Report ▪ September 2011

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Resolution

By…… No……

A RESOLUTION

Adopting the Welcome Dayton Plan and Declaring an Emergency

WHEREAS, Over the past two years, the Human Relations Council ("HRC") has undertaken and reviewed various studies to assess the social integration of immigrants and refugees into our community, and

WHEREAS, The HRC together with the City Administration have conducted over the past eight months an open and continuous community conversation on fostering an immigrant friendly city, and

WHEREAS, The conversation and its sub-committees covering business and economic development, local government and the justice system, social and health services, and community, culture, arts and education included a diversity of views from over one-hundred people, and

WHEREAS, The Welcome Dayton Plan was developed based on a consensus concerning key recommendations from the sub-committees and the Plan acts as a framework for future action, and

WHEREAS, To allow the implementation of the Welcome Dayton Plan to begin at the earliest possible date and provide for the immediate preservation of the public peace, property, health or safety, it is necessary that this resolution take effect immediately upon its passage; now therefore,

BE IT RESOLVED BY THE COMMISSION OF THE CITY OF DAYTON:

SECTION 1. The Welcome Dayton Plan, together with its goals and recommendations, is hereby adopted as a framework for action.

SECTION 2. The HRC is directed to prepare an Ordinance to establish a Welcome Dayton Committee to be appointed by the City Commission and to establish the membership, term of office and other parameters of the Welcome Dayton Committee.

SECTION 3. The HRC together with the City Manager shall submit a funding plan by the end of 2011which identifies public as well as private funding to facilitate and coordinate the efforts of community organizations and businesses.

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

SECTION 5. For the reasons stated in the preamble hereof, this Resolution is declared to be an emergency measure and shall take effect immediately upon its passage.

ADOPTED BY THE COMMISSION……..…….....…, 2011

SIGNED BY THE MAYOR……..……, 2011

_____
MAYOR, CITY OF DAYTON, OHIO

ATTEST:

_____
Clerk of Commission

APPROVED AS TO FORM:

_____
City Attorney

Introduction

Communities across America are at a crossroad: to welcome and integrate new residents and help them on a path to citizenship, or to allow old stereotypes, fears and preconceptions to hinder future success.

In a community where immigrants are welcomed, they receive mutual respect and support, while in an unwelcoming community they can experience social isolation, health problems, poverty and social discord. This report is an action plan that can provide a roadmap for the City of Dayton to become a nationally recognized Immigrant Friendly City. Over one hundred people touched, influenced or had a hand in formulating this report: Welcome Dayton: Immigrant Friendly City. This report can be viewed as a "shout out" that says: Welcome to Dayton – This is an Immigrant Friendly City.

Many of us are aware that a decrease in population has changed the demographics of our city. What is not so commonly known is that immigrants and refugees from throughout the world now call Dayton home.

When the Human Relations Council embarked on an anecdotal study of housing conditions for Hispanic residents of Dayton, it found that not only did civil rights "issues" impact Hispanic residents, but other immigrant and refugee groups as well. With the support of the City Commission, the City Manager and the Chief of Police, the Human Relations Council implemented a community conversation. It did not assume an outcome, but first asked, "What have you noticed about how the City has benefited from its new residents?" The response was spontaneous and overwhelming. Businesses were started. Jobs were created. Houses were rehabilitated. Underused buildings were reused and rejuvenated. The second question asked was, "What is possible, if we become a city that intentionally welcomes immigrants?" The answer produced such an enthusiastic response that forty people committed to take ninety days to draft a plan that, if implemented, could result in a city that supports newcomers who make Dayton their home.

Enthusiasm for embracing immigrants is not universal. The process that produced this report allowed for doubts about the ability to produce a plan and to have it embraced, implemented or even supported by the greater community.

Artist - Leo hong mao - H&M Art Gallery

The participants in the Immigrant Friendly City conversations always allowed time to consider resistance to this initiative. These doubts included recognition of diverse opinions about U.S. immigration law and the real unfulfilled integration of populations, including African Americans, who have a longer history of struggle to be embraced economically, socially and politically.

The U.S. has a checkered history of welcoming and rejecting new people. The complaints heard historically are, "They will take our jobs," "they don't want to learn English," "they won't integrate into our culture," and similar statements are heard today about immigrants. However, our history also shows that, given time and respect, acceptance and assimilation is generally, if not universally, the norm.

The question then is, will we learn from history, i.e. repeat the criticisms and resistance, or provide the welcome to our newest residents? We are asking this community to implement the Welcome Dayton plan now so we can receive the gifts inherent in all of us today, rather than wait generations before individual and community dreams can be fulfilled.

Factoids

■ Some states, counties and cities have implemented policies that help newly arrived immigrants to get settled in their new communities: reducing barriers to business development; increasing participation in government and community organizations; reducing their risk of being exploited by employers; easing access to social services; promoting social integration; reducing barriers to business development; and generating an overall climate of trust, respect, and welcome.

■ Between 1970 and 2000, each decade saw a larger net inflow of new immigrants than any previous decade in U.S. history. Between 1990 and 2000 alone, the decade saw the largest contingent (13.7 million) ever to come to our country during any decade up to that time. Unlike in the past, when most immigrants were concentrated in a few states, today significant concentrations of immigrants are all over the country, including the Dayton area.

■ The Brookings Institution's most recent report from June 9, 2011, The Geography of Immigrant Skills: Educational Profiles of Metropolitan Areas, confirms what we are seeing in Dayton and points out that "U.S. global competitiveness rests on the ability of immigrants and their children to thrive economically and to contribute to the nation's productivity."

■ The White House blueprint for "Building a 21st Century Immigration System," (http://www.whitehouse.gov/sites/default/files/rss_viewer/immigrationblueprint.pdf) notes that "Immigrants started 25 percent of the highest-growth companies between 1990-2005, and these companies directly employ an estimated 220,000 people inside the U.S." Moreover, "immigrant business owners generate $67 billion of the $577 billion in U.S. business income." And "in the 1990s alone, skilled immigrants helped boost GDP by between 1.4 and 2.4 percent."

■ The U.S. Chamber of Commerce's report published on May 1, 2011, Immigration Myths and Facts: Labor, Immigration & Employee Benefits Division (http://www.uschamber.com/sites/default/files/reports/16628_ImmigrationMythFacts_OPT.pdf) states, "Our compilation shows that immigrants significantly benefit the U.S. economy by creating new jobs, and complementing the skills of the U.S. native workforce, with a net positive impact on wage rates overall."

Executive Summary

Business and Economic Development

Goals:

1. Identify and support a strategic neighborhood business district as a center for immigrant businesses desiring to co-locate in a commercial or industrial node.

2. Help ease the burdens/reduce the barriers for anyone (specifically immigrants) who want to open new businesses in the city serving whomever or wherever.

Recommendations:

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

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

a. Develop marketing plan for the area.

b. Provide façade grants and other tailored small business assistance programs.

c. Outreach to realtors and agencies to help market the area.

d. Establish an immigrant and small business friendly financial anchor.

e. Follow the WSU/UC corridor plan as a framework.

f. Facilitate an Immigrant entrepreneur ambassador program.

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

a. Coordinate, facilitate, and host the efforts of existing business development teams to become more immigrant friendly in their program offerings rather than create a new entity.

b. Messages, materials and presentations should provide information about the benefits of immigrant entrepreneurs, awareness of how their needs might differ from other entrepreneurs, existing resources available to help address these issues, and basic cross-cultural etiquette.

c. Focus on Dayton's history of innovation and its immigrant past to overcome fear and embrace the full richness of cultural diversity.

d. Work with immigrant social networks to nurture the rebirth of strategic Dayton neighborhoods.

e. Actively explore the potential linkages to international markets by partnering with new immigrant residents.

Local Government and Justice System

Goals:

1. Improve language interpreter capabilities.

2. Increase immigrant participation in government and community organizations and activities.

3. Increase trust and communication between immigrant communities and law enforcement.

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

Recommendations:

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

a. Establish a city/county-wide interpreter service for widely-used languages or establish accounts with professional phone interpreting services.

b. Develop a list or bank of city/county employees and/or volunteers who could be called to serve as interpreters.

c. Team up with existing language access programs and advocates to evaluate the best way to implement a program in the Dayton area.

d. Offer hiring incentives to those who speak a foreign language, including offering extra points on the civil service exam.

e. Offer incentives to encourage government employees to learn a foreign language and help provide them with the necessary resources to do so (e.g. buy a copy of Rosetta Stone).

f. Implement a diversity hiring plan aimed at hiring some immigrants who are residents and members of our community.

2. Adopt law enforcement policies that are "immigrant-friendly" throughout the greater Dayton area.

a. Emphasize immigration status checks limited to people suspected of serious crime only, and promote reporting of crime and prevent further victimization of victims of crime by not questioning victims/witnesses about their immigration status.

b. Focus enforcement efforts on serious/violent crime and not federal immigration law.

c. Training officers in cross-cultural competency.

3. Increase involvement of immigrants in policy making and community programs by removing barriers to participation and encouraging civic activities.

a. Develop a welcome protocol and host appreciation events for incoming immigrants.

b. Have the City of Dayton adopt a resolution that encourages all recognized community involvement bodies to create a seat for immigrants who reside in the respective areas without that immigrant being a registered voter.

c. Promote citizenship classes and programs such as the Neighborhood Leadership Institute or the Chamber of Commerce Leadership Dayton and similar programs that teach civics.

d. Create an advisory group to the city/county commissioners comprised of immigrants from the community who can advise the commissioners on issues important to their community.

e. Apply for grant for Citizenship and Integration program to help immigrants study for naturalization (English language skills and US civics) and to help them prepare their applications for naturalization.

4. Ensure access to the justice system for immigrants, regardless of language barriers or status.

a. Provide translations of FAQs and written materials (court instructions, standard forms, etc.).

b. Establish accounts with professional phone interpreting services & either instruct employees on how to use this or have a central contact who could assist employees on

accessing the service.

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

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

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

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

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

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

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

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

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

b. Identify teachers or mentors.

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

d. Establish training classes about immigrant's rights.

Social and Health Services

Goals:

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

limited understanding of cultural and access issues that affect immigrant and refugee populations.

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

Recommendations:

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

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

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

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

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

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

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

b. Assess knowledge of policy among front desk staff.

c. Evaluate how non-English speakers feel they are served.

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

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

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

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

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

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

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

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

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

c. Establish list of relevant presentations or discussion topics.

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

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

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

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

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

b. Identify teachers or mentors.

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

d. Establish training classes about immigrant's rights.

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

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

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

Community, Culture, Arts and Education

Goals:

1. Increase the availability of ESL and literacy courses for adults.

2. Actively involve all community youth in international connections and community building.

3. Encourage cross-cultural programming among the community's cultural and arts organizations.

Recommendations:

1. Establish a "Cultural Brokers" training program, possibly through quarterly seminars, that sensitizes community volunteers and public agency workers to the cultural barriers experienced by immigrants.

a. Organize and execute quarterly training sessions.

b. Link trained Cultural Brokers to identified needs in the community.

2. Build a base of ESL and literacy tutors to volunteer in existing/expanded programs.

a. Identify sites for long and short term ESL tutoring.

b. Organize ESL training programs.

c. Link trained tutors to community needs.

3. Partner with existing programs such as Streetpeace and the Peace Academy as a base for involving other community partners working with school aged youth.

a. Clarify and promote the mission of these programs.

b. Replicate these programs in multiple neighborhoods throughout the City.

4. Support the ongoing work of Culture Builds Community (CityFolk) by removing barriers to increased participation of immigrants.

a. Create alignment between the IFC initiative and Culture Builds Community to share momentum.

b. Identify and work to remove barriers to participation with the Culture Builds Community program.

5. Establish a Global Dayton Soccer event with participants representing the cultural and ethnic diversity of Dayton.

a. Take steps to acknowledge the multi-cultural soccer games that currently take place in our community.

b. Support existing efforts to organize youth soccer teams and the development of a Global Dayton Soccer event.

c. Create a partnership with the Dayton Dutch Lions.

Implementation Plan

The Welcome Dayton Plan is a consensus of the goals and recommendations of over one hundred individuals and representatives of a wide array of immigrant, public, and private groups who voluntarily came together to discuss how to engage our new residents in revitalizing our neighborhoods and how to work together to help Dayton become a center for world commerce.

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

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

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

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

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

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

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

Direct City Initiatives

Business and Economic Development

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

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

a) Develop marketing plan for the area.

b) Provide façade grants and other tailored small business assistance programs.

c) Outreach to realtors and agencies to help market the area.

d) Establish an immigrant and small business friendly financial anchor.

e) Follow the WSU/UC corridor plan as a framework.

f) Facilitate an Immigrant entrepreneur ambassador program.

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

a) Coordinate, facilitate, and host the efforts of existing business development teams to become more immigrant friendly in their program offerings rather than create a new entity.

b) Messages, materials and presentations should provide information about the benefits of immigrant entrepreneurs, awareness of how their needs might differ from other entrepreneurs, existing resources available to help address these issues, and basic cross-cultural etiquette.

c) Focus on Dayton's history of innovation and its immigrant past to overcome fear and embrace the full richness of cultural diversity.

d) Work with immigrant social networks to nurture the rebirth of strategic Dayton neighborhoods.

e) Actively explore the potential linkages to the international markets by partnering with new immigrant residents.

Local Government and Justice System

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

b. Develop a list or bank of city/county employees and/or volunteers who could be called to serve as interpreters.

d. Offer hiring incentives to those who speak a foreign language, including offering extra points on the civil service exam.

e. Offer incentives to encourage government employees to learn a foreign language and help provide them with the necessary resources to do so (e.g. buy a copy of Rosetta Stone).

f. Consider implementing a diversity hiring plan aimed at hiring some immigrants who are residents and members of our community.

2. Adopt law enforcement policies that are "immigrant-friendly" throughout the greater Dayton area.

a) Emphasize immigration status checks limited to people suspected of serious crime only, and promote reporting of crime and prevent further victimization of victims of crime by not questioning victims/witnesses about their immigration status.

b) Focus enforcement efforts on serious/violent crime and not federal immigration law.

c) Training officers in cross-cultural competency.

3. Increase involvement of immigrants in policy making and community programs by removing barriers to participation and encouraging civic activities.

b. Have the City of Dayton adopt a resolution that encourages all recognized community involvement bodies to create a seat for immigrants who reside in the respective areas without that immigrant being a registered voter.

d. Create an advisory group to the city/county commissioners comprised of immigrants from the community who can advise the commissioners on issues important to their community.

4. Ensure access to the justice system for immigrants, regardless of language barriers or status.

a. Provide translations of FAQs and written materials (court instructions, standard forms, etc.).

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

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

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

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

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

Social Services and Health Services

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

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

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

Community, Culture, Arts and Education

5. Establish a Global Dayton Soccer event with participants representing the cultural and ethnic diversity of Dayton.

a. Take steps to acknowledge the multi-cultural soccer games that currently take place in our community.

b. Support existing efforts to organize youth soccer teams and the development of a Global Dayton Soccer event.

c. Create a partnership with the Dayton Dutch Lions.

Appendix A: Immigrant Friendly City (IFC) History

1) September 2009 – August 2010 the Board of the Human Relations Council (HRC) initiated a Racial Equity Assessment of the problem of "Discrimination in Housing within the City of Dayton Against Immigrants" with a particular focus on the undocumented.

2) September 2010 through February 2011 Tim Riordan, Tom Wahlrab and two City Commissioners discussed the idea for an IFC initiative.

3) February, 2011 created the IFC Core Team consisting of City staff from three Departments and one HRC board member.

4) February, 2011 the IFC Core Team wrote an initial purpose statement and plan design that was used to inform City officials of the Immigrant Friendly City initiative (IFC) and solicit their support and commitment.

5) The IFC Core Team made contact with the National League of Cities, informed them of the IFC initiative and received informational documents that informed our efforts.

6) March, 2011 the IFC Core Team developed speaking points (see attached).

7) On February 28, March 15 and March 23 facilitated open conversations with selected invitees (about 75 people attended).

1. Developed a list of all attendees with email addresses.

2. From the attendees, asked for a commitment of 90 days to develop goals and objectives for an IFC initiative 3-year plan.

3. Held an organizing meeting of the committee attendees and developed an "IFC Mapping Strategy."

4. Divided the group into five committees: a) Social Services and Health Services; b) Local Government and Justice System; c) Business and Economic Development; d) Banks and Financial Institutions; and, e) Community Culture, Arts and Education) and set up reporting meetings for April 27, May 25 and June 22, 2011.

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8) Most of the City Commissioners and the Mayor as well as the City Manager attended one of the IFC initiative conversations.

9) April 5, held a fourth conversation as a part of the Miami Valley Fair Housing's Fair Housing Month event. This event was advertised through MVFH and a City of Dayton press release.

1. This event was also mentioned in a larger front page DDN article on April 5 on immigrants in Dayton on the day of the event and was reported on in the DDN the following day.

2. On April 9 a lead DDN editorial was devoted to the need for Cities like Dayton to nurture immigrant migration and applauded the IFC initiative.

3. On April 14, a letter to the editor written by the House of the People board chairperson was published supporting the IFC initiative.

10) On April 15, 2011 attended the updayton conference and presented the IFC for consideration for selection. The IFC initiative was voted to be one of the four chosen for a year-long project. It was modified to be a type of project which would pair Dayton families and new Dayton immigrant families.

11) Established a private – for IFC initiative members only - Face Book page.

12) Promised to keep the attendees of the conversations informed on the IFC initiative.

13) Completed and presented the final reports on June 22.

14) Developed an Executive Summary of the sub-committee reports and presented it for feedback from the sub-committees on August 3.

Other statistical highlights

1. The Mayor, the City Commissioners and the City Manager have publicly spoken in support of the IFC initiative.

2. One City Commissioner and a Major with the Dayton Police Department met with about 40 International Students at Belmont High School and asked their input about what would make our community more immigrant friendly.

3. City staff (Economic Development and Planning Department) are currently assisting Pilipino Society of Greater Dayton to find a new home/location for their group. This is one of several examples of how the City is already assisting existing immigrant communities.

4. The Mayor, in his State of the City address, highlighted the IFC.

5. Interest in the IFC initiative, including participating in the conversations, has been shown by officials from the cities of Kettering, Springfield and Cincinnati.

6. The list of interested residents and the list of sub-committee members continues to grow as people hear of the IFC initiative.

7. A local long-term Dayton-based employer, who has a specific interest in employing more immigrants, has asked to become more informed of the IFC initiative and considering writing their "story" of helping immigrants settle in Dayton.

Business and Economic Development

Objective:

The objective of our subcommittee is to make recommendations to the city that can be implemented during the next 36 months that would help make Dayton more supportive of immigrant businesses and/or create immigrant business clusters.

Goals:

There are two goals of our subcommittee, to help the city create programs or policies that:

1. Rejuvenate the community by investing in a geography with immigrant businesses who are more willing to populate the city area

2. Help ease the burdens/reduce the barriers for anyone (specifically immigrants) who want to open new businesses serving whomever, wherever

The team recommends the following two courses to encourage immigrant entrepreneurship in the City of Dayton:

1. Focus on East Third Street (between Terry and Bell Streets) for immigrant entrepreneurship

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

Positive assets to this area include the following:

- Mix of available retail buildings with industrial space available around this node
- Available low-cost housing surrounding this space (immigrants like to live and work in the same community)
- St. Mary's Development of new houses in the area
- Bank—Chase Branch at the corner of East Third and Linden
- Ruskin School district (already establishing itself as an immigrant hub; full-service school with new building and East End Services support)
- Summit Academy charter school, Stivers School for the Arts
- Pharmacy, restaurants, some established retail in and around
- Variety of worship centers surrounding the neighborhood
- Neighborhood greenspace and parks
- Immigrant entrepreneurship establishing presently
- Main transit line/bus line

Research conducted by Wright State University and the University of Cincinnati show the demographics to already include significant immigrant populations. And as new immigrants migrate to Dayton, they tend to settle with like-type ethnicities. An ample supply of low-cost housing in the area makes this area an ideal node for critical mass immigrant settlement.

In addition, the area features available commercial space—both retail and industrial.

This information means immigrant growth is already "organically" developing in this region already. By developing this node with a focus for immigrant entrepreneurship, the goal would be to allow the organic growth to continue without getting in the way (we don't want to undermine the natural growth by providing incentive for landlords to preemptively raise rates to discourage growth), and at the same time provide incentives to encourage the growth has roots for long-term sustainment and health.

Focusing on this area, the city should consider two objectives:

1. Help businesses grow, accounting for opportunities for short-term success as well as long-term

2. Help encourage node growth. This would require developing some sort of marketing plan to focus the

development and give unified purpose to the node

Such support services the City could provide include the following:

- Extend the façade grant to this area and educate the existing businesses in this area of this grant
- Outreach program to Realtors, Catholic Social Services, Job Center, Sunrise/Bomberger Centers, local worship centers and Ruskin School about the City's interest and focus for this area as an immigrant hub
- Work with existing Chase Branch to determine their interest in specializing in the neighborhood's international financial needs, including perhaps partnering with existing support services (East End or other) to provide basic financial education—specifically focused on understanding the importance of and how to establish and maintain credit; how to conduct banking transactions; etc..
- Using the WSU/UC research, develop planning that will meet the existing needs of the community (such as need for grocer and additional restaurants/cafes/gathering places)
- Consider developing a retail incubator (similar to Second Street Market) as a way to help encourage natural entrepreneurial growth and perhaps as a springboard for new businesses in this area (and even as an anchor for the node marketing program, a natural link to extend downtown as a destination, etc.)
- Create an Immigrant Entrepreneur ambassador whose sole focus is to connect immigrants with existing services and support for entrepreneurs and help them navigate the system while also providing primary feedback and "voice" to the city representing the immigrant entrepreneur at key decision meetings and marketing planning meetings.

3. Create a two-way campaign around immigrant entrepreneurship.

a. Internal: This component of the campaign would target existing teams already focused on supporting and assisting entrepreneurs and/or business development (including city/county divisions, financial institutions, realtors, etc.).

i. The purpose of this component is to best prepare groups that would naturally come in contact with the immigrant entrepreneurs as a course of their doing business and have the resources necessary to best guide immigrant entrepreneurs.

ii. The messages, materials and perhaps presentations would provide information about the benefits of immigrant entrepreneurs (perhaps with some local case studies), awareness of how their needs might differ from other entrepreneurs, existing resources available to help address these issues, and basic cross-cultural etiquette.

b. External: This component of the campaign would target the public in our community.

i. The purpose of this component is to ease fear.

ii. Immigrants and immigrant entrepreneurs have told the task force members that seeing stories in the paper about the work of the task force has eased some of the fear they had about being an immigrant. They indicated it also let them know others were out there trying to do the same thing they were, thereby giving them encouragement.

iii. Though task force members haven't directly heard about any fear from non-immigrant residents, we anticipate that the uncertainty of change and differences immigrants naturally bring to a city/neighborhood/business district are bound to exist, and could create issues. Therefore, part of the external campaign should be to show the value of immigrant entrepreneurship (and immigrant residency in total) to the city/neighborhoods/business districts/etc., perhaps even culling through the history of Dayton to show that this is a natural part of our heritage and even a vital component of our "Innovation" reputation (think Dayton Patented), and perhaps even provide some basic cross-cultural etiquette standards or resources to learn more about immigrants in the area (perhaps involving the social task force committee's recommendations, or having an informational booth at the various cultural events, or lectures/presentations at libraries in immigrant saturated areas---of course led by or held in close collaboration with the existing immigrant established groups)

Local Government and Justice System

Narration: Integration of immigrants into the greater Dayton community can be greatly eased by government and justice system integration policies. The local government and justice system subcommittee urges action to improve language interpreter capabilities, action to increase immigrant participation in government and community organizations and activities, action to increase trust and communication between immigrant communities and law enforcement officers, and action to overcome language barriers in the court system and prosecutors' offices.

Recommendation Statement 1

Promote increased access to government services for Dayton's residents who are limited English proficient (LEP) by having language access services available.

a. A brief description of the issue being addressed: LEP persons have a difficult time communicating with service providers because of language barriers.

b. Goals/objectives that can be accomplished in the next 3 years:

Access to Interpreter Services

- Have a city/county-wide interpreter for widely-used languages
- Establish accounts with professional phone interpreting services & either instruct employees on how to use this or have a central contact who could assist employees on accessing the service
- Develop a list or bank of city/county employees and/or volunteers who could be called to serve as interpreters
- Provide translations of FAQs and written materials – can use students or volunteers to do the initial translation to save on costs and then have them reviewed by an outside/professional source
- Team up with existing language access programs and advocates to evaluate the best way to implement a program in the Dayton area
- **Note:** having a policy on how to implement language access is not enough – all employees, including those at the point of contact, must be familiar with the policy and be able to effectively use it

Increase hiring/retention of those with foreign language skills

- Offer hiring incentives to those who speak a foreign language, including offering extra points on the civil service exam
- Offer incentives to encourage government employees to learn a foreign language and help provide them with the necessary resources to do so (e.g. buy a copy of Rosetta Stone)
- Implement a diversity hiring plan aimed at hiring some immigrants who are residents and members of our community

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: HRC, Civil Service, City Commission

d. Identified resources: Local universities & schools

Recommendation Statement 2

Increase involvement of immigrants in policy making and community programs by removing barriers to participation and encouraging civic activities.

a. A brief description of the issue being addressed: Because of restrictions on participation or lack of awareness, immigrants are not as involved in community and civic programs.

b. Goals/objectives that can be accomplished in the next 3 years:

- Encourage the City of Dayton to adopt a resolution that allows Priority Boards to create a seat for immigrants who reside in the respective Priority Board boundaries without that immigrant being a registered voter

- Promote citizenship classes and programs such as the Neighborhood Leadership Institute or the Chamber of Commerce Leadership Dayton and similar programs that teach civics
- Create an advisory group to the city/county commissioners comprised of immigrants from the community who can advise the commissioners on issues important to their community
- Apply for grant for Citizenship and Integration program to help immigrants study for naturalization (English language skills and US civics) and to help them prepare their applications for naturalization
- Citywide ID

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: City Commissioners, Chamber of Commerce, Dayton Mayor, Dayton Police Department, Citizenship Participation

d. Identified resources: suburban mayors, managers, & city commissioners

Recommendation Statement 3

Adopt law enforcement policies that are "immigrant-friendly" throughout the greater Dayton area.

a. A brief description of the issue being addressed: While some local law enforcement agencies already have these policies, others do not.

b. Goals/objectives that can be accomplished in the next 3 years:

- emphasize immigration status checks limited to people suspected of serious crime only, and promote reporting of crime and prevent further victimization of victims of crime by not questioning victims/witnesses about their immigration status
- not engaging in racial or ethnic profiling
- focus enforcement efforts on serious/violent crime and not federal immigration law, which is mostly civil in nature – this is the job of the federal government, especially given that local government resources are stretched to the maximum and should therefore be preserved for enforcement efforts that will result in a reduction of crime and a safer community
- training officers in cross-cultural competency

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: Criminal Justice Council; County Commissioners

d. Identified resources: Dayton Police Department, Sheriff's Department, mayors, managers, city commissioners, and township trustees

Recommendation Statement 4

Ensure access to the justice system for immigrants, regardless of language barriers or status.

a. A brief description of the issue being addressed: Language barriers mean that immigrants are less likely to make effective use of our justice system.

b. Goals/objectives that can be accomplished in the next 3 years:

- Provide translations of FAQs and written materials (court instructions, standard forms, etc.)
- Establish accounts with professional phone interpreting services & either instruct employees on how to use this or have a central contact who could assist employees on accessing the service
- Have a city/county-wide interpreter for widely-used languages
- Important: professional services as opposed to untrained volunteers should be utilized because of the higher stakes involved
- work with Volunteer Lawyer Project, Dayton Bar Association & local attorneys to provide pro bono services or set up a referral bank of those attorneys who are willing to make language accommodations

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: Supreme Court of Ohio Interpreter Services

d. Identified resources: Prosecutors and judges

Social Services and Health Services

Provide any narrative about your process or story background that you care to convey to the community about your process:

This is a broad area, so we chose to focus on social and health services that support the transition and integration of immigrants. We asked ourselves what will help our immigrant population grow and prosper and what will help the existing community respond to their presence. Many immigrants encounter considerable barriers to accessing services that are related to limited availability of translated resource information, lack of interpreters for persons who are not proficient in English and limited understanding of cultural and access issues that affect immigrant and refugee populations. Some immigrant and refugee populations are specifically limited by law or practice in their ability to access certain services and this can only be remedied through policy and legislative changes.

1. Recommendation Statement: Establish a website specific to immigrant populations that lists health and social service information, including where persons may access resources and creates a network among existing area websites. The goal would be to enhance, not duplicate, what is already being furnished in the community, including the 211 website of United Way, among others.

a. A brief description of the issue being addressed: Immigrants often are confused by the social service and health delivery systems that may be quite different than the ones in their former homes. In addition, resource data is frequently not available in their spoken language and is difficult to obtain. Also, health and social service providers often lack critical information that can aid in delivery of service to immigrant populations.

b. Goals/objectives that can be accomplished in the next 3 years

i. Determine all existing resources

1. Who has brochures and/or websites?

2. Who has conducted projects aimed at increasing information?

ii. Determine the quality, accuracy, and accessibility of existing resources

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

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

v. Develop a health and social services resources clearinghouse with links to health data and information in various languages across a wide range of topics, such as H1N1, emergency preparedness, and chronic disease support and services. This site should also include relevant social services that meet the needs of the target populations, such as food banks, clothing, housing, and where to complain.

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: United Way HelpLink, PHDMC, Latino Dream Team.

d. Identified resources: CDC list of populations by county (www.bt.cdc.gov/snaps/data/39/39113.htm), www.phdmc.org/dche, Catholic Social Services resettlement data, www.latinodayton.org, http://iis.stat.wright.edu/AAC-Dayton/index.htm, www.e-radiography.net/technique/Culture/culture_index.htm (or something similar), many resources about specific health issues are available at the national level in various languages, Family Resource Guide (FCLC), No Wrong Door (FCLC), Help Link, and HealthLink Rotary/Reach Out project. It should be noted that many of these resources are outdated or incomplete. Currently HelpLink provides phone referrals and has the ability to respond to the needs of some non English speaking populations. The current web resource for HelpLink 211 is not translated. However, the web resources for 211 HelpLink are much improved.

e. Any other background information necessary or available: One concern is the accessibility of the internet for some immigrants, but the Dayton Metro library is

trying to reach out and another subcommittee is exploring VocalPress, a new voice activated technology for internet use through cell phones. In addition, neighborhood based agencies like East End Community Services and others also have computer labs where individuals can access information. Another concern is who would maintain and update any such website.

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

a. A brief description of the issue being addressed: There is a lack of language accessibility and cultural competency in major organizations which makes it difficult for immigrants to receive health and social services.

b. Goals/objectives that can be accomplished in the next 3 years

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

ii. Assess knowledge of policy among front desk staff

iii. Evaluate how non-English speakers feel they are served

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

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

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: Ethnic and Cultural Diversity Caucus, Latino Connection Healthcare subcommittee.

d. Identified resources: Ethnic and Cultural Diversity Caucus survey results, Latino Connection Healthcare subcommittee survey, Vocalink, and Miami Valley Interpreters, http://www.hhs.gov/ocr/civilrights/resources/specialtopics/hospitalcommunication/cmsletteronincreasefunds.pdf.

e. Any other background information necessary or available: The Ethnic and Cultural Diversity Caucus survey revealed that interpretation and access to health care was one of the greatest challenges faced by immigrants. Federal funding may be available for Medicaid providers and Federally Qualified Health Centers (FQHC) to bill for interpretation services.

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

a. A brief description of the issue being addressed: There is a need for interpreters to help immigrants navigate the difficult process of receiving service and to help service providers be more effective in their service to immigrants.

b. Goals/objectives that can be accomplished in the next 3 years

i. Review resources already available in the Miami Valley Region

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

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

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: United Way, Red Cross, East End Community Services or other providers. Might be a role for special ethnic self help groups like the Dayton Arab American Forum, etc. who have helped East End with Iraqis.

d. Identified resources: East End Community Services has developed a online training module for interpretation training for social services or medical services. This could be part of a online and face to face practice of training more interpreters. Once trained, volunteer interpreters/translators might be entered into a database.

e. Any other background information necessary or available: The Ethnic and Cultural Diversity Caucus survey revealed that interpretation and access to health care was one of the greatest challenges faced by immigrants. Interpretation and the translation of documents into multiple languages is a costly endeavor for many social services and health agencies. The cost of such services severely impacts access to service. Even

in cases where phone interpretation is available, this creates difficulties in communication.

4. Recommendation Statement: Form a coalition for service providers who work with immigrants or are interested in working with immigrants using existing community models.

a. A brief description of the issue being addressed: Service providers are often disconnected and not well aware of issues and resources. This would establish a regular time to share about our needs, ideas, and services offered in order to improve collaboration and communication. This group could also serve as an advisory board to the City and other groups in order to continue the IFC conversation.

b. Goals/objectives that can be accomplished in the next 3 years

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

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

iii. Establish list of relevant presentations or discussion topics

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: Human Relations Council, Priority Boards, East End Community Center, Catholic Social Services

d. Identified resources: Latino Connection and CARE (Coalition for Asylee and Refugee Empowerment)

e. Any other background information necessary or available: Latino Connection was formed 10 years ago through a joint effort between Dayton Police Department and community advocates to respond to the growing presence of Latinos in Dayton. It has served a critical role in educating service providers and creating a forum for discussion and networking. Latino Connection has presented their unique model to groups in Dayton, Springfield, and Cincinnati.

5. Recommendation Statement: Recommend policy changes to Dayton's lobbyists at state and federal levels.

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

b. Goals/objectives that can be accomplished in the next 3 years:

i. Identify lobbyists and informed community advocates

ii. Establish best method of communication between involved persons

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals

d. Identified resources: Ethnic and Cultural Diversity Caucus survey, JFS staff, Catholic Social Services, LIRA (Latino and Immigrant Rights Advocates), AFSC, etc

e. Any other background information necessary or available: Both immigrants and the health and social service agencies that serve them are often limited by laws and policies. While individuals and organizations may organize their own advocacy efforts, they could benefit from the support of local government lobbyists.

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

a. A brief description of the issue being addressed: Many immigrants are misinformed or enter our communities with different perspectives based on their home country experiences.

b. Goals/objectives that can be accomplished in the next 3 years

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

ii. Identify teachers or mentors

iii. Establish best way to conduct training (e.g., NLI

classes, mentoring, civics infused ESL, etc.).

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: Dayton Mediation Center, NCCJ.

d. Identified resources: updayton initiative "Dayton Embrace," NLI model of short-term weekly informative sessions, Kettering City Schools, East End Community Center, trained volunteers from Dayton Mediation Center.

e. Any other background information necessary or available: Special consideration should be given to the age and gender of groups and partners given some cultural differences surrounding relationships.

7. Recommendation Statement: Assist the Ethnic and Cultural Diversity Caucus to distribute the results of their community refugee survey

a. A brief description of the issue being addressed: The Ethnic and Cultural Diversity Caucus is conducting a community survey to evaluate how well refugees are integrating into our community and what are their needs and challenges. Upon completion of the project, they are seeking assistance in distributing the results and working with community leaders and partners to respond to the results.

b. Goals/objectives that can be accomplished in the next 3 years

i. Identify community partners and leaders who should be informed

ii. Develop methods to distribute info (e.g., community forum, press release, published report, agency level meetings, etc.)

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals: Ethnic and Cultural Diversity Caucus, United Way.

d. Identified resources: Ethnic and Cultural Diversity Caucus, United Way.

e. Any other background information necessary or available: The Ethnic and Cultural Diversity Caucus held two Forums on Immigration in 2008 and 2009 after conducting their first assessment of immigrants. They are currently in conversation with the University of Dayton's Human Rights Studies Department about a possible collaboration as part of larger event at UD.

Community, Culture, Arts and Education

Provide any narrative about your process or story background that you care to convey to the community about your process:

During the course of discussions and iterations of recommendations, this committee has returned time and again to the recognition that many excellent events and programs are already happening in Dayton that celebrate international communities and their cultures and arts. However, it is noted that there are definitely gaps in the areas of education, specifically for encouraging involvement on native U.S. volunteers and for ESL and literacy for adult English Learners, in sustained youth involvement- among international and native U.S. youth, and in the communication among various groups who are working in the areas of this subcommittee.

Recommendation Statements:

a. A brief description of the issue being addressed.

This subcommittee seeks to address the issues of increasing availability of ESL and literacy courses for adults, of actively involving youth in international connections and community building, and of supporting connections among active cultural/ arts organizations.

b. Goals/objectives that can be accomplished in the next 3 years.

To address the issues discussed, this committee recommends setting the following goals:

1. To create "Cultural Brokers" through quarterly seminars focused on how to sensitively volunteer with New Americans.

2. To build a base of ESL and literacy tutors to volunteer in existing/ expanded programs.

3. To partner with Streetpeace and the Peace Academy as a base for involving other community partners working with school aged youth.

4. To support the ongoing work of Culture Builds Community (CityFolk) by removing barriers to increased participation of New Americans.

c. Suggestions as to who might be the lead agency and who might be involved in accomplishing the goals and…

d. Identified resources

Please note that the agencies listed here to be involved are also in most cases the very valuable identified resources.

The starred * agency is a possible lead agency.

Goal 1.

New Americans' Initiative (Columbus) and other researched resources

UD- Ethnic and Cultural Diversity Caucus*

UD-- Director of International Programs

NCCJ

Sinclair – Diversity Officer

UD-- Director of Institutional Diversity and Inclusion

Catholic Social Services

Wright State University

Private practitioners

Adult Basic Literacy Education (ABLE) providers who serve New Americans

Goal 2.

Wright State TESOL/ TEFL courses – to act as trainers for the tutors (service learning)

Other University resources

Southwest ABLE Resource Center and Project READ (both housed at Sinclair)

Sites: Kettering's ABLE Programs at the Barnes School and at St. Mary's—East End, St. John's, St. Paul's, Red Cross, Libraries, Missing Peace Arts, African Christian Community Center, College Hill, Dayton Public Schools*, Kroc Center

Goal 3. Dakota Center

Community Schools (DPS)

East End Community Center*

Dayton International Peace Museum

Goal 4. CBC (CityFolk)*

Community organizations serving immigrants

Dayton Council on World Affairs

e. Any other background information necessary or available.

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Dayton Human Relations Council Invites Community Dialogue On How to be an Immigrant Friendly City

Release Date: Wednesday, March 30, 2011

Contact: Tom Wahlrab, Executive Director of the Human Relations Council, 333-1403

The recent Census results indicate that Dayton's population makeup continues to evolve. To capitalize on this trend as a way to enhance the vibrancy and growth of the community, Dayton's Human Relations Council is leading efforts to help make Dayton a more immigrant friendly city.

The public is invited to join the conversation about making Dayton more friendly to immigrant groups by attending a workshop on April 5 from 9:30-11:30 a.m. at the Sinclair Conference Center. Interested attendees can register at www.mvfairhousing.com.

"Creating an immigrant-friendly community can help attract and retain citizens who are engaged in the community and eager to support neighborhood revitalization and economic development efforts," said Tom Wahlrab, Executive Director of the Human Relations Council. "Harnessing the energy, skills and resources of these new citizen groups can be an important element of a community's success."

Wahlrab said the Immigrant Friendly City initiative is designed to create a conversation with community members who are actively engaged in supporting the integration of new residents. The purpose is to:

- propose City policies to support integration of new residents and further business development;
- explore support systems that engage new residents in civic affairs and lead to full citizenship;
- gain collaborative commitments to work together; and
- envision the future of our city as an immigrant friendly city.

Unlike in the past, when most immigrant groups were concentrated in a few states, significant concentrations of immigrants now exist in cities across the country.

Wahlrab highlighted several key benefits of being known as an immigrant friendly community:

1. Immigrant communities occupy and develop the housing stock.
2. Immigrant communities build self-governing communities.
3. Immigrant communities create businesses to serve their own and the greater community's needs, enriching the economic climate of the city.
4. Immigrant connections can open doors to new economic markets.
5. Population growth increases consumption and fuels the creation of more jobs.
6. Immigrants welcomed and accepted into the community are more willing to create and maintain safer communities.
7. Cultural diversity is broadened, thus energizing the greater community through openness and cross-cultural dialogue.

Anyone who would like to be involved in this conversation should contact Brenda Hawes with the Human Relations Council at 333-1400, or by email at Brenda.hawes@daytonohio.gov.

Original Framework for Community Conversation

Initiative: To develop Dayton as an immigrant friendly community

Contact Person's name: Thomas Wahlrab (tom.wahlrab@daytonohio.gov) and Francisco Pelaez-Diaz (franja1569@yahoo.com.mx)

Proposal: To identify a group of individuals who would develop a broad outline, that if followed over the next 3-5 years, would position the City of Dayton as immigrant friendly city.

- City of Dayton (City Commissioners, City Manager, HRC Director and Board, Chief of Police)
- Business community
- Educational community
- Social Services
- Immigrant community
- Financial community

Clarify What we want to do with our partners

- Start with an open conversation about the idea of an open and immigrant friendly City.
- Assuming buy-in: develop a mission statement or purpose for the initiative, exp. To make the City of Dayton an open and immigration friendly city by improving local immigration and civic engagement practices.
- Write a strategic plan for strengthening the perception and the reality that Dayton is an open and immigrant friendly city.

Broad Outline

Develop a plan for an Immigrant Friendly City that contains recommendations in at least five areas: 1) City Policies and Justice System, 2) Business and Trade Economic Development, 3) Social Services and Health Services, 4) Financial Institutions and Banks and 5) Community Culture, Arts and Education. Some key recommendations to be considered:

1) City Policies and Justice System

- Develop a welcome protocol and host appreciation events for incoming immigrants.
- Review policies used in other communities and make recommendations to the City Commission, the Dayton Development Coalition and other policy making bodies.

2) Business and Trade Economic Development

- Use existing business development initiatives to target immigrant organizations, groups or individual to offer business development and technical support.
- Events for new residents.
- Develop a marketing strategy to promote Dayton as an immigrant friendly city.
- Promote and develop small business development opportunities.

3) Social Services and Health Services

4) Financial Institutions and Banks

5) Community Culture, Arts and Education

ADDITONAL CONSIDERATIONS FOR THE PLAN

Strategic Relationships

- Development a mechanism to identify and connect organizations and agencies whose mission is to support immigrant integrations.
- Develop methodology that supports the maintenance of working relationships between the identified policy making bodies and organizations and agencies whose mission is to support immigrant integrations.
- Develop a mechanism to identify community leaders.

■ Develop methodology that supports the maintenance of working relationships between the identified policy making bodies, organizations and agencies whose mission is to support immigrant integrations and identified community leaders.

Civic/community Development

■ Itemize and acknowledge the services that are available for immigrants.

■ Complete a roadmap for positive and constructive civic engagement in the City of Dayton

■ Continued support for Dayton-based immigration support organizations.

■ Develop a collaborative plan between services.

Method of Evaluation

■ Create a communication and a reporting system that minimizes program development and maximizes collaboration of existing organizational programming.

Funding Model

■ Volunteers

■ Donations

■ Grants

Strengths

■ Simple strategy: to develop the strategic plan that identifies individual responsibilities and shares responsibilities, i.e. responsibilities that are congruent with current agency missions.

Weaknesses

■ Current staffing levels in Agency preclude extensive new programming / initiatives.

■ Research needed for examples of best practice models.

■ Lack of involvement in existing community initiatives with and for immigrants.

Resources

National League of Cities

1301 Pennsylvania Ave., NW, #550

Washington, DC 20004

202-626-3100 Fax: 202-626-3109 - www.nlc.org - memberservices@nlc.org

Contact: Kate Sandel, sandel@nlc.org or at 202-626-3046.

Task Force Mapping Strategy

Improved Service & Better Access in these areas:

Social Services & Health Services	Local Government & Justice System	Business and Economic Development	Financial Institutions and Banks	Community Culture, Arts and Education	?

Critical Players needed to map the strategy—
Agencies, Institutions, Leaders who need to be involved to address above areas of concern

United Way	City Govt? Police Eco Develop. HRC	County Government	Immigrant Group Reps?	Key Community Agency ?	?

How to drill-down on an issue area

- Access to social services — presentation by Theo Majka

Small Work Groups

- Who is doing what right now? If we don't know how can we find out?
- What are the 3-5 most important "gaps" we can reasonably address in the next three years?
- What should be our goals and desirable outcome for each issue area?
- Who should be the lead in addressing each "gap" area?

Next Meeting of Task Force

- Review and discuss answers to the above questions.
- Review / Develop goals and objectives, that if reached, would convincingly qualify the City of Dayton as an Immigrant (or New American) Friendly City.

A community conversation to: Foster a community that actively welcomes and integrates new residents and helps them on a path to citizenship.

This initiative asks, "How can Dayton welcome and engage our new residents so they become civically engaged?"

This initiative asks, "Why does it make sense to position Dayton as an immigrant friendly community?"

1. It makes our community safer. If immigrants feel part of the community it is more likely that they are more willing to create and keep safer communities.

2. Immigrants bring a diversity that could contribute to the vibrancy and growth of our community.

3. In general, immigrants are young and they are having children in the United States and a positive bi-cultural experience is essential for becoming a contributive community member.

4. The presence of immigrants in our community is a reality and facilitating their integration maximizes their productivity and full integration as citizens.

5. This initiative will connect and leverage all community efforts engaged in welcoming and integrating new residents to Dayton.

6. Between 1970 and 2000, each decade saw a larger net inflow of new immigrants than any previous decade in U.S. history.

7. Between 1990 and 2000 alone, the decade saw the largest contingent (13.7 million) ever to come to our country during any decade up to that time.

8. Unlike in the past, when most immigrants were concentrated in a few states, today significant concentrations of immigrants are all over the country.

9. The Dayton MSA is 96 out of 100 for foreign born residents.

10. Some states, counties and cities have implemented policies that help newly arrived immigrants to get settled in their new communities; reduce their risk of being exploited

by employers; give them access to social services; promote social integration; and generate an overall-climate of trust, respect, and welcoming.

11. Population growth increases consumption and fuels the creation of more jobs.

12. Immigrant communities occupy and develop the housing stock.

13. Immigrant communities build self-governing communities.

14. Immigrant communities create businesses to serve their own and the greater community's needs enriching the economic climate of the City.

15. Immigrant connections can open doors to new economic markets.

16. Cultural diversity is broadened and thus energizing to the greater community, engendering openness and cross-cultural dialogue.

17. Immigrants provide workers for essential services.

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