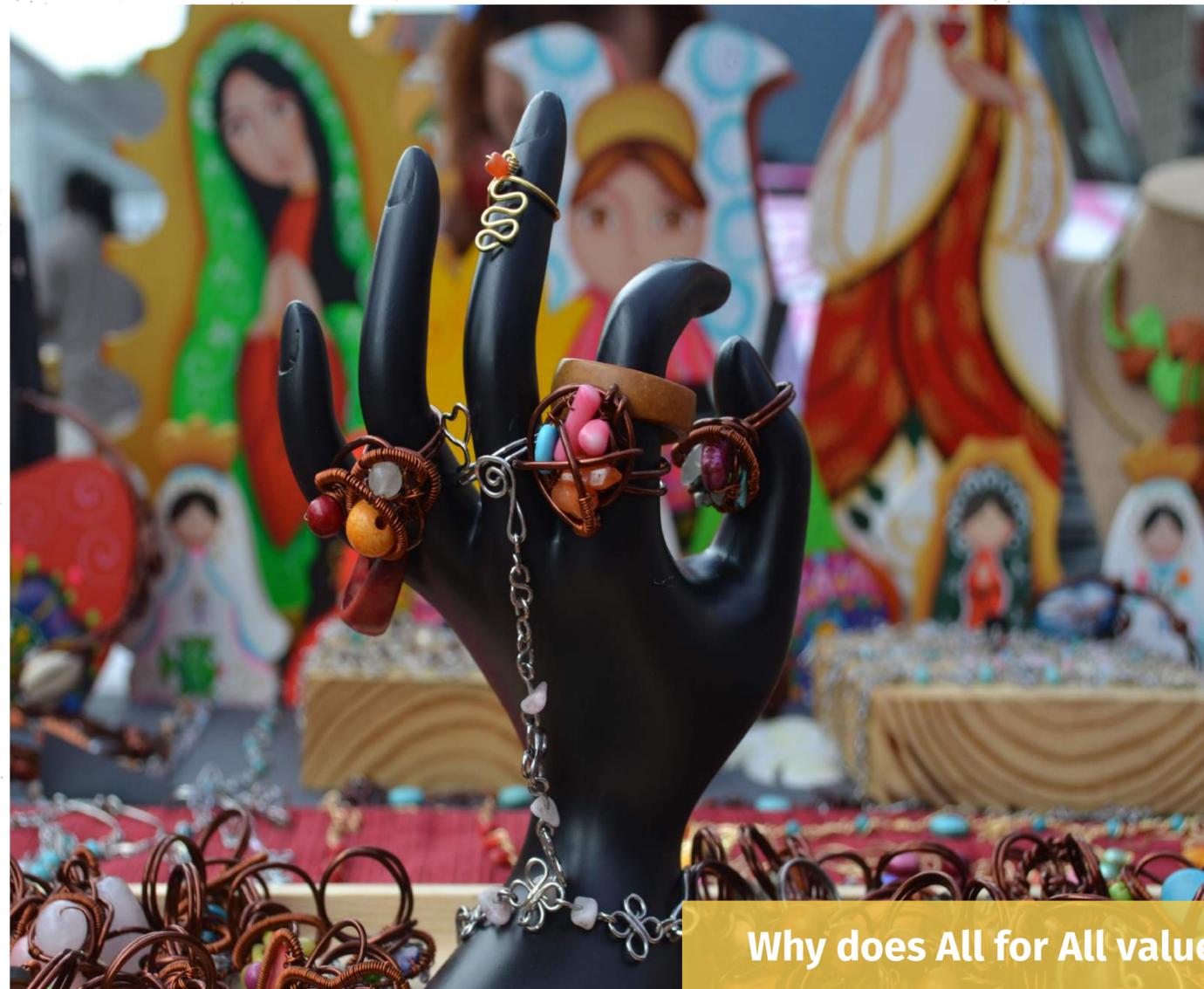
"When ESL teachers are empowered to become leaders in their schools, they no longer have to be those “traveling teachers” pushed to the edge, but rather can drive positive growth within their schools. When we invite others to join us in welcoming, everyone benefits." –Nichole Rojas, ESL K-12 Program Specialist at Moon Area School District

ESL teachers are leaders in their schools and communities who can also be bridges for families to get connected within their communities. Often times, ESL teachers are a first point of contact when there is an issue at school or a parent has a question. Because of this, it is essential for ESL teachers to know how to connect families to area resources. The PLC provides countless opportunities to make connections and build relationships with area resources. Furthermore, the teachers can take what they have learned through the PLC back to their individual schools and can continue to grow the cultural competence of the school community.

The PLC has empowered me to ask our families the right questions so that we know what exactly their needs are. It has further developed my understanding of English Learners (EL) rights and has given me the confidence to grow, change, and develop our program based on best practices. Every presentation was meaningful and applicable. The knowledge I gained through the PLC impacts my work on a daily basis. This week, we had an orientation and tour for some of our EL families who are now attending our Allard Campus. This was an opportunity to welcome them to their new school and to give individualized attention to families and answer their questions in person. I always learn something new about our families from these events and it helps me to better serve them. For example, learning that one parent in an Uzbek family speaks Uzbek and Russian and the other only speaks Uzbek. Even though in previously talking to the father he had said that they are fine with receiving Russian translation, I learned the mother is not able to read that translation and needs Uzbek only. This is key information I need to best serve this family. Because of the PLC, I now approach my teaching and interactions with families through a “welcoming lens.”

Cultural awareness -- and ultimately, cultural humility -- in the classroom and school needs to go so far beyond the ESL classroom and must be a part of the entire school's culture. This must be systematic. It must permeate all aspects of a school culture. It starts within the language of school policy. It must be able to grow and changed based on new ideas and new needs. It must constantly be re-evaluated so that improvements can be made. Cultural competence comes into play before someone even crosses the threshold of the school, because we must be ready for families before they even arrive. It involves providing access for families who otherwise might not have it, and helping families along pathways to that access. Cultural humility requires less talking from the same people and more listening to the voices that haven't always been heard. It involves recognizing flaws and facing truth, even when that honesty is difficult, so that progress can be made.

“The presence of a craftsman generates a different energy that captures and attracts customers, because crafts can be made where the same client chooses the stone or the material that he or she likes, and in this way art never dies. Amazon and other online companies are devouring the brick and mortar stores. If we have more markets where people sell to customers face to face, physical stores will have less tendency to disappear.” – Marleni Gutierrez, Participant in All for All Immigrant and Refugee and Artisans Booth, Owner of Hippies’ Urban Art in Venezuela



The Immigrant and Refugee Artisans Booth has been a great opportunity because I have found stores that want to sell my merchandise, and I have attracted customers who place me on social networks and ask me to manufacture something special. In these events I met other vendors, and through them I could make other contacts with other events. The most significant thing is that in interacting with the public, it pushes me to learn the English language.

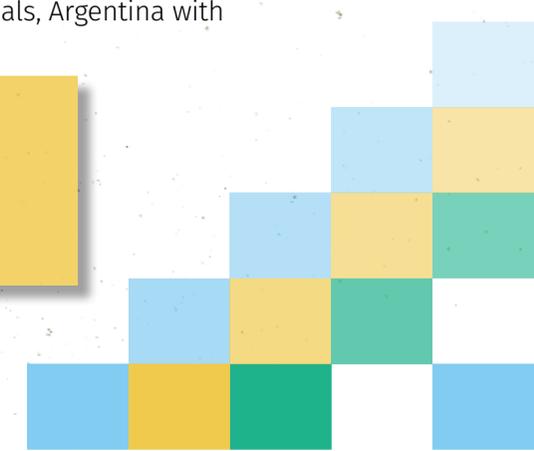
I work cleaning houses and making the goods I make. It is very hard for me to do these jobs because they require a lot of physical effort, and I'm really not used to this type of work, but all these tests make me stronger and they make me visualize myself closer to my goal. That is to grow my beloved Hippies Urban Art and reach both in-person and online community. I want to dedicate myself to designing and hope that my hands are blessed to make beautiful things for my store.

The Immigrant and Refugee Artisans Booth has enabled me to sell my crafts with the help of All for All, to have events to attend and other types of help with my craft business. My income has increased. I can pay for my services without pressure and I could even buy my own car. Also, I was able to supply myself with materials to make my craft. I am creating my presence as an online merchant (and a merchant at local markets), and I can achieve my dream thanks to All for All's help. I feel that people like my work, and that motivates me to make and sell more.

To build sustainable and inclusive pathways for immigrant entrepreneurs, I believe that places could be set up where education (about handicrafts) is taught, and what is manufactured is put on sale. This would generate jobs and could be of great help for immigrants. It could be an organization of only artisans and it could be a franchise, or at least a great brand recognized globally. I think there is talent here, but starting is the most important thing. Materials could be imported to manufacture from the other countries of America. Venezuela, despite the crisis it has, has very good materials. Colombia is very good with leather materials, Argentina with threads and leather, and Brazil with its beautiful stones.

Why does All for All value stories as a metric of impact?

A story is a powerful mode of human expression that helps us make sense of the past and understand possible futures. It intentionally challenges our assumptions and contributes to continuous learning processes.



CONNECTIONS + COMMUNITY

COMMUNITY FOOTPRINT

1,749+
PEOPLE FROM DIVERSE
BACKGROUNDS
SERVED

+
THOUSANDS MORE
IMPACTED

CATALYZED NEW
LAYERS OF SOCIAL
CAPACITY

440
HOURS OF
PROGRAMMING

+
HUNDREDS OF
COLLABORATIONS
FORMED

COMPLEMENTARY
REGIONAL
NETWORKS
ACTIVATED

**WITH EVERY SMALL ACT OF INCLUSION,
WE LEAVE A POSITIVE RIPPLE EFFECT**

All for All has impacted 1,749+ people through direct programming and collaborations which impacted thousands more through primary and secondary networks. Together, we've formed diverse partner connections and activated various regional sectors* through 440 hours of activity.

* A Sector is defined as an area of the economy or market that shares similar programming, service, or product characteristics. Sectors activated include 1) Education 2) Culture and Arts, and 3) Immigration Services through partnerships with the Cultural Trust, Literacy Pittsburgh, the Jewish Family and Community Services, and many others.

Programming SPOTLIGHTS

Immigrant and Refugee Artisans Booth

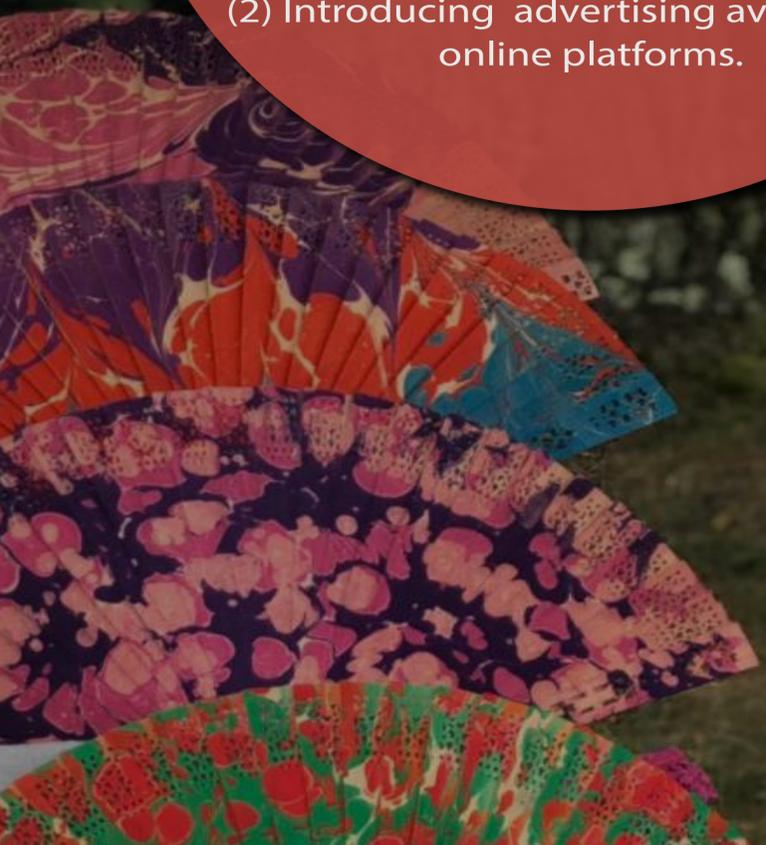
The Artisans Booth facilitates a bottom-up entrepreneurial ecosystem that brings immigrant ideas to market. The program is a series of eight market events that were held selectively around Pittsburgh to provide refugees and immigrants an opportunity to pilot their products in a market with potential customers. We're doing this in two phases: (1) Addressing immigrant barriers to market access and local community networks (2) Introducing advertising avenues and online platforms.

Food Economy Survey

Immigrants in the Pittsburgh region have been major contributors to forming the basis of our food community. Immigrant founders are an important and under-utilized economic lever for the revival of regional job growth and continued economic recovery. All for All responded by implementing a community survey that prioritizes the on-the-ground concerns of immigrant entrepreneurs. We will be reporting constructive feedback to stakeholders that can build on existing regional economic development models.

From Other to Us

The growth in Pittsburgh's immigrant and refugee population necessitates breaking barriers and building new means of social, political and cultural exchange. From Other to Us is bringing together people of different backgrounds, races and ethnicities for a night of cooking and cultural exchange. With the help of PGH Food Policy Council and LUSH Cosmetics, we awarded \$10k in micro-grants to immigrant partners to support their food venture ideas.



There's **MORE...**

Communities Program

The Communities Program helps municipalities and elected leaders learn about policies and practices that make navigating local government more accessible to immigrants. We particularly focus on non-English speaking residents who face heightened housing challenges and are often most disconnected from government services. Our program metrics place value on: budget allocation, commitment to training, and language access support among early adopters.

Immigrant Leadership Program

All for All partnered with the Women and Girls Foundation and Dr. Janice McCall of Carlow University to host a program for 30 emerging first-generation American and immigrant leaders representing 18 community organizations. Our workshop combined advocacy and coalition-building with Strength Deployment Inventory (SDI) assessment tools. The curriculum encouraged participants to recognize the strengths we all bring to our communities and apply tangible lessons to their work.

Immigrant Workforce Program

All for All facilitated a new partnership between subject-matter experts, JFCS Career Development Center and Literacy Pittsburgh. Together, we provided 20 un/underemployed immigrants with skills to navigate job markets, career coaching, and advanced digital literacy and English learning. All participants found meaningful employment and those in bridge jobs are now earning family-sustaining wages.

COLLABORATING FOR IMPACT

Our model places value in personal transformation and systems change to create alternative pathways for immigrant inclusion.

Building Capacity

Pittsburgh's growing global community represents a need for targeted programming that inclusively integrates immigrants into our regional economy.

Through partnerships with subject-matter experts, we are working to upskill un/underemployed immigrants, increase connections to open doors for foreign-born professionals, and create less insular workforce systems. We recognize Pittsburgh's growing global community necessitates building systems that provide accessible and culturally relevant toolkits, networks and best practices. Our metrics place value in creating purposeful and sustainable paths towards career advancement.

Community Engagement

Our formula for impact prioritizes the importance of catalyzing intentional conversations that drive meaningful dialogue between otherwise disparate networks.

All for All catalyzes intentional conversations as a method to create new networks, bring to surface interdependencies and highlight the strengths of immigrant communities. Our model encourages individuals to challenge their preconceived notions and discover something new. Impact at the individual and systemic levels cannot happen in isolation. It occurs in resource enriched and collaborative environments, which inspire interactions for change.

Institutional Fluency

All for All builds immigrant accessible systems by sharing knowledge with institutions that have a stake in creating positive transformation and becoming immigrant-minded.

We use thoughtful analysis to understand the challenges our immigrant community partners face. Our methodology places value in knowledge sharing in order to be an ally to service providers and institutions not yet engaged in integration but seeking to do more. This approach standardizes community-driven models of input to understand how institutions can better facilitate and amplify regional investments in immigrant communities.

Alternative Pathways

Personal Transformation

Systems Change

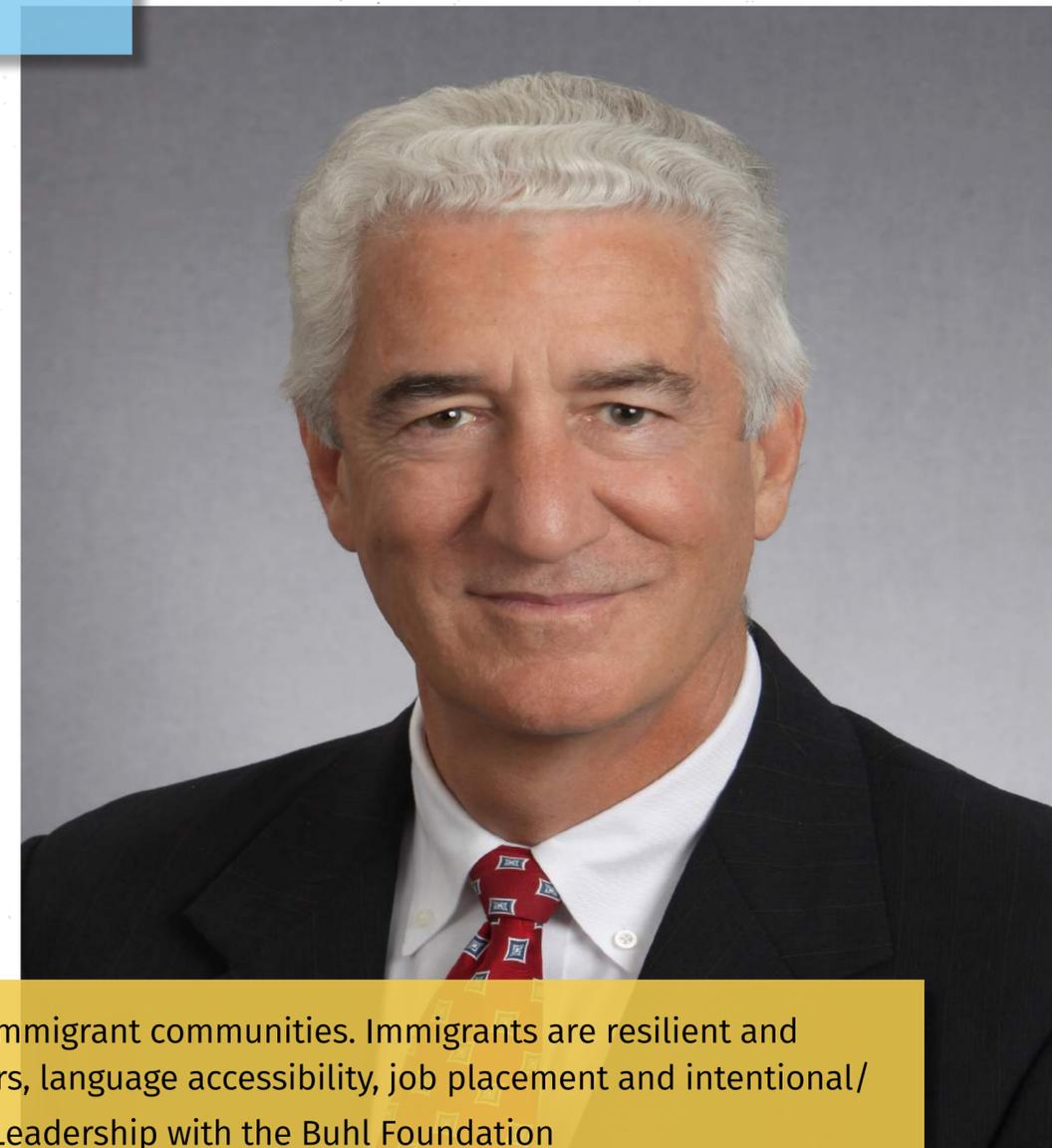
STEERING COMMITTEE PROFILE

We build capacity for immigrant integration and representation by fostering cross-sector community connections.

What are the most important strategic priorities for building and sustaining inclusive immigrant communities? Empowering immigrants themselves is an important strategic priority because they have a significant role in sustaining inclusivity. It's equally important to prioritize understanding the barriers immigrants confront by sensitizing ourselves to their unique challenges and strengths. We need to recognize that systems are made of institutions and individuals. How individuals operating within systems relate to and open doors for immigrants has significant implications for building inclusive communities. Most importantly, we need to prioritize elevating young people, who are eager to see change. They offer a new perspective to existing voices that may not feel the same level of urgency. We can build pathways to empower young people to build communities that are more welcoming.

What are challenges to building private and public partnerships that are dedicated to fostering immigrant inclusion in Pittsburgh? The institutions and people that make our systems need to pivot their understanding of immigrant communities. Immigrants are resilient and aggressive problem-solvers. Often times, they face systems challenges with cultural barriers, language accessibility, job placement and intentional/unintentional discrimination. These roadblocks often prevent immigrants from accessing the resources they need to develop solutions. We can build better partnerships if we work towards opening more doors and making systems more immigrant friendly.

How can we scale successful local immigrant community development models to become regional-wide efforts? Momentum is 90 percent of scalability. The key is to light various fires and encourage people to feel more energized in being a part of the solution. Young people are the group to empower in this area because they are more likely to blow on the flames. This is important because we need to build mindsets that appreciate diversity and recognize that immigrants are not only a nice aspect of a city but a critical part of the economic development model of a city.



"The institutions and people that make our systems need to pivot their understanding of immigrant communities. Immigrants are resilient and aggressive problem-solvers. Often times, they face systems challenges with cultural barriers, language accessibility, job placement and intentional/unintentional discrimination." - Frederick W. Thieman is the Henry Buhl, Jr. Chair for Civic Leadership with the Buhl Foundation

BUILDING CAPACITY FOR THE FUTURE



What are the most important strategic priorities (i.e. professional development, workforce integration) for building and sustaining inclusive immigrant communities? Immigrants in Pittsburgh have a tremendous impact on our region’s economic and social diversity. They contribute in various ways by opening their own businesses and buying homes; however, a large number of communities continue to face limited opportunity. We need to ask questions that help us understand how we can improve their life outcomes through skills development and professional job placement. This is a systemic problem, which requires strategically prioritizing professional development, workforce integration and leadership skills training. For instance, how do we improve the immigrant entrepreneurial pipeline to realize the business potential of our immigrant communities? These are missed opportunities. Moreover, we must reflect on the unique challenges immigrant youth confront. How can we strategically prioritize youth programming focused on educational performance and professional training? If we ask ourselves context-driven questions we can ultimately work towards developing systems that are driven by the needs of our immigrant communities.

How can we scale successful local immigrant community development models to become regional-wide efforts? Scale returns to the issue of lack of resources and visibility. Even if a model is successful, there are limitations to expanding or even improving what is in place. More importantly, building on what is available and making it more robust is critical before expanding it.

“I see the role of the Community Blueprint and All for All as an important stepping-stone to fulfilling Pittsburgh immigrant-focused strategic priorities.” – Kheir Mugwaneza, Immigrant Health Program Manager at the Center for Inclusion Health AHN, Steering Committee of All for All, Welcoming Pittsburgh Steering Committee and Board Member of ARYSE and Global Minds.

We need to move beyond case management and placing qualified immigrants on survival jobs. Those jobs should be transitional placement, while they are equipped with the resources to look for better opportunities. Jobs are only one example that hint at a systemic pattern. We need programs tailored to immigrant needs in all sectors (schools/after school programs, health systems, county/city services, etc.). That is why what All for All is trying to accomplish is very critical—no one else is doing it. We have the Welcoming Pittsburgh plan in addition to the Community Blueprint. Between both plans, we have a general understanding of what is needed and what is important to the immigrant community. As far as overarching pain points, we need more co-collaborate action that engages various sectors, especially local government at the city, county and state levels. We need action that puts immigrant communities on a path towards sustainable upward mobility.



Coming to America: Immigrant
Artists, Creative Expression +
Making Community
Nandini Mandal, Elie Kihonia and Kenia Ashby

ALL for ALL
Taking the
Immigrant
Community
Blueprint
Plan to Action



ALL for ALL

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