



**Partnership for the  
Advancement of  
New Americans**



Partnership for the  
Advancement of  
New Americans

# OUR MISSION

We fight to advance the full economic, social, & civic inclusion of refugees in the San Diego region, throughout California, and across the country.



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# OUR VISION

We envision a world where refugees are connected  
global leaders building a trans-continental movement  
to advance meaningful freedom for all.

# Refugees in San Diego County



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86,000+ resettled since 1975



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In addition, San Diego is home to significant populations from the Middle East, South Asia, and the African diaspora.

# Who PANA Serves



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## BAMEMSA Community:

- Black and African
- Arab
- Middle Eastern
- Muslim
- South Asian

There are 22  
languages spoken  
but most common  
languages served:  
Arabic, Dari/Pashto,  
Oromo, Somali, and  
Swahili

# Census Invisibility for BAMEMSA Communities



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- PANA was part of Count Me 2020
- Our communities were counted, but are not accurately represented in the data
- The COI criteria is critical for BAMEMSA communities: it is how our communities show up in redistricting





**Best Practices  
for  
Community Engagement**



# Partner with Trusted Messengers



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- They can inform your outreach plans and hearing logistics
- When you have materials and information ready, they can help you outreach to the community
- This is the most effective way to engage historically underrepresented communities



# Language Access: Resources



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- San Diego County's IRC is leading the state on language access
- Consider translating key documents and provide a glossary of redistricting terms for interpreters
- Consider translating mapping tools into the 8 languages



# Language Access: Meetings



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- Consider whether the 8 languages encompass everyone you're engaging
- Community partners can identify region-specific language needs to promote deeper engagement
- Translate both written and verbal public comment
- Translate the entire meeting when interpretation is requested
- Double public comment time for interpretation

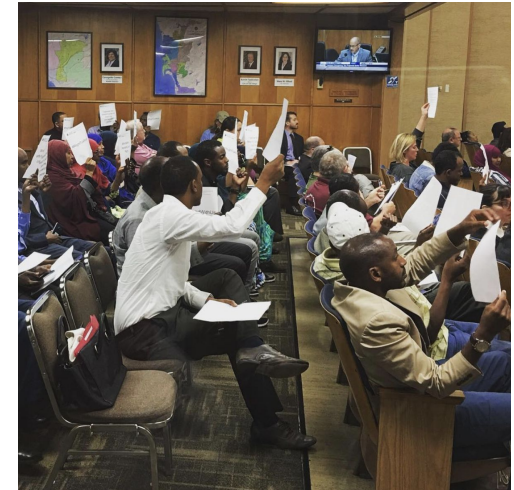


# Language Access: Infrastructure



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- Develop a process flow to make sure language access requests and non-English public comment and assistance requests are translated and transmitted to the line drawer and IRC
- Sometimes translation issues slip through the cracks - mapping out the process flow can prevent this from happening



# Public Input Hearings: Accessibility



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- Continue practice of different meeting times
- Even if virtual, hold region-specific hearings
- Consider allowing group presentations
- Consider an appointment system
- If virtual, consider video option for speakers
- Set timeline for hearings in advance so the public can plan ahead
- Check the state and city hearing schedules to make sure they don't conflict



# Public Input Hearings: Timeline



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- Utilize time before receipt of state-adjusted Census data to gather COI input
- Schedule sufficient time and hearings between receipt of state-adjusted data and drawing of your first draft maps to allow community time to do VRA analysis and draft map presentations
- Ensure sufficient time and hearings for comment on draft maps - public needs time to review, educate, and engage communities that may offer important feedback and proposed adjustments





THANK YOU