



Project Title/Subject: Human and Civil Rights for Marginalized Communities

Project Type: Regional Project

NPA: American Councils for International Education

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Why San Diego? San Diego is known as one of the biggest and most populated cities in the United States, with diverse cultures and ethnicities. The diversity that San Diego has can provide a rich context for discussions about human and civil rights, as it brings various perspectives and experiences to the table. Being close to the U.S.-Mexico border, San Diego is at the forefront of immigration issues, and it also offers real-world insights into the challenges and human rights issues. San Diego is also known for its vibrant LGBTQ+ community, and there are numerous organizations dedicated to supporting this community.

Advocacy and Policy Resources

Casa Cornelia Law Center

<https://casacornelia.org/>

Casa Cornelia Law Center is a public interest law firm providing quality legal services to victims of human and civil rights violations. It seeks to educate others regarding the impact of immigration law and policy on the community and the public good. Since 1993, more than 15,000 children, women, and men have turned to Casa Cornelia for critical legal assistance and humanitarian protection. Casa Cornelia is the only non-profit law firm in San Diego County to provide free legal services to detained unaccompanied children.

Meeting Focus: Overview of immigration and refugee law by associate attorney at Casa Cornelia as well as discussion on the services the law center offers.

Engage San Diego

<https://www.engagesandiego.org/>

Engage San Diego is a collaborative network of social-justice focused, non-profit groups working to increase civic and voter engagement in historically and systemically excluded communities of San Diego County. Engage San Diego table members are established and effective civic engagement and social change organizations with deep roots in the neighborhoods they serve. Its vision is a San Diego where the electorate and leadership are reflective of people who live and work here.

Mid-City CAN Advocacy Network

<https://www.midcitycan.org>

Mid-City CAN's mission is to create a safe, productive, and healthy community through collaboration, advocacy, and organizing. They work with residents and partners to drive positive change across many systems and issues rather than coming in as an outside force. They hold events open to the public, training to foster growth, and have a Youth Council to inspire and prepare youth to take a more active role in their communities.

Viet Vote

<https://vietvotesd.org/>

Viet Vote is dedicated to bringing all the information about voting to the Vietnamese community. They are a non-profit, non-partisan organization and therefore do not take a position on candidates. They share information about how and where to vote but not who to vote for. They come together to build community voice, leaders, and meaningful relationships through civic engagement, partnerships, trainings, and events.

PANA - Partnership for the Advancement of New Americans

<https://www.panasd.org/>

PANA fights to advance the full economic, social & civic inclusion of refugees in the San Diego region, throughout California, and across the country. PANA is founded, led, and staffed by refugees and are uniquely situated to use relational organizing to bring community into a pathway of ongoing engagement and indigenous community leadership development.

Meeting Focus: Discussion with the above partner organizations to explore and educate on Engage San Diego and how they work together to promote civic engagement among minorities.

Government Resources

City of San Diego Human Relations Commission

<https://www.sandiego.gov/human-relations>

The mission of the Human Relations Commission (HRC) is to promote activities that foster understanding, respect, and inclusion in San Diego. The HRC believes in protecting basic Human and Civil Rights, while ensuring that San Diegans have the resources available to make positive impacts in their lives. The HRC is comprised of some of the region's most talented and community-focused volunteers that San Diego has to offer. As an advisory commission to the Mayor and City Council, the HRC is empowered to collaborate with civic institutions, educate the public, investigate policy to make our city better, advocate on issues to the Mayor and Council, and mediate disputes of discrimination, exclusion, and bias in the City of San Diego.

Meeting Focus: Explore how the HRC collaborates with local stakeholders to advocate and mediate human and civil rights issues in San Diego, particularly as it relates to marginalized populations and communities.

Roundtable Discussion

Leon L. Williams San Diego County Human Relations Commission

<https://www.sandiegocounty.gov/content/sdc/lwhrc.html>

The San Diego County Human Relations Commission (HRC) works to promote positive human relations, respect, and the integrity of every individual regardless of gender, religion, culture, ethnicity, sexual orientation, age, or citizenship status. They carry this work out through strategic goals including fostering healthy relationships, how to become a liaison in civil peace, communicating with and to the public, and more. Their goals and strategic areas aim to increase accessibility and transparency in county government to make better use of resources for community advocacy. They are also working to create safe spaces for the community to host difficult conversations to promote positive human relations and development.

Adeem Ismaeil, Employment Training Supervisor, International Rescue Committee San Diego County HRC Member

The International Rescue Committee helps people affected by humanitarian crises to survive, recover, and rebuild their lives. As Employment Training Supervisor, Adeem is responsible for supporting new Americans in their search for suitable employment, and ensuring that they receive adequate training to enter the workforce. She will predominantly join this conversation as a representative of HRC.

Jordan Harrison, Inclusion, Diversity & Equity Senior Manager, Vertex Pharmaceuticals San Diego County HRC Member

<https://www.jordanjharrison.com/>

Jordan Harrison is an educator working to transform antiqued systems and the inequities that stem from injustice. He is committed to changing the outcomes of low-income, underrepresented and first-generation students from under-served communities worldwide and across different contexts. Jordan will predominantly join this conversation as a representative of HRC.

Meeting Focus: Participate in a roundtable discussion featuring key representatives of the San Diego County Human Relations Commission to provide a nuanced conversation on how human and civil rights can be promoted within governmental organizations, and what is being done within San Diego County to advocate for human and civil rights.

Diversity & Inclusion by County of San Diego

<https://www.sandiegocounty.gov/content/sdc/diversity.html>

The County of San Diego's Office of Equity and Racial Justice is dedicated to fostering a community that values diversity, inclusivity, and equity. This department works to dismantle systemic racism and discrimination through strategic policies, practices, and initiatives that promote fair treatment and equal opportunities for all residents. By engaging with the community and addressing their unique needs, the office develops and implements programs that advance equity and justice. The department also collaborates with various stakeholders to ensure that diversity and inclusion are prioritized across all county operations.

Meeting Focus: Explore strategies for developing and advocating for policies that address these challenges, ensuring they are inclusive and equitable.

City of San Diego Department of Race and Equity

<https://www.sandiego.gov/race-equity>

The Department of Race & Equity is grounded in the knowledge that institutional racism, implicit and explicit bias, inequity and injustice are embedded in the systems and structures of government. In the United States, these centuries-long systems of oppression are rooted in white supremacy and anti-Blackness, creating structural disparities that we wrestle with today. The department aims to dismantle institutional racism because racial disparities permeate our current systems of Health, Education, Criminal Justice, Workforce, and Housing – just to name a few. This requires an intersectional lens to address the interconnected oppressions that compound disparities, which occur across the lines of race, ethnicity, gender, sexual orientation, people with disabilities, age, etc. The department's aim is to redesign current systems that are intentionally

structured to produce inequitable outcomes, and to collectively build better ones that promote the thriving of all people and neighborhoods in San Diego.

Meeting Focus: Share effective methods for engaging marginalized communities in the decision-making process and ensuring their voices are represented and heard.

City of San Diego Committee for Diversity & Inclusion

<https://www.sandiego.gov/cityattorney/divisions/criminal/diversity-and-inclusion-committee>

The San Diego City Attorney's Diversity and Inclusion Committee is dedicated to promoting an inclusive and equitable workplace within the City Attorney's Office. The committee actively works to foster diversity, eliminate bias, and ensure that all employees have the opportunity to succeed and thrive. Through various initiatives, including training programs, community engagement efforts, and internal policies, the committee strives to create a supportive and welcoming environment that reflects the rich diversity of San Diego's community. Their commitment to diversity and inclusion enhances the office's ability to serve all residents effectively.

Meeting Focus: Discuss what are some effective strategies for reaching and informing marginalized communities about available legal resources.

Integration & Community-Building Resources

Union of Pan Asian Communities (UPAC)

<https://www.upacsd.com>

The Union of Pan Asian Communities (UPAC) is a 501c3 non-profit that provides health and human services focused on improving the overall well-being of underserved diverse populations. Providing assistance in over 30 languages at 15 locations across the county, UPAC recognizes and celebrates the diversity of our region and strives to strengthen these communities to achieve self-sufficiency. Programs focus on mental health counseling, community engagement and business development, addiction treatment & recovery, housing counseling, health promotion and cultural competency education.

Meeting Focus: Learn about the direct services UPAC provides to the diverse and underserved populations in the region to build self-sufficiency and strengthen communities.

San Diego Gateway to College and Career, San Diego Workforce Partnership

<https://workforce.org/gateway/>

The San Diego Gateway to College and Career program provides young adults who identify as immigrant, refugee and/or English language learner (ELL) with high-touch and intensive

support, stipends and paid internships. Recognizing the strength of your diverse ethnicities and languages, students are also supported to achieve their language learning goals, no matter what language you speak. This program offers help in removing barriers to success, finding what career is right, finding a long-term job, starting school, and learning new job skills.

Meeting Focus: Explore the successes and challenges of the program and how the San Diego Workforce Partnership promotes this program and effectively supports migrant youth.

Interfaith Committee for Worker Justice (IWJ) of San Diego County

<https://iwjsd.org/>

IWJSD is an affiliate of Interfaith Worker Justice (IWJ), a national network that builds collective power by advancing the rights of workers through unions, worker centers, and other expressions of the labor movement and by engaging diverse faith communities and allies in joint action, from grassroots organizing to shaping policy at the local, state and national levels. The mission of IWJSD aims to advocate, educate, and empower workers, congregations, and communities in support of policies, legislation, and actions that sustain workers' lives with dignity.

Meeting Focus: Explore the core values of IWJSD, including inclusivity and justice, and how these values foster a positive and collaborative environment.

PANA - Partnership for the Advancement of New Americans

<https://www.panasd.org/>

PANA fights to advance the full economic, social & civic inclusion of refugees in the San Diego region, throughout California, and across the country. A research, public policy, and community organizing hub, PANA is founded, led, and staffed by refugees and is uniquely situated to use relational organizing to bring the community into a pathway of ongoing engagement and indigenous community leadership development.

Meeting Focus: Participate in a discussion with PANA representatives to explore their civic engagement programs, and work in policy and campaigns. This meeting will particularly focus on PANA's Right To A Roof campaign, and their work with City Council to pass the Source of Income Anti-Discrimination ordinance.

San Diego Gateway to College and Career, San Diego Workforce Partnership

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they speak. This program offers help in removing barriers to success, finding what career is right, finding a long-term job, starting school, and learning new job skills.

Meeting Focus: Learn about the San Diego Workforce Partnership's successes and challenges, and how they effectively support vulnerable youth to gain occupational skills.

San Diego Immigrants' Rights Consortium

<https://www.immigrantsandiego.org/>

The San Diego Immigrant Rights Consortium brings together more than 50 diverse organizations across San Diego County that advocate for policies that advance the civil and human rights of immigrants and refugees. Beginning in 2007 as a project of Alliance San Diego, this organization aims to support comprehensive immigration reform, prevent the spread of local policies that violate immigrant's human rights, and to educate immigrants about their rights, as well as enlighten the public about the important contributions immigrants offer to the community.

Meeting Focus: Roundtable discussion with various organizations within the consortium to discuss the various ways they advocate and collaborate on behalf of immigrant communities.

Community Advocates for Just and Moral Governance (MoGo)

<https://moralgovernance.org/>

Community Advocates for Just and Moral Governance (MoGo) promotes good governance. MoGo is committed to engaging in litigation and various forms of advocacy that will make government more just and fully accountable to all people, particularly those who have been marginalized from society. MoGo was founded by two Black women lawyers who have dedicated their lives and careers to secure racial equality, social justice, and greater access to quality education. Current MoGo campaigns include: stopping discriminatory policing practices against Black people, Indigenous people, people of color, LGBTQ individuals, and individuals with disabilities; protecting San Diegans' fourth amendment rights in regard to transparent and responsible use of surveillance technology in San Diego; and working to bring ranked choice voting to San Diego to improve voter turnout.

Meeting Focus: Learn about impact litigation and other strategies and tools utilized by MoGo to advocate for marginalized populations and promote government accountability.

MAKE Projects

<https://www.sdmake.org/>

MAKE Projects mission is to create an inclusive San Diego by preparing refugees and immigrants to achieve their dreams. They are an employment social enterprise where they operate an urban farm, restaurant, and events/catering company to provide a paid, real-world work experience for low-income refugee and immigrant women and youth. They aim to provide

trainees with job readiness skills to help them achieve their dreams. MAKE Projects vision is to see San Diegans cross social, racial, economic, and geographic lines as they gather over a common love of food, flavors, and cultures. They believe in the power of food to bring diverse populations together, unite a community, and educate each other about their history and differences, as well as their communities.

Meeting Focus: Visit MAKE Projects urban farm, hear about their story, and discuss their model and integration efforts.

The Arc San Diego

<https://www.arc-sd.com/our-services/#:~:text=The%20Arc%20of%20San%20Diego,disabilities%20in%20San%20Diego%20County>

The Arc of San Diego is the largest, most comprehensive provider of services for people with disabilities in San Diego County. The organization was founded in 1951 by parents and other community members who were concerned about the lack of services available for people with disabilities and their families. The Arc San Diego provides services for people with disabilities at more than 20 locations throughout the county. Through the programs, the Arc San Diego is able to offer support to people with disabilities in living independent and fulfilling lives.

Meeting Focus: Discuss the specific challenges and gaps in addressing human and civil rights that the Arc San Diego faces, and what can be done to improve the community.

Non-Profit Organizations

Engage San Diego

<https://www.engagesandiego.org/>

Engage San Diego is a collaborative network of social-justice focused, non-profit groups working to increase civic and voter engagement in historically and systemically excluded communities of San Diego County. Engage San Diego table members are established and effective civic engagement and social change organizations with deep roots in the neighborhoods they serve. They envision a San Diego where the electorate and leadership are reflective of the community.

Meeting Focus: Meet with Engage San Diego to learn about how they are working to promote civic engagement among minority populations.

Alliance San Diego

<https://www.alliancesd.org/>

Alliance San Diego is a non-profit, non-partisan 501(c)(3) community organization whose mission is to provide a means for diverse individuals and organizations to share information, collaborate on issues and mobilize for change in the pursuit of social justice, especially in

low-income communities and communities of color. They seek to mobilize communities through: leadership development, policy advocacy, communication strategies, and civic engagement. They focus on human rights, inclusive democracy, educational equity, and tax reform.

Meeting Focus: Discuss Alliance San Diego's advocacy and community building efforts for most vulnerable communities in San Diego

Union of Pan Asian Communities (UPAC)

<https://www.upacsd.com>

The Union of Pan Asian Communities (UPAC) is a 501c3 non-profit that provides health and human services focused on improving the overall well-being of underserved diverse populations. Providing assistance in over 30 languages at 15 locations across the county, UPAC recognizes and celebrates the diversity of our region and strives to strengthen these communities to achieve self-sufficiency. Programs focus on mental health counseling, community engagement and business development, addiction treatment & recovery, housing counseling, health promotion and cultural competency education.

Meeting Focus: Learn about the direct services UPAC provides to the diverse and underserved populations in the region to build self-sufficiency and strengthen communities.

Horn of Africa

<https://hornafrica.org/>

Horn of Africa is a 501(c)(3) non-profit organization promoting the successful integration and physical and emotional health of the East African refugee population in San Diego, the largest in California and the second-largest nationwide. Focused on

In empowering African refugees in San

Diego to become productive members of their new communities and achieve self-sufficiency while preserving and promoting their dignity.

Meeting Focus: Participate in a sample workshop for aspiring and current East African business owners on how to obtain credit and access capital, how to start and expand a business, and how to market and advertise effectively.

North San Diego County National Association for the Advancement of Colored People (NAACP)

<https://www.nsdnaacp.org>

Founded in 1909, the NAACP is the nation's oldest and largest civil rights organization. The NAACP's principal objective is to ensure the political, educational, social and economic equality of minority citizens of the United States and eliminate race prejudice. This mission is

accomplished by seeking the enactment and enforcement of federal, state and local laws securing civil rights, and by informing the public of the adverse effects of racial discrimination. From school desegregation, fair housing, employment and voter registration to health and equal economic opportunity, the NAACP is working successfully with allies of all races and plays a significant role in establishing legal precedents in order to improve the quality of life of America's downtrodden.

Meeting Focus: Explore and discuss the education and activism efforts of the NAACP in San Diego, and the historical context of the work that they are doing to advance human and civil rights.

LGBTQ+ Resources

The San Diego LGBT Community Center

<https://thecentersd.org/>

The San Diego Lesbian, Gay, Bisexual, and Transgender Community Center, Inc., (The Center) is one of the largest and most vibrant LGBTQ community centers in the nation. Functioning as the San Diego LGBTQ community's anchor organization, The Center provides targeted programs and services to the full diversity of the San Diego LGBTQ community, including lesbian, gay, bisexual, queer, transgender, nonbinary, immigrant, and HIV communities to the betterment of our entire San Diego region. Last year, The Center provided more than 80,000 direct service visits to San Diego community members, and through its events, activities, and advocacy, touched the lives of thousands more.

Meeting Focus: Explore the history of The Center as well as how it has continued to modernize and provide the LGBTQ+ community with an abundance of resources.

San Diego Pride

<https://sdpride.org/>

<https://sdpride.org/fernando-lopez/>

San Diego Pride is a dynamic 501(c)3 non-profit organization that organizes the annual San Diego Pride parade, provides LGBTQ+ educational training, and offers LGBTQ+ programs in a variety of areas including sports, youth, art, and accessibility. Their mission is to foster pride, equality, and respect for all lesbian, gay, bisexual, and transgender communities locally, nationally, and globally. In addition to their annual festivities, San Diego Pride has donated more than \$3 million dollars to LGBTQ-serving nonprofits and runs multiple year-round education, advocacy, and community service programs. They also offer training on cultural humility, inclusivity and skills, and provide resources for the community to remain civically active.

Fernando Zweifach López is the Executive Director for San Diego LGBT Pride, and a local leader with extensive experience in advocacy, nonprofit management, public education, diversity consulting, media relations, and organizing.

Meeting focus: Discuss San Diego Pride's impact on the region and their international outreach to further

LGBTQ+ rights globally.

San Diego Unified School District - OUT for Safe Schools

https://www.sandiegounified.org/a-to-z_index/lgbtqia/out_for_safe_schools

San Diego Unified School District is participating in the National OUT for Safe Schools campaign, along with nine other large urban school districts across the country. This program was created as a way to encourage school staff to publicly identify as supportive LGBTQIA allies.

This visual display of support lets students know that "safe spaces" exist anywhere there is an adult who is wearing this badge. This campaign is designed to create safe spaces and resources for LGBTQIA students, staff and parents, and also to foster an inclusive community for all students to celebrate all identities.

Meeting Focus: Learn about how the OUT for Safe Schools program is successful in creating a safe space for students who identify as LGBTQ+ and discuss other initiatives they have in place to promote tolerance, inclusiveness, and/or awareness of other minority communities.

Possible Volunteer Activities

Beach Cleanup with San Diego Coast Keeper

<https://sandiego.surfrider.org/events>

San Diego local beaches are protected by volunteers. Coast Keeper will welcome you to a fun day in the sand with family, friends, and new acquaintances while removing trash and raising awareness about plastic pollution.

Take action to protect the environment by removing trash from our coastline. In addition to cleaning the beach, Surfrider can use the data you collect to influence laws that reduce pollution at the source!

Foundry Thursday Food Distribution By Foundry Community Church

<https://volunteer.feedingsandiego.org/timeslots/PXzwa44AF7>

Prepare bags of fresh produce and dry goods to help fight food insecurity within our community.

Food Distribution with We All We Got San Diego

<https://www.weallwegotsd.com/volunteer>

Volunteers help pack food into bags and hand out food in the park.

Cultural Activities

San Diego Zoo

www.sandiegozoo.org

Price: \$62 for one Adult Ticket

The 100-acre (40-hectare) Zoo is home to over 3,700 rare and endangered animals representing more than 650 species and subspecies, and a prominent botanical collection with more than 700,000 exotic plants. Accessibility: The zoo is located just north of downtown San Diego in Balboa Park (a 5-10-minute drive from downtown).

Chicano Park

<http://www.chicanoparksandiego.com/>

Chicano Park is the geographic and emotional heart of Barrio Logan, located in Logan Heights, San Diego's oldest Mexican-American neighborhood. The park is home to the largest concentration of Chicano murals in the world with more than 80 paintings on seven acres dotted with sculpture, gardens, picnic tables, and playgrounds. Throughout the year, it hosts festivals of music and Aztec dance, the biggest being Chicano Park Day held each April.

Harbor Cruise

www.sdhe.com

Price: \$30 for one Adult Ticket for a one-hour narrated tour (south bay or north bay routes); \$35 for a full bay two-hour narrated tour which covers it all: ships of the Maritime Museum, Harbor

and Shelter Islands, North Island Naval Air Station, the Submarine Base, as well as the Coronado Bridge, and more. The full bay tour is about 25 miles in length. Accessibility: The tour begins and ends at the same location downtown along Broadway Pier.

Old Town Trolley Tour

www.trolleytours.com/san-diego

www.oldtownsandiegoguide.com

Price: \$44 for a 1-Day Adult Ticket (discounted when purchased online)

For 30 years, Old Town Trolley Tours has been providing sightseeing tours, highlighting the best San Diego attractions. The Tours are designed so that you can hop on and off the trolley and explore on your own at any time throughout the day. Hours of operation are generally 8:50 am – 5:00 pm, with later hours in the Spring and Summer. The fleet of orange and green trolleys travel frequently throughout San Diego and over the iconic San Diego-Coronado Bridge to Coronado on a continuous 25-mile loop visiting 10 neighborhoods with 10 destination stops.

USS Midway Museum

www.midway.org

Price: \$26 for one Adult General Admission Ticket (\$1 discount when purchased on-line).

Imagine experiencing life at sea aboard one of America's longest-serving aircraft carriers. Visitors to the USS Midway Museum enter a floating city at sea and walk in the footsteps of 225,000 Midway sailors who served our country and upheld the American ideals of strength, freedom, and peace. Guests can spend the day exploring more than 60 exhibits with a collection of 30 restored aircraft. The self-guided audio tour, narrated by Midway sailors, brings the carrier's history to life. Operating Hours: 10 am – 5 pm (Last admission at 4 pm). Accessibility: The museum is located downtown alongside the Navy Pier.

Border Field State Park & Friendship Park

https://www.parks.ca.gov/?page_id=664

<https://www.friendshippark.org/>

Located within the Tijuana River National Estuarine Research Reserve, Border Field State Park sits in the very southwestern corner of the United States, 15 miles south of San Diego. This important wildlife habitat, consisting of sand dunes and salt marshes, gives refuge to critically threatened and endangered birds such as the Western Snowy Plover, the California Least Tern, and the Light-footed Ridgway's Rail. Friendship Park is a binational park located at the western end of the US-Mexico border. For generations, people have gathered here to meet up with friends and family "across the line."

Balboa Park

www.balboapark.org

Home to 17 major museums and cultural institutions, renowned performing arts venues, beautiful gardens, and the San Diego Zoo, Balboa Park has an ever-changing calendar of museum exhibitions, plays, musicals, concerts, and classes—all in the beautiful and timeless setting of this must-see San Diego attraction. Accessibility: Balboa Park is conveniently located just north of downtown San Diego (a 5-10-minute drive from downtown).

Coronado

<http://coronadovisitorcenter.com>

<https://www.sandiego.org/explore/things-to-do/beaches-bays/coronado.aspx>

A drive across the 200-foot tall Coronado Bridge treats you to one of the best views in all of San Diego, as you descend upon the charming and picturesque oceanfront community of Coronado. Consistently voted among America's finest beaches by The Travel Channel, Coronado's beaches glisten year-round due to the mineral Mica in the sand, while gentle waves caress the shoreline. Coronado Central Beach runs along Ocean Boulevard with a backdrop of fine homes and mansions and the Hotel del Coronado at the southern end. Accessibility: Coronado is a popular stop on the Old Town Trolley Tour and can be accessed from Downtown using the Coronado Ferry or a water taxi. Coronado is a 15-20-minute drive from downtown.

SeaWorld San Diego

www.seaworldparks.com/en/seaworld-sandiego

Price: \$99.99 for one Adult Ticket (discounted when purchased online)

Come celebrate the wonders of the sea at SeaWorld San Diego. Experience the Orca Encounter, Dolphin Days, and Sea Lions Live shows and thrilling rides like Electric Eel, Manta, and Journey To Atlantis. Feed and touch dolphins and get up-close to beluga whales, polar bears, sharks, and penguins. Enjoy fascinating aquariums and exotic birds from around the world.

Hours vary by season. Also enjoy the opening of Sesame Place in March 2022, a Sesame Street-themed section of the park with new water, ride, and musical attractions. Accessibility: A 15-20-minute drive from downtown San Diego.