

Priority: Develop opportunities for immigrants to become part of the civic life of the community, from becoming a citizen to serving as a community leader or engaging with local organizations and institutions. Support and develop strong ethnic community organizations.

| | Action Step | Potential Partners | Short (6 – 12 mos) Mid (1 – 2 yrs) Long (3 – 5 yrs) |
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| Increase Supports for Obtaining Citizenship | | | |
| 1. | Support US Citizenship and Immigration Services (USCIS) in outreach to service providers and healthcare providers in providing education on applying for the citizenship test waiver due to disability and on the proper use/application of waiver forms by healthcare providers. | USCIS, DHS I&I | Short |
| 2. | Convene joint sessions with USCIS and immigrant-serving community organizations to provide training on the disability waiver and jointly develop a plan to reach the health professionals who ultimately can sign the waivers. | USCIS, DHS I&I | Short |
| 3. | Identify user-friendly information from INS including webinars or print information that the immigrant serving community can share with healthcare providers. | USCIS, DHS I&I | Short |
| 4. | Identify quality content and curricula on civic responsibilities and rights that are relevant to immigrants and appropriate for inclusion in ESL classes. | Allegheny Co. Bar Foundation, GPLC | Short |
| 5. | Identify community partners teaching citizenship and ESL classes such as ethnic associations, faith-based organizations, and library branches and secure commitments from them to incorporate education on civic responsibilities and rights into these classes. | GPLC, Allegheny County Bar Foundation | Mid |
| 6. | Approach university partners to develop a student ambassador or volunteer program through existing student groups such as Keep it Real and Forge to help older immigrants prepare for the citizenship test. | Local university student affairs offices | Mid |
| 7. | Develop resources for out-of-status immigrants and those in need of legal services by recruiting individual lawyers and organizations willing to provide low-cost and/or pro bono services. | Allegheny County Bar Association | Mid |
| 8. | Expand the number of Board of Immigration Appeals–certified individuals and supervisors by having supporting agencies collaborate in seeking funding to build capacity. | AJAPO, Friends of Farm Workers, JFCS Legal Services | Mid |
| 9. | Engage the League of Women Voters to provide outreach and education to new citizens through ethnic communities and libraries. | League of Women Voters, kALA, ethnic communities | Short |
| 10. | Explore CLP and Welcoming Pittsburgh plans for USCIS public library “Citizenship Corners, including specialized resources and staff training and implement through the ACLA network of county libraries. | Carnegie Library of Pittsburgh (CLP) Welcoming Pittsburgh, USCIS, ACLA | Long |

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| Create Opportunities for Leadership Development and Engagement with Local Organizations | | |
| 1. Encourage leadership development groups such as Leadership Pittsburgh and NeighborWorks to increase outreach to potential participants from the immigrant community. | DHS I&I Advisory Council and other immigrant -serving organizations | Mid |
| 2. Scan immigrant communities regarding their specific needs for leadership development and develop programming tailored to those needs. | The People Group, Leadership Pittsburgh, Bayer Center and other leadership organizations | Short |
| 3. Identify leaders from immigrant communities who have exceptional leadership potential and promote their awareness of and participation in existing leadership programs. | DHS I&I Advisory Council and immigrant community groups | Mid |
| Support and Develop Strong Ethnic Community Organizations | | |
| 4. Complete a scan of ethnic community organizations to identify and prioritize their needs for capacity building. | DHS I&I Advisory Council and The Forbes Fund | Short |
| 5. Connect ethnic community organizations to available capacity-building services. | I&I Advisory Council, Forbes Fund, Bayer Center for Nonprofit Management, GSPIA Nonprofit Clinic, PSCE, Greater Pgh Nonprofit Partnership, etc. | Mid |
| 6. Promote the use of shared services among various ethnic organizations. | The Forbes Fund | Mid |
| 7. Pair ethnic community organization leaders with experienced nonprofit leaders and mentors. | I&I Advisory Council and The Forbes Fund | Mid |
| 8. Provide grassroots training to community groups on policy advocacy and promote cross-group advocacy efforts. | Neighborhood Allies, NeighborWorks, or PCRG | Mid |
| 9. Explore the feasibility of developing spaces that ethnic community organizations can share with other needed service providers such as GPLC. | Ethnic community organizations, immigrant service providers | Mid/Long |

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| Support Social integration, Cultural Understanding, and Acceptance Between I&I Communities and Established, Local Communities | | |
| 10. Engage the Greater Pgh Arts Council (GPAC) and its member cultural organizations to work with ethnic communities in creating outreach to immigrant communities and more culturally specific programming. | GPAC | Mid |
| 11. Work with libraries to encourage programming that engages both immigrant and longer standing resident communities in sharing stories, language skills, food, music and other cultural features. | Allegheny County Library Association (ACLA) | Short |
| 12. Promote best practices for inclusion of immigrant youth in out-of-school programming by featuring the most successful programs at conferences for out of school program providers. | Allegheny Partners for Out-of-School time (APOST) | Mid |
| 13. Work with APOST to develop more out of school programming that build relationships between immigrant and local youth. | APOST | Mid |
| 14. Develop volunteer training programs in order to recruit and engage I&I volunteers to participate in and facilitate bilingual story time and other cultural and language programs at community libraries. | CLP, ACLA | Short |

| Develop Welcoming Points of Access for I&I Residents | | |
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| 15. Explore the feasibility of creating a centralized online site of information and resources for the immigrants for both immigrant and general community. | Steering Committee Central coordination entity | Medium |
| 16. Explore the feasibility of creating a central location or “Welcoming Point of Access” where I&I residents can access information, assistance and services. | Steering Committee Central coordination entity | Mid |
| 17. Define the essential features required to become a satellite “welcoming point of access” and disseminate this widely among community organizations to encourage expansion of their services to meet this need. | Steering Committee Central coordination entity | Long |
| 18. Engage organizations, such as Vibrant Pittsburgh, in creating a welcoming ambassador program in which immigrants and refugees who are already integrated help newer I&I residents to navigate systems. | Vibrant Pittsburgh Central coordination entity | Mid |