

Friends & Undocu-Allies at the University of San Francisco,

Many of you have reached out to ask about what you can do to support DACAmented and undocumented students in this trying moment. As you are undoubtedly aware, President Trump is likely to make an announcement to end the Deferred Action for Childhood Arrivals (DACA) Program in the coming days. While it is still unclear if the end of the program will be gradual or immediate, there seems to be little doubt that the program in its current incarnation will end. As you know, though the DACA Program does not represent the expansive vision of comprehensive immigration reform that we need, the program has increased educational access and provided financial stability and protection from deportation for thousands of undocumented young people. All signs point to the likelihood that we now stand on the precipice of the dismantling of this program, which means we are now tasked with the responsibility of figuring out how to stand in solidarity and protection of our undocumented brothers and sisters who will be pushed out of status.

We are all wondering about what we can do to support the DACAmented and undocumented people who inhabit our corner of the university. We suggest you take the time to have this conversation in your office, unit, program, or department to consider what you can do. Through conversations with various campus entities and stakeholders including faculty, staff, students, and alumni, the Task Force on Support and Services for Undocumented Students has developed a list of concrete, actionable steps that we hope will be a helpful starting point for this conversation.

Thus, it is our strong recommendation that we collectively, as faculty and staff of The University of San Francisco, take the following three steps:

1. Commit emergency funds to fill the financial gap that DACAmented students may face.

Many DACAmented students receive financial aid to help pay for their college education. Others work on and off campus to be able to afford college. This funding could be in jeopardy, as it is often contingent on having DACA clearance. In cases where students are faced with a loss of financial aid, scholarship money, or wages because they fall out of status, we urge the University to commit the funds to fill that monetary gap so that students can stay in school and continue to pursue their education.

2. Commit to continued, uninterrupted, employment for all University of San Francisco employees who currently have DACA.

For members of our campus community - students and staff alike - whose employment is contingent on the employment authorization they receive through DACA, an end to the program could signal an end to their right to keep their jobs. We urge the University to commit to keeping these employees in their positions and ensure they are paid through alternative means. One option is looking into alternative ways to compensate individuals, such as by paying them as independent

contractors or converting wages to scholarship/fellowship aid. Let's be visionary and daring in considering how to support DACAmented employees who fall out of status.

3. Make a public statement expressing disagreement with the repeal of DACA and reaffirming our University's protection and defense of the undocumented members of our campus community.

We cannot underestimate the importance of speaking loudly and often in defense of our undocumented community members. In doing this, let's remember that not all undocumented people in our community were able to benefit from DACA - some were ineligible. Thus, as we advocate for the continues protection and rights for those who have DACA, let's also remain vigilant in advocating for all undocumented people - not only those who have DACA

4. Join the advocacy and organizing efforts to fight the Trump agenda. We are fortunate to live in an area where there are many organizations and various grassroots efforts to fight the attacks on marginalized communities coming out of the Trump White House. St Agnes Church, right by USF, has declared sanctuary and invites members of their faith community to join them in these efforts. Faith in Action Bay Area and Bay Resistance are two organizations that provide frequent opportunities for supporters to join their efforts. Let's be bold and powerful in our fight, and hold onto the power we have in large numbers.

We know that so many in the USF community stand with us in our commitment to undocumented students and staff members. We are now called to respond in new ways to this changing political context, and look forward to the work ahead. Let us work together in a way that is true to our university mission and our Jesuit values in taking definitive action in defense of our undocumented brothers and sisters.

We look forward to your response.

In solidarity,

Task Force on Support and Services for Undocumented Students at the University of San Francisco