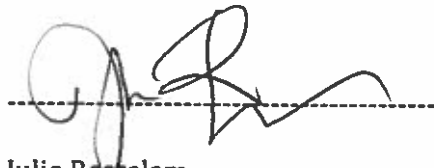



Aurora Immigrant & Refugee Commission
Monday, July 8, 2019 5:30pm
Aurora Municipal Center, Aspen Conference Room
15151 E. Alameda Parkway
Aurora, CO 80012

Commissioners Present: Abukar Muhumed; Alula Arega; Chuku Fumnanya Camara; Jackie Zvejnieks; Julie Ressalam; Kevin Vargas; Linda Skelley
Commissioners Excused: None
Commissioners Absent: Christian Jimenez; Marlon Erazo; Sabe Kemer
Other present: Alejandra Ospina, Daniel Park and Tanley Dallas
Staff Present: Ricardo Gambetta and Minsoo Song

1. Meeting was called to order at 5:41pm by Chair Ressalam.
2. Policy Committee Presentation Preparation
 - Tuesday, July 16, 4pm @ Mt. Elbert Conference Room
 - Commissioner Skelley will be presenting on behalf of the AIRC
 - Vice Chair Vargas provided the background information on POD Act
3. OIIA Updates
 - Mr. Gambetta shared the updates on community outreach effort for new Immigrant Integration Plan
 - partnership with Root Policy & Community Campus Partnership & AIRC
4. Best Practices Presented by Daniel Park. See attached PPT.
 - Mr. Gambetta asked Commission members to review the report and PPT to identify some best practices that Aurora could implement
 - Mr. Gambetta explained that OIIA is working on Canada & European cities' best practices studies
5. Survey Question Review
 - AIRC members reviewed resident & stakeholder survey
6. Member update
 - Commissioner Muhumed attended Somali event on July 4th.
 - Vice-Chair Vargas asked if Commission could attend protest or vigil on behalf of Commission and city staff will provide the recommendations from city attorney's office.
7. Commissioner Camara request to have "Thank You America Planning" be on August's Meeting agenda.
8. Meeting adjourned at 7:36pm by Chair Ressalam.

A handwritten signature in black ink, consisting of a large, stylized 'J' followed by 'R' and a long, sweeping horizontal line.

Julie Ressalam,
Chair

A handwritten signature in black ink, appearing to read 'Kevin Vargas' in a cursive style, with a long horizontal line extending to the right.

Kevin Vargas,
Vice-Chair

Municipal Policies for Immigrant Integration 16 Cities, 16 Good Practices



*City of Aurora, OIIA
Suhyeong Park, Intern*



Immigrant Integration

Immigration Policy

- Made at federal level
- How many people are accepted
- Which groups are favored
- How border security stronger

Immigrant Integration

- Absent of comprehensive national policy
- Accomplished by local level
- Address the influx of immigrants
- Help them to be integrated in to the society



16 Cities, 16 Good Practices

New York City, NY

Chicago, IL

San Jose, CA

Seattle, WA

Baltimore, MD

Columbus, OH

Los Angeles, CA

Boston, MA

Houston, TX

San Francisco, CA

Philadelphia, PA

Nashville, TN

Anchorage, AK

Atlanta, GA

Minneapolis, MN

Denver, CO

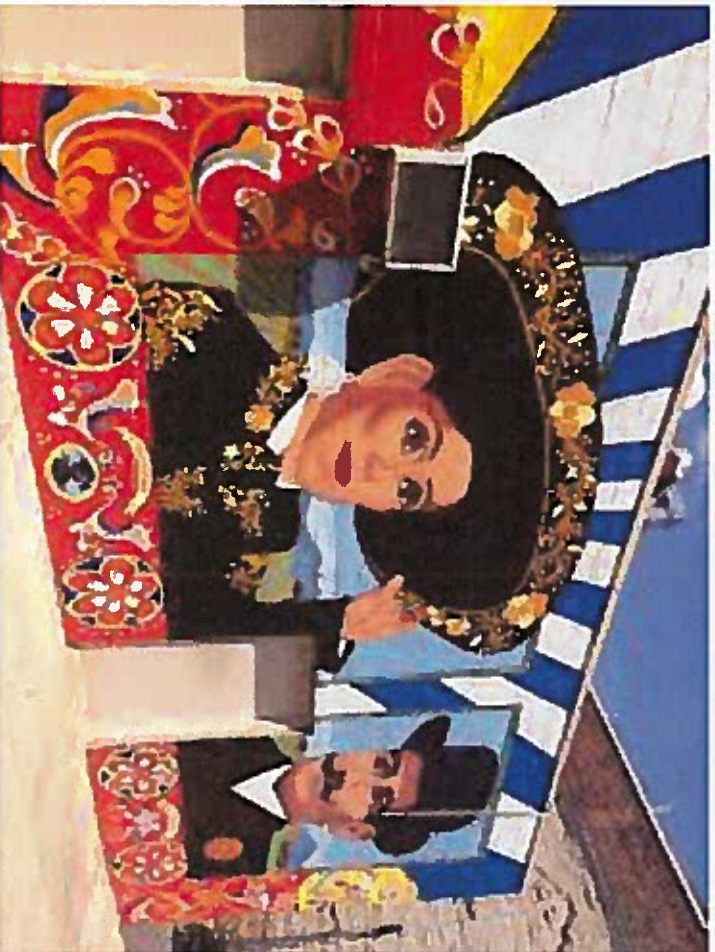


12 Categories

1. Art/Culture	4. Civic Engagement	7. ESL-Education	10. Public Safety
2. Access to Civic Services	5. Civic Participation	8. Health	11. Sports
3. City Services	6. Economic Dev.	9. Leadership	12. Workforce Dev.



1. Art / Culture



To Immigrant with love (Boston)

: The murals are visible and accessible from streets and have powerful message of welcome in various language.



1. Art/Culture



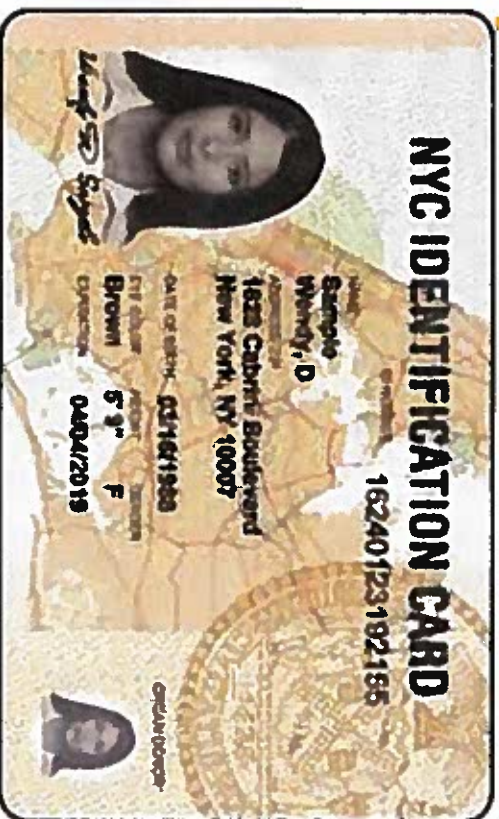
“We want people to embrace the immigrants of today in the same way they embrace their own ancestors.”



2. Access to civic services

IDNYC card

Minneapolis Municipal Card



Remove Barriers

- Opening a bank account
- Being admitted to a hospital
- Obtaining prescription drugs
- Registering children for school
- Filing a police report



3. City Services

Language Access Services

- Every City departments should be able to communicate with LEP (Philadelphia)
- All City departments must translate all vital documents into the three thresholds language. (San Francisco)

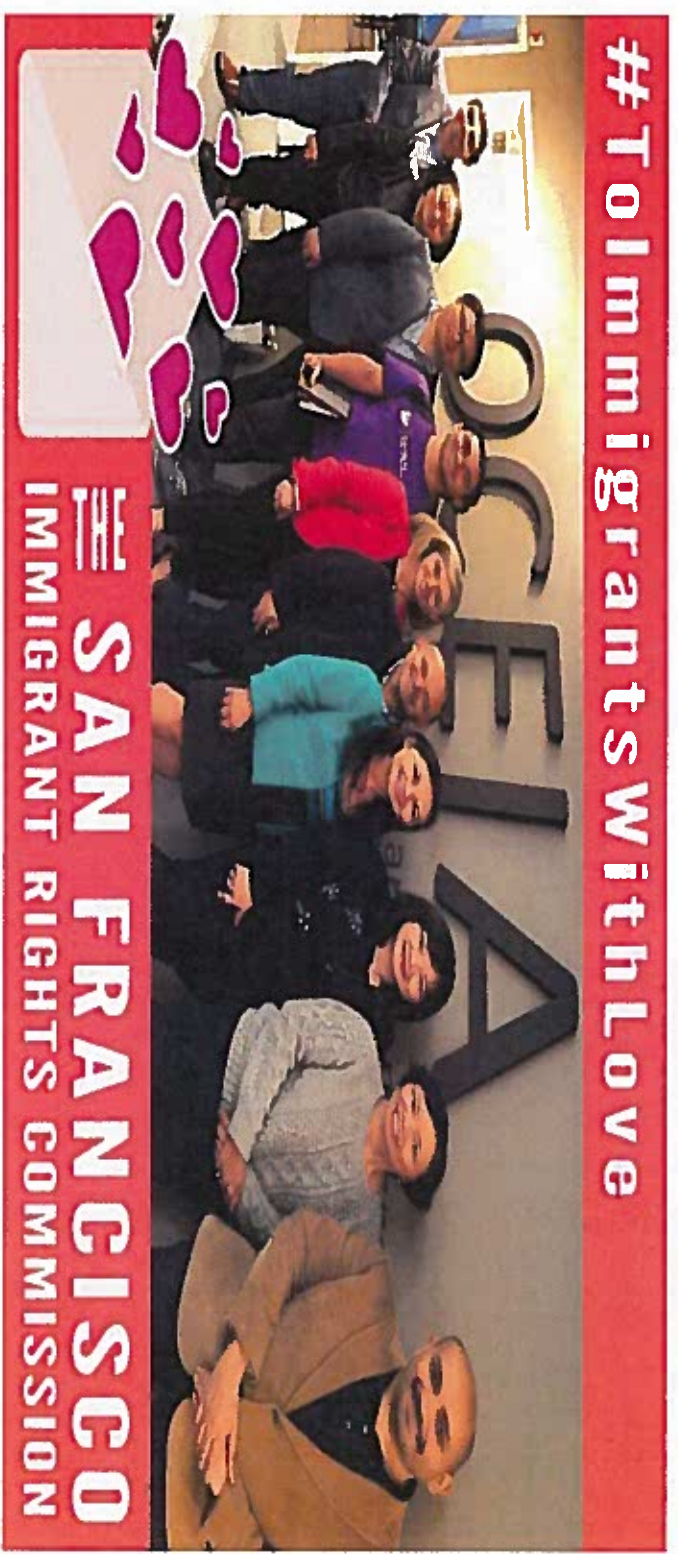
Legal Services

- Cities which have information booth or Center provide legal services to help immigrants have a citizen status and get **legal advices** for who need it.
- Some cities assist service providers and community organizations by **funding** to provide better quality of legal services.



4. Civic Engagement

Immigrant Rights Commission (San Francisco)





5. Civic Participation

Immigrant Integration Mini-Grants (Denver)

- Eligible Applicants
- Resident-led volunteer groups
 - Community Based Organizations
 - Registered Neighborhood Organizations
 - Grassroots Community Groups





6. Economic Development

Vending in the City of Atlanta





7. ESL-Education

Ready to Work (Seattle)

The program combines ESL classes with computer literacy instruction and case management.

Participants in the program have moved on to full-time jobs and/or advanced English language level classes.





7. ESL-Education

Language Interpreter Center (Anchorage)

- This Center trains and certifies Interpreters and translators who remove Communication barriers between Service providers and limited English Proficient (LEP) individuals.





8. Health

MetroPlus Health Plan (NYC)

This plan aims to eliminate disparities in healthcare of ethnic and racial in health care.

Regardless of immigrant status, all New Yorkers can get health care cover although they don't have insurance.



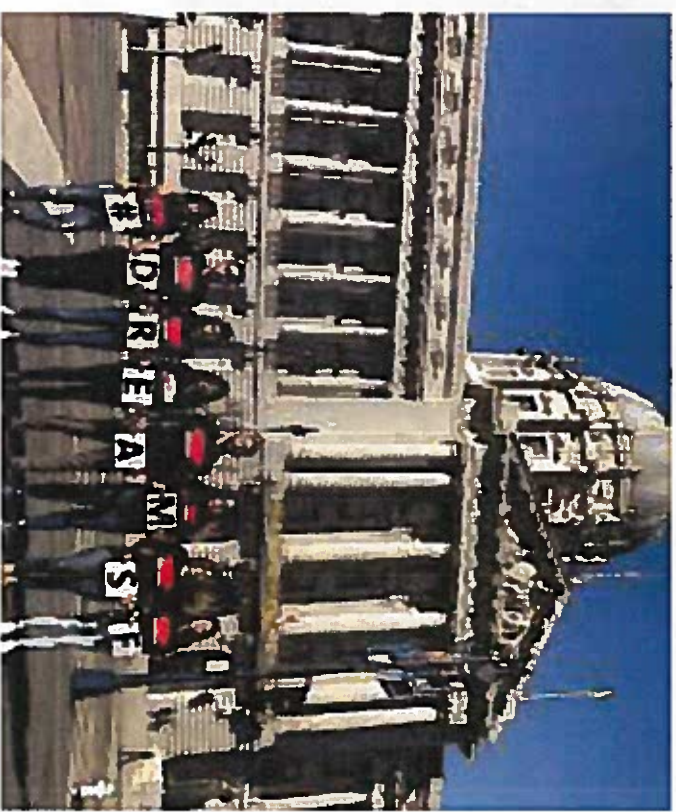


9. Leadership

DreamSF Fellowship (San Francisco)

For immigrant students (ages 18+) who seek to be social justice change makers,

To learn and master information regarding city policies and programs that impact immigrants.





10. Public Safety

Community Ambassadors Program (San Francisco)

Community Ambassadors are volunteers who have been trained to provide services such as :

- *Transportation*
- *Social security*
- *Health Needs*
- *Legal aids*





11. Sports

Philadelphia International Unity Cup

A world cup-style tournament holds over several months to celebrates its diverse immigrant communities through soccer





12. Workforce Development

International Professionals Program (Philadelphia)

8 weeks of intensive training.

Subjects cover :

- *resume writing*
- *researching employer*
- *designing an action plan for careers*
- *help practice interviews*



City of Aurora

Municipal Policies for Immigrant Integration in the U.S.

16 Cities, 16 Good Practices

Immigrant policy is the federal issue. But it happens at a local level. In cities, local leaders recognize that immigrants bring positive contributions to be communities in which they reside. So, they develop policies to integrate immigrants into society. As the federal government doesn't have a national immigrant integration policy, cities play an increasingly important role.

There are many reasons why local government should adopt immigrant-friendly policies. From a practical perspective, numerous studies show the positive impact of immigration on a wide range of economic indicators. From a historical perspective, giving ample opportunities to anyone willing to work hard and to participate in the social and civic life of the nation is a salient element of the American identity.

This report aims to help policy makers to design and implement progressive policies toward immigrants at the city level by surveying policies of major cities around the country. It contains 15 cities which are large in scale and have municipal office and active policies for immigrants. Policies are classified within 12 categories: art/culture, citizenship, city services, civic engagement, civic participation, economic development, ESL education, health, public safety, sports, and workplace development. This report also provides brief explanations of policies, which would help develop immigrant policies on the cumulative experience of local governments.

Office of International and Immigrant Affairs

Suhyeong Park, Intern

June 2019

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7. **Columbus, OH - The New American Initiative**
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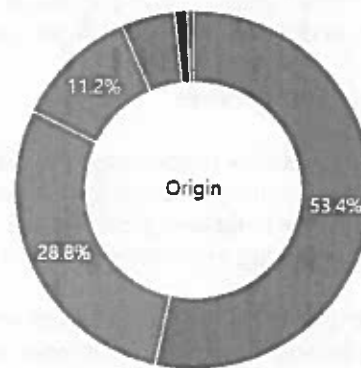
New York City, NY

1. Population

New York is often considered one of the greatest cultural hubs in the country, having welcomed immigrants long before the days of Ellis Island. Immigrants now account for one-fifth of the state's total population and make up a staggering 25 percent of its labor force.

At the 2018, New York city had a population of 8,398,748. The racial and ethnic breakdown of the city was: White 44.6%, Hispanic 27.5% African-American 25.1%, Asian 11.8%. Out of total population, 37.15% were foreign born, and 16.67% were not naturalized U.S. citizens. Of the non-citizens, more than half (53.4%) came from Latin America, 28.8 percent came from Asia, and 11.2 percent came from Europe.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of New York opened its The Mayor's Office of Immigrant Affairs (MOIA) in 1984. You can contact Bitta Mostofi, Commissioner of MOIA through <https://www1.nyc.gov/site/immigrants/contact/email-the-commissioner.page>.

3. Policies

-Art/Culture

*Immigrant Heritage Week 2019 (IHW)

This year, IHW was held on Monday, April 15th through Sunday, April 21st

The week celebrates the day of April 17, 1907, the day in NYC history that the largest number of immigrants - 11,000, entered the U.S. through Ellis island. During this long celebration week, they highlight the histories, unique cultures, and contributions of New York City's diverse immigrant communities.

Below events taking place throughout the city during Immigrant Heritage Week 2019

*IDNYC Pop Up Enrollment Center

IDNYC is the New York City municipal identification program. All New York City residents 10 years and older who reside in New York City's five boroughs are eligible for the ID, regardless of immigration status.

*Find Your Voice : A person of Color Storytelling Workshop

The Asian American Arts Alliance and Slant's are hosting an intimate storytelling workshop to empower Asian Americans with the tools to reclaim.

*NYC Human Rights 101 for Immigrants

Rights of immigrants in housing, religious observances, public accommodation, employment and other areas regardless of immigration status.

- *Book Discussion Club for English Language Learners
- *Book Discussion in Spanish
- *Photo exhibition
- *Screening of the Melting Pot
- *celebrate their narratives.
- *Hate Crimes Forum : Using The Power of Our Stories to Combat Hate Crimes.
- *Hear powerful personal stories from diverse community members

-Access to City Services

***IDNYC card**

All New York City residents age 10 and older can get an IDNYC card. IDNYC benefits every New York City community, including the most vulnerable communities, such as undocumented immigrants, the homeless, youth, the elderly, formerly incarcerated individuals and others who have difficulty obtaining a government-issued ID.

It can be used to access programs and services from City government, to enter City government building (including schools), to interact with NYPD police office, to open checking accounts at certain financial institutions.

-City Services

***NYC Immigrant Information Desk**

The Immigrant Information Desk provides three hubs where immigrant New Yorkers can receive information about and referrals. Services include immigration legal services, social services/case management, eviction prevention, workforce development, health insurance navigation, and more. Information desks are at Metropolitan Hospital, Flushing Library, and Coney Island SNAP Center. The Desks are administered by MOIA in coordination with the Human Resources Administration.

***Services for Recently Arrived Immigrants and Refugees - Resource and Referral Guide**

This Resource and Referral Guide provides information on services available to recently arrived immigrants. This guide is intended for use by City agencies, schools, nonprofit organizations, and immigrants who may benefit from receiving information and referrals to City services and non-governmental resources that serve recently arrived immigrants.

***ActionNYC**

ActionNYC is for every immigrant New Yorker. It offers free, safe immigration legal help in a network of trusted community organizations and schools

-ESL Education

***TV show(We Are New York)**

WANY is an Emmy Award-winning television show created to help immigrant New Yorkers practice English while informing them of the city's resources through volunteer-led conversation groups hosted by diverse partners across the City's five boroughs.

-Leadership

***Immigrant Women Leaders Fellowship**

The women leaders who took a participate in 2015, for-month fellowship program have been having monthly sessions focused on personal leadership development, immigrant right movement-building strategies, and organizational development. Upon graduation from the program, the fellows became MOIA's first Women's Cabinet to advise, inform and partner on policy initiatives.

-Health

***Center for Immigrant Health - Metroplus**

The Center bridges immigrant and refugee communities and the healthcare system. The Center strives for the elimination of ethnic and racial disparities in healthcare. At this January, New York city announced that they will spend up \$100 million per year to expand health care coverage to people without insurance. This program is intended to reach an estimated 600,000 city residents currently without health insurance to give all New Yorkers the quality care.

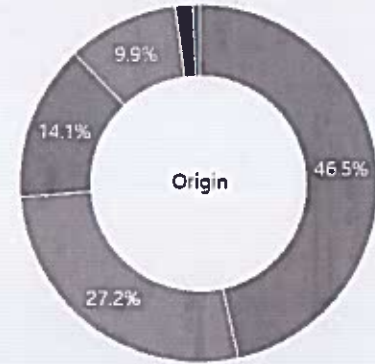
Baltimore, MD

1. Population

Baltimore puts out welcome mat for immigrants, hoping to stop population decline. The city's population peaked at 950,000 in 1950 and has been declining for decades. After decades of seeing the city's population slide with every census count, Baltimore officials are trying to change the situation by embracing immigrants.

At the 2018, Baltimore had a population of 611,648. The racial and ethnic breakdown of the city was: African Americans 63.7%, White 29.6%, Asian 2.3%, Hispanic, Latino or Spanish of any race 4.2% other race 4.5%. Out of total population, 8.00% were foreign born, and 4.75% were not naturalized U.S. citizens. Of the non-citizens, 46.5 percent came from Latin America, 27.2 percent came from Asia, 14.1 percent came from North America, and 9.9 percent came from Europe.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of Baltimore opened its Office of Immigrant and Multicultural Affairs (MIMA) in 2013. You can contact Catalina Rodriguez-Lima, Director at catalina.rodriguez-lima@baltimorecity.gov.

3. Policies

-City Services

*Safe City Baltimore Fund

Safe City Baltimore expands services and resources in order to educate immigrant communities in Baltimore about their rights, provide access to lawyers for individuals with viable claims to remain in the United States, and connect individuals facing deportation with defense attorneys

-Health

*Baltimore City Center Program

: provides free breast and cervical cancer screening for uninsured Female age 40-64 years old.

-Leadership

*New American Leadership Program

: a six-week training designed for existing and emerging immigrant and refugee to give them the tools and information on how to navigate government and civic organization on behalf of their communities.

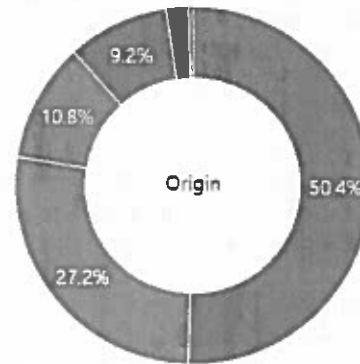
Boston, MA

1. Population

Boston is experiencing colossal growth lately thanks to an immigration boom. It seems most of the growth in the state is comprised of immigrants, who have been critical to the state's growth over the past ten years. Without immigration, the state's population would have declined. Thanks to this immigration boom, Boston's population is also growing younger, as nearly one-third of its residents are 20-34, which is younger than most other major cities in the country. Also, Boston's status as a "majority-minority" city was secured in 2000.

At the 2018, Boston had a population of 685,094. The racial and ethnic breakdown of the city was: White 52.8%, Africa-American 25.3%, Asian 9.5%, some other races 7.2%. Out of total population, 28.35% were foreign born, and 14.60% were not naturalized U.S. citizens. Of the non-citizens, 50.4 percent came from Latin America, 27.2 percent came from Asia, 10.8 percent came from Europe, and 9.2 percent came from Africa.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of Boston opened its Mayor's office for Immigrant Advancement in 1998. You can contact Agnes Chang, Chief of staff/Resource Development Manager at agnes.chang@boston.gov.

3. Policies

-Art/culture

*To Immigrant with Love (pro-immigrant mural project)

The Mayor's Office for Immigrant Advancement and the Mayor's Mural Crew have partnered to transform Boston through beautiful public art. They have a website which connects immigrants to City programs. This connection gives immigrants the tools to transform their own communities. Additionally, they partnered with local businesses to support the surrounding neighborhood. The murals are visible and accessible from street. Murals are showing message of love to immigrants past and present.

-City Services

*Immigrant Information Corners

Immigrant Information Corners are resource centers in Boston Public Libraries, Boston Centers for Youth and Families, and YMCAs. They have materials in different languages with information about citizenship, financial empowerment, and public and community resources. The City also hosts events for the immigrant community at these locations.

*BOS 311

Dial 311 to reach the City of Boston's non-emergency 24 hours phone line to ask to be transferred to any city service or city department or to report an issue with a city service such as trash, snow, potholes, etc. Capable to answer calls in multiple languages, 365 days per year. They also give services through App and Tweeter.

***Legal Service**

An immigration clinic at Boston City Hall with volunteer lawyers offers free information about immigration law and help about 400 people each year.

***Age Strong Commission**

This commission tries to enhance the lives of people 55+ with resources, programs. It has engaged the community to learn how Bostonians are aging now and what their hopes are for aging in the future. Those conversations reflect a growing trend and national movement towards inclusive aging language and diverse.

-Citizenship

***Citizenship day**

Citizenship Day is an annual event hosted by Project Citizenship and the Mayor's Office for Immigration Advancement to commemorate Constitution Day. The goal is to help provide the access to by encouraging and preparing eligible immigrants to apply for citizenship.

-ESL Education

***English for New Bostonians**

This program provides English language learning programs to more than 1,100 immigrants each year for free. This campaign encourages immigrant workers to help identify businesses at which English classes are needed and participate in outreach and education events. It also helps students apply to college and individuals look up information about jobs.

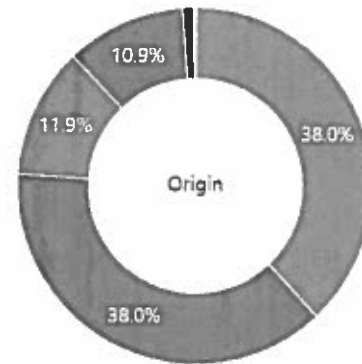
Philadelphia, PA

1. Population

Since 2000, immigrants are responsible for 75% of the workforce growth in Philadelphia. Immigrants also helped reverse fifty years of population loss strengthening Philadelphia. In some Philadelphia neighborhoods, the influx of immigrants has prevented destabilizing blight, improved public schools and helped spur growth in neighborhood commercial corridors.

At the 2018, Philadelphia had a population of 1,580,863. The racial and ethnic breakdown of the city was: White 41.0%, Africa-American 43.4%, Asian 6.3%, Hispanic or Latino of any race 12.3%. Out of total population, 13.38% were foreign born, and 6.74% were not naturalized U.S. citizens. Of the non-citizens, 38.0 percent came from Latin America, 38.0 percent came from Asia, 11.9 percent came from Europe, and 10.9 percent came from Africa.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of Philadelphia opened its Office of Immigrant Affairs (OIA) in 2013. You can contact Miriam Enriquez, Executive Director at Miriam.enriquez@phila.gov.

3. Policies

-City Services

*Language Access Philly

This City's language access program that oversees language access policies and language services. Outlined in the language access plans, every City departments can communicate with people with limited English proficiency.

*Welcoming Center for New Pennsylvanians

This center provides services; job placement and employment assistance, social service information and referral, free legal clinics, advice and resources for small business owners.

-Economic Development

*Small Business Support

The City offers practical tools to assist new small business owners; entrepreneurship skills training, English for Entrepreneurs classes, business workshops and consultations, technical assistance, and guidance on licenses and regulation.

-Sports

*Philadelphia International Unity Cup

The PIUC is an annual event which celebrates the city's immigrant communities through a World Cup style soccer tournament. 52 teams representing nations from around the world played in the 2018 PIUC.

-Workforce Development

*International Professionals Program (IPP)

For foreign-educated people, they offer 8 weeks of intensive training. Some of the subjects covered: resume writing, researching employers and applying for jobs, interviewing successfully, and designing an action plan for career.

Atlanta, GA

1. Population

At the 2018, Atlanta had a population of 486,290. The racial and ethnic breakdown of the city was: White 38.4%, Africa-American 54%, Asian 3.1%, Hispanic or Latino of any race 5.2%. Out of total population, 6.88% were foreign born, and 4.27% were not naturalized U.S. citizens. Of the non-citizens, 41.3 percent came from Asia, 32.3 percent came from Latin America, 15,2 percent came from Europe, and 8.2 percent came from Africa.

2. Government

The city of Atlanta opened its Mayor's Office of Immigrant Affairs (Welcoming Atlanta) in 2015. You can contact Michelle Maziar, Director at mmaziar@altantaga.gov.

3. Policies

-Civic Engagement

*MyCityATL

MyCityATL is a community engagement program, to empower foreign-born population, in Atlanta, to interact with services on topic that are important to New Americans and to become leaders in their community. They deal with many topics; Driving Rules and Violations and Summer Programs; City Government Works for You; Knowing Your Rights 101

*Inclusive Certification program

Business, schools and other public spaces could be certificated by this program to show their commitment to welcoming everyone regardless of nationality/race, language, or gender/religious expression.

-Economic Development

*Vending in the City of Atlanta

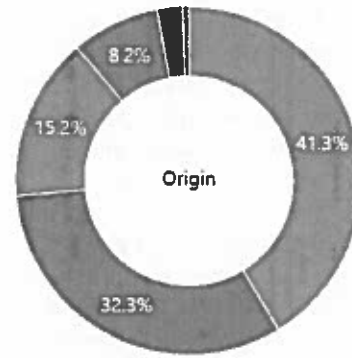
The City of Atlanta offers opportunities for vendors to do business in the public right-of-way from 15 City-owned kiosks and at 29 designated cart locations on City sidewalks, plazas and parks all within Downtown Atlanta. All available cart and kiosk locations are granted through a public lottery.

*ESL Education

*ISpeakATL

This program offers free, timely, and efficient language services to the City's Limited English Proficient (LEP) population. Constituents are able to receive services in all city buildings and offices, no matter what language they speak.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

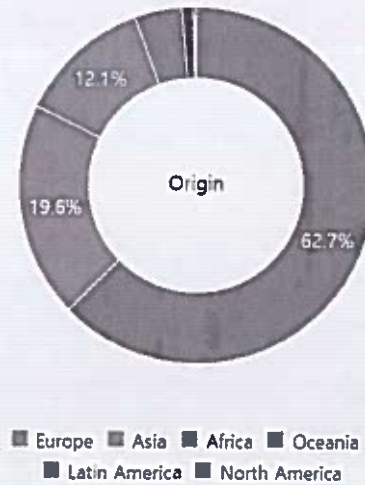
Chicago, IL

1. Population

Chicago's path to being a sanctuary city began more than 30 years ago. Immigration has been at the core of Chicago's economic vitality and population growth. In 2016, according to the New American Economy study, Chicago's immigrant population paid \$4.4 billion in federal taxes and \$1.6 billion in state and local taxes. In October 2018, Chicago sued Trump administration for withholding police funding, and federal judges sided with the city of Chicago.

At the 2018, Atlanta had a population of 2,708,800. The racial and ethnic breakdown of the city was: White 49.14%, Africa-American 30.51%, Asian 6.22%, Hispanic or Latino of any race 11.19%. Out of total population, 20,71% were foreign born, and 11.64% were not naturalized U.S. citizens. Of the non-citizens, 62.7 percent came from Latin America, 19.6 percent came from Asia, 12.1 percent came from Europe, and 4.3 percent came from Africa.

Foreign Born Population



2. Government

The city of Chicago opened its Office of New Americans (ONA), in 2011. The Director of ONA is Seemi Choudry.

3. Policies

-City Services

*National Immigrant Justice Center

The City of Chicago has partnered with Heartland Alliance's National Immigrant Justice Center to provide free legal consultation and representation to immigrants.

*Legal Protection Fund

The Legal Protection Fund in partnership with the National Immigrant Justice Center (NIJ) aims to assist thousands of immigrants and refugees threatened with deportation, with already \$1 million pledged to start the fund. NIJ has offices in Chicago, Indiana, and Washington D.C., NIJ provides direct legal services to and advocates for all immigrants, refugees and asylum seekers through policy reform, impact litigation, and public education.

-Citizenship

*National Partnership for New Americans (NPNA)

NPNA helps immigrants obtain citizenship serves as on-ramp to voter engagement and the many benefits that citizenship brings to immigrant communities.

*The Chicago Municipal ID

The Chicago Municipal ID enables all Chicagoans to obtain an optional, valid, government-issued ID they can use to access a range of services from both the private and public sector.

-Health

***Screening, Assessment and Support Services (SASS)**

This program features a single point of entry (Crisis And Referral Entry Service, CARES) for all children entering the system and ensures that children receive crisis services in the most appropriate setting.

-Public Safety

***Commission on Human Relations (CCHR)**

The CCHR investigates complaints to determine whether discrimination may occurred, and uses its enforcement powers to punish acts of discrimination.

Columbus, OH

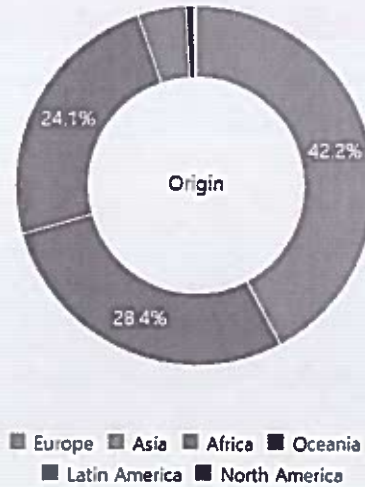
1. Population

During a time when new Americans are not universally welcomed, Columbus and Ohio have national reputation for being hospitable to immigrants and refugees. And immigrants and refugees living there have been participating actively Ohio economies.

According to the Washington-based American Immigration Council, the 500,00-plus immigrations living in Ohio in 2015 ended to be industrious and highly educated, with 42 percent having college degrees compared with just 26 percent of native-born Ohioans.

At the 2018, Columbus had a population of 879,170. The racial and ethnic breakdown of the city was: White 60.45%, Africa-American 28.27%, Asian 5.25%, Two or more races: 4.07%. Out of total population, 11.78% were foreign born, and 6.99% were not naturalized U.S. citizens. Of the non-citizens, 42.2 percent came from Asia, 28.4 percent came from Latin America, 24.1 percent came from Africa, and 4.3 percent came from Europe.

Foreign Born Population



2. Government

The city of Columbus created The New American Initiative in 2004. You can contact Carla Williams-Scott, Director at 614-645-1993.

3. Policies

-Citizenship

*CRIS resettlement program

CRIS provides comprehensive case management and core services to newly arriving refugee families and individuals. They also provide legal representation to those with immigration issues.

-City services

*Older Refugee & Immigrant Program

This program offers free services to senior refugees and asylees; legal services to prepare for citizenship; Senior Companion Program (seniors visit other isolated seniors).

-Leadership

*New American Leadership Academy (NALA)

The NALA covers topics such as government, civic responsibility, and implicit bias. Sessions open twice at a month (two and an half hours session)

-Health

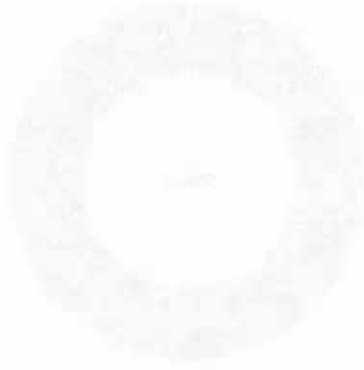
*Refugee Health and Wellness Program

This program provides intensive case management services to refugees facing significant physical and mental challenges. They also provide training on a range of topics including cultural competency, addressing the health and wellness needs of diverse populations, and informational sessions on the new arriving refugee populations in Central Ohio.

-Workforce Development & ESL Education

***EOSL class**

English language instruction covers topic related American culture and the workplace. CRIS's employment counselors help clients to achieve their individual employment goals through practical application of the classroom teaching.



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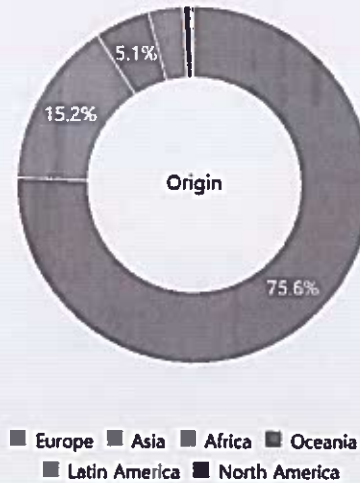
Houston, TX

1. Population

Houston tops the state with the highest foreign-born population and economic output in taxes and spending power among all Texas cities. Immigrants are over 53 percent more likely to create business in Houston than the native-born population. According to New American economy, published March 2019, through Houston's foreign-born residents make up 23.3 percent of metro's overall population, they represent 30 percent of it's working-age population and 30.6 percent of its employed labor force.

At the 2018, Houston had a population of 2,427,600. The racial and ethnic breakdown of the city was: White 58.5%, African-American 22.8%, Asian 6.84%, Other race : 9.54%. Out of total population, 29.21% were foreign born, and 20.67% were not naturalized U.S. citizens. Of the non-citizens, 75.6 percent came from Latin America, 15.2 percent came from Asia, 5.1 percent came from Africa, and 3.1 percent came from Europe.

Foreign Born Population



2. Government

The city of Houston opened its Office of New Americans and Immigrant Communities (ONAIC) in 2001. You can contact Terence O'Neill, Director at 832-393-0855.

3. Policies

-Citizenship

*Citizenship month

Observed every year during November, the celebration features a series of free programs and activities that highlight Houston's rich cultural diversity, promote cross-cultural understanding, and encourage residents to play an active role in the civic affairs of the city. The public is invited to enjoy a variety of performances, films, lectures, and talks.

*U.S. Citizenship Forum

The ONAIC holds a Forum almost every month to assist legal permanent residents filling out their citizenship application form.

-City Services

*Immigrant Right Hotlines

This is a source of timely and accurate information about changing immigration policies, a place to report discrimination and racial profiling, and a source for referrals to legal services providers and immigrant and rights organizers.

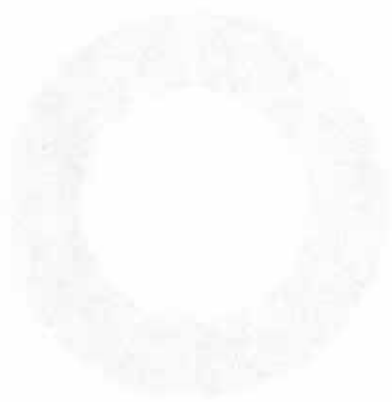
-ESL Education

*iSpeak Houston

iSpeak Houston is the City of Houston's official portal for resources, information and media that promote public access to essential information and services in languages other than English. This program also run City Employee Language Access Center to help non-English speakers.

-Public Safety

The Houston Police Department is committed to insuring the safety of Houstonians regardless of immigration status



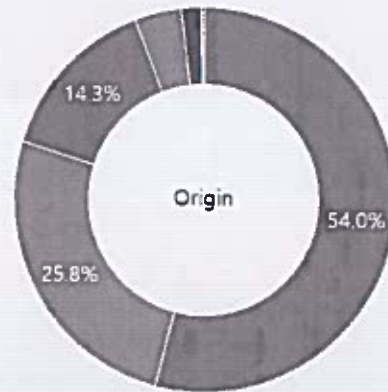
Nashville, TN

1. Population

Immigrants accounted for 60 percent of Nashville's population growth between 2000 and 2010.

At the 2018, Nashville had a population of 671,374. The racial and ethnic breakdown of the city was: White 60.5%, Africa-American 28.4%, Asian 3.61%, Two or more races: 2.5%. Out of total population, 12.83% were foreign born, and 8.58% were not naturalized U.S. citizens. Of the non-citizens, 54.0 percent came from Latin America, 25.8 percent came from Asia, 14.3 percent came from Africa, and 4.0 percent came from Europe.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of Nashville opened its Mayor's Office of New Americans in 2013. You can contact Vanessa Lazon, Director at vanessa.lazon@nashville.gov.

3. Policies

-Citizenship & ESL Education

*Pathway for New Americans

The City runs New Americans Corners. At these information booths, located at Nashville Public Library and Metra Parks locations, people can get free information about English language learning (ESL), immigration, naturalization, and citizenship.

-Civic Participation

*Parent Ambassadors

This program pairs New American parents who are veterans of Metro Schools with immigrant and refugee families new to Nashville schools who are from their same home country and/or speak their same native language. 25 volunteer Parent Ambassadors also serve as advisers to Metro Schools, assisting school leaders on policies and practices that ease the transition into schools for new families and their student.

-Civic engagement

*Mayor's New Americans Advisory council (MNAAC)

Comprised of leaders from Nashville's refugee and immigrant communities, MNAAC meets monthly in the Mayor's Office to discuss issues relevant to the New American population and to share ideas with government leaders.

-Leadership

*MyCity Academy

MyCity Academy seeks to connect to the New American community with various branches of Metro Nashville government. Participants meet once a month from March until September to discuss and learn more about theme ranging from public safety to economic development in Nashville.

-Workforce Development

***Diversity Advisory Committee**

Its goal is to develop a plan that will ultimately assist all Metropolitan Government agencies, boards, and commissions in their effort to recruit, hire and retain a workforce that is inclusive and representative of Nashville's local demographics and that serve as an example for the employers of the city.

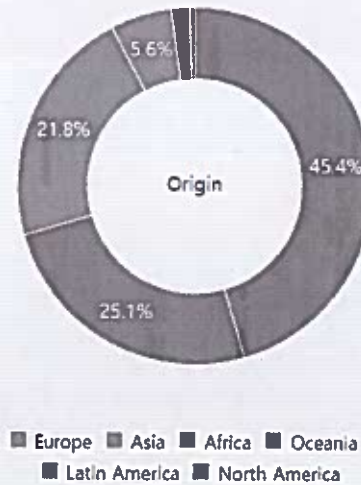
Minneapolis, MN.

1. Population

As of 2018, Minnesota has the largest Hmong population in a US metropolitan area and largest Somali population outside of Somalia. Its immigrant and refugee communities represent a remarkable diversity. According to UC Census data, Minnesota has the highest number of refugees per capita nationwide (13 percent and 2 percent, respectively)

At the 2018, Minneapolis had a population of 425,403. The racial and ethnic breakdown of the city was: White 63.93%, Africa-American 18.9%, Asian 6.1%, Other race 4.94%, Two or more races 4.91%. Out of total population, 15.89% were foreign born, and 8.84% were not naturalized U.S. citizens. Of the non-citizens, 45.4 percent came from Latin America, 25.1 percent came from Asia, 21.8 percent came from Africa, and 5.6 percent came from Europe.

Foreign Born Population



2. Government

The city of Minneapolis opened Neighborhood & Community Relations Department (NCR) in Office of Immigration and Refugee Affairs in 2016. You can contact Michelle Rivero, Director at Michelle.Rivero@minneapolismn.gov or 612-673-6103.

3. Policies

-Art/Culture

*Multilingual Radio Shows

The NCR cultural community engagement team builds connections between the City of Minneapolis and communities where cultural norms and practice, language or disabilities limit knowledge and access to government. NCR community specialists host four radio shows that broadcast City news in Minneapolis's most widely-spoken languages.

-Access to City Services

*Minneapolis Municipal ID

The identification card is issued by the City of Minneapolis to ensure that residents with the ID card can fully participate in the civic and economic opportunities within the city. All residents, including undocumented immigrants, can have this ID.

-City Services

*Language Access Services

NCR manages the City's translation and interpreting services. City departments can request translation and interpreting services through the Language Access Portal on the City's intranet. City-designated neighborhood organizations also can use it.

-Citizenship

*Immigration Legal services

The City of Minneapolis has partnered with non profit law organizations that provide free or low-cost immigration assistance

-Civic engagement

***Neighborhood & Community Engagement Commission (NCEC)**

The NCEC advises the mayor and City Council, recommends improvement to the City's community engagement process, develops guidelines for the Community Participation Program, and reviews the business plan for the NCR Department.

-Economic Development

***One Minneapolis Fund**

One Minneapolis is both a name and a challenge. The vision of this fund is an inclusive community where all people are valued, all communities are engaged and leadership mirrors the great diversity of our city.

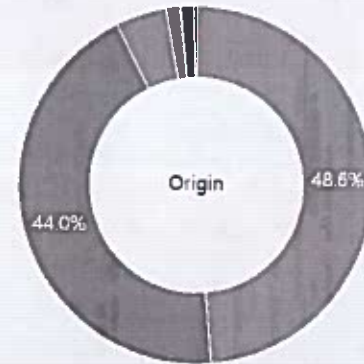
San Jose, CA

1. Population

According to New American Economy report in 2016, immigrants make up 46.5 percent of Santa Clara County's labor force and are the majority share of workers in some of the county's most important industries. For example, immigrants make up 59.4 percent and 55.6 percent of the county's manufacturing and professional/scientific/technical services labor force, respectively.

At the 2018, San Jose had a population of 1,035,317. The racial and ethnic breakdown of the city was: White 40.68%, Africa-American 3.01%, Asian 34.76%, Other race 15.47%, Two or more races 5.10%. Out of total population, 39.44% were foreign born, and 17.24% were not naturalized U.S. citizens. Of the non-citizens, 48.6 percent came from Asia, 44.0 percent came from Latin America, 4.7 percent came from Europe, and 1.3 percent came from Africa.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of San Jose opened its Office of Immigrant Affairs in 2015. You can contact Dave Sykes, City Manager at 408-920-7007.

3. Policies

-City Services

*Collaborative Rapid Response Hotline

It is a Rapid Response Hotline to call for immediate support if ICE comes to home, workplace or neighborhood, or to report a raid.

-Citizenship

*Citizenship Corners

Citizenship Corners are located at ten San Jose Public Library branches. They are spaces dedicated to providing resources, such as citizenship test preparation materials, English teaching materials, and information about library and community programs that help with the naturalization process.

-Civic engagement

*New Americans Fellowship

Someone who has current DACA recipient can be a fellow. Fellows work on a research and/or community engagement project focused on immigrant integration. Fellows are placed at a county agency, department, board office, of participating non-profit organization.

-Leadership

*SIREN Youth Leadership Group (YLG)

YLG is a program designed for immigrant (family) youth (14-25 years old) who are interested in gaining leadership, community organizing, and policy advocacy skill, and learning about issues affecting immigrant communities.

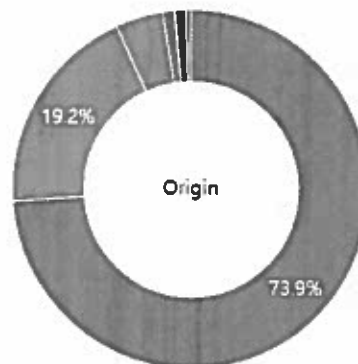
Los Angeles, CA

1. Population

In 1980, 22 percent of L.A. county residents were foreign-born, a figure that rose to 33 percent in 1990 and has since leveled off (35 percent in 2010). Often undocumented, the newcomers expanded the ranks of the working poor as good jobs in durable manufacturing slipped during nationwide deindustrialization and lower-paid service sector and non-durable manufacturing jobs filled the void.

At the 2018, Los Angeles had a population of 4,054,000. The racial and ethnic breakdown of the city was: White 52.9%, Africa-American 8.91%, Asian 11.65%, Other race 22.85%, Two or more races 3.51%. Out of total population, 37.59% were foreign born, and 20.34% were not naturalized U.S. citizens. Of the non-citizens, 73.0 percent came from Latin America, 19.2 percent came from Asia, 4.4 percent came from Europe, and 1.1 percent came from Africa,

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of Los Angeles opened its Mayor' Office of Immigration Affairs in 2013. You can contact Linda Lopez, Chief at 404-631-6593.

3. Policies

-Citizenship & ESL Education

*Step Forward LA

The Step Forward LA Initiative was introduced to coordinate city services and resources directed to assist thousands of Angelenos who could be eligible for immigration relief under President Obama's DACA program. As part of the Step Forward LA Initiative, Mayor's office of Immigration Affairs has developed a website that provides a step-by-step guide to the citizenship process, and an interactive map where users can find resources – such as library “citizenship corners”, ESL and civic classes and links to local non-profit organizations – that can help our potential U.S. citizens get on the path towards naturalization.

*New America Center in LAPL (Los Angeles Public Library).

The LAPL is the first municipal library – and one of only three in the country – to have librarians accredited by the Department of Justice to offer citizenship assistance. In New American Centers, department of Justice-accredited library employees offer guidance on navigating the entire naturalization process. In addition to those services, these centers offer resources and information on English as a Second language and tenant and worker rights.

-City Services

*L.A. Justice Fund

It is a \$10 million public-private partnership to assist immigrants who are facing deportation proceedings without legal counsel. The Mayor's Office of Immigrant Affairs has issued a Community

Resource Guide for Immigrant Angelenos that includes comprehensive know-your-rights information and resources, including contact information for legal service providers and community organizations.

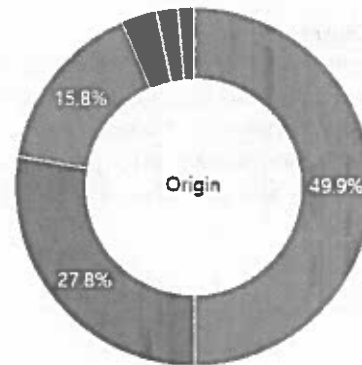
San Francisco, CA

1. Population

The pattern of immigration into San Francisco during the latter half of the 19th century was significantly different from that of anywhere else in the U.S. The waves of newcomers included not only native-born Americans moving west but also Europeans arriving directly by ship. The demography of the gold-rush city was summed up concisely by a real-estate firm that advertised it could “transact business in the English, French, German, Spanish and Italian languages.” San Francisco remains one of the most Mediterranean of American cities like New Orleans.

At the 2018, San Francisco had a population of 884,363. The racial and ethnic breakdown of the city was: White 47.24%, Africa-American 5.28%, Asian 34.17%, Other race 7.50%, Two or more races 5.05%. Out of total population, 34.77% were foreign born, and 13.0% were not naturalized U.S. citizens. Of the non-citizens, 49.9 percent came from Asia, 27.9 percent came from Latin America, 15.8 percent came from Europe, and 3.2 percent came from North America.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of San Francisco opened its Office of Civic Engagement and Immigrant Affairs (OCEIA) in 2009. You can contact Adrienne Pon, Executive Director at cmarinucci@sfchronicle.com.

3. Policies

-Citizenship

*San Francisco Pathways to Citizenship Initiative

This initiative provides free large group processing workshops in San Francisco 5 to 6 times a year to help residents prepare their citizenship applications. Workshops are designed to help hundreds of participants complete their entire citizenship application from start to finish, if client bring all required documents and information.

-Civic engagement

*Immigrant Rights Commission (IRC)

The purpose of the IRC is to advise the Mayor and Board of Supervisors on issues and policies related to immigrants who live or work in San Francisco. The commission consists of fifteen voting members, eleven who are appointed by the Board of Supervisors and four who are appointed by the Mayor. At least eight members must be immigrants to the United States.

-City Services

*Translation

All city departments must translate all vital documents into the three threshold language (designated once LEP city residents who speak a shared language reach more 10,000, Chinese, Spanish, and Filipino). Also, interpretation about Legislative meeting and Commission meetings must be provided if requested 48 hours in advance.

-Leadership

***DreamSF Fellowship**

This is a year-long leadership and professional development opportunity for immigrant students (ages 18+) who seek to be social justice change-makers in the San Francisco Bay Area. Fellows are paired with local immigrant-serving community organizations and gain hands-on experience in direct services, advocacy, and immigration law careers while growing a network of mentors.

-Public Safety

***Community Ambassadors Program (CAP)**

CAP hire and trains neighborhood residents to provide a visible, street-smart safety presence in targeted neighborhoods. These ambassadors act as a helpful presence on the streets, provide information and referrals, offer general assistance, and report hazards and emergencies to city agencies. They also provide safety escort services for neighborhoods.

Anchorage, AK

1. Population

At the 2018, Anchorage had a population of 294,000. The racial and ethnic breakdown of the city was: White 63.65%, Africa-American 5.48%, Asian 9.33%, Native American 7.27% and other race 4.4%. Out of total population, 10.52% were foreign born, and 4.09% were not naturalized U.S. citizens. Of the non-citizens, 17.3 percent came from Latin America, 55.2 percent came from Asia, 8.3 percent came from Africa, and 9.8 percent came from Europe.

2. Government

The city of Anchorage opened its Welcoming Anchorage in 2014. You can contact Mara Kimmel, First lady at 907-343-7100

3. Policies

-Civic engagement

*Anchorage Equal Rights Commission (AERC)

The AERC's is to enforce federal and municipal anti-discrimination laws and provide equal opportunities to all people in Anchorage. The AERC is governed by nine commissions appointed by the Mayor. The commission meets on a regular basis in Mayor's Conference room. The AERC also has six professionals on staff, including an Executive Director and Staff Attorney, three investigators, and Outreach Coordinator.

-ESL education

*Alaska Literacy Program (ALP)

The ALP provides literacy services to Anchorage residents. ALP recruits, trains, certifies, and supports volunteer teachers and tutors who work one-on-one or in a classroom setting teaching reading, writing, and speaking English to adults. ALP provides year-round programs for adults and families with young children, concentrating on those most in need: the beginning learners in reading and English.

-City Services

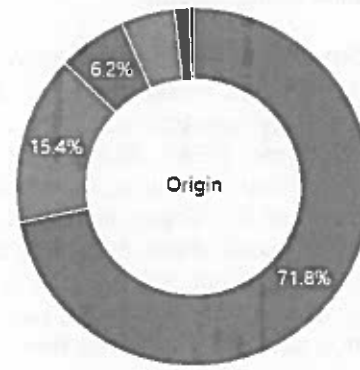
*Language Interpreter Center

The Language Interpreter Center improves the quality of life for Alaskans with limited English proficiency by increasing access to legal, medical and social services. The Language Interpreter Center trains and certifies interpreters and translators who remove communication barriers between service providers and limited English proficient individuals.

*Refugee Assistance & Immigrant Services (RAIS)

The RAIS provides a bridge for refugees (individuals who have had to flee their countries of origin due to the tragedies of persecution and war) from their former life experiences to the new skills required for success in the US. Through a focus on economic self-sufficiency, community integration, and a respect for unique cultures, history and tradition, RAIS tries to create an environment of compassion and encourage for refugees to flourish.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

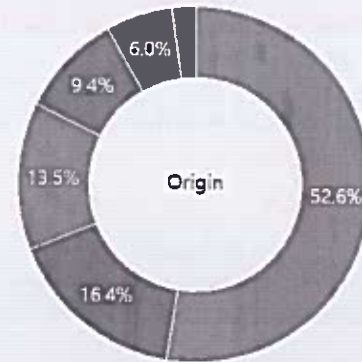
Seattle, WA

1. Population

King County's total population has grown by about quarter million since 2010. Almost half of that growth – 49 percent – is from people who were born in another country.

At the 2018, Seattle had a population of 724,745. The racial and ethnic breakdown of the city was: White 68.83%, Africa-American 7.10%, Asian 14.49%, Other race 2.29%, Two or more races 6.63%. Out of total population, 18.01% were foreign born, and 8.93% were not naturalized U.S. citizens. Of the non-citizens, 52.6 percent came from Asia, 16.4 percent came from Latin America, 13.5 percent came from Europe, 9.4 percent came from Africa, and 6.0 percent came from North America,

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of Seattle opened its Office of Immigrant and Refugee Affairs (OIRA) in 2008. You can contact Cuc Vu, Director at 206-727-8515.

3. Policies

-Citizenship

*Citizenship Clinic

A citizenship clinic is a free community event where volunteer attorneys, interpreters, and others assist eligible green card holders with completing their naturalization application through an organized step-by-step process.

*Citizenship Union

In partnership with the OIRA, Seattle Metropolitan Credit Union (SMCU) launched two citizenship loan products to help low-income immigrants and refugees pay for citizenship application and increase access to banking services.

-City Services

*Expanded Seattle-King County Legal Defense Network (ELDF)

The ELDF grants 5.6\$ million to community-based organizations working to provide legal services to immigrants and refugees at risk of deportation. The majority of these funds are reserved for legal representation for low-income Seattle workers and King County residents who are in detention, facing deportation, or in danger of losing their status. These funds are used to provide mental health assessments that support legal services for immigrants and refugees who are facing or are at risk of facing deportation.

-Civic engagement

*Immigrant and Refugee Commission

This Commission advises the Mayor and City Council on matters impacting immigrants and refugees living and working in Seattle. Reflecting the diversity of Seattle's immigrant and refugee

communities, the commission has 15 members (eight appointed by the Mayor and Seven appointed by the City Council).

***Seattle Votes Survey Campaign**

Because there was a lack of existing data to help understand barriers to civic engagement, Seattle votes survey campaign research survey from immigrants and refugees. From the results, they find how to improve voter registration, voting rates, and elections knowledge in immigrant and refugee communities.

-Workforce Development & ESL Education

***Ready to Work (RTW)**

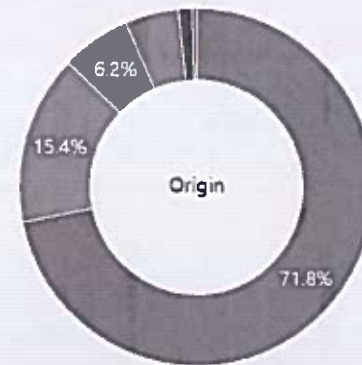
RTW was designed for residents who face barriers to learning English and gaining employment. The program combines ESL classes with computer literacy instruction and case management to help immigrants gain job readiness skills.

Denver, CO

1. Population

At the 2018, Denver had a population of 716,492. The racial and ethnic breakdown of the city was: White 76.86%, Africa-American 9.50%, Asian 3.60%, other race 5.49%. Out of total population, 15.79% were foreign born, and 10.30% were not naturalized U.S. citizens. Of the non-citizens, 71.8 percent came from Latin America, 15.4 percent came from Asia, 6.2 percent came from Africa, and 4.9 percent came from Europe.

Foreign Born Population



■ Europe ■ Asia ■ Africa ■ Oceania
■ Latin America ■ North America

2. Government

The city of Denver opened its Office of Immigration & Refugee Affairs in 2011. You can contact Jamie C. Torres, Director at jamie.torres@denvergov.org.

3. Policies

-Citizenship

*Colorado Is Home workshop

The Office of Immigrant & Refugee Affairs has partnered with Colorado Immigrant Rights Coalition on the America Is Home grant and host a number of workshops in 2019 and 2020 to help legal permanent residents complete their application for Citizenship.

-City Services

*Denver Immigrant Legal Service Fund

The fund awards grants to nonprofit organizations to provide representation for qualified individuals threatened with or in removal proceedings. Immigrants are over 10 times more likely to be able to stay in the country when they have representation.

-Civic participation

*Denver Immigrant Integration Mini-grants

The Denver immigrant Integration Mini-Grant program provides funding for Denver residents to create small, community-driven projects designed to bridge immigrant and receiving communities, create stronger and more connected neighborhoods, and address community needs. The maximum grant amount is \$1,000 and is matched with in-kind support, volunteer hours or other grants for the specified projects.

-Leadership

*My City Academy

My city Academy is a free leadership-training program sponsored by the Denver Office of Immigrant & Refugee Affairs and the Denver Police Department that empowers Denver residents to understand and participate in City Government. The purpose of the program is to connect Denver residents to their communities by providing the tools necessary for residents to successfully navigate City services and gain resources to become leaders in their neighborhoods.