



IRRC FY 26 Strategic Plan

This plan was created in coordination with our Advisory Council, Collaborative, and Office of Global Michigan. It will be carried out by workgroups, stakeholders, community partners, and champions of our welcoming region.

Overview

The IRRC unites 50+ partners across the nonprofit, business, education, faith, and public sectors. As a hub for learning and networking, we provide technical assistance, resources, training, and the relationships needed to help organizations strengthen their impact. At the same time, we ensure newcomers can access the opportunities they seek.

Mission Statement

We bring community partners together to expand their capacity and reach, while ensuring New Americans can access the services and opportunities they need. Using a No-Wrong-Door approach, we connect providers and newcomers to build a more inclusive, responsive community.

Our Vision

We envision a community where those new to the country, and those who have been here for generations, are able to access opportunity and impact change.

We Offer

A place to learn, a place to network, and a place to work alongside New Americans.

Our Touchstones



We stand on the shoulders of yesterday's pioneers, whose sacrifices shaped today's welcoming community.



We seize every chance to grow, helping newcomers and established communities thrive together.



We move forward united and thoughtful, knowing that, as Welcoming America reminds us, 'To go fast is to go alone, but to go slow is to go together.'



We build a place where everyone feels valued and connected, fostering collaboration and belonging.



We seek nontraditional collaborators to help the community embrace New Americans, knowing true change comes from uniting for a shared purpose.



We work for a future we may never see, building a better tomorrow from the actions of today.

Strategic Plan Focus Areas

Please note that workgroups will identify objectives and measurable outcomes.

Priority 1: Access & Navigation - Helping newcomers and service providers access, understand, and navigate essential systems.

- **Language Access Services** – Design a pilot program to support client access State of Michigan departments/agencies.
- **Legal Services** - Maintain and update legal resources available to New Americans.
- **Health Care** - Develop a reference guide for front-line workers.
- **English for Speaker of Other Languages (ESOL) Classes** - Maintain a regional chart of ESOL offerings to facilitate access to literacy and English classes.
- **State & Local Resource Alignment** - Strengthen partnerships between IRRRC and 2-1-1 to improve access to services for agencies and New Americans.
- **Resource Compilation and Development** - Curate and update the library of resources on the IRRRC website. Shared responsibility across all workgroups.
- **Welcome Guide for New Members** - Support membership onboarding and feedback.
- **IRRRC survey** - Collect data on stakeholder needs and feedback.
- **Monthly Meeting Agendas** - Identify speakers and topics that inform and educate the network (in coordination with other workgroups and the larger collaborative)

Priority 2: Education & Empowerment - Learning opportunities for language, youth leadership, and acculturation.

- **Immigrant Youth Summit** - Support planning, youth participation, and local leader involvement.
- **Financial Literacy** - Support and promote financial literacy classes tailored to newcomers beyond the resettlement period.
- **Economic Development Taskforce**– Curate and develop tools and guidance for hiring immigrants to fill critical workforce gaps, identify strategies for retaining talent, support language access, housing security, and transportation. Identify state programs and funding opportunities that strengthen immigrant workforce development and support employers who hire them (this work will be largely carried out by a new Taskforce).
- **Civics Engagement Fair** – Provide newcomers with information on the naturalization process and pathways to citizenship (co-sponsored by IRRRC and Catholic Charities).
- **Cultural Briefings** - Offer trainings and orientations for stakeholders (in coordination with Welcoming & Belonging).
- **Resource Compilation and Development** - Curate and update materials on the IRRRC website (shared across all three workgroups).
- **Monthly Meeting Agendas** - Identify speakers and topics that inform and educate the network (in coordination with the workgroups and larger collaborative)

Priority 3: Welcoming & Belonging - Building shared community through storytelling, celebration, and inclusive engagement.

- **Community Read - Launch a Big Read** that includes teen/adult and childrens books. Organize fall events to promote welcoming.
- **Cultural Briefings** - Offer trainings and orientations for stakeholders and community members (in coordination with Education & Empowerment).
- **Heritage Hearth and Plate Gatherings** - Plan community meals, with a focus on coordinating scheduling.
- **World Refugee Awareness Week** - Prepare Book Reveal event around the Community Read selections and consider joining forces with other community events such as Unity in the community.
- **Global Voices Book Circle** - Host quarterly book clubs where members can help curate potential titles & book recommendations for annual Community Read.
- **Resource Compilation and Development** - Curate and update materials on the IRRC website (in coordination with all three workgroups).
- **Monthly Meeting Agendas** - Identify speakers and topics that inform and educate the network (in coordination with the workgroups and larger collaborative)

Priority 4: Centering New American Voices - Ensure New Americans guide the collaborative, and the IRRC responds to their needs.

- **Economic Taskforce Bridging** - link the Taskforce with New American communities to learn more about employment barriers, potential opportunities, and capacity building.
- **Faith & Community Collaboration** - Partner with communities to raise awareness of local resources.
- **Welcoming** - Enhance collaborative efforts through book discussions and cultural events.
- **Culturally Sensitive Outreach** - Provide cultural advising and assist agencies with outreach and program challenges.



Please visit our
[website](https://www.irrclansing.org/) for more



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