

Immigrant Integration Measurement Survey: Agency Staff Perspective

Date:

In order for an agency to collectively promote and encourage immigrant integration, it is vital that all staff members be aligned in their thinking and planning. Immigrant integration can be actively pursued as an agency goal, and efforts to increase integration in the community can be achieved when staff are supporting this goal collectively through their individual work.

Before beginning to work actively towards immigrant integration programming, it is vital to discuss immigrant integration with all staff. This ensures that staff are speaking openly about the topic and that as a group, staff have a similar understanding of the term 'immigrant integration' and agree on the paths that should be taken to promote it.

Please see CLINIC's [Center for Immigrant Integration](#) for several resources on immigrant integration. Contact Leya Speasmaker at lspeasmaker@cliniclegal.org for additional resources on immigrant integration and for ideas on how to promote integration within your community.

This survey should be administered yearly in order to measure and track staff perspectives on integration and agency change over time. Here is a sample spreadsheet your agency could use to keep track of the data and its changes over time.

Question	Yes	No	IDK	% IDK	% Yes	% No
Does our agency promote immigrant integration as a benefit for our community?						
Does our organization assist our clients in pursuing citizenship, including offering immigration legal services, English as a Second Language and citizenship test preparation classes, and registering to vote?						
Do all our staff members understand the basic rights immigrants have as U.S. residents as well as have a basic understanding of U.S. immigration law?						
Do we include immigrant integration in our strategic plan, mission statement, and/or measurable goals?						
Does our organization foster relationships between newcomers and the receiving community through our programming, public events, and public outreach?						
Are immigrants represented on our Board or in other advisory capacities?						
Are immigration legal services clients connected to and encouraged to obtain other services offered by our agency?						
Does our organization advocate for immigrants within our community at the local and state government levels?						
Does our organization offer leadership development opportunities to immigrants?						
Does our organization ask the immigrant community what services or support they need before we develop programs that serve this community?						

Agency Staff Survey

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Please complete the survey by choosing yes or no for each question. Your answers will remain anonymous.

1. Does our agency promote immigrant integration as a benefit for our community?
 Yes No I Don't Know
2. Does our organization assist our clients in pursuing citizenship, including offering immigration legal services, English as a Second Language and citizenship test preparation classes, and registering to vote?
 Yes No I Don't Know
3. Do all our staff members understand the basic rights immigrants have as U.S. residents as well as have a basic understanding of U.S. immigration law?
 Yes No I Don't Know
4. Do we include immigrant integration in our strategic plan, mission statement, and/or measurable goals?
 Yes No I Don't Know
5. Does our organization foster relationships between newcomers and the receiving community through our programming, public events, and public outreach?
 Yes No I Don't Know
6. Are immigrants represented on our Board or in other advisory capacities?
 Yes No I Don't Know
7. Are immigration legal services clients connected to and encouraged to obtain other services offered by our agency?
 Yes No I Don't Know
8. Does our organization advocate for immigrants within our community at the local and state government levels?
 Yes No I Don't Know
9. Does our organization offer leadership development opportunities to immigrants?
 Yes No I Don't Know
10. Does our organization ask the immigrant community what services or support they need before we develop programs that serve this community?
 Yes No I Don't Know

Encuesta del Personal de la Agencia

Fecha:

Por favor completa esta encuesta a elegir una opción para cada pregunta. Sus preguntas se mantendrán de manera anónima.

La integración de inmigrantes es: “Un proceso dinámico de dos vías en las cuales las nuevas personas y la sociedad que los recibe trabajan en conjunto para construir comunidades seguras, vibrantes y cohesivas”.

1. ¿Su agencia promueve la integración de inmigrantes como un beneficio para nuestra comunidad?
 Si No No lo sé
2. ¿A caso nuestra organización asiste a nuestros clientes en buscar su ciudadanía, incluyendo el ofrecer servicios legales migratorios, el inglés como segundo idioma y clases de preparación para la prueba de ciudadanía, y su registro para votar?
 Si No No lo sé
3. ¿A caso todos los miembros del equipo entienden los derechos migratorios básicos que tienen como residentes de los Estados Unidos al igual que un entendimiento básico de la ley de migración de los Estados Unidos?
 Si No No lo sé
4. ¿Incluimos integración migratoria en nuestro plan estratégico, declaración de misión, y / o metas medibles?
 Si No No lo sé
5. ¿Nosotros albergamos amistades entre los nuevos entrantes y la comunidad receptora a través de eventos de programación, eventos públicos y de recaudación de fondos?
 Si No No lo sé
6. ¿Los inmigrantes están representados en nuestra Junta o en otras capacidades de concejo?
 Si No No lo sé
7. ¿Los clientes con servicios legales están conectados a y animados a obtener otros servicios ofrecidos por nuestra agencia?
 Si No No lo sé
8. ¿Nosotros avocamos para los inmigrantes en nuestra comunidad en los niveles gubernamentales locales y estatales?
 Si No No lo sé
9. ¿Nosotros ofrecemos oportunidades de desarrollo de liderazgo a nuestros inmigrantes?
 Si No No lo sé
10. ¿A caso nuestra organización pregunta a la comunidad inmigrante sobre los servicios o el apoyo que necesitan antes que desarrollemos programas para poder servir a esta comunidad?
 Si No No lo sé