Doughnuts for All!
Strengthen your Community through Equity

Christine Sauvé, Welcoming Michigan
Sonya Hughes, Grand Rapids Area Chamber of Commerce
Alfredo Hernandez, Lakeshore Ethnic Diversity Alliance
Moderator: Nathan Triplett, City of East Lansing
Welcoming Michigan: Building Immigrant Friendly Communities

Christine Sauvé
Southeast Michigan Communities Coordinator
Welcoming Michigan
• Why care about welcoming?
• Overview & Demographic change
• Welcoming Cities & Counties
• What you can do
• Immigrant integration initiative of Michigan Immigrant Rights Center
• Statewide effort started in 2011
• Partner with community-based organizations & local governments
• Member of Welcoming America, network of 22 states & 57 cities
Our Philosophy

• When it comes to immigration, it’s easy to let differences separate us.

• We seek to build mutual respect among foreign-born and U.S.-born people who call Michigan home today.

• We work to support Michigan’s “receiving community” members — U.S.-born Americans who live in communities where immigrants settle — in creating welcoming communities where immigrants can fully integrate into their adopted hometowns.
The Big Picture

• Federal
  – Immigration Reform
  – Nation’s First Immigrant Integration Plan
  – Administrative Relief: DACA & DAPA

• State
  – Michigan Office for New Americans
  – Drivers Licenses, Relicensing, Access to Benefits (DHHS)

• Local
  – Language Access, Municipal ID, Anti Profiling Ordinance
  – Naturalization & Admin Relief Workshops
  – Welcoming Cities & Counties
Why we care

My Dad is an Immigrant

I go to school with IMMIGRANTS

I love fresh foods harvested by IMMIGRANTS

What is America without Immigrants?

I have been coached, inspired, educated, befriended & loved by immigrants.

I enjoy living in a multi-cultural society

because JESUS died for ALL of us

Immigrants snapped ME into who I am & what I REPRESENT!

Together We Stand Divided We FALL

I am proud of my immigrant ancestry &
Why welcome immigrants?

1. Religious and moral convictions compel us
2. Creates stronger, safer communities
3. It makes economic sense
A World on the Move: International Migrants

1960 | 2.5% | 77 million people
2010 | 2.9% | 214 million people
Long-term trends

Foreign-Born Population and as Percent of Total Population

Source: U.S. Census Bureau, 1850–2000 Decennial Census; 2010 American Community Survey.
Changing Communities

- Large scale demographic change
- New immigrant destinations
- Fear, ambivalence of receiving community
- Michigan’s foreign-born:
  - 3.8% in 1990
  - 5.3% in 2000
  - 6.1% in 2011
- National average = 13%
State of Michigan:
Top 10 Countries of Origin

<table>
<thead>
<tr>
<th>Country</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mexico</td>
<td>76,654</td>
</tr>
<tr>
<td>India</td>
<td>53,296</td>
</tr>
<tr>
<td>Iraq</td>
<td>45,403</td>
</tr>
<tr>
<td>Canada</td>
<td>40,166</td>
</tr>
<tr>
<td>China</td>
<td>32,873</td>
</tr>
<tr>
<td>Lebanon</td>
<td>19,747</td>
</tr>
<tr>
<td>Korea</td>
<td>19,513</td>
</tr>
<tr>
<td>Germany</td>
<td>19,325</td>
</tr>
<tr>
<td>Philippines</td>
<td>18,868</td>
</tr>
<tr>
<td>U.K.</td>
<td>16,165</td>
</tr>
</tbody>
</table>

U.S. Census Bureau, American Community Survey, 2009-2013 5-year estimates
Immigrant Children in Michigan

• 8% of Michigan’s foreign-born population are children (0.5% of total state population)
• 13% of children have one or more foreign-born parent
• 14% of children in low-income households have one or more foreign-born parent
• 86% of children with immigrant parents are U.S. citizens
# Michigan Demographic Trends

<table>
<thead>
<tr>
<th>Year</th>
<th>% Minority of Whole Pop.</th>
<th>% Minority of Eligible Voters</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>15.4</td>
<td>13.4</td>
</tr>
<tr>
<td>2014</td>
<td>24.7</td>
<td>21</td>
</tr>
<tr>
<td>2040</td>
<td>33.8</td>
<td>29.7</td>
</tr>
<tr>
<td>2060</td>
<td>41.3</td>
<td>37.2</td>
</tr>
</tbody>
</table>

*States of Change Report, Center for American Progress, American Enterprise Institute & Brookings Institution, 2015*

How will your community plan and prepare for this change?
Our Immigrant Past & Present

We connect by sharing our personal migration, immigration, or welcoming stories.

What do we have in common?
Just as in the past, today people move for better opportunities.
Changing Communities

Longtime Residents + Immigrants & Refugees = Integrated Community
Engaging Receiving Communities

A welcoming community not only supports immigrants directly, but helps long-time residents understand, contribute to, and benefit from immigrant integration.
Who is the Receiving Community?

- Long-time residents
- May be very diverse
- Can be immigrants themselves
- May have conscious or unconscious fear or bias toward immigrants, or are simply ambivalent
- Elected officials, municipal staff, and community-based organizations
- Our neighbors and loved ones
Welcoming Communities

- **Engage** both U.S.-born & foreign-born residents in creating a welcoming atmosphere
- **Build relationships** & mutual respect among longtime residents & newcomers
- **Collaborate** across sectors
- Newcomers are able to fully **integrate**, participate, contribute to the social, cultural, economic fabric of the community
Welcoming Communities

The Welcoming Community Curve

Climate

Un-welcoming

Tolerant

Multi-Stakeholder Initiative

Welcoming Resolution

Welcoming Plan

Actively Welcoming

Widening Communities: Positive climate, proactive response, economically vibrant

How to Turn the Curve: The Welcoming Roadmap

- Engage leaders and institutions
- Build mutual respect and understanding
- Change messages
- Foster social capital
- Support integration and inter-culturalism
- Etc.

Status quo: Negative climate, reactive response, economic decline

Time
Welcoming Cities & Counties

• Support locally-driven efforts to create more welcoming, immigrant-friendly environments
• Position communities as globally competitive leaders
• Share best practices & learn from network peers
• Improve quality of life & economic potential for immigrants and non-immigrants alike

• 10 Michigan localities have joined national cohort of 57
  – City of Detroit
  – City of Hamtramck
  – City of Sterling Heights
  – Macomb County
  – Clinton Township
  – Grand Rapids
  – Kalamazoo County
  – West Bloomfield Township
  – City of East Lansing
  – Meridian Township
Welcoming City Agenda

- Advance the Community’s Global Welcoming Profile
- Ensure Equitable Access to Basic Services
- Expand Education & Economic Opportunity
- Build Immigrant Leadership, Engagement and Inclusion
- Foster a Knowledgeable, Safe and Connected Community
Moving to Equity
Macomb County

- Journey to embrace changing demographics
- Race, ethnicity, bias training for staff & department heads
- Improving hiring practices for multilingual applicants & people of color
- Invested in video interpretation services
- Hosts citizenship workshops & naturalization ceremonies
- Created Welcome Center in County admin building
City of Detroit

- City Council leads Immigration Task Force, 6 focus areas
- June 2015 hosts 1st Naturalization Ceremony in 30 years!
- July 2015 Municipal IDs
- Sept 2015 Mayor’s Office for Immigrant Affairs
Is Your Community Welcoming?

- Do municipal activities include residents from all backgrounds?
- Can residents with Limited English Proficiency access vital services? *Recipients of federal funding required by Title VI of Civil Rights Act of 1964, visit lep.gov*
- Do municipal programs ask for DL or state ID when not required?
- Is public transportation robust & accessible?
- Does law enforcement practice community-based policing? Have anti-profiling policies? Training on religious and cultural issues?
Make Your Community More Welcoming

- Consider how spaces, atmosphere, and policies can be more inclusive of newcomers
  - Welcoming signs & posters
  - Placemaking projects
- Build relationships with immigrant and ethnic communities
- Ensure cultural competency & humility
- Participate in community meetings led by immigrant & refugee serving organizations, form new partnerships
- Recognize contributions of immigrant community members: students, businesses, volunteers, etc
- Host a film screening & dialogue
Make Your Community More Welcoming

- **Language Access:** Examine and assess practices in your institution and develop a language access plan using resources at lep.gov

- **Employment:**
  - Use the USDOJ hotline to resolve I-9 questions 1-800-255-8155
  - Share job postings with immigrant & ethnic communities

- **Civic Life:** Share open board/commission seats with immigrant communities

- **Public Benefits:** Consider immigrant households’ possible lack of access to benefits and programs and find ways to offer additional support

- **Identification:**
  - Consider need for transportation when working with immigrant communities
  - Make sure ID requirements don’t become a proxy for an immigration status requirement and use alternatives

- **Training:** Arrange a staff workshop about immigration, immigrant rights, access to public benefits

- **Host** a naturalization workshop, publicize local resources
What can YOU do?

• Learn about identity & immigration issues
• Meet and spend time with local immigrant communities
• Be a welcoming ambassador! Tell others why you care
Get involved: WelcomingMichigan.org
Like us:  Facebook Welcoming Michigan
Follow us:  Twitter @Welcoming_MI

Contact:
Christine Sauvé
Welcoming Michigan Coordinator
csauve@michiganimmigrant.org
Tel: 734-845-8695
No Excuses. Just Good Business.

Sonya Hughes
Vice President of Inclusion
Grand Rapids Area Chamber of Commerce
What does good business look like?

- Stronger leaders
- A diverse workforce
- An inclusive community
- A business environment built for success
WHY DIVERSITY AND INCLUSION?

The business environment is changing faster than ever, making it clear:
A highly talented and diverse workforce is the key to new ideas and forward motion.
WHY DIVERSITY AND INCLUSION?

Just Growth project: studying why and how equity is linked with growth at regional scale.

Chris Benner, PH.D. and Manuel Pastor, Ph.D.
2040 | Percent People of Color by County

Less than 30% People of Color
30% to 40% People of Color
40% to 50% People of Color
Greater than 50% People of Color

Sources: Woods & Poole Economics projections data (adjusted using the 2010 Census), Census TIGER/Line, NHGIS, and ESRI.
2010-2040 Share of Population Growth Attributable to People of Color by County

Counts with Projected Increases in Whites or People of Color
- All growth attributable to people of color
- 75% to 99%
- 50% to 75%
- 25% to 50%
- Less than 25%

Counties with Projected Decline in Whites and People of Color

Notes: Grey areas on the map are places where data is unavailable.
Sources: 2010 Decennial Census, Woods & Poole Economics projections data (adjusted using 2010 Census data), Census TIGERLine, NHGIS, and ESRI.
Changing Population

- Of those **over the age of 70**, 20% will likely be racial minorities
- Of those **under the age of 10**, 70% will likely be racial minorities
- **80 million Baby Boomers** are set to retire over the next 20 years
- Every day **10,000 Baby Boomers** turn 55
- **75% of new entrants** to the work place will be women and racial minorities
First impressions are not enough.

A magnetic community may attract talented people—but it’s a truly inclusive and equitable community that gives them reasons to stay.
HOW WE WORK
An ally in building a diverse and equitable region

• Advocate for economic inclusion
• Connect people to information, opportunity and each other
PROGRAMS & SERVICES
Connections and professional development
HOW WE WORK
Real dialogue and powerful tools to make change

Institute for Healing Racism
HOW WE WORK
An ally in building a diverse and talented workforce

W. MI Minority Contractors Association

GRAND RAPIDS AREA CHAMBER OF COMMERCE
NO EXCUSES. JUST GOOD BUSINESS.
HOW WE WORK
An ally in building a diverse and talented workforce

• Meet-the-Buyer
• W. MI Minority Business Directory
HOW WE WORK

An ally in building a diverse and talented workforce

OutPro
HOW WE WORK
An ally in building a diverse and talented workforce

• Athena Leadership Forum
• Black Women Connect GR

NO EXCUSES. JUST GOOD BUSINESS.
Thank you!

Grand Rapids Area Chamber of Commerce
111 Pearl Street NW
Grand Rapids MI 49503
(616) 771-0300
www.grandrapids.org
Promoting Diversity and Inclusion at the Organizational Level

Alfredo Hernandez
Associate Program Director
Lakeshore Ethnic Diversity Alliance
1. **Leadership and Organizational Readiness Assessment and Analysis**
   - Determine leadership and organizational level of readiness

2. **Organizational System Review**
   - Review existing policies and practices

3. **Capacity Building, Coaching, and Support**
   - Implement best practices to promote and sustain inclusion long term
Organizational Readiness

Assesses the collective preparedness to implement and sustain inclusion

– Shared resolved to implement initiative
– Shared believe in their collective capacity
– Value of the initiative and structural factors
– Internal demographics and expected goals
Why... is organizational readiness important?

Because...

• When organizational readiness is high, organizational members are more likely to exert greater effort, greater persistence, and display more cooperative behavior.

• Problems arise when some feel committed to implementation but others do not.

• Failure to establish sufficient readiness accounts for one-half of all unsuccessful large-scale organizational efforts.

• Organizational readiness = successful implementation.
Organizational System Review

**OSR**

Examination of *existing policies and practices*

- How does the organization endorse a culture of inclusion?
- What current efforts are used to hire diversity?
- Methods used to advance talent
- How is progress monitored?
Capacity Building
Coaching and Support

Implement strategies to advance and sustain inclusion
Adapted from Knoster, T 1991 Presentation of TASH Conference Washington DC
Questions & Discussion

Christine Sauvé, Welcoming Michigan
Sonya Hughes, Grand Rapids Area Chamber of Commerce
Alfredo Hernandez, Lakeshore Ethnic Diversity Alliance

Moderator: Nathan Triplett, City of East Lansing