# Get the Job Done: Building Immigrant Friendly Cities

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Pages excerpted from: “Who We Are: Municipal ID cards as a local strategy to promote belonging and shared community identity,” The Center for Popular Democracy, December 2013.

**Speakers**

**Mayor Michael R. Brown** was first elected Mayor of the City of Grand Forks in June of 2000 and was reelected in June of 2004, 2008, 2012 and 2016. Now in his fifth term, Brown is the longest serving Mayor in Grand Forks history. As Mayor, Brown has focused on building Grand Forks as a Destination City for residents, visitors and businesses, with the goal as a great city to “live, learn, work, play and stay”. Brown’s Father was a jet mechanic in the US Air Force and spent his youth in New Mexico, England, and Okinawa. Brown enlisted in the US Air Force and was stationed at Grand Forks Air Force Base as a Launch Control Officer and later a Launch Control Commander and Instructor. Brown is a practicing Doctor of Obstetrics and Gynecology at Altru Health Systems, after graduating from the University of North Dakota Medical School in 1982 and completing his residency at Wright State University, Dayton, Ohio. Brown has focused on partnerships and has embodied a philosophy of “If you win, we win” that has helped to instill a culture of collaboration. This is demonstrated by the success of the growing Unmanned Aerial Systems sector, the designation of one of the nation’s Top Defense Communities and his heartfelt regular declaration of Grand Forks as “the Proud Home of the University of North Dakota (UND)”.

**Rachel Peric** is the Executive Director of Welcoming America. Inspired by her family’s refugee story and by the worldwide movement of welcomers, Rachel works to create communities where all residents – including immigrants and refugees – can thrive and belong. Since joining the organization in 2011, she has served as the organization’s deputy director and in other senior leadership roles, helping grow Welcoming America from a nascent startup to an award-winning organization with a global footprint. Prior to Welcoming America, she served as Executive Director of MCAEL, a community literacy coalition that strengthens and promotes adult literacy and English language learning in suburban Washington, DC, where she was recognized by Montgomery Women with the Rising Star Award. She also served as Regional Director with the United Way of the National Capital Area, where she led fundraising and community impact efforts in Montgomery County, Maryland. Ms. Peric holds a BA in International Studies from Johns Hopkins University and a Masters in Public Management from the University of Maryland.

**Mayor Catherine Elizabeth Pugh** was sworn in as the 50th Mayor of the City of Baltimore on December 6, 2016. Mayor Pugh has served on the Baltimore City Council, in the Maryland House of Delegates and as the Majority Leader of the Maryland Senate. Mayor Pugh is the founder of the Baltimore Design School, a public school and is the founder of the Baltimore Marathon. Mayor Pugh is a successful businesswoman and is the author of a series of children’s books and an inspirational book of poetry. Mayor Pugh holds an undergraduate degree and an MBA from Morgan State University.
Cities and Immigration – Executive Summary

Background
Over the last three decades, immigration has become a prominent political and policy issue. With the election of President Trump, who made immigration reform a top issue in his campaign, the federal stance on immigration seems to have become tougher than ever. Municipalities across the U.S. have to address on a daily basis a myriad of issues related to immigrants, who are overwhelmingly concentrated in metropolitan areas. With the notable absence of any comprehensive national policy to integrate immigrants into the broader urban community, cities are left to develop their own tools, policies and programs to address the influx of immigrants.

The Purpose of This Report
This brief aims to help elected officials, policymakers, activists, and community-based organizations to advocate for, design, and implement progressive policies toward immigrants at the city level. It provides a broad review of immigrant-friendly, city-level policies, which builds on the cumulative experience of local governments, as well as the knowledge and ideas of policy experts and activists.

What’s in This Report?
Before presenting this menu of policies, we begin by offering an analysis of the socio-demographic trends that help explain why immigration issues have become so important. We then provide an overview of the federal policy that has set the stage for local immigration policy, which shows a trend of increasingly hostile legislation. While traditional gateway cities (often ports) have dealt with immigration issues for decades, more and more cities have growing immigrant populations. Finally, we highlight the key reasons why cities should adopt immigration-friendly policy, which encompass economic, security, safety, humanitarian, and moral considerations.

Policy Action Items: What Can Cities Do?
• Center your city’s immigrant population in policymaking
• Do not participate in the enforcement of federal civil immigration law,
• Support immigrant communities with words and actions, create and implement plans to be immigrant-friendly.
• Offer supportive services, such as an Office of Immigrant Affairs.
• Ensure language access to all local government services.
• Protect low wage workers, who are disproportionately immigrants, and support entrepreneurs and local small businesses, as immigrants are more likely to start business.
• Improve access to the banking system and provide financial education.
• Provide legal aid or advice on immigration status and citizenship issues.
Resources

National League of Cities
The National League of Cities (NLC) is a resource and advocate for the nation’s cities and their leaders. NLC represents 19,000 cities, towns, and villages, and encompasses 49 state municipal leagues. It provides training to municipal officials, holds conferences, lobbies and provides assistance to cities in educational issues.
http://www.nlc.org/

The National Immigration Law Center
The National Immigration Law Center (NILC) engages in policy analysis, litigation, education and advocacy, to promote a vision of "a society in which all people — regardless of race, gender, immigration or economic status — are treated fairly and humanely."
https://www.nilc.org/

The Migration Policy Institute (MPI)
The Migration Policy Institute (MPI) is a nonpartisan, nonprofit think tank dedicated to analysis of the movement of people worldwide. MPI provides analysis, development, and evaluation of migration and refugee policies at local, national, and international levels. It aims to meet the demand for pragmatic and thoughtful responses to the challenges and opportunities that migration presents to communities and institutions in an increasingly integrated world.
http://www.migrationpolicy.org/

Welcoming America
Welcoming America leads a movement of inclusive communities becoming more prosperous by making everyone feel like they belong. They believe that all people, including immigrants, are valued contributors who are vital to the success of our communities and shared future. Today, a growing number of places recognize that being welcoming leads to prosperity; Welcoming America provides the roadmap and support they need to become more welcoming toward immigrants and all residents.
https://www.welcomingamerica.org/

Conclusion
There are many reasons why cities should be welcoming to immigrants, from a morality standpoint to proven economic benefit. Over the last thirty years, immigrant communities have become more vulnerable than ever. A lack of comprehensive federal immigration laws, coupled the proliferation of anti-immigrant rhetoric has made cities, particularly metropolitan centers, the new frontier of immigration. Fortunately, there are many innovative strategies and policies that cities can enact to not only protect immigrants’ rights, but also to improve the quality of life for their immigrant residents and for all.

For more information on ways to introduce immigrant-friendly policies in your city, look out for the full-length version of this report which will be released later this year. Please also take a look at the Mayors Innovation Project webpage on immigration and cities at https://mayorsinnovation.org/policy/civil-rights/immigration-enforcement/
All Immigration Is Local
Receiving Communities and Their Role in Successful Immigrant Integration

Michael Jones-Correa   September 2011
Introduction and summary

Historically, immigrant integration has focused on immigrants—on changing immigrant behavior to facilitate their incorporation into the host society by encouraging language learning or naturalization, for example. Accordingly, service providers working with immigrants typically emphasize programs for English language acquisition, citizenship preparation, or integration of immigrants into the workplace.

But positive community relations require the concerted action of both immigrant and native-born residents. How can we expect immigrants to integrate successfully if they feel unwelcome or if their neighbors are not prepared to accept them? And how can we expect their neighbors to welcome them if no effort is made to manage the confusion, fear, and anxiety these neighbors feel about the changing nature of community life? Receiving communities—the places, along with their residents, in which newcomers settle—must be engaged before we can expect them to embrace immigrants.

This report is a call to action for such engagement—for reorienting discussions around immigration to local integration challenges and for proactively bridging the gaps between native and newcomer. It builds on the first meeting of the Receiving Communities Initiative, a gathering of leading academics, practitioners, advocates, and local, state, and national officials in Washington D.C. in December 2010, to examine the role of receiving communities in immigrant integration and reinvigorate immigrant integration in America.

The goal of this report is to help local communities wrestling with the challenges of immigrant settlement. It focuses on helping them identify programs they can emulate and build on, and encouraging national, state, and local policymakers, as well as philanthropic and civic actors, to focus more attention and resources on immigrant-receiving communities as well as immigrants.
The challenge for communities is to acknowledge the very real changes that are occurring within them and their potentially destabilizing nature, and to develop the right kinds of intervention to foster interaction and positive relations between native and foreign-born residents and their children.

Our report is drawn from the experiences of a diverse group of people keenly engaged with immigrant integration. It identifies four key strategies for receiving communities:

1. **Encouraging leadership** to address the changes that take place locally and to manage them effectively. When mainstream leaders who are respected in their communities support immigrant integration efforts it sends powerful signals to the broader community. The support of such leaders strengthens the credibility and likelihood of success of integration efforts. Identifying and mobilizing local-level leaders is a critical part of engaging local communities in reaching out to new immigrant residents and integrating them into the larger receiving community. These leaders do not need any particular background or profession, but they have to be optimistic, passionate about their communities, embedded in their communities’ social networks, and willing to reach out to people with sometimes very different points of view.

2. **Fostering contact** between immigrants and the native born. A major step in reinforcing a sense of commonality and community between foreign-born and native-born residents is to create opportunities for contact and communication. Evidence shows that having direct contact with immigrants changes people’s perceptions of immigrants and immigration. Immigrants themselves also look to their native-born neighbors for cues on how to fit in and how to behave in American society. Creating spaces for immigrants and native born to interact, and to recognize their common goals for the community and future, is critical to the success of receiving communities.

3. **Building partnerships** between state and local governments and new residents. The most successful local initiatives bring together nonprofits and private-sector actors with people from the public sector. Having local government representatives at the table is important because they have responsibilities that touch the lives of all residents, including immigrants, in areas such as health, schooling, and policing. They also have a set of resources—existing programming, professionals that staff their agencies, and venues to communicate with the public through websites, newsletters, and public offices—that help shape immigrant integration.
4. **Reframing the issues** to counter misconceptions about immigrants. Native-born residents’ misunderstandings of immigrants greatly affect how receiving communities deal with immigrants, and they must be addressed. Most people, in fact, are persuadable. In conversations about immigration it may seem that the loudest voices are often those advocating for the restriction of immigration or the passage of state and local laws that make life for all immigrants, documented or undocumented, more difficult. Still, local coalitions of native-born and immigrant residents can work to reframe the issues both by personalizing immigrants to allow them to be seen as “one of us” so that the focus of the debate shifts from immigration restriction to immigrant integration.

These strategies will not work the same way in all cases and in all communities. Indeed, community-based programs that develop organically are by definition tailored to local circumstances and tend to respond to the unique needs of that community. A companion toolkit for receiving communities with more detailed discussion of local practices and more practical guidance will be released in October of 2011.

This report also focuses on two main challenges to developing and continuing receiving communities work: *program assessment* (or “How do we know programs work as advertised?”) and *scaling up* (or “How do we implement successful programs more widely?”) We argue that groups active in receiving communities work must develop what researchers call a “culture of evaluation,” in which program evaluation is the norm rather than the exception. Doing so will allow local and national actors to be able to accurately gauge how effective their programs are, and what strategies might be transferable elsewhere.

While localities around the country struggle with similar anxieties about how to integrate immigrants, solutions tend to be arrived at community by community. This is why programs for immigrant integration have until recently almost all been local. The shift from a single local arena across various localities and states is still largely unchartered territory. The question is how these local experiences can lead to broader solutions for communities across the country.

Our report considers a number of potential models for replicating results, including a networked affiliate model, with a central organization overseeing local and state affiliates; a federated organizational style, with multiple chapters of a single national organization; or even national coordinating conferences, that bring together disparate groups in a loose confederation.
Finally, we include a series of policy recommendations for influencers at multiple levels of government and civil society:

1. Even in the absence of comprehensive immigration reform, the federal government plays a central role in facilitating immigrant integration. We believe that all federal integration programs and policy should take receiving communities into account. Many federal programs—funding adult literacy, educating children, providing information on naturalization, and easing refugees into the job market—help integrate immigrants into American society. But few of these programs address integration directly, and almost none address the anxieties of receiving communities or try to engage residents in the longer-term process of immigrant integration. We support the allocation of greater resources for immigrant integration and refugee resettlement that are specifically directed to groups working with receiving communities, to encourage positive interactions between natives and newcomers.

2. State and local governments are often on the front lines of integration. A number of states and cities have active offices for immigrant affairs, but the economic downturn has severely harmed the efforts of these facilities. The demographic changes taking place, and the need to focus efforts on relations between immigrant and native-born residents, mean that states and localities should expand funding efforts at immigrant integration—including support for nongovernmental community-building efforts, publicly subsidized English language classes, and in-state tuition—even with state and local resources stretched thin. They should treat these as investments in their states’ longer-term social and economic well-being. As on the federal level, state and local governments can insist that providers operating under their aegis write receiving communities programs into their service agreements.

3. Nongovernmental actors have long been significant players in providing services and aid to immigrant communities. The receiving communities’ perspective on immigrant integration is still new, though, and often the organizational infrastructure that localities have built—both for addressing the needs of the native born as well as the requirements of immigrant newcomers—needs to reorient itself to the challenge. NGOs must realize that they need the support of the native community for integration to be successful instead of simply reaching out to their base of immigrants and immigrant supporters. This cultural shift can seem counterintuitive, and it may run counter to funding and constitutional mandates. Nevertheless, a focus on receiving communities will lay the groundwork for success, and it ultimately will make all other parts of the resettlement and integration efforts easier.
4. Like NGOs, funders and foundations have been at the forefront of immigrant integration work. Still, many tend to overlook addressing native-born anxieties about immigration. Funders can help provide the resources to bring newcomers and older residents together, evaluate which programs are most promising, and support the organizational models needed to implement successful local innovations on a broader scale. Corporate sponsors should also recognize the value that a focus on immigrant integration through receiving communities can have. Governmental and nongovernmental organizations can only do so much, and business owners are often leaders in their community, which gives them significant leverage over jumpstarting receiving communities work. These sponsors also have a strong financial incentive to create harmony between immigrant and newcomer, and to make sure that all residents are benefiting economically and consuming local goods and services.

Taking the broader historical view, immigrants are an essential part of the fabric of our nation and have shaped the American national identity. Our society has not only survived the influx of new and different peoples but has thrived as a result. The process of immigrant integration and acceptance is often bumpy and messy, but we believe that a focus on receiving communities will smooth out that process, and help to make sure that immigrants and the native born can together fully take part in the American Dream.
Coastal cities such as Los Angeles, Miami and New York have long been viewed as the gateways for immigrants starting new lives in America.

In recent years, however, a different set of cities has laid out the welcome mat. Many of them are older Midwestern cities that have rarely been thought of as immigrant meccas. Places like Indianapolis and Columbus and Dayton, Ohio, have pursued a wide range of immigrant-friendly strategies, in part to prop up vulnerable economies and stem population losses. Other Rust Belt jurisdictions are joining them. “The Midwest is becoming the new gateway,” says Guadalupe Velasquez, who coordinates the New American Initiative for the city of Columbus.

But how much have these efforts actually changed migration patterns so far? While many factors influence migration, a review of the latest Census data suggests that the foreign born are increasingly establishing roots outside larger, more well-known immigrant destination cities. Often, immigrants settle first in established gateway cities, then move elsewhere as they seek better employment and housing opportunities.

_Governing_ compared Census data collected between 2005-2009 with data from 2010-2014 for all cities with populations of at least 100,000. Although longstanding immigrant hubs saw the largest total gains, movement of immigrants to less-established gateways is increasing at a much faster rate. Cities where the foreign born make up less than a tenth of the total population recorded an average foreign born population increase of 18 percent over the five-year period, compared to 7 percent in areas where they make up more than a quarter of the population.

One reason why the foreign born are growing at a much faster rate in the Rust Belt and smaller cities is that they often make up only a very small share of the population to begin with. Aggregate totals, however, indicate a similar pattern. The 106 jurisdictions where the foreign born accounted for less than a tenth of the total population collectively added twice as many foreign-born residents as natives. Cities where the foreign born are most prevalent, by comparison, added nearly equal numbers of foreign- and native-born residents.

<table>
<thead>
<tr>
<th>Foreign Born Share of City's Population</th>
<th>Average Foreign Born Change</th>
<th>Average Native Change</th>
<th>Aggregate Foreign Born Change</th>
<th>Aggregate Native Change</th>
<th>Count of Cities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 10 Percent</td>
<td>18.0%</td>
<td>2.7%</td>
<td>+233,488</td>
<td>+114,675</td>
<td>106</td>
</tr>
<tr>
<td>10-25 Percent</td>
<td>14.3%</td>
<td>7.4%</td>
<td>+415,729</td>
<td>+1,360,258</td>
<td>118</td>
</tr>
<tr>
<td>More than 25 Percent</td>
<td>7.1%</td>
<td>4.7%</td>
<td>+421,348</td>
<td>+430,875</td>
<td>77</td>
</tr>
<tr>
<td>TOTAL</td>
<td>13.8%</td>
<td>5.0%</td>
<td>+1,070,565</td>
<td>+1,905,808</td>
<td>301</td>
</tr>
</tbody>
</table>


A few cities farthest along with their immigrant-friendly initiatives -- particularly Dayton -- experienced some of the steepest recent gains.
Immigrant initiatives take different forms, led by either local governments, nonprofit groups or the business community. More recently, it's the governments that have been assuming the lead role, said Rachel Peric, deputy director of Welcoming America, a national organization that works on initiatives with local communities.

It's difficult to pinpoint what role the immigrant outreach programs have played in any population gains so far. Cities experience demographic shifts for a variety of reasons, and some of the programs have been operating for a comparatively short time. Officials say they're just beginning to evaluate their efforts, many of which are aimed more at assisting current foreign-born residents than attracting new ones. “Everyone is very interested in measuring their performance,” Peric says. “Right now, they're going about it in different ways.”

All these cities, however, expect immigrant initiatives to play a key role in supporting their regional economies. “We know that doing nothing is a recipe for demographic and economic stagnation,” Peric says.

One illustration of demographic shifts within cities is to compare change in the foreign-born population with that of native residents. By this measure, cities such as Buffalo, Dayton and Peoria, Ill., all recorded sizable gains despite losing native-born residents. When only the growth in the foreign-born population is considered, more cities with the fastest growth are found in booming regions that are adding people from all backgrounds.

This table shows the 25 jurisdictions where the five-year percentage increase in the foreign born most exceeds that of the native population (see data for all cities reviewed below):

<table>
<thead>
<tr>
<th>Jurisdiction</th>
<th>% Point Difference</th>
<th>Foreign Born Change</th>
<th>Native Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dayton, Ohio</td>
<td>72.8</td>
<td>62%</td>
<td>-11%</td>
</tr>
<tr>
<td>Peoria, Illinois</td>
<td>64.9</td>
<td>61%</td>
<td>-4%</td>
</tr>
<tr>
<td>The Woodlands, Texas</td>
<td>64.7</td>
<td>122%</td>
<td>57%</td>
</tr>
<tr>
<td>Wilmington, North Carolina</td>
<td>56.1</td>
<td>65%</td>
<td>8%</td>
</tr>
<tr>
<td>Springfield, Illinois</td>
<td>50.6</td>
<td>49%</td>
<td>-2%</td>
</tr>
<tr>
<td>Montgomery, Alabama</td>
<td>50.3</td>
<td>50%</td>
<td>-1%</td>
</tr>
<tr>
<td>El Cajon, California</td>
<td>47.4</td>
<td>47%</td>
<td>0%</td>
</tr>
<tr>
<td>Savannah, Georgia</td>
<td>47.1</td>
<td>52%</td>
<td>5%</td>
</tr>
<tr>
<td>Knoxville, Tennessee</td>
<td>46.8</td>
<td>44%</td>
<td>-3%</td>
</tr>
<tr>
<td>Springfield, Missouri</td>
<td>46.4</td>
<td>50%</td>
<td>3%</td>
</tr>
<tr>
<td>Columbus, Georgia</td>
<td>44.0</td>
<td>47%</td>
<td>3%</td>
</tr>
<tr>
<td>Fargo, North Dakota</td>
<td>43.2</td>
<td>60%</td>
<td>17%</td>
</tr>
<tr>
<td>Lafayette, Louisiana</td>
<td>42.5</td>
<td>49%</td>
<td>7%</td>
</tr>
<tr>
<td>Buffalo, New York</td>
<td>41.9</td>
<td>34%</td>
<td>-7%</td>
</tr>
<tr>
<td>Syracuse, New York</td>
<td>36.8</td>
<td>37%</td>
<td>0%</td>
</tr>
<tr>
<td>Louisville/Jefferson County, Kentucky</td>
<td>36.3</td>
<td>42%</td>
<td>6%</td>
</tr>
<tr>
<td>Lehigh Acres, Florida</td>
<td>36.0</td>
<td>84%</td>
<td>48%</td>
</tr>
<tr>
<td>Clarksville, Tennessee</td>
<td>35.7</td>
<td>53%</td>
<td>17%</td>
</tr>
<tr>
<td>Chattanooga, Tennessee</td>
<td>34.1</td>
<td>34%</td>
<td>0%</td>
</tr>
<tr>
<td>Enterprise, Nevada</td>
<td>33.1</td>
<td>76%</td>
<td>42%</td>
</tr>
<tr>
<td>Sioux Falls, South Dakota</td>
<td>31.5</td>
<td>36%</td>
<td>4%</td>
</tr>
<tr>
<td>Spokane, Washington</td>
<td>31.4</td>
<td>34%</td>
<td>3%</td>
</tr>
<tr>
<td>Cary town, North Carolina</td>
<td>30.8</td>
<td>46%</td>
<td>15%</td>
</tr>
<tr>
<td>Metairie, Louisiana</td>
<td>30.1</td>
<td>29%</td>
<td>-1%</td>
</tr>
<tr>
<td>Odessa, Texas</td>
<td>29.5</td>
<td>38%</td>
<td>8%</td>
</tr>
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</table>

Most of the nation’s immigrants remain concentrated in the largest hubs, but the share of the nation’s overall foreign-born population residing in these cities is slowly shrinking. Nationally, the latest Census estimates peg the total foreign-born population at 42.4 million, but estimates vary depending on how unauthorized immigrants are counted.

Naturalized citizens account for 42 percent of the foreign-born population. Legal immigrants make up another 34 percent, and unauthorized immigrants account for the remaining 24 percent, according to Migration Policy Institute calculations.

Here’s a look at different immigrant initiatives in five cities.

**Dayton**

Dayton hasn’t been known as a leading destination for the foreign-born. But in recent years, local officials have seen immigration as an opportunity to boost the city’s ailing economy. A “Welcome Dayton” initiative, approved in 2011, has helped give it a more prominent place on the immigration map.

The comprehensive initiative, which has garnered national recognition, enlists public agencies, schools, churches and the business community to better integrate immigrants into the city. The goal, says program coordinator Melissa Bertolo, is focused more on making Dayton a place that works for existing immigrants, rather than to attract more newcomers. But this has had the effect of establishing new immigrant communities as well.

Between 2009 and 2014, Dayton’s foreign-born population jumped 62 percent. That’s higher than any other city reviewed that lost native residents during the same period. It was also the fifth largest gain in any locality of 100,000 or more residents.

“It’s really great to see the change from 25 years ago to now,” Bertolo says. “Changes are very visible, especially downtown.”

It’s difficult to say just how much of the growth can be attributed to the city’s efforts. Bertolo says the publicity played a “small role” and resulted in many inquiries, but doesn’t think it alone resulted in a dramatic effect that led people move to there. “If we are a truly welcoming and immigrant-friendly city, that will be the best strategy,” she says.

One clear factor, though, is an increase in secondary migration, or movement of immigrants who relocate after initially settling elsewhere. Dayton’s Ahiska Turkish community, for example, has multiplied particularly rapidly.

Not all residents have greeted the immigrant community with enthusiasm, however. An early survey found that Dayton neighborhoods with more immigrants actually reported less welcoming attitudes than others. The city responded by convening community dialogue events, block parties and an international soccer tournament.

**Louisville**

Louisville has emerged as one of the hottest urban centers for immigrants in recent years. Its foreign-born population rose an estimated 42 percent between 2009 and 2014, more than in any other jurisdiction with at least a half-million residents.

Migration of refugees accounts for the single largest driver of the increase, says Bryan Warren, who took over as head of the metro government’s globalization office last year. An average of approximately 1,100 refugees settled in Louisville in each of the past three years -- roughly double the annual totals from a decade ago, according to federal statistics.
The U.S. State Department works with resettlement agencies on the initial placement of refugees. They may ask to live near family members, but they’re otherwise generally placed where there are job opportunities, lower costs of living and resettlement agencies with adequate resources to accommodate them. The city maintains a dialogue with resettlement agencies, providing assistance in building capacity.

Louisville’s metro government, which partners with the local chamber of commerce, is also working to eliminate bottlenecks for aspiring immigrant entrepreneurs. Immigrants may lack English language skills or the financial knowledge needed to start a business, for instance. Others have insufficient credit, so the city is exploring a program that allows individuals to build credit by paying rent.

Although Louisville’s immigrant population remains small compared to other larger cities, its presence has already been felt. Newcomers have added diversity to the city’s downtown, opening businesses along the main business corridor. “A strong immigrant and foreign community is one of the bellwethers of a great 21st century city,” Warren says.

But he adds that “as the city grows, we’re beginning to see the strain of housing options, and the refugee community is no different.” The arrival of immigrants is further playing out in the school system, where there’s a growing need to focus on foreign language instruction.

Baltimore

After years of gradual population decline, Baltimore set a goal of attracting 10,000 families to the city over the following decade.

Despite the city’s challenges, Baltimore’s foreign-born population has climbed 18 percent since 2009, while the native-born population has declined 4 percent.

Mayor Stephanie Rawlings-Blake formed a task force of city agencies and community stakeholders that outlined 32 recommendations in 2014, of which the city has completed about a dozen so far. “We’ve had consistent growth, but it’s hard for us to tie it to our initiatives,” says Catalina Rodriguez Lima, director of the Mayor’s Office of Immigrant and Multicultural Affairs.

A major point of emphasis from the task force was to highlight the role immigrants play as economic engines. Rodriguez Lima's office reports directly to the mayor’s economic development team so that it's more nimble than if it were a separate entity.

Much of Baltimore’s effort, Rodriguez Lima says, centers around giving current residents reasons to stay. These immigrants, in turn, help lure their friends and family to the city, far more effectively than any publicity. “Ultimately, it really comes down to the person you trust,” Rodriguez Lima says. “The messenger is critical.”

Detroit

Immigrant-friendly initiatives are well established throughout Michigan as policymakers seek solutions to prop up the state’s economy.

Gov. Rick Snyder lobbied the federal government to allocate visas for highly-skilled immigrants. The governor, Detroit Mayor Mike Duggan and other elected officials frequently make public statements on the issue and appear at events.

Steve Tobocman, who heads the regional nonprofit Global Detroit, says that such pronouncements, while they might seem trivial, actually matter a lot. “It’s most powerful when it’s not just immigrant groups welcoming immigrants,” he says, “but when it comes from the mainstream political leadership, economic development departments and chambers of commerce.”
Unlike some other regions, immigrant growth areas are now increasingly concentrated outside of the city. Between 2009 and 2014, Detroit lost an estimated 23,000 foreign-born residents. Meanwhile, the foreign born population increased 20 percent in nearby Warren and Sterling Heights, and 10 percent in Dearborn. Tobocman attributes this to immigrants moving out of Detroit and the federal government placing new refugees to live near their families in suburban communities.

As is the case elsewhere, it has been difficult to link any outcomes to specific policies or local initiatives. Global Detroit, however, did recently evaluate a statewide initiative aimed at attracting international talent to help employers fill shortages in the information technology and engineering fields. A study found steady increases in international student enrollment at the University of Michigan and Michigan State University. Optional practical training visas used by graduates of four Michigan universities rose approximately 60 percent from 2011 to 2014.

Columbus

Columbus was one of the nation’s earliest adopters of immigrant-friendly outreach. Officials first took up the issue in the mid-1990s, and efforts have since shifted more to capacity building and support for various organizations that serve immigrants.

The city experienced an estimated 27 percent jump in the foreign-born population between 2009 and 2014, compared to an average increase of 9 percent for cities with over a half-million residents. About 11 percent of Columbus residents are now foreign born -- more than other larger cities in the region -- a fact Velasquez, the New American Initiative coordinator, attributes to the city’s early work on the issue, along with the ample supply of jobs, affordable housing and higher education opportunities.

Like Dayton, Columbus is welcoming recent immigrants who’ve relocated from Chicago, Los Angeles, Minneapolis and other more prominent immigrant hubs. They’ve formed new neighborhoods of Bhutanese immigrants, among other newer groups.

The competition for immigrants hasn’t stopped cities from collaborating. Representatives from Akron, Cincinnati, Cleveland, Columbus, Dayton and Toledo regularly share ideas as part of the recently-formed Ohio Welcoming Initiative.

“For so long, we all felt we were doing this work alone in our cities,” Velasquez, says. “Now, we have a support group to help.”

Foreign Born Population Data

About the data A total of 301 localities with populations of at least 100,000 were included in this report. Two Census datasets measuring the foreign-born population were used: 2005-2009 American Community Survey five-year estimates data and 2010-2014 American Community Survey five-year estimates. While this provides only a limited snapshot in time, the Census Bureau’s one-year estimates published for some cities have much higher margins of error. Other published data estimate international migration, but these sources are less comprehensive and fail to account for secondary migration.
Dear Friends,

Recent events have left many thousands of our San José residents -- about forty percent of whom were born in a foreign country -- in fear. Some of our neighbors, friends, and family fear changes in immigration rules or enforcement that could separate their families. Others voice concerns about proposed federal "registries" of community members of the Muslim faith. Still others point to the nationwide spike in "hate crimes" in recent days.

I have sought -- through Spanish-language television, social media, and in public demonstrations -- to convey a simple message to our wonderfully diverse community: "We've got your back."

What do I mean by that, "We've got your back?" We cannot control the events in Washington, D.C., but we can do much to care for each other here at home:

**We will Not Tolerate "Hate Crimes" in San José**

Police Chief Eddie Garcia and the rest of our Police Department are committed to enforce the law against anyone engaged in committing hate crimes against our residents, such as last week's attack on a hijab-wearing student at San Jose State University. The immigration status of the victim or of the reporting party do not matter, and will not be reported. Please report all such incidents to the Police Department, at 408-277-8900 or online; for additional assistance, please reach out to our local partners.

**We Will Not Allow Our Police To Be Used for Federal Immigration Enforcement**

Changes to immigration laws and enforcement remain within the province of federal policy makers. However, the police chiefs of most major U.S. cities --including our own -- agree that local police should not involve themselves in federal immigration enforcement; doing so undermines public safety, by discouraging critically-
needed cooperation in diverse communities. Consider, for example, how fear of apprehension or deportation could undermine our efforts to ensure reliable reporting of fires or medical emergencies, provision of witness statements, reporting of victimization, tipping about pending gang violence, or testimony in court. Moreover, our sparsely-staffed police must focus their scarce time on violent, predatory, and other high-priority crimes. We will continue to follow the best practices of local law enforcement professionals nationally by staying out of immigration enforcement.

**We Will Protect the Constitutional Rights of San José Residents**

Campaign rhetoric does not always receive the benefit of prior thoughtful analysis, so we cannot know if assertions made on the stump -- such as those relating to Muslim "registries" -- will materialize into action. Nonetheless, we will closely monitor any proposed legislation or executive actions from the new administration, and work closely with our congressional representatives, other major cities, and if necessary, the courts, to protect the Constitutional rights of our residents. We've had success joining together in the past and will be prepared to do so again.

**We Will Support Our Community Through Our Office of Immigrant Affairs**

In my first weeks in office, we created an Office of Immigrant Affairs to take advantage of then-existing federal programs to legalize status of our residents and improve access to City services such as for the immigrant entrepreneurs who launch half of our City's small businesses each year. Director Zulma Maciel and the City have made considerable progress-launching "citizenship corners" in a dozen libraries, hastening the translation of key applications and documents, and boosting multilingual small business permitting assistance, for example. Check our website, or local non-profits able to assist for assistance. Student "dreamers" born in a foreign country may also find helpful information at United We Dream.

As French resistance leader Andre Malraux urged, "Instead of lamenting the absurdity of the world, let us try to transform the corner of it into which we were born." We've got much work to do to take care of each other, and to transform San José's corner of the world. We've got your back.

Sam

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Office of the Mayor - of San Jose | 200 E. Santa Clara St. 18th Floor | San Jose | CA | 95113
MAYOR MIKE BROWN: Immigration helps Grand Forks employers and economy
By Mike Brown on Jun 29, 2016 at 10:36 p.m.

Note from the author: Grand Forks recently celebrated World Refugee Day. I prepared remarks that I would like to share with the community, and those remarks are presented below.

I also want to invite Herald readers to attend the next Immigrant Integration Initiative meeting on July 21 at 4 p.m. at City Hall. I know there are questions about the refugee and immigration process, how the community is addressing any impact and how residents can be more involved as volunteers, mentors or otherwise. Professionals from all appropriate agencies attend these meetings, so all questions, suggestions and comments are encouraged. Herald readers also can contact me directly at mbrown@grandforksgov.com.

GRAND FORKS—As a welcoming community, Grand Forks is proud of our newest neighbors, friends, co-workers and citizens. Together we are pursuing the American Dream—building a future for ourselves and, most important, for our children.
What we share is so very important. We are bound by our dreams, our commitment to a bright future and our dedication to strengthening community and country. As this melting pot has done for nearly 250 years, we embrace those seeking better lives, and we are committed to working hard together, investing in our society and helping to build a community we are proud of.
I am proud of Grand Forks. We have had our struggles over the past year. There has been pain, anger, sadness and disbelief. Together, we have faced a lot in a short time. But we have endured and even grown—again, because of how we have responded as a whole.
We have forged a stronger community: A more welcoming, trusting, richer and vibrant community with greater opportunity.
I have the deepest respect for all those involved with helping to raise our community. More than anyone, the Juba Café owners and those around them have stood tall, demonstrated grace and generosity and remain committed to Grand Forks and its future.
I look forward to the reopening and to re-welcoming the café and its delicious food.
Let me also take this opportunity to thank all of the volunteers who have invested their own time and
talents to work with our new refugee and immigrant friends.
I want to thank those working day to day at Lutheran Social Services and at the Grand Forks Public
Schools.
When I recently visited an elementary class working on English, it was reinvigorating to talk with the
children. It was amazing that when I asked how many languages the children spoke, even at the age of
about 5, the answers were two, three and more.
There is so much talent, so much potential that our New American population brings, and it is incumbent
on us to help realize that and put it to work for Grand Forks.
I also want to recognize the city's Immigrant Integration Initiative. It is helping to keep us all on the same
page, address concerns together and maximize opportunities together—all so we can promote a smooth
transition into our community for everyone.
Just this past year, there also have been major strides in workforce development through expanded
English Language Learning and specifically manufacturing training spearheaded by Northland
Community and Technical College and including North Dakota Job Service, Minnesota Adult Basic
Education, Global Friends Coalition, the Chamber, the Grand Forks Region Economic Development
Corp., several local employers and many others.
These are the efforts that benefit our new neighbors with finding good solid, employment and a pathway
for further career development.
Importantly, it does not just benefit the employees, but also the employers and our whole community's
economy. We need workers. Moreover, we need skilled workers, and these are the types of approaches
that create win-wins for Grand Forks.
Finally, let me say a very special thank you to Cynthia Schabb and the Global Friends Coalition. I have
yet to see an equal organization in communities across the country in leadership and the ability to provide
direct services, tangible benefits and an everlasting stream of hope for individuals and families coming to
Grand Forks.
We are proud to have New Americans in Grand Forks. We're here to celebrate all the work that is going
on and most important, we are here to celebrate our welcoming community and the refugees and
immigrants who call it home.

Brown is the mayor of Grand Forks.
By STEVEN FULOP

Yesterday, as the president signed an executive order banning refugees from over half a dozen countries, it is important to remember that while such orders have the ability to change policy, they do not have the ability to change our values. Here in Jersey City, we are as proud as ever to be home to immigrants and refugees from all over the world, and we continue to celebrate the value and diversity that these groups bring to our city.

While anti-immigrant and anti-refugee rhetoric has become more common in recent months, as a Jersey City resident, I hope you are proud to live in a place that has shown tremendous character and acceptance and a proven dedication to the values that make this city unique.

During the past year, Jersey City has welcomed almost 100 families from war-torn Syria. Despite the inflammatory rhetoric from Washington, these Syrian families have been seamlessly and peacefully integrated into our schools and communities.

These families have few options or choices in life. They are some of the most vulnerable people in the world and have experienced unimaginable suffering. Without taking that uncertain step toward finding someplace safe to call home, these families, and their children, would have continued to endure a war that shocked the world. Instead of shunning these families, we should be proud that they feel that Jersey City is welcoming enough to relocate in our neighborhoods.

As a city, we have always taken pride in being the home of Ellis Island and in serving as the Golden Door to America throughout history. My hope is that as a city, regardless of the current political climate, we don't lose sight of the values on which our nation was founded. Our city has always been a welcoming community, and a place that celebrates immigrants. Whether your neighbor is from India, Italy, or Syria, we have come together to protect diversity and inclusion in Jersey City.

The anti-immigrant and anti-refugee issue is especially personal for me and my family. My family came to this country in response to anti-Semitism in Europe during the Holocaust. Much
of my family who couldn't escape Europe during World War II ended up dying in gas chambers at the hands of the Nazis. I know my family and I haven't lost the perspective that brought our family here, and we still believe that this country has always been a beacon of hope for everyone. As a city, we can play small a role in serving as a haven for residents who are seeking basic human rights, such as safety and peace.

During the past year, as we have seen more Syrian immigrants come to Jersey City, you, as a resident, have served to reinforce the idea that our nation, and especially our city, is still an incredible place of hope. And for that, I truly thank you.

Steven Fulop is the mayor of Jersey City. For more voices brought to you by The Jersey Journal, visit and bookmark nj.com/hudson/voices.
Mayor Kasim Reed Welcomes You to the City of Atlanta

Our Mission
Our mission is to create a connected, inclusive community, where Atlantans are afforded equal opportunities and meaningfully engage in civic life, regardless of language or country of origin.

Our Vision
Our Vision is to enhance the quality of life for all Atlantans through programs and policies that improve the day to day lives of new arrivals and foster a connected community of all Atlantans.

Our Initiatives

Community Engagement
To welcome and more fully include new arrivals into our community by celebrating diversity, providing opportunities for community dialogues, increasing language capacity within city government and promoting and providing support for naturalization.

Economic Power
To better harness the talents of, and provide opportunities for, today’s willing and able workers and develop a strong multicultural workforce for tomorrow by implementing programs to train, recruit and connect foreign-born workers and supporting immigrant entrepreneurs.

Public Safety
To build a community of trust between law enforcement and Atlanta’s foreign-born population by fostering positive relationships, breaking preconceived notions, and clarifying the duties and responsibilities of our public safety officers.

Connect
welcomingatlanta.com  fb.com/welcomingatl  #WelcomingATL

“To all new Atlantans sharing your cultural traditions and innovative ideas, opening up new businesses, diversifying our workforce, furthering your education and seeking the American Dream and a better future for your children – welcome to the City of Atlanta.”
- Mayor Kasim Reed
Atlanta by the numbers.

Atlanta's Growth from 2010-2012

- 22% foreign-born
- >1% native-born

ATLANTA'S GROWTH FROM 2010-2012

33,358
[or, 8%]
# of foreign-born Atlantans in 2012

- 17.5% native-born
- 21.1% foreign-born

One out of five children live in bilingual or non-English households

4.5% native-born vs.
6.6% foreign-born entrepreneurs

Top Regional Foreign-Born Population Growth, 2000-2010

#1 Baltimore
#2 Atlanta

Georgia immigrant businesses generate
$2.9 Billion each year (12%) of Business Revenue

Top 10 Countries of Origin
(of foreign-born in metro Atlanta)

- 25.2% Mexico
- 3.7% China
- 4% Vietnam
- 4.5% Jamaica
- 5% Korea
- 6.8% India
- El Salvador
- Guatemala
- Nigeria
- Colombia

City of Boston
New PSA campaign to support Muslim residents, visitors

July 19, 2017 Published by: Press Office

Fifty posters will go up throughout the City to illustrate how bystanders can address Islamophobia.

Mayor Martin J. Walsh today launched a citywide public service announcement throughout Boston to raise awareness of how bystanders can address public harassment and Islamophobia. Starting today, over the next two weeks 50 posters will be placed throughout Boston on public furniture, such as bus rest stops. The posters provide a step-by-step guide to diffusing situations where an individual may be facing Islamophobia, or any other type of harassment.

"These posters are one tool we have to send the message that all are welcome in Boston," said Mayor Walsh. "Education is key to fighting intolerance, and these posters share a simple strategy for engaging with those around you."

The posters were designed by an artist, Maeril, in Paris after November of 2015, and gained popularity online. The posters, designed as a cartoon, encourage bystanders to engage with those who are being targeted because of their appearance or beliefs, engaging victims in conversation to draw attention away from the harasser. The technique described in the cartoon is called "non-complementary behavior," which disempowers the attacker by countering their expectations.

"This initiative couldn't come at a better time," said Suzan El-Rayess, Civic Engagement Director at the Islamic Society of Boston Cultural Center. "We encourage all of our fellow Bostonians to apply the approach in these posters to anyone targeted -- whether Muslim, Latino or otherwise. The posters are yet another sign that our Mayor and his administration envision a city welcoming to all community members. We are proud of our Mayor and our city."

The Mayor's Office was approached by Thea Colman, whose sister had worked with San Francisco's Bay Area Rapid Transit (BART) to have versions of the poster installed throughout their system. Working with Coleman, the Mayor's office approached Maeril, the artist, to adapt her design for use in Boston.

"This campaign is designed to encourage de-escalation, offering a peaceful way to address harassment that bystanders may witness in public," said Faisa Sharif, Boston's South End, Bay Village liaison and City-wide Somali Neighborhood Services liaison within the Mayor's Civic Engagement Cabinet. "This is a proactive, inclusive strategy anyone can use if they see harassment around them, and is another way Boston supports an inclusive city that welcomes each and every person."
WHAT TO DO IF YOU ARE WITNESSING ISLAMOPHOBIC HARASSMENT

A bystander’s guide to helping a person who is being targeted

1 Engage in conversation
   Go to them, sit beside them, and say hello. Try to appear calm, collected, and welcoming. Ignore the attacker.

2 Pick a random subject and start discussing it
   It can be anything. A movie you like, the weather, saying you like something they are wearing and asking where they got it.

3 Keep building the safe space
   Keep eye contact with them and don’t acknowledge the attacker’s presence. The absence of response from you two will push them to leave the area shortly.

4 Continue the conversation until the attacker leaves & escort them to a safe space if necessary
   Bring them to a neutral area where they can recollect themselves. Respect their wishes if they tell you they’re ok and just want to go.
The American Civil Liberties Union (ACLU) has challenged the President’s travel ban on refugees and Muslims in the courts and has been deeply critical of other aspects of his immigration agenda, especially the immigration enforcement in America’s towns and cities.

The Dane County Board recently affirmed its commitment to protect, honor and respect immigrant members of our county, state, and nation in 2016 Res. 520, Opposing President Trump’s Executive Order that Prioritizes Deporting Undocumented Individuals and Reasserting Dane County’s Commitment to Valuing Immigrants and Ensuring Equal Access to County Services, 2016 Res-521 Opposing President Trump’s Executive Order that Bans Muslim Immigration and Refugees, and 2016 OA-084. The Dane County Board stands with the ACLU and supports its efforts to ensure local and state policies in place to protect all members of our communities.

The ACLU has outlined nine “model” state and local law enforcement policies and rules which -- if adopted -- in “Freedom Cities” throughout the nation, will protect our families and our neighbors’ families from some of the worst abuses of the current administration. Dane County supports the ACLU’s plan to promote and win real protections for the most vulnerable in our communities includes securing the adoption and enforcement of the following local policies and rules.

Defend our friends, families and neighbors from mass deportation:

#1) The Judicial Warrant Rule: Dane County officials shall require a judicial warrant prior to detaining an individual or in any manner prolonging the detention of an individual at the request of U.S. Immigration and Customs Enforcement (ICE) or Customs and Border Protection (CBP). Dane County has endorsed these procedures in Res. 520, and it is the current policy of the Dane County Sheriff not to honor any ICE detention holds.

#2) No Facilitation Rule: Dane County officials shall not arrest, detain, or transport an individual solely on the basis of an immigration detainer or other administrative document issued by ICE or CBP, without a judicial warrant. Dane County has endorsed these procedures in Res. 520, and it is the current policy of the Dane County Sheriff not to honor any ICE detention holds.

#3) Defined Access/Interview Rule: Unless acting pursuant to a court order or a legitimate law enforcement purpose that is unrelated to the enforcement of a civil immigration law, no Dane County official shall permit ICE or CBP agents access to Dane County detention facilities/jails or any person in Dane County custody for investigative interviews or other investigative purposes. Dane County follows these procedures, and it is the current policy of the Dane County Sheriff that federal agents may only enter the Dane County Jail for lawful purposes.

#4) Clear Identification Rule: To the extent ICE or CBP has been granted access to Dane County facilities, individuals with whom ICE or CBP engages will be notified that they are speaking with ICE or CBP, and ICE or CBP agents shall be required to
wear duty jackets and make their badges visible at all times while in Dane County facilities. Dane County follows these procedures, and it is the current policy of the Dane County Sheriff that any federal law enforcement agency in the Dane County Jail must display proper identification, including a badge.

**Protect our friends, families and neighbors’ privacy:**

#5) *Don’t Ask Rule:* Dane County officials shall not inquire into the immigration or citizenship status of an individual, except where the inquiry relates to a legitimate law enforcement purpose that is unrelated to the enforcement of a civil immigration law, or where required by state or federal law to verify eligibility for a benefit, service, or license conditioned on verification of certain status. Dane County has endorsed these procedures in Res. 520 and OA 8. Dane County employees shall not ask or report the immigration status of individuals it serves.

#6) *Privacy Protection Rule:* No Dane County official shall voluntarily release personally identifiable data or information to ICE or CBP regarding an inmate’s custody status, release date or home address, or information that may be used to ascertain an individual’s religion, ethnicity or race, unless for a law enforcement purpose unrelated to the enforcement of a civil immigration law. Dane County has asked the Dane County Sheriff, via Res. 520, not to report the immigration status of any individual booked in the Dane County jail to ICE unless the individual is charged with a felony or poses a terrorist threat or danger to the safety of the nation, except as required by court order or law.

#7) *Discriminatory Surveillance Prohibition Rule:* No Dane County agency or official may engage in any surveillance that is based, to any extent or degree, upon a person or group’s actual or perceived religion, ethnicity, race, national origin, or immigration status, except where doing so is based on a reliable, specific description of a suspect and adheres to appropriate Constitutional standards. Dane County follows these procedures, and it is the current policy of the Dane County Sheriff to not conduct any action based on race, religion, ethnicity, national origin, gender, immigration status or sexual orientation.

**Help our friends, families and neighbors get redress when abuses and mistakes occur:**

#8) *Redress Rule:* Any person who alleges a violation of this policy may file a written complaint for investigation with Dane County. Formal complaints with the Dane County Sheriff’s office can be filed at the Sheriff’s website at [www.danesheriff.com](http://www.danesheriff.com).

**Help ensure our friends, families, and neighbors are protected from discrimination:**

#9) *Fair and Impartial Policing Rule:* No Dane County official shall interrogate, arrest, detain or take other law enforcement action against an individual based upon that individual’s perceived race, national origin, religion, language, or immigration status, unless such personal characteristics have been included in timely, relevant, credible information from a reliable source, linking a specific individual to a particular criminal
event/activity. Dane County follows these procedures, and Dane County law prohibits discrimination based on race, gender, national origin, ethnicity, religion, immigration status, sexual orientation, disability, and other protected classes.


NOW, THEREFORE, BE IT RESOLVED that the Dane County Board of Supervisors supports the ACLU’s nine model policies and rules as part of the “Freedom Cities” campaign.

This substitute amendment further supports and clarifies Dane County’s position based in policy, ordinance, and previous resolutions.
Business and Economic Development

Goals:
1. Identify and support a strategic neighborhood business district as a center for immigrant businesses desiring to co-locate in a commercial or industrial node.
2. Help ease the burdens/reduce the barriers for anyone (specifically immigrants) who want to open new businesses in the city serving whomever or wherever.

Recommendations:
1. Focus on East Third Street, generally between Keowee and Linden, as an initial international market place for immigrant entrepreneurship.
   a. Develop marketing plan for the area.
   b. Provide façade grants and other tailored small business assistance programs.
   c. Outreach to realtors and agencies to help market the area.
   d. Establish an immigrant and small business friendly financial anchor.
   e. Follow the WSU/UC corridor plan as a framework.
   f. Facilitate an Immigrant entrepreneur ambassador program.
2. Create an inclusive community-wide campaign around immigrant entrepreneurship that facilitates startup businesses, opens global markets and restores life to Dayton neighborhoods.
   a. Coordinate, facilitate, and host the efforts of existing business development teams to become more immigrant friendly in their program offerings rather than create a new entity.
   b. Messages, materials and presentations should provide information about the benefits of immigrant entrepreneurs, awareness of how their needs might differ from other entrepreneurs, existing resources available to help address these issues, and basic cross-cultural etiquette.
   c. Focus on Dayton’s history of innovation and its immigrant past to overcome fear and embrace the full richness of cultural diversity.
   d. Work with immigrant social networks to nurture the rebirth of strategic Dayton neighborhoods.
   e. Actively explore the potential linkages to international markets by partnering with new immigrant residents.

Local Government and Justice System

Goals:
1. Improve language interpreter capabilities.
2. Increase immigrant participation in government and community organizations and activities.
3. Increase trust and communication between immigrant communities and law enforcement.

4. Overcome language barriers in the court system and prosecutors’ offices.

Recommendations:

1. Promote increased access to government services for Dayton’s residents who are Limited English Proficient (LEP) by having language services available.
   a. Establish a city/county-wide interpreter service for widely-used languages or establish accounts with professional phone interpreting services.
   b. Develop a list or bank of city/county employees and/or volunteers who could be called to serve as interpreters.
   c. Team up with existing language access programs and advocates to evaluate the best way to implement a program in the Dayton area.
   d. Offer hiring incentives to those who speak a foreign language, including offering extra points on the civil service exam.
   e. Offer incentives to encourage government employees to learn a foreign language and help provide them with the necessary resources to do so (e.g. buy a copy of Rosetta Stone).
   f. Implement a diversity hiring plan aimed at hiring some immigrants who are residents and members of our community.

2. Adopt law enforcement policies that are “immigrant-friendly” throughout the greater Dayton area.
   a. Emphasize immigration status checks limited to people suspected of serious crime only, and promote reporting of crime and prevent further victimization of victims of crime by not questioning victims/witnesses about their immigration status.
   b. Focus enforcement efforts on serious/violent crime and not federal immigration law.
   c. Training officers in cross-cultural competency.

3. Increase involvement of immigrants in policy making and community programs by removing barriers to participation and encouraging civic activities.
   a. Develop a welcome protocol and host appreciation events for incoming immigrants.
   b. Have the City of Dayton adopt a resolution that encourages all recognized community involvement bodies to create a seat for immigrants who reside in the respective areas without that immigrant being a registered voter.
   c. Promote citizenship classes and programs such as the Neighborhood Leadership Institute or the Chamber of Commerce Leadership Dayton and similar programs that teach civics.
   d. Create an advisory group to the city/county commissioners comprised of immigrants from the community who can advise the commissioners on issues important to their community.
   e. Apply for grant for Citizenship and Integration program to help immigrants study for naturalization (English language skills and US civics) and to help them prepare their applications for naturalization.

4. Ensure access to the justice system for immigrants, regardless of language barriers or status.
   a. Provide translations of FAQs and written materials (court instructions, standard forms, etc.).
   b. Establish accounts with professional phone interpreting services & either instruct employees on how to use this or have a central contact who could assist employees on
accessing the service.

c. Have a city/county-wide interpreter for widely-used languages.

d. Important: professional services as opposed to untrained volunteers should be utilized because of the higher stakes involved.

e. Work with Volunteer Lawyer Project, Dayton Bar Association & local attorneys to provide pro bono services or set up a referral bank of those attorneys who are willing to make language accommodations.

5. Implement a municipal identification card program for community residents who are not eligible for any other accepted identifying document.

a. Develop a proposal statement outlining the reasons for and benefits of implementing a municipal ID card program in the areas of crime prevention, access to banking and financial services, and access to local services and businesses.

b. Provide research on how and why other municipalities have implemented a municipal ID card program.

c. Submit to the City Commission a proposed Ordinance that would establish a municipal ID card program.

6. Educate immigrants about government services, laws, and social services and educate social service providers and government officials about immigrants.

a. Identify focus areas (e.g., Domestic Violence, Parenting, Housing, etc.).

b. Identify teachers or mentors.

c. Establish best way to conduct training (e.g., NLI classes, mentoring, civics infused ESL, etc.).

d. Establish training classes about immigrant’s rights.

Social and Health Services

Goals:

1. Eliminate barriers to accessing services caused by limited availability of translated resource information, lack of interpreters for persons who are not proficient in English and

2. Systematically review all local laws and institutional practices that create artificial and unnecessary barriers to immigrants and refugees in accessing community services.

Recommendations:

1. Establish a website specific to immigrant populations that lists health and social service information.

a. Inventory all existing resources, their quality, accuracy, and accessibility.

b. Create a listing of known immigrant populations in Montgomery County, including a brief summary about the health culture and needs of each population.

c. Create a health and social services directory which lists health services, social services, and providers with the capacity to serve immigrant populations.

d. Develop a health and social services resources clearinghouse with links to health data and information in various languages across a wide range of topics.

2. Assess language accessibility and cultural competency at area hospitals, public clinics, and social service agencies.

a. Create a chart that identifies the first step when a non-English speaker makes contact at these places.

b. Assess knowledge of policy among front desk staff.
c. Evaluate how non-English speakers feel they are served.

d. Check availability of bills and other notices in other languages.

e. Work with agencies on recruiting and maintaining bilingual/multilingual and culturally competent staff.

3. Create training of volunteers to serve as interpreters. Also develop a resource center or database of volunteer interpreters for medical and/or social service appointments.

   a. Review resources already available in the Miami Valley Region.

   b. Create a training module for volunteer interpreters. Either online with testing, or face-to-face with testing. Include cultural competence in the training module.

   c. Formulate a database of trained, volunteer interpreters and translators.

4. Form a coalition for service providers who work or would like to work with immigrants using existing community models.

   a. Interview leaders of Latino Connection and CARE for advice on their models.

   b. Invite service providers to monthly/bi-monthly/quarterly meetings for networking, educating, and sharing information.

5. Advocate for immigrant friendly laws at the state and federal levels thru the City and County lobbying efforts.

   a. Many service providers are limited by state and federal policies regarding benefits for immigrants. The City of Dayton has lobbyists who could speak to legislators on our behalf and advocate for necessary changes.

   b. The Human Relations Council should engage local advocacy groups to assist the City in its lobbying efforts to bring social justice to all the residents of Global Dayton.

6. Educate immigrants about government services, laws, and social services and educate social services providers and government officials about immigrants.

   a. Identify focus areas (e.g., Domestic Violence, Parenting, Housing, etc.).

   b. Identify teachers or mentors.

   c. Establish best way to conduct training (e.g., NLI classes, mentoring, civics infused ESL, etc.).

   d. Establish training classes about immigrant’s rights.

7. Assist the National Conference for Community and Justice (NCCJ) Ethnic and Cultural Diversity Caucus in distributing the results of their community refugee survey.

   a. Identify community partners and leaders who should be informed.

   b. Develop methods to distribute info (e.g., community forum, press release, published report, agency level meetings, etc.).
Community, Culture, Arts and Education

Goals:

1. Increase the availability of ESL and literacy courses for adults.
2. Actively involve all community youth in international connections and community building.
3. Encourage cross-cultural programming among the community’s cultural and arts organizations.

Recommendations:

1. Establish a “Cultural Brokers” training program, possibly through quarterly seminars, that sensitizes community volunteers and public agency workers to the cultural barriers experienced by immigrants.
   a. Organize and execute quarterly training sessions.
   b. Link trained Cultural Brokers to identified needs in the community.
2. Build a base of ESL and literacy tutors to volunteer in existing/expanded programs.
   a. Identify sites for long and short term ESL tutoring.
   b. Organize ESL training programs.
   c. Link trained tutors to community needs.
3. Partner with existing programs such as Streetpeace and the Peace Academy as a base for involving other community partners working with school aged youth.
   a. Clarify and promote the mission of these programs.
   b. Replicate these programs in multiple neighborhoods throughout the City.
4. Support the ongoing work of Culture Builds Community (CityFolk) by removing barriers to increased participation of immigrants.
   a. Create alignment between the IFC initiative and Culture Builds Community to share momentum.
   b. Identify and work to remove barriers to participation with the Culture Builds Community program.
5. Establish a Global Dayton Soccer event with participants representing the cultural and ethnic diversity of Dayton.
   a. Take steps to acknowledge the multi-cultural soccer games that currently take place in our community.
   b. Support existing efforts to organize youth soccer teams and the development of a Global Dayton Soccer event.
   c. Create a partnership with the Dayton Dutch Lions.
The Welcome Dayton Plan is a consensus of the goals and recommendations of over one hundred individuals and representatives of a wide array of immigrant, public, and private groups who voluntarily came together to discuss how to engage our new residents in revitalizing our neighborhoods and how to work together to help Dayton become a center for world commerce.

The Welcome Dayton Plan was developed based on recommendations from four sub-committees covering business and economic development, local government and the justice system, social and health services, and community, culture, arts and education.

The Welcome Dayton Plan is designed to act as a framework for action. It is a way forward for not only the City organization but also the entire community.

The IFC Task Force recommends that the City undertake the following efforts to implement the Plan:

1. The Human Relations Council should be directed to prepare an Ordinance to establish a Welcome Dayton Committee to be appointed by the City Commission and to establish the membership, term of office and other parameters of the Welcome Dayton Committee.

2. The HRC and the City Manager should work together to identify city as well as community resources to operate a small part-time office within HRC to staff the Welcome Dayton Committee and to facilitate and coordinate the efforts of community organizations and businesses since most of the recommendations are not within the mission of the City itself.

3. The City Manager should identify a lead person within the City organization to coordinate those elements of the Plan which are within the mission and purview of the City organization.

4. The Dayton City Commission should encourage immigrant groups, other government agencies, community institutions, and the business leadership to undertake their own initiatives, beyond this Plan, to make Dayton not only a welcoming place for new residents from other countries but also a center of world commerce.
Direct City Initiatives

Business and Economic Development

1. Focus on East Third Street, generally between Keowee and Linden, as an initial international marketplace for immigrant entrepreneurship.

East Third Street, in addition to being a primary thoroughfare between Downtown and Wright Patterson Air Force Base, also encompasses an area of organic immigrant growth and available space to support continuing immigrant entrepreneurship.

   a) Develop marketing plan for the area.
   b) Provide façade grants and other tailored small business assistance programs.
   c) Outreach to realtors and agencies to help market the area.
   d) Establish an immigrant and small business friendly financial anchor.
   e) Follow the WSU/UC corridor plan as a framework.
   f) Facilitate an Immigrant entrepreneur ambassador program.

2. Create an inclusive community-wide campaign around immigrant entrepreneurship that facilitates startup businesses, opens global markets and restores life to Dayton neighborhoods.

   a) Coordinate, facilitate, and host the efforts of existing business development teams to become more immigrant friendly in their program offerings rather than create a new entity.
   b) Messages, materials and presentations should provide information about the benefits of immigrant entrepreneurs, awareness of how their needs might differ from other entrepreneurs, existing resources available to help address these issues, and basic cross-cultural etiquette.
   c) Focus on Dayton’s history of innovation and its immigrant past to overcome fear and embrace the full richness of cultural diversity.
   d) Work with immigrant social networks to nurture the rebirth of strategic Dayton neighborhoods.
   e) Actively explore the potential linkages to the international markets by partnering with new immigrant residents.

Local Government and Justice System

1. Promote increased access to government services for Dayton’s residents who are Limited English Proficient (LEP) by having language services available.

   b. Develop a list or bank of city/county employees and/or volunteers who could be called to serve as interpreters.
   d. Offer hiring incentives to those who speak a foreign language, including offering extra points on the civil service exam.
   e. Offer incentives to encourage government employees to learn a foreign language and help provide them with the necessary resources to do so (e.g. buy a copy of Rosetta Stone).
   f. Consider implementing a diversity hiring plan aimed at hiring some immigrants who are residents and members of our community.
2. Adopt law enforcement policies that are “immigrant-friendly” throughout the greater Dayton area.
   a) Emphasize immigration status checks limited to people suspected of serious crime only, and promote reporting of crime and prevent further victimization of victims of crime by not questioning victims/witnesses about their immigration status.
   b) Focus enforcement efforts on serious/violent crime and not federal immigration law.
   c) Training officers in cross-cultural competency.

3. Increase involvement of immigrants in policy making and community programs by removing barriers to participation and encouraging civic activities.
   b. Have the City of Dayton adopt a resolution that encourages all recognized community involvement bodies to create a seat for immigrants who reside in the respective areas without that immigrant being a registered voter.
   d. Create an advisory group to the city/county commissioners comprised of immigrants from the community who can advise the commissioners on issues important to their community.

4. Ensure access to the justice system for immigrants, regardless of language barriers or status.
   a. Provide translations of FAQs and written materials (court instructions, standard forms, etc.).
   c. Have a city/county-wide interpreter for widely-used languages.

5. Implement a municipal identification card program for community residents who are not eligible for any other accepted identifying document.
   a) Develop a proposal statement outlining the reasons for and benefits of implementing a municipal ID card program in the areas of crime prevention, access to banking and financial services, and access to local services and businesses.
   b) Provide research on how and why other municipalities have implemented a municipal ID card program.
   c) Submit to the City Commission a proposed Ordinance that would establish a municipal ID card program.

Social Services and Health Services

5. Advocate for immigrant friendly laws at the state and federal levels thru the City and County lobbying efforts.
   a) Many service providers are limited by state and federal policies regarding benefits for immigrants. The City of Dayton has lobbyists who could speak to legislators on our behalf and advocate for necessary changes.
   b) The Human Relations Council should engage local advocacy groups to assist the City in its lobbying efforts to bring social justice to all the residents of Global Dayton.

Community, Culture, Arts and Education

5. Establish a Global Dayton Soccer event with participants representing the cultural and ethnic diversity of Dayton.
   a. Take steps to acknowledge the multi-cultural soccer games that currently take place in our community.
   b. Support existing efforts to organize youth soccer teams and the development of a Global Dayton Soccer event.
   c. Create a partnership with the Dayton Dutch Lions.
According to San José’s Mayor Sam Liccardo, “We are a city of immigrants; this is a critical thread to our DNA… it is our secret sauce. If we are going to compete in a global marketplace, we need to all be working together.”

As of 2014, more than 38% of San José’s population are immigrants. Immigrants in Silicon Valley have high rates of workforce participation and large tax contributions, including an estimated $77 billion immigrant contribution to the county’s economy. At the same time, many also struggle in areas such as education, economic opportunity, and equitable access to services and engagement.

The City of San José is committed to building a more vibrant and welcoming city by engaging in a dynamic, intentional immigrant integration process in which our immigrant communities and our receiving communities work together and in which the City of San José works to make City services accessible and relevant for all residents, including the 38% who are recent immigrants.

To this end, the City of San José completed an 8-month process to develop a three-year immigrant integration plan, intended to build upon the powerful strengths and contributions of the immigrant community and to connect the immigrant community, the receiving community, community partners, and local government.

The comprehensive planning process included a Steering Committee composed of local government partners, including representatives from multiple
City departments, the County Office of Immigrant Relations, and key community, business, and education partners. These individuals, as representatives of their respective organizations, served the critical role of leading the development of a three-year Welcoming San José Plan that recommends strategies and practices to create a more welcoming environment and improve the quality of life of immigrants.

The following five key areas and their respective goals serve as the framework for the Welcoming San José Plan. Detailed recommendations and strategies for each of the key areas are outlined on pages 16 to 21:

- **Leadership and Communications:** Establish immigrant friendly policies, programs, and practices throughout the City that create an inclusive and welcoming environment for immigrants who live, work and visit the City.

- **Access and Engagement:** Improve immigrant access to City services and increase immigrant participation in civic life.

- **Education:** Help immigrant students and families actively participate and succeed in the education system, by engaging as a change agent and collaborating partner.

- **Economic Opportunity:** Expand economic opportunity for immigrants by helping immigrants improve job skills, growing immigrant small businesses, and generating employment opportunities.

- **Safe, Healthy and Connected Communities:** Foster trust and build relationships between immigrants and law enforcement, local government and the community at large, and create opportunities for quality connections and healthy living.

With approval of the Mayor and City Council, the City Manager, the Office of Immigrant Affairs, and the City as a whole are excited to begin implementation of the Welcoming San José Plan to further strengthen and build upon the contributions of our immigrant community members.
Vision Statement

Immigrants and refugees are engaged, respected, and have opportunities to reach their fullest potential.

Mission Statement

To facilitate and accelerate immigrant integration through civic, economic, linguistic, and social inclusion.

Principles

_Welcoming San José_ Steering Committee and the Office of Immigrant Affairs developed a set of five Guiding Principles that highlighted being as welcoming and inclusive as possible, engaging the receiving community as well as the immigrant community, and recognizing and valuing immigrant cultural contributions and leadership assets.

1. It is essential to engage the receiving community in ways that build greater understanding, particularly among people who may have concerns about — or are unaware of — the changing demographics of their community.

2. People of all backgrounds — socioeconomic, racial, ethnic, religious, etc. — have unique talents that can be brought to bear to make our communities vibrant, and welcoming should be as inclusive as possible to all groups.

3. Programs intended to help immigrants navigate the community and learn about local norms should also be respectful of and leverage the cultural and leadership assets and knowledge that immigrants bring.

4. Leaders can play a catalytic role by recognizing, rewarding, and investing in community partners who are essential to building a community’s capacity for this work.

5. The voices of immigrants and the broader community are critical to the welcoming agenda.
Leadership and Communications

**Goal:** Establish immigrant friendly policies, programs, and practices throughout the City that create an inclusive and welcoming environment for immigrants who live, work and visit the City.

**RECOMMENDATIONS:**

1. **Create a City-wide culture such that all City staff recognize and celebrate the diversity of our community as well as promote and demonstrate welcoming and inclusive behaviors.**

   **Strategies:**

   a. **Year 1-3:** Develop or identify and implement a customer service excellence training for City staff with a significant cultural competency component that includes local immigrant leaders and utilizes the existing work of the County Office of Cultural Competency.

   b. **Year 1:** Partner with local and national research organizations to build awareness of economic contributions of immigrants.

   c. **Year 1-3:** Continue City leadership’s active participation in immigrant community events, such as World Refugee Day, Immigrant Heritage Month, Citizenship Day, naturalization ceremonies, flag raising and cultural celebration events.

   d. **Year 2:** Establish the Office of Immigrant Affairs within City Manager’s Office as the go-to office for City departments when needing feedback and input from immigrant communities.

   e. **Year 2-3:** Publicize the immigrant experience of City employees as a way to build a bridge with our immigrant residents during Immigrant Heritage Month.

2. **Identify and advance immigrant-friendly policies and practices, both within the City and in our larger community.**

   **Strategies:**

   a. **Year 1:** Develop an interagency (City and County) communication mechanism to ensure consistent and timely messaging, information, and dissemination that affects the immigrant community.

   b. **Year 1:** Coordinate with local organizations on state and federal legislative efforts that impact San José’s immigrant communities.

   c. **Year 1:** Support the police department in the implementation of its language access policy and Fair and Impartial Policing Training and share best practices and material with other City departments.
4. Identify linguistic and cultural barriers to inclusion in City services for immigrant residents and develop/implement a plan to mitigate these barriers.

**Strategies:**

- **Year 1:** Develop a plan to operationalize the Language Access Policy through a phased approach over three years.
- **Year 1:** Assess current “language access” status in three departments, identify opportunities for enhancement with specific attention to efficiencies and cultural and linguistic appropriateness, and future resources required to expand and improve in-language services.

3. Enhance understanding and trust between longer-term residents and immigrant communities.

**Strategies:**

- **Year 1:** Strategic collaborations with the County of Santa Clara, community-based organizations and key stakeholders to consider local policy and systems changes that level the playing field and eliminate social inequities.
- **Year 1-3:** Support the City’s process to increase access to City contracts by immigrant vendors, that includes culturally and linguistically appropriate outreach and detailed, yet practical, explanations of the process for immigrant vendors to be comfortable with and successful at City bid submissions.
- **Year 2:** Create a protocol to flag City policies that impact the immigrant communities and a mechanism for the Office of Immigrant Affairs and partner organizations to provide input.

**Access and Engagement**

**GOAL:** Improve immigrant access to City services and increase immigrant participation in civic life.

**RECOMMENDATIONS:**

- **4.** Identify linguistic and cultural barriers to inclusion in City services for immigrant residents and develop/implement a plan to mitigate these barriers.

**Strategies:**

- **Year 1:** Enhance Community Action and Pride (CAP) grants to promote “welcoming neighborhoods” through activities between long-term residents and new immigrants.
- **Year 1-3:** Support cultural, service, and arts programs that build shared experiences and connections across San José’s numerous ethnic communities and between longer-term residents and newcomers.
- **Year 1-3:** In collaboration with community organizations, host dialogues and workshops that create a safe, respectful exchange of information and ideas between longer-term residents and immigrant communities, as well as City employees and residents.
c. **Year 1:** Partner with community organizations to support outreach and education about City services and civic engagement opportunities for immigrants.

d. **Year 2:** Create and institutionalize a mechanism for residents to voice their equal access concerns regarding public services, and for the City to address these concerns in a timely and appropriate response.

e. **Year 3:** Collaborate with County of Santa Clara, community-based organizations, business sector and other local jurisdictions to create a coordinated immigrant navigation system for Silicon Valley, which educates the community on economic, legal, and social and health services available throughout Silicon Valley.

5. **Increase immigrant engagement in civic engagement activities.**

   **Strategies:**
   
a. **Year 1:** In partnership with community-based organizations, faith-based groups, and San José State University, develop a civic leadership project that educates immigrants on City services, local government policies, and processes in language.

b. **Year 1:** Assess the composition of, and assess and update outreach and selection criteria for City of San José commissions, committees, and advisory boards to ensure representation of immigrant resident voices.

c. **Year 1-2:** Conduct targeted outreach to immigrant groups for City Hall tours and information sessions, to be held in multiple languages.

d. **Year 2:** Develop new volunteer and leadership opportunities within City and community programs and initiatives in partnership with community-based organizations, faith communities, and schools (i.e. example: library homework centers, reading buddies, citizenship coaches, City commission mentors, etc.).

6. **Expand access to information and resources about the naturalization and voter registration processes.**

   **Strategies:**
   
a. **Year 1:** Develop a City of San José naturalization public education and awareness campaign that leverages department interactions with the public in concert with local USCIS offices.

b. **Year 1:** Support partner organizations’ Voter Registration public education and awareness activities.

c. **Year 1:** Create 5 new Citizenship Corners at City Community Centers.

d. **Year 1:** Partner with the National Immigration Forum’s New American Workforce project to expand the network of San José businesses offering on-site citizenship workshops.

e. **Year 1-3:** Coordinate citizenship activities with New Americans Campaign and partners.
Education

GOAL: Help immigrant students and families actively participate and succeed in the education system, by engaging as a change agent and collaborating partner.

RECOMMENDATIONS:

7. Remove barriers that keep students and immigrant families away from schools.

Strategies:

a. **Year 2:** In partnership with school and community leaders, identify 3 key barriers that prevent the full participation and integration of immigrant children and their families into the education environment.

b. **Year 2-3:** Develop and implement multi-sector strategies to mitigate these 3 barriers to immigrant integration in education.

c. **Year 2-3:** Identify, support and promote proven family engagement strategies that focus on the unique needs of the immigrant community.

d. **Year 3:** Strengthen and enhance partnerships between City libraries, community organizations and school sites to increase immigrant utilization of support services targeted at recently arrived immigrants (<5 years).

e. **Year 1-3:** Expand the SmartWAVE Wifi Network to three attendance areas, with large immigrant populations, in East San José to facilitate advancing student academic achievement through internet-based learning technologies and instruction.

8. Expand opportunities for linguistic integration and education for children and adults.

Strategies:

a. **Year 1:** Inventory English-Language Learning classes and promote programs through City networks including Parks and Recreation facilities and Libraries.

b. **Year 1:** Promote existing multilingual literacy tools and early childhood education resources available through the Libraries and community organizations.

c. **Year 2:** Work with local private companies to support and provide on-site ESL classes.

9. As appropriate, advocate for San José’s education priorities at the County and State levels and address the professional development needs and economic realities of public school staff.

Strategies:

a. **Year 1:** Engage local school districts and other agencies in seeking solutions to the housing challenges faced by public school teachers.

b. **Year 2:** Collaborate with school and community leaders to identify priority needs and join collaborative advocacy efforts including incentivizing immigrant education training.

c. **Year 3:** Leverage the City’s cultural competency efforts to support professional development efforts at schools, focused on immigrant integration.
Economic Opportunity

**GOAL:** Expand economic opportunity for immigrants by helping immigrants improve job skills, growing immigrant small businesses, and generating employment opportunities.

**RECOMMENDATIONS:**

10. Promote skill development and career pathways to address the existing local skills gap.

**Strategies:**

- **Year 1:** Partner with the South Bay Adult Education Consortium of Adult schools, Community Colleges, and Alliance for Language Learners Integration, Education, and Success (ALLIES) to leverage skill development opportunities and include City-related services in the development of their immigrant integration pathway tool.

- **Year 1:** Leverage initiatives such as TechHire and Strive San José, to improve access for immigrants to job training opportunities.

- **Year 1-3:** Support legislation that recognizes or recertifies foreign credentials.

- **Year 2:** Collaborate with local businesses and community colleges to identify and address middle skills training needs and opportunities for immigrant professionals.

- **Year 2:** Work with refugee and immigrant serving organizations and private sector to strengthen career pathways for skilled immigrants and refugees with foreign credentials.

11. Develop and implement a plan to support current and future immigrant owned business.

**Strategies:**

- **Year 1:** City to adopt practices that outreach, encourage and support small/minority owned businesses to bid on City projects.

- **Year 1-3:** Provide information and appropriate outreach to immigrant communities about resources for starting businesses in San José.

- **Year 1-3:** Support and promote local small business events in the South Bay, including Small Business Saturday each November, Small Business Week, and the annual summit on innovation and entrepreneurship while also highlighting businesses owned by immigrants.

- **Year 2-3:** Convene neighborhood and business associations to identify strategies to support economic growth and progress for immigrant workers and their communities.

- **Year 2-3:** Involve corporate ethnic affinity groups in “welcoming” activities.

- **Year 3:** Convene neighborhood and business associations to identify strategies to support economic growth and progress for immigrant workers and their communities.
12. Explore and participate in partnership opportunities (inside and outside the City) to support the financial literacy needs of immigrant residents.

Strategies:

a. **Year 1-3:** Support the City’s Financial Empowerment Initiative through the integration of services with the immigrant community so as to increase financial knowledge and access to tools and banking opportunities.

b. **Year 1-3:** Create and enhance partnerships with community-based organizations and non-profits, banks and other financial institutions, technology companies, government agencies, and others stakeholders to empower low-income immigrant residents to make informed financial decisions and have access to financial services and products that facilitate asset creation and economic self-sufficiency.

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**Safe, Healthy, and Connected Communities**

**GOAL:** Foster trust and build relationships between immigrants and law enforcement, local government and the community at large, and create opportunities for quality connections and healthy living.

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**RECOMMENDATIONS:**

13. Facilitate stronger relationships between public safety departments and San José’s immigrant residents.

Strategies:

a. **Year 1:** Foster positive interactions between the police and community, and educate new immigrant communities about their rights and responsibilities (Coffee with a Cop, workshops, neighborhood watch).

b. **Year 1:** Develop an effective strategy to regularly communicate consistent dissemination of existing City law enforcement policies and practices regarding that safeguard existing due-process protections for undocumented immigrants.

c. **Year 1:** Highlight the roles of the Community Liaison Officers dedicated to reaching the Vietnamese and Latino community.

d. **Year 1:** Develop a U-Visa Policy that clearly delineates the process for timely certification of U-Visa requests by victims of crime.
e. **Year 1-3**: Coordinate efforts with the County District Attorney’s Office, Sheriff’s Office and engage the San José Police Department to prevent and prosecute immigration and notario fraud.

f. **Year 2**: Identify and implement a program to educate new immigrant communities about their rights and responsibilities within the context of public safety

14. **Develop “access points” for immigrant residents to gain information and services that will contribute to greater community, family, and personal health.**

**Strategies:**

a. **Year 1**: Determine the feasibility of establishing “welcoming hubs” at city hall, community centers and libraries, where staff is knowledgeable of critical onboarding components, such as enrolling in school, access to health care, mental health services, City and County services, and partner organization services.

b. **Year 2**: Engage immigrant communities who do not use City parks and community centers to better understand the barriers and make changes, when possible.

c. **Year 3**: Develop and implement the National Helpers Program – activating neighborhood volunteers via existing neighborhood associations, to connect neighbors and build relationships.

15. **Support the immigrant community and the San José Housing Department in its efforts to address the affordable housing crisis.**

**Strategies:**

a. **Year 1**: Include affordable housing/renter’s rights as modules within the Civic Leadership Academy to help facilitate accurate information about affordable housing opportunities, provide concrete guidance on “how to” apply for such opportunities, and facilitate and educate to help victims of discrimination or maintain the housing of their choice.

b. **Year 2**: Assist the Housing Department with outreach to the immigrant community (in-language) to ensure a stronger immigrant voice on the City’s housing and community development strategic planning process such as, the Envision San José 2040 General plan, Fair Housing Plans and the HUD 5-year Consolidated and Annual Action Plans.
BUILDING YOUR LOCAL ECONOMY BY SUPPORTING IMMIGRANT ENTREPRENEURS
Immigrant entrepreneurs are fueling local economic growth

Throughout our history, immigrant entrepreneurs have helped power America’s economic growth, technological innovation, and prosperity. Today, immigrants across the country are breathing new life into communities that suffer from disinvestment and population decline. They are providing energy and unique diversity to accelerate growth in emerging industries, retail, exports, and innovation, fueling the competitiveness of American companies and communities in the global economy.

Immigrant entrepreneurs

- Make up 28% of Main Street business owners.¹

Immigrant-owned businesses

- Employ one out of every 10 private sector workers in the country.²

Critical to growth

- Immigrants accounted for 48% of overall growth in business ownership and almost all growth in Main Street businesses in the 50 largest metro areas (yrs 2000–2013).³
- >60% more likely to export products than other entrepreneurs.⁴

New economy companies

- 24.3% of engineering and technology companies had at least one immigrant founder. These firms produced more than $63 billion in sales and employed more than 560,000 workers (yrs 2006–2012).⁵
- Immigrants have started more than half (44 of 87) of America’s startup companies valued at $1 billion or more.⁶

About this tool

Is your community harnessing the potential of immigrant entrepreneurs to spur economic growth and job creation? This tool will introduce you to practical ways to leverage the opportunities that exist when you include immigrant entrepreneurs in local economic development strategies and programs.
CONNECTING IMMIGRANTS TO TRADITIONAL ECONOMIC DEVELOPMENT PRIORITIES

When the needs and opportunities of immigrant entrepreneurs are incorporated into traditional economic development priorities and strategies, programs can fully deploy a complete team of talented entrepreneurs in our communities, rather than only a portion of the population, to spur economic growth.

Building collaboration between mainstream economic development actors and community-based organizations, diverse chambers of commerce, members of the local foreign consular corps, immigrant and refugee service agencies, leaders representing ethnic groups, and other champions can be an important step to setting an expanded economic development agenda inclusive of immigrant entrepreneurs. Corporate leaders, chambers of commerce, economic development agencies, elected officials, government agencies, nonprofit organizations, and other conventional actors can be powerful leaders in building these alliances. When the potential contribution of immigrant entrepreneurs is integrated with the economic development priorities of these mainstream leaders, new opportunities for action and impact are often created.

In order to attract the buy-in of mainstream economic actors, it is important to compile the data and evidence that indicates immigrant entrepreneurs are valuable to your local economy. Developing personal interest stories that showcase the significance of immigrant-owned businesses in the community can help leaders identify and understand the contributions and untapped potential of this significant source of talent.

LOCAL CASE STUDY

In Cincinnati, Detroit, and St. Louis, local chambers of commerce or economic development agencies have been the driving force behind the development of local immigrant economic development initiatives. In St. Louis, the Kemper Foundation funded the initial studies that paved the way for the St. Louis Mosaic Project, which is part of the St. Louis Economic Development Partnership. St. Louis Mosaic has pursued a variety of programs that include both the Regional Chamber and the Regional Business Council. It has worked to connect immigrant entrepreneurs with the entrepreneurial ecosystem plus microloan opportunities provided by the International Institute and others, greatly expanding the number of immigrant entrepreneurs using these programs.
KNOWING THE LOCAL CONTEXT

While some communities enjoy a robust and multi-faceted entrepreneurship support network, others have few resources available for business development, much less for immigrant-owned businesses. The solutions and strategies designed to support immigrant entrepreneurship should be as distinct as your community.

Four tips to better understand your local context:

1. Sharpen your grasp of local economic priorities and immigrant assets

Understanding both the mainstream economic priorities and distinctive assets within your local immigrant community can uncover business development priorities and growth opportunities that can be integrated into a plan to support immigrant entrepreneurs.

2. Look for data that tells the story of immigrants in your area

To explore the size, geography, and composition of local immigrant groups, the U.S. Census contains valuable information for your region. To understand demographic trends and the economic contributions of the nation’s immigrants, New American Economy, the Migration Policy Institute, the Brookings Institution, and the American Immigration Council’s Immigration Policy Center provide a melange of research and reports. Research specific to immigrant entrepreneurship, high-tech entrepreneurship, and workforce contributions can be found in reports from the Kauffman Foundation, Fiscal Policy Institute, and Vivek Wadhwa.

3. Inventory and engage existing programs and potential partners

Limited resources for immigrant entrepreneurship programs can be greatly leveraged by developing partnerships with local entrepreneurship training programs, microlenders, incubators, mentors, and more to help promote a strong referral system that connects immigrants to existing resources. Knowing the existing programs that can serve immigrants will help to identify the need, if any, for new programming.

4. Talk with immigrant entrepreneurs

To best understand the needs and opportunities of immigrant entrepreneurs it is important to directly engage with them. Visit them at their places of business, use trusted community partners to convene them, or simply host a discussion or dialogue with immigrant entrepreneurs and those serving them.
MEET THE NEEDS OF ALL LOCAL ENTREPRENEURS

Immigrant entrepreneurs often experience a unique set of barriers to success. Whether they are starting tech businesses or operating a neighborhood bodega, they may come from cultures and countries that have different regulatory structures governing business activity, financing traditions, and business norms. Like other urban business owners and select service industries, immigrant entrepreneurs may work in a more informal environment, involving more cash transactions, less recordkeeping, and less legal and regulatory oversight. It is important that immigrant entrepreneurship programs be designed with, for, and by real entrepreneurs who understand these factors.

Remarkably, there are a number of U.S.-born entrepreneurs who encounter many of the same cultural barriers faced by immigrant entrepreneurs. Urban entrepreneurs and self-employed service sector owners work in the same informal economy as many immigrant entrepreneurs. U.S.-born startup entrepreneurs may suffer from the same lack of awareness of financing traditions as immigrant tech entrepreneurs.

Inclusive programming can help build long-term cross-cultural relationships. For example, the Welcoming Center for New Pennsylvanians has developed guides to help immigrant entrepreneurs understand how to open flower, coffee, or grocery stores, and provide such practical advice about municipal codes and health ordinances that they have generated great demand for the guides from local African American entrepreneurs.

LOCAL PERSPECTIVE

“The barriers that immigrant [business owners] are facing are often the same that residents are facing… What’s good for immigrants is good for everyone.”

Jennifer Rodriguez
President and CEO of the Greater Philadelphia Hispanic Chamber of Commerce.

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DEVELOPING AN INCLUSIVE AND WELCOMING APPROACH

Many immigrant entrepreneurs face major hurdles in their entrepreneurial endeavors. While immigrants are twice as likely to be self-employed, higher business failure rates suggest that immigrant entrepreneurs have unmet needs—business planning experience, access to capital, information about regulations, and the importance of networking and marketing—that deserve our attention.

In part, supporting immigrant entrepreneurs is about valuing the things they know and recognizing the things they do not. Many immigrants may have had businesses in their country of origin, but are now in a new environment, often isolated from information, and in need of more context about business culture, city hall, and financing than other entrepreneurs. Language and cultural barriers, lack of information, and limited personal and professional networks exacerbate the challenges of starting and growing a business.

Five ways to develop impactful programs with immigrant entrepreneurs and businesses:

1. **Partner with trusted organizations**
   If you don't have relationships with immigrant entrepreneurs already, partner with community-based organizations, ethnic chambers, religious institutions, ethnic media, and schools (to access parents) that have experience with, and the trust of, immigrant families.

2. **Go to your customer**
   Host classes, workshops, and office hours at locations frequented by immigrants within their communities, including trusted community-based locations like libraries, schools, religious institutions, or other familiar locations. Consider visiting immigrant entrepreneurs at their places of business.

3. **Develop strong relationships**
   A meaningful relationship developed one-on-one through multiple contacts is often critical to establishing trust and understanding.

4. **Be culturally competent and linguistically accessible**
   Garner a strong understanding of different cultural norms and act on this understanding at every stage of support—training, lending, technical assistance, finding a physical location for the business, etc. Offer support in native languages or be sure to provide interpretation and translation.

5. **Be inclusive**
   Include all entrepreneurs who face obstacles similar to immigrants (particularly low-income people of color and minority entrepreneurs) to foster cross-cultural understanding and help to build growth across entire geographic communities.
FOUR EASY WAYS TO START

Across America, local leaders are restructuring government, nonprofit, and private sector programs to better integrate immigrant entrepreneurs and others with potential to start small businesses. This tool captures the most ambitious and impactful work around immigrant entrepreneurship and reveals some of the smaller, more manageable steps associated with building an ecosystem of inclusive entrepreneurship supports. There are several low-cost, intermediate steps for integrating immigrant entrepreneurs into any number of local programs to help businesses launch, grow, and succeed.

How can your community support immigrant entrepreneurs?

Unfold this poster for a more in depth description of tactics to support immigrant entrepreneurs.

1. Be a champion
Expose existing entrepreneurship, lending, and small business programs to the untapped potential of working with immigrant entrepreneurs.

2. Be a connector
Develop a referral system in which you work with immigrant entrepreneurs to connect them to existing local resources.

3. Fill program gaps
Recruit new service providers to fill unmet needs and challenges faced by immigrant entrepreneurs.

4. Make it your own
Your approach to supporting and linking immigrant entrepreneurs to the resources and services they need should be reflective of your community, its economy, existing resources, and your capacity to either introduce new programming or improve access to existing programming.

LOCAL CASE STUDY
The City of Baltimore Mayor’s Office of Immigrant and Multicultural Affairs found that many immigrants could not access the existing microlending and small business programs. The City recruited the Latino Economic Development Center (LEDC), a D.C.-based Community Development Financial Institution (CDFI) with linguistically and culturally competent staff to help spur business growth in Latino, immigrant, and African American communities. While the City provided seed funding and in-kind space, and encouraged local foundations to support LEDC, it did not have to expand staff positions or budgets to fill this unmet need for immigrant entrepreneurs.
Entrepreneurship Training

Organizations that provide immigrant entrepreneurship training have honed interventions that improve recruitment, learning, retention, and business start/growth outcomes for entrepreneurs.

TIPS
- Go to your customer. Host classes, workshops, and office hours at locations frequented by immigrants within trusted community-based locations. Visit immigrant entrepreneurs at their places of business.
- Develop appropriate curriculum. Select or develop training content that is right-sized for the class and matches the sizes and types of businesses under consideration.
- Be culturally competent and linguistically accessible. Select a trainer who speaks the entrepreneurs’ first language, when needed, who can explain U.S. business culture and teach through his/her own experience as a business owner.
- Invest long-term. Continue to work closely with entrepreneurs after graduation through the entirety of the life of their business.

Model Program
The Neighborhood Development Center (NDC) in Minneapolis/St. Paul works through community-based organizations that are trusted partners in target neighborhoods to recruit immigrants, African Americans, and other potential entrepreneurs. NDC’s business planning courses are hosted by a community partner in the neighborhood and led by a trainer with language and cultural competency skills that are right for the community. NDC maintains its relationship with entrepreneurs throughout the life of their business by offering character-based loans, ongoing coaching, access to low-cost and pro-bono services (e.g., accounting, legal, and marketing), and affordable commercial space.

Technical Assistance (TA)
The real lessons in business come after entrepreneurs open their doors. Entrepreneurial TA can offer any combination of programs, and fit into a myriad of programs, including:
- Low-cost and pro-bono services from qualified attorneys, accountants, branding professionals, and others.
- Business coaches that work directly with several entrepreneurs in a community.
- Support offered directly from people within your organization.
- Mentors with specific subject matter or industry expertise in the immigrant’s line of business.

TIPS
- Develop deep trust and understanding with an entrepreneur through prolonged and meaningful interactions.
- Visit entrepreneurs at their place of business.
- Avoid sending immigrant entrepreneurs to intimidating places where professionals lack understanding of some of the barriers they face (or if this is unavoidable, go with them).
- Inform low-cost and pro-bono providers that what they are doing is good for the business owner and the community at large; and to be sensitive to the fears and distrust that some immigrants feel toward government and other mainstream establishments.

Mentors
A personal relationship with a seasoned business owner can help immigrant entrepreneurs immensely as they navigate uncharted waters in the startup or growth of their business. Mentors can help foster confidence, demystify business culture in the U.S., help problem solve, provide a safe sounding board, and offer guidance in the face of difficult decisions. Mentoring can be just as uplifting, enriching, and educational as being mentored.

TIPS
- Mentorship programs should be designed with the immigrant in mind. While mentors can be immigrants themselves, they do not have to be. They are, however, sensitive to the linguistic and cultural barriers immigrants may face. Strong programs encourage clear expectations of both the mentor and mentee from the beginning. Few immigrants have experience being a mentee and may need some tips on what to expect and how to reap the benefits of this relationship. Once they are seasoned entrepreneurs themselves, mentees are urged to, and are often inspired to, mentor the next generation.

Model Program
RISE Louisville supports immigrants and refugees in their entrepreneurial endeavors through a customized educational and mentoring program. Entrepreneurs are linked with a mentor, referred to as a coach, to provide hands-on guidance during the startup of his or her venture. Coaches help cultivate business ideas and assist in obtaining essential training for planning and operating a business.

Microlending
While access to capital is a major obstacle to all startups and small businesses, it is often a bigger challenge to immigrants. The main reasons stem from the characteristics of the immigrant entrepreneurs (including a lack of credit history in the U.S.), the nature of their enterprises, as well as “mainstream institutions’ lack of familiarity with—and possibly discrimination against—immigrant borrowers.” Microloans, credit-building programs, lending circles, Sharia-compliant financing, and crowdfunding can be game changers for immigrant entrepreneurs—improving access to capital, at times regardless of immigration status.

TIPS
- Nonprofits, loan funds, venture capital funds, microloan funds, and community development corporations (many of which may be CDFIs) should offer flexible, risk-tolerant loans, that are made possible through foundation grants, corporate and individual gifts, and other flexible funding sources. Employing bilingual loan officers and teaching new borrowers about the use of credit scores and the lending process ensures that programs reach immigrant entrepreneurs. Immigrant tech entrepreneurs require different funding options designed for high-growth technology companies. You can help them in identifying these options and in navigating the applications processes.

Model Program
The DC-based Latino Economic Development Center’s microlending program offers business loans between $5,000 and $50,000 to qualified startups and existing businesses that are not qualified for conventional loans. Lending officers are bilingual and culturally competent, recognizing that many of their potential immigrant entrepreneur borrowers have never taken out a loan. As a CDFI, LEDC has the flexibility to meet the needs of low-income entrepreneurs. They weigh factors such as character references and proven dedication to a new or existing business, with flexible credit score requirements and loan terms that are tailored to the individual. Borrowers can also access business training and one-on-one coaching through LEDC staff.

Place and Real Estate
Small business development can be the anchor or catalyst to renew urban neighborhoods and commercial corridors. With a seemingly higher tolerance for risk, immigrant entrepreneurs are more likely to open businesses in underserved neighborhoods. In doing so, they can pave the way and attract other businesses to help rebuild neighborhoods. Immigrant entrepreneurs and business clusters can become the foundation for creating cultural tourism destinations, such as a Chinatown, Little Italy, Mexicanatown, etc.

TIPS
- No matter the level of disinvestment, neighborhoods are not blank slates. Entrepreneurship programs that center on neighborhood revitalization and the rebuilding of commercial corridors should

Seeds of Entrepreneurship
Building Your Local Economy by Supporting Immigrant Businesses

STEP 1
Sharpen Your Grasp of Economic Priorities and Immigrant Assets

STEP 2
Inventory and Engage Existing Programs and Potential Partners

Produced by Welcoming America with Global Detroit

MICROLENDING AND MENTORS
start from within the community by training aspiring and existing neighborhood entrepre-
neurs to start and grow businesses, rather than simply drawing upon outside
businesses. The entrepreneurs who make up these neighborhoods are local experts—
they know the goods and services needed, and have intrinsic knowledge of the
customer base.

MODEL PROGRAM
Working hand-in-glove with neighborhood
stakeholders, the Westminster Economic
Development Initiative in Buffalo opened
the West Side Bazaar—an international
small business incubator located in an
ethnically diverse neighborhood commer-
cial district. The Bazaar is a small business
incubator where new business owners
find a safe, supportive, and affordable
environment to grow their businesses.

As immigrant business owners begin to
come from countries where local laws tend
to be less restrictive and may be unenforced.

TIPS
As immigrant business owners begin to
utilize commercial space, clear and accurate
information about code compliance can
save them valuable time and money and
improve customer experiences. Start from
the beginning—immigrants not only may
lack information about the existence of
the beginning—immigrants not only may
improve customer experiences. Start from
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TIPS
As immigrant business owners begin to
utilize commercial space, clear and accurate
information about code compliance can
save them valuable time and money and
improve customer experiences. Start from
the beginning—immigrants not only may
lack information about the existence of
the regulatory framework, but may possess
misinformation about it. Sharing informa-
tion about these regulations—including
where to go for guidelines related to their
needs, who to contact within municipal
government departments, information
about fines and other hurdles to growth,
and what constitutes the need for a permit
to help convey this information, programs
should counsel immigrant entrepreneurs at
their place of business—and/or overlay this
information in entrepreneurship training
curriculum, through mentors, or when
assisting entrepreneurs with Main Street
or commercial space.

MODEL PROGRAM
The Welcoming Center for New Pennsyl-
vanians in Philadelphia employs technical
assistance experts that walk entrepreneurs
through the process of establishing or
expanding a business. Commonly, these
experts help business owners understand
market opportunities, licensing, inspec-
tions, zoning, and regulations associated
with their business type. Additionally,
the Welcoming Center authored several
step-by-step guides such as How To Start
a Grocery, Coffee Shop, and Flower Shop.
These guides help expose businesses to
basic regulations and tips for navigating
them by including sections such as,”understanding the regulations,” and
“important resources and phone numbers.”

IMMIGRANT
ENTREPRENEURS
IN THE TECH ECONOMY
Immigrants have helped to launch nearly
25% of all the high-tech startups in the U.S.
over the past two decades. Despite this
history of success, barriers associated with
U.S. immigration law can impose a separate
hurdle for immigrant tech entrepreneurs.

Moreover, land-use and zoning regulations
are overly formalistic and complex,
creating significant obstacles for immi-
grant and minority entrepreneurs. In
addition, visas are often too expensive
and time consuming for professionals
wishing to work in the U.S. for an extended
period.

The Global Entrepreneur In Residence (GEIR)
program to retain entrepreneurial, interna-
tional student graduates who, despite their
abilities, have lost the lottery for H1-B visas
and would otherwise be headed home.

Model Program
A number of universities in Massachusetts,
Colorado, and New York have instituted the
Global Entrepreneur In Residence (GEIR)
program to retain entrepreneurial, interna-
tional student graduates who, despite their
abilities, have lost the lottery for H-1B visas
and would otherwise be headed home.

Exempt from the H1-B high skilled worker
visa cap, these universities employ interna-
tional student graduates who are the CEOs or
co-founders of early-stage ventures to
work part-time at the university and part
time on their startup. The GEIR
program allows international students
to stay in the U.S., build a business, and
create local jobs.

In less than two years, 20 Massachusetts
entrepreneurs have received visas—a
100 percent success rate—and the companies those students have created
produced 261 jobs and raised $118.5M
in private investment.

In early 2016, seven City University of New
York (CUNY) schools in collaboration with
New York City’s Economic Development
Corporation launched INSECNY, a similar
program that hopes to engage 80 new
trepreneurs to work at CUNY institutions
while launching their businesses in
New York City.

INNOVATIVE
POLICY SOLUTIONS
While there is solid evidence that immi-
grant entrepreneurs generate jobs, rebuild
commercial corridors, and help stimulate
the economy, these entrepreneurs face
economic and regulatory hurdles that pose
real challenges to business startup
tune and growth. State and local governments
may revise existing policies or institute new
ones to address these barriers, creating a
business-friendly regulatory environment
that not only benefits immigrants, but anyone
who is trying to start or sustain a business.

TIPS
Local governments can create a welcoming
and inclusive environment for all business
owners. You can review government-issued
professional and occupational licensing
that is required of nearly one-third of
American workers to do their jobs. While
licensing is meant to safeguard quality
and safety, antiquated, and sometimes
monopolistic, practices can act as needless
barriers to entrepreneurs seeking to bring
their services and products to market,
particularly low-income entrepreneurs.

Moreover, land-use and zoning regulations
can be overly formalistic and complex,
creating significant obstacles for immi-
grant and minority entrepreneurs. To
help ease confusion, cities can streamline
zoning approval processes, establishing
clear and transparent guidelines, and
institute quick decision-making processes
by local boards. Long decision-making
processes are damaging to entrepreneurs
who have business ideas, operating
policies can be more welcoming. The New
Americans Small Business Series have
created “temporary one-stop-shops in
community settings” where immigrant
entrepreneurs can get information on
neighborhood-based centers on navigating
licensing processes and attaining other
supports. Further, the creation of a
Restaurant Startup Guide in multiple
languages has simplified the application
process and helped to reduce regulatory
and zoning conflict up front. In addition
to simply streamlining the number of
business licenses, The New Americans
Plan spurred the creation of tools and
policies that benefit not just immigrant
entrepreneurs, but businesses across
the board.

MODEL PROGRAM
The City of Chicago, under Mayor Rahm
Emanuel, created a New Americans Plan
and Office of New Americans to better
integrate immigrants that includes specific
elements of how local business regulatory
policies can be more welcoming. The New
Americans Small Business Series have
created “temporary one-stop-shops in
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entrepreneurs, but businesses across
the board.

MODEL PROGRAM
The Los Angeles Regional Export Council
(LAREX), the University of Southern
California Marshall School of Business, and
the UCLA Anderson School of Manage-
ment have utilized the strength of
international MBA students to help local
companies boost exports. The Exports
Champions programs develop marketing
strategies, help select target markets and
travel to potential distributors and clients to
help local L.A. firms grow their export
markets. According to the Brookings
Institution, similar programs are running
at Syracuse University, Ohio State,
University of Kentucky, and UC-San Diego.

MODEL PROGRAM
The City of Chicago, under Mayor Rahm
Emanuel, created a New Americans Plan
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policies that benefit not just immigrant
entrepreneurs, but businesses across
the board.
Resources


3. See Fiscal Policy Institute and Americas Society and Council of the Americas. (Resource 1)

4. See New American Economy. (Resource 2)


7. See Fiscal Policy Institute and Americas Society and Council of the Americas. (Resource 1)


LOCAL OPTIONS FOR PROTECTING IMMIGRANTS

A COLLECTION OF CITY & COUNTY POLICIES TO PROTECT IMMIGRANTS FROM DISCRIMINATION AND DEPORTATION

LENA GRABER | ANGIE JUNCK | NIKKI MARQUEZ
In response to President-elect Donald Trump’s promise to deport two to three million immigrants when he takes office, many cities and counties across the United States are seeking to enact local policies (often referred to as “sanctuary” or “welcoming”) to protect their immigrant residents.

These policies seek to keep immigrant communities safe, ensure that all individuals are treated equally (regardless of immigration status) devote local resources to local priorities, and uphold the Constitution.

At the forefront of this battle is when the local criminal legal system cooperates with Immigration & Customs Enforcement (ICE). Many local law enforcement agencies voluntarily offer assistance to ICE at their own expense.

**Cities and counties have no legal obligation to help enforce federal immigration laws.** In ceasing this voluntary cooperation, cities and counties can take important steps today to ensure that they do not serve as a pipeline to deportation.

This resource identifies and explains some key provisions that cities and counties can enact in order to protect immigrants from discrimination and deportation.
CITY PROVISIONS

In addition to interactions with ICE at the county level, individuals may come in contact with ICE through local police. Although ICE accesses most people from the county jail/sheriff’s department (see Part I above), there are still policies that police and cities can adopt to mitigate ICE’s presence and immigration consequences. If your city runs a jail, see the various jail policy advice above.

1. General prohibitions on assistance or joint patrols with ICE

Local and state law enforcement have no authority to stop or arrest individuals based on immigration status or suspected civil immigration violations. Nor is there any obligation for officers to assist ICE in immigration enforcement, whether that involves providing ICE with information or conducting joint arrests or raids.

2. Don't ask Policies

Cities interact with individuals in a number of ways on a regular basis. It is important that during those interactions immigration status is not requested or investigated since it is a civil immigration matter outside the city’s jurisdiction. Policies can make clear that city agencies and departments, including local police, should not solicit information about immigration status.

3. Prohibition on NCIC Immigration Arrests

Police use the national NCIC database to check whether individuals in their custody have outstanding warrants. ICE also puts administrative immigration warrants for civil violations into NCIC, which confuses law enforcement officers, who generally do not have legal authority to make arrests on the basis of civil immigration violations.

Real Policies in Practice

i. No department, agency, commission, officer, or employee of the City and County of San Francisco shall use any City funds or resources to assist in the enforcement of Federal immigration law.

ii. No law enforcement agency of the State of Oregon or of any political subdivision of the state shall use agency moneys, equipment or personnel for the purpose of detecting or apprehending persons whose only violation of law is that they are persons of foreign citizenship present in the United States in violation of federal immigration laws.

Real Policies in Practice

i. No agent or agency shall request information about or otherwise investigate or assist in the investigation of the citizenship or immigration status of any person unless such inquiry or investigation is required by Illinois State Statute, federal regulation, or court decision.

ii. Except as otherwise provided under applicable federal law, no agent or agency shall disclose information regarding the citizenship or immigration status of any person unless required to do so by legal process or such disclosure has been authorized in writing by the individual to whom such information pertains, or if such individual is a minor or is otherwise not legally competent, by such individual’s parent or guardian.

Real Policies in Practice

i. Hartford police officers shall not make arrests or detain individuals based on administrative warrants for removal entered by ICE into the National Crime Information Center database.
4. Prohibition on joint operations with ICE

In addition to 287(g) agreements with counties discussed above, ICE will also rely on local law enforcement for resources and assistance with their immigration efforts. Police are not required to divert their resources to federal law enforcement for the investigation of civil immigration matters.

Real Policies in Practice

i. Members are not permitted to accept requests by ICE or other agencies to support or assist in immigration enforcement operations, including but not limited to requests to establish traffic perimeters related to immigration enforcement. In the event a member receives a request to support or assist in a civil immigration enforcement action he or she shall report the request to his or her supervisor, who shall decline the request and document the declination in an interoffice memorandum to the Superintendent through the chain of command.

ii. Sweeps intended solely to locate and detain undocumented immigrants shall not be conducted. Staff will not participate in ICE organized sweeps to locate and detain undocumented residents.

5. No holds and no notifications of release dates

As previously discussed under counties above, police generally take individuals to jail, which are operated by the county sheriff’s department. While it’s through the sheriff that ICE is able to pick up individuals, police departments do hold individuals and may receive hold or notification (also called detainer) requests. As a result, it is important that local police have policies against holds and notifications.

Real Policies in Practice

i. If a CCPD arrestee receives an ICE detainer request, it should be attached to the booking forms indicating that the detainer was received. The jailer/booking officer shall write the word “REJECTED” at the top of the detainer. The ICE detainer will not be honored without documentation indicating a Federal Probable Cause hearing has occurred.

ii. Unless an agency or agent is acting pursuant to a legitimate law enforcement purpose that is unrelated to the enforcement of a civil immigration law, no agency or agent shall...while on duty, expend their time responding to ICE inquiries or communicating with ICE regarding a person’s custody status or release date.
5. Statement of Support

While a statement of support does not provide any benefits or protections, it does signal the city’s commitment to inclusiveness and protecting the rights of all residents, including immigrants. These statements can take many forms and are an important vehicle for easing fears within the immigrant community, as well as holding officials accountable or laying the groundwork for an enforceable policy later on.

Real Policies in Practice

i. It is hereby affirmed that the City and County of San Francisco is a City and County of Refuge.

ii. The vitality of the City of Chicago (the “City”), one of the most ethnically, racially and religiously diverse cities in the world, where one-out-of-five of the City’s residents is an immigrant, has been built on the strength of its immigrant communities. The City Council finds that the cooperation of all persons, both documented citizens and those without documentation status, is essential to achieve the City’s goals of protecting life and property, preventing crime and resolving problems. The City Council further finds that assistance from a person, whether documented or not, who is a victim of, or a witness to, a crime is important to promoting the safety of all its residents. The cooperation of the City’s immigrant communities is essential to prevent and solve crimes and maintain public order, safety and security in the entire City. One of the City’s most important goals is to enhance the City’s relationship with the immigrant communities.
OTHER THINGS CITIES AND COUNTIES CAN DO

In addition to the policies listed above, cities can take a number of additional actions:

• Ensure city benefits and services are available without regard to immigration status.

City employees will serve all residents and city services will be accessible to all residents, regardless of immigration status. Seattle Resolution 30672 passed in 2004 reaffirms Ordinance 121063 and states that City agencies and law enforcement cannot withhold services based on several identities, including ancestry, race, ethnicity, national origin, color, age, sex, sexual orientation, gender variance, marital status, physical or mental disability, or religion.

• Issue municipal IDs that can also serve as a form of identification when working with local police.

IDNYC is the new, free identification card for all New York City residents, which gives all of us the opportunity to show who we are—New Yorkers.

• Provide language services so that foreign language speakers are able to access services.

All City agencies that provide direct public services shall ensure meaningful access to such services by taking reasonable steps to develop and implement agency-specific language assistance plans regarding LEP persons.

• Establish an office dedicated to Civic Engagement and Immigrant Affairs to enact city or county-wide programs such as the integration of immigrant services (e.g. citizenship outreach), language access, and other programs.

See: www.sfgov.org/oceia

• Establish a fund for appointed representation of individuals in deportation proceedings.

Chicago Legal Protection Fund

• Enact safety policies within the school districts.

WHEREAS, Jersey City values its ethnic, racial, linguistic, and socio-economic diversity, which is a source of our strength and ensures that all our residents can live and pursue their livelihoods in peace and prosperity; and

WHEREAS, the targeting of immigrants undermines our democracy and our common humanity and degrades life everywhere but especially for the residents of a proud and richly diverse City such as the City of Jersey City; and

WHEREAS, local enforcement of immigration law whereby local law enforcement voluntarily works on behalf of Immigration and Customs Enforcement (ICE) to facilitate deportations, undermines trust and cooperation between immigrant communities and the police and could expose the City to liability for violations of individuals' Constitutional rights; and

WHEREAS, the identification and reporting of immigrants who have not been charged much less convicted of any crime unduly burdens and diverts municipal resources; disrupts and interferes with the City's duty to deliver basic municipal services such as healthcare, education and police protection; and

WHEREAS, undue collaboration between local law enforcement and ICE will make immigrants less likely to report crimes, act as witnesses in criminal investigations and prosecutions, and provide intelligence to law enforcement which is especially problematic where the victim of a crime is an immigrant; and

WHEREAS, the cooperation of Jersey City's immigrant communities is essential to prevent and solve crimes and maintain public order, safety and security in the entire City and is especially critical to the success of community policing which depends on trust with every community; and

WHEREAS, detaining and reporting immigrants based upon their status alone, serves no municipal public purpose; and
WHEREAS, the constitutionality of the current presidential policies concerning immigrants is in question; and

WHEREAS, due to the City's limited resources; the clear need to foster the trust of and cooperation from the public, including members of vulnerable communities; and to effectuate the City's goals, Jersey City must clarify its role in protecting all city residents' privacy and rights; and

WHEREAS, the City of Jersey City values its ethnic, racial, linguistic, and socio-economic diversity. Our diversity is a source of our strength and Jersey City is committed to ensuring that all our residents can live and pursue their livelihoods in peace and prosperity; and

WHEREAS, local enforcement of immigration law makes everyone less safe. When local law enforcement voluntarily works on behalf of ICE to facilitate deportations, significant gaps in trust and cooperation grow between immigrant communities and the police. Some of these practices could expose the City to liability for violations of individuals' Constitutional rights; and

WHEREAS, undue collaboration between local law enforcement and ICE will make immigrants less likely to report crimes, act as witnesses in criminal investigations and prosecutions, and provide intelligence to law enforcement. The cooperation of the Jersey City's immigrant communities is essential to prevent and solve crimes and maintain public order, safety and security in the entire City. Community policing depends on trust with every community and facilitating deportations will harm our efforts at community policing; and

For the foregoing reasons and pursuant to the authority vested in the Mayor of the City of Jersey City by law, I issue the following Executive Order establishing the City of Jersey City as a Sanctuary City.

1. DEFINITIONS

The following terms wherever used in this order shall have the following meanings unless a different meaning appears from the context:

A. "Administrative warrant" means an immigration warrant of arrest, order to detain or release aliens, notice of custody determination, notice to appear, removal order, warrant of removal, or any other document, issued by ICE, CBP or USCIS that can form the basis for an individual's arrest or detention for a civil immigration enforcement purpose. This definition does not include any criminal warrants issued upon a judicial determination of probable cause and in compliance with the requirements of the Fourth Amendment to the U.S. Constitution and Article I, Paragraph 7 of the New Jersey Constitution.
B. "Agency" means every City department, agency, division, commission, council, committee, board, other body, or person established by authority of an ordinance, executive order, or City Council order.

C. "Agent" means any person employed by or acting on behalf of an agency.

D. "CBP" shall refer to "Customs and Border Patrol" Customs and Border Patrol and shall include any successor agency charged with border enforcement.

E. "Citizenship or immigration status" means all matters regarding questions of citizenship of the United States or any other country, the authority to reside in or otherwise be present in the United States, the time and manner of a person's entry into the United States, or any other immigration matter enforced by the Department of Homeland Security or predecessor, successor or other federal agency charged with the enforcement of civil immigration laws.

F. "Civil immigration enforcement operation" means any operation that has as one of its objectives the identification or apprehension of a person or persons in order to investigate them for a violation of the immigration laws, subject them to civil immigration detention, removal proceedings and/or removal from the United States.

G. "Coerce" means to use express or implied threats towards a person or any family member of a person that attempts to put the person in immediate fear of the consequences in order to compel that person to act against his or her will.

H. "Contact information" means home address, work address, telephone number, electronic mail address, social media contact information, or any other means of contacting an individual.

I. "ICE" means the United States Immigration and Customs Enforcement Agency and shall include any successor agency charged with the enforcement of civil immigration laws.

J. "Immigration detainer" means a request by ICE to a federal, state, or local law enforcement agency that requests that the law enforcement agency provide notice of release or maintain custody of an individual based on an alleged violation of a civil immigration law, including detainers issued pursuant to sections 236 or 287 of the Immigration and Nationality Act or 287.7 or 236.1 of Title 8 of the Code of Federal Regulations. These detainers include but are not limited to DHS Form I-247D "Immigration Detainer – Request for Voluntary Action”; DHS I-247X “Request for Voluntary Transfer”; or DHS Form I-247N “Request for Voluntary Notification of Release.”
K. "USCIS" shall mean the United States Citizenship and Immigration Service and any successor agency charged with overseeing U.S. immigration laws.

L. "Verbal abuse" means the use of a remark which is overtly insulting, mocking or belittling directed at a person based upon the actual or perceived: English proficiency, national origin, citizenship or immigration status of that person or that person's family member.

2. CIVIL IMMIGRATION ENFORCEMENT – FEDERAL RESPONSIBILITY

The City of Jersey City and its agents shall not expend any time, funds, or resources on facilitating the civil enforcement of federal immigration law nor participating in civil immigration enforcement operations, except where legally required to do so by state or federal law or regulation or directive or court order. Specifically, the City of Jersey City, its employees and agents and its law enforcement agents and employees shall not:

A. Enter into any contract, agreement or arrangement that would grant federal immigration enforcement authority or power to the city or its agents or local law enforcement officers, including but not limited to agreements created under 8 U.S.C. § 1357(g).

B. Enter into any contract, agreement, or arrangement to detain immigrants in deportation proceedings, including but not limited to Intergovernmental Service Agreements.

C. Honor immigration detainer requests or Immigration and Customs Enforcement ("ICE") or Customs and Border Patrol ("CPB") or United States Citizenship and Immigration Services ("USCIS") administrative warrants or hold any person upon receipt of a detainer request or ICE/CPB/USCIS administrative warrant unless such request or warrant is a valid and properly issued judicial criminal warrant.

D. Participate jointly in or assist in any civil immigration enforcement operations, including but not limited to any immigration enforcement raids, investigations, interrogations, detections, apprehensions, detentions, transfers, or requests to establish traffic perimeters. Any such request for cooperation from ICE/CPB/USCIS officers should be referred to the [CHIEF OF POLICE/HEAD OF PUBLIC SAFETY] or appropriate agency chief who shall deny the request.

E. Permit ICE/CPB/USCIS officers, agents, or representatives access to municipal facilities, property, equipment, or databases absent a valid and properly issued judicial criminal warrant specifying the information or individuals sought. Any attempts or requests for access to such facilities,
property, equipment, or databases shall be immediately sent to the agency chief that controls the appropriate facility, property, database or equipment pertinent. No permission to access any such facility, property, equipment, or database shall be provided without the express, written approval of the appropriate agency chief. Should the appropriate agency chief approve access, such access shall be limited in scope and time to the parameters and targets prescribed in the valid and properly issued judicial criminal warrant. Any detention facilities, including jails, prisons, halfway houses, that the municipality contracts with or leases land to for the purposes of criminal or civil detention must include the above requirement in any contract with the municipality.

3. REQUESTING INFORMATION PROHIBITED

No municipal agent, employee or agency shall ask any individual or request information from any individual information about their citizenship or immigration status unless such inquiry or investigation is required by state or federal law or regulation or directive or court order.

4. CITIZEN OR IMMIGRATION STATUS PROFILING PROHIBITED

The City of Jersey City and any employee, agent, or law enforcement agency of the City of Jersey City shall not rely to any degree on actual or perceived national origin, immigration or citizenship status, in deciding to initiate a stop, or in deciding to question, search, arrest, detain, or take any other law enforcement action against any individual, except when a specific suspect description includes information on the above protected categories and that information is taken in conjunction with information or circumstances that link a specific person to suspected criminal activity.

5. NON-DISCRIMINATION IN MUNICIPAL SERVICES AND EQUAL APPLICATION OF THE LAW

A. Municipal agents and employees are hereby prohibited from conditioning municipal services on citizenship or immigration status, except where required under applicable federal or state law or regulation or directive or court order. Moreover, municipal agents and employees are prohibited from coercing individuals or threatening or using verbal abuse to report them or their family members to ICE or take other immigration-related action against them or their family members.

B. Where presentation of a driver’s license is accepted as adequate evidence of identity, presentation of a photo identity document issued by the person’s nation of origin, such as a driver’s license, passport, or consular-issued document, shall be accepted and shall not subject the person to a higher level
of scrutiny or different treatment, unless otherwise required by federal or state law, regulation or directive or court order.

C. The City of Jersey City shall continue to enforce any applicable local worker protections, such as Earned Sick Days and living wage laws, regardless of citizenship or immigration status of the complainant or petitioner.

6. PRIVACY

Municipal agents and employees are not permitted to maintain and/or share confidential personal information, including contact information, information about national origin, race, ethnicity, language proficiency, religion, sexual orientation, gender identity, disability, housing status, financial status, marital status, status as a victim of domestic violence, criminal history, release date from incarceration or confinement in a jail, or status as a veteran; except where otherwise required by state or federal law or regulation or directive or court order.

7. RECORD KEEPING AND TRANSPARENCY

Jersey City shall publish on its public-facing website on a quarterly basis:

A. The number of requests from ICE/CBP/USCIS to participate in or assist in any civil immigration enforcement operations, including any raids, investigations, interrogations, detections, apprehensions, detentions, transfers, or requests to establish traffic perimeters;

B. The number of immigration detainer requests or administrative warrants received from ICE/CBP/USCIS to detain or share information about any person wanted in relation to immigration enforcement activities or operations;

C. The date on which any requests of the type enumerated in Sections A-B of this Subsection were received;

D. The responses from the City to any requests of the type enumerated in Sections A-B of this Subsection;

E. The number of times the City shared or reported information to ICE/CBP/USCIS with regard to information about any person in the City’s custody;

F. The number of times the City provided ICE/CBP/USCIS access to municipal facilities, property, equipment, information, databases, or to persons in the City’s custody, including the location, nature and characteristics of such access and demographic information about the person(s) in municipal custody to whom ICE/CBP/USCIS was provided access;
G. The number of U visa certifications requested, how many certifications were granted, how many certifications were denied, and the average length in days between a request and certification or denial of certification;

H. The City shall consider all records relating to ICE/CBP/USCIS access to facilities and information, including all communications with ICE, to be public records for purposes of the Open Public Records Act ("OPRA") (N.J.S.A. 47:1A-1 et seq.). The City shall provide all relevant records upon request and requests shall be handled under the usual procedures for receipt of OPRA requests.

8. PROTECTING IMMIGRANT VICTIMS OF CRIME AND ENHANCING TRUST IN LAW ENFORCEMENT

Each agency within the City of Jersey City with responsibility for investigating, prosecuting, or sentencing the criminal activity listed in section (H) shall within thirty days, draft and take material steps to implement a policy governing the issuance of Forms I-918B ("U Visa Certifications") to immigrant crime victims.

A. Such policy shall be consistent with the Department of Homeland Security's stated policy that implementing U Visa certification practices and policies will "strengthen the ability of law enforcement agencies to investigate and prosecute cases of domestic violence, sexual assault, trafficking of persons and other crimes while offering protection to victims of such crimes without the immediate risk of being removed from the country."

B. Such policy shall require, upon request, that a certifying official from a certifying entity certify, as specified, "victim helpfulness" on the Form I-918 Supplement B, when the requester was a victim of a qualifying criminal activity and has been helpful, is being helpful, or is likely to be helpful to the detection, investigation, or prosecution of that qualifying criminal activity.

C. Such policy shall define "certifying entity," "certifying official," and the qualifying criminal activity for those purposes.

D. Such policy shall establish for purposes of determining helpfulness, a rebuttable presumption that a victim is helpful, has been helpful, or is likely to be helpful to the detection, investigation, or prosecution of that qualifying criminal activity, if the victim has not refused or failed to provide information and assistance reasonably requested by law enforcement.

E. Such policy shall require the certifying entity to process a Form I-918B within 45 days of request, unless the noncitizen is in removal proceedings, in which case the certification is required to be processed within 14 days of request. If the request is denied, the certifying entity will also notify the
applicant in writing of the basis for the denial and the process for appealing
the denial. Within 90 days of receiving an applicant’s letter appealing a
denial, the certifying entity will send a letter to the applicant’s designated
return mailing address notifying the applicant that the appeal: (i) is rejected
and the initial denial is upheld; or (ii) is granted and the certifying entity will
issue a U certification.

F. For purposes of the policy, a “certifying entity” shall mean the agencies
within the municipality which include, but are not limited to, police
departments, prosecutors’ offices, judicial officials, family protective services
agencies, equal employment opportunity agencies, labor departments, and
any other agency subject to this ordinance which has responsibility for
investigating, prosecuting, or sentencing qualifying criminal activity.

G. For purposes of the policy, “certifying official” is any of the following: The
head of the certifying entity; A person in a supervisory role who has been
specifically designated by the head of the certifying entity to issue Form I-
918B certifications on behalf of that agency; a judge; Any other certifying
official defined under Section 214.14 (a)(2) of Title 8 of the Code of Federal
Regulations.

H. For purposes of the policy, "qualifying criminal activity" means qualifying
criminal activity pursuant to Section 101(a)(15)(U)(iii) of the Immigration
and Nationality Act which includes, but is not limited to, the following crimes:
Rape; Torture; Trafficking; Incest; Domestic Violence; Sexual Assault;
Abusive Sexual Contact; Prostitution; Sexual Exploitation; Stalking; Female
Genital Mutilation; Being Held Hostage; Peonage; Involuntary Servitude;
Slave Trade; Kidnapping; Abduction; Unlawful Criminal Restraint; False
Imprisonment; Blackmail; Extortion; Manslaughter; Murder; Felonious
Assault; Witness Tampering; Obstruction of Justice; Perjury; or Fraud in
Foreign Labor Contracting (as defined in Section 1351 of Title 18, United
States Code).

I. For purposes of the policy, a "qualifying crime" includes criminal offenses for
which the nature and elements of the offenses are substantially similar to the
criminal activity described in Section IX, and the attempt, conspiracy, or
solicitation to commit any of those offenses.

J. For purposes of the policy, there is no requirement that there be a current
investigation, the filing of charges, a prosecution or conviction in order for a
law enforcement officer to sign the law enforcement certification, and there
is no statute of limitations on signing the law enforcement certification.

K. Such policy shall require that, upon the request of the victim or victim’s
family member, a certifying official from a certifying entity shall certify victim
helpfulness on the Form I-918 Supplement B certification, when the victim
was a victim of a qualifying criminal activity and has been helpful, is being helpful, or is likely to be helpful to the detection or investigation or prosecution of that qualifying criminal activity.

L. Such policy shall be made publicly available; Be disseminated annually to each agency employee; Require periodic training of all relevant agency employees on the policies and procedures involved in responding to requests for U Visa Certifications; Identify resources, such as the Department of Homeland Security’s U Visa Law Enforcement Certification Resource Guide, that agency employees should consult in responding to requests for U Visa Certifications.

9. LANGUAGE ACCESS

The City of Jersey City and all Jersey City contractors shall endeavor to promptly provide free language assistance services to Limited English Proficient (LEP) individuals in all interactions where an individual seeks or receives benefits or services from a municipal agency or contractor.

A. Where an application or form administered by the municipality requires completion in English by LEP individual for submission to a state or federal authority, the municipal agency or contractor shall endeavor to provide oral translation of such application or form as well as certification by the limited English proficient individual that the form was translated and completed by an interpreter.

B. The City of Jersey City shall make reasonable efforts to provide language assistance services in person by bilingual personnel as needed.

10. ACCESS TO REPRESENTATION IN IMMIGRATION PROCEEDINGS; ENGLISH CLASSES AND CITIZENSHIP SERVICES

The City of Jersey City shall continue to support the provision of citizenship services and English for Speakers of Other Languages (ESOL) classes, for example, by making City Hall available as needed for ESL classes.

11. CLERK OF THE CITY OF JERSEY CITY TO TRANSMIT COPIES OF THIS CHAPTER, INFORMING MUNICIPAL AGENCIES AND EMPLOYEES

Forthwith, the Clerk of the City of Jersey City shall send copies of the within Executive Order including any future amendments thereto that may be made, to every department, agency and commission of the City. Each appointing officer of the City of Jersey City shall inform all employees under her or his jurisdiction of the prohibitions in this Executive Order, the duty of all of her or his employees to comply with the prohibitions in this Executive Order. Each agency will provide its employees with a written directive with
instructions for implementing the provisions of this Executive Order within thirty days of notice.

12. SEVERABILITY

If any part of this ordinance, or the application thereof, is held to be invalid, the remainder of this ordinance shall not be affected thereby, and this ordinance shall otherwise continue in full force and effect. To this end, the provisions of this ordinance, and each of them, are severable.

13. COMMUNICATION BETWEEN GOVERNMENT AGENCIES AND THE IMMIGRATION AND NATURALIZATION SERVICE

Nothing in this order shall restrict the maintenance, or communication and exchange between local officials and federal immigration authorities, of information regarding the citizenship or immigration status of an individual, pursuant to 8 U.S.C. 1373 and 8 U.S.C. 1644.

14. SCOPE

All city agencies and employees shall fully cooperate with this Executive Order.

Any other Executive Orders inconsistent with the provisions of this Order are hereby rescinded.

This Executive Order shall be kept on file in the Offices of the City Clerk and Business Administrator. It will also be made available to the public upon request.

This Order shall take effect immediately.

Very truly yours,

STEVEN M. FULOP
MAYOR

SMF/he
cc: Robert Kakoleski, Business Administrator
    Robert Byrne, City Clerk
    Jeremy Farrell, Corporation Counsel
    All Department Directors
TITLE: IMMIGRATION STATUS

EFFECTIVE: 02/28/2016
REVISED: Replaces Policy 428

PURPOSE

The purpose of this Chapter is to set forth the policy of the New Orleans Police Department (NOPD) to provide police services to all persons within New Orleans ("the City") regardless of their immigration status.

POLICY STATEMENT

1. Members shall treat all individuals equally and without regard to race, color, or national origin in any way that would violate the United States or Louisiana Constitutions. To encourage crime reporting and cooperation in the investigation of criminal activity, all individuals, regardless of their immigration status, must feel secure that contacting or being addressed by members of the NOPD will not lead to an immigration inquiry and/or deportation.

2. Members shall not initiate an investigation or take law enforcement action on the basis of actual or perceived immigration status, including the initiation of a stop, an apprehension, arrest, or any other field contact.

3. NOPD members shall not make inquiries into an individual's immigration status, except as authorized by this Chapter.

4. The enforcement of civil federal immigration laws falls exclusively within the authority of the United States Immigration and Customs Enforcement agency (ICE).

5. The NOPD shall not engage in, assist, or support immigration enforcement except as follows:
   (a) In response to an articulated, direct threat to life or public safety; or
   (b) When such services are required to safely execute a criminal warrant or court order issued by a federal or state judge.
6. Unless authorized by Paragraph 5, members are not permitted to accept requests by ICE or other agencies to support or assist in immigration enforcement operations, including but not limited to requests to establish traffic perimeters related to immigration enforcement. In the event a member receives a request to support or assist in a civil immigration enforcement action he or she shall report the request to his or her supervisor, who shall decline the request and document the declination in an interoffice memorandum to the Superintendent through the chain of command.

Nothing in this provision shall prohibit NOPD members from assisting victims or witnesses in obtaining U Visa/T Visas, where appropriate.

7. In State v. Sarrabea, 2013-1271 (La. 10/15/13), the Supreme Court of Louisiana found La. R.S. 14:100.13 unenforceable. Accordingly, members shall not enforce La. R.S. 14:100.13, which states: “No alien student or nonresident alien shall operate a motor vehicle in the state without documentation demonstrating that the person is lawfully present in the United States.”

DEFINITIONS:
Definitions related to this policy include:

Administrative warrant—For purposes of this Chapter, this term refers to administrative removal warrants used by Immigrations and Customs Enforcement officers to arrest non-citizens who have committed immigration violations. An administrative warrant is not a criminal warrant signed by a judge, and it shall not be used by NOPD as the basis to detain or arrest a person or persons.

Immigration Status—Refers to an individual’s status with respect to federal immigration law and/or citizenship. For example, a person who enters the United States without legal permission may be considered an "undocumented person." Another person who is legally granted permission to reside in the United States permanently may be considered a "lawful permanent resident."

ICE—The United States Immigration and Customs Enforcement is the federal law enforcement agency under the Department of Homeland Security responsible for enforcement of federal laws related to border control, customs, trade and immigration.

REQUEST FOR IDENTIFYING INFORMATION

8. While it may often be necessary to determine the identity of a victim or witness, consistent with applicable law, members shall not question, investigate, or inquire about the immigration status of any person, including a victim or witness. Accordingly, Members are permitted to request identification from an individual only as authorized by NOPD policy.

9. Persons are not required to prove their citizenship status. Members shall not request identification for the purpose of determining an individual's citizenship status.

10. When identification is requested, Members shall accept presentation of a photo identity document issued by a non-government organization or a verbal statement of the person's full name and date of birth. Members shall not require that a person produce a foreign passport or non-U.S. driver's license as evidence of identity.
11. Although not required as evidence of identity or citizenship, a driver's license is required for operation of a motor vehicle, regardless of a person's immigration status (see La. R.S. 32:52 and La. R.S. 32:402). Members may request the driver of a motor vehicle to produce a driver's license. The failure of a motor vehicle operator to produce a driver's license upon request after a moving violation or traffic stop may subject the operator to the appropriate charge (i.e. driving without a license).

DISCLOSING IMMIGRATION INFORMATION

12. Members shall not disclose information regarding the citizenship or immigration status of any person unless:

(a) Required to do so by federal or state law; or
(b) Such disclosure has been authorized in writing by the person who is the subject of the request for information; or
(c) The person is a minor or otherwise not legally competent, and disclosure is authorized in writing by the person's parent or guardian.

U VISA/T VISA NONIMMIGRANT STATUS

13. Under certain circumstances, federal law allows victims and witnesses of certain qualifying crimes to obtain temporary immigration benefits (See 8 U.S.C. § 1101(a) (15) (U), 8 U.S.C. § 1101(a) (15) (T)). Upon the request of a victim or witness for assistance in obtaining such benefits, a declaration/certification for a U Visa/T Visa from the U.S. Citizenship and Immigration Services may be completed on the appropriate DHS Form supplements (1-918 or 1-914) by law enforcement. The declaration/certification must include information detailing how the individual has been, is being, or is likely to be helpful in a criminal investigation or prosecution.

14. Any request for assistance in applying for U Visa/T Visa status shall be directed to the NOPD Victim/Witness Unit. The Investigation and Support Bureau Commander or his/her designee shall do the following:

(a) Consult with the assigned detective to determine the current status of any related case(s), and assess whether further documentation is warranted;
(b) Review the instructions for completing the declaration/certification. Instructions for completing Forms 1-918/1-914 can be found on the DHS website at http://www.uscis.gov/portal/site/uscis;
(c) Contact the appropriate prosecutor assigned to the case, if applicable, to ensure that the declaration/certification has not already been completed and to assess whether a declaration/certification is warranted;
(d) Address the request and complete the declaration/certification, if appropriate, in a timely manner;
(e) Ensure that any decision to complete or not complete the form is documented in the case file and forwarded to the appropriate prosecutor; and
(f) Include a copy of the any completed certification in the case file.

USE OF NCIC DATABASE INFORMATION

15. When the NCIC database indicates an individual may be subject to an immigration related warrant, the Member shall contact the NOPD NCIC unit. If the NOPD NCIC unit determines the warrant is administrative, the NOPD NCIC unit shall not contact ICE. NOPD members shall take no action against an individual in response to an ICE administrative warrant.
16. If the NOPD NCIC unit cannot determine whether the warrant is administrative, the NOPD NCIC unit shall contact ICE at the number provided in the NCIC database to verify whether the individual has an outstanding criminal warrant. If there is no outstanding federal, state or local criminal warrant, the officer shall immediately release the individual. If NOPD NCIC is unable to promptly determine the nature of the warrant, the individual shall be released. If an arrest is made for a crime unrelated to an administrative warrant, normal arrest procedures shall be followed.

TRAINING

17. The Education and Training Division shall ensure that all members in the Recruit Basic Training Program receive training on this Chapter and that all members receive appropriate training on this Chapter as part of their annual In-Service training.
THE PROBLEM

Over 25 million people in the United States are limited English proficient (LEP), which means that they are unable to read, write, or speak English well. Although federal civil rights laws require that most public and many private institutions provide interpretation and translation services to LEP individuals, often they do not.¹ As a result, it is difficult and sometimes impossible for millions of people to get and hold jobs, feed their families, vote in an election, be on a jury, make doctors’ appointments, take medication, use the courts, receive an education, get and keep a home—basically, participate in all of the ordinary and extraordinary features of American life—because they do not speak English.² Under the 2001 Supreme Court decision of Alexander v. Sandoval, private litigants no longer have a right to bring the kinds of disparate impact discrimination suits that were previously the vehicle for enforcing language access claims.³

THE SOLUTION

Local governments around the country have responded to language barriers and the weakening of federal enforcement by enacting stronger local language access policies, requiring city agencies, health care entities, and other service providers to ensure that interpretation and translation services are made available free of charge to LEP residents.

One important category of local language access laws apply to city agencies themselves, and ensure that key public-serving local agencies are linguistically accessible. The cities of San Francisco, 2001 and 2009;⁴ Oakland, 2001;⁵ and Washington, DC, 2004⁶ all have statutes requiring city agencies to provide comprehensive language assistance services to LEP residents at no cost. New York City enacted a language access ordinance covering human services in 2003 and a mayoral executive order covering other city agencies in 2008.⁷ The city of Chicago has created an Office of New Americans, which is responsible for the creation of a centralized language access policy.⁸

Following the release of studies documenting the gross lack of language access in chain pharmacies, as well as an Attorney General’s investigation, New York City passed legislation requiring chain pharmacies to provide interpretation and translation services to LEP patients.⁹

Although language access policies have traditionally been pursued in the historic immigrant-receiving cities and states, the demographics of the country are shifting rapidly, making language access relevant and important in many more parts of the country. For example, the southeast and southwest now have the highest rate of growth in the LEP population. In some states (Connecticut, Rhode Island), nearly one out of every ten residents is LEP, the majority concentrated in cities.

POLICY ISSUES

The following topics will likely come up when designing language access legislation for your city.

CONTENT: A basic language access policy has the following components: (1) interpretation (conversion of language during oral communication); (2) translation (conversion of language in written communication); (3) notification to LEP individuals of their rights to

“People’s lives are at risk when they can’t understand the medication that is supposed to save their lives. I wonder why pharmacies seem so hesitant to translate labels.”

—Carlos M., on having to translate for his elderly mother because of the lack of language access at the pharmacy
free language services; (4) strong enforcement mechanisms; and (5) the creation of a language access plan/policy within the regulated entity. Both interpretation and translation services are required to ensure that LEP individuals are able to access the full range of city or health services, such as application materials, hotlines, counseling services, and consent forms. It is essential that these services be provided free of charge. Notification typically takes place through posted signs and multilingual taglines on printed materials.

**COVERAGE:** Language access policies for government agencies frequently focus on those agencies that provide direct service to the public – e.g. human services, police, housing, or transportation. San Francisco’s ordinance further separates agencies into “Tier 1” and “Tier 2” agencies, with the former having enhanced notification, translation and staffing requirements. Some policies, such as the ordinance in Washington, DC, also impose language access requirements on sub-contracted entities. With respect to pharmacies, New York City opted to cover only chain pharmacies (groups of four or more establishments). Additional options for coverage could include mail order pharmacies and independent pharmacies.

**LANGUAGES:** Most language access policies in both the government and health care sectors tend to require that interpretation services be provided to LEP persons regardless of language spoken: If an agency or health care provider does not have bilingual staff, telephone or in-person translation services are readily available. Translation is more complicated because of the need to balance time and cost with access. Some city policies, such as the NYC executive order, provide for translation in the top LEP languages spoken in city, whereas others set a population threshold above which translation should occur (e.g. Oakland sets a threshold of 10,000 or above). Translation in the top LEP languages spoken in city, whereas others set a population threshold above which translation should occur (e.g. Oakland sets a threshold of 10,000 or above).

**ENFORCEMENT:** Enforcement strategies for violations of language access laws include imposition of fines and the creation of private rights of action. Oversight is a critical factor in the successful implementation of language access policies for municipal agencies.

“I truly believe that the Language Access Act of 2004 is a clear demonstration of the successful efforts of the Mayor’s administration, District Council, and the LEP population working together to formulate and implement an innovative and groundbreaking plan. This plan… will ensure that all District of Columbia residents, including those who are limited English proficient, shall be able to access the services and programs that are available to them.” – Kenneth Saunders, former Director of the DC Office of Human Rights, on the DC Language Access Act

**LANDSCAPE AND RESOURCES**

Migration Policy Institute has robust data on LEP populations and trends, as well as research and reports relevant to language access. The National Health Law Program has comprehensive backgrounder's and legal briefs on language access in a variety of health settings.

**NOTES**

10. See, e.g., Language Scientific, a company that provides competent translation and phone interpretation services for both government agencies and medical settings: http://www. languagemart.com . Language Scientific is only one example of the literally hundreds of companies, including local and MBWE businesses, in this sector: http://www. commonsenseadvisory.com.
11. It is important to target policies based on the languages spoken by the LEP population, and not the general population, as there may be sizable populations where a language other than English is spoken at home, but community members also speak English well.

Co-authored by
LOCAL CONFIDENTIALITY POLICIES

THE PROBLEM

Fear of disclosing immigration status deters many immigrant families from seeking health coverage or care, and public services, including police protection, benefits, and economic supports. These fears are understandably amplified during periods of increased anti-immigrant sentiment. Last year, an undocumented Houston mother of three was arrested in a doctor’s office exam room.1 She was charged with a felony for tampering with documents, prompted by her fake Social Security card, but it’s unclear how the clinic staff discovered her license was a fake and got law enforcement involved with the case. The arrest violates the federal HIPAA law that protects patient privacy. In Illinois, immigration officials arrested an immigrant who was participating in the state program that issues licenses to qualified residents who enter the US illegally, despite state officials’ assurance that applicants don’t need to fear being targeted for deportation.2

In 1996, the Federal government enacted the Welfare Reform Act and the Illegal Immigration Reform and Immigrant Responsibility Act, both of which contained provisions relating to state and local government communication with the then-Immigration and Naturalization Service (INS).5 Both were enacted to “prevent any State or local law, ordinance, executive order, policy, constitutional provision, or decision of any Federal or State court that prohibits or in any way restricts any communication between State and local officials and the INS.”6 However, consistent with federal law, cities like New York have adopted executive orders that protect the confidentiality of a broad range of private information— for example, sexual orientation, victim status, public benefits recipient, as well as information regarding immigrants.7

THE SOLUTION

Numerous jurisdictions around the country, including New York, NY; San Francisco, CA; Seattle, WA; Durham, NC; New Haven, CT; Takoma Park, MD; and, most recently, Suffolk County, Long Island, NY among others, have adopted policies to protect the confidentiality of information, including information provided by immigrant residents.8

POLICY ISSUES

In general, immigrant confidentiality policies do one or both of the following: (1) most importantly, they prohibit local government employees from inquiring, collecting or recording information about immigration status where such information is not necessary in order to determine an individual’s eligibility for a benefit or service, and/or(2) they prohibit or limit local government employees from sharing a broad range of information with other agencies, except where required by law (for e.g. to confirm an individual’s eligibility for benefits). A variety of mechanisms have been used to implement such policies, including city ordinances, resolutions, executive orders, and administrative directives.

"IF YOU SAY TO PEOPLE WE’RE NOT GOING TO GIVE YOU A ZONE OF PROTECTION WHEN YOU’RE SICK AND SEEKING TREATMENT IN A HOSPITAL, IN EFFECT, WE’RE SAYING WE’RE GOING TO PUT YOU AT PERIL AND YOU’LL BE DEPORTED OR EXPELLED IF YOU SEEK TREATMENT."

—Former New York City Mayor Rudolph Giuliani, defending the city’s immigrant confidentiality policy9

A patchwork of federal laws governs when federal and state agencies may collect information about immigration status, and when or if they must share it.4 Two such laws, specifically pertaining to state and local governments’ ability to restrict the sharing of immigration-related information, bear mention here.

POLICY BRIEF | LOCAL PROGRESS: THE NATIONAL MUNICIPAL POLICY NETWORK
These policies are consistent with federal laws and guidance issued by federal agencies to protect against potential civil rights or privacy violations and to ensure that eligible individuals in mixed status households can obtain critical services. [See, e.g. Tri-Agency Policy Guidance Regarding Inquiries into Citizenship, Immigration Status and Social Security Numbers in State Applications for Medicaid, State Children's Health Insurance Program (SCHIP), Temporary Assistance for Needy Families (TANF), and Food Stamp Benefits, at http://www.hhs.gov/civil-rights/for-individuals/special-topics/needy-families/triagency-letter/index.html; confidentiality laws cited in NILC chapter (n. 4 below); and recent DHS reassurance to ensure that residents of Flint have safe access to clean water https://www.dhs.gov/news/2016/02/24/public-notice-current-water-emergency-flint-mich.]

GROUPS PROTECTED: As discussed above, it is wise for municipalities considering immigrant confidentiality policies to cover a broad range of sensitive information within the policy, such as sexual orientation, receipt of public benefits, crime victim status, information contained on tax returns, and status as a victim of domestic violence. Doing so can help build a broader coalition in support of the confidentiality policy.

ADDITIONAL ELEMENTS OF THE POLICY: Municipalities can also consider including agency staff training requirements into their confidentiality policies, to ensure that city employees understand how to implement the policy, its interactions with other federal, state, and local laws, and the importance of the policy in promoting trust and inclusion of immigrant communities, among others. One innovative approach would focus on the city attorney’s office and requiring that city law departments, in proceedings where the city is a party, oppose the efforts of other parties to discover the immigration status of complainants or witnesses, unless the issue is central to the dispute.9

LANDSCAPE AND RESOURCES
The Center for Popular Democracy has been supporting local campaigns on immigrant confidentiality, including an ongoing effort in Aurora, CO and the recently enacted policy in Suffolk County, Long Island, and can provide assistance on policy development, bill or policy drafting, and campaign strategy.

NOTES
5 8 U.S.C. 1644.
7 City of N.Y. Exec. Order 34 (May 2003).
9 See: Model Bill: Immigrant Assistance in Crime Fighting, developed by Bernie Horn, Progressive Majority (bhorn@ourfuture.org)
IDEAS THAT INNOVATE

State & Local Policies
Resident Leadership Academies

Policy

Providing opportunities for immigrants to learn about city government, navigate services more efficiently, communicate needs, network across ethnic lines, and serve in leadership capacities, resulting in greater community engagement across the immigrant community.

Where it’s working

- Nashville, TN
- New York City, NY
- Cupertino, CA; among others

Players

- Local policymakers
- Local government agencies
- Local foundations
- Community based organizations
- Residents
What does it mean?

Communities have long known that stronger neighborhoods depend on more effective delivery of local government services. Local municipal governments are increasingly developing new methods to nurture an understanding of local government and sense of connection to it through leadership opportunities that target both new immigrants and established residents. A number of diverse resident leadership academy models have emerged, each building off of local city strengths. There are many different approaches to take, depending on local resources, partners, and needs.

What is a Resident Leadership Academy?

A resident leadership academy provides resident grassroots leaders with an opportunity to get to know local government, including its policies, processes, and programs. Such academies foster a sense of connection between immigrant participants and local government and typically encourage participants to share what they learn with others from their own community or neighborhood. These hands-on opportunities provide participants with the knowledge, confidence, and connections they need to view government as a resource and partner.

One example of a resident leadership academy is Nashville’s MyCity Academy. The Academy empowers both immigrants and established residents to fully understand and participate in Nashville’s government. Over the course of seven months, MyCity participants meet with leaders across local government departments and tour facilities. This experiential learning allows them to gain a deeper understanding of how government works, how to resolve issues and obtain information, and how to serve as a resource to help others in their ethnic communities understand and access government services. An active alumni network helps keep participants engaged with each other.
The Neighborhood Leadership Institutes in New York City provide a second example that targets priority neighborhoods with fast-growing immigrant communities. They offer free skill-building workshops for emerging immigrant leaders, which include navigating city government, community organizing, and fundraising. The goal is to bring residents together to work on issues of concern to the community, building networks of community partners, developing community organizing skills, and increasing knowledge of how government works. Participating groups are invited to apply for micro-grant funds and project planning assistance to undertake a community improvement project upon completion of the program. The Neighborhood Leadership Institutes are a partnership of the New York City’s Mayor’s Office of Immigrant Affairs, New York Community Trust, and Citizens Committee for New York City.

A third example can be found in the city of Cupertino, California’s Block Leader Program that was created over a decade ago to enhance emergency preparedness and to help address social cohesion concerns from rapidly changing demographics. Block leaders are identified and receive training and support on city services and processes, as well as training in cultural awareness and communication. To date, almost 350 block leaders, who each coordinate their own block or community and foster connections across residents, have been trained.

Why does it matter?

As communities grow increasingly diverse, forward-thinking local governments must be proactive in connecting to new populations. Helping immigrants and established community members better understand how to navigate local systems, organize themselves to express their concerns, and develop networks among and across ethnic groups will build greater cohesion and has the potential to result in cost savings, such as through decreases in code violation enforcement.
Resources for Action

Links

http://www.nashville.gov/Mayors-Office/Priorities/New-Americans/MyCity-Academy.aspx


www.cupertino.org/blockleader

Additional Reading

City of Beaverton, Oregon’s BOLD program trains immigrant residents on civic participation and connects them with opportunities to serve:
http://www.beavertonoregon.gov/ArchiveCenter/ViewFile/Item/4141

Margie McHugh, “Immigration Civic Integration and Service Access Initiatives: City-Sized Solutions for City-Sized Needs,” Migration Policy Institute, September 2014.

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WHO WE ARE

Municipal ID cards as a local strategy to promote belonging and shared community identity.

DECEMBER 2013
Who Needs ID?

The ability to provide proof of identity is a basic necessity that many Americans take for granted. Access to widely accepted forms of ID such as passports, drivers licenses and social security cards is a privilege that attends other privileges—privileges of race, of class and of citizenship. But, increasingly, identification requirements gate-keep almost every aspect of daily life. Without the right form of ID you may not be able to open a bank account or even cash a check, see a doctor at a hospital, register your child for school, apply for public benefits, file a complaint with the police department, borrow a book from a library, vote in an election, or even collect a package from the post office. Ironically, the very people who are most in need of such basic services are also those who have the most difficulty obtaining the proof of identity that will allow them to access those services. In addition to serving practical urgencies, identification cards also have a symbolic importance as a sign of membership in the community. Cities that offer ID to their residents regardless of immigration status are making a powerful statement of welcome and inclusion.

Goals of Municipal ID Card Programs

- Improve community safety by making it easier for those without state-issued ID to interact with local authorities.
- Improve access to financial services by providing a form of ID that will allow those without other forms of identification to open bank accounts.
- Mitigate impact of racial profiling.
- Make symbolic statement of welcome and solidarity to immigrant residents.
- Promote unity and sense of membership in the local community among all residents.
Undocumented immigrants are often literally “undocumented” in that they have no document attesting to their identity that is recognized in the United States, and in many cases have no documentation proving their identity at all. Some immigrants may have consular ID cards issued by their countries of origin (and some cities have passed laws to officially recognize such cards as legitimate forms of identification); others may have current or expired US visas, or foreign passports, drivers licenses or birth certificates. In most cases these forms of ID will not be sufficient to grant access to basic services in US cities.

One of the further obstacles to acquiring identification is the REAL ID Act, which Congress passed in 2005 to require that all state issued drivers licenses meet certain standards before they can be accepted as valid ID for any federal purpose. Among the stringent criteria of REAL ID compliance is the requirement that license applicants show proof of immigration status. While REAL ID has quashed hopes of extending drivers licenses to undocumented residents in some states, other states are challenging the law directly by issuing licenses to undocumented immigrants in spite of the clear conflict with federal law. Most recently, Maryland and DC passed legislation making drivers licenses available to everyone regardless of immigration status, and in both cases, local immigrant rights advocates successfully fought off proposals for two-tiered license systems (with a second-class license for undocumented residents marked “not for federal purposes”) that had been proposed in order to comply with REAL ID. Nevertheless, these states are still the exception rather than the rule, and in most places it is simply not politically viable to grant drivers licenses to undocumented immigrants while REAL ID is the law of the land.

As is described in detail in the case studies included in this report, lack of identification prevents immigrants from accessing a whole range of essential local services. But other problems also flow from that lack of access. For example, a common problem that inspired many of the municipalities featured here to consider a municipal ID program was that immigrants who could not open bank accounts were being profiled by thieves as easy targets, with the expectation that they would be carrying large sums of cash. Another common problem was the reluctance of immigrants to report crime, or workplace abuse, for fear of being asked for ID and thus drawing attention to their immigration status. A city-level system of identification is one way to not only address the simple logistical barriers that immigrants may face at the doctor’s office or the library, but also to prevent more serious fall-out from those barriers for the health and safety of the whole community.
### Other Vulnerable Groups

Immigrants are not the only constituency that may benefit from a municipal ID program. Other vulnerable groups, such as the homeless, youth in the foster system, the low-income elderly, people with mental illness and disabilities, and formerly incarcerated individuals re-entering society, all face obstacles to acquiring the documentation necessary to access the basic services that, in many cases, their lives depend upon. There is significant overlap among all of these vulnerable groups as well as with the undocumented population.

Evidence also suggests that certain racial/ethnic groups are asked to display ID at higher rates than whites in situations where it is not required, for example in encounters with police, or when paying for a purchase with a check. Not having ID can result in the failure of the transaction at hand, and can leave target individual feeling embarrassed and stigmatized. A municipal ID that succeeds in gaining real currency in a given locality can go a long way towards reducing the impact of this kind of profiling.

### Types of Documents Accepted by Municipal ID Programs

<table>
<thead>
<tr>
<th>To Prove Identity</th>
<th>To Prove Residency</th>
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<tbody>
<tr>
<td>Some Combination of the following is usually sufficient:</td>
<td></td>
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<tr>
<td>• US or Foreign Passport</td>
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<td>• US Driver’s License</td>
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<tr>
<td>• US State ID</td>
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<tr>
<td>• US Permanent Resident Card (Green Card)</td>
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<tr>
<td>• Consular Identification (CID)</td>
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<tr>
<td>• Certified Copy of US or Foreign Birth Certificate</td>
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<tr>
<td>• Social Security Card</td>
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<tr>
<td>• National ID Card with photo, name, address, date of birth, and expiration date</td>
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<tr>
<td>• Foreign Driver’s License</td>
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<tr>
<td>• US or Foreign Military Identification Card</td>
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<td>• Current Visa issued by a government agency</td>
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<tr>
<td>• US Individual Taxpayer Identification Number (ITIN) authorization letter</td>
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<tr>
<td>• Educational Institution Identification Card: elementary, middle, secondary and post secondary schools</td>
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<tr>
<td>Usually municipalities require that the below documents have been issued within the previous thirty days.</td>
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<tr>
<td>• Utility bill</td>
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<td>• Local property tax statement or mortgage payment receipt</td>
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<tr>
<td>• Bank account statement</td>
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<td>• Proof of a minor currently enrolled in a local school</td>
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<td>• Employment pay stub</td>
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<tr>
<td>• Jury summons or court order issued by a state or federal court</td>
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<tr>
<td>• Federal or state income tax or refund statement</td>
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<tr>
<td>• Insurance bill (homeowner’s, renter’s, health, life or automobile insurance)</td>
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<tr>
<td>• Written verification issued by a homeless shelter that receives City funding confirming at least 15 days residency.</td>
<td></td>
</tr>
<tr>
<td>• Written verification issued by a hospital, health clinic or social services agency that receives City funding confirming at least 15 days residency.</td>
<td></td>
</tr>
</tbody>
</table>

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3 For a survey of ID obstacles facing these groups, with particular focus on returning offenders, see Amy Blank Wilson, “It Takes ID to Get ID: The New Identity Politics in Services,” Social Service Review, Vol. 83, No. 1 (March 2009), 111-132.

4 Paul F. Lagunes, Brian M. Levin, and Ruth K. Dittlman, Documenting the Undocumented.
Many of the municipalities featured in the case studies below made a point of designing their ID cards to be useful and attractive to all residents, even those who already have more traditional forms of identification. One potential danger of municipal IDs is that they may brand their holders as undocumented. To avoid this "scarlet letter" effect, it is important for local ID programs to be used by as many people in as many different situations as possible. Some of the incentives that cities are using to encourage residents to apply for the card include discounts at local businesses and city-operated attractions and venues, and the option to use the ID card as a prepaid debit card or to access public transportation. Some cards also include the holder’s emergency contact information and some medical information.

A useful, recognizable and widely relied upon municipal ID card can promote a sense of city unity, which benefits all residents. And when undocumented immigrants are able to access the services they need to take care of themselves and their families, to find and keep employment, and to participate in neighborhood life, that has positive social and economic consequences for the entire community.

### Common Features of Municipal ID Cards

- Photograph of Card Holder
- Name, Address and Date of Birth of Card Holder
- City Name and Logo
- Card Number
- Signature line
- Expiration date

### Optional Card Features

- Gender of Card Holder
- Phone Number of Card Holder
- Mastercard/Visa Logo (for cards with banking functions)
- Medical Information
- Emergency Contact Information
- Bar Code

### Making ID Cards Fraud Resistant

Municipalities have used some combination of the following strategies to ensure that ID cards could be difficult to forge:

- Card is made of certain stock thickness and material
- Card stock inventory is laser engraved with a serial number
- Cards include fine-line pattern background
- Embedded watermark
- Foil stamp of city seal
- Ultraviolet Ink
- Holograms
- Tamper-proof magnetic stripe
- Tamper-proof signature panel