

IMPACT REPORT 2025



LETTER FROM MIA WARREN, MANAGING DIRECTOR



April 2025 marked one year since I stepped into the role of Managing Director at Feet in 2 Worlds — and it's been a year of both extraordinary work and profound challenges. As political threats against immigrants, journalists, and marginalized communities intensify, our mission has become even more critical. Across the country, we are witnessing attacks on science, transgender rights, free speech, education, healthcare, DEI, and immigrants — many of which affect the journalists we support and the communities they serve.

As the daughter of a South Korean immigrant, I've learned through my family's history how policy, power, and public perception can shape lives. But this year brought that reality home in new ways. At Fi2W, I've had to weigh the safety of our reporters against the need to cover critical stories.

In one case, our newsroom decided not to send a reporter into the field during ongoing ICE raids, out of concern that he could be detained. These decisions are never easy — but they reflect the complicated reality of supporting immigrant journalists at this moment.

Despite these challenges, I remain committed to Fi2W's journalism. This year, we launched *The Hustle*, a new podcast about how immigrant workers navigate — and shape — the U.S. economy. Led by our 2025 Editing Fellow, the project brought together voices of immigrant reporters from across the country, examining labor, resistance, and resilience from both historical and present-day perspectives.

This work doesn't happen in isolation. We continue to grow a national network of immigrant newsroom leaders through an industry peer group, and to expand our fellowships and workshops in response to urgent needs for training across the industry. Our goal remains the same: to uplift the next generation of immigrant journalists — not only as reporters, but as newsroom leaders, mentors, and storytellers who are reshaping journalism from within. At the same time, we are focused on building a more resilient and financially sustainable organization that has the resources to meet our mission in these extraordinarily challenging times.

And our work doesn't happen without you — our supporters. Thank you for standing with us.





ROOTED IN COMMUNITY, RISING TO THE MOMENT

At Fi2W, we believe that telling immigrant stories is fundamental to building a just and democratic society. For more than 20 years, we've trained, mentored, and supported immigrant journalists who are reshaping the future of American newsrooms. Today, that mission is more urgent than ever.

Across the country, immigrants face escalating political attacks, disinformation campaigns, and policies that dehumanize and marginalize them. Meanwhile, institutions meant to safeguard press freedom are under increasing threat. Journalism that centers immigrant experiences — journalism that saves lives, exposes injustice, and strengthens democracy — is needed now more than at any time in recent memory.

Fi2W is one of the few organizations exclusively dedicated to building the infrastructure that immigrant journalists need to thrive. We do not chase breaking news headlines. Instead, we invest in people: by mentoring reporters, editors, and media makers who are producing deeply reported journalism from within the communities they cover.

Our work is about more than publishing stories — it's about seeding leadership, shifting narratives, and building a stronger, more representative media ecosystem.

THIS IS THE MOMENT TO ACT

The stakes for immigrant journalists — and the communities they serve — have never been higher.

We are experiencing a dangerous surge of anti-immigrant rhetoric, a rollback of civil rights, attacks on DEI initiatives, and growing threats to journalists who report on marginalized communities. Immigrant reporters are particularly vulnerable to harassment, detention, and other forms of intimidation.

At the same time, immigrant communities face intersecting crises:

- The threat of ongoing detentions and deportations.
- The devastating impacts of climate change.
- A flood of misinformation and disinformation targeted at non-English-speaking audiences.
- Worsening economic inequality and labor exploitation.
- Threats to democracy both at home and abroad.

Feet in 2 Worlds is responding to this moment with urgency and resolve.

Through our fellowships, training programs, and investigative projects, we create pathways for immigrant journalists to tell their own stories — stories that challenge disinformation, expose injustice, and imagine new futures.

We are small, but we are nimble. We are resourceful. And most importantly, we are committed for the long haul.



HOW WE'RE RESPONDING: SAFETY & RESILIENCE

What We've Already Done

- Safety and fair-use workshops with Cornell's First Amendment Clinic
- Full newsroom safety audit conducted by ProJourn
- DeleteMe data privacy subscriptions for staff & fellows
- When needed, shielding reporters' identities in bylines
- Personalized safety plans created for every fellow before field work commences
- Increased pay equity among the staff and higher rates of compensation for freelance work

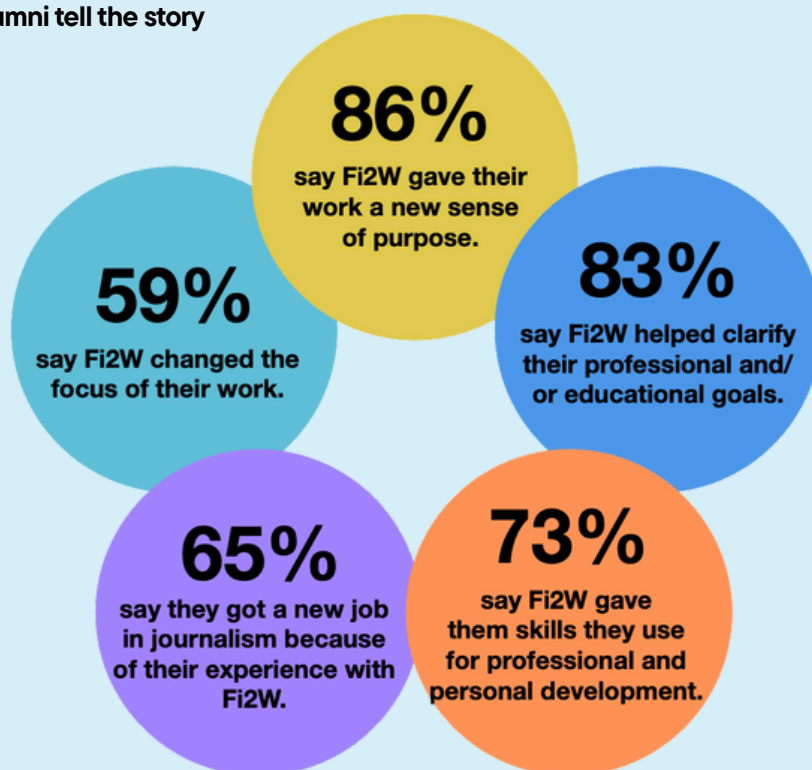
What Comes Next

- More legal resources for fellows and interns of different statuses
- Pre-assignment risk assessments built into every investigative project
- Mental health resources and trauma reporting guidelines for fellows, interns, and alumni



HOW WE MEASURE IMPACT

Surveys of our alumni tell the story



At Feet in 2 Worlds, we measure our success not by the quantity of stories we publish, but by the depth, integrity, and long-term impact of the journalists we train and support.

Unlike larger newsrooms or training organizations, Fi2W makes a deliberate choice to work closely with a small number of fellows and contributors each year. Our model is high-touch, intentional, and transformational. Every project we undertake is designed to amplify immigrant voices, deepen community-centered storytelling, and prepare journalists to lead in an increasingly hostile and uncertain media environment.

Our impact is visible in the groundbreaking work our fellows have produced — and in the leadership roles they are stepping into across the journalism field.

BUILDING A PIPELINE OF NEWS LEADERS



Maritza Félix, '20
Fi2W Fellow

■ Maritza Félix launched Conecta Arizona on WhatsApp at the height of the pandemic to debunk Spanish-language misinformation. It has grown into a daily, multiplatform newsroom. Today, more than 100,000 people in Arizona and Sonora rely on its live Q&As, podcasts, and community reporting.



Paulina Velasco, '24
Fi2W Fellow

■ Paulina Velasco, our first-ever Investigative Reporting Fellow, published a series tracing the spread of misinformation on Spanish-language radio. After her fellowship, Paulina joined the Institute for Nonprofit News as their Collaborations Project Manager, where she now leads high-impact investigative series across INN's network.



Mia Warren, '20
Fi2W Fellow

■ Managing Director Mia Warren now convenes a national peer group of immigrant-led outlets as a 2025 LION Publishers Community Ambassador. She also earned a spot in AAJA's Executive Leadership Program, accelerating Fi2W's influence in the industry's highest decision-making circles.

Ripple-Effect Model

Our model stays intentionally small: we invest deeply in a handful of journalists each year so their influence multiplies — new outlets launched, investigations aired, audiences served, newsrooms diversified.

Alumni Everywhere

Fi2W graduates now hold bylines or editing roles at NPR, The New York Times, Latino USA, LAist, INN, and The Guardian, carrying immigrant-first reporting practices into outlets that reach 20 million-plus weekly listeners and readers.

IMMIGRANTS AS THE SUBJECT, NOT THE OBJECT

Fi2W's mission is rooted in the idea that powerful journalism comes from investing deeply in emerging immigrant storytellers. Our Editing Fellowship is designed to do exactly that: develop the next generation of newsroom leaders through hands-on training, close mentorship, and increased editorial responsibility. Over the past two years, our fellows have led the development of some of the most ambitious and far-reaching projects in Fi2W's 20-year history:



Led by Fi2W
Editing Fellow
Virginia Lora

This multimedia series explores the deepening political and cultural divides in the U.S. through the lived experiences of immigrant communities — not as passive observers, but as participants and protagonists.

Our reporting pushed beyond conventional narratives to highlight how immigrants both shape and are shaped by major national debates, from gun rights in Texas to immigration art activism in New York.



Led by Fi2W
Editing Fellow
Iggy Monda

This limited podcast series explores how climate change is reshaping the lives of immigrants in the U.S. From rising heat to flooding, it centers voices often excluded from environmental reporting — those facing impossible choices and those forging new paths toward sustainability.

Our reporting featured deeply personal, globally resonant stories from immigrant and first-generation journalists, linking climate justice to migration, labor, and belonging.



Led by Fi2W
Editing Fellow
Lushik Lotus-Lee

This podcast series explores America's changing economy through the lives and labor of immigrants. Each episode focuses on a pivotal industry or historical moment when immigrant workers organized for better pay and conditions.

These stories connect past and present struggles, with reporting from Denver, San Antonio, Chicago, Wyoming, and New York — highlighting immigrant resilience and collective power.

RECENT AWARDS



WINNER



“A human-centered series that offers different perspectives on the Chinese immigrant experience.” -INN Awards jury on *Immigrants in a Divided Country*.



Best Business Reporting, "Building a Green Chicago" from *Home, Interrupted*



Podcast Journalism Award for *Frequency of Deception*



“Our investigation into Spanish-language radio disinformation sparked the respectful, community-wide conversation we hoped for.” — *Paulina Velasco, 2025 Current Rising Star Award*

FINALIST



Insight Award for Explanatory Journalism for *Home, Interrupted*

OUR PUBLISHING PARTNERS



FI2W BY THE NUMBERS



Number of fellows since our founding: **55**



Number of workshop attendees: **170**



Number of interns: **38**



Number of stories published or broadcast since our founding: **over 6,900**



Number of partnerships with media outlets, colleges, and universities since our founding: **over 30**



Stipends and scholarships paid to fellows and workshop attendees: **over \$250,000**



Spending ratio: **.90 cents** of **\$1 raised** goes to Fi2W programs.

ALUMNI AMPLIFY OUR MISSION

Collectively, our alumni reach millions of readers, listeners, and viewers every month with journalism informed by our training and journalistic values.

Fi2W alumni also teach at colleges and universities, where they use methods developed by Feet in 2 Worlds to help shape the next generation of journalists.

Thousands of students have been introduced to our unique methods.

EMERGING LEADERS, ENDURING IMPACT



Virginia Lora, Editing Fellow '22

Virginia Lora is a bilingual audio producer and editor based in Miami. During her Fi2W Editing Fellowship, she curated and shaped *Immigrants in a Divided Country*, an eight-part multimedia series that explored U.S. politics through immigrant eyes and nurtured new voices from coast to coast.

With Fi2W's guidance, she learned to trade total control for true collaboration, coaching reporters while letting their ideas shine.

"Learning to let go and trust the editing process was the biggest gift of my fellowship—our stories became stronger, more creative, more ambitious than anything I could have made alone."

Today, Virginia edits narrative podcasts for LWC Studios, PRX's The World, and other national outlets, carrying forward the mentorship ethos she honed at Fi2W and helping the next generation of immigrant storytellers find their sound.

Ignacio "Iggy" Monda, Editing Fellow '24

Born and raised in New York, Iggy Monda produced and hosted *Home, Interrupted* during his Fi2W Editing Fellowship, a seven-episode podcast that traces how climate change disrupts immigrant dreams from New York City to rural Nebraska. The series was a finalist for an Insight Award at the Institute for Nonprofit News (INN) Awards.

Reflecting on his experience, Iggy writes:

"Fi2W taught me to see the editor's role as a midwife—guiding, breathing, and making space so other reporters' stories can be born on their own terms."

Since completing his fellowship, Iggy has produced narrative features for PRX and CBS.



Lushik Lotus-Lee, Editing Fellow '25

Lushik Lotus-Lee is a podcast producer and editor based in Atlanta. As a Fi2W Editing Fellow, she led the production of *The Hustle*, a seven-part podcast created in collaboration with reporters across the country. The series tells powerful stories of immigrants organizing for better pay and working conditions, revealing how labor struggles across generations have shaped the U.S. economy.

In her words, Fi2W gave her the tools to "ask better questions"—not only of her collaborators, but of herself. "The editing process," she reflected, "taught me that people don't just need your guidance—they need your courage, too."

SUPPORT US

What does it mean to support immigrant journalists right now?

Build Core Capacity

Help us secure multi-year operating support for development and audience engagement, and lay the foundation to expand our fellowship offerings and reach new immigrant communities.

Grow Partnerships & Reach

Give us the runway to forge new collaborations with community and immigrant-serving newsrooms — and invest in distribution so our reporting reaches a larger audience.

Strengthen Safety & Legal Support

Assist us to create a dedicated fund for immigration-related counsel, risk assessments, and trauma-informed resources that keep our reporters — and their sources — safe in an increasingly hostile environment.



OUR FUNDERS:

Fi2W is a 501(c)(3) nonprofit organization supported by the John D. and Catherine T. MacArthur Foundation, The Ford Foundation, The Fernandez Pave the Way Foundation, an anonymous donor, contributors to our annual NewsMatch campaign, and individual donors.

Our 2024 Newsmatch campaign was our most successful of all time. We saw a 283% increase in our grassroots donor base, proving that Fi2W's mission continues to resonate.

FI2W IS A PROUD MEMBER OF:



**Institute for
Nonprofit News**



Reach out to mia@feetin2worlds.org to support our work today.