

COALITION OF AFRICAN & CARRIBBEAN COMMUNITIES (AFRICOM)

FY 2020 ANNUAL REPORT



2020 Red Rangers Youth Leadership and Violence Prevention Program Participants

AFRICOM

Coalition of African & Caribbean Communities
6328 Paschall Avenue, Suite B, Philadelphia PA 19142
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www.africom-philly.org

BOARD CHAIR'S STATEMENT

Dear partners, funders, and members of the African and Caribbean immigrant communities,

The Coalition of African and Caribbean Communities (AFRICOM) wishes you a happy and prosperous year 2021.

It is with pleasure that, every year, we publish an annual report not only to highlight our accomplishments and celebrate the trust of our funders and partners but also to be accountable and transparent to the immigrant and refugee families we are committed to serving. This year, besides this promise, the 2020 Annual Report reflects our collective response to the raging COVID-19 pandemic, the enduring racism, and the other social inequities that hit our low-income immigrant and refugee families much harder. 2020 was a difficult year beyond imagination. Many lost their lives to COVID-19. Others experienced sickness, lost their jobs, or had their incomes drastically reduced. Small business owners and self-employed people closed for months to comply with city and state precaution regulations. During the Black Lives Matter riots, shops and stores were pillaged, and the owners did not have enough resources to rebuild. Hundreds of families turned to AFRICOM for assistance with food, housing, transportation, utilities, communications, and Internet connection to facilitate online learning. We stood with all without exception.

“2020 Annual Report reflects our collective response to the raging COVID-19 pandemic, the enduring racism, and the other social inequities that hit our low-income immigrant and refugee families much harder.”

We saw an increase in needs from the low-income families and individuals we usually serve and those who never sought AFRICOM's assistance. The staff was overwhelmed, but together with our partners and funders, we stood up to the challenge. We grew our capacity to work remotely, provided direct assistance to hundreds, and cared for the staff's wellness.

This 2020 report also underlines our capacity to learn from our shortcomings, build cross-cultural networks, and constantly innovate to help African and Caribbean immigrants maintain their dignity. This 2020 report also underlines that grass-root community-based organizations, like AFRICOM, are essential for immigrants.

We thank our funders, donors, community leaders, and the dedicated staff for their commitment!

With great appreciation,
Mrs. Zemoria Brandon, BSW
Chair, Board of Directors



SPECIAL THANKS TO OUR FUNDERS AND PARTNERS

We thank our funders for their tremendous support during the very difficult year 2020.

Funders

The Samuel Fels Funds	The Philadelphia Foundation
The Knight Foundation	The Pennsylvania Immigrant and Citizenship Coalition
The Spring Point Partner/ Vanguard	Resist.org
The Douty Foundation	The Nationalities Service Center
The Union of Benevolent Association	The Pennsylvania Department of Community and Economic Development (PA. DECD)
The City of Philadelphia Office of Violence Prevention (OVP)	The Digital Literacy Alliance
The Bread and Roses Foundation	The Immigrant List
The PA Relief Fund	True Mark Credit Union
The PA Is Ready Fund	

Partners

Bartram's Garden | The African Family Health Organization (AFAHO) | The Haitian Coalition of Philadelphia | African Caribbean Cancer Consortium (ac3) | The Southwest Community Development Corporation | Delaware County Immigrant Coalition | Nationalities Services Center | New Sanctuary Movement | Philadelphia Department of Health | The Sickle Cell Disease Association – Delaware Valley Chapter | Public Citizens for Children & Youth | African Caribbean Business Council (ACBC) | American Civil Liberties Union (ACLU) | Office of Immigrant Affairs (OIA) | Philadelphia Neighborhood Small Business Council | The Welcoming Center | Multicultural Family Services | The Coalition for Jamaica | The Pennsylvania Association of Non-Profit Organizations (PANO) | Radio Xalaat | The National Community Reinvestment Coalition (NCRC) |

Schools and Research Centers

West Chester University | The University of Pennsylvania | Temple University | Fox Chase Cancer Center | Sankofa Freedom Academy Charter School | The Imhotep Charter School | Penn Community Scholars Program | The School District of Philadelphia

Individuals and Businesses

MinutemanPress | Funtimes Magazine | African Small Pot Restaurant | Kings and Queens Restaurant | Restaurant le Nile | Nilien Insurance | African Audio Market | Honorable Christopher. Chaplin, Honorary Consul of Jamaica |

Elected Officials

Councilman David Oh | Councilwoman Helen Gym | Councilwoman Cindy Bass | Councilwoman Jamie Gauthier | State Rep. Joanna McClinton | State Rep. Joe Honstein | State Rep. Danilo Burgos | State Rep. Martina White | State Rep. Anna Murato | State Sen. Anthony Williams |

HEALTH AND SOCIAL WELFARE PROGRAM

In 2020, we adjusted many of our programs to help African and Caribbean refugees mitigate the social and economic impacts of the COVID-19 pandemic. Our response consisted of Providing direct cash assistance to individuals and families, filing applications for housing and rental assistance, helping families apply for public benefits, supporting Small and minority-owned businesses' applications for financial help, conducting legislative advocacy and campaigns to expand the city, state, and federal services to undocumented immigrants, providing technical and technological support to elementary and secondary school students.

Covid-19 Direct Cash Assistance:

With funds and donations from the Vanguard Foundation, the Philadelphia Foundation, the PA Immigrant Relief Fund, UBA, and the Nationalities Service Center, AFRICOM provided direct cash assistance to immigrant families, prioritizing those that were left out of local, state, and federal assistance, the self-employed, and those who lost their source of income. The assistance was provided via gift cards, checks, and cash. When necessary, we purchased food or paid utilities and telephone services bills. A few families received food boxes that were donated by some partners.

Figure 1. Overview of Cash Assistance to Families in 2020

Total Fund Distributed	\$60,345
Number of Recipients (recipients + family members)	212
Number of People Assisted (Recipients + family members)	582
Countries of origins of People Assisted	16
Number of African countries	12
Number of Caribbean countries	4

Figure 2. Percentage of Females and Males Who Requested Assistance

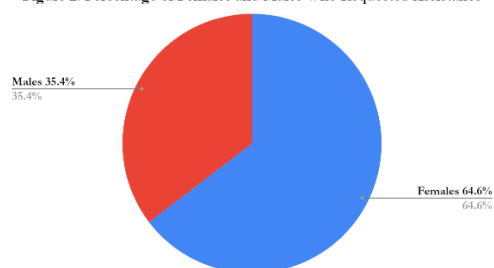
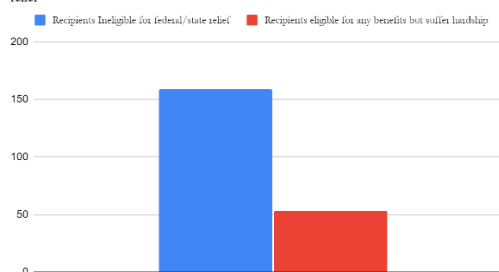


Figure 3. Recipients Ineligible for federal/state relief and Recipients eligible for federal/state relief



Healthcare Advocacy

AFRICOM and AFAHO met with Dr. Eva and Mrs. C. Bettigole of the Philadelphia Health Department. The meetings aimed to ensure the inclusion of African and Caribbean immigrants and immigrant-led organizations in the city's COVID-19 mitigation plan. We recommended ways to

improve outreach, access to health centers, contact tracing, statistical data, effective enforcement of the stay-at-home order.

Other Direct Services

In 2020, AFRICOM kept pace with municipal and state public offices to help low-income African and Caribbean immigrants apply for public benefits and look for employment. Our dedicated and multilingual staff and volunteers worked hard to identify and address the new obstacles that Covid-19 precautions and restrictions caused. Tables 4 and 5 summarize the assistance provided in 2020.

Table 4. Number of people who received indirect and direct assistance for other benefits

Number of people to whom assistance was provided	372
Total number of Direct applications filed	105

Table 5. Types of direct services provided

Types of Services	Number of people assisted directly
Education	20
CCIS	19
Pandemic Unemployment Compensation	21
Job application	7
Housing (rental and mortgage assistance applications included)	15
LIHEAP	3
Health Services	11
Philly/State I.D. /SS Card /Passport	9

- The Covid-19 precautions increased the barriers Black immigrants face when accessing public benefits.
- About 7% of the people served would not come to AFRICOM for help if it were not for the pandemic.
- We served all the Philadelphia zip codes.
- A large percentage of the people we assisted live in North, West, and Southwest Philadelphia.
- Delaware County is the second-largest county we served.
- Upper Darby tops the Delaware County townships we served.



Beyond the data that this report presents, we measure our programs' impact through the expression of gratitude and the stories of the population we serve.

- They read the text messages we sent.
- They called to ask questions and seek clarification.
- They left “thank you” notes and prayers for the staff.
- They referred their fellow immigrants, community members, friends to us
- They invited their peers to join our social media platforms to receive information and updates.
- They did not hesitate to call for other services.
- They often called to express their concerns and dissatisfaction with us or with the city or state agencies.
- They said our promptness was reassuring.
- They were patient with us
- During the last phone bank (census 2020 final push), 24 people instantly asked us to help them complete the survey with the information they provided.

Three international students from Guinea, Ghana, and Ivory Coast were tearful when they received \$800. The outbreak of the pandemic left them with no revenue and no access to technologies. They were not eligible for any stimulus benefits. The money they received partially resolved their sudden uncertainties. I. B said: *“Mr. Edi may the lord bless you abundantly and replenish where the assistance comes from so that you can help more people.* Desiree, a female

- “Dear Dr. Edi and the whole Africom family,
thank you so much for the financial support that I
received from AFRICOM. May God Bless everyone”*
I.O. from Delaware County.

*"Kii.
Mercioooooooooooooooooooooooooooooooooooooo. (French).
This check is a blessing for my family and I. we
started to run out of food, and we were late on rent."
June 4, 2020. From E. S. Philadelphia.*

student, said: "*I never imagined that. I can move from this unlivable apartment.*" Desiree's one-bedroom apartment was filthy. The landlord did not do much to help. N..., a junior at Temple University reacted: "*That is something, wow.*" N lost his on-campus job because of the shift to online learning. The stories of these three students mirror the stories of many immigrants during the pandemic.

CIVIC ENGAGEMENT

The disruption that the COVID-19 pandemic caused did not deter AFRICOM's commitment to build a culture of civic engagement among African and Caribbean immigrants and substitute the narrative of marginalization with effective participation in policymaking neighborhood affairs. Our 2020 Civic Engagement projects were: *Census 2020*, *the Immigrant Voters' Initiative*, *the Shared Equitable Public Space Project*, *the Violence Prevention Program*, *the Hair Braiders License project*, and *the Welcoming PA Project*.

Census 2020

The Census 2020 Project aimed to empower over 1,000 hard-to-count African and Caribbean immigrants to fill out the Census surveys while promoting Digital Literacy. We targeted natural hair-braiding shops, ethnic grocery stores and restaurants, faith-based organizations, and cab and Uber drivers. Our 7-person Census 2020 Team conducted the following activities: city-wide business corridors canvassing, phone-banks, social media postings, radio shows, short videos in languages accessible to African immigrants.



Table 6. Census 2020 Outreach Outcomes from January to October 31, 2020.

Activities	Total
One-On-One	542
Phone Calls	439
Text Messages	577
Video/Audio Announcements shared	1031
Job Applications Assistance	20
Assistance to fill out Census survey	41
Phone Banking	424
Emails	10
Social Interactions	30
Radio Shows	23
Twitter	6874
Instagram	428
Facebook	1085
WhatsApp	3008
YouTube Video (views)	889
Total Attempts	15,421

African Immigrant Voters' Initiative/GOTV 2020

The African Immigrant Voters' Initiative was the second most important Civic Engagement project in 2020. It aims to build a culture of Voters' engagement among African and Caribbean immigrants. We have compiled an 800-contact list that we plan to grow to 4,000 in the next three years. In 2020, we implemented four activities: *voters' registration*, *the mail-in-ballot guide usability testing*, *The Immigrant Voter's Language Access* and *the Election Day Get Out the Vote (GOTV)*. AFRICOM also featured in three radio and television programs about African immigrants' participation in US local, regional, and national elections. We achieved milestones in this project, but we also learned that many naturalized

African immigrants refrain from voting because they do not believe voting would improve their lives in the US. Others do not value the US politics as much as they value politics in their countries of origin.

Table 7. AFRICOM 2020 GOTV Outcome Overview

Questions	Jan	Feb	Mar	Apr	May	June	Jul	Aug	Sept	Oct	Nov
Number of outreach/education events held to help immigrants	1	1	1	1	1	1	1	3	2	2	2
Number of participants at outreach events or engaged	150	150	150	150	150	150	150	159	159	159	273
Number of individuals provided with assistance	0	0	0	1	0	1	0	2	5	5	0
Number of applications filed	0	0	0	0	0	1	0	2	5	5	0
Number of individuals who received assistance to request mail-in ballots	0	0	0	0	0	0	0	0	0	0	0
Number of individuals on whose behalf requests were made.								2	3	3	0
Number of individuals who received assistance to fill out the ballot	0	0	0	0	0	0	0	0	0	0	0
Phone calls Number of phone calls to immigrant voters										175	175
Text messages: Number of text messages sent to voters										340	340
WhatsApp Number of individuals reached									800	800	800
Twitter: Number of individuals reached and engaged									581	581	581
Facebook: Number of individuals reached and engaged									291	291	291
Instagram: Number of people and engaged									139	139	139
Number of voters' information flyer distributed									0	500	100
Radio: Number of people reached and engaged	150	150	150	150	150	150	150	150	150	150	350
Number of community leaders engaged with GOTV	0	0	0	0	0	0	20	20	20	20	20
Number of organizations that transported people to the polls											5
Number of people assisted with transportation to the polls											52
Number of individuals who received training to engage voters	1	1	1	1	1	1	1	1	4	4	0
Number of individuals for whom assistance was provided	0	0	0	0	0	0		0	0	0	0
Number of applications filed	0	0	0	0	0	0	0	0	0	0	0
Number of individuals who received assistance	151	151	151	151	151	151	171	184	1,616	1,810	3,026

Delaware County Immigrant Coalition (DCIC)

AFRICOM joined the Delaware County Immigrant Coalition (DCIC) convened by the Multicultural Family Services. The Coalition is comprised of organizations and agencies that serves BIPOC immigrants in Delaware County. The DCIC underlines the relevance of cross-cultural immigrant networks in Pennsylvania. AFRICOM shared its organizing and legislative advocacy expertise to guide the steps the new Delaware county-based coalition. The DCIC has distributed food, met

with the Delaware County Health Department and lawmakers, and engaged Delco immigrants to participate in the 2020 Census.

AFRICOM will continue to participate in the activities of the DCIC in 2021.

Welcoming PA Caucus

AFRICOM has served on the Executive Committee of Welcoming Pennsylvania Caucus that brings together PA state representatives and immigrant community leaders. The Welcoming PA Caucus aims to raise lawmakers' awareness about immigrants

and refugees and how they can introduce and pass legislations that would make Pennsylvania a more immigrant-welcoming state. AFRICOM serves on the Executive Committee to bring the voices and concerns of African and Caribbean immigrants. In 2020, the Caucus focused on the following policy

The Philadelphia Mayor’s Commission on African and Caribbean Immigrants’ Affairs

The Office of Immigrant Affairs (OIA) led the city’s initiatives to improve the operations of the Mayor’s Commission on African and Caribbean Immigrants’ Affairs, established by Executive Order 3-05-A in 2005. Upon recommendations of the Board of Directors, AFRICOM met several times with the OIA Representatives and actively participated in the **four** (4) Visioning sessions that took place in 2020 to craft a new direction for the Commission. The commission’s creation, 15 years ago during the tenure of Mayor J. Street, is one of AFRICOM’s legacies. AFRICOM will continue to contribute to the Commission to achieve its goals.

Policy Advocacy Initiative

In 2020, AFRICOM was selected to PICC’s Policy Advocacy Initiative Cohort (PAI) to build legislative advocacy capacity among BIPOC organizations. As a member of the cohort, AFRICOM attended diverse training and supported initiatives that could eliminate systemic social, economic, and racial injustice that BIPOC communities face.

issues: HB 2835- Helping Undocumented Persons Apply for Driver’s Licenses, Tuition Equity for all Pennsylvanians, the creation of an Office of New Americans, the Natural Hair braiding license, E-verify, Weakening public benefits, Sanctuary City legislation.

Shared Equitable Public Space Project:

The call for racial, health, education, and economic justice also requires considering immigrants’ access and participation in public spaces like recreation centers, public gardens and parks, public libraries, streets, business corridors, and residential blocks. In 2020, we used the lessons we learned from the Breaking Bread Breaking Barriers Initiative and our collaboration with Bartram’s Garden to launch the shared Equitable Public Space project with funding from **the Knight Foundation** and **the Bread and Roses Foundation**. To achieve the goals of this innovative project, we included activities like *The Southwest Philadelphia Who is your Block Captain? The Immigrants’ Rights Advocacy*, *the Bartram’s Southwest Leadership Team*, *The Youth Violence Prevention*.

Table 8. Policy Initiatives and potential number of African immigrant beneficiaries.

Policy Initiatives	Potential number of beneficiaries
Pennsylvania Immigrant Family Unity Program	1-2
Natural Hair braiding Specialty License	500
Driving PA Forward	1,500
Liberian Immigrants and Refugee Fairness Act (LIRF)	700
Immigrant Voters’ Language Access	4,000
Shut Berks Detention Center	2

IMMIGRATION AND LEGAL ASSISTANCE PROGRAM

In 2020, the AFRICOM-NSC collaborative funded by PA Is Ready connected low-income immigrants to quality immigration services. Our role in the partnership consisted of screening clients for eligibility for immigration benefits, conducting one-on-one Know-Your-Rights and informational sessions, and sending referrals to the Nationalities Services Centers. We also signed a dozen advocacy letters, campaigns, and rallies, demanding just immigration reforms.

Figure 9. 2019 -20120 AFRICOM-NSC Final Outcomes¹

Number of education outreach events/activities	67
Number of participants at outreach events/activities	6,157
Number of legal eligibility screening completed	32
Number of individuals provided with assistance	1,234 ²
Number of applications filed	315
Languages used at events	English, French, Bambara, Wolof, Pular
Countries of origins	African, Caribbean and Latin American countries
Number of people/organizations provided with Technical Assistance	31
Number of people trained in advocacy/organizing	30



Left: African natural hair braiders representatives meeting with AFRICOM and the Institute for Justice. Right: Community organizer Papa Faye led AFRICOM's delegation to the December 15 Rally in Delaware

COMMUNITY AND LEADERSHIP DEVELOPMENT

Small and minority-owned business Advocacy and development

In 2020, we focused on African immigrant small businesses and women-owned businesses, who, we anticipated, could not apply for municipal, state, and federal business relief grants and loans. The

¹ The figures in the table reflect AFRICOM and NSC's joint efforts under the PA is Ready Grant.

² The assistance includes both immigration and other legal assistance

reasons are: (1) they could not gather the required documents, (2) the timeline to apply was short, (3) the application forms were available in English and Spanish only. In the analysis of the First Round Grants, the City of Philadelphia found that 15% of the grants went to immigrant businesses. Although the report did not specify the countries of origins of the awardees, it confirmed our predictions. Figure 9 summarizes the activities we implemented in collaboration with Community Legal Services, Finanta, the Philadelphia Neighborhood Small Business Council, and the Small Business Administration (S.B.A).

Figure 10. Outcomes of Activities to Assist Small Businesses During Covid-19

Activities	Outcomes
Legislative Advocacy Meetings	6 councilmembers and State Representatives
SBA webinars	33 hair braiders attended
1Pandemic Unemployment Compensation webinar	22 attendees
SBA Applications	6 applications
Municipal/ State Grants Applications	7 applications filed
Merchant Fund Rebuild Grant Applications	1 application filed
Information sessions	

Housing

From April to June 2020, The Department of Revenue of the City of Philadelphia Department commissioned AFRICOM to design and implement an awareness campaign targeting French-speaking immigrant homeowners. According to the city's department statistics, immigrant homeowners were less likely to apply for the home tax exemption programs available in Philadelphia. We welcomed the opportunity as part of our community development programs and efforts to combat poverty and homelessness.

Helping African immigrant homeowners keep **staying** in their homes is also a path to generational wealth. AFRICOM designed promotional materials (8 flyers and 9 short videos) in French and Haitian Creole. We outreached to the target population using text messages, social media platforms (WhatsApp, Facebook, Instagram, Twitter), word of mouth, radio shows, and podcast radio and television programs.

Table 11. Homestead Exemption Program Outreach Outcomes

Activities	Outcomes
Number of flyers in French	4
Number of flyers in Haitian Creole	4
Number of promotional videos in French	5
Number of promotional videos in Haitian Creole	4
Number of radio shows	8
Number of podcast radio/television programs engaged	3
Number of podcast and Radio Awareness shows completed	768
Number of social media posts	428
Number of people engaged through outreach activities	900+

Youth Violence Prevention Project

“Building a safe and stronger African immigrant community through soccer” was the name of a project we piloted in 2020 with a \$19,800 grant from the Office of Violence Prevention. The project brought together three existing soccer programs: The Lone Star Soccer Academy, the Red Rangers, and the Sudanese American Center Soccer program. The innovative project aimed to engage over 300 African immigrant children and youths (aged 10 to 24) to keep them safe from the rampant gun violence in Philadelphia. According to Samuel Cole, the Red Ranger program Coach and Facilitator, soccer attracts African immigrant youth. It offers an incredible opportunity to build skills and confidence, raise awareness, and engage them in conversations about violence at home and on the streets. On March 15, 2020, when the City of Philadelphia announced the city-COVID restriction ordinances, we canceled all outdoor events. ~~Only~~ However, the Red Ranger shifted its gatherings online.

Board of Directors’ Retreat 2020 – A successful Virtual Event

On May 16, 2020, the Board of Directors of AFRICOM attended the second Annual Retreat. The annual Retreat reflects AFRICOM’s plan to improve its governance and management of the Coalition.

The topic of the 2020 retreat was: “Finance and Fundraising.” The objectives were to build financial literacy skills to understand and evaluate the Coalition’s financial health and demonstrate confidence and competence in fundraising. Stephanie Cory, a Financial and Nonprofit Consultant with the Pennsylvania Association of Non-Profit Organization (PANO) facilitated the event. The next Retreat will take place in Spring 2021.

Staff leadership training development

Eight AFRICOM staff, volunteers, and community leaders attended six leadership development training and two conferences throughout the year. The series of training were about Black Indigenous and People of Color’s Wellness, effective civic engagement strategies, the dos and don’ts of nonprofit organizations during elections, promoting equitable public space, immigration advocacy, and building effective justice movement. AFRICOM facilitated enrolment for this conference and leadership development training through the Pennsylvania Immigration and Citizenship Coalition (PICC). AFRICOM joined this state-wide network of immigrant-led organizations in 2015.

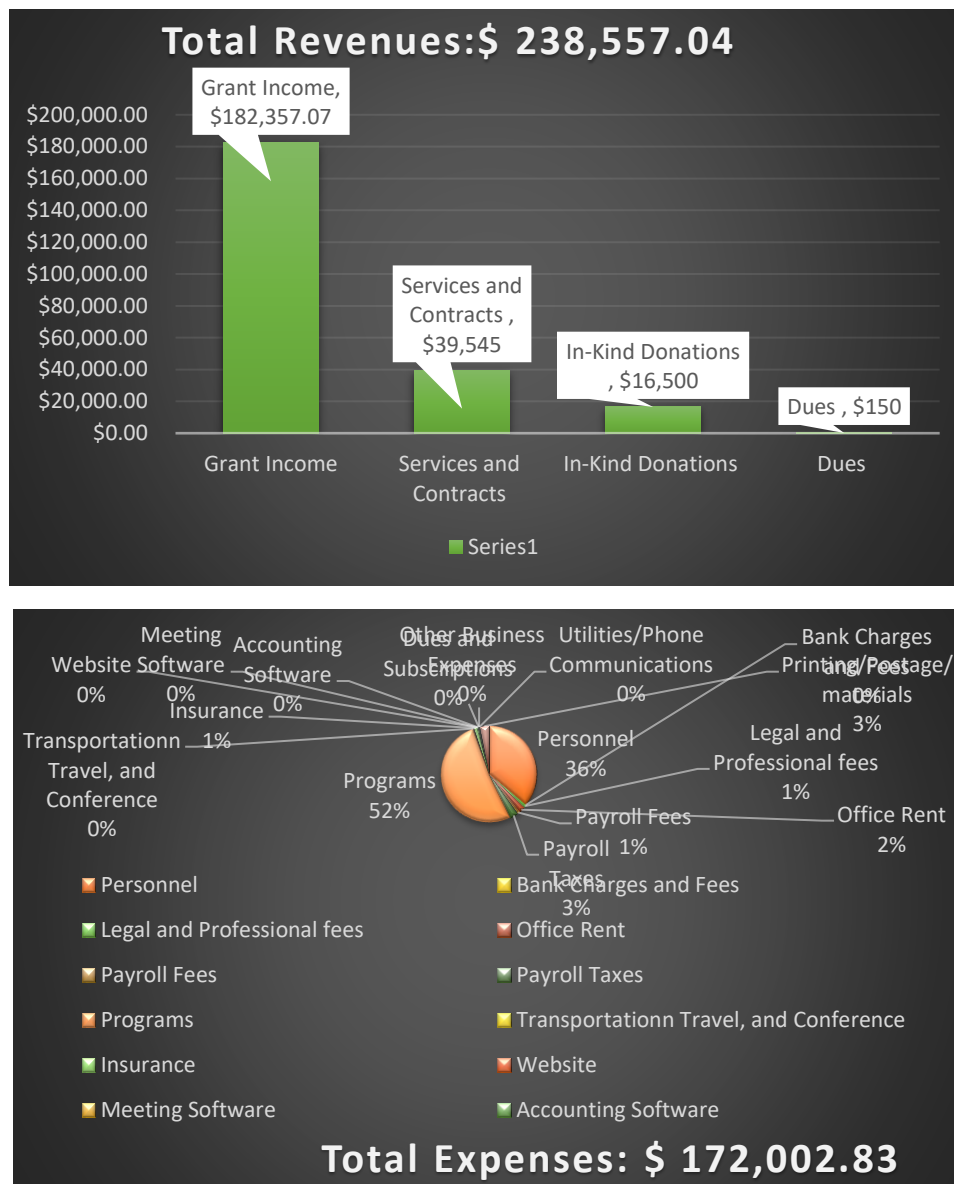
Promoting Participatory Grantmaking

In fall 2020, Dr. Eric Edi, Africom’s President and C.O.O, represented AFRICOM at two panels. The first panel took place during the 2020 Philanthropic Week from November 9-11, 2020. As a moderator, Dr. Edi led panelists to discuss what philanthropy can do better to support immigrant-led organizations. The second panel occurred during the December 8-10 Sparx Conference. Dr. Edi joined Sundrop Carter (PICC), Sayeeda Rashid (PICC), Monica Ruiz (CASA), and Anna-Lisa Yoder (Yoder Consultancy) to demonstrate why funders should trust and invest more in participatory grantmaking for small nonprofit and immigrant-led organizations. Both conferences took place online.

“GREAT job this morning! Monica and Eric, thanks to you both for taking your time to share your expertise and lifting up the value participatory grantmaking for your orgs. I think those specific examples were so very helpful to the conversation. You both ROCK.” Ana Lisa Yoder. Principal, Yoder Consultancy

FISCAL YEAR 2020 FINANCIAL REPORT

Table 9. Revenue and Expenses Distributions for FY 2020



The Financial Report confirms our progress towards financial sustainability and program expansion.

Revenues: With the outbreak of COVID-19 in March 2020, we accurately predicted a reduction of income and expenses from the 2020 budget because: (1) some city departments canceled or suspended their programs (2) we did not enforce membership dues. However, the 2020 actual revenue surpassed the 2019 actual revenues.

Expenses: Our predictions to reduce our costs after the shift to remote working and the cancellation of outdoor programs were correct. We invested in new technology equipment and increased our Family Emergency Program expenses.

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Papa Faye, BSW
Program Coordinator & Lead Community Organizer.

Issa Koroma, BSW
Shared Equitable Public Space Community Program Coordinator.

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Maimouna Faye, West Chester University
Joseph Kangay, West Chester University
Samuel Kamara, West Chester University
Abia Noumbissi, Haverford High School
Kankoun Sylla, Sankofa Academy Charter H.S
Alyssa Herder, Imhotep High School
Ashton Courtney, Imhotep High School
Cecilia K, Parkway Northwest H.S

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“The mission of the Coalition of African and Caribbean Communities is to advocate and organize so that African and Caribbean immigrants feel a sense of empowerment, belonging, and self-sufficiency”

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