



# Meeting of the Minds: A Utica Story: Unlocking the Keys to Refugee Integration

Presented by

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# Diversity

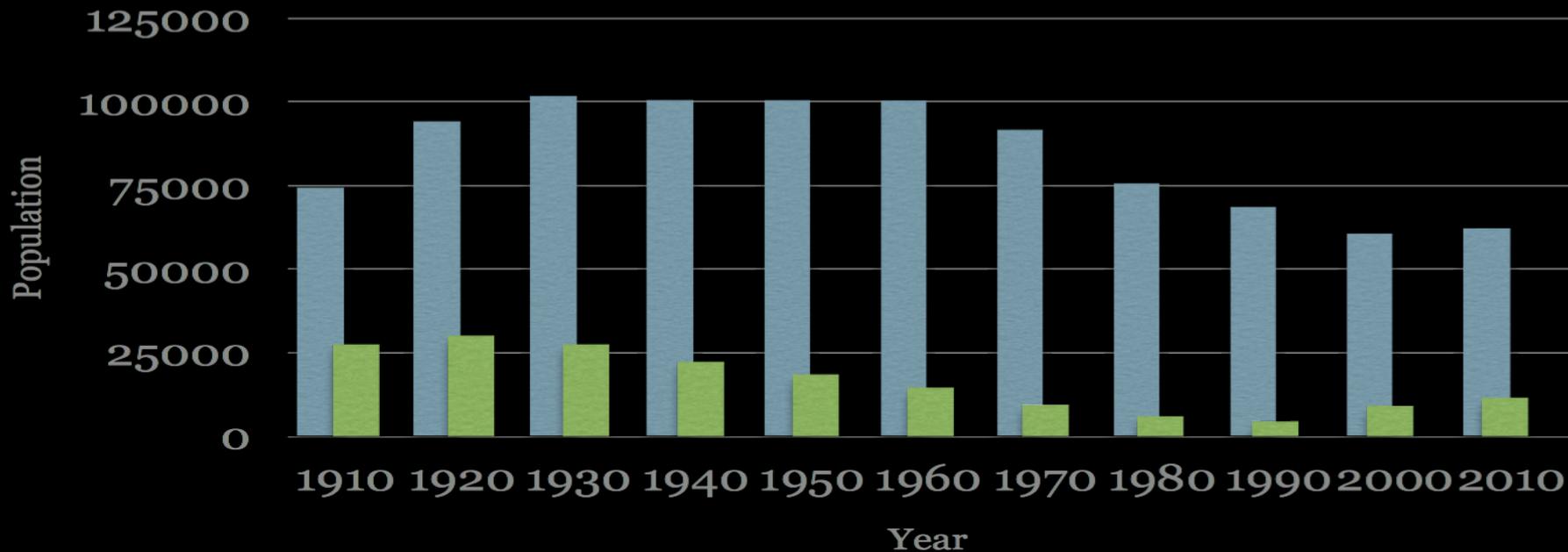
The minority population across the U.S.  
increased

from 31% to 37%

between 2013 and 2015

(previously increased from 29% to 31%)

# Population Trends: Utica 1910-2010



1981 Refugee Center Opens

# Deeper look into Utica Demographics

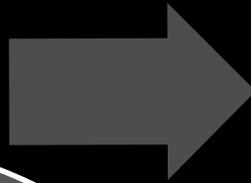
27%

Speak a language  
other than English  
at home

+

18.9%

Foreign born  
population



60,652

Total  
population  
in Utica

# A History of Place

- The Revolutionary War
- The Underground Railroad and Abolitionist movement
- Women's Suffrage
- Iroquois: In many of the villages there was a strangers home, a house, for strangers where they were placed, while the old men went about collecting skins for them to sleep upon, and food for them to eat, expecting no reward.

# The Mohawk Valley Resource Center for Refugees



- Incorporated in 1981.
- Resettled almost 16,000 refugees to Utica.
- Assists refugees, immigrants and those with limited English language proficiency throughout the integration process.
- Provides services to assist in building community with many cultures.

# **“Many Cultures, One Community”**

*We assist refugees, immigrants, and those with limited English language proficiency throughout the integration process and help them achieve independence and self sufficiency.*

- Reception and Placement
- Employment Services
- Immigration and Citizenship
- Traffic Safety Program
- ESL
- ONA
- Enhanced case management
- Compass Interpreters
- Tone – translation, cultural consulting

# Who are Refugees?



“A person owing to a well founded fear of being persecuted for reason of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable, or owing to such fear, is unwilling to avail himself of the protection of that country.”



# Racing to the Top



## Djouma enjoys Boilermaker homecoming

July 9, 2017 at 5:29 am



# Fiscal Policy Institute and New American Economy



# Cultural Competency

CULTURAL COMPETENCY IS A GROUP OF SKILLS, ATTITUDES, AND KNOWLEDGE THAT ALLOWS INDIVIDUALS AND ORGANIZATIONS TO WORK EFFECTIVELY WITH DIVERSE ETHNIC /SOCIAL GROUPS.

1. Awareness
2. Knowledge/Familiarity
3. Skills
4. Commitment

# Cultural Humility

THE ABILITY TO MAINTAIN AN INTERPERSONAL STANCE THAT IS OTHER-ORIENTED (OR OPEN TO THE OTHER) IN RELATION TO ASPECTS OF CULTURAL IDENTITY THAT ARE MOST IMPORTANT TO THE PERSON

1. Desire to fix power imbalances
2. Develop partnerships with people and groups who advocate for others
3. Lifelong commitment to self-evaluation and self critique

# Where does the ketchup go?



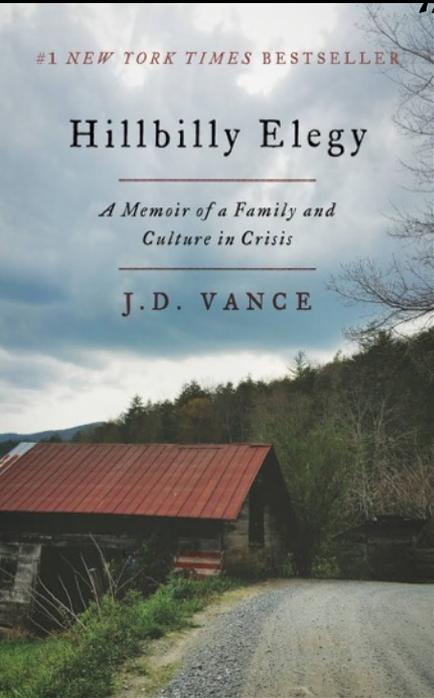


*All people see  
the world not  
as it is but as  
they are.*

# Diversity is...

- More than being from a different country or speaking a different language
- More than race or ethnicity
- Shared, beliefs, values & customs
  - Urban or Rural
  - Millennial or Baby Boomer
  - Socio Economic Status

# Consider this...



“Within two generations the transplanted hillbillies had largely caught up to the native population in terms of income and poverty level. Yet their financial success masked their cultural unease, and if my grandparents caught up economically, I wonder if they ever truly assimilated. They always had one foot in the new life and one foot in the old one. They slowly acquired a small number of friends but remained strongly rooted in their Kentucky homeland. They ate domesticated animals and had little use for ‘critters’ that weren’t for eating, yet they eventually relented to the children’s demands for dogs and cats.”

# If Something is Different, Does it Make it Wrong?



**WHO SAID "NORTH" WAS "UP"?**  
The concept of "north" and "up" are not the same. In a flat world, "up" would be the direction away from the ground. In a spherical world, "up" is the direction away from the center of the Earth. "North" is a direction relative to the Earth's axis of rotation. The map shows the Earth from a perspective where North is to the right.

**THE EARTH IS NOT FLAT**  
The Earth is a sphere. The map shows the Earth from a perspective where North is to the right. The map is a projection of the Earth's surface onto a flat plane.

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“Do not be daunted by the enormity of the world’s grief. Do justly, now. Love mercy, now. Walk humbly, now. You are not obligated to complete the work, but neither are you free to abandon it.”

– The Talmud

# Thank You

