

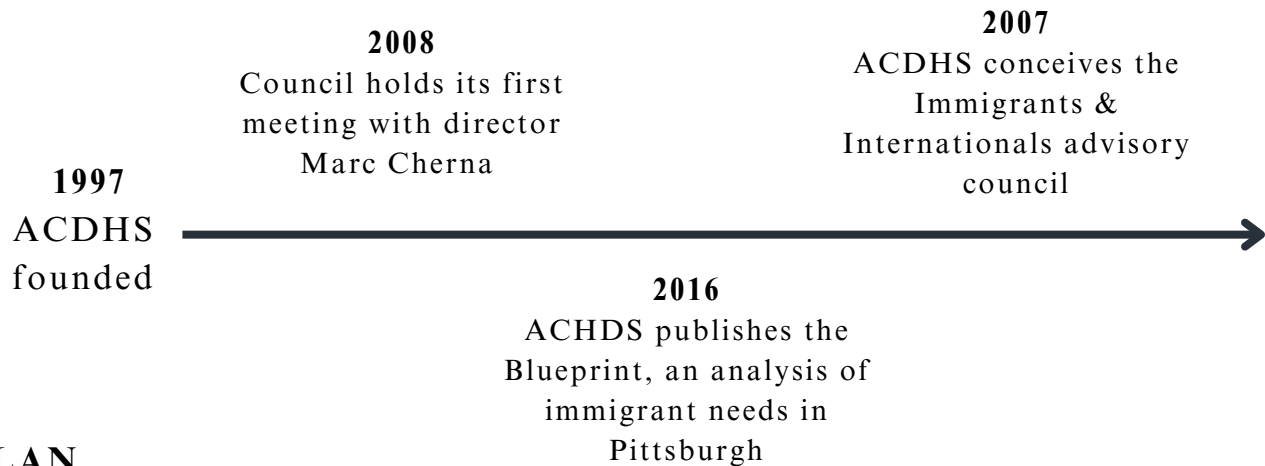
# Building DHS' Capacity to Serve Immigrants & Internationals



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## THE HISTORY

The following timeline presents a shortened history of DHS' work with immigrants & internationals.




## THE PLAN

The following graphic presents the suggested plan for building DHS' capacity to work with immigrants & internationals




### Increasing Staff Awareness

- Per the 2016 Allegheny Blueprint analysis on immigrants in Pittsburgh, education focus areas will include:
  - Language access
  - Health & well-being
  - Education
  - Economic development
  - Family support
  - Civic engagement
- Resources will center the lived experiences/expertise of the immigrants and internationals community.



### Stakeholder Relationship Building

- Fostering relationship building and understanding between all stakeholders is an important aspect of acculturation. Staff will have the opportunity to participate in opportunities such as:
  - Speaker panels
  - Culture spotlights
  - Collaborative art
  - Resource groups



### Designing for Inclusivity

- As staff engage in education awareness and relationship building, they'll have the opportunity to reflect and discuss personal practice.
- Additionally, staff may reflect on their experiences and think about how those lessons align with DHS mission and values. Staff may also consider reflecting on how, policy, and procedures can be made more inclusive.