

## Our Mission

We fight to advance the full economic, social, & civic inclusion of refugees in the San Diego region, throughout California, and across the country.

## Our Vision

We envision a world where refugees are connected global leaders building a trans-continental movement to advance meaningful freedom for all.

## Our Values

Founded, led, and staffed by refugees, we are uniquely situated to use relational organizing to bring community into a pathway of ongoing engagement and indigenous community leadership development. This is how we build political power and achieve collective impact:

- Authentic Demand. Our communities own the decision making power to dictate the direction of our work and exercise their collective power.
- Inclusion. We create and hold trusted space that honors the community's investment and supports community ownership.
- Compassionate Leadership. We embrace differences & limitations and build meaningful opportunities for everyone to exercise leadership.

## Our Process

Led by the communities we serve, we work at the intersection of African, Middle Eastern, Muslim, and South Asian (AMEMSA) refugee communities impacted by racial and ethnic profiling; religious discrimination and Islamophobia; increased government surveillance and law enforcement harassment; and barriers to healthy housing, family-sustaining jobs, and quality education.

We are unwavering in our commitment to our *Serve the People Model*, which serves as the framework for all of the work we do:

### ENGAGE AND LEARN



- Provide support to our members seeking assistance w/ myriad issues
- Meet community thru house meetings, town halls, and steering Committee meetings
- Learn & respond to important issues identified by our community.

### EDUCATE & FACILITATE



- Increase understanding of basic rights & policies that impact individuals & the community
- Foster collective consciousness & problem solving with previously siloed refugee communities

### BUILD POWER & LEAD



- Build on strengths & knowledge of community leaders
- authentically engage in community decision-making
- Fight inequity & expand people's rights thru community driven organizing & policy campaigns

## Our Strategic Priorities

The following strategic priorities will serve as both the guide and the guardrails needed to achieve collective, measurable impact to build transformative political power over the next three years:

