

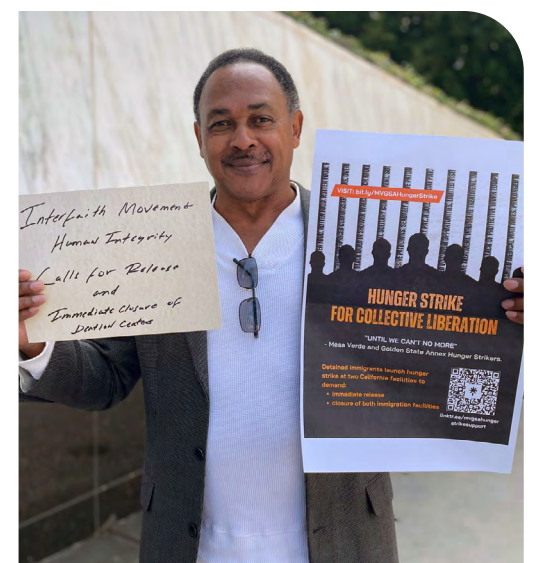


A Journey in Faith: 2022-2025 Strategic Plan Summary

For more than two decades, the Interfaith Movement for Human Integrity has mobilized people of faith across California to take bold action for justice rooted in our spiritual and religious convictions. Today, our work focuses on three California regions: Los Angeles, the San Francisco Bay Area, and the Inland Empire, though our network of faith allies can be found across the state. We engage over 360 congregations and community organizations, 2,000 faith leaders, and 250 immigrants and people impacted by incarceration.

Our updated 2022-2025 strategic plan articulates our new mission, vision, goals and core strategies for the next chapter of IM4HI.

Amidst the brokenness of society, we are bringing into being a world of dignity and liberation for all.





Our Mission and Vision

Interfaith Movement for Human Integrity is a multi-racial, multi-faith organization working for the dignity and full inclusion of immigrants and people impacted by incarceration.

We envision a world where every person is valued as sacred across bars and borders. A world where the full humanity of every person is honored, so everyone can thrive. A world where no one is stigmatized, excluded, diminished, incarcerated, locked away, thrown away, or exiled. A world that promotes the restoration of humanity, believing that we are all worthy, deserving of redemption, and capable of radical inclusion.

Why IM4HI Matters

We are living in a time of overlapping crises. Structural racism, built on a legacy of slavery and colonization, prevents the US from solving the many challenges we face. Anxiety about scarcity and fear of the “other” continue to be deployed to separate communities, justify bloated policing budgets, and undergird anti-immigrant policies of exclusion and expulsion. Our organization is uniquely positioned to address these challenges because:

We inject faith into social movements. We stand in a long line of people of faith who have led and been a part of movements for social change. The spiritual values that bring people to church, mosque, or synagogue or nurture their devotional practice are the same values we draw on to inspire them to take action in the public sphere. We call our work faith-rooted organizing: we know that we don’t struggle alone, but with the power of the Sacred at our side.

We place racial justice at the heart of our work. Our Racial Equity framework shapes everything we do from our organizing work to our internal systems. Drawing from our organization’s commitment to a racial equity framework in our analysis, goals, and strategies, Racial Equity is the driving force behind our main areas of focus: decarceration and immigration justice.

We work on both immigration reform and mass incarceration. We can’t end the racialized exclusion of people of color without tackling two dominant structures- an immigration system that criminalizes and excludes people born elsewhere, and a criminal legal system that disenfranchises and excludes Black people and people of color.

We stand with those who are most marginalized. We elevate the voices and leadership of people who are most harmed by structural injustice because we believe everyone deserves dignity, especially those who have been most harshly impacted.

Goals and Strategies for the Next Three Years

We aim to lead California from a carceral economy to a thriving and equitable economy, in partnership with coalition and movement partners. Our four main strategies for achieving this vision will be transforming leaders, transforming narrative, transforming policy and practice, and transforming our own organization.

1. Transforming Leaders. We will build an IM4HI leadership circle of at least 100 people who organize and lead with our organization. We are focused on strengthening leadership pathways for immigrants, formerly incarcerated people, and BIPOC clergy and faith leaders, and building curriculum, creative actions, and pilgrimages that foster connection, inspiration, and healing.

2. Transforming Narrative. IM4HI will continue to change public conversations to shift from scarcity and fear to connection and collective liberation. We will advance this narrative through public campaigns, communications strategies, documentation, and arts and culture work.

3. Transforming policy and practice. We aim to win policy, regulatory, and system changes that reduce the grip of incarceration and make our immigration system more just and humane. This includes campaigns to close immigrant detention centers and California state prisons as well as efforts to end punitive policies like the asylum ban and life without parole.

4. Transforming Our Organization. To achieve our goals, IM4HI will grow our team prioritizing the leadership of BIPOC staff and build new and expanded internal systems to enable our success.

Some indicators of progress that we'll be tracking include:

- Reduction in the number of people who are incarcerated in jails, prisons, and immigration detention facilities.
- Just closures of ten prisons and six remaining detention centers by 2025.
- Public resources invested in recidivism prevention and reentry programs for people released from prisons and detention and newly arrived immigrants. We'd like to see support for housing, jobs, health, education, and community care.
- An end to ICE transfers from public institutions and other pipelines to detention and deportation. Defending asylum and the right to migrate.
- Greater capacity for volunteers to accompany new immigrants, those at risk of detention and deportation, and people coming home from incarceration.
- A public conversation that humanizes people who are criminalized and strengthens our shared humanity.
- Reduced fear of Black people, immigrants, and people of color, grounded in a recognition of our common humanity.
- A connection among decision-makers and advocates between just closures of carceral facilities and a just transition of the economy to sustainable energy.

