

COUNTY OF SAN MATEO



Immigrant Integration & Inclusion Strategic Plan Steering Committee

**Meeting #4
June 2, 2021**



Agenda

- Welcome
- 21 Days of Social and Racial Equity Challenge Ice Breaker- Day 2
- Community Engagement Teams Debrief
- Survey Discussion, Challenges, Brainstorming Session
- Research Report Resident Profiles/Belonging Begins With Us
- Next Steps

21 Days of Social and Racial Equity Challenge

theguardian

Are you racist?
'No' isn't a good enough answer

21 Days of Social and Racial Equity Challenge

21
DAY SOCIAL & RACIAL
EQUITY
CHALLENGE



Day 2: How to be an Anti-racist

Antiracist Definition: One who is supporting an antiracist policy through their actions or expressing an antiracist idea.

A person who practices anti-racism is someone who works to become aware of: 1) How racism affects the lived experience of people of color and Indigenous people; How racism is systemic, and has been part of many foundational aspects of society throughout history, and can be manifested in both individual attitudes and behaviors as well as formal (and "unspoken") policies and practices within institutions; How white people participate, often unknowingly, in racism. Peggy McIntosh and, later, Paul Kivel came up with "White Privilege" checklists that support white people in learning how whiteness—often without them recognizing it—shapes their place in society, and its impacts.

21 Days of Social and Racial Equity Challenge

OPTION 1: Watch [this video](#) that explains that, while race and racism have a real and significant impact on our lives, race is a social construct and one that has changed over time. None of the broad categories that come to mind when we talk about race can capture an individual's unique story. For more information, [read this article](#) on how science and genetics are reshaping our understanding of race.

OPTION 2: Common Racist Attitudes. Review this [list of 28 common racist attitudes and behaviors](#) that indicate a detour or wrong turn into white guilt, denial, or defensiveness.

OTHER RESOURCES

- Jay Smooth: ["How I Learned to Stop Worrying and Love Discussing Race"](#)
- **Allegories on Race.** Watch Dr. Jones' TED talk on the ["Allegories on Race and Racism"](#) where she shares four short stories to help us understand privilege and racism
- **Systemic Racism.** Check out this short [video from Race Forward](#) about the levels and the importance of looking at systemic, not simply individual, racism
- **Racist or Antiracist.** Listen to [Ibram X. Kendi's interview](#) with CBC Radio-Canada on his view on how we are either being racist or antiracist, there is no middle ground. Listen to the whole interview (51mins19s) or the portion on his understanding of race, harboring racist ideas and challenging racist assumptions (20mins34s).

Community Engagement Teams Debrief

Community Connectedness & Engagement

Co-Chairs: Nuestra Casa & Coastside Hope

- SAMCEDA
- The Big Lift/SMC District 2
- League of Women Voters
- The Grove Foundation
- SMC District 1
- SMC District 3
- Human Services Agency
- Skyline College
- One Life Counseling Center
- Bair Island Lions Club
- The Primary School
- JobTrain
- Redwood City Public Library
- North East Medical Services
- Fair Oaks Community Center
- Immigration Institute of the Bay Area
- Thrive Alliance
- First 5
- Amgen
- Made into America Initiative/Archive of Immigrant Stories

Community Engagement Teams Debrief

Economic Development

Co-Chairs: SAMCEDA & The Grove Foundation

- SMC Housing Department
- Self-Help for the Elderly
- ACCEL
- Upwardly Global
- Chamber San Mateo County
- The Primary School
- Upward Scholars
- Multicultural Institute
- Skyline College
- First 5
- Bair Island Lions Club

Community Engagement Teams Debrief

Educational Opportunities & Outcomes

- Co-Chairs: Office of Education & SMC Health
 - Legal Aid Society
 - SAMCEDA
 - Coastside Hope
 - The Big Lift
 - Self-Help for the Elderly
 - JobTrain
 - SMC District 1
 - ACCEL
 - Skyline College
 - First 5
 - Friends for Youth
 - Bair Island Lions Club
 - The Primary School
 - JobTrain
 - Upward Scholars
 - Redwood City Public Library
 - One Life Counseling Center
 - SMC District 4
 - Thrive Alliance
 - Amgen
 - San Mateo Foster City School District
 - Ravenswood Elementary School District

Community Engagement Teams Debrief

Equitable Access to Services

- Chairs: Legal Aid Society, Samaritan House, Self-Help for the Elderly

- Office of Education
- SAMCEDA
- Grove Foundation
- Coastside Hope
- SMC District 1
- SMC District 3
- Nuestra Casa
- Human Services Agency
- Multicultural Institute
- YMCA Community Resource Center
- Skyline College
- First 5
- Friends for Youth
- Bair Island Lions Club
- The Primary School
- JobTrain
- SMC Aging & Adult Services
- Redwood City Public Library
- North East Medical Services
- Fair Oaks Community Center
- HIP Housing
- One Life Counseling Center
- Pilipino Bayanihan Resource Center
- Latino Collaborative
- Edgewood Center for Children & Families

Community Engagement Teams Debrief

Safe Communities

- Co-Chairs: Immigration Institute of the Bay Area & La Raza Centro Legal
 - Coastside Hope
 - SMC Housing Department
 - Catholic Charities
 - Pilipino Bayanihan Resource Center
 - First 5
 - St. Francis Church
 - The Primary School
 - SMC Aging & Adult Services
 - One Life Counseling Center
 - CARON
 - Amgen
 - Bair Island Lions Club

Survey Discussion, Challenges, & Brainstorm Session

1. Key Takeaways

2. Multiple surveys vs. one

3. Funding for incentives for participants

Research Report Resident Profiles

Profiles are around 350 words and aim to cover:

- why the person came here
- what challenges they've been able to address/overcome with the help of local resources
- what contributions they've made to their local community
- what extra assistance/resources people like them could benefit from (i.e. how might the city improve)
- Gateways for Growth needs names, contact information and about 1-2 sentences on why you chose this individual as a candidate to profile

Resident Profiles

Juan Pablo Sanchez

Restaurant Owner

In 1979, when Juan Pablo Sanchez was seven years old, his family escaped a looming economic crisis in Mexico by moving to San Diego. At first, his parents worked for his uncle, who owned three Mexican restaurants in the city. Eventually, his father opened his own business, a Mexican restaurant called Super Cocina, in the gritty neighborhood of City Heights.

Growing up, Sanchez helped his parents on the weekends. After receiving his BA in city planning from UC San Diego, he worked at Super Cocina while he studied for the LSAT. He'd always planned to go to law school, but he realized that entrepreneurship was in his blood. In 1988, when his father retired, he took over Super Cocina. "It's true what they say about immigrants making the best entrepreneurs," says Sanchez. "When you come to a foreign country, you're trying so hard to carve out a life that you give all you've got to succeed."

Super Cocina specializes in traditional Mexican comfort food, including eight different mole sauces. "The idea was to cater to Hispanic workers by hiring mamas from the old country to make the dishes you'd only find in someone's home," says Sanchez.

Over time, Sanchez turned the business into a destination for foodies of all stripes. San Diego Magazine included his *caldo de res* beef stew on its 2017 list of "Dishes to Eat Before You Die." And Zagat named his *pozole* pork and hominy stew one of the "10 Hottest Dishes of San Diego." Sanchez employs 10 people, including three U.S.-born Americans, and runs a robust catering business.

Sanchez also champions economic development in City Heights, where he serves on the planning board and is active with four nonprofits. "I want to show that this place can be a successful immigrant hub," says Sanchez, who became a citizen in 2001. To demonstrate his confidence in the community, he took the small but daring step of drawing up plans to build outdoor, café-style seating at Super Cocina. "That's big for City Heights," he says. "We wanted to evoke the feeling that this is a neighborhood where you can sit outside, eat and feel safe."

Resident Profile Example

----- TEMPLATE EMAIL -----

Dear **NAME**,

I hope this email finds you well. I'm reaching out in the hopes that you'd be willing to be featured in an upcoming report on the contributions and benefits of immigrants in **COMMUNITY**.

COMMUNITY was recently awarded the [Gateways for Growth Challenge \(G4G\)](#), a competitive opportunity for localities to receive research support and/or technical assistance from New American Economy (NAE) and Welcoming America to improve immigrant inclusion in their communities. As a G4G awardee, **COMMUNITY** is receiving a research report on the contributions immigrants bring to the region which will **spotlight stories of current immigrant residents in our community**.

When considering profile candidates, you immediately came to mind given your **DETAILS ABOUT THE PERSON THAT LED YOU TO SELECT THEM FOR THIS PROFILE**. If you agree, we'd love to feature your story in this report. As a featured profile, you will be interviewed by an NAE journalist who will work with you to write up your story. You will have final approval on anything written and the story will be featured in the **COMMUNITYG4G report** and on [NAE's website](#).

You can see examples of what these profiles typically look like here: [Cedar Rapids](#) (pg 3), [San Diego](#) (pg 3 & 5), [Middlesex County](#) and [Flint](#).

FEEL FREE TO INCLUDE SPECIFIC DETAILS ON HOW THE REPORT WILL BE PUBLISHED/USED IN SAN MATEO COUNTY

Please let us know if you have any questions!

Looking forward to hearing from you,
NAME

Next Steps

- Help us spread the word!



SMCo Office of Community Affairs @SMC_CommAffairs · 15h ...

Learn about @WelcomingUSA 's #BelongingBeginsWithUs initiative & what SMC is doing to create a more #welcoming community & how to get involved! cmo.smcgov.org/gateways-growth
#BecauseImmigrantInclusionElevatesEveryone

#SMCImmigrantServices



Small acts of kindness can make a big impact.

We all have the power to create a more welcoming nation. Join our effort to make sure everyone in your community feels like they belong.



SMCo Office of Community Affairs @SMC_CommAffairs · May 31 ...

More than ever, finding points of connection and shared experiences is key to creating strong, supportive communities. We can all play a part in making sure everyone feels like they belong. Tell us your story of belonging!

#BelongingBeginsWithUs

#SMCImmigrantServices



Put a sign in your yard that makes others feel welcome.

County of San Mateo and 3 others



Next Steps

- Connect us to residents who should be highlighted for the research report and the Belonging Begins with Us campaign or have residents reach out directly

Gateways for Growth

Because immigrant inclusion elevates everyone

G4G brings together [community leaders](#) to build research-based, proactive strategies that achieve immigrant inclusion resulting in economic growth and a community embracing all of its members to maximize their potential to work, live and play in San Mateo County.

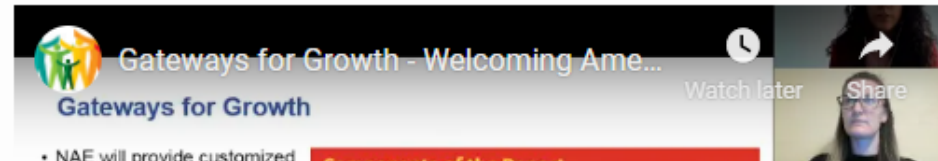
[Click Here to Share Your Story!](#)



CONTACT US

[Calling Community Partners!!](#)

The County is looking for Community Engagement Partners in their Strategic Planning Process. Click the video below to learn more about the Community Engagement Teams and how to participate! PowerPoint [here](#).



edback

Next Steps

Share Your Story of Belonging!

More than ever, finding points of connection and shared experiences is key to creating strong, supportive communities. We can all play a part in making sure everyone feels like they belong. Share with us your story of how someone made you feel like you belonged and were welcomed here in San Mateo County. Or share with us how you're helping make others feel included and welcomed in San Mateo County.

Join our effort to make sure everyone in your community feels like they belong. Filling out this form grants us permission to share these stories on our website and social media and highlight the kind people in San Mateo County who help make this community a Welcoming one!



FIRST NAME

CITY OF RESIDENCE

SHARE YOUR STORY OF BELONGING

Feedback

Next Steps

- Survey(s) feedback/edits by 6/4
- Additional thoughts about incentives for participants by 6/4



Thank You!

