

STAFF REPORT

DATE: March 17, 2026

TO: City Council

FROM: Kelly Stachowicz, Assistant City Manager
Carrie Dyer, Community Relations Program Manager

SUBJECT: Human Relations Commission Recommendations for Immigrant Safety and Solidarity in Davis

Recommendation

1. Receive report by the Human Relations Commission with recommendations on how the City can support immigrant safety and solidarity in Davis. **(Attachments)**
2. Provide initial feedback to staff on the proposed recommendations, with prioritization of next steps.

Fiscal Impact

Further review of the recommendations will require staff time but can be accommodated within the current budget. Other projects may be delayed or need to be reassigned.

At this stage, potential costs associated with implementing the recommendations have not been fully analyzed. Any recommendations with budget implications would need to return to Council for consideration and funding authorization.

Council Goal(s)

This item aligns with the Council goal of Improving Social Services for Vulnerable Populations but is not tied to a specific task.

Commission Input

On September 16, the City Council approved the proposed Human Relations Commission workplan to focus its work on reaffirming and enhancing the City's Sanctuary City status, which included forming subcommittees dedicated to different aspects of this focus, including:

- Reaffirming and updating the City's Sanctuary City language, as needed.
- Updating the previously created informational card available to the public.
- Creating a one-time publication/guide including "know your rights" information.
- Providing education, engagement, and resources for businesses on supporting community members and patrons.
- Offering education and training for City staff regarding immigrant rights and protections.

- Conducting Sanctuary City public education, including a potential forum and website updates.

Following the Council workplan approval, the Human Relations Commission formed a subcommittee to focus on researching the lived experiences (“Lived Experiences Subcommittee”) of individuals who would benefit from Sanctuary City policies and exploring additional ways the City could support them. Members include Commissioners Alvarez, Khairallah, and Tamimi.

The subcommittee findings, and the ultimate recommendations from the Human Relations Commission, are based on a survey of immigrant-serving organizations and community members, a public Immigrant Safety & Solidarity Forum at the January 22, 2026 HRC meeting, a subcommittee facilitated workshop with organizational representatives on February 6, 2026, and additional conversations with local leaders and service providers.

The attached subcommittee report focuses on key findings, proposed high level recommendations specific action items, and proposed first steps. The recommendations below are the first steps that the Commission identified as most critical for consideration.

Background and Analysis

The recommendations that the Commission identified as the most critical are summarized below. (Further details are provided in the attached report.)

1. Adopt a binding sanctuary city ordinance
2. Establish immigration legal defense capacity
3. Implement an ICE preparedness and rapid response plan
4. Support Know Your Rights trainings and expand tenant and labor rights education with an immigrant focus
5. Strengthen language access across City operations
6. Demonstrate ongoing and visible City support.

While each recommendation will require Council direction and further staff analysis, to include budgetary considerations, operational considerations and community partnership opportunities, initial analysis is provided below.

1. Adopt a binding sanctuary city ordinance

Commission Recommendation. The Commission proposed that the City adopt an ordinance that limits City collaboration with federal immigration enforcement, establishes clear accountability and includes eviction moratorium and tenant protections tied to enforcement activity. The Commission would like this ordinance to serve as the foundation for all other immigrant safety and solidarity efforts.

Staff Comments. At the February 3, 2026 Council meeting, Council directed staff and the City Attorney to review a draft ordinance developed by a subcommittee of the HRC and develop a proposed ordinance that would codify that City staff are not obligated to cooperate with federal immigration enforcement while ensuring the ordinance does not conflict with state or federal law or place City

employees in legal jeopardy. The Council is receiving the draft language for review and consideration at the March 17, 2026 Council meeting.

2. Establish immigration legal defense capacity

Commission Recommendation. The Commission recommends that the City establish sustained City support for immigration legal services, including legal defense funding, removal defense, and legal triage. The Commission notes that legal protection is one of the most urgent and consistently identified needs, essential to preventing family separation, job loss and housing instability. The City should retain bilingual immigration attorneys to provide legal triage, consultation and removal defense for immigrant residents, partner with non-profits for referrals and pro-bono attorney connections, and explore the Sacramento Family Unity, Education and Legal (FUEL) network model for coordinated, City-funded legal services.

Staff Comments. While staff has not researched or analyzed this recommendation in depth, it raises concerns, specifically fiscal impacts on an already strained City budget where staff is preparing reduction scenarios. Given Davis' limited resources, staff contends that direct legal funding is better suited for private fund raising and/or a non-profit organization, and the City would be more successful in assisting with coordination of outside resources and providing education, similar to the support it provides to low-income renters who have issues with their landlords.

3. Implement an ICE preparedness and rapid response plan

Commission Recommendation. The Commission recommends that the City establish an ICE preparedness and response task force or committee, by June 1. Members would include representatives from DJUSD, UC Davis, Yolo County, and key partner organizations like NorCal Resist. This task force would train businesses on ICE response protocols and create eviction-moratorium triggers, as well as coordinate response plans with schools, private sector entities and neighboring jurisdictions.

Staff Comments. Staff needs a better understanding of the purpose of this proposed body and the goals and objectives of an action plan and how/whether this would interface with the existing Human Relations Commission. It should be noted that if such a body is created and appointed by the City Council, it would be a Brown Act body, with the restrictions that other Brown Act bodies have. If private efforts are already underway, it should be considered how/whether City involvement provides value added.

4. Support Know Your Rights trainings and expand tenant and labor rights education with an immigrant focus

Commission Recommendation. Support regular, City-backed Know Your Rights trainings delivered by trusted community organizations and instructors. Trainings should be multilingual, culturally competent, and offered in-person and virtually.

Educational materials should be widely distributed and reinforced through schools, libraries, workplaces, and community hubs.

Staff Comments. This action falls under the previous Council approval of the Human Relations Commission workplan, to conduct Sanctuary City education through forums and printed materials.

5. Strengthen language access across City operations

Commission Recommendation. Ensure all City meetings, materials, emergency communications, and public programs are consistently translated and interpreted. Language access must be treated as essential infrastructure. The City should expand bilingual staffing, mandate interpretation at public meetings, and partner with trusted organizations already providing multilingual outreach and training.

Staff Comments. The City of Davis currently has 8 non-sworn staff who are available to provide Spanish translation services on the phone or in person during regular working hours, upon request. These staff are available across all departments. Additional sworn staff are also able to provide translation services while on shift. The City has also just completed a trial program with the Spanish Department at UC Davis to have advanced students in their programs intern with the City for a term and provide translation services.

Additionally, pages on City website can be translated into a variety of languages, using the Google translate feature. Materials provided in PDF form do not have the translate function available.

Currently most public meetings take place in English. As such, additional analysis will need to be done to determine what languages would be most desired, the number of public meetings held and the costs associated with providing simultaneous interpretation. It is likely that the costs will greatly exceed existing budget capabilities, however staff could develop a policy to prioritize certain meetings for translation purposes or on a case-by-case basis.

6. Demonstrate visible and ongoing City commitment

Commission Recommendation. Demonstrate solidarity through sustained, visible action. This includes City amplification of trusted community messaging, timely information sharing about enforcement activity when appropriate, and a multilingual public campaign affirming that immigrants belong in Davis. Visible signage, regular community presence by City leadership, and an evergreen communications strategy should reinforce trust and safety, especially during moments of heightened fear.

Staff comments. One of the Commission functions specifically states “Conduct and support, as appropriate, community forums and activities to prevent and address discrimination and promote diversity, equality, and justice relevant to the goals and policies of the City Council.” As such, using the existing structure of the Human Relations Commission to hold forums, to further this recommendation,

can be accommodated. Financial impact would be relatively minimal and comprise of hiring interpreters for the meetings, staff time and facility use. In addition, the City is a partner in the Hate Free Together initiative, which is an initiative to provide resources, support and opportunities for actions that help to condemn hate, create safety and cultivate change.

Next Steps

Staff is requesting that the City Council review the above recommendations, provide feedback to staff, including which recommendations Council would like staff to research and provide additional information on.

ATTACHMENTS:

1. HRC Subcommittee Report
2. HRC Subcommittee Presentation

SUBCOMMITTEE REPORT

DATE: February 26, 2026

TO: Human Relations Commission

FROM: Sanctuary City Lived Experiences Subcommittee – Alvarez, Khairallah, Tamimi

SUBJECT: Report and Recommendations for Immigrant Safety and Solidarity in Davis

Recommendation(s)

Receive recommendations from the subcommittee focused on Lived Experiences regarding ways to strengthen the City of Davis' Sanctuary City status, and consider forwarding those recommendations to the City Council for consideration.

Broad recommendations are as follows. Additional details on each recommendation, as well as priorities to consider are provided in the Background and Analysis section.

1. Adopt and implement a strong sanctuary city ordinance
2. Invest in immigration legal defense and ice preparedness
3. Address housing stability and labor rights as core to immigrant safety
4. Build community navigation, coordination, and support infrastructure
5. Expand language access, translation, and interpretation
6. Provide ongoing know your rights education through trusted partners
7. Create an ice preparedness and response task force
8. Support tenant protections, housing stability and public housing
9. Support labor rights and workplace protections.
10. Maintain visible, consistent solidarity and public communication

Fiscal Impact

Many of these recommendations have fiscal implications. Costs will depend on which actions the City prioritizes. The costs of some actions may be offset through partnerships with outside organizations or through redirecting existing resources.

Council Goal(s)

This item aligns with the Council goal of Improving Social Services for Vulnerable Populations.

Background and Analysis

This report was prepared by the City of Davis Human Relations Commission (HRC) Sanctuary City Subcommittee (focused on Lived Experiences) to provide City Council and the public with:

- A grounded understanding of the organizations working directly with immigrant communities in Davis and Yolo County
- A clear picture of the lived experiences, fears, and barriers facing immigrant residents
- Concrete recommendations, action items, and critical first steps to strengthen immigrant safety, access, and solidarity in Davis

The findings are based on multiple inputs: a survey of immigrant-serving organizations and community members, a public Immigrant Safety & Solidarity Forum at the January 22, 2026 HRC meeting, a facilitated workshop with organizational representatives on February 6, 2026, and additional conversations with local leaders and service providers. The recommendations and action items in this report are intended to inform concrete policy decisions, budget prioritization, and cross-departmental implementation.

Guiding Principle

This report is grounded in the principle that immigrant safety is inseparable from legal protection, economic stability, language access, and visible belonging.

Key Findings and Themes from Community and Organization Perspectives

Fear, Isolation, and Instability Are Pervasive

Immigrant residents in Davis are experiencing heightened fear, anxiety, and isolation. This fear is driven both by current enforcement practices and by uncertainty about the future. Parents report fear of leaving their homes, taking children to school, or accessing basic services. The psychological toll is significant and affects mental, emotional, and physical health.

Critical Gaps in Essential Resources

Survey and forum participants consistently identified major gaps in access to:

- Immigration legal services and removal defense
- Safe and affordable housing
- Healthcare and mental health support
- Language access, interpretation, and culturally sensitive/appropriate navigation

Community organizations are working intensively to fill these gaps but are under-resourced and stretched beyond capacity.

Symbolic Commitment Is Not Enough

While Davis is widely viewed as values-aligned and well-intentioned, immigrant-serving organizations emphasized a persistent gap between statements of solidarity and material protections. Words, resolutions, and values statements alone are not providing the safety and reassurance communities need.

Trust and Communication with Local Government Must Improve

Many immigrant communities remain distrustful of institutions. Trust requires consistent relationship-building, visible presence, clear communication, and follow-through. Translation, interpretation, and culturally appropriate outreach are essential.

Visible and Timely Solidarity Matters

Participants emphasized that visible solidarity actions, especially during moments of heightened fear or enforcement activity, reinforce safety and belonging. Proactive communication, clear messaging, and coordinated response are critical.

In support of the recommendations, the subcommittee provides the following details, action steps and priority considerations.

High-Level Recommendations

Adopt and Implement a Strong Sanctuary City Ordinance

Move beyond symbolic commitment by adopting a Sanctuary City ordinance modeled on proven frameworks such as San Mateo Chapter 2.48 and others. The ordinance should clearly limit City and City-affiliated collaboration with federal immigration enforcement, establish accountability mechanisms, and be paired with clear implementation protocols across City departments. This ordinance should serve as the foundation for all other immigrant safety and solidarity efforts.

Invest in Immigration Legal Defense and ICE Preparedness

Establish sustained City support for immigration legal services, including legal defense funding, removal defense, and legal triage. Legal protection is one of the most urgent and consistently identified needs and is essential to preventing family separation, job loss, and housing instability. The City should also coordinate ICE preparedness and rapid-response planning across departments, schools, businesses, and community partners.

Address Housing Stability and Labor Rights as Core to Immigrant Safety

Recognize housing stability and labor protections as essential to immigrant safety and well-being. The City should reduce barriers to housing access, support non-traditional income and documentation, address wage theft and tenant abuses, and ensure immigrant workers and renters have clear, accessible pathways to information, enforcement, and protection. Economic stability must be treated as a core pillar of immigrant safety.

Build Community Navigation, Coordination, and Support Infrastructure

Create City-supported navigation services to help residents access legal, housing, healthcare, and social services. This includes a centralized hotline, part-time staff support, and a publicly accessible resource hub hosted on the city website. Regular City-sponsored convenings should bring immigrant-serving organizations together to coordinate services, share information, and SuProelevate emerging concerns.

Expand Language Access, Translation, and Interpretation

Ensure that all City meetings, materials, emergency communications, and public programs are consistently translated and interpreted. Language access must be treated as essential infrastructure. The City should expand bilingual staffing, mandate interpretation at public meetings, and partner with trusted organizations already providing multilingual outreach and training.

Provide Ongoing Know Your Rights Education Through Trusted Partners

Support regular, City-backed Know Your Rights trainings delivered by trusted community organizations and instructors. Trainings should be multilingual, culturally competent, and offered in-person and virtually. Educational materials should be widely distributed and reinforced through schools, libraries, workplaces, and community hubs.

Maintain Visible, Consistent Solidarity and Public Communication

Demonstrate solidarity through sustained, visible action. This includes City amplification of trusted community messaging, timely information sharing about enforcement activity when appropriate, and a multilingual public campaign affirming that immigrants belong in Davis. Visible signage, regular community presence by City leadership, and an evergreen communications strategy should reinforce trust and safety, especially during moments of heightened fear.

Specific Action Items

Legal Defense & Funding

- Create a legal defense fund to support immigration legal services
- Establish legal office hours for basic assessment, triage, and guidance
- Hire bilingual immigration attorneys
- Partner with nonprofits for referrals and pro-bono attorney connections
- Explore the Sacramento FUEL network model for coordinated, City-funded legal services

ICE Preparedness & Response

- Establish by June 1, an ICE-preparation task force or committee, to develop a comprehensive action plan. The task force or committee would ideally include electeds and leaders from DJUSD, UCD, Yolo County, and key partner orgs like NorCal Resist.
- Train businesses on ICE response protocols and create eviction-moratorium triggers
- Coordinate response plans with schools, the private sector, and neighboring cities

Tenant Protections, Housing Stability & Public Housing

- Make tenant rights resources highly visible and accessible, including trainings, guidance on habitability, eviction protections, and anti-retaliation rights regardless of immigration status
- Reduce bureaucratic barriers and application fees for low-income housing applications
- Work with landlords to accept non-traditional income verification and documentation (e.g., ITINs)
- Promote rental assistance programs and tenant resource hotlines through Spanish-language media (e.g., Univision), social media, and trusted community channels
- Explore accountability mechanisms for repeat or egregious landlord violations, including public hearings or review processes for bad practices, modeled on approaches used in other cities.
- Explore opportunities to convert City-owned land or properties into affordable public housing, prioritizing long-term affordability and strong tenant protections
- Pursue partnerships with mission-aligned developers, such as the Cesar Chavez Foundation, to advance community-rooted housing solutions.
- Create eviction-moratorium triggers and plan in-advance for various scenarios.
- Make a formal request to the California state governor for eviction moratorium support as Minneapolis city councils have done to their governor

Labor Rights & Workplace Protections

- **Partner with UCD Labor & Community Center to develop educational materials for both employees and employers and host labor rights information sessions** in trusted community settings, including faith-based spaces (such as Spanish-language Mass at St. James), libraries, and community centers, with multilingual materials and interpretation.
- Commission a labor conditions study in partnership with the UC Davis Labor Center to assess experiences of wage theft, unsafe working conditions, retaliation, and labor violations affecting immigrant workers in Davis.
- Leverage City authority to strengthen labor standards, including exploring Project Labor Agreements (PLAs) or labor-peace agreements for hotels and hospitality businesses, particularly as conditions of liquor license approvals, renewals, or other City permits.
- Partner with labor organizations such as Unite Here Local 49, the Workers Center of Sacramento, and relevant unions to develop and implement worker-focused protections and education.
- Develop a community-informed street food vendor program or ordinance that eliminates unnecessary licensing requirements and creates clear protocols for vendor-police interactions to protect workers from unnecessary enforcement and intimidation.

Community Services & Support

- **Amplify, coordinate and partner with orgs to provide Know Your Rights trainings**, provide space, and support materials development

- Provide Know Your Rights trainings in multiple languages in partnership with nonprofits
- Create a navigation hotline and centralized resource hub on the City website
- Establish a “Noticias de Davis” WhatsApp channel
- Leverage Davis Neighbors Night Out program for encouraging ongoing neighborhood meetings and resiliency building, ICE preparedness exercises

Language Access & Training

- **Expand interpretation and translation services, ensuring official meeting materials are translated and official meetings have live interpretation**
- Expand and ensure continued funding for ESL programs through library and community partnerships
- Hire additional bilingual City staff and ensure multilingual communications

Persistent and Visible Show of Support

- **Develop an evergreen communications campaign** affirming sanctuary status, labor and tenant protections, and an overall commitment to immigrant safety and solidarity, translated into multiple languages and distributed across City-owned spaces and media channels
- **Establish a regular forum**, meeting or convening for immigrants rights, safety and solidarity to be discussed and addressed between city staff, electeds and community organization, leaders, and members
- Create visible sanctuary city signage and multilingual materials throughout Davis

Priority Recommendations: Critical First Steps

The following priority recommendations highlight a small set of immediate actions the City can take to address the most urgent risks facing immigrant residents. These items are intended as starting points. They focus on actions we believe are within City control and responsibility, and are designed to move from stated values to practical, accountable implementation. They do not replace the full recommendations and action items outlined in this report, but rather identify foundational steps that can be initiated quickly while the City continues broader planning, funding, and implementation efforts. *Each item includes suggested organizations to partner with. These are not exhaustive as other orgs may also be relevant. In many cases the organizations mentioned have already offered their time and partnership should the city be interested.*

1. Adopt a Binding Sanctuary City Ordinance

Approve and implement a binding Sanctuary City ordinance that limits City collaboration with federal immigration enforcement, establishes clear accountability, and includes eviction moratorium triggers and tenant protections tied to enforcement activity.

Relevant orgs to partner with: Immigrant Legal Resource Center (ILRC)

2. Establish Immigration Legal Defense Capacity

Create a City-supported legal defense fund and retain bilingual immigration attorneys to provide legal triage, consultation, and removal defense for immigrant residents.

Relevant orgs to partner with: FUEL Network of Sacramento

3. Implement an ICE Preparedness and Rapid Response Plan

Develop and launch an ICE preparedness and response task force or committee and plan in partnership with NorCal Resist and other organizations already leading preparedness work. The task force or committee would ideally include electeds and leaders from DJUSD, UCD, Yolo County, and partner orgs. *Relevant orgs to partner with: NorCal Resist & Allied Neighbors*

4. Support Know Your Rights Trainings (KYR) + Expand Tenant and Rental Rights Education with an Immigrant Focus

Amplify and partner with orgs to provide KYR trainings. Support renter and tenant rights trainings delivered through trusted nonprofit partners, with a focus on eviction protections, anti-retaliation rights, and housing stability for undocumented and mixed-status households. *Relevant orgs to partner with: Norcal Resist, Indivisible Yolo and UCD Labor & Community Center.*

5. Strengthen Language Access Across City Operations

Ensure public meetings, materials, and key communications are consistently translated and interpreted, with expanded bilingual staffing and clear language access standards. *Relevant orgs to partner with: Yolo County Library and DJUSD language experts.*

6. Demonstrate Visible, Ongoing City Commitment

Launch a multilingual communications campaign affirming support for immigrant communities, and establish an HRC-led forum, approved by City Council, to convene immigrant safety and solidarity discussions on a bi-annual basis. *Relevant org to partner with: HRC subcommittee (pending establishment)*

These “first steps” are intended to move quickly on the most immediate needs while laying the groundwork for full implementation of the broader recommendations in this report.

ATTACHMENT:

- Presentation with supporting documentation

IMMIGRANT SAFETY & SOLIDARITY IN DAVIS PRESENTATION

Date: February 17, 2026

Prepared by:

The City of Davis Human Relations Commission -
Sanctuary City - Lived Experience Subcommittee:
Deema Tamimi, Hilda Khairallah, Felix Alvarez

Introduction

The purpose of this presentation and the accompanying report is to help City Council and the public gain:

- An understanding of the organizations working directly with impacted communities.
- A high level understanding of the greatest challenges that immigrant communities are facing and a view into the lived experiences of those communities.
- An overview of the actions or changes that these organizations believe are needed to help secure and foster immigrant safety and solidarity in Davis.

Introduction (continued)

This presentation provides a summary of key findings as well as recommendations based on information gathered from the following:

- An Immigrant Safety and Solidarity **survey** distributed to key organizations and community members with a direct connection to impacted community members
- An Immigrant Safety and Solidarity **forum** at the HRC meeting on January 22, 2026 where several organizations and community members shared their work and experiences
- A virtual **whiteboarding brainstorm/workshop** with several organization representatives on February 6, 2026
- **Several conversations** with immigrant safety and solidarity organizations and community leaders in Davis.

Survey Overview

Survey Respondent Orgs

- Yolo Local, a project of Davis Media Access
- ¿Un Cafecito?
- YIIN
- UC Davis Immigration Clinic
- CRLA Foundation
- United Farm Workers
- Mexican-American Concilio of Yolo County
- Yolo County Library
- Empower Yolo
- International House Davis
- Soroptomist Intl of Davis
- Health Education Council
- Mariachi Puente
- NAETISL
- Davis Interfaith Association
- International Rescue Committee
- NorCal Resist/Mutual Aid in Davis
- Davis Phoenix Coalition
- Immigrant Legal Resource Center (IRLC)
- Undocumented Student Resource Center (USRC)
- The Davis Phoenix Coalition
- DJUSD
- First 5 Yolo
- Resilient Yolo
- Center for Land Based Learning
- Yolo County Local Childcare Planning Council
- The Belfry Lutheran Episcopal Campus Minsitry
- Pacifica Insitute
- + Community Members

Organizations

Mission & Focus

Key areas of focus:

- Direct support + advocacy: legal support, Know Your Rights, mutual aid
- Community building and cultural connection as protection (belonging, visibility, dignity)
- Systems-level change alongside immediate harm reduction
- Many groups operate with limited capacity but broad mandates

Theme/trend

Organizations are filling gaps that local government is not covering, often doing both survival work and long-term justice work at once.

Organizations

Communities served

Key areas of focus:

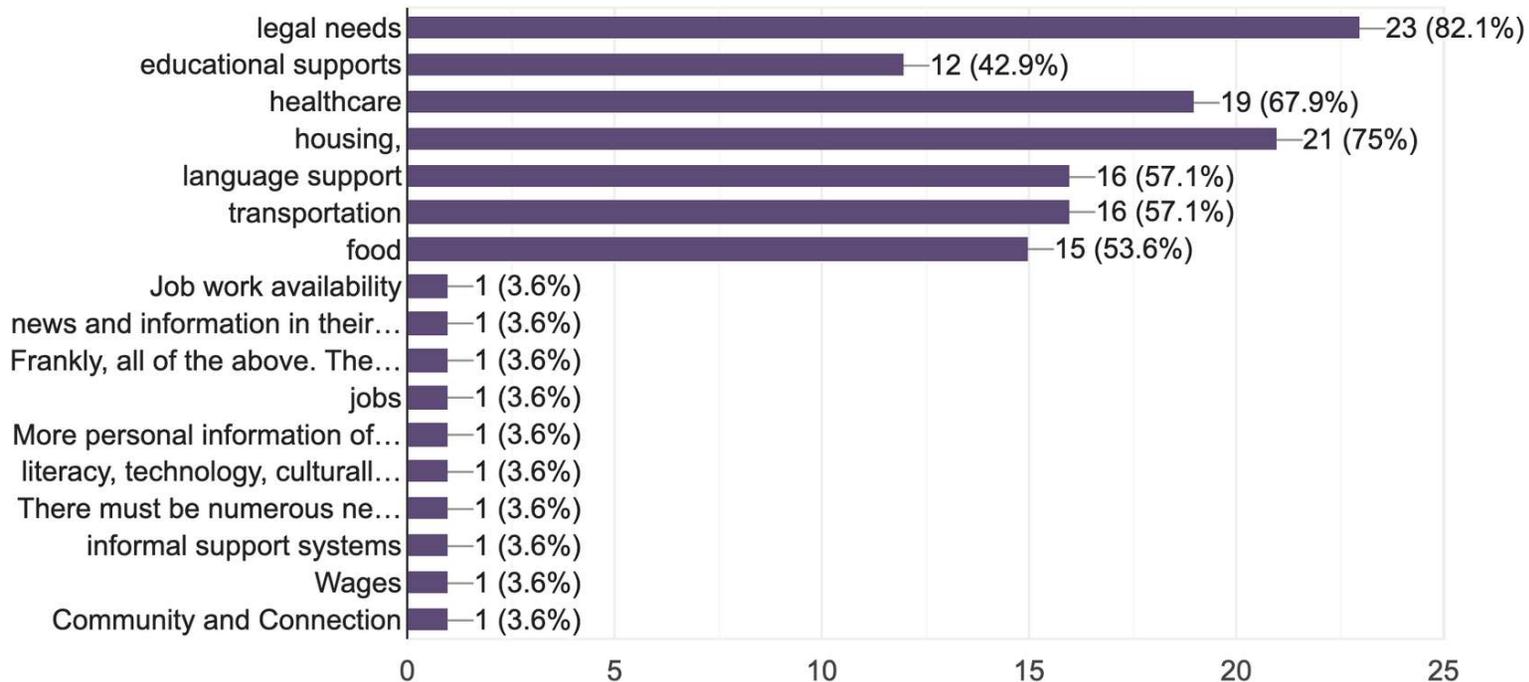
- Strong local roots in Davis/Yolo, even when organizations are regional or statewide
- Focus on Latinx, farmworkers, undocumented families, refugees, students, and mixed-status households
- UC Davis and agricultural labor corridors are a strong focus

Theme/trend

Davis is part of a wider ecosystem, but local impacts (housing, campus & city climate) are deeply felt.

Where do you feel immigrants in Davis or surrounding communities lack access to critical resources?

28 responses



Select Quotes from Survey

“Creation of a social services network that is immigration specific with regular meetings and includes some funding for legal removal defense services.”

“Remind residents and tenants of their constitutional rights on the basis of personhood!”

“Go beyond basic translation: guarantee interpretation at public meetings, translate emergency alerts, integrate multilingual outreach for city programs, find funding for community organizations that serve limited-English-proficiency residents”

“Create a permanent program that provides free immigration legal support, rapid-response services, and culturally/linguistically competent resource navigation, delivered through trusted community partners.”

Select Quotes from Survey

“Many in the International community are fearful -- fearful of losing their jobs because of funding crises, or fearful of deportation or detainment for themselves and their loved ones. I think people are feeling isolated and disconnected as well and it is impacting the social fabric of our community.”

“It seems that the immigrant residents are always an afterthought. There should always be interpreting equipment and certified interpreters at every City's event, all City's website and flyers should be translated into multiple languages, and there should in thoughtful and intentional outreach to communities.”

“I feel the city should actively send representatives to community-based organizations that cater to immigrants to interact with them to gain their trust. For example, we would always welcome city officials...this effort needs to be consistent because many emergent communities are rightfully distrustful of local government. The only way to gain trust is to build relationships.”

Select Quotes from Survey

“I think it is important to make statements that express the City’s values and support for our community members. And I hope that there is action and resources to back up those statements. I’m not quite sure what those specific actions should be right now other than supporting food distribution and ensuring that community members are connected to get their needs met. I think those efforts are best done by nonprofits and volunteer groups with financial support from public entities if possible. “

“Beyond “don’t collaborate with ICE,” the city can: guarantee safe reporting for crime victims and witnesses, train police on U-visa certification requirements, and adopt trauma-informed engagement practices. We should also track and publicly report data on police stops and outcomes.”

The city should make it clear to all that immigrants belong and are considered part of our community, whether that means rights to have their children educated here, or be able to stay housed here, or attend workplaces safely, or simply be included in decision-making.

Forum Overview

Date and Time:

- January 22, 2026, 6:30 PM, HRC Meeting

Attendees:

- 13+ organizations, 13+ speakers
- Several impacted community members spoke or attended with experiences relayed through trusted org leaders
- Orgs/groups represented during forum: Yolo County Library Literacy Services ESL Classes and Bibliobus, ¿Un Cafecito? + YIIN, Immigrant Legal Resource Center (ILRC), CRLAF & UCD Immigration Clinic, NorCal Resist, Empower Yolo, United Farm Workers (UFW), International Rescue Committee, California immigration project, FUEL network of Sacramento, Davis Phoenix Coalition, Davis Media Access
- Several members of the public also offered comments before and after the forum
- Video of the forum is available on YouTube
- Live interpreters interpreted into Spanish during the whole forum for several in attendance

Select Quotes from the Forum

“Fear of leaving the house for fear of being dragged away and separated from our families or even fear of being killed during a raid.”

“Not knowing what will happen to my children if I can’t return home one day.”

“It would be very helpful if people wouldn’t look at us with contempt, that they treat us kindly.”

“A woman who lived in our community for decades decided to leave the country... leaving her U.S. citizen children behind to avoid ICE detention.”

“Students are afraid to go to school. Parents are afraid to leave their homes to go to work and to attend immigration hearings and apply for services for their children.”

Select Quotes from the Forum

“Several...expressed that the idea of going outside made them experience rapid breathing and an upset stomach, even suffering of insomnia”

“Fear, anxiety, uncertainty, stress, and confinement... not being white and not having light hair terrifies me and prevents me from going to the store.”

“It is a vulnerable moment when you have to go to an unknown landlord to disclose your immigration status simply because you want housing for your family.”

“Students are afraid to go to school. Parents are afraid to leave their homes to go to work and to attend immigration hearings and apply for services for their children.”

“When they come to our ESL classes they tell us that it’s difficult to feel safe when approaching an institution.”

Select Quotes from the Forum

“what is the minimum that the city of Davis must do? First, without delay, approve the sanctuary ordinance”

“We would like to see more outreach events where people are given individual attention and time is spent helping each individual overcome barriers and find services that actually assist them.”

“Just walking by the streets of Davis and seeing the signs... immigrants are welcome here... that will help my family feel safe.”

“To make us feel safe, having more information about what are our rights as immigrants.”

“we need funding for culturally sensitive and bilingual mental health providers.”

Select Quotes from the Forum

“While we appreciate that Yolo county law enforcement does not share information with federal immigration authorities, fear within immigrant communities persist”

“families are informed about what their rights are but they know that their rights are being violated”

“we need funding for lawyers doing immigration work locally”

“We recommend the city consider allowing non-traditional forms of income as acceptable proof of income for housing application, incentivizing landlords who work with immigrants, survivors, and increasing funding for legal services.”

Select Quotes from the Forum

“So much of what is offered sounds great, but it doesn’t work in real life.”

“helping parents create emergency plans for for what happens to their children in the event that they are detained or deported.”

“Everyone’s lives matter. Everyone who lives here belongs here.”

“Living their life could fundamentally ruin it.”

“Tomorrow may be too late.”

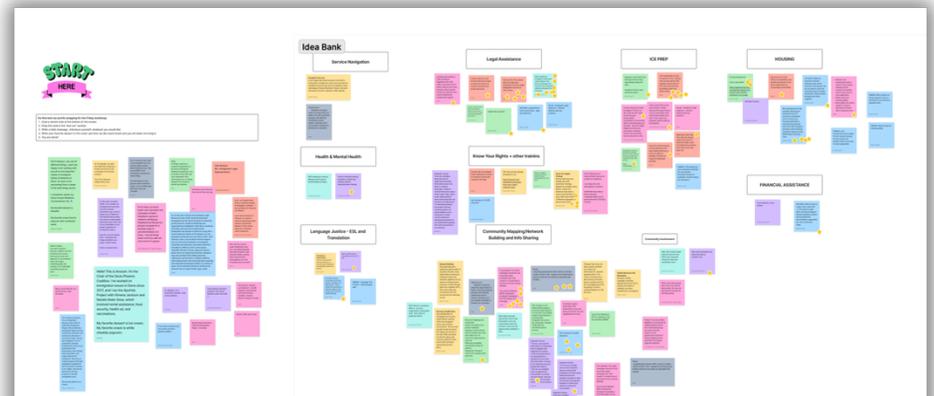
Workshop Overview

Date and Time:

- February 6, 2026

Workshop details:

- 20+ attendees
- Digital brainstorm and workshop to determine the wanted actions by the city
- Purpose was to get feedback on and hone the recommendations that had been offered in the pre-report to the HRC on January 22nd
- Outcome of the workshop: clarity on the most important needs and requests that need to be reflected in a report and recommendations to the City Council



Themes, Findings and Reccommendations

Prominent Themes



Words and resolutions are not enough: accountability and action to demonstrate solidarity through action is missing.



Major gaps in critical resources: legal, housing, healthcare. Community orgs are having to fill these gaps as best as they can .



Fear and isolation is felt both in regard to the current situation and the unknown future



Needed improvement of **communication and trust** with local government



Solidarity actions (frequently and at critical times) would reinforce safety and belonging. This includes providing translation and interpreters.



City-sponsored Know Your Rights education delivered through trusted orgs/instructors in different languages in-person and virtual

In Summary

There is a gap between symbolic commitment and material action, protection and accessibility.

Immigrant-serving organizations see Davis as well-intentioned but insufficiently proactive. While “sanctuary” language and values exist, immigrants continue to experience **fear, instability, and barriers to access**. Community organizations are doing essential, under-resourced work to protect people day-to-day, and they are asking the City to move beyond statements toward **consistent, material, trust-building action in legal protection, housing stability, system navigation/assistance, communication, and visible solidarity**.

High Level Recommendations

Adopt and Implement a Strong Sanctuary City Ordinance

To address the very clear sentiment that action beyond words is needed, the City should go beyond statements and resolutions and show their commitment to our immigrant communities through a sanctuary ordinance modeled off of other ordinances like the ones from San Mateo chapter 2.48 and Chicago ordinance 2-173. The ordinance should limit City collaboration with federal immigration enforcement, establish accountability, and ensure consistent implementation across departments.

Invest in Immigration Legal Defense and ICE Preparedness

Provide sustained funding for immigration legal services, including legal defense, removal defense, and triage. Coordinate ICE preparedness and rapid response across City departments, schools, businesses, and community partners.

Address Housing Stability and Labor Rights as Core to Immigrant Safety

Recognize housing stability and labor protections as essential to immigrant safety and well-being. The City should reduce barriers to housing access, support non-traditional income and documentation, address wage theft and tenant abuses, and ensure immigrant workers and renters have clear, accessible pathways to information, enforcement, and protection. Economic stability must be treated as a core pillar of immigrant safety.

Build Community Navigation and Support Infrastructure

Create City-supported navigation services to help residents access legal, housing, healthcare, and social services. This includes a centralized hotline, part-time staff support, and a publicly accessible resource hub hosted on the city website. Regular City-sponsored convenings should bring immigrant-serving organizations together to coordinate services, share information, and elevate emerging concerns.

High Level Recommendations

Expand Language Access, Translation, and Interpretation

Ensure that all City meetings, materials, emergency communications, and public programs are consistently translated and interpreted. Language access must be treated as essential infrastructure. The City should expand bilingual staffing, mandate interpretation at public meetings, and partner with trusted organizations already providing multilingual outreach and training.

Provide Ongoing Know Your Rights Education Through Trusted Partners

Support regular, City-backed Know Your Rights trainings delivered by trusted community organizations and instructors. Trainings should be multilingual, culturally competent, and offered in-person and virtually. Educational materials should be widely distributed and reinforced through schools, libraries, workplaces, and community hubs.

Demonstrate Visible, Consistent Solidarity and Public Communication

Demonstrate solidarity through sustained, visible action. This includes City amplification of trusted community messaging, timely information sharing about enforcement activity when appropriate, and a multilingual public campaign affirming that immigrants belong in Davis. Visible signage, regular community presence by City leadership, and an evergreen communications strategy should reinforce trust and safety, especially during moments of heightened fear.

Specific Action Items

Legal Defense & Funding

- Create a legal defense fund to support immigration legal services
- Establish legal office hours for basic assessment, triage, and guidance
- Hire bilingual immigration attorneys
- Partner with nonprofits for referrals and pro-bono attorney connections
- Explore the Sacramento FUEL network model for coordinated, City-funded legal services

ICE Preparedness & Response

- Establish, by April 1, an ICE-preparation task force or committee, to develop a comprehensive action plan. The task force or committee would ideally include electeds and leaders from DJUSD, UCD, Yolo County, and key partner orgs like NorCal Resist.
- Train businesses on ICE response protocols and create eviction-moratorium triggers
- Coordinate response plans with schools, the private sector, and neighboring cities

Specific Action Items

Tenant Protections, Housing Stability & Public Housing

- Make tenant rights resources highly visible and accessible, including trainings, guidance on habitability, eviction protections, and anti-retaliation rights regardless of immigration status
- Reduce bureaucratic barriers and application fees for low-income housing applications
- Work with landlords to accept non-traditional income verification and documentation (e.g., ITINs)
- Promote rental assistance programs and tenant resource hotlines through Spanish-language media (e.g., Univision), social media, and trusted community channels
- Explore accountability mechanisms for repeat or egregious landlord violations, including public hearings or review processes for bad practices, modeled on approaches used in other cities.
- Explore opportunities to convert City-owned land or properties into affordable public housing, prioritizing long-term affordability and strong tenant protections
- Pursue partnerships with mission-aligned developers, such as the Cesar Chavez Foundation, to advance community-rooted housing solutions.
- Create eviction-moratorium triggers and plan in-advance for various scenarios.
- Make a formal request to the California state governor for eviction moratorium support as Minneapolis city councils have done to their governor

Specific Action Items

Labor Rights & Workplace Protections

- Partner with UCD Labor & Community Center to develop educational materials for both employees and employers and host labor rights information sessions in trusted community settings, including faith-based spaces (such as Spanish-language Mass at St. James), libraries, and community centers, with multilingual materials and interpretation.
- Commission a labor conditions study in partnership with the UC Davis Labor Center to assess experiences of wage theft, unsafe working conditions, retaliation, and labor violations affecting immigrant workers in Davis.
- Leverage City authority to strengthen labor standards, including exploring Project Labor Agreements (PLAs) or labor-peace agreements for hotels and hospitality businesses, particularly as conditions of liquor license approvals, renewals, or other City permits.
- Partner with labor organizations such as Unite Here Local 49, the Workers Center of Sacramento, and relevant unions to develop and implement worker-focused protections and education.
- Develop a community-informed street food vendor program or ordinance that eliminates unnecessary licensing requirements and creates clear protocols for vendor-police interactions to protect workers from unnecessary enforcement and intimidation.

Community Services & Support

- Amplify, coordinate and partner with orgs to provide Know Your Rights trainings, provide space, and support materials development
- Provide Know Your Rights trainings in multiple languages in partnership with nonprofits
- Create a navigation hotline and centralized resource hub on the City website
- Establish a “Noticias de Davis” WhatsApp channel
- Leverage Davis Neighbors Night Out program for encouraging ongoing neighborhood meetings and resiliency building, ICE

Specific Action Items

Language Access & Training

- Expand interpretation and translation services, ensuring official meeting materials are translated and official meetings have live interpretation
- Expand and ensure continued funding for ESL programs through library and community partnerships
- Hire additional bilingual City staff and ensure multilingual communications

Persistent and Visible Show of Support

- Develop an evergreen communications campaign affirming sanctuary status, labor and tenant protections, and an overall commitment to immigrant safety and solidarity, translated into multiple languages and distributed across City-owned spaces and media channels
- Establish a regular forum, meeting or convening for immigrants rights, safety and solidarity to be discussed and addressed between city staff, electeds and community organization, leaders, and members
- Create visible sanctuary city signage and multilingual materials throughout Davis

Priority Recommendations: Critical First Steps

The following priority recommendations highlight a small set of immediate actions the City can take to address the most urgent risks facing immigrant residents. These items are intended as starting points. They focus on actions we believe are within City control and responsibility, and are designed to move from stated values to practical, accountable implementation. **They do not replace the full recommendations and action items outlined in this report,** but rather identify foundational steps that can be initiated quickly while the City continues broader planning, funding, and implementation efforts.

Each item includes suggested organizations to partner with. These are not exhaustive as other orgs may also be relevant. In many cases the organizations mentioned have already offered their time and partnership should the city be interested.

Priority Recommendations: Critical First Steps

1. Adopt a Binding Sanctuary City Ordinance

Approve and implement a binding Sanctuary City ordinance that limits City collaboration with federal immigration enforcement, establishes clear accountability, and includes eviction moratorium triggers and tenant protections tied to enforcement activity. *Relevant orgs to partner with: Immigrant Legal Resource Center (ILRC)*

2. Establish Immigration Legal Defense Capacity

Create a City-supported legal defense fund and retain bilingual immigration attorneys to provide legal triage, consultation, and removal defense for immigrant residents. *Relevant orgs to partner with: FUEL Network of Sacramento*

3. Implement an ICE Preparedness and Rapid Response Plan

Develop and launch an ICE preparedness and response task force or committee and plan in partnership with NorCal Resist and other organizations already leading preparedness work. The task force or committee would ideally include electeds and leaders from DJUSD, UCD, Yolo County, and partner orgs. *Relevant orgs to partner with: NorCal Resist & Allied Neighbors*

Priority Recommendations: Critical First Steps (continued)

4. Support Know Your Rights Trainings (KYR) + Expand Tenant and Rental Rights Education with an Immigrant Focus

Amplify and partner with orgs to provide KYR trainings. Support renter and tenant rights trainings delivered through trusted nonprofit partners, with a focus on eviction protections, anti-retaliation rights, and housing stability for undocumented and mixed-status households. Relevant orgs to partner with: *Norcal Resist, Indivisible Yolo and UCD Labor & Community Center.*

5. Strengthen Language Access Across City Operations

Ensure public meetings, materials, and key communications are consistently translated and interpreted, with expanded bilingual staffing and clear language access standards. Relevant orgs to partner with: *Yolo County Library and DJUSD language experts.*

6. Demonstrate Visible, Ongoing City Commitment

Launch a multilingual communications campaign affirming support for immigrant communities, and establish an HRC-led forum, approved by City Council, to convene immigrant safety and solidarity discussions on a bi-annual basis. *Relevant org to partner with: HRC subcommittee (pending establishment)*

Next Steps

Review with HRC on February 26th

Vote whether to move this report forward with an attached doc of recommendations, action items, and first steps for the City Council to review and take up recommendations with City staff



Thank you