



International Advisory Committee

Executive Meeting Minutes

Friday - January 3rd, 2020

12:00 AM – 1:30 PM

The International Advisory Committee convened for its regular monthly meeting at the regular locations at MMOB (Plaza Level Conference Room)

Attendants:

Love Jone, Mustafa Laidi, guest participant from GTCC Amy , Ram Mohan, Zayanah Afada, Darma Satty, and Siddiga Ahmed via phone:

Call to Order:

- Love called the meeting to order by greeting the attendants and she went on explaining that the Human Relations office is currently in a transition process due to Joan Holder, former HR administrative assistant and IAC communication support person stepping down to complete her master's degree, and therefore the team will be receiving more correspondence from Zaynah Affada, HR current administrative assistant. She also mentioned to the team that Jodie won't be attending today's meeting because she is out of the office with a sick early leave. However Love mentioned that Jodie had prepared a handout that contained a few reminders to be shared with the IAC team in today's meeting regarding upcoming events and meeting discussions. Handouts were distributed to the attendants by Zaynah at the beginning of the meeting.

-Upon Siddiqah's request via email, Zaynah called Siddiga on her cellphone to participate in the meeting.

IAC Report/Update:

-Love invited Siddiqah to start the meeting by giving any activity reports or updates of the IAC.

-Siddiqah stated that she wants to talk about an event that was held at her community center and, she stated that Darma can elaborate more about it.

-Darma explained that the event was a program that was meant to enhance youth engagement in their community. It was initiated by Dr. Mousa Issufou, who communicated the idea of holding the youth program with some of the IAC members to help with planning and executing this event during the winter break, as a start of a series of youth events that should be taking place in the future. Darma explained that the ultimate goal of the first meeting with the youth was to get them to open up, with their parents and community leadership to clear some miscommunication that exists, and have a better connections in order for them to share their struggles, worries, concerns, at their micro family level and with the community ad large. Darma mentioned that program include an opener activity/Icebreaker, a lecture about character building, another activity in which the youth were given 4 color cards to complete statements designed to collect data of their opinions, input, thoughts, and suggestions, with regards to specific issues or concepts, and values. The event was finally concluded by a panel of high school age youth who were had to answer questions from the parents and other adults who were invited to come back to the center to attend the panel. Darma stated that event was planned in a tight time frame prior the declared event scheduled date, which did not allow for spreading out the word for inviting youth from more immigrant communities to participate.

-Ram asked about the main ethnic groups that attended the youth event as well as the age groups. Darma answered that majority of the youth groups from Western Africa, Eastern Africa, and central Africa, because the announcement reached these groups through social media and word of mouth. Siddiqah and Darma commented that, in the future there should be enough time for planning and making announcement of events in all different immigrant communities to a more diverse participate in future Youth event series.

- Darma reported that one of the activities revealed the youth's concerns regarding the lack of sports, lack of understanding from their parents, fear of getting parents involved at school in cases of facing bullying (for the record). Darma mentioned that one concern that reappeared in several cards, was racism in school, and one youth participants cards stated a problem of not having enough food for the family. Darma commented that she and had suggested that the concepts of racism must be addressed in future events because children do tend to abuse this term a lot in schools these days, so it needs to be clarified and investigated. Darma also mentioned that she was thinking about the possibility of having food drives if enough evidence of food shortage is found in the community, she mentioned that was just a thought she had .

-Love responded that she will let Darma know about certain places where sharing this data and information collected from the event will be useful and helpful.

GTCC Program/ Job Training

-Love requested of Amy, who is is guest from GTCC invited to IAC executive meeting by Mustafa Laidi to share information about programs offered by her department at GTCC.

-Amy shared informed with the team about some of the classes of programs that only takes about 4 months to complete and qualifies students to get well paying jobs such forklift training, and welding. People who are eligible for WIOA funding can receive 1100 - Feral does not have to be paid back. Love explained that only people who are working or those who are unemployed can be eligible

-Sidiqah asked Amy about what the age limit for such programs. Amy answered that they have students of all ages, older than 18 and that there is no maximum age limit for the programs.

-The team asked about how to get more detailed information about the classes. Amy mentioned that they used to have catalogues placed in public places, but that is no longer available, so now they mainly use Email blasts, they partner with agencies such as the Center of New Carolinians or New Arrivals Institute, etc. She also tries attending different community events as a guest speaker as well as setting info booths at career fairs.

-More discussion about eligibility and requirements: Amy answered both unemployed and underemployed. However, she explained that students who receive financial aid must pay it back. College class. Financial aid. - Payment Plan- Love: explained to the team more about State vs. federal funds.

- Amy promised to share the flier about Pharmacy technician with the IAC team team by passing it to Mustafa and Mustafa will share it with our team and the community.

-Love and IAC team thanked Amy for the great information she shared and Love informed that she is excused to leave if would rather do that to get back to work.

Updates on Previous Plans:

- Siddiqah asked Love for updates regarding the Women Only Swim Date. Love answered that some YMCA circulated info to Jodie. Love mentioned that January, was taken off the calendar

- Love shared the Date assigned for Women Only Swim Nights on February 2nd, 9th, 16, 23 , March 11, 8th and 15th. at 6 PM. - 9:00 Bryan WMCA ..

-Discussion about who can join the Swim Night for free or is there a charge assigned for women who don't have the YMCA membership. Are people who are already members of the YMCA eligible for swimming lessons or may not have the accommodation for swimming during the special nights.

Siddiqah asked question about how will the YMCA adjust the swimming pool for the Muslim women. Love explained that the nights will be only open for women and modest swimwear is supported.

- Siddiqah raised a concern that most of her community women don't have membership.

-Love promised to find out more about One Day Passes for those who don't have a membership and information will be communicated with IAC team via emails.

-Love shared the participating YMCA locations: Hayes Taylor Memorial, and Ragsdale may also have a pilot period but have not provided any date yet.

-Siddiga talked about her time approaching City manager to provide a permanent place for women only swim in Greensboro.

Announcements:

-Stephny Guzman, (-)Please, pardon me on this one- Not sure about this point) Details about the General meeting at the cultural center on Thursday, Jan 16; @ 5:00-6:30 P.M.

-Upcoming monthly meeting agenda includes a comprehensive report IAC work since July to current date.

-Doctor. Behavioral Specialist guest attending IAC February executive meeting on behavioral health and sharing information about her case study

-Lunch and learn Feb 19, 2020

-Siddiqah reported that helping An Iraqi family get a house and someone gave them cleaning products

-Darma is concerned about being unable to attend the IAC executive meetings and asked the team and HR staff if it is possible to change the meeting times to 10:45-12:00 noon.

-Ram has something from 11-12 every Friday and you can't make it in the morning

-Suggested After 3 P.M. was discussed as being better possibly 3:30

-Love suggested for the team to follow up with Sidigga after checking with remaining counsel members (Amber).

-Love asked if anyone has any further questions.

-Siddiqah adjourned the meeting.



International Advisory Committee

Meeting Minutes

Friday – March 6, 2020

3:00 PM – 4:00 PM

The International Advisory Committee convened for its executive meeting at 3:00-4:00 P.M. at the Human Relation Commission Conference Room.

Attendants:

Love, Erick and John Storms, Guests from Reading Connection, Sididqah Ahmed, Darma M, Zaynah

Call to Order:

- Zaynah called for the meeting to order by introducing herself, and asked that the attendants introduces themselves for the two guests from Reading Connection.

Introduce Sewing Training and CNA Nursing Programs

-John Storm from Reading Connection introduced the program flow picture map for explaining how to become a CNA nurse, starting by taking the GED before taking the certification classes.

-John handed out a Picture Map for courses and Program Steps for how to become a CNA, starting by taking the GED before taking the certification classes.

MWBE: Minority Women Business

- Love introduced: MWBE: Minority Women Business entrepreneurship and she explained how reading connection about entrepreneurship classes and how to register their business.

Entrepreneurship Classes:

- John suggested that he and Erick will be willing to come in person to talk to the communities

- Love: Responded that the Human Relations is committed across these participating programs and organizations to support with the language access aspect. On our side we can meet with Siddiqah to organize the times and places at which programs can operate.
- John asked about what the next step going to be in regards of the follow up. Whether to wait for IAC to call or however IAC prefers for the follow up process.
- Love recommended that Zaynah works with Siddiqah to follow up regarding places, and suggested times, then send info to Reading Connection, which would be more like a list of the chosen location to choose from according to their preferences considering closeness and staff availability.
- John commented that for example if the selection is to offer the training for nursing CNA class, they would want to make sure to find out how many seats will be taken for attending, and they will have to work with GTCC for a broader partnership.
- John and Erick agreed to the plans on hand and they were thanked for joining IAC meeting and they were excused to leave.

Siddiqah Shares IAC Updates:

- Siddiqah plays a message from a school office employee/teacher on the speaker of her phone. The caller requests help with interpretation for a student stating they type of difficulty the student is having.
- Love responds that she is not sure why the school personal is does not have access to language access or is unfamiliar with the processes. She does not want to take any approach against the school system. The schools are funded for these programs to be in place and use. Love thinks at this point she is wondering what causes this need to continue recurring and she is not why the protocols of language access are not applied properly. Love raises the need for discussing this issue with authority behind closed doors to address this problem.
- Census Update: Zaynah shares updates on behalf is Jodie that the event will take place march 24. Jodie has spoken to Adamou regarding interpreting in French language and she is requesting An Arabic speaker to do interpretation for this event. Zaynah poses the need for the IAC members to volunteer for this task.
- Siddiqah will be going with Kara, an official from the Census Bureau, to go around to centers to educate people about the upcoming event.
- Siddiqah reports incident of Family who had fire in their apartment, they lost everything including appliances and furniture in the fire incident. Siddiqah made an announcement in the community social media asking for support, and some people donated items, but

they need more help. The family stayed in a hotel, but they should not be paying out of pocket for the hotel stay expenses.

- Love responds that there's a need of research for finding out more about whether this will fall under a Fair Housing violation.
- Zaynah: Shares updates regarding She contacted Lilly and communicated with Badi Ali from ICT regarding the Youth to speak in the March 19 Health Series. 1000 for 7 days.
- Love: For furniture they maybe able to connect with Barnabas Network.
- Mustafa: Asked about the amount of entry fee for Baranbas, Love stated it is about \$25.
- Love recommended that Zaynah is to do the following up with Siddiqah regarding seeking support for this family from Barnabas.
- Love: Regarding the cause being an electric fire, Love recommends that somebodyom HRC office can call to find out if They must investigate if the landlord has ever compensated a family for similar circumstances. Start with a landlord tenant prior to having to go through the long process of proving the discrimination, which can be quite complex with identifying clear evidence. There may be some financial responsibilities of landlord stated in lease documentations or laws. Zaynah will need to work on that to see if there are points that can be identified just by research prior to starting any communication steps.
- Siddiqah met a lady through the Police Academy: The woman from Sudan had problems with her American neighbor complaining continuously and expressing anger about the noise coming from her apartment upstairs. He called the police every day on her for causing too much noise on his apartment sealing. Siddiqah is worried that this might lead to hate crime, because their neighbor is showing them a lot of hate and complaining about every move they do, and every noise they make.
- Mustafa's interprets the case that it sounds as a harassment incident.
- Love: Agree that it can be identified as a harassment, however according to personal experience sometime poor construction of buildings where just walking of a kid can sound like so much more than what it really is due to old poor structure.
- The recommends that the best way to solve this is to contact the apartment complex management to interfere by taking some kind of mediation role to have some evidence for what actually takes place. That way they make a neutral party. Have this person observe during a normal activity to evaluate the noise level. If the neighbor does not show cooperating with the plan suggested by the mediator, this could then clearly be Fair Housing violation under familial status for creating stressful situation and harassment with children being involved in the incident.

- Siddiqah explained that the lady from Sudan has moved in her apartment upstairs prior to this new neighbor and her previous neighbors never had any complains.

Announcements:

- Plans for IAC Meet and Greet Program: Zaynah reported that Jodie suggested to get inputs for how the IAC wishes to structure this event : Event location at Cultural center was suggested the cultural art center. It was planned to take place before Ramadan. before the 24th of April.
- How do we want it to be structured: Siddiqah suggests a potluck? Love wants double check about whether it is permissible to serve foods that are not store packaged
- Darma suggested that HRC member speaks for the welcoming part, as well as using donations to have restaurant cater for the even. Love mentioned that some of the fund can available for supporting this event, and that in the past they have used Nazareth Restaurant to cater for an event at the same location

Suggested Program Plan:

- Greeting from HRC
- Greeting from IAC
- Rolling PowerPoint
- Social Break
- Speakers from the community
- Siddiqah requested 4/15/20 On Wednesday Time suggested to be 5:00 – 6:30 (subject to confirmation/change)



International Advisory Committee

Meeting Minutes

Thursday – September 17, 2020

5:00 AM – 7:00 PM

The International Advisory Committee convened for its monthly meeting at 5:00 P.M. with directors of the Human Relations department and language Access programs via Zoom conference.

Attendants:

Dr. Love Jones, Jodie Stanley, Sidigah Ahmed, Beth Bowels, Cara Townsend, Dana Clukey, Darma Satty, Amber Khan, Ram, Lamar Lewis, Marikay, Lizzie Biddle, Vanessa Delagdillo, Zaynah Afada, Dr. Moussa Issifou.

Call to Order:

- Siddiqah called the meeting to order by introducing herself and introducing herself and thanking all the guest speakers for joining the IAC meeting this evening. Dana Clukey from the City of Greensboro Planning Department, Cara Townsend with the US Census, and Leila Lewis with You Can Vote

Dana Clukey, City of Greensboro Planning Department

- Dana: Focus on data, I am tasked to work raising the response to federal funding because of how important to the city funding
- She shares the map of the city district and shared the link to the webpage with interactive map to show the latest response rate. 65.8% slightly under the national response. Some of the city tracks rate is at 90% and low one at 40%
- Building some excitement around the census will holding a car parade at A&T track and other neighborhoods.
- Also will be visiting other tracks of response rate of 45%.

- The census track of 26.06 is highlighted because it is highly populated with Hispanic. It is hard to count population because of foreign workers, and multifamily homes.
- Some events held at the Library and Interactive Center, the best way to help is basically reaching out to your friends, and talking to them to encourage. It only takes 10 minutes.
- Ram: Do we know who did not complete it, if there is a way to find out
- It is not released until the census is over. The people do go out to the homes that did not fill it out will be reached.
- I want to do a session, and I need to know how to help the people with finding their numbers, they can use their address instead.
- Dana if you can send me some comments to be translated, I can

Cara Townsend with the US Census:

- Cara: Thank you for having me, I love to work with the international community. We have many numerators, and many of them quit due to many problems they had gone through, The date is pushed to October. They don't have shirts with census, they only have a bag, Narvon is the current phase, it only takes 10 minutes.
- It is more important for the international community because this information is very important.
- The best way is to go apartments organization, or anywhere people have large crowds. We are continuing to hire people to help
- Ram asked questions about why some of the areas have such a low response rate
- Don't trust, government, police, church, and they are scared to give out information
- Trusted people in the community
- Can the Census request

Leila Lewis with You Can Vote:

- Liela Lewis works with I Can Vote: My mainly focused on teaching people about the dates and deadline. We try to make the website easier for people to navigate, where you can find that you are registered.

- Those who can vote by mail can also track their ballot to make sure
- You must be registered to vote in order to request a ballot.
- We are also making calls to remind people to complete the census.
- We are also going door –to- door.
- We encourage families to do early voting between 15-31
- There are 16 sites, and you can request an absentee ballot.
- We are big to make people to know of who is on their ballot, WOB, which gives you an infographic about all the people or candidates on the list
- National website: You may enter your information, and that will pull up your ballot, and you can post questions, for people to determine whether the candidate is qualified,
- Ram: question about whether the ballot has to be sent by mail or can be taken in person.
- Liela: It doesn't only have to be sent by mail
- The photo ID, is not required, if you go to a site, you have to bring a residency proof.
- They send you at your address.
- Important to make sure that you are registered.
- I have Arabic translation of this information
- You need the state of NC ID. If not you can still register, however the NC Registration to Vote is available online, and they can send it to you by mail, to fill out, and put it back in the envelope provided and back in the mailbox
- The website, skip all the starting options, scroll down to get to the button.
- They will ask you for your social security number to complete it online, to verify
- When it comes to the process: The request form, to receive your ballot, read all the instruction, if you are helping people make sure that you are not putting something wrong, address, must match the address in which you are registered to vote.
- Additionally: It gets more specific, requesting a ballot for a relative, you must give all details, about the people who are helping with this process, and the specific relation to that person including nuclear family and by marriage.

- My phone and number and email is provided in the chat.: Leila@youcanvote.org
- My2020census.gov
- Requesting the ballot by mail, doesn't lock you to vote by mail, you can still rip it and go vote in person, if you couldn't mail it timely.
- The ballots must post marked, it must be received by November 6. So the dead line October 6 to be on the safe side.
- You Can Vote: is where you can check that your registered and that you vote has been counted.
- It is going to be trickier as it gets closer to the deadline. So you must give time, does a witness has to be a registered voter to watch me, the witness cannot be a owner of the person from the person witnessing for people under their authority.
- We can ask for assistance, just make sure the you ask for the appropriate assistance.
- Some of the immigrants have language barrier, and the technology divide, can that be a cause for someone be taking care of helping them.
- Is it legal to collect the ballots from several households? The voters have to send it by mail,
- No one person cannot be collect ballots from a group of people. You may have a table near the mail box, hand the envelope and the stamps, and direct people to go mail it on their own.
- You may take your ballot it can be psrt marked by November 3rd. but it cannot be requested by November 3rd.
- Call the board of elections about any specific circumstance, then you can ask them what to do, if you have and special issues.
- October 27 might be too late, so you want to give yourself ample time.
- The website: muslimwomanfor.org is a great source that has made it very possible for all women to encourage, and is has all information translated in Arabic.

Lisle from CNNC:

- I will share something about the bond that going to be included in the ballot, there are so many things the you have vote on on the ballot, and I want to talk about the referendum, which has nothing to do with the top candidate list. I work for the Smart Campaign, if people yes for the bond, the bond money will be specifically going to for the county schools. A smaller chunk, and 60% and 33% goes to the building, and the average of the school is 44 years old. The county commissioner have a comprehensive plan the should touch every single county in the school. 300 million will jump start the school improvement plans. The new top 41 schools. Many people don't know about the bond and people can vote no, or you can vote yes. It can be be added to the ballot every 4 years. So if doesn't work this year. You can volunteer for the Smart Campaign.
- Jodie: Civic engagement part is really important, and very needed for our communities.
- Jodie: and Sidiggah, thank all the guests for the such important information they shared in this meeting.

Announcements:

- Marikay AbuZuaiter: Encourage everyone to take this information, is announced as month
- October is a National Month for Addressing Domestic Violence and all are invited to the Purple Tree Day. Also want to remind all of us to continue to follow the 3Ws for protecting yourself and families, and want thank you all the great information shared in IAC meeting, which, as usual, are always full of important information.
- Dr. Love: I would like to thank everyone, and stress on what Council Member Abzuaiter has mentions about the Purple Tree Lighting: We take the time to honor those who overcome and service domestic violence, and make our community in which domestic violence can occur and how it manifests, and resources for those suffering. Everyone is welcome at a first come first serve, and will be casted on Facebook for all those who

couldn't attend the event in person. Encourage all the people keep the great work and remember that all these acts, such as, civic engagement, the participation in the census, and the voting are what makes Greensboro the city that it is. So thank you all, and thank you for Jodie who put all the information shared in the chat together for all people to share with communities.

- Darma: Wanted to double check about whether it is a normal thing for a census enumerator to come around to the same home or neighborhood twice and ask questions about the numbers and names of people in household. The answer was yes, it is possible that they come twice, but also fraud is possible if they haven't shown their badge.

- Amber: Want to the members of the Human Relation department for putting together such an informative meeting full of all necessary information, and also thank you all the important information shared.



International Advisory Committee

Meeting Minutes

Thursday – October 22, 2020

5:00 AM – 7:00 PM

The International Advisory Committee convened for its monthly meeting at 5:00 P.M. with directors of the Human Relations department and language access programs via Zoom conference.

Attendants:

Jodie Stanley, Sidiggah Ahmed, Beth Bowels, Darma Satty, Amber Khan, Marikay Abuzuaiter, Zaynah Afada, Sata, Robyn, Sara Pascal, Adamou.

Call to Order:

- Siddigah called the meeting to order by introducing herself and introducing herself and thanking all the guest speaker Robyn Ward from Family Services of the Piedmont for joining the IAC meeting this evening.

Guest Speaker Robyn:

- Robyn Introduced herself as the director of Family Services of the Piedmont, and that domestic abuse, human trafficking, And Child assault are some of her areas of their service.
- Councilwoman Marikay Abuzuaiter, welcomed all he attendants, and she commented about the rising reports of domestic violence during the covid outbreak and the reasons are clearly related to the stress families are experiencing at this time.
- Jodie: Invited Robyn to begin her presentation: Robyn talked about the significance of this issue; Unemployment, and stress have caused numbers of domestic violence, child abuse, and online predators. Not only the numbers are increasing, but also the severity, including physical injuries that are reported from hospitals. Increase 101%, which is due to the kids being out of school. All this in in the midst of fear of police, and the fact that people are trapped at home with their abusers.

- The combinations in this situation is almost an abuser's dream and the victims nightmare.
- The international Community: there so many sensitive cultural restrictions that makes it very difficult to tap into those communities.
- **Siddigah:** People in the Muslim community have a problem with confusing the religions with the tradition. Siddigah specified the problems
- **Adamou:** Sees many issues with lots of undocumented citizens, where people are depending on the abuser financially, and the questions is how do we help or how does the shelter become a solution when men are the victims.
- **Robyn:** We do shelter men when they are subject of abuse, and family violence, and also we can connect victims with lawyers.
- Sara Pascal: Ask about reflect on some of the challenges, it is a problem that children can be taking
- I understand your point, that there are fears of deportation, and CPS doesn't do that; so this information need to be shared with the international communities. However, if the violence happens at home and in the child's presence at home, that is still considered a CPS report. People in the admiration try not take that victim and then having to take child away from them, CPS tries to investigate to avoid taking the kids away from parents, however, if the situation persists with the exposure to domestic violence, that might end up happening.
- When I worked with DSS, where I have witnessed many cases where families didn't know that some of the physical methods of discipline is not allowed and can be considered a physical abuse. However, families usually cooperated when they were informed, they showed interest in learning about alternative ways.
- **Siddigah:** Some children know CPS is going to support them in case of calling 911. And they use this service as a way to avoid getting corrected or disciplined by their parents. – Therefore, we would like to invite you to come for a meeting with our community, to help educate them, because of the kids are sometimes threaten parents by CPS involvement.
- **Bowel Beth:** What would be the best way, when it comes to language barrier, and how you can explain to them the what they are experience at home is a form of abuse. Or if a victim would like to protect the
- We have a language translation service during emergency situation, awe don't prefer to use someone from the community of the victim for the sake of protecting confidentiality.
- **Satta:** Domestic violence, is most a lot in form of emotional abuse. So I recommend that the IAC, and CWS to educate the community.

- Robyn Ward: We have counseling services and support groups for both male and female victims, and perpetrators. The program that we offer to offenders, so they can be followed for two years to assure they don't repeat the offence
- **Jodie:** Do you have any material that you can share for educating or resources in different languages?
- **Robyn:** When we identify a great need for information in specific languages for specific needs or communities, we can provide all the information and material. We do have our material available in many languages. However, we need to identify which languages are needed if we know the target communities.
- **Stanley:** I can connect you with Myra Hayes from GCS, who is the director of the English Learners Programs.
- **Sara Pascal:** How does the online approach or abuse take place.
- **Robyn:** Solicitation for inappropriate pictures, and they usually start acting in a different way, or they make a video, or a parent. Some reports are coming from Google, or YouTube.
- **Adamou:** Suggests languages he thinks are important: Arabic, Swahili, French, there are connections in the community with community leaders who would be willing to translate in some of the other languages mostly spoken in the immigrant and refugee communities.

Final Announcement from Robyn: Shares her number in the chat and the different subdivision or their program.

- We would like these communities: Must
- We don't have share information with
- Human Trafficking Advocate
- Domestic Violence Advocate
- Child Abuse Advocate
- LGBT Advocate

Robyn expresses her appreciation of this step in getting to connect with the international Advisory Committee, and in order to We have long realized the needed to tackle and serve because