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# 2022 IMPACT REPORT

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# A LETTER FROM THE EXECUTIVE DIRECTOR

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Dear Friends,

Several years ago, I met a client who told me that life in the U.S. made him feel like a ghost because his status as an asylum seeker made him feel invisible. I wondered out loud what it would take for him to feel 'seen?' He said:

**“KEEP DOING THIS WORK. WHEN I COME TO ASYLUMWORKS, I FEEL LIKE A PERSON.”**

2022 was a stellar year for AsylumWorks. In February, we made history when our class action lawsuit compelled a federal judge to strike down two Trump-era regulations, effectively reinstating the right to work for asylum seekers nationwide. Our legal win prompted an outpouring of congratulations from migrant-serving professionals nationwide, quick to share their gratitude and relief.

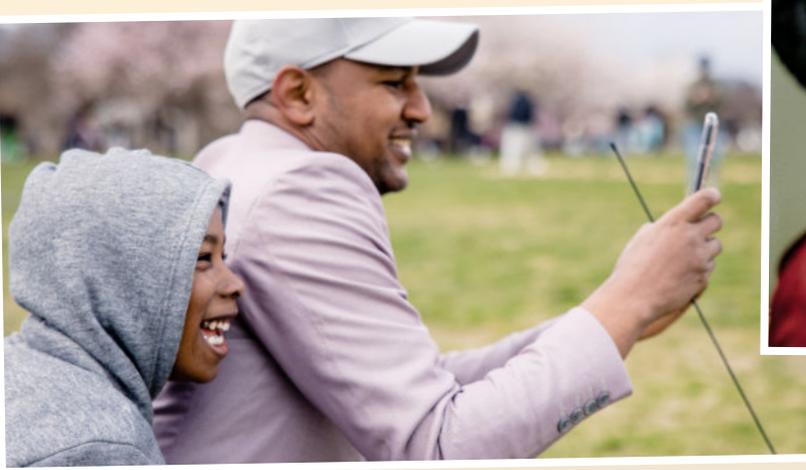
To address the ever-growing need for services, we piloted a full-time, paid professional training program to train past clients to serve new clients as skilled helping professionals. This initiative has not only helped us create opportunities to develop and advance employees with lived experience within our organization, but has also produced a more effective, efficient, and equitable service model.

By the end of the year, AsylumWorks had served a record 506 individuals and families from 53 countries to help them find safety, retain legal representation, achieve stability, and work toward financial self-sufficiency. I am so proud of what we have accomplished this year, but I am also reminded that many people have contributed to our success.

Because of your generosity, our team continues to make the invisible visible. With that visibility comes hope, and the possibility of real and lasting change. Thank you for your continued belief in our mission and investment in our work. For this, and so much more, we are deeply grateful.

Sincerely,

Joan Hodges-Wu, MA, LGSW  
Founder & Executive Director



# THIS YEAR IN PHOTOS





# MISSION, VISION, AND VALUES

WITH THE EXCEPTION OF IMMIGRATION DETENTION FACILITIES, THE UNITED STATES MAINTAINS NO FORMAL STRUCTURES FOR ADDRESSING THE SAFETY, HEALTH, AND WELL-BEING OF ASYLUM SEEKERS AND OTHER FORCED MIGRANTS IN IMMIGRATION LEGAL PROCEEDINGS.

**ASYLUMWORKS WAS CREATED TO ADDRESS THIS GAP.**

## OUR MISSION

Founded in 2016, AsylumWorks is a nationally recognized 501(c)3 nonprofit organization established to empower asylum seekers and other forced migrants to rebuild their lives safely and with dignity.

## OUR VISION

Our vision is a world where asylum seekers and other forced migrants are welcomed and uplifted by their new communities.

## OUR VALUES

- 1 RADICAL HOSPITALITY**  
We believe that welcome fosters belonging.
- 2 COURAGE**  
We are willing to take risks and challenge convention.
- 3 RESPECT**  
We believe that every person has value regardless of power or privilege.
- 4 COLLABORATION**  
We believe that effective problem solving requires a diversity of voices and perspectives.
- 5 ACCOUNTABILITY**  
We demand excellence of ourselves and our partners, and take responsibility for the results of our work.



# OUR SERVICE MODEL

AsylumWorks has developed a culturally and linguistically appropriate model of care tailored to address the needs of asylum seekers and other forced migrants in immigration legal proceedings. Client services are free and available to individuals and families living in Washington, D.C., Maryland, and Northern Virginia regardless of country of origin, language, sexual orientation, gender expression, race/ ethnicity, ability, age, or religion.



## Community Engagement & Development

The Community Program creates opportunities for clients to gather, share knowledge, and both give and receive support.



## Therapeutic Case Management

Social service staff work with individuals and families to address their urgent and unmet needs relating to health and safety.



## Employment & Career Development Services

The Employment Team helps migrants prepare for, find, and keep meaningful employment.

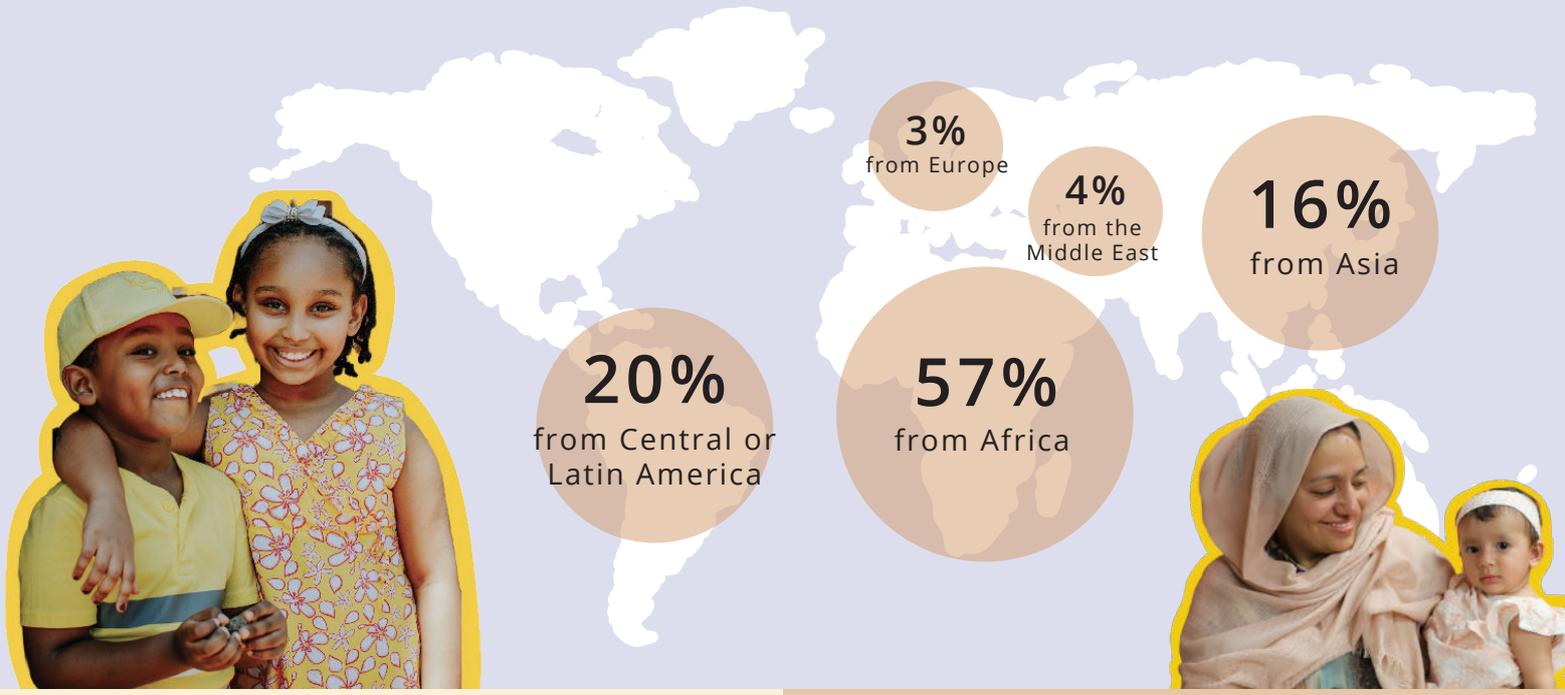


## Legal Navigation

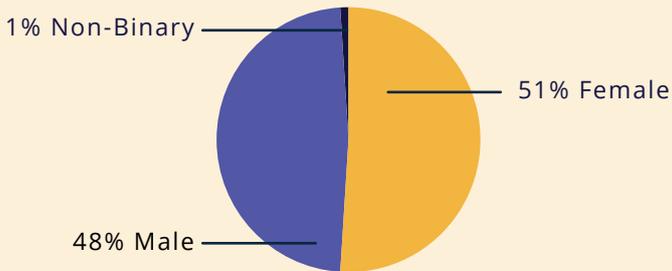
The Legal Navigation Program provides legal education to help AsylumWorks clients understand their rights and responsibilities as migrants in the United States.

# WHO WE SERVE

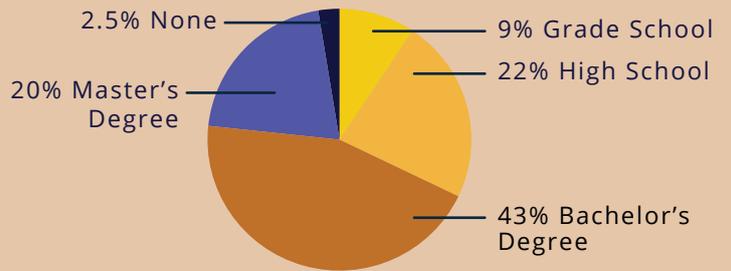
## 2022 CLIENT BREAKDOWN



### GENDER



### EDUCATION



## THREE MOST COMMON NEEDS UPON INTAKE



Employment



Immigration Legal Needs



Social Support in the US

# OUR IMPACT

IN 2022, ASYLUMWORKS SERVED...



AND AFTER SIX MONTHS OF ASYLUMWORKS SERVICES...



**96%**

Of clients report increased or sufficient access to **community resources**



**93%**

Of clients report good or improved **mental health**



**93%**

Of clients report increased or sufficient **access to housing**



**90%**

Of clients report increased or sufficient **access to healthcare**



**94%**

Of clients report the ability to **retain and work with immigration attorney**



**91%**

Of clients report an increased or sufficient **sense of community involvement**



**78%**

Of clients report an increased or sufficient **level of social support in the U.S.**



# CREATING COMMUNITY



## TASTE OF ASYLUMWORKS

*Taste of AsylumWorks* is an international food-tasting competition created to celebrate the culture and diversity of AsylumWorks clients. Ten client chefs from nine different countries prepared homemade comfort food to share with AsylumWorks clients, staff, and friends. Guests were invited to sample and vote for their favorite dishes. Client chefs competed for one of several cash prizes. Client attendees were also registered in a free lottery where they won fun and useful prizes like a rice cooker and a new set of cooking pots. Finally, guests were invited to participate in a traditional Ethiopian coffee ceremony while they enjoyed music and desserts from around the world.

“ *During the event, lots of people gave compliments, saying things like, ‘Your dumplings were excellent’ or ‘We were told to have your dumplings.’ These praises brightened my day.*

—Kevin L., Client from China

## MARCHING WITH PRIDE

In June 2022, 33 members of our LGBTQ peer support group, PRISM, proudly marched in the Capital Area Pride Parade. The day was filled with laughter, friendship, and celebration. Most importantly, the parade gave PRISM members an opportunity to openly celebrate who they are without fear of persecution, many for the very first time in their lives.



# DEVELOPING LEADERS

AsylumWorks is proud to employ a diverse staff that reflects the communities we serve. Our staff hail from 10 countries and speak more than 20 languages. Approximately 60% of staff identify as arriving in the U.S. as refugees or asylum seekers. Our status as a community-led organization remains essential to our success, but it also requires an ongoing commitment to identify and develop the next generation of talent.

To this end, in Fall 2021, AsylumWorks announced the creation of the Social Services Fellowship Program, a one-year, full-time, paid, on-the-job professional training program intended to train former clients how to work with new clients as social service staff. In FY22, three former clients were accepted to participate in the program. They included: (1) a women's rights activist from Sierra Leone; (2) an LGBTQ advocate from the Democratic Republic of Congo; and (3) a constitutional law professor from Ethiopia. Fellows received intensive training and weekly supervision from licensed social workers to learn a range of technical skills needed to provide therapeutic case management. By the end of the year, our three fellows had served 139 individuals and families from 25 different countries.

AsylumWorks' Fellowship Program has become an effective method to scale the organization in a way that meets our commitment to advancing the voices and lived experiences of asylum seekers and other forced migrants.

**In March 2023, the Fellowship Program was recognized by the U.S. Office of Refugee Resettlement as a national best practice.** Next year, AsylumWorks will begin working with immigrant-serving organizations across the U.S. to create their own fellowship program.



**“** *I have always advocated for helping people back home, but the AsylumWorks Fellowship Program allowed me to help others here [in the U.S.]. **The AsylumWorks fellowship program changed my life.***

—Amira K, 2022 Social Service Fellow

# ASYLUMWORKS MAKES HISTORY

## PROTECTING THE RIGHT TO WORK FOR ASYLUM SEEKERS NATIONWIDE

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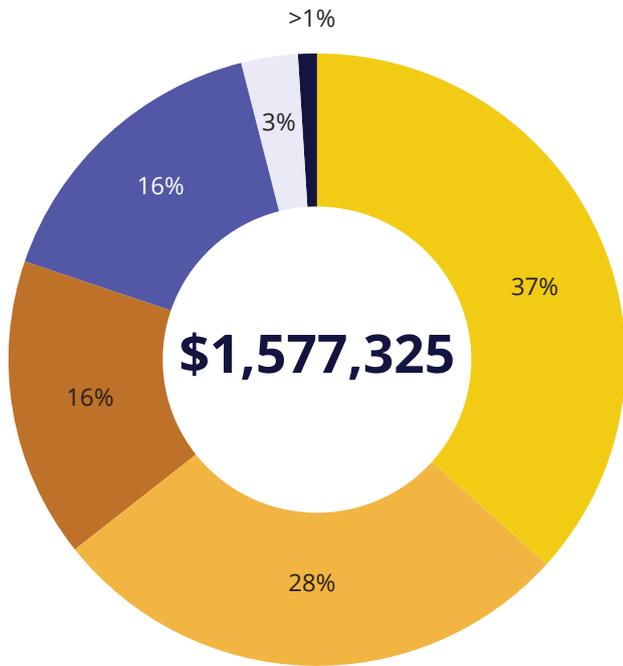
In December 2020, AsylumWorks, along with two nonprofits and eighteen individual asylum seekers, filed *AsylumWorks vs. Mayorkas*, a federal class action lawsuit challenging anti-asylum regulations imposed by the Department of Homeland Security (DHS) that severely delayed—and in many cases outright denied—work permits for asylum seekers.

On February 7, 2022, AsylumWorks made history when Federal Chief Judge Beryl Howell sided with our argument and immediately rescinded the Trump-era policies. Widely known in legal circles as the ***AsylumWorks Order***, our victory restored the right to work for millions of asylum-seeking individuals and families nationwide. Our victory restored the right to work to nearly a million asylum-seeking individuals and their families nationwide. Our victory also serves as an important reminder



# FINANCIALS

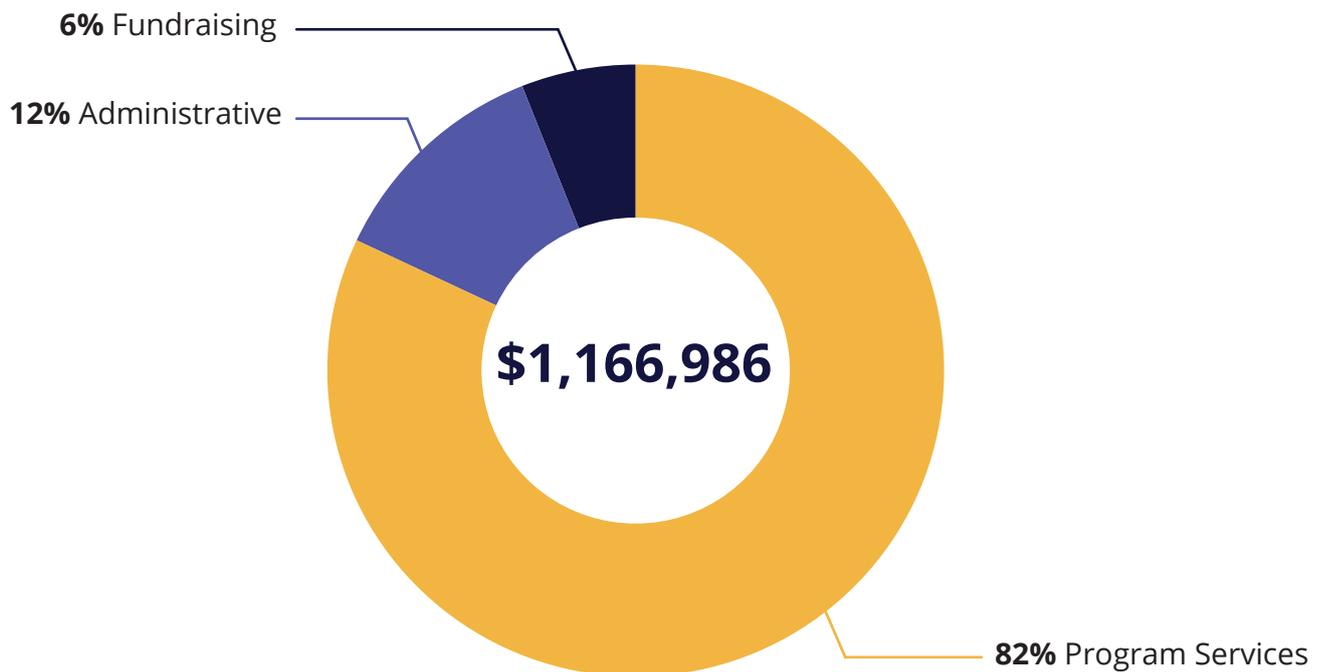
JANUARY - DECEMBER 2022



## TOTAL INCOME

- \$582,400** Foundation Grants
- \$442,312** Government Grants
- \$254,268** Individual Giving
- \$247,280** Program Training Fees
- \$50,000** In-Kind Contributions
- \$1,065** Investment Income

## TOTAL EXPENSES



## BOARD OF DIRECTORS

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Vice Chair

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Board Treasurer

**Tiffany Lung, MBA**  
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Founder & Executive Director

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**Susan Hunter, J.D.**

**Pascal Masuba, MA**

**Liana Montecinos, Esq.**

**Sally Miller, J.D.**

**Anam Rahman, Esq.**

**Alex Slater, MA**

## INCOMING MEMBERS

### TIMOTHY ALUISE, J.D.



Tim Aluise has been an affordable housing lawyer for over 40 years. He was a co-founder of the law firm Hessel, Aluise and O'Leary, PC. With a nationwide practice, he has represented all types of clients in the multifamily affordable housing industry: for-profit and nonprofit developers, state and local housing finance agencies, national banks, tenant groups, trade associations, and Wall Street investment houses. He is now semi-retired, serving in the role of senior counsel to the firm. He received his law degree from The University of Notre Dame and a bachelor's degree from Georgetown University. Tim also has a certification in Financial Planning from New York University.

### RICHARD KOFFMAN, ESQ.



Richard Koffman is an attorney with 30 years of experience representing plaintiffs in antitrust and civil rights litigation. He is currently a Partner and Chair of the Pro Bono Committee at the law firm Cohen Milstein Sellers & Toll PLLC, where he has represented unaccompanied minors pro bono in immigration proceedings. Previously, he served as a Senior Trial Attorney in the Antitrust and Civil Rights Divisions at the U.S. Department of Justice. Richard is an Honors graduate of Wesleyan University and received his law degree from Yale Law School, where he was a Senior Editor of the Yale Law Review.

# SUPPORTERS & PARTNERS

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In Honor of Lauren Catron Fifer

## \$10,000-\$14,999

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Cindy Hallberlin and Joel  
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Megan and Trey Blanchard

Sally Miller and Michael King

Timothy Aluise and Amy Friend

Tracey and Dean D'Angelo

## \$5,000-\$9,999

Alex Slater

Joan Hodges-Wu

Kathryn and Michael Hanley

Richard Koffman

Stephen Cox

## \$1,000-\$4,999

Amy Abraham

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Cathy Southammakosane

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Tiffany Lung and Herbert Lui

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Denise Woods

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*\*A list of donors who have generously given \$250 and below is available upon request.*

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rebuilding lives. strengthening communities.

