

Milestones

 Marga Dunlap
Executive Director

Welcome to the International Institute of the Bay Area's story of the last three years! The International Institute of San Francisco used to publish an Annual Report every year, but we haven't done that since 2005, and it's time we told you why.

The short answer is that we have been merging and planning. In August of 2006, we were approached by the International Institute of the East Bay about joining forces, as they were losing an executive and facing other challenges that could be best addressed with a strong partner. This began a series of meetings between the boards of both organizations, a detailed exchange of information, and a joint search for pro bono attorneys who could lead us through the official process of merging, dissolving one corporation, and changing the name of the surviving corporation. Fortunately, Baker & McKenzie and Fenwick & West stepped up, and by the end of June, 2007, we were officially merged into The International Institute of the Bay Area.

The year that followed was consumed with the administrative and structural challenges of integrating the two organizations, and with the substantial help of the Zellerbach Family Fund, we engaged the services of Maridel



Moulton, an inspiring and skilled organization development consultant, to help us create a strategic plan for IIBA. Mark Ong, of Side By Side Studios, contributed a new logo design, and François Richardson helped to create a new website. Johan Martin consulted with us on the integration of both telephone and computer systems.

Our new mission, values, and goals statement is included

in this report. *As I look at the simple and eloquent plan on the occasion of our 90th anniversary, I'm reminded that it is the product of a process that included both boards, both staffs, numerous external stakeholders, funders, clients, and students.* I'm proud of the way it came out, and I'm very much looking forward to our next 90 years.

PLANNING: MISSION, VALUE, GOALS

The International Institute of the Bay Area *welcomes, educates and serves immigrants, refugees, and their families as they join and contribute to the community.*

GOALS

Programs & Services

The International Institute of the Bay Area will continue its core programming efforts, building on the success of the 2007 merger, and will identify and explore regional expansion opportunities as resources allow.

Fund Development

The International Institute of the Bay Area will develop and implement a strategy to increase funding.

Community Leadership

The International Institute of the Bay Area will play a more visible leadership role on immigration issues in the broader Bay Area community.

Organization Infrastructure

The International Institute of the Bay Area will strengthen its organizational infrastructure.

IIBA SERVICE SUMMARIES 1998-2008

	1998	1999	2000	2001	2002	2003	2004	2005 2006	2007	2008	Total
Legal Services Program											
Workshop and Training Attendance	3,137	499	890	4,281	1,954	1,973	1,523	1,826	—	2,587	18,670
Individual Office Visits	8,296	7,081	6,340	7,754	7,426	6,205	6,634	5,367	10,069	5,464	70,636
Naturalizations	1,144	492	300	280	495	257	285	260	890	467	4,870
Visa Petitions	64	230	220	628	349	271	232	166	525	392	3,077
Consular Processing (Packet 3 & 4)	207	160	198	157	70	112	122	147	275	158	1,606
Affidavits of Support	483	383	421	395	279	354	325	307	170	129	3,246
Work Authorization	536	249	305	271	534	437	456	217	243	350	3,598
FOIA/FBI Requests			138	159	136	173	149	131	140	78	1,104
Declarations, Letters, Translations	1,700	1,018	1,243	1,809	1,828	1,247	1,163	1,051	1,248	857	13,164
VAWA/ U Visa					6	13	11	4	41	425	500
YouthCares Program											
YC Enrollments		59	78	75	70	73	78	166	227	122	948
YC Beneficiaries: Seniors & NHS	250	200	196	380	610	664	739	722	1,400	670	5,831

VISION

Immigrants, including youth and seniors, will be viewed positively, and will be acknowledged as resources in the community.

Immigrants will have access to the information they need to understand and exercise their rights and responsibilities.

Immigrants and their families will be effectively served through collaborative efforts of local and regional service providers.

More immigrant families will have stable legal status.

CORE VALUES

Our global perspective motivates us to be respectful, inclusive, and open-minded.

Our work is enriched by the knowledge and diversity of our staff, clients, and partners.

We believe that equal and informed access to justice empowers people in vulnerable positions.



PRESIDENT'S MESSAGE:

Looking back 90 years;

 Sean McCormick
President

Founded in 1918, the International Institute of the Bay Area recently celebrated 90 years of service to the immigrant community. The Institute's ability to adapt to the changing needs of the immigrant community throughout its history is remarkable. A history of the International Institute movement (written by our Executive Director, Margi Dunlap) can be found at <http://www.iistl.org/beginnings.php>.

After World War I the Institute successfully resettled new European refugees, and supported the strength of immigrant families as

they began their new lives in the US. We worked diligently to assist newcomers and refugees after our victories in Europe and Asia in the Second World War. Again, after the Korean conflict, the Solidarity Movement in Poland, the Vietnam War and the Balkans War, the Institute provided valuable services to immigrants and refugees. And we have always fought to honor immigrant labor.

We have worked to confront the notion that people and their families can be imported when needed and then deported when the economic climate changes.

When families come and work hard and put down roots, they

should be allowed to stay.

How is it possible for the International Institute to navigate the turbulent waters of immigration policy over the past 90 years? This success is due to a dedicated and talented staff governed by an enlightened Board of Directors. I would like to congratulate and recognize the extraordinary staff and board of the International Institute.

Since 2003, it has been my privilege to serve as a board member. During this anti-immigrant time, I witnessed the devotion of the Institute's employees in serving clients of the Institute. The staff pulled together, much as a family does, to overcome what often seemed to be insurmountable odds. *This team has overcome the frustrating lack of progress on immigration reform, the demonization of immigrants, the personal witnessing of families torn apart by ICE (Immigration and Customs Enforcement) raids, declining funding sources, changes in funding policies and focus, and merging two organizations into one.* Despite these odds, the staff has maintained the Institute's reputation as a top service provider.

And I've witnessed the participation of our YouthCares Program in a nation-wide forum on inter-generational programming, our recent commitment to work with a national collaboration to explore effective strategies to prevent domestic violence in immigrant

MEET OUR BOARD OF DIRECTORS

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Margi Dunlap
Executive Director

looking ahead to more

FINANCIAL STATUS

Unaudited	FY05/06	FY06/07	FY07/08
INCOME			
City, State & Other Government Contracts	692,053	849,575	926,454
Other Revenue (Grants, Fees, Donations)	509,063	546,693	682,082
Total Income	1,201,116	1,396,268	1,608,536
EXPENSES			
Staff	1,069,532	1,174,351	1,372,330
Occupancy costs	90,464	81,020	127,063
Operating Expenses	93,408	112,071	132,006
Total Expenses	1,253,404	1,367,442	1,631,399
Net Surplus (Deficit)	(52,288)	28,826	(22,863)

families, and our Executive Director's participation in a seminar in Albuquerque to address and allay concerns about relations between immigrants and native-born people after an incident of flag-burning at the University of New Mexico.

The people who make up the staff are by far the most valuable asset of the organization, *35 people from thirteen different countries, all determined to welcome, educate, and serve people who are new to our country.*

With the historical presiden-

tial election this year, we look forward to a less hostile environment in which to serve our clients. The Institute's work has never been more needed as a new wave of immigrants and deserving refugees emerge who might arrive in the United States at the close of the wars in Iraq and Afghanistan. It hasn't happened yet, but shouldn't those 4.7 million Iraqis who were displaced somehow be given recompense?

Please consider a generous donation to the International Institute of the Bay Area so that newcomers to our community are

able to experience the values of democracy, liberty, and opportunity. Go to our website, www.iibayarea.org, and click on the DONATE button.



TALE OF TWO STUDENTS

Since immigrating to San Francisco from Moscow in 2006, 17-year-old Erna Aramyan has been involved in YouthCares Partners in Learning (PIL) as a student, an assistant tutor, and a peer tutor. Erna, who speaks both Russian and her family's native language, Armenian, remembers that when she first enrolled as a student at Newcomer High School, she was shy and scared. However, she and her brother Edward quickly formed close friendships with Donald and Ornella Leukou, siblings from Cameroon.

The four students became dedicated participants of PIL's afterschool program because they wanted to learn new things and improve their English. Even after transferring to Galileo High School the following Fall, both Erna and Ornella continued attending PIL to help out and visit the program. Because of their consistency and enthusiasm, the PIL Coordinator made the girls "assistant tutors." Over the course of the semester, Erna and Ornella helped the peer tutors, offered support to the Newcomer students, and continued to improve their own English skills. The next Spring, both applied and were hired as paid tutors, providing an inspiring example for the Newcomer students.

Erna recommends YouthCares to everyone, saying "Everyone should come try this program. You're all going to like it!"



GREETINGS FROM YOUTHCARES!

A Thriving

 Hana Hsiao
YouthCares Coordinator

Last Year, YouthCares programming touched the lives of 300 youth, ages 14-18, in San Francisco. We provided paid employment positions and leadership training to 72 youth, and community service training and opportunities to 50 more. Twenty youth returned for more than one cycle of the program, and offered leadership and guidance for newer participants. Youth facilitated classes and activities with more than 60 senior citizens and provided interactive English as a Second Language (ESL) tutoring to

150 students at Newcomer High School. Each week, we distributed food to 160 mostly low-income immigrant families in the Richmond District. Locally, youth collaborated with Safety Network and represented the IIBA at the annual SoMaFest and 6th Street Fair. Globally, following the earthquake in China in May 2008, youth organized a fundraiser and raised \$260 for the American Red Cross Chinese earthquake relief fund.

YouthCares provided 157 hours of small group training on professionalism, college preparation, career readiness, and life skills. In the Fall, we held our annual *College Panel* in San



Program for Our Youth

San Francisco's City Hall as panelists from colleges throughout the Bay Area shared their experiences with youth participants. In the Spring, youth met and mingled with professionals at our annual *Career Panel* held at the law offices of Orrick, Herrington & Sutcliffe LLP, and learned about banking, photojournalism, aerospace engineering, medicine, law enforcement, and social work. To augment this experience, 15 youth signed up for *Career Exploration* and shadowed professional mentors from Wells Fargo Bank, Tartine Bakery, MetaDesign, On Lok Senior Services, and more.

As we move forward, with a tighter budget, we are experiencing

staff changes and new partnerships. The YouthCares Intergenerational Program is thriving under the management of staff from the Richmond Village Beacon at George Washington High School. To conform to the Beacon's mandate, program sites have shifted from the SoMa District to the Richmond District, while still employing youth from all over the City. YouthCares Partners in Learning is going into its 11th year of partnership with Newcomer High School, with a new garden, a new coordinator, and the proud result that seven of our current youth tutors were once Newcomer students who first knew Youth-


Cares as tutees at Newcomer High School themselves.

We also want to share our multimedia projects! See our blog, where participants share their experiences, goals, and visions with each other and the community at large, at www.sfyouthcares.blogspot.com. We have a new 5-minute movie filmed entirely by youth, which can be viewed at www.youtube.com/youthcares. To see the simple things that keep us smiling every day, ranging from pumpkin carving contests to mock presidential elections, go to the YouthCares Flickr page: <http://www.flickr.com/photos/30363318@N06>.

Focus on specific local

CITIZENSHIP AND IMMIGRATION LEGAL SERVICES IN SAN MATEO COUNTY:

Building self-sufficient families and healthy, inclusive communities

 Sheryl Muñoz-Bergman
San Mateo County Program Director

The IIBA provides quality legal service, and accurate, relevant information and education to one of the most marginalized sectors of our community. Our services, targeted to residents of North Fair Oaks, East Palo Alto, and Redwood City, include drop-in consultation services where newcomers receive comprehensive answers to case-specific questions regarding immigration and citizenship.

Many of our clients live in mixed status households, where someone in the family is a US citizen or green card holder, and another family member is not.

For people who are eligible based on current US laws, IIBA provides assistance with the arduous process of adjustment of status for their spouse or children.

A secure legal status results in economic and social stability for the family. It gives them the base from which to find more stable housing, and enables them to further educate themselves and their children to become more civically engaged, and to contribute to the success of their communities. Their next step is to become US citizens, a process that IIBA case-workers will facilitate.

We see a remarkable improvement in the welfare of the families we serve when these goals are achieved. *Census data shows 24.5% of foreign-born non-citizens in California live in poverty, compared to only 10.6% of those who have naturalized.*

Complementing our legal assistance to newcomer families, IIBA has also developed a Community Education and Outreach Strategy in order to provide information to the newcomer community on immigrant rights, access to services, and immigration legislation. Greater awareness and understanding of existing immigration laws will empower community members to make informed decisions that benefit their families.

At IIBA, our work is building self-sufficient families and healthy, inclusive communities. We strive to meet the needs of some of the most vulnerable members of our society, when there are too few options for low-income, hard working people who are trying to build brighter futures for their children.

When I first arrived in the United States what struck me was the technology, the freeways, the National Parks and the organization of it all. Since I've arrived, the United States has given me so much. There's a lot of help out there. For example, I received assistance to take English classes. It helped me at my job, but also it gave me much more confidence. Later I studied with the Institute to become a US citizen. After that happened I started to give back and volunteer with the International Institute in the same ESL/Citizenship program of which I was a part.




needs

LEGAL SERVICES IN OAKLAND:

Strong support for immigrant victims of crime



 Susan Bowyer
Managing Attorney

The core work of our office in Oakland is to help people get the immigration status that US law prescribes. We educate immigrants about their rights and responsibilities, represent immigrants in applications for legal status, and collect and disseminate immigrants' stories to media outlets. Since the merger, we've educated more than 9,000 immigrants through presentations and community consultations, and provided semi-monthly free deportation defense clinics.

We also work with social service and law enforcement agencies to protect immigrant crime victims and help them gain stability and legal immigration status through the U Visa.

We developed curricula for attorneys and law enforcement officials that are used by advocates nationwide;

we are offering technical assistance through fifty-four training workshops to the staff of county departments, elected officials, hospitals, schools, law enforcement, legal service organizations, and domestic violence, sexual assault, child protective, and public health agencies.


We strengthen the local immigrant community's access to justice by working with Alameda County community organizations and leaders to improve police/immigrant community relations, working with the Oakland City Council on a City Resolution supporting immigrant crime victims, and coordinating the administrative implementation of a new law providing public benefits to U visa applicants.

I was very scared about how my life would be without my husband even though he treated me badly. But now that I am on my own, I'm surprised how happy I am. I feel good being alone and having enough time for myself and for my children, and to be there when my children need me. I also feel in control of my life for the first time in years. But I still want to create an even better life for my children. I want to get a job once my youngest can go to school so that I don't have to depend on other people to support us and make my children happy. I want to go to school to study English so that I can find a good job and help my children with their homework. I am doing everything I can right now to ensure a better life for me and my children.



SAN FRANCISCO IMMIGRATION AND CITIZENSHIP:

Supporting immigrants' rights and responsibilities

 Ildar Hafizov
San Francisco County Program
Director

Mrs. S. has four children and eight grandchildren living in the United States. All have become US citizens. Mrs. S. made an appointment with IIBA Citizenship Coordinator Maria Barraza-Calderon, because she, too, wanted to naturalize. Despite her 70 years of age, Mrs. S. diligently attended English and Citizenship Preparation classes all year long, learning more about US government and history than most high school students know. She passed her citizenship interview, and proudly attended her swearing-in ceremony. Mrs. S. told us that becoming a US citizen was the biggest accomplishment in her entire life, and she is excited to vote in the next election.

IIBA's San Francisco Immigration and Citizenship Program continues to provide necessary legal immigration services to low-income families. *In 2008 we helped more than 1,100 people from Europe, Latin America, the Philippines, and the former Soviet Union* with legal consultations, visa petitions, adjustments of status, citizenship services and much more. We also helped many people from El Salvador to extend their Temporary Protective Status by bringing their registration up to date.

Carlota Garcia, our legal clerk, translated numerous documents from Spanish to English and reviewed dozens of old cases. Dannhae Herrera-Wilson, our new immigration caseworker, hit the ground running, taking on a variety of new and pending cases, and starting a citizenship preparation class for Spanish-speaking clients. As Program Director, I kept our reporting up to date while assisting clients to

complete many complex immigration procedures. I also represented those most in need at selected naturalization and adjustment of status interviews. I continue to teach citizenship preparation class for seniors.

We are grateful for our volunteers Olena Zmichuk, Aigul Charles, and Arusyak Abrahamyan, who interviewed clients to assess their eligibility for various immigration benefits, completed several immigration procedures for clients, and researched complex cases.

We also hosted free informational workshops that provided immigrants with basic understanding of the US immigration system, requirements for permanent residency and US citizenship. Workshops also focused on immigrants' rights and responsibilities while educating them about legal services offered at IIBA.



Helping neighborhoods improve public safety

 Dina Hilliard
Safety Network Coordinator

For almost ten years now, the IIBA has been a host agency for the city-wide Safety Network Partnership, which uses community organizing to promote resident-driven, community-based problem solving in neighborhoods where public safety issues threaten city life. Immigrants are a significant part of the population in these neighborhoods.

In the Fall of 2008, a major reorganization of the program took place, taking the Safety Network out of the Mayor's Office of Criminal Justice and placing it instead in the Department of Children, Youth, and their Families as a part of an initiative aimed at substantially improving communication between city agencies and community-based organizations. As a part of the change, the IIBA has taken on responsibility not only for the South of Market and Tenderloin neighborhoods, but for city-wide coordination of all Safety Network Community Organizers as we work to preserve our resident-driven problem solving efforts.

The community organizers at IIBA work on establishing resident-driven priorities and solutions to public safety.

The organizers partner with residents to empower them to communicate their public safety concerns and solutions effectively to city government.

In the past three years, our safety campaigns have built community awareness and encouraged civic participation to reduce violent crimes and drug trafficking. We have also worked to improve pedestrian safety with traffic calming measures, and called attention to health and building code violations in SRO hotels. We've worked to strengthen police and community relations, and protested the activities of gangs.



"International Institute of San Francisco has been a second home for my family and me for more than 30 years now," says Mr. L. "We came to San Francisco a long time ago as refugees from Cambodia. At that time we lost all of our belongings in the war, did not have any money and could not speak any English. The staff of International Institute helped us to resettle in our new home country; we studied English in the Institute's classrooms; and we got our family reunited with the help of the Institute's legal workers.

Several years later we filed our Naturalization applications through the Institute's immigration and citizenship program and we're very happy and proud to become US citizens."



SUPPORTING ORGANIZATIONS

Afterschool for All
Technical Assistance
Collaborative
American Immigration
Lawyers' Association
Atkinson Foundation
Avon Foundation
Balboa High School
Bay Area Gardeners'
Foundation
Bay Area Legal Aid
Center for Elders and
Youth in the Arts
City of Hayward
City of Oakland
City of Redwood City
City of San Leandro
Coast Counties Property
Management
Community Network for
Youth Development
Community Youth
Center
Compton Foundation
County of Alameda
Evelyn and Walter Haas
Jr. Fund
ExCEL Afterschool
Program
Fair Oaks Community
Center
Family Violence Law
Center
Fenwick & West
Galileo Academy of
Science and Technology
Garden for the
Environment
George Washington
High School
GGS Foundation
Immigrant Legal
Resource Center
Institute on Aging

International Studies
Academy
Japanese Community
Youth Council
Jewish Community
Endowment Fund
Jewish Vocational
Services
Kaiser-Permanente
Kimball Foundation
Law Office of Robert
Lewis
Lincoln High School
Mission High School
Newcomer High School
Orrick, Herrington &
Sutcliffe LLP
Phillip and Sala Burton
Academic High School
Redwood General Tire
Service Company
Richmond
Neighborhood Center
Richmond Village
Beacon Center
Safety Network
Partnership
San Francisco
Dept. of Aging and
Adult Services
San Francisco
Dept. of Children, Youth
and their Families
San Francisco Dept. of
Public Health
San Francisco
Foundation
San Francisco General
Hospital
San Francisco Human
Service Network
San Francisco Human
Services Agency
San Francisco Youth
Employment Coalition
Side by Side Studios

Sigona's Farmers Market
Silicon Valley
Community Foundation
State of California
Dept. of Community
Services and
Development
State of California
Dept. of Education
TechSoup Global
TODCO, Tenants and
Owners Development
Corporation
UCSF
US Committee for
Refugees and
Immigrants
Van der Hout,
Brigagliano &
Nightingale
Van Löben Sels/
RembeRock Foundation
Vietnamese Youth
Development Center
Washington High
School
Wells Fargo Bank
Westmoor High School
Y&H Soda Foundation
YMCA of San Francisco
Youth Development Peer
Network
Zellerbach Family
Foundation

VOLUNTEERS

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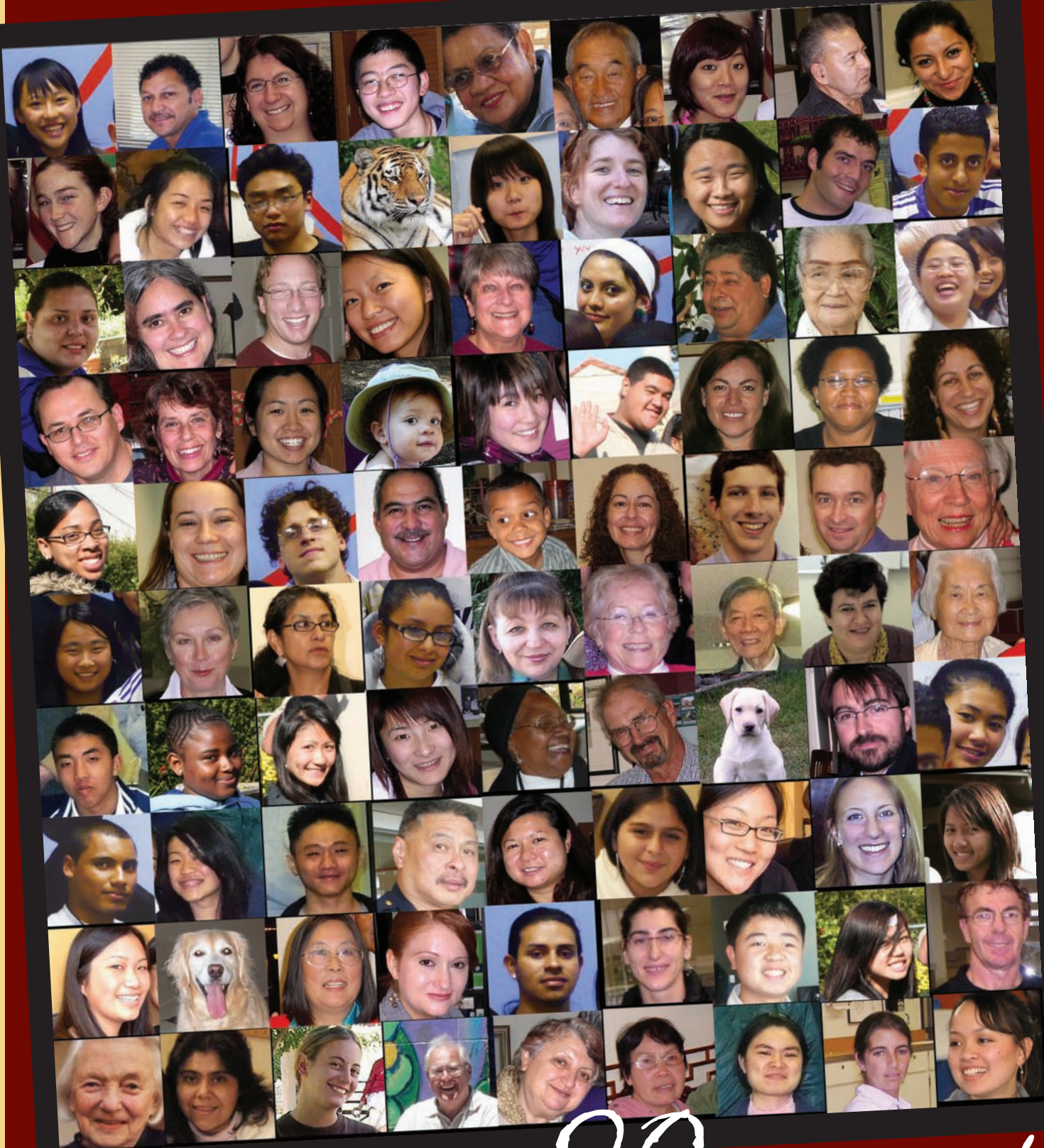
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Tammie Pereira &
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Frederick & Susan
Pownall
Alice & Charles Prager
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