

حركة مناهضة
العنصرية



Anti-Racism
Movement



ANNUAL REPORT
2018

“Change takes collective effort”



A huge thanks to:

Our donors and partners: Open Society Foundations, Swiss Agency for Development and Cooperation, The African Women's Development Fund, Global Fund For Women, International Labour Organization

Allies and networks: Arab NGO Network for Development (ANND), Global Alliance Against Traffic in Women, The Migrant Domestic Workers' Alliance

Our casework partners: AUB Medical Center, Lebanese Center for Human Rights (CLDH), Médecins du Monde, Médecins sans Frontières, Medical Hope, KAFA (enough) Violence & Exploitation

The inspiring migrant workers we've teamed up with, and the groups they have formed: Mesewat, Egna Legna

The ARM Dream Team

ARM Advisory Board

MCC Members' Board

MCC Volunteers and Teachers

Nadine Moawad (editing) & Dima Boulad (design)

And all of ARM and MCC's friends and supporters, near and far.

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OPENING LETTER

For many of the **300,000 people** whose lives and work are governed by the Kafala (tr. sponsorship) system in Lebanon, life is a constant state of emergency. This is especially true for migrant women without papers. A migrant domestic worker is criminalized if she leaves an abusive or exploitative employer. She loses her residency status and her work permit, in addition to her income and housing, and often faces further harassment and exploitation because of her undocumented status. She can be detained at any time by General Security or the police, reported inaccurately for theft by her employer, and deported. If she wants to return to her country, she might have to pay the penalty fees for overstaying her visa, and could wait months or years for any embassy support. In contrast, her employer, recruitment agency, and state authorities rarely face any consequences, even when they have abused her. And when she leaves, the cycle repeats: another worker, almost certainly, will fill her place.

It is in this environment that the **Anti-Racism Movement** was founded, to embolden the communities that are building a different reality and to create space for actionable solidarity. For the past 8 years, we have also lived in this state of emergency every day. It is hard to remember a week without a crisis.

We formally started a small casework team in 2017. In 2018, we documented and addressed over 400 cases of labor exploitation, violence, abuse, detention, deportation, medical needs, mental health crises, needs for shelter, racial and gendered harassment, and refugee claims. We never once needed to broadly publicize our casework. Almost every migrant worker has faced some problem, as a result of the structural violence of this system.

In 2018, a few of these cases reached the media: Shamila, a Kenyan woman who was detained, charged in military court, and deported after being assaulted in a vicious mob attack. Lembibo, an Ethiopian woman found dead in the swimming pool of her recruitment agent, after giving birth to a baby who immediately died from birth defects. Fawzi, a Sudanese father who faced incredible racism when he tried to enroll his son in daycare. Lensa, the Ethiopian woman who was returned to the employers who abused her, after she jumped from the balcony trying to escape.

However, the majority of people will never be named: The Ethiopian woman, locked away and unpaid for over 20 years, who didn't recognize her little brother's voice on the phone when MCC finally connected them. Two major cases of abuse from employers, both within walking distance of one of our centers, reported within 4 days of each other. Dying migrant workers refused entry to the emergency room, because they didn't have residency permits. Countless requests for shelter.

Our moments of victory also often remain unshared: The picture of a Cameroonian MCC member, re-united with her mother after we supported her in negotiating with her kafeel (sponsor) to buy her ticket home. The Ethiopian MCC member who wants to start a center for returnee migrants back in

Addis Ababa, after working with the cases team on her own medical challenges. The struggle to stop the deportation of 3 Sudanese-Ethiopian refugee families, and the subsequent release of 35 refugees and asylum seekers from prolonged administrative detention. The migrant-worker led groups that partner with MCC to build networks of mutual aid, casework, support, and advocacy.

But our casework cannot be reduced to the numbers, nor to the thousand moments of defeat and hundred moments of victory.

What we have learned through this past year of casework, is that we are not only fighting to abolish the Kafala system and to put a bandage on a few of its infinite injustices. We are not only advocating for a just immigration and residency system, and basic rights for migrant workers, refugees, and everyone in Lebanon. We are also disrupting a status quo system of aid and victimhood that poisons our ability to organize and practice solidarity. We are pushing back against an environment that positions migrant workers – at best – as beneficiaries of aid, in need of “our help,” with little to contribute besides their labor and testimonies of suffering. We seek to create, day by day, a different way of living with one another.

The Kafala system silences migrant workers' power and leadership. The endless violations make it difficult to think and act pro-actively, when we are constantly reacting, minimizing pain, and fighting for survival. But we cannot possibly abolish the Kafala system if we don't abolish these dynamics within ourselves and our communities.

This is our true labor, often hidden and unquantifiable. It is just as much a part of ARM's casework as getting people access to an affordable doctor, a lawyer, or information about birth registration, just as much about building community at MCCs as workshops, classes, and protests. At ARM, we deal with life and death every day. But in the face of Kafala, of obscene abuse and violence, of patriarchy, of global capitalism, of state repression, of scarce funding, what's most important is *the how* of our work: moving beyond service and need, to build relationships of collaboration, mutual aid, and partnership.

In 2018, we lived through unbelievable crises, but we also found care, joy, and deep, undeniable power.

Thank **you** for supporting us throughout it all.

In solidarity,
The Anti-Racism Movement

حركة مناهضة
العنصرية  Anti-Racism
Movement

WHO WE ARE

Our Mission

ARM works to achieve social, economic, and gender justice for all migrant workers and racialized groups in Lebanon.

Our Vision

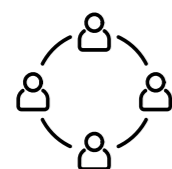
A just society where all migrants enjoy decent living and working conditions.

Our Values



MIGRANT VOICES FIRST

We privilege the voices of migrant workers in every aspect of our work.



COMMUNITY

We value the importance of building safe and strong communities that sustain the activism and offer supportive social networks for migrants and their allies.



SOLIDARITY

We value the expression and practice of solidarity among all marginalized communities as a necessary alliance against oppressive and unjust systems.



CARE AT THE CORE

We adopt feminist ethics of care in our work, where we value attentiveness, responsibility, responsiveness, and compassion.



JUSTICE

We employ the social justice framework as the basis towards upholding fundamental human rights for everyone in our communities.

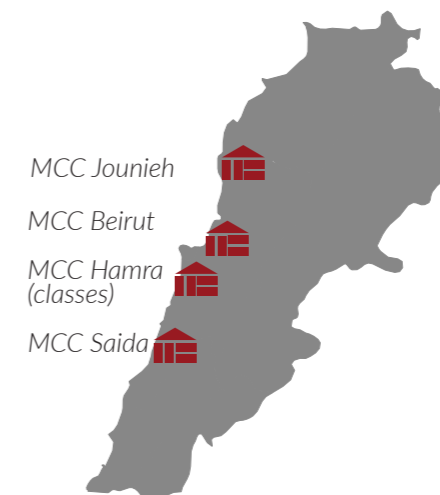


POLITICAL ENGAGEMENT

We view our everyday work as political and seek to always address the larger social, economic, cultural and policy structures that enable discrimination, abuse, and rights violations.

WHAT WE DO

ARM currently runs five cross-cutting programs that focus on community-building, capacity-building, advocacy, casework, and research.



1. Migrant Community Centers

In collaboration with migrant community organizers, ARM opened the first Migrant Community Center (MCC) in Nabaa, Beirut in 2011. The center quickly became a crucial place for community-building, services, classes, and cultural activities. Building on the experience over the years and learning from the challenges, we prioritized a plan to open and sustain more centers in different regions in Lebanon. Today, ARM runs, in addition to the main center in **Achrafieh**, two additional community centers in **Jounieh** and **Saida** open seven days a week, in addition to a **Hamra** community space open on Sundays.

In a context where migrant domestic workers (MDWs) have limited access to public space, the centers provide free, safe, and dedicated spaces for MDWs to meet, learn new skills, organize, and access information and assistance. The MCCs serve over **1,300 MDWs** every year, in addition to Sudanese refugee families. Each center runs on a membership system, where migrant workers interested in being members of the space can sign up and get involved in the management and governance of the center. An elected Members Board was established in Beirut during 2018 in an effort to facilitate the involvement of members in the planning and coordination of the center and its activities.

MCCs serve as the hub for running many of ARM's programs, meetings, and day-to-day operations, in addition to weekly community activities that include:

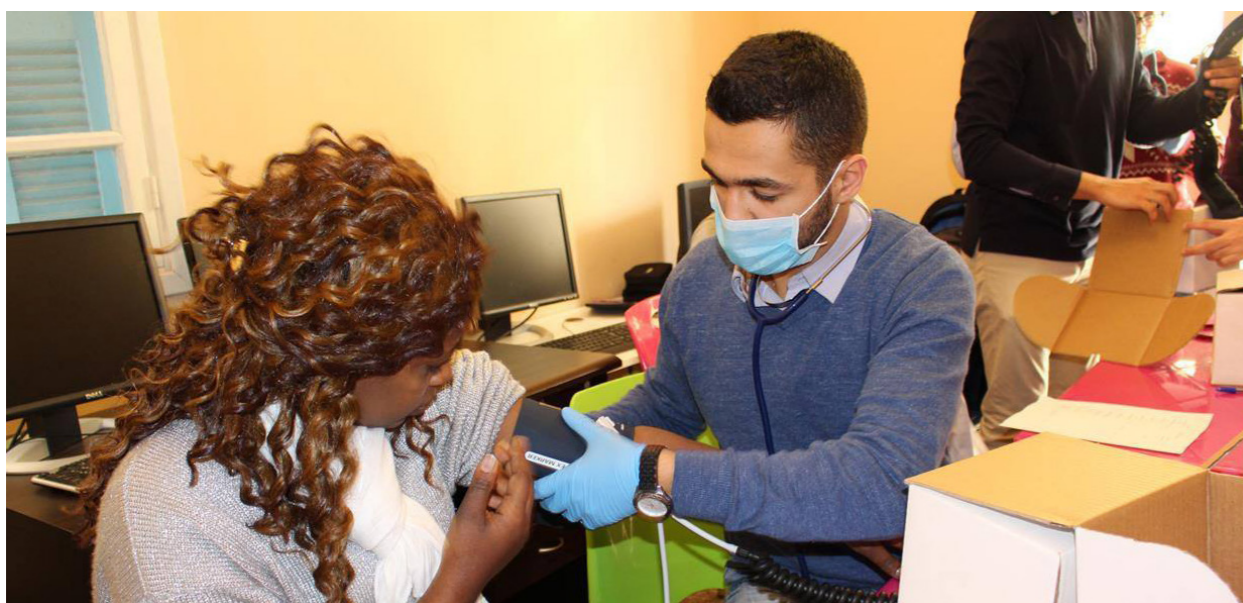
- Language classes in Arabic, English, and French as part of a full curriculum for beginner and intermediate proficiency levels. These are run by over 50 volunteers
- Computer and art classes
- Social and cultural events (parties, celebrations, and gatherings)
- Members' meetings
- Capacity-building workshops and information sessions featuring guest speakers and trainers.
- Field trips and excursions to different areas in Lebanon



Serving traditional Ethiopian coffee at the International Migrants Days Celebration, December 2018



Migrant domestic workers marching in the Workers' Day Parade, 2013



One of many doctor's visits in MCC Beirut

2. Supporting Self-Organizing for Migrant Domestic Workers

ARM recognizes the significance of self-organizing and supports migrant domestic workers' leadership in activism for their rights. Our role, as a Lebanese NGO, is to help safeguard their security and offer capacity-building where needed so that MDWs can take up their space as central actors in their struggle, thus shifting their positionality from being only "beneficiaries" to agents and leaders of social change. We support migrant communities to design, lead and implement advocacy efforts to improve their living conditions and advance their socio-economic rights.

ARM currently runs a capacity-building program targeting MDWs, with workshops and training sessions that focus on activism, self-advocacy and social change (among these have been workshops on leadership, project planning, campaigning, soft skills, computer & languages, and human rights). We also provide legal advice and support to MDW community leaders, who have increasingly become targets of arrests and deportations because of their organizing.

Through this program, we've funded several MDW-led activities and initiatives, including social media campaigns, a radio program, and MDW-led awareness sessions at schools, universities, and public events. In addition, we've been organizing workers' day events with MDWs on a yearly basis, in collaboration with other organizations, since 2011.

3. Advocacy & Alliance-Building

We strengthen and mobilize public support for the abolishment of the Kafala system and the fulfillment of rights of migrant domestic workers in Lebanon. To this end, we organize awareness campaigns that aim to educate the local population and challenge racist cultural norms. We also work with media outlets and several coalitions towards policy change influencing the lives of migrants.

Our goal is to bring about significant change in knowledge, behaviors, and attitudes regarding MDWs in Lebanon and the region. This means reducing the rampant and various types of discrimination that MDWs are facing (racism, sexism, classism, etc.), which would lead to fairer treatment of MDWs by their employers, government officials, and the population at large. We aim to accomplish this by advocating, educating, and campaigning for MDW rights agendas, alongside MDW community leaders, using an intersectional approach that looks at labor, gender, and migration across populations.

4. Improving Access to Social, Legal, and Medical Support

In the Fall of 2017, ARM put in place a Case Management Team after many years of informally assisting migrant domestic workers facing labor abuse, violence, medical and psychosocial challenges, detention, deportation, and UNHCR asylum claims. This program helps migrant workers access services related to legal support, mental health, sexual and reproductive health, education, and shelter.

We provide access to information and advice for workers on rights and processes. We have conducted extensive mapping of existing support services accessible to migrant workers and their communities in Lebanon, including services provided by local and international NGOs, hospitals, medical clinics, and mental health centers. We have partnered with several organizations to organize direct referral path-

ways and more affordable services, and to advocate for expanded access to resources and rights at the local, national, and international levels.

Annually, we address and document over **400 cases**, many of which involve families and thus impact more than 500 individuals. These cases include passport confiscation, unpaid wages, labor and physical abuse, paperwork issues such as birth registration, detention, hate crimes and racist violence, repatriation, and sponsorship releases (tanazol). Our work informs advocacy efforts that target embassies, employers, and recruitment agencies.

5. Knowledge Production & Research

We believe in evidence-based advocacy efforts and campaigns that are informed by analysis of our local sociopolitical context, taking into consideration global capital and migration flows.

In this regard, we've worked on a feminist participatory action research project to produce useful knowledge about the challenges and opportunities facing Ethiopian community groups in Lebanon. We've also published a [short video](#) that presents an economic analysis of racism against migrant workers in Lebanon from a historical perspective. In addition, our team members work on publishing relevant articles in local newspapers and regional journals, and collaborate with other local organizations on the production of research and advocacy reports whenever possible.

We also support research projects run by students, academics, and activists and organize monthly 'sharing space' meetings where our team members discuss different studies and analyses informed by the local context.

KEY FIGURES

IMPACT: Key Facts & Figures in 2018

- 3** migrant community centers open daily
- 1** Sunday educational space for MDWs in Hamra
- 55** weekly language classes serving 526 students
- 6** weekly computer classes
- 15** field trips (beach, snow, picnics, cinema) for 688 migrant workers
- 71** community events and activities (birthdays, Ethiopian Christmas, New Year's Eve, Mothers' Day, Ramadan iftars)
- 3,000** outreach flyers handed out in neighborhoods next to MCCs
- 78** capacity-building workshops attended by 444 migrant domestic workers
- 4** MDW-led community/activist groups supported with training, logistics, and resources of over \$4,500
- 2** radio episodes and 3 podcast episodes
- 5** videos
- 95,000** people reached via Facebook
- 6,500** unique visits to the website
- 600** people marched at the protest for International Domestic Worker's Day (IDWD), organized in June 2018.
- 1,000** individuals participated in public events and awareness sessions on racism in schools and universities
- 16** interns
- 18** staff
- 55** volunteer teachers
- 80** members' meetings attended by over 130 migrant workers
- 165** members elected the MCC Members Board
- 395** active members of the MCCs, including 274 new members who signed up in 2018 alone

8 public events were organized by ARM in 2018, including:

[Remembering Lembibo](#), an event to commemorate the life of Lembibo, an Ethiopian migrant domestic worker who died in “mysterious conditions”

[International Domestic Workers' Day](#)

2 open-mic events with [Sidewalks Beirut](#) and [Cliffhangers](#), where 11 MWs performed.

[International Migrants Day](#)

[Discover Ethiopia Event](#)

[AUB African Club Collaboration-MDWs Under the Kafala System](#)

[Badaro Market](#)

400 migrant workers accessed legal medical and/or social support

1 internship program with law students at Sagesse University

7 refugee families supported in their successful resettlement process

10 research-led projects on issues related to migrant worker rights

3 public statements:

A statement about racist banners that were hung in a public area in Beirut ([Sassine banners](#))

[A statement](#) about deportation of Sudanese refugees (in collaboration [with other groups](#))

A [statement](#) about the attack on, and deportation of, two Kenyan MDWs in Beirut

Other key highlights

Mentorship to Egna Legna group, an MDW-led group that won a grant from RootsLab (Oxfam).

A campaign entitled الكفالة عبودية for International Domestic Worker's Day.

Strategic legal support provided to Shamila and Rose, two Kenyan migrant workers who were publicly and violently [attacked](#) in Bourj Hammoud on June 17 2018. We mobilized media coverage that temporarily delayed the implementation of the deportation order, and our lawyer successfully defended the women in court, where [3 of the attackers](#) were penalized.

INTERNATIONAL

International Meetings in 2018



Feminist Participatory Action Research Methodology Workshop

Global Alliance Against Trafficking in Women (GAATW)

February 2018

Bangkok



Knowledge Sharing Forum on Women, Work, and Migration

GAATW and International Labor Organization

April 2018

Colombo



Cooperators without Borders

Youth Deal Cooperative in partnership with The Hollings

Center for International Dialogue

April 2018

Istanbul



Data Analysis Workshop

GAATW

October 2018

Dhaka



Global Forum on Migration and Development

International Conference on Migration

December 2018

Marrakesh

Coalitions

Arab Network for Migrant Rights

Migrant Forum in Asia

Global Alliance Against Trafficking in Women

Women Human Rights Defenders Network in Arab Region

My Work, My Rights (Workers' Rights NGO Network in Lebanon)

MEDIA

ARM in the Media

Press Releases

"A letter addressed to the Municipality of Beirut represented by its members and president, and to the Governor of Beirut, about Racist Banners in Sassine" - [April 27, 2018](#)

"Urgent Update: The Kenyan Woman Assaulted in Bourj Hammoud is Now Being Deported" - [July 4, 2018](#)

"LEBANON: Stop the deportation of Sudanese refugees" - [November 20, 2018](#)

ARM in Local and International Media in 2018

[Al Arabi TV](#)

[L'Orient le Jour \(1, 2\)](#)

[The Daily Star \(1, 2, 3\)](#)

[Reuters \(1, 2\)](#)

[Al Bawaba \(1, 2\)](#)

[The Guardian \(1, 2, 3\)](#)

[News Deeply](#)

[VOA News](#)

[StepFeed](#)

[The National](#)

[Thomson Reuters Foundation News](#)

[The Wire](#)

[Al Monitor](#)

[Broadly](#)

[Hummus For Thought](#)

[Radio France Internationale](#)

[Movements that Matter Podcast](#)

Visual Media we Produced

["Meet the candidate running for the migrant workers' seat in Beirut's parliamentary elections"](#)

["Justice for Shamila - International Domestic Workers Federation and the Anti-Racism Movement"](#)

["What is the migrant community center in Beirut?"](#)

["A maid in Lebanon: Special Offer?"](#)

["Who benefits from the racist discourse against migrant workers in Lebanon?"](#)

["Commemorating the life of Lembibo \(live stream\)"](#)

["Domestic Workers Day Protest in Beirut \(live stream\)"](#)


Our Blog Posts

["Assaulted, imprisoned, deported: Shamila's story – an all-too-familiar violent narrative facing migrant women in Lebanon" - July 2018](#)

["Update: Court Verdict for Shamila and Her Attackers" - September 2018](#)

["General Security Releases 35 Refugees from Prolonged Administrative Detention" - December 2018](#)

Our Social Media Channels

 **Facebook:** fb.com/ARMLeb & fb.com/MigrantCommunityCenter

 **YouTube:** youtube.com/AntiRacismMovementLB

 **Instagram:** [@arm_lebanon](https://instagram.com/arm_lebanon)

 **Giving Loop:** givingloop.org/mcc



Special screening and discussion of A Maid For Each مخدمين for migrant workers and domestic workers from our community centers in Beirut, Saida and Jounieh, February 2017.

PARTNERSHIPS AND COLLABORATIONS

Partnerships

Change takes collective effort.

We work together with other organizations and groups, whenever possible, to build our capacities, develop projects and initiatives, and implement activities and events. Partnership building is one of our key strategies and we are thankful to all the groups that have joined forces with us in 2018:

Mesewat, Dammeh Cooperative, The Feminist Bloc, HEAL clinic, Women Human Rights Defenders MENA Coalition, Local Migrant Domestic Workers NGO coordination group, Global Alliance Against Trafficking In Women, SPEAK, Lebanon Support, La Sagesse University Faculty of Law, Equip, Sidewalks Beirut, Cliffhangers, Oxfam RootsLab, Station Beirut, Haven for Artists, Helem, NDU Faculty of Law and Political Sciences, Riwaq, Rotaract Club of Matn, Eгна Legna group, MicroCamp Radio, AUB African Club, Hope for Helpers (Haigazian University), USJ Arab Master's in Democracy and Human Rights program, and Médecins du Monde.

Collaborations

In addition to the partnerships, we also work with several organizations for referral services and advocacy activities. We greatly appreciate all the groups, local and international, that we've coordinated with in 2018. These include:

TrustLaw, Office of the United Nations High Commissioner for Human Rights (OHCHR), Human Rights Watch, Amnesty International, Lebanese Center for Human Rights (CLDH), The A Project, Insan Association, KAFA, Doctors Without Borders (MSF), Restart Center, International Committee of the Red Cross (ICRC), Caritas Lebanon Migrant Center, Marsa, Association Justice and Mercy (AJEM), YMCA Lebanon, UNICEF, UNHCR, European Union Office of Human Rights, International Organization for Migration, Norwegian Refugee Council (NRC ICLA), Rainbow Railroad, Urgent Action Fund, Beirut Madinati, Sawt Al Niswa, Abaad, Knowledge Workshop, Medical Hope, Legal Agenda, Frontiers Ruwad Association, Amel Association.

PARTNERSHIP HIGHLIGHTS



Clockwise from top left: Migrant workers and local activists at the Workers' Day Protest 2017, Community leader giving a speech at the Workers' Day Protest, ARM awareness session in a school classroom, as part of the Youth Awareness Project, MCC members participating in Beirut Marathon, November 2017.

1. Partnering with HEAL and Médecins du Monde to Provide Free Medical and Mental Health Support for Migrant Workers

Through the HEAL Clinic, an initiative started and managed by medical students at the American University of Beirut (AUB), more than 180 migrant workers and families were able to access medical consultations and check-ups at the Department of Family Medicine at AUB Medical Center.

Through our collaboration with Médecins du Monde, over 10 migrant domestic workers were able to access psychological and psychiatric services at MDM's clinics in Beirut.

2. International Domestic Workers Day Protest

On June 24th, we worked together with migrant-led groups, local organizations, and international NGOs to organize and mobilize a protest for the rights of migrant domestic workers in Lebanon. Our collaboration on the annual march grew in 2018 to attract more diverse groups including: Amnesty International, Zukak, Beirut Madinati, university clubs, and the International Domestic Workers' Federation.

3. Internship Program for Law Students at La Sagesse University Faculty of Law

A major challenge in securing legal aid for migrant workers whose rights are violated is the limited number of human rights lawyers knowledgeable about migrant domestic worker issues. In an effort to address this gap, we partnered with a professor at the Faculty of Law to host and train 9 law students over several months on the legal mechanisms pertaining to migrant domestic workers in Lebanon.

4. Partnership with Oxfam's 'RootsLab' Program to Support Migrant Domestic Workers' Self-Organizing

In 2018, a group of Ethiopian migrant domestic workers in Beirut came together to form Eгна Legna, an organization that works to support and build the capacities of Ethiopian migrant domestic workers in Lebanon. Through the MCC, we assisted members of the group in their application to Oxfam's RootsLab program which provided start-up funding and support. After the group secured the grant, we worked closely with the RootsLab coordinators to design and implement tailored mentorship and capacity-strengthening activities with members of the group.

5. "SPEAK!" Events in Partnership with CIVICUS

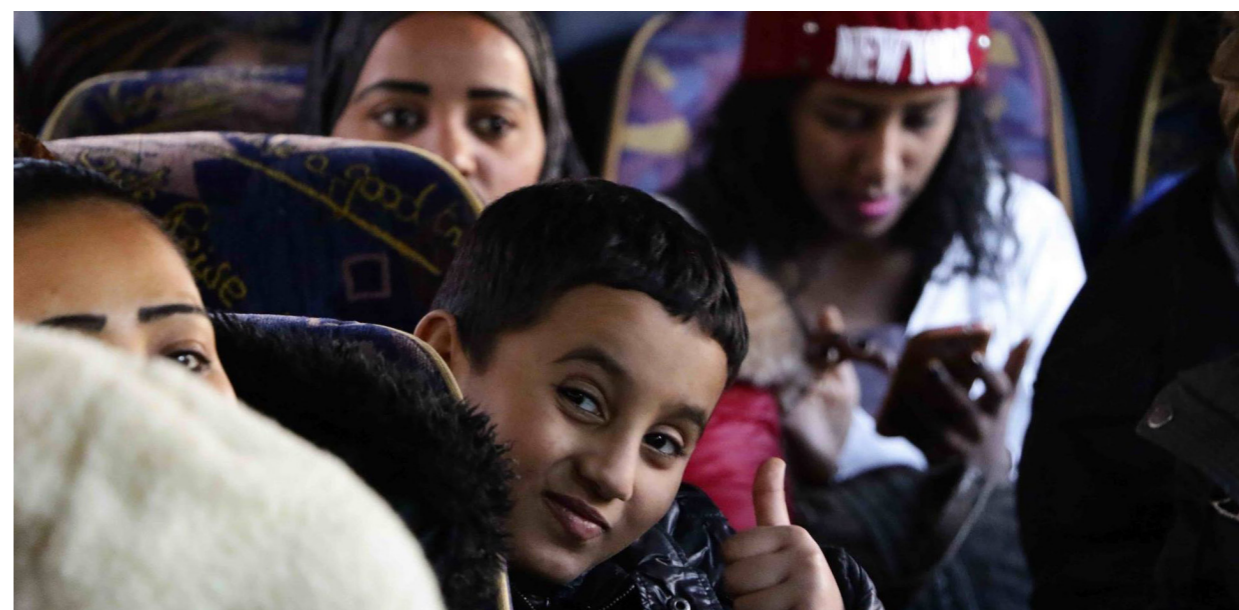
At the end of 2018, ARM organized three discussion sessions with young individuals about racism in Lebanon from a socioeconomic perspective.

6. Poetry Events with Cliffhangers and Sidewalks Beirut

The Migrant Community Center partnered with Cliffhangers and Sidewalks Beirut to organize two spoken-word poetry events in Beirut where several MCC members performed alongside local artists. We organized training sessions to accompany the events and develop members' spoken word poetry skills.

7. On-Campus Activities with the AUB African Club

On Wednesday October 31st, we organized a full-day event on racism in Lebanon with the AUB African Club. The event included a photo exhibition, an interactive booth, and an information/discussion session on campus.



Snow trip to Kfardebian, March 2017.



Computer class at MCC Ashrafieh, June 2017.



Ramadan Iftar at MCC Ashrafieh, June 2017.

IMPACT: STORIES OF CHANGE

Mekdes, MCC Board Member from Ethiopia



“I’ve learned so much, but most importantly I learned what it truly means to help someone in need.”

“Before hearing about the Migrant Community Center, I was looking around for English classes, and a friend of mine told me that MCC offers classes and activities of all kinds, so I immediately decided to join, without thinking twice about it!

I’ve now been an MCC member for four years. Before I joined, my life was a boring routine: I just went to work, then went back home to watch TV, rest, and sleep. After joining, I stopped going home after work, and came to MCC instead to see my friends and attend classes. Even when I don’t have any classes, I still come to hang out with everyone, join meetings, or just to relax. I used to have a few Ethiopian friends, but now my friends list is international: from the Philippines, Sri Lanka, Bangladesh, Syria, Sudan, and even Lebanese friends. I’ve learned so much, but most importantly I learned what it truly means to help someone in need. **Of course, so many people have supported me in times of trouble, but I’ve also learnt how to use my resources and knowledge to help others.**

The friends I made at MCC became best friends and they encouraged me to run for the MCC Members Board. But before I was elected to the Members Board, we formed a support group for Ethiopian domestic workers and freelance workers, which is part and parcel of the center. I think being part of the Members Board is an opportunity for us to grow, and to help make our community stronger.

What we do here as a community has always been powerful, and will become even more powerful and beautiful in the future.

Whatever I say, I won’t be able to describe the beauty of my journey at MCC.”

Abdellatif, MCC Member from Syria



“I have benefited on so many levels, and mostly in terms of the emotional support I received.”

“I’ve always wanted to learn English and I found out about classes at the Migrant Community Center, back when it was located in Gemmayze. The changes I’ve experienced at MCC are unbelievable, sometimes I can’t even believe them myself. I have benefited on so many levels, and mostly in terms of the emotional support I received. I was in a very dark place when I first came to MCC, and I was offered free therapy sessions. I continue to seek therapy in a nearby hospital through MCC. Psychological support is very important to me.

I have made many friendships here, with people from all over the world -- African, European, and Asian countries. I feel that these people are from my own country, and I love them all so dearly.

MCC was crucial to my wellbeing, but it was also my own personal will that helped me evolve into a better person. Not long ago, my mental health was deteriorating; I used to drink a lot, spend all my time alone, and I didn’t have any friends at all. It was very hard for me to communicate and express my thoughts and emotions clearly. Gradually, however, it became easier for me to do so, and to be able to build bridges between myself and others from different backgrounds and nationalities. This process took about a year, and I don’t have any problems with that anymore -- everyone who comes to MCC, I’ve become friends with.

I sincerely hope that MCC is able to sustain this space and what it has provided its members. Even if others stopped supporting MCC, we will support it, in any way we can. MCC members are always ready to support.”



MCC members preparing the sign for the new Migrant Community Center in Ashrafieh, November 2016



Another fun MCC trip with over 100 members and their families



Women's March in Beirut, March 2018.

OUR TEAM

ARM Team

Farah Salka	Executive Director
Rana Boukarim	Programs Director
Laure Makarem	Operations Manager
Allison Finn	Casework Manager
Ramy Shukr	Programs Officer
Manale Assaf	Accounting and Human Resources Coordinator
Rahaf Dandash	Center Coordinator (MCC Beirut)
Reine Nemer	Classes Coordinator
Imane El Hayek	Center Coordinator (MCC Jounieh)
Mira Bene	Legal Services and Casework Coordinator
Elena Fassi	Caseworker
Samuel Tesefaye	Caseworker
Lina	Assistant Coordinator
Reema El Khatib	Education Coordinator
Talah Hassan	Researcher

Interns

Khaldoun Awar	Casework
Marya El Hindi	Class Coordination
Rasha Shalha	Casework
Laurence Gnanguenon	Member Support

ARM Advisory Board

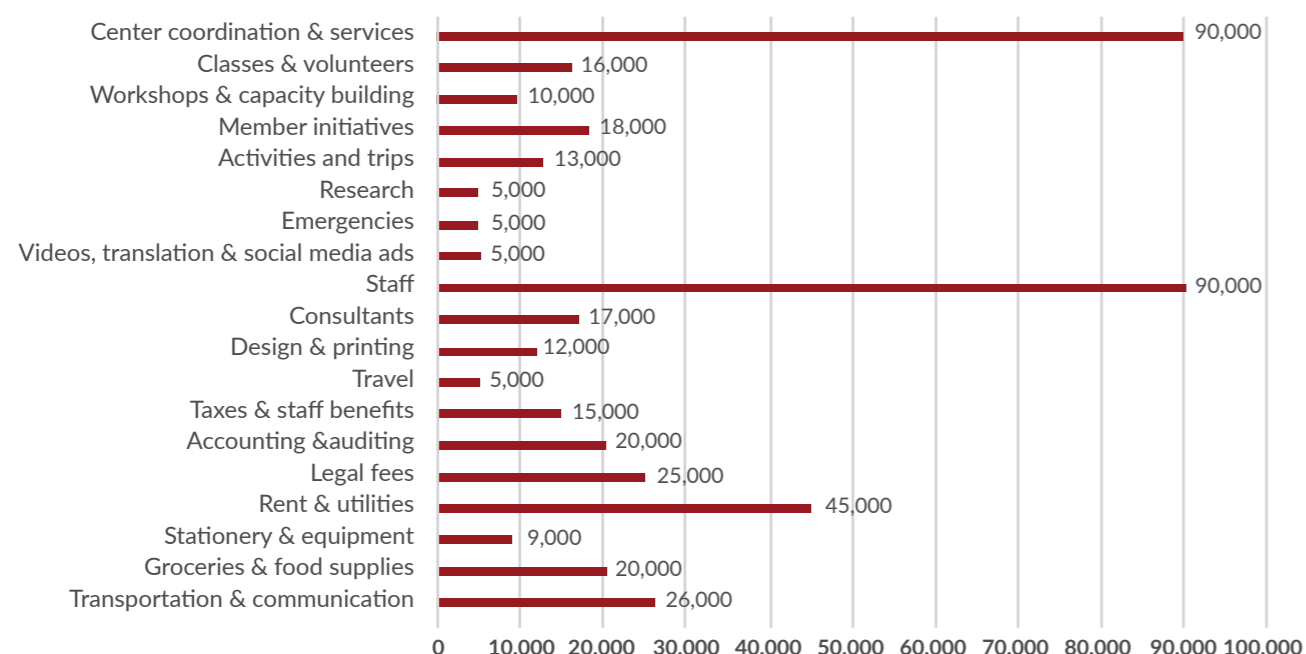
Sawsan AbdulRahim	American University of Beirut, Professor	2016-2018
Nadine Moawad	Amnesty International, MENA Communications Manager	2016-2018
Rabi' Bashour	UN-ESCWA, Coordinator of Palestine Activities, & Senior Researcher at ECRI	2016-2018
May Habib	American University of Beirut, Graduate Student	2016-2018

And many wonderful and generous volunteers who've worked hard to support ARM's activities and programs!

FINANCES

ARM Budget in 2018

Expenditures Total: 446,000\$



Income Total: 446,000\$



LOOKING AHEAD

This past year has brought us many challenges, but also some heartening success stories, inspiring grassroots initiatives, and hundreds of new members, supporters, volunteers, and friends.

2018 was also a year for us to look inward, and consolidate the growth we have experienced in the past few years. From our modest beginnings of 2 staff members and a tiny space in Nabaa, we quickly grew to 3 busy fully-fledged community centers and an amazing team of 20. This has motivated us to strengthen our core, our resources, our knowledge and skills, our teams, our selves; because the struggle is not over, and we are rolling up our sleeves, sharpening our focus, and going head to head with the systems and structures that perpetuate injustice and suffering in the name of neoliberal ideals.

And we could not have done any of this without all of our supporters: from donors to online followers, migrant activists and survivors, partners and journalists, every single person who has ever been inspired by our work and helped us to reach even more people, and last but definitely not least, the ARM dream team, and the hundreds of dedicated volunteers who have spent their nights and weekends working with us over the years.

We begin 2019 with a new government and cautious optimism. Our road ahead may be long and difficult but it is our fundamental belief that there is nothing we cannot accomplish when we are united against oppression. We will continue to work towards a Lebanon where migrant workers can fully enjoy decent work, a dignified life, and compassion from all of us.

We hope you will continue to accompany us on our journey.

In solidarity,

The Anti-Racism Movement



