



Immigrants Under Attack

Resources From The Inclusion Allies Coalition

Inclusion Allies Coalition
Gathered and Created by Angela Guy, IAC Advocacy Committee



THE LEGISLATIVE FRAMEWORK EXECUTIVE ORDERS



Executive Orders Related to Immigration

As of April 2025, President Donald Trump has issued numerous executive orders significantly altering U.S. immigration policy during his second term. Below is a summary of the most impactful actions:

Executive Order 14159: *Protecting the American People Against Invasion*

•**Purpose:** Declared a national emergency at the southern border.

•**Key Provisions:**

- Established Homeland Security Task Forces (HSTFs) in every state.
- Revoked several Biden-era immigration policies.
- Prioritized the detention and removal of undocumented immigrants.
- Reinstated mandatory alien registration under the Immigration and Nationality Act.

Attempt to End Birthright Citizenship

•**Action:** Issued an executive order aiming to deny U.S. citizenship to children born to undocumented immigrants.

•**Legal Status:** Temporarily blocked by a federal judge as unconstitutional under the 14th Amendment.

Suspension of Asylum and Refugee Programs Measures:

- Halted the U.S. Refugee Admissions Program for 90 days.
- Reinstated the "Remain in Mexico" policy, requiring asylum seekers to wait in Mexico during U.S. immigration proceedings.
- Ended the "catch-and-release" practice, mandating detention of migrants until their cases are resolved

Invocation of the Alien Enemies Act

•**Action:** Invoked the 1798 Alien Enemies Act to expedite deportations of individuals suspected of gang affiliations, notably members of Venezuela's Tren de Aragua.

•**Controversy:** Critics argue this bypasses due process protections.

Laken Riley Act Signed: January 29, 2025.

•**Provisions:** Mandates detention of undocumented immigrants charged with theft or assaulting law enforcement.

•**Allows states to sue the Department of Homeland Security for alleged non-enforcement of immigration laws**

Executive Actions Related to Immigration

Expansion of Migrant Detention Facilities

- Directive:** Ordered the expansion of the Guantanamo Bay Migrant Operations Center to detain up to 30,000 migrants.
- Challenges:** Faced logistical and legal hurdles, leading to reconsideration of the plan

Enhanced Visa Vetting

- Policy:** Implemented stringent social media vetting for visa applicants with ties to Gaza.
- Outcome:** Over 300 visas have been revoked under this directive

Introduction of the "Trump Gold Card"

- Proposal:** A residency permit for foreign investors contributing at least \$5 million to U.S. projects.
- Benefits:** Offers a path to citizenship and exempts holders from U.S. taxes on foreign income.
- Concerns:** Raises constitutional questions regarding executive authority over immigration and tax law.

Revocation of Biden-Era Immigration Policies

- Action:** Rescinded over 70 executive actions from the previous administration, including those related to family reunification and refugee resettlement.

These executive orders represent a significant shift in U.S. immigration policy, emphasizing enforcement and restriction. Many of these actions are subject to ongoing legal challenges and have sparked widespread debate regarding their implications for civil liberties and constitutional rights.

Recent Developments in U.S. Immigration Policy

- Judge skeptical Trump's Venezuela deportation notices comply with Supreme Court ruling
- Trump administration orders Gaza-linked social media vetting for visa Applicants. (A fuller analysis of these EO's can be found in the links below)

<https://innovationlawlab.org/sites/default/files/2025-12/Law-Lab-Executive-Order-Analysis-Updated-Jan2025.pdf>

<https://www.nilc.org/articles/analysis-of-trump-day-1-executive-orders-unconstitutional-illegal-and-cruel/>





IMPACT OF EXECUTIVE ORDERS ON IMMIGRANT COMMUNIT



Impact on Immigrant Community

President Trump's executive orders on immigration have profoundly impacted immigrant communities, eliciting a range of emotional responses. Below are some firsthand accounts illustrating these effects. We have removed the names to protect the immigrants.

Fear and Uncertainty Among Students

Many international students have faced sudden visa revocations, leading to legal battles and emotional distress. One student expressed:

"I was just trying to finish my degree. Now I'm fighting deportation over a dismissed charge. I feel like I'm being punished for something I didn't do."

Family Divisions and Emotional Strain

Immigrant families have experienced internal conflicts over political views, especially when parents support policies that their children see as harmful. A young woman shared:

"My mom voted for Trump because of the economy, but I can't understand how she supports someone who wants to deport people like us."

Mental Health Challenges

The fear of deportation and community betrayal has taken a toll on mental health. A DACA recipient and teacher, recounted:

"It's impacting our mental health. I had to leave my master's program temporarily due to policy changes under the Trump administration."

Career Disruption for Athletes

International athletes have faced dilemmas between their careers and immigration uncertainties. A Venezuelan soccer player noted:

"I can't leave the U.S. to play for my national team because I might not be allowed back in. It's heartbreaking."

Erosion of Trust in Legal Process

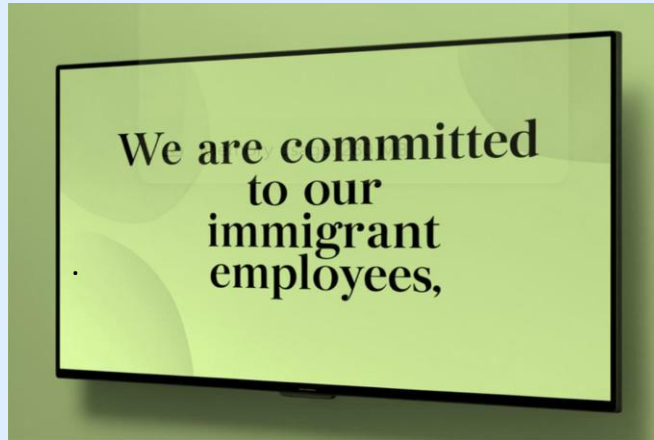
Even those following legal procedures have faced unexpected detentions. A Palestinian student, was arrested during his naturalization interview:

"I did everything right, and still, I was treated like a criminal."



HOW ORGANIZATIONS CAN ASSIST IMMIGRANT COMMUNITIES

How Organizations Can Support Immigrant Employees



Sample Statement to Employees

Subject: Our Commitment to Immigrant Employees

At [Company Name], we value every member of our team.

In light of recent changes in immigration policy, we reaffirm our commitment to creating a safe, inclusive, and supportive environment for all employees - regardless of immigration status.

We are actively reviewing policy changes and offering resources to ensure everyone feels protected and supported.



Legal Resource Guide

Provide or refer employees to:

- Immigrant Legal Resource Center
- (www.ilrc.org)
- United We Dream Deportation Defense Hotline: 1-844-363-1423
- ACLU Know Your Rights
- (www.aclu.org/know-your-rights)
- Local immigration lawyers or sponsored legal consultations

Host on-site or virtual sessions on:

- DACA renewals
- Work visas (H-1B, TN, O-1)
- Green card process
- Family immigration



Mental Health and Wellness Plans

Include in wellness programs:

- Culturally competent counselors
- Trauma-informed care
- Confidential therapy
- Peer-led support groups

Providers:

- <https://www.therapyforlatinx.com/>
- <https://www.asianmhc.org/>
- <https://www.inclusivetherapists.com/>

How Organizations Can Support Immigrant Employees



Policy/Operations Recommendations

Recommendations:

- Flexible leave for immigration appointments
- Emergency legal or travel fund
- Remote work for cross-border risks
- Bias & cultural sensitivity training
- Secure employee documentation



Educational & Allyship Tools

Workshops:

- Immigration 101
- Allyship in the Workplace
- Know Your Rights
- Crisis response role-play

External Trainers:

- National Immigration Law Center
- Welcoming America
- FWD.us
- Family immigration
- Detention rights and ICE interactions



Employee Resource Group Launch Kit

Suggested ERG Name: 'Immigrant Voices at [Company Name]'

Activities:

- Storytelling sessions
- Language-based groups
- Resource drives
- Mentorship

Tips:

- Diverse planning team
- DEI collaboration
- Budget allocation



External Actions

Ideas:

- Join statements with Business Roundtable or TechNet
- Sign amicus briefs
- Offer pro bono legal support
- Lobby for Dreamers and visa expansion



SERVICES AND RESOURCES

Resources for Supporting Immigrant Employees

Supporting immigrant employees effectively involves offering a combination of legal, social, emotional, and career-focused resources.

Here's a breakdown of the most impactful services and resources companies can provide:

Legal Support Services

Purpose: Help employees navigate immigration status, visas, and work authorization.

Services to Offer:

- Access to Immigration Attorneys (in-house or partnered): For visa, green card, or citizenship consultations.
- Legal Aid Referrals: Connect with nonprofits like RAICES, AILA, or Immigrant Legal Resource Center (ILRC).
- Assistance with Work Authorization: Guidance on maintaining or renewing work permits (e.g., H-1B, OPT, DACA).

Language & Cultural Integration Resources

Purpose: Ease language barriers and help employees acclimate to workplace culture.

Services to Offer:

- English as a Second Language (ESL) Programs
- Cultural Competency Workshops (for both immigrants and U.S.-born colleagues)
- Translation & Interpretation Services for HR and onboarding materials

Mental Health and Emotional Support

Purpose: Address stress, trauma, and anxiety due to immigration status or separation from family.

Services to Offer:

- Employee Assistance Programs (EAPs) with multilingual counseling
- Partnerships with Mental Health Nonprofits that specialize in immigrant trauma (e.g., The Latinx Therapy, The National Queer and Trans Therapists of Color Network)
- Support Groups or Peer Circles within the workplace

Professional Development & Advancement

Purpose: Ensure immigrant employees have equitable access to growth opportunities.

Services to Offer:

- Mentorship Programs tailored for immigrants and first-generation professionals
- Credential Evaluation Services for recognizing international degrees or certifications
- Career Coaching that accounts for cultural and systemic barriers

Resources for Supporting Immigrant Employees

Supporting immigrant employees effectively involves offering a combination of legal, social, emotional, and career-focused resources.

Here's a breakdown of the most impactful services and resources companies can provide:

Inclusive HR & DEI Practices

Purpose: Make immigrant support part of institutional policy.

Actions to Take:

- Create a Policy on Immigrant Inclusion: Include protections and resources.
- Train Managers on Bias & Cultural Sensitivity
- Offer Flexible Leave for immigration-related travel or emergencies

External Advocacy & Financial Support

Purpose: Show solidarity and provide material support.

Actions to Take:

- Sponsor Immigration Fees or Legal Costs
- Support Community-Based Organizations: Partner with local immigrant advocacy groups
- Provide Emergency Relief Funds for affected families (e.g., deportation or asylum cases)

Mental Health and Emotional Support

Purpose: Centralize resources for easy access.

Examples to Offer:

- Internal Immigration Resource Portal
- Printable Guides in Multiple Languages
- Hotlines or Helpdesks for questions on visas, discrimination, or integration