Immigrant Integration Task force Meeting
February 27, 2014

Room 267

MINUTES

Attendance:

Task force Members: Diego Anselmo, Audrea Caesar, Monica Colin, Ellen Dubin, Steven Garfinkel, Stefan Latorre, Thanh-Thu Luong, Marianne Lyall-Knusel, Victoria Manning, Amy Michelone, Tin Nguyen, Jennifer Pearsall, Jennifer Roberts, Robert Shore, Kim Vazquez, Sam Wazan, Curt White, Lacey Williams, Emily Zimmern

City Staff: Ashley Duggins, Jessica Goddard, Alexis Gordon, Krystal King, Brad Richardson

Absent: John Chen, Mariana DeLuca, Anika Khan, Wil Russell, Kristin Wade

1. Welcome

Ms. Gordon called the meeting to order at 3:11pm. Mr. Latorre (Chair) introduced himself and Ms. Zimmern (Vice-Chair).

2. Background and Charge

Mr. Latorre reviewed the PowerPoint presentation (see Appendix A) outlining the beginnings of the creation of the Immigrant Integration Task Force ("Task Force") and its charges given by City Council. Task Force members are appointed for one year, and the group will meet regularly and report their findings to City Council at the completion of that year.

3. Introduction of Task Force Members

Ms. Zimmern asked the Task Force members to introduce themselves and express what they are most looking forward to about working on the Task Force. After all the Task Force members introduced themselves, Mr. Latorre acknowledged Brad Richardson (Manager, Economic Development), Nancy Carter (Chair, Charlotte International Cabinet), Wayne Cooper (Honorary Consul to Mexico), David Howard (Council Member, At-Large), and John Autry (Council Member, District 5), who were in attendance.

Councilman Howard explained how he had been inspired to sponsor the resolution that created the Task Force because of a meeting he was invited to by the Mexican Consul General. He expressed the importance of Charlotte taking care of its immigrant populations before the city can expect to become a true destination for foreign economic development. He noted that Charlotte is the only city with a Task Force with a charge like this, and that other cities will be looking to Charlotte as an example.

4. Immigrants in Charlotte: A Statistical and Spatial Overview

Ms. Zimmern explained that before delving into the study of immigrant integration, it is important for the Task Force members to have accurate information about the growing diversity of Charlotte's communities, such as who immigrants in Charlotte are and where they live. She introduced Dr. Owen Furuseth and Dr. Heather Smith, Professors in UNC Charlotte's Geography Department, who presented a PowerPoint on "Immigrants in Charlotte: A Statistical and Spatial Overview" (see Appendix B).

Dr. Smith explained that, according to the U.S. Census Bureau ("Census"), the U.S.'s population growth between 2005 and 2050 will be greater than other industrialized countries, with 82% of that growth being immigrants and their descendants. The foreign-born populations that will have the largest growth in the U.S. are from Mexico, India, Philippines, China, Vietnam, El Salvador, and Korea. Over the last 30 years, Charlotte has become an "immigrant destination," transforming from Old South to New South.

The classic immigrant settlement model identifies "Gateway Cities," such as New York, Chicago, and San Francisco, as key immigrant entry points. These cities typically have major waterways, which facilitate the movement of people and goods. In this model, immigrants settle in the poorest and least desirable neighborhoods; closer to the city center, where more job opportunities can be found; and pre-existing immigrant communities are located. This type of settlement leads to ethnic enclaves, such as a Chinatown or Little Italy.

Charlotte, however, has not followed the traditional immigrant settlement model. Instead, Charlotte is considered one of the 21st century immigrant gateway cities, which are characterized by rapid growth, new economies, interior locations (no major waterways), little or no immigration traditions, and immigrants settling in suburban locations. This results in highly dispersed immigrant populations with no traditional ethnic enclaves.

Why has Charlotte risen as a new immigrant gateway? Dr. Smith outlined three reasons: Charlotte has a growing economy that presents a need for workers across the occupational spectrum; Charlotte has a landscape of opportunity, where entrepreneurship is encouraged and year-round employment is available; and Charlotte is welcoming, largely due to its inexperience and history with immigration, resulting in less prejudice towards immigrants.

According to the Census' 2010-2012 data, 13.6% of Mecklenburg County was foreign-born. Of these, only 32.2% had received their U.S. citizenship. While over 50% of these immigrants entered the U.S. before 2000, a high percentage immigrated to the U.S. even

during the economic recession in the late 2000's. Over half of the immigrants came from Latin America, with just over one-quarter coming from Asia.

The stereotypical image of immigrants being poor is not necessarily true in Mecklenburg County. For the same 2010-2012 period, in Mecklenburg County the median immigrant household income was $54,417, which was nearly equal to the median U.S.-born household income of $56,602. More than 55% of immigrant households had an income (including benefits) of over $35,000. At nearly 27%, the majority of Mecklenburg County's immigrants hold occupations in management, business, and the sciences and arts, which are viewed as "white collar" occupations. The next highest occupation was the service industry, which encompassed all levels (high and low). The typical "blue collar" jobs, such as production, transportation, and material moving occupations, had the lowest percentage of immigrant workers – only 14.5%.

The next two slides covering the metrics affecting immigrant receptivity and quality of life included citizenship, languages spoken at home, education level, mean household income, and occupation, and home and automobile ownership. The numbers in red signified the populations that are most at risk, while the numbers in green signified the populations least at risk.

The last five slides contained maps of Mecklenburg County's foreign-born population in 2012. One map showed the total number of foreign-born in the county, and the other four maps showed the foreign-born populations from Latin America, Asia, Africa, and Europe, respectively. Of note is that on each of the maps the center of Charlotte always showed a very low concentration of immigrants, no matter which ethnicity. These maps are useful in determining where there may be a disconnect between where services are located and where immigrants live, particularly those who may not have access to transportation.

In response to the question of whether maps have been created for previous decades and whether there has been a shift in immigrant populations, Dr. Furuseth said that since the 1970s the immigrant population has been spreading outwards from the center city. He added that he can produce the maps for each decade and provide them to the Task Force.

Mr. Wazan asked in which populations Middle Easterners were represented in these maps. Dr. Furuseth replied that Middle Easterners are mostly included with the Asian immigrants, but some may also be accounted for in the European and African immigrant populations. He added that the data is taken from the Census and largely depends on what people self-report.

Ms. Caesar inquired if the foreign-born population maps could be overlaid with income data for specific areas in the county. Dr. Furuseth responded that the Census data is divided into "tracks" and that it would be possible to compare the ethnic make-up and income levels reported for each Census track in Mecklenburg County.

Dr. Furuseth was asked how commercial data could be included. He acknowledged that it was a challenge to link this type of data to specific immigrant groups, and that while this

data can be tied to census tracks, there is no quantifiable data and only inferences can be made.

Ms. Luong inquired if data for specific ethnic groups was available in addition to the data for groups that encompass whole continents (for example, instead of Asians as a whole, separating out data for East Asians, Indians, etc.), considering that each community or group has a different immigration history. Dr. Furuseth responded that the purpose of today's presentation was to provide a general overview, but that he has studied this and does have the data, which he offered to provide.

In closing, Dr. Smith and Dr. Furuseth explained that, historically, the southern U.S. has seen the lowest immigrant populations, until 25 to 30 years ago. This is largely because of segregation and that the South was, in large part, poorer than other regions. Dr. Furuseth expressed his excitement about the Task Force, saying that this is Charlotte's chance to get immigrant integration right.

5. Reflection on Charlotte's International Community

Ms. Zimmern asked the Task Force to individually answer the following three reflection questions on the sheet of paper provided:
1) How does this information <u>reinforce</u> your thinking about the work of the Task Force?
2) How does this information <u>change</u> your thinking about the work of the Task Force?
3) What do you want to learn more about?

Next, Ms. Zimmern divided the members into three groups to discuss their thoughts on the presentation in regards to the Task Force's charge by City Council. Each group shared what topic generated the most interest during their discussions. The first group reported that the topic of eliminating barriers – to transportation, education, understanding of local laws – generated the most interest. The second group explained that they mainly discussed and questioned what the Task Force's charge is and what the next steps are. They also said that they wished to share immigrant success stories. The third group expressed their interest in studying immigrants across all spectrums, including social and faith aspects, and not just socio-economic aspects.

6. Calendar Outline and Closing

Mr. Latorre thanked everyone for their input. He explained that the Task Force will be meeting on the fourth Wednesday of every month, and that there will be a reflection at every meeting to capture feedback from the members. The next few meetings will be used to bring information to the Task Force on "Promising Practices" from peer cities and leading organizations, such as today's presentation from Dr. Furuseth and Dr. Smith. Community Listening Sessions will be held in April, May, and June in varying locations in order to gather data and feedback directly from immigrants. These meetings will be in addition to the monthly Task Force meeting and members are expected to attend at least one of them. A community survey will be released in the spring. In the summer, sub-

committees will be formed based on City Council's charges and the feedback from the Community Listening Sessions and sub-committee meetings will take place. The sub-committees will report on their findings and the Task Force will begin prioritizing its recommendations in the fall. In the winter, the Task Force will review the survey feedback and compile a report. The Task Force is expected to present its findings and recommendations to City Council one year from the date of the first meeting (today).

Mr. Latorre then asked the Task Force for their feedback on this first meeting. Jennifer Roberts asked what the scope of the Task Force is and how far ahead their recommendations should be looking (i.e., 1, 5, 10 years down the road). Ms. Gordon responded that City Council is leaving it up to the Task Force to decide based on the community feedback they receive. The Task Force can make a combination of recommendations and prioritize those that they deem to be critical.

Noting that the Task Force is made up of both city and county representatives, Ms. Roberts also asked if the Task Force's recommendations should be limited to or focus on just City services or extend to Mecklenburg County. Ms. Zimmern replied that since City Council's charge is local, the Task Force should focus on studying what the City of Charlotte can do for the integration of immigrants, while keeping in mind that this will still affect the broader Mecklenburg community. Ms. Roberts suggested that the Task Force consider including recommendations that can be extended to the county and school system should there be interest in doing so.

Mr. Wazan asked about the possibility of getting a copy of the 2007 report by the Mayor's Immigration Study Commission and Ms. Gordon explained that the report is available on the Office of International Relations' website. He also asked when the sub-committees will be formed and what topics and tasks they will be covering. Ms. Gordon explained that this is not yet known and the Task Force will determine this based on its discussions and the community feedback. Mr. Wazan commented that his personal mission is to inspire immigrants to reach out and be self-motivated to adapt to Charlotte.

Mr. Latorre noted that the question he is asked most deals with the Task Force's scope. His response is that the Task Force will not be advocating for immigration reform and that its scope is to look at all immigrants, whether documented or undocumented, and provide recommendations to help all of them. Mayor's Kinsey's goal was for all immigrants to feel at home in Charlotte, which is why she signed Charlotte on to the Welcoming Cities movement.

When asked by an audience member why the Task Force is not focusing on immigration reform, Ms. Zimmern responded that this is not the charge given by City Council, whose concern is about serving all immigrants, no matter who or where they are. Immigration reform cannot be changed at the local level, so there is no reason to focus on it.

Ms. Williams pointed out that many people on the Task Force work with undocumented immigrants, which makes their task paradoxical. She asserted that this topic is the "elephant in the room," pointing out that while the city wants to be welcoming to all, there is still this dirty part (the policies against the undocumented immigrants). Ms. Gordon

responded that City Council did not assume that this would be an easy conversation. Mr. Nguyen agreed with Ms. Williams, adding that in the absence of reform, the Task Force can still address specific issues such as transportation, policing, education, and more. Ms. Roberts commented that they will need to prioritize topics but not avoid tough questions.

Ms. Dubin mentioned that "Cities of Migration" has webinars that might be useful for the Task Force and Ms. Zimmern asked Ms. Gordon to send this information out to the members. Ms. Zimmern acknowledged that everyone has personal feelings about immigration reform, but that the Task Force will have to remember to operate within the charges given. She noted that there are three things that will result in the Task Force being successful: having the right people at the table, obtaining good data, and having a healthy process. These processes will be mapped out at the next meeting, which will need to be a collective effort by everyone on the Task Force.

Ms. Gordon directed the Task Force members' attention to their packets, explaining that these contain a Task Force member contact list, copy of the City Council resolution, and welcome letter from the Chair and Vice-Chair. She asked the members to send her their contact information if they had not done so already. She welcomed them to reach out to her if they want to discuss something in more detail.

The meeting was adjourned at 5:20pm.

Appendix A:
February 27, 2014, Immigrant Integration Task Force Meeting PowerPoint Presentation

Immigrant Integration Task Force

February 27, 2014

- May 30, 2013, Americas Society/Council of the Americas roundtable about maximizing the role of immigrants in expanding the local economy and enriching civic life

- November 25th, City Council passed the resolution creating the Task Force
  - Mayor Kinsey appointed 7 members and selected the Chair and Vice-Chair

- February 10th, City Council appointed 18 members recommended by community partners
  - Approved 4 additional at-large appointments to Task Force to be made by Mayor Cannon
  - Total number of appointments is 29

- Reviewing the recommendations by the Mayor's Immigration Study Commission, published in 2007, in order to leverage previous research and conclusions;

- Researching and recommending policies—including those from other new immigrant gateway cities—that facilitate access to city services for all residents of Charlotte, including its immigrant populations, while addressing gaps in civic engagement;

- Preparing a report with recommendations to the Charlotte City Council that promote awareness among the public of the availability of existing programs and services facilitating immigrant integration;

- Seeking opportunities to better educate the overall Charlotte community on how embracing immigrant communities will help to move the city forward.

In a Task Force Minute give:

- Your Name

- Your Organization

- Your Position and What You Do

- Complete the sentence:
  - On the Task Force, I'm looking forward to ...

Immigrants in Charlotte:
A Statistical and Spatial Overview

Break into groups of six

- 5 minutes to individually answer the 3 questions on the sheet titled "Today's Reflections"

- 10 minutes to discuss your answers among your group

- Share what topic generated the most interest in each group

- Meetings to be held every 4th Thursday of the month

- We will end each meeting with reflection to capture useful information

- During the next few Task Force sessions we will hear about "Promising Practices" from peer cities and leading organizations

- We will hold Community Listening Sessions in April, May and June

- Spring - Release of a Community Survey

- Summer - Sub-committee meetings based on City Council expectations and Community Listening Sessions

- Fall - Sub-committees report to Task Force and prioritize recommendations for City Council

- Winter – Gather community feedback on the recommendations

- Return final recommendations to City Council in one year

Appendix B:
Presentation on Immigrants in Charlotte: A Statistical and Spatial Overview
by Dr. Owen Furuseth and Dr. Heather Smith

IMMIGRANTS IN CHARLOTTE:
A STATISTICAL AND SPATIAL OVERVIEW

Owen J. Furuseth, Ph.D.
**Associate Provost for
Metropolitan Studies and
Extended Academic Programs;
Professor of Geography**

Heather A. Smith, Ph.D.
**Professor and Geography Graduate Director
Department of Geography & Earth Sciences;
Director, Urban Studies Minor**

Mayor's Immigrant Integration Taskforce
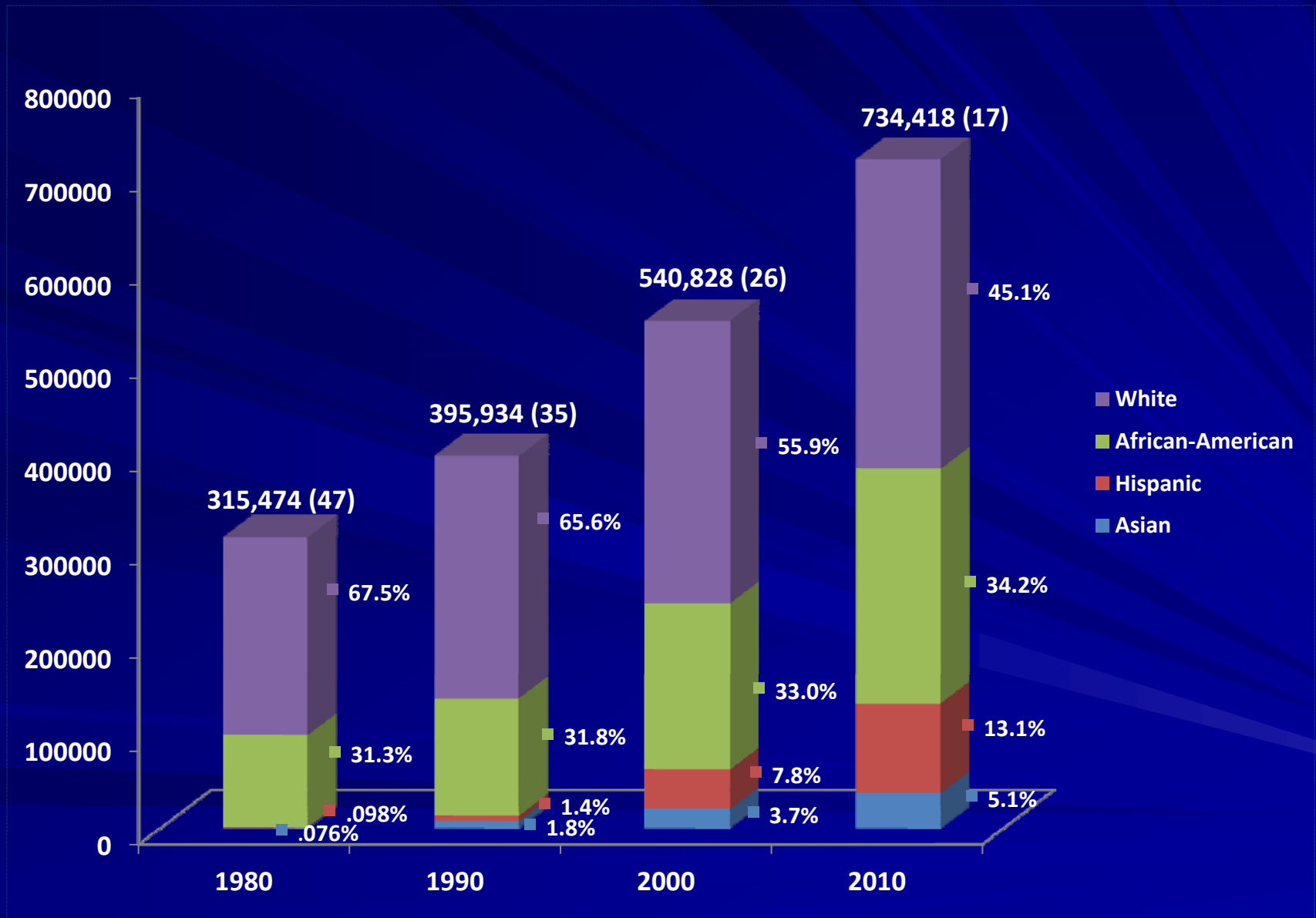
February 27, 2014

Outline

- 21st century immigration geography in the U.S.

- Traditional vs. New Immigrant Gateway model

- Charlotte's immigrant landscape: issues and policy implications affecting immigrant integration

America's 21st Century Demographic Frame

- 2005-2050, U.S. population growth (48%) 438 million

- 82% growth immigrants and their descendants

- Foreign-Born Population in 2011
  Mexico (29%)
  India (4.6%)
  Philippines (4.5%)
  China (4.1%)
  Vietnam (3.1%)
  El Salvador (3.1%)
  Korea (2.7%)

- In 2000, Hispanics largest minority group in the U.S. (15.1%); African-Americans 12.1% (2005-2009 estimates)

Charlotte's Transformation from Old South to New South

Chart: Charlotte's population by race, 1980–2010

1980: 315,474 (47)
- White: 67.5%
- African-American: 31.3%
- Hispanic: .098%
- Asian: .076%

1990: 395,934 (35)
- White: 65.6%
- African-American: 31.8%
- Hispanic: 1.4%
- Asian: 1.8%

2000: 540,828 (26)
- White: 55.9%
- African-American: 33.0%
- Hispanic: 7.8%
- Asian: 3.7%

2010: 734,418 (17)
- White: 45.1%
- African-American: 34.2%
- Hispanic: 13.1%
- Asian: 5.1%

Legend: White, African-American, Hispanic, Asian

4

Classic Immigrant Settlement Geography (The Chicago School)

- Immigrant "Gateway Cities" key entry points for people and goods moving into the U.S.

- Immigrants settle in the poorest and least desirable neighborhoods

- Immigrants settle in the City Center close to job opportunities

- Immigrants are attracted to pre-existing immigrant communities

- Urban immigrant settlement leads to ethnic enclaves

21st Century Immigrant Gateways: New Settlement Model

- New gateway cities – rapidly growing, new economies, interior locations

- Little or no immigration traditions

- Suburban settlement – housing costs, job location, successional change

- Highly diffused immigrant populations

Rise of New Immigrant Gateways: Why Charlotte?

- **Economy**
  - growing service-based economy
  - need for workers across occupational spectrum
  - Bank of America phenomenon (early 1990s turning point)

- **Landscape of Opportunity**
  - entrepreneurship encouraged
  - year-round employment
  - female employment opportunities

- **Welcoming**
  - little immigration history or experience = less prejudice
  - expansive labor market
  - immigration non-political issue

Immigrant Overview for Mecklenburg County
(Foreign-Born equals immigrant)

Total Foreign-Born	13.6% (128,879)
Citizenship Status	32.2%
Entered U.S.	
Before 2000	50.7%
2000-2009	43.4%
2010 or later	5.9%
Region of Birth	
Latin America	51.5%
Asia	27.3%
Europe	10.9%
Africa	8.4%
North America (Canada)	1.4%
Oceania	0.4%

Source: U.S. Census Bureau, American Community Survey, 3-year estimates (2010-2012).

Immigrant Overview for Mecklenburg County: Economics and Labor Market

Median Household Income	$54,417 (U.S. Born: $56,602)

**Income and Benefits
(2012 inflation adjusted)**

$200,000 or more	6.1%
$150,000 - $199,000	5.4%
$100,000 - $149,000	12.5%
$75,000 - $99,000	11.5%
$50,000 - $74,999	18.3%
$35,000 - $49,999	14.3%
$25,000 - $34,999	10.3%
$15,000 - $24,999	10.0%
$10,000 - $14,999	4.9%
$10,000	6.8%

Source: U.S. Census Bureau, American Community Survey, 3-year estimates (2010-2012).

Immigrant Overview for Mecklenburg County: Economics and Labor Market

Occupation

Occupation	
Management, Business, Science and Arts Occupations	26.9%
Service Occupations	23.1%
Natural Resources, Construction and Maintenance Occupations	19.6%
Sales and Office Occupations	15.9%
Production, Transportation and Material Moving Occupations	14.5%

Source: U.S. Census Bureau, American Community Survey, 3-year estimates (2010-2012).

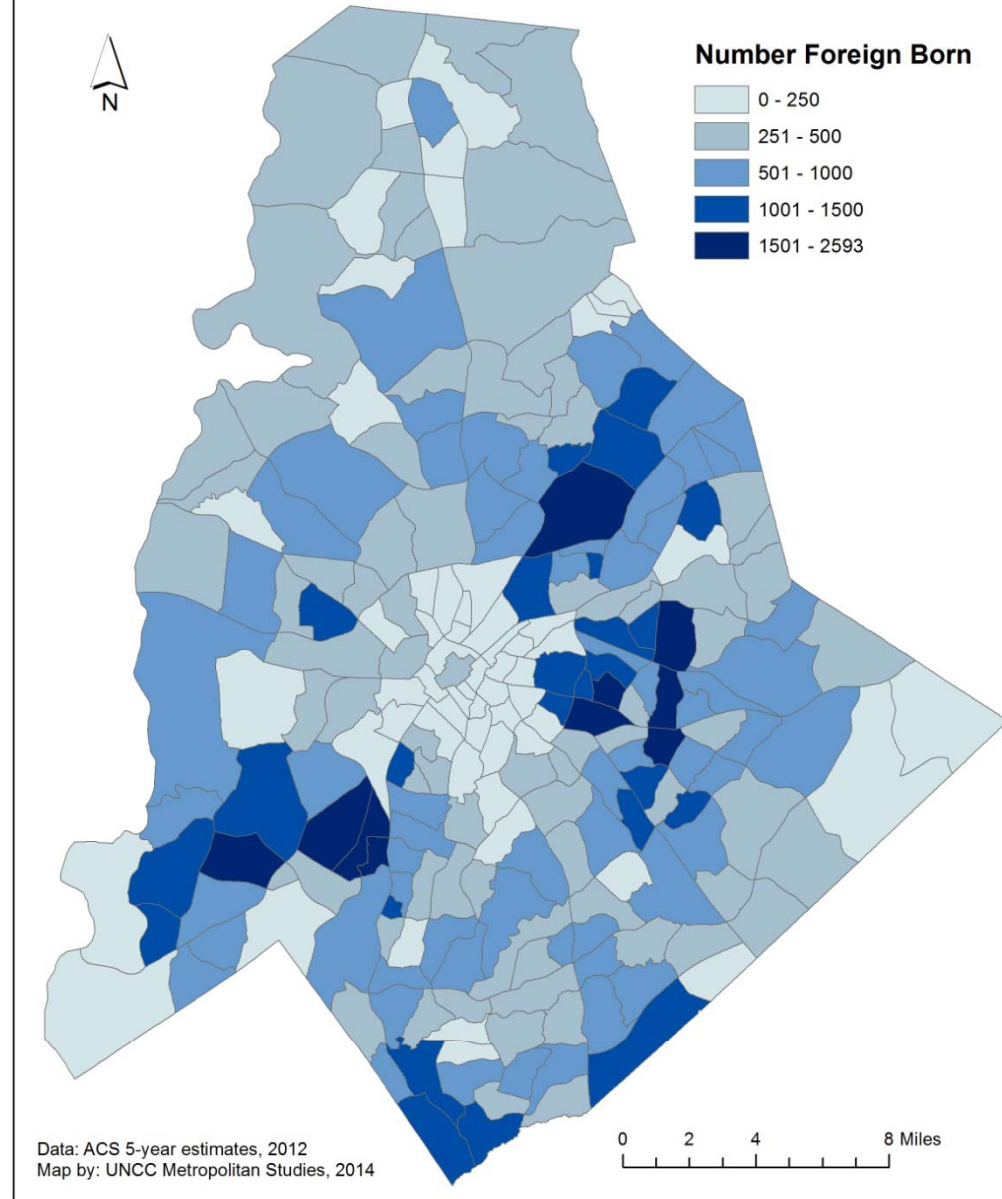# Metrics Affecting Immigrant Receptivity and Quality of Life

	All Foreign-Born	Latin America	Asia	Europe	Africa
Citizenship	32.2%	18.7%	44.2%	56.3%	41.7%
Entered U.S. before 2000, Not Citizen	23.4%	30.6%	13.2%	18.4%	15.4%
Language Spoken at Home					
English Only	15.2%	7.9%	12.5%	35.9%	26.1%
Speak English Less than "Very Well"	49.5%	63.7%	45.8%	20.9%	22.8%
English Language Isolated Households	29.0%	40.7%	24.6%	11.7%	9.8%
Educational Attainment					
< High School Graduate	30.1%	47.0%	15.6%	9.8%	7.3%
Graduate or Professional Degree	11.4%	3.6%	21.7%	20.5%	12.8%
Mean Household Income Past 12 Months (2012 inflation adjusted)	$63,165	$46,257	$81,007	$98,885	$55,709
Families Below Poverty Level	19.6%	26.9%	12.2%	4.7%	18.7%
Unemployed in Labor Force	7.1%	7.5%	5.9%	5.0%	9.5%

Metrics Affecting Immigrant Receptivity and Quality of Life (continued)

	All Foreign-Born	Latin America	Asia	Europe	Africa
Self-employed Workers	6.9%	8.2%	3.5%	11.0%	3.0%
Occupation Concentrations					
Management, Business, Science and Arts Occupations	26.9%	10.7%	48.4%	49.7%	36.0%
Service Occupations	23.1%	29.5%	14.0%	11.9%	22.9%
Natural Resources, Construction and Maintenance Occupations	19.6%	32.5%	2.6%	8.1%	9.4%
Home Ownership	48.7%	38.4%	59.8%	74.8%	42.5%
"At-Risk" Home Ownership	42.0%	51.5%	38.9%	28.4%	40.4%
No Automobile Available	7.4%	7.5%	6.8%	4.5%	10.3%

Foreign Born Population
Mecklenburg County Census Tracts, 2012

N

Number Foreign Born

- 0 - 250
- 251 - 500
- 501 - 1000
- 1001 - 1500
- 1501 - 2593

Data: ACS 5-year estimates, 2012
Map by: UNCC Metropolitan Studies, 2014

0 2 4 8 Miles

13

Foreign Born from Latin America
Mecklenburg County Census Tracts, 2012
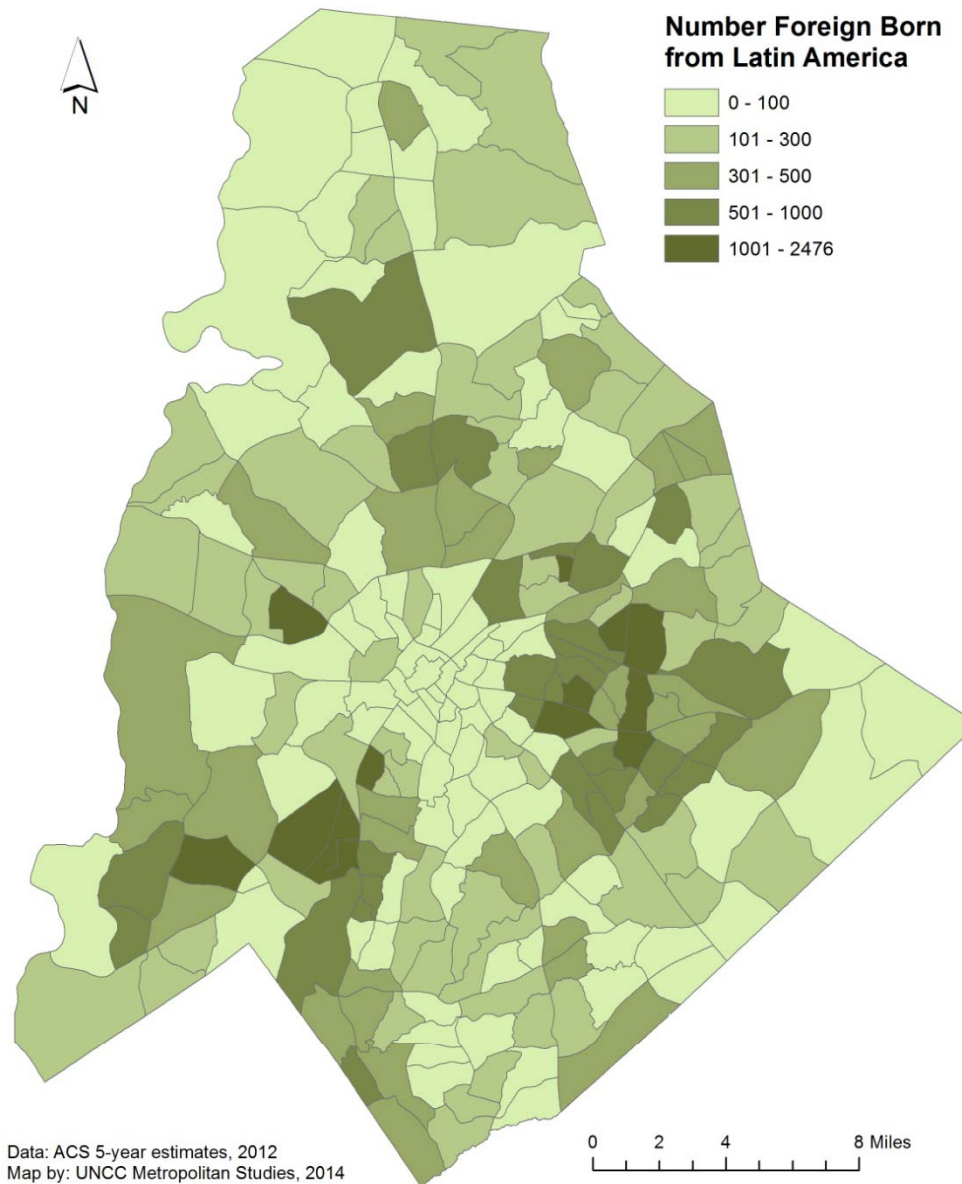
Number Foreign Born from Latin America

0 - 100
101 - 300
301 - 500
501 - 1000
1001 - 2476

Data: ACS 5-year estimates, 2012
Map by: UNCC Metropolitan Studies, 2014

0   2   4   8 Miles

Foreign Born from Asia
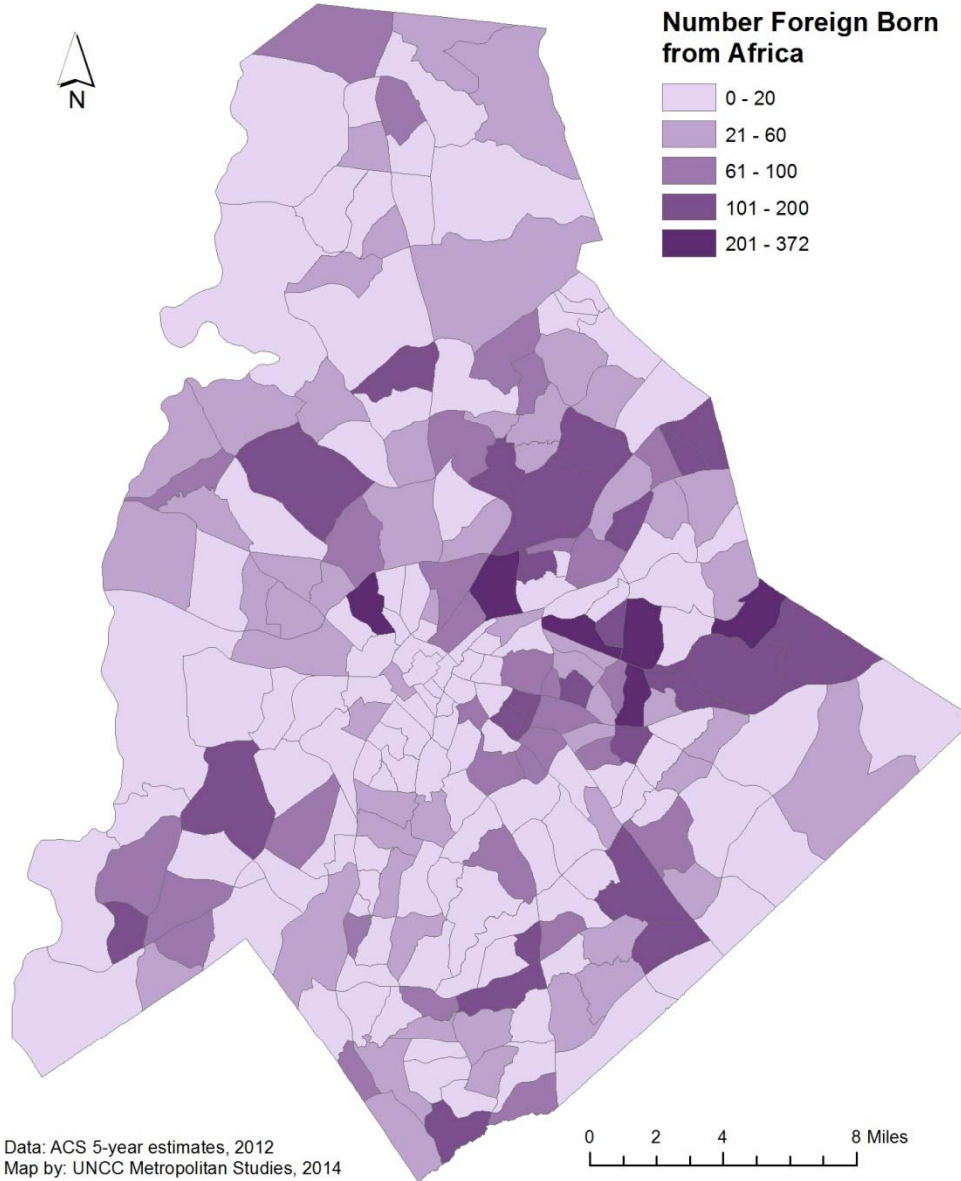Mecklenburg County Census Tracts, 2012
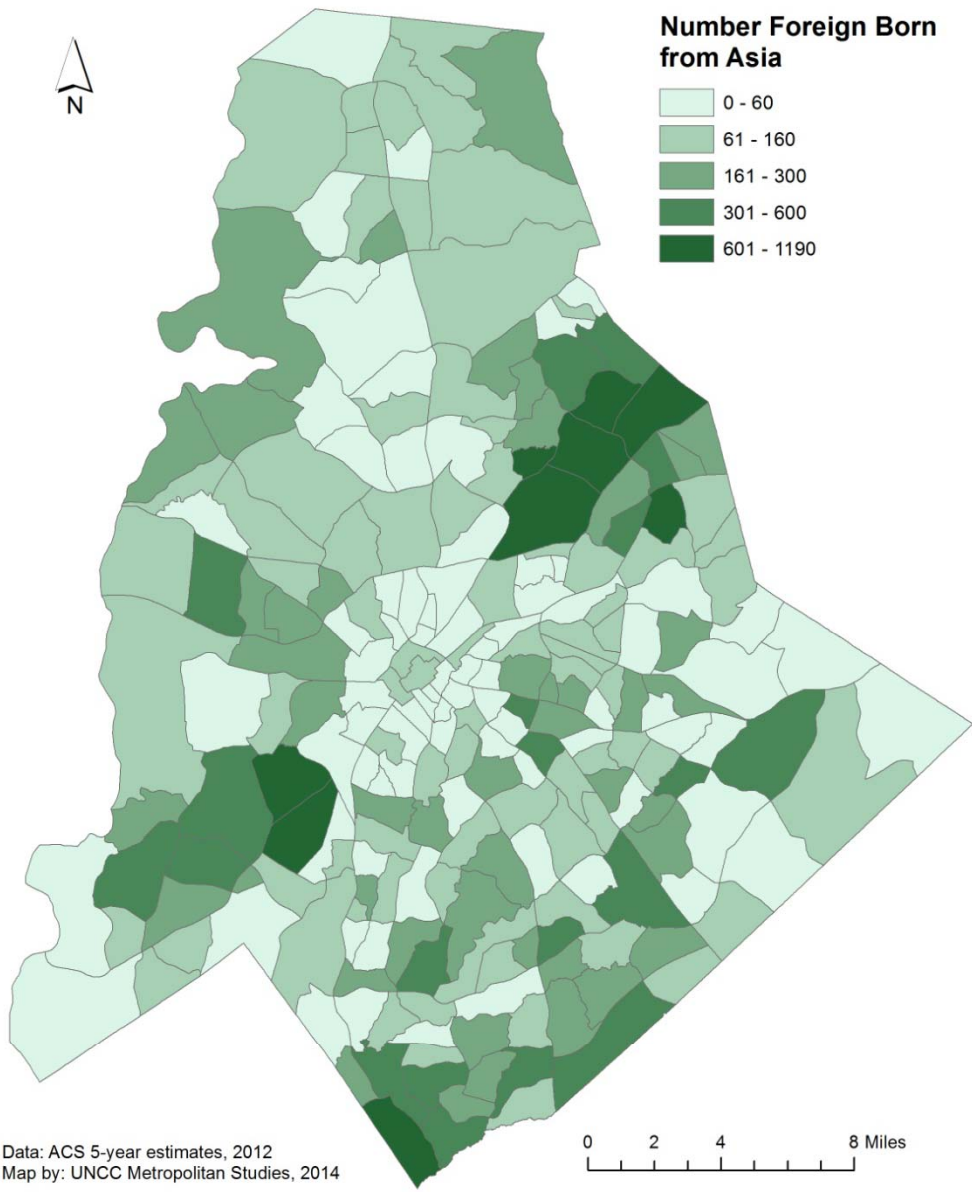
Number Foreign Born from Asia
- 0 - 60
- 61 - 160
- 161 - 300
- 301 - 600
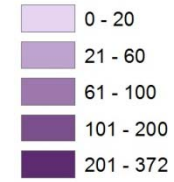- 601 - 1190

N

Data: ACS 5-year estimates, 2012
Map by: UNCC Metropolitan Studies, 2014

0   2   4   8 Miles

Foreign Born from Africa
Mecklenburg County Census Tracts, 2012

Number Foreign Born
from Africa

0 - 20
21 - 60
61 - 100
101 - 200
201 - 372

N

Data: ACS 5-year estimates, 2012
Map by: UNCC Metropolitan Studies, 2014

0   2   4   8 Miles

16
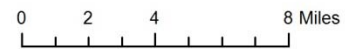
Foreign Born from Europe
Mecklenburg County Census Tracts, 2012

Number Foreign Born from Europe
0 - 20
21 - 60
61 - 100
101 - 200
201 - 431

N

Data: ACS 5-year estimates, 2012
Map by: UNCC Metropolitan Studies, 2014

0   2   4   8 Miles

17