IRCO

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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<tbody>
<tr>
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<tr>
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<td>Other</td>
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<td>White / Caucasian</td>
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<tr>
<td>Declined to Answer</td>
<td>900</td>
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72% Communities of Color
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 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.
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.

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

**Assessment Focus Areas**

- Economic Stability
- Education Access & Quality
- Healthcare Access & Quality
- Neighborhood & Built Environment
- Social & Community Context
- Social Determinants of Health (SDOH)

**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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Ben Leung, **TREASURER**
Bruce Bliatout
Cayle Tern
Charles McGee Sr.
Connie Nguyen-Truong
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Vadim Mozyrsky
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Mouammar Abouagila
Peter Newbegin
Shara Noori
Zahra Ebadi

Pacific Islander & Asian Family Center
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Cayle Tern
Connie Nguyen-Truong
Kathleen Jonathan
Sam Phan
Soumountha Bessas

Slavic & Eastern European Center
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Karina Rutova
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Sergey Zaiikin
Shukhrat Arifdjanov, **CHAIR**
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

Our Mission
To welcome, serve, and empower refugees, immigrants, and people across cultures and generations to reach their full potential.

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