

Memorandum



CITY OF DALLAS

DATE July 31, 2018

Honorable Members of the Human and Social Needs Committee:
Councilmember Casey Thomas, II (Chair), Deputy Mayor Pro Tem Adam Medrano
TO (Vice Chair), Mayor Pro Tem Dwaine R. Caraway, Councilmember Omar Narvaez,
Councilmember Mark Clayton, Councilmember B. Adam McGough

SUBJECT **Welcoming Plan Taskforce Recommendations & Immigration Update**

Summary

On August 6, 2018, the Office of Welcoming Communities and Immigrant Affairs (WCIA) will present to the Human and Social Needs Committee its Welcoming Plan Taskforce Recommendations and an immigration policy awareness update on “Public Charge,” a key current policy issue impacting immigrants and refugees in Dallas.

Background

In September 2017, WCIA was selected as a Gateways for Growth (G4G) awardee by the New American Economy (NAE). The G4G program is a competitive opportunity available to local governments, chambers of commerce, and non-profit organizations seeking to develop multi-sector strategic plans for attracting, retaining and integrating immigrants and international talent into civic life.

Shortly after the announcement of the award, WCIA began to receive tailored guidance and technical assistance from staff at the NAE and Welcoming America. NAE and Welcoming America have mentored dozens of U.S. cities to develop welcoming plans that harness the economic, civic and cultural contributions of new Americans. Concurrent with the NAE technical assistance, researchers at NAE began an in-depth analysis of key economic indicators for the City of Dallas that are attributable to immigrants.

On December 15, 2017, WCIA assembled its first meeting of the Welcoming Plan Task Force. Eighty-five community leaders, representing a cross section of organizations, attended and agreed to volunteer their time and talent to the Task Force. Task Force members each selected one of five subgroups in which to target their attention: Leadership and Communications; Equitable Access; Safe, Healthy and Connected Communities; Civic Engagement; and Economic Opportunity and Education. During the following six months the Task Force subgroups conducted extensive research in their respective subgroup topic areas and developed recommendations for consideration by WCIA.

On February 28, 2018, WCIA released the NAE research brief “New Americans in Dallas” at an event of stakeholders at the Federal Reserve Bank of Dallas.

Welcoming Plan Recommendations

The Human and Social Needs Committee will hear a summary of the recommendations contained in the Welcoming Plan for the City of Dallas. A full copy of the Plan, including the “New Americans in Dallas” research brief will be provided.

Immigration Policy Update – Possible expansion of federal public charge rules.

DATE July 31, 2018

SUBJECT **Welcoming Plan Taskforce Recommendation & Immigration Update**

“Public charge” is a term used in immigration law to refer to a person who is likely to become dependent on the government for financial and material support. An immigrant who is deemed likely to become a “public charge” may be denied admission to the US or denied Lawful Permanent Resident status. Current policy considers only cash assistance like TANF and long-term care through Medicaid as indicators of public charge.

The proposed rule broadens covered programs to include, EITC, SNAP, WIC nutrition assistance for babies and moms, Medicaid, CHIP, Pell Grant and other programs. These rules would impact families who have immigrated lawfully and US citizens.

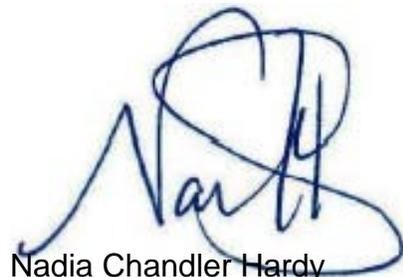
The Committee will hear an update on the issue of “public charge” and the efforts of WCIA and other anti-poverty community groups to discourage the adoption of the proposed new definition.

Recommendation

Staff recommends that Human and Social Needs Committee review and approve Welcoming Resolution accepting Welcoming Dallas Strategic Plan and City of Dallas to seek certification as a Welcoming City.

The briefing materials are attached for your review.

Please contact me if you have any questions or require any additional information.



Nadia Chandler Hardy
Chief of Community Services

c: T.C. Broadnax, City Manager
Larry Casto, City Attorney
Craig D. Kinton, City Auditor
Billerae Johnson, City Secretary
Daniel F. Solis, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
M. Elizabeth Reich, Chief Financial Officer
Raquel Favela, Chief of Economic Development & Neighborhood Services
Theresa O'Donnell, Chief of Resilience
Directors and Assistant Directors

Welcoming Plan Task Force Recommendations & Immigration Update

Committee on Human and Social
Needs Briefing

August 6, 2018

Liz Cedillo-Pereira, Esq.
Director

Office of Welcoming Communities &
Immigrant Affairs



Overview



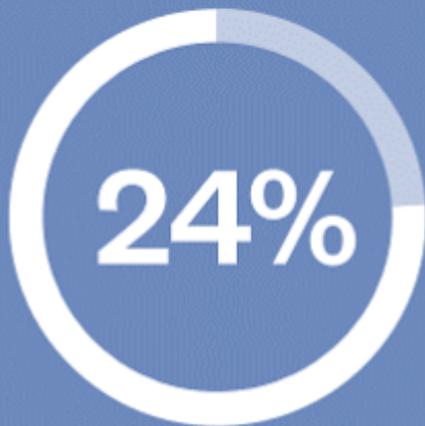
- WCIA Background & Mission
- Welcoming Plan Recommendation Highlights
- Time Frame & Path Forward
- Immigration Policy Awareness Update
- Q&A Regarding Welcoming Plan

WCIA Highlights



- ✓ Established in March of 2017
- ✓ Promote the economic, civic and social engagement of immigrants and refugees residing in Dallas
- ✓ Gateways for Growth Award, September 2017
- ✓ Developed a Welcoming Plan to guide successful integration of migrants and refugees in the City of Dallas
- ✓ Formation of Welcoming Task Force, December 2017
- ✓ Presented New Americans in Dallas Report at Federal Reserve of Dallas, February 2018
- ✓ Working to be a Certified Welcoming City by Welcoming America

Snapshot of Immigrants in Dallas



Immigrant share of the population, 2016

Number of immigrants living in Dallas in 2016:

317,756

Immigrants also support federal social programs.

In 2016, they contributed

\$847.7M
to Social Security and
\$218.9M
to Medicare.

Immigrant shares of the...

Population	24.0%
Working-age population*	31.6%
Employed labor force	31.5%
STEM workers**	23.9%

* Working-age refers to people ages 16-64 years old.

** STEM refers to Science, Technology, Engineering, and Math fields.

93.4%

Employment rate of DACA-eligible living in the Dallas metro area in 2016



Welcoming Spirit of Dallas



The Welcoming Plan Task Force Summary of Recommendations



PLAN FOR CIVIC, ECONOMIC, LINGUISTIC
AND SOCIAL INTEGRATION & INCLUSION

2018-2021

Welcoming Task Force Mission



- 85 leaders representing a cross-section of organizations in DFW committed to Dallas' welcoming efforts.
- Convened to discuss, study and review extensive research in five subgroups pertaining to immigrants in Dallas.
- Mission: A welcoming community is a city of neighbors where diversity is acknowledged, celebrated and harnessed to improve social, economic and cultural opportunities for all residents of Dallas.



Welcoming Plan Recommendation Highlights



Task Force Subgroup Areas



- Leadership and Communications
- Safe, Healthy and Connected Communities
- Equitable Access
- Civic Engagement
- Economic Opportunity and Education



LEADERSHIP AND COMMUNICATIONS

A blue-tinted photograph of two women in an office. The woman on the left, wearing a denim jacket and a name tag, is holding a brochure and looking towards the woman on the right. The woman on the right is seen from the back, wearing a patterned shirt. The background features a bulletin board with various notices and a shelf with office supplies.

Summary of Recommendations



Leadership and Communications



Goal: Local government is committed to being inclusive and welcoming, and plays a central role in building local capacity while advancing inclusion of diverse communities within its own agencies and bodies.

Recommendations

1. Develop community awareness about the economic, social and cultural contributions immigrants make, and the benefits Dallas derives from being an inclusive community.
2. Develop and maintain a comprehensive directory/database of services and resources for immigrants and refugees.
3. Create partnerships with local, state and federal agencies, the business community and philanthropic entities to address changing needs related to evolving immigration policy.
4. Enhance understanding and trust between long-term residents of Dallas and immigrant communities.

SAFE HEALTHY AND CONNECTED COMMUNITIES



Summary of Recommendations



Safe, Healthy and Connected Communities



Goal: Welcoming communities build relationships among diverse communities, including newcomers and longer-term residents. They also foster trust and build relationships between diverse communities and local law enforcement and safety agencies.

Recommendations

1. Provide training and establish ongoing dialogue with first responders and public safety officials to foster trusting relationships between immigrants and law enforcement.
2. Educate immigrants about their rights and responsibilities and raise awareness through ongoing education throughout the community of sensitive locations pursuant to federal policy guidance.
3. Improve health care accessibility and understand and address needs of immigrant and refugees.
4. Convene a coalition of mental health care experts to coordinate and address services provided in the City of Dallas.
5. Partner with philanthropy to provide civil immigration services and rights information programs.
6. Bring diverse groups together to celebrate and foster cultural, artistic, recreational interaction between Dallas' long-term and newer residents.

EQUITABLE ACCESS



Summary of Recommendations



Equitable Access



Goal: Welcoming communities reduce barriers to services and participation so that opportunities of the community are available to all residents.

Recommendations

1. Develop and utilize data-driven approaches to conduct equity analyses for decision-making processes and ensure implementation of inclusive policies for Dallas residents in coordination with other relevant offices.
2. Implement and oversee a City language access plan, including access to safety services/alerts and staff training.
3. Support efforts by the City to simplify and increase access to city services for all residents of Dallas by implementing a multi-use city identification card.
4. Work in partnership to improve housing accessibility and work to prevent housing discrimination.
5. Actively work to foster partnership programs to achieve equitable access to health care; this would be done in partnership with Hospitals, Qualified Health Clinics, Children's Health providers, schools, others.
6. In partnership with mobility solutions experts, work to improve transportation accessibility in Dallas.

CIVIC ENGAGEMENT



Summary of Recommendations



Civic Engagement



Goal: Welcoming communities actively ensure that diverse populations fully participate in civic life, including increasing access to leadership, citizenship and community participation.

Recommendations

1. Increase the number of Dallas immigrants who become naturalized U.S. citizens.
2. Increase knowledge of local government works and how to access services for immigrant communities in Dallas.
3. Enhance levels of civic participation and leadership among immigrants in Dallas.
4. Promote participation in the 2020 Census to ensure maximum participation.
5. Promote voter education and registration among new citizens.
6. Raise awareness in immigrant communities of the unauthorized practice of immigration law and other predatory practices impacting immigrant consumers.

ECONOMIC OPPORTUNITY AND EDUCATION

UNT | DALLAS
COLLEGE of V
ENTERING CLASS • 2016



Summary of Recommendations



Economic Opportunity and Education



Goal: Welcoming communities harness the full potential of all residents. Everyone has the skills and assets to thrive, and economic development systems are prepared to leverage new and existing talent. Welcoming communities also ensure everyone has the education they need to succeed in school and the workforce.

Recommendations

1. Establish welcoming hubs as community gathering and educational centers for immigrants to access information, resources and opportunities.
2. In partnership, bring to scale workforce systems that increase skill development and career pathways to improve immigrant integration in the economy.
3. Remove barriers to immigrant families to ensure full access in all educational opportunities that exist in the City of Dallas and promote learning at all levels.
4. Participate in partnership opportunities to support the financial literacy needs of immigrants.

Office of Welcoming Communities and Immigrant Affairs

Community Resources

Welcoming Dallas Digital Hub



Citizenship



Education



Transportation

 ▼ ▼

DART

Dallas Area Rapid Transit (DART) gets you around Dallas, Texas, and 12 surrounding cities with modern public transit services and customer facilities tailored to make your trip fast, comfortable and economical.

Transportation

New Arrival

ESL Directory

ESL Directory is the premiere international student resource for locating English as a Second Language (ESL) programs.

Education

ESL

Timeframe and Path Forward

SHORT TERM 1-2 YEARS

WELCOME, NEIGHBOR

- Launch community awareness campaign and actively seek out opportunities for media coverage for immigrant related stories
- Host naturalization ceremonies
- Enhance understanding and trust between long-term residents of Dallas and immigrant communities by creating shared experiences
- Maintain comprehensive directory
- Increase the number of Dallas immigrants who become naturalized U.S. citizens
- Promote participation in the 2020 Census
- Ensure that English language learning opportunities are available throughout the City in convenient and safe locations

CONNECTING DALLAS

- Establish a city office to house immigrant integration efforts
- Establish a welcoming city employee resource group
- Expand Dallas civic engagement and leadership opportunities
- Establish and maintain ongoing dialogue with first responders and public safety officials
- Increase knowledge of local government for immigrant communities in Dallas

FORWARD TOGETHER

- Engage local, governmental, business, and civic leaders to elevate the myriad benefits of being welcoming and diverse city
- Create partnerships to address changing needs related to evolving immigration policy
- Participate in partnership opportunities to support the financial literacy needs of immigrants

MID TERM 2-3 YEARS

WELCOME, NEIGHBOR

- Establish welcoming hubs
- Revitalize sister city relationships
- Create youth taskforce on welcoming & promote next-gen leadership
- Promote higher education and workforce opportunities
- Enhance levels of civic participation and leadership among immigrants

CONNECTING DALLAS

- Raise awareness throughout the community of the federally-designated sensitive locations
- Develop and oversee a language access plan
- Support endeavors to research & launch a City ID program
- Identify & revise policies that may exclude or discriminate
- Partner with philanthropy & service providers regarding civil immigration services and rights information programs
- Raise awareness of the unauthorized practice of immigration law and other predatory practices
- Utilize data-driven approaches to conduct equity analyses with other relevant offices
- Implement and increase access to justice for immigrants and refugees

FORWARD TOGETHER

- Promote voter education and registration among new U.S. citizens
- Raise awareness of and improve immigrant integration in workforce systems and improve U.S. professional licensing processes
- Promote growth for immigrant and minority businesses
- Engage local, governmental, business, and civic leaders to elevate the myriad benefits of being a welcoming and diverse city
- Create partnerships to address changing needs related to evolving immigration policy
- Create partnership opportunities to support the financial literacy needs of immigrants

LONG TERM 3+ YEARS

WELCOME, NEIGHBOR

- Remove barriers to immigrant and refugee families to ensure full access in all educational opportunities that exist in the City of Dallas

CONNECTING DALLAS

- Improve housing accessibility
- Improve transportation accessibility
- Collect data to conduct an equity analysis for decision making processes
- Improve health care accessibility
- Collect and utilize data-driven approaches to conduct equity analyses for decision-making processes with other relevant offices

FORWARD TOGETHER

- Review and revise as needed



Return on Welcoming Investment

- Welcoming communities are more **socially cohesive**.
- Research comparing Welcoming communities to non-welcoming cities shows that residents have **deeper ties** and are more likely to contribute to local institutions.
- Welcoming communities are more **economically competitive**.
- Welcoming cities to strengthen the **private sector**, contribute to the economy, and **attract venture capital**.
- Welcoming communities focus on improving services for new residents, which makes services more **equitable and accessible** for all residents
- **Global research has shown that you are leveraging a new and untapped force for prosperity:**
 - According to a recent study by McKinsey, such efforts aimed at supporting migrant integration increase the economic contribution of migrants globally by up to \$1 trillion annually



STAFF RECOMMENDATION



- Review and approve Welcoming Resolution accepting the Welcoming Dallas Strategic Plan
- City of Dallas to seek certification as a Certified Welcoming City

Human & Social Need: Immigration Regulation Potential Change



- Potential proposed federal regulations may discard longstanding policy about meaning and application of the “public charge” provisions of immigration law by including:
 - a wider array of public services and
 - family members’ use of eligible benefits, including U.S. citizen children.
 - Under current immigration policy, a public charge is a person deemed to be primarily dependent on the government for subsistence.
- **Immigration Impact:** Denial of admission to the U.S. or the ability to become a lawful permanent resident (LPR), Deportation in rare circumstances.
- **Community Impact:** Growing fear and withdrawal from accessing community services
- **City Response:** Collaboration with the United Way & other community partners, WCIA and Community Care, Office of Management & Budget to underscore need for a broader review of community & economic impact of disenrollment and the importance of investing in nutrition, health care, and other essential needs.
- **Next Steps:** Follow policy modifications, collaborate with community partners and report back to H&SN.

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