Immigrants are assets to communities
Entire community approach
* 2012: Led the country in job growth

* 3rd best positioned city “to grow and prosper in the coming decade” – *Forbes*

* “Flush with young new residents and alive with immigrants, tourists and music” – *New York Times*

* “Nowville” – *GQ Magazine*

*The Welcoming Effect*
“When immigrants pick your city that is a great honor.”

- Nashville Mayor Karl Dean

“With its high quality of life, central location and welcoming culture, Nashville is an exceptional place for global companies.”

- Eduardo Minardi, CEO Bridgestone Americas Tire Operations
IMMIGRANTS...

• Fill critical gaps in the labor market
• Are more likely to start a business
• Demonstrate significant purchasing power
• Have a positive fiscal impact
• Contribute a "diversity advantage"
• Attract young, creative people
Welcome Dayton

My Story

Lori Ward
Superintendent, Dayton Public Schools

There are more than 600 English as a Second Language (ESL) students in the Dayton Public Schools system. As superintendent at DPS, Ms. Ward has put multiple initiatives in place to welcome students of all nationalities.

READ MORE
## POTENTIAL ECONOMIC IMPACT FROM THE CHICAGO NEW AMERICANS PLAN INITIATIVES

<table>
<thead>
<tr>
<th>WHEN CHICAGO...</th>
<th>... THE CITY WILL BENEFIT GREATLY</th>
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</thead>
<tbody>
<tr>
<td>Helps immigrant-owned businesses flourish</td>
<td>Immigrant-owned businesses could create 10,000 to 20,000 more jobs if Chicago increased its job growth rate from small and medium-sized businesses to match the highest-performing U.S. city.(^5)</td>
</tr>
<tr>
<td>Doubles the exports from immigrant-owned businesses</td>
<td>Doubling immigrant-owned business exports could produce an additional 24,000 to 30,000 jobs.(^6)</td>
</tr>
<tr>
<td>Becomes a more attractive city for high-skilled, foreign-born workers</td>
<td>For every 100 additional high-skilled foreign-born workers who work in science, technology, engineering or math fields, 260 jobs could be created for U.S.-born workers.(^7)</td>
</tr>
<tr>
<td>Increases graduation rates for high school immigrant students and helps more immigrants earn their GED certificate</td>
<td>For every additional high school diploma earned by Chicago students, gross state product could increase by $15,000.(^8)</td>
</tr>
<tr>
<td>Increases immigrant participation in early childhood programs</td>
<td>For every dollar invested in early childhood education, Chicago could save seven dollars in government spending.(^9)</td>
</tr>
</tbody>
</table>
High Point, North Carolina

- Supported by the Building Integrated Communities Project at UNC

- Human Relations convened a series of community focus groups comprised of immigrants and non-immigrants

- Developed 16-point strategic plan to seamlessly integrate city’s culturally diverse residents.
The Welcoming City/County Process

**PLAN**
- Community-wide planning and network building among multiple sectors
  - Example: Welcome Dayton Plan

**COMMIT and SUSTAIN**
- New policies and practices to support access and inclusion
  - Example: Montgomery County Language Access policies and practices

**COMMUNICATE**
- Share positive messages that speak to how the whole community benefits
  - Example: St. Louis Mosaic Project

**BUILD COMMUNITY**
- Create opportunities for interaction, participation
  - Example: You, Me, We Oakley PTA programming
Welcoming Framework

- Advance the Community’s Global Welcoming Profile
- Ensure Equitable Access to Basic Services
- Expand Education & Economic Opportunity
- Build Immigrant Leadership, Engagement and Inclusion
- Foster a Knowledgeable, Safe and Connected Community

Immigrant focused strategies

Receiving community focused strategies
Building Capacity for Citizenship & ESL

Credit: Welcoming Colorado
Open for Business

Credit: Nebraska is Home and Welcoming Rhode Island
Welcoming Schools

Credit: You, Me, We Oakley and Welcoming Rhode Island
Leadership and Communications

Without the energy and intellect and innovation of our immigrant community, Montgomery County would, quite simply, be incomplete.

“New Americans” are a critical piece in building a better future for all County residents.

- County Executive Ike Leggett
  Montgomery County, Maryland
Hello!
I came speaking little English and only knowing US culture through MTV and CNN, but now I teach creative writing workshops for youth and am about to publish my first book.

I’m a proud immigrant and I contribute to DC.

Immigrants face many challenges, but discrimination should never be one of them.

If you think you’ve been discriminated against because of your national origin or your accent, call (202) 727-4559 or visit ohr.dc.gov/complaint.

Emigrated from Cameroon in 2000

Office of Human Rights
DISTRICT OF COLUMBIA

ohr.dc.gov/wecontribute
facebook.com/dcohr

Share your story with #immigrantscontribute
Nebraska is Home

Welcoming Colorado

JUST ANOTHER GREAT NEBRASKA FAN.

NEW NEBRASKA FAMILIES MAKE US STRONGER.

IN COLORADO, WE GIVE IMMIGRANTS A FAIR CHANCE.

WelcomingColorado.org

RUGGED INDIVIDUALS MADE HERE.

IN COLORADO, WE GIVE IMMIGRANTS A FAIR CHANCE.

WelcomingColorado.org
A Welcoming Sign to Immigrants in the South

They say there is nothing like Southern hospitality in making folks feel welcomed and included. But lately for immigrants of all stripes, this hasn’t been the general feeling from states like Alabama, Georgia, and South Carolina. The sentiment towards immigrants and Latinos in general has been anything but Southern Comfort; despite the millions of dollars these groups contribute to the economies of these states. Now North Carolina is considering similar
National Welcoming Week

September 13-21, 2014

Bringing together newcomers and receiving communities in a spirit of unity

Immigrants Make Us Stronger

WELCOMING

Building a Nation of Neighbors
The Welcoming Imperative

Nations that are more accepting of and better at integrating new immigrants have a higher level of economic growth and development.

- Richard Florida
Contact

Welcoming America
www.welcomingamerica.org

Rachel Steinhardt, Deputy Director
rachel@welcomingamerica.org
GENDER AND MIGRATION IN U.S. PLANNING:

Jane Henrici, Ph.D.

Independent Contractor
Senior Research Affiliate, Institute for Women's Policy Research
Professorial Lecturer, Global Gender Program, Elliott School of International Affairs George Washington University

"Overcoming Gender Bias in Immigrant Communities" S629
Session hosted by Planning and Women Division
American Planning Association 2014 National Planning Conference
Atlanta, Georgia
27 April 2014
Increasing attention to the topic is due in part to the growing percent of women relative to men migrating across state, regional, and national borders.
GENDER AND MIGRATION

Yet, since the 1960s, the number of foreign-born females of all ages recorded as living in the United States (having entered at any time) has been equal to or slightly greater than the number of foreign-born males of all ages.*

Gender and Migration Research

Organizations Working with Latina Immigrants: Resources and Strategies for Change

By Andrea Chinchilla and Yalitza Yanes, Johns Hopkins University

Increasing Pathways to Legal Status for Immigrant In-Home Care Workers

Fact Sheet

Women, Elderly, and Hurricane Katrina

By Andrew Chinchilla and Yalitza Yanes, Johns Hopkins University

Improving Career Opportunities for Immigrant Women In-Home Care Workers

Public Assistance Receipt Among Native-Born Children of Immigrants

Welfare, Children & Families

A THREE-CITY STUDY
GENDER AND MIGRATION

Research finds that both women and men who choose to migrate might do so in order to:

1. further their education,
2. find work to support themselves and their families—wherever they are and however they’re related,
3. escape political turmoil,
4. achieve greater social and political independence, and
5. leave a situation of gendered restrictions or of domestic violence

For some women and men, migration is involuntary—through displacement or trafficking.
GENDER AND MIGRATION

- For women who choose to migrate, not all do so to follow men or to have babies in a new home.
- Despite stereotypes, not all immigrant women are mothers.
- However, many women are mothers, and relative to immigrant men disproportionately are the primary caregivers for their family’s children and elderly.
GENDER AND MIGRATION

- Women report experiences with migration of discrimination, harassment, and violence.
- Men too, and report their experiences include feeling pressures and inabilities to protect women.
GENDER AND MIGRATION

- Women reportedly are more likely than men to experience domestic and workplace gender-based or sexual harassment and violence in their new communities and sites.
- Research suggests that men are more likely to be deported than women, because of women’s presumed (even where not actual) relatively greater caregiving role.
GENDER, KEY POINTS FOR PLANNERS

- “Gender” as a concept should be explicitly defined and used throughout all stages of planning
- Gender refers to societal expectations regarding opportunities, levels of power, and behaviors, or roles, associated with those of different sexes
GENDER, KEY POINTS FOR PLANNERS

- Specific forms of gender are socially-defined; that is, each society has its own definitions of what constitutes the feminine and the masculine.

- Therefore, gender varies – among societies, generations, and even neighborhoods – and, like any part of culture, might change among individuals and their communities over time.

- Recently, “gender” and “sex” have become conflated in use so that gender categories can include, besides feminine and masculine, women/female and men/male, and “other”.
GENDER, KEY POINTS FOR PLANNERS

- Just as people ≠ men, gender ≠ women
- Gender is a useful concept only as long as it can be used to compare the respective opportunities, levels of power, and roles of men with those of women, or among different groups of women and men by race and other characteristics
GENDER AND MIGRATION IN-DEPTH

Gender—including among immigrants—intersects with other features of identity and possible discrimination, notably:

1. Generation and age;
2. Race or ethnic group and ancestry;
3. National origin and citizenship;
4. Health or mobility and disability status; and
5. Socio-economic class and income level

Photo Credit: http://www.spiegel.de/international/europe/german-job-opportunities-for-immigrants-rate-high-in-survey-a-832278.html
**LOW-INCOME AND LOW ASSET GENDER AND MIGRATION**

One gender and sex stereotype concerns low-income foreign-born women as mothers who take advantage of U.S. social benefits;

however, even where eligible, and despite safety concerns, many migrants and immigrants have under-used publicly available supports, services, and sites

although this has been changing among native-born children of immigrants in recent years;

at the same time, diverse community members often have conflicting views about what is “fair” or “just” use.
LOW-INCOME AND LOW ASSET GENDER AND MIGRATION

- Segregation has risen during the last two decades for immigrant communities in the United States.
- Recent research on the topic shows that: Integration levels vary: by gender, race, national origin, income & wealth level, and occupation, even when controlling for ESOL and other skills
- And, integration levels vary: by rates of affordable housing stock and by levels of public transit
LOW-INCOME AND LOW ASSET GENDER AND MIGRATION

Not all poorer immigrant women are *residentially* segregated, yet they might be segregated otherwise. In addition, poorer women tend to stay longer in place once migrated/displaced than men:

- one theory says the key factor to these conditions is that the domestic and care work in which many immigrant women are employed is relatively more regular than construction;
- other research suggests a key factor could be, along with discrimination, relatively less mobility (economic, social, and transportation) among foreign-born women.
LOW-INCOME AND LOW ASSET GENDER AND MIGRATION

IWPR’s research found that, even when employed and paid for their labor, foreign-born women:
- typically experience lower wages, higher poverty rates,
- and greater health and safety risks relative to U.S.-born women and to U.S.-born men—and to their male foreign-born counterparts.
LOW-INCOME AND LOW ASSET GENDER AND MIGRATION

Related to low pay are low skills:

- Recent research shows that foreign-born adults in the United States on average have lower skill preparation than native-born adults; current forms of integration do not change this

- Both foreign- and native-born adults need skill development and fare poorly in comparison with those of other nations; the United States shows “below average performance and large social disparities” (p. 30)

- At the same time, sex discrimination continues: gender gaps in employment and wages do not correspond to narrowing skill gaps
RECOMMENDED PLANNING ESPECIALLY FOR LOW-INCOME FOREIGN-BORN WOMEN

Provide a combination of accessible, affordable, reliable, and safe:

✓ English for Speakers of Other Languages (ESOL) classroom sites and/or high-speed internet access for online instruction
✓ Workers centers for women as well as men (for sharing information and waiting for day labor employers)
✓ Bilingual child care centers located along or in transportation hubs
✓ Housing and transportation
✓ Educational and job training facilities that partner with employers
✓ Relevant and bilingual communication strategies for announcing information about immigrant, worker, and women’s rights
✓ Methods for women’s civic engagement and participation—for example, in planning for neighborhood development
RECOMMENDED PLANNING ESPECIALLY FOR LOW-INCOME FOREIGN-BORN WOMEN

Provide affordable and accessible high-speed internet access for:

✓ Digital record-keeping that can allow signatures and certificates from employers, trainers, and supervisors in order to track labor hours for pay and (future) citizenship

Educational and career information and development including, but not limited to, ESOL
RECOMMENDED PLANNING ESPECIALLY FOR LOW-INCOME FOREIGN-BORN WOMEN

✓ Provide facilities, technologies, and access to improve immigrant women’s health in preventative and curative, as well as emergency (even disaster), conditions
RECOMMENDED PLANNING FOR LOW-INCOME FOREIGN-BORN MEN, WOMEN, AND CHILDREN

✔ Evaluate existing design, to improve connection between planning and training, education, health, and labor among different populations.

✔ Use an in-depth focus on long-term experiences and conditions among diverse migrant and immigrant women and men, boys and girls—including their descriptions of their experiences.

✔ Avoid stereotypes and assumptions.

Photo credit: Jane Henrici. 2000
Thank you

jmhenrici@gmail.com
S629
Overcoming Gender Bias in Immigrant Communities

Dr. Jane Henrici, Independent Contractor, Institute of Women’s Policy Research, and George Washington University
Dr. Elizabeth L. Sweet, Temple University
Rachel Steinhardt, Welcoming America

APA's 2014 National Planning Conference

Sponsored by APA Planning & Women
Key Learning Objectives

At the end of this session you will:
1) Understand more about how complicated the issues of gender bias and immigration are;
2) See the range of responses available to address these issues; and
3) Know the information to gather and strategies to use to make positive change in your community.

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