



HUMAN RELATIONS DEPARTMENT
HUMAN RELATIONS COMMISSION

INTERNATIONAL ADVISORY COMMITTEE
KICKOFF MEETING NOTES
Friday May 2, 2014

After Chair Awan's introduction and presentation of IAC, the following items were discussed:

- Alternate day and evening meetings, have it on a fix day of the month and rotate locations. Adamou suggested that for some residents Friday evenings would work better to meet.
- Have a meeting on quarterly basis that is open for the community.
- Recruit members during festivals.
- Create a facebook page as a collaborative effort with other organizations.
- Try to meet at the International Civil Rights Museum. Negotiate to meet three-six months for free, if not try to have a meeting on those locations four times a year.
- Create subcommittees to address and implement issues. Addy suggested that some of these committees are organizations that are in existence is just a matter of identify them. Attendees were encouraged to e-mail Umar about these possible partners.
- Issues/Concerns to address: Housing, Health Care, Language Access, Education Access, Transportation, Immigration Policy, Human Trafficking, Domestic Violence, Crime, Cultural Competency.

IAC Meeting Minutes
June 6, 2014 – 4:00pm

- Call to order
- Introductions
- Chair: Reported he got in touch with 106+ high school students for volunteer purposes
- Organization Reports
 - May 22nd – This Sunday in Winston-Salem, city will begin “Documented” film commencing at 2:00pm
 - June 8th – Antonio Vargas Documentary 2:00pm
 - June 12th – Geeksboro Coffee House Cinema 7:00pm
 - June 17th – Raleigh – Let’s Learn NC hosting Dreamer “Undocugraduation”
 - June 19th – Government Plaza Press Conference 11:00am Welcoming Greensboro Priority Recommendation
 - June 26th – Casa Azul hosting Caribbean Night at 520 N. Elm St. 7:00p (Cuisine, live music, \$20 admission fee)
 - June 19th – The American Friends Services Committee will be conducting a press conference at the government plaza to announce the release of the Welcoming Greensboro Initiative Report: "Thriving in Diversity: Making Greensboro Home to its Immigrant Newcomers"
- Round robin on current projects for each organization
- Welcoming Greensboro Initiative presentation – making IAC a center for responding to recommendations?
- Discussion regarding revitalizing the international soccer tournament
- Butanese/ Glen Haven Community issue– city employees, “culturally competent” to respond to various cultures.
- Adjournment



INTERNATIONAL ADVISORY COMMITTEE
KICKOFF MEETING NOTES
Friday August 1, 2014

Approval of minutes:

On motion by Chair Awan, seconded by _____ the minutes from the June meeting were approved.

- Chair Awan presented the structure of IAC as follows:
 - Vice Chair: Lori Khamala / AFSC
 - Vice Chair: David Fraccaro / Faith Action
 - Program & Outreach Coordinator: Sarah Ivory/CWS
 - Secretary: Isabel Gil /COG
 - Executive Secretary: Allen Hunt /COG

Dr. Crossling, Human Relations Director suggested to have the positions appointed by organizations and to have more than one person designated.

- Social media update:

The facebook page and twitter account for IAC has been approved. Isabel Gil is the designated person for monitoring the page and to take and share photography's of different events.
- Welcoming Greensboro Initiative Recommendations

IAC will prioritize the major five challenges recommended by the initiative but Faith Action's Strangers to Neighbors Initiative and other organizations input and recommendations will be considered to establish collaborations. IAC is not supporting only one initiative. WGI recommendations 1 & 2 will be priority in the upcoming meetings.



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➤ Staff Reports:

Allen Hunt stated how to put Ideas into Action:

Present consisted information to City Council to take action steps.

Community education initiatives: Create quarterly reports summarizing IFYI (items for your information) with data –what, who, where things are being done and how to be funded.

Staff will do heavy lifting providing all information accessible.

Analyze and merge data is the next step not collecting more.

Community Education will be a creative way to impact pockets of influence.

➤ Upcoming Events:

Bhutanese Youth conference will be on September 27. There are panelists invited. This is a collaboration of Church World Services and African Services Coalition. Various topics will be discussed and an artist from Nepal will be performing.

➤ Ethnosh – telling stories about business

➤ Mosaic Festival - August 27 and September 24 from 6:30 -9 pm at The Railyard at Southend

➤ Healthcare fair, September 1, from 10 – 1pm at Iglesia Cristiana

➤ Health screenings, October 2 from 11- 3pm at Morehead School, Westover

International Advisory Committee
Executive Meeting Notes

Monday, January 11, 2016
300 W Washington St.

In Attendance: Adamou Mohamed, David Lee, Irving Zavaleta, Jose Oliva, Lee Staton, Allen Hunt, Jodie Stanley

In response to several concerns about general meetings being held Friday evenings, leadership team voted to move the time up to 4-5:30pm. **Jodie** will make sure that the change in time will be reflected on the website, and **Jose** will note the change in time in his next meeting reminder.

Lee Staton, Fair Housing Administrator

- Residents are only required to give a name and address, and do not need to provide State issued ID or proof of immigration status to file a complaint. Filing official fair housing complaints cannot be anonymous.
- Human Relation's Fair Housing Administrator is willing to present at any free workshops created to raise refugees' and immigrants' awareness of their rights, but is a neutral party and unable to side with either the resident or the property owner/manager.
- You can file a complaint if you simply feel you have been treated differently - What happened? Who was involved? Why do you think you were treated differently? If residents feel that their rent increased more than other residents, they can file a complaint.
- An organization can file complaints in behalf of residents if their mission is primarily focused on housing. Human Relation's Fair Housing Administrator will accept and open a case for an organization that wants to file a complaint. However, the regional HUD office may turn down the case.
- The Fair Housing Administrator provides more informal landlord-tenant dispute mediation. The Housing Authority does mediation as well.
- IAC leadership inquired about translated fair housing brochures.

IAC Goals for 2016

- The Chair reminded all Executive members about consistency and attendance to meetings and events in fairness to all.

- Human Relations Commission Meetings – First Thursday, 6-8 pm. One member will be assigned to attend the meeting and create the report. A calendar of attendance to HRC meetings will be shared between members on a Google calendar. The same calendar to be used to share activities or events each member is attending on behalf of the IAC.
- **Adamou/ Jose** will be lead the subcommittee charged with increasing the number of refugees and immigrants on Boards and Commissions, Civic Engagement, and Voter Registration.
- **Irving/David** will lead the subcommittee charged with presenting the successes and challenges of the international community to City Council. This includes attending City Council meetings, gathering stories and events to share, and acting as contacts for the community to share concerns.
- **Boukari** – unassigned, not in attendance.
- Meeting Notes - **Jodie** will distribute executive meeting notes to leadership team, HRC Chair and staff members. **Jose** will be primarily responsible for general meeting minutes; if he is unable to attend a general meeting, he is to assign a team member to take minutes. **Jose** or any assigned member should send notes/minutes not more than one week after the meeting.



**HUMAN RELATIONS DEPARTMENT
HUMAN RELATIONS COMMISSION**

INTERNATIONAL ADVISORY COMMITTEE

Friday, July 29, 2016

4-6 pm

Cultural Arts Center - 200 N Davie St., Greensboro
Room 203

- I. Present: Yacine Kout, Chandra Burgess, Anna Sibley, Jodie Stanley, Yancill de Morla, Irving Zavaleta, Isabel Gil, Essma Boucteb, David Lee and Andrew Willis Garces
- II. Call to order – Irving Zavaleta
- III. Introductions
- IV. Recognition of Visitors
 1. Anna Sibley spoke briefly about the affordable Care Act and its pertinence to the refugee and immigrant population. She was often asked who was eligible...all those who are lawfully in the US and not incarcerated are eligible. Handed out a document outlining eligibility for services. DACA recipients are not eligible. Passed into law in 2010. Among others, important reforms include young people can stay on their parents' insurance until they are 26 and women are not charged higher premiums than men. Misconception that Obamacare is government health insurance, when in reality, clients are still selecting a private insurance company. Aetna, Blue Cross/Blue Shield and United Healthcare are the three companies that operate in this area. Partnership for Community Care works hard to ensure proactive sharing about their services to try to prevent the damage caused by misinformation. Refugees are eligible for eight months of Medicaid coverage. Explained that during her experience with African Services Coalition, a caseworker from DSS would come to the ASC office to do mass enrollments. Refugees are immediately eligible. Immigrants that are permanent residents are not eligible for Medicaid for five years.
 2. Chandra Burgess with Partnership for Community Care shared information about the Orange Card. The application process required valid ID – Chandra expressed that they were very thankful that the FaithAction ID was still able to be issued, because it meets the need for valid ID that many cannot provide otherwise. The process also requires proof of income, letter of support, in some cases tax information, and the ACA Exemption Form. Recipients must

prove that they make under \$11,000 per year. The Orange Card is a safety net program, gives access to basic medical needs, pharmacies and well-visits. Local volunteer providers established the Orange Card network to prevent the extreme costs patients were incurring by visiting the Emergency Room. Shared handouts to help give guidance during a Dr.'s visit and basic guidelines for how to get an orange card. Offered to respond to inquiries via email at cburgess@p4care.org.

3. Andrew, newly employed staff member with American Friends Service Committee, shared about a new undocumented project that he will be working on with. Andrew shared that his group will focus on improving life for those who are undocumented. Irving mentioned a similar project through El Cambio that focused on undocumented immigrants who identified as LGBT.

V. Reports on IAC Activities

1. Introducing Yacine Kout - New IAC co-Chair

Irving briefly explained the history of the elected committee and the development of the by-laws to outline attendance, the removal of the previous co-chair and the selection of the new co-chair Yacine Kout. Yacine shared that he was part of the Welcoming Greensboro team that worked to seek out feedback from the immigrant and refugee populations and their goal of bringing international voices to City Council. From his work with Welcoming, he has wanted to help with the IAC. Irving thanked Yacine for sharing and gave a brief description of the rest of the team.

2. National Folk Festival Update

September 9-11, Evan Hatch approached the IAC to help with a banner, a tent with tables and vendors and a stage on Sunday

3. Housing and Refugees Conversations

Plans to develop a train-the-trainer program through New Arrivals to equip refugees to self-advocate.

VI. New business

1. Forming an Election Committee

Irving explained that elections would be held in December to allow for a six month overlap in leadership to allow for succession. He asked if anyone would be willing to form an election subcommittee to coordinate election efforts. Committed to sending an email soliciting interested volunteers for the committee and asked attendees to consider serving.

VII. Future Business

1. Looking forward to 2016 – Civic Engagement Work

Irving stressed the importance of encouraging people to come to monthly meetings and brainstorm ways to register people to vote and become civically involved. Yacine spoke about a mentoring leadership program through AFSC that he was involved with. Anna shared that the Federal Appeals Court overturned the Voter ID Law. Isabel asked if IAC leadership team members were able to run for two terms.

Updates:

WRD on July 16, Isabel helped with voter registration. Anna and Isabel agreed that it was a lot of fun, food, dancing, singing and soccer.

Irving shared about his experience with week long program called Anytown, cost of \$650 but scholarships were available, a diversity leadership camp for young people in Guilford County. Incredible camp, most attendees are white and African American, very few international students were present. Would be great to recruit additional international students for the next Anytown. Fun moments are mixed with intense conversations about race, gender, sexual preference, and disability. Chandra asked how Guilford County school students can find out about programs like this. NCCJ handles a program called Any Days, two sessions (June and July). Essma how one could become an advisor – Irving shared that there was an application that could be filled out.

Love Crossling shared about the Triad Commission Retreat to exchange ideas about how to approach service through the Commission. Shared that Greensboro was certainly ahead of both Winston and High Point with a self-governing body of international community members and set the bar high for what it should look like.

Asked if Addy Jeffrey had reached back out about the Say Yes concern about scholarships for undocumented students. Several shared that they were supposed to be meeting with Say Yes this week.

Love also updated the IAC on the Mental Health, Police and Public Safety program held on July 27, and future plans with the Mental Health Awareness Series to focus on specific populations in the future, to include the international community.

Yacine shared about his experience at the Elimu Supper Camp celebration, said it was great and very fun for the kids, they didn't want to leave. Elimu also hosts an afterschool program that offers tutoring for kids, run by Esther Idassi.

VIII. Announcements

Upcoming Events:

Thursday, August 25 (5 – 8 pm) – Mental Health and Employment (registration required, call 336-373-2038)

Saturday September 10 (12 noon to 8pm) – City of Winston-Salem’s Human Relations Commission’s International Village Food and Music Festival at Corpening Plaza, contact Jayme Waldeck at 336-734-1228 or jaymew@cityofws.org for information.

DACA and Networking, September – Sponsored by the Latino Community Coalition.
Geared towards students to help them find necessary resources.

Symposium – announced by Yacine Kout, they ask kids what career field they want to know more about and they line up professionals to speak. He will pass along more information when he has it.

Hi-Fest September 24 (International Food Trucks in one location) event similar to World Refugee Day.

Fiesta in Winston Salem the Hispanic League September 24,

IX. Adjournment at 5:38

International Advisory Committee Meeting Minutes

September 30, 2016

200 N Davie St. (Cultural Arts Center) Room 203

- I. Meeting was called to order at 4:20 pm.
- II. Introductions included:
 - Beth Bowles, Latino Outreach Coordinator at Greensboro Libraries
 - Kelly Morales from the Latino Family Center of High Point, student getting her masters at UNCG.
 - Braha Lamin from Liberia, Africa, recently published a book and started a publishing company to help people from other countries to tell their stories.
 - Adamou Mohamed, IAC Chair and staff member of CWS. No longer the president of the Niger Association.
 - Isabel Gil, staff member with the City's Community Relations office and board member with the Latino Community Coalition
 - Zumo Kollie, professor at A&T and Chair of the board of Jalloh's Upright Services, JUS NC.
 - Yacine Kout, co-chair of the IAC and educator.

- III. Committee Report

National Folk Festival

The IAC sponsored the international showcase, was a great collaboration and success. The artists and participants seemed happy with the way the event went, as was the organizer Evan Hatch, who expressed a desire to follow up with the IAC. Braha mentioned that he went to an international festival in downtown Winston Salem that had a parade and many vendors. It took place right after a big Naturalization Ceremony. Several in the meeting mentioned that it would be a great event for the City of Greensboro to have. Mohamed mentioned that there were occasional naturalization ceremonies held at the Guilford County Courthouse.

Outreach Efforts

Mohamed explained that the IAC had been talking about expanding their outreach to enhance interest in being involved in the IAC. He had made some connections with the Sudanese community at the Folk Festival and he was hopeful that it would lead to stronger relationships with them. One of their community members was recently shot and killed by a gang member seeking revenge, it was a case of mistaken identity, and they wanted to talk to the IAC about it.

IAC members were also talking about finding ways to hold meetings within the existing community, asking groups to host the IAC meeting each month. Discussion was held around holding a standard meeting every other month, and organizing a community member host every other month. It was stressed that we needed to schedule meetings and *keep* the scheduled meetings, perhaps create a flyer with the meeting schedule.

GCS-Latino Advisory Committee Meeting

They met earlier in the day at 3pm. Mohamed expressed hope that someone would circulate information about the results of the meeting.

IV. New Business

Update on Executive Secretary Position

Two nominations had been received to date, and Kelly Morales was approached to be a candidate.

New Leadership Team Election

Election was scheduled for December and the IAC was looking for a nomination committee. Isabel mentioned that the HRC was involved the previous year, as was the CSW. All agreed that the invitation to be part of the nomination committee should be sent to them. Morales asked what the requirements were to run for office. Mohamed, Stanley and Gil agreed to find the information the following week. Discussion was held around delaying the election until the end of January.

V. Future Business

Looking forward to 2017

Mentioned the New Americans Voting Press Conference on October 6 in front of the Board of Elections building on Market St. Six speakers were scheduled to share their stories and talk about what voting meant to them. Stanley suggesting that one of the partners create a facebook event, those present agreed that it would be best to go through the IAC facebook page, listing all involved partners.

VI. Open Discussion on Community Issues

Mohamed shared that he had spoken with two GPD officers at a conference in DC that was designed to discuss bridging of the gap between police and the international community, most of it centered around security and concerns about refugees that were coming from Syria. Mohamed noted that Greensboro has more outreach that could be done, perhaps something like a police advisory board or community meeting.

Zumo added that he had been reading an article on police community relations with the refugee community. Mentioned again that a Sudanese man had been shot on Bessemer, and when inquiries had been made about the investigation, police simply responded that they were still looking into it. It would help if police officers could understand the

concern brought about by tight-knit communities. Stanley suggested making that one of the themes for next year's meetings, including international community leaders, PCRB and police and discussing issues and potential solutions. Mohamed mentioned a case that had been brought to the attention of the IAC the month before where a driver was run off the road by a car that swerved into her lane. The police officer did not interview the driver because she was being treated by EMS, and also stated on his report that there was a language barrier. He was able to speak to the daughter, who was a passenger, and reported her testimony on the report. The insurance company would not cover the costs of repair because of the police report, so community members reached out to the IAC on behalf of the family.

Kollie stated that there is concern in the international community that they don't feel safe, they feel that anyone can take advantage of them. He added that he thinks the community organizations in the international communities are fragile.

Morales announced that the Saturday before, she'd held conversations with a group of community leaders that were talking about ID's, especially licenses. They understood that licenses were a State thing, not necessarily municipal, but they were discussing coming together around this issue and there was potential for a grassroots movement.

Discussion was held around recent personal stories of frustration with various systems and treatment received.

Kout told of a recently suppressed BLM protest at Southeast High School that was followed by a protest by children carrying the Confederate flag. One of the children reportedly threatened to bring a weapon to the school the following day to shoot. Kout met with the principals and was unsatisfied with their response. Later in the day, Kout met with the Latino Community Advisory Board with the new school superintendent Sharon Contreras. When he mentioned the situation to her, she recognized that the principals should have handled it differently.

VII. Announcements

Upcoming Events:

October 3, Purple Tree Lighting

October 5, Meet the PCRB

October 6, New Americans Voting Press Conference

October 12, History of Housing Inequity and Why Your Vote Counts

October 13, HRC Meeting

October 19, Thrive GSO

October 27, TedWOMEN Event

IAC meeting report

The first leadership meeting had been held on Friday, July 14 2017 at 300 Washington St,

Human Relations conference Room.

Meeting time: ~~From~~ 12:00 PM-1:30PM

Present: Kassoum Zibo, Franca Jallo, Zaynah Afada, Love Crossling and Saroj Patnaik.

Absent: Soumaila M Mahamane (traveled to overseas)

The agenda items for this meeting includes the following:

1. *Personal Updates*
2. *I.A.C By-Laws*
3. *I.A.C Member Responsibilities (minute-taking, reporting, attendance, communication protocols, etc.)*
4. *Upcoming Initiatives/Items for Discussion*
 - a. *Meeting date change reminder*
 - b. *International Soccer Tournament*
 - c. *Welcoming Week September 15-24, 2017*
5. *Any Other Business*

All the members present at the meeting ~~have~~ gladly ~~share~~ their personal ~~update~~, then the Director of ~~Humane~~ ~~Relation~~ Department Dr Love Crossling explained the importance and the role of the By-Laws. Therefore the review of the By-Laws for any development if necessary ~~has been~~ brought to our attention. Some questions were asked for better understanding and clear answers were given.

However, all the members ~~have been~~ invited to take a look for their responsibilities in the By-Laws. The minute-taking, reporting, attendance, communication, and formal protocols ~~have been~~ discussed. ~~It's been~~ mentioned that the success of meeting depends on the effectiveness of the attendance. ~~Raising the awareness of the communities had been notified.~~ Dr Love ~~Crossling~~ suggested a creation of a representation for the communities as ambassadors for instance, to support in any ~~plan~~ and activities.

Upcoming Initiatives/Items for Discussion

All the participants at the meeting ~~have been~~ aware of the meeting date change: The new meetings are the second Friday of each month for the leadership team and the third Wednesday of each month for the IAC meeting.

The International Soccer Tournament will start from July, 29th to 30th and the welcoming week is set from September 15th to 24th. Adjournment at 1:45 PM.

Kassoum Zibo (Secretary)

September 19 2018

International Advisory Committee Meeting

Fanta Sano Guinea W Africa, works with Franca in JUS NC

Cynthia Coleman, Born and raised in gso

Jodie Stanley, expressed regrets for Love and Marikay

Kathy – Pery

Addy – New York, family from Cuba

Megan, Florida

CSW – TN originally

Adamou, CSW, Born in Niger raised in Nigeria

Andrew Young, assists with health research projects, Queens County NY

Zaynah Afada, exec member of IAC, born in Togo

Esther Idassi, born and raised in Tanzania

Saroj Patnaik, exec member of IAC< born and raised in India

Rochetta Wells, LA County California

Franca, raised in Brunau SE Asia

Soumaila Mahamane

Shad

Samuel Hawkins

Saroj shared about healthcare. Saroj commented on the importance of everyone being present and using their circles of influence to effect change. He shared that healthcare was an issue that was consistently at the top of everyone's minds and navigating this country's systems and rules was important, and it was important to circulate this information especially to people that faced language barriers. Covered several of the highlights of the printout.

Kathy Hinshaw added CNNC IHAP program – part of the Guilford Community Care Network. Also announced the LCCG meeting at Scuppernong's the following Wednesday at noon and would be sharing about orange card and other health related services. Addy suggested that the IAC create

Affordable care Act navigator with Open Enrollment (language Access available)

Orange Card – Cone Health Financial Assistance

Guilford Community Care Network – education, low income

These agencies may already have a facebook post we can share

Saroj: targeted future approach to take action on healthcare related concerns and registration. Lynn, many people are confused about the orange card. NAI should be included on the list, as well as CNNC and Mustard Seed clinic. Andrew mentioned issues of access and getting information all in one centralized place, advocated that the IAC and the group present think more in depth about healthcare – what did access mean? What was the overall goal? Also urged to look at intersections – housing and health, mental health, etc. Franca agreed and said the IAC team would consider this. Kathy suggested identifying and reading through research that had already been done. Zaynah asked if there was any work being done through CNNC to identify mental health needs for the immigrant community.

Franca moved on to the topic of elections and covered the highlights of the handout provided. Lynn suggested that if students were registered to vote in other states, information should be shared to inform them of how to vote in their home state. She also pointed out that people were registering immigrants to vote without asking if they were citizens, putting them in serious jeopardy. Franca agreed, noting that it was a serious issue. Shad asked if they could share the document via email. Jodie shared about brochure being prepared to caution people to vote. Addy commented that as a board member of the League of Women Voters who were hosting candidate forums on October 9 and October 16, lunchtime meetings at Temple Emanuel, lunch is \$11 or you can come for free. Addy also mentioned that the LWVPT had about 300 members, with only Kathy and Addy being Latina members. Representation was welcome and membership was open. Franca agreed and voiced her opinion that all candidates should be offered the opportunity to share their opinions and perspectives.

AIM Higher Now Rochetta focused on education, noting that there were six constitutional amendments at the end of the ballot. AIM was focused on educating people about the amendments. Many people didn't know the amendments would be on the ballot. Forum at 6pm on October 5 at the YWCA focused on the amendments. Franca asked if she would ever be available to speak at other events. Addy added that the League would also cover the amendments. Addy also stated that membership for the League was open, regardless of immigration. Andrew asked if the League would be open to hosting a candidate forum designed around the needs of the immigrant community. Addy stated that she could follow up and ask but couldn't be certain because of their very busy calendar between now and the election, she encouraged all to attend the two forums in October. Adamou also mentioned that the League put out a voter guide and Addy promised to bring some to the next meeting. Franca encouraged all to circulate this information. Andrew asked what information was being shared in the case that people encountered different treatment or discrimination. Adamou pointed out that it was their right to have an interpreter with you if you needed assistance with the language, and also that they must take their oath as a citizen before registering to vote.

Saroj noted that this was one of the best meetings so far this year and invited Commissioner Hawkins to share. Franca added that she was about to invite Commissioner Hawkins to share. Hawkins introduced himself. He shared that it was challenging when people in a room had thoughts whose ideas were more individualized than team oriented. He stated that in times like these, it was important to have meetings like these where people could come together to speak to what was difficult and painful to deal with sometimes, for the greater good.

Moving on to announcements and coming events. Adamou: State dept announced reduction in funding from 45,000 to 30,000 and their stance in solidarity with refugees, hoped to have an interfaith event at UCC Julie Peeple's church. An invitation would be sent. Would take place this coming Tuesday, did not know the time yet. Addy mentioned the Notable Latinos event on Friday, October 5 at Embassy Suites – fun for a good cause. Reminded everyone to come out to the League and consider membership. Andrew – tomorrow the Guilford Community Care Network would present information about the Montagnard community – if they could count themselves, they could advocate for more services.

Franca adjourned the meeting at 6:10 pm.