



WELCOME TO TODAY'S WEBINAR!
**WORLD REFUGEE DAY: EXPANDING PERSPECTIVES ON
REFUGEE INTEGRATION**

Please stand by while we test the AV system with our speakers

Dial-in: **866-740-1260**; Access Code: **8244374**



IN HONOR OF WORLD REFUGEE DAY:

**EXPANDING PERSPECTIVES ON
REFUGEE INTEGRATION**

**Philanthropy, Refugees, and
the Global Humanitarian Crisis
Webinar Series**

Monday, June 20, 2016

Dial-in: 866-740-1260; Access code: 8244374

WELCOME & INTRODUCTIONS

**Aryah Somers Landsberger, Director of
Programs**

**Grantmakers Concerned with Immigrants and
Refugees**



gcir
1990–2015

WEBINAR CO-SPONSORS



SPECIAL THANKS!

○ GCIR staff

- Harmony Hayes
- Michael Kavate
- Camellia Rodriguez-SackByrne

○ Speakers

WEBINAR GOALS

- Learn about community-based projects working at the intersections of race, age, and gender
- Expand perspectives on how refugee integration happens in our communities
- Explore what funders are doing to be inclusive of refugees in grantmaking strategies



AGENDA

- Young Women Empowered, Seattle, WA
 - **Jamie-Rose Edwards, Co-Founder and Co-Director**
- Freedom Inc., Madison, WI
 - **Kabzuag Vaj, Co-Founder and Co-Director**
- NoVo Foundation
 - **Ramatu Bangura, Program Officer, Advancing Adolescent Girls' Rights**
- Unbound Philanthropy
 - **Ted Wang, US Program Director**
- Funding Opportunities and Recommendations
 - **Aryah Somers Landsberger, Director of Programs**
- Q&A
- Closing





YOUNG WOMEN EMPOWERED

JAMIE ROSE EDWARDS

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Jamie-Rose Edwards is the co-director and co-founder of Young Women Empowered (Y-WE) based in Seattle, WA. She has a 10-year history of founding, funding and nurturing organizational growth. She oversees Y-WE, a mentorship organization that provides leadership programs for over 500 girls and women annually. She is also in private consulting practice to support organizations and individuals who are piloting innovative projects to map their strategic goals and implement new programs.

JAMIE-ROSE EDWARDS, YOUNG WOMEN EMPOWERED



Intro to Young Women Empowered



Mission: Y-WE empowers young women from diverse backgrounds to step up as leaders in their schools, communities, and the world. We do this through intergenerational mentorship, intercultural collaboration and creative programs that equip participants with the confidence, resiliency, and leadership skills needed to achieve their goals and improve their communities.

Y-WE Serves:

- Girls & women from diverse classes, races, cultures, family backgrounds, sexual orientations, immigrant/refugee populations, etc.
- 80% young women of color
- 90% low-income
- 65% immigrant/refugee
- **FOUNDATIONAL BELIEF:**
Bringing together diverse groups and working toward social change together fosters global citizenship, ally-ship, and compassion.



Keys to Access:

- Provide transportation
- Provide healthy meals
- Provide scholarships
- Representative leadership
- Provide easy, culturally-aware enrollment
- Single-gender programs
- Connect with ambassadors who are trusted by the communities we serve
- Relevant curriculum, personalized approach, and social justice/oppression awareness



Y-WE Programs

- Y-WE Lead: School Year
- Career Day
- Health Day
- Y-WE Speak: Theater Camp
- Y-WE Write: Writing Camp
- Y-WE Nature Connections
- Y-WE Create: Fashion/Media Literacy
- Academic & Professional Support Afterschool
- Alumnae & Middle School Programs (new)



Outcomes:



- **99% of youth and mentors say** Y-WE programs are safe and supportive all-girl environments that are free from bullying and violence.
- **98% of parents report** that Y-WE improves their daughter's self-confidence.
- **97% of youth report** that Y-WE taught them to appreciate diversity and interact confidently with people from different backgrounds.
- **92% of alumnae credit** Y-WE's influence in helping them achieve college and career success.

Examples of Impact for Refugee/Immigrant Populations

- Girls who struggle with learning English are able to tell their stories, work with professional mentors, and develop a **positive and creative relationship** with academics.
- We **center** the stories of young women, allow them the space to speak for themselves, and hold them as experts in their own lives.
- Awareness of intersectional oppressions: racism, classism, religious discrimination, language discrimination, etc. Fill those **gaps**.

Rahwa's Story

Rahwa Ghebremichael: Alumna, co-founder, mentor, intern, current board member



Mentorship

- Building Relationships
- Job Applications



Academic Support

- Furthering my education
- School applications
- Attending conferences
- Career day



Transportation

- Getting from point A to B
- Safety
- Parental trust



What WE want Funders to know

- Invest in intersectional programs that are accessible to youth from all walks of life.
- Ask questions about how organizations are breaking down barriers to access. Look for representative leadership on board and staff.
- Ask organizations what they need from you in order to make their programs more accessible—buses, multi-lingual staff, race and equity training for staff and mentors, etc.
- General Operating Support is the **best** investment in a worthy organization.

Thank you for investing in diverse young women! Girls reinvest in our world!





FREEDOM INC.

KABZUAG VAJ

Kabzuag Vaj was born in Laos and came to the United States as a refugee child with her mother and siblings. She is founder and co-executive director of Freedom Inc. She is dedicated to ending gender-based violence and to building collective power and social change within Southeast Asian and Black communities. Her advocacy started when she was 16 years old, assisting and housing at-risk teens, and challenging abusive gender norms within her community. She is a strong believer that those who are most deeply impacted must be at the forefront of the movement. In recognition of her work, she was awarded the White House Champion of Change award.

KABZUAG VAJ, FREEDOM INC.





Our Community is Our Campaign



Our Community is Our Campaign

Freedom, Inc. is a Black and Southeast Asian organization in Madison, WI. Our mission is to end violence against Queer/LGBTQ folks, womyn, and girls.



Our Story

Started as a Hmong women and girls organization in 2000





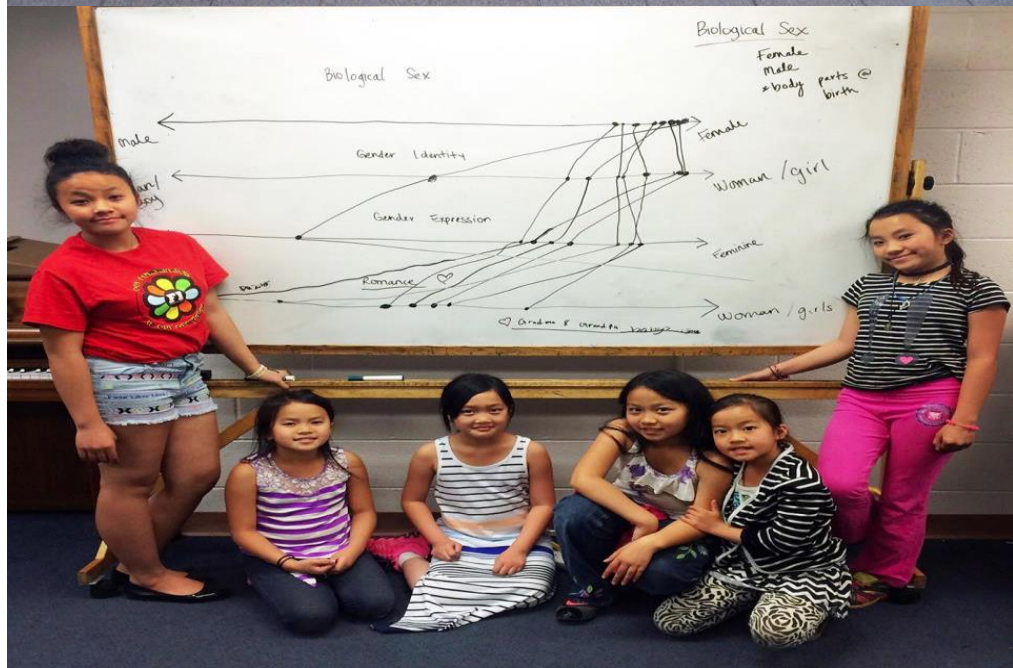








© TrueTimes



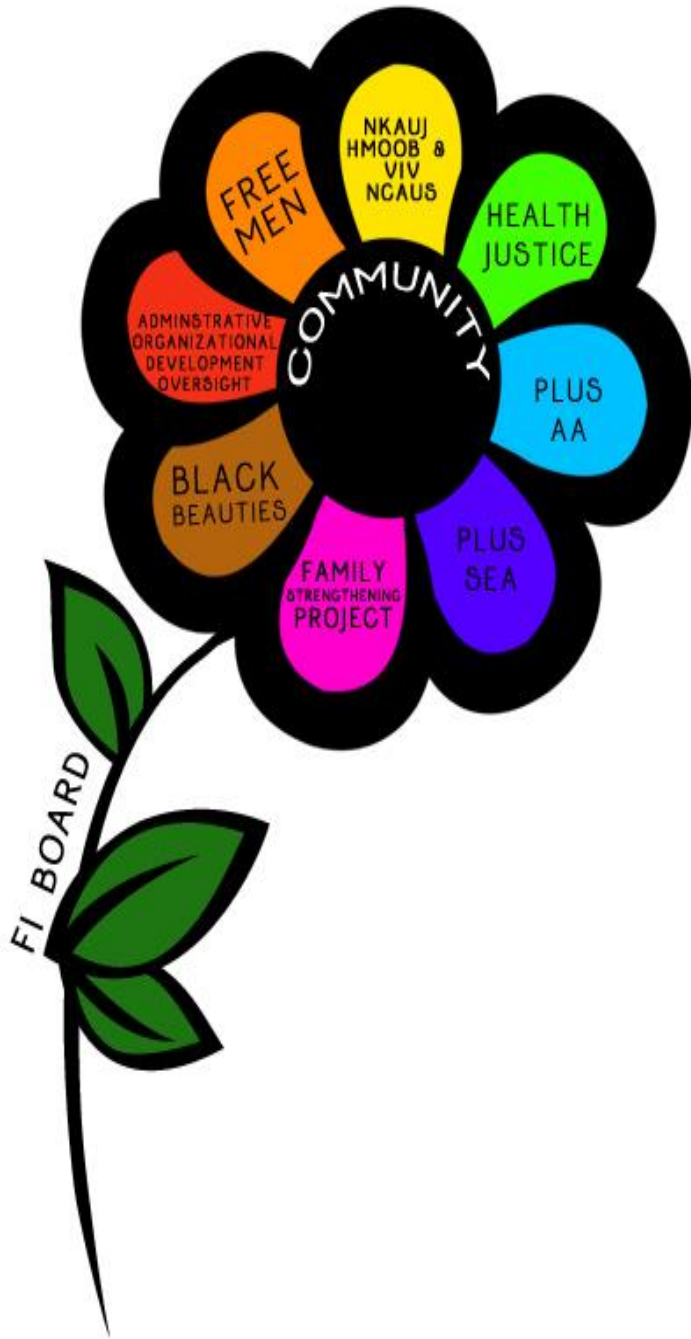
Our Core Values

Our community is Our campaign

Those most impacted must lead

Build collective power, build
capacities, leadership of
community

End all forms of gender-based
violence--both Interpersonal and
State





Our work-
Inter-sectionality
Our whole selves



Freedom Inc

Building a world we want to live in...

Racial Justice, Housing, Human Rights,
Gender Justice, Food Security/Sustainability
Queer Justice, Educational Justice, Health Justice,
Juvenile Justice, Immigration, Racial Unity,
Social Change, Healing, Organizing/Mobilizing/Building, Healing,
Community Accountability Asians, Hmong, Black, Khmer, Refugees,
Immigrants, Queer, Black, Brown, Elders, Youths, Women, Girls,
Children, Gender Queer, Gender non-conforming, Trans, Survivors,

Love is Love Queer Justice



To get involved contact
Freedom-inc.org
FB: Freedom Inc.
608.661.4088





Anti-Violence Services

Domestic Violence
Sexual Assault
Abusive International
Marriages
Same Sex Relationships
LGBTQ
Teen Dating Violence

Across the lifespan
advocacy

Hmong
African America/Black
Khmei



HMONG DOMESTIC VIOLENCE 24 HRS HOTLINE

MUAJ KEV PAB 24 TEEV TXHUA LUB SIJHAWM

1.877.740.4292

PHOTO COURTESY OF HMONG ARTISTS AGAINST
DOMESTIC VIOLENCE AND SEXUAL ASSAULT
GRAPHIC DESIGN: PA CHIA XIONG VOCAL ARTIST: PAGNIA XIONG

OCTOBER
NATIONAL DOMESTIC
VIOLENCE AWARENESS MONTH

Creating social change through learning, sharing, building, and organizing



Youth lead--Youth summits, gatherings, freedom schools, and support group



Food is a Human Right, Right to Land, Movement for Black Lives





Recommendations

1. Refugee Definitions--Respecting lived experiences and not “legal” definitions
2. Fund organizations led by refugees/former refugees (women, youths, Queer folks)
3. Fund women, girls, LGBTQI/Queer initiatives
4. Fund social justice/organizing organizations (social change)

Takes a life time to heal and build refugee communities



CLARIFYING QUESTIONS

PLEASE USE THE CHAT FEATURE LOCATED ON THE LEFT OF YOUR SCREEN TO ASK QUESTIONS OR “RAISE YOUR HAND.” THIS WILL ALLOW US TO FLAG YOUR QUESTIONS FOR THE SPEAKERS.

THANK YOU!



EXPLORING THE FUNDER PERSPECTIVE

RAMATU BANGURA, NOVO FOUNDATION

TED WANG, UNBOUND PHILANTHROPY

Ramatu Bangura is Program Officer for Advancing Adolescent Girls' Rights at NoVo Foundation. She has spent the last 20 years working with and on behalf of adolescent girls in the United States and with the Peace Corps in Costa Rica. Ramatu previously served as program director at the Sauti Yetu Center for African Women in the South Bronx, where she founded and managed a program designed to meet the educational, developmental, leadership, and college readiness needs of immigrant young women from West Africa. Ramatu has also managed girls' programs at GEMS: Girls' Educational & Mentoring Services; and the DC Rape Crisis Center.

RAMATU BANGURA, NOVO FOUNDATION





NoVo Foundation

ADVANCING
ADOLESCENT
GIRLS' RIGHTS

A WORLD BASED IN
PARTNERSHIP &
COLLABORATION

HOW NOVO WORKS:
CREATE THE CONDITIONS
FOR CHANGE

U.S. Strategy



GIRLS SET THE AGENDA

She knows a lot about
the solution – once
she sees the problem



FUELING THE ACTIVISTS

Creating space for
shared vision, new
ideas and
intergenerational
leadership



A BIGGER, STRONGER FIELD

Proven solutions for
girls of color, built for
their overlapping
identities and designed
to take on systems



A NEW NARRATIVE FOR GIRLS

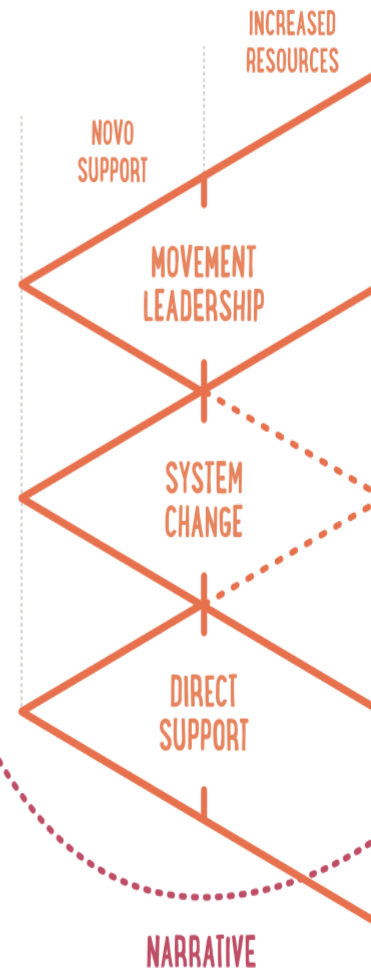
Finding the story that
connects and inspires

IN THE NEXT 7 YEARS

GIRLS HAVE
CREATED A
VISION FOR
CHANGE,
FROM THE
GROUND UP



**THE VOICES OF
GIRL CHAMPIONS
ARE LOUD,
UNITED AND
DRIVING
COLLECTIVE
ACTION**



THERE IS
ENOUGH
SUPPORT FOR
GIRLS TO
**CREATE REAL
CHANGE**,
CONNECTED
LOCALLY AND
NATIONALLY

THE NATION
GETS THAT
**GIRLS ARE
MORE
POWERFUL—
BUT WORSE
OFF—THAN
WE THOUGHT**

OUR WORK IN IMMIGRANT & REFUGEE SPACES

- Ending violence against girls and women
 - In conflict and post-conflict settings, including refugee settings
 - Humanitarian settings (including refugee settings)
- In the U.S.
 - Many similarities to Global South
 - Cross-cutting attention to this population



IMMIGRANT & REFUGEE ADOLESCENT GIRLS: BE EXPLICIT

- Gender as a lens
- Girls are not women and children
- Transnational & Intersectional
- Girls are refugees and Refugees are girls
- The girls aren't necessarily doing okay

BEST PRACTICE: NEW ROOTS PROGRAM INTERNATIONAL RESCUE COMMITTEE

- Food security for new refugee populations and on urban food deserts
- Revitalizing low-income neighborhoods by transforming degraded urban lots into productive gardens and making fresh, affordable produce available to the entire community
- Intentional gender lens that ensures that all members of a community are participating

BEST PRACTICE: GIRLFORWARD

WWW.GIRLFORWARD.ORG

- Chicago & Austin, TX
- Inspired by the Population Council's Safe Spaces model & Carolina for Kibera in Nairobi
- Deals with gendered and youth-based institutional barriers facing girls— both current and the consequences of their countries of origin & migration stories

BEST PRACTICE: KHMER GIRLS IN ACTION

WWW.KGALB.ORG

- Trauma-informed
- Supporting culturally relevant healing and health care access for refugee, 1st , 1.5, and 2nd generation youth based in schools
- Organizing and community mobilization that is youth-led with a strong gendered lens that
- Brings together boys and girls that keeps young men accountable to girls

QUESTIONS WE'RE ASKING

- How do we hear from girls and young women in their own languages, communities and through their own narratives in ways that are culturally responsive and relevant?
- How can social justice agendas reflect the gendered lives of girls and young women where certain topics are:
 - “culturally inappropriate”
 - “not priority”
 - “too sensitive”
 - “unsafe”
 - “not urgent”

IF NOT, WHAT COULD YOU MISS?

Early and forced marriage

Sexual and reproductive health access for ELLs

Sexual identity for girls impacted by FGM

Educational access for students with interrupted formal schooling

Among others...

TAKE AWAYS

- There is a MAJOR gap in this space
- No matter what you're funding (i.e. education, health care, sports, etc.) be explicit about how adolescent girls are served and engaged
- Residency immigration status in the U.S. has such an impact in the lives of adolescent girls

THANK YOU.

RAMATU BANGURA
RBANGURA@NOVOFOUNDATION.O
RG

Ted Wang is director of the U.S. programs at Unbound Philanthropy. Ted previously had a public policy consulting practice, advising a mix of foundations, advocacy organizations, and elected officials. He earlier worked at two nonprofit organizations, Chinese for Affirmative Action and the Lawyers' Committee for Civil Rights of the San Francisco Bay Area. Ted litigated discrimination and voting rights cases and drafted local and state laws promoting immigrant rights, racial justice, and small business development. Ted is originally from Taipei, Taiwan. He is a member of the GCIR Board of Directors.

TED WANG, UNBOUND PHILANTHROPY



Unbound Philanthropy



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Mission:

Unbound Philanthropy is a private foundation that works in the field of migration to transform long-standing but solvable barriers to the human rights of migrants and refugees and their integration into host societies. We seek to strengthen social, civic, and economic opportunities and relationships of mutual responsibility and respect across communities.

Unbound Philanthropy™

Welcoming Newcomers.
Strengthening Communities.

- ❑ Organized nativist groups are spreading misinformation about refugees to stop or slow resettlement.
- ❑ In 2015, 31 Governors issued statements or directives opposing refugee resettlement in their states.
- ❑ In 2016, 52 anti-refugee bills are introduced in 19 states.
- ❑ Yet, studies show that refugees generally are well integrated in US communities.

Pushing Back Against the Attacks by Empowering Refugees



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Church World Service's Refugee Leadership Trainings

Atlanta



Columbus



Durham



Harrisonburg



Greensboro



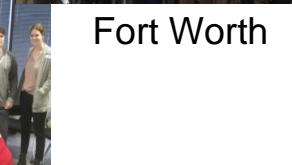
Dallas



Lancaster



Fort Worth



CWS' Trainings to Build Collective Power



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Developing Strategies for Moving a Community from “Where We Are” to “Where We Want to Be”

- People who are facing a problem coming together to define solution/build collective power
- Issues identification and solutions
- Relationship building around shared values and goals
- Knowledge and listening to the community
- Collaboration
- Resource mobilization
- Working across cultures and races
- **Win real, immediate, concrete improvements in people’s lives and give people a sense of their own power**

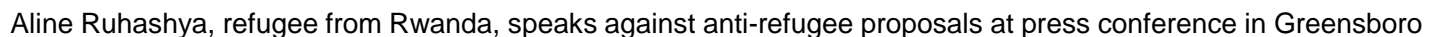
A word cloud featuring various terms related to civil liberties and human rights. The words are arranged in a circular pattern, with some appearing in larger, bolder fonts than others. The terms include: FREEDOM, CONSTITUTION, JUSTICE, RESPECT, EQUAL, CHOICE, STRATEGIC, MOVING, and EMERGENCY.

- Ongoing campaigns in four localities (Greensboro, Durham, Harrisburg and Columbus)
- Priorities range from stopping state anti-refugee proposals to improving language access at public agencies to persuading cities to adopt welcoming resolutions



A photograph of three individuals standing in front of a dark wood-paneled wall. On the left is a man with dark hair wearing a grey suit, white shirt, and red tie. In the center is a man with grey hair wearing a dark blue suit, white shirt, and light blue tie. On the right is a woman with dark curly hair wearing a black and white striped dress with a black belt. An American flag is visible behind them, and a red carpet is on the floor.

- More positive media coverage, including national media coverage
- More refugee-serving agencies are becoming interested in supporting civic engagement





FUNDING OPPORTUNITIES AND RECOMMENDATIONS

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ARYAH SOMERS, GCIR

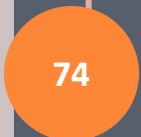
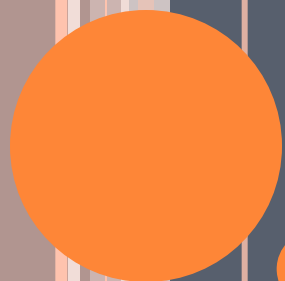
FUNDING RECOMMENDATIONS

- **Understand newcomer communities:** beyond demographics and characteristics, it is also critical to learn about refugee communities in more depth, especially their lived experiences, through listening sessions and community convenings, particularly mindful of women and girls and LGBT experiences
- **Meet basic needs, protect fundamental rights:**
 - Responding to xenophobia and hostile environments
 - Evaluate opportunities to address gender and racial equity challenges through collaborative grantmaking and cross-sector approaches

(continued)

FUNDING RECOMMENDATIONS

- **Enhancing educational achievement** that support access to higher-education opportunities
- **Improving employment outcomes** includes efforts to support credentialing for high-skill refugees and tapping into WIOA
- **Integration into financial mainstream** by increasing access to and information on financial education and literacy
- **Enhance civic participation** through citizenship funding collaboratives, broader civic engagement initiatives, such as leadership building and community organizing



Q & A

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A decorative graphic on the left side of the slide. It features several vertical stripes in shades of brown, tan, and grey. Overlaid on these stripes are several orange circles of varying sizes. One large circle is positioned near the top left, and several smaller circles are scattered below it, some overlapping the stripes.

CLOSING REMARKS

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**FOR RESOURCES REFERENCED ON
TODAY'S CALL, VISIT:**

WWW.GCIR.ORG/GLOBAL_REFUGEE_CRISIS



THANK YOU FOR JOINING US!



FEEDBACK

We welcome any comments or suggestions that are not covered in our evaluation portion. Please send to aryah@gcir.org.

Thank you for your input!



**TO LEARN MORE ABOUT GCIR,
CONTACT:**

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