

January 2014



CENTRAL
VALLEY
IMMIGRANT
INTEGRATION
COLLABORATIVE

THE DAY AFTER: IMPLEMENTING COMPREHENSIVE IMMIGRATION REFORM IN CALIFORNIA'S CENTRAL VALLEY

Submitted by: Manuel Pastor, Rachel Rosner, and Anthony Perez

**Produced with the Generous Support of the
Rosenberg Foundation and the Werner-Kohnstamm Family Fund**

Table of Contents

I. PREFACE.....	2
II. CENTRAL VALLEY IMMIGRANT INTEGRATION COLLABORATIVE	4
III. INTRODUCTION.....	5
IV. PLAN PURPOSE AND PROCESS.....	6
V. THE CONTEXT.....	7
VI. THE IMPLEMENTATION PLAN	9
THE PLANNING FRAMEWORK	9
PRIORITY AREA 1: OUTREACH AND EDUCATION.....	11
PRIORITY AREA 2: IMMEDIATE SERVICE NEEDS.....	12
PRIORITY AREA 3: REGIONAL CAPACITY BUILDING	13
PRIORITY AREA 4: CONTINUED ADVOCACY	14
VII. COMPREHENSIVE NETWORK PARTNERS.....	15
SURVEY RESULTS: DESCRIPTION OF PROVIDERS AND SERVICES	15
KEY PARTNERS	19
VIII. RECOMMENDATIONS FOR NEXT STEPS	19
REFORM OR NO REFORM	19
BROAD COLLABORATION	20
LEADERSHIP AND COORDINATION	20
KEEPING THE MOMENTUM UP	20
DRILLING DOWN TO THE SPECIFICS	20
IX. KEY MESSAGES AND KEY INVESTMENTS	21
X. CONCLUSION	21
APPENDIX 1: KEY DATA CENTRAL VALLEY	23

I. Foreword

It has been a pleasure leading the effort to produce a plan for the implementation of comprehensive immigration reform in Fresno County. When I was asked by a couple of foundations, The Rosenberg Foundation and The Werner-Kohnstamm Fund to lead the effort for this, I quickly accepted the challenge. The reason I accepted is because, like all of you, I believe that now is the time to act on comprehensive immigration reform.

I thank those that stepped forward to help me lead the effort, they include - Juan Arambula (former California Assemblymember), Dr. Jesus Martinez (Central Valley DACA Project), Jorge Aguilar (Fresno Unified School District), Amparo Cid (Sustainable Rural Communities Project), Lazaro Salazar (Salazar & Cook, LLP), Chris Schneider (Central California Legal Services), Diana Tellefson (UFW Foundation), Leoncio Vasquez-Santos (Centro Binacional para el Desarrollo Indígena Oaxaqueño), and Raul Moreno (Education & Leadership Foundation). In the process we began to call ourselves the "core group" and we have since adopted the name Central Valley Immigrant Integration Collaborative (CVIIC). I am particularly thankful to Dr. Jesus Martinez for his consistent counsel and work throughout the process.

I am also thankful to Rachel Rosner who wrote the plan, Dr. Manuel Pastor, who facilitated the large community convening and edited the report, and Anthony Perez for providing the statistics. Dr. Pastor leads the Center for the Study of Immigrant Integration.

The community convening of stakeholders on October 25, 2013, was a historical day for Fresno County. The convening was organized by the "core group" listed above; some of these folks were presenters at the stakeholders' event. Dr. Manuel Pastor honored us by personally facilitating the large meeting and leading the discussion. Dr. Pastor and his team framed the conversation to get as much input as possible from all of us for the content of the plan. Dr. Pastor succeeded.

Toward the end of that special gathering, the stakeholders' meeting, I asked the group if they wanted to continue to meet and work together going forward. Almost everyone raised their hands. I was impressed with the outpouring of generosity from the participants.

Driven by the enthusiasm of the conveners, the "core group" agreed to transform ourselves into a working group/steering committee for the implementation of comprehensive immigration reform in Fresno County. For this new phase, we have chosen Dr. Jesus Martinez, a leader in the DACA movement and outreach, to be our leader. He has accepted the challenge.

I want to thank the Rosenberg Foundation and the Werner-Kohnstamm Fund for their interest in Fresno County and its immigrant community, and the "core group" for their contribution for making the process up to this point an incredible collective grassroots effort. I also want to thank my assistant, Ethel Paala Meyer, for taking care of the logistics for our "core group" planning meetings and for taking care of the details and coordination of the large convening. I would also like to thank the dozen Fresno Dreamers who volunteered their time that special day to make the event a success.

Radio Bilingüe will continue to be a resource and a partner for what we all want - a fair and just community.

Hugo Morales
Executive Director
Radio Bilingüe

II. Central Valley Immigrant Integration Collaborative (CVIIC) Steering Committee

- Jesus Martinez (CVIIC Chair), Coordinator, Immigrant Legal Resource Center's Central Valley DACA Project. Email: jesus@jesusmartinez.org
- Hugo Morales, Executive Director, Radio Bilingüe, Inc.
- Jorge Aguilar, Associate Superintendent, Fresno Unified School District
- Brian Angus, Executive Director, Fresno Economic Opportunities Commission
- Juan Arambula, Former State of California Assembly member
- Amparo Cid, Sustainable Rural Communities Project Coordinator, CRLA Foundation
- Sally Kinoshita, Deputy Director, Immigrant Legal Resource Center
- Raul Moreno, Chief Executive Office, Education and Leadership Foundation
- Lazaro Salazar, Attorney, Salazar & Cook, LLP
- Chris Schneider, Executive Director, Central California Legal Services
- Diana Tellefson, Executive Director, UFW Foundation
- Grisanti Valencia, Fresno Immigrant Youth in Action
- Leoncio Vasquez-Santos, Executive Director, Centro Binacional para el Desarrollo Indígena Oaxaqueño

III. Introduction

California's Central Valley has a significant stake in comprehensive immigration reform, partly because the reform will benefit agriculture by securing future flows of labor but mostly because the bill will create a path to legalization and citizenship for the region's 332,000 undocumented residents and their families. The San Joaquin Valley is the richest agricultural valley in the U.S. and, Fresno County is the richest agricultural county within the Valley. Just as significant as the raw numbers: just about half of the Valley's undocumented employed adults are in agriculture, a sector whose workers are slated to have their own special and accelerated path to citizenship.

This presents opportunities as well as challenges. One-fifth of the children in the Valley have at least one undocumented parent (with over ninety percent of those children U.S. citizens) and meaningfully improve the lives of their parents will benefit a share of the Valley's next generation. At the same time, we know that gearing up to serve this population – particularly given the potential accelerated path – means that new capacities and coalitions need to be developed to consider what happens the day after reform, when the task will not be lobbying for law but actually implementing immigrant integration.



Photo of some of the 10/25/13 Convening attendees

History warns us that reform can be done well or not so well. During the implementation of the Immigration Reform and Control Act of 1986, many residents fell through the cracks – the majority never became naturalized citizens and weren't able to benefit from the opportunity. The extent to which the region is able to effectively implement the pending reform legislation, will determine exactly how many people will be able benefit now. Therefore it is important to start having conversations about implementation upfront, especially in areas that have traditionally lacked resources and attention to serve their immigrant populations.

To be most effective the plan strives to reach as many people as possible and avoid the duplication of services. The Central Valley presents a unique opportunity to reach out to some of the most vulnerable and hard to reach immigrant populations in the state. This plan focuses on Fresno County as a key region within the larger Valley. If the implementation efforts are successful in the Central Valley, the rest of the State would stand to benefit from these efforts due to the demand for prepared workforce and by reducing other costly services.

A core group of community leaders partners convened by Hugo Morales of Radio Bilingue, met regularly since the summer of 2013 to think about what a CIR implementation plan would look like in the Central Valley. The core group requested that a team be assembled to support and help guide their efforts to prepare for the policy changes. They were careful to frame their strategy based on more immediate reform, *and* what delayed reformed would look like as well. They reached out to Manuel Pastor of the Center for the Study of Immigrant Integration (CSII) at USC, who asked his long time collaborator Rachel Rosner to take the lead on the project.

This implementation plan begins with some context about the planning process and the landscape of the Central Valley, using relevant data. Next there is a brief description of the planning framework terms before turning to the central priority areas of work and their accompanying specific objectives. Then, the results of a survey that was distributed during the convening demonstrates where there are capacities, gaps, and key partnerships. We conclude with some recommendations about how the plan can be used in the region for preparing and supporting the large immigrant community in the Central Valley.

IV. Plan Purpose and Process



Plan Purpose

The purpose of the implementation plan is to create a means for coordinating and maximizing resources (capacities, money, services, etc.) to reach, inform, and service eligible applicants in the Central Valley. The plan addresses the capacities needed for meeting the increased demands for legal and social service supports.

Plan Process

Along with a facilitation team whose leadership is based at the Center of the Study of Immigrant Integration at the University of Southern California, the core group designed an agenda for a large stakeholder convening focusing on comprehensive immigrant reform in the Central Valley. The stakeholder convening had several purposes: 1) to inform the attendees about the planning and CIR processes, 2) to benefit from the resources and perspectives in the room and 3) to build the collaboration that will be needed for implementing the plan. The October 25, 2013 event hit its limit of 70 attendees made up of a diverse group of stakeholders including representatives from community based organizations, legal service providers, educators, faith based, commercial Spanish language media, bilingual noncommercial media, with a large contingency from the DACA collaborative, an immigration tax consultant, and others. Having Dreamers present added tremendous energy and an intergenerational space. The meeting, facilitated by Manuel Pastor, conveyed a strong sense of community and mutual respect. A positive outcome was a willingness to collaborate around the common purpose.

Data Collection

At the convening some regional data was presented on both undocumented residents and the network of service providers and organizations that are currently serving this area related to immigration reform implementation (see next section for more)¹. To complement this quantitative data the researchers interviewed 5 regional informants, who have a deep understanding of the regional infrastructure, for in-depth qualitative data. Also a short survey was distributed at the convening to help identify community assets, redundancies, and gaps in the field —what we refer to as the regional infrastructure—which would help execute the CIR implementation plan. Results from the survey are shared later in the report.

V. The Context

Fresno has a stake in comprehensive immigration reform. The region will be made better or worse off depending on the ways in which agricultural labor flows will be stabilized and those workers will be protected, or the degree to which family reunification remains a guiding principle for decisions about who to let into the country and how, in addition to a host of other issues.

¹ On the data profile on undocumented, we relied on existing research embodied in the report, Manuel Pastor and Enrico Marcelli, *What's at Stake for the State: Undocumented Californians, Immigration Reform and Our Future Together*. Program for Environmental and Regional Equity, 2013.

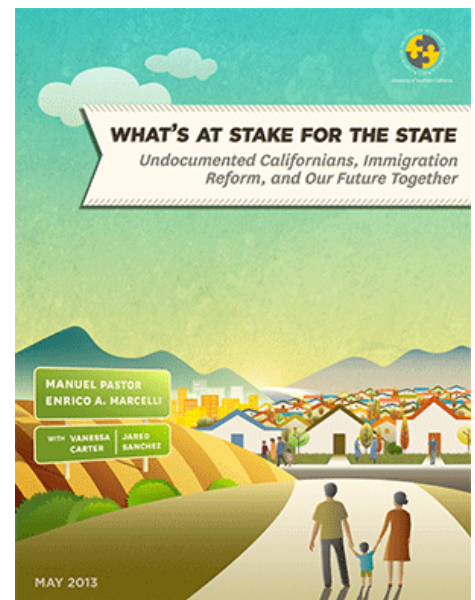
The demographics of the undocumented, the potential economic gains, and what shape reform will take are all important considerations. In Fresno, the undocumented are a variety of people. They are children, they are adults; they are agricultural workers, they are retail workers; they have hardly any schooling, and they have bachelor degrees or more. There is no single characterization of an undocumented immigrant in the region.

Race	Fresno County	%
White	303,916	32.7%
Black or African American	44,497	4.8%
American Indian and Alaska Native	5,007	0.5%
Asian	87,152	9.4%
Native Hawaiian and other Pacific Islander	1,122	0.1%
Other	20,865	2.2%
Latino	467,958	50.3%
Total²	930,517	

The foreign-born comprise 23 percent of the region's total population. We estimate that undocumented immigrants comprise 9 percent of the total population, and 38 percent of the total immigrant population. This means that more than 81,000 people in the Fresno region are without legal documentation. Eleven percent of adults are undocumented (72,000), as is 12 percent of the workforce. This makes sense: the median age of undocumented immigrants is 31 years – prime, working age (as compared to 47 years for naturalized immigrants and 45 years for non-citizen immigrants with documentation). The typical undocumented resident living in Fresno migrated to this country at the age of 19 and has been here for ten years. So contrary to popular misperceptions, we are talking about a fairly settled population. Put another way, slightly over 50 percent of undocumented immigrants have been in the country for more than 10 years. All of this speaks to a population that is here to stay – as are their children.

At the household level, it becomes clear that the undocumented are connected at a very intimate level with the regions' citizenry. For example, almost one in six Fresno children who have at least one undocumented parent, 85 percent of these children are U.S. citizens. Fresno residents, regardless of documentation are wrapped up in the outcomes of CIR because their lives will be so closely affected.

While the immediate economic gains are important, perhaps more critical is what reform might mean for the future of the children of undocumented parents. How the nation does by its immigrants, including those who are currently undocumented, will help determine the trajectory of our state and regions. Of real concern is that fully three-fourths (79 percent) of children with at least one undocumented parent are living in poverty in the Fresno region – which we define as 150 percent of the federal poverty level, a more realistic understanding of poverty for a state with a very high standard of living. This rate declines when parents become documented and naturalize. Documented or not, nearly a majority of Fresno's children have at least one immigrant parent (43 percent) –



² 2008-2012 American Community Survey 5-Year Estimates

and these families in their entirety will be affected by any federal policy changes.

The high levels of poverty make sense – workforce opportunities are limited for the undocumented. There is a \$21,000 difference in median annual earnings between full-time workers without lawful status (\$20,000) and U.S.-born workers (\$41,000).

When we compare the top industries and occupations employing undocumented workers to those employing all workers (ages 25 to 64, employed), the data show an over-concentration of undocumented workers in lower-paying, seasonal industries and occupations. Almost two in four undocumented workers is employed in Agriculture (47 percent). Wholesale trade is the second highest industry employing undocumented workers (20 percent), followed by construction (15 percent), manufacturing (10 percent), and personal services (10 percent).

But Fresno also has a clear stake in ensuring a simple and relatively rapid roadmap to citizenship for those who aspire to be Americans. In Fresno County there are approximately 96,000 legal permanent residents (LPR), about 35% of which are eligible to naturalize but haven't. This group of LPR's represent about 12 percent of the share of the voting eligible population in 2010 in the County (which is relatively high compared to other counties). Undocumented Fresno residents are intricately connected to the economic, social and cultural life of the state; offering them legal status and a roadmap to citizenship would be stabilizing for the state. If we want to make newly documented immigrants successful and facilitate their integration into our state, investments need to be made in a few areas to raise human capital – educational interventions are key.

We also need to encourage something that may seem a long way off for some: naturalization. As suggested above, citizenship has its own economic and social rewards, both for immigrants and the region. We should not reproduce that poor record of naturalization with a new group of immigrants – and we can better develop the political voice to get the right resources to make reform successful if we get more Fresno residents actively involved in elections and public meetings. A vital group are those Legal Permanent Residents (LPRs) who are eligible to naturalize but who have not. The share that this population makes of the voting eligible population is significant and they could have a major impact on elections in the immediate future. In the long-term, naturalizing immigrants can build a better and more inclusive region and state.

VI. The Implementation Plan

The Planning Framework

The following terminology was used to structure the planning process and tools. To begin the process, the priority areas of work, and their associated overarching goals, were identified by the core group. The objectives and outcomes grew out of the ongoing discussions, including the convening, and the consultant team's advising.

- A priority area is where we hope to see the greatest impact and results. Involves prioritization of where time and energy are invested.
- An overarching goal describes the priority area of work in a descriptive statement.
- The objective is a specific, measurable, action-oriented, realistic and time bound statement for accomplishing the goal and priority area of work. Please note that objectives are not activities. A cluster of activities can fold into an objective. You should not have more than 2-5 objectives for any one priority area
- The outcome is not the tactic or activity, it is the end result. It should be measurable. There can be many outcomes from a single objective.
 - 2014 is the short term (ST) outcome (1-2 years)
 - The longer-term outcome (LT) is around 4 plus years, a more visionary impact statement.



The table below lists the priority areas of work with the overarching goals to guide the more specific objectives (which follow).

Priority Areas of Work	Overarching Goal
I. Outreach and Education	Widely distributing out accurate information and managing expectations about opportunities.
II. Immediate Service Needs	Coordinating and expanding available resources, eligibility, application assistance, and advising/referring.
III. Regional Capacity Building	Developing and expanding the skills and capacities needed for meeting the requirements and optimizing benefits (including accreditation, training, expanding the numbers of who can provide quality services)
IV. Continued Advocacy	Advocacy for those who need support and for moving the agenda for reform and related policies

When referring to the tables below, it is important to note that:

- The priority areas are not ordered in terms of importance or in sequence.
- The tables are a means for identifying where leadership is needed, who will take responsibility and when the work will be completed.
- The priority areas of work are related and there is overlap within the plan and with other related efforts.
- Many of the actions and deadlines are dependent on funding resources, and therefore may be adjusted in the future.

Priority Area 1: Outreach and Education

Overarching Goal

Widely distributing out accurate information and managing expectations about opportunities.

OBJECTIVES	ST OUTCOMES	LT IMPACTS	Primary responsible/ supporting	Connections to other efforts
1) Select accessible, accurate information and messaging on state and federal laws to garner support and awareness in the immigrant and mainstream audiences by March, 2014.	<ul style="list-style-type: none"> # of forums (media, 4 live interactive talk shows per month by RBilingue) # and mix of people reached (RB will reach 10,000 in Fresno County, 65,000 in SJV) LATINO pop in general every month in Spanish 	<ul style="list-style-type: none"> Greater awareness in targeted communities of resources of immigrant communities Benefits for future Californians understood by most communities 		
2) Disseminate materials in multiple mediums and outlets in relevant languages by ???.	<ul style="list-style-type: none"> # of speakers bureaus # of forums (cultural, media, etc) # and mix of outlets and geographies (ACA, churches, CBOs, soccer leagues etc.) # and mix of people reached Beneficiaries are more prepared to apply 	<ul style="list-style-type: none"> Communities reached and aware of resources available. Buzz in social and other media follows CIR process 		
3) Offer monthly educational opportunities to learn about the process in key localities beginning May, 2014. (ex. Apt complexes and migrant camps).	<ul style="list-style-type: none"> Number of orgs hosting educational workshops, # of workshops and attendees 	<ul style="list-style-type: none"> Communities reached in Fresno County; Fresno metro and beyond by CBOs. 		

Priority Area 2: Immediate Service Needs

Overarching Goal

Coordinating and expanding available resources, eligibility, application assistance, and advising/referring.

OBJECTIVES:	ST OUTCOMES	LT IMPACTS	Primary responsible/supporting	Connections to other efforts
1) Identify and develop a network of stakeholders for optimizing the use of resources through a website and monthly meetings by May, 2014.	<ul style="list-style-type: none"> • # of regularly participating groups • Establish common goals and vision for the process. • Monthly meetings working towards and accomplishing agreed upon outcomes. • DACA collaborative expanded in March, 2014. • Website created directing people to meet their needs (# of hits) by May, 2014. 	<ul style="list-style-type: none"> • Community infrastructure coming together to support the influx of demand. 		DACA collaborative
2) Establish a monitoring committee and process for combating fraud, beginning in March, 2014.	<ul style="list-style-type: none"> • Process for tracking fraud implemented on regular basis • # of fraudulent practices identified and terminated 	<ul style="list-style-type: none"> • Trusted referral network for applicants • A place to report and check for fraudulent practices 		
3) By Date? the network of qualified service providers is assisting (up to #) applicants per week/month. <i>Pending Congressional Action</i>	<ul style="list-style-type: none"> • # of referrals made • # of applications submitted • # of follow up visits • Flow chart of services • Certification criteria agreed on by coalition • Coalition meeting regularly to ensure optimal service provision and no redundancies • Quality control of who is providing services—reports on those not qualified to provide services. 	<ul style="list-style-type: none"> • Greater coordination among agencies • Reporting system for legal service providers who abuse the system 		

Priority Area 3: Regional capacity building

Overarching Goal

Developing and expanding the skills and capacities needed for meeting the requirements and optimizing benefits (including accreditation, training, expanding the numbers of who can provide quality services)

OBJECTIVES:	ST OUTCOMES	LT IMPACTS	Primary responsible/supporting	Connections to other efforts
<p>1) X# of training programs for application assistance skills that certify agencies through 2015.</p> <p><i>5 have accreditation and 3 are waiting.</i></p>	<ul style="list-style-type: none"> • Training materials developed • # of agencies and individuals certified • Referrals and resource guide created with info on who is accredited • # of trainings offered and frequency • In kind resources offered for trainings 	<ul style="list-style-type: none"> • Trainings well attended, updated periodically, and reaching good candidates 		
<p>2) Increase the numbers of people that can support the application assistance process through coordinating trained volunteers and professionals by X # or %.</p> <p><i>Pending</i></p>	<ul style="list-style-type: none"> • # of volunteer hours served • # of attorneys offering pro bono and # of cases • funds raised to pay for professional capacity for difficult cases • # of youth recruited • Mentorships partnering less and more experienced providers 	<ul style="list-style-type: none"> • Larger pool of trained people providing supportive services to those who need them the most • More youth entering immigration law profession 		

Priority Area 4: Continued Advocacy

Overarching Goal

Advocacy for those who need support and for moving the agenda for reform and related policies

OBJECTIVES:	ST OUTCOMES	LT IMPACTS	Primary responsible/supporting	Connections to other efforts
1) During 2014, advocate for 2-4 key pro-immigrant policies (like the Dream Act and expansion of family reunification visas) through the network.	<ul style="list-style-type: none"> • Link with national pro-immigrant organizations • May 1st forum focus on this topic? 	<ul style="list-style-type: none"> • CA continues to be a leader in pro-immigrant policies 		
2) Organize 2000 of naturalized immigrants to be reached by Radio Bilingue in Fresno County, through GOTV campaigns and offering CE opportunities by Nov, 2014.	<ul style="list-style-type: none"> • Include CE in workshop trainings • Work with adult schools and other educators to include CE modules 	<ul style="list-style-type: none"> • More engaged electorate of new voters. 		Education and outreach
3) For those screened as ineligible under CIR, referral system to other legal options is in place by DATE. <i>Pending</i>	<ul style="list-style-type: none"> • # of referrals • information materials to include resources for this population 	<ul style="list-style-type: none"> • All immigrants find a place to have their questions answered in a safe and competent environment. 		Ed and outreach Immediate Service Needs
4) Beginning in March, ongoing monitoring and government vehicles by various partners (policy, committees, etc.) to hold those accountable for implementing state and other policies.	<ul style="list-style-type: none"> • A city resolution? • Committee to have a monitoring role on abuses reported and quality of services • Lobby visits 	<ul style="list-style-type: none"> • An ongoing effort where policies are monitored and sustainable. 		Immediate service needs
5) Network has promoted and joined forces with those groups assisting people with existing naturalization opportunities. <i>Is happening now....</i>	<ul style="list-style-type: none"> • Campaigns for naturalizing have greater presence • #'s of people initiating and completing process 	<ul style="list-style-type: none"> • Increased LPR's awareness of how to be naturalized and to initiate the process 		

VII. Comprehensive Network Partners

To better understand the landscape of organizations that are currently working or interested in working with immigrant populations in Fresno, a survey was developed and distributed at the stakeholder convening. The purpose of the survey was to delineate the assets that organizations can bring to a reform implementation effort as well as the gaps that need to be developed if Fresno is to be ready for implementation.

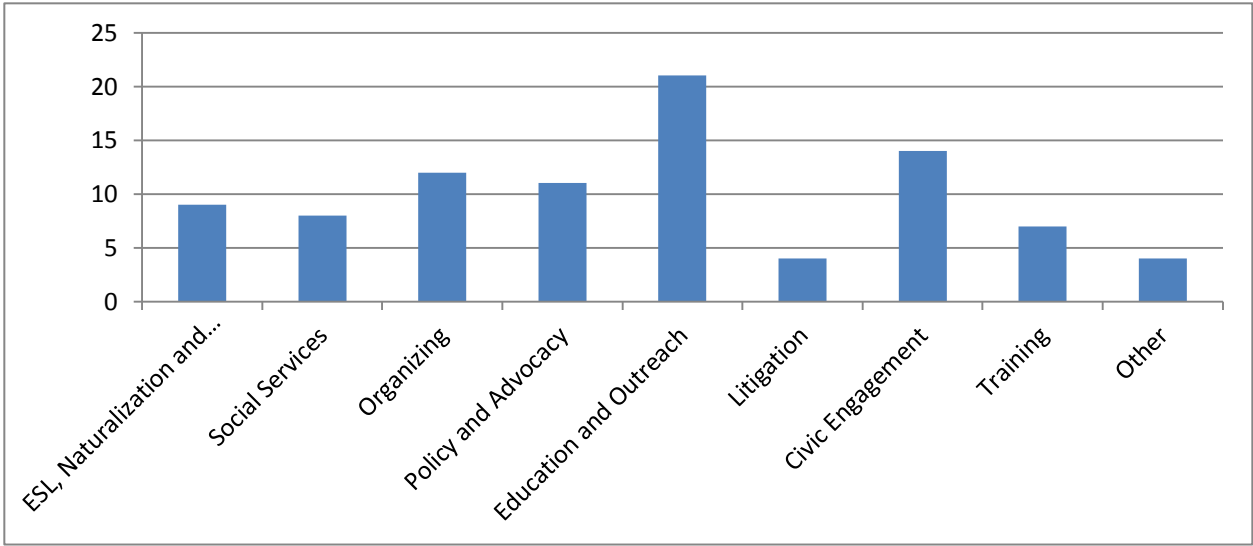
Survey Results: Description of providers and services

A total of 23 organizations responded to the survey representing the range of stakeholders that are working in Fresno. Respondents were asked to identify which sector they most closely identified their organization with, which allows us to understand the purpose these organizations are approaching the work from. 12 organizations identified as community based organizations, 2 identified as education providers, 4 as faith based organizations, 2 represent government agencies, while 1 identifies as a media organizations and 1 as a financial services institute.

The diversity and range of stakeholders was somewhat represented in the populations that these organizations serve. The majority of the organizations work with undocumented immigrant and Latino populations (18 for each). Given this, 17 of the organizations also work closely with agricultural workers as well. 14 of the organizations are youth-serving, while 11 work closely with the elderly. Twelve of the organizations also work closely with the Asian population—a population that is often neglected in the immigration debate, but that stands to be affected as well—in Fresno. This also points to the types of languages that the organizations provide support and services in. In addition to English, 18 of the organizations provide service in Spanish, 4 in an indigenous dialect (Mixteco, Triqui, Zapoteco), and 2 organizations provide support in Hmong.

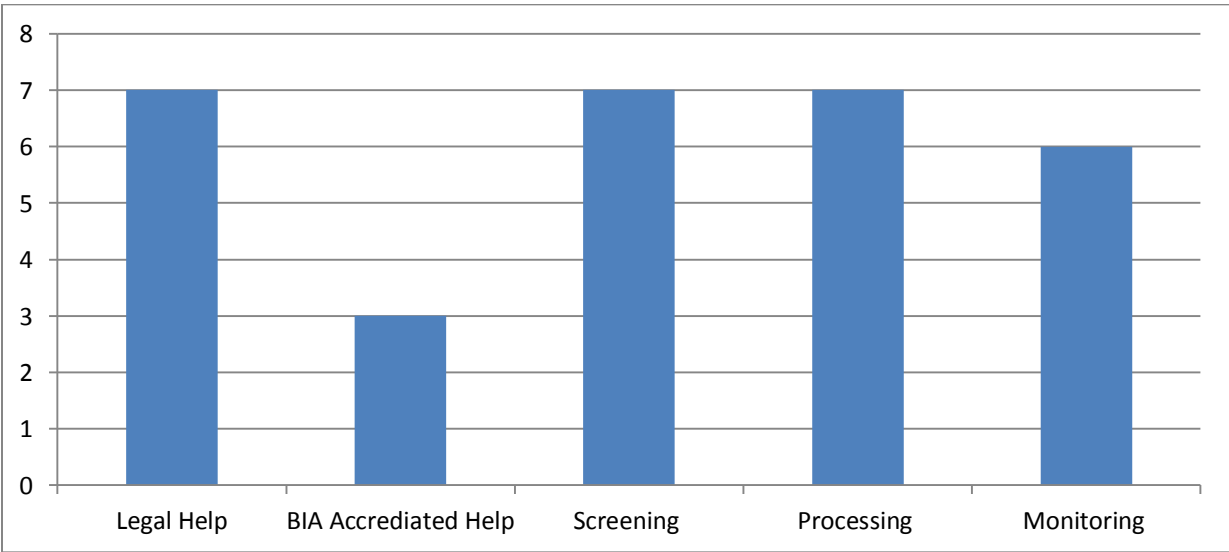
Understanding the type of organizations that are planning to play a role in the implementation of CIR is important because it also reveals the type of organizational and legal capacities that they could bring to this work. In terms of organizational capacities, the majority of the organizations (21) that responded to the survey would be able to provide education and enrollment services as part of CIR Implementation. The other services that a good amount of organizations can commit to include doing civic engagement work with newly or soon to be naturalized immigrants, organizing, offering a range of classes to prepare immigrants to naturalize and continue advocacy and policy work. Figure 1 details the type of organizational assets that the organizations identified in the survey.

Figure 1: Organizational assets



Given the high stakes that come with naturalization and other legalization processes, many of the services and support that is required is best delivered by legal service providers or organizations that have legal capacities. We also wanted to understand the type of legal assets that the organizations at the stakeholder convening could bring to the CIR efforts currently. Although legal capacities among organizations in Fresno are scarcer, some organizations do provide legal services, screen and/or process eligible individuals for naturalization and monitor the naturalization process. A current gap that remains is the amount of organizations that would be able to provide Board of Immigration (BIA) accredited help. Figure 2 gives a breakdown of the legal capacities the stakeholders currently bring to the CIR plan.

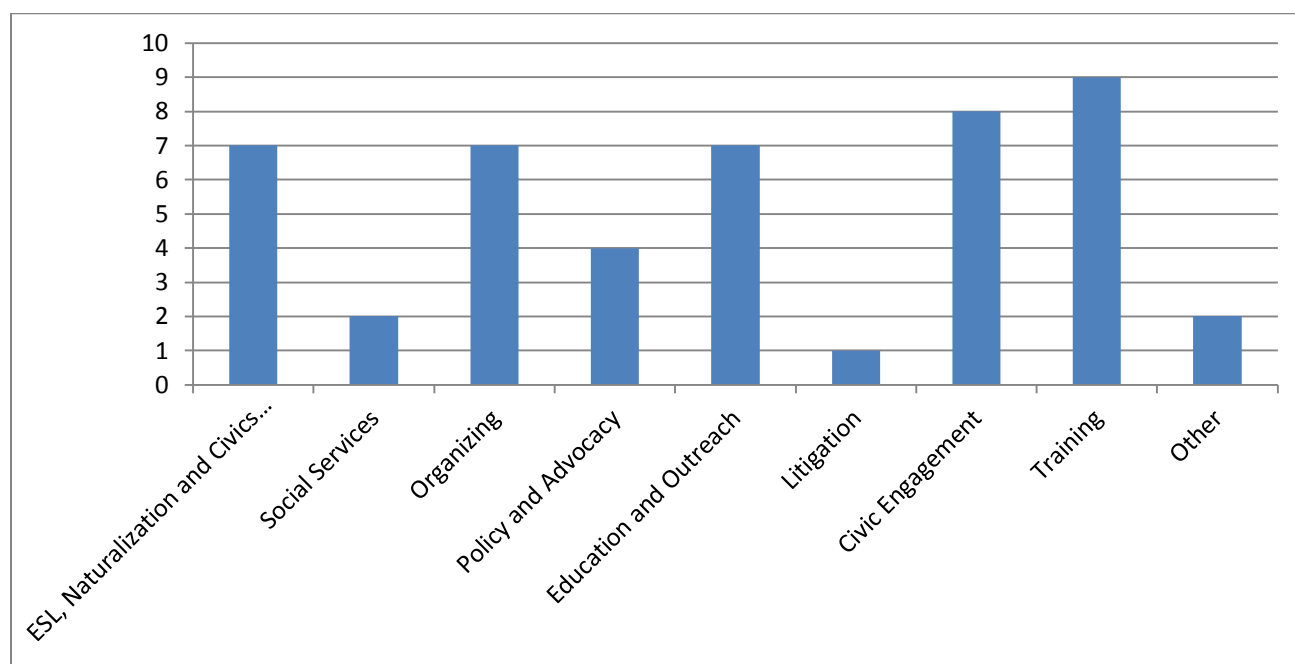
Figure 2: Legal Capacities



Gaps serving immigrant populations that your organization could develop?

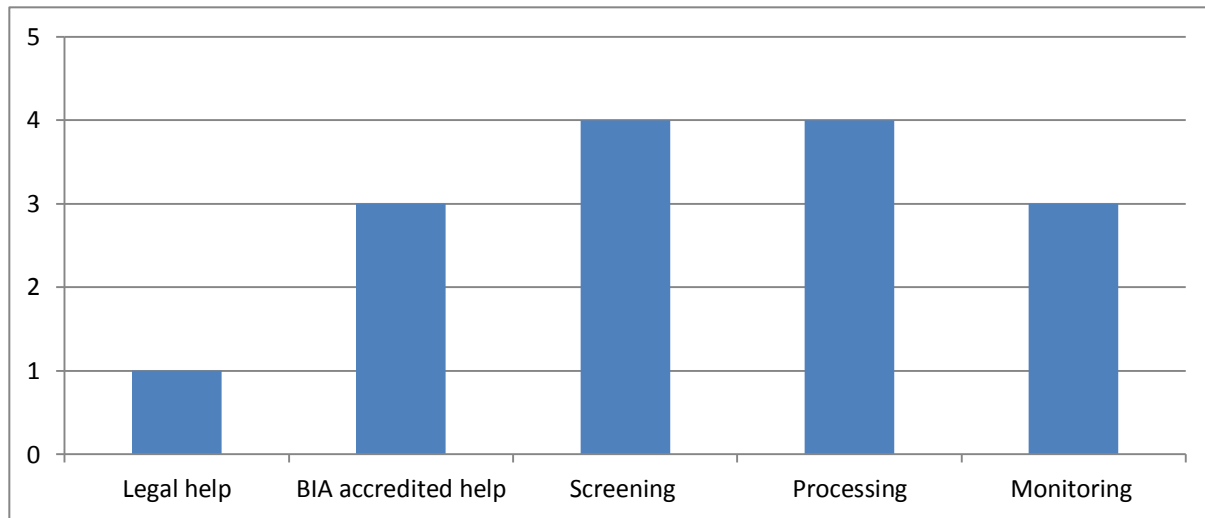
To delineate the gaps that currently exist in serving immigrant populations around CIR, we asked participants to identify the capacities their organizations could develop to address these gaps. In terms of organizational capacities, the capacities that stood out the most are around training (making sure organizations and other service providers are aware with the latest policies affecting immigrant populations), civic engagement, organizing, as well as education and outreach and getting people ready to naturalize. Figure 3 illustrates the gaps in further detail.

Figure 3: Capacities to Develop to Serve Immigrant Populations around CIR



Participants also identified the legal gaps that their organizations could potentially address for CIR implementation. Given that the majority of the organizations are not legal service providers, it makes sense why organizations are not able to fully develop legal capacities to address these gaps. Nonetheless, some organizations identified that they could provide screening and processing legal support. This is still hopeful since any bit of legal help could go a long way in Fresno and help strengthen the legal infrastructure that serves immigrant populations. Figure 4 details the legal gaps that organizations identified as being able to address.

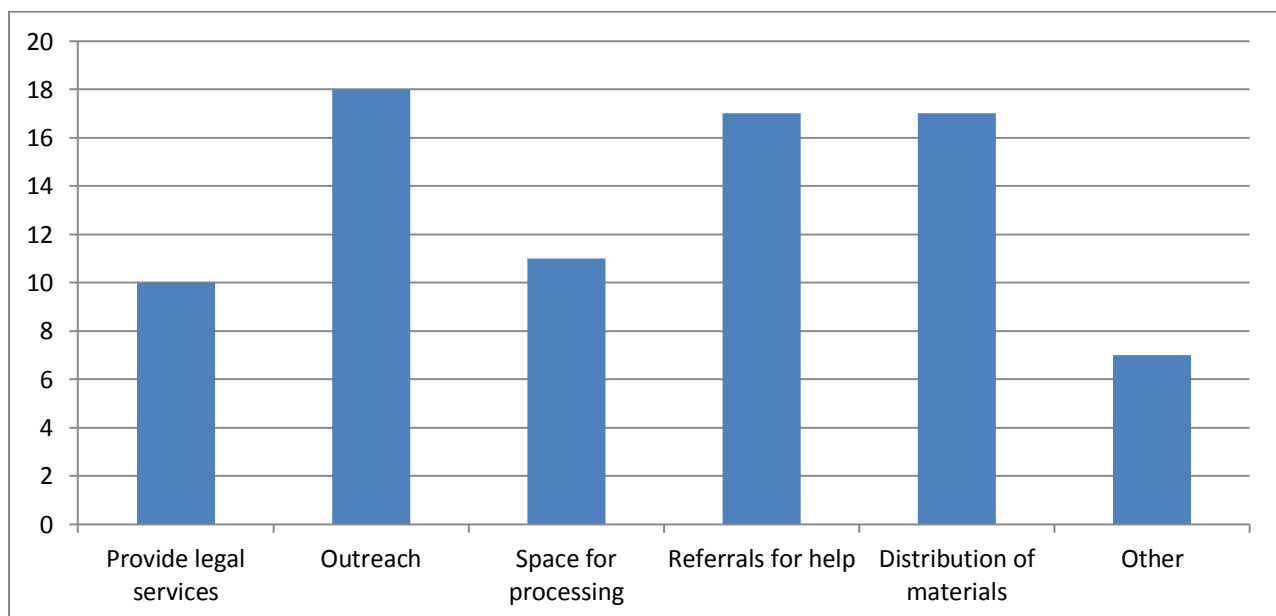
Figure 4: Organizational gaps and assets



What do you/your organization see as your role in the CIR process?

In addition to identifying current capacities (assets) and future capacities (gaps) that organizations could provide as part of large CIR implementation effort in Fresno, we wanted to understand the role that each organization saw themselves primarily playing in such an effort. Thus, the survey asked participants to identify the role they saw their organizations playing in CIR implementation. The majority of participants saw their organization doing outreach (18), providing referrals for to legal service providers (17) or distributing information and materials on the CIR process and resources(17).

Figure 5: Potential Role in CIR



Key Partners

At the convening, a discussion of key partners to include in future discussions and outreach included the following.

- **Health:** clinics, health care providers
- **Government:** Latin American and Asian consulates, City officials, Fresno police
- **Educational:** school districts, ELAC and School Council, parent university, ESL Classes, Fresno Adult School officials, Libraries, School Counselors, promotoras
- **CBOs:** Grassroots leaders, Community Centers, Mesas Directivas
- **Social:** (formal and informal) Faith/churches, soccer leagues, hometown organizations, Remates, Fresno Diocese
- **Media:** approaching them as a coalition (ecosystem), commercial and noncommercial electronic media that targets mainstream and the immigrant communities, Ethnic media outlets
- **Employment:** Farm labor contractors, Mayordomos, Unions
- **Business:** Farmers Markets, Chambers of Commerce, Tax Preparers, Food distributors, Credit, Growers, Restaurants, Industry Associations, banks
- **Foundations:** UFW Foundation, CRLAF
- **Legal:** ILRC, CCLS (Central California Legal Services), CRLA, San Joaquin College of Law and other law Schools
- **Networks:** DACA Collaborative, others?
- **Research:** Public Policy Institute, Jesus Martinez

VIII. Recommendations for Next Steps

Reform or No Reform

There is a need to prepare for whatever is going to happen, reform or no reform. There are many new services that will be available in California from drivers' licenses to protection against being handed over to ICE (with the California Trust Act) to protection of workers' rights. Vigilance needs to be paid to the enforcement or implementation of these new rights. Additionally, there is still a need to do a deeper outreach to DACA-eligible individuals in Fresno as well as ensure that vital



health services for immigrant populations are not lost in the roll out of ACA across Fresno. Fresno needs to be prepared for the future. There may be a tendency to hold off on preparing for reform, partly because of the stalemate in Congress, and partly because there is uncertainty on what the final legislation will look like. But reform *will* happen sometime and given the lack of capacity, investing now is key.

Broad Collaboration

The DACA collaborative has been an exemplary group for moving this work forward. Tapping into their experience and expanding it to include more stakeholders is a key strategy to build capacity. It's always best to make the case with unexpected allies – having law enforcement in favor of drivers licenses for undocumented is more impressive than having undocumented advocates in favor of the same, having business on board for reform is more persuasive than having immigrant rights folks in favor. Latino small businesses could be important partners/allies and good venues for both spreading the word worker to worker and for generating trustworthy, credible, authentic volunteers to advise potential applicants. Reaching out to sympathetic county and city staff might also be helpful. Whatever emerges as a network should consciously seek unlikely allies.

Leadership and Coordination

The capacities that exist need to be better networked to make the most of what's available. People are ready to do this but networking requires coordination, a leadership body, and resources. The leadership for implementing this plan should have enough content knowledge to understand the legal systems, but more importantly play a connective role to keep the broader group of providers and communities working together.

Keeping the Momentum Up

While the needs may be immediate, to reach all those who need support is a long-term endeavor. The convening was an excellent continuation of collaboration to engage relevant organizations and leaders in Fresno. To keep this level of momentum going there will need to be multiple avenues for engaging service and legal professionals as well as community members. Part of reaching out to the public to get them to engage in legalization will involve the use of arts, music and other cultural elements. These are the ways in which people come together – and searching out and supporting those venues is key.

Drilling Down to the Specifics

Finally, it will take leadership, ongoing communication, and discipline to shift from planning to implementation. The plan serves as a guide for initiating and moving the work forward and will likely require sequencing of the objectives based on current capacities. The plan should be revisited periodically (ex. quarterly) and adjusted based on what has been accomplished and where there have been challenges. Changes in legislation will also affect the plan and will need to be considered and incorporated as they come up. Course adjustments are common, but should not take the purpose and goals too far off track.

IX. Key Messages and Key Investments

The following bullet points lift up some of the key messages we heard throughout the planning process. The implications for investments are also highlighted here:

- One of the main concerns expressed in the meeting was about all the fraud that took place during IRCA legalization – and many believe that *notarios* are lying in the wait to take advantage. People will need to know their rights, the correct procedures, appropriate costs, and who are the reliable providers of legal services in the area. In the “Immediate Service Needs” area of work, establishing a monitoring group and trusted website are methods for addressing this real concern.
- Engaging hard to reach communities was seen as a central part of the implementation plan. Any proposal to funders for outreach and engagement should involve an emphasis on culture, arts, community festivals, and other communal spaces and events that are familiar to the people of Fresno (think of the way in which Radio Bilingue has contributed to outreach on numerous issues).
- There is a need for much deeper capacity in the Fresno area, ranging from legal services to immigrant organizing. Too often, the region depends on Bay Area lawyers to come and assist; but Fresno really needs complementary capacity. While reform may or may not come quickly, we know the demands will be ongoing which calls for building local/regional infrastructure to meet the needs in a sustainable way.
- In addition to capacity building is the absolute necessity for a leadership of these efforts to best coordinate for filling gaps and stay in communication to be most effective. Comprehensive plans like these do not happen without attention. Often they get that attention in crisis. For this plan to stay on course, it will require tending and leadership—a leading driver or anchor—one that does not take over, but is able to optimize the sum of the parts.

X. Conclusion

The Fresno region, often thought of being behind in the state, is ahead of the curve in its thinking, and organizing themselves before reform. The recent opportunities with California policy changes provide a hopeful environment for changes to come. An analysis of the infrastructure in place for taking full advantage of these opportunities shows the need for continued vigilance and forward thinking. Protecting those most vulnerable from opportunistic “consultants,” is a defensive and important stance. Proactively reaching those same people (and others) is core to this plan, and could serve as a model for communities trying to reach a potentially mounting demand.

The report is titled, “The Day After,” however even without the immediate passage of CIR, there are state policy reforms and there is plenty that can be done *today* to support the undocumented for a more positive future. It’s also the case that inland California is the future (politically and socially) of the

state and so investing now moves the needle on California civil society. And the changes are happening now—the time has come for Fresno to lead the shifting changes and shape its infrastructure to match the demand and composition of its communities.

APPENDIX 1: Key Data Central Valley

2009-2011 DATA PROFILE: CENTRAL VALLEY (Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare Counties)

Total Population	3,989,754
US- Born	666,602 78%
Immigrant	890,335 22%
Naturalized	298,460 7%
Non-Citizen, Documented	260,291 7%
Non-Citizen, Undocumented	331,584 8%

Median Years in Country...	
Immigrant, Citizen	28
Immigrant, Non-Citizen, Documented	22
Immigrant, Undocumented	10

Adults who are undocumented	292,439 10%
Workforce who are undocumented	160,206 11%

Total Child Population	1,189,031
US- Born	1,128,296 95%
Immigrant	60,734 5%

Children with Immigrant Parent	506,549 43%
Children with Undoc. Imm. Parent	224,958 19%
Of whom,	
Citizen Children w/ Undoc. Imm. Parent	185,813 83%
Non-Citz. Children w/ Undoc. Imm. Parent	39,146 17%

Child Poverty (below 150% of poverty line)

With US-Born Parent	38%
With Immigrant Parent	58%
With Undocumented Parent	76%

Race/Ethnicity ^*

Non-Hispanic White	1%
Black	N/A
Latino	93%
Asian/Pacific Islander	6%
Other	N/A

Top 5 Countries/Regions of Origin for Undocumented Residents

Mexico	88%
Central America	4%
India	3%
Philippines	2%
South America	0.5%

Benefits of Authorization, with Roadmap to Citizenship

Aggregate Earned Income for Undoc.	\$3,270,849,308
CSII Estimated Annual Gains	\$474,273,150
CAP Estimated Annual Gains	\$820,983,176

Median Annual Earnings, Full-time Workers ^+

US-born	\$41,939
Undoc Imm	\$20,631

Speaks English Well ^#

Citizens (US-born & Imm)	97%
Non-Citizen Documented Immigrants	50%
Undocumented Immigrants	35%

Educational Attainment ^±

	Undoc Imm	All
No School or Less than High School	60%	11%
Some High School	18%	11%
High School Grad	17%	26%
Some College or AA Degree	3%	34%
BA or Better	2%	18%

Top 5 Industries ^¥

Agriculture, Forestry, Fishing and Hunting	47%	12%
Retail Trade	14%	14%
Manufacturing	8%	9%
Construction	8%	7%
Wholesale Trade	6%	4%

Top 5 Occupations ^¥

Farming, Forestry, and Fishing Occupations	48%	11%
Helpers in Construction and Extraction, and Freight, Stock, and	9%	4%
Food Preparation and Service Occupations	6%	4%
Machine Operators, Assemblers, and Inspectors	6%	4%
Cleaning, Building and Household Service Occupations	5%	3%

Labor Force Participation (share of working age pop.) ^§

Males, in Labor Force	72%	76%
Employed (as a share of the labor force)	93%	84%
Females, in Labor Force	87%	87%
Employed (as a share of the labor force)	54%	67%
	75%	86%

	Median Age	Age at Migration	Living in Poverty ^£	Health Insurance ^Φ	Home Ownership	Self Employment	Full-Time Employment	Burdened Renters ^~	Overcrowded Housing ^**
US-Born	26	N/A	33%	79%	60%	10%	63%	53%	1%
Imm., Citizen	48	19	27%	76%	71%	13%	64%	51%	3%
Imm., Non-Citizen, Documented	46	20	43%	55%	48%	10%	54%	49%	6%
Imm., Undocumented	31	19	64%	41%	23%	6%	43%	62%	11%

Notes

All data calculated by USC CSII using IPUMS 2009-2011 American Community Survey (ACS) data (Ruggles et al. 2011).

^* Latino includes all who marked "Hispanic;" all other categories are Non-Hispanic

^+ For full-time workers, age 16+, not in group quarters

^# For ages 5+, respondents who speak English well or better

^± 25 and older, not in group quarters

^¥ Employed workers ages 25-64, not in group quarters

^§ Workers (employed and unemployed) ages 25-64, not in group quarters

^£ Poverty is calculated at below 150% of the federal poverty line because of California housing costs

^Φ Ages 25-64

^~ Renter-occupied households that spend more than 30% of household income on rent

^** Defined as more than 1.5 people per room in household