

October 13, 2022

Dear MIRA Partners,

We are delighted to share new values for the MIRA Coalition, along with a refreshed mission and vision statement. This year MIRA Coalition is celebrating 35 years of dedicated work to advance the rights of immigrants in the Commonwealth, and the timing felt right to renew our organizational mission and vision.

For the first time, MIRA Coalition also decided to add a statement of organizational values. To do this, we brought together a team from the board and staff to begin thinking through how MIRA Coalition aspires to do our work. That team further consulted the values with our full staff, board, and MIRA members through a town hall meeting.

We are excited now to share this articulation of what we do at the MIRA Coalition, and how we do it. These values should increasingly guide our conduct and decision making, both internal and external. We hope that these values ground us as we work through the challenging moments as we advance our critical mission.

Mission: MIRA Coalition's mission is to convene, serve, and organize together with our members, community leaders, and allies for the advancement of all immigrants across the Commonwealth and beyond. MIRA Coalition places immigrant and refugee voices at the forefront to advocate for the well-being of our communities.

Vision: Our vision is a Commonwealth - and a nation - where all can thrive, no matter where they come from or how they get here, and all can fully participate in their community's social, economic, and civic life.

Values:

- **Immigrant and refugee centered:** MIRA Coalition ensures that immigrant and refugee voices are at the forefront and are guided by those most impacted by the issues. Our work is only possible through collaboration and contribution from the coalition membership and the community.
- **Inclusion:** Centering equity and inclusion for all means a commitment to anti-racism work and respect for all individuals regardless of race, gender, socioeconomic background, sexual orientation, nationality, religion, or immigration status. MIRA coalition believes that the diverse cultural heritage, languages, traditions, and origins of our staff, board, members, and communities make us stronger.
- **Collaboration:** MIRA Coalition's power comes from our broad membership. We partner with organizations, policymakers, supporters, and other stakeholders to advance our mission.
- **Capacity Building:** MIRA supports our immigrant and refugee communities with resources and training so we can create change.

This new statement is informing our current strategic planning process, which we expect to share more widely early in 2023. We look forward to realizing our new mission, vision, and values in partnership with all of you.

Best regards,

