

Belonging in San Mateo County

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Immigrant Inclusion Summit: Where we belong

| September 15, 2021



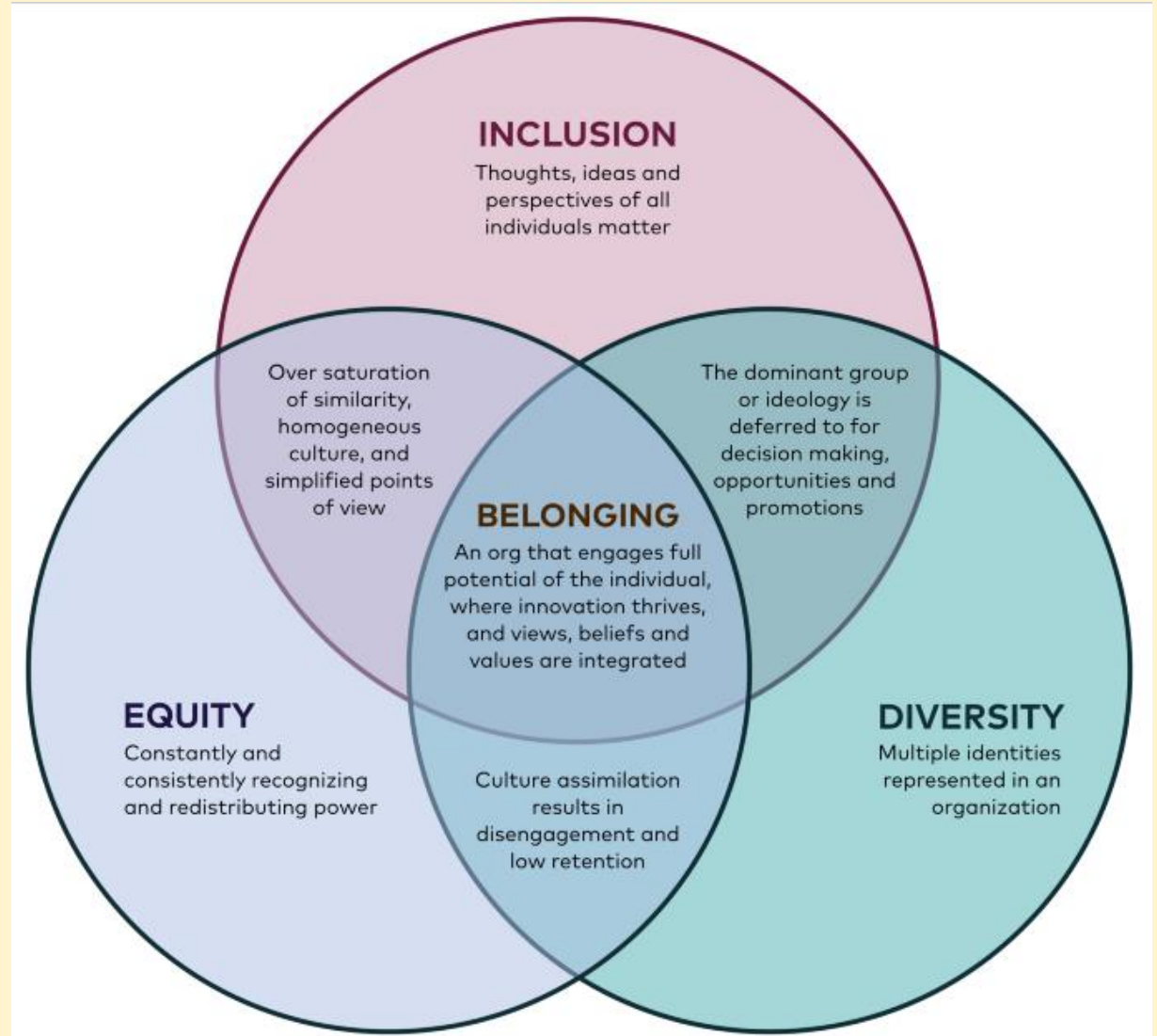
Defining Equity

Equity is the goal of *just and fair inclusion* into a society in which *all can participate, prosper, and reach their full potential*.

- PolicyLink

To achieve equity, we must *create the conditions* that allow all to reach their full potential.

Equity Diversity Inclusion Belonging



Narrative: Who Belongs and Who Doesn't

- Approximately 30,000 residents are **LGBTQ+**
- **People with disabilities:** 4.3% 65 and under; 29.3% of 65+
- **At least 64% People of Color**
- **Large Immigrant Community**
 - 35% foreign born. 21% of immigrant population undocumented.
 - 46% speak another language at home
 - 57% of children have immigrant parents

Narrative of America

- “Nation of Immigrants”
 - Mayflower and the Statue of Liberty
- 1776: Declaration of Independence protests England’s limiting naturalization of foreigners in the colonies.



History of Tensions Between Inclusion & Exclusion

- 1776 – Declaration of Independence **protests England’s limiting naturalization of foreigners** in their colonies
- 1790 – Nationalization Act provides first rules for granting national citizenship to **“free white people”**
- 1865 – 13th Amendment **abolished slavery – but did not grant formerly enslaved people full rights of citizenship**
- 1868 – 14th Amendment allows **all people born and naturalized in the US** as citizens and provides “equal protection of the laws”
- 1870 – Naturalization Act of 1870 **extends naturalization rights to former enslaved Africans** not born in the US – Asians continue to be excluded
- 1882 – **Chinese Exclusion Act** – bans immigration based on race or nationality (repealed in 1943)
- 1898 – Supreme Court rules that **any child born in the US, regardless of race or parents’ citizenship** status is a citizen
- 1921 – First **quota law limiting the annual number of immigrants based on country of origin**
- 1924 – Indian Citizenship Act **extends citizenship to all Native Americans**
- 1952 – Immigration and Nationality Act **eliminates race as a bar to immigration or citizenship**
- 1965 – **Abolishes the national origins quota system**, replacing it with a preference system focused on skills and family relationships with US residents
- 1986 – Immigration Reform and Control Act grants **amnesty to millions of individuals** living in the US who entered the country before Jan 1982
- 2017 – **Travel ban** – restrictions from mostly majority Muslim countries (Libya, Iran, Iraq, Sudan, Somalia)
- 2018 – **Zero Tolerance Immigration Policy** – separating children from families - separating over 6,000 families (Amnesty International) – over 4,000 children
- 2021 – **Biden reunification task force**

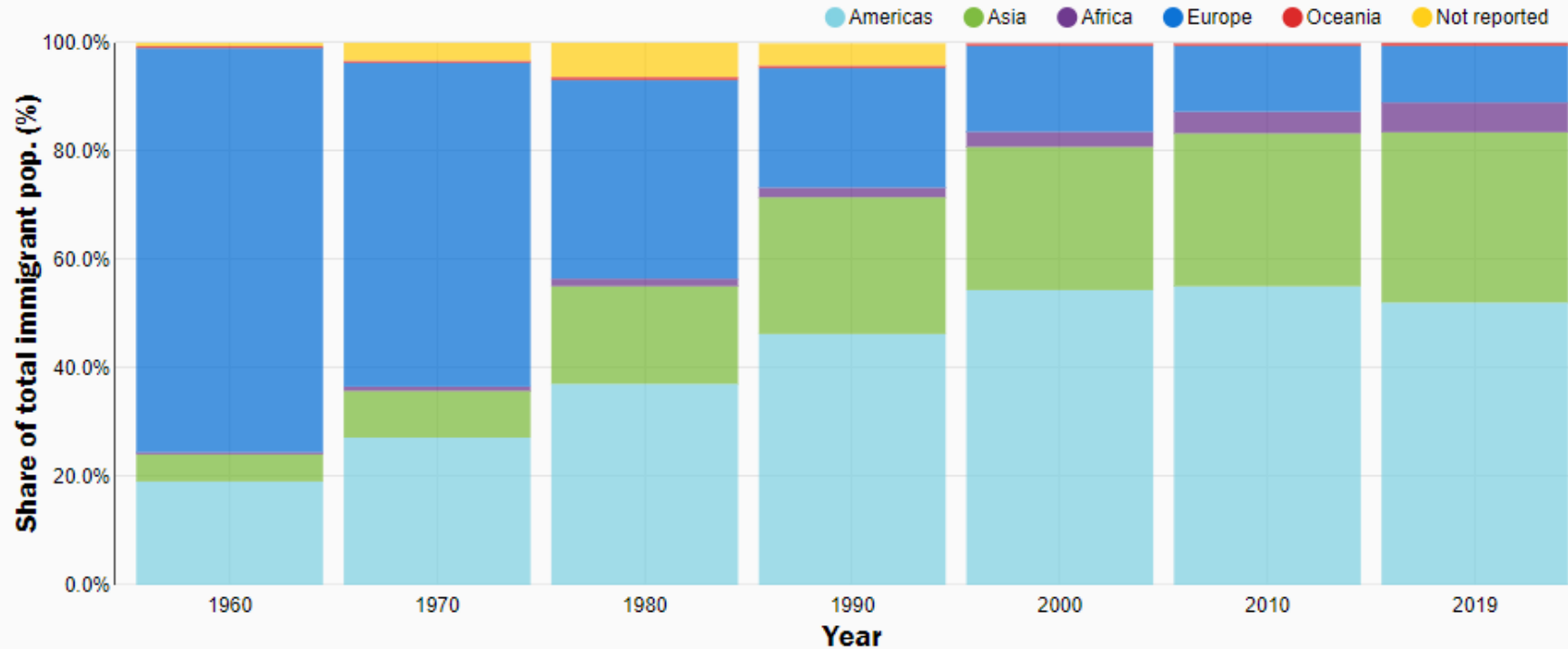
Enforcement of laws

“Early 1900s through 1960’s millions of predominantly white immigrants entered the US unlawfully but faced virtually no threat of apprehension or deportation.”

- All who entered the US before the 1930’s and 1940’s were protected from deportation by statutes of limitations and amnesty.
- Until 1976 the government rarely deported parents of US citizens
- No benefits restrictions on public benefits until the 1970’s
- No unlawful to hire an undocumented immigrant until 1986

US Immigrants by region of birth

Figure 1: U.S. Immigrant Population by World Region of Birth, 1960-2019



The term "immigrant" refers to people residing in the United States who were not U.S. citizens at birth.

Migration Policy Institute (MPI) Data Hub.

BROOKINGS

Toughening of immigration laws coincides with a shift of immigration from Europe to newcomers from Latin America, Asia, and Africa

Preamble to the US Constitution (1787)

“We the People”

We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

Who are we?

- **Many**
 - 27% of California residents (14% of US residents)
- **Essential Workers**
 - 69% of immigrant workers & 74% of undocumented immigrants compared to 65% of native-born workers
- **Feed the Nation**
 - 69% of ag workers in California
- **Health Workers**
 - 38% of home health aides
 - 29% of physicians
 - 22% of nursing assistants
- **Job Creators and Entrepreneurs**
 - 80% more likely to found a businesses than native-born Americans
 - Create 1 in 4 new businesses
 - Employ over 8 million American workers
- **Consumers**
 - Spend \$318 billion in California
- **Law Makers**
 - 10% of California lawmakers are foreign born
 - 3% of 117th US congress are immigrants, and 14% (76) are immigrants or children of one or more immigrants

Families, friends, neighbors, colleagues, artists, scientists, service providers, and much more

Bridging & Belonging Vs Breaking & Othering



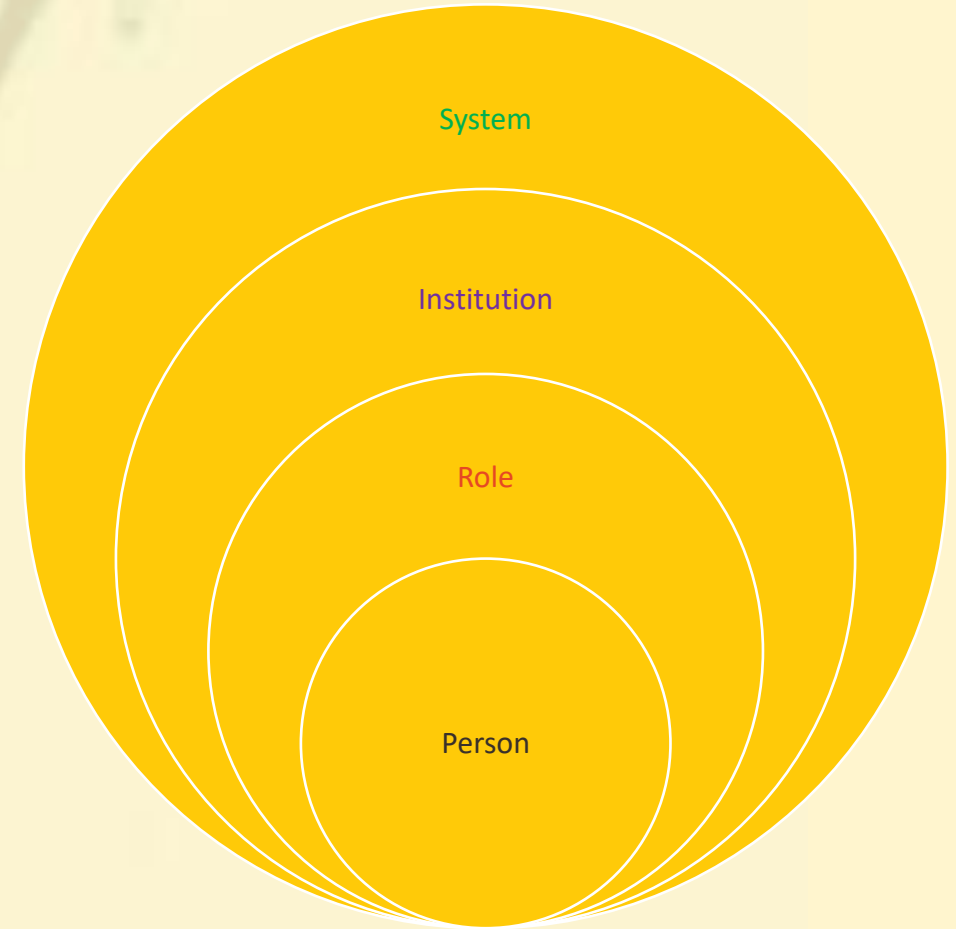
<https://www.youtube.com/watch?v=MZjSsuz1yfA> (2 min 7 sec)

Source: john powel – Othering and Belonging Institute)

Seeking to Bridge & Support Belonging

Acknowledging the history of inequities & building intentional paths towards affirmatively advancing equity

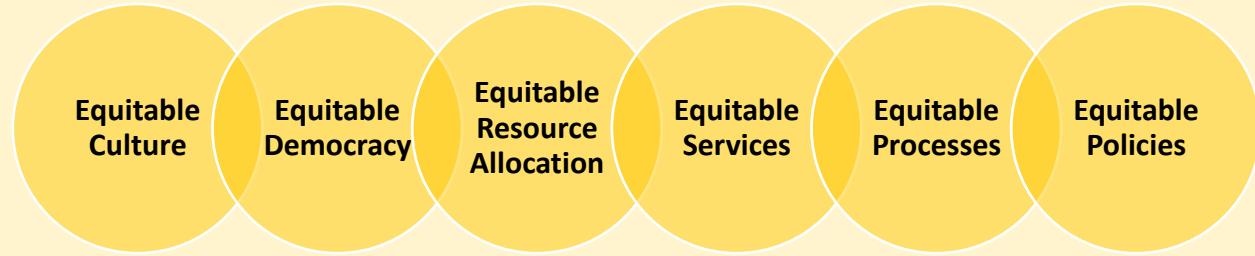
Understanding how our fates are all tied together



Equity: Brief Year in Review

Our Journey

Key County Impact Areas

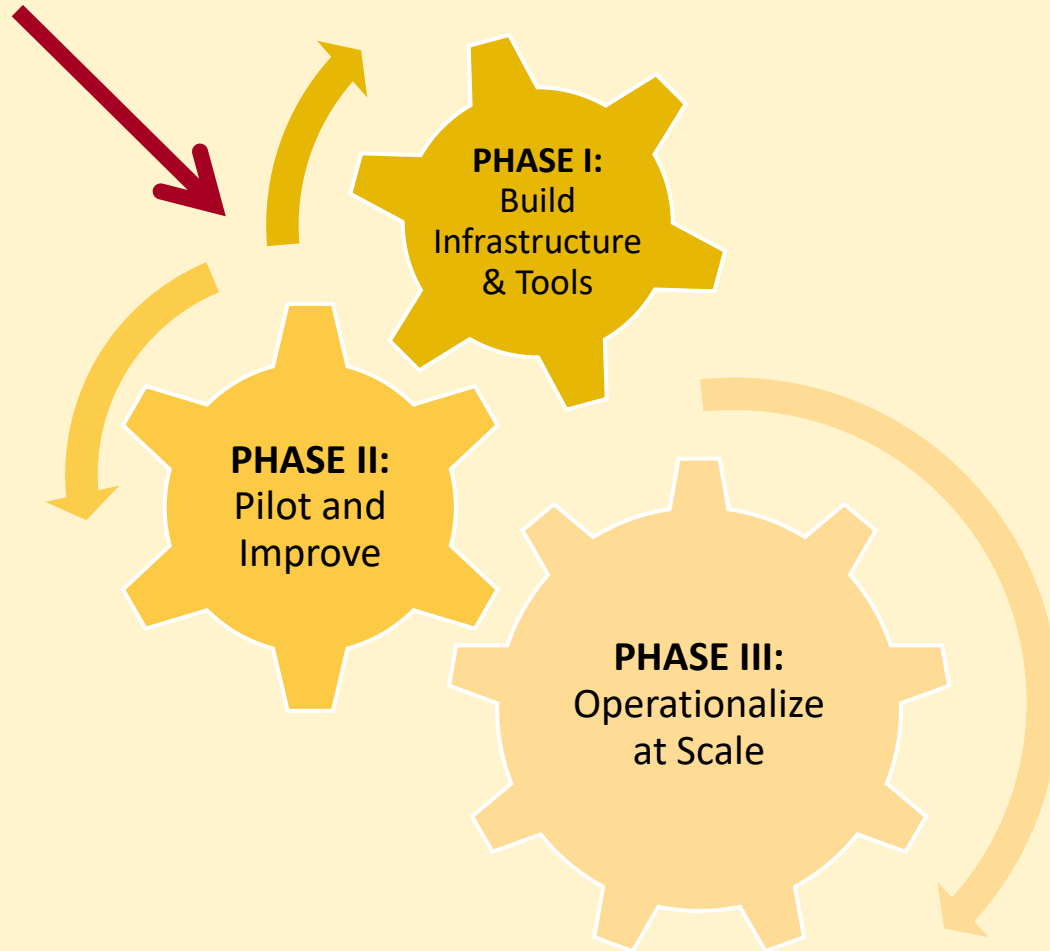


Phase I:
June 2021 -
Oct 2022

Phase II:
Oct 2022 -
Oct 2023

Phase III:
Oct 2023 -
Oct 2024

**Rinse,
Repeat,
Deepen,
Expand**



Normalize

- Discussions
- Commitment and expectations

Learning

- Staff survey
- Community outreach
- Feedback

Deepening

- Turning learnings into action
- Deepening commitments and discussions



- Racial Equity Resolution – Supervisors Slocum and Canepa
- Anchor Institution Resolution – Supervisors Slocum and Groom
- Interdepartmental Core Equity Team
- Countywide Racial and Social Equity Action Plan 1.0
 - 25 departments catalog specific actions and metrics
 - 8 Interdepartmental priorities with actions identified

Key Impact Areas: Sample Actions and Tools to Advance Impacts

Equitable Culture

- Foundational equity training for staff
- Equity resource hub
- Affinity Groups

Equitable Democracy

- Inclusive Boards/Commissions application
- Equity impact statement on Board memos
- Community engagement toolkit and guidance document

Equitable Services

- Building a portal with equity-related data and maps
- Equity Impact Assessment

Equitable Resource Allocation

- Anti-racist Results Based Accountability Pilot
- Countywide Racial and Social Equity Action Plan
- Inclusive Procurement RFI

Equitable Processes

- All Staff Equity Survey
- Countywide Core Equity Team
- 10 Departmental Equity Teams
- Immigrant Inclusion Strategic Planning (OCA)

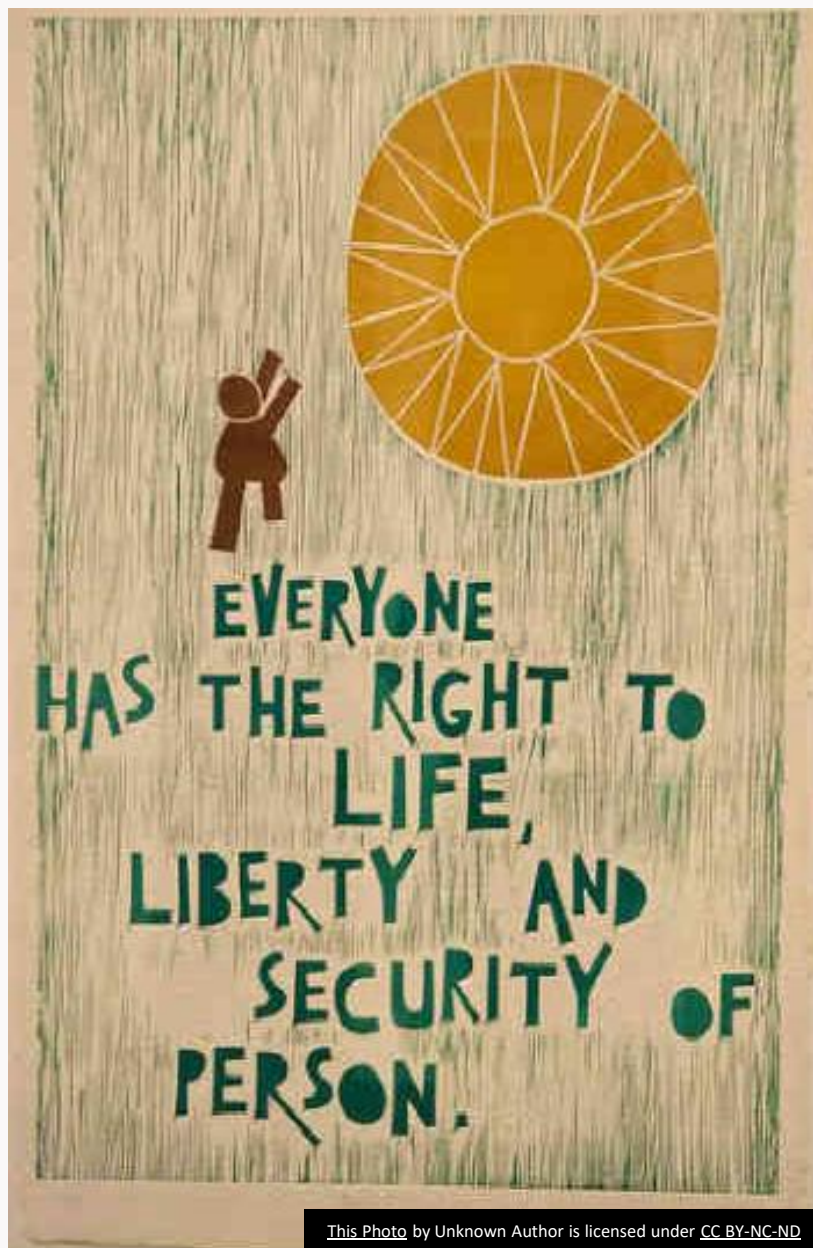
Equitable Policies

- Anchor Institution Resolution & Action Plan
- Expand inclusive staffing practices – recruitment, hiring, promotion

United States: Our Fates are Tied Together



Equity Manifesto



Thank you

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