

June 4, 2025

To: Mayor and Members of City Council

From: Sheryl M. M. Long, City Manager

202501139

Subject: **City Support for Immigrant Communities**

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### **Reference Document #202500171**

The Council at its session on January 28, 2025, referred the following item for review and report.

**MOTION**, submitted by Vice Mayor Jan Michele Lemon Kearney, **WE MOVE** that the administration within 90 days on ways that the City currently is supporting our immigrant communities and feasibility of suggestions such as the following:

1. Create a “Know Your Rights” reference in multiple languages including but not limited to Spanish and English on the City’s website to help immigrant families.
2. Create a link on the City’s website to Compass and other resource groups.
3. Create a Hispanic Employee Resource Group to meet monthly and address ways to increase Hispanic Representation across all departments
4. Create information on the City’s website about anti-bullying programs in schools as well as the process for reporting and addressing hate crimes.

This report by the City Manager’s Office (CMO) will summarize how the City of Cincinnati is supporting our immigrant communities with the feasibility of various suggestions.

### **EXISTING SUPPORT**

#### **CURRENT FUNDING:**

The City offers a wide range of funding opportunities for organizations that serve our immigrant communities. The funding for years 2024 and 2025 include the following:

Catholic Charities:

- \$94,600 for Workforce Development for New Americans – Human Services Funding
- Director Deanna White is a member of their Refugee Resettlement Services Quarterly Consultation Committee

COMPASS:

- \$50,000 in Leveraged Support Funding

Immigrant & Refugee Law Center:

(Link: [Know Your Rights — Immigrant and Refugee Law Center](#))

- \$58,000 Employment Initiative for Immigrants and Refugees – Human Services Funding
- \$50,000 in Leveraged Support Funding

Price Hill Will

- \$57,194 for MYCincinnati in Human Services Funding

Refugee Connect:

- \$25,000 Boots on the Ground Funding

Santa Maria:

- \$90,000 for Lower Price Hill Collaborative – Human Services Funding
- \$80,000 for Stable Families – Human Services Funding
- \$75,500 for Workforce Development Program – Human Services Funding
- \$125,000 in Leveraged Support Funding

## **FUTURE FUNDING:**

In addition, the Requests for Proposal for 2 of the 3 FY26 Human Services service categories specifically mentioned immigrants as a priority population:

### **Workforce Development:**

Through this priority, Council seeks to fund projects that place special emphasis on working with target populations that experience elevated barriers to employment including, but not limited to people without steady work histories, with former justice involvement, *immigrants*, single parents, and people with disabling conditions.

### **Supporting, Securing, and Stabilizing Housing for High-Risk Populations**

Through this priority, Council is looking to fund programs supporting populations who experience homelessness at disproportionately higher rates due to systemic inequities, historical discrimination, and ongoing barriers to housing access including, but not limited to the chronically homeless, senior citizens, those with mental illness or substance use disorders, *immigrants*, LGBTQIA+ youth, those with former justice-involvement, and families with dependent children.

## **FEASIBILITY OF SUGGESTIONS:**

1. Create a “Know Your Rights” reference in multiple languages including but not limited to Spanish and English on the City’s website to help immigrant families.

A “Know Your Rights” reference is currently available. Locally, the legal staff at Catholic Social Services, the Immigrant and Refugee Law Center, and the Legal Aid Society of Greater Cincinnati have collaborated to create and distribute a Know Your Rights booklet in English and Spanish. The alliance is also providing community trainings in both languages about the materials.

2. Create a link on the City’s website to Compass and other resource groups.

Cincinnati Compass is a collaborative project of the Cincinnati Regional Chamber and more than 65 community partners. Compass focuses their work in areas of workforce and small business development, civic engagement, and creating a sense of belonging for new and long-term residents. They work with providers and employers across sectors to help them enhance their capacity and develop strategies to serve and hire immigrant and refugee communities.

In addition to funding for Compass, the City also provides funding to the programming at the following immigrant service organizations: Catholic Charities, Refugee Connect, Santa Maria, the Legal Aid Society of Greater Cincinnati, Price Hill Will, the Islamic Center, and the Immigrant and Refugee Law Center. Each of the organizations has websites with information about their specific services. If there are questions regarding these resources, we will direct individuals to the appropriate site for that organization. In review of peer cities, it is uncommon to list all community partners on a city's site. The City is only responsible for the content on its website and would not be able to ensure outside organizations are keeping their websites up to date. It would be untenable for City staff to ensure all organizations are represented and the information is current.

3. Create a Hispanic Employee Resource Group to meet monthly and address ways to increase Hispanic Representation across all departments

The City of Cincinnati is committed to being a welcoming and inclusive workplace. Employee Resource Groups (ERG) inspire the work needed to create and sustain diversion and inclusive focused goals. When an internal community of employees with shared identities and interests is interested in creating an ERG, the City has a toolkit that outlines the step-by-step process for forming an ERG, which includes the group application. This information is available on City Matters: [HR - Employee Resource Groups - citymatters](#) and can also be obtained by contacting the Director of Human Resources.

4. Create information on the City's website:

(a) about anti-bullying programs in schools,

- Ohio law requires schools and districts to adopt policies prohibiting harassment, intimidation, and bullying. The City recommends directing families to the resources of their specific school district. [Anti-Harassment, Intimidation and Bullying Resources | Ohio Department of Education and Workforce](#)
- Cincinnati Public Schools has an online portal for adults and children to report any incidence of bullying: [Bullying Information - Cincinnati Public Schools](#)

(b) as well as the process for reporting and addressing hate crimes.

- This process for reporting and addressing hate crimes for 3 motions: this Motion, Motion #202402433 and Motion #202500166 was shared at the Public Safety and Governance Committee meeting on April 29, 2025.

cc: John Brazina, Interim Assistant City Manager  
Deanna White, Director of Human Services