

Welcoming San Jose Plan (WSJ)

*Plan for Civic, Economic, Linguistic, and Social Integration
2016-2019*

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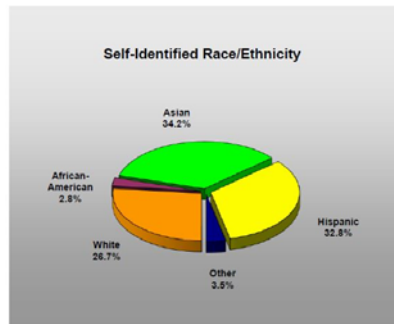
February 2017



San Jose Demographics



RACIAL COMPOSITION



Source: US Census Bureau, American Community Survey, 2014

LANGUAGE SPOKEN AT HOME

Language	% of Total
English	43.2%
Spanish	23.5%
Asian/Pac. Is.	25.6%
Other	7.7%

Source: US Census Bureau, American Community Survey; 2014

San Jose metro area ranked #2 in total number of immigrants with a 47 percent share of all of its workers being born outside the U.S. (behind Miami-Ft. Lauderdale-West Palm Beach)

"San Jose metro area now ranks first in U.S. for recent immigrants" – Silicon Valley Business Journal, Jan 20, 2017 (5% arrived less than 5 yrs ago)

Office of Immigrant Affairs

The OIA was established in 2015 to:

1. Facilitate immigrant integration
2. Maximize potential benefits created by President Obama's Executive action on immigration (DACA/DAPA)
3. Promote mutual respect and cooperation between immigrants and US-born residents
4. Create policies that make it easier for immigrants to fully participate in civic, cultural and economic life

Integration is a Local Experience



Community Driven Process



Sept 2015

WSJ Resolution
WSJ Steering Committee

**Oct 2015–
April 2016**

Community Driven Process

May 2016

Draft WSJ Plan presented to Council

June 2016

One-time funding approved

July – Aug

Input and revisions to Plan

Welcoming San Jose Plan approved by the Mayor and City Council October 2016

Welcoming SJ



VISION

Immigrants and refugees are engaged, respected, and have opportunities to reach their fullest potential.

MISSION

To facilitate and accelerate immigrant integration through civic, economic, linguistic and social inclusion.



Leadership & Communications	Immigrant friendly policies and practices. Inclusive and welcoming environment.
Access & Engagement	Immigrant access to City services and immigrant participation in civic life
Education	Improve immigrant students and families success in the education system.
Economic Opportunity	Improve job skills, grow immigrant small businesses, and generate employment opportunities.
Safe, Healthy, & Connected Communities	Foster trust, build relationships, quality connections, and healthy living.

Priority Areas Year 1



One-time Funding Approved, \$250,000

1. Translation and interpretation services (Operationalize Language Access Policy)
2. Customer service training that includes a significant cultural competency component
3. Civic engagement

Key Lessons



1. Engage department directors
2. Empower partners to lead subcommittees and ease the workload by providing admin support
3. Leverage NGO trust within community (focus groups, forums, etc)
4. Host meetings in City Manager's Office and remain involved
5. Maintain regular and consistent communication about process
6. Look for emerging immigrant communities