

Building Connections for a Resilient Community



➤ Introduction



Acting Vice
President for
Administration &
Finance and Chief
Financial Officer



Interim Associate
Vice President of
Human Resources



Associate Director of
the Office of
Diversity, Equity,
and Inclusion



Associate Vice
President for the
Office of Diversity,
Equity, and Inclusion
and Campus
Diversity Officer

Introduction

- We appreciate this invitation to present our experience to the ARC audience today
- We show up to this meeting with a spirit of collaboration and sharing
- We appreciate the work you are all already doing in this area across the CSU system
- We acknowledge the different cultures of each CSU campus and that what Cal Poly Humboldt is doing may not be possible in your campus
- Our process is specific to our campus culture.
- Structure of our presentation

➤ **Community Resilience Steering Group (CRSG) - Charge**

Identify existing groups on campus to create a unified network of preparation and response. This network will serve as the central touchstone for promotion, campus communication, presentation, and community feedback.

➤ **Community Resilience Steering Group (CRSG) - Members**

- **Rosamel Benavides-Garb**, Associate Vice-President Office of Diversity, Equity, and Inclusion
- **Michelle Caisse**, Interim Associate Vice President of Human Resources
- **Georgina Cerda Salvarrey**, Coordinator, Dream Center
- **Eduardo Cruz**, President Associate Students
- **Michael Fisher**, Acting Vice President for Administration & Finance, CFO
- **Chrissy Holliday**, Vice President for Admission and Enrollment
- **Michele Miyamoto**, Associate Director, Office of Diversity, Equity, and Inclusion
- **Heather Honig**, Interim Constructive Engagement Coordinator
- **Roberto Mónico**, Faculty and Rapid Response Committee
- **Brenda Perez**, Coordinator, El Centro Académico Cultural de Humboldt

➤ **Community Resilience Steering Group (CRSG) - Our Story**

- **Summer 2025** - Initial efforts - compliance and known resources
- **Fall 2025** - Collaboration with University Senate and other groups
 - CRSG charge and planning
- **Spring 2026** - Deliver on our Commitments
 - Over 20 meetings - go to where people are
- **Summer 2026** - Turning listening into action
 - Response Plan - Communication Plan
 - Network - Roles & Responsibilities - Training

➤ **Our Campus Presentation - Two areas of Focus**

- **Formal: Institutional Response During an Event on Campus**

What we can do to protect our community. Understanding Campus Protocols, Rights, and Responsibilities (Based on CSU Policy & California Law).

- **Informal: Grassroots Organization. Preparing our Community Before and After an Event on Campus**

What we can do **RIGHT NOW** to ensure we have a community ready to respond AND recover from ICE actions. This is where we learn together.

➤ **Response During an Event: Communication**

Cal Poly Humboldt is committed to our principles: The safety of our students and employees, preventing discrimination based on immigration status, protection of privacy rights, compliance with California law, and following CSU systemwide policy

- Provide clear, factual guidance
- Explain Cal Poly Humboldt's legal obligations
- Clarify roles of employees and University Police
- Reduce fear and misinformation

➤ **Response During an Event: Enforcement**

Who Enforces Immigration Law?

Immigration law is enforced by the federal government, including:

- ICE (Immigration and Customs Enforcement)
- CBP (Customs and Border Protection)
- Other DHS-authorized federal agents

Who Does not Enforces Immigration Law?

- Local jurisdictions, including UPD, APD, Sheriff, and CHP **DO NOT** enforce immigration law
- Humboldt County sanctuary ordinance (Measure K) 2018
- California Law, Senate Bill 54, “California Values Act” 2018 largely establishes protections outlined in sanctuary ordinance.

➤ Response During an Event: UPD

Role of University Police (UPD)

- California Values Act (Law SB 58, 2018) limits use of state resources for federal immigration enforcement
- UPD **will not** investigate, detain, or arrest individuals solely for immigration violations
- UPD **will not** conduct joint immigration enforcement operations
- UPD **will not** enforce federal immigration law
- UPD **will not** detain individuals based solely on suspected immigration status

➤ **Response During an Event: ICE**

Can ICE Come Onto Campus?

Yes — but with limits.

Because Cal Poly Humboldt is a public university:

- Public areas of campus are open to federal officers
- Non-public areas are restricted, entry into non-public areas requires a **judicial warrant**

➤ **Response During an Event: Space**

What Are Public Areas?

University Quad and Balabanis Art Quad are our two designated public spaces. Additionally, public streets sidewalks and pedestrian thoroughfares are considered public areas.

What Are Non-Public Areas?

All University Buildings and Residence Halls. This includes but is not limited to faculty and administrative offices, classrooms, research labs, locker rooms, maintenance facilities, building hallways and restrooms.

➤ **Response During an Event: Housing**

What About University Housing?

For residence halls and campus apartments:

- Individuals have privacy rights
- Administrative warrants do NOT authorize entry without consent
- Specific Judicial warrants may authorize entry

Housing staff must:

- Contact the campus designated official
- Contact UPD
- Avoid interfering with law enforcement

➤ **Response During an Event: Records**

Privacy of Student & Employee Records: Employees should refer requests to the designated campus official.

Student and employee records are protected by:

- FERPA
- California Education Code § 66093.3
- Information Practices Act
- HIPAA (if applicable)
- CSU privacy policy

Federal immigration agents:

- Must provide a valid subpoena for records
- Do NOT have automatic access

➤ Response During an Event: ICE on Campus

When there is enforcement activity on campus...

If you are approached:

- Remain calm and professional
- **Do NOT** grant access to non-public areas
- Inform the officer you must contact the **designated campus official** (ext.3626) or (707-826-3626)

If exigent (emergency) circumstances:

- Immediately notify University Police (911) OR
- Immediately notify Human Resources (ext.3626) or (707-826-3626)

➤ Response During an Event: Intentionality

Addressing Misinformation. Not every ICE presence on campus is enforcement-related.

ICE may visit for:

- Student and Exchange Visitor Program (SEVP) compliance
- Administrative matters
- Career fairs (which campuses cannot prohibit)

False rumors can cause unnecessary panic. Please report observations to the **designated campus official** (ext. 3626) or (707-826-3626)

What We Are Currently Doing

Campus Support Resources

- Making resources easily accessible (QR Codes Immigration and Rights website)
- Notification Templates - timely communication
- Building a community response network.
- Access to free CSU immigration legal services (systemwide program). The Coalition for Humane Immigrant Rights (CHIRLA)
- Dream Center and undocumented student support services
- University Police assistance
- Please Visit the website located on the Cal Poly Humboldt banner and myHumboldt.

➤ Examples of Accessible Information



1.75" x 1.5" sticker



4" x 7" sticker applied to all main entry doors to buildings



4" x 3.5" sticker in classrooms

➤ **Our Campus Community Listening Tour (Rosamel Benavides-Garb)**

Two important considerations:

- We participated in more than 20 high-level conversations with organizations across our campus without adding additional meetings to this process
- Each meeting had a dedicated notetaker to record comments, suggestions, and overall sentiments of our community (Michele Miyamoto)

Listens, Collaborate, Transform

Questions for collective reflections and discussion:

- What are areas that are of major concern to you?
- What have you heard in our community that we should be addressing?
- Where should we go next?
- What community groups do you think could benefit from this presentation/conversation?
- Who else can we learn from?

What We Have Learned

What we have learned from members of our community through compassionate listening and difficult conversations:

- All members of our community demonstrated tremendous compassion and empathy regarding the most vulnerable members of our community.
- There was always present a sense of collaboration with the university's approach to support our community.
- Our presentation clarifies on going questions our community had about our institutional response.
- At large, our community understood issues of legal boundaries in the manner our institution must respond.
- We all developed a collective understanding about the complementary roles played by the institution and grassroots organizations to support and protect our community

What is next?

Action informed by our community conversations: We are planing two summer retreats to:

- Create a community drafted and support response plan.
- Establish a shared understanding of when and what kind of communications would be released.
- Constitute various groups with roles and responsibilities across all three response phases (Pre/during/post) as well as curated student, faculty and staff training plan.
- Integrate these practices into existing organizations on our campus to ensure sustainability and ongoing improvement.

ARC Community Listening Tour (CRSG facilitated)

Time to share: What have you experienced on your own campuses regarding this particular concern?

(Our Notetaker will take anonymous notes)



On Behalf of the Community Resilience Steering Group (CRSG) and Cal Poly Humboldt

THANK YOU!

Contact: diversity@humboldt.edu