

FOCUS ON DOCUMENTATION

Director's Message

*In this edition, RefugeeWorks revisits a subject we tackled in the spring of 2002 concerning documentation. In the 2002 newsletter entitled "Identity Crisis," we were responding to the increase in driver's license restrictions following the events of 9/11. Inside this issue, RefugeeWorks explores the driver's license situation today as well as new documentation challenges, particularly those related to Employment Authorization Documents (EADs). Addressing refugees' access to driver's licenses and EADs across the country is critical to assisting their efforts to become self-sufficient. I hope you'll find this issue as educational as it is timely. As refugee arrival numbers continue to rise, RefugeeWorks is committed to providing you with "state-of-the-art" employment services through our publications, workshops, individual consultations, and Employment Training Institutes. During the past few months, we have held Employment Training Institutes in Atlanta and Phoenix, worked with specialized grantees in four states, conducted consultations in Florida and Colorado, as well as providing multi-agency group trainings in Florida, Pennsylvania, North Carolina, Iowa, Virginia, and New York. We also premiered our first training film, *The Way to Work*. We wish you much success in your work and look forward to meeting you in the field. Best Wishes,*

Tom Giossi
Acting Director

NEW EAD ENROUTE

Just when you thought you knew everything about the Employment Authorization Document (EAD)....

In a press release dated May 20, 2004, the U.S. Citizenship and Immigration Services (USCIS) announced that a new version of the EAD, or form I-766, is being designed. The old EADs will soon be replaced with cards that include numerous security features to prevent counterfeiting and fraud.

According to Eduardo Aguirre, director of USCIS, "USCIS is continuously looking for new ways to enhance national security to maintain the integrity of the immigration system." The new card will include a magnetic strip, a two-dimensional barcode, and features that can be used in forensic examination to determine the card's authenticity.

The new EAD also eliminates all references to the former Immigration and

Naturalization Service (INS) and includes only markings that identify it as a Department of Homeland Security (DHS) and USCIS document. On March 1, 2003, USCIS became one of the three former INS components to join DHS. USCIS is charged with fundamentally transforming and improving the delivery of immigration and citizenship services.

The new EAD cards are expected to begin circulation in June 2004. Individuals who already have an EAD do not need to exchange their cards; however, people are reminded to renew their EADs at six months prior to their card's expiration date. At that point, the card will be replaced with the new EAD.

For further questions regarding the new EAD cards, contact your local USCIS office or call the USCIS Customer Service Center at 1-800-375-5283.

EAD QUESTIONS AND ANSWERS

Questions and concerns about the Employment Authorization Documents have been circulating throughout the refugee network. To clear up some of the confusion for providers and clients, RefugeeWorks consulted with Gayle Smith, director of Budget, Policy, and Data Analysis at the U.S. Office of Refugee Resettlement. She provided the following responses to commonly asked questions, as well as directions to resources for more information.

Are refugees required to have an EAD to work in the United States?

No, they are not. Both refugees and asylees are work authorized incident to their status, regardless of whether a refugee or an asylee has applied for or been issued an Employment Authorization Document (EAD). (See ORR State Letter No.00-14 at www.acf.dhhs.gov/programs/orr/policy/sl00-14.htm, and ORR State Letter # 01-09 at www.acf.dhhs.gov/programs/orr/policy/sl01-09.htm.)

On November 10, 2002, legacy INS complied with the requirement contained in Section 309 of the Enhanced Border Security Act to issue EADs to refugees immediately upon their arrival and asylees upon grant of asylum. Refugee arrivals at Ports of Entry (POEs) began receiving EADs from a stand-alone production system. When INS ceased to exist on March 1, 2003, the Department of Homeland Security, Directorate of Border and Transportation Security, Customs and Border Protection (CBP) assumed the function of issuing EADs to refugees arriving at U.S. POEs. Section 309 of the Enhanced

Border Security Act also requires EADs to be issued to asylees upon final grant of asylum. (See the answer below regarding how asylees receive EADs.)



Generally, when and how do refugees obtain the EAD?

CBP inspectors are able to process only 35 refugee passengers per arriving flight for EADs. Newly arriving refugees are issued an EAD by CBP inspectors at their POE.

Recently, there have been some challenges with this system because charter flights of refugees in September 2003 to the JFK POE resulted in over 400 refugees not receiving their EADs due to the processing limitations of CBP inspectors. When the number of refugees arriving at one time is less than 35, everyone receives their EAD. Currently, when the number of refugees arriving is greater than 35, as has been the case recently, refugees who cannot be processed for EADS at the POE are instructed to apply for EADs on their own.

Does the EAD expire? What happens then? How does a refugee renew their EAD?

Currently, the EAD expires after one year; however, refugees and asylees are still eligible to work. As stated previously, a refugee or asylee does not need an EAD to be eligible to work. Six months prior to the expiration date, refugees and asylees are encouraged to apply to renew their EAD with the U S Citizenship and Immigration Services (USCIS). For application instructions, refer to <http://uscis.gov/graphics/howdoi/ead.htm#apply>.

If a refugee forgets to reapply, a refugee may satisfy the Employment Eligibility Requirements by showing his employer a State driver's license (identity proof) and an unrestricted social security card to fulfill the I-9 requirements. Refer to ORR State Letter#01-3 at http://www.acf.dhhs.gov/programs/orr/policy/oscj_lt.htm.

Is there one uniform EAD across the country? What should it look like and what statements are included on it?

No. There are two EADS: the I-688B and the I-766. For information on each EAD format and the information contained on the EAD, refer to ORR State Letter No. 00-17, pages (d) and (e) of the Sample documents, and Chart #4(d)-page11, Chart #4(c)-page 9, Chart #4(b)-page 8, Chart #3-page 6, and Charts #1&2-pages 5-6 for EAD codes (This information does not include the format for the new EADs expected in June).



Are there any other documents that can be substituted for the EAD to verify employability?

Yes. Refer to ORR State Letter#01-30, Frequently Asked Questions or the Office of the Special Counsel for Immigration-Related Unfair Employment Practices website at <http://www.usdoj.gov/crt/osc/htm/facts.htm#list>.

Who can an employer call if they need to verify whether a refugee can work or not?

Employers may call the U.S. Department of Justice Office of Special Counsel for Immigration Related Unfair Employment Practices hotline at 1-800-255-8155.

Can the EAD be used to access any additional services?

No. The EAD is used only to prove work authorization in the United States.

Which agency should refugees contact if they have not received their EAD?

Refugees should contact the U.S. Citizenship and Immigration Services (USCIS). Refugees must have their USCIS receipt to do this. The receipt number is used to check the status online at <https://egov.immigration.gov/graphics/cris/jsps/caseStat.jsp>, or by calling 1-800-375-5283. Both systems are toll free.

Is there a fee for submitting an EAD 1-765 application?

Refugees and asylees should not have to pay an application fee for the first EAD; however, applicants will need to submit a photograph and fingerprints. Fees apply for EAD renewals. Refer to <http://uscis.gov/graphics/formsfee/forms/index.htm>.

After submitting an I-765, how long does it usually take to receive the EAD? Can a refugee work in the meantime?

There is no definite timeline for receipt of an EAD from the DHS Processing Centers. If an applicant does not receive an EAD within 90 days (30 days for asylum applicants), the applicant may request an interim EAD by going to the local USCIS office and bringing proof of identity and any documents that USCIS has sent the applicant about his or her employment authorization application. A refugee or asylee can work without an EAD, provided the I-9 requirements can be satisfied with other documents, such as an unrestricted social security card and a driver's license. Refer to the list of

acceptable I-9 documents at <http://www.usdoj.gov/crt/osc/htm/facts.htm#list>.

Is the EAD application process different for asylees?

Yes. Asylum applicants may request an EAD 150 days from the date they applied for asylum. Persons granted asylum by the Asylum Corps/USCIS should receive an EAD with their asylum approval letter, or receive instructions from USCIS in their asylum approval letter to return to the asylum office for an EAD. Persons granted asylum by an Immigration Judge should take their Immigration Judge Order to the closest DHS District Office and request an EAD.



What is the best contact for questions regarding EADs?

The U.S. Department of Homeland Security, U.S. Citizenship and Immigration Services at <http://uscis.gov/graphics/index.htm>.

EAD CONTACTS

The Bureau of Population, Refugees, and Migration (PRM) recommends the following phone numbers and websites to verify the eligibility of refugees to work in the United States.

Employers: To verify a refugee's eligibility to work, employers may call the U.S. Department of Justice Office of Special Counsel for Immigration Related Unfair Employment Practices (OSC) Employer Hotline at 1-800-255-8155.

Employees or applicants: For refugees experiencing difficulties in securing employment due to documentation, call the OSC Employee Hotline at 1-800-255-7688. Additional information is available on the OSC Website at <http://www.usdoj.gov/crt/osc/index.html>.

To obtain EAD cards after arrivals: If the district office is not able to issue an EAD, refugees should file their EAD application according to the instructions provided on the CIS website at <http://uscis.gov/graphics/formsfee/forms/i-765.htm>.

Update: DRIVER'S LICENSES

In 2002, considerable controversy erupted around driver's licenses and state identity cards in the aftermath of 9/11. Immigrant groups, including refugees and asylees, often found it difficult to access identity cards as states struggled to balance national security concerns with a resident's right to acquire proper documentation. To learn how the situation has evolved over the past two years,

RefugeeWorks contacted Tyler Moran from the National Immigration Law Center (NILC) to discuss the driver's license situation today. NILC has worked diligently with national, state, and local service providers to construct advocacy strategies to effectively respond to the increased restrictions and to protect the rights of refugees and asylees.

When asked if the driver's license situation is in a better or worse state than it was in 2002, Moran was optimistic. "It is

educating policymakers across the country. "The organized campaigns are not just taking place in the traditional immigrant states such as Florida and California, but in non-traditional immigrant states such as Kansas, Idaho, and North Carolina."

The key to a successful campaign is a broad base of support. "When New Mexico passed a law that stated that driver's licenses can be issued to people regardless of their immigration status, the campaign was comprised of unions, law enforcement, immigrant groups, faith-based groups, and the legal community," recalls Moran. A coalition strategy was also successful in Utah where advocates were able to defeat a very restrictive bill; she

attributes the success to the broad-based support that they were able to rally and because of the clear message that the bill would discriminate against legal immigrants.

Despite the successful battles, more advocacy is needed as new restrictive bills that threaten refugees and asylees' access to driver licenses are introduced at both the state and federal levels. While the driver's license subject impacts a wide range of immigrants, Moran explains that some issues particularly affect refugees and asylees. Policies that limit the types of documents that can be used to prove identity or lawful presence have posed a problem for asylees in some states. In her words, "Asylees may not have passports or U.S.-issued documents that states rely on to establish status. States often don't understand that a range of documents may prove a person has been granted asylum status—some examples include a decision from the asylum office, an order from an immigration judge, and a decision of the Board of

"The organized campaigns are not just taking place in the traditional immigrant states such as Florida and California, but in non-traditional immigrant states such as Kansas, Idaho, and North Carolina."

*Tyler Moran
NILC*

better in the sense that fewer restrictive proposals are being introduced, and more and more state advocates are getting organized to defend the restrictive proposals." In her view, the greatest gains have been in defeating restrictive proposals and



Immigration Appeals or a federal judge.”

Another challenge for refugees and asylees relates to policies that require the driver’s license to expire at the same time as the person’s immigration document. Some immigration statuses do not have expiration dates. In addition, an asylum seeker could have an expired visa in his or her passport, but still remain lawfully in the country during asylum processing.

Moran encourages advocates to monitor and address policies in their individual states, as well as follow federal legislation that have driver’s license components. For instance, the Homeland Security and Enforcement Act (HSEA), the Senate version of the CLEAR act

For up-to-date information about drivers license legislation, check out the National Immigration Law Center website at www.nilc.org!

that would compel state and local police officers to enforce federal immigration laws, has a section that would force states to issue driver’s licenses to immigrants (other than lawful permanent residents) only if the license expires at the same time as the individual’s authorization to remain in the U.S expires. As Moran explains, “driver’s licenses issued by states that don’t comply with this new requirement will not be accepted by federal agencies as proof of identification, and states that issue driver’s license to immigrants who

are not in a lawful status will lose highway funding.” These provisions do not recognize that some immigration statuses—such as asylum or refugee status—are granted for an indefinite period.

Moreover, they would preclude issuance of a driver’s license to a person-seeking asylum.

For more information about current driver’s license legislation, check out the National Immigration Law Center’s website at www.nilc.org or contact Tyler Moran at moran@nilc.org. To learn more about implementing local advocacy strategies, refer to the Immigrant Access to State Driver’s Licenses: A Tool Kit for Advocates (see Resource Alert sidebar).

RESOURCE ALERT

IMMIGRANT ACCESS TO DRIVER’S LICENSES: A TOOL KIT FOR ADVOCATES

Are refugees or immigrants in your state finding it difficult to access a driver’s license? It could be the results of nationwide efforts to further restrict immigrants’ access to driver’s licenses.

To help protect the rights of refugees and other immigrant populations in your community, take advantage of the newly published Immigrant Access to Driver’s License: A Tool Kit for Advocates. The tool kit provides valuable advice on advocating effectively on behalf of smart driver’s license policies.

To download your copy, go to:

www.nclr.org/policy/immigration/imm_tool_kit.pdf

The tool kit was prepared by;

American Immigration Lawyers Association
Mexican American Legal Defense and Educational Fund
National Council of La Raza
National Employment Law Project
National Immigration Law Center



RefugeeWorks Premier New Somali Bantu Film



New York State Refugee Coordinator Alexandra Ventura delivers opening remarks at the film premier in Utica, New York.

Popcorn, skittles, and somosas were on hand as RefugeeWorks premiered their new film *The Way to Work: A Job Preparation Guide for the*

Somali Bantu in upstate New York on March 1st and 2nd. The film, produced in both Af-Maay and English versions, helps newly arrived refugees navigate the path to economic self-sufficiency in the United States by sharing the experiences of other Somali Bantu who are employed or actively seeking work. The Mohawk Valley Resource Center for Refugees in Utica, New York, and the Syracuse Refugee Assistance Program,

graciously hosted the premiers in their respective cities where much of *The Way to Work* was filmed in December.

The 20-minute employment orientation film addresses the continuum of steps on the way to work, including individual employment

planning, English as a Second Language, job readiness training, the interview process, vocational training, workplace expectations, support services, benefits, and career laddering. In each step, Somali Bantu who are establishing their lives in the United States offer guidance and encouragement to newer arrivals.

Attendants at the premiers applauded the film. "This will be great for our employment classes," exclaimed one job readiness instructor in Utica. "I love how the Somali Bantu emphasize the importance of working," noted another teacher in Syracuse. Somali Bantu adults in the audiences listened intently to their husband and wives' stories, while children pointed out their parents

on the big screens. When asked if the video would help new arrivals, one Somali Bantu woman replied, "oh yes. It would have been good to have when I came."

The Way to Work is appropriate for a variety of audiences, including new arrivals, job readiness and cultural orientation classes, service providers, employers, and other groups interested in learning more about the Somali Bantu and the employment process. Local employers who were invited to attend the premiers asked for copies of the film to share with their staff who will be working with the Somali Bantu for the first time.

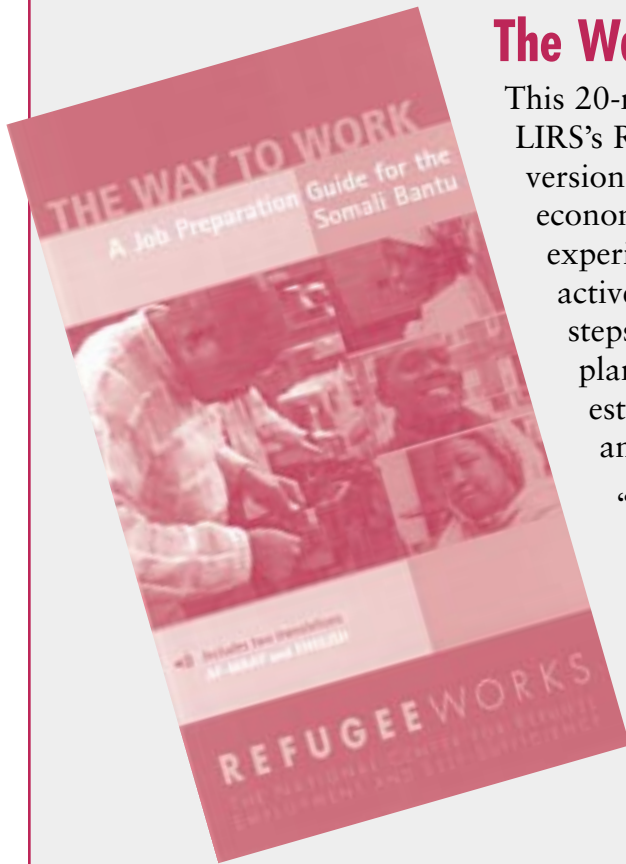


RefugeeWorks presents Certificates of Appreciation to the Somali Bantu refugees featured in The Way to Work.



An African woman pauses for a photo before the lights dim and the film begins.

The national voluntary agency affiliates resettling the Somali Bantu each received a complimentary copy of *The Way to Work* in April, made possible with funding from the Office of Refugee Resettlement. The film can be purchased in VHS or DVD format for \$15. To order, photocopy and return the order form on the adjacent page and return to RefugeeWorks. For further information, contact RefugeeWorks at (410) 230-2767 or email chamilton@refugeeworks.org.



The Way to Work

This 20-minute employment orientation video, produced by LIRS's RefugeeWorks program in both Af-Maay and English versions, helps newly arrived refugees navigate the path to economic self-sufficiency in the United States by sharing the experiences of Somali Bantu who are already employed or actively seeking work. The video covers the continuum of steps on the way to work from individual employment planning, through career laddering. Somali Bantu who are establishing their lives in the United States offer guidance and encouragement to newer arrivals.

“The Way to Work” is appropriate for a variety of audiences, including new arrivals, job readiness and cultural orientation classes, service providers, employers, and other groups interested in learning more about the Somali Bantu and the employment process.

“The Way to Work” was produced with funding from the U.S. Office of Refugee Resettlement and is available in DVD and VHS, with both language versions on each recording.

To order, complete the form below and mail to

The Way to Work
Lutheran Immigration and Refugee Service
700 Light Street
Baltimore MD 21230

Order Form

Please send me _____ VHS tapes and _____ DVDs of “The Way to Work” at \$15 per copy, for a total cost of \$ _____

Enclosed is my check money order made payable to LIRS

I would prefer to pay by Visa MasterCard

My card number is _____ The expiration date is _____

Signature (for credit card orders only) _____

Date of authorization (for credit card orders only) _____

The video(s) should be sent to

Name _____

Organization _____

Address _____

City _____ State _____ ZIP _____

If there is a problem or question regarding my order, you can contact me at

Daytime phone, including area code _____

FROM OUR MAILBOX

Dear RefugeeWorks,

After attending the RefugeeWorks Employment Training Institute in Atlanta this past January and learning about marketing our clients through literature and other formats, my staff created an employment brochure. In this, we stated the advantages of hiring refugees and asylees and had direct quotes of support from some of our top employers.

We realized the importance of written materials such as brochures when one of our job developers went to a local employment fair. While accompanying clients as they visited various employer booths, a proactive discussion ensued between my Job Developer and the Staffing Specialist from Wendy's International, Inc. Seeking new and creative avenues for hiring employees, the Wendy's Specialist felt that a partnership with Lutheran Family Services Refugee Resettlement would be a "win-win" situation. She requested a brochure from Lutheran Family Services that she would forward to her 37 Triangle-area stores. Fortunately, my Job Developer was able to tell her that back at the Lutheran Family Services Employment Office, one such brochure was already in production. A week later, we hand-delivered 37 packets containing brochures to Wendy's International, Inc., headquarters. She in turn distributed the brochure packets to all local managers in our area. Since then we have received many calls and have placed clients in many restaurants in the Triangle. Wendy's has agreed to use us as a major source for their personnel needs and we feel that this will be a long-term employment opportunity for our clients.

I implore everyone in resettlement services to create a brochure that can be used to create job openings for your clients. It can be a tremendous help in advertising to new prospects how wonderful our clients have been to America's workforce. Thanks to Refugee Works for holding workshops where innovative ideas can be shared and used to make servicing clients more successful.

Sincerely,

Jonathan Lucas

Employment Services Supervisor
Refugee Resettlement Program
Lutheran Family Service
Raleigh, NC

LET US FIND THE RIGHT EMPLOYEE FOR YOU!



Pictured is Maha Hamid, a Lutheran Family Services client working behind the counter at Wendy's.

Excerpts from Lutheran Family Service Brochure

"LFS has been wonderful! They have responded to our every need with competitive urgency. The partners that we have hired from them have been superb."

– Dave Zotter

WHAT IS A REFUGEE?

A refugee is someone who has fled his or her own country because of well-founded fear of persecution for reasons of political opinion, race, religion, nationality, or membership in a particular social group. The term "refugee" is a granted legal status. An asylee is someone already present in the United States who, like a refugee, fears persecution in his/her country of origin and requests permission to stay.

Both refugees and asylees are legally authorized to work and have the documentation necessary to complete the I-9 form.

HIRING REFUGEES IN THE TRIANGLE

Ways your business can benefit by hiring employees through Lutheran Family Services

“The refugees we hired catch on fast. We’ve been working with LFS since 1988 and have been satisfied from day one.”

– Frank Aguirre
Ward Transformer

SUPPORT SERVICES

All Services are FREE!

- Applicants are pre-screened to match skills to the job opening
- Referral and Placement
- Interpretation Services
- On-site ESL Opportunities
- Vocational Assessment of Skills
- Mediation Between Employers/Employees
- Provide Photocopies of all necessary documentation
- Post-Employment Support
- Employment Seminars and Skills Workshops
- Job Specific Trainings and Practicums
- Ongoing Follow-Up

WHY SHOULD YOU HIRE REFUGEES?

- 1 Lutheran Family Services Support
- 2 Pre-Screened by the USCIS (INS)
- 3 Strong Survival Skills
- 4 Dedication and Loyalty
- 5 Adaptability
- 6 Resourcefulness
- 7 Strong Desire to Work
- 8 Work Training and Experience
- 9 Increase Cultural Diversity of Staff

How Does Hiring a Refugee Benefit an Employer?

Refugees are Work Authorized

Refugees are fully authorized to begin working immediately in the United States by the US Department of Justice.

Good Work Ethic

Having lost their homes, personal property and careers in their home countries, refugees have a strong desire to regain self-sufficiency and economic stability for their families.

Tax Incentives

Your business could qualify for certain tax credits and training incentives when you employ those receiving public assistance.

Positive Economic Impact

Refugees begin paying taxes upon employment, which helps them make contributions to the economy.

Availability of Employees

With new arrivals eager to work coming to the US every day, Lutheran Family Services has the ability to fill job openings quickly. Employers can avoid advertising costs and take advantage of free referral services.

Skills and Experience

Refugees have a variety of work experience and skills. Many are well-educated and were professionals and small business owners in their home countries. Others were farmers or traders. Most refugees arrive with many years of work ahead of them, which gives US employers access to well-trained workers who are looking for long-term employment.

Promotes Community

Hiring refugees helps to get them off public assistance and on the road to self sufficiency, strengthening families and the community.

HELP WANTED

RefugeeWorks Seeks Sites for Regional Employment Training Institutes

- ◆ Are service providers in your area struggling with job development?
 - ◆ Could your staff benefit from learning new job upgrading strategies for refugee clients?
- If yes, host an Employment Training Institute for refugee service providers in your region!

RefugeeWorks is offering six Employment Training Institutes, all in fiscal year 2005, but

we need your help! We are looking for local agencies across the country to help host the popular institutes. There is NO direct financial obligation for the agency—we are only asking for some assistance with advance logistics and recruitment. To nominate your cost-effective city, contact Tom Giossi at tgiossi@refugeeworks.org today! We promise lots of gratuitous praise for the volunteers!

GOOD NEWS FOR SOUTHERN CALIFORNIA GREEN CARD HOLDERS

A U.S. Citizenship and Immigration Services (USCIS) pilot program in Southern California is receiving rave reviews from participants. The program, which allows foreign-born residents to renew or replace their green cards over the Internet, is cutting the time for processing cards from up to a year to about a week.

As Jane Arellano, district director for USCIS, explains “All it takes, once the applicant has filed electronically, is a visit to one of our application support centers.” In the past, resident aliens renewing their green cards after 10 years—or replacing cards—have done so by sending their applications to a state service center.



About 1,500 immigrants have renewed their permanent residency status through participation in the Southern California pilot program. After applying through the Internet, applicants get an automatic receipt, which includes the telephone number to call to set up an interview. The entire process takes about one week.

Svetlana Mollazadeh, regional resettlement director for the International Rescue Committee in Los Angeles, knows of several refugee clients who have

taken advantage of the service in the last month. “They are very happy!” she exclaims. “The service is fast and efficient and should be introduced across the country.” If successful, the pilot program could be expanded nationwide.



Participants at Matching Grant Employment Training Institute in Phoenix, Arizona.

RefugeeWorks recently conducted two additional Employment Training Institutes. The first was held in Atlanta on January 13-14; the two-day event ended with a field trip to the Carter Center. The second

Institute, held in Phoenix on April 27-28, was designed specifically for employment specialists in the Matching Grant program and co-organized with the Office of Refugee Resettlement.

We have also been busy with ORR's Employment Subsidy Program (ESP) grantees. In January, we hosted a conference call for all nine grantees on the theme of "collaboration" and in the first two months of the year, RefugeeWorks staff conducted site visits at the San Diego, Minneapolis, Des Moines, and Southfield (Michigan) ESP programs.

The spring was a whirlwind of activities, beginning with the film premiers of our new Somali Bantu video in Utica and Syracuse, New York, on March 1st and 2nd. We also conducted employment workshops at the national World Relief conference and worked with South Florida Workforce's refugee service grantees on their new career laddering initiative.

Several other big spring events included: the Center for Applied Linguistics Cultural Orientation Conference, the HIAS national conference, the Arizona State Refugee Conference, the Pennsylvania State Refugee Consultation, and the ECDC African Conference.

RefugeeWorks looks forward to presenting at the LIRS Conference and the ORR Consultation in June.



L to R: Ellen Dubin (HAIS, Charlotte, NC), Louis Bing (Montagnard Dega Association, Greensboro, NC), and Kathryn Fleming (IRC, Decatur, GA) display their Certificates of Achievement at the Atlanta Employment Training Institute.

New Directions at RefugeeWorks

As a result of restructuring at LIRS in March, Jane Bloom no longer serves as Director for RefugeeWorks. Since founding RefugeeWorks as an LIRS program in 1997, Jane has been a creative and productive addition to RefugeeWorks and the Lutheran Immigration and Refugee Services staff. Everyone at LIRS wishes Jane the best in her future endeavors.

RefugeeWorks is under the direction of Tom Giossi. Prior to joining LIRS in 2002 as deputy director of RefugeeWorks, Tom served as employment project director for the Cambodian Mutual Assistance Center of Greater Lowell (Mass.) and founding executive director of the Lowell small business assistance center. Previously, Tom worked in Africa for over 12 years on micro and small business development projects with the Peace Corps, United Nations and World Bank. He has extensive training and graduate level teaching experience and is fluent in French, Sango, and Baya.

RefugeeWorks Recognized for Capacity Building Skills

RefugeeWorks was recently honored to be chosen as a participant in the Wilder Foundation's two year project Nexus: Strengthening Refugee and Immigrant Led Organizations. Staff traveled in April to St. Paul, MN, to meet the other participants and begin a dialogue on capacity building strategies.

REFUGEEWORKS

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ONLINE CONNECTION

www.uscis.gov

U.S. DHS Citizenship and Immigration Services (USCIS)

Visit the USCIS website first for documentation-related questions. As of March 2003, USCIS became a division of the U.S. Department of Homeland Security. USCIS processes all immigrant and non-immigrant benefits provided to visitors of the United States, including asylum and refugee processing and document issuance and renewal.

www.usdoj.gov/crt.osc

U.S. Department of Justice Office of Special Counsel (OSC)

The OSC protects immigrants and other workers from employment discrimination based upon citizenship status, national origin, language, accent or similar factors.

www.nilc.org

National Immigration Law Center

NILC is a national support center whose mission is to protect and promote the rights and opportunities of low-income immigrants and their family members. Check this site for current federal policies related to immigrants and refugees, particularly driver's licenses updates.

www.nclr.org

National Council of La Raza

NCLR conducts immigration policy analysis and advocacy activities in its role as a civil rights organization. The primary focus of these activities is to encourage immigration policies that are fair and nondiscriminatory. A copy of the Immigrant Access to State Driver's Licenses: A Tool Kit for Advocates can be downloaded from their website.

REFUGEEWORKS

RefugeeWorks is published quarterly pursuant to grant number 90RB0006 from the U.S. Office of Refugee Resettlement (ORR). The views expressed are those of RefugeeWorks and may not reflect the views of ORR. Articles in this newsletter may be reprinted with the following note: "Reprinted with permission of RefugeeWorks, a program of Lutheran Immigration and Refugee Service."

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