



# ■ Grantmaking Strategies

Research Paper

Immigrant Integration in Silicon Valley:  
Legalization, Language Acquisition and  
Bridging the Cultural Gap



# Immigrant Integration in Silicon Valley: Legalization, Language Acquisition and Bridging the Cultural Gap

Prepared by Manuel J. Santamaría, Program Officer  
Mauricio Palma, Director, Early Learning Initiatives

In Silicon Valley, one-third of our residents are immigrants, nearly half of our work force is foreign-born and close to two-thirds of those under the age of 18 are the children of immigrants.<sup>1</sup> Given this demographic reality, a new social model of immigrant integration – one that promotes mutual benefits for immigrants and their receiving communities and that allows newcomers enhanced civic participation and improved economic mobility – is critical.<sup>2</sup>

Immigrating to a new country and learning a new way of life is a highly individualized process of acculturation during which the individual both keeps and sheds some elements of his or her previous culture and chooses to adopt some elements of an American or mainstream culture. This process is usually a gradual one. Factors that influence how quickly an individual adapts, as well as which new cultural elements will be adopted or not embraced, include both personal preferences and circumstances.

Current thinking on immigrant integration supports not only the immigrant taking responsibility for the adaptation process, but also the immigrant's new home community, known as the receiving community, taking responsibility for the process. This two-way model does not place the entire burden on the individual, but rather emphasizes that both mainstream institutions and community members have important roles to play. The goals behind immigrant integration are for the individual immigrant<sup>3</sup> to take responsibility and to be supported in order to be productive and contribute fully, and for the community to acknowledge the differences among community members and work toward becoming a cohesive whole.<sup>4</sup>

The greatest challenges facing our two-county region's ability to integrate immigrants successfully include: 1) an inadequate legal services support infrastructure, 2) the insufficient number of effective adult English language acquisition programs and 3) the ability of receiving communities to understand newcomers and recognize that many bring contributions to our region. Acknowledging these challenges, the community foundation is in a unique position to take leadership and partner with other stakeholders to initiate and invest in community-wide efforts that can intentionally weave newcomers<sup>5</sup> into the fabric of society and create opportunities for them to work with native-born residents on shared community goals and objectives. How we move forward as a region and as a society depends on whether immigrants are educated, whether their families prosper and whether their communities find a civic voice.

## Problem Statement

In the past decade, Silicon Valley has experienced rapid demographic change. Data from prior years and indicators from Census 2000 show that the best estimate of the number of immigrants in San Mateo and Santa Clara counties is nearly 800,000 out of an estimated total general population of 2.7 million. This is more than twice as many immigrants as any other two counties in the Bay Area. Of California's 58 counties, only Los Angeles County and Orange County have more immigrants than Silicon Valley. However, San Mateo and Santa Clara counties are both majority-minority counties, and have more Asian and Latino immigrants than any other Bay Area community.

In Santa Clara County, San José, the 10th largest city in the United States and with a population of 925,000, is a majority-minority city and has more Vietnamese than any city outside of Vietnam. In San Mateo County's Daly City – one of four cities in the community foundation's region with 100,000 or more residents – 55 percent of residents are foreign-born.

Silicon Valley is an immigrant demographic microcosm of the United States. Five of the top six countries from which the most people come to the United States are the top five "sending" countries to both San Mateo and Santa Clara Counties: Mexico, the Philippines, India, Vietnam and China. Only Cuba (3.5 percent of immigrants nationally) is not represented in high numbers in the two counties.<sup>6</sup>

In addition, Silicon Valley is home to a large number of refugees from the top five countries from which refugees come to the United States. These refugees are admitted to the United States because of persecution on the basis of race, religion, ethnicity, political opinion or membership in a particular social group. Refugees who are resettled in our region primarily came from Bosnia/Herzegovina, the former Soviet Union, Vietnam, Somalia and Iran.<sup>7</sup>

The influx of immigrants into our region's 57 cities and towns (including unincorporated areas), coupled with higher birth rates among Latinos and Asians, will increase the challenges and opportunities for immigrant integration.

One challenge to immigrant integration is related to the inadequate legal support services infrastructure for both documented and undocumented immigrants. Although in Silicon Valley some immigrants are high-skilled workers who can afford attorney fees and legal services, there is a critical need to provide disadvantaged, low-income immigrants and refugees assistance with routine and complex immigration and citizenship cases.<sup>8</sup>

The legal services infrastructure in the region has developed significantly since the Immigration Reform and Control Act of 1986, the nation's last legalization program. However, this infrastructure faces daunting challenges in trying to accommodate an overwhelming workload despite limited resources. A 2007 survey by Grantmakers Concerned with Immigrants and Refugees of 64 legal service providers in Northern California revealed that these agencies are providing services to 8,000 individuals, barely 10 percent of all individuals eligible for immigration status adjustment. For future legalization reforms to succeed, legal services agencies will need to expand their services three- or four-fold.<sup>9</sup>

A second challenge to immigrant integration is the insufficient number of effective adult English language acquisition programs. Immigrants come to Silicon Valley to build – or rebuild – their lives.<sup>10</sup> They come to Silicon Valley with potential to contribute, but the lack of English competency prevents them from using their skills and talents. Fully competent adults who lack the ability to speak, read and write in English may need to rely on their children to interpret for them. Providing adult English language instruction would be an investment in the human capital of our region that would generate quantifiable net gains in the form of increased tax revenues, lower social welfare payments, and improved educational and workforce outcomes among the children of immigrants.<sup>11</sup> Despite the growth of the immigrant population and the benefits of promoting English proficiency, federal and state funding has not kept pace for adult English as a Second Language and Vocational English as a Second Language, or ESL and VESL instruction.<sup>12</sup> Funding shortfalls, uncoordinated programming and resource deficits among providers mean long waiting periods for enrollment, overcrowded classrooms and a lack of updated materials and equipment.<sup>13</sup>

A third challenge to immigrant integration is the inability of receiving communities to understand and recognize immigrants as real and potential assets in the community rather than as liabilities. Conversely, newcomers may have cultural misunderstandings and misperceptions about their receiving community that may create barriers to integration and community building. Culture plays a significant role in defining our identity and world view. For both the receiving community and immigrants, cultural interactions can occur anywhere and everywhere, such as the park, community center, school and grocery store. However, such positive interaction will not likely happen or be meaningful without programs that intentionally bring people from different cultural backgrounds together to establish trust and work on common issues.

## **Context**

The United States is a nation of immigrants and owes its political, economic and cultural strength to the contributions of people from many different countries. Three laws passed in 1996 – the Illegal Immigration Reform and Immigrant Responsibility Act, the Anti-terrorism and Effective Death Penalty Act, and the Personal Responsibility and Work Opportunity Reconciliation Act – have limited immigrants' eligibility for federally funded health and social service programs. Further policies<sup>14</sup> enacted since September 11, 2001 (from the USA Patriot Act to the Real ID Act) have

weakened civil rights protections for both citizens and non-citizens, particularly those who are of Arab, Muslim, Middle Eastern or South Asian descent.<sup>15</sup> Finally, comprehensive immigration reform stalled at the federal level in July 2007, prompting some state and local governments to institute anti-immigrant policies (e.g., not renting apartments to anyone defined as an “illegal alien”<sup>16</sup> or passing ordinances that restrict the issuance of business permits to only those individuals who can prove they are legal, permanent residents).

Regardless of immigration status, newcomers are woven into the fabric of the United States and many of the estimated 12 million undocumented immigrants<sup>17</sup> are becoming part of our society. In addition to staffing our businesses, immigrants go to school, belong to religious congregations and engage in community life, yet their lack of legal status, limited English language skills and misunderstandings and mistrust across cultures in their communities create significant barriers to integration.

Finally, 85 percent of immigrant families have mixed immigration status – 75 percent of children in immigrant families are U.S. citizens and more than 3 million children have undocumented parents.<sup>18</sup> This demographic difference is important because the prevalence of mixed immigration status families means that when laws, like those passed in 1996, draw sharp distinctions between citizens and non-citizens, members of the same family are treated differently<sup>19</sup> (e.g., loss of Medicaid, food stamps, health insurance and any general assistance programs).

### **The Case**

The community foundation’s vision for greater civic participation, strengthening the common good and improving quality of life across both counties responds to current demographic realities and recognizes that the integration of immigrants is crucial to the region’s continued vitality. In San José alone, immigrant owners of technology companies created more than 58,000 jobs and generated more than \$17 billion in sales during the late 1990s. Google, Sun Microsystems, eBay and Yahoo! are all companies that were founded or co-founded by immigrants.<sup>20</sup>

A focus on immigrant integration is not new to the community foundation; it builds upon successful work of both parent foundations’ prior grantmaking support and civic engagement efforts. For example, through three of its grantmaking portfolios (Community Building, Health and Wellness, and Supporting Families) Peninsula Community Foundation funded programs such as 1) the Building Skills Partnership, a nonprofit training opportunity fostered among the California janitors’ union (SEIU 1877), building service companies, high-tech companies (Genentech, Google, Yahoo!, National Semiconductor) and Stanford University that provides education and training support for low-wage workers to advance their English skills, career opportunities and self-sufficiency, 2) the Civic Engagement Project, developed jointly with the David & Lucile Packard Foundation, the James Irvine Foundation, the Walter & Elise Haas Fund and the Miriam & Peter Haas Fund that supported innovative, community-driven strategies of civic engagement on behalf of young children and families by providing grants, resources and technical assistance to First 5 Commissions in eight California counties, and 3) Springboard Forward, a workforce development agency that provides placement services matching low-income unemployed or under-employed individuals with employers seeking entry-level workers.

Similarly, Community Foundation Silicon Valley, provided grants to 1) People Acting in Community Together, an affiliate of the PICO National Network,<sup>21</sup> one of the largest grassroots community efforts in the United States, which provides leadership training that teaches people the skills to exercise a voice in the public arena through dialogue, research and negotiation with community members and elected officials, and 2) Asian Americans for Community Involvement, also known as AACI, which provides services to improve the health, mental health, and well-being of low-income Asian communities with a focus on immigrants who are survivors of torture in their home countries of Vietnam, Cambodia and Laos. AACI also offers ESL classes and citizenship classes to newcomers. All these grants were successful in leveraging partnerships and resources for each organization. The efforts funded continue to operate and/or used the lessons learned from initial endeavors to inform current and future planning.

With its parent foundations' legacies, the community foundation has the opportunity to support a regional, well-coordinated immigrant integration approach, with up-to-date research that builds upon existing programs and services that support legal services, adult education and outreach, and cultural bridge-building among all community members.

Over the past 10 years in San Mateo and Santa Clara counties, planning and coordinating efforts have had limited success in leveraging new partnerships with community agencies and funders, given county cutbacks and the loss of financial revenues due to the state's economic woes.<sup>22</sup> Despite these limitations, many immigrant-serving providers continue to foster multicultural communities<sup>23</sup> and promote the integration of immigrant communities. The community foundation is in a unique position to take a leadership role on convening and research<sup>24</sup> in Silicon Valley around current immigrant integration needs and policies. The community foundation can also help spur cross-county immigrant service provider networks and a new organizational system that informs the general public about the contributions of immigrants and refugees and that shares information with local and state policymakers to promote the rights of immigrants and refugees to full and equal participation in our region.

The community foundation is fortunate to have significant staff expertise in this area. Manuel J. Santamaria, the program officer who prepared this research paper, joined the community foundation in 1999 and has extensive community-building and philanthropic experience. Prior to his work with the community foundation, he developed and led initiatives for a network of family resource centers; helped develop education programs for children and adults; and has worked with local organizations that advocate for the protection of immigrant rights.

## **Grantmaking Strategies**

The community foundation will invest in three strategies that will leverage funding, public policy and regional partnerships at city and county levels.

### **1. Strengthen the Legal Services Infrastructure**

Politics have stalled the debate on comprehensive immigration reform, but the community foundation can make a significant contribution to ensure that communities in San Mateo and Santa Clara counties are ready when broad reform becomes a reality.

Access to affordable and reliable immigration legal services provided by nonprofit community organizations enables large numbers of immigrants to obtain legal status that can lead to better jobs, family unification, health care, increased educational opportunities for children and adults, and fuller participation in community life – the building blocks of strong communities and healthy societies.

Even in the best of situations, adjusting immigration status, applying for citizenship, obtaining a work permit or managing the myriad other immigration law matters can be full of delays and prohibitive expenses. For instance, the current naturalization process can take years to complete and cost a family an average of \$1,500 - \$3,000, an expensive rate for many families. To make matters worse, fraudulent notarios (public notaries) and immigration consultants prey on newcomers by selling false promises of citizenship or work permits. Nonprofit immigration legal service programs devote a significant portion of program time to correcting mistakes of unauthorized practitioners.<sup>25</sup> In order to avoid engaging in the unauthorized practice of law, it is particularly important that nonprofit immigrant legal service organizations apply for Board of Immigration Appeals, or BIA, recognition for their agencies and BIA accreditation for their staff. BIA recognition and accreditation helps to assure high quality legal advice and representation before the Department of Homeland Security, United States Citizenship and Immigration Services, immigration courts and BIA.<sup>26</sup>

Community foundation funding will be available for the creation of legal service collaboratives that formalize information sharing, networking and legal relationships across both counties. Applicant organizations will have an opportunity to apply for planning or implementation grants. These grants will (1) allow the prioritization of unmet immigrant legal needs and (2) provide possible collaborative members the opportunity to build cross-county connections to assess legal staff capacities to meet difficult immigration matters. A focus of the grant process will be placed on expanding the number of BIA-accredited staff at each organization and/or legal service collaborative. As a result, the community foundation funding will help increase the availability of services and remove some of the barriers to a large population of newcomers as they proceed toward citizenship, legal status and integration into local communities.

## **2. Adult English Language Acquisition**

The dramatic growth in immigration to the United States highlights the importance of developing effective strategies to help adult newcomers acquire English skills. English is truly the language of opportunity for today's immigrants: it opens the door to jobs that can pay family-sustaining wages and allows immigrants to communicate with their neighbors, their children's teachers, health care providers, landlords and others with whom they must interact on a regular basis. English skills are also crucial to passing the U.S. citizenship exam, which serves as a gateway to full participation in the life of one's community, including the ability to vote in local, state and federal elections.<sup>27</sup> The challenge of addressing the language acquisition needs of immigrant families is complicated by 1) the rise in the numbers of undocumented immigrants<sup>28</sup> and 2) the shortage of appropriate adult English language acquisition programs. Undocumented immigrants are ineligible for most federally-funded training programs and must depend on a patchwork of local and state-funded adult education programs for English acquisition and vocational training.

A recent study estimates that at least 3 million U.S. children live in households headed by undocumented adults, often in poverty partly due to the adults' limited English skills. Substantial evidence shows that holding all else constant, increased English ability brings higher earnings<sup>29</sup> with the greatest benefits accruing to more highly educated immigrants who can make use of specialized training once they have the English skills to do so. Statistical analyses have shown that immigrants who are English proficient earn between 13 to 24 percent more than immigrants who are not English proficient.<sup>30</sup>

In a region as culturally and linguistically diverse as Silicon Valley, best practices point to several strategies for adult acquisition of English language skills. First, it is important to test and place adult ESL students in the appropriate level for English instruction. By testing students and placing them with teachers that understand their background, culture and possibly speak their language, adult learners are able to begin their language instruction with positive classroom experiences.<sup>31</sup> Second, whenever possible, recruit bilingual and bicultural, credentialed ESL teachers. ESL teachers, although teaching in English to groups of adult students from different countries, use varying instructional techniques to help students learn (e.g., using visuals to support teaching techniques and concepts, scaffolding techniques to support tasks, such as asking learners to fill in words in a skeletal dialogue and then create a dialogue of a similar situation, or supplying key vocabulary before asking learners to complete a form).<sup>32</sup> Third, adult English language instruction providers should be grounded in the principles of adult learning (adults are self-directed in their learning, are practical, problem-solving-oriented learners and want their learning to be immediately applicable to their lives). In short, all adult learners need adult-appropriate content, materials and activities that speak to their needs and interests and allow them to demonstrate their knowledge and abilities.<sup>33</sup>

The amount of time it takes an adult to learn English varies from person to person and depends on such factors as the individual's age, educational background, level of literacy in the native language and opportunities to interact with native English speakers. However, it is generally accepted that it takes from five to seven years to go from not knowing any English at all to being able to accomplish most communication tasks including academic tasks.<sup>34</sup> Research done for the Mainstream English Language

Training project (1985) indicates that it would take from 500-1,000 hours of instruction (it requires an average of 110 hours of instruction to rise one level of English ability) for an adult who is literate in their native language but has had no prior English instruction to reach a level where they can satisfy basic needs, survive on the job and have limited social interaction in English.

The community foundation will invest in two programs that improve English skills for adult immigrants – English as a Second Language and Vocational English as a Second Language. In light of limited state and federal funding and demand outstripping supply, the community foundation will partner to establish region-wide efforts to coordinate community college, adult education and nonprofit ESL and VESL programs. Coordination will promote best practices and maximize funding sources, which will in turn increase the number (e.g., entry-level ESL classes, immigrant immersion programs for accelerated skill acquisition) and the instructional quality of classes (e.g., offering enough ESL terms per year that provide the number of hours of instruction required to advance one level, and hiring more credentialed, bilingual ESL teachers). A key coordinating effort is the consideration of expanding and improving adult English instruction through broadcast or computer- and Internet-based technologies that students would access “off-site” (i.e. not in a traditional, physical classroom). Also known as “distance learning” and “anytime-anywhere” learning, these types of instructional programs generally allow students to study at times and locations of their choosing, without the time and expense of traveling to a school or finding adequate child care if they do find classes that fit their schedules.

Immigrants want and need to learn English in the context of something useful and practical so that they find the curriculum applicable to their daily lives and the work they do. Immigrant workers need classes specifically designed for them. Such VESL programs respond to the job market needs in Silicon Valley, which include the high-tech industry, hospitals, agriculture, construction and retail. As a result, a growing number of limited English-proficient individuals seek courses in VESL programs that combine language education with instruction in job-specific skills. For these individuals, studying a second language is a tool for advancement and greater earnings.<sup>35 36</sup>

Recognizing the need for more classes, ESL and VESL program coordination efforts should target immigrants in our region from the top five sending countries (Mexico, the Philippines, India, Vietnam and China) and expand classroom language capacities as resources permit.

### **3. Bridging the Cultural Gap**

Putting a human face on complex immigration issues through powerful tools such as video, art, technology and other media can educate policymakers, business, clergy, civic leaders, foundations and the general public about immigrants and their receiving communities. The community foundation sees the full spectrum of arts and culture as an instrument for social change.

Bridging the Cultural Gap is important as 1) newcomers begin to navigate the norms and regulations of education, health and wellness, labor and financial systems, and 2) the receiving community learns, adapts and teaches newcomers how best to use their strengths in the community. A multi-dimensional campaign, with partners that value cultural competency and diversity in terms of racial and cultural backgrounds, could bring rich and varied immigrant integration experiences to life and illustrate the human consequences of policy decisions in a way that statistics and words alone could not.<sup>37</sup>

Multi-faceted arts and cultural campaigns are successful because 1) they value and respect diverse ways of appreciating and learning; they are empowering, participatory and based on popular knowledge, 2) strategic messages can be used effectively alongside statistics and surveys, and 3) key messages speak to a broad audience by including stakeholders’ voices and perspectives, communicating to the larger community why an issue or program is important. Investments by the community foundation in regional multi-faceted communications campaigns will:

- Share accurate information about cultures and people involved – accurate information, combined with frank discussions can eliminate misunderstandings and misperceptions that create barriers to integration and community building.
- Raise questions, share concerns and engage in a dialogue to create authentic relationships and raise concerns about immigration, race, education and other community issues.
- Build on commonalities, but address the differences – the focus should be on helping participants identify shared interests and create shared experiences, with the willingness to constructively address differences that arise along the way.

With an emphasis on leveraging established two-way educational programs that allow non-immigrant communities and immigrants and their receiving communities to learn about the diverse immigrant populations in Silicon Valley, funding will be provided for:

- Communication campaigns (video, print, photography) in pilot cities to convene city and county-wide dialogues on race, culture, immigration and/or religion. These dialogues will aim to bring residents together to work on understanding different cultures and help people build trusting relationships necessary for long-term change and community decision making.
- Communication campaigns (video, print, photography) to increase community awareness and education about legal support services, the importance of voter participation and issues of health, education, immigration and housing and to promote greater civic engagement in community life.
- City- and county-wide storytelling, study- and/or story-circles where community members make and view art, share stories, view performances or exhibits to facilitate meaningful interaction and cultural exchange.

### **Other Community Impact Strategies**

The community foundation will leverage its grantmaking with other strategies to have greater impact on local and regional immigrant integration programs.

#### **Convening**

The community foundation will play a role in convening legal service providers and adult English language providers in San Mateo and Santa Clara counties to begin coordinated efforts on immigrant integration services. A regional convening of current legal and language providers – to bolster their efforts, inform immigrant integration efforts and create a unified regional plan that addresses gaps in needs and services – can help move forward new partnerships and activities.

#### **Research**

The community foundation will partner with policy-focused researchers to update, revise and publish current demographic data to better understand our regional landscape and coordinate a series of discussions with local stakeholders to identify gaps in services and programs. This effort will be highly useful in San Mateo County, where there is no in-depth data available on immigrants.

#### **Policy Development**

The community foundation will reach out to foundations locally, state-wide and nationally to promote working together to establish ongoing cross-sector statewide immigrant integration policies. This presents an opportunity for the community foundation to help lead advocacy and/or networking groups to support a planning process. The community foundation is uniquely positioned to convene the multiple sectors that will enable coordinated immigrant integration policy initiatives to successfully move forward.

#### **Anticipated Results**

With an aging workforce and a steady national birthrate, future demographic projections indicate that

the numbers of immigrants across Silicon Valley will continue to be significant. By being proactive and planning for immigrant integration now, the community foundation and our stakeholders will be much more likely to find themselves living in strong, cohesive communities in the years ahead. The strategies proposed will:

- Generate new information on the state of immigration in Silicon Valley,
- Elevate the status of immigrants,
- Develop a regional strategy to address immigration issues, and
- Shape policy options at the local and state levels.

## Footnotes

- <sup>1</sup> Index of Silicon Valley, 2008. Joint Venture: Silicon Valley Network and Silicon Valley Community Foundation.
- <sup>2</sup> The key strategies outlined in this research paper to promote immigrant integration are grounded in the findings and discussions with the 25 community based organizations that participated in the community foundation's convening on immigration in May 2007.
- <sup>3</sup> This research paper uses immigrant and newcomer to describe a foreign-born person living in the United States, regardless of their immigration status or whether they have become U.S. citizens.
- <sup>4</sup> Investing in Our Communities: A Toolkit for Grantmakers, Grantmakers Concerned with Immigrants and Refugees, 2006.
- <sup>5</sup> Net foreign in-migration to Silicon Valley has long been a substantial source of new population and in 2007 increased 11 percent, Index of Silicon Valley, 2008.
- <sup>6</sup> Santa Clara County Office of Human Relations, <http://www.sccgov.org/portal/site/ohr>, 2000.
- <sup>7</sup> Ibid.
- <sup>8</sup> Santa Clara County Office of Human Relations survey of Immigration Legal Services Providers, 2000, and "Building Capacity for ESL, Legal Services and Citizenship", Grantmakers Concerned with Immigrants and Refugees, 2008.
- <sup>9</sup> Ibid.
- <sup>10</sup> Sixty percent of our region's population is first generation, Kidsdata.org, 2008.
- <sup>11</sup> National Association of Latino Elected and Appointed Officials, [www.naleo.org](http://www.naleo.org), 2006
- <sup>12</sup> Most federal funding comes from appropriations under the Adult Education and Family Literacy Act or AEFLA, enacted as Title II of the Workforce Investment Act of 1998. In 2005-2006, the federal government allocated \$561 million for AEFLA grants, representing one-quarter of all funds spent at state and local levels, to provide adult education and literacy. NALEO Educational Fund, 2005.
- <sup>13</sup> Migration Policy Institute, Migration Information Source, 2007 and "Building Capacity for ESL, Legal Services and Citizenship", Grantmakers Concerned with Immigrants and Refugees, 2008.
- <sup>14</sup> Most notably (a) the Absconder Initiative, which gives local law enforcement agencies access to the names of immigrants who allegedly have orders for deportation or removal even though many of these immigrants may have a legal defense against deportation; and (b) the Special Registration Program, which requires that immigrants register with immigration authorities either at a port of entry or a designated ICE office.
- <sup>15</sup> The term South Asian commonly pertains to people whose origins are from India, Pakistan, Bangladesh, Sri Lanka and Nepal. An Introduction for Grantmakers: Arab, Middle Eastern, Muslim and South Asian Communities in the San Francisco Bay Area, Asian Americans/Pacific Islanders in Philanthropy, 2004.
- <sup>16</sup> Garrett v. City of Escondido, 2006 and Vasquez v. City of Farmers Ranch, 2006
- <sup>17</sup> Jeffrey Passel, "Size and Characteristics of the Unauthorized Migrant Population in the U.S.," Pew Hispanic Center, 2006.
- <sup>18</sup> Michael Fix, The Integration of Immigrant Families in the U.S., 2001.
- <sup>19</sup> Michael Fix and Wendy Zimmerman, Urban Institute, "All Under One Roof", 1999.
- <sup>20</sup> Annalee Saxenian, Local and Global Networks of Immigrant Professionals in Silicon Valley. Public Policy Institute of California: San Francisco, 2002.
- <sup>21</sup> PICO stands for People Improving Communities Through Organizing. [www.piconetwork.org](http://www.piconetwork.org).
- <sup>22</sup> According to Richard Hobbs, ex-Director of the Santa Clara County Office of Human Relations, or OHR, even though Santa Clara County lost \$1.2 billion from its general fund in the last seven years, the county government continues to support OHR despite cuts to other county programs, viewing the Immigrant Relations and Integration Services division as an integral part of their community services. March 25, 2008
- <sup>23</sup> In San Mateo and Santa Clara counties, individual cities have devoted time and funds to small scale civic engagement efforts – most notable are efforts by the cities of Cupertino, Redwood City and San Mateo.
- <sup>24</sup> In San Mateo County, there is no significant current research on immigrant needs or stable funding for county-wide immigrant service provider networks.
- <sup>25</sup> Catholic Legal Immigration Network, "Why BIA recognition is important for Non-Profit Agencies," [www.cliniclegal.org](http://www.cliniclegal.org), accessed in March 2008 and Zellerbach Family Foundation, 2008.
- <sup>26</sup> Ibid.
- <sup>27</sup> "Building Capacity for ESL, Legal Services and Citizenship", Grantmakers Concerned with Immigrants and Refugees, 2008.
- <sup>28</sup> In 2000, Silicon Valley was home to 177,233 undocumented immigrants, Kidsdata.org
- <sup>29</sup> See for example, Barry R. Chiswick and P.W. Miller, "The Endogeneity between Language and Earnings International Analyses," Journal of Labor Economics 13, No. 2 (1995): 246-288; Marie T. Mora and Alberto Dávila, "Gender, Earnings, and the English Skill Acquisition of Hispanic Workers in the United States," Economic Inquiry 36, No. 4 (1998): 631-644; Ross M. Stolzenberg, "Ethnicity, Geography, and the Occupational Achievement of Hispanic

Men in the United States," *American Sociological Review* 55, No. 1 (1990): 143-154.

<sup>30</sup> Migration Policy Institute, *An Assessment of Adult English Language Instruction Need and Supply in California*, February 2008.

<sup>31</sup> MaryAnn Cunningham Florez and Miriam Burt, National Center for ESL Literacy Education, Washington D.C., October, 2001

<sup>32</sup> Center for Adult English Language Acquisition, *Research on Adult Language Development for English Language Learners*, Washington, D.C., [www.cal.org/caela](http://www.cal.org/caela), accessed on April 2, 2008.

<sup>33</sup> Knowles, M. S. *The Adult Learner: A Neglected Species*, 4th edition Houston, TX: Gulf Publishing. 1990.

<sup>34</sup> *Building Capacity for ESL, Legal Services and Citizenship*, Grantmakers Concerned with Immigrants and Refugees, 2008.

<sup>35</sup> English acquisition, training opportunities, skill development and recognizing foreign credentials are important strategies to help immigrants obtain and maintain living wage work, along with expanding union apprenticeship programs and alternative training programs where technical skills can provide up to \$31.44/hour as opposed to minimum wage of \$8.00/hour, United Way Silicon Valley.

<sup>36</sup> *Building Capacity for ESL, Legal Services, and Citizenship*, Grantmakers Concerned with Immigrants and Refugees, 2008.

<sup>37</sup> *Investing in Our Communities: A Toolkit for Grantmakers*, Grantmakers Concerned with Immigrants and Refugees, 2006.

## ABOUT SILICON VALLEY COMMUNITY FOUNDATION

**The vision** of Silicon Valley Community Foundation is to be a comprehensive center for philanthropy that inspires greater civic participation throughout San Mateo and Santa Clara counties.

**The mission** of Silicon Valley Community Foundation is to strengthen the common good, improve quality of life and address the most challenging problems. We do this through visionary community leadership, world-class donor services and effective grantmaking.

**We value:**

Collaboration	Integrity
Diversity	Public Accountability
Inclusiveness	Respect
Innovation	Responsiveness

### At a Glance

Silicon Valley Community Foundation is a catalyst and leader for innovative solutions to our region's most challenging problems. Serving all of San Mateo and Santa Clara counties, the community foundation has more than \$1.9 billion in assets under management and 1,500 philanthropic funds. The community foundation provides grants through donor advised and corporate funds in addition to its own Community Endowment Fund. In addition, the community foundation serves as a regional center for philanthropy, providing donors simple and effective ways to give locally and around the world. Silicon Valley Community Foundation launched in January 2007 following the landmark merger of Community Foundation Silicon Valley and Peninsula Community Foundation and is now one of the largest community foundations in the nation. Find out more at [www.siliconvalleycf.org](http://www.siliconvalleycf.org).

### MORE INFORMATION

For a schedule of information sessions, supporting research papers issue briefs and other information, go to [www.siliconvalleycf.org](http://www.siliconvalleycf.org)

Requests for proposals will be issued beginning in September 2008 and continuing through 2009.

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*SERVING SAN MATEO AND SANTA CLARA COUNTIES*

2440 West El Camino Real, Suite 300  
Mountain View, California 94040

tel: 650.450.5400

fax: 650.450.5401

To read more about Silicon Valley Community Foundation  
visit [www.siliconvalleycf.org](http://www.siliconvalleycf.org)

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