



MIGRANT CLINICIANS NETWORK



Annual Report

2023

Migrant Clinicians Network

40
YEARS



**A FORCE FOR
HEALTH
JUSTICE**



Our mission is to create practical solutions at the intersection of vulnerability, migration, and health.

We envision a world based on health justice and equity, where migration is never an impediment to well-being.

A letter from our CEO

Dear friends,

This year marks Migrant Clinicians Network's 40th year championing for health justice. MCN has grown and matured into an impactful and award-winning national leader in migrant health, as you will see in the many successes chronicled in this report.

We've experienced a lot in the last year. In 2023, our founding CEO, Karen Mountain, MBA, MSN, RN retired after an extraordinary 36 years of dedicated service. We are immensely grateful to Karen and continue to be inspired by her example of leadership, vision, generosity, and compassion.

In May, I had the honor of being selected as one of TIME's 100 most influential people in global health. This extraordinary recognition underscores our organization's powerful work connecting migrants and asylum seekers to health care - work that almost no other organization does successfully in the United States.

Thank you for being an integral member of our team. Your generosity and commitment are making this lifesaving work possible. On these pages, you will see the breadth of our work and read inspirational stories about a few of the people we have touched. Together, we will continue fighting for health justice and equity through our innovative programs, trainings, and technical assistance.

With gratitude,



Kim M. Nolte, MPH
Chief Executive Officer



Giorgio Franyuti, MD
Board Chair

A note from our board chair

Dear Supporters of Migrant Clinicians Network,

As Board Chair, I welcome you into the Migrant Clinicians Network family. We are an organization with a big heart and a bold mission: to ensure health equity for migrants and immigrants by creating practical solutions at the intersection of vulnerability, migration, and health. We have accomplished much in 2023, and we have a strong vision for the coming years.

Climate change, political and economic instability, growth and opportunity, and global mobility are increasing migration worldwide – but our health and immigration systems are unprepared to meet the health needs of migrants like asylum seekers at the US-Mexico border or migrant farmworkers moving across state lines.

In the midst of this dynamic world of migration, Migrant Clinicians Network is reducing barriers to care, bolstering clinicians' skills to serve migrants, building linkages between marginalized communities and health providers, pushing for protections for low-wage workers, and much more. This lifesaving work builds a stronger, more just world, forging a path for healthier migrations.

On behalf of the MCN Board of Directors, I invite you to join us: engage with us, share our work with colleagues, and donate to our critical programs. Together, we can build a world based on health justice and equity, where migration is never an impediment to well-being.

A handwritten signature in black ink, appearing to read "Giorgio Franyuti". The signature is stylized and fluid.

4
YEARS

Migrant Clinicians Network: 40 Years of Practical Solutions!

1984: Three migrant clinicians come together to discuss their isolation as health providers and their patients' unmet needs, creating Migrant Clinicians Network



1986: Karen Mountain, MSN, RN, is hired as the first employee of MCN

1987: MCN launches its first clinical education series for clinicians serving farmworkers, focused on culture, language, environment, and follow-up

1993: MCN recognizes the ongoing needs of many types of migrants and establishes presence on the US-Mexico border

1994: MCN is incorporated as a nonprofit

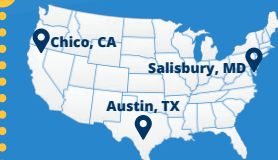


1994: MCN publishes its first issue of *Streamline*, our clinical in-print quarterly publication

1995: MCN begins TBNet, a precursor to Health Network, providing international bridge case management for patients with TB. Over time, Health Network expands to cancer and HIV/AIDS before opening to patients with any ongoing health concern

1998: MCN establishes its Institutional Review Board to ensure that migrants are protected when participating in research

1999: MCN launches its Environmental and Occupational Health initiatives



1999-2002: MCN solidifies its nationwide virtual presence with new offices in California and Maryland and work-from-home employees across the country

2008: MCN receives Children's Environmental Health Champion Award from EPA for outstanding commitment to protecting children from environmental health risks

Happy Birthday, Migrant Clinicians Network! This year, we look back at just a few of the memorable milestones that demonstrate 40 years of lifesaving and life-changing efforts for migrant, immigrant, and marginalized communities, and the clinicians who serve them.

2009: MCN begins its partnership with Ventanilla de Salud to bring health education and services to local communities



2015: MCN's decades of advocacy contribute to a stronger Worker Protection Standard that improves farmworker protection from pesticides

2018: MCN strengthens its dedication to disaster preparedness and climate response, with a new office in Puerto Rico focused on these concerns



2020: In the midst of the global pandemic, Witness to Witness comes to MCN to serve the emotional and mental health needs of clinicians and essential workers

2023: MCN is recognized as a finalist in EcoAmerica's American Climate Leadership Award for our climate justice efforts

2024: MCN celebrates its 40th anniversary



2010: TBNet receives the Border Models of Excellence Award from the United States-Mexico Border Health Commission



2016: MCN's Health Network wins another prestigious award – the Premier Cares Award – in recognition of its innovative lifesaving work

2019: Health Network's efforts expand with new initiatives focused on asylum-seeking children with specialty care needs and pregnant women who have recently been released from detention



2020: MCN launches the Kugel-Zuroweste Health Justice Award to celebrate the work of early-career clinicians working with migrant and marginalized patients

2024: TIME selects MCN's Kim Nolte, MPH, as one of 100 most influential people in global health, in recognition of MCN's efforts serving the health needs of pregnant asylum seekers through Health Network



MCN Programs

Our Work

Connection

Migrant Clinicians Network engages frontline clinicians and the migrant and immigrant communities they serve, so we can meet their changing needs -- from the diabetes epidemic, to COVID, to worker safety, to climate change. But we go far beyond single issues: we address the intersections between these health concerns, as well as the structural barriers that patients face that lead to health issues in the first place.

Collaboration

MCN boasts a 40-year track record of nationwide collaboration and partnership, so we can efficiently translate emerging health issues and public health responses into participatory, practical, bilingual, and culturally relevant training, resources, and more that can quickly be utilized by migrant and immigrant communities across the nation.

Clinical Perspective

MCN is the go-to clinical organization for migrant health and health justice. We provide expertise on today's biggest issues from the health perspective of clinicians who are serving migrants, immigrants, and other socially or historically marginalized communities.



MCN Programs

Health Network

Saving Lives, Connecting to Care

In 2023, more than 960,000 individuals in families and 137,000 unaccompanied minors were apprehended at the US southern border. Despite strides made to enhance medical services within Customs and Border Protection facilities, the lack of coordinated support upon legal release into the US poses significant challenges, particularly for high-risk individuals in need of urgent care.



Health Care is a Human Right

MCN's Health Network is the only organization in the United States providing medical care coordination for immigrants traveling anywhere in the country with pressing health needs. Our team of seven Health Network Associates, a social worker, nurse midwife, and physician connect thousands of patients to care, saving lives, and ensuring that this critical human right is accessible to everyone in the US.



Pregnant Women and Sick Children Deserve Care

Health Network reduces maternal mortality in the United States through a programmatic focus on pregnant women and children. We also ensure access to high-quality specialty care for migrant children with complex or acute medical problems.



1,710 people were provided care coordination



284 babies born to migrants who received care through Health Network



Spotlight

Health Network Patient

“Diana* didn’t go into detail. She told me she was abused, and hadn’t planned the pregnancy, which came from the abuse. But she’s excited to be a mother.

She’s from Honduras, and 7 months pregnant. She was released from detention after asking for asylum, and then we enrolled her in Health Network. She really needed someone to guide her, connect her to resources.

I connected her with a clinic, helped her get medical insurance, I connected her with WIC, and WIC is going to help her get things for the baby.



Like with many patients, we communicate by text. She writes me thank you notes often. She wrote in Spanish,

'You don't know how much I appreciate it, for helping me with this.'

It's so good that we are helping her because she doesn't have anyone."

-Enedelia Basurto,
Health Network Associate

* Name changed to protect anonymity

MCN Programs

Worker Health and Safety & Environmental and Climate Justice



Climate and Environmental Justice

Workers experience extreme environmental risks like pesticide exposure, contaminated water, dust, mold, heat, and more – many of which are amplified or complicated by the climate crisis. MCN’s climate and environmental justice efforts extend into advocacy, education and technical assistance, and participatory research. Our effective and culturally attuned efforts target all levels, from nationwide structural injustices, to training and support of individual workers and small communities.



Workers Need Healthy and Safe Workplaces

Immigrant and migrant workers labor in some of the most hazardous jobs in the country, from building homes to harvesting our produce to milking cows to cleaning up after a disaster – and they are afforded few protections. MCN is on the frontlines with our clinical network to build stronger workplace protections, ensure sufficient training and resources for workers, and provide ample technical assistance and education for clinicians to care for workers, should they be injured or sick on the job.



Spotlight

Disaster Recovery Worker

Joel, a worker from Venezuela told us,

“Since arriving in the United States in 2018, I have dedicated myself to rebuilding communities after 17 different disasters.”

Wildfires in the West, Hurricane Ian in the South.
Floods, snowstorms, and more hurricanes.



Workers like Joel go from disaster zone to disaster zone, seeking work in reconstruction – and confronting serious and deadly workplace conditions.

Migrant Clinicians Network’s participatory trainings give workers like Joel the tools and resources they need to stay safe on the job, in the face of extreme risk, poor protections, poverty, power imbalances, linguistic and cultural barriers, and poor access to health care.

MCN Programs

Mental Health & Well-Being of Clinicians and Marginalized Patients



18

trainings and support sessions facilitated

11

new resources to improve clinician well-being

Recognizing Trauma

Migrants and immigrants experience violence and violation before, during, and after migration. Clinicians and other “witnesses” have their own stress responses when listening to migrants’ stories. Clinicians’ work demands cause moral injury, when they are unable to provide the care their patients need. MCN’s Mental Health and Well-Being program addresses these complex factors through an anti-racist and trauma-informed approach focused on culturally responsive resources, webinars, and peer-support groups.

Moving from Stressed and Exhausted to Empowered and Aware

MCN’s Witness to Witness equips clinicians to become empowered to better support their patients. In 2023, W2W offered webinars and resources on the Witnessing approach, MCN’s primary well-being framework on how to manage stress and improve well-being, to over 600 clinicians. We also provided clinician support groups, a space for health care workers to connect and build community with others who truly understand their experiences. This work is wildly popular -- and growing.



Growing Our Impact

Building on our successful efforts supporting clinicians, MCN is expanding these efforts to provide culturally responsive and accessible resources and frameworks to essential workers, farmworkers, and immigrant workers. We equip both individuals and organizations with the tools they need to create supportive environments where well-being is a priority.



Spotlight

Helping the Helpers

Shelley Johnson, an immigration lawyer who now works for an organization fighting poverty in Tennessee, has utilized MCN's Witness to Witness (W2W) program for individual, group, and organizational support, so she could have the support she needed to do her important work.

"From individual monthly hour-long phone conversations with an experienced, licensed psychologist to biweekly Zoom calls with fellow immigration law practitioners across the country, and webinars specifically targeted to help improve organizational resiliency and understanding of empathic stress, the W2W program was an invaluable resource for me when I practiced non-profit immigration law."



Shelley Johnson

I am so grateful to W2W for sharing their expertise and knowledge with individuals and teams who provide direct legal services to low-income immigrants and refugees across the country.

W2W truly cares for the caregivers, and I could not be more thankful."

MCN Programs

Education, Resources, and Participatory Evaluation

5,388

participants received

332

hours of training



923

certificates of completion issued



Centering Migrant and Immigrant Community Needs and Realities

MCN's robust education efforts incorporate the needs of the communities we serve from start to finish. MCN includes elements like participatory evaluation – in which the community who receives the training conducts elements like self-assessments and feedback loops that inform the direction of the trainings in real time – to ensure our trainings are the most effective, inclusive, culturally relevant, and practical.



Continuing Education for Clinicians and Health Care Teams

MCN's clinical education continues to be highly rated, highly sought after, and unique in the country. Our Diabetes ECHO series for Community Health Workers, for example, is the only series in the country specifically serving Community Health Workers on diabetes and entirely in Spanish. MCN is agile enough to quickly address emerging issues like H5N1 and the effects of wildfire smoke and heat on workers.



Spotlight

Webinars that Rock

Each year, MCN delivers numerous webinars around issues related to migrant and immigrant health that are developed specifically for clinicians providing services to these underserved populations. In 2023, our webinars' popularity grew as MCN's presentations tackled topics ranging from social migration to mental health and long COVID, while further incorporating language justice in their delivery.

"I really enjoyed the webinar, it's very useful and important for giving support to our communities."

- Participant from the webinar *Strengthening Resilience*.



"Que continúen con este tipo de espacios, hacen la diferencia y promueven el cambio. // Please continue with these types of spaces, they make a difference and promote change."

- Participant from the webinar series *The Venezuelan Exodus for Healthcare Providers*.

"This was one of the most interesting presentations I have attended in several years. Well done and the information presented was on point. Thank you."

- Participant from the webinar *Data, Social Determinants of Health, and Migration*.

MCN Programs

Responding to Migration: MCN at the Helm



Major Drivers of Migration

As climate change, environmental stressors, political upheaval, war and unrest, and economic pressures collide with a technology-rich world, migration has become more common -- and more complicated. MCN is equipped, with 40 years of service, partnerships, and successes, to meet the growing and complex needs of migrants across the nation. Our work ensures that their human rights and basic dignities are upheld – including the right to migrate safely, and the right to access health care when needed.

The Clinical Perspective

We view the world through a health justice lens. MCN's clinical approach ensures that the health issues that migrant and immigrants face are top-of-mind during emerging threats like a climate disaster, new policy at the border, or an emerging infectious disease. In 2023, MCN responded to a wide range of issues, from long COVID to occupational heat stress, creating greater health equity and building capacity to better serve migrants and immigrants.



Spotlight

MCN Helps Migrants Stay Safe and Healthy

A young man attending university on the East Coast presented with fever, weight loss, and an adductive cough. He had a diagnosis of HIV, pancytopenia, visual hallucinations, and other health concerns when he was additionally diagnosed with active tuberculosis. He had just started treatment when he needed to return home to Ethiopia.



MCN's Health Network stepped in. Robert Corona, Health Network Associate, enabled medical approval to travel, connected with the Ethiopian National TB program for local TB treatment and HIV monitoring, regularly communicated with him via WhatsApp, and ensured his travel would not interrupt his intensive TB treatment.

"Thank you and Dr. Madaras for all your help," the patient told Corona earlier this year. "I will let you know when I plan to return to the US."

Our Leadership

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Emerging Issues



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Chief Medical Officer



Marysel Pagán Santana, DrPH
Director of Environmental
and Occupational Health

MCN Staff and Board



Back Row: Noel Dufrene, Robert Shelly, Paula Latortue-Albino, Marcy Ramirez, David Ping, Peggy Finster, Elaine Penn, Karen Farchaus Stein, Giorgio Franyuti, Brian Chick, Enedelia Basurto, Laszlo Madaras, Robert Kinnaid, Sonia Alvarado, Linda McCauley, Marysel Pagan Santana, Jessica Calderon, Mónica Fossi, Jannette Nuñez, Eric Ryan;

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Front Row: Roxana Saravia, Renai Edwards, Claire Seda, Pamela Secada-Sayles, Nilsa Padilla, Theressa Lyons-Clampitt, Joshi Covarrubias, Giovanni Lopez-Quezada, Aníbal Yariel López Correa, and Noel Hernández Otero.

Finances & Donations

Statement of Activities For the Years Ended December 31, 2023

Revenue and other support	<u>Without donor restrictions</u>	<u>With donor restrictions</u>	<u>Total</u>
Grand and contract revenue	\$ 2,991,912	\$ 2,991,912	\$ 3,895,246
Contributions	116,789	-	116,789
Investment income (loss)	396,821	-	396,821
Other income	18,793	-	18,793
Released from restrictions	990,947	(990,947)	-
Total revenue and other support	<u>4,515,262</u>	<u>(87,613)</u>	<u>4,427,649</u>
Expenses			
Salaries and wages	2,626,418	-	2,626,418
Employee benefits	540,957	-	540,957
Contract services	980,001	-	980,001
Professional fees	29,850	-	29,850
Computer consulting and support	300,854	-	300,854
Supplies	17,892	-	17,892
Rents and leases	141,343	-	141,343
Telephone and communications	35,262	-	35,262
Insurance	23,581	-	23,581
Travel	109,443	-	109,443
Printing	17,570	-	17,570
Postage and other	2,247	-	2,247
Total operating expenses	<u>4,825,418</u>	<u>-</u>	<u>4,825,418</u>
Change in net assets	<u>(310,156)</u>	<u>(87,613)</u>	<u>(397,769)</u>
Net Assets			
Beginning of year	8,242,773	534,659	8,777,432
End of year	\$ <u>7,932,617</u>	\$ <u>447,046</u>	\$ <u>8,379,663</u>

Finances & Donations

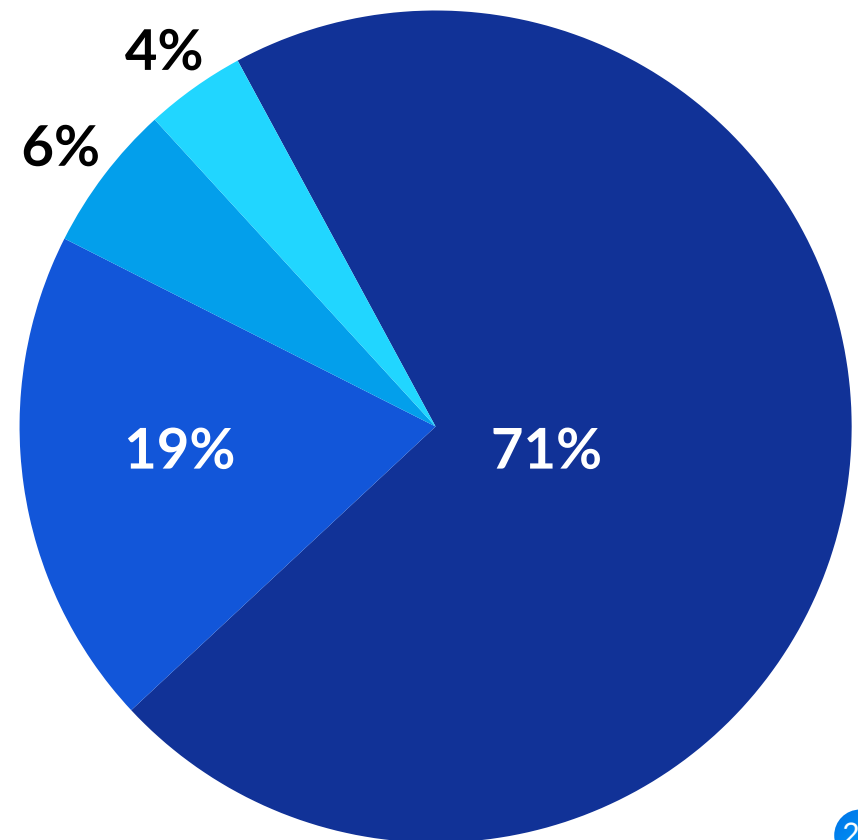
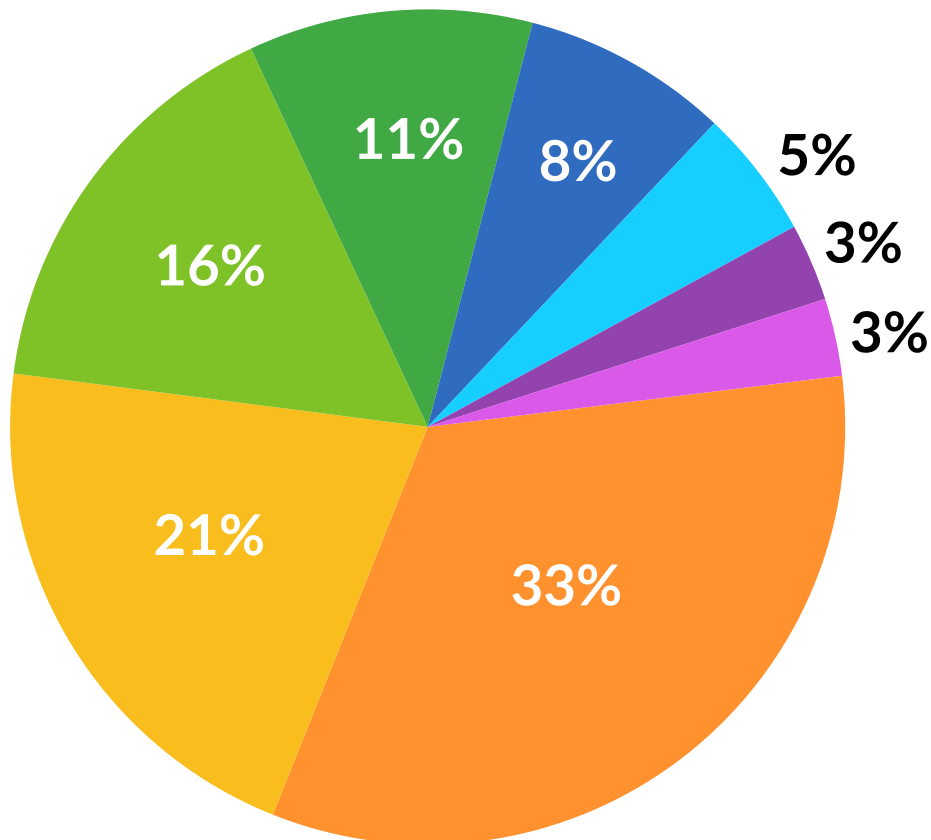
Sources of Funding

Education, Communication,
Technical Assistance,
Research and Evaluation
Operations and Administration
Health Network

Environmental Justice,
Climate, Worker Safety
Mental Health and Well-Being
Fundraising
Other Projects and Contracts

Government Grants
Fundraising*
Foundations
Contracts

*Including individuals, corporate donations, and some small foundations



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 Chan Zuckerberg Initiative
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 Eco America
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 Futures without Violence
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Spotlight

Our Donors Say...

“ I started donating to MCN over twenty years ago. I was captivated by their mission which, to me, transcends artificial boundaries and focuses on what matters most—the care of human beings. **All humans deserve dignity and care** regardless of their socio-economic or political standings. MCN understands this truth and is realistic and effective in navigating it. ”

Steven Luff

“ I worked at Krogers for over 45 years in the Fresh Produce area. The more I learned about how all the produce that I loaded off the trucks got here, the more I felt sorry for the workers making it all possible. We make a mistake to take the fresh fruits and veggies for granted. I decided to donate regularly to an organization that provides **direct support to the hard-working migrants in this country**, wherever they are from. Migrant Clinicians Network was the obvious choice. ”

Jeff Bruneau





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“ We are grateful for the important work that MCN has done to **bring health care information, education, and services to an especially vulnerable population.** Migrant workers and their families are closer to the basic elements of environmental change than most of us, and yet they work hard to put food on our tables and make our lives easier. We too easily forget that they need health care services, education, and protection. We feel fortunate to be in a position to support MCN’s valuable work.”
Mark and Laurie Kirszner



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MIGRANT CLINICIANS NETWORK



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www.migrantclinician.org/connect



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with a donation.

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