



CROSS CULTURAL
COMMUNITY SERVICES

Welcome to Cross Cultural Community Services!

Our Story:

Abeir Ibrahim, Deqa Dhalac, and Regina Philips worked together for years at the City of Portland Refugee Services Program. When the program closed in 2016, they went their separate ways but remained friends. In early 2017, they were contacted by three organizations, each requesting different support. One was looking for some consultation on the refugee and immigrant experience; another, on hiring and retaining employees of color; and the last on cultural competency. Understanding the need for services, they decided to establish their own organization, Cross Cultural Community Services (CCCS).

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Cross Cultural Community Services

is a non-profit organization founded by these three women of color from different countries. Each brings their own personal, professional, and educational experience about refugees and immigrants, Black history, social justice, racial bias, and cultural competency. These women are strong advocates for underserved and underrepresented communities, especially those of color.

CCCS conducts cultural awareness with responsiveness consultation and training to help raise awareness and educate others about systemic racism and white privilege. Our mission is ***“to promote equitable opportunities for full societal inclusion and advancement of culturally and ethnically diverse communities through education and advocacy.”***

Since its inception, CCCS has:

- Provided consultation and training to over 30 organizations that wanted to gain more knowledge about diversity, equity, and inclusion (DEI) and the immigrant experience.
- Consulted with the University of New England, Gateway Community Services, LearningWorks, The Telling Room, Maine Humanities Council, Maine Family Planning, Maine Youth Court, Portland Symphony Orchestra, and so many more to provide training on DEI issues and the immigrant experience

- Conducted focus groups with immigrant women about sexual harassment.
- Signed two contracts with the state to provide outreach, education, and limited case management to Black Indigenous and People of Color (BIPOC) about COVID-19.
- Received a United Way of Greater Portland Racial and Social Justice Grant to work with Portland Empowered to offer Parent Ambassador Training to immigrant families, so they can learn more about the policies and practices of the US/Maine school system.
- Organized the first Black History Month Community Wellness Fair where five superintendents provided an overview about how they are supporting, educating, and caring for Maine children during the pandemic. Dr. Shah and Dr. Lisa Letourneau from the CDC attended and answered questions about COVID-19, services, the vaccine, and their outreach efforts to the BIPOC communities.
- Received the Greenlight Maine Elevating Voices that celebrate minority-owned organizations and businesses that contribute to Maine's communities.

This is just a fraction of what we have done so far. While we are proud of the work we have done, CCCS knows that we can do even more to educate and support Maine residents. Keeping with our mission, we want to be able to offer free consultation and DEI workshops to those non-profit organizations that do not have the financial resources to afford our services. We want to continue to provide education and outreach to those affected by COVID-19 by providing case management to the BIPOC communities. Lastly, we want to continue to provide consultation and training to organizations, businesses, and schools about race and oppression - ultimately transitioning them to become explicitly anti-racist, something so necessary in these trying times of unrest.

Therefore, we ask that you help us fulfill our mission and future goals by making a donation either through our website, www.crossculturalcommunityservices.org, or via mail at PO Box 796, Portland, ME 04104. With your donation, CCCS will continue the behind the scenes work of real liberation, educating more and more individuals and agencies about social and racial justice. Together, we can make a meaningful difference for the common good of all.

Thank you for your support,

Abeir Ibrahim, Deqa Dhalac, and Regina Philips