

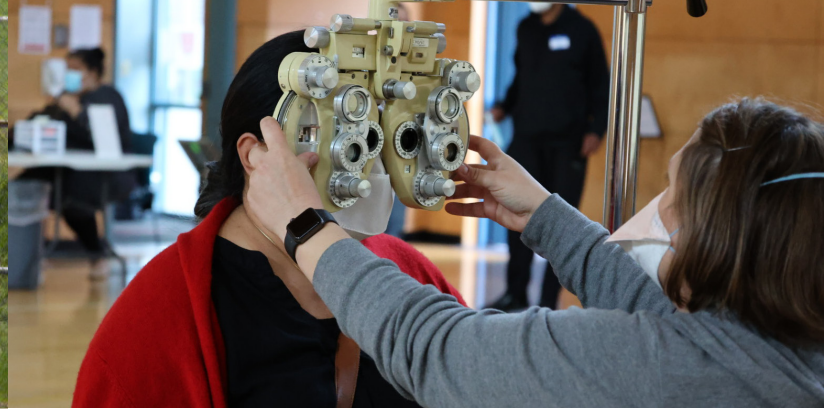


Building **New Beginnings**

2022 IMPACT REPORT



IMMIGRANT & REFUGEE COMMUNITY ORGANIZATION



Equity Plan: 2022 & Beyond

Addressing Systems & Structures

Create a standard of training, service provision, and staff recognition

Sustaining Our Equity Work

Diversity, Equity, Inclusion, and Belonging (DEIB) work is resourced to grow

Addressing Culture & Climate

Building an organizational culture of safety with trauma-informed and anti-racist practices



IRCO in Fiscal Year 2022



50+

IRCO
Site Locations
Statewide



9,452

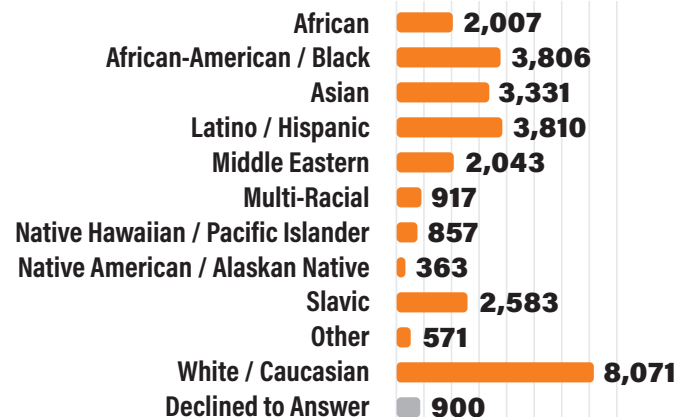
clients through
IRCO Connect in
46 languages



234

incredible
volunteers

29,261 Community Members Served



x1,000

1 2 3 4 5 6 7 8 9

72% Communities
of Color

Message from Leadership

IRCO envisions a future where all refugees and immigrants belong, our staff are nurtured, and all communities thrive. Our mission is to welcome, serve, and empower refugees, immigrants, and people across cultures and generations to reach their full potential.

We saw a dramatic increase in the need for IRCO's essential programs with global displacement escalating and more than 700 Afghan and 1,250 Ukrainian arrivals coming to Oregon last year alone. We stepped up to help families find housing, participate in employment classes and job placement services, enroll youth in school, and navigate essential services and resources like health care, transportation, and immigration legal services.

This last year, we expanded our core services to serve Oregon's most recent arrivals and immigrants and refugees. We increased employment, economic empowerment, early learning, and youth academic services for Afghan and Ukrainian refugees. We increased our services in Eastern Oregon, including youth programming for high school students, basic needs like food or rental assistance, and expanded our maternal and infant services in Baker County.

In response to urgent local needs for more affordable housing, IRCO has been a key player in Multnomah, Washington, Clackamas, and Malheur counties, providing culturally specific and responsive housing services. These include connecting people with resources to meet their basic needs, locating and navigating housing, communicating with landlords, and providing connections to wraparound supports as needed. Additionally, we signed a partnership for ownership of our first affordable housing site in Portland with a co-located Multicultural Early Learning Center including two tuition-free preschool classrooms and connections to supportive services for residents.

Drawing from the feedback we received from our Community Needs Assessment, as well as staff input, IRCO began our 5-year agency strategic planning process. The key goals that emerged from this process are:

- Proactively strengthen infrastructure and systems
- Cultivate a nurturing and supportive organizational culture
- Champion community-driven and equity-centered public policy
- Deliver high-quality data-informed and culturally specific services

As we plan for the future, our staff and the communities we serve continue to inspire us, and we are optimistic about our capacity to develop meaningful programs that help meet the needs of diverse communities throughout the state. We are honored to walk alongside the communities we serve on their journey to building new beginnings in Oregon. We are grateful to the broader community for your ongoing support to help us realize our vision of a future where refugees and immigrants belong, our staff are nurtured, and all communities thrive.

With gratitude,



Lee Po Cha
Executive Director



Zaur Akhriev
Board President





Africa House

Providing **assistance to 4,137 community members**, Africa House continued to strengthen and support diverse African immigrant and refugee communities. Services include health programs that promote community education and outreach, youth and family education programming for K-12 learners, senior services, and early learning support through home visiting and preschool services.



Pacific Islander & Asian Family Center

The Pacific Islander & Asian Family Center (PIAFC) is a focal point for community gatherings and essential services. **We engaged 12,670 people** in numerous programs including culturally specific family support for early learners through high school, housing/energy/utility assistance, and health education and navigation. Additionally, PIAFC provides support for Asian American Pacific Islander Anti-Hate Response and Asian Pacific Islander Leadership projects, bringing together community members for cultural arts and holiday celebrations.





Greater Middle East Center

The Greater Middle East Center (GMEC) has played a critical role in welcoming newly arrived Afghan refugees in Oregon in addition to helping other refugees and immigrants from different Greater Middle Eastern countries. **Helping 2,197 community members** in this last year, GMEC supported refugee resettlement, housing services, economic development, health and behavioral health services, school enrollment, youth mentorship, and parent/child activities for early learners. GMEC continues to expand its capacity, implementing new programs designed to address unmet community needs.



Slavic & Eastern European Center

With the rapid increase of Ukrainian humanitarian parolees and others affected by the war arriving in February 2022, our Slavic & Eastern European Center (SEEC) expanded programming **helping over 2,249 individuals** with housing/rental/utility assistance, group wellness services, citizenship classes, digital literacy computer classes, assisting youth in school enrollment, health navigation services (e.g., health insurance enrollment, finding a primary care provider), and linking clients to our Immigration Legal Services for work authorization assistance. To meet the increasing demand for programming, SEEC opened their first office to the public in March 2022, located down the street from IRCO Main.

Impact Story

The Hubenia Family Shares Their Journey

“We were expecting a baby. My wife went to the hospital, and the war had begun. I picked her up from the hospital when they started to bomb our district,” says the father, Sviatoslav. “I sat in the car and told my wife to open the gates. She walked over to open the gate, turned around, and a rocket suddenly blew up above us. That’s when we felt that anything can happen. This is when we started on our journey to safety.”

This family of eight, including six children, bravely left the home they cherished. They came to Portland, Oregon because of family connections. They lived with a family friend who had left Russia in 2016 and was raising her three children in Portland; Aunt Maria, formerly an IRCO client, received help with energy assistance, pre-employment classes, orientation, clothing, trainings, and other necessities to excel in her new life. Although the Hubenia family is not related to Maria, they all consider themselves family. Originally discovering their plea for help via the internet, Maria



Hubenia Family

utilized her personal connections and found volunteers who could help temporarily move the Hubenia family to safety. Then, Maria and her relatives collected funds to buy tickets for the whole family. To finally bring them to their new home, Maria’s two daughters traveled to the Mexico–United States border to pick up the family and come to Portland.

Maria remembers, “There were five of us, eight of them. When they arrived, they didn’t know what was waiting for them. There was no shelter, and they could not rent. Since they are a big family, you must be responsible for them and look out for them. They did not know the language, so we tried to help them. It was hard. The rooms were crowded with only sofas or mattresses on floors to sleep on.”

With IRCO by their side, this family of eight received help. Responding immediately, IRCO supported the family through wraparound programming with early learning, parenting classes, securing housing, health care, and school registration. “I contacted IRCO, because when we came here five years ago, this organization also helped us, and we give thanks that this organization is here, and it exists. They helped with clothes, moved them into a new shelter, paid rent for the first month, and covered the first couple months of expenses, such as food, hygiene items, and other essential items. For everything IRCO has provided, we are very grateful,” says Maria.



Aunt Maria

Community Needs Assessment: Overview

Since 1998, IRCO has been conducting our Community Needs Assessment (CNA) to ensure that programming and services are responsive to community needs.

- This year, we redesigned our strategy from a one-day community feedback session to a survey structure utilizing culturally-specific Community Survey Specialists.
- These surveys were paired with in-depth interviews with community members, as well as focus groups for specific subsets of the community (e.g., youth, seniors, immigrants and refugees with disabilities, and LGBTIA2+ immigrants and refugees).
- The results of this survey will inform IRCO strategic policy for the next four years.

Assessment Focus Areas

624 immigrant and refugee community members throughout Oregon and SW Washington were surveyed

Social Determinants of Health (SDOH)

Economic Stability

Education Access & Quality

Healthcare Access & Quality

Neighborhood & Built Environment

Social & Community Context



Focus group with immigrant and refugee seniors

COMMUNITY MEMBERS ON SCHOOL NEEDS

“More picture on the walls of people look like us. More bilingual staff to help kids and make them feel welcome. I think it’s also how the teacher treat the kids and make them love school.”

Arabic-speaking respondent from Syria

Read the full report online
irco.org/who-we-are/reports

IRCO Preschool Programs

- Culturally specific, no-cost services
- Staff and programs that reflect our communities' languages, experiences, and cultures
- New location in progress at Glisan Landing on NE 74th & Glisan
- 65 families enrolled in kindergarten readiness programs
- Local and state advocacy in important policies, such as SB 5511, HB 3198, HB 3005



IRCO Eastern Oregon & Ontario

- 450+ clients served
- Youth programs and field trips
- Vaccine & health clinics with interpretation services
- Essential services like legal clinics, housing navigation, and economic development
- Office space with additional work stations for early learning programs and increased computer lab capacity for job seekers and students



Leadership

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Cayle Tern

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Tanya Odarich

Tatiana Brinkman

irco.org/who-we-are/leadership

Financial Overview

Net Assets: Year Start

\$12,475,569

Net Assets: Year End

\$13,535,265

Net Increase

\$1,059,696

REVENUE **\$43,402,487**

Government Grants & Contracts	\$35,982,981
Other Private Grants	\$1,894,277
Contributions	\$917,471
In-Kind Contributions	\$454,672
Interpretation & Translation Fees	\$4,031,588
Interest Income	\$2,450
Other	\$119,048

EXPENSES **\$42,342,791**

Program Services	\$37,790,104
Management & General	\$4,137,712
Fundraising	\$414,975

Because of IRCO, I moved from an apartment to a house that provided me with another opportunity to grow my childcare business. I even have a special room where kids can play and nap.

Noor Shnawa
*IRCO Childcare
Training Graduate*



Our Supporters

VIEW FULL LIST AT IRCO.ORG/WHO-WE-ARE/REPORTS

Active Children Portland Asian Americans Advancing Justice **AT&T Corporation** Boston Foundation **Business Oregon** Capital One **CareOregon** Children, Family, and Community Connections CWS Partnership **The Children's Initiative and the Office of the United States Attorney (USAO) District of Oregon** City of Gresham **City of Portland** City of Portland: Office of Violence Prevention **City of Portland Portland Parks and Recreation** City of Tigard **Clackamas County** Clackamas County Children, Family & Community Connections Division **Clackamas County Public Health** Clackamas Women's Services **Clackamas Workforce Partnership** Coalition of Communities of Color **The Collins Foundation** Comcast **Community Action** Community Alliance of Tenants **Community Foundation For Southwest Washington** Community Foundation Greater Des Moines **Congregation Beth Israel** David Douglas School District **Desautel Hege** Franklin and Dorothy Piacentini Charitable Trust **Guidance Foundation** Harbourton Foundation **Health Share of Oregon** The Heatherington Foundation **Home Forward** Housing Authority of Clackamas County **Human Solutions** Humboldt Area Foundation **Joint Office of Homeless Services** Juan Young Trust **Kaiser Permanente Community Foundation** Legacy Health **Malheur Education Service District** Marie Lamfrom Foundation **Metro** Meyer Memorial Trust **M.J. Murdock Charitable Trust** Mt. Hood Community College **MultiCultural Collaborative** Multnomah County **Neighborhood Partnerships** Nike **Northwest Area Foundation** Oregon Association of Education Service Districts **Oregon Community Foundation** Oregon Community Health Workers Association **Oregon Department of Consumer and Business Services** Oregon Department of Education **Oregon Department of Education, Early Learning Division** Oregon Department of Education, Youth Development Division **Oregon Department of Human Services** Oregon Department of Justice **Oregon Department of Justice, Crime Victim and Survivor Services Division** Oregon Food Bank **Oregon Health Authority** Oregon Housing and Community Services **The Oregon IDA Initiative / Neighborhood Partnerships** Oregon Immigrant and Refugee Funders Collaborative **Oregon Jewish Community Foundation** Oregon Law Foundation **Oregon State Bar** ORTOP: LEGO **PepsiCo** PNC Bank Foundation **Portland Business Alliance** Portland Clean Energy Community Benefits Fund **Portland Children's Levy** Portland Trail Blazers Foundation **PGE Foundation** Pledgeling Foundation **Portland Housing Bureau** Portland Public Schools **Portland Water Bureau** Prosper Portland **Providence Health & Services** Related Northwest **The Renaissance Foundation** Richard and Diane Van Grunsven Family Foundation **Rivinus Family Foundation** Roundhouse Foundation **Self Enhancement, Inc.** Sharon E. Streeter Trust **Social Venture Partners** State of Oregon **State of Oregon Department of Administrative Services** State of Oregon, Office of Workforce Investments **Tigard Tualatin School District** Umpqua Bank **United Way of the Columbia-Willamette** U.S. Citizenship and Immigration Services **U.S. Committee for Refugees and Immigrants (USCRI)** U.S. Department of Education **U.S. Department of Health and Human Services** U.S. Department of Health and Human Services, Office of Refugee Resettlement **U.S. Department of Homeland Security** U.S. Department of Housing and Urban Development **U.S. Department of Justice** Washington County **Washington County Disability, Aging, and Veteran Services** Washington State University **Williams-Sonoma Foundation** Worksystems



IRCO Main

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Africa House

Greater Middle East Center

IRCO Eastern Oregon

New Beginnings Market

Pacific Islander & Asian Family Center

Slavic & Eastern European Center

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A future where refugees and immigrants belong, our staff are nurtured, and all communities thrive.