

DENVER INTEGRATION COALITION COMPREHENSIVE INTEGRATION PLAN

The submission of this comprehensive integration plan to The Colorado Trust—under its Supporting Immigrant and Refugee Families Initiative (SIRFI), Immigrant Integration, Cycle 2—completes the planning grant phase of the Denver Integration Coalition. This process began in November 2006 and concluded in January 2008, with facilitation provided by the SIRFI coordinating agency, the Spring Institute for Intercultural Learning. The individuals who coordinated this planning and developed this plan are found at Appendix J. A graphic chart of the planning process that informed and guided the development of this plan is found at Appendix A.

The Denver Integration Coalition formed a Coordinating Committee in January 2007 in order to oversee and implement a planning process that would comply with the grantee guidelines of The Colorado Trust for its \$10,000 planning grant, and that would result in a comprehensive integration plan for the community of Denver. Between February and May 2007, the Coordinating Committee focused on process planning. This planning included: the development of conversation points to express a shared consensus about the meaning of integration and the purpose and scope of this project, found at Appendix I; the development of a format for community conversations and focus groups in order to gather experiences and aspirations concerning integration from the arriving and receiving communities in Denver, and in order to assign this input to issue task forces based on broadly defined pathways to integration, found at Appendix H; and the dissemination of information in order to encourage the broadest community participation possible, found at Appendix G. All of these materials were prepared in both English and Spanish.

Seven community meetings were held between June and August 2007. Interpretation, childcare and food were provided at each. Four of these seven meetings were community conversations, organized around the four geographic quadrants of Denver, and held in church or school venues that would be considered safe and inviting for any participant. The assumption in the community conversation format was that an individual would choose to go to a specific location for a unique conversation with a group of individuals who came together solely for the purpose of providing input about integration according to the prescribed format developed by the Coordinating Committee. There was no expectation or suggestion that community conversation participants would meet together again. Three of these seven meetings utilized a focus group format, organized around naturally occurring groups, which were understood to be groups of individuals who met together on an ongoing basis and whose work was related to any of the various pathways to integration identified by the Denver Integration Coalition, even if the groups did not term their own work as integration. The assumption in the focus group format was that members in a naturally occurring group would hold a regularly scheduled activity of the group, with an addition to their agenda of a focus group discussion about integration, conducted by Coordinating Committee members, which would complement the broader agenda of the members. The focus groups followed an abbreviated version of the community conversation format. There was an expectation that naturally occurring group members would continue to meet and pursue their own activities, which might contribute to integration.

Detailed notes were kept to capture the diverse experiences and aspirations concerning integration, as expressed by all of the participants at each of the seven community meetings. These notes, found at Appendix F, constitute the raw data in the immediacy of individual expression concerning what we learned about the assets and needs of our Denver community. In total, from all of the community meetings, 229 individuals participated and contributed their perspectives, which formed the informational basis for the development of the final comprehensive plan. The Coordinating Committee collected contact information from those participants who wished to provide it so as to enable future communications about the project and implementation plan, but it did not collect any demographic information about the participants. Conceivably, a different number and different mix of participants could have provided different perspectives, but there is no basis to predict that these differences would have resulted in a substantively different final comprehensive plan.

As part of the format developed by the Coordinating Committee, all of the community meetings (with the exception of the last naturally occurring group focus group) conducted a visioning exercise called “Dreaming our Future”. Each vision expressed by an individual was noted and assigned in the moment to one of the previously identified pathways to integration, which would constitute the organizing principle for the subsequent task forces. One vision could be assigned to many issue task forces. The notes from this exercise, found at Appendix E, constitute the collective vision of what we want to be as a community.

Also as part of the format developed by the Coordinating Committee, all of the community meetings (with the exception of the last naturally occurring group focus group) conducted a prioritization exercise called “Mapping our Issues”. Individuals were asked to identify factors that need to be considered in order to create a sense of belonging for everyone in our community. These factors were then prioritized by all of the participants (the first community conversation conducted the mapping exercise, but lacked the time to prioritize). The summary of this prioritization, found at Appendix D, constitutes the ranking in importance of factors necessary to achieve immigrant integration for our community.

The Coordinating Committee then formed five issue task forces, with members recruited from participants in the full Coalition and participants in the community meetings. Some of the issues were combined in a single task force (such as language acquisition and business), while other issues remained the sole focus of a task force (such as healthcare). The task forces were requested to develop a logic model specific to the integration pathway issue around which they were organized and to which visions from the community meetings had been assigned. Each task force had access to both the vision statements specific to its designated issue(s) as well as the vision statements for all of the other task forces, in case a vision statement assigned during a community meeting to one issue task force could just as well inform the work of another issue task force. Each task force was to develop a logic model that would define and prioritize both activities and steps (what we will do), and short-term outcomes (what we will achieve), that were specific to the focus of that task force. Issue task force guidelines developed by the Coordinating Committee, found at Appendix C, informed the work. The principal values embodied in these guidelines were respect for the integrity of the community meeting process and fidelity to the perspectives offered by meeting participants. The task forces were not allowed to suggest any activities/steps or outcomes that did not have a reference in the meeting notes and summary. The logic models developed by each of the task forces are found at Appendix B.

The Coordinating Committee and task force chairs consolidated the five separate task force logic models into the single logic model that is the foundation for the comprehensive integration plan of the Denver Integration Coalition. This single logic model groups together similar activities/steps and outcomes from across all of the task forces, while maintaining their individual task force source, and thus their connection back to the original input from the community meetings. Based on this unifying logic model, four key outcome indicators were proposed to measure the progress and success of the comprehensive integration plan, each with multiple data sources for its measurement. Also based on this logic model, the Coordinating Committee developed a four-year workplan for key activities, and a four-year budget based on multiple funding sources, including \$75,000 per year from The Colorado Trust.

In October 2007, the Association for the Study and Development of Community, the evaluators of all of the SIRFI integration projects on behalf of The Colorado Trust, visited Denver as part of a process evaluation of all Cycle 2 grantees. They interviewed eight individuals who were most involved in the coordination of the Denver project and the preparation of its comprehensive integration plan. Those individuals are among those found at Appendix J. The evaluation found that after all of the community meetings, as the planning process was moving forward to narrow its focus to prepare the comprehensive plan, the key process informants still shared a common understanding of integration and a belief that the Denver Integration Coalition could have a unique role in the Denver community, “because it intentionally and explicitly promotes integration at the city-wide level, bringing some of the existing efforts into the fold.”

Key recommendations from this process evaluation underscore some of the barriers the Denver Integration Coalition will have to overcome during the implementation of its comprehensive integration plan. These recommendations include: 1) Build on existing efforts. Given the limited funding and time for this project, the Denver Integration Coalition will need to deliberately and explicitly participate in and contribute to the coordination of other efforts in Denver that can contribute to its proposed integration outcomes, and that can create broader community ownership of integration. 2) Weigh the advantages and disadvantages of a neighborhood-based versus systems change approach. The Denver Integration Coalition does not need to choose one over the other, but at the tactical level of implementing its proposed activities, in order to best utilize the limited funding and grassroots participation at its disposal, it will need to decide the best scale of engagement. 3) Use the implementation plan to engage leaders from immigrant, grassroots, and African American institutions. These individuals might not have had the luxury of participating in the prolonged planning process because of competing demands on them, and because of fears associated with the current political climate concerning immigration. They might, however, now engage at the implementation stage when there are more tangible roles for them to assume and more concrete activities and outcomes to benefit their communities.

As its final activities, in conjunction with the preparation and submission of the comprehensive integration plan, the Coordinating Committee will select an Advisory Committee to oversee the implementation phase, and has selected a fiscal agent. The Advisory Committee will be composed of individuals willing to commit to the primary tasks of promoting the work of the Denver Integration Coalition and overseeing the implementation of the comprehensive integration plan. The fiscal agent for the implementation phase will continue to be the Colorado Refugee Services Program.

**DENVER INTEGRATION COALITION
COMPREHENSIVE INTEGRATION PLAN
CONTENTS**

Page 1-3	Narrative
Page 5-6	Logic model
Page 7	Outcome indicators
Page 8	Four-year workplan
Page 9	Four-year budget
Page 10	Appendix A Denver Integration Coalition process flow chart
Page 11-18	Appendix B Task force logic models (Civic Participation and Citizenship, Culture and Community, Education, Healthcare, Language Acquisition and Business)
Page 19	Appendix C Issue task force guidelines
Page 20-21	Appendix D Matrix of Mind Map priorities from Community Conversations
Page 22-32	Appendix E Community Conversation notes (organized by integration pathway issues)
Page 33-69	Appendix F Community Conversation notes (organized by meeting date)
Page 70-71	Appendix G Press release for Community Conversations
Page 72-74	Appendix H Agenda for Community Conversations and activity description
Page 75-77	Appendix I Denver Integration Coalition conversation points
Page 78	Appendix J Coordinating Committee, Task Force Chairs, and key collaborators who developed the plan

**DENVER INTEGRATION COALITION
COMPREHENSIVE INTEGRATION PLAN
LOGIC MODEL**

CATEGORY (1)	ACTIVITY (2)					OUTCOMES (3)
EVENTS A	Convene community dialogues CC	Create and support international cultural exchanges and events CC				Increased city-wide coordination and collaboration C-D-E-F
SERVICES B	Provide basic education for immigrants and refugees on community norms, rules and citizenship process MM & CP	Provide and promote translation and interpretation for healthcare community HC	Promote workplace on-site ESL LAB			Increased understanding of immigrant and refugee and receiving communities needs and resources A-B-D-E-F-G
NETWORKS & LINKAGES C	Form multi-layered intercultural council(s) to facilitate collective investment in an inclusive society CC	Facilitate a network of community organizations and associations to foster civic participation CP	Create and expand neighborhood network of educational resources and services in all four city quadrants ED	Link this initiative with Denver Public Schools, Denver Public Library, higher education, and other initiatives ED	Develop affordable housing referral network MM	Increased diverse representation among civic leaders and participants A-B-C-D-G
HIRE PERSON(S) D	Hire an Education Coordinator ED	Create Healthcare Navigator(s) to educate and bridge cultures and resources HC	Hire Citywide Coordinator for implementation phase LAB	Select Advisory Committee and Fiscal Agent for implementation phase CCTF	Hire Assistant for Citywide Coordinator CCTF	Increased access to resources and services A-B-C-E-F
CREATE WELCOME CENTER(S) (4) E	Create cultural community centers within, from and out of existing institutions and community gathering places CC	Create a central educational resource center ED	Develop revenue streams that establish and sustain the welcome center HC	Develop physical welcome center(s) HC	Create a virtual and/or mobile welcome center LAB	Increased efficient utilization of existing and new resources B-C-D-E-F

PERFORM NEEDS AND ASSET ASSESSMENTS (5) F	Identify needs, gaps and resources for gathering places, cultural events and naturally occurring groups CC	Develop alternative communication mechanisms for effectively reaching diverse populations CC	Assess needs and resources for civic participation CP	Define what we mean by “civic participation” through surveys and community dialogues CP	Identify barriers to diverse participation CP	Increased interaction, understanding and appreciation between immigrant, refugee and receiving communities A-B-C-E Increased opportunities for civic participation and economic advancement B-C-E-G
	Perform needs assessment for educational needs and resources and for family activities ED	Identify and research existing healthcare resources HC	Determine a baseline of existing ESL programs and numbers served LAB	Identify opportunities for professional recertification MM	Define the welcome center concept, functions and branding, and research welcome centers in other communities CCTF	
LEADERSHIP TRAINING G	Provide leadership training to foster civic engagement CP	Encourage and provide leadership development and leadership opportunities for immigrants HC	Develop immigrant and refugee community liaisons through leadership programs LAB			Increased sense of belonging and self-empowerment A-B-C-E-G

- (1) The category designations are only organizing titles suggested by the Coordinating Committee to group common activities. There may be some overlap among activities in a given category, since the ideas for each activity came from a different source. Any such overlap will be worked out during implementation.
- (2) Each activity was selected by the Coordinating Committee and Task Force Chairs as representing the most significant activities, based upon the Community Conversation mind map and vision exercises.
(Each Task Force had previously prioritized only those activities proposed during the vision exercises.)
The source for each activity is defined in the acronym listing below.
- (3) These are all short-term outcomes, which are proposed and anticipated to result from multiple categories of activities.
The single long-term outcome for all activities was pre-determined by The Colorado Trust as: “Increased sense of integration among ALL residents (immigrants, refugees and receiving community members).”
The letters beneath each outcome refer to the categories of activities that contribute toward that outcome.
A single activity may contribute to multiple outcomes, and a single outcome may result from multiple activities.
- (4) Welcome center activities are alternatives and options, all of which might not be implemented.
- (5) There could be considerable overlap and eventual consolidation between the individual activities in this category.

SOURCES OF ACTIVITIES

- CCTF = Coordinating Committee and Task Forces
 - MM = Mind Map exercise at Community Conversations
- Task Forces from vision exercise at Community Conversations:
- CC = Culture and Community Task Force
 - CP = Civic Participation and Citizenship Task Force
 - ED = Education Task Force
 - HC = Healthcare Task Force
 - LAB = Language Acquisition and Business Task Force

**DENVER INTEGRATION COALITION
COMPREHENSIVE INTEGRATION PLAN
OUTCOME INDICATORS**

OUTCOME (1)	INDICATOR	DATA SOURCE
<ul style="list-style-type: none"> • Increased city-wide coordination and collaboration • Increased access to resources and services • Increased sense of belonging and self-empowerment 	<ul style="list-style-type: none"> • Increased numbers of contacts made, referrals made, and people served 	<ul style="list-style-type: none"> • Citywide Coordinator monthly reports • Citywide Coordinator referral log • Output reports from community service providers
<ul style="list-style-type: none"> • Increased city-wide coordination and collaboration • Increased understanding of immigrant and refugee and receiving communities needs and resources • Increased access to resources and services • Increased interaction, understanding and appreciation between immigrant, refugee and receiving communities • Increased opportunities for civic participation and economic advancement • Increased sense of belonging and self-empowerment 	<ul style="list-style-type: none"> • Increased number of traditional and alternative communication methods that are effectively implemented and utilized 	<ul style="list-style-type: none"> • Citywide Coordinator monthly reports • Copies of disseminated print media • Downloads of television and radio broadcasts • Reports from leaders of immigrant and refugee communities, and from leaders of neighborhood associations
<ul style="list-style-type: none"> • Increased city-wide coordination and collaboration • Increased understanding of immigrant and refugee and receiving communities needs and resources • Increased diverse representation among civic leaders and participants • Increased opportunities for civic participation and economic advancement • Increased sense of belonging and self-empowerment 	<ul style="list-style-type: none"> • Increased numbers of diverse populations reached and included by needs assessments and the Advisory Committee 	<ul style="list-style-type: none"> • Citywide Coordinator monthly reports • Attendance lists from meetings and events that include opportunities to self-identify demographic criteria • Evaluations from mainstream, immigrant and refugee community leaders
<ul style="list-style-type: none"> • Increased city-wide coordination and collaboration • Increased efficient utilization of existing and new resources • Increased interaction, understanding and appreciation between immigrant, refugee and receiving communities • Increased opportunities for civic participation and economic advancement • Increased sense of belonging and self-empowerment 	<ul style="list-style-type: none"> • Increased number of community events referred to or held 	<ul style="list-style-type: none"> • Citywide Coordinator monthly reports • Copies of listings in communications from other organizations and associations • Downloads of public service announcements

(1) Each of the outcomes from the logic model is listed multiple times, because each indicator has the potential to measure and support more than one outcome.

DENVER INTEGRATION COALITION COMPREHENSIVE INTEGRATION PLAN WORKPLAN

	ACTIVITY (1)	YEAR 1	YEAR 2	YEAR 3	YEAR 4
1	Select Advisory Committee and Fiscal Agent for implementation phase	X			
2	Hire Citywide Coordinator for implementation phase	X			
3	Develop alternative communication mechanisms for effectively reaching diverse populations	X			
4	Identify needs, gaps and resources for gathering places, cultural events and naturally occurring groups	X			
5	Assess needs and resources for civic participation	X			
6	Define what we mean by “civic participation” through surveys and community dialogues	X			
7	Identify barriers to diverse participation	X			
8	Perform needs assessment for educational needs and resources and for family activities	X			
9	Identify and research existing healthcare resources	X			
10	Determine a baseline of existing ESL programs and numbers served	X			
11	Identify opportunities for professional recertification	X			
12	Define the welcome center concept, functions and branding, and research welcome centers in other communities	X			
13	Create cultural community centers within, from and out of existing institutions and community gathering places	X	X	X	X
14	Convene community dialogues	X	X	X	X
15	Create and support international cultural exchanges and events	X	X	X	X
16	Hire Assistant for Citywide Coordinator		X		
17	Develop affordable housing referral network		X		
18	Create a central educational resource center		X		
19	Facilitate a network of community organizations and associations to foster civic participation		X	X	X
20	Create and expand neighborhood network of educational resources and services in all four city quadrants		X	X	X
21	Link this initiative with Denver Public Schools, Denver Public Library, higher education, and other initiatives		X	X	X
22	Provide basic education for immigrants and refugees on community norms, rules and citizenship process		X	X	X
23	Provide and promote translation and interpretation for healthcare community		X	X	X
24	Promote workplace on-site ESL		X	X	X
25	Provide leadership training to foster civic engagement		X	X	X
26	Encourage and provide leadership development and leadership opportunities for immigrants		X	X	X
27	Develop immigrant and refugee community liaisons through leadership programs		X	X	X
28	Form multi-layered intercultural council(s) to facilitate collective investment in an inclusive society		X	X	X
29	Create Healthcare Navigator(s) to educate and bridge cultures/resources		X	X	X
30	Develop revenue streams that establish and sustain the welcome center			X	X
31	Develop physical welcome center(s)				X
32	Create a virtual/mobile welcome center				X
33	Hire an Education Coordinator				X
34	Gather data for project outcomes and participate in external evaluation by ASDC	X	X	X	X

(1) The Citywide Coordinator and Advisory Committee, assisted by volunteers and interns, are responsible for the first year activities. Years 2-4 are not yet assigned.

**DENVER INTEGRATION COALITION
COMPREHENSIVE INTEGRATION PLAN
BUDGET**

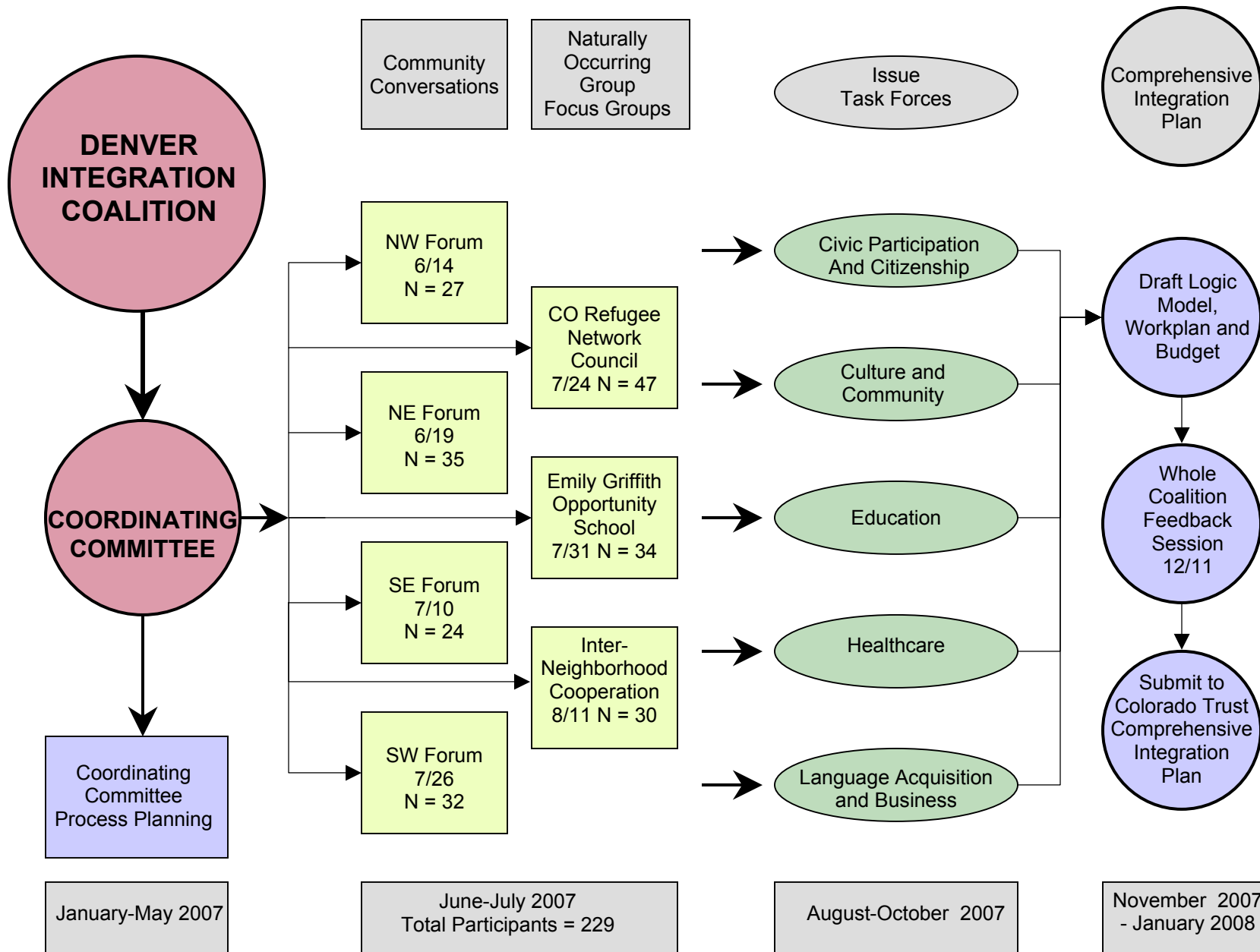
FUNCTION	YEAR 1			YEAR 2			YEAR 3			YEAR 4			CUMULATIVE		
	TCT	OTH	IK	TCT	OTH	IK	TCT	OTH	IK	TCT	OTH	IK	TCT	OTH	IK
Citywide Coordinator (salary and benefits)	55,000			55,000			55,000			45,000	15,000		210,000	15,000	
Assistant to Coordinator (salary and benefits)				5,000	5,000	30,000	5,000	5,000	30,000		20,000	20,000	10,000	30,000	80,000
Healthcare Navigators (contract wages)					15,000	15,000		15,000	15,000		30,000			60,000	30,000
Education Coordinator (salary and benefits)										10,000	30,000		10,000	30,000	
Education tutors (volunteers)			10,000			20,000			20,000			30,000			80,000
Office space			6,000			6,000			6,000						18,000
Welcome Center										5,000	14,000	6,000	5,000	14,000	6,000
Office equipment and supplies	1,000		2,000	2,000		1,000	2,000		1,000	2,000		1,000	7,000		5,000
Printing	3,000		3,000	3,000		15,000	3,000		10,000	3,000		10,000	12,000		38,000
Travel	1,000			2,000			2,000			2,000			7,000		
Website development and maintenance			5,000			5,000			5,000			5,000			20,000
Research			20,000			20,000			20,000			20,000			80,000
Survey			10,000												10,000
Advertising and public service announcements			20,000			20,000			20,000			20,000			80,000
Interpretation and translation	5,000		10,000		15,000	10,000		20,000	10,000		30,000	5,000	5,000	65,000	35,000
Meeting expenses (food, childcare, gift cards)	3,000		1,000	3,000		1,000	3,000		1,000	3,000		1,000	12,000		4,000
Immigrant and refugee honoraria and stipends	5,000		5,000	5,000		5,000	5,000		5,000	5,000		5,000	20,000		20,000
Cultural events	2,000		2,000		10,000	10,000		10,000	10,000		10,000	10,000	2,000	30,000	32,000
Leadership training					10,000	10,000		10,000	10,000		10,000	10,000		30,000	30,000
TOTAL (Funding Source)	75,000	0	94,000	75,000	55,000	168,000	75,000	60,000	163,000	75,000	159,000	143,000	300,000	274,000	568,000
TOTAL (Project Year)	169,000			298,000			298,000			377,000			1,142,000		

TCT = The Colorado Trust

OTH = Other Sources

IK = In-Kind Support

DENVER INTEGRATION COALITION PLANNING PROCESS FLOWCHART



**DENVER INTEGRATION COALITION
CIVIC PARTICIPATION AND CITIZENSHIP TASK FORCE**

GOAL	ACTIVITY / STEP	SHORT-TERM OUTCOME
<p>#1 Facilitate a network of community organizations and associations to enhance access to information and resources that fosters civic participation.</p>	<ul style="list-style-type: none"> • Identify who is there (orgs and resources) – do an assets and needs assessment • After needs assessment – develop a plan • Network <ul style="list-style-type: none"> ○ What is missing from the assessment ○ What resources would foster civic participation ○ Get organizations together bi-annually (conference) ○ Sustainability factor (make effort their own) • Flesh out attributes of civic participation – create a common language <ul style="list-style-type: none"> ○ Shovel neighbors sidewalk ○ Recycle ○ Organize block party ○ Attend and participate in church • Identify multiple access points • Participatory activities <ul style="list-style-type: none"> ○ Neighborhood conferences 	<ul style="list-style-type: none"> • Establish a baseline : How many people know now how to access resources • Existing networks are identified • Multiple access points are identified • Common language (attributes of civic participation) are developed and agreed upon (by community)
<p>#2 Create a method for Denver residents to learn about their common values or unifying attributes to facilitate civic participation.</p>	<ul style="list-style-type: none"> • Cultural exchange <ul style="list-style-type: none"> ○ Movies – dialogue ○ Sharing food ○ International weaving fair – Arts & Crafts • Identify unifying principles – get feedback from the community <ul style="list-style-type: none"> ○ ID community based definitions ○ Mode: Study Circles, dialogue groups – planning meetings that are participatory • Sharing principles • Plan a potluck – icebreakers • Support existing local efforts to help accomplish this project’s goals • ID and implement best practices 	<ul style="list-style-type: none"> • Determine a method for identify and understand unifying principles • Develop a tool kit for community dialogue • Develop a marketing strategy and pilot the tool kit • Identify existing neighborhood efforts

<p>#3 Ensure that our civic leaders and participants represent the diversity of our community</p>	<ul style="list-style-type: none"> • Leadership training – workshops <ul style="list-style-type: none"> ○ Nurture skill building, facilitation training, conflict resolution • Mentoring based on similarity • ID barriers to diverse participation <ul style="list-style-type: none"> ○ Address language issues ○ Times of meetings and locations as barriers ○ Legislature timing as barrier • ID opportunities that interest diverse groups <ul style="list-style-type: none"> ○ Find key motivators ○ Find key individuals ○ ID hierarchy of needs • Identify volunteer opportunities <ul style="list-style-type: none"> ○ Create within this project as a starting point ○ Provide communication about volunteering (its value to the community etc.) 	<ul style="list-style-type: none"> • Establish a training program (work up to formal) • Address the barriers to participation • Establish a baseline by identifying the current level of diversity in formal and informal organizations then increase membership and leadership in formal and informal organizations
<p>#4 That Denver residents know and understand the community rules and norms so as to empower individuals to solve problems ranging from individual service needs to community conflict resolution.</p>	<ul style="list-style-type: none"> • Teach good neighboring techniques • Teach about laws – civics 101 – Denver laws 101 and identify how people can engage • Communicate to residents about diverse cultural norms – identify how to reach/understand other cultural communities 	<ul style="list-style-type: none"> • Willingness to establish relationships • Civics 101 is designed (a program designed to communicate local laws and regulations in various arenas) • Definitions of community rules and cultural norms are created <ul style="list-style-type: none"> ○ Create “good neighboring” strategies ○ Identify diverse cultural norms (e.g. Somali Bantu practice of community parenting) • Establish a baseline using Neighborhood Inspection Services and the Denver Police Department calls and violations

**DENVER INTEGRATION COALITION
CULTURE AND COMMUNITY TASK FORCE**

GOAL	ACTIVITY / STEP	SHORT-TERM OUTCOME
#1 Identify needs, gaps in resources, and available resources to create cultural community centers within, from/out of existing institutions and community gathering places.	<ul style="list-style-type: none"> • Identify existing institutions and gathering places • Survey what services/programs they offer, to whom , and their geographical areas • Identify how what they're doing matches our goal of community integration • Determine what we can tap into and what we would need to create • Develop a budget 	<ul style="list-style-type: none"> • Support of existing resources and fill-in the gaps • Multi-layered inter-cultural council(s) will come together to facilitate collective investment in an inclusive society
#2 Participate in and support surrounding cultural events in celebration of all community constituents.	<ul style="list-style-type: none"> • Identify existing cultural events • Facilitate the partnership between existing institutions and gathering places identified in Goal #1 with existing cultural event organizers • Support the 1st Annual International Cultural Exchange 	<ul style="list-style-type: none"> • Support of an international cultural event • Multi-layered inter-cultural council(s) will come together to facilitate collective investment in an inclusive society
#3 Build on the support systems of naturally occurring groups to generate dialogues that orient and raise integration awareness through all sectors.	<ul style="list-style-type: none"> • Identify existing naturally occurring groups and their support systems (contact, engage in process, identify gaps) • Explore the elements that are needed to orient the newcomer (e.g. classes, interpretation, sports, and friends) • Define “accepting” and “sensitivity” • Determine how to blend what we've learned in the first three activities of Goal #3 with the activities of the Education Task Force 	<ul style="list-style-type: none"> • New people will be oriented and awareness will be raised through all sectors • Multi-layered inter-cultural council(s) will come together to facilitate collective investment in an inclusive society
#4 Develop mechanisms to exchange access to community activities and common solutions to common problems.	<ul style="list-style-type: none"> • Use information gathered in Goal #1 to identify potential audiences • Develop alternative mechanisms for reaching diverse audiences • Test the effective of the mechanisms among a variety of naturally occurring groups • Develop a plan to initiate the exchange among the audiences 	<ul style="list-style-type: none"> • Mechanisms will be proposed to reach a wide range of audiences • Multi-layered inter-cultural council(s) will come together to facilitate collective investment in an inclusive society

**DENVER INTEGRATION COALITION
EDUCATION TASK FORCE**

GOAL	ACTIVITY / STEP	SHORT-TERM OUTCOME
<p>#1 Immigrants and receiving communities will have a central place that provides information on various educational opportunities.</p>	<p>Hire a person to:</p> <ul style="list-style-type: none"> • Perform a needs assessment/analysis by contacting non-profits, schools etc. that offer classes • Create & maintain a network of resources for educational referrals • Determine geographic areas where needs are not met & types of classes that are needed • Determine space needs & find a central, safe, accessible place 	<p>Immigrants and receiving communities will be better educated because they can easily find in Denver:</p> <ul style="list-style-type: none"> • ESL classes • Job education-skills classes • Leadership skills classes • Economic education classes • Classes re. immigration laws & other civic laws • Public schools • Cultural events to learn about other groups • A place to make connections • Opportunities to learn other languages • Information such as myth-fact sheets, information sheets about other cultures • Information about lectures re: immigrant communities and their cultures • Find referrals to arrange for and teach workplace ESL • Find educational programs that involve whole families
<p>#2 Immigrants and receiving communities will have neighborhood educational opportunities in each of the four Denver quadrants and will be able to find these opportunities through a web site.</p>	<p>Hire a person/coordinator who will:</p> <ul style="list-style-type: none"> • Perform on-going needs assessment & analysis to determine needs as populations, schools, & educational programs fluctuate • Create a neighborhood net-work of resources to put o web by: • Contacting non-profits, family resource centers, schools etc. that offer classes re. participation and referral • Determining areas where services don't exist • Determining schools where neighborhood satellite classes could be set up & schools where such programs already exist 	<p>Immigrants & receiving communities will be able to go to a web site to easily find various types of classes offered in their neighborhoods, such as:</p> <ul style="list-style-type: none"> • ESL classes • Job education/skills classes • Leadership skills classes • Economic education classes • Classes re. immigration laws • Public schools for each area • Places in the neighborhood where receiving & arriving communities can make connections • Educational programs that involve whole families

	<ul style="list-style-type: none"> • Partnering w/programs that are already in the area & w/ those who would like to expand to other neighborhoods to fill needs • Partnering w/DPL to set up webs • Contacting non-profits about grant writing; write grants together for 4 quadrants 	
<p>#3 Immigrants will find programs that involve whole families.</p>	<p>Hire a person who will:</p> <ul style="list-style-type: none"> • Meet w/existing non-profits/orgs to research those that involve family activities • Determine needs • Write grants to support existing programs to serve more families • Meet w/DPS to discuss schools as links to families to determine if there are family liaisons w/links to immigrant families • Help set up links in schools 	<p>Immigrant families will find curricula for whole families that includes:</p> <ul style="list-style-type: none"> • Cultural adaptation • Appreciation of own culture • Parents and children learning together

**DENVER INTEGRATION COALITION
HEALTHCARE TASK FORCE**

GOAL	ACTIVITY / STEP	SHORT-TERM OUTCOME
#1 Create healthcare navigator.	<ul style="list-style-type: none"> • Research navigators in other sites • Identify healthcare topics to be covered and skills needed to provide orientation • Identify resources needed • Develop job description • Train the navigator 	<ul style="list-style-type: none"> • Increase in triaging of healthcare and social concerns • Increase in access to appropriate services • Increase in partnership with medical community • Decrease in healthcare disparities • Decrease in emergency room visits • Increase in client empowerment
#2 Provide healthcare education.	<ul style="list-style-type: none"> • Identify existing resources • Determine scope of education topics • Develop multi-lingual welcome package • Obtain training software • Offer rotating group training for immigrants • Publish translated material • Train mainstream providers 	<ul style="list-style-type: none"> • Increase in better educated immigrant healthcare consumers • Increase in peer-to-peer sharing • Increase in trust of mainstream • Increase in cultural competency in mainstream • Increase in validation of immigrant knowledge • Increase in resource allocation by mainstream providers • Decrease in social isolation
#3 Provide translation and interpretation.	<ul style="list-style-type: none"> • Coordinate use of language line • Offer on-site Spanish daily • Offer on-site other language interpreter periodically • Promote language services to mainstream healthcare community 	<ul style="list-style-type: none"> • Increase in effective communications • Increase in improved health outcomes and compliance • Decrease in misdiagnosis • Increase in utilization of healthcare • Increase in Title VI compliance
#4 Encourage leadership development and leadership opportunities for immigrants.	<ul style="list-style-type: none"> • Identify potential leaders in immigrant communities • Identify realistic employment and leadership opportunities • Provide training to potential leaders as volunteers and navigator assistants • Provide networking opportunities • Engage immigrants in decision making • Develop 1:1 mentoring opportunities from peers and mainstream • Foster intercultural interactions 	<ul style="list-style-type: none"> • Increase in intercultural interactions • Increase in leadership opportunities • Increase in validation of immigrant voices • Increase in identification of authentic community leaders • Increase in immigrant involvement and responsibility for individual and community health • Increase in authority and expertise of immigrants in decision making for change

<p>Goal 5: Sustain the welcome center</p>	<ul style="list-style-type: none"> • Create a platform to seek investment from mainstream and non-traditional sources • Research sustainability in other sites • Conduct outreach to mainstream institutions • Conduct outreach to immigrant organizations • Demonstrate efficient and effective outcomes • Offer culture broker services as fee-for-service • Coordinate research opportunities through welcome center as fee-for-service 	<ul style="list-style-type: none"> • Increase in self-sufficiency of welcome center • Decrease in scrutiny of individual immigration status with increased private funding • Decrease in no-show rates and poor treatment compliance • Increase in effective resource utilization • Increase in value to immigrant and mainstream communities • Increase in potential for national and state replication • Increase in positive image of immigrants
---	---	--

**DENVER INTEGRATION COALITION
LANGUAGE ACQUISITION AND BUSINESS TASK FORCE**

GOAL	ACTIVITY / STEP	SHORT-TERM OUTCOME
<p>#1 Immigrants in Denver will increase their participation in existing English language acquisition programs (the term ‘programs’ includes classes, computer courses, materials, etc.).</p>	<ul style="list-style-type: none"> • Create Welcome Center (virtual) • Hire Citywide Coordinator • Develop a brochure with information on existing programs • Determine a baseline of numbers of programs and students they serve 	<ul style="list-style-type: none"> • More immigrants in Denver are accessing programs that are conveniently located and serve their needs • More immigrants are becoming proficient in English • Information about different programs is being effectively distributed to immigrant communities and referral sources
<p>#2 Targeted businesses will offer more workplace ESL classes on site at no charge to their immigrant employees.</p>	<ul style="list-style-type: none"> • Develop a list of business that hire a large number of immigrants • Promote on-site ESL • Compile or create a curriculum for different types of industries • Offer Spanish for non-Spanish speakers 	<ul style="list-style-type: none"> • More access to ESL classes • Better job retention • Improved workplace safety • Improved integration among employees and business patrons
<p>#3 Immigrant community liaison will disseminate information between the arriving and receiving communities.</p>	<ul style="list-style-type: none"> • Identify potential community liaisons • Develop leadership programs • Form cross-cultural council 	<ul style="list-style-type: none"> • Increased collaboration between arriving and receiving communities • Multidirectional networks, opportunities, collaborations

DENVER INTEGRATION COALITION GUIDANCE FOR ISSUE TASK FORCES

Goal: Over the course of 2-4 meetings in August & September, to prioritize ideas in your task force's area, and develop input to the comprehensive integration plan, including goals, activities, workplan steps and expected short-term outcomes.

Suggested Steps:

- 1) Review notes from community meetings and NOG outreach, including specific ideas relevant to your task force and the top priorities identified in the mind map.
- 2) Separate ideas into the categories of Possible Goals (broad statement of what you want to achieve) and Possible Activities (a proposed way to achieve the goal).
- 3) Pick a limited number of top priority goals/activities to develop (suggest 4 maximum).
Create a clearly articulated description of goals/activities that were not selected as top priorities, but that might merit future consideration. These “parking lot” issues will be included as an appendix in the final plan.
- 4) For each selected priority, make sure you have a goal statement and at least one related major activity.
 - a. If you're starting from a goal, ask how will we achieve this?
 - b. If you're starting from an activity, ask why we want to do this?
- 5) For each activity, identify the primary steps necessary to implement this activity, who is responsible (if possible), and a timeframe—beginning in January 2008.
- 6) Also for each activity (or combination), identify the outcome(s) you want to see as a short-term result of this activity. An outcome is a change in behavior, attitude, skills or knowledge that results from the activity.
- 7) Estimate (and itemize) budgetary needs associated with each activity. Also indicate potential sources of additional funds, keeping in mind that The Colorado Trust funding is limited to \$75,000 per year over four years.
- 8) Using the format provided earlier, summarize the above on a worksheet with four columns: Goals, Activity/Steps, Short-Term Outcome, and (in lieu of Long-Term Outcome, which is the same for everyone), Budget.
- 9) Finish the above by 10/15/07. October will be a time to consolidate the work of all the task forces.

Questions?

Call or e-mail Gurudev Khalsa

gurudev@earthlink.net

303-448-0040

**DENVER INTEGRATION COALITION
COMMUNITY CONVERSATIONS
MIND MAP PRIORITIES**

	NE Denver #2	SE Denver #3	Colo. Refugee Network #4	SW Denver #5	EGOS #6	Total	Group Total
Economic Issues							96
Affordable housing	12		8	4		24	
Living wage	11		6			17	
Economic opportunity				8	21	29	
Good economy					9	9	
Family assets (IDAs)			9			9	
Childcare			8			8	
Neighborhood Based Information/Initiatives							138
Neighborhood and grassroots communities	9	7				16	
Bridge age gaps			8			8	
More cultural events		11				11	
Knowing what resources are available		8				8	
Welcome center		8	10			18	
Help receiving communities learn about newcomers		11				11	
Education for incoming and receiving communities			12			12	
Need for patience and empathy					9	9	
Mosque and church					10	10	
Welcome packet and city outreach to newcomers				5	10	15	
Information on local legal and cultural differences				9	11	20	
Language Skills							90
ESL	8		25	18	26	77	
ESL + free childcare		13				13	
Education							51
Education	14			12		26	
College education					17	17	
Encouragement for women to learn			8			8	
Healthcare							40
Access to affordable healthcare	16	8		9		33	
Improved healthcare			7			7	

Government Officials' Cultural Sensitivity							18
More diverse and inclusive government leaders	11					11	
Culturally aware government officials		7				7	
Legal Information and Public Safety							54
Access to driver's license	7					7	
Feeling safe from violence	6			9		15	
Freedom from fear					9	9	
Knowledge of rights and responsibilities					23	23	
Miscellaneous							22
Family reunification			6			6	
Legal status				16		16	
Total	94	73	107	90	145	509	

Notes:

1) Community Forum #1 at St. Dominic's in NW Denver completed a mind map, but did not establish priorities; Community Forum #7, Inter-Neighborhood Cooperation, did not do a mind map.

2) Group headings and aggregation are mine (Scott Robbins). Others may aggregate differently. Where I was not sure if there was duplication of a thought from one group to another, I tried to be liberal and list the thought as expressed and show it as linked to others. This does show a significant level of interest in "Neighborhood-based Information/Initiatives"

**Denver Integration Coalition
Community Conversations by Task Force Priorities**

Business and Employment

Denver Defines Integration Community Conversation Notes on Business and Employment:
[Note: Business and Employment and Language Acquisition were combined in one task force.]

June 14th

- 1) Access to capital
- 2) Participation of the youth
- 3) Access to jobs
- 4) Multi-language signs
- 5) Health care for all
- 6) Leaders support integration and openness

July 10th

- 1) Equality for women
- 2) Booming economy/jobs
- 3) Sharing expertise
- 4) Opportunities being offered
- 5) Better job opportunities
- 6) Prosperity
- 7) Labor policy – justice in the work place (city council)

July 19th

- 1) More minorities in positions of authority
- 2) Better training and pay for teachers (especially ESL)

July 24th

- 1) More homeowners
- 2) Employers support and pay for employee ESL
- 3) Free bus passes
- 4) Better economy → jobs

July 26th

- 1) Computer access
- 2) Business loans for community (small people)
 - a. Credit unions
- 3) Businesses that cater to whole community where all can find the ethnic items they need
 - a. Meet neighbors and create opportunity

Civic Participation and Citizenship

Denver Defines Integration Community Conversation Notes on Civic Participation and Citizenship:

June 14th

- 1) Target youth
- 2) Neighborhoods
- 3) Integration
- 4) Civic participation – voice in the system
- 5) Reducing fear of officials
- 6) Interpretation/translation assistance
- 7) Continued outreach – education – awareness
- 8) Library cultural resources
- 9) Sensitivity of ethnicity
- 10) Listen to and focus on community concerns
- 11) Public events
- 12) Neighborhoods' involvement – celebratory, civic issues, social networking
- 13) Simplify instruction
- 14) Support multiculturalism
- 15) Multi-level civic participation
- 16) Communication is open
- 17) Embrace differences and religions
- 18) Equality and understanding rights/responsibilities
- 19) Access to officials
- 20) All-inclusive welcoming centers supported by government that hosts education/resources
- 21) Community empowerment and opportunity for leadership
- 22) Avoid focus on ethnicity
- 23) Endless resources for self-improvement and language assistance
- 24) Ambassadorship/ mentorship
- 25) Center to have multicultural, religious, and linguistic resources

July 10th

- 1) City council – make policy labor practice w/ friendly immigration policy
- 2) Funding obstacles
- 3) Restore democracy
- 4) Diverse leadership that reflects the population
- 5) Smooth path to citizenship
- 6) Increased voter registration and turnout
- 7) Latino leadership in government and community
- 8) More immigrants learning and using English
- 9) Library welcome center
- 10) Increased volunteerism
- 11) Public/private partnerships
- 12) Community center – help with citizenship
- 13) More diverse people living closer together
- 14) Community leaders – advocates – might change and draw on individual strengths
- 15) Places – welcoming, opportunities
- 16) Voter participation and serving on community

- 17) Learning to lead in different ways
- 18) Diversity in political system
- 19) Better representation of political system – don't overlook populations
- 20) Less division of economic status – be better leadership to include those not connected
- 21) Lobbyists and special legislation to protect education, jobs
- 22) Better government of people – matriarchy
- 23) Citizens with initiative – embrace culture – willingness to compromise and share
- 24) Welcome center-city and public interest funding – long term success

July 19th

- 1) Minorities in positions of authority (elected/appointed)
- 2) More voters
- 3) More positive media about and/or created by immigrants
- 4) More volunteers and organizers
- 5) Welcome center – public funding and private volunteers
- 6) Multicultural classes-immigrants teach as well as take classes
- 7) Grassroots activism and block parties

July 24th

- 1) Inclusiveness in city system
- 2) Centralized – no language barriers
- 3) Easy to navigate social systems
- 4) Friends help
- 5) Serving as cultural brokers – more advocacy
- 6) Ultimate goal = vote and citizenship
- 7) Assume roles in society – civic engagement
- 8) Feeling more welcome in society
- 9) Government support needed for change
- 10) Immigrants and refugees serve as advocates
- 11) Government to rethink TANF requirements
- 12) Diverse participation in neighborhood associations
 - a. Increase interaction in neighborhoods
 - b. More inclusive
 - c. City of Denver support
- 13) Immigrant and refugee advisory center (IRAC)
- 14) President 2008 lead way for reform
- 15) Better transportation

July 26th

- 1) Diversity of elected officials
- 2) Denver Block Party Day of Diversity once a year
- 3) City Council and registered neighborhood organizations create sister neighborhood idea
- 4) Improved political arena – more voter participation
- 5) Improved ethnic backgrounds represented
- 6) Incentives for reinforcement of “culture of kindness,” pride in community, etc.
- 7) Legal status = greater participation in community
- 8) United visionary leadership
- 9) Youth as future of community

Culture and Community

Denver Defines Integration Community Conversation Notes on Culture and Community

June 14th:

- 1) Multicultural events
- 2) Individual neighborhood activities
- 3) Environment that embraces diversity
- 4) Sit on the front porch together
- 5) Cross cultural friendships
- 6) Music not too loud
- 7) Clean streets
- 8) “Hello” in many languages
- 9) Witness and report what ideas are working
- 10) Neighborhood conflict resolution
- 11) Ambassadorships
- 12) No fear needed
- 13) Multi-lingual cultural clearing house
- 14) Ongoing outreach
- 15) No ethnic profiling/stereotyping
- 16) Schools are cultural community centers
- 17) Ecumenical
- 18) Focus on common concerns while celebrating differences
- 19) Welcoming center
 - a) Resource center
 - b) Health, education, tutorial services
 - c) Part of the city budget
 - d) Message: welcome to Denver we’re glad you’re hear
 - e) Regular events separated between issue oriented and social
 - f) Representatives that travel from one community to another to witness best practices and bring it to central location and then diffused back
 - g) Community congress twice a year to discuss these issues
 - h) More than just council districts
 - i) Opportunity for empowerment and leadership skills
 - j) People receiving assistance come back as volunteers to serve in welcoming community once they are familiar with system
 - k) Neighborhood conflict resolution not based on race or ethnicity as a focus point but on the issue itself
 - l) So many opportunities for learning English with no wait list
 - m) Ambassadorship – members of immigrant communities familiar with certain areas can serve as a link to others
 - n) Multilingual signage and municipal outreach in many languages
- 20) Welcoming center #2
 - a) Reduce fear on both sides
 - b) City funded – strong element to be community driven
 - c) Place that is supported and can work long term with government support
 - d) Mediation, interpreting, multilingual classes and tutoring
 - e) Civic participation and citizenship

- f) Clearinghouse for volunteer opportunities
- g) Culture
- h) Money

21) Welcome center #3

- a) Fully funded government center
- b) Works systemically with other city organizations
- i) Police, school, library, licensing
- c) Police to protect everyone
- d) Health care access for all
- e) Public schools are community connections
- f) Library cultural resources
- g) Individual leaders who support promote integration
- h) Families not in isolation
- i) Families will not assume stereotypes- direct cultural learning from those with different cultures
- j) Religious organizations is about creating appreciation of all religious organizations
- k) Neighborhoods focus on common concerns and celebrate differences

June 19th:

- 1) More respect
- 2) More voters
- 3) Hunger decline
- 4) Affordable ESL
- 5) Communities together/PR/events
- 6) Education about segregation
- 7) Welcome centers for everyone /teach/learn/info referral/ government and private funding
- 8) Get anti-immigrants involved
- 9) Police walking around neighborhood that know the area
- 10) Safety net health centers
- 11) Neighborhood diversity – events
- 12) Leaders diverse
- 13) Pay teachers better
- 14) Grassroots efforts
- 15) Integrated sports
- 16) Better neighborhood schools
- 17) More block parties
- 18) International welcome center
- 19) Travel abroad

July 10th:

- 1) No fear of hatred
- 2) Neighborhoods and grassroots organizations benefits of equality for women
- 3) Happiness in every home
- 4) Latino leadership increased
- 5) Friendly – neighborliness
- 6) Community center for whole community
- 7) Quarterly discussions
- 8) Helping & diverse neighbors

- 9) Community leaders as advocates
- 10) Learning-leading-laughing
- 11) Less racism – more acceptance
- 12) More grassroots involvement
- 13) Welcome center
- 14) Neighborhood bulletin boards
- 15) Increased volunteerism
- 16) No borders between ethnic groups
- 17) Sharing (expertise)
- 18) Cultural sensitivity
- 19) Less economic divisions
- 20) Culturally diverse leadership
- 21) Embrace differences
- 22) Willingness to compromise/share
- 23) Multicultural
- 24) Teaching females their worth
- 25) Stronger neighborhood cultural organizations
- 26) Balance between traditional culture and youth learning new
- 27) Welcome center funded by private \$\$ too

July 24th:

- 1) One person at a time
- 2) Sense of belonging, keep culture
- 3) Family welcome center X2
- 4) Learn about coming and receiving community
- 5) Learn about other cultures
- 6) Learn about opposite sex
- 7) Sustainable systems
- 8) More accepting and flexible
- 9) Community engaged
- 10) Support of people coming in
- 11) Civic involvement
- 12) Welcoming community and government
- 13) Advocate and serve
- 14) Women's center
- 15) Aware and acceptance
- 16) Communicate in native language
- 17) Get to know neighbors
- 18) Refugee committee
- 19) International people's fair
- 20) Know government system

July 26th:

- 1) Get rid of gangs
- 2) Diversity of community groups (Cultural, police, fire, emergency)
- 3) Multi-cultural women's support (Cultural/social groups)
- 4) Sister neighborhood groups
- 5) Cultural exchange celebrations

- 6) Block parties (One day per year, annually, Denver Holiday on Cultural Diversity block party)
- 7) Community collaborations
- 8) Safe neighborhoods
- 9) Access to transportation
- 10) Respect toward other cultures (Kindness, pride in community)
- 11) Nurture talents in community (E.g. Gardens)
- 12) Cross-cultural interest groups

Education

Denver Defines Integration Community Conversation Notes on Education

June 14th:

- 1) Learning conflict resolution
- 2) Equal access to education X 2
- 3) Capitalization of the power of youth
- 4) Speaking various languages
- 5) Knowledge of immigration laws
- 6) Tutorial service as part of budget
- 7) Opportunity to learn leadership skills
- 8) Many ESL classes without waiting
- 9) Resource center
- 10) Education connected to other resources
- 11) Schools act as a link
- 12) School leaders who support immigration

June 19th

- 1) Inspirational teachers
- 2) Sports in school for sense of belonging
- 3) Education that motivates children
- 4) Schools figured out language acquisition
- 5) Learn from one another
- 6) All levels in all ages go to higher education
- 7) High quality education
- 8) Young ages would know cultural identity
- 9) Learn about other cultures
- 10) Teach girls and females their worth
- 11) More high school graduation
- 12) Increase college enrollment
- 13) Helping families stay involved
- 14) ESL in the neighborhood
- 15) Culturally diverse leadership in schools
- 16) Education way to get cohesive neighborhood
- 17) Adult education
- 18) Sharing skills
- 19) Greater opportunity/access
- 20) Cultural sensitivity/ children being culturally competent
- 21) Schools will be welcoming, safe, fun, learning, comfortable, opportunities

July 10th

- 1) More bilingual people
- 2) More affordable ESL classes
- 3) Segregation and ignorance eliminated in education
- 4) Welcome center place to teach/learn
- 5) Classes taught by community and immigrants
- 6) Receiving community to learn about other cultures

- 7) Arriving community to learn English etc
- 8) More adults speaking English – free ESL
- 9) Better training/pa for ESL teachers
- 10) Kids learn multiple languages
- 11) Universal kindergarten
- 12) All kids attend neighborhood schools
- 13) Classes for newcomers
- 14) ESL when kids just arrive
- 15) Opportunity for kids to study abroad/travel

July 24th

- 1) Center to learn about other's cultures
- 2) Better education for new arrivals
- 3) Facilitation of using skills and education from first country
- 4) Education of American born about newcomers
- 5) Get into school to learn the American system
- 6) Education for women through women's center
- 7) Language school with childcare
- 8) Home tutoring for every family
- 9) Workplace ESL with compensation
- 10) ELS education for women/childcare
- 11) Learning what we need and bringing others on board

July 26th:

- 1) Access to computers
- 2) Education important
- 3) Diversity in school boards
- 4) Education loans (Excused/pardoned debt)
- 5) Education on culture
- 6) Economic education
- 7) Newcomer's language
- 8) Accessible higher education
- 9) Job education
- 10) Improved educational opportunity
- 11) Children becoming part of culture through education

Health Care

Denver Defines Integration Community Conversation Notes on Health Care

June 14th:

- 1) Equal access to services and information
- 2) All in the city have a voice in planning
- 3) Health information through welcome center

June 19th:

- 1) Accessible, affordable, interpreted
- 2) Healthy people
- 3) Advocacy / lobbying to promote A
- 4) Health resources communicated through welcome center

July 10th:

- 1) More access
- 2) More bilingual assistance
- 3) Homelessness and hunger decline
- 4) Welcome center – referral to services (health)
- 5) Safety net health centers
 - a. Staffed by people easily identified by clients
 - b. Same language, ethnicity, color etc. of clients

July 24th:

- 1) More Benefits
- 2) Women's issues separately addressed
- 3) Special attention to people with disabilities
- 4) Central healthcare system
- 5) More public healthcare that includes refugees/immigrants

July 26th:

- 1) Improved system

Language Acquisition

Denver Defines Integration Community Conversation Notes on Language Acquisition:
[Note: Language Acquisition and Business and Employment were combined in one task force.]

June 14th:

- 1) Capitalizing on the power of youth
- 2) Neighborhood conversations in English, Spanish, any language
- 3) No wait list for ESL classes (also easy to find resources)
- 4) Multilingual signage throughout city
- 5) Municipal multi-language outreach throughout city

June 19th:

- 1) Schools have figured out language acquisition
- 2) People with accents speaking English
- 3) People more connected
- 4) ESL class in neighborhood
- 5) Welcoming
- 6) Less language differences

July 10th:

- 1) More bilingual citizens
- 2) More affordable ESL
- 3) More adults speaking English – more ESL
- 4) Children learning multiple languages

July 24th:

- 1) Language retention as well
- 2) Available through welcome center
- 3) Language school with childcare
- 4) Home tutoring
- 5) Workplace ESL – time learning is time paid
- 6) Use native language to bring others from community into welcome center where they will learn English

July 26th:

- 1) Everyone speaking the power language (English)
- 2) Eagerness to learn English
 - a. Willingness to learn other languages besides English
- 3) Children can speak English and are involved in school

Denver Integration Coalition Community Conversations by Dates

June 14th, 2007

Denver Defines Integration – Community Conversation #1

St. Dominic Catholic Cathedral

Meeting Notes

Introduction

- Definition of Denver Integration Coalition
- Integration project not immigration project
 - o Intentional 2 way dialogue between arriving and receiving communities to promote belonging
 - o This is not a project about looking at the status of individuals but rather a project to strengthen the community
 - o Larger pop of foreign born individuals
 - o Integration is about learning new ways of providing a welcoming environment
 - o This is a way for us to develop a plan that will be implemented over the next few years in Denver
 - o Today we will be developing a plan based on your comments and there will be a task force emerging out of the conversation that we have today
 - o Integration is a difficult topic to stick your hand in but once its in it doesn't come out

Discovering Our Strengths – Gurudev

- These plans are not dictated by the Colorado trust, it is up to the community to design a plan to create belonging
- Coalition → coordinating committee → 4 community conversations to put input into the plan → Issue Task Forces created to take input from conversations and devise plans → coordinating committee makes an official plan and submit to co trust → implement plans
- Why community conversations? Builds a planning process that can avoid barriers that have resulted in direct program funding; Leadership as two way street to keep the community involved
- Activity: everyone stand up and wander around, when I call a number, get into groups of that number
 - o Exchange names
 - o Wander again
 - o Get into groups of 4 and these are the groups that you will have a conversation with
 - o Address the three questions on the second page of the agenda guide
 - Personal Interest: Denver is increasingly diverse. How has living with, or getting to know, people who are culturally different affected you? Why do you care about this issue?
 - Community Strengths: What have you experienced in Denver (or elsewhere) that worked well in welcoming and including newcomers into the community, helping everyone to feel they belong?
 - Future Actions: What possible future actions could help people in Denver feel that they belong to an integrated community?

Question #2: Community Strengths/Weaknesses

- o Getting newcomers involved in community
- o Volunteer, host, mentorship
- o Women talking to women
- o Invited to everyday activities

- Offering ESL and Spanish classes
- Neighborhood association meetings and activities
- Youth interaction in sports
- Understanding that there are different languages
- See newcomers as people not just workers and immigrants
- Create support groups to share about culture, country and establish family away from home (religious orgs, schools make connections)
- Multilingual school programs
- Great cultural and expression e.g. fairs, holidays
- Invitations to newcomers from established organizations/people that are open to diversity
- Multicultural events(cinco de mayo, people's fair, ethnic markets)
- ESL classes
- Offering childcare/ after work services
- We have helping services: language
- Providing work/school opportunities provides a greater range of social integration e.g. meeting people from established communities
- Libraries as resource centers
- Access to a safe resource center
- Equal treatment in society
- People stop to talk when I am gardening
- Churches to provide security, basic needs ESL
- Nonprofit relationships/interaction between arriving and receiving
- Ethnic nods at events that allow newcomers to share their skills/culture; burritos purchased over hot dogs
- Community centers that are diverse
- Walking around the lake
- Recent group which is doing conflict resolution between people with cultural conflicts
- Longmont established a hospitality affairs committee which addresses issues from top down

Question #3: Future actions

- Tone down the polarizing rhetoric and don't let it rule the dialogue
- Promote access to legal system, health care, documentation
- Neighborhood party/project
- Promote multicultural events festivities
- Community meetings for better neighborhoods
- Prevent divisiveness in education
- Communicate basic public service info
- Say "hi" when you see someone new
- See that the newcomers bring rich culture, faith, artistic beauty
- Communicate basic public service info
- In school, teach about other cultures and languages then people can learn about others and understand more about ethnic groups

Activity 1: Integration in 2011

Business /Employment

- Access to capital
- Participation of the youth
- Access to jobs
- Multi-language signs
- Health care for all
- Leaders support integration and openness

Civic participation and citizenship

- Target youth
- Neighborhoods
- Integration
- Civic participation – voice in the system
- Reducing fear of officials
- Interpretation/translation assistance
- Continued outreach – education – awareness
- Library cultural resources
- Sensitivity of ethnicity
- Listen to and focus on community concerns
- Public events
- Neighborhoods’ involvement – celebratory, civic issues, social networking
- Simplify instruction
- Support multiculturalism
- Multi-level civic participation
- Communication is open
- Embrace differences and religions
- Equality and understanding rights/responsibilities
- Access to officials
- All-inclusive welcoming centers supported by government that hosts education/resources
- Community empowerment and opportunity for leadership
- Avoid focus on ethnicity
- Endless resources for self-improvement and language assistance
- Ambassadorship/ mentorship
- Center to have multicultural, religious, and linguistic resources

Culture and community

- Multicultural events
- Individual neighborhood activities
- Environment that embraces diversity
- Sit on the front porch together
- Cross cultural friendships
- Music not too loud
- Clean streets
- “Hello” in many languages
- Witness and report what ideas are working
- Neighborhood conflict resolution
- Ambassadorships
- No fear needed
- Multi-lingual cultural clearing house
- Ongoing outreach
- No ethnic profiling/stereotyping
- Schools are cultural community centers
- Ecumenical
- Focus on common concerns while celebrating differences
- Welcoming center
 - o Resource center
 - o Health, education, tutorial services
 - o Part of the city budget
 - o Message: welcome to Denver we’re glad you’re hear

- Regular events separated between issue oriented and social
- Representatives that travel from one community to another to witness best practices and bring it to central location and then diffused back
- Community congress twice a year to discuss these issues
- More than just council districts
- Opportunity for empowerment and leadership skills
- People receiving assistance come back as volunteers to serve in welcoming community once they are familiar with system
- Neighborhood conflict resolution not based on race or ethnicity as a focus point but on the issue itself
- So many opportunities for learning English with no wait list
- Ambassadorship – members of immigrant communities familiar with certain areas can serve as a link to others
- Multilingual signage and municipal outreach in many languages
- Welcoming center #2
 - Reduce fear on both sides
 - City funded – strong element to be community driven
 - Place that is supported and can work long term with government support
 - Mediation, interpreting, multilingual classes and tutoring
 - Civic participation and citizenship
 - Clearinghouse for volunteer opportunities
 - Culture
 - Money
- Welcome center #3
 - Fully funded government center
 - Works systemically with other city organizations
 - Police, school, library, licensing
 - Police to protect everyone
 - Health care access for all
 - Public schools are community connections
 - Library cultural resources
 - Individual leaders who support promote integration
 - Families not in isolation
 - Families will not assume stereotypes- direct cultural learning from those with different cultures
 - Religious organizations is about creating appreciation of all religious organizations
 - Neighborhoods focus on common concerns and celebrate differences

Education

- Learning conflict resolution
- Equal access to education X 2
- Capitalization of the power of youth
- Speaking various languages
- Knowledge of immigration laws
- Tutorial service as part of budget
- Opportunity to learn leadership skills
- Many ESL classes without waiting
- Resource center
- Education connected to other resources
- Schools act as a link
- School leaders who support immigration

Healthcare

- Equal access to services and information
- All in the city have a voice in planning
- Health information through welcome center

Language Acquisition and other issues

- Capitalizing on the power of youth
- Neighborhood conversations in English, Spanish, any language
- Welcoming center as part of city budget with classes, events, etc.
- Opportunity for leadership skills, people who received services come back as volunteers
- No wait list for ESL classes (also easy to find resources)
- Multilingual signage throughout city
- Municipal multi-language outreach throughout city
- Religious freedom

Group Discussions and Ideas:

- We envision:
 - o Multicultural events
 - o Neighborhood festivities
 - o Environment that embraces diversity
 - o Neighbors sitting on the porch together
 - o Equal access to opportunities and services
 - Integration at the college level
 - o Capitalizing on the power of youth
 - o Accessible/simpler regulations
 - o Welcoming atmosphere and encourage cross-cultural friendships
 - o Integrated neighborhoods
 - o Collective civic participation

Group 2

- Real effort, patience, realistic expectations
- Government office with:
 - o Resources and information
 - Credit, healthcare, schools, citizenship
 - o Sustainable, continuous, ongoing outreach and engagement
 - o Leaders who support and promote integration
- Families not in isolation
- Not assume stereotypes, free to ask
- Jobs
- Public schools that actively work towards individual successes
 - o Inclusive curricula
 - o No fear
 - o Individual as a representation of community and family
 - o Schools more than just educate kids
 - Act as a community connection
 - Link for everyone
- Religious freedom, appreciation, and understanding for all
- Libraries with cultural resources
- License/transportation for all
- Police departments
 - o Safety
 - o Do not profile

- Protect everyone
- Equity and Justice in law
- Neighborhoods that focus on common concerns and celebrate differences
- Healthcare access for all
 - M.H.
 - Health
 - Dental
 - Vision
- License and transportation for all

Group 3

- Welcome center:
 - Reduce fear
 - Volunteer expert clearinghouse
 - Culture of volunteerism
 - Mediation
 - Interpretation and translation
 - \$\$(?)
 - Multilingual classes and events, language, culture
 - Citizenship and civic participation
 - Resource center
 - Community driven
 - Reduce fear

Group 4:

- People receiving help from welcome center come back as volunteers
- Ambassadorship
- Involvement and leadership opportunities
- Rotational representatives who travel from one community to another and share best practices
 - “Community congress”
 - Exchange ideas
 - Meet twice a year
 - Empower leaders from all sections of the community
- Centralized location
 - Welcome center
 - Resource center
 - Health, education
 - Tutorial services
 - Part of city budget
 - Welcome to Denver “We are glad you’re here”
 - Regular events that are social, a political separate from issue/meeting
- Encourage sharing your voice
- Neighborhood conflict resolution/mediations
- Postings of rules of community but encourage privacy and autonomy
- Language centers
- Job skills centers
- Multilingual signage
- Municipal outreach in many languages
- No ESL wait list
- Actions:
 - Acknowledgement by municipal leaders of divisions in the communities
 - Identification of systemic barriers and removal of such barriers

- Continuous involvement by all-inclusive
- Our role:
 - Applying our experiences to make recommendations
 - Making a commitment to provide my expertise, support, network, mentor

Activity 2: Mind Map – Belonging in Denver

- Belonging in Denver – What is it that helps/hurts the idea of belonging?
 - Education – understanding the benefits that available to you in the community
 - Disempowering students and funneling into ESL programs
 - Discouraged from seeking higher education – your not enough to do what you want to do
 - Incorporate resource centers at school
 - Housing prices – people cannot belong
 - Hostility – not being welcomed
 - Fear – having to justify your existence and why you are hear
 - Communication or lack of communication due to language differences
 - Unwillingness to communicate on both receiving and arriving communities due to language differences
 - Valued and respected as cultural experts and have it reflected in organizations
 - Understanding between arriving and receiving communities – both can give and receive
 - Equal recognition
 - Including the newcomers voice
 - Maintaining core values of a receiving community
 - Food
 - Sense of belonging associated with food that you are familiar with
 - Avoiding stereotyping in respect to the media – grouping people i.e. all Mexicans are gardeners or illegal
 - Relationships
 - Community Meetings
 - Creating shared values and visions
 - Understanding of each other
 - Hello and a smile with an hola in return and recognition of others
 - Denver should have a municipal government supported welcoming community (i.e. “sanctuary city”, “inclusive community”)
 - Longmont – resolution to make themselves a welcoming community
 - Conflict resolution within neighborhoods
 - Access to mediators
 - Recognizing shared values
 - Disenfranchised barriers
 - Barriers to drivers license etc.
 - Having time to participate in community activities
 - Work shifts and work schedules
 - Providing for child care
 - Resource centers within places of employment

June 19th, 2007

Denver Defines Integration – Community Conversation #2

Wyatt-Edison Charter School

Meeting Notes

Question 2: Community Strengths/Weaknesses (The (p) indicates pink paper used to target future desirable actions)

- Assessing legislation that creates fear
 - Diversity in government leaders and other institutions (p)
 - Welcoming Activities: (p)
 - Being friendly and saying “Hi”
 - Welcome Wagon – baskets, committee, connection
 - Acceptance between cultures can be the key to strengthen our community
 - Offering to host family
 - Food as a unifying strength
 - Neighborhood welcome baskets (p)
 - Welcome baskets to new neighbors (p)
 - Welcome baskets are given to all new residents in their own language snack, we are honored you chose our neighborhood to live in
 - Not big enough to ghettoize
 - Picnic for all residents of neighborhood
 - General culture of friendliness/outgoing (p)
 - Letter from the Mayor
 - Interaction = growth in both sides and not static life (p)
-

- Professionals willing to help neighbors (p)
 - Affordable transportation = get to classes/friends (p)
 - Institutions of own faith to feel welcome and invite others (p)
 - Church communities (p)
 - Culturally competent resources and services (school liaisons, interpreters)
 - Non-profit/ resource fair or open house
 - Strong non-profit work (p)
-

- Community on-site assistance (esl/lifeskills classes)
 - Helping in emergencies (3 feet of snow) (p)
 - Transportation(p)
 - Media in various languages (p)
 - Community newsletters(p)
 - Role of churches
 - Grassroots/community education/ “know your rights”
 - More grassroots outreach
-

- English language acquisition classes w/ family services and programming (p)
 - Learn the language needed to communicate
 - Bilingual services/media (p)
 - Reaching out to community in their own language
 - Cultural awareness education for adults and children
 - English classes (p)
 - Language immersion
 - Bilingual programs and signs = validation (p)
-

- Volunteering encourages volunteering
 - Mentor families “adopt” a family newly arrived in U.S. to help educate them about buses, systems, etc.
 - Community team mentors new comers (practical and emotional support – similar to Denver rescue mission, Lutheran family services, partnership facilitates this for refugees)
-

- The weather! (Makes people social) (p)
- Sports (p)
- Social Networks (p)
- Block parties (p)
- Meetup.com
- Lots of social events outside and free (p)
- Centering activities in Family
- Family oriented events
- Cultural festivals and events
- Diverse social events
- Farmers/community markets
- International house @ Univ. of Denver
- Cultural celebrations (p)
- Computer skills training in native language (p)
- Access to technology (p)
- Libraries (p)
- Public libraries and community centers

Activity 1: Integration in 2011

Business and Employment

- o Equality for women
- o Booming economy/jobs
- o Sharing expertise
- o Opportunities being offered
- o Better job opportunities
- o Prosperity
- o Labor policy – justice in the work place (city council)
 - Civic participation / citizenship
- o City council – make policy labor practice w/ friendly immigration policy
- o Funding obstacles
- o Restore democracy
- o Diverse leadership that reflects the population
- o Smooth path to citizenship
- o Increased voter registration and turnout
- o Latino leadership in government and community
- o More immigrants learning and using English
- o Library welcome center
- o Increased volunteerism
- o Public/private partnerships
- o Community center – help with citizenship
- o More diverse people living closer together
- o Community leaders – advocates – might change and draw on individual strengths
- o Places – welcoming, opportunities
- o Voter participation and serving on community

- Learning to lead in different ways
- Diversity in political system
- Better representation of political system – don't overlook populations
- Less division of economic status – be better leadership to include those not connected
- Lobbyists and special legislation to protect education, jobs
- Better government of people – matriarchy
- Citizens with initiative – embrace culture – willingness to compromise and share
- Welcome center-city and public interest funding – long term success
 - Culture and Community
- No fear of hatred
- Neighborhoods and grassroots organizations benefits of equality for women
- Happiness in every home
- Latino leadership increased
- Friendly – neighborliness
- Community center for whole community
- Quarterly discussions
- Helping & diverse neighbors
- Community leaders as advocates
- Learning-leading-laughing
- Less racism – more acceptance
- More grassroots involvement
- Welcome center
- Neighborhood bulletin boards
- Increased volunteerism
- No borders between ethnic groups
- Sharing (expertise)
- Cultural sensitivity
- Less economic divisions
- Culturally diverse leadership
- Embrace differences
- Willingness to compromise/share
- Multicultural
- Teaching females their worth
- Stronger neighborhood cultural organizations
- Balance between traditional culture and youth learning new
- Welcome center funded by private \$\$ too
 - Education
- Inspirational teachers
- Sports in school for sense of belonging
- Education that motivates children
- Schools figured out language acquisition
- Learn from one another
- All levels in all ages go to higher education
- High quality education
- Young ages would know cultural identity
- Learn about other cultures
- Teach girls and females their worth
- More high school graduation
- Increase college enrollment
- Helping families stay involved
- ESL in the neighborhood
- Culturally diverse leadership in schools

- Education way to get cohesive neighborhood
- Adult education
- Sharing skills
- Greater opportunity/access
- Cultural sensitivity/ children being culturally competent
- Schools will be welcoming, safe, fun, learning, comfortable, opportunities

Healthcare

- Accessible, affordable, interpreted
- Healthy people
- Advocacy / lobbying to promote A
- Health resources communicated through welcome center

Language Acquisition

- Schools have figured out language acquisition
- People with accents speaking English
- People more connected
- ESL class in neighborhood
- Welcoming
- Less language differences

Other

- World economic justice
- Path to citizenship
- Social events that are open
- Welcome center
- City community center with all services
- Different people living close together
- Less racism/ communicated
- Lobbyists to push issues
- Problem finding
- Diverse leadership
- Compromise/share
- Family center founded by city and others
- Parental involvement with kids/family

Group Discussions and Ideas

Group 1

- A community of cultural representations meeting quarterly to address the issues of integration
- Diverse community across the map, and recognition and acceptance of differences between children and adults alike
- Widespread education
- City/ community center catering to all language/ethnic groups
- Regional centers within city to cater the necessary assistance to any refugee/immigrant family who needs it and networked with other NPO

Group 2

- Impressed?
 - More diversity in all Denver metro areas
 - Greater opportunities for education for all
 - More community events (group cohesiveness)
 - Human Rights for all

- Change?
 - o Better representation in political system
 - o Less overt and covert racism and prejudice towards all groups
 - o More openness and acceptance
 - o Less division in socioeconomic status
- Actions?
 - o Good lobbyists and successful legislation to protect and ensure advocacy programs, healthcare, education, jobs
 - o More effective neighborhood involvement
 - o Cultural sensitivity and education through advertisement
- Obstacles?
 - o Funding \$\$\$ (fundraising, writing grants, lobbying)
 - o Safety/fear (neighborhood/community groups)
 - o Lack of commitment (finding ways to get people to invest)
- Your Role?
 - o ADVOCATE – neighborhood participant, teacher (education on global issues)

Group 3

- More culturally diverse leadership
- Restore democracy – revolution
- Elected leadership reflecting population
- Less language barriers
- Technology – more diverse languages used and accepted
- More people learning a second language
- Education at all levels/ages
- Higher education
- Diversity in education at young ages

Group 4 – We See:

- Better government of people (matriarchy) women ruled
- Citizens with initiative
- Embracing differences
- Willingness to compromise and share
- Multicultural, open and prosperous
- Actions – teaching girls and women their worth and stronger neighborhood leadership and organization

Group 5 – Top Priority Factors

- Access to affordable health care
- Education
- Affordable housing to rent or purchase
- Living wage
- More diverse/inclusive government/leadership
- Grassroots communications
- Adult ESL – known and available
- Access to Drivers license
- Feeling safe from violence
- Neighborhood communities

Group 6

- Open communication
- Friendly immigration policy

- Families together
- No fear
- No hatred
- No dehumanization
- Community/Denver residents world social justice and economic justice
- City Council
 - Afford housing
 - Afford healthcare
 - Meaningful educational influence on labor policy justice in work plan
- Schools have figured out language acquisition
- Neighborhoods and grassroots organizations make decisions instead of waiting for the government
- Accessible path to citizenship
- Children can play in safety without worries
- All drivers can have licenses
- Equality for women
- High-quality outstanding leaders and world and cultural knowledge and experience
- Social event where everyone is on an equal plane
- Happiness in every home – as long as we’re dreaming!
- Peaceful neighborhoods

Group 7

- People
 - Diverse
 - Taking risks
 - Sharing expertise
 - Open
 - Community leaders advocating
 - Healthy
- Places
 - Welcoming
 - Safe
 - Comfortable
 - Opportunities
 - Fun
 - Public spaces
- Activities
 - Helping neighbors
 - Learning
 - Advocating
 - Participating
 - Leading
 - Laughing

Group 8

- School children being very culturally competent
- Socioeconomic integration in housing
- Welcome center endorsed/financed in part by the city/ staffed by volunteers in immigrant/refugee areas/place to exchange information; language; health care; skills; culture
- People live without fear
- People writing letters to influence policy
- Ongoing community-wide conversations
- Schools and teachers inspire children to dream and achieve

- Sports bring people together and strengthen children and parents
- Lots of parental involvement

Group 9

- Visions
 - o Voter registration and turnout
 - o Neighborhood associations more active – strengthening neighborhood
 - o Latino leadership in neighborhood, government
 - o Booming economy/economic justice
 - o Neighborliness and more cooperation between receiving and newcomer – ex: helping neighbors vs. calling police
 - o More high school grad and retention and college enrollment

Activity 2: Mind Map – Belonging in Denver

- Affordable child care
 - o Accessibility
- Access to legal services in native language
- Education
 - o Adult civic education
 - o Make education meaningful to cultures
 - o Inter-cultural education in schools
 - o Community responsive/controlled schools
 - o Getting more to graduate from HS
 - o Offer secure childcare for single moms
 - o Adult ESL known and availabilities
 - o Parental involvement in enrichment programs
 - o School and community advocates
 - o Preschool and Kindergarten necessary
 - o Policy changes to this pathway
 - o Communicate to community
 - o Access to loans
- More diverse (inclusive) government leaders socially and economically
 - o Voting
- State legislation restricting access
 - o Anti-immigrant legislation
 - o Access so people don't live in fear
- Neighborhood communities
 - o Recreation, being a part of this community
 - o Grassroots/communication
 - o Language as a barrier and something to bring people together
 - o Libraries and other facilities
 - Internet accessibility
- Cultural festivals
 - o Include youth initiative
 - Provide opportunity to show culture
 - o Food/music
- Access to affordable healthcare
 - o Credible health information @ a safe location
 - o Violence prevention, mental health and victim advocacy
 - o Access to non-profit organizations
- Affordable housing
 - o Rent and purchase

- Good Jobs
 - o Vocational training
- Living Wage (connected to #10)
 - o Access to loans
- Transportation
 - o Accessible and easy
- Access to drivers license
- Feeling safe from violence
 - o Service providers making presence known
 - o Access to legal documents
- More education about other languages/cultures (tied to #3,6)
 - o Attitude, acceptance, openness

July 10th, 2007

Denver Defines Integration – Community Conversation #3

Ellis Elementary School

Meeting Notes

Question #2: Community Strengths/Weaknesses

- ELA (English Language Acquisition) immigrants learning English together
 - Availability of services in different languages
 - Network of immigrant services
 - Translating public resources
-

- Mentor families
 - Learning to live together
-

- Listening to their ideas instead of dictating
 - Cultural instruction and awareness
 - Adult education schools- a very welcoming environment
 - City sponsored events promoting education and awareness of diversity
 - Educate each other
 - Partnerships (Language Buddies)
-

- Use your neighbors for help/odd jobs
 - Communication – friendly with neighbors
 - Soccer games and programs
 - Music
 - Cultural clubs honoring/celebrating diversity
 - “Comfort” food
 - Inclusive community events
 - Festivals and celebrations
 - Community activities (block party, invitations to ongoing events)
 - Kids interacting
 - Reach out: invite to a block party
 - Individuals welcoming immigrants (independent of official organizations)
 - Welcome Wagon – neighborhood association
-

Question #3: Future Actions

- Dispelling stereotypes especially in the media
- Teach diversity through hands-on community activities for everyone
- Family literacy
- Integration of students through the school system and their activities
- Universal kindergarten
- More communities like Lowry and Stapleton, but affordable
- Affordable healthcare
- Functional mass transportation
- Need immigration center to refuge resettlement agency
- Providing more classes in multiculturalism
- More support services for immigrants (less than refugees)
- Encourage exchanging individual outreach – greet in their language
- Education for native and non-native speakers about cultures – two way cultural education (could happen in envisioned International welcome center)

- Welcome center
- International Welcome Center (post events for people in need of resources, but also a place where native speakers can come to learn languages about cultures, etc.)
- Community resources and networking throughout Denver

Integration in 2011 Activity

- Business/Employment
 - o More minorities in positions of authority
 - o Better training and pay for teachers (especially ESL)
- Language Acquisition
 - o More bilingual citizens
 - o More affordable ESL
 - o More adults speaking English – more ESL
 - o Children learning multiple languages
- Education
 - o More bilingual people
 - o More affordable ESL classes
 - o Segregation and ignorance eliminated in education
 - o Welcome center place to teach/learn
 - o Classes taught by community and immigrants
 - o Receiving community to learn about other cultures
 - o Arriving community to learn English etc
 - o More adults speaking English – free ESL
 - o Better training/pa for ESL teachers
 - o Kids learn multiple languages
 - o Universal kindergarten
 - o All kids attend neighborhood schools
 - o Classes for newcomers
 - o ESL when kids just arrive
 - o Opportunity for kids to study abroad/travel
- Civic Participation/citizenship
 - o Minorities in positions of authority (elected/appointed)
 - o More voters
 - o More positive media about and/or created by immigrants
 - o More volunteers and organizers
 - o Welcome center – public funding and private volunteers
 - o Multicultural classes-immigrants teach as well as take classes
 - o Grassroots activism and block parties
- Culture and Community
 - o More respect
 - o More voters
 - o Hunger decline
 - o Affordable ESL
 - o Communities together/PR/events
 - o Education about segregation
 - o Welcome centers for everyone /teach/learn/info referral/ government and private funding
 - o Get anti-immigrants involved

- Police walking around neighborhood that know the area
- Safety net health centers
- Neighborhood diversity – events
- Leaders diverse
- Pay teachers better
- Grassroots efforts
- Integrated sports
- Better neighborhood schools
- More block parties
- International welcome center
- Travel abroad

- Healthcare
 - More access
 - More bilingual assistance
 - Homelessness and hunger decline
 - Welcome center – referral to services (health)
 - Safety net health centers
 - Staffed by people easily identified by clients
 - Same language, ethnicity, color etc. of clients

- Other
 - Welcome center – at least 1
 - Overcome segregation
 - Welcome center
 - Information/referral
 - Classes for both receiving communities and for immigrants
 - Police engagement and understanding of the community
 - Culturally diverse government officials
 - More \$\$ for funding
 - Soccer team that is diverse
 - International welcome center
 - Includes ESL, job training and shadowing

Group descriptions and Ideas

Group 1

- More even access to health care
 - More bilingual persons (English)
 - Happy, healthy communities
- Less racism
 - More respect
 - More voters
 - More minorities in positions of authority
- Homelessness, hunger decline
 - More positive media about immigration issues
 - Affordable ESL classes
 - Welcome center
- City involved in bringing communities together
 - Well developed plan in action
 - Celebrate cultural differences – better PR about events
- Segregation and ignorance decline through more education
- Volunteer, educate, organize

Group 2

- International welcome center
 - o Open to all to learn (free)
 - o Foundation classes for newcomers with supported progression beyond welcome center
- Block parties
- More than one language taught from kindergarten
- More welcoming, friendly community as a whole
- ESL, job training, Job shadowing
 - o Scaffolded, streamlined, coordinated adult education programs
- Opportunity to travel abroad nationally and internationally at high school and college levels to get students out of this bubble and exploring another world
- Cross-cultural community events
- Mixed income, mixed culture housing, schools and neighborhoods
- Integrated soccer teams (soccer as a metaphor for larger picture)
- Immigrants and refugees in all occupations and levels of responsibility
- Educated, aware officials and teachers working with people of other cultures
- Universal kindergarten
- Allow all kids to attend neighborhood schools (more ESL classes to meet kids needs) and jobs for adults near their homes

Group 3

- More adults speaking English → free ESL
- Police officers walking the beat again
- More “safety net” health centers
- True neighborhood diversity
- Culturally diverse government leadership
- Better training and pay for more ESL teachers
- Children learn multiple languages
- Actions needed:
 - o Grassroots
 - o \$\$\$
 - o Education in order to eliminate ignorance

Group 4

Welcome Center

- A place to teach, learn from, and understand each other
- Our welcome center consists of:
 - o Structured activities
 - o Information and referral services
 - o Funded by the government/government officials are involved
 - o Community volunteers
 - o Social events for community and immigrants
 - o Classes taught by community and immigrants
 - Multicultural studies for everyone
- From this we hope that Denver embraces diversity and gains greater acceptance
- Obstacles:
 - o Funding
 - o Xenophobia/fear of others
 - Reaching out to anti-immigrant citizens

Activity 2: Mind Map – Belonging in Denver

- Breaking Stereotypes
 - o Using advertising/media to send a more positive message
- Knowing what the available resources are
 - o People feel safe to report crime and receive police protection
 - Police to break down barriers
 - Cultural orientation both ways
 - Knowing how to access resources
 - o Knowing your rights (all languages)
- Providing more opportunities for immigrants
- Culturally aware government officials
 - o Raising requirements for police officers
 - o Personal Relationships
 - o Trust
 - o Respect
- Viewing oneself as an asset
 - o Taking personal responsibility to reach out beyond one's own community
 - o Respect
- More city-wide cultural events
 - o Community events
 - o Celebrating other cultures
 - o Music, arts, dance, food, gifts
- Help receiving community learn more about newcomers
 - o Opportunities to learn Spanish
 - o Outreach from immigrants to receiving communities
- Equity in healthcare
 - o Culturally competent outreach
- Grassroots efforts
- Meaningful work that offers upward mobility
 - o Working without fear
 - o Just workplaces and wages
- Mixed neighborhoods
 - o Diverse group of friends within neighborhoods
- Learning English
 - o Welcome center for newcomers with education
 - o More ESL with free childcare
 - o Classes close to where people live
 - o Universal kindergarten
 - o Streamlined and coordinated educational resources
 - o Civic education and participation
 - Intermingling of incoming cultures
 - o Knowing how to access resources
- Available transportation
- Culturally diverse materials in schools
 - o Early opportunities to learn more languages

Top Priority Factors from Mapping exercise:

- Learning English – more ESL w/ free childcare (13)
- Helping receiving community to learn more about newcomers (11)
- More cultural events (11)
 - o City-wide
 - o Celebrating other cultures

- Music, art, dance food, gifts
- Knowing what the available resources are (8)
- Equity in Healthcare (8)
- Welcome center for newcomers in Education (8)
- Grassroots efforts (7)
- Culturally aware government officials (7)

July 24th, 2007

**Denver Integration Coalition – Community Conversation #4
Colorado Refugee Network Council
Meeting Notes**

Community Strengths/Weaknesses

- Community forums
- Sense of community at ESL classes
- Educate new arrivals
 - o Language, healthcare, housing
- Availability of health and mental health services
- American friends program that go into refugee homes and befriend, teach culture and ESL, mentor etc.
- Community gatherings, 4th of July, neighborhood gathering
 - o Americans are welcoming people
 - o First meet in own community, then branch out into greater community
 - o Intermingling of neighborhoods
- Involvement of neighborhood community
- Involvement of local church groups
- Being welcomed at DIA
 - o Someone said “How are you?” to me and smiled
- Availability of English classes
- Personal culture clash- traditional culture and new culture
- Resources/services for refugee families
- Open society with lots of opportunities
- Encourage for participation in social events
- Must get to know about other cultures
 - o Help each other
- Availability of employment services
- Denver is less segregated than many other big cities
- Americans have hospitable nature (build on it)
- Globalization is taking place
 - o Many languages
- Some people very harsh to newcomers – some are welcoming
- Mobilizing religious groups / inter-faith group support for newcomers and immigrants
- Denver is a slower-paced environment (not NYC, Boston)
 - o Easy to live and raise children
- Mentoring works well
 - o Not just a one time contact
- Neighbors meeting neighbors
- Offer parenting classes
- Bring people together for classes on day-to-day living

Future Actions

- More dialogue w/ grassroots to break down barriers and fear
- Create opportunity for exposure to other cultures
 - o Enrichment
- Publicity at all levels
- More welcoming neighborhood centers
- Committing more to community outreach
- Get more information out to the people
- Better funded ESL classes

- Transferability of certificates (foreign graduates)
- Put a face to the image of the immigrant and refugee
- System to track English language acquisition and better educate people on the benefits to learning English
- Need for info about culture, information about everyday life skill, etc.
- Need more knowledge to integrate well
- Film festivals
- Discussions
- Women's groups
 - o Ex: women's work styles @ apartments
- Creating towns
 - o Ex: China town
- Information on how to move forward as an immigrant
 - o Survival and beyond
- Central information center for people newly arrived in the USA
- Education
 - o Expand to not only refugees but current community
- Create a state office of integration
- Legislation to make it fair for all
 - o Rights of newcomers are most important

Integration in 2011 Activity

- Business/Employment
 - o More homeowners
 - o Employers support and pay for employee ESL
 - o Free bus passes
 - o Better economy → jobs
- Healthcare
 - o More Benefits
 - o Women's issues separately addressed
 - o Special attention to people with disabilities
 - o Central healthcare system
 - o More public healthcare that includes refugees/immigrants
- Civic Participation and Citizenship
 - o Inclusiveness in city system
 - Centralized – no language barriers
 - o Easy to navigate social systems
 - Friends help
 - o Serving as cultural brokers – more advocacy
 - o Ultimate goal = vote and citizenship
 - o Assume roles in society – civic engagement
 - o Feeling more welcome in society
 - o Government support needed for change
 - o Immigrants and refugees serve as advocates
 - o Government to rethink TANF requirements
 - o Diverse participation in neighborhood associations
 - Increase interaction in neighborhoods
 - More inclusive
 - City of Denver support

- Immigrant and refugee advisory center (IRAC)
 - President 2008 lead way for reform
 - Better transportation
- Language Acquisition
- Language retention as well
 - Available through welcome center
 - Language school with childcare
 - Home tutoring
 - Workplace ESL – time learning is time paid
 - Use native language to bring others from community into welcome center to learn English
- Other
- Child Care
 - Disability help
 - Free bus pass for immigrants
 - Better transportation system
- Culture and Community
- One person at a time
 - Sense of belonging, keep culture
 - Family welcome center X2
 - Learn about coming and receiving community
 - Learn about other cultures
 - Learn about opposite sex
 - Sustainable systems
 - More accepting and flexible
 - Community engaged
 - Support of people coming in
 - Civic involvement
 - Welcoming community and government
 - Advocate and serve
 - Women’s center
 - Aware and acceptance
 - Communicate in native language
 - Get to know neighbors
 - Refugee committee
 - International people’s fair
 - Know government system
- Education
- Center to learn about other’s cultures
 - Better education for new arrivals
 - Facilitation of using skills and education from first country
 - Education of American born about newcomers
 - Get into school to learn the American system
 - Education for women through women’s center
 - Language school with childcare
 - Home tutoring for every family
 - Workplace ESL with compensation
 - ELS education for women/childcare
 - Learning what we need and bringing others on board

Group Discussions and Ideas

Group 1

- Changed:
 - o Paradigm shift = immigrants now feel welcomed and included
- Led by:
 - o Community effort
 - o Governmental support
- Obstacles
 - o Insufficiency of resources
 - o Language barriers
- My role:
 - o Advocacy
 - o Service

Group 2

- What we are most impressed by:
 - o Resettlement programs strengthened for the individual for self-sustainability
 - o Successful immigrants and refugees giving back, sharing strengths
 - o More homeownership among the number of newcomers
 - Economic prosperity – empowerment
 - o More resources – make sure newcomers learn from others who have learned the system
 - o Inclusiveness in city systems – centralized system
 - Right knowledge to increase access
- What has changed most:
 - o People accept each other regardless of religion/culture/etc.
 - o More resources available
 - o Benefits are more generous and flexible – ensure good start
 - o Education – better relationships with newcomer students
 - Cultural appreciation and parental involvement
 - o More male involvement in the community
 - Close gender gaps
 - o Family capital increase – opportunity to gain resources
- What led to these:
 - o Grassroots action
 - o Refugees feeling empowered to speak up for what the need
 - o Leadership involvement of local community leaders
- What obstacles:
 - o Political climate
 - Overcome anti-immigrant sentiment
- What has been your role:
 - o Serving as a community/cultural broker/advocate
 - o Resource developers

Group 3

- Sense of belonging and maintaining individual cultures
- Multigenerational
- Welcome center
- A dream come true

Group 4

- I see:
 - o Integration and social service workers who can direct us and advise people who are new to the systems – like a new branch of government that is one-stop for refugees
- I'm impressed by:
 - o How people are feeling a sense of belonging; people are finally saying “our way”
 - o People are reaching their potential
 - o People are interested in who I am
- What has changed is:
 - o The education system that is individualized to needs
- What actions are led:
 - o Increased state \$ by statute
- Obstacles overcome:
 - o People are brought together through a paradigm shift; law was passed
- My role is:
 - o I have brought people together, going one-at-a-time
 - o We've learned by helping each other first

Group 5

- President and congress leading the way to immigration reform
 - o Newcomers being aware of their new political system
- No more refugees
 - o Better integration for women to get education, ESL, jobs, childcare
- Public health reform
- Free bus passes for immigrants/better public transportation
- Great number of cultural events
 - o People of all backgrounds interact
- Better economy: jobs/ lower airfare and gas\$\$\$

Group 6:

- Diverse participation in Denver neighborhood associations
- Immigrant and Refugee advisory commission (IRAC)
- International culture fair: “Thank you Denver”
- A better understanding of a simplified healthcare system

Group 7

- Welcoming Center
 - o Huge women's center is a part of this with childcare
- Driver school
- Language school
 - o At least 4 hours a day
 - o With childcare
 - o Home tutors for each family
 - o Work based ESL with compensation
- Changed:
 - o Community awareness and acceptance
 - o What caused this
 - Improved PR efforts
 - Increased “self sufficient” assistance for people with disabilities

Group 8

- Facilitation of acquisition of professional skills
- Adequate resources to provide support for people coming into the US
 - o Education of American citizens about different peoples
- Citizenship – recognize that people come over here at different levels with different needs
- Civic involvement
- Community/People with open arms to people coming here

Mind Map Activity – Belonging in Denver

- Public safety
 - o Education on substance abuse
 - o Avoiding victimization
 - o Women’s self defense
 - o Parenting classes
- Friends
 - o Opportunities for social integration
- ESL
 - o Language skills
 - o Encouragement for women to learn
 - o Driving education
- Family Assets (IDA’s)
- Ability to earn a living
 - o Creation of a small business
 - o Sustainability
 - o New restaurants
- Welcome center
 - o Civic participation
 - Advocacy
 - Discouragement of discrimination
- Recognition of immigrant potential
- Family reunification
- Improved institutions
- Public transportation
- Improved health care and human services
 - o Overhaul
- Volunteerism
 - o Community outreach to immigrants
 - o More positive public relations
- Neighborhoods working together
 - o Interfaith connections
 - o Affordable housing
 - o Bridge age gaps
 - Especially for young children
 - Help for moms and dads with kids
 - Childcare
- Education for both receiving community and newcomers
 - o Education system geared to individuals
 - o Learning the law
 - o Improving transfer of skills
 - o Appreciation for education of newcomers
 - o Educate about hygiene to newcomers
 - o Education about other cultures in multiple media

- Domestic education
- Cultural exchange
- Financial education
- Learning about other country's integration practices
- Evaluate different integration rates between moms, dads, and kids
- New strategy for integration

Top Factors

- ESL (25)
- Education for both receiving community and incoming community (12)
- Welcome center (10)
- Family Assets (IDA's) (9)
- Affordable housing (8)
- Bridge age gaps (8)
- Child Care (8)
- Encouragement for women to learn (8)
- Improved health care (7)
- Family reunification (6)
- Ability to earn a living (6)

July 26th, 2007

**Denver Defines Integration – Community Conversation #5
Lincoln High School**

Community Strengths/Weaknesses

- Verbal welcoming
 - Facilitated opportunities to meet others
 - Generosity of people
 - Kindness
 - Generally warm, friendly people
 - Kindness of strangers
-

- Communities coming together
 - Giving ALL a chance to share skills and have a place within community
 - Many community-based associations
 - Community-based services
 - Celebrations and social gatherings
 - Bridging cultural differences
 - Free community resources/services
 - Community vision
 - Neighborhood association welcome baskets
-

- Social safety in society
 - Safety – making needed services available
 - Public safety
 - Clean city
-

- Faith community
 - Church, recreation centers, volunteer organizations
 - Church
-

- Human services
 - Public transportation
 - Have public housing tax reflect everyone in community not just an average
 - Diverse work places
 - Support for pregnant women
-

- City amenities
- Recreation leagues
- Sports
- Parks
 - o Schools
 - o Courageous people
- Parks
- Community gardens
- Libraries

-
- Cultural events
 - University campus
 - Education/schooling
 - International festivals
 - Free, cultural events
-

- Translation services
- Community-based English classes
- ESL classes
- Free ESL classes
- Try to learn languages or words of others
 - o Reciprocal sharing

Future actions

- City of Denver “Welcome Center” for newly arrived people
- Fearlessness
- Integration by force
 - o Law enforcement
- More language classes for English speakers
- Accessible ID’s and drivers licenses
- Community leaders promoting integration
- Community events
- Equal health care access for all
- Friendly police force
- More translation “access” (i.e. phone numbers)
- Orientation of new people
- Food banks, clothing banks, public transportation
- More diverse political representatives

Activity 1: Integration in 2011

- Civic Participation/Citizenship
 - o Diversity of elected officials
 - o Denver Block Party Day of Diversity once a year
 - o City Council and RNO’s (registered neighborhood organizations) create sister neighborhood idea
 - o Improved political arena – more voter participation
 - o Improved ethnic backgrounds represented
 - o Incentives for reinforcement of “culture of kindness,” pride in community, etc.
 - o Legal status = greater participation in community
 - o United visionary leadership
 - o Youth as future of community
- Other
 - o Sports
 - o Kids playing together on same team
 - o Access to computers
 - o Get rid of gangs and drugs
 - o Churches get involved in many different neighborhoods

- Diverse elected officials
- Multicultural women's support groups
- Sports in the whole city for kids
- Affordable housing
- Put pressure on people who take advantage of newcomers
- More public transportation and greater use of it
- Increase in legal status
- Public transportation goes to more places
- Greater use of bicycles

- Language Acquisition
 - Everyone speaking the power language (English)
 - Eagerness to learn English
 - Willingness to learn other languages besides English
 - Children can speak English and are involved in school

- Education
 - Access to computers
 - Education important
 - Diversity in school boards
 - Education loans (Excused/pardoned debt)
 - Education on culture
 - Economic education
 - Newcomer's language
 - Accessible higher education
 - Job education
 - Improved educational opportunity
 - Children becoming part of culture through education

- Health Care
 - Improved system

- Culture and Community
 - Get rid of gangs
 - Diversity of community groups
 - i. Cultural, police, fire, emergency
 - Multi-cultural women's support
 - ii. Cultural/social groups
 - Sister neighborhood groups
 - Cultural exchange celebrations
 - Block parties
 - iii. One day per year, annually, Denver Holiday on Cultural Diversity block party
 - Community collaborations
 - Safe neighborhoods
 - iv. Access to transportation
 - Respect toward other cultures
 - v. Kindness, pride in community
 - Nurture talents in community
 - vi. E.g. Gardens
 - Cross-cultural interest groups

- Business Employment
 - o Computer access
 - o Business loans for community(small people)
 - o Credit unions
 - o Businesses that cater to whole community where all can find the ethnic items they need
 - o Meet neighbors and create opportunity

Group Discussions and Ideas

Group 1

- Visionary leadership
- Connected neighbors and community
- Improved educational opportunities
- Cross-cultural interest groups

Group 2

- We see a world with more:
 - o Respect for each other's cultures
 - o Eagerness to learn English
 - o Willingness to learn newcomer's language to help communication
 - o Accessible higher education and community-based skill courses
 - o Movement toward a culture of kindness, pride in community, pride in environment
 - Neighborhood society and communities giving incentives for the ways people contribute
 - Movie tickets, concert passes, etc.
 - o Actions:
 - Outreach to nurture talents
 - More community gardens
 - Community murals
 - Movies in the parks and neighborhoods to pull communities together
 - Greater public transportation and more people using them

Group 3

- Improved political arena
 - o Voters
- Community collaborations
- Safe neighborhoods
 - o Access to transportation
- Improved healthcare system
- Improved representation of all ethnic backgrounds
- Actions:
 - o Policy changes
 - o Louder community voice
 - o Education on cultures
- Obstacles:
 - o Stakeholder's buy-in
 - o Resources, \$\$\$\$\$
 - o Awareness/education
 - o Housing (affordable)
 - o Language

Group 4

- Diversity for elected officials
- Diversity for school boards
- Diversity for police, fire department, emergency response community
- Church/connection and credit unions
- Education
 - o Dream Act
 - Access to all
 - Parental education
 - Marriage education
 - College
- Computer information
 - o Systems to connect people to other systems and services
- Fix gangs and drugs
- Sports
 - o Professional connection to neighborhood's schools
- Business loans to community
- Education loans pardoned/excused

Group 5

- Diverse neighborhoods
- multicultural women's support/social groups
- Denver Block Party Day of Diversity
- Sister Neighborhoods program
 - o Cultural exchange celebrations between neighborhoods
- Everyone speaking the power language (English)
- Sports in whole city for kids
- Actions that led to outcomes
 - o City council and neighborhood organizations create Sister Neighborhood Programs
- Obstacles
 - o Community "buy in"
 - o \$\$\$\$\$\$
- Our roles
 - o We planned it all

Activity 2: Mind Map - Belonging in Denver

- Economic opportunity
- Sexual diversity
- Language
 - o Access to education
- Access to transportation
- Legal status
 - o Money – poor or sick
 - o Driver's license
- Local Family
- Ability to Vote
- Affordable housing
- Individual disposition to adapt
- Diversity among community leaders
- Cultural differences
- Safe in your community
- Access to medical services

- Culturally competent health care providers
- Welcome packet – City outreach to newcomers – resources
 - o Available in Spanish
 - o Information on local legal and cultural differences
- Sports as a way to bring people together
 - o Connect with professional sports teams

Top Factors

- Language (18)
- Legal status (16)
- Access to education (12)
- Access to medical services (9)
- Safety in your community (9)
- Economic opportunity (8)
- Welcome packet and city outreach to newcomers (5)
- Information on local legal/cultural differences(5)
- Affordable housing (4)
- Cultural differences (4)

July 31st, 2007

**Denver Defines Integration – Meeting #6
Emily Griffith Opportunity School
(Shortened session)**

Group ideas of Integration in 2011

Group 1

- Cultural integration
- Language skills
- Jobless
- For plans: cultural, social, economic, health
 - o Give more opportunities for people who don't work
- Political changes
- Change for less crime
- Less discrimination
- The help the government gave us that will be

Group 2

- Good job
- Go to college
- Be a teacher
- Go to English school
- Go to college
- Helping newcomers as voluntarily interpreting the language and showing them how to help or preventing confusion

Group 3

- Write and speak English
- I have a job, a house and good friends
- Trying hard and succeed by others
 - o Government and volunteers help
- Don't have good economy
- Only trying

Group 4

- We all speak English
 - o Everybody is integrated
 - o Assimilated into the culture
 - o Integration into American culture
 - o Value and take advantage of the opportunities of this country
- Greater communication of the laws
- Jobs are created that help us achieve our goals
- Decision to reach "American Dreams"
- Language over common fear
 - o Have perseverance and strong conviction
 - o Become a part of the American community

Group 5

- There are a lot of international companies that need employees who speak bilingually and have special skills that they can use to help the companies do international trade with other countries
- Getting/giving fast and detailed information to people who just come to the U.S.A. such as living, shopping, learning, working, driving, etc.

- Keeping our position (to continue our career)
- We love Denver and we love our school, but we need more volunteers to help us integrate and give us direction
- We should offer more language classes for Americans (Chinese, Russian, Japanese, Arabic, etc.)
- We should offer more “sensitivity” courses for Americans to learn about other cultures and customs

Group 6

- To have higher education (degrees)
- People feel improved
- Generous
- To know laws, money, and every right
- Better way of using public transportation
- Easy to find your own needs
- To resist the weather
- It doesn't seem the way you hear about U.S.A.
- How to treat another person

Group 7

- More technology [good, bad(pollution)]
- Fewer jobs because of robots
- Get American citizenship
- Speak English fluently
- Volunteers or organizations can help people to find jobs
- Change government
 - o Nice people
 - o No more corruption
 - o Help poor people
- No more war

August 11, 2007

**Denver Defines Integration – Meeting #7
Inter Neighborhood Cooperation (INC.)
(Shortened session)**

Future Actions & First Steps

- Immigrants – Change behavior patterns
 - o Foster small business development in neighborhoods
 - o More personal approach
- Improve mass transit across the city
- Immigrants (Hispanics) organize to help newcomers to learn to adjust to new community – learning about cultural norms
- Bilingual brochure w/ simple explanation of laws/codes (Athmar)
 - o Good neighbor guide
- Police Dept. seminars to teach about rules and regulations
- “Cop Shops” – present in neighborhoods to normalize relations, reduce fear and teach about rules
- Communication – learning the language (University of Denver)
 - o Newsletter to all neighborhood residents
 - o Community council – immigrant and newcomer representatives
- Latino speaking police officers
 - o Complicity – enforce laws at local/state/federal level
- Emphasize fair and firm treatment regardless of origin.
 - o Face reluctance on part of public officials to enforce rules against minorities. Prevention and fairness.
- Success in reducing cruising in our neighborhood – police in Dist.1 now working on noise enforcement.
- English classes – make abundance available.
- Support Schools – children staying in schools – join in [illegible] neighborhood

Press Release

For Immediate Release: May 23, 2007

CONTACTS

Paul Stein

State Refugee Coordinator, Colorado Refugee Services Program

303-863-8211 ext. 19

paul.stein@state.co.us

Jamie C. Torres

City and County of Denver, Agency for Human Rights and Community Relations

720-913-8471

jamie.torres@denvergov.org

The Denver Integration Coalition begins Community Conversations
as Part of “Denver Defines Integration” Project

(DENVER) The Denver Integration Coalition will be holding four community conversations, “*Denver Defines Integration*,” in four quadrants of the city of Denver to elicit input from Denver residents and community stakeholders on **integration for its Supporting Immigrant and Refugee Families Initiative plan. Events are free and open to the public. Food, childcare and interpretation will be provided.**

Thursday, June 14th St. Dominic Catholic Church
3053 W. 29th Ave.
6:00 pm – 9:00 pm

Tuesday, June 19th Wyatt-Edison Charter School
3620 Franklin St.
6:00 pm – 9:00 pm

Tuesday, July 10th Ellis Elementary School
1651 S. Dahlia St.
6:00 pm – 9:00 pm

Thursday, July 26th Lincoln High School
2285 S. Federal Blvd.
6:00 pm – 9:00 pm

Denver Defines Integration is a project initiated by the Denver Integration Coalition and funded initially by The Colorado Trust through their Supporting Immigrant and Refugee Families Initiative. The goal of the community conversations is to gather and synthesize as much input and information as we can from various individuals, communities, neighborhoods and organizations to create a comprehensive plan for integration in Denver.

The Denver Integration Coalition will engage individuals and organizations from arriving and receiving communities throughout Denver, in a planning process that will last several months in order to define “integration” and develop this plan for Denver that promotes a vision of belonging and opportunity for everyone.

The Coalition’s priority is to help Denver strengthen the relationships between and the engagement of our arriving and receiving communities to create a sense of ownership, belonging and opportunity for everyone. Our work emphasizes that everyone has a voice in our community and by working together our community will be strengthened.

Integration matters in Colorado for several reasons: Colorado has become a gateway for immigrants and refugees. These newcomers, who come from countries around the world, represent the widest possible range of ethnic groups, religious beliefs, education levels and employment histories. They bring change to communities and, at times, pose challenges for municipal leaders. Integration matters so that we can all live in a healthy community that creates a sense of belonging for everyone, and that creates opportunities for all to improve their lives.

* * *

Supporting Immigrant and Refugee Families Initiative (SIRFI) is a project funded by The Colorado Trust, a private grantmaking foundation dedicated to advancing the health and well being of the people of Colorado. The SIRFI project provides funding to 19 Colorado communities in their efforts to support immigrants and “established” residents in working together for strong, healthy communities.

Coalition Member Organizations (Unaffiliated individuals are also active and welcomed members.)

32nd Avenue Jubilee Center
Abrahamic Initiative
Archdiocese of Denver
Big Brothers Big Sisters
El Centro Esperanza
Centro San Juan Diego
City and County of Denver – Agency for Human Rights and Community Relations
City and County of Denver – Mayor’s Office of Education and Children
City and County of Denver – Office of Economic Development
The Civic Canopy
Clinica Tepeyac
Colorado Council of Churches
Colorado Refugee Network Council
Colorado Refugee Services Program
Colorado Statewide Parent Coalition
The Conflict Center
Cross Community Coalition
Denver Health
Denver Police Department
Denver Public Schools
Emily Griffith Opportunity School
Entravision Communications Corporation
Family Resource Centers
Four Mile Family Resource Center
Groundwork Denver
Institute for Consensus Action
JFM Foundation
Making Connections – Denver
Mercy Housing
Metro Organizations for People
Metropolitan State College of Denver
Neighborhood Resource Center of Colorado
North City Park Civic Association
The Piton Foundation
Prairie Unitarian Universalist Church
Servicios de la Raza
U.S. Citizenship and Immigration Services
Western Union

#

“Denver Defines Integration”
**A Community Conversation of the
Denver Integration Coalition**

- 6:00** **Introduction**
Introduction to the Evening
Brief Presentation on “Why Community Integration?”
Opening Activity
- 6:25** **Discovering Our Strengths**
Table Conversations
Wall of Wonder
- 6:45** **Mapping Our Issues**
Mind Map of Factors Affecting “*Belonging in Denver*”
Prioritizing Issues
- 7:30** **Refreshment Break**
- 7:50** Debrief Mind Map & Wall of Wonder
- 8:00** **Dreaming Our Future**
Create Group Dreams of “*Integrated Denver Circa 2011*”
Present Group Dreams
- 8:50** **Next Steps and Closing**
Signups for Issue Task Forces
- 9:00** **End of Forum**
Resource Tables
Community Survey (Optional)

“Denver Defines Integration”
Discovering Our Strengths
Table Conversation Guide

At your tables, have a conversation about each of the following questions. Pick a facilitator who can be aware of time and support everyone having an equal chance to share. Also pick a recorder who can summarize your group's responses to Questions #2 and #3. Use the colored paper and markers provided, and write one item (strength or action idea) per card.

- 1. Personal Interest:** Denver is increasingly diverse. How has living with, or getting to know, people who are culturally different affected you? Why do you care about this issue?

- 2. Community Strengths:** What have you experienced in Denver (or elsewhere) that worked well in welcoming and including newcomers into the community, helping everyone to feel they belong?

- 3. Future Actions:** What possible future actions could help people in Denver feel that they belong to an integrated community?
(If you run short of time for this question, don't worry--we'll come back to it later in the Forum).

“Denver Defines Integration”
Mapping Our Issues for
“Belonging in Denver”

What factors or trends need to be considered in our hope to create a City and County of Denver where everyone feels they belong? Include factors such as...

- **Resources**

- **Needs**

- **Opportunities**

- **Challenge**

“Denver Defines Integration”
Dreaming Our Future
“Integrated Denver Circa 2011”

Imagine you go to sleep, and when you wake up, four years have passed since this Forum, and it is now June 2011. Inspired by our collective effort, residents of Denver have come together around a shared vision of what's possible to improve inclusion and integration, thereby creating a city/county where everyone feels they belong. An “Integrated Denver” is well on its way to being achieved, and a vibrant and well-functioning network (collaborative) is executing an comprehensive plan with the full support of the community.

Describe what you see.

What are you most impressed by?

What has changed since 2007?

What actions led to these outcomes?

What obstacles were overcome in the process, and how? And.....

What has been your role in making all of this happen?

Be prepared as a group to creatively present your ideas by 8:30. Each group will have 2-3 minutes to share their highlights.

“Denver Defines Integration”
Next Steps
Issue Task Forces

1. Business/Employment
2. Civic Participation & Citizenship
3. Culture & Community
4. Education
5. Healthcare
6. Language Acquisition
7. Other

DENVER INTEGRATION COALITION

Conversation Points For “Denver Defines Integration”

1) What is immigrant integration?

- Integration is an intentional two-way process of adaptation between arriving and receiving communities, which is non-linear as it develops along multiple pathways at varying speeds.
- Integration focuses on strengthening community assets rather than scrutinizing individual status.

2) What are various pathways to integration?

- Pathways to integration include language acquisition, education, economic mobility, family support, civic participation and citizenship, equal treatment and opportunity, health access, cultural and social interaction, community planning and advocacy, and neighborhood building.

3) Why does integration matter in Denver?

- Integration matters because Colorado has become a preferred destination for immigrants and refugees. These newcomers, who come from countries around the world, represent the widest possible range of ethnic groups, religious beliefs, education levels and employment histories. They bring change to communities and, at times, pose challenges for municipal leaders.
- Integration matters so that we can all live in a healthy community that creates a sense of belonging for everyone, and that creates opportunities for all to improve their lives.

4) What factors make Denver unique?

- Denver is unique because of its geographic size, its demographic and neighborhood diversity, and its centrality in legislative and public opinion debates concerning immigration.
- Denver is unique because no single organization can provide access to or has the trust from all of the voices that need to be at the table to develop a comprehensive integration plan.

5) What is the Denver Integration Coalition?

- The Denver Integration Coalition engages individuals and organizations from arriving and receiving communities in a planning process to define integration and develop a comprehensive integration plan for Denver that promotes a vision of belonging and opportunity for everyone.

6) Who is involved in this initiative?

- The initiating coalition is made up of stakeholders from the Denver community who represent virtually all of the pathways to integration, and who understand that true integration cannot occur without the acceptance and support of the preexisting community. We understand that both established residents and newcomers have a deep interest in the community that can best be understood through open and mutual communication.
- Participants include concerned citizens, the State of Colorado's Division of Refugee Services, the City and County of Denver government, Denver Health, Denver Public Schools, Denver Police Department, the Archdiocese of Denver, the Family Resource Center network, the Neighborhood Resource Center, various religious organizations and several community based nonprofits.

7) What will the Denver Integration Coalition accomplish?

- Currently, we are in the planning phase of this effort. Our goal during this planning phase is to gather and synthesize as much input and information as we can from various individuals, communities, neighborhoods and organizations to create a comprehensive plan for integration in Denver.

8) What activities will you be carrying out?

- We will conduct forums to elicit input from members of both the arriving and receiving communities as it relates to Denver's definition of integration, and we will coordinate task forces focused on the different pathways to integration in order to synthesize this input. In addition, we will gather information from other community integration dialogues that are independent of our planning process.

9) How will this work help your community? [What's in it for me as a community member?]

- This coalition's priority is to help Denver strengthen the relationships between and the engagement of our arriving and receiving communities to create a sense of ownership, belonging and opportunity for everyone. Our work emphasizes that everyone has a voice in our community and by working together our community will be strengthened.

10) How will your coalition involve the community? Established community members? Immigrant families?

- During this planning phase it is critical to invite and obtain input from many and diverse Denver residents. This coalition's participants are "gateway organizations" to diverse immigrant and mainstream populations, and along the multiple pathways to integration. As a result, the coalition participants will utilize the breadth of their networks to extend an open invitation through a variety of media for participation to all members of the community. Community involvement can entail participating as a member of the coalition, attending and contributing at community forums, and/or working on one of the issue oriented task forces that evolve from the forums. Opportunities for ongoing involvement will be suggested in the comprehensive integration plan developed by the community.

11) Who is funding this work?

- The work of this planning process to develop a comprehensive integration plan is funded by The Colorado Trust, which is a private grantmaking foundation dedicated to advancing the health and well-being of the people of Colorado. The foundation develops long-term initiatives that are responsive to the needs of communities. Each initiative addresses different aspects of The Trust's two goals – advancing accessible and affordable health care, and providing resources to strengthen families.
- The Supporting Immigrant and Refugee Families Initiative provides funding to 19 Colorado communities in their efforts to support immigrants and “established” residents in working together for strong, healthy communities. While each of the communities develops its own plan to address the unique challenges and opportunities it faces in respect to an increasing immigrant population, all participating communities are dedicated to a “two-way street” process that encourages adaptations both on the part of immigrants and on the part of the receiving community where the immigrants now live.

12) What is the timeline?

- The planning process for the Denver Integration Coalition began in January 2007, and is scheduled to deliver its comprehensive integration plan at the beginning of 2008. Community forums will take place in June and July, and task forces focused on issues related to various pathways to integration will meet during August and September. The Coordinating Committee will draft the final comprehensive integration plan during November. The plan itself will be implemented over four years.

13) What will be the result of your efforts?

- The result will be a comprehensive integration plan that establishes the goals and proposed activities that the community agrees are important for defining integration for Denver.

14) How can I participate?

- We will be planning several types of forums and small focus groups throughout the months of our planning. The Denver community can look forward to several opportunities to participate in the input process and to let us know what they would like to see happen to achieve integration. Each person in Denver can be a part of this process, and their opinions will help drive what is included in the comprehensive integration plan, and which projects will ultimately be implemented.
- Please help us plan for this exciting initiative. You can volunteer, financially support the initiative or participate in the various meeting that will be held across town. Please contact Paul Stein at 303-863-8211, ext. 19, or @ paul.stein@state.co.us.

DENVER INTEGRATION COALITION

COORDINATING COMMITTEE	
<p>Gurudev Khalsa Spring Institute for Intercultural Learning SIRFI Project Facilitator T: 303-448-0040 gurudev@earthlink.net</p>	<p>Slavica Park Emily Griffith Opportunity School and Colorado Refugee Network Council T: 720-423-4751 Slavica_Olujic@dpsk12.org</p>
<p>Sarah McCarthy Neighborhood Resource Center of Colorado Executive Director T: 303-477-0023 sarah@nrc-neighbor.org</p>	<p>Jerry Sanders Four Mile Family Resource Center Director T: 303-364-1558 fourmilefrc@aol.com</p>
<p>Clara Morris North City Park Civic Association Peace Corps Regional Office Recruiter T: 303-844-7016 cmorris@peacecorps.gov</p>	<p>Paul Stein Colorado Department of Human Services State Refugee Coordinator T: 303-863-8211 ext. 19 paul.stein@state.co.us</p>
<p>Anne Neal Institute for Consensus Action Director T: 303-333-1984 anneneal-ica@qwest.net</p>	<p>Jamie Torres City of Denver Agency for Human Rights and Community Relations Office of Community Support T: 720-913-8471 jamie.torres@ci.denver.co.us</p>
TASK FORCE CHAIRS	
<p>Civic Participation and Citizenship Jamie Torres T: 720-913-8471 jamie.torres@ci.denver.co.us</p>	<p>Health Care Paul Stein T: 303-863-8211 ext. 19 paul.stein@state.co.us</p>
<p>Culture and Community Anne Neal T: 303-333-1984 anneneal-ica@qwest.net</p>	<p>Language Acquisition and Business Pilar Castro Reino T: 720-865-0930 pcastro@denverlibrary.org</p>
<p>Education Patti Lohman T: 303-556-3676 lohmanp@mscd.edu</p>	
KEY COLLABORATORS	
<p>Terry Lohman Family Resource Centers Coordinator of Technical Assistance T: 303-296-3804 terrylohman@earthlink.net</p>	<p>Scott Robbins Mercy Housing Refugee Housing Program Manager T: 303-830-3449 ScottR@mercyhousing.org</p>