Building Welcoming Communities
Conversations of the Valley
March 9, 2022
Who is coming to our communities?
Welcoming New Minnesotans
Who are New Minnesotans?

In 2019, there were 476,556 immigrants living in Minnesota. This represents 8.5% of the state’s population.

Top 5 countries of origin for immigrants living in the Twin Cities metro area:

- Somalia (20.3% of immigrants)
- Mexico (16.5% of immigrants)
- Ethiopia (7.2% of immigrants)
- Ecuador (5.5% of immigrants)
- India (4.8% of immigrants)
Refugees

Minnesota has the most refugees per capita in the country—it is home to 2% of the country’s population but 13% of the country’s refugee population.

- In Saint Paul in 2019, 44.1% of the foreign-born population (26,700 individuals) were likely refugees.
- In Minneapolis in 2019, 31.9% of the foreign-born population (20,200 individuals) were likely refugees.
Who is anticipated to arrive?

 Refugees and Immigrants from the following areas are expected to arrive in the US:

- Afghanistan
- Democratic Republic of Congo
- Eritrea
- Ethiopia
- Iraq
- Burma
- Ukraine
New Climate, Language, Schools, Systems, Customs
Building a New Life
Why is welcoming important?
“Those rural communities that support inclusive development and tap into the potential of all their residents will have a competitive advantage in the economy of the future.”

Noel Andrés Poyo

Deputy Assistant Secretary for Community and Economic Development at the Treasury Department
“Without substantial migration, Minnesota’s population will grow slowly.”

Ryan Allen

Professor, University of Minnesota
Research suggests that “immigrants have significantly higher rates of entrepreneurship.”

Welcoming America
<table>
<thead>
<tr>
<th>Community is Welcoming</th>
<th>Likely to live here in 5 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>86%</td>
</tr>
<tr>
<td>Agree</td>
<td>77%</td>
</tr>
<tr>
<td>Disagree</td>
<td>68%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>44%</td>
</tr>
</tbody>
</table>
What resources are available to support welcoming efforts?
Resident Recruitment and Welcoming Strategy

Understand
How will you learn about the experience of becoming a newcomer in your community?

Market
How will you get the message that your community has opportunities out there?

Recruit
How will you help potential residents choose your community?

Manage Leaving
How will your community connect with people that leave?

Belonging
How will your community cultivate a sense of belonging for residents?

Engage
How will your community engage newcomers?

Welcome
How will your community welcome newcomers?
Welcome
How will your community welcome newcomers?

1 Welcome Materials
Create a welcome packet, welcome bag, or welcome guide. Have a plan to distribute.

2 Welcome Wagon
Get the welcome wagon together and visit newcomers. Make sure to coordinate your efforts with other groups.

3 Welcome Events
Hold regular welcome events for newcomers. Help newcomers build connections across the community.

4 Sustained Welcoming Initiatives
Work over the long-term to make sure your community is a welcoming place. Be courageous.
Welcoming Communities Assessment

For the Minnesota communities of:

Blue Earth • Madelia

November/December 2021

Social sectors in your community

University of Minnesota Extension developed the Welcoming Communities Assessment to better understand the challenges and successes of both organizational and community-led efforts to be inclusive of all residents. To learn how welcoming or inclusive a community is, we ask questions about seven overlapping social sectors:

1. School system
2. Health care system
3. Law enforcement
4. Local government
5. Non-profit (includes social services organizations, service clubs, and local foundations)
6. Religious organizations
7. Business community/chamber

As these sectors experience and adapt to change differently, we want to understand how each sector addresses inclusion.
From our experiences...
If you aren’t actively including, you’re probably accidentally excluding.
DESIGNING AND CONDUCTING
<table>
<thead>
<tr>
<th>Community sectors</th>
</tr>
</thead>
<tbody>
<tr>
<td>School system</td>
</tr>
<tr>
<td>Health care system</td>
</tr>
<tr>
<td>Law enforcement</td>
</tr>
<tr>
<td>Local government</td>
</tr>
<tr>
<td>Business community</td>
</tr>
<tr>
<td>Non-profit organizations</td>
</tr>
<tr>
<td>Religious organizations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dimensions of inclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness of the importance of inclusion</td>
</tr>
<tr>
<td>Engagement of diverse groups in community activities</td>
</tr>
<tr>
<td>Resources to address inclusion</td>
</tr>
<tr>
<td>Leadership energy to promote inclusion</td>
</tr>
<tr>
<td>Sharing power in planning and decision-making</td>
</tr>
<tr>
<td>Policies and practices that promote inclusion</td>
</tr>
</tbody>
</table>
**Part 1 – Awareness**

*Discussion: Please tell me about the ways that the business community has shown awareness of the importance of inclusion. Looking forward, what more can the business community do to increase its awareness of inclusion?*

*Please rate each statement about the extent to which the business community is aware of the issue of inclusion. Write any additional comments you have about these questions below.*

<table>
<thead>
<tr>
<th>Statement</th>
<th>Don’t Know</th>
<th>Not at all</th>
<th>To a Slight Extent</th>
<th>To a Moderate Extent</th>
<th>To a Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>The business community is aware of the need for inclusion efforts.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>The business community provides opportunities for training and learning about new cultures.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>There are opportunities in the business community for long-term and new residents to come together and learn from each other.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
Welcoming Communities Assessment: New Ulm, Minnesota

In partnership with: Region Nine Development Commission

Diversity Council
## Example of Overall Findings

### Journal of Extension article: Assessing Community Readiness to Engage in Diversity and Inclusion Efforts

<table>
<thead>
<tr>
<th>Sector</th>
<th>Awareness</th>
<th>Engagement</th>
<th>Resources</th>
<th>Leadership energy</th>
<th>Sharing power</th>
<th>Policies and practices</th>
</tr>
</thead>
<tbody>
<tr>
<td>School system</td>
<td>3.0</td>
<td>3.2</td>
<td>3.0</td>
<td>3.0</td>
<td>2.5</td>
<td>2.7</td>
</tr>
<tr>
<td>Health care system</td>
<td>2.8</td>
<td>2.7</td>
<td>2.1</td>
<td>2.1</td>
<td>1.9</td>
<td>1.5</td>
</tr>
<tr>
<td>Law enforcement</td>
<td>2.8</td>
<td>2.6</td>
<td>2.3</td>
<td>2.3</td>
<td>2.2</td>
<td>2.5</td>
</tr>
<tr>
<td>Nonprofit organizations</td>
<td>2.7</td>
<td>2.8</td>
<td>3.2</td>
<td>3.2</td>
<td>2.5</td>
<td>1.9</td>
</tr>
<tr>
<td>Religious organizations</td>
<td>2.6</td>
<td>2.7</td>
<td>2.3</td>
<td>2.3</td>
<td>2.5</td>
<td>2.2</td>
</tr>
<tr>
<td>Business or Chamber</td>
<td>2.1</td>
<td>2.6</td>
<td>2.1</td>
<td>2.1</td>
<td>2.2</td>
<td>2.1</td>
</tr>
<tr>
<td>Local government</td>
<td>2.1</td>
<td>1.9</td>
<td>1.5</td>
<td>1.5</td>
<td>1.6</td>
<td>1.3</td>
</tr>
</tbody>
</table>

*Means based on a scale of 1=not at all to 4=to a great extent

**Legend:**
- **Moderate to high level of inclusion (3.0 or higher)**
- **Moderate level of inclusion (2.5 to 2.9)**
- **Low to moderate level of inclusion (2.0 to 2.4)**
- **Low level of inclusion (1.9 or lower)**
ENGAGING - WELCOMING COMMUNITIES PROJECT
Important

To promote awareness, people need to experience what it is like being excluded. Parent involvement is crucial. Involvement is necessary and should be frequent.
Thank you!

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