Certified Welcoming Peer Auditor Program

A professional development program for fostering inclusive and welcoming communities

The Certified Welcoming audit is a significant and engaging part of the certification process. During the audit, immigrant community members, local organizations, and government employees and officials come together to share details about the policies, programs, and partnerships that qualify their community for the highest recognition in the welcoming movement.

Applications to become a Certified Welcoming peer auditor are now open. As a peer auditor, you will gain valuable experience in evaluating and enhancing welcoming practices within different communities. Serving as a peer auditor offers a unique opportunity for:

- Career enrichment and professional development
- Networking
- Learning about the Welcoming Standard, and
- Getting an in-depth look at policies and programs in other welcoming communities.

Welcoming America recently launched its peer auditor program. Read **behind-the-scenes perspectives** from peer auditors regarding the program experience.

Qualifications and Application

Individuals interested in serving as peer auditors must apply by **Thursday, April 2, 2026**. As this is considered a career enrichment and/or professional development program, candidates are expected to have support from their employer to participate in this program.

To be eligible to apply, applicants must be members of the **Welcoming Network**. Applicants must be available to attend a training held in Decatur, Georgia, **June 23-25, 2026** (travel, lodging, and meal expenses will be covered by Welcoming America). Candidates must have a deep knowledge of immigrant inclusion policies and practices. Experience with playing an active role in their local government's certification process is a plus, but not required. **Apply here.**

Anticipated Timeline

March 2026	Applications open
April 2, 2026	Deadline to apply
April 8 - April 22, 2026	45-minute virtual interviews for candidates who advance
By latest May 7, 2026	All applicants notified whether or not they've been selected
June 23-25, 2026	2 ½ days of in-person peer auditor training (Arrival June 22)
By July 16, 2026	Audit locality and dates assigned
Fall 2026	Participate in audit

Participant Expectations

- **Role Description:** Peer auditors support the audit by conducting interviews and supporting analysis for the certification report. The audit is an important part of the certification process. After a self-assessment has been reviewed and assessed by Welcoming America, the audit allows for verification of evidence provided as well as an opportunity to gather additional information and context to not only demonstrate compliance with the **Welcoming Standard**, but to also deepen and advance welcoming work in the community.
- **Commitment:** We anticipate peer auditors will commit approximately 80 hours, including travel time, to the program in 2026. These hours will roughly break down to:
  - Approximately 32 hours for the in-person training June 23-25
  - 8-16 hours for flexible online materials review
  - 30 minute prep call with auditors and Welcoming America 1-2 weeks before audit
  - Approximately 8-32 hours for a virtual or in-person audit to be completed by December 2026.
    - Peer auditors will have the opportunity, but will not be required to, commit to additional audits beyond 2026.
- **Support from Employer:** As peer auditors are not paid by Welcoming America, we expect applicants to have support from their employer. We view this role as a professional development opportunity that enhances skills in community engagement, evaluation, and good practice in meeting the Welcoming Standard.

What Welcoming America Will Provide

- **Training and on-going support:** Welcoming America will conduct an in-person training in Decatur, GA, June 23-25 (arrival day June 22), covering the necessary skills and knowledge for conducting audits. The training will cover the Welcoming Standard as well as audit methodologies and expectations. Welcoming America staff will be available throughout the program to support peer auditors and ensure they are able to successfully complete an audit.
- **Travel and Expenses:** Welcoming America will cover all travel and expenses related to the training and auditing activities. This includes flights, hotel accommodations, meals, and transportation.

Learn More: Informational Webinar!

Welcoming America is hosting an informational webinar on **March 17, 2026, 2:00-2:45pm ET** for individuals interested in learning more about the peer auditor program.

Attendees will hear from Welcoming America staff as well as peer auditor Courtney White of the City of Boston's Mayor's Office for Immigrant Advancement. The webinar will include a live Q&A.

👉 **Register for the webinar.**

If you have any questions, please contact us at certified@welcomingamerica.org.

Certified Welcoming is a program of Welcoming America. Learn more about Certified Welcoming and review the Welcoming Standard.

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