



**GOVERNOR
GAVIN NEWSOM**

CALIFORNIA COUNCIL ON IMMIGRANT INTEGRATION & TALENT

The State of California's Council on Immigrant Integration and Talent (Council) advances immigrant integration¹ and inclusion; leverages the diverse talents and assets of immigrant communities, helping more families secure good, family-supporting jobs; and supports innovation and economic growth for the benefit of all Californians. Immigrants are central to California's communities and economy, contributing billions in state and local taxes, as well as making significant contributions that enhance the vibrancy and innovation in neighborhoods and cities across the state.

The Council was created by Governor Newsom and the California Legislature in 2022. It builds on the creation of the Governor's Director of Immigrant Integration in 2015 to further immigrant integration through statewide coordination, evaluation, and technical assistance across the administration. The Council is led by the Governor's Office and convened by the Governor's Office of Business and Economic Development. It includes key immigration expertise across state agencies and departments that administer programs in workforce development, health and human services, education, immigration services, and economic development, thereby strengthening local communities and economies. The Council collaborates with key partners and communities across the state to enhance the effectiveness of these efforts, including engagement with education and agricultural partners.

While the Council does not directly oversee or implement State policies or programs, its members leverage their programming and funding to support integration and work together to foster collaboration, thought partnership, systematization, and unity of effort across agencies, sectors, and levels of government. Below are some examples of this programming.

¹ The Council utilizes the Migration Policy Institute's definition of immigrant integration: "economic mobility and social inclusion for newcomers and their children."

GOVERNOR'S OFFICE

Governor's Representative: Gina Da Silva, Senior Advisor for Immigration,
Director of Immigrant Integration



This role was established in 2015 by the Legislature and Governor Brown. The position serves as the statewide lead for planning and coordinating immigrant services and policies in California. California is home to many families with diverse immigration statuses, including over half of whom are U.S. citizens, and many who live with native-born U.S. citizens.

Generations of immigrants from across the globe have shaped California's history and progress. California is the fourth-largest economy in the world, largely due to the contributions of immigrants and their children. From the Central Valley to Silicon Valley, immigration is an integral part of California's identity and is crucial to our economic success and future.

GOVERNOR'S OFFICE OF BUSINESS AND ECONOMIC DEVELOPMENT (GO-BIZ)

GO-Biz Representative: Odet Ford, Immigrant Integration Initiatives Manager



GO-Biz serves as the state of California's leader for job growth, economic development, and business assistance. These efforts are strengthened by the vital contributions of immigrant entrepreneurs, who are key drivers of innovation, job creation, and economic growth. In California, they make up 40% of all entrepreneurs and generated \$28.4 billion in business income in 2023 alone. Immigrants have also founded 28 of California's Fortune 500 companies. To support a strong economy and shared prosperity for all Californians, immigrant integration aims to ensure eligible immigrants have fair access to entrepreneurship and capital. By removing barriers and fostering inclusive business environments, immigrants can thrive and make significant economic contributions, including job creation, alongside native-born Californians.

Key Programs:

Local Government Immigrant Integration: In 2023, GO-Biz launched California's first-ever grant program to support immigrant integration efforts led by local governments. These one-time grants harnessed the essential role of cities and counties in delivering government services and advancing equitable economic outcomes informed by data and community input. The program is authorized by Government Code Section 12100.141. Through this initiative, 22 local governments

and 19 nonprofits have reached more than 52,000 Californians, connecting eligible immigrants to vital resources, small business support, and local services.

Technical Assistance for Small Businesses: GO-Biz offers technical assistance to small businesses on state incentives, site selection, and access to capital. Core programs and support services include:

- The California Office of the Small Business Advocate (CalOSBA), within GO-Biz, administers the Technical Assistance Program (TAP). TAP supports small businesses by providing access to free or low-cost consulting and training through designated centers.
- GO-Biz coordinates resources and technical assistance to help California employers understand and comply with evolving federal and state immigration regulations.

CALIFORNIA HEALTH & HUMAN SERVICES AGENCY (CalHHS)

HHS Representative: Dan Torres, Chief Equity Officer & Special Counsel to the Secretary



The CalHHS mission is to work with counties, cities, communities, and public, private, faith, and educational partners to make California a healthy, vibrant, inclusive place to live, play, work, and learn. Serving immigrant families is integral, as immigrants comprise over a quarter of Californians, and about half of all kids in California have at least one immigrant parent.

Language Access: In 2023, CalHHS adopted a comprehensive agency-wide Language Access Policy to ensure that language is not a barrier to accessing vital health and social services. The policy requires all CalHHS Departments and Offices to provide free oral and sign language interpretation upon request at all points of public contact. It also requires translating vital documents and essential website content into at least California's top five non-English languages. In addition, CalHHS is leading efforts to test the responsible use of AI tools as part of human-led translation workflows to increase the speed, efficiency, and consistency of translations and generate improvements in language access for Californians who speak languages other than English. CalHHS collaborates with California's Chief Equity Officer at the Government Operations Agency to support language access best practices across the administration.

CalHHS supports coordination with various departments that comprise the Agency and contribute to the health and well-being of Californians, including the coordination of state-supported help supporting immigrant families' mental health and basic needs.

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES (CDSS)

CDSS Representative: Eliana Kaimowitz, Director of the Office of Equity, and Nathan Williams, Chief of the Immigrant Integration Branch



CDSS, a department under CalHHS, strives to foster long-term, positive integration outcomes for immigrant communities in California. In support of this mission, CDSS oversees, funds, and coordinates immigration legal services, refugee resettlement services, and other supportive services that welcome and integrate immigrants into the state. CDSS works every day toward tangible, inclusive integration outcomes by developing, implementing, and evaluating impactful programming and services for immigrants and refugees. CDSS partners with counties, school districts, community-based organizations, and others to provide culturally sensitive and linguistically-appropriate services that help immigrants develop the skills needed to achieve financial stability and advance a shared, holistic goal of long-term integration.

Key Programs:

Refugee Programs: CDSS oversees both federally and state-funded social service programs serving refugees, asylees, victims of trafficking, and other eligible populations. CDSS provides state-level leadership, develops tailored programs, and coordinates among stakeholders and beneficiary populations to achieve successful economic and social integration with host communities in California.

California Newcomer Education and Wellbeing (CalNEW): CalNEW supports newcomer students, English learners, and immigrant families, utilizing school sites as the hub for these services. The support benefits academic engagement and the social and emotional well-being of newcomer students, creating a more level playing field of opportunity and supporting local communities, given the unique challenges they face.

CDSS funds other efforts to support kids' well-being and with their immigration cases.

Immigration Services Funding – Community Education, Outreach, and Legal Services: CDSS funds qualified community-based organizations to provide free legal services and community education to immigrants living in California. Legal services include access to information and application assistance for DACA, naturalization, affirmative immigration remedies, removal defense, and services for unaccompanied undocumented children. Services for unaccompanied undocumented children have, at times, funded the integration of social services with legal representation.

California State University Immigration Services Project (CISP): CISP supports immigrant students enrolled in all 23 universities in the California State University system. Through this program, CDSS funds designated legal service providers to provide affirmative legal assistance and support removal defense. Students, recent alums, and the family members of current students are eligible.

Community College Immigration Services Project (CCIS): CCIS supports immigrant students enrolled in 116 community colleges across the state. CDSS funds designated legal service providers to provide in-person and virtual legal consultations and services to eligible community college students.

Immigrant Regional Network Hubs: The Hubs provide information and assistance to immigrant families navigating changing federal immigration-related policies and actions. Many mixed-status families may be impacted, requiring regional collaboration amongst providers, community leaders, and public entities. This investment supports the health of families, local communities, and local economies.

CALIFORNIA LABOR AND WORKFORCE DEVELOPMENT AGENCY (LWDA)

LWDA Representative: Sebastian Sanchez, Deputy Secretary for Agriculture and Immigration Workforce, and Abby Snay, Deputy Secretary, Workforce Strategy



LWDA's mission is to ensure safe, fair workplaces, deliver vital worker benefits, and promote quality jobs for all Californians. It advances this mission through various services and initiatives, including enforcing workplace safety standards, connecting employers with job seekers, and administering unemployment and disability insurance. Immigrants are a vital part of California's labor force, comprising one-third of workers. In manufacturing, construction, and general services, immigrants comprise over 40% of the workforce. They represent over 60% of the agricultural workforce and 40.4% of STEM workers. Immigrant workers also make up the vast majority of sewing machine operators, maids and domestic workers, laundry and dry cleaning workers, and healthcare aides. LWDA supports programs that help eligible immigrants fairly access training, education, and jobs necessary for upward mobility.

Key Programs:

California Workplace Outreach Project (CWOP): CWOP supports comprehensive access to education on workers' rights and safety, and benefits for workers who suffer work-related injuries or illnesses, equipping employees with the tools to act when their rights are violated. This enhances workplace safety across the state, empowering community-based organizations to deliver vital information on worker protections and health measures.

Social Entrepreneurs for Economic Development (SEED): SEED supports the entrepreneurship of U.S. citizens who speak limited English and immigrants, who face significant employment barriers. The funding supports micro-grants, entrepreneurial training, and technical assistance to help Californians start or sustain a small business that addresses a social problem or meets a community need.

California Youth Leadership Corps: Legal Justice program: The program supports expanding the number of well-trained paralegals, legal assistants, qualified interpreters, and community leaders supporting local vulnerable communities.

Farmworkers Advancement Program (FAP): FAP funds the research, design, and implementation of projects that focus exclusively on farmworker needs at a regional level by offering essential skills (e.g., English literacy, digital literacy, numeracy) and upskilling training to either advance in the agricultural industry and/or prepare for advancement in the agricultural sector.

Rural Strategic Engagement: Rural Strategic Engagement. This initiative establishes partnerships between state labor departments and community organizations to conduct outreach and education for workers and employers, aiming to strengthen and improve worker outreach, community engagement, and enforcement in rural areas, thereby helping to address fundamental workplace protections. This includes improving access for workers to state protections through one-stop clinics, which allow workers to file a complaint more easily without the confusion of which department enforces which workplace protection.