FIGHT MOVES FOR: SUPPORTING THOSE WHO ARE DACA/UNDOCUMENTED

There are many ways to support one another and create a culture of inclusion and equity. In addition to changing policies and systems, we can shift how we show up for ourselves and others through small, everyday behaviors and actions.

Below are a few examples of “fight moves” that can be used to interrupt and change problematic behaviors and systems. Typically our “fight moves” are inspired by the book, Feminist Fight Club, by Jessica Bennett, but since those who are undocumented are an often overlooked community, these suggestions are from our own campus community.

Students (and faculty/staff) who are undocumented are part of the Ram family. As admitted members of our Ram family, all campus community members should offer them support. Here are some ways to do that:

EDUCATE YOURSELF

UNDERSTAND THE TERMS

PEOPLE WHO ARE UNDOCUMENTED – refers to people who are born in a country other than the U.S., are not U.S. citizens, and do not have legal immigration status.

DACA – stands for Deferred Action for Childhood Arrivals – an Executive Order announced in 2012 by President Obama to protect qualifying individuals from deportation and allows them to apply for a renewable work permit every two years at a cost of $495. The Trump Administration rescinded DACA effective March 5, 2018. Federal Courts have frozen this decision.

IMMIGRANT (IN U.S. CONTEXT) – refers to all people who are born outside of the U.S. Some people also use the term ‘foreign born.’

CITIZEN – refers to individuals who obtain U.S. citizenship by birth in the U.S. or by process of naturalization. Citizens obtain a social security number.

MIXED STATUS FAMILY – refers to those who are either 1) undocumented, but have family members that are U.S. citizens or 2) are U.S. residents or U.S. citizens, but have family members that are undocumented.

ASSET (Colorado ASSET: SB13-033) – stands for Advancing Students for a Stronger Economy Tomorrow - a Colorado State law that allows eligible students who are undocumented to pay in-state tuition and receive the College Opportunity Fund stipend at Colorado public colleges.

FEMINIST FIGHT CLUB AT CSU

PURPOSE:
The Feminist Fight Club at Colorado State University provides an inclusive space for community, growth, learning, and support for all members. We seek to develop our skills in identifying and addressing problematic behaviors that disadvantage women and other marginalized groups in the workplace and on campus by building upon the research and strategies presented in the book, Feminist Fight Club. We also focus on holding ourselves accountable to one another as we model and practice behaviors that foster a campus culture and climate that supports the success of all students and employees. To this end, we commit to support one another through honest reflection, courageous dialogue, and collective action.

CSU’S PRINCIPLES OF COMMUNITY

INCLUSION:
We create and nurture inclusive environments and welcome, value and affirm all members of our community, including their various identities, skills, ideas, talents, and contributions.

INTEGRITY:
We are accountable for our actions and will act ethically and honestly in all our interactions.

RESPECT:
We honor the inherent dignity of all people within an environment where we are committed to freedom of expression, critical discourse, and the advancement of knowledge.

SERVICE:
We are responsible, individually and collectively, to give of our time, talents, and resources to promote the well-being of each other and the development of our local, regional, and global communities.

SOCIAL JUSTICE:
We have the right to be treated and the responsibility to treat others with fairness and equity, the duty to challenge prejudice, and to uphold the laws, policies and procedures that promote justice in all respects.
**DREAM ACT** – stands for the Development Relief and Education for Alien Minors (DREAM) Act - a piece of legislation (first introduced in 2001) that proposed providing conditional residency with a potential pathway to permanent residency and U.S. citizenship for qualified undocumented immigrants. The DREAM Act has been proposed several times in Congress since 2001, but has not been approved.

**DREAMER** – refers to students who are undocumented and are also part of the DREAM Act movement. Not all students identify as “DREAMers.” Some students identify as ASSET students, some as students who are in the US without legal documentation, and some do not choose to identify in any particular way.

**VOICE AND DEMONSTRATE YOUR SUPPORT**

**MODEL INCLUSIVE BEHAVIOR**

Set an example of being inclusive in conversations with colleagues, students, and other community members. Intentionally invite people who are undocumented into the conversation, and speak well of them in their absence.

Display your support visually in your office by posting the CSU sign that says, “I support students and family members who are undocumented.” You can obtain a sign by emailing john.henderson@colostate.edu

Take the time to build a relationship with the student and welcome the student to share their story with you. Listen. Remember, though, that not all students want to share their stories.

If you know that a student is undocumented, protect their privacy on this issue.

Work to understand the complexity of the intersectionality of their identities. A student may identify with a different ethnic group, race, religion, immigrant status, sexual orientation, gender identity, or other possible identities.

**ENCourage A SUPPORTIVE CAMPUS CLIMATE AND CULTURAL CLIMATE**

Get involved with organizations such as Dreamers United, UndocuBlack Network, and the Equality Archive-UndocuQueer Movement.

Make students aware of the many resources available to them on campus.

When you don’t know the answer to a question, refer students who are undocumented to campus experts, rather than try to guess.

**USE INCLUSIVE LANGUAGE**

Recognize that people are not “illegal” and that human beings are not “aliens.”

Use people-first language, such as “students who are undocumented” rather than “undocumented students.”

Speak up if you hear people using demeaning language regarding about others.

---

**KNOW THE FACTS TO DISPEL MYTHS**

**COMMON MYTHS ABOUT PEOPLE WHO ARE UNDOCUMENTED**

**MYTH:** People who are undocumented enter the U.S. illegally.

**FACT:** Most people who are undocumented enter the U.S. legally, and simply overstay their visa; only about 15% enter illegally.

**MYTH:** People who are undocumented in the U.S. are all Latinx.

**FACT:** 71% of people who are undocumented identify as Latinx, but 14% identify as Asian, 4% identify as European or Canadian and 5% identify as African or Afro-Caribbean.

**MYTH:** People who are undocumented are a drain on the U.S. public service systems.

**FACT:** People who are undocumented do not qualify for government funded public service programs.

**MYTH:** People who are undocumented take jobs away from U.S. citizens and do not pay taxes.

**FACT:** People who are undocumented are more likely to take less desirable jobs (mainly physical labor, agricultural, or domestic work) and pay $11.74 BILLION in state and local taxes.

**MYTH:** People who are undocumented bring crime and violence into the U.S.

**FACT:** Immigrants are less likely to commit crimes than people who are born in the U.S.

**OTHER KEY FACTS:**

**FACT:** Many students without documentation were brought to the U.S. as children, and therefore did not choose to be undocumented. Many do not know that they are undocumented until they apply to jobs or college.

**FACT:** Students who are undocumented bring diverse and valuable perspectives to our Ram community.
EXAMINE YOUR DEPARTMENTAL POLICIES AND PROCEDURES

Sometimes our policies and procedures may be creating barriers for people who are undocumented.

ASK YOURSELF

Do our policies require students/staff to travel out of state?

Do our marketing materials openly show support for students who are undocumented?

Have we reviewed our policies to ensure that our services are open to all students?

CAMPUS RESOURCES

Visit CSU’s website that was created to support this community:

https://undocumented.colostate.edu/

The above website features many campus offices that have dedicated staff members to support people who are undocumented, including but not limited to the Access Center, Office of Admissions, The Collaborative for Student Achievement, Office of Financial Aid, Parent and Family Programs, Student Legal Services, and more. Other advocate offices include the Career Center, Fraternity and Sorority Life, and Student Diversity Programs and Services.

Seek new ways and new partnerships to advocate for positive change and opportunity for those who are undocumented!

QUESTIONS TO KEEP IN MIND WHEN CONSIDERING PROBLEMATIC BEHAVIORS

1. How might an example of problematic behavior differently affect people based on other identities? To whom is this most often directed? For whom might this show up in other ways?

2. Are there specific conditions within your unit that make it uniquely difficult to identify and address these behaviors? Who might be especially vulnerable? What else is at stake?

3. Are there intersecting systems, practices, or policies in place that hinder effective intervention or protect perpetrators of bad behaviors?

WHEN CONSIDERING FIGHT MOVES

1. Does considering other identities (in addition to gender) shift how this fight move might be put into practice? Can this fight move be effective for everyone? Consider what might make a fight move less appropriate for others to employ or use to support someone else.

2. Is there anything about this fight move that is exclusionary, alienating, or not supportive of other subordinated identities? How could you make it more inclusive and supportive?

3. Are there intersecting systems, practices, or policies in place that make it difficult to access available resources, opportunities, and support by those who need them?

CONTACT INFORMATION:

The Women & Gender Collaborative: thecollaborative.colostate.edu

Follow the Women & Gender Collaborative: facebook.com/WGCollaborativeCSU

Questions, or to join the Feminist Fight Club at CSU Contact Cori Wong; cori.wong@colostate.edu