Welcoming Remarks

*Michael Fix*
Senior Vice President and Co-Director, National Center on Immigrant Integration Policy
Migration Policy Institute

Awardee Discussion

Carlos Rosario International Public Charter School – Washington, DC
*Allison Kokkoros*, Chief Academic Officer

Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)
*Eva Millona*, Executive Director

Neighborhood Development Center (NDC) – St. Paul, MN
*Mihailo Temali*, Founder and CEO

Kaiser Permanente
*Gayle Tang*, Senior Director, National Diversity and Inclusion

*Felicia Escobar*
Senior Policy Director for Immigration, White House Domestic Policy Council

*The Honorable Ronald G. Marlow*
Assistant Secretary for Access and Opportunity
State of Massachusetts Executive Office of the Governor

Keynote Remarks

*Congressman Luis V. Gutiérrez* (D-IL)
Chair, House Democratic Caucus Immigration Task Force

Awards Ceremony Welcome

*Brad Davidson*, Trustee, J.M. Kaplan Fund

Presentation of E Pluribus Unum Prizes

Reception

Closing Remarks
Dear Friends and Colleagues,

It has been with a strong belief in the tremendous value that immigrants contribute — and have contributed historically — to the United States that the J.M. Kaplan Fund has proudly supported the *E Pluribus Unum* Prizes for the past five years.

We have been delighted to work with MPI’s National Center on Immigrant Integration Policy to honor the impressive work that the *E Pluribus Unum* Prize winners engage in, often with little attention, to ensure that America’s newcomers succeed.

As the J.M. Kaplan Fund’s support for this five-year program draws to a close, we are confident that the *E Pluribus Unum* Prize winners have demonstrated the critical importance of the immigrant integration efforts that take place in countless nonprofit and faith-based organizations, businesses, government agencies, and schools across the United States.

It has been deeply gratifying to see the role the Prizes program has played in helping to build the field of integration policy and practice in the United States in a relatively short time, as well as the need it has shown for better coordinated and more proactive integration policies, particularly at the federal level.

We thank MPI for its thought leadership and peerless work in managing the *E Pluribus Unum* Prizes and leveraging the program to advance the integration policy field, and also thank the dedicated members of the awards selection committee who have sifted through hundreds of applications each year to identify truly exceptional initiatives.

And finally, we thank the many people who tirelessly carry out the tremendously important work of helping immigrants and their children adapt, thrive, and contribute to this great country, and who welcome newcomers into our communities. We have been honored to bring national attention to their extraordinary efforts through the *E Pluribus Unum* Prizes.

Yours truly,

Peter Davidson
Chairman, J.M. Kaplan Fund
Dear Friends and Colleagues,

We are delighted to present to you the winners of our fifth annual *E Pluribus Unum* Prizes, honoring truly exceptional immigrant integration initiatives. We have been privileged during these past five years to witness the outstanding, important, and affirming work that our winners — and the hundreds of others that have applied for the Prizes — do every day in communities across the nation.

Conceived as a three-year program to build the momentum of the immigrant integration field, the program was extended to five years in order to more fully reflect the dynamism and wide range of integration subfields and institutional actors engaged in outstanding efforts across the United States. With the program having now recognized more than 20 extraordinary initiatives and accomplished its original goals, the J.M. Kaplan Fund’s foundational contribution to the Prizes will draw to a close.

In the coming year, our focus will be on further analyzing the work of the program’s winners and applicant pool so that we can share key observations and best practices that may be helpful to policymakers, business leaders, and program practitioners interested in this critically important work.

We are deeply grateful to the J.M. Kaplan Fund for having supported this unusual and ambitious program and we also thank the distinguished and dedicated Advisory Board members who participated with great care and attention in an annual selection process that was always extremely difficult due to the large number of outstanding applicants.

We are very proud of the role the *E Pluribus Unum* Prizes have played in providing a much-needed national stage for immigrant integration issues and efforts, particularly as historic reforms to our country’s immigration and immigrant integration policies are being debated. It truly has been our privilege to honor so many extraordinary efforts that are helping immigrants and their children adapt and thrive in the United States, creating stronger, more vibrant communities and local economies across our country.

Sincerely,

Demetrios G. Papademetriou
President, MPI

Michael Fix
Senior Vice President and
Co-Director, National Center
on Immigrant Integration Policy

Margie McHugh
Co-Director, National Center on
Immigrant Integration Policy
Carlos Rosario International Public Charter School, based in Washington, DC, is the nation’s first adult-focused charter school and is a nationally recognized leader in the field of work-focused English and skills training. Founded in 1970, the Carlos Rosario School has helped more than 60,000 adult students who are immigrants or refugees learn English, obtain educational degrees and workforce certifications that allow them to start jobs and climb career ladders, and become US citizens, voters, and home owners.

Established as a small grassroots organization and later evolving to a charter model, the Carlos Rosario School grew from its roots teaching English to offer cutting-edge adult basic education and workforce training programs coupled with comprehensive support services that dramatically boost student success. The school serves more than 3,000 adult students annually, offering morning, afternoon, and evening classes to meet the needs of its non-traditional and often working student body.

The Carlos Rosario School, which recently opened a new workforce development campus in Washington, DC with professional kitchens and technology labs, offers job-training programs in culinary arts, health care, and IT support — fields it identified as high-demand and with the potential for providing family-sustaining wages and career mobility for immigrants and refugees.

The Carlos Rosario School has enrolled students from 78 countries, who speak more than 35 different languages. Drawing on bilingual staff and faculty members and a wide range of community volunteers, the school supports newcomers on the pathway to linguistic, economic, and civic integration through a wide range of workshops, volunteer and internship opportunities, and community celebrations.
For over 25 years, the Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA) has been the leading organization in New England promoting the rights and successful integration of immigrants and refugees. The Coalition’s leadership was essential to the state’s adoption in 2008 of a New Americans Agenda with 131 recommendations for improving the integration of foreign-born residents of the Commonwealth. Partially in response, MIRA launched its New Americans Integration Institute in 2011.

The Integration Institute aims to help newcomers contribute more fully to the economic, civic, and social fabric of the United States. It works through policy-oriented research, training, and stakeholder partnerships to push forward the development of policies and programs that promote the integration of immigrants and refugees across Massachusetts.

The Integration Institute’s primary areas of work include promoting citizenship, immigrant entrepreneurship, and employment pathways for immigrant professionals, as well as removing barriers to educational access from early education and child care through higher education. The Institute also works through media and strategic communications to improve the public discourse on the role and contributions of immigrants in US society.

The Institute operates as an incubator for partnerships across public agencies and community organizations, and aids the state in building the institutional and policy infrastructure needed to respond to changes in federal immigration policy. The Institute has also demonstrated the important role a talented policy organization can play in helping numerous state-level actors come together to solve tough problems.

FOCUS ON EXCELLENCE: Coordinating and Catalyzing Statewide Efforts to Support Successful Immigrant Integration
Neighborhood Development Center (NDC) is a Minnesota-based nonprofit that seeks to revitalize low-income neighborhoods in the Twin Cities. NDC, which has earned a place at the leading edge of practice in both the community development and immigrant integration fields, has worked in 25 diverse low-income neighborhoods in St. Paul and Minneapolis since 1993, providing training to more than 4,250 entrepreneurs, including nearly 1,500 immigrants; $10 million in small business financing, nearly half to new and existing immigrant-owned businesses; and 40,000 hours of consulting to small businesses.

More than 450 NDC-assisted businesses are currently in operation, including a tortilla factory, a taxi company, barbershops, and an Ethiopian restaurant. NDC also owns and manages six business incubators housing 120 small enterprises, the great majority operated by immigrants.

Independent research estimates that every dollar NDC spends results in $28 returned to the community in the form of taxes, purchases, and payroll.

Created originally to support economic revitalization initiatives in core areas of poverty in St. Paul and Minneapolis, NDC has earned the trust of a wide range of community stakeholders and expanded its work to include small business financing, ongoing business coaching, and real estate services. Demand for services has been so strong that NDC has more than doubled its culturally diverse staff and has greatly increased its services to further engage a wide range of native and foreign-born residents, including Hmong, Somali, Oromo, and Spanish-speaking small business entrepreneurs.

As part of its provision of culturally competent services, NDC offers a profit-based (Reba-free) financing program that allows Muslim entrepreneurs to receive asset-based financing and adhere to Islamic principles which prohibit paying interest on debt. For its Reba-free program, NDC received an Innovation Award in Program Design in 2003 from the Association for Enterprise Opportunity.
Kaiser Permanente, based in Oakland, CA, is one of the nation’s largest not-for-profit health plans, serving more than 9.1 million members in eight states (California, Colorado, Georgia, Hawaii, Maryland, Virginia, Oregon, and Washington) and the District of Columbia. Its diverse members speak more than 150 languages, and many are from immigrant and refugee backgrounds. Kaiser Permanente’s workforce also mirrors this diversity through its rich cultural and linguistic teams of physicians, staff, and administrators.

Aligned with its social mission and expressed commitment to diversity and inclusion, Kaiser Permanente has been on a decades-long journey to develop innovative models and programs to enable effective in-language communication. From the beginning, the intent of this work has been to proactively respond to the needs of increasingly large and diverse pool of members and patients through many strategies to promote health equity, including the leverage of Kaiser Permanente’s multilingual workforce.

Kaiser Permanente’s National Linguistic and Cultural Programs (NLCP) focus on advancing health equity and the elimination of racial and ethnic health-care disparities through innovative, replicable, and effective language access strategies. By working internally across the enterprise and with the community, NLCP has disseminated various programs, including the Kaiser Permanente Qualified Bilingual Staff model and program; Clinician Cultural and Linguistic Assessment; Member Demographic Data Collection on Race, Granular Ethnicity, and Language; and the National Virtual Translation Center.

More than 25 million US residents, immigrant and US-born alike, are Limited English Proficient (LEP), making Kaiser Permanente’s leadership in the language access and cultural competence arenas of critical importance. With millions of previously uninsured Americans, including many immigrants, eligible for health coverage as the Affordable Care Act takes fuller effect, Kaiser Permanente’s pioneering work in the provision of linguistically and culturally appropriate care and services offers a model for others, including health-care providers, public health systems, and academia across the nation and internationally.
We offer deep thanks to the experts in program evaluation and/or in immigrant integration and its various subfields who served on our 2013 Advisory Board:

**Angelo Amador**, Vice President, Labor and Workforce Policy, National Restaurant Association

**Lina Avidan**, Program Executive, Zellerbach Family Foundation

**Mario Blanco**, Vice President of Civic Engagement, California Community Foundation

**Christine Thurlow Brenner**, Associate Professor and Chair, Department of Public Policy and Public Affairs, McCormack Graduate School of Policy and Global Studies, University of Massachusetts-Boston

**Lee Culpepper**, Vice President of Corporate Affairs, Wal-Mart Stores, Inc.

**Phyllis Eisen**, President, The Eisen Group: A Business Approach to Workforce Solutions

**Eugene E. García**, Professor Emeritus, Mary Lou Fulton Teachers’ College, Arizona State

**Lourdes Gouveia**, Professor of Sociology and Director, Office of Latino/Latin American Studies of the Great Plains, University of Nebraska at Omaha

**Ngoan Le**, Vice President of Programs, Chicago Community Trust

**Lavinia Limón**, President, US Committee for Refugees and Immigrants

**Delia Pompa**, Senior Vice President of Programs, National Council of La Raza

**Audrey Singer**, Senior Fellow, Metropolitan Policy Program, Brookings Institution

**Heide Spruck Wrigley**, Senior Researcher for Language, Literacy, and Learning, LiteracyWork International

**Sheri Steisel**, Senior Federal Affairs Counsel, Director of Human Services Policy, National Conference of State Legislatures

**Steve Tobocman**, Director of Global Detroit; Managing Partner, New Solutions Group, LLC; former Michigan State Representative for the 12th District

**Andrew White**, Director, Center for New York City Affairs at Milano, The New School for Management and Urban Policy

**The Honorable James W. Ziglar**, Former Commissioner, US Immigration and Naturalization Service (2001-02); former Sergeant at Arms of the United States Senate (1998-2001); MPI Senior Fellow

**Brad Davidson**, President, SPARDATA Value Advisors; Trustee, J.M. Kaplan Fund

**Suzette Brooks Masters**, Program Director of Migrations, J.M. Kaplan Fund

**Demetrios G. Papademetriou**, President, Migration Policy Institute

**Michael Fix**, Senior Vice President and Director of Studies; Co-Director, National Center on Immigrant Integration Policy, MPI

**Margie McHugh**, Co-Director, National Center on Immigrant Integration Policy, MPI

**Michelle Mittelstadt**, Director of Communications and Public Affairs, MPI

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**Corporate Leadership Awards Selection Subcommittee:**

**Angelo Amador**, Vice President, Labor and Workforce Policy, National Restaurant Association

**Lee Culpepper**, Vice President of Corporate Affairs, Wal-Mart Stores, Inc.

**Phyllis Eisen**, President, The Eisen Group: A Business Approach to Workforce Solutions

**John Herrera**, Senior Vice President for Latino Hispanic Affairs, Self-Help Inc.

**Tamar Jacoby**, President & CEO, ImmigrationWorks USA

**Charles Kamasaki**, Executive Vice President, National Council of La Raza
2012 Winners

ACCESS (Arab Community Center for Economic and Social Services) – Dearborn, MI: ACCESS is the largest Arab American human services provider in the United States. Programs include employment and job training, health initiatives and medical assistance, social services, engagement of youth in community service and neighborhood revitalization, and after-school education.

www.integrationawards.org/winners-ACCESS.cfm

Building Skills Partnership – CA: Each year, BSP provides training for more than 2,000 low-wage property service workers, including immigrant janitors, security officers, maintenance and custodial workers, and stadium and airport workers. BSP provides courses in basic literacy, civic engagement, citizenship, general and occupational health, computer and vocational training, and English as a Second Language classes.

www.integrationawards.org/winners-BSP.cfm

Californians Together – CA: Californians Together is a statewide coalition that works to develop and advance smart education policy and advise policymakers on the education needs of schools and students, implementing programs and helping enact legislative change that improves language learning, particularly for students who are not native English speakers.

www.integrationawards.org/winners-CATogether.cfm

2012 Corporate Leadership Award

Citi – Citi Community Development works with nonprofit and public-agency partners to reduce financial barriers to citizenship for eligible legal immigrants and to expand financial inclusion and economic empowerment for underserved low- and moderate-income individuals and communities.

www.integrationawards.org/winners-Citi.cfm
2011 Winners

Hispanic Economic Development Corporation of Kansas City – MO: HEDC’s bilingual and bicultural programs help immigrant entrepreneurs in Kansas City realize their business potential through business development training and a small-business incubator program.

www.integrationawards.org/winners-HEDC.cfm

International Rescue Committee in San Diego – San Diego, CA: One of 22 branches, the IRC resettles refugees from war- and disaster-stricken regions around the world, providing adult and youth education and career services, citizenship instruction, English and financial literacy courses, and even urban farming.

www.integrationawards.org/winners-IRC.cfm

Temple University Intergenerational Center — Project SHINE – Philadelphia, PA: Project SHINE (Students Helping In the Naturalization of Elders) engages college students to work with elderly immigrants and refugees, helping more fully integrate this often overlooked immigrant population into American society.

www.integrationawards.org/winners-SHINE.cfm

Welcome Back Initiative – San Francisco, CA: WBI helps foreign-trained immigrant health professionals to return to the health care workforce at their skill level. Their model has been replicated from the lead site to eight centers across the United States.

www.integrationawards.org/winners-WelcomeBack.cfm

2011 Corporate Leadership Award

Marriott International, Inc. – Marriott International’s Global Language Learning initiative takes advantage of readily accessible technologies and instructional programs to make language learning available to its US workforce, from employees in entry-level positions to its managerial ranks.

www.integrationawards.org/winners-Marriott.cfm
2010 Winners

**Illinois New Americans Integration Initiative** – IL: A partnership between the Illinois Department of Human Services and the Illinois Coalition for Immigrant and Refugee Rights, the New Americans initiative operates a set of programs ranging from citizenship acquisition to vocational English training and ensures access to government services for Limited English Proficient customers.  
[www.integrationawards.org/winners-illinois.cfm](http://www.integrationawards.org/winners-illinois.cfm)

**Latino Community Credit Union** – Durham, NC: LCCU is a member-owned nonprofit financial institution that offers bilingual financial services and financial education to the immigrant community and other unbanked consumers typically overlooked by financial institutions.  
[www.integrationawards.org/winners-lccu.cfm](http://www.integrationawards.org/winners-lccu.cfm)

**Tacoma Community House** – Tacoma, WA: Founded as a settlement house a century ago, Tacoma Community House works with immigrants and refugees from over 80 countries, providing adult English instruction, workforce training, citizenship classes, GED preparation, and more.  
[www.integrationawards.org/winners-TCH.cfm](http://www.integrationawards.org/winners-TCH.cfm)

**Upwardly Global** – New York, NY: The nonprofit, with offices in New York, San Francisco, and Chicago, provides job readiness training, career counseling, placement services, and mentoring to skilled immigrants and refugees, helping them overcome credentialing and other barriers to gain full professional achievement at their skill level.  
[www.integrationawards.org/winners-upwardlyglobal.cfm](http://www.integrationawards.org/winners-upwardlyglobal.cfm)

2010 Honorable Mention

**McDonald’s Corporation, English Under the Arches** – This innovative work-based English curriculum provides shift managers with the language skills they need to manage restaurant operations and staff, helping immigrant workers gain on-the-job knowledge, skills, and confidence.  
[www.integrationawards.org/honorablemention2010.cfm](http://www.integrationawards.org/honorablemention2010.cfm)
**2009 Winners**

**AVANCE** – Texas: AVANCE helps young Latino families break the cycle of poverty through programs in early childhood education, family literacy, parenting, adult literacy, and healthy marriages.

[www.integrationawards.org/winners-avance.cfm](http://www.integrationawards.org/winners-avance.cfm)

**City of Littleton Immigrant Integration Initiative** – Littleton, CO: A bridge-building initiative created by civic and government leaders to connect native-born residents, city agencies, and new immigrants and their children who settle in the city.

[www.integrationawards.org/winners-littleton.cfm](http://www.integrationawards.org/winners-littleton.cfm)

**Internationals Network** – NY and CA: An innovative network of high schools that has an extraordinary record of successfully preparing recently arrived immigrant English language learners for college and career.

[www.integrationawards.org/winners-inps.cfm](http://www.integrationawards.org/winners-inps.cfm)

**Tennessee Immigrant and Refugee Rights Coalition’s Welcoming Tennessee Initiative** – Nashville: A proactive communications and public education campaign that addresses the need for informed and constructive public dialogue about immigration and its impacts in the state of Tennessee and its local communities.

[www.integrationawards.org/winners-tirrc.cfm](http://www.integrationawards.org/winners-tirrc.cfm)

**2009 Finalists**

**Latino Community Credit Union** – Durham, NC: A model, member-owned community banking program that builds the financial literacy skills of the local immigrant community and provides needed banking and related financial services.


**Queens Library** – Jamaica, NY: A public library in one of the most ethnically diverse counties in the United States which has systematically adapted its planning and programs to facilitate use of library services by immigrants and their children in order to build literacy and life skills.

Launched in 2007, MPI’s National Center on Immigrant Integration Policy is a crossroads for policymakers, state and local agency managers, local service providers, journalists, and others seeking to respond to the challenges and opportunities today’s high rates of immigration create in local communities.

The Center exists to:

- **Focus needed attention.** We work to bring often-overlooked issues of immigrant integration to the fore of national and local debates, promoting constructive solutions that will build stronger, more cohesive, and more successful communities.

- **Set the record straight.** We provide an unbiased look at the needs, costs, and contributions of immigrants and provide a balanced analysis of the integration policy options facing local communities and our nation.

- **Organize and strengthen a nascent field.** Groups and individuals tackling integration issues often work in isolation, unable to leverage their expertise and energy into more systemic outcomes. We connect them to one another, inform and nurture their efforts, and promote the entry of new actors into integration policy and its various subfields.

- **Identify and promote effective policies and practices.** The need for expertise has only grown with migration to “new destination” states, the continuing debate over illegal immigration, and increasingly urgent concerns about the competitiveness of US workers and products in a globalized economy. We provide the research, data, and ideas that add value to stakeholders’ own efforts and guide them toward effective policies and practices.

The Center’s current areas of focus include: adult education and English instruction; pre K-12 education; workforce preparation; citizenship and civic engagement; health; public benefits use; state and local immigration law enforcement; and translation and interpretation policy and program efforts.

For more on the National Center on Immigrant Integration Policy and its online resources, research, and other efforts visit:

[www.migrationpolicy.org/integration](http://www.migrationpolicy.org/integration)