

## Missouri Immigration Policy Coalition

The **Missouri Immigration Policy Coalition** is a coalition composed of state-wide organizations and individuals advocating for issues impacting immigrants in Missouri building a proactive policy platform that works toward cultural and legislative change. This coalition serves as a forum to share information and analysis, to develop and coordinate plans of action, and further support for immigrant communities in Missouri.

### Coalition Values

- **Collaboration:** With relationships at the center of our coalition, we are dedicated to working together, because through connection and shared power we can achieve more.
- **Community:** We recognize and celebrate the diverse identities of all immigrants and their allies in this work, regardless of immigration status or of their economic impact.
- **Dignity:** Through a multicultural perspective we take into account the feelings, wishes, rights, and traditions of others.
- **Justice:** Our work will move beyond the preservation of basic human rights to full participation, inclusion, and equity for all immigrants and refugees.

### Community Agreements

*Guidelines for consensual and respectful interaction amongst coalition members*

- **Respect diverse identities:** Refrain from making assumptions about others' gender, cultural, and social identities. Out of respect for gender diversity, please use individual's stated pronouns. If you are unsure of someone's pronoun (e.g., she, he, they, no pronoun) please respectfully ask.
- **Assume good faith:** Assume good faith in each other. Please try to speak from experience, speak for yourself, and actively listen to each other. When someone makes a point, repeat what you heard, summarize, and ask clarifying questions like "did you mean X" or "what makes you say that" to get more information. Encourage yourself and others to maintain a positive attitude, honor the work of others, avoid defensiveness, be open to legitimate critique and challenge oppressive behaviors in ways that help people grow. We want to "call each other in" rather than calling each other out — in other words, if you are challenging someone's ideas or behavior, do it respectfully, and if you are being challenged, receive it respectfully.
- **Know whether to "step up" or "step back":** Help create a safe and inclusive space for everybody. Please respect others by recognizing how often, much, and loud you're speaking and whether or not you're dominating conversation. Step back to leave space for others to voice their opinions and feelings. If the facilitator of the meeting asks you to wrap up, recognize that you should step back. This especially applies to participants who have privileged backgrounds. On the other hand, if you don't often speak up, we encourage you to do so now!
- **Please ask yourself "Why am I Talking?":** We have a limited amount of time for discussion and to accomplish the tasks before us. When in discussion, please ask yourself "Why am I talking (WAIT)?" Consider whether or not what you want to say has already been said, whether what you want to say is on topic or if there's a better time and place to say it, and other methods for showing how you feel about the conversation (nodding your head, etc.)

- **Please recognize and respect others' feelings, background, and cultural differences:** Many people have different levels of experience, knowledge, and feelings in coalition spaces, and participants should respect and embrace this diversity. While we all don't have to agree on everything, we should respect our diversity of opinions. Recognize that everyone has a piece of the truth, everybody can learn, and everybody has the ability to teach and share something. Don't use language that's clearly oppressive or hurtful, and refrain from using acronyms or complicated language that could exclude others.
- **We have "one mic" so do not interrupt or speak while others are talking:** Many of us will have different opinions on matters. However, speaking while others are talking or adding comments when they cannot respond appropriately does not build community. If you have a disagreement, wait for your turn to address it.
- **Some things shouldn't be shared outside coalition spaces:** Confidentiality is a crucial factor in our coalition work, and information discussed in meetings and coalition spaces is only to be shared on a need to know basis outside of the MO Immigration Coalition, and with the consent of all coalition members.

### **Meeting Schedule**

- During the legislative session, meetings are held each month to discuss and plan our **legislative strategies and policy issues**. Between May through December, meetings will alternate between in-person and a conference call once a month to discuss and plan **educational events and planning activities**.

### **Coalition Quorum Protocol**

- A 2/3 majority of organization representation is the minimum number of members that must be present at a meeting to validate the proceedings of that meeting via a vote. In the absence of a quorum, the coalition may discuss matters, but not vote. Members that are voted in by coalition and fulfill the commitment requirements previously stated are voting members.

### **Recruiting New Members**

- The coalition will include a balance of different perspectives that represent immigrant rights, grass-roots efforts, education, healthcare, religious rights, civil rights, and labor organizations, as well as individuals. Applications and outreach shall be done to ensure a multitude of perspectives are around the table. The coalition will review applications and will require a quorum to approve new members.

### **Removal from Coalition**

- Members that do not adhere to these commitments will be at risk of removal from the coalition. If a member organization acts or speaks on an immigrant-related topic that is contrary to the overall direction of the coalition, remaining members will review those actions at the next regular meeting. This will include a discussion and a vote on the removal of the organization. A **unanimous vote is required**.
- If your organization is absent for 3 meetings without notification, the members will discuss the removal of the absent organization. This will include a discussion and a vote on the removal of the organization. A **unanimous vote is required**. Please try to have a member of your organization attend if you plan to be absent. Please also respect the

group members by notifying coalition hosts (representatives of IFCLA) of a planned absence.

### **Communication**

- *Internal:* Coalition members will receive access to a Google Drive and Google Group where shared updates and information will be kept. Official notices for coalition updates and business will be sent by coalition facilitators (representatives from IFCLA). Coalition members will not share personal contact information of any member without prior consent.
- *External:* Coalition will collectively create language to be used in statements, but will not regularly draft statements as a coalition. Coalition members are empowered to draft statements and request additional members to sign on with name and logo to be publicized. In any instance of a statement from coalition members or the coalition as a whole, coalition members may be listed on letterhead or general material as a member of the coalition after consent. No member's branding or logo shall be used without prior consent.
- Position statements on specific issues will include the opportunity to opt in or opt out, and no position will be specifically indicated as endorsed or supported by Coalition members unless approval to use the name or image of the organization is granted in advance. Coalition organizations agree to respond timely to any requests for approval of the use of the organization's name or image and will do so generally within 24 hours of request.

### **Priority Issues**

Coalition members are able to propose issue-priorities. The coalition will review member's proposed issue- priorities on an annual basis and will require a quorum to approve up to four. Coalition members can call to vote a review of an issue-priority but **a unanimous vote is required** to dissolve focus. The Core Team will provide guidance in determining which priorities are actionable.

## Coalition Structure

A multi-layered, nested structure will help us to achieve our vision:

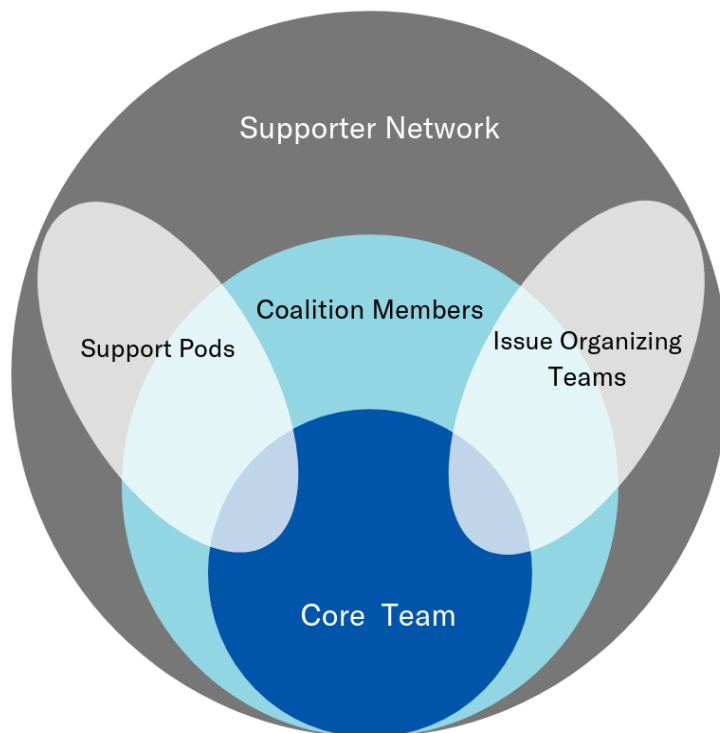
Core Team: The smaller group of coalition members that fleshes out the plan for implementing the coalition's platform.

Full Coalition: The organizations that have come together to radically collaborate to build a proactive policy platform that works toward cultural and legislative change for all immigrant communities in Missouri.

Supporter Network: Friends who are not able to join the coalition, but who cheer us on and want to stay up-to-date on and help promote our work.

Support Pods: Small, policy-focused groups that provide as-needed support to the full coalition and organizing teams (e.g., data analysis, research, etc.).

Issue Organizing Teams: Small, issue-focused groups that craft and implement strategy for advocating for the coalition's platform in a specific issue/campaign.



## Missouri Immigration Policy Coalition Application

Please submit this application and organization's logo to [ifcla@ifcla.net](mailto:ifcla@ifcla.net).

### As coalition hosts, IFCLA commits to the following items:

- Provide convening space, whether virtual or in-person, for meetings
- Provide a connection for information-sharing
- Provide guidance on advocacy capacity and educational workshops
- Convene the Core Team as needed
- In partnership with the Core Team, co-facilitate meetings, take notes, and provide a meeting agenda one week in advance of meeting

### As an organization/individual member of the coalition, I commit to:

- Ensure an organization representative attends regularly scheduled meetings
- Participate in at least one committee, or participate/host one educational forum or event. (There will be four opportunities for participation in a calendar year)
- Establish a primary point of contact for the organization and ensure there is connectivity through the organization
- Agree to the coalition mission, values, community agreements, and guidelines

Organization Name:

Status: Circle one- (c(6), c(4), c(3))

Address (City, State, Zip Code):

Representative Name & Title:

Phone:

Email:

Brief description of the organization (e.g., values, mission, vision, programs):

Through your organization's work, in what ways does it directly engage immigrants?

What are your organization's key policy priorities?

Who is your base (*members, volunteers, "your people"*) and how can you mobilize? (*e.g., event turnout, rapid response turnout for bills such as petition signing, contacting legislators, sharing information.*)

Why does your organization want to join the MO Immigration Policy Coalition?

Where does your organization envision participating in the coalition structure? (Circle all that apply)

Core Team      Full Coalition      Supporter Network      Support Pods      Issue Organizing Teams

How will the coalition benefit from your organization's participation?