



# Connecting *immigrants, refugees, & community* for a stronger region

*We are your trusted connector to resources and opportunities across the Cincinnati region.*

## ABOUT CINCINNATI COMPASS

Cincinnati Compass advances economic and social inclusion of immigrants and refugees to enhance the overall vibrancy and economic growth of the Cincinnati region. Cincinnati Compass is a collaborative project of the Cincinnati USA Regional Chamber, City of Cincinnati, and more than 65 community partners who believe that immigrants and refugees are key contributors to a strong regional economy and a diverse, vibrant community.

Cincinnati Compass is a trusted connector, catalyst and convener that works with immigrant, refugee, and international communities to build social, civic and economic power.



## KEY OBJECTIVES



01

Create a region where immigrants and refugees feel welcome, wanted, and important.

02

Develop and expand opportunities for economic and social inclusion.

03

Influence policy change towards more inclusive and welcoming practices that open more social and economic opportunities for immigrants and refugees.

*We focus our work in areas of workforce development, small business development and growth, and civic engagement.*

## WE WORK

**with** community members, service providers, organizations, employers & local/regional governments to build inclusive policies and practices.

**to** connect immigrants and refugees to resources and to each other to enhance their social and economic opportunities.

**to** increase the civic engagement of immigrant and refugee communities to broaden the bench of representation and create more inclusive policies.



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## Collaborative Services with Employers

### EMPLOYER ENGAGEMENT

>45%

foreign-born in Cincinnati region have a bachelor's degree or higher.

We are here to help you enhance your strategies to recruit, retain, and advance local global talent. From internationally trained talent to early career professionals, we work with you to build your capacity to engage with immigrant, refugee, and international communities to meet your talent needs.

### Focus Areas



#### Talent

Attraction, Retention, Relocation, and Advancement.



#### Knowledge

Understand immigration, work authorization, and build more inclusive work spaces.



#### Retention

Building community connections for talent pipelines and support of existing employees.



#### Connect

Business community connections to enhance voice of industries around inclusive talent attraction/retention policies.



#### Policy

Understand the federal and state policy landscape regarding immigrant, refugee and international talent.

## Our Work Includes:

### CAPACITY

Build inclusive recruitment, hiring, on-boarding, retention, and advancement strategies.

### KNOWLEDGE


Understand the intersections of immigration and work authorizations.


### POLICY

Stay informed of current state and federal policy initiatives that enhance talent, attraction & retention efforts.


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