

# ***MUNICIPAL INNOVATIONS IN IMMIGRANT INTEGRATION***

***20 CITIES, 20 GOOD PRACTICES***

**American Cities Series**

*Ricardo Gambetta  
Zivile Gedrimaite*

*edited by Jamie Durana*

NATIONAL  
LEAGUE  
of CITIES 

  
**MUNICIPAL  
ACTION**  
FOR IMMIGRANT  
INTEGRATION

## ***About the National League of Cities***

The National League of Cities is the nation's oldest and largest organization devoted to strengthening and promoting cities as centers of opportunity, leadership and governance. NLC is a resource and advocate for more than 1,600 member cities and the 49 state municipal leagues, representing 19,000 cities and towns and more than 218 million Americans.

Through its **Center for Research and Innovation**, NLC provides research and analysis on key topics and trends important to cities, creative solutions to improve quality of life in communities, inspiration and ideas for local officials to use in tackling tough issues, and opportunities for city leaders to connect with peers, share experiences and learn about innovative approaches in cities.

## ***About Municipal Action for Immigrant Integration***

Municipal Action for Immigrant Integration (MAII) is a project in NLC's Center for Research and Innovation. The primary goal of the project is to promote civic engagement and naturalization among immigrant communities in cities and towns across the U.S. MAII is designed to be a resource for NLC members, fostering a knowledge-sharing network to help cities learn from the successes and mistakes of their counterparts across the country.

For the following MAII publications, please go to [www.nlc.org](http://www.nlc.org).

- Civic Engagement and Recent Immigrant Communities: A Planning Guide for Local Officials and Other Community Leaders
- Financial Literacy Programs for Immigrants
- Municipal Innovations in Immigrant Integration: Indianapolis Model, 2000-2007
- Immigrant Affairs Committees and Councils
- Mayoral Immigrant and Latino Affairs Offices
- Citizenship and Naturalization Programs
- Employment and Business Ownership
- NewCITYzen Campaign Branding Guidelines
- National League of Cities International Programs: Helping City Leaders Respond to Global Change

## ***Foreword***

The Municipal Action for Immigrant Integration program (MAII) is a unique nationwide effort intended to assist municipal leaders in addressing the issues related to their growing immigrant populations. As a part of this comprehensive strategy, our team has the opportunity to work directly with mayors and city officials in the development and implementation of innovative initiatives in the area of immigrant integration. The MAII program has been on the front lines of the immigration phenomenon in cities and towns across the United States.

After the successful release of last year's report, which focused on the Indianapolis model (2000-2007), and after numerous requests from local municipal officials for more publications in the field of immigrant integration, we are very pleased to present this second report titled: "Municipal Innovations in Immigrant Integration: 20 Cities, 20 Good Practices."

This second issue of the American Cities Series focuses on four areas: public safety, immigrant outreach, civic engagement and citizenship and city services. After months of research, several on-site visits and policy discussions and consultations with key city officials from all over the country, we decided to feature in this newest report 20 of the most innovative cities in the area of immigrant integration. These 20 cities are very diverse, ranging in size from large to small, and from varying geographic locations around the United States. The practices featured in this publication are good examples of public and private partnerships, advisory initiatives, and action-oriented programs. Many of the cities have multiple programs addressing multiple issues, while others focus on one specific issue or topic.

I would like to recognize Donald J. Borut, executive director of the National League of Cities, and Christopher Hoene, director of the Center for Research and Innovation, for their input and support of the Municipal Action for Immigrant Integration program. I want to thank Jamie Durana, program associate, Zivile Gedrimaite, research and publications senior intern, Lara Malakoff, senior associate for outreach and Alexander Clarke, manager of creative design and production. The MAII program is supported by the John S. and James L. Knight Foundation.

We hope you will find that this latest report provides an opportunity to learn about proven successful immigrant integration programs and efforts and how to replicate these programs and initiatives in other cities and towns across the country.

*Sincerely,*

Ricardo Gambetta

*Manager, Immigrant Integration Programs*

*Center for Research and Innovation*

National League of Cities

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## Introduction

In the absence of a national immigrant integration policy, U.S. cities are responding to immigration challenges by working together with civil society organizations to address critical issues. Local governments have a central role as key partners for developing and implementing immigrant integration programs in cities and towns across the U.S. Cities have a responsibility for promoting social cohesion, including helping to fully integrate their immigrant residents into the mainstream community. The 20 cities in this report are meeting these challenges and are providing good examples of how other cities can create their own immigrant integration programs. Lessons learned from these 20 cities suggest a number of policy recommendations for local officials and federal and state policy makers across the nation.

- **Develop a nationwide strategy for immigrant integration.** Local governments should play an important advisory role in the development of a comprehensive nationwide strategy for the integration of immigrant populations by working directly with the federal government. At the same time, the federal government should provide cities with enough funding and resources to address the more local and complex challenges related to their growing immigrant populations.
- **Partner with state governments.** Local governments should establish key partnerships and collaborations with state governments in the area of immigrant integration and work together to clarify the relationship between state and local law enforcement agencies and federal immigration agencies.
- **Cooperate with municipal agencies.** As a part of their local immigrant integration plan, cities should develop a comprehensive cross-sectional immigrant integration strategy among local government and municipal agencies and make sure that their city's strategy for immigrant integration is compatible with its broader social inclusion plan.
- **Engage the host community.** Cities should engage the host community, including immigrant organizations, faith-based organizations and the business sector, in establishing key partnerships regarding immigrant integration programs and initiatives.
- **Address local demographics, issues and challenges.** Cities should find out the local demographics as well as the issues and challenges most important to the city's immigrants and organize regular outreach events to address these issues, such as public safety and access to city services, among others.
- **Establish mayoral advisory boards and immigrant affairs offices.** Cities should consider the establishment of mayoral immigrant advisory commissions and Immigrant affairs offices to address local immigrant integration challenges in addition to designating a senior city official to lead and coordinate city and community efforts to improve communication between the local government and the immigrant community.<sup>1</sup>
- **Recognize immigrant contributions to the economy.** Cities should maximize the contributions of the immigrant community to their local economies while facilitating their integration into the civic and political life of their communities by developing a strategy to encourage civic engagement and naturalization among their local immigrant population.
- **Eliminate language barriers.** Language barriers are significant obstacles in the life of immigrant residents, and cities should develop a strategy to eliminate these barriers as well as promote adult literacy in their communities.

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<sup>1</sup> For more information, please refer to the following MAII briefs: Mayoral Immigrant and Latino Affairs Offices and Immigrant Affairs Committees and Councils.



## Fort Wayne, Indiana

### Hispanic and Immigrant Liaison

#### City Snapshot

##### Population

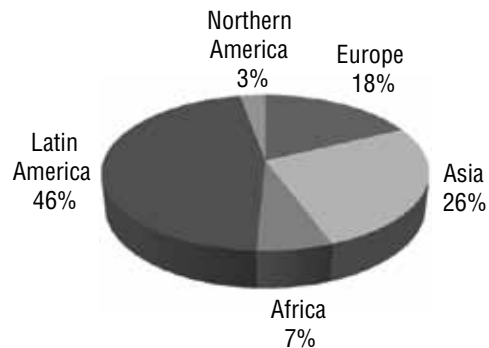
Fort Wayne has a vibrant population of 255,890 people, 15,489 (6%) of whom are foreign-born residents. Of the foreign-born population, 5,547 people are naturalized U.S. citizens, and 9,942 are not naturalized. Almost half (46%) of the foreign-born population came from Latin America, most commonly Mexico. Another 5,724 residents (26%) came from Asia, most commonly India,<sup>2</sup> and 18 percent came from Europe. Many of the Asian immigrants in Fort Wayne are Burmese refugees. Approximately 20,762 people speak a language other than English at home, with more than half of this number speaking Spanish.<sup>3</sup>

##### Government

Tom Henry was elected in 2007 and is serving his first term as mayor of Fort Wayne. For several years before becoming mayor, he was a member of the city council.<sup>4</sup> The Fort Wayne Common Council is comprised of nine elected members, one representative from each of the city's six council districts and three at-large members. City council members may seek unlimited four-year terms.<sup>5</sup> Sandra E. Kennedy has served as city clerk of Fort Wayne since May 1983.<sup>6</sup>

Source: U.S. Census Bureau

#### World Region of Birth of Foreign Born in Fort Wayne



Created in 2009, the Hispanic and Immigrant Liaison is a position within the Community Development, Planning & Policy Department, which is responsible for developing and coordinating short- and long-term plans for improving neighborhoods, commercial districts, and the greater Fort Wayne community. The Hispanic and Immigrant Liaison works to establish contact and communication with the Hispanic community as well as the general immigrant community. The liaison provides information and assistance for accessing city services and programs and is also involved in community development planning projects and initiatives that affect the Hispanic and immigrant communities in the city. In addition, the liaison educates the community at large about the changes and cultural issues associated with diverse populations within Fort Wayne.<sup>7</sup>

2 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US1825000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US1825000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

3 \*Information used from the 2000 Census. (Louisville and Princeton only) [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US1825000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-&-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US1825000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-&-lang=en&-sse=on)

4 <http://www.cityoffortwayne.org/meet-the-mayor.html>

5 <http://www.cityoffortwayne.org/city-council.html>

6 <http://www.cityoffortwayne.org/office-of-the-city-clerk.html>

7 <http://www.cityoffortwayne.org/hispanic%11immigrant-liaison.html>

The liaison has also partnered with NLC's Municipal Action for Immigrant Integration program (MAII). As the first MAII pilot city, Fort Wayne actively participates in the NewCITYzen Naturalization Campaign and the CITYzenship Community Initiative by organizing events like immigration and naturalization trainings and other workshops. As part of this grassroots naturalization campaign, Fort Wayne is running bilingual television public service announcements in the local media to raise citizenship awareness. Fort Wayne and the CITYzenship Community Initiative were topics of discussion in a recent webinar focusing on local gateways to citizenship, co-organized by MAII and Cities of Migration (Canada).<sup>8</sup>

Another recent initiative in Fort Wayne supported by MAII is the Integrating Immigrant Communities to Protect Our Children program, for which MAII partnered with the National Center for Missing & Exploited Children (NCMEC). This program addresses the disturbing trend of children of immigrants being more likely to be victims of mistreatment and sexual abuse than other children. MAII and NCMEC work with officials to establish relationships with immigrant communities and community-based organizations that want to address immigrant children and youth safety issues. One of the first trainings in Fort Wayne took place in May 2010 and the city has already started discussing a plan of action for all community members. More than 50 participants attended the training session, including representatives from the Fort Wayne Police Department, local immigrant organizations, the local public school system, local hospitals and community and children advocates.

The liaison has also recently partnered with the Fort Wayne Police Department and the Burmese Advocacy Center's Self-Sufficiency Program to form the Immigrant and Refugee Community Safety Task Force (IMCSTF). The goal will be to acquaint immigrants and refugees with their rights and responsibilities for their safety and to develop communication between property owners, residents, service providers, corporations and the City of Fort Wayne.

The liaison supports and advocates for the Bienvenido Program, which is a prevention intervention program that increases access to mental health services and improves mental health and quality of life of Latino immigrants.<sup>9</sup> MAII co-hosted a workshop, "Prevention of Mental Health issues in the Immigrant Community," in collaboration with the Bienvenido Program in February 2010. More than 100 public safety officials, local officials, children's advocates, immigrant leaders and school teachers participated in the training sessions.

The liaison works to continuously collaborate, coordinate and organize community events that benefit recent immigrants, refugees and other diverse communities. The liaison has worked in partnership with the local Burmese Advocacy Center to invite the community at large to learn about Burma, its people, history, culture, diverse dialects, music and food and to hold presentations from faculty, researchers, and volunteers who have direct contact with this community. The liaison has helped to promote other activities including intensive English and Spanish classes, programs such as Job Skills/Financial Skills for Fathers, an African Food Fest and Cultural Competency to Immigrant and Refugee Service Providers. The local Multicultural Information Exchange Program created an English Café for new residents who need to practice their English language skills, and the Metropolitan Human Relations Commission established a free multicultural human rights camp for 5<sup>th</sup> graders.<sup>10</sup>

For more information about the Hispanic and Immigrant Liaison, please contact Palermo Galindo, planner – Hispanic and immigrant liaison, at (260) 427-6214 or [palermo.galindo@cityoffortwayne.org](mailto:palermo.galindo@cityoffortwayne.org).

For more information about the Integrating Immigrant Communities to Protect Our Children project, please contact Ricardo Robles, Fort Wayne Police Department, at (260) 439-8200 or [ricardo.robles@cityoffortwayne.org](mailto:ricardo.robles@cityoffortwayne.org).

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8 <http://citiesofmigration.ca/integration-learning-exchange/calendar/lang/en/>

9 [http://www.cityoffortwayne.org/images/stories/community\\_development/strategic\\_planning/files/bienvenido\\_newsletter.pdf](http://www.cityoffortwayne.org/images/stories/community_development/strategic_planning/files/bienvenido_newsletter.pdf)

10 <http://www.cityoffortwayne.org/hispanic%11immigrant-community-events.html>

# Austin, Texas

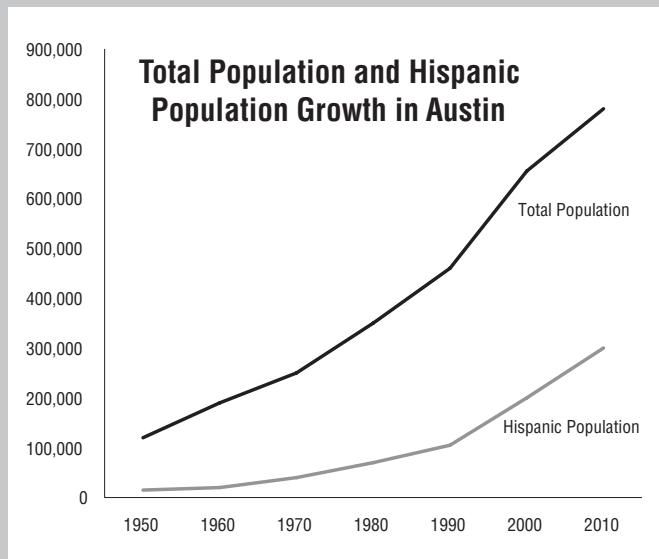
## Immigrant Outreach Program

### City Snapshot

#### Population

Austin is the fourth largest city in Texas, with a population of 785,850 and an annual growth rate of 1.53 percent. Austin's foreign born population is made up of 147,445 people (19% of the total population), and only 33,207 of them are naturalized U.S. citizens. Of the foreign-born population, well over half were born in Latin America, most coming from Mexico.<sup>11</sup> The Hispanic population in Austin is growing at an astonishing rate and has at least doubled since 1995.<sup>12</sup> The next most common region of birth for the foreign born population is Asia, with over 21 percent of the total. It is no surprise then that an estimated 240,943 people speak a language other than English at home.<sup>13</sup>

Source: City of Austin, Spatial Analysis Demographics



#### Government

Mayor Lee Leffingwell has been mayor since 2009.<sup>14</sup> Together with six other council members, he is serving his second three-year term as a member of the Austin City Council. The council is elected at large by the voters of the city.<sup>15</sup> Marc A. Ott was elected as city manager by the Austin City Council in January 2008.<sup>16</sup>

The Austin Police Department's Office of the Community Liaison has established several programs to increase and facilitate communication between law enforcement and recent immigrants. In 2001, the Community Liaison office kicked off its Immigrant Outreach Program geared toward Spanish-speaking immigrants. This program was initiated in response to high rates of robberies reported against foreign born residents. To address this problem, it was essential to improve communication between the police and recent immigrants. One way to do this was through a hotline, "Tu Voz," which receives calls and serves as a referral line for the Spanish-speaking immigrant community. Although the Immigrant Outreach Program managed to achieve many goals, it was eventually canceled in 2004. However, the "Tu Voz" program remains in place.

11 [http://factfinder.census.gov/servlet/NPTable?\\_bm=y&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_NP01&-geo\\_id=16000US4805000&-gc\\_url=&-ds\\_name=&-lang=en](http://factfinder.census.gov/servlet/NPTable?_bm=y&-qr_name=ACS_2008_3YR_G00_NP01&-geo_id=16000US4805000&-gc_url=&-ds_name=&-lang=en)

12 [http://www.ci.austin.tx.us/demographics/downloads/HQ\\_growth\\_total.pdf](http://www.ci.austin.tx.us/demographics/downloads/HQ_growth_total.pdf)

13 [http://factfinder.census.gov/servlet/NPTable?\\_bm=y&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_NP01&-geo\\_id=16000US4805000&-gc\\_url=&-ds\\_name=&-lang=en](http://factfinder.census.gov/servlet/NPTable?_bm=y&-qr_name=ACS_2008_3YR_G00_NP01&-geo_id=16000US4805000&-gc_url=&-ds_name=&-lang=en)

14 <http://www.ci.austin.tx.us/council/mayor/>

15 <http://www.ci.austin.tx.us/council/default.htm>

16 <http://www.ci.austin.tx.us/citymgr/bio-marcott.htm>

Many of the duties associated with the Immigrant Outreach Program were reassigned to the Community Facilitators Volunteer Program (CFs). The objective of these CFs is to remove the Spanish language barrier between Austin police officers and the Spanish-speaking community. The CFs have become a valuable resource to all Austin police officers that do not speak Spanish, as well as to the Spanish-speaking public that want to communicate with these officers. The community facilitators are capable of removing communication barriers such as language, behavior, and attitude resulting from cultural differences.

Although the Latino community makes up the majority of all immigrants in Austin, it was important for the police department to recognize that the Asian population is a fast growing minority group in the city. In 1999, a Vietnamese employee was hired as a liaison and began outreach efforts to all of Austin's Asian residents. Similar to the Immigrant Outreach Program geared toward Latinos, this partnership between the Asian immigrant community and the Austin Police Department resulted in bringing together the Asian immigrant community and the city's police officers. Events have been organized to allow the Asian community to interact with police officers in a non-threatening environment and discuss the issues and challenges that are relevant to these communities. Additionally, a cultural diversity panel made up of representatives from several Asian groups was formed to present diversity training to all new Austin Police Department Cadets.<sup>17</sup>

For more information about the Community Facilitators Volunteer Program, please contact Patricia Urdiales, community facilitator coordinator, at (512) 974-4461 or [patricia.urdiales@ci.austin.tx.us](mailto:patricia.urdiales@ci.austin.tx.us).

For more information about the Asian Outreach Program, please contact Lai Tran, Asian Outreach Program liaison, at (512) 974-4737 or [lai.tran@ci.austin.tx.us](mailto:lai.tran@ci.austin.tx.us).

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<sup>17</sup> <http://www.ci.austin.tx.us/police/community.htm>

# Seattle

## Latino Advisory Council

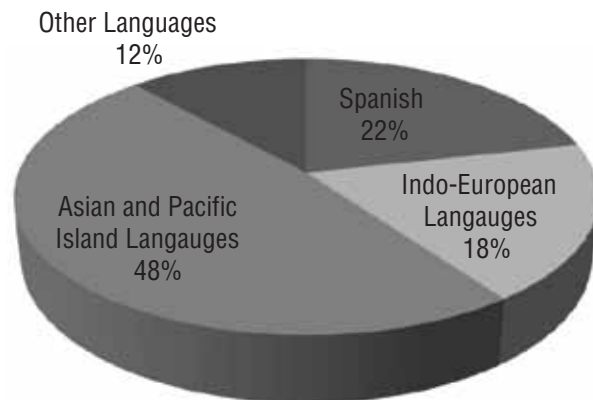
### City Snapshot

#### Population

Seattle has a population of 617,334, and its foreign-born residents account for 17.7 percent of the total population. Over half, 52,396 people, are naturalized U.S. citizens. Asia is the primary region of origin for Seattle's immigrants, with 52 percent of foreign born residents coming from the region. Nearly half of those who speak a language other than English at home speak an Asian or Pacific Island language. Europe and Latin America each are the region of origin for roughly 14 percent of Seattle's foreign born and Africa accounts for 12 percent.<sup>18</sup> Seattle's significant foreign born population makes it a very culturally diverse city.

Source: U.S. Census Bureau

### Languages Other Than English Spoken At Home in Seattle



#### Government

The City of Seattle has a charter form of government with Mayor Mike McGinn, elected in 2009, as head of the Executive Department. Seattle has nine city council members in charge of establishing city policy.<sup>19</sup> All municipal elective offices are non-partisan and elected officials serve four-year terms.<sup>20</sup>

The Latino Advisory Council to the Seattle Police Department was created in 2003 with the objective of building a partnership between the Latino community and the city's police department. This particular council is assigned a deputy chief of police, one officer liaison and support staff. The Latino Advisory Council focuses on four key areas: advising the police department on public safety issues and challenges affecting local Latinos; promoting dialogue that builds trust and confidence between the Latino community and the police department; educating and training police officers to be culturally competent; and encouraging Latino community engagement in the Advisory Council and other city programs and events promoting public safety.

In addition to the Latino Advisory Council, the Seattle Police Department also supports the African American; Muslim; Sikh & Arab; East African; Filipino; Korean; Lesbian, Gay, Bisexual, Transgender,

<sup>18</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US5363000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US5363000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=&-lang=en&-redoLog=false)

<sup>19</sup> [http://www.seattle.gov/html/CITIZEN/city\\_officials.htm](http://www.seattle.gov/html/CITIZEN/city_officials.htm)

<sup>20</sup> [http://www.seattle.gov/html/CITIZEN/city\\_officials.htm](http://www.seattle.gov/html/CITIZEN/city_officials.htm)

and Questioning (LGBTQ); Native American; Southeast Asian; and Youth Advisory Councils. All 10 demographic advisory councils aim to connect marginalized minority communities to the police department to ensure that the enforcement of law is just, fair, informed, and that all challenging issues, such as racial profiling, are discussed. These councils allow not only minority communities to understand and trust the police, but also for the police to comprehend the challenges encountered by these communities.<sup>21</sup>

For more information about the Latino Advisory Council, please contact Maggie Olsen, community outreach program manager, at (206) 684-8672 or [Margaret.olsen@seattle.gov](mailto:Margaret.olsen@seattle.gov).

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<sup>21</sup> <http://www.seattle.gov/police/programs/advisory/latino/default.htm>

## El Paso, Texas

### Victim Services – Immigration

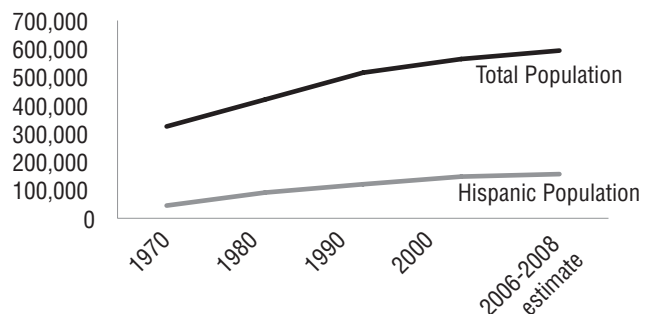
#### City Snapshot

##### Population

Situated on the border with Mexico, El Paso has a population of 593,496, with a foreign-born population comprising more than 26 percent of the total population. A little less than half are naturalized U.S. citizens. Both the total population and the foreign-born population has been growing at a similar rate. Almost 92 percent of the total foreign born population migrated from Latin America.<sup>22</sup> Clearly in El Paso, Spanish-speakers dominate the city's immigrant community, where 80 percent of the city's total population is of Hispanic or Latino origin. Most of the population, or 444,868 people, are of Mexican descent.<sup>23</sup>

Source: U.S. Census Bureau

#### Total Population and Foreign Born Population Growth in El Paso



##### Government

John Cook became the mayor of El Paso in 2004 and is now serving his second four-year term.<sup>24</sup> The city operates under a council-manager form of government. Eight elected council members work together with an appointed local government manager. All power is concentrated in the elected council, which hires a professionally trained manager to carry out its directives and oversee the delivery of public services.<sup>25</sup> Joyce Wilson has been the appointed city manager for the city of El Paso since 2004.<sup>26</sup>

Immigrants too often become victims of domestic abuse, feeling powerless to seek help or protection. Many batterers use the immigration status of their partners as a way to control them. The abuser may exploit the immigrant in many ways, such as destroying or stealing his or her papers, by calling him or her names such as “illegal,” by threatening to have the person deported or by reporting his or her immigration status. The victims may be afraid to come forward because they are undocumented and may be deported. Fortunately, they still have many rights. The City of El Paso’s Police Department is aware of the concerns these immigrants may have and has established a Victim Services Unit to work with immigrants to make sure that they are aware of their rights. Most importantly, as victims of crimes, they are not required to

<sup>22</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US4824000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-gc\\_url=&-ds\\_name=&-\\_lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US4824000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-gc_url=&-ds_name=&-_lang=en&-redoLog=false)

<sup>23</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US4824000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-gc\\_url=&-ds\\_name=&-\\_lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US4824000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-gc_url=&-ds_name=&-_lang=en&-redoLog=false)

<sup>24</sup> <http://www.ci.el-paso.tx.us/mayor/default.asp>

<sup>25</sup> <http://www.ci.el-paso.tx.us/government.asp>

<sup>26</sup> [http://www.ci.el-paso.tx.us/city\\_manager/about.asp](http://www.ci.el-paso.tx.us/city_manager/about.asp)

report their immigration status to police. A female immigrant who goes to a battered women's shelter has the right to keep her immigration status private. El Paso residents are not required to be citizens in order to get a restraining order and are also entitled to receive emergency medical care.<sup>27</sup> The El Paso Police Department is dedicated to making sure that everyone — including immigrants — is aware of his/her rights and will not hesitate to seek help and legal support. The Victim Services Unit provides assistance to all victims through awareness, education, information, and resources with the respect and dignity victims deserve.<sup>28</sup> Victims have the right to be protected from all harm and threats and have the right to privacy. Although the police department understands that deportation is a possible outcome for immigrant victims, safety for these victims is considered paramount.

For more information about Immigrant Victim Services, please contact the El Paso Police Department Victim Services Unit at (915) 564-7368 or [pdpios@elpasotexas.gov](mailto:pdpios@elpasotexas.gov).

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<sup>27</sup> <http://www.ci.el-paso.tx.us/police/immigration.asp>

<sup>28</sup> [http://www.ci.el-paso.tx.us/police/victim\\_services\\_assistance.asp](http://www.ci.el-paso.tx.us/police/victim_services_assistance.asp)

## Durham, North Carolina

### Mayor's Hispanic Latino Initiative

#### City Snapshot

##### Population

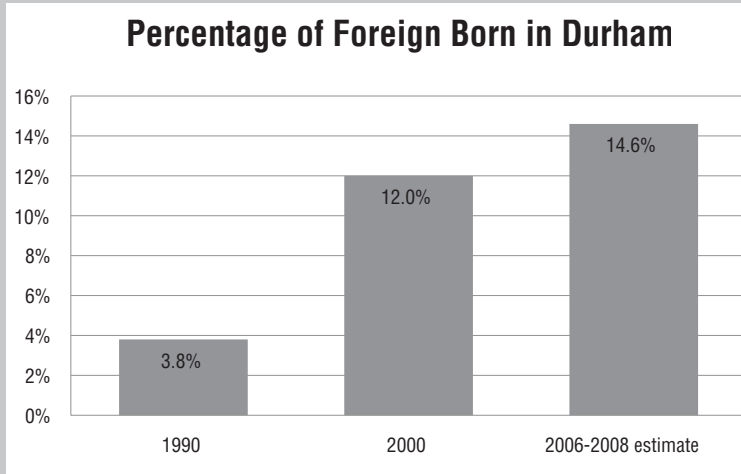
Durham is a city of 212,789 people in central North Carolina. Out of this total, 31,034 (15%) are foreign born, and almost 80 percent of the foreign-born population are not naturalized U.S. citizens. About the same number speak a language other than English at home. Of those speaking a foreign language at home, 63 percent speak Spanish and 37 percent speak another language. Of the city's foreign-born residents, 17,195 were born in Latin America; 7,888

were born in Asia; 3,137 in Europe; and 1,716 in Africa. Twelve percent of the total Durham population is of Hispanic or Latino origin, with most being of Mexican descent.<sup>29</sup>

##### Government

The City of Durham has a council-manager form of government. Durham City Council is comprised of seven members: three members from specific wards, three at-large members and the mayor. William V. Bell is the mayor of Durham, and has been elected to council for five consecutive terms.<sup>30</sup> The Durham City Manager is Thomas J. Bonfield.<sup>31</sup>

Source: U.S. Census Bureau



Starting on July 26, 2002, the Mayor's Hispanic Latino Initiative seeks to reduce the high number of violent crimes against Hispanics by building a stronger partnership among the Hispanic community, the city government, and police. Strategies developed to reach this goal include: increasing the level of police activity in targeted Latino neighborhoods to serve as a deterrent to crime; integrating Latinos into the community by developing neighborhood capacity and breaking down barriers to community services, governmental institutions and City of Durham employment opportunities; and decreasing potential friction between Latinos and other population groups by promoting understanding of cultural differences throughout the community.<sup>32</sup>

<sup>29</sup> [http://factfinder.census.gov/servlet/ACSSAFFacts?\\_event=ChangeGeoContext&geo\\_id=16000US3719000&\\_geoContext=&\\_street=&\\_county=durham&\\_cityTown=durham&\\_state=04000US37&\\_zip=&\\_lang=en&\\_sse=on&ActiveGeoDiv=&\\_useEV=&pctx=fph&pgsl=010&\\_submenuId=factsheet\\_1&ds\\_name=ACS\\_2008\\_3YR\\_SAFF&\\_ci\\_nbr=null&q\\_r\\_name=null&reg=null%3Anull&\\_keyword=&\\_industry=](http://factfinder.census.gov/servlet/ACSSAFFacts?_event=ChangeGeoContext&geo_id=16000US3719000&_geoContext=&_street=&_county=durham&_cityTown=durham&_state=04000US37&_zip=&_lang=en&_sse=on&ActiveGeoDiv=&_useEV=&pctx=fph&pgsl=010&_submenuId=factsheet_1&ds_name=ACS_2008_3YR_SAFF&_ci_nbr=null&q_r_name=null&reg=null%3Anull&_keyword=&_industry=)

<sup>30</sup> <http://www.durhamnc.gov/council/bell.cfm>

<sup>31</sup> <http://www.durhamnc.gov/departments/manager/>

<sup>32</sup> <http://www.durhamnc.gov/departments/relations/hispanic.cfm>

As the relationship between the police and the Hispanic community was strengthened, there was a reported decrease of crimes against Hispanics. An increased level of police activity in Latino neighborhoods has served to deter violent crime, and a crime prevention meeting with the Hispanic community has established clear lines of communication and improved community relations. Another accomplishment is 135 new graduates of the Spanish Language Citizens Police Academy. There has been a reported increase in Spanish language employees and in Spanish-speaking police officers. Spanish language employment fairs have helped Spanish- speakers find jobs in the Victims Assistance Office and in the 911 Office. Some other noteworthy accomplishments include: the development of a multidisciplinary outreach team; basketball and soccer games among police officers and the community; police diversity training addressing Latino culture; special information distributed to the Latino community that informs the population about everything from DWI to the use of firecrackers during Cinco de Mayo, 4<sup>th</sup> of July and New Year's Eve; and the very recent Spanish language Neighborhood Watch Program.<sup>33</sup>

For more information about the Mayor's Hispanic Latino Initiative, please contact Yvonne Pena, human relations director, at (919) 560-4107 or [Yvonne.Pena@durhamnc.gov](mailto:Yvonne.Pena@durhamnc.gov).

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<sup>33</sup> <http://www.durhamnc.gov/departments/relations/hispanic.cfm>

## Louisville, Kentucky

### Office of International Affairs

#### City Snapshot

##### Population

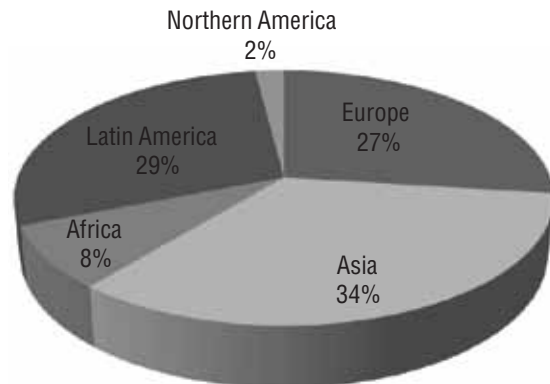
Louisville has a total population of 256,231. The foreign-born population is made up of 9,650 people, where 2,468 are naturalized U.S. citizens. Of the foreign born, nearly 34 percent came from Asia, 28 percent came from Latin America and 27 percent came from Europe.<sup>34</sup> In Louisville, 3,705 people are of Asian descent, most of them being Vietnamese. In addition, 4,755 people of Hispanic or Latino origin make up 1.9 percent of the total population.<sup>35</sup> Only 6 percent of the total population speaks a language other than English at home.<sup>36</sup>

##### Government

Mayor Jerry Abramson served three terms as leader of the City of Louisville from 1986 to 1999, and led the successful effort to unify the city and county governments into a single government in 2002. In November 2002, he was elected as the first mayor of Louisville Metro by majority vote.<sup>37</sup> The Louisville Metro Council is made up of 26 members elected by district to serve four-year, staggered terms.<sup>38</sup>

Source: U.S. Census Bureau

#### World Region of Birth of Foreign Born in Louisville



Louisville's Office of International Affairs (OIA) works to create a multicultural community and to serve all members of the community, particularly the new residents. OIA works to integrate immigrants and refugees into Louisville by connecting them to governmental and non-governmental resources and by serving as an information clearinghouse. Louisville provides many services to the immigrant community, such as: the community language bank; interpreters and translators; social services, such as resettlement agencies; English as a second language classes; career opportunities; and leadership opportunities that foster interest in and promote educational, civic, and social service activities.<sup>39</sup>

OIA has recently created the new Mayor's Diversity Initiative for the Louisville Metro Government, which values a diverse workplace. General Diversity Training is a part of the Metro Training University, a career

34 [http://factfinder.census.gov/servlet/QTTTable?\\_bm=y&-geo\\_id=16000US2148000&-qr\\_name=DEC\\_2000\\_SF3\\_U\\_DP2&-ds\\_name=DEC\\_2000\\_SF3\\_U&-\\_lang=en&-redoLog=false&-\\_sse=on](http://factfinder.census.gov/servlet/QTTTable?_bm=y&-geo_id=16000US2148000&-qr_name=DEC_2000_SF3_U_DP2&-ds_name=DEC_2000_SF3_U&-_lang=en&-redoLog=false&-_sse=on)

35 [http://factfinder.census.gov/servlet/QTTTable?\\_bm=y&-geo\\_id=16000US2148000&-qr\\_name=DEC\\_2000\\_SF1\\_U\\_DP1&-ds\\_name=DEC\\_2000\\_SF1\\_U&-\\_lang=en&-redoLog=false&-\\_sse=on](http://factfinder.census.gov/servlet/QTTTable?_bm=y&-geo_id=16000US2148000&-qr_name=DEC_2000_SF1_U_DP1&-ds_name=DEC_2000_SF1_U&-_lang=en&-redoLog=false&-_sse=on)

36 [http://factfinder.census.gov/servlet/QTTTable?\\_bm=y&-geo\\_id=16000US2148000&-qr\\_name=DEC\\_2000\\_SF3\\_U\\_DP2&-ds\\_name=DEC\\_2000\\_SF3\\_U&-\\_lang=en&-redoLog=false&-\\_sse=on](http://factfinder.census.gov/servlet/QTTTable?_bm=y&-geo_id=16000US2148000&-qr_name=DEC_2000_SF3_U_DP2&-ds_name=DEC_2000_SF3_U&-_lang=en&-redoLog=false&-_sse=on)

37 <http://www.louisvilleky.gov/Mayor/biography.htm>

38 <http://www.louisvilleky.gov/MetroCouncil/Members/>

39 <http://www.louisvilleky.gov/International/WhoWeServe/Immigrants+and+Refugees.htm>

development initiative, and promotes generational diversity. Class participants can learn about attitudes, behaviors and career motivations that characterize each generation to diffuse tensions at work and increase communication. Another program is “Diversity: Valuing Differences” and is provided to all Metro employees. This training provides employees with a venue to discuss cultural differences and similarities, techniques to recognize potential conflicts and opportunities to share insight.<sup>40</sup>

Louisville hosts the annual two-day WorldFest every Labor Day weekend. WorldFest is the largest collection of local ethnic restaurants, vendors and exhibitors at any one event in the state of Kentucky. The festival features live music; a wide array of cuisines, crafts and educational possibilities; and a Parade of Cultures. Immigrants can also participate in the Naturalization Ceremony, where hundreds of people take their U.S. oath of citizenship.

For more information, contact the Office of International Affairs at (502) 574-4774.

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<sup>40</sup> <http://www.louisvilleky.gov/International/Signature+Programs/Mayors+Diversity+Initiative.htm>

# Philadelphia

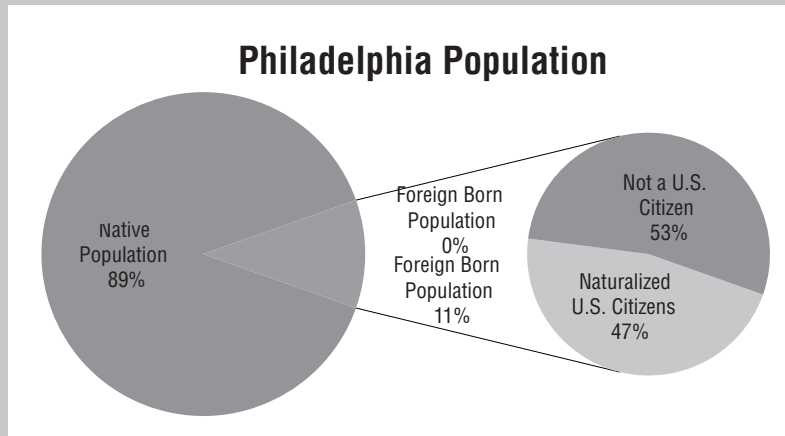
## Mayor Commission on African and Caribbean Immigrant Affairs

### City Snapshot

#### Population

Source: U.S. Census Bureau

Philadelphia has a total population of 1,448,911 people, including 156,680 foreign born residents (11%). Naturalized U.S. citizens account for 73,076 (47%), and non-naturalized foreign-born residents account for another 83,604 (53%) people. The biggest share of the foreign born population — 38 percent — comes from Asia, 30 percent from Latin America, 22 percent from Europe and 8 percent from Africa. Approximately 267,445 people speak a language other than English at home, most commonly Spanish or an Indo-European language.<sup>41</sup> Hispanics or Latinos make up 11 percent of Philadelphia's population, most commonly Puerto Rican, and Asians make up another 5.5 percent, most commonly Chinese.<sup>42</sup>



#### Government

Michael A. Nutter became mayor of Philadelphia in 2008. Before becoming mayor, he was a council member for 15 years.<sup>43</sup> Philadelphia's City Council has 17 members. Ten council members are elected by district and seven from the city-at-large. Each is elected for a four-year term with no term limits.

After the Refugee Act of 1980 was passed, a significant wave of African immigrants came to Philadelphia seeking refuge from widespread famine and civil war. After another wave in the 1990s, Philadelphia became home to 200,000 African and Caribbean immigrants. Then-Mayor John F. Street created the Commission on African and Caribbean Immigrant Affairs to formalize relationships and further enrich the diversity of the city. The commission is composed of nine members, and its main functions are to encourage the development and implementation of policies and practices intended to improve conditions affecting the cultural, social, economic, political, educational, health and general well being of the African and Caribbean immigrants, refugees and asylees residing in Philadelphia.<sup>44</sup>

41 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US4260000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-lang=en&-\\_sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US4260000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-lang=en&-_sse=on)

42 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US4260000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US4260000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

43 <http://www.nutter2007.com/index.php?/about/>

44 <http://www.africancaribbeanaffairs.org/Commissiongenesis.html>

The commission also aims to create public awareness of the rich history, geography and culture of the African continent and engage members of the African Diaspora and American communities in a dialogue on how to strengthen bilateral relationships. The commission's scope of activities include advocacy, publications, symposia, exhibitions, retreats, concerts, dialogues, debates, conferences, public forums, receptions and meetings.<sup>45</sup>

The commission has held multiple outreach events in the city. In April 2010, the commission helped the Senegalese community in Philadelphia organize Celebrate Africa, a kick-off event dedicated to Senegal. In May, the commission set up the 2010 Annual Housing Fair held at the University of Pennsylvania. In June, the commission helped organize ODUNDE, one of the largest community-based street festivals in the country. The festival celebrates the coming of another year for African-Americans and Africans around the world. The commission also established Echoes of Africa at the Philadelphia Zoo, a forum for public discourse and purposeful action in education, information and development for the African Diaspora.<sup>46</sup>

For more information about the Mayor's Commission on African and Caribbean Immigrant Affairs, please contact Stanley L. Straughter, chairman, at (215) 686-7895 or [slstraughter@verizon.net](mailto:slstraughter@verizon.net).

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<sup>45</sup> <http://www.africancaribbeanaffairs.org/about.html>

<sup>46</sup> <http://www.africancaribbeanaffairs.org/testimonials.html>

## Columbus, Ohio

### New American Initiative

#### City Snapshot

##### Population

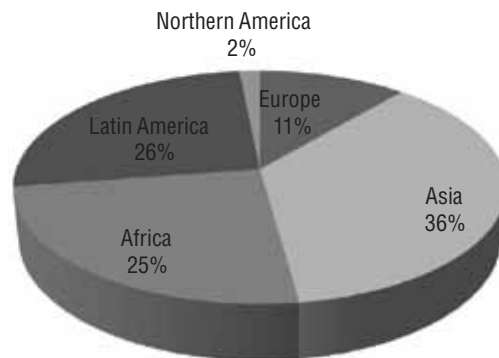
Columbus has a population of 729,369 people, 68,857 of whom are foreign born. Of the foreign-born residents, 20,849 have become naturalized U.S. citizens, and 48,008 have not. Asia is the region of birth for 36 percent of the foreign born population, while 26 percent came from Latin America. A similar number, or 17,007 people (25%), come from Africa. About 78,088 inhabitants in Columbus speak a language other than English at home, with 25,291 people speaking Spanish. Another 19,930 people speak an Indo-European language, and 17,680 speak an Asian or Pacific Islander language at home.<sup>47</sup> There are 32,977 people of Hispanic or Latino origin, and 29,963 people are of Asian ancestry, most commonly Indian.<sup>48</sup>

##### Government

The structure of the city government includes a seven-member city council, a mayor, a city auditor and a city attorney. All officeholders are independently elected citywide and have four-year terms.<sup>49</sup> Columbus Mayor Michael B. Coleman is serving his third consecutive term and has been in office since 2000.<sup>50</sup>

Source: U.S. Census Bureau

#### World Region of Birth of Foreign Born in Columbus



Columbus' immigrant population has been growing for decades and so has the number and types of challenges as well as needs of this specific group of people. When Mayor Michael B. Coleman's New American Initiative was created in 2002, the needs of the immigrant population began garnering attention. The New American Initiative tries to create solutions to the challenges facing new immigrants. The initiative has several broad goals: create immigrant access to city services; provide fair resource distribution to all city residents; empower new arrivals towards self-sufficiency; and enhance activities that foster greater appreciation for diverse cultures.<sup>51</sup>

To address these goals, the initiative has three focus areas: language and education; housing; and healthcare. Language barriers are often significant obstacles in everyday activities and educational settings. For the Latino community in particular, lack of documentation eliminates the possibility of attending universities. For all immigrant and refugee communities, adult literacy is still a major challenge.

47 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US3918000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-&-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US3918000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-&-lang=en&-sse=on)

48 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US3918000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US3918000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

49 [http://www.columbuscitycouncil.org/content.aspx?id=5598&menu\\_id=524](http://www.columbuscitycouncil.org/content.aspx?id=5598&menu_id=524)

50 [http://mayor.columbus.gov/biography.aspx?id=1456&menu\\_id=442](http://mayor.columbus.gov/biography.aspx?id=1456&menu_id=442)

51 <http://crc.columbus.gov/content.aspx?id=29948>

The City of Columbus has also struggled to provide suitable housing accommodations for the large number of new immigrants and refugees. Affordable housing can be difficult to find, and competition can be equally intense. The New American Initiative has therefore partnered with the board of realtors, the Cuyahoga Metropolitan Housing Authority, Urban League and several community organizations to organize a housing symposium to address these housing challenges. In order to improve homeownership among Muslim immigrant communities, the city continues to attract mortgage and financial companies that specialize on mortgage and financing methods that are Islamic Sharia compliant. Furthermore, to prevent abuses and violations against immigrants, the initiative has partnered with the Department of Development and Code Enforcement to develop strategies to ensure landlords and property owners comply with city codes and fair housing laws.

New immigrants can also be plagued by health problems due to lack of vaccinations or poor health habits. A Latino health forum addressing these unique challenges was held in May 2010, and a Somali health forum is planned for November 2010. The New American Initiative is also working with Neighborhood Health Centers to increase awareness and encourage screening for STDs, tuberculosis, breast and colon cancers and diabetes.<sup>52</sup> In addition, the initiative provides other services such as translation of printed material, interpretation services signage for city facilities, education and training and further outreach.

For more information about the New American Initiative, please contact Guadalupe A. Velasquez, New American Initiative coordinator, at (614) 645-1993.

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<sup>52</sup> <http://crc.columbus.gov/content.aspx?id=29950>

## Chattanooga, Tennessee

### H.A.N.D.S. Across Chattanooga

#### City Snapshot

##### Population

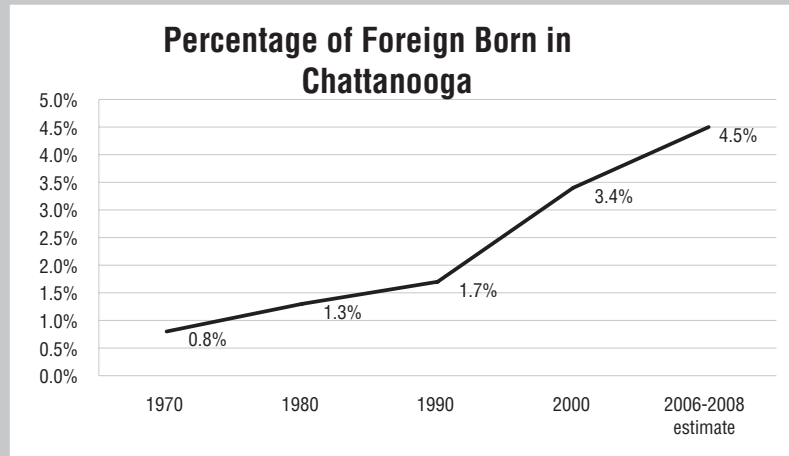
Chattanooga has a population of 160,592 inhabitants. Only 7,226 (4.5%) residents are foreign born, but the percentage of foreign-born residents has increased nearly three-fold in the last two decades. Roughly a third of the foreign born population is naturalized U.S. citizens. There are 8,312 people who speak a language other than English at home. Of those, 54 percent speak Spanish and 46 percent speak another language.<sup>53</sup>

The two most common regions of birth of foreign born individuals are Asia and Latin America. Around 6,537 people are of Hispanic or Latino descent, mostly Mexican, and 2,542 are of Asian heritage, most commonly Indian.<sup>54</sup>

##### Government

Mayor Ron Littlefield started in April 2005 and is now serving his second term. Prior to this post, Mayor Littlefield was chairman of the Chattanooga City Council.<sup>55</sup> The city council has nine members, one elected from each district of the city. All officeholders are elected by the public and serve four-year terms.<sup>56</sup>

Source: U.S. Census Bureau



H.A.N.D.S. (Helping All Nationalities Diversify Society) Across Chattanooga is an outreach program established in 2010 by the City of Chattanooga's Office of Multicultural Affairs. While the Office of Multicultural Affairs has a broad focus of eliminating discrimination against all citizens due to race, religion, national origin, age, sex, disability and ethnicity, H.A.N.D.S. is a smaller program that fights discrimination due to national origin only and works to integrate immigrants into the city.<sup>57</sup>

Chattanooga's residents represent nationalities and cultures from all over the world. H.A.N.D.S. Across Chattanooga became the solution for how to help these new residents become more familiar with Chattanooga and all the services the city offers. H.A.N.D.S. is a program where international newcomers

53 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US4714000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=&-\\_lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US4714000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=&-_lang=en&-redoLog=false)

54 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US4714000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-\\_lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US4714000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-_lang=en&-redoLog=false)

55 [http://www.chattanooga.gov/Mayors\\_Office/MayorsOffice\\_BiographyofMayorLittlefield.htm](http://www.chattanooga.gov/Mayors_Office/MayorsOffice_BiographyofMayorLittlefield.htm)

56 [http://www.chattanooga.gov/110\\_CityCouncil.htm](http://www.chattanooga.gov/110_CityCouncil.htm)

57 [http://www.chattanooga.gov/Multicultural%20Affairs\\_MulticulturalAffairs.htm](http://www.chattanooga.gov/Multicultural%20Affairs_MulticulturalAffairs.htm)

are brought together with local agencies and service providers that will help them become more acclimated to the community. With the help of three partner agencies, AYUSA Global Youth Exchange, Bridge Refugee Services, and Business Speech Improvement, H.A.N.D.S. hosted the city's first-ever Welcome Fair for new international residents on May 20, 2010 at Brown Academy. Many organizations participated in the Welcome Fair including: CARTA (Chattanooga Area Regional Transportation Authority), the Tennessee Department of Motor Vehicles, the Chattanooga-Hamilton County Bicentennial Library, the University of Tennessee at Chattanooga, and Chattanooga State Technical Community College.<sup>58</sup> The Welcome Fair offered a multitude of information to the city's international newcomers, from essential city services to the health and police department. Although this was the first Welcome Fair organized by the city, 124 international residents came to participate.

For more information about H.A.N.D.S. Across Chattanooga, please contact Beverly J. Cosley, Office of Multicultural Affairs director, at (423) 643-6706 or [cosley\\_b@chattanooga.gov](mailto:cosley_b@chattanooga.gov).

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<sup>58</sup> [http://www.chattanooga.gov/OMCA/Multicultural%20Affairs\\_5210.htm](http://www.chattanooga.gov/OMCA/Multicultural%20Affairs_5210.htm)

## Skokie, Illinois

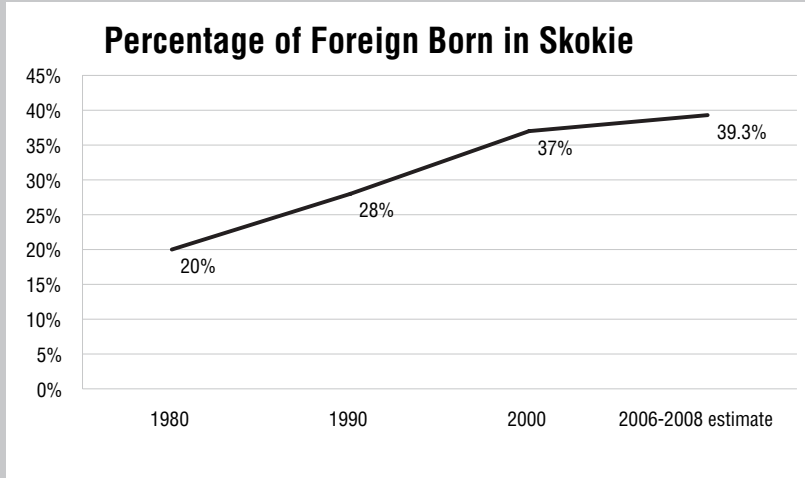
### Immigrant Services

#### City Snapshot

##### Population

The Village of Skokie is located north of Chicago and has a population of 68,423 people, with a large fraction, 39 percent (26,908 people), foreign born. The foreign-born population in Skokie has doubled in the last three decades. Of the foreign born residents, 17,152 are naturalized U.S. citizens and 9,756 are not. Fifty-eight per-

Source: U.S. Census Bureau



cent of the foreign born population comes from Asia, 28 percent from Europe, 12 percent from Latin America and a little over 1 percent from Africa. More than half of the total Skokie population speaks a language other than English at home. Most common languages are Indo-European languages or Asian and Pacific Islander languages.<sup>59</sup> Approximately 23 percent of the total population is of Asian descent, and less than 7 percent are of Hispanic or Latino origin.<sup>60</sup>

##### Government

The Village of Skokie has a council-manager government system, and Skokie's Village Board includes the mayor, village clerk and Board of Trustees. Mayor George Van Dusen was appointed to his post in January 1999, and before that he served as a trustee.<sup>61</sup> There are seven positions on the Board of Trustees, including the mayor and six trustees elected on an at-large basis. The village manager, Albert J. Rigoni, is appointed by the mayor and Board of Trustees and directs and coordinates the activities of all village departments.<sup>62</sup>

The Village of Skokie's Human Services Department provides several outreach services for the diverse immigrant community. The village hosted an International Leadership Academy in late 2008 for immigrant residents who wanted to learn about taking on a greater community leadership role through volunteerism, service on a board or commission or as an elected official.<sup>63</sup> This two-part event was funded by a grant

59 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US1770122&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-lang=en&-\\_sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US1770122&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-lang=en&-_sse=on)

60 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US1770122&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US1770122&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

61 <http://www.skokie.org/Mayor.cfm>

62 <http://www.skokie.org/Government.cfm>

63 <http://www.skokie.org/ImmigrantServices.cfm>

from the Chicago Community Trust, and included sessions on: leadership throughout American history; understanding state and federal government systems; serving as a volunteer, appointed official or elected official; and the etiquette, protocol and art of negotiation.<sup>64</sup>

Since 1991, Skokie has been organizing the annual Skokie Festival of Cultures. This two-day, outdoor festival is held each May and celebrates Skokie's diversity with ethnic entertainment, booths and displays, a wide range of food, unique arts and crafts, and international children's games. The Skokie Festival of Cultures, supported by the Illinois Art Council and other smaller organizations, is an award-winning event that has attracted more than 380,000 visitors over the years.<sup>65</sup>

The Village of Skokie has organized several more immigrant outreach activities. In 2008, the village released a Directory of Immigrant Services with information on area services and programs for the international community. The Skokie Police Department hosts an International Youth Police Academy each summer and an International Citizen Academy throughout the year to accustom the international community with community policing, the crime unit, canine unit and crime prevention. The village also supports the Niles Township ELL Parent Center, where students and their parents can get support with literacy and English as a second language classes along with a wide variety of other support services and programs.<sup>66</sup>

For more information about Skokie's Immigrant Services, contact Ann Tennes, director of marketing and communications, at (847) 933-8234 or [ann.tennes@skokie.org](mailto:ann.tennes@skokie.org).

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64 <http://www.skokie.org/IntlLeadershipAcad.cfm>

65 <http://www.skokieculturefest.org/>

66 <http://www.skokie.org/ImmigrantServices.cfm>

# Los Angeles

## Immigrant Integration Partnership

### City Snapshot

#### Population

The City of Los Angeles has a population of 3,749,058 people, and 1,488,917 (40%) of them are foreign born. Of the foreign-born, 576,070 are naturalized U.S. citizens and 912,847 are not. Roughly 960,256 people were originally born in Latin America, 391,782 people were born in Asia, 97,105 were born in Europe and 22,127 were born in Africa. The majority of the Los Angeles population, 2,076,235 people, speaks a language other than English at home, with 73 percent of those people speaking Spanish.<sup>67</sup> In addition, almost half of the Los Angeles total population is of Hispanic or Latino race, and another 10 percent are Asian.<sup>68</sup>

#### Government

The City of Los Angeles has a mayor-council-commission form of government. Mayor Antonio Villaraigosa was elected in 2005 and is now serving his second term.<sup>69</sup> Los Angeles has a city council with 15 members, elected for four-year terms for a maximum of two terms.<sup>70</sup>

Source: U.S. Census Bureau



In late January 2010, U.S. Citizenship and Immigration Services (USCIS) Director Alejandro Mayorkas and Mayor Villaraigosa announced a new partnership to promote citizenship and strengthen immigrant integration efforts in Los Angeles, one of the most diverse cities in the country. This new partnership between local and federal officials was launched as a pilot program that will remain in effect for two years.<sup>71</sup>

Immigrant residents in Los Angeles will be able to participate in free citizenship information sessions, naturalization workshops, dissemination of USCIS educational materials highlighting the U.S. citizenship and the naturalization process, and targeted outreach to increase awareness of citizenship rights and responsibilities. Much of the information can be found at libraries and recreation centers. Los Angeles plans to reach out to immigrants through information sessions and its local public access station. The mayor's office also plans to develop an outreach campaign targeted at parents of public school students. In addition, Mayorkas plans to unveil an initiative to address the unauthorized practice of law and fraud against illegal immigrants, and hopefully prevent immigrants from seeking guidance from fraudulent attorneys. Mayor

67 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0644000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0644000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-lang=en&-sse=on)

68 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0644000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0644000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

69 <http://mayor.lacity.org/MeettheMayor/Biography/index.htm>

70 <http://www.lacity.org/YourGovernment/CityCouncil/index.htm>

71 <http://www.uscis.gov/portal/site/uscis/menuitem.5af9bb95919f35e66f614176543f6d1a/?vgnnextoid=f9ac7c7508676210VgnVCM100000082ca60aRCRD&vgnnextchannel=68439c7755cb9010VgnVCM10000045f3d6a1RCRD>

Villaraigosa hopes that this partnership will make the city more competitive, improve the city's economy and workforce and give all of the city's inhabitants a voice.<sup>72</sup>

USCIS will regularly evaluate the program's effectiveness to determine whether a similar program may be replicated in other cities.

For more information about the Immigrant Integration Partnership, please contact USCIS National Customer Service Center at (800) 375-5283 or the City of Los Angeles at (213) 473-3231.

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<sup>72</sup> <http://articles.latimes.com/2010/jun/11/local/la-me-0611-immig-english-20100611>

## Boulder, Colorado

### Immigrant Advisory Committee

#### City Snapshot

##### Population

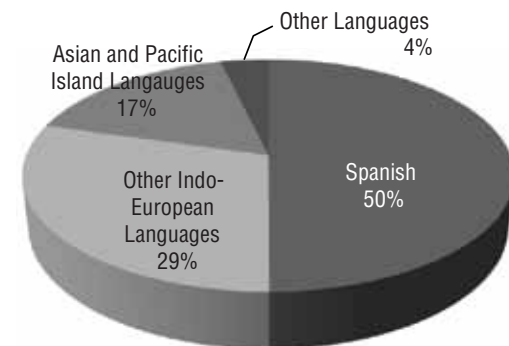
Boulder has a population of 92,871 people. The foreign born population is made up of 10,801 people (12% of the total population), and only 2,758 of them are naturalized U.S. citizens. An estimated 12,831 people in Boulder speak a language other than English at home. Spanish-speakers account for 6,410 people (50%), 3,779 (29%) speak an Indo-European language, and 2,165 (17%) speak an Asian or Pacific Islander language.<sup>73</sup> In 2000, nearly 37 percent of the foreign born population came from Latin America, 28 percent came from Asia, and 25 percent from Europe.<sup>74</sup> A total of 7,928 people are of Hispanic or Latino descent, and 4,161 people are of Asian heritage.<sup>75</sup>

##### Government

The City of Boulder has a council-manager form of government. The city council consists of nine members: a mayor, a deputy mayor and seven council members. Susan Osborne became the mayor of Boulder in 2007. The city council also appoints the city manager, currently Jane S. Brautigam.

Source: U.S. Census Bureau

#### Languages Other Than English Spoken at Home in Boulder



The Immigrant Advisory Committee to the City Manager was developed in 2006 to encourage immigrant involvement in the city government and to advise the city on issues relating to the immigrant community. The committee serves in an advisory capacity to the city manager in developing policy and services that better serve the immigrant community and to encourage access by this community to the full benefits, opportunities and services provided by the city. This committee is the first of its kind in the history of Boulder.

The committee consists of seven members appointed by the city manager. A unique aspect of the committee is that all members are immigrant residents of Boulder, either citizens or non-citizens, and must be reflective of the demographics of the immigrant community of Boulder. They must also have some knowledge and interest in issues that affect immigrants in the city.

Since the establishment of the committee, it has been able to provide input and influence several city programs and services. Some of these include the Boulder Public Library services and programs, the division of housing/housing and human services affordable housing programs, the fire department's master plan,

<sup>73</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0807850&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=&-\\_lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0807850&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=&-_lang=en&-redoLog=false)

<sup>74</sup> [http://factfinder.census.gov/servlet/QTTable?\\_bm=y&-geo\\_id=16000US0807850&-qr\\_name=DEC\\_2000\\_SF3\\_U\\_DP2&-ds\\_name=DEC\\_2000\\_SF3\\_U&-\\_lang=en&-redoLog=false&-\\_sse=on](http://factfinder.census.gov/servlet/QTTable?_bm=y&-geo_id=16000US0807850&-qr_name=DEC_2000_SF3_U_DP2&-ds_name=DEC_2000_SF3_U&-_lang=en&-redoLog=false&-_sse=on)

<sup>75</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0807850&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-\\_lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0807850&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-_lang=en&-redoLog=false)

the parks and recreation department's master plan, the Transit Village Area Plan, the economic vitality program, city council community sustainability efforts and human resources plans to broaden venues for job opening announcements.<sup>76</sup>

In the past year, the City of Boulder and NLC's Municipal Action for Immigrant Integration (MAII) have collaborated to promote civic engagement and naturalization among immigrant communities in Boulder. MAII's two components, the NewCITYzen Naturalization Campaign and the CITYzenship Community Initiative, will support these efforts at the local level. MAII will also provide assistance in establishing a New Americans Citizens Academy. As one of the national pilot cities, Boulder will use TV and radio public service announcements as well as collateral materials to advance the message of the campaign.

For more information about the Immigrant Advisory Committee, please contact Carmen Atilano, Office of Human Rights, at (303) 441-3141 or [atilanoc@bouldercolorado.gov](mailto:atilanoc@bouldercolorado.gov).

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<sup>76</sup> [http://www.bouldercolorado.gov/index.php?option=com\\_content&view=article&id=12023&Itemid=4046](http://www.bouldercolorado.gov/index.php?option=com_content&view=article&id=12023&Itemid=4046)

## Santa Clara County and San Jose, California Immigrant Relations and Integration Services

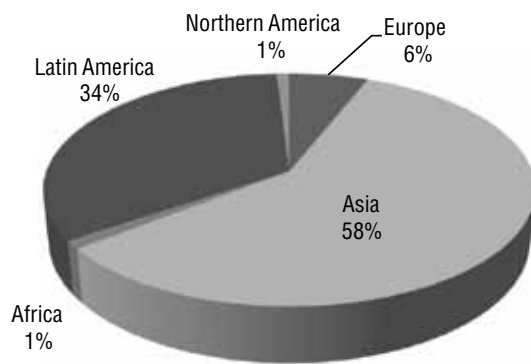
### City Snapshot

#### Population

San Jose has an ethnically diverse population of 905,180 people, 353,182 (39%) of whom are foreign born. About half of the foreign born population is naturalized U.S. citizens. Asia is by far the most common region of birth within the immigrant community, accounting for nearly 60 percent of that population. Latin America is the next most common region of birth with 33 percent of the foreign born population. Europe accounted for a much smaller proportion with only 6 percent (See Figure 13). More than half of the San Jose population speaks a language other than English at home with Spanish and Asian languages being most common.<sup>77</sup> About 32 percent of the San Jose population is of Hispanic or Latino race, and an equal percentage is of an Asian race.<sup>78</sup>

Source: U.S. Census Bureau

#### World Region of Birth of Foreign Born in San Jose



#### Government

San Jose has a council-manager form of government. The city council is made up of 11 members, one of whom is the mayor, and the members are elected for four-year terms.<sup>79</sup> Chuck R. Reed is the current mayor of San Jose and was elected in 2006.<sup>80</sup> The city manager is Debra Figone.<sup>81</sup>

Santa Clara County operates under a charter form of government. Under the charter, the board of supervisors appoints a county executive to administer county government.<sup>82</sup> The current county executive is Jeffrey V. Smith.<sup>83</sup> The board of supervisors includes five members, one from each supervisorial district, elected by voters who also elect the district attorney, sheriff and assessor in Santa Clara County.<sup>84</sup>

The Office of Human Relations of Santa Clara County has an Immigrant Relations and Integration Services (IRIS) office that promotes the full inclusion of immigrants in Santa Clara County and works on

77 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0668000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-&-lang=en&-redoLog=false&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0668000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-&-lang=en&-redoLog=false&-sse=on)

78 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0668000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0668000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

79 <http://www.sanjoseca.gov/council.asp>

80 <http://www.sanjoseca.gov/mayor/about/reedbio.asp>

81 [http://www.sanjoseca.gov/cityManager/index\\_DebraFigone.asp#](http://www.sanjoseca.gov/cityManager/index_DebraFigone.asp#)

82 <http://www.sccgov.org/portal/site/scc/chlevel3?path=%2Fv7%2FSCC%20Public%20Portal%2FCounty%20Connection%2FCounty%20Government%2FCounty%20Administration>

83 <http://www.sccgov.org/portal/site/ceo/>

84 <http://www.sccgov.org/portal/site/scc/chlevel3?path=%2Fv7%2FSCC%20Public%20Portal%2FCounty%20Connection%2FCounty%20Government%2FCounty%20Administration>

projects that promote positive immigrant relations and integration services. IRIS strives to improve the lives of immigrants and all residents by recognizing and appreciating the contributions of immigrants, educating all county residents about the backgrounds of and challenges affecting immigrants and fostering a multicultural community.

In 1996, Santa Clara County established a Citizenship Initiative program with the goals of empowering low-income permanent residents and re-establishing eligibility for the safety net of services that was affected by welfare reform. Since then, IRIS has established a number of programs and projects that assist immigrants with the naturalization process. Immigrants can attend free Citizenship Days and educational forums; find citizenship classes on [Immigrantinfo.org](http://Immigrantinfo.org); read a guidebook entitled "Immigrant Rights, Responsibilities, and Resources;" be represented by the Immigrant Survivors of Domestic Violence Committee; and benefit from the Immigrant Cultural Proficiency Initiative.<sup>85</sup>

On March 21, 2009, the Santa Clara County Citizenship Collaborative held its 20<sup>th</sup> Citizenship & Immigration Pride Day in San Jose. Attendees had access to free orientations, free initial legal assessments, a resource fair and other critical information about the citizenship process. Participants viewed the public unveiling of the new Save for Citizenship Program, a joint undertaking of the Collaborative and the Opportunity Fund. The program was designed to assist and empower those with financial challenges by enabling qualified applicants to receive financial education and match funds to pay for naturalization filing fees.<sup>86</sup>

For more information about the Immigrant Relations and Integration Services, please contact Milina Jovanovic at (408) 792-2342 or [milina.jovanovic@ohr.sccgov.org](mailto:milina.jovanovic@ohr.sccgov.org).

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85 [http://www.sccgov.org/portal/site/ohr/agencyarticle?path=%2Fv7%2FHuman%20Relations%2C%20Office%20of%20%28DEP%29%2FImmigrant%20Relations%20and%20Integration%20Services&contentId=ae1fdc18dfb34010VgnVCM230004adc4a92\\_\\_\\_\\_\\_](http://www.sccgov.org/portal/site/ohr/agencyarticle?path=%2Fv7%2FHuman%20Relations%2C%20Office%20of%20%28DEP%29%2FImmigrant%20Relations%20and%20Integration%20Services&contentId=ae1fdc18dfb34010VgnVCM230004adc4a92_____)

86 [http://www.sccgov.org/portal/site/ohr/agencyarticle?path=%2Fv7%2FHuman%20Relations%2C%20Office%20of%20%28DEP%29%2Fsite\\_level\\_content%2FeNewsletter%20March%20April%202009&contentId=288d480dfd780210VgnVCM10000048dc4a92\\_\\_\\_\\_\\_](http://www.sccgov.org/portal/site/ohr/agencyarticle?path=%2Fv7%2FHuman%20Relations%2C%20Office%20of%20%28DEP%29%2Fsite_level_content%2FeNewsletter%20March%20April%202009&contentId=288d480dfd780210VgnVCM10000048dc4a92_____)

## Littleton, Colorado

### Littleton Immigrant Resource Center

#### City Snapshot

##### Population

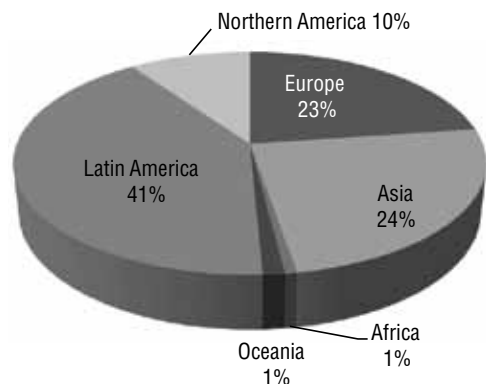
Littleton has a population of 43,055 people, and 3,475 (8%) of them are foreign-born residents. Only about one third of these immigrants are naturalized U.S. citizens.<sup>87</sup> In 2000, 41 percent of foreigners had originally been born in Latin America, 24 percent in Asia and 23 percent in Europe.<sup>88</sup> A sizable fraction of the total population, more than 12 percent, speak a language other than English at home, and only 5 percent speak English less than “very well.” The most common language after English is Spanish, with more than 3,000 speakers.<sup>89</sup> Littleton has an ethnically diverse city population with 11 percent of inhabitants being of Hispanic or Latino race, and 3 percent Asian.<sup>90</sup>

##### Government

Littleton has a council-manager form of government. The council is made up of seven members, three at-large and four from legislative districts. The current city manager is Jim Woods.<sup>91</sup> The mayor of Littleton is Doug Clark, and the mayor pro tem is Debbie Brinkman.<sup>92</sup> Both the mayor and mayor pro tem are also members of the city council.

Source: U.S. Census Bureau

#### World Region of Birth of Foreign Born in Littleton



The Littleton Immigrant Resource Center (LIRC) first appeared as the Littleton Immigrant Integration Initiative (LI3) in 2003 with the goal of integrating all international newcomers into the Littleton community. When the grant funding the project ended in 2009, the City of Littleton absorbed the program and the LIRC was established as a service of the city government.

LIRC aims to create a community in which all people feel like they belong to by supporting services and programs for the local immigrant families, by bridging language and cultural differences through cultural and informational events, by developing a committed donor and volunteer base and by initiating fundraising

87 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0845255&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0845255&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-lang=en&-sse=on)

88 [http://factfinder.census.gov/servlet/QTable?\\_bm=y&-geo\\_id=16000US0845255&-qr\\_name=DEC\\_2000\\_SF3\\_U\\_DP2&-ds\\_name=DEC\\_2000\\_SF3\\_U\\_-lang=en&-sse=on](http://factfinder.census.gov/servlet/QTable?_bm=y&-geo_id=16000US0845255&-qr_name=DEC_2000_SF3_U_DP2&-ds_name=DEC_2000_SF3_U_-lang=en&-sse=on)

89 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0845255&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0845255&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-lang=en&-sse=on)

90 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0845255&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0845255&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

91 <http://www.littletongov.org/citymanager/default.asp>

92 <http://www.littletongov.org/council/default.asp>

opportunities.<sup>93</sup> One example of an LIRC event is the International Coffee Hour at the local library, where everyone is welcome to socialize, practice their English and talk about the challenges and issues that are important to them. LIRC has also been helpful in finding host families to house Iraqi and American students who were in the metro Denver area for a week this August under a program funded by the U.S. State Department. LIRC also encourages naturalization. The initiative trains more than 100 community volunteers who work one-on-one with immigrants as they practice for their naturalization exam. It also has a large number of community volunteers who tutor immigrants in the English language. Immigrants can also find important information about city services at the Littleton Immigrant Resource Center. In addition, a non-profit organization in Littleton, also known as the Littleton Immigrant Integration Initiative, is always looking to fund new immigrant projects and initiatives.<sup>94</sup>

In 2009, Littleton became a national pilot city of NLC's Municipal Action for Immigrant Integration (MAII) program. Since then, MAII has implemented its NewCITYzen Naturalization Campaign, promoting citizenship at the local level, and its CITYzenship Community Initiative, which includes training sessions and the MAII Citizens' Academy curriculum. After the CITYzenship Community Initiative is complete, Littleton will use the Campaign Toolkit, including TV and radio public service announcements, to launch local naturalization campaigns in their communities.

For more information about the Littleton Immigrant Resource Center, please contact Alejandra Harguth at (303) 795-3968.

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<sup>93</sup> <http://www.connectingimmigrants.org/story/vision/>

<sup>94</sup> <http://www.connectingimmigrants.org/action/projects/>

# San Francisco

## Office of Civic Engagement & Immigrant Affairs

### City Snapshot

#### Population

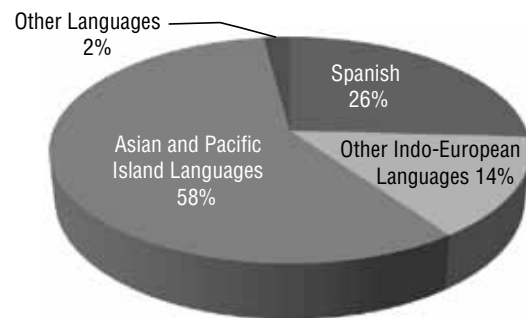
San Francisco has a total population and a large foreign born population, 789,176 and 283,974 (36% of the total population) people respectively. Unlike most other immigrant destination cities, San Francisco has more immigrants that have become naturalized U.S. citizens, about 61 percent, than those who have not become citizens. The majority of immigrants were born in Asia, but a relatively large number come from Latin America and Europe. Almost half of the city's population does not speak English at home, but rather an Asian/Pacific Island language or Spanish.<sup>95</sup> About a third of the city's population is of Asian descent, most commonly Chinese, and about 14 percent are Hispanic or Latino.<sup>96</sup>

#### Government

San Francisco is a city-county governed by a mayor and the board of supervisors. Gavin Newsom is serving his second term as the mayor of San Francisco. Before becoming mayor, he was elected to the city's Board of Supervisors.<sup>97</sup> The board consists of 11 members with each member elected on a non-partisan basis from a district.<sup>98</sup> City Administrator Edwin Lee was appointed in 2005.<sup>99</sup>

Source: U.S. Census Bureau

### Languages Other Than English Spoken at Home in San Francisco



The Office of Civic Engagement & Immigrant Affairs (OCEIA) promotes civic participation of all San Francisco's residents and seeks to bridge linguistic and cultural barriers to ensure that these residents have equal access to critical city services.<sup>100</sup> To address the linguistic barriers, in 2001 the Board of Supervisors of the City and County of San Francisco established the Equal Access to Services Ordinance that today is known as the Equal Access to Language Services Ordinance (EALS). Because language barriers often prevent immigrants from participating in society, this program was essential in providing equal access to city services. EALS compels city and county departments to provide their services in English and in the languages spoken by substantial populations of limited English-speakers. All departments with a high

95 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0667000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0667000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-lang=en&-sse=on)

96 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US0667000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US0667000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

97 <http://www.sfmayor.org/about-the-mayor/>

98 <http://www.sfbos.org/index.aspx?page=3024>

99 <http://sfgsa.org/index.aspx?page=830>

100 <http://www.sfgsa.org/index.aspx?page=957>

volume of interaction with the public, such as emergency communications and the housing authority, must comply with EALS.<sup>101</sup>

OCEIA also commonly works with the San Francisco Immigrant Rights Commission (IRC). Created in 1997, the 15-member IRC advises the mayor and board of supervisors on issues and policies related to immigrants who live and work in San Francisco. Furthermore, IRC promotes civic participation of all city immigrants, holds public hearings to obtain input from the immigrant community about the issues that are important to them, cooperates with other city departments that enforce regulations relating to immigrants, evaluates programs and services in place for immigrants and increases public awareness of the contributions made by immigrants to society.<sup>102</sup>

In 1989, San Francisco passed the City and County of Refuge Ordinance, also known as the Sanctuary Ordinance. This ordinance prohibits city employees from helping Immigration and Customs Enforcement with immigration investigations or arrests unless such help is required by federal or state law. In 2007, Mayor Gavin Newsom reaffirmed San Francisco's commitment to immigrant communities by issuing an executive order that called on city departments to develop protocol and training on the Sanctuary Ordinance. This was due to the rebirth of the Sanctuary Movement against repressive immigration proposals in Congress and immigration raids that separated families.<sup>103</sup>

OCEIA also oversees the city's Day Laborers Program, first established in 1991 to provide structure, job training and support for day laborers and employers in San Francisco. OCEIA recently announced the availability of funds for this program and is now seeking proposals from organizations that have services for day laborers.

San Francisco residents can also obtain the SF City ID Card, which streamlines access to city programs and connects residents to local businesses. This ID card serves as proof of residency, includes medical information about the card holder, list emergency contacts and serves as a form of identification to open a checking account at participating banks.<sup>104</sup>

For more information about the Office of Civic Engagement & Immigrant Affairs, please contact Adrienne Pon, executive director of OCEIA, at (415) 554-5098 or [civic.engagement@sfgov.org](mailto:civic.engagement@sfgov.org).

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101 <http://sfgsa.org/index.aspx?page=4450>

102 <http://www.sfgov2.org/index.aspx?page=120>

103 <http://www.sfgsa.org/index.aspx?page=1067>

104 <http://www.sfgov2.org/index.aspx?page=110>

## New York City Mayor's Office of Immigrant Affairs

### City Snapshot

#### Population

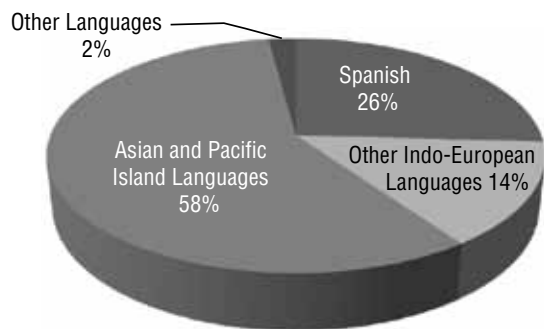
New York City is the most populous city in the U.S., with a population of 8,308,163 people. The foreign born population is 3,048,991 (37% of the total population). There is about an equal amount of immigrants that have become naturalized U.S. citizens and those that have not. Half of the immigrant population was originally born in Latin America, and a quarter in Asia. A little more than 17 percent of immigrants came from Europe. Nearly half of the city's population does not speak English at home, but choose another language, most commonly Spanish.<sup>105</sup> An estimated 2.2 million people in NYC are either Hispanic or Latino and almost 1 million are Asian.<sup>106</sup>

#### Government

Michael R. Bloomberg has been the mayor of New York since 2001.<sup>107</sup> The New York City Council is comprised of 51 members from 51 different council districts throughout the five boroughs. The council is an equal partner with the mayor in the governing of New York, as the city has a mayor-council form of government.<sup>108</sup> The mayor and council members are elected to four-year terms.

Source: U.S. Census Bureau

### Languages Other Than English Spoken at Home in San Francisco



The Mayor's Office of Immigrant Affairs (MOIA) was created to promote the well-being of immigrant communities by recommending policies and programs that facilitate successful integration of recent immigrants into the civic, economic and cultural life of the city and by getting important information out to immigrant communities. This office works with immigrants, community-based organizations and city government agencies. It has been successful in identifying city services that are accessible to immigrants, arranging meetings and conversations between city officials and community leaders to address concerns in that community and in discussing the best policies and practices to reach immigrant communities.<sup>109</sup>

MOIA has accomplished a variety of unique goals and initiatives. For example, MOIA has made it easier for limited English proficient individuals to understand medication labels. Chain pharmacies are now required to provide free, competent oral interpretation and written translation of vital documents. Also,

<sup>105</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US3651000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-&-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US3651000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-&-lang=en&-sse=on)

<sup>106</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US3651000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US3651000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

<sup>107</sup> <http://www.nyc.gov/portal/site/nycgov/menuitem.e985cf5219821bc3f7393cd401c789a0/>

<sup>108</sup> <http://council.nyc.gov/html/about/about.shtml>

<sup>109</sup> <http://www.nyc.gov/html/imm/html/about/about.shtml>

Mayor Bloomberg has shown support for the DREAM Act, which will allow the children of immigrants who have grown up in New York City a conditional path to citizenship in exchange for a mandatory two years in higher education or military service.<sup>110</sup>

In addition, Mayor Bloomberg has signed executive orders and local laws that support immigrant rights. Executive Order 41 allows all New Yorkers, regardless of immigration status, to access vital city services. Local Law 73 strengthened language access services for limited English proficient individuals seeking vital health and human services. Local Law 31 introduced new protections for immigrants against fraud.<sup>111</sup>

For more information about the Mayor's office of Immigrant Affairs, please contact Commissioner Fatima Shama at (212) 788-7654 or [FShama@cityhall.nyc.gov](mailto:FShama@cityhall.nyc.gov).

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<sup>110</sup> <http://www.nyc.gov/html/imm/html/home/home.shtml>

<sup>111</sup> <http://www.nyc.gov/html/imm/html/executive/executive.shtml>

## Washington, D.C. Office of Latino Affairs

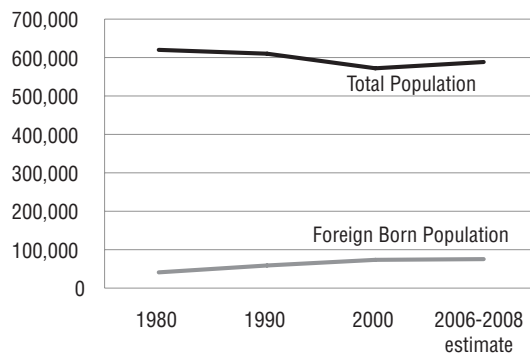
### City Snapshot

#### Population

Washington has a total population of 588,373 people, 75,416 (13%) of whom are foreign-born residents. Only a third of these foreign-born residents are actually naturalized U.S. citizens. The foreign born population has also just about doubled since 1980. Nearly half of the immigrants were originally born in Latin America. Another 18 percent came from Asia, 17 percent came from Europe, and 14 percent came from Africa. Fifteen percent of the city's population speaks a language other than English at home.<sup>112</sup> Hispanics are a significant part of the population with 49,933 people of this particular ethnicity living in D.C. Asians also account for a significant minority group with 19,119 people of Asian descent.<sup>113</sup>

Source: U.S. Census Bureau

#### Total Population and Foreign Born Population Growth in Washington, DC



#### Government

Adrian Fenty has served as the mayor of the District of Columbia since 2007. The District of Columbia Council has 13 members that serve four-year terms. Eight of the members are elected from each of the eight wards, and five are elected at-large.<sup>114</sup> The council serves simultaneously as the state legislature, the county council and city council of the District of Columbia.<sup>115</sup>

The Mayor's Office on Latino Affairs (OLA) has served the Latino community since 1976. The office works with the local government and community organizations to learn and be able to inform the Latino community about the different city services available to them. OLA also serves as the mayor's liaison on issues concerning the Latino community.<sup>116</sup> In 2000, OLA established the first of its community-based grants, which gave funding to non-profit organizations so they are able to provide high-quality programs to the city's Latino residents. Today this includes the Latino Community Education Program, Latino Community Health Program, Latino Substance Abuse Prevention and Treatment Services Program, Bilingual Health Access Program and Latino Gang and Youth Violence Prevention Program.<sup>117</sup>

112 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US1150000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_-&-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US1150000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_-&-lang=en&-sse=on)

113 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US1150000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US1150000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

114 [http://grc.dc.gov/grc/cwp/view,a,1203,q,447121,pm,1,grcNav\\_GID,1424,.asp](http://grc.dc.gov/grc/cwp/view,a,1203,q,447121,pm,1,grcNav_GID,1424,.asp)

115 <http://www.dccouncil.washington.dc.us/aboutthecouncil>

116 [http://ola.dc.gov/ola/cwp/view,a,3,q,565841,olaNav\\_GID,1698,olaNav,%7C32593%7C,.asp](http://ola.dc.gov/ola/cwp/view,a,3,q,565841,olaNav_GID,1698,olaNav,%7C32593%7C,.asp)

117 <http://ola.dc.gov/ola/cwp/view,a,3,q,568669.asp>

A major responsibility of OLA is to properly implement the recent D.C. Language Access and Advocacy Program (LAAP). The purpose of LAAP is to provide technical assistance, expertise and guidance to the agencies named under the Language Access Act so that they can better serve the city's Latino community. LAAP also advocates on the behalf of Latino families and other individuals with limited English proficiency in and outside the D.C. government. LAAP has multiple active partnerships with city decision-making groups such as the D.C. Housing Authority and D.C. Office of Human Rights. Partnerships like these make it possible for various offices to address issues from a multi-agency perspective.<sup>118</sup>

OLA has also implemented the Community Relations and Outreach Program, which provides partnership and outreach services to the DC's Latino residents. This program disseminates information and educational services and also fosters community partnerships which provide information gathering tools on Latino residents so that local government agencies can better design programs to serve the Latino community.<sup>119</sup> Washington, D.C., has also created other offices in the city that represent minority communities and immigrants from other regions. The Office on African Affairs and the Office on Asian and Pacific Islander Affairs does work similar to the Office on Latino Affairs in addressing the needs and interests of those particular immigrant communities residing in D.C..

For more information, please contact the Office on Latino Affairs at (202) 671-2825 or [ola@dc.gov](mailto:ola@dc.gov).

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118 <http://ola.dc.gov/ola/cwp/view,a,3,q,568676.asp>

119 <http://ola.dc.gov/ola/cwp/view,a,3,q,568683.asp>

## Princeton, New Jersey

### The Princeton Community ID Card

#### City Snapshot

##### Population

Princeton Township has a population of 16,027 people, 4,065 (4%) of whom are foreign-born residents. Of the foreigners, 1,618 have become naturalized U.S. citizens, and 2,447 have not. The immigrant community is very diverse, with 39 percent of foreigners coming from Europe, 38 percent from Asia, 17 percent from Latin America and almost 4 percent from northern America. Around 25 percent of the total Princeton population speaks a language other than English at home, European languages being most common.<sup>120</sup> An estimated 847 people in Princeton are Hispanic or Latino, and 1,599 are Asian.<sup>121</sup> \*

Source: U.S. Census Bureau

#### Languages Other Than English Spoken at Home in Princeton



##### Government

The Township of Princeton governing body is a committee form of government. Five committee members are elected at-large in partisan elections to serve staggered three-year terms. The mayor and the deputy mayor are elected by the committee and serve one-year terms. The current mayor is Bernard P. Miller and the deputy mayor is Chad Goerner.<sup>122</sup>

Starting on May 22, 2010, all Princeton Township residents became eligible to obtain the Princeton Community ID Card. The card is not issued by any city agency, but is endorsed by the local law enforcement and extends recognition to members of the community that have traditionally been excluded. The card allows them to access basic services and generally facilitates the work of law enforcement. The ID card shows personal identification information, medical risk factors, and emergency contact information for the cardholder.

Cardholders can present their ID card to Princeton police officers, Mercer County Sheriff officers, emergency personnel, post office, any clinic or doctor's office, public parks and swimming pools in Princeton, Princeton Public Library, Princeton public schools, private social services and charitable organizations and some banks and businesses. It may be used as a form of identification by check cashing companies, banks, retail stores and other establishments.

<sup>120</sup> [http://factfinder.census.gov/servlet/QTTable?\\_bm=y&-geo\\_id=06000US3402160915&-qr\\_name=DEC\\_2000\\_SF3\\_U\\_DP2&-ds\\_name=DEC\\_2000\\_SF3\\_U&-\\_lang=en&-\\_sse=on](http://factfinder.census.gov/servlet/QTTable?_bm=y&-geo_id=06000US3402160915&-qr_name=DEC_2000_SF3_U_DP2&-ds_name=DEC_2000_SF3_U&-_lang=en&-_sse=on)

<sup>121</sup> [http://factfinder.census.gov/servlet/QTTable?\\_bm=y&-geo\\_id=06000US3402160915&-qr\\_name=DEC\\_2000\\_SF1\\_U\\_DP1&-ds\\_name=DEC\\_2000\\_SF1\\_U&-\\_lang=en&-redoLog=false&-\\_sse=on](http://factfinder.census.gov/servlet/QTTable?_bm=y&-geo_id=06000US3402160915&-qr_name=DEC_2000_SF1_U_DP1&-ds_name=DEC_2000_SF1_U&-_lang=en&-redoLog=false&-_sse=on)

<sup>122</sup> <http://www.princetontwp.org/govbody.html>

The entire Princeton community benefits from this program, as the police, fire and EMS personnel now have contact information for anyone who requires assistance and cannot speak for themselves due to injury or language barrier. Health and public safety is strengthened when all members of the community feel included.<sup>123</sup> Similar Community ID Card programs can be found in other cities, such as New Haven's Elm City Resident Card and Trenton's Community ID Card.

For more information about the Princeton Community ID Card, please contact the Latin American Legal Defense and Education Fund at (877) 452-5333 or [info@laldef.org](mailto:info@laldef.org).

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<sup>123</sup> [http://www.princetontwp.org/ID\\_card.html](http://www.princetontwp.org/ID_card.html)

## Richmond, Virginia

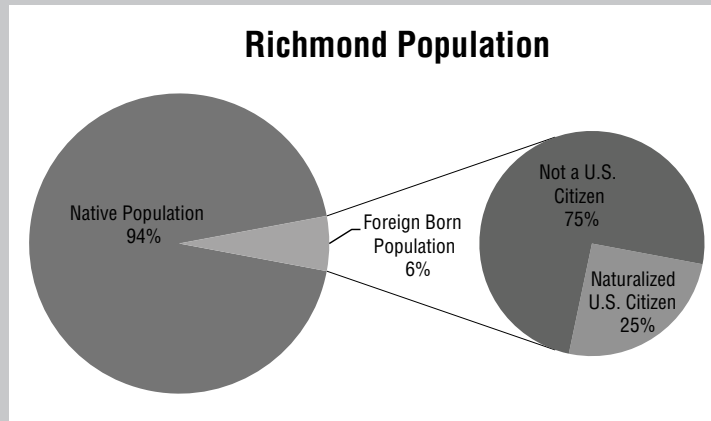
### Hispanic Liaison Office

#### City Snapshot

##### Population

The capital city of Virginia is Richmond, with a population of 200,158 people, 11,781 (6%) of them are foreign born. Only a quarter of the foreign born population has become naturalized U.S. citizens. Almost half of these immigrants were born in Latin America and another 25 percent in Asia. Around 15 percent were born in Europe and 10 percent in Africa. People who do not speak English at home account for 8 percent of the total city population.<sup>124</sup> Less than 5 percent of the total population is of Hispanic or Latino descent, and nearly 2 percent are Asian.<sup>125</sup>

Source: U.S. Census Bureau



##### Government

Current Mayor Dwight C. Jones was elected into office in 2008.<sup>126</sup> In 2004, Richmond changed its local government from a council-manager form to a mayor-council form of government. The nine council members are elected by members of their district to represent them and serve two-year terms.

Since 2000, Richmond's Hispanic population has increased by 95 percent, and the Hispanic Liaison Office, created in 2004, was a response to that unprecedented growth. The city of Richmond Hispanic Liaison Office improves access to city and community services, promotes community information, education and citizen participation, and supports city agencies in developing the capacity to interact, communicate and serve this diverse community.

The Hispanic Liaison Office offers multiple essential services. Hispanic residents can find oral interpretation assistance for city departments and services and translation of written documents and forms. They can find a network system of contacts for everything from medical clinics to legal assistance to cultural groups. They can also find information on educational classes such as English classes or Spanish classes. The office also provides free tax assistance programs and supports new Americans in obtaining passports and identification documents. In addition, this office sponsors the Imagine Festival, which highlights Richmond's diverse community and promotes public safety among minority communities. Two local radio shows in Spanish

<sup>124</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US5167000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_&-\\_lang=en&-\\_sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US5167000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_&-_lang=en&-_sse=on)

<sup>125</sup> [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US5167000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-\\_lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US5167000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-_lang=en&-redoLog=false)

<sup>126</sup> <http://www.richmondgov.com/Mayor/biography.aspx>

focus on educating the Latino community about important topics, such as public safety and naturalization.<sup>127</sup> Hispanic immigrants also have access to the Citizen's Guide to City Services.<sup>128</sup> This guide serves as a quick directory to all city services and programs that are especially important to the immigrant community.

The Hispanic Liaison Office also supports the annual ¿Qué Pasa? Festival of Virginia, one of the largest Latino festivals in the state and the southern United States. This outdoor festival of culture offers plenty of food, music, dancing, art and fun learning experiences. This year's festival will be held on September 25<sup>th</sup>.<sup>129</sup>

For more information about the Hispanic Liaison Office, please contact Tanya Gonzalez, manager, at (804) 646-0145 or [Tanya.Gonzalez@RichmondGov.com](mailto:Tanya.Gonzalez@RichmondGov.com).

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127 <http://www.richmondgov.com/HispanicLiaison/index.aspx>

128 <http://www.richmondgov.com/HispanicLiaison/documents/CitizensGuideNEWsm.pdf>

129 <http://www.vahcc.com/?page=quepasa>

## Houston, Texas

### Mayor's Office of Immigrant and Refugee Affairs

#### City Snapshot

##### Population

The largest city in Texas, Houston has a population of 2,024,379 people. The foreign-born population accounts for 567,211 (28%) of those individuals. The foreign-born population has nearly doubled in the last two decades. Of the foreign-born population, there are many more residents that are not naturalized U.S. citizens than those who are, 416,401 people and 150,810 people, respectively.

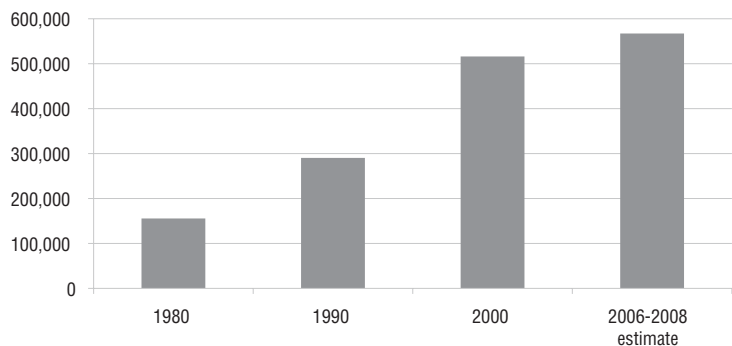
A disproportionate number of immigrants in Houston were born in Latin America, accounting for 75 percent of the total. Another 16 percent were born in Asia, and an equal percentage from both Europe and Africa, about 4 percent. Nearly half of the Houston population speaks a language other than English at home, with Spanish being most common.<sup>130</sup> There are approximately 849,226 people of Hispanic or Latino race in Houston, and another 108,015 people are Asian.<sup>131</sup>

##### Government

Mayor Annise Parker was sworn into office in 2010, but has been involved in the Houston government for over a decade as the Houston city controller and as an at-large member of the Houston City Council.<sup>132</sup> The city council is made up of 14 members, nine elected from districts and five elected at-large.

Source: U.S. Census Bureau

#### Foreign Born Population Growth in Houston



The Mayor's Office of Immigrant and Refugee Affairs (MOIRA) was established in May of 2001 to encourage good citizenship and facilitate integration of immigrants and refugees living in the city by educating them about their rights and responsibilities, as well as services provided and administered by the City of Houston. MOIRA plays a key role in providing immigration assistance. The office advises the mayor on immigration issues, provides information to the public about immigration policies, acts as a liaison between immigrant communities and the city government and publishes multi-lingual literature to assist immigrants and refugees. MOIRA also helps immigrant community-based organizations participate in Houston's political, economic, social and cultural life.

130 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US4835000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR2&-ds\\_name=ACS\\_2008\\_3YR\\_G00\\_&-lang=en&-sse=on](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US4835000&-qr_name=ACS_2008_3YR_G00_DP3YR2&-ds_name=ACS_2008_3YR_G00_&-lang=en&-sse=on)

131 [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=16000US4835000&-qr\\_name=ACS\\_2008\\_3YR\\_G00\\_DP3YR5&-ds\\_name=&-lang=en&-redoLog=false](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=16000US4835000&-qr_name=ACS_2008_3YR_G00_DP3YR5&-ds_name=&-lang=en&-redoLog=false)

132 <http://www.houstontx.gov/mayor/bio.html>

MOIRA has also established a Citizenship Program that encourages immigrants and new citizens to fulfill civic duties. This program provides assistance in finding appropriate venues for citizenship ceremonies as well as assistance with curriculum development for citizenship classes. This is also where new citizens can find information on how to register to vote.

The Mayor's Advisory Committee on Immigrant and Refugee Affairs (MACIRA) works to advise and assist MOIRA concerning the mayor's formulation and implementation of programs, policies and legislation that promote fair and equal access to opportunities for immigrants and refugees, and advocates non-discriminatory practices in the delivery of services and benefits for all.<sup>133</sup> MACIRA provides assistance when it comes to promoting immigrant cooperation and representation at all levels of city government, enhancing services to facilitate the naturalization application process, reaching out to immigrant communities to foster cooperative relationships and assisting in developing principles of inclusiveness and fair delivery of public services.<sup>134</sup>

Events organized by MOIRA so far include Teaching Civics and Citizenship to Immigrants on July 29, and Celebrating Hispanic Heritage Month on September 11.<sup>135</sup> MOIRA has also published and updated their Resource Guide 2010 in which immigrants and refugees can find information about local English classes, citizenship classes, and anything else of interest.<sup>136</sup> A monthly newsletter also informs immigrants about upcoming events and provides relevant city links.

For more information about the Mayor's Office of Immigrant and Refugee Affairs, please contact Benito Juarez, senior community liaison, at (713)778-6503 or [benito.juarez@houstontx.gov](mailto:benito.juarez@houstontx.gov).

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133 <http://www.houstontx.gov/moira/>

134 <http://www.houstontx.gov/moira/advisory.html>

135 <http://www.houstontx.gov/moira/newsevents.html>

136 <http://www.houstontx.gov/moira/moiraresourceguide2010.pdf>

## ***About the Authors***

### ***Ricardo Gambetta***

Ricardo Gambetta is the manager for immigrant integration programs at the National League of Cities, Washington, D.C. Gambetta previously served as the mayor's director of Latino affairs and executive director of the Mayor's Commission on Latino Affairs (2000-2007) in Indianapolis. He was a key member of the mayor-elect's transition team, a former commissioner of the Indiana Governor's Commission on Hispanic Affairs and co-founder of the Indiana Latino Institute. He holds a BA in political science from Garcilazo College. Gambetta has participated in specialized trainings in the areas of municipal management, immigrant integration and immigration policy in the United States, Canada, Latin America and Europe.

During the past year, Gambetta was a special guest lecturer at the Institute of Politics at Harvard University, the Woodrow Wilson International Center for Scholars and the Danish National Police Academy. Recently, Gambetta has been invited to present NLC's innovative nationwide strategy in the area of immigrant integration in the upcoming International Metropolis Conference in The Hague, Netherlands and the Council of Europe & Strasbourg Club Conference in Strasbourg, France.

### ***Zivile Gedrimaite***

Zivile Gedrimaite is an intern for the Municipal Action for Immigrant Integration program at the National League of Cities. She was previously a research assistant intern at the Center for Global Prosperity, Hudson Institute and an intern at the Delegation of the European Commission to the USA. Gedrimaite holds a BA in international affairs from The George Washington University.

### ***Jamie Durana***

Jamie Durana is a program associate for the inclusive communities program at the National League of Cities. She was previously a research intern at the Migration Policy Institute in Washington, D.C. Durana holds a MA in nationalism and identity from University College London and a BA in government and politics from the University of Maryland.







National League of Cities

Municipal Action for Immigrant Integration

1301 Pennsylvania Avenue, NW | Washington, D.C. 20004 | [www.nlc.org](http://www.nlc.org)