

MASSACHUSETTS IMMIGRANT AND REFUGEE ADVOCACY COALITION:

# Refugee Roundtable: An Ever Changing Landscape



**MIRA**  
COALITION

*July 2022*





MASSACHUSETTS IMMIGRANT AND REFUGEE ADVOCACY COALITION:

## Refugee Roundtable: An Ever Changing Landscape

Report and Next Steps

### INTRODUCTION & BACKGROUND

The U.S. Refugee Admissions Program, the formal program for resettling refugees in the U.S., has brought diversity and enrichment to Massachusetts. Communities have been positively transformed and revitalized with new arrivals, especially in “gateway cities” where industry has declined. From Worcester to the Merrimack Valley, refugees have helped local economies flourish by opening businesses, buying homes, and bringing culture and diversity to communities <sup>1</sup>. While some factors make Massachusetts a fairly desirable location to resettle refugees, like a steady and tight economy that historically has had employment opportunities available in different sectors, this has often been outweighed by the drawbacks like high cost of living and a less centralized, patchwork landscape of social and legal service providers.

MIRA’s vision is a Commonwealth – and a nation – where all can thrive, no matter where they came from or how they got here, and all can fully participate in their communities’ social, economic and civic life. As a policy and advocacy organization, MIRA Coalition does not provide direct services to refugees in Massachusetts but acts as a convener to bring resettlement agencies together to strategize future collaboration and advocacy. MIRA stays in close contact with resettlement and refugee-serving organizations and attends the quarterly consultation meetings in order to have the information we need for advocacy work and educational trainings.

MIRA last held a convening of refugee resettlement providers in conjunction with the annual member meeting in November 2019. This meeting followed a survey that was distributed to refugee resettlement agencies aimed at better understanding how providers were faring with unprecedented budget cuts to the program and slashes to refugee admission quotas under the Trump Administration. What was shared from refugee resettlement providers was quite bleak; most agencies had to lay off staff leading to great loss of institutional knowledge. Organizations were hoping to pivot to more services for existing clients but were struggling with lack of funding. At this event, the group began to explore some legislative solutions or additional state budget funding that could be supported by MIRA but these plans were stalled by the pandemic.

By the time of this convening in June 2022, the refugee resettlement landscape in Massachusetts, and the nation, looked quite different. The new Biden administration set a ceiling of 62,500 for FY2021, up from 2020’s ceiling of 18,000. While the total number of admitted refugees for FY2021 was quite low at 11,411, it was clear that FY 2022 would be picking up and there would be new

<sup>1</sup> <https://massinc.org/research/going-for-growth-promoting-immigrant-entrepreneurship-in-massachusetts-gateway-cities/>; <https://www.wrrb.org/wp-content/uploads/2018/11/WRRB-Immigrant-Entrepreneur-WBJ-Logo.pdf>.



challenges. (The FY2022 ceiling is set at 125,000; as of June 30, 2022, approximately 15,000 refugees had been resettled.) Along with Afghan Special Immigrant Visa holders and refugees, parolees who first went to U.S. air bases were now also being resettled through agencies. Haitian asylum seekers were also arriving in Massachusetts. The cases of Afghan parolees and Haitian asylum seekers are complex: they speak low-incidence languages and their immigration statuses are not as protected as refugees or those who have already obtained asylum<sup>2</sup>. Advocacy efforts to obtain more funding and assistance for these groups were successful at both the federal and state level, with MIRA working alongside community-based organizations and refugee resettlement organizations to secure state funding for newly arrived populations, including dedicated funding to serve the Haitian community. Refugee resettlement agencies and partner service providers were able to receive restored funding and other aid, a shift from the past few years. But this funding certainly does not solve all challenges. Staff had to be hired or rehired, especially more Dari and Pashto speakers, the challenge to house refugees is back on, and immigration courts are now facing unprecedented backlogs. Serving Ukrainian arrivals is the newest challenge as providers struggle to make sense of the array of statuses and determine what services are available to clients.

Given these dramatic shifts in the resettlement landscape, MIRA Coalition saw a need to convene resettlement staff from Massachusetts agencies as well as some community-based organizations serving refugees and asylum seekers. MIRA sought to understand how organizations were doing amidst these daunting changes and “post-pandemic.” We also wanted to help participants identify potential opportunities for collaboration in working towards solutions and assess where advocacy was needed to make these solutions feasible. While resettlement agencies often meet and communicate with one another at quarterly consultations and other refugee-focused events, those meetings are often limited to reporting on arrival numbers and activities. Current challenges are also often shared at these meetings but this roundtable aimed to provide a dedicated space to think deeply about collective solutions.

MIRA also aimed to bring in some voices that refugee resettlement spaces do not typically include but who are serving similar or overlapping populations (asylum seekers, refugees who have been settled for a longer time, etc.), including a community-based organization that primarily serves Haitians, a community advocacy organization, and representatives from housing and legal services organizations.

The roundtable, held on June 15, 2022, also functioned as a space for MIRA to understand more clearly our role in refugee resettlement advocacy and how our advocacy can best be utilized in a way that would be most helpful for agencies.

While there were myriad issues the roundtable conversation could have explored, the purpose of this roundtable was focused on identifying solutions and understanding what conditions were needed to make these solutions possible. For this reason, we chose to hone in on two specific challenges: housing and legal services. These areas were chosen after holding a few preliminary conversations with selected participants beforehand. These two issues were also identified as two of the top challenges on a City of Boston Mayor’s Office for Immigrant Advancement survey leading up to a community-based meeting attended by many of the roundtable participants.

A final goal of this roundtable was to assess the appetite for continued meetings focused on advocacy solutions to refugee challenges and what would be needed to make such a space worthwhile. Given the very fruitful discussion and ideas put forth in the “Next Steps” section, we plan to reconvene in the near future.

<sup>2</sup> In this report, we often use the term refugee to refer to the larger group of individuals and families who are seeking protection in the US, many of whom qualify for support from refugee resettlement agencies and community based partners. In this sense, it is broader than the term refugee used to refer to individuals who have been granted refugee status under US immigration law.



## CELEBRATING THE WINS

Before diving into challenges, we wanted to hear about some of the successes that these formidable agencies achieved in the tumultuous last year. Here are just a few of the many impressive accomplishments of participants and their agencies:

- Resettling more than 2,000 in a short period of time.
- Quickly mobilizing staff who can respond to changing needs.
- Becoming better advocates in regards to the state budget and securing funding.
- Honing advocacy skills by educating legislators about refugees.
- Making the needs of refugees more known to the public.
- Cultivating deeper relationships with funders and donors.
- Recognizing the hard work of staff and raising salaries.
- Securing record levels of funding.
- Developing more partnerships and collaborations.
- “Doing so much with so little for so many”.

## HOUSING

Obtaining suitable housing for arriving refugee clients has been one of the most persisting challenges for refugee resettlement staff. The skyrocketing cost of rent is no longer a problem confined to the greater Boston area; Worcester, Lynn, and Lowell struggle to find adequate spaces for arrivals that can be covered with meager “Reception and Placement” funds, refugee cash assistance, and wages from new jobs. The pandemic further limited available resources as more people enrolled in assistance programs and available housing stock waned.

For our conversation about housing issues, we were joined by Eric Shupin, Director of Public Policy at Citizens’ Housing & Planning Association (CHAPA), an advocacy group dedicated to expanding access to affordable housing through planning and community development. CHAPA has deep expertise in bringing many stakeholders in the housing ecosystem together and consensus building around smart housing policies. Because CHAPA and other housing stakeholders do not typically interact in the same settings and meetings, this roundtable was an opportunity for a housing advocate to hear about the challenges faced by resettlement organizations.

Eric shared that while CHAPA does advocacy at the state level, it is the work that happens at the local level that can make real changes in the community. Zoning initiatives are an example of this, helping to expand accessory dwelling units and designating land for affordable housing. He also spoke about the importance of partnering with community-based organizations (CBOs) during the pandemic to provide information on emergency assistance and other resources. Using CBOs was key to actually getting out resources because they have relevant language capacity and can be present in the community.

To highlight how important partnerships with CBOs can be in addressing housing, we heard from Ascentria Care Alliance about a community initiative they took part in along with another resettlement agency in the area, Refugee Immigrant Assistance Center. Using funds from their city and their local United Way office, service providers from a range of organizations in the Worcester area were able to meet one to three times each week to discuss gaps in services, with housing as a primary topic. The funding also enabled the resettlement agencies to employ a dedicated housing support staff member who was able to research available housing and see if it met the needs of arriving families. Sonya Taly from Ascentria felt that “it worked well...as agencies alone we didn't have the capacity to do what we were able to do with that added resource.”

One organization shared that they were in touch with generous individual landlords who wanted to help refugees by offering units below market rate. Communicating to landlords that the tenants would have an agency that is able to provide support reassures the landlords that there is another party helping to make sure refugee tenants are successful. But working with landlords can also be a challenge because they might be wary of tenants' ability to be self-sufficient after a year and would prefer lessees who can stay longer-term. One agency shared that they have been able to mitigate such problems by working with a realtor who can communicate clearly with potential landlords about how long the agency can help support the clients with rent, when they expect clients to start paying, and ability for backup assistance from the organization.

## MOVING FORWARD ON HOUSING BARRIERS

Despite the ample barriers to affordable and accessible housing, those who participated in the discussion put forth many ideas as to how to address housing needs among the refugee community. Solutions fell into four categories, which was helpfully illustrated through a Jamboard from Eric Shupin of CHAPA [Appendix B]. These four categories were housing search support, financial assistance, identifying owners and realtors, and anti-discrimination efforts.

### HOUSING SEARCH SUPPORT

The conversation made clear how vital partnerships are in order to be successful with the housing search. Community partnerships, like the project mentioned above, is the gold standard, but municipalities, businesses and chambers of commerce, and faith-based organizations are also potential partners who may be able to provide financial or in-kind support.

An action idea spoke to the pressing need to make more housing supply available for refugees. A participant discussed this point in detail, arguing that if refugee resettlement is going to continue to be sustainable and available in their area, they need housing alternatives, or units dedicated to refugees. Such an initiative would require strategic advocacy for some type of agreement with the state and for funds to be made available to incentivize developers. Advocating to have housing built and designated for refugees, so that there is housing available in communities when people arrive, could be a sustainable and proactive step forward in the path to creating accessible housing.



### FINANCIAL ASSISTANCE

Financial assistance speaks to how refugee families can continue to afford their housing when existing sources of assistance are exhausted. This is perhaps the most pressing topic at the moment. As one participant pointed out, “if we did not...utilize private and public supports, [we] would be adding to the crisis that is homelessness.” More funding for financial literacy and financial planning programs was one idea. One participant is a board member of an organization that runs a coaching program on financial planning. The organization has relationships with landlords who are more likely to rent to clients who have been trained in financial planning and complete this course because they are likely to be more credit-worthy.

Workforce development programs are often baked into resettlement services and are essential to help refugees obtain jobs so that they can become self-sufficient. More programming that focuses on long-term stability and security should be funded and supported.

Finally, waiving application fees, assistance in co-signing leases, and making more short and long term rental assistance available were also suggestions brought up in the roundtable.

## IDENTIFYING OWNERS AND REALTORS

Another way to address barriers to housing is by communicating with “small vs. large owners,” as listed under “identifying owners and realtors.” There are state-wide organizations that represent small and large owners and realtors, such as the Massachusetts Landlords Association, Small Property Owners Association (SPOA), Greater Boston Real Estate Board, and the Massachusetts Association of Realtors, that can be incorporated into the housing conversation to identify owners or realtors who may want to help. Eric Shupin noted that these organizations are powerful voices so having them as allies would be incredibly helpful. One agency has had more success when they have found landlords who are immigrants themselves because it resonates with them that they’re giving a head start to families and may understand the lack of credit history and other challenges faced by refugees and immigrants and be more willing to make accommodations.

One participant noted that if an agency secures one “champion” landlord and/or realtor, there is a possibility to build on this connection by asking if they can help identify similarly interested individuals in the field who would be willing to also work with the agency and ask what would be most helpful in encouraging others to join.

Tax breaks and other creative incentives were another proposed solution and suggestions were made to look into models that other states may have used to enable more landlords to be willing to offer below market rates or other accommodations.

One agency had success with a “rent to refugees” campaign to educate potential volunteers and landlords on refugees and humanitarian crises and demonstrate the need in their community. This allowed volunteers and landlords to step up in offering a subsidized or donated space.

## ANTI-DISCRIMINATION

Perhaps most importantly, we need more resources, legal assistance, and education on rights to help combat the very real and pernicious problem of discrimination. Within the refugee community, one’s race and nationality play a role in limiting or expanding access to services. Discrimination and prejudice, mainly among refugees of color, heighten limitations. Dr. Geralde Gabeau, Executive Director of the Immigrant Family Service Institute, a community-based organization that provides services for Haitian immigrants of all statuses, made very clear that she feels that they operate in “a different world”. She shared: “We have really seen the level of discrimination against Haitian at all levels,” and noted that this is apparent on a micro level (e.g. landlords) and macro level (e.g. disparities in funding, coverage in the media). And while refugee agencies at the roundtable praised their strong volunteer networks that allowed them to house Afghan refugees and continue to express interest in doing so for Ukrainian arrivals, Dr. Gabeau shared that “we didn’t have that pool of volunteers willing to open their doors to our migrants...we are not regarded as the same as other [refugee groups]”.

While any of the avenues outlined above could be a possible path towards a solution, it is of utmost importance that advocacy for housing access is framed within an equity lens and is continually identifying where disparities exist for certain groups, and how to dismantle those inequities.

## LEGAL SERVICES

Legal needs have increased significantly recently in Massachusetts as a result of the needs of our newly arriving Afghan, Haitian, and Ukrainian populations, new TPS designations, and the implementation of the “dedicated docket” at the Boston immigration court (the 2021 Biden Administration directive to accelerate the hearing and decisions of recently arrived families seeking asylum). In Boston immigration court, thousands of families are in need of legal assistance as they navigate deportation proceedings. Legal service providers cannot remember a time in which supply of legal services met the need, but Deidre Giblin of Massachusetts Law Reform Institute (MLRI) noted that legal service provision feels especially hard now.

There have been three new groups of refugee arrivals in 2021-2022 - Afghans, Ukrainians, and Haitians- in addition to refugee arrivals from other countries and ongoing populations seeking asylum, like those from Central America. Long delays and backlogs have increased caseloads at the 14 community legal service providers across Massachusetts. Our state has many universities where students can assist with intake and placement in legal clinics but the shortage of qualified attorneys remains. This is especially worrying as we look to the future and see that a significant number of Central Americans and Haitians will be facing deportation proceedings without representation.

Because of the overburdened system, more “pro se” (representing oneself) initiatives are being pushed forward by a coalition of legal service providers who divvy up by teams and decide which issue to tackle (dedicated docket, funding, etc.). Deirdre explained that “typically, the Boston community represents people...we were a robust legal services community.” But to meet the legal need now, this coalition looks to whoever can help and is amassing partners like the Mayor’s Office of Immigrant Advancement in Boston. Unfortunately, law firms who offered pro bono resources and support last year with Afghan arrivals no longer have the resources to do so.

After hearing about these challenges from MLRI, Marjean Perhot from Catholic Charities of Boston (CCAB) shared that in addition to legal services for the refugee/asylee population, CCAB has also been tapped to run help desks and orientation programs at the immigration courts. This program has already proven to be “critical” since launching in February of this year but staff were also consumed with helping Afghan parolees who do not have a pathway for legal permanent residency apply for either asylum or SIV, which clogs an already clogged system and increases caseloads for attorneys.

Another looming challenge in the legal service world is the dearth of immigration attorneys who are well-versed in humanitarian and family law and are working-or want to work- in the nonprofit sector. One organization has received funds for legal services but cannot find qualified attorneys to do the work.

## MOVING FORWARD ON LEGAL BARRIERS

### POLICY CHANGE

Solutions for most of these challenges ultimately underscore the need for policy change at the federal level. Passage of an Afghan Adjustment Act is crucial for a quicker processing for Afghan parolees, many of whom risked their lives to help the U.S., who have already been thoroughly vetted and are looking to start a new life here. Similar to what refugees and asylees can do, it would allow parolees to adjust their status and apply for a green card after a certain time in the U.S. and waive fees associated with adjustment of status. This would help ease the backlog of asylum cases and caseloads for overburdened legal service providers.

There is an economic argument to be made for such a policy change as well. In places where employers face labor shortages, like Massachusetts, workers are needed who are authorized and have stable statuses. Parolees from Afghanistan who would be able to adjust status and potentially Ukrainian arrivals could help fill the demand for workers.

Marjean of CCAB urges that more awareness and calls to action from a wider range of groups is needed for policy change: “Politicians are just hearing from the same folks like us...at this point we need new voices at the table.”

### COLLABORATIVE EFFORTS

Deirdre of MLRI emphasized the importance of collaboration, saying that “collaboration is definitely the key” when it comes to meeting legal needs. One of the initiatives that has grown out of MLRI’s Immigration Coalition is having member organizations participate in monthly calls. MLRI’s coalition put out a call to see if any of their members wanted to start a working group on dedicated docket, talked about funding initiatives, and setting up clinics. Another resettlement agency decided to use funds to give some legal work to a legal service provider with a large network and asylum cases to an organization specifically dedicated to asylum and form a partnership; they have hired an in-house intake coordinator to communicate with clients and coordinate with the partner organizations.

### HIGH-QUALITY INTERPRETATION

CCAB talked about the key role high quality interpreter services have played in addressing the legal needs of their clients. They have attorneys and paralegals who are fluent in Haitian Creole, Spanish, Portuguese, and Romanian at the courthouse four days a week, making sure that people know where they are going, what they are supposed to do, and what their next steps are. Already, this service has proved to be critical; their interpreters helped uncover a fraud scheme. According to Marjean, “[...] I don’t know that we would have been able to uncover that if we hadn’t had a bilingual Portuguese speaker–bicultural bilingual—who was able to encounter the large number of [affected] Brazilians, and listen and hear about this.” She also talked about the importance of being conscientious of who is interpreting and what they are saying. Maintaining neutrality is essential, as is making sure that there is no advocacy work being done by the interpreter. These things can become a real issue in the legal context, and clients can be put in further jeopardy because of poor interpretation. All being

said, having skilled and professional interpreters plays an important role in meeting the legal needs of refugee communities.

### USING FACILITATORS AND OTHER CREATIVE SOLUTIONS

Dr. Gabeau of IFSI highlighted the importance of having facilitators. IFSI has a small group of four or five facilitators that they use to collect information and prepare for a meeting with an attorney. Facilitators go over the asylum application (Form I-589) with their clients as a way to help them understand the process. They also have psychologists on site who are helping their facilitators understand that when you are dealing with trauma, there are certain ways to navigate those conversations. Using this legal/mental health-focused model as a way to bring clients to a point where they feel comfortable sharing their stories and remembering them has been an efficient way to manage time and help their clients. Similar to this model, the Jewish Family Services of Western Massachusetts (JFSWM) has a team of about 15-20 paralegals who are trained to work with clients (they are supervised by an attorney). They meet with clients in chronological order, about five to eight times a week to get their clients’ stories out, talk to them, understand where they come from, and what the best legal route to go is. JFSWM’s attorney then reviews the application to make sure that everything has been filed correctly. Massara Almafrachi of JFSWM, reported that this model worked really well. At this point, JFSWM only has one or two clients left that still need to apply.

### EDUCATING POLICYMAKERS

Another suggestion was an advocacy day for legislators, United States Citizenship and Immigration Services (USCIS) and other stakeholders to help bring these legal issues to the center of attention. Advocating for progressive policy changes that accommodate refugee services can also play a part in our collective advocacy work. Currently, there is a national push to expand legal representation with the vision of universal representation for immigration services. Joining national campaigns and working with them could spark new ideas and possible pilot models.



The tremendous efforts made by resettlement agencies and their partners during turbulent years is something to celebrate. This roundtable illuminated organizational successes including press attention on the needs of refugees in Massachusetts, resettling 500 people in five months, quickly mobilizing for the Afghan evacuee project, and receiving record levels of funding for affordable housing and emergency rental assistance. Despite these victories and accomplishments, barriers to securing adequate housing and legal services in Massachusetts remain a pressing problem, particularly for the refugee community.

The final hour of the refugee roundtable discussion was dedicated to brainstorming actionable steps that participants can collectively take in addressing the obstacles to housing and legal services in our state.

## FRAMING OUR WORK AND ADVOCACY: FOCUS ON DISPARATE TREATMENT

As discussed in the Housing section, any advocacy efforts or actions taken must acknowledge that real disparities exist in refugee service provision and that discrimination based on country of origin and race are still very present in the resettlement system. While the state funding that was secured in spring 2022 was a major victory for Haitian advocates and will help organizations like IFSI be able to provide needed services to marginalized groups, disparate treatment of Haitian arrivals is present and persists in all realms of resettlement, including employment services and access to health services. Actions and advocacy steps should prioritize voices that have historically been unheard.

### HOLDING A COMMUNITY FORUM ON DISPARATE TREATMENT OF ARRIVING POPULATIONS

Participants of the roundtable were keen to the idea of continuing the discussion of this “nightmare of inequity”.

***Raising the base level of support for all arrivals would be beneficial to both the refugee agencies and community-based groups like IFSI. A continuing conversation would enable community-based organizations and resettlement agencies who might not have an opportunity to be in many spaces together to have a dedicated space to share ideas and resources while actively trying to identify where the inequities in service exist.***

## COLLECTIVE ADVOCACY

### POLICY ADVOCACY

Engaging in collective advocacy efforts played an instrumental role in our discussion. Some ideas proposed included:

- Uplifting the establishment of a more active state refugee commission can be a way to thoroughly enhance collaboration and communication around refugee-related issues.
  - ◊ In Massachusetts, we have a Governor’s Council on Refugees which makes recommendations to executive offices on decisions that might impact refugees. But a more integrated body that is more inclusive of providers who are on the ground would be more valuable in advocating for the policies that are truly needed. There might be an opportunity with a change in state administration to shape this body.
- Holding an advocacy day to educate policymakers
- Holding a legislative briefing that could be tied to a specific bill or future funding initiative
- Specific to housing, incentives and tax breaks for realtors (and related stakeholders) was a frequent theme in the roundtable discussion. Going forward, creation of a comprehensive list of incentives that have been used in communities across the country would be a helpful tool to learn about effective incentives and inspire action that can be taken in Massachusetts.

### BUDGET ADVOCACY

The supplemental state funding has made an incredible difference in helping rebuild resettlement agency operations post-Trump and post-COVID. They have been able to restore capacity, expand programs, and properly compensate employees who work tirelessly to ensure the safety and well-being of clients.

- Conducting budget advocacy, specifically lobbying for a permanent line item in the state budget to support refugee populations, would ensure that these efforts can be sustained.
- As we continue to stress the importance of lifting up historically underfunded communities, we should think carefully about the language of budget asks. Funding this past session designated dollars toward specific groups (Afghan, Haitian, and Ukrainian migrants and refugees). Language that is more inclusive, like the recent \$10 million dollars for Ukrainians and other populations, ensures that funds are not shutting out any one refugee group.

## CONTINUED COLLABORATION AND PARTNERSHIPS

Continued collaboration and partnerships with various individuals and organizations (e.g. faith-based partnerships, community-based partnerships, and municipal partnerships) can help expand and strengthen access to housing and legal services in Massachusetts.

Specific to housing, partnering with community members, chambers of commerce, faith-based organizations have yielded better results.

## CREATION OF SHARED TOOLS AND RESOURCES

- The creation of shared tools and resources can help alleviate some of the administrative difficulties of accessing services. Creating a list of all available housing in Massachusetts would allow organizations to dedicate their time and resources to other aspects of housing-related issues. A toolkit could also contain information on volunteer management, proposed bills or legislation in Massachusetts and other states, and best practices for engaging stakeholders and funders that make collaborative initiatives possible. Shared tools and resources can also help with cultural and language barriers.
- Also stressed at the roundtable was the importance of high quality interpretation services. Community or lay interpreters might not be well-trained in neutrality and professionalism so it is important to be conscientious about who is interpreting; having ethical language access resources is paramount. Skilled interpreters are also very attuned to community issues and can, for example, identify issues impacting specific communities.

## ONGOING LEARNING OF SOCIALLY INNOVATIVE APPROACHES AND MODEL REPLICATION

- Learning from other crises and challenges could provide insight into approaches; tactics could be applied to challenges in housing and legal services.
- Researching approaches to housing from other communities across the U.S. and internationally
  - ◊ Organizations at the southern border have utilized short-term volunteers effectively and created training programs that are quick to teach so volunteers can be useful more quickly. It is possible that a similar quick turnaround approach could help shore up well-trained volunteers for assistance with legal services.

## Appendix A: List of Participants

### MIRA COALITION REFUGEE ROUNDTABLE, JUNE 15, 2022

<b>Aimee Mitchell</b>	Ascentria Care Alliance	Refugee resettlement agency
<b>Alexandra Weber</b>	International Institute of New England (IINE)	Refugee resettlement agency
<b>Amy Grunder</b>	Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)	Statewide immigrant advocacy organization
<b>Deirdre Giblin</b>	Mass. Law Reform Institute (MLRI)	Law and policy center
<b>Eric Shupin</b>	Citizens' Housing and Planning Association (CHAPA)	Non-profit organization for affordable housing and community development
<b>FayeRuth Fisher</b>	Jewish Community Relations Council (JCRC)	Faith-based advocacy organization
<b>Freddy Soza</b>	Jewish Vocational Services (JVS)	Employment and workforce development organization
<b>Geralde Gabeau</b>	Immigrant Family Services Institute (IFSI)	Community-based organization providing direct services and support to immigrants and refugees
<b>Jeff Kinney</b>	Ascentria Care Alliance	Refugee resettlement agency
<b>Jessica Chicco</b>	Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)	Statewide advocacy organization
<b>Jessica Cirone</b>	International Institute of New England (IINE), Boston	Refugee resettlement agency
<b>Kate Worrall</b>	Charles Group Consulting	Government affairs consulting firm
<b>Katherine Pingeton</b>	Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)	Statewide advocacy organization
<b>Kathryn Buckley-Brawner</b>	Catholic Charities Springfield	Refugee resettlement agency
<b>Lino Covarrubias</b>	Jewish Family Services Metro West (JFSMW)	Refugee resettlement agency
<b>Liz Sweet</b>	Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)	Statewide advocacy organization
<b>Lucia Panichella</b>	Jewish Family Services Metro West (JFSMW)	Refugee resettlement agency
<b>Margalit Tepper</b>	Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)	Statewide advocacy organization
<b>Mariam Gas</b>	Refugee and Immigrant Assistance Center (RIAC)	Refugee resettlement agency
<b>Marjean Perhot</b>	Catholic Charities of Boston (CCAB)	Refugee resettlement agency
<b>Marwa Alnaal</b>	Ascentria Care Alliance	Refugee resettlement agency
<b>Massara Almafrachi</b>	Jewish Family Services of Western Mass.	Refugee resettlement agency
<b>Meg Gallo</b>	Refugee and Immigrant Assistance Center (RIAC)	Refugee resettlement agency

<b>Natasha Soolkin</b>	New American Association of Mass (NAA)	Community-based organization providing direct services and support to immigrants and refugees
<b>Sadia Fadil</b>	Refugee and Immigrant Assistance Center (RIAC)	Refugee resettlement agency
<b>Sarang Sekhavat</b>	Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)	Statewide advocacy organization
<b>Sonya Taly</b>	Ascentria Care Alliance	Refugee resettlement agency
<b>Urszula Wolanska-Fettes</b>	Catholic Charities of Springfield	Refugee resettlement agency

### APPENDIX B: HOUSING SOLUTIONS JAMBOARD

