

**Immigrant –  
Community Conversation Full Proceedings**

November 14, 2016  
Belmont Conference Center  
550 Island Parkway  
Belmont, California

The detailed notes below are actual comments and feedback from the participants from this community conversation and may not reflect the opinions or future plans of the community foundation.

**QUESTION ONE**

***What are the most effective solutions to help support immigrants to fully participate in all aspects of our communities?***

*(6 breakout circles; total of 63 participants)*

DETAILED NOTES FROM CRITICAL QUESTION ONE

*Create and Support Safe Spaces*

*Create and support existing safe spaces for immigrants*

- Safe spaces to voice concerns and get quality legal services and accurate information.
- Create safe spaces in our current climate of fear, where community can show up and voice concerns and get accurate information and quality services. There is a lot of potential for fraud right now. During times of big change, this is when the most vulnerable are taken advantage of, people are given the information of who to go to. They don't know it should be an attorney or accredited organization.
- Safe spaces to talk, question, and learn.
- Accurate information delivered quickly by trusted sources (including Know Your Rights).
- Create safe spaces for people to safely express their anger. At the moment immigrant communities are being asked to take the high road and absorb the exclusion and injury. Find a way for people to be with all of the different emotions.
- Make it all safe! Desegregation along class and race lines in communities nationwide.
- Hold community conversations include information about resources, and reassuring us that we are all in this together.
- Rapid response is key as we move into the next weeks/months, so people are not fearful. Important to give a sense of confidence and hope to community; let's start by identifying who they can turn to; one community person they can trust. They need to have the feeling that you're strong enough to do something for yourself.
- Identify trusted leaders to lean on.
- "Let's not retrench in our own comfort zone; bring people together."

- Engage full families in celebration of culture and hold dialogue, something tangible against ICE.

### *Strengthen the network of sanctuaries*

- Sanctuary is important during this time to eliminate fear in schools and other places where our community congregates.
- “Sanctuary Movement” among houses of faith starting with DACA/dreamers; Elevating sanctuary movement and connecting with churches and faith spaces; schools – increasing removal defense for deportation.
- Work with CBOs, churches, schools to strengthen partnerships and to build bridges of inclusiveness.

### *Special Role For Local Governments*

#### *Policy*

- State and local policies that limit or mitigate the harm of federal enforcement.
- Concern about state and local cities as they set rules/policies for enforcement; invest in local/state advocacy to prevent/thwart impact of local enforcement which may be targeting immigrant community.

#### *Courageous leadership at the local level*

- Courageous public stances by civic, business, institutional leaders.
- Our civic leaders need to be courageous and take public stances; almost as acts of civil disobedience.

#### *Welcome policies*

- Explicit commitment on city/county level to welcoming all immigrants. Understand effective applicable elements of a local government welcoming initiative.
- Leverage local governments that are already allies and reach out to those who are unsure.
- Responsible local policies.
- Sanctuary cities, towns, schools, state. No Fear!

#### *Ensure immigrants play a central role in governing institutions*

- City/County/ Special districts make specific (and Institutionalized) efforts to hire immigrants, both to have workforce better reflect diversity of community and to support multi-lingual communication with constituencies.
- City/County governments make specific efforts to reach immigrants to be on Boards and Commissions such as Planning and Housing.
- School board members have to be citizens? Can this change? Can Boards eliminate barriers by providing childcare for meetings?

*Active inclusion of immigrants in civic engagement*

- Local governments and schools have a protocol to outreach to ethnic media outlets serving their communities (radio, print, TV) and have contacts/relationship in place to facilitate information flow.
- Make sure local government leadership (city managers, department heads, electeds) know who is in their community
- Help local government leadership understand how they can engage within their parameters effectively in a way that is meaningful for immigrant communities.
- Language access: mobile phone internet translations of candidate forums and debates and school board meetings.
- Language access: provide and connect monolingual immigrants with language / translation friendly services in connection to community activities.
- Training/workshop to educate immigrants in how to skillfully participate in dominant paradigm meeting processes e.g. school site council, housing commission.
- Ensure immigrant inclusion in youth councils.

*Training for local government, city, and school employees*

- Cultural competency and equity training for law enforcement and city government staff.
- Invest in leadership training to change the culture of people working directly with families – teachers, health care providers that may not be sensitive or wanting to engage immigrant population; sometimes teachers are barriers to kids success; train teachers on how to work with immigrant families.
- Train and prepare educators to respond and embrace demographic diversity.
- Culture shift, training professions working with immigrant families (teachers, health care professionals etc.)

*Prepare against hate speech/crimes*

- Training for community members and children to mediate unwelcoming / unwelcome incidents, hate language, attacks.
- Anti-hate speech crime work. Speaking out against and fighting in all forums - subways/markets/abuse.
- Workplace/Community accountability: Put Pressure on communities, businesses, schools so they're not complacent.
- Zero tolerance of racism, slurs, etc. Examine How to enforce that teachers at school are not saying racist slurs. No precedent to continue this type of racism. Its only been a week and you see it already

*Changing hearts and minds*

*Reframe the narrative in the media*

- Influence public opinion. Change the narrative, change perceptions among receiving communities. Support partnership with media.

- Narrative: challenge the dominant narrative with one that is more compelling and gets the facts straight. How do we draw on faith communities for those narratives? And draw the connectivity between immigrant and receiving communities.
- Narrative: Communicate value of immigrants to all, quantify the economic value of immigrant presence in our communities, what does not happen without immigrants. "This is not a deficit model, immigrants give give, and the things we all share."
- Narrative: How essential immigrants are. 10K retire each day; 10K youth of are turning 18 everyday.
- Create our own media. This would require massive connections between organizations and single place to post independent reports. Long-term goal which would create more echo chambers on resources, differences and commonalities of communities with positive messages.
- Create consistent messages that highlight immigrants' contributions. Contributions of immigrants in both counties; there is still a conflict in terms of messaging which tells the story of immigrants. Community conversations are key; there are still a lot of people that believe that contributions are not real.
- Fund the work to deliver positive messages about the immigrant community.
- Community trainings for all and media advocacy.

*Sponsor visible community celebrations of immigrant culture*

- Make participation fun! Organize sporting events or other non-immigrant related activities to bring people together.
- Public events with storytelling music, arts, and dialogue in big collaborations.
- Find ways to celebrate cultures in big ways: community festivals, Refugee Day, Immigrant Families Day. e.g. San Francisco.
- "Travel in your own backyard" Work in conjunction with cities and counties to organize cultural celebrations that bring together community members.(i.e. lantern festivals on a large scale like 4<sup>th</sup> of July.)

*Hold community conversations to build bridges and shift perceptions*

- Community dialogue/visioning – with receiving community, questions hopes fears, facts
- Middle ground – creating spaces for community dialogue, to build bridges between Immigrant communities and existing communities, to build empathy and understanding in places where they might not exist.
- "Before we can get to solutions, we need to provide a forum for communication to understand immigrant communities."
- Shift the perception of immigrants that was built with election. Build bridges with other communities.
- 1:1 relationship building – breaking bread, community projects together mentoring.

*Use storytelling to enlist allies, dialogue with/persuade opponents*

- Talking and seeking out people who are opposed to immigrant integration and trying to change their minds.

- Community – our own – it is important to preach to the choir we must try to reach those with divergent and – negative views of immigrants – we must have others in our camp to make effective policy changes.
- Build empathy across differences.
- Support empowered storytelling by immigrant and refugees.
- Empower and support immigrant leaders to do educate and activate privileged allies to serve and connect with immigrant communities.
- Increase opportunities for storytelling.

### *Advocacy and Organizing*

#### *Seize the Time!*

- Harness the post election energy to move to action. Let's organize now. Now is the time to actually do something. Utilize the energy to rally and move forward.
- Begin now to build the biggest broadest networks that we'll need when ICE actions begin. Community action against the emerging fascism.
- Figure out how to maximize impact using the system that we have.

#### *Organize and build leadership within immigrant communities*

- Fund advocacy and base-building; work with immigrant communities to build change agents in their own communities
- Forums, committees led by immigrant participants.
- Immigrants organize with other immigrants by regular meetings and shared forums.
- Develop leadership in local communities. Train leaders and help them advocate for themselves.
- Consider differences between different generations of immigrants and strategize how to connect seniors and youth, etc. in collaborative ways.
- Organize from the bottom up, using social media and house meetings.
- Make participation fun! Organize sporting events or other non-immigrant related activities to bring people together.
- Outreach through community-based organizations. Both strengthen and forge new partnerships with CBOs based physically within areas with immigrants to conduct diverse events, activities, and outreach to engage with immigrants in different ways.
- Family engagement in public schools / districts
- Create bridges between different immigrant advocacy groups to create a united voice.

#### *Organize and build partnerships between immigrant communities, coordinate efforts/messages*

- Begin to create bridges/alliances within the immigrant communities that don't currently work together in order to create a unified voice.
- There is an assumption that we all understand each other, as immigrants or other communities that are not native to the US – in order to build allies and collaboration among groups, we need to understand the issues across group lines as there are deep seated stereotypes. The Latino community and the Arab/Middle Eastern communities

don't know each other, but can certainly work together on civil/human rights. Having regular meeting/forums to share are important since this would begin to build bridges between Arab/Muslim and South Asian communities. More Human Interaction!

- Invite Muslims to the table
- Network/Connect national-regional organizations –i.e. La Raza Unida, NAACP – make sure they convey the same message.

*Support exchange of accurate information*

- Provide more 'know your rights' information in the community
- Education/understanding upcoming changes due to the administration change.
- Use peer to peer (promotora model) to distribute information.
- Not only educating immigrants about their rights, help to protect those rights, and advocate on their behalf; engage and empower them to advocate for themselves.
- Educate communities about the new political landscape and what that means for immigrants.
- Big sister, big brother model for immigrants.

*Enlist allies, create strategic partnerships*

- Look for and Find Non-traditional allies, help them connect with each other. (Health providers, immigration legal services providers. Counselors, business)
- Educate and activate privileged allies to serve and connect with immigrant communities.
- Support the work of white people / white communities or affluent people in affluent communities to address the right wing movements that are cultivating in these communities.
- Empower and support immigrant leaders to educate and activate privileged allies to serve and connect with immigrant communities.
- Work with CBOs, churches, schools to strengthen partnerships and to build bridges of inclusiveness.
- Cross sector organizing is also key to ensure multiple sectors are working together.

*Support the leadership of young people*

- Support youth led grassroots groups to develop leadership from within.

*Integrate organizing and advocacy into direct service provision*

- Identify service providers where there is an opportunity to integrate/weave organizing and advocacy into the work.
- Use service provision as opportunity to organize.
- Advocacy is more important than ever – how do we build that in to everything our agencies do?

*Build bridges, empathy through community conversations*

- Hold a dialogue and visioning process for communities to engage dreams/hopes/facts and develop plans for action are important; two-way conversation about assets in community; including allies from all parts of the community; building 1:1 relationships and mentoring opportunities would be great strategies.
- There is an urgency to expand funding for convenings now. Racism in the US is more visible now and so learning about each other's needs and heart to heart transmissions; 1:1 community building.
- Opportunities to bridge the political divide are important; again having large group organized meetings in neighborhoods would be important.

*Build organizational capacity to engage, connect, and communicate*

- Increase the capacity of leaders across different human/health/social sectors to engage together; community building, capacity building is important to work and invest in.
- Continue to train individuals and nonprofits on social media so we can stay connected.
- Provide for communication to understand immigrant communities' concerns.

*Advocacy*

- Strengthen the intentional intersection of legal services and organizing/advocacy.
- Local, regional, and state advocacy to prevent cooperation with punitive federal efforts.
- "Short term: Some things cannot wait for October 2017. In President Obama's final 90 days many people/organizations are pushing for immediate action. One idea is to move the President to grant pardons to all DACA recipients." How can the Foundation help to move that forward?
- Let's push for the next 90 days efforts to do whatever the Obama administration can do to safeguard immigrants; perhaps an executive pardon for DACA recipients so they are not considered criminals. Investing in legal services not the priority, but communication/advocacy is.

*Legal Support*

*Revisit and rethink strategy for legal services across the board*

- Think in terms of a broader spectrum of legal support for people regardless of their status, have a legal strategy that takes accounts of immigrants of different legal status, all segments of our community.
- Legal support and action in all areas. Not only immigration: labor protections, health care, human rights.
- Continued support for immigration legal services infrastructure. This enables us to be prepared and responsive to needs as they develop.
- Offer free or low bono immigration legal services to immigrants.
- Access to high quality legal services.
- SVCF should reconsider its investment in legal services; consider lowering its investment due to shift in political environment and no imminent CIR.
- Anti-hate speech crime work. Speaking out against and fighting in all forums.

- Support organizations like the ACLU, NAACP, which are bigger entities and also can connect at higher national level so we're able to work together to get civil rights and other important messages out.
- Capacity building – provide adequate training for legal services providers and people working with traumatized populations.

*Provide more "Know your rights" information*

- Provide more 'know your rights' information for people
- Increased access to legal services and Know Your Rights information.
- Legal education - what are your rights, what can people do/access, what is safe? Provide support for Legal services around deportation. Slow things down to get justice in legal cases. The legal services may look different. There is a role for legal support in all levels.

*Deportation Defense*

- Community-led deportation defense that involves advocacy and grassroots partners to then work with family members of client to put together defense packets; engages medias and encourages other to speak up.
- Increase removal defense and detained representatives.
- Deportation defense; access to counsel for detained immigrants; legal services partnership with grassroots community organizers; education and empowerment

*Integrate legal services into existing services*

- Immigration legal services integrated in to safety net systems and programs.
- One stop shop - promote more free legal services for the immigrant community. Cluster them on top of existing safe spaces. "When people come to our doors – they find a safe haven. They can be open...they feel safe. There is a great opportunity to provide more services to them. Would love to provide more than legal services. One stop shop – counseling, job training, etc. We have their trust – when we tell them – they listen to us. A recent immigrant would not seek out therapy services on their own...we gain their trust and we say they should think about it....they will do it. The challenge is trying to schedule things and going places takes a lot of time."

*Integrate organizing into legal services*

- Strengthen the intentional intersection of legal services and organizing/advocacy.
- Outreach/education and politicizing immigrant communities through legal services/access to counsel. Using legal services hook to add more. Now is the time to create more space for education with each client. A little bit of politicization and education in each meeting – an extra 10 minutes with each family. Adding outreach and education.
- Legal advocacy immigrant rights movement (organize!)
- Legal advocacy and organizing working together.

*Mass citizenship campaign*

- Articulate and ease pathways to permanent legal status.
- Let's think creatively about how to help people through financial barriers so they're able to apply for citizenship or for legal assistance.

*Eyes on young people*

- Protect DACA youth. "Protect the future of letting people to step in to the light." In the long term it will pay off. It is important to have protected youth at this juncture.

*Continue to Strengthen And Increase Impact of Direct Service Providers*

*Continue to build capacity and effectiveness of direct service organizations*

- Adequate training for people working with traumatized populations.
- "Support CBOs and staff who are on the ground fighting day to day. Our work just doubled. But so will our strength. Therefore support systems for all across the board."
- Have a more regional approach to address the spatial mismatch that is growing between where service providers are located and their clients.
- Programs should capitalize on the wisdom and expertise of the community to better support immigrant needs. 1-on-1 connections.

*Centralize services for ease of access and to extend reach*

- Create and fund one-stop shop to support needs of multi-lingual and multi-racial communities
- Create a portal by zip code related to immigration
- Increase our partnerships with our county departments to streamline services.
- "Welcome" resources guides in key community based organizations – that focus on what is around the community; all organizations need to refer to each other.
- Access to education and services – make it easier to navigate the service landscape.

*Increase coordination and integration among organizations, including legal services*

- Coordination of services – to network.
- Work together with other organizations to provide better rounded services, rather than just one focus.
- Immigration legal services integrated in to safety net systems and programs.
- Question: The mechanism to refer needs to be funded and needs to be measured. It won't happen if it stays with the provider. This needs funding.
- How can banks partner with large organizations to pass along information to help people know where to go for banking services?
- A coordination movement, legal service providers communicating with medical providers, etc.
- When accessing legal services it is important to screen for other relief options.

*Responsiveness In Wake Of The Election*

*Need for mental health services post election*

- Need for mental health support, therapy and other support services. There is a lot of fear in our communities – a lot of trauma. Keep hearing from young people who are processing this for the first time. For the young people this is the first change of power they may have tuned in to. It is traumatic combined with the rhetoric and divisiveness of the campaign.
- Therapy and other support services for folks post election.

*Be proactive in thinking protectively*

- Services providers must bring a new level of consciousness around safety and security in order to keep clients' information safe.
- Ensure there is security for people's information – and that it won't be shared with an enforcement agency.
- There is a lot of apprehension in community after election; we have to work with existing entities that communities trust; continue to demonstrate our commitment to community.

*Integrate advocacy and organizing into direct services*

- Advocacy is more important than ever – how do we build that into everything our agencies do?

*Strengthen the fabric, the ecosystem of immigration advocacy, organizing, and service provider organizations*

- One of the strategies that the foundation has had is strengthening the infrastructure. How important that strategy has been and being able to ramp up for DACA. It is important now in that we are ready to respond to the election now. We are already in a collaborative environment now. It continues to be a really valid strategy.
- Effective solutions – Collaboration, Leverage resources, align and share services, and know community partners.

*Ideas About Strategy*

*Policy (many of these repeated elsewhere)*

- Explicit commitment on city/county level to welcoming all immigrants. Understand effective applicable elements of a local government welcoming initiative.
- Leverage local governments that are already allies and reach out to those who are unsure.
- Keep fighting for Comprehensive Immigration Reform
- There will be changes in federal laws – what can we do on a local or state-wide level to protect the rights we already have – and can serve as a counter-balance? E.G. building off of the right to have a state license
- What kinds of policies can we influence to preserve rights regardless of Federal laws.
- Policy advocacy is critical more than ever given our current political climate and must be integrated into organizations beyond immigrant rights advocacy organizations.
- Zero tolerance for hate.

- Push for immigrant friendly laws and ordinances at the local and regional levels e.g. stronger language access laws, sanctuary cities.
- Connect refugees and immigrants more intentionally without diluting either agenda.

#### *Organizing/campaign strategy*

- "Let's not retrench in our own comfort zone; bring people together"
- "Let's be bold and have an outcry about being more inclusive and let's push harder for institutions to support our immigrant communities."
- Legal services, advocacy and organizing are most important.
- Begin now to build the biggest broadest networks that we'll need when ICE actions begin. Community action against the emerging fascism.
- Figure out what to compromise on.
- Movement – renounce our own citizenship.
- Call for open borders
- Break from the union (U.S.)
- Push for amnesty
- Wait and see - a lot of people may have a strategy – but they don't know it yet.
- Resist the urge to "move back."
- Build trust; provide accurate information; advocate; connect with services; work together

#### *Integration and Participation: Getting Oriented*

##### *Help immigrants navigate pathways to participation*

- Provide immigrants with tools and knowledge so that they are equipped to participate in the community.
- Navigator program: create pathways and guidance to make the participation process easier for immigrants.
- Create pathways to relay information to undocumented immigrants about opportunities and services available.
- For participation, in general to get immigrants to participate (education awareness), cultural orientation to the community as a whole. How to get a bus, how to enroll in classes. Access to Internet e.g. website available if you're a student trying to get into college.
- Many immigrants are somehow connected to ESL programs – there they find avenues to inclusion.

##### *Reduce structural / institutional barriers to participation*

- Can California create legal methods of payment that don't require social security numbers?
- Citizenship campaign at large scale with money for application.
- Driver's license, health insurance, college financial aid.
- Institutional integration; health insurance integration and participation at greater level.
- Important to provide language access of information by government institutions and schools and NPOs.

## *Integration and Participation: Networks to Support Immigrants to Integrate*

### *In “receiving communities”*

- Educate receiving communities and encourage their participation in supporting immigrants and their integration.
- Engage beyond the choir/unusual allies.
- Engage host/receiving communities.
- Cultivate an informed welcoming community.
- Invitation to partners around education and safety.
- Refugee mentorship, community dialogue, leadership, refugee awareness and access to resources.

### *Within immigrant communities*

- Peer to peer (Promotora Model) to distribute information.
- Engage immigrant communities in this conversation.
- Engage with families outside of the organizational networks through faith institutions and Schools - K-Universities. Work with families. To provide safe haven, education, family empowerment.
- Refugee mentorship, community dialogue, leadership, refugee awareness and access to resources.

### *Across communities*

- Include long-term residents in immigrant integration.
- Identify opportunities for long-term residents and immigrants to work on projects to build community, networks, and allies across community lines.
- Continue to develop and expand a diverse community network to support our immigrant families.
- Work with non-immigration allies.

## *Integration and Participation: Employment*

### *Reduce institutional barriers*

- Workforce development – not training to get a job – but get a job. (Requires work authorization).
- A campaign to provide work permits to undocumented immigrants in California.
- Currently there is a way to hire undocumented people through fellowships or as contractors; it would be advantageous to get this information out to NPOs who are looking for more support; and NPOs let's walk the talks.
- Provide more DREAM internship programs and ensure folks can get paid through their ITIN; statewide push and to get access to information about how to do so; corporations should think about adopting a parallel payment process.

### *Support for Entrepreneurs*

- Support immigrants to earn money, think beyond traditional labor workforce – they are a business of one. Are there ways to support communities to support immigrant entrepreneurs? Identify strategies for economic support of immigrant households who fall outside of traditional protections.
- Leverage immigrants innovation and creativity to create opportunity (micro-lending, mentoring.)
- Micro loans that enable immigrants to open businesses and overcome barriers.
- Education around entrepreneurship, licensing law in California; employment is really key so that immigrant communities can integrate economically.

#### *Workforce development and vocational training*

- Three words that intersect – refugee resettlement, immigrant integration and workforce development – how can the intersection of those three words come together? There are a lot of ways we could support each other in the intersection of those three words.
- Job training and counseling services.
- Identify strategies for economic support for immigrant communities right now. People are out of jobs and people are going to have a hard time finding jobs. How can they fight repression/engage civically/organize when they are broke?
- Mainstream workforce development / adult education in state programming.
- Accessible and affordable vocational training.

#### *Childcare*

- In terms of employment, help expand language child development programs in the state.

#### *Employers*

- Hire undocumented
- Make non-English second language classes more accessible, incentivize workplace to make it part of paid work time.
- Currently there is a way to hire undocumented people through fellowships or as contractors; it would be advantageous to get this information out to NPOs who are looking for more support; and NPOs let's walk the talks.
- Provide more DREAM internship programs and ensure folks can get paid through their ITIN; statewide push and to get access to information about how to do so; corporations should think about adopting a parallel payment process.

#### *Integration and Participation: Language Access*

- Important to provide language access of information by government institutions and schools and NPOs;
- Make non-English second language classes more accessible, incentivize workplace to make it part of paid work time
- Create more practical conversational English classes.
- Engage private sector on site: ESL, citizenship, training.
- Provide English, Job training, counseling services.

### *Integration and Participation: Education*

- Education is key for the immigrant community, financial barriers to education are/should be removed.
- Meaningful family engagement of immigrant parents in support of their children's learning.
- Expand and improve educational opportunities: K12, Community College, vocational, 4-year.

### *Young People*

- Support youth lead grassroots groups to have leadership development from within.
- There needs to be a surge to protect DACA youth. "Protecting the future of letting people to step in to the light." It is important to have protected youth at this juncture.
- "Sanctuary Movement" among houses of faith starting with DACA/dreamers.
- A lot of youth arriving in community, we should invest in them, instead of paying later, best to invest in recent arrivals. Start when they are young so they can integrate later.
- Ensure immigrant inclusion in youth councils.
- Providing more DREAM internship programs and ensure folks can get paid through their ITIN; statewide push and to get access to information about how to do so; corporations should think about adopting a parallel payment process.

### *Ideas About Role/Actions for the Foundation*

- Connect Build relationships/bridges between individual donors and service provider organizations to increase sustained funding for organizations.
- Convene donors for forums where grantee organizations dialogue; increase awareness and information about what organizations face on the ground. Educate donors to recognize the value of this work.
- Set aside more money for immigration grants area overall.
- Fund legal services, to allow them to be responsive to oncoming crisis.
- Expand "Building healthy communities" programs.
- SVCF should reconsider its investment in legal services; consider lowering its investment due to shift in political environment and no imminent CIR.

## **QUESTION TWO**

***How can we more effectively remove structural barriers to allow immigrants to engage and thrive in our communities?***

(Six breakout circles; total of 59 participants)

## **DETAILED NOTES FROM CRITICAL QUESTION TWO**

## Naming Structural Barriers

- Barrier: childcare strategies, invest in universal preschool/early learning; train childcare providers/certification; child care on adult education campuses
- Barrier: Limited English language proficiency
- Racism
- Poverty and lack of familiarity with the socio-economic opportunities in different communities
- Poverty
- Lack of information: outreach to inform the community, go where the people are, simplify access to services
- Low education: funding of ESL and after-school programs
- Lack of knowledge of resources and opportunities (not hearing about them), use both print and digital media to remedy this
- Fear
- Structural barriers are often caused by and because of the mindset of those who impact or continue those barriers. We must effectively influence those who have divergent or negative views of immigrants and immigration - this must not be overly confrontational
- Local barriers could be more effectively addressed by identifying policies that may be amended at the local level or policies that can be immediately addressed in the region
- Recognize that the barriers facing immigrants is more than being immigrants but it is about racism and fear of the "other". Under this premise, immigrants are being kept out of housing (or used as symbolic images to create fear about "who lives next door") kept out of good jobs, etc.
- Recognize immigration as a class struggle, a struggle for land, housing and employment.
- Solutions should involve addressing economic barriers, access to affordable housing, etc.

## Educate, Build Awareness, Train & Empower

### *Educate, Build Awareness, Train & Empower Immigrant Communities*

- Educate immigrants about their rights
- Know your rights: awareness, labor, health, education rights
- What are your rights as an immigrant? Inform rights
- People don't understand constitutional Bill of Rights applies to all people including non-citizens
- Need to build power as immigrant community and with other communities
- Build local power through community organizing including across different sectors - employers, low-wage white workers, other communities of color
- ESL programs, job search classes, intercultural talks
- Community information sessions
- Education (formal, informal, peer) for immigrants
- Rapid response new immigrants, 5 essential things to know in U.S.
- Mix parent support group across economic, education, and cultural lines
- Access to high quality education
- Educational outreach variety of topics
- Community meetings KYR

- Overcoming cultural stigmas of seeking assistance
- Create mentorships
- Develop leadership in immigrant community
- Parent leadership development and organizing to close racial and economic achievement gap and meaningful parent involvement in schools
- Support leadership development programs for immigrants of all ages

#### *Civic Engagement*

- Get immigrants elected into office, on commissions, in more public sector jobs and pass local policies for sanctuary
- Outreach to immigrants to encourage participation in changes - to help with policy changes
- Incentivize immigrant engagements in politics & advocacy
- Rethink civic engagement (traditional model not inclusive)
- Reduce lack of knowledge regarding what immigrants can do to participate in local government or politics
- Create programs and projects to easily empower immigrants to get into politics - make it fun and easy!
- Coach the community members on how to fight and retain services/programs; how to advocate for themselves by following the process to express their ideas or requests at the decision-making table

#### *Educate, Build Awareness, Train & Empower Broader Receiving Communities*

- Engage the receiving community: Share immigrant stories, facilitate conversations between immigrants and receiving community, data/research on immigrant contribution & ROI
- Educate local community about the value of immigrants
- Monthly national conversations on race and xenophobia
- Our education system to include organizing, critical race studies, alternative ecosystem, ethnic studies to (?) Narratives of immigration from a young age
- Public education, debunk myths about migration
- Multicultural education
- Reduce fear in communities
- Create educational workshops to get closer to the community - topics could be - diversity, cultural acceptance, language barriers, unity, among others

#### *Opportunities for Institutions (service providers, schools, organizations, government)*

- Public school curriculum that helps teachers and students learn about diverse communities
- Institutionalize that schools/all learning institutions are "safe zones" and discussions/conversations are encouraged within the classroom/learning space
- School-based mediations to address fear
- Build bridges via education/schools/churches

- Systems in place that support parents feeling safe to be involved in schools of their kids. Ideally support from superintendent
- Create spaces to allow immigrants to talk about their fears and worries
- Provide safe place where families are able to share honestly & openly
- Create spaces where people of different cultures or beliefs can be social together
- Provide a safe environment for immigrants - coordination of services with other agencies
- Training for SVC providers on diverse communities
- Facilitators who run meeting groups, diverse groups, meeting places & forums - bring diverse communities together to organize
- Hold national days of action highlighting immigrants' contributions
- Foster visibility of immigrant community
- Grassroots organizing & public official leadership
- Help the American public and policymakers to understand the impact of dangerous federal anti-immigrant policies by telling and elevating stories from our immigrant communities
- Develop long-term advocacy to educate incoming lawmakers about immigrant issues
- More funding for higher capacity for organizations doing good job but overwhelmed
- Multi-sector dialogue about racism
- Cultural competency government, nonprofit, and private sector, new approach
- Be accessible to them, speak their language, have representations
- Be responsive to their needs
- Taking a stand and speaking out
- Public/institutional support, civic leaders affirming immigrant integration
- Support immigrants with information and legal services to stabilize their immigration legal status if they can so that they are not fearful of civic engagement
- Policy advocacy with local, municipal and county governments to be intentional about supporting immigrant integration and creating a welcoming environment

## Build Bridges

### *Cooperation & Collaboration*

- Promote structured collaboration among stakeholders (ESL providers, service providers), Advocate for inclusion of immigrant integration in state legislation (re: adult education) vs workforce.
- Build bridges among different communities that are oppressed: immigrants, women, people of color, Muslim, etc.
- Local government partnership, language access, partnerships with state of CA
- Build bridges of resistance and solidarity to promote policy changes
- Invest in innovation and partnership
- Expand public/private partnerships to incentivize citizenship pathways and reduce costs i.e. OCEIA & MAF, MX Consulate & MAF, Lending circles 4 Citizenship, MATU program & credit building
- Coordinating services with other organizations
- Strong advocacy & network
- Finding spaces where we are one

- What is it that unites us?
- Legal services and organizing, hand in hand
- Collaboration of education and other service providers: know each other, work together for referrals, warm hand offs, no "wrong door"
- Develop/ recommend across counties similar strategy to allow movement of immigration i.e. ICE agreements, farm labor, health care, legal

#### *Service coordination*

- Database with services
- Referral organizations
- Know your rights
- Leadership development
- Peer to peer training in organizing

#### Pathways to Social & Economic Integration

##### *Integration Services*

- Social, linguistic, economic integration aspects
- Increase federal & state funding for immigrant integration services
- Assistance for naturalization
- Provide reasonable pathways to citizenship which include immigration legal assistance
- USA integration coaching sessions
- Legal services/know your rights
- Immigration legal services, citizenship
- Legal services for naturalization, screening for other remedies, deportation defense
- Access to high quality legal services
- Access to legal representation
- Easy to understand education materials, step by step explanation and understanding and implementation of new acquired knowledge
- Pursue, expand, and replicate successful policies in other locations of country
- I.e. Dreamer scholarships at colleges, drivers' license for undocumented immigrants
- Peer to peer mentoring program to help navigate systems & processes
- Streamline processes to allow for easier methods to access services (reduce paperwork, language capacity, etc.)
- Childcare & other supports
- Developing an app that serves as a directory for services in each county
- Coach/bus to take services to immigrants (rather than they have to travel to you)

##### *Language Access*

- Language access is needed for: work/economic, cost of access to education, awareness of options, services for undocumented, child care & other supports, healthcare, technical access
- Language access for all ensuring access to reliable information for diverse immigrant populations
- More literature and advertisements that span multiple languages

- Address (bilingual) teacher shortage
- Reduce language barriers among immigrants
- Language access policies
- English classes
- People having access to info in their native language (from local governments)
- Digital literacy, universal wifi access
- ESL & adult schools (free)
- ESL classes at church, work, schools

#### *Work/Employment/ Economic integration*

- Restructure the professional recertification system for highly educated immigrants to prevent brain waste
- Inform workers' rights, education about unions
- Job placement
- Increase economic opportunities
- Possibilities to generate income without work authorization; entrepreneurship and LLCs
- Ensuring there are systems or processes set up in cities that make it easy/realistic to access info/forms such as small business licenses
- Create a fund to promote cooperatives, removing the I-9 problem
- Recognizing/certifying degrees from other countries so immigrants don't have to start all over
- Free access to college
- Financial support while work (or to allow them not to work in case of childcare)
- Economic integration: support asset building work to give immigrants tools (mortgages, savings accounts) for long-term financial security
- Helping immigrants that have higher education in their countries who do not know how to find a job in their field.
- Assistance with CVs, job interviews, networking

#### *Healthcare*

- Robust social services
- Health care for all
- Require living standards of pay and health for undocumented workers
- Effective mental health system - free and universal that addresses systemic sources of intergenerational trauma

#### *Housing*

- Smaller housing units
- Housing assistance
- Universal housing
- Info campaign regarding housing options through ethnic media
- Policies to protect renters' rights

### Reforming Policy and Messaging

### *Government Protections & Allies*

- Engage more closely with state office of immigrant integration to learn their position and how they are willing to help and support counties or regions
- Can California provide more legislative constitutional protections than Fed. Government? We need to start now
- Local government leaders on immigrants' side; declare sanctuary cities
- Protections from the state/CA
- Promote pro-immigrant state and local policies
- Banner of trust and safety to address structural barriers: further strengthening local policies that create a firewall between law enforcement and immigration
- Fiscal & Federal protection of immigrant rights
- Litigate against constitutional policies
- Promote safe communities
- Empowering advocates grow our army of allies
- Progressive policy changes/advocacy
- Open borders policy
- Permanent legal status for those who do not have it
- Language access policies and funding to operationalize
- Need to do a fiscal analysis of federal funding coming into our region and what are short/long term potential cuts. Do you live in a "secure community"? Def: no cooperation with federal government in deportation of immigrants. If are: Will fed funds be cut?

### *Law Enforcement / Criminal Justice Reform*

- Dismantling anti-immigrant criminal justice laws, locally, state, and federal
- Keep people out of detention
- Zones of safety and deportation defense teams to address - fear of going to schools & clinics
- Ensure public defenders and criminal defense attorney understands the immigration consequences of criminal convictions
- Immigration fraud prevention
- Take down our prison system that criminalizes and kills voting rights, breaks up communities, perpetuates violence
- Fund removal defense
- Engage D.A. in vacating convictions
- Legal reform for frequent minor convictions that stand in the way or threaten ability to thrive i.e. No drivers' license
- Stronger language access to ordinances and implementation
- Getting police department to make statements that they do not plan immigration sweep for individuals, no plans to separate families
- Model local policies to push back on harmful federal enforcement policies
- Organizing for changes in policies and practices with law enforcement, no participation communication with federal immigration enforcement
- Law enforcement related dialogue with regional city managers/police or others

*Messaging*

- Need post-election analysis: Are OVR messages working? Are OVR narratives working?  
What voice could or should SVCF have in promoting immigrants?
- Media blitz/outlets messaging
- Address misinformation/myths in the immigrant community that prevent immigrants from accessing opportunities
- Debunk false dictionary, brown criminal & "traffic" immigrants
- Remove distinctions that are often racially biased like temporary visas versus H1B versus green card
- It's about messaging

## QUESTION THREE

What creative, innovative, or non-traditional approaches might we consider to support immigrants' upward economic mobility and advance progress on pressing immigrant issues?

(6 breakout circles; total of 55 participants)

### DETAILED NOTES FROM CRITICAL QUESTION THREE

#### *Economic Security for Immigrant Communities*

##### *Entrepreneurs*

- Support undocumented immigrants in starting businesses:  
LLCs and sole proprietorships, career licenses, entrepreneurial training
- Promote entrepreneurship among immigrants
- Small business positive feedback.

##### *Work Access*

- Develop a CA work permit for immigration - i.e. farm labor, construction, restaurants, etc.  
– to allow economic mobility across the border and for refugees.
- Payment system for undocumented. Get California corporations to adopt a method of paying via stipends - like the DREAM Summer Internship Project - that doesn't require a social security number.
- Civil disobedience. Ask employers to not terminate their employees because their visas ended.
- Funding for professional internships for undocumented youth
- Work access for immigrants and refugees
- Inform immigrants and community about economic mobility already in place in California 1) open own businesses 2) labor law
- Concern about DACA ending and dreamers not having the opportunity to collect their salary if changes occurred. Can we set up a payment system for corporations to pay dreamer workers not depending on social security #?
- Creative process to create a guest worker program involving actual farmworkers and their families.
- Incentives: A year, a month of work with people not from your national origin tax reward.

##### *Safety net*

- Micro lending for undocumented families and DACA students
- Offer coaching for job interviewing, skills coaching, mock interviews
- Small grants - living expenses for individuals shut out of educational programs.

##### *Alternative Economies*

- Trueque (barter) don't depend only on money.
- Bartering system ban repealed e.g. trading garden grown food

- Create community based banking systems
- Research ways to create legal systems for work that mirror the work of the sanctuary movement but applied to a legally viable parallel economy.
- Use technology to build a platform that allows immigrants who do not have work permits to "barter" services for needed resources, like swapright.com etc.

*Foster cooperative models of working and living*

- Give new immigrants training on how to build cooperatives.
- Microloans for immigrants and create cooperatives they can use to advance their small business.
- Cooperative land/housing ownership
- Build bridges of resistance, promote the creation of worker cooperatives.

*Affordable housing*

- Identify sources of funding that allow undocumented immigrants access to affordable housing.

*Legal Defense Services*

- Funding for deportation defense.
- Deportation Defense funding - train attorneys, engage consulates.
- Deportations. Create and connect the legal world with the community. 90% of deportations are folks without a criminal record. In fighting deportation, how do we connect the community to the legal side? How do we engage people that are not normally in front of the fight? Undocumented immigrants will need people in front of them. How do we engage them?
- Develop a community led deportation defense model - bond packets, PD packets, petitions - work with organizers
- Use detained client rep and removal defense to educate families and connect to grassroots advocates.
- Provide capacity building to help people practice immigration law without being attorneys.
- Get pro-bono lawyers to do limited scope legal work to rural communities. How can we use virtual platforms to connect more lawyers in the Bay Area from their offices to rural communities? General immigration work, application for citizenship if eligible. Current DACA holder for example, to reassess their status and inform them of what they should know about what are their next steps. Legal counsel.
- The foundation is great and it provides great funding to needs in the region. But not many people know about what the foundation is doing. We need to tell the story of the work. NGOs providing legal services have a similar challenge. Many immigrants do not know what legal services are available. Knowledge equals power and it generates strengths. Create a culture of knowledge for immigrants.

- After November 8, 2016, there is a desperate need to: screen all undocumented immigrants, refer to the 15 SVCF immigration providers, screen all naturalization eligible green card holders to help increase naturalization.
- More grassroots legal screening

*Advocacy – international, national, local and state, with the tech sector*

*International*

- Cross-border advocacy.

*National*

- Immediate action needed: Work with national allies to move President Obama's final 90 days towards securing wins for immigrant communities. For example, many are already raising the idea of President Obama granting presidential pardons to all DACA recipients.

*Local and State*

- Closer collaboration between Foundation and California State around innovative workforce development funding for immigrants and refugees.
- Funding that supports education for adult immigrants is at risk. Advocate to keep funding for education in immigrant communities. Protect funding sources for education of adults.

*With Corporations/Tech*

- SVCF advocate with corporations to be as supportive of their lower paid employees who are immigrant as corporations are for H1B staff.
- Prepare companies to support DACA employees who may lose status.
- Money talks. Campaign to get major tech and other corporations to agree and put in place a set of standards / workforce protections /policies for immigrant employees (sanctuary movement)

*Changing Hearts And Minds*

*Reframe narrative using media campaigns*

- Reach people that don't believe in immigration. Using PR, highlight immigrants' contributions. Invite people that have different positions, Don't just discuss issues with likeminded people. The non-believers need to be reached and invited to the conversation.
- Newspaper articles, celebrating immigrants to make examples of them as contributors. Awards, multiple ways.
- Statements to public and large film companies to change the stereotyping roles of immigrants.
- Broadcast something like "A Day Without a Mexican."
- Keep writing and telling stories (#define American time's #defineAmerican, #Americanvoices ....) For every negative story, we have 5 positive stories.

- Identify professionals who also have a personal stake. Who are the key messengers? Jose Q – genius...Jose Vargas - undocumented reporter, other amazing leaders of color, new Somali representative in Congress.
- For those opposed to immigration - a day where you can't have anything created by an immigrant.
- Challenge all elected officials to investigate and tell their immigration history publicly.
- Events that bridge divides (not necessarily advertised) as refugee/immigrants. Have "paint nights" for immigrant artists who have left their community of support when they come to the USA.

#### *Build bridges through storytelling*

- Increase opportunities for bridging the divide and increasing awareness and promoting transformation through storytelling
- Storytelling designed for audiences less exposed to the immigrant experience, not status quo communities that preach to the choir.
- Lift up client stories with media to shift narratives and influence policy makers.

#### *Empower immigrant communities to tell their own stories*

- In all program areas - immigration, job search - recruit volunteers or blog contributors from current clients. Engage, teach, allow folks, to make our organizations their organizations.
- Have a forum sponsored by SVCF for DACA students, undocumented folks, and allow them to direct their own path.

#### *Community conversations*

- Community dialogue process – what do receiving communities think, feel, value, want in immigrant integration.
- Build alliances and share stories with high tech workers at all levels.
- Bridge building - community dialogues to build empathy and understanding with new immigrants and existing community members.

#### *Promote Historical Accuracy*

- Create and disseminate historical reports to better understand racial/immigrant experience for particular areas in region.
- How do we build mainstream recognition for the fact that SV is not a meritocracy.
- Media 1. Inject Humor - Saturday Night Live 2. Dispel Fallacies in Media left and right.
- Show impact of undocumented immigrants on broader society.

#### *Organizing*

##### *Mobilize within immigrant communities, support community led institutions, leadership*

- Fund movement building led by immigrants / grassroots community lead.
- Grassroots leadership development.

- Build community, learn about resources, family to family outreach to share information and resources.
- Communication and support for immigrant communities through church organizations.
- Engage less traditional partners, disseminate know your rights-information, Train the trainer, build a web of educators, to easily distribute information as it comes out to immigrant communities.
- Opportunities where immigrant communities can organize through non-traditional highly effective local community leadership model ~ resource referrals and new business ventures.
- In all program areas - immigration, job search – [SVCF] recruit volunteers or blog contributors from current clients. Engage, teach, allow folks, to make our organizations their organizations.
- Invest in increasing the promotora model in our region
- Those affected most by the immigration issues should direct their own paths with help from professional organizations.
- Fund the capacity of CBO organizations to implement and expand base building and leadership development work so immigrants are agents of social change in their own communities
- Leadership development in immigrant communities.
- Increase capacity for small organizations to support immigrant communities.

*Mobilize across immigrant communities*

- Be very cognizant of needs and envy between struggling groups already here and new immigrant groups. "Worked with Southeast Asians who faced a lot of discrimination with other immigrants and folks who were already here but felt they weren't being heard. So need to be cautious not forget about folks already there." Empathy and bridge building.
- Encourage partnering & mentoring between established and new populations & individuals.

*Activate our networks – cross-sector mobilizing*

- Immediate action needed: the election of Trump is part of the worldwide rise of nativist, anti-immigrant, and fascist movements. There is much work needed now to fight that movement and build rapid-response community defense networks. We need to build broad base strong community networks to protect again ICE raids. We can't wait until 2018 to do this work.
- Come together across sectors - faith, labor, #blacklivesmatter to mobilize our community.

*Engage allies and support them in taking their stand for immigrant communities*

- "Allies need to stand up and make clear that we are not going anywhere. Intrigued about bringing non-immigrants into the conversation. And what is the role we have to our employees who we bring to our homes." "What obligations do we have to the people who take care of us?"

- More dialogue about personal responsibility to undocumented (immigrants) who work for their families and us; caregivers, domestic worker, service provisions.
- Build alliances and share stories with high tech workers at all levels.
- How can we get the business community - local business associations, chamber of commerce, redevelopment districts (CDBGs) to work together to support and recognize the value of immigrant owned businesses and help them to anchor and thrive. Businesses are often interdependent, "a rising tide lifts all boats."
- Employers on the importance of the immigrant workforce.
- Bring non-immigrants into discussion.
- Require federally funded live abroad for a year program for high-schoolers.
- Build power with untraditional allies, employers, low wage white workers, other communities of color, skilled workers.

#### *Know your rights- use legal services for organizing*

- Use legal Know Your Rights as hook to educate and politicize communities.
- 1. Let them know their legal rights - 2. Coach them to navigate the system 3. Teach them how to interact, express themselves.
- Transform and organize clients.

#### *Community trainings*

- Civic resource class and guides to educate civic leaders on how to engage and support immigrant populations
- Non-violent resistance training
- Bystander intervention training
- Training and Resources for Community Peace Action to counter discrimination. Book: The Third Side. Fisher and Uri. Witnessing for Civility and Peace.

#### *Organize around campaigns*

- Mass movement for mixed status families, to build on immigration status. Push as family unit.
- Large citizenship campaign including media, personalities, etc. with funding for application fee.
- Push for allowing non-citizens to vote in state local elections.
- Census is coming up, be counted!

#### *Hold space for civil disobedience*

- Local governments defy Federal enforcement.
- Employers refuse to terminate undocumented workers.

#### *Create/Hold safe spaces*

- Innovative idea: create safe opportunities for the immigrant community to engage in becoming part of the "We the People."
- Protecting DACA by offering sanctuary at houses of faith across peninsula; build a movement.

- Communication and support for immigrant communities through church organizations.
- Maintain a sense of purpose and belonging in light of the changes.
- Social movement to create network of safety.
- Provide community wide forums to give information to the immigrants concerned with the results of the election and the future of the government.

### *Research and Policy*

#### *Increase understanding of the impact of changes in Federal policy*

- Understand the impact of new immigration enforcement policies on the economic situation of immigrants in the region and state.
- Impact on health security: 3 million Californians affected by ACA repeal; 200,000 + children impacted by defunded medical programs.
- Impact on economic security - repeal of ACA, health for all kids, repeal of DACA
- Impact on safety and security of immigrants: raids, I-9 audits, e-verify sanctions, deportation programs
- It is important to understand what the DACA repeal might look like for the economy. In addition, we should have clarity about the impact of the repeal of Obama Care in the life of CA children.

#### *Enforcement/Harm Reduction – importance of local, state arena*

- More humane family separation so parents have time to plan, do guardianship, business impact
- Coordinate with other national governments (i.e. Mexico +) "What is the coordination with the Mexican government to prepare for what might happen (deportation)?"
- Constitutional protections. California can adopt policy that supersedes federal law.
- SB11-S9 support
- Have state government provide state constitutional protections to immigrants exceeding federal protection.
- Focus on getting immigrants elected to public office and in influential leadership.

#### *Workforce development and economic security*

- Closer collaboration between foundation and California State around innovative workforce development funding for immigrants and refugees.
- Partner across communities in similar economic circumstances to build visibility and power for economic policy changes.
- Resolutely tap into the immigrant workforce with effective policies for their economic mobility and progress

### *Integration*

#### *Differentiate*

- Immigrants are not a monolithic group but lots of variety and skills/experiences that they bring to this country. Making sure to match their skills and needs.

- There is a difference between immigrants and refugees. Maybe have different pull/push factors.
- Skills of immigrants overlooked. Not given a chance to use.

#### *Reduce institutional barriers*

- Immigration department should hold more "off hours" or after hours events.

#### *Increase access to services*

- Leveraging and expanding community school model with family resource centers and reduce the barrier to accessing services.
- Build on what's good. Listen, learn, research, pilot. Use design thinking to create solutions that meet power points to build on what are there e.g. lending circles.
- Invest in coalition building between cross -sectional service providers
- Improve strategies for immigrant integration

#### *Education*

- College and University liaisons/ambassadors in partnership with CBOs in order to support pathways to higher education and increase students in higher education.
- Work with high school and middle school immigrant students to increase graduation rates and college access.

#### *Technology*

- Use technology to have a broader impact on services, communities, and advocacy for immigrants.
- How to apply Silicon Valley spirit of innovation to social change?
- Build a tech-regional wi-fi system so all regions can access the services. Google and Facebook should help us solve these technical problems in the region.
- Information in one place—jobs, services, an app that can help recent immigrants. Inventory or resource finder.

#### *Young people at the center*

- Every initiative should include youth leadership, how to make that logistically possible.
- "Students are walking out today in four colleges in our region. We need to build the capacity of movements that are birthing in this historical moment. Movement building with immigrants needs support and capacity building. How do we support the next Black Lives Matter, Occupied movement."
- Champion youth leadership in all aspects of this [immigration] program area.

#### *Reflections on Role for Foundation*

##### *Advocate within Philanthropy*

- Increase funding for SVCF immigration program area.
- SVCF individual donor > grantee face time.

- Support linkages between donors and grantees, facilitate sharing of stories, transparent communication with donors.
- How can we connect organizations with individual donors in a rapid response process to address the gaps that exist in the work NGOs are currently engaged in? SVCF should take on the responsibility to bring donors closer to NGOs.
- Create educational opportunities for donors at the community foundation to learn more about the immigration issues that NGOs are working on.
- Creative partnerships with mainstream funders. SVC hold an initiative on unemployment where immigration will be involved. An innovative way for us to help other funders who can't take a stand on immigration.

*Research and Information hub*

- SVCF circulate Policy Paper on the Economic impact of immigrant workforce, amplify with editorials, and press action.
- Raise awareness of refugees around service providers collaborations, Joint research (Legal / Health MH)
- Foundation research on anti-immigrant fascist community actions that have happened historically in the U.S. and around the world." What have been effective strategies to counter some of what we are seeing now? What has worked in other parts of the world?"
- Think about legal convictions: prison and legal reform. Research laws and community at risk. Publish reports; "Who is he talking about? What kinds of convictions? Are there minor ones that could tackle through policy change?"
- Everyone is sharing information. Who is trusted? How do we recognize good information from bad? SVCF could provide a seal of approval.
- Understand the impact of new immigration enforcement policies on the economic situation of immigrants in the region and state.
- Impact on health security: 3 million Californians affected by ACA repeal; 200,000 + children impacted by defunded medical programs.
- Impact on economic security - repeal of ACA, health for all kids, repeal of DACA
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- It is important to understand what the DACA repeal might look like for the economy. In addition, we should have clarity about the impact of the repeal of Obama Care in the life of CA children.

*Mobilize allies to immigrant community*

- Invest in work of "white" people in "white" communities. " Can the Foundation invest in white people to work in white communities? Working with white privilege community. There is a violent strain taking root."
- The Foundation can have strong influence with people that have the resources.
- Find and join with nontraditional allies to support the work.

*Take a stand*

- Publicly stand in solidarity with immigrants.

*Focus on strengthening relationships*

- SVCF is a community organization - focus on solutions that involve / engage both immigrants and the larger community in one-on-one connections.

*Empower grantees, especially young people*

- Champion youth leadership in all aspects of this [immigration] program area.
- In all program areas - immigration, job search - recruit volunteers or blog contributors from current clients. Engage, teach, allow folks, to make our organizations their organizations.
- "Ask immigrants, what do immigrants really want? Engage immigrants. Can't decide for them. Bartering systems for services. A different way of thinking of economic opportunities."

*Be strategic*

- Foundation should have about a 4-5 year timeframe for response strategy. We have to respond to DACA. Multiple nonviolence, resistance trainings to sit down in the way of authority and go to jail for it if necessary.
- Think Long Term/Short term strategies

*Focus on DACA/Dreamers*

- Help to protect DREAMERS, signing on with the sanctuary moment, as an ally
- Convene Forums of DREAMers and undocumented immigrants. SVCF sponsor an immigration night for DACA and families that is safe. They will have a different perspective than non profit organizations.

*Participate in and shape regional, national conversations about immigration*

- What is the role of the SVCF (and Silicon Valley generally) in moving the national conversation about immigration? How can we help and hinder support for immigrants nationally?
- "The Foundation is great and it provides great funding to needs in the region. But not many people know about what the foundation is doing. We need to tell the story of the work."

*Re-evaluate Strategy around Legal Services*

- [SVCF should] have a more participative and inclusive approach to immigration legal service provision.
- Reconsider the Foundation's investment in legal services, [SVCF] needs to reconsider what are the legal services and needs now in this context.