IMMIGRATION COMMITTEE
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MAY 12, 2015

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Immigration Committee
May 12, 2015
Railyard City Offices, Santa Fe, NM
4:30 pm to 6:10 pm

MINUTES

1. **The Immigration Committee was called to order at 4:45 pm by the Chair, Alejandra Seluja. A quorum did not exist and is reflected in roll call.**

   Present
   Alejandra Seluja, Chair
   Maria Cristina Lopez
   Marcela Diaz
   Javier Rios

   Not Present
   Elizabeth Hemmer
   Cara Esquibel
   Jewel Cabeza de Vaca
   Cecilia Tadfor
   Amparo Guerrero

   Staff Present
   Terrie Rodriguez, Director
   Chris Sanchez, Staff for Children and Youth Commission

   Others Present
   Sgt. Judah Montano, Santa Fe City Police Department
   Susan Duncan, Santa Fe School Board
   Fran Lucero, Stenographer

2. Approval of Agenda
   No action, lack of quorum.

3. Approval of Minutes – April 7, 2015

   Correction of Name: Xochitl Campos-Biggs

   ~~Ms. Rodriguez reminded the committee that based on her retirement dates~~, Due to scheduling conflicts for several members and staff, the next meeting will be May 12, 2015 – 4:30 pm.

   No action, lack of quorum.

4. Announcements
   None

5. New Business
   Anti-bullying Policies and Procedures – Chris Sanchez, Children and Youth

   Mr. Sanchez said they have been working through DeVargas Schools with the Principal of the School, Theresa Baca from SFPS and other community leaders. The mission of the meeting was to inform the family and community on the Anti-bullying policy. It was also important to break down the processes of the Policy and Procedure in order for everyone to understand the policy. Many did not know they had recourse or any options on anti-bullying or even a form that they could complete if there was an incident. At the third meeting a complaint form was provided and discussed. To date the city staff is in process of working with the SFPS to collaboratively work together on the Anti-Bullying Policies and Procedures and to resurface the resolutions from the city that have been introduced in the past. The goal is to create a hi-bred policy and procedure to introduce to SFPS very soon as it is still in draft form. The Mayor had requested that 3 community meetings be held and to invite and listen to the families who have experienced bullying in the schools.

   Ms. Rodriguez said it is important to let people know that these policies are in place with SFPS and that there is a form that can be completed and that there are safe zones in the schools. The safe zone that had been introduced by the city went beyond safe zones in the school. That took a lot of vetting to assure any locations that were identified were safe zones. It was also important to assure that the families knew that the Police are there as friends when in need of help. The vision that our young people and their parents of Police is fear and we want to introduce the services and help from the SFPD.

   There were two previous resolutions; Safe Zones was introduced last year and about 2 years was the Anti-Bullying Resolution. There are a lot of systemic issues in the schools; once we can get the correct Anti-Bullying Policy and Procedure implemented it will be consistent throughout the schools.

   The Chair asked how many families have come forward with concerns on bullying and how old were their children. Mr. Sanchez said they had about 10 families that came and the ages ranged from 10-17 years in age. Two of the kids had attempted suicide because of bullying and let it be known that it was not the schools fault. The city wants to introduce a resolution in partnership with the schools; staff has done a great amount of research in best practices from throughout the country. Mr. Sanchez said that many of the families that attended the meeting had been through the school process and did not feel that they had received any help.

   The Chair said that the families are more that are afraid to come forward because they fear retaliation.

Ms. Diaz asked, going forward in the future, how will the city be involved since it is a school issue? What is the city going to offer?

Mr. Sanchez said it is clear that the City has no jurisdiction over the schools. In other national areas of research some Mayors are over the school system. The city will offer technical expertise, funding for wrap around services for kids who are experiencing bullying. What does the school do; what does the kid do and what is the reporting mechanism? A lot of the schools are not reporting to the School District. Once the District is involved a reporting and tracking system can be put in to place with the schools to assure that action is taken and tracked.

Chief Garcia from SFPD has given his support, he wants to be involved and more in the cyber bullying area. At one point, the city and schools have to decide, when does law enforcement get involved?

Ms. Maria Cristina Lopez asked if any discussion has taken place on restorative justice. The question is how will our families have a say so? I haven't heard any reference to the immigrant families. Ms. Lopez asked, how can the members of the Immigration Committee participate, i.e., Cara Esquibel and Amparo Guerrero in particular? Ms. Lopez said that the request had been sent to the SFPS for the Superintendent to speak to us and report back on how they will help the immigrant families; from the first encounter with the schools, who do they go to regarding education concerns, bi-lingual support; these are some questions that need to be addressed.

Mr. Sanchez said that those coming in are from the immigration community; bullying has no bias. Parents from our community are all welcomed to report their concerns. Mr. Sanchez said the resolution is critical in order for the city and SFPS.

Susan Duncan, SFPS Board Member

If you go in to the school district website homepage, it says Student and Parents in the right hand corner of the page. For some parents it is already complicated much less to use a computer or website. If you go to Policies and Procedures, under that you have the actual Anti-Bullying Policy. We do not translate the policies but we do have information that goes out to the families. Ms. Duncan feels that the policy is inclusive of any documents needed. Expectations and possible consequences are in the policy as well as the Code of Conduct. This document is translated English/Spanish. Consequences will vary based on the concern and there is a complaint procedure. The complaint procedure is in Spanish but it is not listed on the web page. Ms. Duncan will follow up to get this corrected. There is a Code of Conduct for Student and Parent and the procedural steps to be followed are outlined. Dr. James Lujan, Assistant SFPS Superintendent, supervises all principals from the schools. You can also escalate to the Superintendent of Schools if there is no satisfaction and they can escalate to the School Board as a final resort.

Mr. Sanchez said that with the information listed above, the school staffs have not been trained and a specific case recently showed that the communication link failed and a private attorney was consulted for help.

Ms. Duncan said there can be breakdowns, SFPS does list the protocol and suggests it be followed by first going to the principal in hopes that the principal takes the appropriate action. Ms. Duncan said that some issues are very complicated and that sometimes it is not a right or wrong resolution. Ms. Duncan said there is a good policy; it is a lack of education to get the word out to those who feel violated by anti-bullying. Every school has someone Spanish speaking and this is a document that identifies who these individuals are at each school. The forms need to be out where they are visible in the schools. Principals need to be informed that they can escalate to Mr. James Lujan if they are not satisfied. It was noted that the form in English/Spanish on the website is a Complaint Form, for any complaint.

Mr. Rios said that he has seen safe zones at UNM for a long time.

Ms. Rodriguez talked about a training called Bystanders Standing UP that the city conducted and was successful.

Ms. Duncan said that they have the Student Action Team that is a peer-to-peer educational tool. Deborah Bryant who is a contractor does the training, Up Standards and Second Step.

The Chair said that so many parents of these immigrant children have multiple jobs, they don't go to the schools for meetings, it is hard to get them in one place and provide them the educational aids to assist their children or they don't know what to do. How do you create enough community partners to assist them?

Sgt. Montano asked if there is an avenue where the families of that income level and the SFPD could go out and talk with them and offer them information on what to do if their kids are bullied. Mobile home parks would be a target area.

The Chair said the Adelante Program is one avenue and an audience that could be helped. Ms. Rodriguez will provide information to Sgt. Montano. The Church's, the WIC program is another place that the families go to.

Ms. Duncan said that a good way to reach them would be to have a parent forum to educate on bullying and other issues and concerns. They could do them in English/Spanish. People talk to other people so the word does get out.

The Chair said that one thing SFPS could do is partner with the Guadalupe Credit Union, they hold about 20% of the accounts for the immigrant families. It would be nice to do a pamphlet or provide information that could be distributed to the parent's; you would reach a lot of the families.

Ms. Duncan said thank you, everyone is in agreement of ways to inform the parents, sending a flyer home most of the time doesn't make its way home, robo-calls again sometimes don't get heard by the parents. There is also the concern that many of the

parents do not have computers. The better schools have good communication as you have stronger parent participation.

Ms. Diaz said the "old school" way – text. It works and gets the word out.

Ms. Duncan said that when they have parent conferences they try very hard to get the paperwork in to the hands of their parents through the kids.

Ms. Lopez said that in the past there was a card called "Know Your Rights". It would be good to have one on bullying information. Information should be put in the hands of Allegra Love for dissemination to the parents if this can be created.

Next Steps: Ms. Duncan said she will check on what existing training there already is for teachers and parents. She does not believe there is any training for bullying in particular. She will also follow up to see if the bullying form is in Spanish and if it should be on the website and is it being used. Check with Deborah on outreach, who do they reach on their training. Ms. Duncan will also reach out to Adelante, if they have a dinner once a week, have they ever had training at their dinner meeting with the supporting documents. They could have the information forms or the new card as discussed to provide the families at this dinner.

Ms. Rodriguez reiterated the hope to have SFPS join in with the City on the Resolution to assure that the resolution covers all issues. The Mayor said this would be a good time to have as much supporting information to create awareness in the community. Having the cards as discussed is a great idea.

The Chair said that as a committee we should wait for feedback from Ms. Duncan on the items discussed. We would like to invite Dr. Lujan to the Immigration Committee meeting. Once Ms. Esquibel and Ms. Guerrero are present we can hear their comments and do further planning.

Ms. Duncan offered: (Dr. Lujan's contact number is: 505-467-2575). She said that referrals should go to the School Board Member of their districts as well. They should always be referred to the Principal of the school first. Ms. Duncan said she is happy to accept and speak with anyone who has concerns.

Ms. Duncan said that more information will be discussed on dual language education in schools.

Thank you so much.

6. Old Business
   a. Update on DAPA/DACA Resolution, Maria Cristina Lopez
      Ms. Lopez said that the resolution will be introduced to City Council on 5/13/15, goes to Finance Committee on 5/18/15 and for a vote full council on 5/27/15.

Ms. Lopez said this resolution is asking the city council to support the city partnership with private organizations to make sure that all the people who qualified for DAPA/DACA when approved will have the resources.

Ms. Diaz said in preparation they would like SFPS and Guadalupe Credit Union to participate. It is the economic sound thing to do for the City of Santa Fe. Please support and attend the meetings as detailed above.

Ms. Rodriguez said there will be an opportunity to present testimony on the resolution at the Finance Committee.

(Resolution – Exhibit A)

b. Update on DAPA/DACA Fund Development Committee, Marcela Diaz

A meeting was tentatively scheduled and it did not take place, a date to be determined.

c. Education Subcommittee meeting with SFPS Representatives, Cara Esquibel

Ms. Duncan did attend the meeting today representing SFPS. If there are special cases that need to be discussed, the Superintendent should be advised. The Superintendent would like to have a private meeting if it is a certain case, not hold it in a public meeting for sake of the families making the petition.

7. Communications from Staff
None

8. Communications from Committee
Brochures and bumper stickers from Strong Families were presented by Mr. Rios. Strong Families will also prepare a Legislative Report for this last session.

Ms. Diaz inquired as to who will be the transition staff person upon Ms. Rodriguez' retirement. Ms. Rodriguez told the committee to rest assured, a staff member will be made available. Ms. Rodriguez said that a message should be sent to the City Manager from the Immigration Committee to assure that a staff liaison is made available. The City Clerk should be copied on this request.

9. Next Meeting and Adjourn
Next Meeting Agenda Items: Legal Permanent Residents and Enforcement of Living Wage.

Next Meeting: June 2, 2015

There being no further business to come before the Immigration Committee the meeting was adjourned at 6:10 pm.

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Minutes
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Signature Page

Alejandra Seluja, Chair

Fran Lucero, Stenographer