



November 15, 2024

Dear Team Members,

Goodwin Living is a place of welcome and belonging for everyone – all residents, team members, families and visitors. Key to our mission is our commitment to support, honor and uplift the lives of team members. Over the past two weeks, several team members have expressed concern over possible future changes to immigration policies that could affect their immigration status and ability to remain in the United States. As an organization dedicated to its mission, Goodwin Living wants to provide support that might address some of your concerns, to the extent possible. Below are programs/resources that are we are making available to team members:

Early next week you will receive an invitation to attend a program called Know Your Rights, which will be presented by immigration attorney James Montana. This program will take place on all three campuses, and all team members and family members are welcome to attend.

With the help of the Goodwin Living Foundation, we are engaging outside legal resources to help respond to immigration and work permit questions you might have. If you would like to be connected to legal resources or if you simply wish to talk to someone about your concerns and questions, we have listed team members below who are here for you. Please reach out to any of them for support.

Attached, you will find a list of resources available to support people in Virginia and Maryland with immigration matters. Many of these offer their services pro bono (at no cost) or at income-adjusted or low-cost rates. In addition to the regional resources listed in the attached, you can visit the link below to find additional resources available throughout the country.

[Executive Office for Immigration Review | List of Pro Bono Legal Service Providers | United States Department of Justice](#)

Residents are available to assist team members with completing required paperwork/forms and preparing for the Citizenship Exam. Please reach out to one of the contacts listed below to be connected with a resident.

If you are concerned or have questions about this topic, I encourage you to share your concerns with any of the people listed below so that we may help you locate the correct resource to respond to your need.

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Zoe Marcuse

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Jeanne Hobbs

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James Woodward, GHBC

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Mary Kate Roberts, GHA

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You may also reach out to anyone in Human Resources, and they will put you in touch with the appropriate person.

We are all in this together,

Fran Casey
Goodwin Living Chief People Officer