



## Strategic Plan on Immigrant and Refugee Integration 2019-2024 Executive Summary

The Welcoming San Diego strategic plan on immigrant and refugee integration is a comprehensive blueprint for the San Diego region to bridge newcomer and native-born communities toward shared prosperity and a common future.

The recommendations are a culmination of community input and stakeholder discussions throughout 2018. The five-year plan begins with four cross-sector recommendations that deepens and expands the work of immigrant integration, and elevates the conversation and partnerships. It follows with recommendations in key areas of: economic opportunity, education, inclusive access, civic engagement and safe and connected community.

Each of these recommendations has corresponding short-term and long-term strategies ranging from policy, to funding and to innovations that build upon existing activities and model after best practices. This plan will require all stakeholders to commit to sustained collaboration, communication and accountability measures. Through working together towards these goals, we will continue San Diego's proud tradition as a welcoming gateway for dreamers, builders and freedom-seekers.

The full plan with goals, recommendations and strategies can be accessed online at: [www.welcomingsd.org](http://www.welcomingsd.org)

### Summary of Recommendations

#### Cross-Sector:

1. Create the Office for Immigrant Advancement (OIA) to institutionalize and elevate immigrant integration policies, programs and practices in San Diego.
2. Increase and diversify financing models to meet the diverse needs of newcomers, to sustain integration systems and to cultivate partnerships.
3. Highlight stories of immigrants and welcoming communities through strategy convenings, agenda-setting in regional conversations and cultural celebrations.
4. Leverage data and implement evaluation measures to improve policies and practices on immigrant integration.

## Summary of Recommendations (continued)

### Economic Opportunity:

5. Facilitate career advancement of immigrants through job placement, rights protection, inclusive recruitment, upskilling and re-credentialing.
6. Promote immigrant entrepreneurship and support immigrant-owned businesses.
7. Promote financial literacy among newcomer communities.
8. Ensure housing stability and reduce barriers toward homeownership.

### Education:

9. Remove barriers to existing education programs for children and adults, and expand family engagement and support.
10. Enhance multicultural curriculum in K-12 education and increase supportive services for newcomer students.
11. Increase professional development and deepen partnerships between school districts and immigrant community organizations.

### Inclusive Access:

12. Expand language access and ensure services are user-friendly and culturally-responsive.
13. Advance civil rights and eliminate unscrupulous practices.
14. Increase mobility and usage of public transportation.

### Civic Engagement:

15. Increase civic participation among new and aspiring Americans.
16. Create infrastructure to build and sustain civic engagement and increase naturalizations.
17. Develop immigrant and refugee leaders.

### Safe and Connected Communities:

18. Foster trust and communication between public safety departments and immigrant residents.
19. Increase capacity of law enforcement to serve multilingual and multicultural communities.
20. Facilitate community-building among native-born and foreign-born residents.

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