



**TROY CITY COUNCIL
AND
GLOBAL TROY ADVISORY
COMMITTEE**

**SPECIAL JOINT MEETING
AGENDA**

**MARCH 10, 2021
CONVENING AT 6:00 P.M.**

PERMITTED BY COUNCIL RESOLUTION #2021-01-012

**Submitted By
The City Manager**

NOTICE: Persons with disabilities needing accommodations for effective participation in this meeting should contact the City Clerk at (248) 524-3316 or via e-mail at clerk@troymi.gov at least two working days in advance of the meeting. An attempt will be made to make reasonable accommodations.



500 West Big Beaver
Troy, MI 48084
troymi.gov

The Honorable Mayor and City Council Members

City of Troy
500 West Big Beaver
Troy, MI 48084

Dear Mayor and City Council Members:

In this packet, you will find the agenda for the City Council meeting. To help facilitate an informed discussion, the packet provides you with agenda items and additional details. The packet also contains recommended courses of action for your consideration and seeks to aid you in adopting sound policy decisions for the City of Troy.

This comprehensive agenda has been put together through the collaborative efforts of management and staff members. We have made all attempts to obtain accurate supporting information. It is the result of many meetings and much deliberation, and I would like to thank the staff for their efforts.

If you need any further information, staff is always available to provide more information and answer questions that may arise. You can contact me at CityManager@troymi.gov or 248.524.3330 with questions.

Respectfully,

Mark F. Miller,
City Manager



Troy City Council Code of Ethics

1. The Troy City Council shall:

- Respect the confidentiality of privileged information;
- Recognize that an individual council member has no authority to speak or act for Council;
- Work with other council members to establish effective policies;
- Delegate authority for the running of the City to the administrative staff;
- Encourage the free expression of opinion by all council members;
- Seek systematic communications between council, administrative staff, and all elements of the community;
- Render all decisions in a fair and impartial manner, based on the available facts and independent judgment rather than succumbing to the influence of individuals or special interest groups;
- Make every effort to attend all meetings;
- Become informed concerning the issues to be considered at each meeting;
- Avoid actual or apparent conflicts of interest, and make appropriate disclosures;
- Refrain from using this position for personal benefit, nor for the benefit of family members or business associates;
- Use the same care and caution when using electronic media as would be exercised when speaking face-to-face or through written memorandum;
- Avoid use of derogatory or denigrating language;
- Treat all people fairly and with dignity and respect;
- Abstain from harassing or discriminatory behavior of any kind;
- Participate in annual ethics training provided by City Administration or a qualified outside contractor.
- Avoid any situation that could undermine public confidence, and neither solicit nor accept gifts offered for any official actions. There may be times when unsolicited items of a trivial value (less than \$25) are provided to City Council members in connection with marketing of new businesses or economic development and organizations, and such items can be retained as long as the aggregate value of gifts per year does not exceed \$250. City Council members shall annually submit a report of all unsolicited items received to the Troy City Clerk as part of the mandatory disclosure statements. City Council members and/or their significant others can accept invitations for ribbon cutting/grand openings and other ceremonial or celebratory events where food and/or beverages will be consumed.
- Adhere to the following tenets in the ICMA Code of Ethics (revised June 2020):
 - Affirm the dignity and worth of local government services and maintain a deep sense of social responsibility as a trusted public servant. (Tenet 2)
 - Demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships in order to merit the trust and respect of elected and appointed officials, employees, and the public. (Tenet 3)
 - Serve the best interest of the people. (Tenet 4)

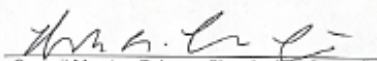
2. Any City Council member may detail a suspected violation of this Code of Ethics by another City Council member, and forward this to the Troy City Council for action. The accused City Councilmember shall have an opportunity to respond to the allegations. If after considering all of the information, the Troy City Council determines that there was a violation of this Code of Ethics, then City Council may censure the offending City Council member, or take any other action that is allowed under the law, including but not limited to a request for a criminal misconduct investigation.


Signed this 9th day of February, 2021.



Mayor Ethan D. Baker


Council Member Edna Abraham


Mayor Pro Tem Theresa Brooks


Council Member Rebecca Chamberlain-Creanga


Council Member Ann Erickson Gault


Council Member David Hamilton


Council Member Ellen Hodorek



**CITY COUNCIL AND
GLOBAL TROY ADVISORY COMMITTEE
SPECIAL JOINT MEETING AGENDA**

March 10, 2021 – 6:00 PM

View the Meeting Live at

www.troymi.gov/currentagenda

<u>A.</u>	<u>CALL TO ORDER:</u>	<u>1</u>
<u>B.</u>	<u>ROLL CALL:</u>	<u>1</u>
<u>C.</u>	<u>PUBLIC COMMENT:</u>	<u>1</u>
<u>D.</u>	<u>BUSINESS STATED IN THE SPECIAL MEETING NOTICE:</u>	<u>1</u>
D-1	Troy City Council and Global Troy Advisory Committee Joint Study Session	1
<u>E.</u>	<u>OTHER BUSINESS:</u>	<u>1</u>
<u>F.</u>	<u>ADJOURNMENT:</u>	<u>2</u>
<u>2021 SCHEDULED SPECIAL CITY COUNCIL MEETINGS:</u>		<u>3</u>
March 24, 2021 Personnel Evaluations		3
April 19, 2021 Budget Discussions		3
April 22, 2021 Budget Discussions		3
<u>2021 SCHEDULED REGULAR CITY COUNCIL MEETINGS:</u>		<u>3</u>
March 22, 2021 Regular Meeting		3
April 12, 2021 Regular Meeting		3
April 26, 2021 Regular Meeting		3
May 10, 2021 Regular Meeting.....		3
May 24, 2021 Regular Meeting.....		3
June 14, 2021 Regular Meeting.....		3
June 28, 2021 Regular Meeting.....		3
July 12, 2021 Regular Meeting		3
July 26, 2021 Regular Meeting		3
August 9, 2021 Regular Meeting		3
August 30, 2021 Regular Meeting		3
September 13, 2021 Regular Meeting		3
September 27, 2021 Regular Meeting		3
October 11, 2021 Regular Meeting.....		3

October 25, 2021	Regular Meeting.....	3
November 8, 2021	Regular Meeting.....	3
November 22, 2021	Regular Meeting.....	3
December 6, 2021	Regular Meeting.....	3
December 13, 2021	Regular Meeting.....	3

A. CALL TO ORDER:**B. ROLL CALL:**

(a)

<u>City Council</u>	<u>Global Troy Advisory Committee</u>
Mayor Ethan Baker	Lisa Bica-Grodsky
Edna Abraham	MiVida Burrus
Mayor Pro Tem Theresa Brooks	Awni Fakhoury
Rebecca Chamberlain-Creangă	Kaitlyn Hao
Ann Erickson Gault	Allison Liu
David Hamilton	Syeda Mohideen
Ellen Hodorek	Daniela Natcheva
	Carolina Samantha Noguez-Ortiz
	Suneel Sekhri
	Arjun Tholapakalli
	Yudong Zhou

(b) Absent Council Members:

Suggested Resolution

Resolution #2021-03-

Moved by

Seconded by

RESOLVED, That Troy City Council hereby **EXCUSES** the absence of _____ at the Special Joint Meeting between City Council and the Global Troy Advisory Committee on Wednesday, March 10, 2021 due to _____.

Yes:

No:

C. PUBLIC COMMENT:**D. BUSINESS STATED IN THE SPECIAL MEETING NOTICE:****D-1 Troy City Council and Global Troy Advisory Committee Joint Study Session****E. OTHER BUSINESS:**

F. ADJOURNMENT:

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Mark F. Miller", with a long horizontal flourish extending to the right.

Mark F. Miller
City Manager

2021 SCHEDULED SPECIAL CITY COUNCIL MEETINGS:

March 24, 2021 Personnel Evaluations
April 19, 2021 Budget Discussions
April 22, 2021 Budget Discussions

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December 6, 2021 Regular Meeting
December 13, 2021 Regular Meeting

City Council and Global Troy Advisory Committee

Joint Meeting | March 10, 2021

Agenda

- Introductions
- Establishment of Global Troy
- Recent Global Troy Programs
- Welcoming America
- Goal Review and Recommendations Project
- Discussion
- Next Steps



Introductions

City Council

- Ethan Baker, Mayor
- Theresa Brooks, Mayor Pro Tem
- Edna Abraham
- Rebecca Chamberlain-Creangă
- Ann Erickson Gault
- David Hamilton
- Ellen Hodorek

City Staff

- Mark Miller, City Manager
- Bob Bruner, Assistant City Manager
- Sarah Ames,
Assistant to the City Manager

Introductions

Global Troy

- Lisa Bica-Grodsky
- Mivida Burrus
- Awni Fakhoury
- Kaitlyn Hao
- Allison Liu
- Syeda Mohideen
- Daniela Natcheva
- Carolina Samantha Noguez-Ortiz
- Suneel Sekhri
- Arjun Tholakapalli
- Yudong Zhou

Establishment of Global Troy

- April 4, 2016 Resolution #2016-04-060
- Global Troy SHALL BE ADVISORY to the City Council and City Administration, assisting with the promotion of cultural diversity and inclusion and enhancing community connections
- 11 members
 - One City Council member, whose term shall coincide with the City Council term
 - Ten members serving staggered three-year terms

Recent Global Troy Programs

- 2021 International Women's Day Nominations and Video Compilation
- 2021 Black History Month
- 2020 Winter Holiday Traditions Presentation
- 2019 Troy Family Daze



Welcoming America Membership

- Membership was re- activated in December 2020.
- Membership provides access to:
 - Webinars
 - Member Forum
 - Language Access Coaching
 - Midwest Regional Manager




**WELCOMING
AMERICA**

Welcoming America Membership

Visit welcomingamerica.org/learn/resources; scroll down to “Find Resources”

WELCOMING AMERICA



ABOUTPROGRAMSENGAGELEARNLOGIN

GIVE MONTHLYDONATE

FIND RESOURCES


TYPE

TOPIC

KEYWORD

APPLY

RESET



Establishing and Maintaining Inclusive Emergency Management with Immigrant and Refugee Populations

The Establishing and Maintaining Inclusive Emergency Management with Immigrant and Refugee Populations Checklist is designed to help strengthen existing emergency preparedness plans by ensuring immigrants and refugees are part of any emergency response.

DOWNLOAD

Goal Review and Recommendations Project

GOAL 1

Improve City's communication of important information to the community and the engagement of the community with the City.

GOAL 2

Develop a plan to further incorporate diversity, equity and inclusion in the City's values and day-to-day operations.

RECOMMENDATIONS PROJECT

City staff is working with GovHR to complete the project before the fiscal year 2021-2022 budget is presented so recommendations may be funded in the coming fiscal year.

Discussion

- What are City Council's expectations of Global Troy?
- What are Global Troy's expectations?
- What, if any, new responsibilities should Global Troy take on?

Next Steps



I-3 No Closed Session Requested

I-4 Establishment of the Global Troy Advisory Committee (Introduced by: Eleanor Yoon, Management Assistant)

Resolution #2016-04-060

Moved by Pennington

Seconded by Abraham

WHEREAS, The City Council adopted celebrating diversity as one of the top ten strategies for the City government on March 9, 2015, and reaffirmed this commitment by incorporating the launch of the Global Troy Advisory Committee as a top ten strategy for 2016; and,

WHEREAS, The Mayor and City Council has identified the creation of an inclusive community and strengthening community connections among diverse Troy residents as a priority; and,

WHEREAS, The Troy City Council desires to increase the City of Troy's cultural competence through cultural knowledge, awareness and sensitivity, and believes that the creation of an advisory committee will assist in that endeavor;

THEREFORE, BE IT RESOLVED, That Troy City Council **APPROVES** the establishment of the Global Troy Advisory Committee (Global Troy).

BE IT FURTHER RESOLVED, That Global Troy **SHALL BE ADVISORY** to the City Council and City Administration, assisting with the promotion of cultural diversity and inclusion and enhancing community connections.

BE IT FINALLY RESOLVED, That the Mayor with City Council approval **SHALL INITIALLY APPOINT** 11 members to Global Troy, in accordance with Chapter 6 of the City of Troy Charter. For the initial appointment, there shall be one City Council member, whose term shall coincide with the City Council term, and four members serving a three year term, three members serving a two year term, and three members serving a one year term, so that the terms will be staggered. Except for the City Council member, all subsequent appointments to the Committee shall be for three year terms, and each member shall be eligible for re-appointment. All Global Troy members shall serve without compensation, and shall meet on an as needed basis to address specific referrals from City Council or City Administration, as well as independent initiatives.

Yes: Pennington, Slater, Abraham, Campbell, Henderson, Hodorek

No: None

Absent: Baker

MOTION CARRIED

I-5 Application to De-List 3645 Crooks Road (Introduced by: Brent Savidant, Planning Director)

**BYLAWS AND RULES OF PROCEDURE
CITY OF TROY
GLOBAL TROY ADVISORY COMMITTEE**

ARTICLE I: Establishment, Objectives, and Mission.

- Section 1. **Name and Establishment.** The City of Troy Global Troy Advisory Committee (the "GTAC") was established by a resolution of the Troy City Council on April 4, 2016 (#2016-04-060), and amended on May 9, 2016 (#2016-05-089), and on September 19, 2016 (2016-09-160).
- Section 2. **Address.** The address of the Committee shall be known as:
CITY OF TROY GLOBAL TROY ADVISORY COMMITTEE
500 W. BIG BEAVER ROAD
TROY MI 48084-5285
- Section 3. **Objectives.** Troy City Council established the fourteen member GTAC as an advisory body to the Troy City Council and Troy City Administration. It was created to increase the City of Troy's cultural competence through cultural knowledge, awareness and sensitivity. The GTAC also assists with the promotion of cultural diversity and inclusion and enhances community connections.
- Section 4. **Mission.** GTAC shall work towards achieving cultural competence and promoting cultural diversity and inclusion in the City of Troy government, community, civic engagement, public safety, education, and economic development.

ARTICLE II: Committee Structure

- Section 1. **General Powers.** GTAC is an advisory body, which makes recommendations to the Troy City Council and/or Troy City Administration. GTAC members also partner with other organizations to plan and implement culturally diverse activities.
- Section 2. **Committee Composition.** GTAC is comprised of one City Council member (appointed for the length of the Council member's term), eleven regular members and two nonvoting Student Representatives (serving one year terms). All appointments are made by the Mayor, with the approval of the Troy City Council members. The regular members serve three year terms. All members must be Troy residents.
- Section 3. **Resignation, Replacement and Vacancies.** A GTAC member shall resign when no longer eligible. A GTAC member can also resign for any other reason by delivering a written resignation notice to the Troy City Clerk. Any GTAC vacancy shall be filled in the same manner as the original appointment, and shall serve for the remaining term, but members

shall continue to hold office until his/her successor has been appointed by the Troy City Council. Members may be reappointed by the Troy City Council to serve additional terms.

Section 4. **Removal.** A Member may be removed from office for neglect of duty, misconduct or malfeasance through a resolution of a majority of the Troy City Council. Prior to such a resolution, the member shall be provided with written notice of the intended removal and its particulars.

Section 5. **Conflict of Interest.** A Member who has a direct interest in any matter before the GTAC shall disclose his/her interest at the outset, prior to any discussion of the matter, and that disclosure shall become a part of the record of the official proceedings. If the remaining GTAC members determine that a member has a conflict of interest, the interested member shall absent himself or herself from the meeting, and shall refrain from any additional discussion or participation relating to the matter.

Section 6. **Meetings.** At the first meeting of the calendar year, the GTAC shall approve a regular meeting schedule for the year. GTAC can also schedule special meetings, provided that there is compliance with the Open Meetings Act, (Act No. 267 of the Public Acts of 1976).

Section 7. **The Order of Business.**

A. Regular Meetings

The order of business for a Regular Meeting shall be:

1. Call to order by Chairperson or Vice-Chairperson.
2. Roll Call.
3. Consent Agenda/Approval of Minutes
4. Regular business.
5. Other business.
6. Public Comment.
7. Adjournment.

B. Chairperson's Discretion

Due to extenuating circumstances, the Chairperson is vested with the discretion to change the order of business if he or she deems it advisable.

Section 8. **Quorum.** A majority of the total GTAC members constitutes a quorum for the transaction of business at any meeting. If less than a majority of members are present at a meeting, a majority of the members present may adjourn the meeting without further notice.

Section 9. **Amendment of the Bylaws.** A 2/3 vote of the total GTAC membership is required to amend these bylaws.

Section 10. **Sub-Committees.** Through resolution(s) passed by a majority of the membership, GTAC may designate one or more sub-committees. Each sub-committee shall have at least one GTAC member, but alternates may be appointed.

ARTICLE III: Officers

Section 1. **Officers.** GTAC shall select from its own membership a Chairperson and a Vice Chairperson.

Section 2. **City Liaison.** GTAC shall be provided administrative support by a non-voting Staff Liaison, who will be appointed by the Troy City Manager. The City Liaison shall serve as the GTAC Secretary and Treasurer.

Section 3. **Nomination, Election, and Term of Office.** The Chairperson and Vice Chairperson shall be annually elected by the Committee at the first GTAC meeting of the calendar year. The Chairperson and Vice Chairperson can be re-elected, and shall hold office until his/her successor is appointed.

Section 4. **Vacancies.** A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by member election at any meeting of the Committee for the unexpired portion of the term of such office.

Section 5. **Chairperson and Vice Chairperson.** The Chairperson shall preside at all GTAC meetings, and shall have the duties normally conferred by parliamentary usage. The Chairperson shall be able to vote on any matter before the Committee, but shall have no veto power. The Chairperson shall also perform any other assigned duties. The Chairperson, if unavailable, can delegate all or any part of his/her duties to the Vice Chairperson. The Chairperson shall also be an ex-officio member of all standing GTAC sub-committees.

Section 6. **Delegation of Duties of Officers.** In the absence of any officer of the Committee, or for any other reason that the Committee may deem sufficient, the Committee may delegate powers or duties to any other officer, or to any Member, provided a majority of the GTAC membership concurs through a resolution.

ARTICLE IV: Fiscal Year

Section 1. **Fiscal Year.** The fiscal year of the GTAC shall correspond to the fiscal year of the City of Troy.

ARTICLE V: Representation and Indemnification.

Section 1. **Representation and Indemnification.** GTAC members shall be represented and indemnified for any claims or civil actions made against them, in accordance with the same provisions governing elected and appointed officials and employees of the City of Troy.

ARTICLE VI: Miscellaneous

Section 1. **No Compensation.** GTAC members are volunteers, and shall not receive any compensation for their services, but they may be reimbursed expenses consistent with City of Troy policies.

Section 2. **Roberts Rules of Order.** GTAC meetings shall be conducted in accordance with the most recently published version of Roberts Rules of Order.

Section 3. **Non-discrimination Policy.** GTAC will not practice or permit any unlawful discrimination on the basis or sex, age, race, national origin, religion, physical handicap or disability, or any other basis prohibited by law.

I HEREBY CERTIFY that the above Bylaws were adopted the 18th day of February, 2020.



Ethan Baker, Chairperson



Drew Benson, Staff Liaison / Secretary



500 West Big Beaver
Troy, MI 48084
troymi.gov

Memorandum

Date: November 9, 2020

To: Mayor Ethan Baker
Global Troy Advisory Committee

From: Sarah Ames, Assistant to the City Manager

Subject: 2021 Goals for the Global Troy Advisory Committee & Sub-committees

Background

The Global Troy Advisory Committee, in conjunction with City Council and City Administration, desires to increase the City of Troy's cultural competence through cultural knowledge, awareness and sensitivity, and will assist with the promotion of cultural diversity and inclusion and enhancing community connections.

At the meeting on February 18, 2020 the group decided on the goals for GTAC to be discussed at the November 18, 2020 meeting:

2021 GTAC Goals

- International Day.
- Education regarding diversity, equity, and inclusion.
- Re-engaging the Welcoming Michigan initiative.
- Determining specific messaging objectives that the Committee would recommend to the City to promote.

In addition, after discussing this topic with City Management and Troy Public Library, the following idea was also recommended to be considered as a potential goal for the GTAC.

- Evaluate the City sponsored events as it relates to being culturally diverse, equitable in nature, and inclusive of the City's diverse demographics. (Submitted by City Staff)
- Quarterly KYND programming beginning in February 2021 in collaboration with the Troy Public Library. (Submitted by City Staff)
- Re-engaging Welcoming America Initiative education and resources, to increase knowledge and cultural competence. (Submitted by City Staff)

Creation of formal Sub-Committees for Goals



500 West Big Beaver
Troy, MI 48084
troymi.gov

Memorandum

In the past, the Global Troy Advisory Committee has established ad-hoc committees for individual tasks, and overarching goals, as needed. This process was formalized in the newly adopted by-laws, and according to Article II, Section 10:

Section 10. Sub-Committees. Through resolution(s) passed by a majority of the membership, GTAC may designate one or more sub-committees. Each sub-committee shall have at least one GTAC member, but alternates may be appointed.

With this in mind, the Committee is encouraged to consider formally creating formal sub-committee(s) at this time for goals and tasks as adopted by the Committee. As a reminder, sub-committee can be comprised of no more than five (5) non-student members of the GTAC, and can also have individuals who aren't on the GTAC serve as well. Also, you don't necessarily have to be on the sub-committee to help with International Day, this is just the steering committee.

Committee Member Bica-Grotsky has already advocated for an International Day Sub-committee, which has the following volunteers:

International Day Sub-Committee

- Lisa Bica-Grotsky
- Arjun Tholakapalli (student)
- Syeda (Nas) Mohideen
- Yudong (Tom) Zhou
- Cindy Kimett (Non-member)

The Committee may decide that it is satisfied with only this committee for now, or may wish to establish more for other purposes.

Recommendation

It is our recommendation that the GTAC will have a deeper discussion regarding these proposed goals, and take the step of formally adopting a set of goals to guide work throughout the year. Once adopted, these goals can be forwarded to City Council for their information.

In addition, it is our hope that the GTAC will consider the formal establishment of the International Day sub-committee, as well as any other sub-committees you see fit.

WELCOMING NETWORK



JOIN THE GLOBAL MOVEMENT FOR INCLUSIVE AND PROSPEROUS COMMUNITIES

Apply Online

Talk with Us

Access our Network

ABOUT THE WELCOMING NETWORK

The Welcoming Network's membership program offers tools, resources, technical assistance, and a global network to help individuals, nonprofit and government partners transform communities into more welcoming places. Participating members connect with their peers to share good ideas and receive recognition for their efforts in local, national and global settings.



A diverse network of over 200 organizations and growing

Access to coaching and strategy sessions with our expert staff



Exclusive access to timely member resources, webinars, and calls

Opportunities for peer learning and community exchange programs



ABOUT THE WE GLOBAL NETWORK



The Welcoming Economies Global Network, a project of Welcoming America in partnership with Global Detroit, is a regional network of more than twenty initiatives across the Midwest working to tap into the economic development opportunities created by immigrants. Most member organizations come from the WE Global Network's 10-state region: IL, IN, IA, MI, MN, MO, NY, OH, PA and WI.

"I encourage my colleagues in other cities to join the network because it's a great place to learn about, develop, and validate best practice. The more communities we have in the network, the stronger we make our communities."



Diego Abente

Vice President & Director of Microenterprise Development, President of the International Institute Community Development Corporation of St. Louis

JOIN THE NETWORK

WELCOMINGNETWORK.ORG

CONTACT US: membership@welcomingamerica.org


WELCOMING
AMERICA



WELCOMING NETWORK MEMBER BENEFITS GUIDE

MEMBERSHIP DUES

Individual Professionals	\$150
General Membership	\$200-500
Core Membership	\$1,500
Premium Membership	\$2,500

 *WE Global Network membership is available at the general and core level. Both memberships include Welcoming Network membership. Organizations can also mix and match; for example, at the premium dues rate, an organization can be a premium Welcoming Network member and a core WE Global member.*

** Premium members receive highest priority for these opportunities pending level of match with the opportunity.*

	1 Hour	2 Hours	4 Hours	8 Hours
Phone Coaching and Strategy Sessions				
Member-only forum, library, and quarterly newsletter	●	●	●	●
Discounts to conferences and merchandise	●	●	●	●
Participation in optional advocacy campaigns	●	●	●	●
Member rates for Welcoming Institute	●	●	●	●
Access to training and technical assistance opportunities	●	●	●	●
Member-only conference calls, webinars, and talking points	●	●	●	●
Access to Getting Started and Network Branding Toolkit	●	●	●	●
Priority access to Certified Welcoming Scholarship	●	●	●	●
Eligible to serve on Network Leadership Committee	●	●	●	●
Eligible for member spotlights and features on national webinars*	●	●	●	●
Invitations to national/international partner events*	●	●	●	●
Eligible for Community Exchange programs	●	●	●	●
Two free registrations to Network conferences	●	●	●	●
In-depth on-boarding call with Network staff	●	●	●	●
Priority access to training and technical assistance*	●	●	●	●
Eligible for Spark Fellows Program*	●	●	●	●
Priority eligibility to host Network conferences*	●	●	●	●
Premium Welcoming Week Starter Kit	●	●	●	●
Collaborative opportunities such as Core Member Day  Core Only	●	●	●	●
Elect WE Global Steering Committee  Core Only	●	●	●	●

Learn more and join online at welcomingnetwork.org, where you can find a complete list of membership benefits, details on our membership dues, and our membership scholarship program.

WELCOMING NETWORK MEMBERSHIP COMMITMENTS

Welcoming Network Members commit to:

- Follow general membership principles
- Pay dues to support the network
- Host a Welcoming Week event
- Participate in learning opportunities such as conferences, webinars, workshops, etc.
- Complete the annual State of Welcoming Survey
- Assign at least one main point of contact and a dedicated staff person for welcoming work
- Complete Certified Welcoming Self-Assessment (Core and Premium members)
- Pass a Welcoming Resolution (Core and Premium Government members)

ABOUT WELCOMING AMERICA

A non-profit, non-partisan organization, Welcoming America is proud to support the many diverse communities and partners who are leading efforts to make their communities more vibrant places for all. Welcoming America provides the roadmap and support that communities need to become more inclusive toward immigrants and all residents.

JOIN THE NETWORK
WELCOMINGNETWORK.ORG

CONTACT US: membership@welcomingamerica.org

WELCOMING AMERICA 

WELCOMING NETWORK

FREQUENTLY ASKED QUESTIONS

WHAT IS THE WELCOMING NETWORK?

The Welcoming Network's membership program offers tools, resources, technical assistance, and a global network to help individuals, nonprofit and government partners transform communities into more welcoming places. Participating members connect with their peers to share good ideas and receive recognition for their efforts in local, national and global settings.



WHAT IS WELCOMING AMERICA?

A non-profit, non-partisan organization, Welcoming America is proud to support the many diverse communities and partners who are leading efforts to make their communities more vibrant places for all. Welcoming America provides the roadmap and support that communities need to become more inclusive toward immigrants and all residents.

WHERE DOES WELCOMING AMERICA WORK?

Through an array of programs and initiatives, including our Welcoming Network, Welcoming America helps local governments and nonprofit organizations build a welcoming infrastructure in more than 500 communities across the United States, and around the world.

WHAT DOES IT MEAN TO BE A MEMBER OF THE NETWORK AND WHO CAN JOIN?

Governments, nonprofits, and individual professionals working in immigrant inclusion are eligible to join the Welcoming Network. Members commit to advancing and institutionalizing welcoming efforts in their community, and they receive benefits including training, resources, networking, and leveraged funding.

WHAT IS THE WELCOMING ECONOMIES GLOBAL NETWORK?

The Welcoming Economies Global Network, a project of Welcoming America in partnership with Global Detroit, is a regional network of more than twenty initiatives from across the Rust Belt working to tap into the economic development opportunities created by immigrants. The WE Network strengthens the work, maximizes the impact, and sustains the efforts of these inclusive economic development initiatives. Learn more about the WE Network by visiting www.weglobalnetwork.org.

AS AN INDIVIDUAL CAN I JOIN THE WELCOMING NETWORK?

Yes! Individuals working in the immigrant inclusion field can join the Welcoming Network. This is a feature of our network that was launched in 2019 in response to a growing number of requests for support from individuals seeking to engage with the movement but working in organizations unable or ineligible to participate in the Welcoming Network. To join as an individual, members must commit to the values and vision of a welcoming community. Through the Welcoming Network, individuals can access tools and support to help them in their day-to-day immigrant inclusion work, and also help them catalyze their local organizations to join the Welcoming Network and increase their impact in their community.

LAST REVISED: 11/20/18

HOW DO I JOIN THE WELCOMING ECONOMIES GLOBAL NETWORK?

The WE Network invites local governments and nonprofits that welcome, retain, and empower immigrant communities in Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, New York, Ohio, Pennsylvania, and Wisconsin to apply. Core member applications must demonstrate that organizations are leading in two or more areas of inclusive economic development work.

Organizations can join the WE Network at one level and the Welcoming Network at another. For example, at the premium dues rate, an organization can be a Welcoming Network premium member and a WE Network core member. WE Network membership is available at the general and core level only.

HOW MUCH DOES IT COST TO JOIN THE NETWORK?

The Welcoming Network has four levels reflecting specific benefits, with dues ranging from \$150 at the individual member level to \$2500 at the premium member level. As an organization that operates with a diversity and equity lens, we have built in a sliding scale and a robust scholarship program to help ensure that communities are able to access membership regardless of their ability to pay membership dues. We know fiscal calendars and internal processes vary from member to member, and staff will work with members to find solutions to barriers organizations may face when joining or renewing their membership. Full details on dues and our scholarship program can be found at www.welcomingnetwork.org.

WHAT IS THE WELCOMING INSTITUTE?

Beyond membership, Welcoming America offers customized trainings and coaching packages to advance your work. See www.welcominginstitute.org and contact us at info@welcomingamerica.org to discuss your training and coaching needs.

WHAT IS CERTIFIED WELCOMING?

Welcoming America's Certified Welcoming program provides an avenue for measuring, promoting, guiding, and validating your community's welcoming efforts. Through the Certified Welcoming process communities go through a formal evaluation of current work to identify local strengths and set a roadmap for areas of growth. Program participants complete a self-evaluation, participate in a multi-day inperson site visit, and receive an extensive written assessment of current work including local highlights and next steps. Those that work to meet the Welcoming Standard also receive the designation of Certified Welcoming. Past participants have used the program to strengthen current programming, bring on new partners, validate work, and attract businesses and new residents. Members may apply their annual membership dues to the Certified Welcoming fee. Visit www.certifiedwelcoming.org for more information.

WHAT DOES MY ORGANIZATION COMMIT TO DOING AS A MEMBER OF THE NETWORK?

By joining the Welcoming Network your primary commitment is to actively build a more inclusive community through the work of your organization. This means engaging partners, implementing programs, and communicating values. As part of that larger commitment to the work, Welcoming America asks members to pay dues to support the network, host an annual Welcoming Week event, participate in learning opportunities such as conferences, webinars, and workshops, complete the annual State of Welcoming survey, and assign at least one main point of contact and dedicated staff person for welcoming work. If your organization is joining as a core or premium member, you will be asked to complete a self-assessment when you join. If your organization is a local government, you will also commit to passing a Welcoming Resolution. Learn more about commitments and benefits of joining our Welcoming Network by visiting www.welcomingnetwork.org.

For a complete list of our most frequently asked questions, visit www.welcomingnetwork.org.

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