

Missouri Immigration Policy Coalition Application

Mission

- The Missouri Immigration Policy Coalition is a statewide coalition of immigrants, advocates, and allies working to advance immigrant justice. We build power, share immigrant stories, and push for policies that protect and uplift all immigrants in Missouri. Through community organizing, advocacy, and education, we stand up to unjust systems and work toward a Missouri where everyone can thrive, no matter their immigration status.

Vision

- We envision a Missouri where ALL Missourians, regardless of immigration status, thrive with dignity, safety, and belonging. A state where immigrant communities are visible, valued, and know they are powerful; where fear, detention, and exclusion are replaced with opportunity, equity, and joy.

Values

- **Collaboration:** Relationships are at the center of our coalition, 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

- **Respect diverse identities:** Regard people as whole human beings. Refrain from making assumptions about people's gender, cultural, and social identities. Out of respect for gender diversity, please use stated pronouns. If you are unsure of someone's pronouns, please respectfully ask.
- **Ask questions and respect disagreements:** Assume good faith in each other. Recognize that everybody has something to learn and everybody has something to teach. 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 to get more information.
- **Appreciate efforts that point out your mistakes:** Encourage yourself to honor the work of others, avoid defensiveness, be open to legitimate critique, and challenge oppressive behaviors in ways that help people grow. Expect discomfort.
- **Take responsibility for equalizing power:** Help create a safe and inclusive space for everybody. Respect others by recognizing how often, much, and loud you're speaking and whether or not you're dominating conversation. Leave space for others to voice their opinions and feelings, especially folks who come from more privileged backgrounds.
- **Make all information accessible:** Many people have different levels of experience, knowledge, and feelings in coalition spaces, and we should respect and embrace this diversity. Refrain from using acronyms or complicated language that could exclude others.

- **Respect confidentiality:** Confidentiality is a crucial factor in our coalition work. Information discussed in meetings and coalition spaces is only to be shared on a need to know basis outside of the Missouri Immigration Policy Coalition and with the consent of all coalition members.

Meeting Schedule

- Meetings are held virtually on the fourth Monday of each month to connect and strategize. If you are a part of a working group, there may be additional meetings throughout the year.

Coalition Quorum Protocol

- Two-thirds 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 who 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, grassroots efforts, education, healthcare, civil rights, and labor organizations, as well as individuals. Outreach must 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 immigration 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 the facilitator of any planned absence.

Communication

- *Internal:* Coalition members will receive access to a Google Drive where shared updates and information will be kept. Official notices for coalition updates and business will be sent by coalition facilitators. Coalition members will not share personal contact information of any member without prior consent.
- *External:* Coalition members will collectively create language to be used on social media and in public statements. Coalition members agree to respond timely to any requests for approval of our name or image and will do so generally within 24 hours of request.

Coalition Structure

- **Full Coalition:** The organizations and individuals that have come together to radically collaborate to defend immigrant rights in Missouri and build a proactive policy platform.

- **Working Groups:** The coalition has three working groups: the legislative working group, the communications working group, and the base-building working group. Each member is encouraged to join one of these working groups.
 - Chairs of the Legislative Working Group:
 - Sage Coram (scoram@aclu-mo.org)
 - Jessica Trout (jessica.trout@slu.edu)
 - Chair of the Base Building Working Group:
 - Krysta Grangeno (krysta@limitlesshorizonsconsulting.com)
 - Chairs of the Communications Working Group:
 - Samantha Calderon (samantha@airrkc.org)
 - Carolina Ball (carolinaball@mica-project.org)

- **Core Team:** The smaller group of coalition members that supports the creation of meeting agendas, facilitates working groups, and plans the annual retreat. Outside of setting agendas, any other proposals that are discussed at Core Team meetings must be brought to the full coalition for a vote. Any coalition member can be recommended to join the Core Team. The Core Team will review recommended new members on a rolling basis.

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Please submit this application to gabbyeissner@mica-project.org.

As coalition hosts, the MICA Project commits to the following items:

- Provide convening space, whether virtual or in-person, for meetings
- Share up-to-date information with the coalition
- Convene the Core Team as needed
- Co-facilitate meetings, take notes, and provide a meeting agenda in advance of meetings, in partnership with the Core Team

As a member of the coalition, I commit to:

- Regularly attend scheduled meetings or designate another person at my organization to attend
- Participate in at least one working group
- Maintain open communication with other members of the coalition
- Agree to the coalition mission, values, community agreements, and guidelines

Organization Name:

Status (c(6), c(4), c(3)):

Address:

Representative Name and Title:

Phone:

Email:

Give a brief description of yourself or your organization.

Through your work, in what ways do you directly engage immigrants?

What are your key policy priorities?

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

Why do you want to join the Missouri Immigration Policy Coalition?

How will the coalition benefit from your participation?

Which working group would you like to join (*legislative, base building, communications*)?