



Promoting Equity, Encouraging Success:

How UCI Faculty and Staff Can Support Undocumented Students

Developed in consultation with Laura E. Enriquez, Anita Casavantes-Bradford, Susan Coutin, and Oscar Teran.

The University of California welcomes and supports students without regard to their immigration status. At UC Irvine, we are committed to providing academic and social support to ensure inclusive excellence. Given the recent changes in immigration law and policy, we have outlined a list of best practices to help faculty and staff provide equal access to a UCI education to all students, including those who are undocumented or from mixed-status families.



What can YOU DO?



**Signal your support of undocumented students
and students from mixed-status families**



- Explain how you will accommodate immigration-related emergencies in your course syllabi. A sample statement: “In the event that you have a medical emergency, family crisis, immigration-related issue, or other serious event, please notify me know as soon as possible. I may excuse your absence(s) and, if needed, we can develop a plan for extending assignment deadlines and/or receiving an incomplete in the course so you can make up work at a later date.” Similar information can be conveyed to student employees.
- Post artwork, an ally sticker, or other materials in your work space that indicate you support immigrant students.

Discuss immigration-related issues accurately and sensitively



- Use appropriate terminology, such as “undocumented” or “unauthorized” rather than “illegal” or “alien.” Be aware that “DACA” is not a catch-all term, but rather refers to a select group of undocumented students who benefit from this policy. Students may also have varying feelings about the use of “DREAMer” as it furthers a divide between so-called “good” and “bad” immigrants.
- Advise students in advance before initiating discussions of immigration issues, especially if it is not on the day’s agenda.
- Do not “out” students by referring to their immigrant or immigration status. This is important to ensure their physical and emotional security. Allow students to reveal this if they choose and in their own way.
- Avoid spotlighting individual students according to their citizenship status or immigrant background during discussions. For example, do not say: “Kim, as an immigrant, can you share how you feel about the rescission of DACA?”
- Even if you are trying to express support, be careful that you do not make assumptions about how students are feeling. For example, do not say: “You must be really stressed out due to changing immigration policy. Do you need an extension/day off of work?”

Help protect students’ safety

- Do not refer to students’ citizenship or immigration status in public conversations or written communication. Only do so with the students’ permission, such as when helping them identify resources or explaining their personal background in letters of recommendation.
- Report any requests for information from ICE/law enforcement agencies to UCI Campus Counsel, the UCI Police, and your department chair/Dean/supervisor.
- Should any law enforcement agency other than UCI PD request access to restricted campus space (i.e. any room or building that is capable of being locked), inform UCI Campus Counsel, the UCI Police, and your department chair/Dean/supervisor and await further instructions. UCI Campus Counsel has sole authority in determining the validity of a warrant on campus and admitting officers to restricted spaces.
- Follow procedures for reporting & documenting hate speech and threatening incidents on campus.
 - o Report a non-emergency incident of harassment/hate speech via UCI PD’s “Silent Witness” Form.
 - o Report a hate/bias related crime via UCI’s Intolerance Report Form.

Ensure that financial need does not disrupt students' academic performance

- Pay attention to the cost of course materials. Put copies on reserve at the library. Donate extra copies to the DREAM Center's book lending library.
- Help fight the consequences of food insecurity. Have healthy snacks available. Direct students to the FRESH Basic Needs Hub, which houses a food pantry and offers other resources.



Offer alternative professional development opportunities for career and graduate school preparation



- Undocumented students struggle to develop career-relevant work experience and/or access research opportunities to prepare for graduate school. Consider compensating students for their research or internship experiences via a scholarship. Contact the DREAM Center for more information.
- Review your departments' programs to ensure that they do not purposefully or inadvertently require U.S. citizenship or lawful permanent residency to participate. Inquire with directors whether existing citizenship requirements can be modified or waived. Advocate for changing requirements and/or including specific language about undocumented students eligibility and whether AB-540 or DACA eligibility is required.

Educate yourself and students about the resources UCI provides undocumented students and students facing immigration crises

- Inform yourself about and refer students to the UCI DREAM Center. List the UCI DREAM Center in your syllabi under resources available to students. Contact the UCI Dream Center for informational materials that you can make available to students.
- Attend an ally training session offered by the DREAM Center.
- Join the Committee for Equity and Inclusion of Undocumented Students (CEIUS), a campus-wide committee of faculty, staff and administrators at UCI dedicated to advocating for the academic success and wellbeing of undocumented students and students from mixed status families at UCI. For more information, contact faculty chair Prof. Laura Enriquez (laura.enriquez@uci.edu).

The UCI DREAM Center

The DREAM Center empowers undocumented students to thrive at UCI and beyond. They deliver student-centered programs; problem solve and connect students to resources; facilitate access to no-cost, quality legal services; and educate the broader community on topics related to immigration.

General consultations can be scheduled with professional staff and/or peer mentors to discuss any issue a student is having and receive guidance and support to move forward.

Academic and professional development programs support academic and professional excellence.

- **DREAM Scholars** and **DREAM Scholars Plus** are retention programs designed to provide academic support and resources for undocumented students.
- **Business Incubator** is a professional development program designed to teach students about entrepreneurship as a possible form of employment.
- **Scholars In Residence** features workshops lead by undocumented graduate and professional school students about post-graduate education and mentorship to help students apply for research and internship opportunities.
- **DREAM Project Fellowship** provides on-campus internship opportunities for students who do not have work authorization and/or DACA status.

No-cost legal services are provided by a full-time attorney in collaboration with the UC Immigrant Legal Services Center. Free consultations and services are available to all UC students and their immediate family members, including U.S. citizen students seeking services for immigrant family members.

Wellness and social programs support social and emotional wellbeing.

- **UndocuEaters Support Group** provides a safe space for students to build a support system, discuss current issues and receive support from professional counselors.
- **UndocuArt Collective** provides a safe space for students to be creative and use their artistic skills to express themselves, heal, and build community.
- **Community building events and social activities** are hosted on a regular basis.

For more information visit: <http://dreamers.uci.edu/> or contact Director Oscar Teran.

Important Contact Information

UCI DREAM Center Director Oscar Teran:
(949) 824-8225 (terano@uci.edu)
UCI Police Department: (949) 824-7797
UCI Office of Campus Counsel: (949) 824-8343