



# 2022 American Rescue Plan: Services to Undocumented Immigrants

Submit Application to: [CDDapplications@cityofmadison.com](mailto:CDDapplications@cityofmadison.com)

Deadline: 12:00 pm CST (noon) January 28, 2022

*Late applications will not be accepted*

Please limit your proposal and responses to the spaces provided in this form. Any materials submitted in addition to this application form will not be considered in the evaluation of the proposal. Please *do not attempt to unlock or alter this form*. **If you need assistance with this proposal or are unclear about how to respond to any questions listed below, please contact CDD staff at 266-6520**

<b>Agency Name:</b>	Freedom, Inc.	<b>Amount Requested:</b>	\$ 150,000
<b>Title of Proposal:</b>	Freedom Mutual Aid Store		
<b>Contact Person:</b>	Mahnker Dahnweih	<b>Email:</b>	mdahnweih@freedom-inc.org
<b>Agency Address:</b>	2110 Luann Lane; Madison, WI 53713	<b>Telephone:</b>	608-716-7324
<b>Is this Group a 501 (C) (3)?</b>	Yes or No Yes	If no, applicant will need to secure a fiscal agent with 501 (C) (3) status.	
<b>Name of Fiscal Agent (if Applicable):</b>		<b>Fiscal Agent Phone:</b>	
<b>Fiscal Agent Contact Person:</b>		<b>Fiscal Agent Email:</b>	

### Project Goal:

- Please describe your proposal’s goal of supporting undocumented immigrant households as they deal with the negative impacts of the COVID-19 pandemic.

Over the last 20 years, Freedom Inc. has supported mutual aid activities including food security and healing programs through our gardening projects at neighborhood centers like Bayview, at our physical office, and throughout Dane County. These programs enable our Hmong and Black elders to cultivate culturally specific crops, build community and have food for their families. In the last 5 years, we have run a weekly in house pantry for Black and Southeast Asian elders and Queer folx. We pride ourselves on a pantry that is trauma informed- i.e. we maintain and collect the minimum level of information for usage, i.e. only first name, number of people in household and income level. Our pantry does not require onerous income verification or intake processes. During the pandemic, we also shifted to a 25 hour-no contact mutual aid closet where members can stop by our physical office at any time to access a closet with food, personal protective equipment and feminine hygiene products. We also have a mutual aid delivery van where volunteers help us deliver to members who don’t have transportation and/or are too vulnerable to leave their homes.

In 2022, we are starting up our Freedom Store- a store with mostly free resources to clients and resources for wellness. We hope to offer yoga and meditation class in addition to allowing members to have a dignified and holistic experience receiving resources like household supplies, clothes, and food.
- Please describe the demographics of the immigrant population(s) your organization serves. (e.g. age groups, ethnicity, economic status, holders, , specific income ranges, etc.).

Freedom Inc. operates in Dane County, Wisconsin where we primarily service Southeast Asian immigrants and undocumented people. We also serve Black immigrants from Africa and the Caribbean. We serve youth ages 0-12, teens ages 13-17 and adults 17 and older. The immigrants we

serve are no to low income and are usually. On average, immigrant populations make up about 40% of the members we serve.

3. Describe how your project will address any formal and informal barriers that prevent undocumented immigrants from accessing needed services.

Many times, we see that low income, single mothers, Queer folx, elders and young people of color are not centered in program development. Their needs exist at the outskirts of mainstream services and they struggle to access the resources they need to thrive. Mainstream services are often not equipped to have in-language staff and resources and strategies that can resonate with undocumented immigrants. In contrast, all of Freedom Inc's programs and activities are coordinated, facilitated, and created by people from within their communities. Therefore, their voices are always at the fore front of anything that has to deal with them. Program creation at Freedom, Inc are created naturally—meaning the community tells us what the issues are and what we should be working on. This model will always ensure that we include those who are most impacted at the center of all our work. This ensures us that Black victims/survivors also assist in creating solutions and programs that are age/culture/age appropriate.

One of the barriers our members face is the lack of culturally and linguistically specific services. Therefore, we also uplift the varied linguistic needs of our clients and the communities we serve. We not only recruit from the Hmong and Khmer communities, we also have linguistic and culturally specific training spaces for staff so we can be versed in the language and vocabulary to properly advocate for our clients. We do this by providing domestic violence (DV) and sexual assault (SA) trainings in the Hmong language. We also work with clients who speak other languages not spoken by our staff. When that is the case, we draw from our trained and certified circle of professional interpreters to help us translate services. In addition to providing services in language, we do most of our community outreach and political education in language. For instance, when COVID-19 first became a major issue and safer at home orders were issued, our Hmong speaking staff took to Facebook and held zoom sessions in language. We talked about safety at home and DV services that folx could still access while at home.

4. Describe the process your clients/participant will need to follow to receive assistance. Members who will be able to access our Freedom Store services in two main ways- 1) by signing up for an appointment with our mutual aid support staff so they can have private and Covid safe experience "Shopping" for the resources they need. 2) Women, children and Queer folx who are part of our culturally specific programming will also be able to apply for assistance through their advocates.

Staff:

5. Please briefly describe any relevant lived experience, as well as formal training, possessed by your staff, and how it will help make this project successful.

To ensure that those most impacted drive FI's work, and that FI is accountable to underrepresented communities of color, FI's staff and board reflect the membership. For example, FI hires youth leaders to help recruit, lead, and coordinate weekly youth groups, we have youth advisory councils for special projects. Many of our current staff were youth of FI youth groups. FI is able to recruit, and maintain such high numbers Hmong/SEA, Black, and LGBTQ folks in our programs and organizations because we are from the communities we serve— this allows us to be seen as trustworthy and have cultural knowledge of how to effectively do the outreach, and the work in general.

Our staffs, volunteers, and contractors are instrumental in recruiting and rooting us in these communities. This is a key fundamental principle to our creating and maintaining cultural competency within our agency. We are also connected to a broad network of leaders nationally and locally, within and allied to our communities, with skills that we are able to draw from that train and develop our

staff and leaders, to strengthen and complementing our existing knowledge. We understand the different cultural and social practices of these Hmong, Cambodian, Black, and LGBTQ identities because we are from these communities; therefore, we are able to design each program to meet cultural-, gender-, and age-specific needs of our communities. For FI, hiring, developing, promoting people within these most impacted communities is a key to building trust and connections to these communities.

More importantly, FI makes it a priority to hire (victims/survivors) women, gender-non-conforming and transgender folks, and youths to work with (victims/survivors) women, gender non-conforming and transgender people, and youths. Most participants, volunteers, and community supporters of FI are invited and encouraged to participate, learn, and build up their leadership to lead weekly support, community organizing training and skill-building workshops for Southeast Asian, African American, other youth of color, and other community members on topics of violence against women, racism/racial profiling, economic justice, and gender justice. This model of work ensures that FI will continue to develop leaders from the grassroots, keep the program effective, and keep our leadership inextricably connected to and reflective of the communities they are working in.

It is equally important for our staff that we not only encourage professional development but that our staff have time for mental wellness and health. We know that when staff have wellness, they will also have mental capacity to learn and build their skills. In a production driven society, employees often feel like they have to work overtime and be exhausted. However, we want to encourage our staff to have access to benefits that help them take a step back and care for themselves too. Freedom Inc. is well know for providing some of the most radical, Queer friendly and family friendly benefits to our staff. We provide meaningful and substantial benefits to our staff so they have access to full medical, dental, vision benefits including allowing time off for personal therapy and counseling. Annually, staff receive a wellness stipend that they can use to do self care. Examples of what staff have done are to join a gym, go on a retreat for self reflection, etc.

Timeline:

- Describe the anticipated timeline for your proposal.

Program Start Date 4/1/2022	Program End Date 12/31/2022
<b>Remember</b> funds will be allocated by the second quarter of 2022, and are available until 12/31/24.	

- Budget: Summarize your project budget by estimated costs for staff and participants.

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED
<b>A. Personnel Costs</b>		
Salaries/Wages (show detail below)	151,750	53,000
Fringe Benefits and Payroll Taxes	48,734	15,900
<b>B. Estimated Program Costs</b>		
Utility Bills	15886	
Internet Bill	2500	
House Supplies	140,000	60,000
Transportation	3672	
Job Training Assistance	5600	
Language Learners Assistance		
Meal Programs		
Telephone	2500	
Other (explain below):	63,472	21,100
<b>TOTAL (A + B)</b>	<b>434,114</b>	<b>150,000</b>

Other please explain:

Other expenses includes: Travel, Equipment, Assistance to individuals, insurance and vehicle cost/deprication