



Immigrant Community Committee Final Recommendations

May 13, 2019

Committee Purpose:

- Listen to the immigrant community (best practices, concerns)
- Identify strategies and actions to improve knowledge and connection with city government services and activities

- Eight community conversations hosted between March 9 - March 30
 - Seven resident engagements, one in each district, 484 attendees;
one business owner engagement, 40 attendees
 - Meetings live streamed with language translation
 - Listened to community challenges
 - Collaboratively created community recommendations
- One visit to immigration court and panel discussion with immigration attorneys
 - 23 attendees

- Reduce community fears
 - Increase education of CMPD policies and practices
- Statement of support for immigrants
- Improve information sharing
 - Language access; translation and interpretation services
 - Community liaisons
 - Cultural competency
- Create a legal defense fund

- Endorse the City Manager to promote a citywide language access plan and assess current multi-lingual staffing
- Utilize a Granicus demographic breakdown when selecting individuals to serve on boards and commissions
- Add immigration issues brought up by the community on the next Federal Legislative Agenda
- Direct the Charlotte International Cabinet to share advocacy agenda items with CMS and Mecklenburg County
- Sign a Charlotte Compact on Immigration
 - Advocate for other governmental, nonprofit, business and faith organizations to do so as well

- Pilot the citywide Language Access Plan
- Continue to convene Naturalization providers and catalog information on the WelcomeCLT.org webpage
- Standardize the language incentive across departments
- Continue to employ targeted recruitment efforts for multilingual staff
- Develop the Cultural Concierge program
- Implement the Civic Leadership Academy in Spanish
- Establish a Know Your Rights community event
- Create an H1B hiring program for hard to fill positions

- Foundation for the Carolinas provided additional funding to Charlotte Center for Legal Advocacy to address the needs of immigrant residents
- Committee members assisted in convening local general contractors to consider support for nonprofits and promoted Minority Women Small Business Enterprises (MWSBE) and Disadvantaged Business Enterprise (DBE) opportunities to small business owners
- The United Way of Central Carolinas is interested in creating a leadership development and advocacy platform for rising immigrant leaders
- Charlotte EAST wrote a statement of support for immigrants

- Citywide Language survey
 - Mid-May 2019
- New American Economies Gateways for Growth
Immigrant Economic Impact report
 - June 2019
- Civic Leadership Academy:
 - Summer 2019
- Applied to host the 2020 Welcoming Interactive +
Welcoming Economies Convening

- Consider draft compact language
 - Discussion at next City Council Strategy Session June 3, 2018
- Consider immigration issues brought up by the community for the next Federal Legislative Agenda

Questions?