



**THEIR STORY  
IS OUR STORY**

# **Invisible Barriers to Integration:** Best Practices in Belonging



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**THEIR STORY  
IS OUR STORY**

Transforming the perception  
of refugees worldwide, one  
story at a time.

We envision a world where  
there is no them, only us.

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# Three Pillar Mission

## Educate

Individual stories engender understanding and empathy and raise awareness of the challenges displaced people face.

## Advocate

Advance public policy supporting refugees. Inspire people to welcome newcomers and build a platform for advocacy led by refugees.

## Integrate

Create welcoming communities ready to receive people forcibly displaced from their homes due to violence, persecution, and other events outside their control.

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**DISPLACEMENT TODAY**  
**TSOS LECTURE SERIES**

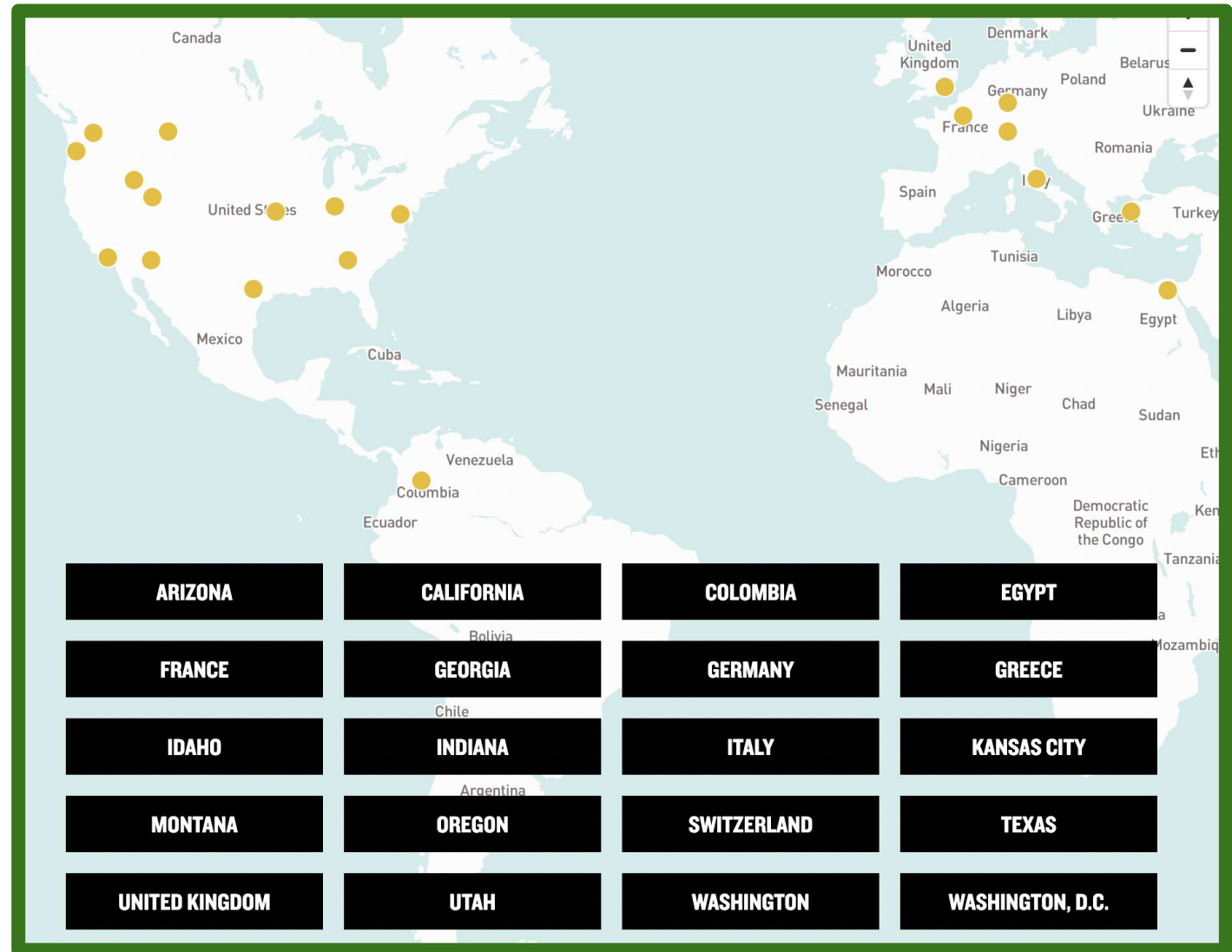


# Where We Work

**Community Programs Teams** build networks by engaging in local refugee integration.

Through personal experience and relationships with community partners, we encounter opportunities to further TSOS' mission.

**TSOS Community Programs are in 20 locations.**





# Individual Connections

- Online ESL teacher and student
- World Refugee Day event
- What city do you live in?
- +1 more point of contact





**How might we leverage  
Inter/Intra Connections to help Forcibly  
Displaced Persons (FDPs) overcome  
Invisible Barriers?**

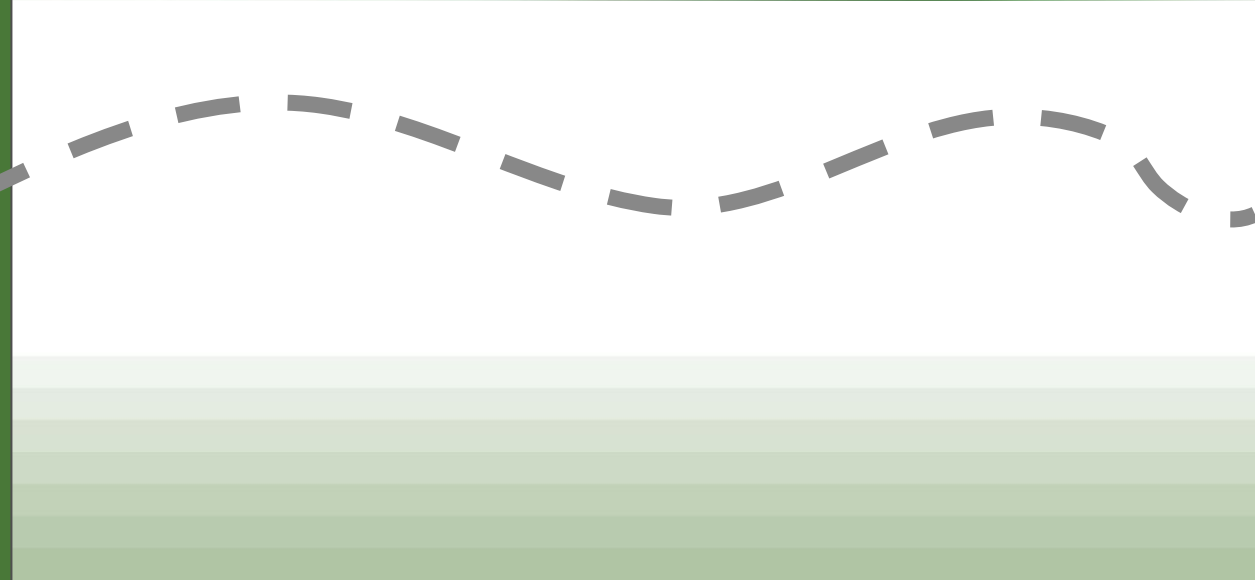


# Leveraging Connections



- Omaid Sharifi, a well known Afghan artist in the art world around DC
- Wishlist where people could purchase and ship art supplies to Jahan's home
- Assisting her with establishing an online art shop
- Support for studio space
- Housing & paperwork

**“When you  
reached out, I  
knew I had to do  
something!”**





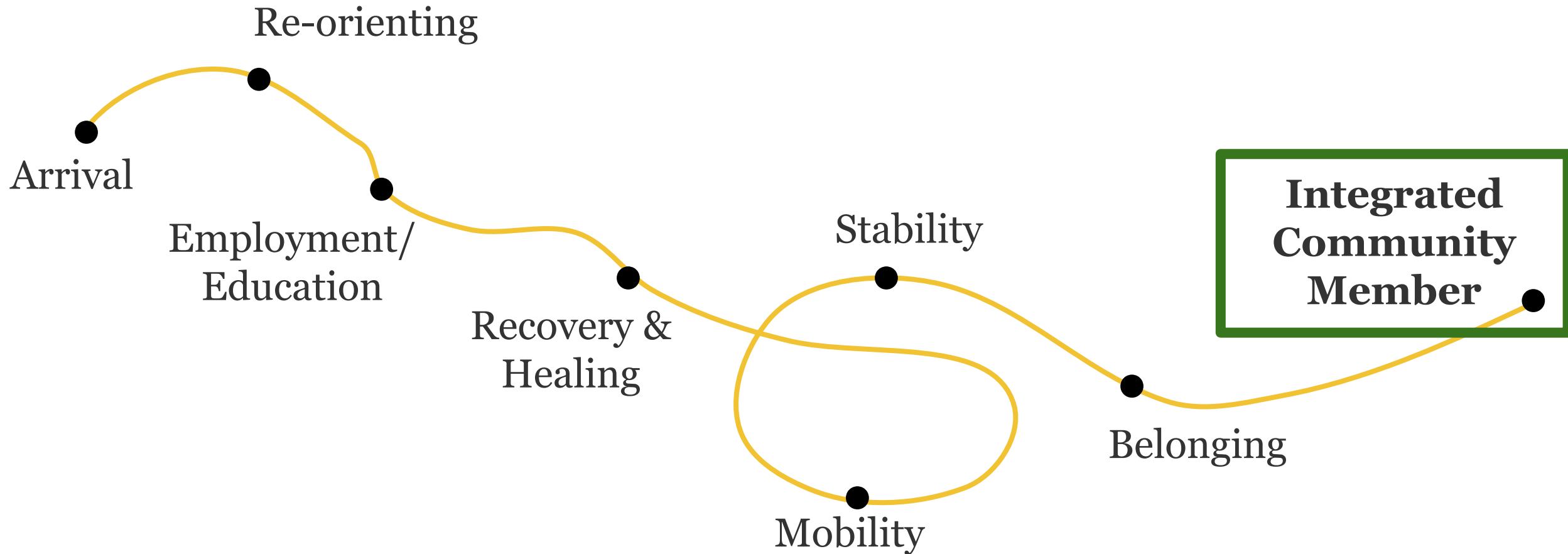
# Integration

is a process that enables a newcomer to achieve an “**equal footing** with the native population in terms of functioning in society,” ... “particularly through **meaningful socio-economic inclusion.**”

Jacobs and Rea 2007



# Integration: a path with many steps



# Invisible Barriers to Integration:

Best practices in belonging

**Policy & Law**

**Access to Affordable Housing**

**Fulfilling and Sustaining Work**

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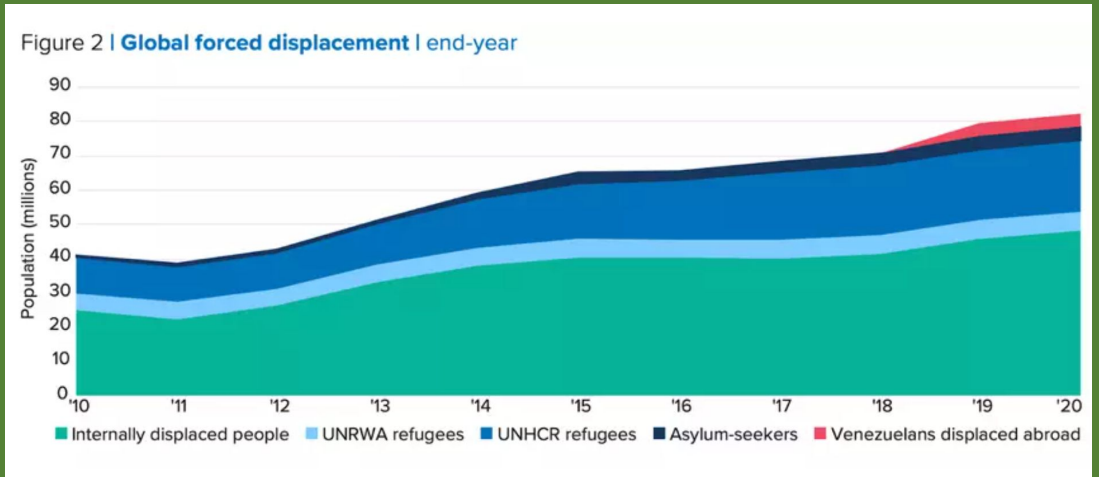


# Policy & Law

## Unfathomable Numbers

As of today, more than **100 million** people worldwide have been forcibly displaced from their homes.

- Increase of 10.7 million people since the end of the prior year
- 1 out of every 80 people on earth
- 8 million displaced within Ukraine and more than 6 million refugee movements from Ukraine
- Nearly half are under the age of 18
- Prior to 2021, 68% came from five countries: Syria, Venezuela, Afghanistan, South Sudan and Myanmar
- Number has more than DOUBLED since 2010



# Khwaga | Afghanistan

I miss **everything**... I can't count. I miss **everything**, like the work I used to do there and how much I enjoyed working there, talking to people, reporting from there, and then afterwards sitting and having a chit-chat with my friends, and then go home and talk to my family, sit with them, have dinner with them, watch a TV show with them. My house – I had dogs. I left my cat. I miss **everything** about my home. **Everything.**

Khwaga Ghani, NPR Journalist, age 31



# Ways Displaced Individuals May Arrive in the United States

- Refugee Resettlement
- Special Immigrant Visa (SIV)
- Humanitarian Parole
- Temporary Protected Status (TPS)
- Asylum Seeker





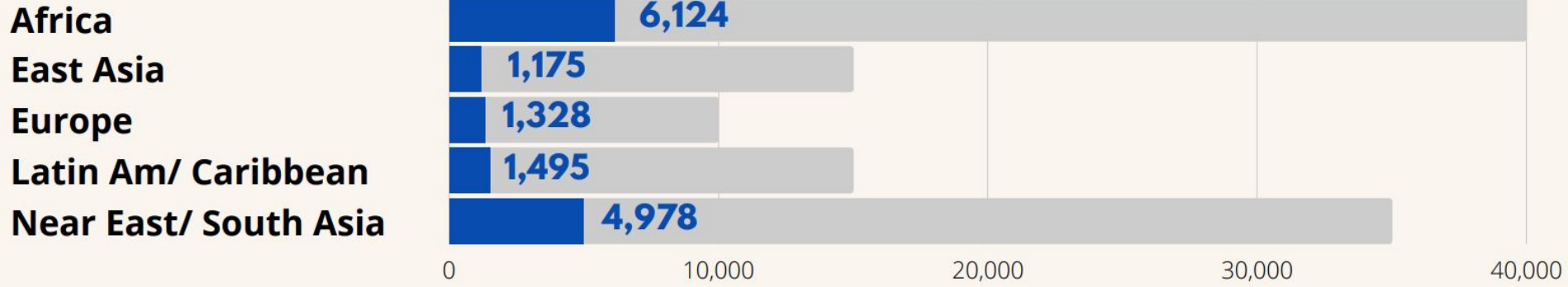
# Refugee Application/Vetting Process

- Apply through the United Nations Refugee Council
- No guarantee of resettlement in the U.S. or any specific country
- Process is intense and takes 1-3 years to complete
  - Biometric screening
  - Multiple interviews with applicants and family members
  - Security checks by six different U.S. government agencies
  - Medical evaluations

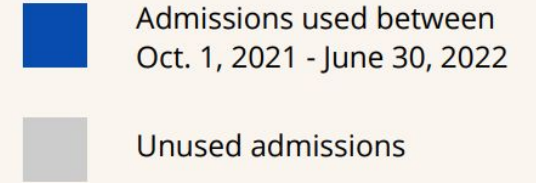


# Actual Arrivals

Oct. 1, 2021 - June 30, 2022



Numbers list the cap for each category, and the YTD refugee admissions.



## Top 5 States Welcoming Refugees

1. California - 1,369
2. Texas - 1,276
3. New York - 951
4. Michigan - 713
5. Washington - 693



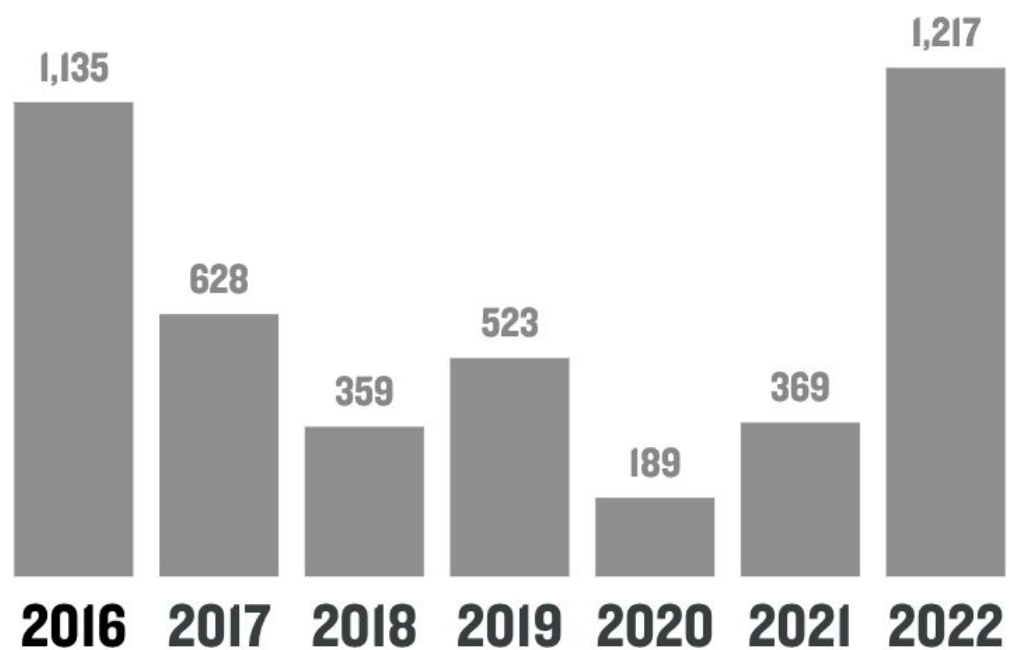
## Top 5 Countries of Origin

1. DRC - 3,735
2. Syria - 3,525
3. Sudan - 1,308
4. Burma - 1,129
5. Ukraine - 1,028

## Q1 - Q3 Total

The US resettled **15,100** refugees out of the 125,000 goal, or **12%**.

# Idaho Arrivals



## 2022 Countries of Origin

- Afghanistan: 513
- Ukraine: 260
- Democratic Republic of Congo: 245
- Sudan: 82
- Syria: 28

## Top Countries of Origin Since 2000

- Congo: 2,975
- Iraq: 1,697
- Afghanistan: 1,470
- Bhutan: 1,340
- Burma: 897



# Special Immigrant Visas (SIVs)

- Created specifically to provide legal pathway for Iraqi and Afghan interpreters (and their immediate family members) who worked with the U.S. armed forces.
- Broadened to include other positions of employment with the U.S. government (ex: security, transportation, cultural advisement)
- Must be **recommended** by an armed forces general or flag officer and supply **proof of employment**, copies of **birth certificates** and proof of **previous background checks**.



# Humanitarian Parole

- **Temporary**, not permanent, legal status allowing individuals who may be inadmissible or otherwise ineligible for admission to the U.S. to enter the United States for **urgent humanitarian reasons** or **significant public benefit**

Afghanistan

Venezuela

Haiti

Ukraine

Cuba

Nicaragua



- Provides recipients an **opportunity to seek permanent legal status** through asylum or other green card categories
- Because it does not include the benefits of a green card or the right to work, must have a **financial sponsor**
- Once in safe third-party countries or U.S. military bases, work with U.S. government to obtain parole status



# Temporary Protected Status

- **Temporary**, not permanent, legal status
- Must be in the U.S. as of the date your country is designated for TPS to be eligible.
- Secretary of Homeland Security may designate a country for TPS due to:
  - Ongoing armed conflict
  - Environmental disaster or epidemic
  - Other extraordinary and temporary conditions
- **Protects individual from removal** and allows them to receive an employment authorization document (EAD)

**Temporary Protected Status Designated Countries**

Afghanistan	Haiti	Sudan
Burma	Nepal	South Sudan
Cameroon	Nicaragua	Ukraine
El Salvador	Syria	Venezuela
Ethiopia	Somalia	Yemen



# Introduction to Asylum Law

## AFFIRMATIVE ASYLUM

- Available to individual seeking entry with a visa or already present in the U.S.
- Must file with U.S. Citizenship and Immigration Services (USCIS) within one year of entering the country.

## DEFENSIVE ASYLUM

- Foreign national has no lawful means of entering the country and asks for asylum, or
- Is apprehended as an unauthorized immigrant and an asylum request is filed

Different admissions process / Different agency review (USCIS)

# Burden of Proof

Individual seeking asylum must show that they have a “**well-founded fear**” of **persecution** on account of:

- Race,
- Religion,
- Nationality,
- Membership in a particular social group, or
- Political Opinion

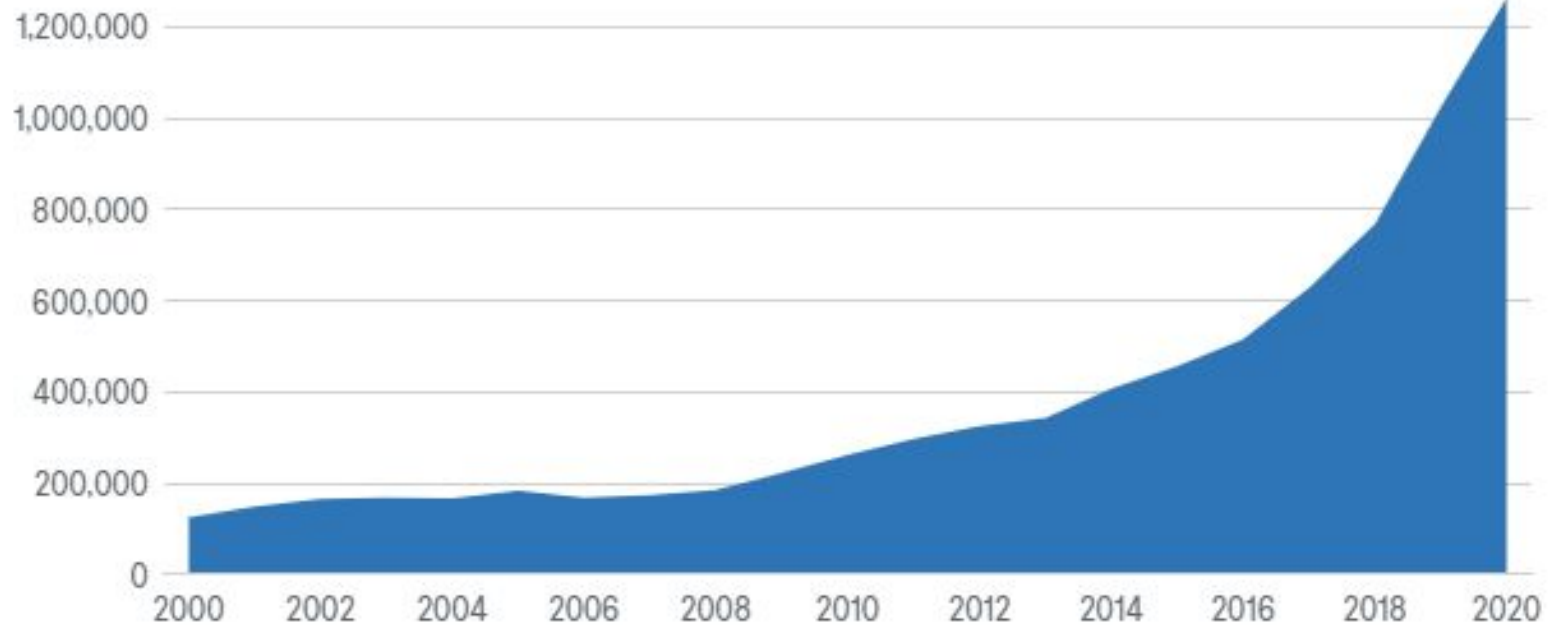
Applicant bears the burden of establishing he or she is eligible for asylum and must show:

2. The treatment rises to the level of persecution;
3. The persecution was on account of one or more protected grounds; and
4. The persecution was committed by the government, or by forces that the government was unable or unwilling to control



## U.S. Immigration Court Backlog at All-Time High

Pending cases by fiscal year



Note: Totals include immigration charges as well as charges related to national security and terrorism.

Source: Syracuse University.

COUNCIL on  
FOREIGN  
RELATIONS



“Anyone could become a refugee. **It’s a thing that happens to you,** it’s not who you are.”

- Trevor Noah

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# The weight can be overwhelming.

Sometimes, students think [refugees like us] come here to take their money, to take from the government. I have had enough money in my life. For me, my family and my freedom are good enough.

I only want to be free and life in peace and safety.



# Affordable Housing Incentives

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Arbay Mberwa





# Introduction

## What is Affordable Housing?

- Purpose
- Impacts
- Incentives





Households paying more than 30% of their income to housing are considered “cost burdened.”

What best  
policies and practices could  
be enacted in Boise  
to provide better housing for  
all?





# Housing Case Studies

## Renton, WA

### Financial tools

- Local sale tax increases
- HB 1406- shared taxes between Renton and Washington
- Real Estate Excise tax (REET)
- Multi-Family Tax Exemption (MFTE)
- Property tax levies
- Deed restriction

### Policy Tools

- Development regulations
- Housing construction fees and charges
- Regional groups
- Create a housing action plan
- Authorize new housing types in single family zone

## Austin, TX

Affordability unlocked  
Downtown density bonus  
SMART housing for single family  
Transit oriented  
University Neighborhood Overlay  
Vertical Mixed use  
Micro-Unit  
Planned Unit Development

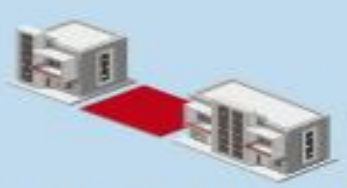
## California

### Statewide guideline

- 5% of the total units are very low income at less than 50% AMI
- 10% of the units are low income households at less than 80% AMI
- For developments near universities, major economic activity, transit corridors or regional centers they're subject to 10-35% density bonus

# Best In Practice

## IDENTIFY "HOUSING HOT SPOTS"



Build on vacant urban land already zoned for multifamily development



Intensify housing around transit hubs



Add units to existing single-family homes



Add units to underutilized urban land zoned for multifamily development



Develop affordable and adjacent single-family housing

## REMOVE BARRIERS TO HOUSING DEVELOPMENT



Incentivize local governments to approve already planned-for housing



Accelerate land-use approvals

## ENSURE HOUSING ACCESS



Prioritize state and local funding for affordable housing



Attract new investors in affordable housing



Design regulations to boost affordable housing while maintaining investment attractiveness

## UNLOCK SUPPLY BY CUTTING THE COST AND RISK OF PRODUCING HOUSING



Raise construction productivity



Deploy modular construction



Accelerate construction permitting



Reduce housing operating costs



Align development impact fees with housing objectives



# Boise Housing Initiatives

	Incentive	Affordability Requirement	Sustainability Requirement
<b>Large Lot Residential (R-1A)</b> <b>Suburban Residential (R-1B)</b> <b>Traditional Residential (R-1C)</b>	Allowance for a triplex or a fourplex	1 of 3 or 2 of 4 units are income-restricted to households earning no more than 80% Area Median Income (AMI)	Must meet clean energy, energy savings, and water savings design requirements
<b>Mixed Use Active (MX-3)</b>	50% reduction in minimum parking	25% of all permitted homes are income-restricted to households earning no more than 60% Area Median Income (AMI)	Must meet clean energy, energy savings, and water savings design requirements
<b>Mixed Use Transit Oriented Development (MX-4)</b>	No parking requirement No height maximum	25% of all permitted homes are income-restricted to households earning no more than 60% Area Median Income (AMI)	Must meet clean energy, energy savings, and water savings design requirements

**“Housing choice matters”**



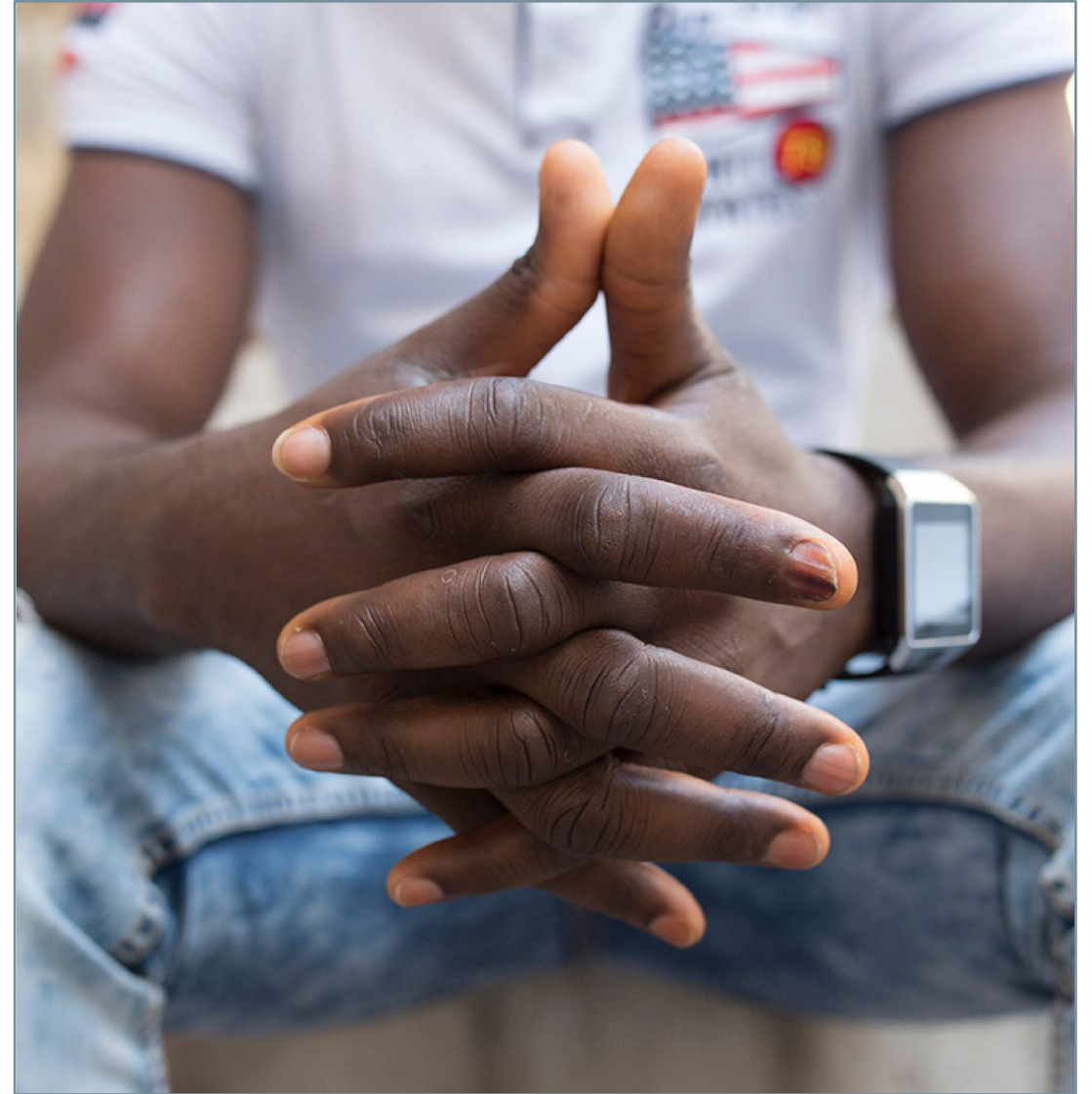


## Fulfilling & Sustaining Work

“ **I want to work.**

I have been here in Italy one year and six months. It's not easy for me. **I am lost.** I've not seen my family, friends, or people from my childhood. ...**I'm feeling bad.**

I used to have a job working to make mechanical generators. I want to work. **Human beings are supposed to work. ...** The Italians give me a place to sleep and food, but **I need help finding a job.**”



# Welcome Back Initiative



Started in San Francisco 2001, there are currently 10 centers in eight states that have served approximately 15,000 participants from 167 countries.

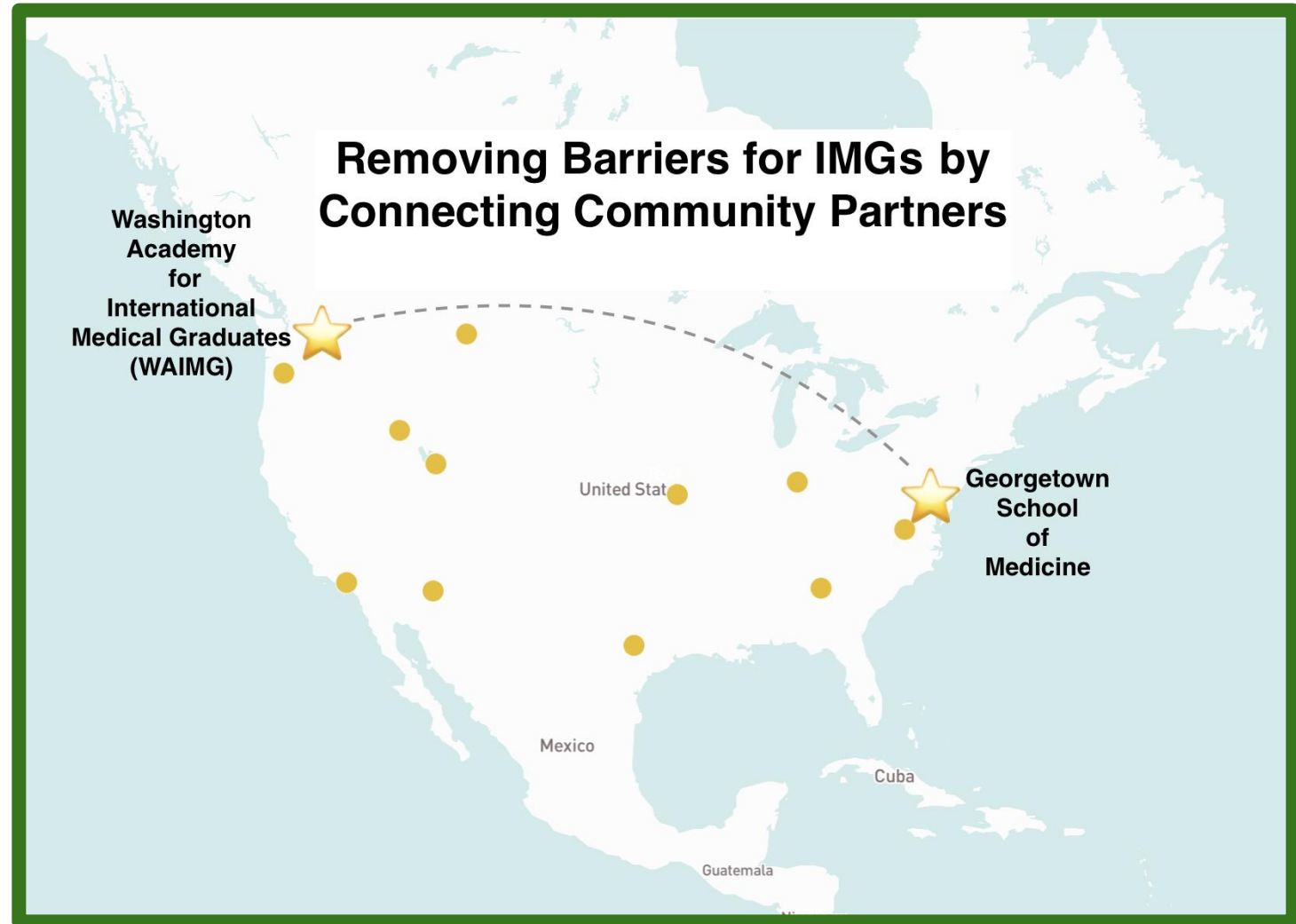
“I work with internationally educated health professionals.

But what I really do is I remind people that their dreams didn't die when they came to the States.”



# Employment Case Study

- Georgetown School of Medicine
- Washington Academy for International Medical Graduates (WAIMG)



# The Goal: Interview Foreign-trained Physicians & Develop a Mentoring Program

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## **The Process**

### **Interview Training:**

- 14 GUSOM Students

### **Interviews:**

- 1 Afghan Ministry of Health
- 2 Afghan male physicians
- 3 Afghan female physicians
- 1 Ukrainian female physician

## **Community Partners:**

- Nova Friends of Refugees
- Upwardly Global
- Welcome Back Center/Highline College (Washington State)
- Washington Academy for International Medical Graduates (WAIMG)





- Top among 55,000 other students
- Received full scholarship to medical school
- ER doctor for 4 years
- Hasn't cared for a patient since 2020

Becoming a doctor was my dream. Now sometimes I [wonder] who am I?

...I have to pass USMLE and residency, but I have responsibilities. I have a baby and I have two siblings. They go to school, and I have my mom. I have to make money. I couldn't sit and study to pass the exams.”



- General Surgeon since 1995
- Associate Professor, Herat Medical University, since 1997
- Founder, Private Hospital, 2011-2021
- Founder, Ultrasound Diagnostic Clinic, 1998-2018
- Hasn't cared for a patient since Aug. 2021

In the US, a source of income is very important. Without any salary or any income you cannot sustain here. If I want to pursue or take USMLE I need 8 hours, at least or 6 hours studying very hard for minimum one year to pass this step one...

I'm a little disappointed because it's been one year and I haven't been able move forward on a medical career. I don't have enough time to allocate for that.”

# GUSOM Analysis

- **263,000 non-US IMG health professionals** are enduring what is sometimes referred to as **brain waste**.
- An estimated **333,942 healthcare providers left their jobs in 2021**,
- Approximately **117,000 of these providers were physicians**.
- There are an estimated **\$4.6 billion in costs related to physician turnover attributable to burnout**.

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GUSOM NOVA Friends of Refugees CBL

## The Invisible Doctors

A path forward for refugee physicians and US healthcare workforce



# GUSOM IMG Mentoring Implementation

- **Tier 1:** Provide Mentoring Support to up to 10 initial interviewees and candidates  
(In partnership with GUSOM Student Tutors, Washington Academy for IMGs, Upwardly Global)
- **Tier 2:** Make proposal to Georgetown Medical and Medstar to create institutional-level “ladder-up midternship”  
(In partnership with Upwardly Global)
- **Tier 3:** Leverage legislative contacts to advocate for legislation that supports IMG career paths  
(In partnership with Washington Academy for IMGs)



*“Receiving your email was like getting the email of the year!”*

**“This news has breathed new life into me.”**



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# What they bring with them:

Professional skills, flexibility, drive, patience

“ I was hoping finding employment would be easy for me since I'm educated, a professional pharmacist. I started going from pharmacy to pharmacy offering my service, paid or unpaid.”

Six years later, she smiles because she is able to work in a safe environment.



You never know a person until  
you **know their story.**