

The Silent Crisis



How to Do Outreach in an Anti-Immigrant Climate

This booklet informs and supports you and your program's work with immigrants.



In Loving Memory of Kristen Stoimenoff, MPH

Health Outreach Partners dedicates the 2024 ***Silent Crisis*** to Kristen Stoimenoff, our colleague, friend, and supporter. Her passing leaves a void in the hearts of those who knew her, and the fields of migrant and public health lost a great champion. We especially miss the force of her light at this moment of increased threats to the health and safety of immigrant populations.

Kristen dedicated 15 years to HOP's mission, leading innovative advances in outreach strategies to improve access to health care for migrant communities and other historically excluded groups. We honor Kristen for her remarkable contributions, steadfast leadership, and lasting impact on HOP. With her wealth of experience and deep commitment to public health, Kristen guided HOP through pivotal organizational changes with artful leadership, and her expertise and vision were instrumental in shaping HOP into the organization it is today. Kristen dedicated her career to improving access to care and addressing disparities within the healthcare system, with a vision rooted in compassion and justice.

Kristen led the development of the ***Silent Crisis*** across multiple resource editions. In the face of a political and environmental climate threatening the health and well-being of this country's most vulnerable, it is fitting to dedicate this resource to Kristen's memory. Amid the chaos, confusion, or hurt, she would always remain resolute that there is work to do and insist it is up to us to get it done. We still remember her guidance fondly and frequently, which has become her legacy that will live on in the organization she helped construct and the lives of the staff she shaped.

Kristen was also our friend. We miss our friend. While we grieve her loss, we also celebrate Kristen's extraordinary life. Her legacy extends beyond her professional accomplishments. Kristen was a devoted advocate, a trusted ally, and a fierce believer in the power of community. Her work inspired countless individuals to take action, and her influence will continue to resonate in the lives she touched and the systems she transformed. Her kindness, leadership, and determination will inspire us to build a more equitable and compassionate world.

Acknowledgments

We first produced this booklet in response to a need identified:

- In Health Outreach Partner's 2010 **National Needs Assessment on Farmworker Health Outreach**
- At the 2011 and 2012 Western Forum for Migrant & Community Health
- On a 2015 national Peer-to-Peer Conference Call for Outreach and other frontline staff, "Reaching Out to Immigrants in an Anti-Immigrant Environment."

Staff from health centers and other community-based organizations expressed a need for a resource to address how best to do outreach to immigrants in an anti-immigrant climate. This led to the publication of *The Silent Crisis* in 2012.

The anti-immigrant climate has increased throughout the country. This climate led us to revisit and update this booklet in 2017 and early 2018. To do so, we organized four convenings for Community Health Workers and other frontline staff throughout California and the Pacific Northwest. At these four events, we discussed current challenges and identified solutions when working with immigrant communities. We used the input of these dedicated workers to update this resource. In 2025, with a rise in anti-immigrant sentiment, the authors met, reviewed, and updated all resources included in the document.

This booklet was created through a collaboration among:

- Health Outreach Partners (www.outreach-partners.org)
- Lorena Sprager and Associates, LLC of the Clear Language Group (www.clearlanguagegroup.com)
- *Nuestra Comunidad Sana* of The Next Door, Inc. (www.nextdoorinc.org/nuestra-comunidad-sana)
- Mary Jo Ybarra-Vega MS LMHC of Moses Lake/Quincy Health Center (www.mlchc.org)
- Roger Rosenthal, Migrant Legal Action Program (www.mlapp.org)

We would like to recognize that all original contributors were directly involved in the resource update for 2017-2018.

We want to thank these people for their feedback and contributions to the original booklet:

- Elizabeth Charles of Maine Migrant Health Program
- Seth Doyle of Northwest Regional Primary Care Association
- Priscilla Garcia of Quincy Community Health Center
- Jennifer Meeks of Community Health Centers of the Central Coast
- Clinton Weckerly of Sea Mar Community Health Centers

We want to thank Katherine Hirschel for translating this resource into Spanish. A donation from Donny Guerrero of Molina Health Care made the translation possible.

We want to thank the 2011 and 2012 Western Forums participants. They brainstormed the effects of anti-immigrant sentiment and policy on immigrants and what outreach programs can do and gave editing suggestions on an early draft.

We would also like to thank the participants of HOP's Health, Access to Care, and Immigration convening series, held in Oakland, CA, Fresno, CA, Hillsborough, OR, and Sunnyside, WA. In 2017, they provided insight into the current challenges and barriers immigrant communities face and brainstormed solutions for how programs can support them.

Some of the barriers and solutions listed in this booklet were identified in “**Breaking Down the Barriers: A National Needs Assessment on Farmworker Health Outreach**” (Health Outreach Partners, 2010; Email resources@outreach-partners.org if you would like a copy) and **Connecting Eligible Immigrant Families to Health Coverage and Care: Key Lessons from Outreach and Enrollment Worker**” (Kaiser Family Foundation, 2011).

NOTE

As of February 3, 2025, the information in this resource is accurate. At this time, policies are changing quickly. Please check for more recent government policies on your own to be sure you have the most up-to-date information.

What is Inside?

Introduction

The Anti-Immigrant Climate	6
The “Silent Crisis”	7
Who This Booklet Is For	8
How This Booklet Can Help Your Work with Immigrant Community Members.....	9
How To Use This Booklet.....	10
Barriers and Solutions to the Anti-Immigrant Climate	11
Actions Against Immigrants.....	11
When Immigrants are Mistreated and Discriminated Against.....	16
Impact on Mental and Physical Health.....	24
Impact on Children and Families.....	29
Fear of Getting Health Care and Other Service	35
Misinformation and lack of trust in Systems.....	39
CHW’s/ <i>Promotores</i> and Other Frontline Staff Experience Burnout...	45
About Us.....	48

The Anti-Immigrant Climate

We are a nation of immigrants. Our country is strong in significant part because of all that immigrants have given and do give today.

Right now, there is an anti-immigrant climate in the United States. It is harming individuals, families, and communities. Some examples of this anti-immigrant climate are:

- Increased immigration enforcement and local law enforcement partnering with Immigration and Customs Enforcement (ICE).
- Increased arrests and deportations not solely on people with criminal backgrounds.
- Different or hostile treatment based on perceived immigrant status.
- Limiting and denying driver's licenses.
- Raids and roadblocks.

Some employers and landlords mistreat and discriminate against immigrants. Even some health and social service agencies do this.

The anti-immigrant climate exists throughout our country. It results in great fear and stress for immigrants and their loved ones, including citizens. This often has a harsh effect on millions of people's emotional and physical health.

The “Silent Crisis”

Many immigrants feel fear and mistrust as a result of the anti-immigrant climate. They often feel weak or powerless, even if they do not have legal status in the United States. They are afraid of losing their jobs, being separated from their family, and being deported. As a result, this can make them targets for abuse.

Many immigrants live in the shadows. They try to live quietly and out of view. They and their families suffer in silence with the harmful effects of this climate. Fear is so high that many immigrants only talk about this with a few family members. They rarely speak of it at work. Some citizen children carry guardianship papers and birth certificates in their backpacks. This is in case their parents are detained and deported while they are at school. Many children do not talk about it with their classmates or teachers. That is why we call this a “silent crisis.”

One of the results of the silent crisis is that immigrants fear going out to find services. They often go without physical, mental, and behavioral health care. Sometimes, the real reasons for their health problems are unclear to their health providers.

Constant fear, mistrust, and a lack of control can be harmful to:

- Physical health (the body)
- Mental health (behavior and thoughts)
- Emotional health (how people feel about themselves or others)
- Doing well at school or work
- Doing well in all parts of life, such as family, social, and spiritual life
- A sense of belonging or feeling important
 - to a group such as family, friends, work, faith/spiritual group
 - or a community

The image to the right lists some of the effects many immigrants experience, including those on adults, children, individuals, families, and communities.



Who This Booklet Is For

This booklet is for program managers and staff. Program staff can go by many names.

They include:

- Case managers
- Community health workers (CHWs)
- Enabling staff
- Health educators
- Home visitors
- Lay health workers
- Outreach workers
- Patient navigators
- Peer educators
- Peer health promoters
- *Promotores or Promotoras*



This booklet can also be helpful for other staff, such as medical and dental staff, teachers, guidance counselors, social workers, front desk staff, and administrators.

You can use this booklet based on your role and needs. Every section will not apply to everyone. Use this booklet in a way that works for you and the people you serve.

How This Booklet Can Help Your Work with Immigrant Community Members

THE CHALLENGE

The anti-immigrant climate seriously challenges health centers, social services, and education programs. Based on the input we have collected at conferences, national peer-to-peer calls, and convenings, we know that some immigrants do not seek care or services. Others come in when a problem is extreme or too late to treat. Some choose not to enroll in or renew services. Some ask that their personal information be deleted from service databases.

Many program workers are being asked for help with the immigration crisis. This topic affects the people they work with every day, but supporting their community on these issues is often outside the scope of their everyday work.

Even so, there are many ways that health centers, social services, and education programs can help. Your programs are in a unique position to:

- Work directly with immigrant communities
- Provide links to care
- Promote community health and well-being
- Provide training to staff and service providers

THIS BOOKLET

This booklet provides ideas and resources for working in an anti-immigrant climate. The ideas come from program workers around the country.

There are sections on barriers to health and well-being and solutions to those barriers. You can use the “My Notes” page to keep track of barriers, solutions, and people or groups that can help in your community. We encourage you to make it your own.

HOW TO USE THE BOOKLET:

- Review and talk about it with staff who work with immigrants.
- Create or fill out the local resources section and refer to it when someone in your community asks you for help outside your normal scope of work.
- Use it as a tool to better orient providers, social workers, teachers, administrators, and front desk staff to the hardships immigrants face.

A Special Note About Immigration Policy and Law

Immigration law is very complex. Each immigrant's situation is different. It is best to refer people to known and trusted experts in the field.

If you do share information about immigration policy and law, make sure it is accurate and comes from trusted resources. If you have any concerns at all about this kind of policy or legal information, refer people to a trusted lawyer who has solid experience in immigration law.

BARRIERS and SOLUTIONS:

Barrier: Actions Against Immigrants

Some examples of actions and policies against immigrants include:

- ICE (Immigration and Customs Enforcement) and the local police, sheriff, or court staff work together to detain and deport immigrants.
- Restricting health and social services to immigrants who do not have documents.
- Institutional racism and discrimination based on race, ethnicity, or national origin.
- Laws or policies that make it hard to get a driver's license or state ID card.
- Raids or roadblocks.

Solutions

1. Build or join an immigrant coalition to support immigrants and collaborate as advocates for them. Include immigration issues in the agendas of other coalitions. Be careful with the messages you share and how you share them to prevent negative responses in the community.
2. Make immigration issues and anti-immigrant activities public. Do this through your local newspaper, radio, television, and social media like Instagram and Facebook. You can:
 - Write letters to the editor and government officials.
 - Host a public meeting where people can discuss the anti-immigrant crisis.
 - Follow local, regional, and national immigrant rights trends on social media to stay current on the issues and opportunities for collaboration.
3. Invite trusted police and sheriff deputies to explain how they are or are not working with ICE. Ask them to explain their position on issues and laws that affect immigrants.
4. If possible, bring a local lawyer familiar with immigration issues. Many police departments will freely share if ICE is in the area on request.
5. Hold an immigration information workshop with community health workers (CHWs)/*promotores*, medical professionals, local faith groups, and other caring

agencies. When you invite CHWs/*Promotores*, discuss the benefits and risks of being an advocate. Hold closed doors or immigration workshops for community members in places they consider safe. Be vigilant for outside threats, including those on social media.

6. Post signage at your entrance and throughout your site that all are welcome at your center or agency.
7. Ensure your agency or center has a safety plan should ICE agents appear at your site. Ensure staff are properly trained, and inform your clients about your agency's safety plan.
8. Ensure that your agency or center thoroughly considers which parts of the property are public and where personal information is requested. This includes whether people in waiting areas can overhear questions and answers during the intake process.

Resources

News and Updates:

- **American Civil Liberties Union:** Advocates for rights through legal action, legislation, and public education. Updates on key issues and campaigns.
Link: <https://www.aclu.org/>
Phone: (212) 549-2500
- **National Immigration Law Center:** Offers the latest immigration news and resources.
Link: <https://www.nilc.org/>
Phone: (213) 639-3900
- **National Network for Immigrant and Refugee Rights:** Educates communities and the public to develop and coordinate action plans on immigrant and refugee issues.
Link: <http://www.nnirr.org/drupal/>
Phone: (510) 465-1885
- **State Hispanic, Asian, or Other Ethnic Minority Commissioners:** Some states have these. They can be great partners, offer resources, and influence policy.
- **Consulates** are important resources that can provide recommendations or support regarding immigration-related issues. Many consulates have a protection department that helps address issues of immigration, detention, and deportation. The U.S. Department of State website lists foreign consular offices in the U.S.

Link: <https://travel.state.gov/content/travel/en/us-visas/visa-information-resources/list-of-posts.html>

- **We Choose Welcome:** We Choose Welcome is a grassroots community seeking to mobilize and equip women of faith to build and cultivate a welcome movement from their tables at home to the halls of Congress. We empower our community to have brave conversations about immigration and take impactful action for the vulnerable in our personal lives and through advocating for more just immigration policies.

Link:

https://www.wechoosewelcome.com/?gad_source=1&gclid=Cj0KCQiA1Km7BhC9ARIsAFZFElS8Ddeh9yFfBfP-ldiGZe4AggCjiBoUOhHp2cVkWkQuPaMMK8unW4aAgfpEALw_wcB

How-To Guides:

- **How to Organize a Letter-Writing Campaign:** This is a “how to” guide for a letter-writing campaign.

Link: https://www.grandcanyontrust.org/sites/default/files/vp_Letter_Writing_Party.pdf

- **Media Advocacy Manual:** This is a “how to” guide for media advocacy.

Link: <https://dcpartners.iel.org/training-sessions/>

Creative Outreach Partners:

- **Policy, Advocacy, and Awareness:** Offers examples of innovative outreach practices. Select “Policy, Advocacy, and Awareness” in the Innovative Outreach Practices Database.

Email resources@outreach-partners.org if you would like a copy.

Health Outreach Partners

Phone: (510) 268-0091

Community Collaboration and Coalition Building

- **Health Outreach Partners (HOP):** HOP developed this toolkit to provide users with guidance and practical tools for collaborating to increase their collective impact.

Link: <https://outreach-partners.org/2016/02/19/a-collaboration-toolkit-for-community-health-organizations/>

Email resources@outreach-partners.org if you would like a copy.)

Phone: (510) 268-0091

- **Faith-based programs:** Keep in mind that faith-based programs also support immigrants and their rights. Call local faith-based groups to see if they have a group that supports immigrants.



My Notes

BARRIER: ACTIONS AGAINST IMMIGRANTS

Local Barriers

Local Solutions

Local Resources

BARRIER: When Immigrants Experience Mistreatment and Discrimination

Some immigrants are mistreated and discriminated against by others. This can include employers and the community at large. These can consist of threats of being deported, sexual harassment, not being paid, or being fired. It can also include revenge for bringing up unfair treatment or unsafe work or living conditions. Immigrants may live experiencing abuse and poor treatment because they may feel they do not have any other choice.

Unequal Treatment by Health and Service Providers:

Many immigrants fear that health centers or service workers will treat them badly or not as well as others. Some report being discriminated against while trying to get health care and other services. This could include:

- Unequal treatment due to not speaking, reading, or writing English well.
- Discrimination due to race, color, or ethnicity.



Hate Speech and Bullying:

The current anti-immigrant climate can invite the use of hate speech against immigrant groups. The open use of racial slurs is common and heard even among grade school children. Bullying targeting children of immigrants is a growing concern in many communities across the country. This hate speech and bullying can lead to:

- Feeling shame of cultural identity.
- Feeling unsafe and unwelcome in the community where they live.
- Potential for violent encounters against immigrants.
- Students dropping out of school and displaying suicidal thoughts and tendencies.

Immigrants can tend to withdraw from their community and also modify their cultural identity. This is a way they try to protect themselves against discrimination and racism.

Solutions

Support immigrants within your center or agency:

1. Decide what your center or program needs to do to provide a safe space for immigrants to access health care and other services. Some strategies for creating a safe space include:
 - Ask immigrant clients for input on making your center a safe space, and act on that input.
 - Review your policies and modify them as needed.
 - Make sure all staff are respectful of customer service to immigrant clients.
 - Improve materials to make sure they are culturally and linguistically inclusive.
 - Make sure people know they can get services at your center no matter what their immigration status is.
 - Post signage that all are welcome at your center or agency.
2. Give out cards that families can present to ask for an interpreter. Explore language access across points of contact for the client.
3. Give out “Know Your Rights” cards, flyers, and other legal educational materials about legal rights. Refer immigrant families to resources that help prepare for an emergency in the event of detention or deportation.
4. Add questions to needs assessments and client satisfaction surveys about the climate toward immigrants and how it affects immigrant clients. Offer client surveys in their preferred language. Have staff offer to read questions aloud and write client answers if they prefer. This way, you can capture the voices of clients with low literacy.
5. One resource might be the U.S. Department of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair Employment Practices (OCS) to help them get paid for the work that they have done. According to OCS, employers must pay immigrants for the work that they have done regardless of immigration status.
6. Practice cultural humility and sensitivity. Commit yourself to creating respectful relationships with diverse people and communities. Be the model you want your agency workers to follow.

7. Expand partnerships and collaboration in the broader community:
 - Get informed about legal services programs, advocacy groups, university law clinics, and lawyers that help low-income people in your area. Refer immigrants to services as needed. Build relationships with these service providers. This can help you serve your clients better. Also, consider working with immigration lawyers to help victims apply for U Visas if appropriate. U Visas give temporary legal immigration status to some victims of certain types of crimes.
 - Partner with other agencies such as social services, health care, shelters, and domestic violence programs to make referrals. Work with them to help victims.
8. Build relationships with employers. Work with them to help make sure their workforce gets the health care and other services they need. Show them you are there to help their workforce be healthy.
9. Partner to help organize community events celebrating people and cultural diversity, such as Lunar New Year, National Hispanic Heritage Month, Black History Month, and PRIDE events (celebrating lesbian, gay, bisexual, transgender, and intersex culture and pride).
10. Talk with and train other programs' staff about the anti-immigrant climate. Add this topic to meeting agendas. Or host a brown bag lunch where you watch a video and then talk about it.

Resources

For Immigrants:

- **Family Support Network and Hotline:** This is a help hotline for families facing separation due to deportation. It provides basic information about detainee rights, bond, and court processes. The hotline also provides referrals related to deportation. However, it is not a referral or legal advice line.
Phone: 1(855) Help-My-Family.
- **Asian Law Caucus:** Know Your Rights: Guide for Immigrant Communities in 2025. Located in the Bay Area.
Links: <https://www.asianlawcaucus.org/news-resources/guides-reports/know-your-rights-guide-for-immigrant-communities-in-2025>

- **American Civil Liberties Union (ACLU):** Know your Immigrants' Rights.

Regardless of your immigration status, you have guaranteed rights under the Constitution. Learn more about your rights as an immigrant and how to express them.

Links:

English: <https://www.aclu.org/know-your-rights/immigrants-rights>

Spanish: <https://www.aclu.org/know-your-rights/derechos-de-los-inmigrantes>

- **Red Cards:** These cards instruct people on how to assert their rights, including presenting a written statement to ICE agents.
Link: <https://www.ilrc.org/red-cards>
- **Oregon Law Help:** Oregon Law Help is brought to you by sources you can trust. This website is a joint project between the Oregon State Bar, Oregon's state court system, legal aid organizations, and other nonprofit legal providers in Oregon. There is a comprehensive Immigration page. <https://oregonlawhelp.org/topics/immigration>

For Health Centers and Services Agencies

- **Farmworker Justice:** Provides information on immigrant labor rights, advocacy to improve living and working conditions, and occupational safety for farmworkers.
Link: <https://www.farmworkerjustice.org>
Phone: (202) 800-2523
- **Immigrant Employment Rights Curriculum:** This content-based curriculum for English Speakers of Other Languages (ESOL) on national immigrant employment rights includes teacher notes, class outlines, and student worksheets. The New York City Commission of Human Rights developed the curriculum, which was reviewed by the U.S. Department of Justice and the New York Immigration Coalition.
Link: <https://www.nyic.org/>
- **Immigrant Legal Resource Center:** Provides legal training, educational materials, and advocacy to advance immigrant rights.
Link: <https://www.ilrc.org/>
Phone: (415) 255-9499
- **MHP SALUD:** MHP Salud's Community Health Worker programs serve thousands of Hispanics and Latinos in communities nationwide! Additionally, we advance the CHW profession by providing support to organizations with CHW programs around the world.

Link: <https://mhpsalud.org/>

- **Migrant Legal Action Program:** Works to enforce rights and to improve public policies affecting farmworkers. This includes their working and housing conditions, education, health, nutrition, and welfare.
Link: <https://www.mlap.org/>
Phone: (202) 775-7780
- **National Immigrant Justice Center:** Provides direct legal services to and advocates for immigrants. It does this through policy reform, court cases, and public education.
Link: <http://www.immigrantjustice.org>
- **National Immigration Project:** This organization provides legal assistance and technical support to immigrant communities, law offices, and advocates who work to advance the rights of non-citizens.
Link: www.nationalimmigrationproject.org
Phone: (617) 227-9727
- **Womenslaw.org:** Offers legal information and support related to domestic violence.
Link: <https://www.womenslaw.org/>
Phone (National Domestic Violence Hotline): 1-800-799-SAFE (7233)
- **California Primary Care Association:** Includes webinars, letters to share with immigrants about their rights, and information on health center immigration policies.
Link: https://www.cPCA.org/CPCA/Health_Center_Resources/IMMIGRANT_RESOURCE_S/CPCA/HEALTH_CENTER_RESOURCES/Immigrant_Resources_content/Immigration_Resources.aspx?hkey=2bf73d19-8d61-4cf4-b92e-f2b5db2424e4
- **We Choose Welcome:** We Choose Welcome is a grassroots community seeking to mobilize and equip women of faith to build and cultivate a welcome movement from their tables at home to the halls of Congress. We empower our community to have brave conversations about immigration and to take impactful action for the vulnerable in both our personal lives and through advocating for more just immigration policies.
Link: https://www.wechoosewelcome.com/?gad_source=1&gclid=Cj0KCQiA1Km7BhC9ARIsAFZfEIs8Ddeh9yFfBfP-IdiGZe4AggCjiBoUOhHp2cVkWkkQuPaMMK8unW4aAgfpEALw_wcB

Videos to Raise Awareness and Promote Dialogue

- **Broken Trust:** This shows how the anti-immigrant climate and links between law enforcement and immigration enforcement agencies are creating barriers for victims

of domestic violence.

Link: <https://vimeo.com/21601688>

- **Frontline: Rape in the Fields:** A collaborative investigative report from Frontline and Univision on the sexual abuse many women encounter in the agriculture industry.
Link (ENGLISH): <https://www.pbs.org/wgbh/frontline/documentary/rape-in-the-fields/>
- **The Huddled Masses:** Calls for immigration reform and highlights racial intolerance in the Hudson Valley area.
Link: <https://www.youtube.com/watch?v=w2BN6g6eiAI>
- **The Other Side of Immigration:** The circumstances in Mexico drive people to leave and find work in the U.S.
Link: <https://www.youtube.com/watch?v=bu4UFWFL88Y>
- **Creative Outreach Practices Organizational Communication:** Find examples of innovative outreach practices. Select “Organizational Communication” in the Innovative Outreach Practices Database.
Email resources@outreach-partners.org if you would like a copy.
Phone: (510) 268-0091

Cultural Responsiveness

- **Farmworker Health Network:** This is a network of organizations that provide services and technical assistance. Many partners in this network, including Health Outreach Partners, provide training and information on cultural responsiveness.
Link: <http://www.ncfh.org/>
- **Southern Poverty Law Center:** The Teaching for Tolerance project combats prejudice among the nation’s youth while promoting equality, inclusiveness, and equitable learning environments in the classroom. The center offers educators many free resources, such as a magazine and lesson plans.
Link: <https://www.splcenter.org/teaching-tolerance>
- **Cultural Humility:** Video Cultural Humility: People, Principles, and Practices. This 30-minute documentary by San Francisco State Professor Vivian Chávez mixes poetry with music, interviews, archival footage, images of community, nature, and dance to explain what cultural humility is and why we need it.
Link: <https://www.youtube.com/watch?v=SaSHLbS1V4w>



My Notes

BARRIER: WHEN IMMIGRANTS ARE MISTREATED AND DISCRIMINATED AGAINST

Local Barriers

Local Solutions

Local Resources

BARRIER : Impact on Mental and Physical Health

The anti-immigrant climate can strongly affect the mental and physical health of immigrants. The trauma many immigrants live through can result in stress, anxiety, and depression. This trauma may stem from the journey from their homeland, long-term separation from family, and cultural changes. Also, the ongoing possibility of changes to existing immigration policy leaves many immigrants feeling uncertain about their future. They fear for their safety and worry about possible sudden deportation. As a result, many will withdraw into their homes and isolate themselves from their community. This behavior worsens mental health issues like depression and anxiety.

Mental health issues can reveal themselves in the body. Some examples are body aches, problems sleeping, mood swings, and trouble with controlling chronic conditions like diabetes, for example. To ease these symptoms, some people will self-medicate and turn to drugs, alcohol, or gambling. In some cases, there can be violence within the family. Fear and not trusting others is common, many immigrants feel shame when seeking mental health services. If they decide to seek help, many will find that there is a lack of language-competent and culturally sensitive mental health providers.

Social Determinants of Health:

The social determinants of health are the conditions in which people are born, grow, live, work, and age. Eating healthy and staying active alone does not guarantee good health. Health is largely determined by a person's income level, social support, the quality of their schooling, and how clean their water, food, and air are, to name a few.

People are at higher risk of having mental and physical health issues if:

- Income is low.
- There is little or no social support.
- Schooling is low-quality.
- Water, food, and air are not clean.

Social support is essential in this current climate. Social isolation negatively affects mental and physical health. For safety, many immigrants isolate themselves and their children from their community. This includes needed support services like health care, school, and childcare. Many also limit basic needs, such as going to the grocery store, which limits their access to healthy foods. This, in turn, worsens their mental, physical, and overall well-being.

Impact on Children's Physical and Mental Health

The mental health of children of immigrant families is especially at risk. This is due to living in

constant fear, stress, and anxiety about being deported or having their parents and other family members deported.

Behavioral issues such as defense, anger, and hostility are common. These behaviors often limit children's learning at school, affecting their overall success and well-being.

The early onset of these traumatic experiences can have a long-term impact on a child's mental and physical health well into adulthood.

Solutions

1. Build trust with immigrants so they feel safe to talk about their lives, fears, and anxieties. One way to build trust is to help families meet their basic needs while you provide program-specific support. Basic needs include food, water, shelter, clothing, and medical care. Building trust supports people in coping with the silent crisis. If what someone shares with you is more than you can handle, contact a supervisor or trusted professional for help.
2. Know the clinical and mental health services in your area that are culturally sensitive. Build relationships with those providers and add their contact information to the "My Notes" page under "Local Solutions." If your center has a behavioral health or medical program, be a strong partner in referring and taking on referrals.
3. Introduce the person you are helping to the health provider you refer them to. It is best to do this in person. The next best option is to do it by phone, with the client next to you and the contact person on the speaker's phone. A personal introduction can increase trust and reduce fear.
4. Develop outreach practices that promote good mental health. Consider inviting an expert to discuss this topic at meetings, school events, or health fairs. Share information with clients and service providers about how to manage anxiety and stress in a healthy way. Post helpful information about self-care in key locations. Seek and provide more training opportunities for frontline staff and providers on trauma-informed care and cultural humility.
5. Build and encourage community culture around health and wellbeing, such as exercise, walking groups, and dance classes. Give special attention to activities that promote mental health and stress relief, like yoga, gardening, and meditation.
6. Provide language and culturally appropriate mental health education classes to immigrant community members. This is to help break the stigma around mental health and access to mental health services.

Resources

Community and Migrant Health Centers and Service Programs

- **Migrant Health Center Directory:** This list includes the migrant health center's name, address, and phone number. List all 50 states and Puerto Rico. When you select a state, you will be given a list of all the migrant health centers and their satellites.
Link: http://www.ncfh.org/uploads/3/8/6/8/38685499/pocket-directory_web.pdf
- **National Association of Community Health Centers:** The NACHC is the national health care advocacy organization for America's medically underserved and uninsured and the community health centers that serve them. It advocates and conducts research on behalf of health centers and provides training and technical assistance to staff and boards on various topics, including operational, financial, clinical, and governance.
Link: <https://findahealthcenter.hrsa.gov/>
Link: <https://www.nachc.org/community-health-centers/what-is-a-health-center/>
- **Office of Minority Health:** Regional Health Equity Councils (RHECs) nationwide have blueprints for action, report cards, or complete environmental scans. They share regional data on health disparities and the social determinants of health. You can use these to share information within your agency or with decision-makers and professionals in your area to raise awareness about key issues.
Link: <https://minorityhealth.hhs.gov/>
- **Immigrant and Refugee Children: A Guide for Educators and School Support Staff:** This guide was created for educators, school support staff, and service providers who teach, mentor, and help open the doors of opportunity for undocumented youth and unaccompanied and refugee children currently living in the United States.
Link: <https://www.learningforjustice.org/magazine/spring-2017/immigrant-and-refugee-children-a-guide-for-educators-and-school-support-staff>
- **Migrant Clinician Network:** This group provides bridge case management, support, technical assistance, and professional development to clinicians in Federally Qualified Health Centers (FQHCs) and other healthcare delivery sites. Its ultimate purpose is to provide quality healthcare that increases access and reduces disparities for migrant farmworkers and other mobile underserved populations.
Phone: (512) 327-2017
Link: <http://www.migrantclinician.org/>

Care Assistance

- **Medicine Assistance Programs:** Many health centers have programs to help cover the cost of medicines for people who have low incomes.
- **Charity Programs:** Many hospitals have programs that can help cover part or all of the cost of hospital stays for those who cannot afford to pay the bill.
- **Emergency Medicaid Services:** Every state has enacted some emergency Medicaid programs to provide coverage for emergency medical services to people with uncertain immigration status. Check with your local health and/or social service department for coverage details, eligibility requirements, and the application process.

Creative Outreach Practices:

- **Behavioral and Mental Health:** Find examples of innovative outreach practices. Select “Behavioral/Mental Health” in the Innovative Outreach Practices Database. Email resources@outreach-partners.org if you would like a copy.
Phone: (510) 268-0091
- **Health Initiatives of the Americas:** The organization has developed a manual for *Promotoras* and other outreach staff on the effects of immigration on mental health. The manual is currently only available in Spanish.
Link: <https://hiaucb.fles.wordpress.com/2014/05/manual-salud-mental-2011.pdf>

Mental Health Education:

- **Salud Para Todos Program Manual:** MHP Salud has developed this Program Manual for Community Health Workers or *Promotores(as)* de Salud to strengthen their knowledge about mental health issues, coping mechanisms, and utilizing resources to help those suffering from mental health issues access the services available to them in their community.
Link:
English: <https://mhpsalud.org/portfolio/premium-content-salud-para-todos-program-manual-english/>
Spanish: <https://mhpsalud.org/portfolio/premium-content-salud-para-todos-program-manual-spanish>

My Notes

BARRIER: IMPACT ON PHYSICAL AND MENTAL HEALTH

Local Barriers

Local Solutions

Local Resources

BARRIER : Impact on Children and Families

Immigrant children and U.S.-born children of immigrants suffer the impacts of the anti-immigrant climate. They may live in fear of their parents being deported. They may suffer discrimination at school or live in isolation.

Bullying, targeting immigrant children and U.S.-born children of immigrants, is a growing concern. There are an increasing number of incidents where children and adults use hate language and racial slurs towards immigrant students. The effects of this can be seen as many immigrant children and families now refrain from speaking their native language and engaging in cultural practices. Rather than embracing cultural identity, families and children can feel shame about their cultural roots. Students may struggle academically. Both parents and students often report not feeling welcomed or uncomfortable on school campuses. Some may suffer from social media bullying by other students or hate groups.

The feeling of community-wide rejection and feeling unwelcome has a serious mental health impact. Depression, anxiety, stress, and suicidal thoughts are not uncommon among children, as well as adults.

Some families find it hard to talk about their feelings. Many parents may be unable to cope with their children's behaviors. Over time, the impact of this anti-immigrant climate can also lead to problems with learning and affect developmental growth. Juvenile delinquency and unhealthy behaviors can also result from such an adverse climate.

In response to fear, many parents also restrict their children from accessing helpful support services. Children may be kept at home away from school and childcare for fear of deportation, in particular when someone from their community has been recently deported or rumors of ICE spread. In other cases, parents are not applying for public benefits their children qualify for, like food assistance, WIC, and healthcare services. They do not apply for fear of exposing family members with uncertain immigration status.

FAMILY SEPARATION

In many planned or unplanned separations, we will see children manifest their anxiety or trauma with physical symptoms like crying and stomach issues. It can also manifest as hypervigilance with their current adult or fear of losing them. Other symptoms include bedwetting, anger, distress, and a variety of others depending on how and the age the separation occurred. Often, after family reunification, some children never recover. They have trust issues, anger, and resentment and carry abandonment issues into adulthood.

MIXED STATUS FAMILIES

Many immigrant families have mixed immigration status. It is important to recognize that when even one family member is not documented, it causes profound stress and worry for the entire family. This includes children. Many teenage children are sometimes not told they

are undocumented by their parents and, through school or health-related activities, learn of their status. This shock can have grave impacts on the youth.

Solutions

1. Support families in making their own family preparedness plan. Designate responsibilities, a family savings plan (if possible), and guardianship of children in case of detention or deportation.
2. Partner with schools, specifically Head Start and K-12 Title I, Part C migrant education programs, and also providers of other services for children, teens, and families. Work with them to find children who need access to care and who may be dealing with immigration issues at home. Make sure they know how to refer them to centers or programs that can help.
3. Inform immigrant children and teens about their rights through clubs, after-school sports, and faith programs.
4. Work with WIC (Women, Infants, and Children), Head Start, or other support programs to include immigration issues as part of education for immigrant parents.
5. Help students research local and national college scholarships offered regardless of legal status. Find and share a database with clients, counselors, schools, and technical schools. Start one if this kind of database does not exist in your community.
6. Organize social events for families, such as carnivals and health fairs, to promote self-care and share resources. This also provides a fun way for families to come together and connect with their community.

Resources

Resources for Children and Youth:

- **Immigrant Youth Justice League:** Offers education, leadership development, policy advocacy, resource gathering, and mobilization for immigrants. It is led by undocumented youth working towards full recognition of the rights and contributions of all immigrants.
Link: <https://www.facebook.com/groups/197208688297/>
For California: <https://ciyja.org>
- **Living in the United States:** This is a guide for immigrant youth.
Link: <https://www.ilrc.org/resources/living-united-states-guide-immigrant-youth>
- **National Immigrant Youth Alliance:** This group works to achieve equality for all immigrant youth, regardless of their legal status. It is led by a network of undocumented youth.
Link: <http://theniya.org/>
- **Scholarship Information and Resources:** The Mexican American Legal Defense and Educational Fund (MALDEF) compiles a listing of scholarships for all students regardless of immigration status. This is an extensive list of scholarships that do not inquire about immigration status or require a social security number to redeem the award.
Link: <http://www.maldef.org/leadership/scholarships/index.html>

Resources for Parents:

- **WIC (Special Supplemental Nutrition Program for Women, Infants, and Children):** Provides Federal grants to States for supplemental foods, health care referrals, and nutrition education. It is for low-income pregnant, breastfeeding, and non-breastfeeding postpartum women, infants, and children up to age five.
Link: <https://www.fns.usda.gov/wic/>
- **Head Start Early Childhood Learning and Knowledge Center:** Head Start is a federal program that promotes the school readiness of children ages 0 to 5 from low-income families. It does this by enhancing their cognitive, social, and emotional development.
Link: <https://eclkc.ohs.acf.hhs.gov>

Videos to Raise Awareness and Promote Dialogue:

- **After I Pick the Fruit:** This follows the lives of five immigrant farmworker women over ten years as they labor in the fields, raise their families, and try to hide from immigration raids.
Link: <http://www.afteripickthefruit.com/>
- **Papers:** This is the story of undocumented youth and their challenges as they turn 18 without legal status.
Link: <https://www.grahamstreetproductions.com/papers-stories-of-undocumented-youth>
- **Photovoice:** The story of substandard housing. In this video *promotores* and outreach workers share the stories of migrant workers living in substandard housing. *Promotores* advocate for fair housing for workers.
Link: <https://www.youtube.com/watch?v=tC7lydSBmol>

How to Protect Your Family If You Might Be Deported:

- **Protect Your Family, Prepare an Emergency Plan:** The California Rural Legal Assistance Foundation offers this resource on preparing an emergency plan in the case of an emergency, deportation, or detention. It includes checklists and a worksheet of contacts that families can complete. This resource is offered in English. It contains regional references and contact information within California's Bay Area; however, its core information is helpful to all people nationwide.
Link: <https://crla.org/>
- **Family Preparedness Plan:** The Immigrant Legal Resource Center offers an emergency response plan for immigrant families in the event of deportation or detention. The document is a simple list of things families can do if a family member is deported or detained.
Link: <https://www.ilrc.org/resources/step-step-family-preparedness-plan>

Creative Outreach Practices:

- **Youth Health and Youth Development:** Find examples of innovative outreach practices. Select “Youth Health and Youth Development” in the Innovative Outreach Practices Database.
Email resources@outreach-partners.org if you would like a copy.

- **Healthy People 2030:** Find information and tools for young adults at the nationwide Healthy People 2030 initiative.
Link: <https://odphp.health.gov/healthypeople>

- **Farmworker Outreach Resources: Promising Practices:** Our friends at **Health Outreach Partners (HOP)** have compiled a collection of innovative, sustainable, and equitable Outreach Promising Practices implemented by organizations serving the agricultural worker community.
Link:



[https://www.ncfh.org/farmworker-outreach-resources.html#Outreach Promising Practices](https://www.ncfh.org/farmworker-outreach-resources.html#Outreach_Promising_Practices)

- **National Institute of Health, National Library of Medicine: Applying Trauma-Informed Practices to Immigrant Youth: 10 Clinical Pearls 2019.**
Link: <https://pmc.ncbi.nlm.nih.gov/articles/PMC6721394/>
- **Community Resiliency and Recovery Curriculum:** A curriculum to help community health workers (CHWs) support the mental health and recovery of migratory and seasonal agricultural workers through skills and activities through a trauma-informed and healing-centered approach. Authored by **Health Outreach Partners, Farmworker Justice, and MHP Salud.**
Email resources@outreach-partners.org if you would like a copy.

My Notes

BARRIER: IMPACT ON CHILDREN AND FAMILIES

Local Barriers

Local Solutions

Local Resources

BARRIER : Fear of Getting Health Care and Other Services

Many immigrants do not fully know about the U.S. health care and social services systems. They may try to avoid getting services, stop getting them, or ask for their records to be eliminated for diverse reasons:

- Not having transportation.
- Not trusting health center workers or fearing that these workers may not speak their language.
- Being afraid that services will cost more than they can pay.
- Fearing that they will have to present immigration papers they do not have.
- Fearing that they will lose their job if they try to take time off of work.
- Fearing that personal information will be shared with ICE or the government.
- Fearing that taking benefits will hurt them in the future if they try to get legal status.

These fears expand across health care and other services. Many immigrants avoid seeking health care and other social services such as food help, housing, and childcare. Mixed-status families are especially affected as children are often left out of programs for which they qualify.

For these immigrant communities, their health, well-being, and safety are at risk, as fear also keeps them from reaching out to the police for help. Domestic violence and other crimes are often not reported.

Solutions

1. Get informed and share trusted transportation resources in your area. Provide transportation support, subsidize bus fares, or offer shuttle service. Advocate for transportation services if needed.
2. Post signage at your entrance and throughout your site that all are welcome at your center or agency.
3. Share with front desk staff about all people's rights to get care regardless of their immigration status. Ensure they know that some immigrants may not have a social

security number to list on registration forms.

4. Build relationships and trust with immigrant leaders and groups. Ensure they know about your health center or agency and your services. Make sure they know what languages you can offer services in and cost information. Ask for their support in referring immigrants to your center or program. Follow through on every commitment you make.
5. Provide “Know Your Rights” wallet cards to immigrant clients at your health center or agency. If you make your own cards, review them by a legal expert first.
6. Ask local county programs for clear information on their programs and enrollment assistance.
7. Inform families about their right to health care and other services at migrant and community health centers. While some may qualify for public benefits, others may not. Tell them they can get care regardless of their immigration status. Also, tell them about the lower costs, payment plans, sliding fees, free services, and extended hours.
8. Work with community partners to create a local resource guide for immigrants without documents. Research to ensure that the resources are reliable and sensitive to these immigrants.
9. Take services to where immigrants live, work, and come together.
 - Partner with food help programs to offer health and legal rights events during pick-up or meal times. These programs can be food banks or soup kitchens.
 - Host educational events and outreach at community sports events. Be sure to take materials and resources for families.
 - Work with local faith groups to inform their members about services, health care, and legal rights.
 - Be aware that if an event is just for the immigrant community, many might be fearful of attending, concerned that ICE or Border Patrol will be present.

Resources:

Creative Outreach Practices:

- **Connecting Eligible Immigrant Families to Health Coverage and Care:** Key Lessons from Outreach and Enrollment Workers
Link: <https://www.kf.org/disparities-policy/issue-brief/connecting-eligible-immigrant-families-to-health-coverage/>
- **Using Mobile Clinics and Clinical Outreach:** Find examples of innovative outreach practices. Select “Using Mobile Clinics and Clinical Outreach” in the Innovative Outreach Practices Database. **Health Outreach Partners**
Email resources@outreach-partners.org if you would like a copy.
Phone: (510) 268-0091
- **Outreach and Enrollment Training Curriculum 2.0: For Health Center Staff and Outreach Workers:** practical strategies and communication techniques that will assist you in answering questions and addressing challenges that your community may be struggling with around health coverage. **Health Outreach Partners**
Email: resources@outreach-partners.org if you would like a copy.
Phone: (510) 268-0091
- **Red Cards:** These cards tell people how to assert their rights. This includes a written statement to show to ICE agents.
Link: <https://www.ilrc.org/red-cards>
- **We Choose Welcome:** We Choose Welcome is a grassroots community seeking to mobilize and equip women of faith to build and cultivate a welcome movement from their tables at home to the halls of Congress. We empower our community to have brave conversations about immigration and to take impactful action for the vulnerable in both our personal lives and through advocating for more just immigration policies.
Link: https://www.wechoosewelcome.com/?gad_source=1&gclid=Cj0KCQiA1Km7BhC9ARIsAFZfEIs8Ddeh9yFfBfP-IdiGZe4AggCjiBoUOhHp2cVkWkkQuPaMMK8unW4aAgfpEALw_wcB

My Notes

BARRIER: FEAR OF GETTING HEALTHCARE AND OTHER SERVICES

Local Barriers

Local Solutions

Local Resources

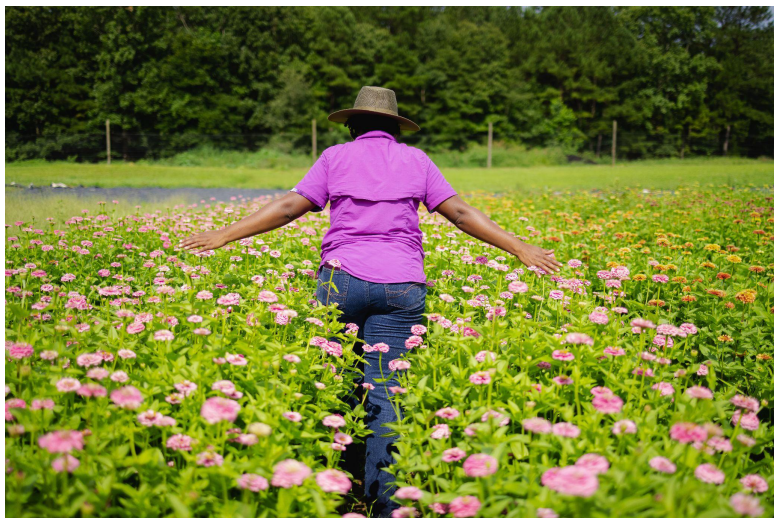
BARRIER : Misinformation and Lack of Trust in Systems

The spread of inaccurate information is a reason why many immigrants choose not to receive health care and other support services. Social media has been a valuable tool in keeping many immigrants informed about current events and connected to family in their homeland. But it has also helped spread misinformation on ICE raids, deportations, immigrant rights, and benefit eligibility that instills a more profound fear within the community.

High levels of fear leave many feeling unsafe and not trusting health services, support services, and other community agencies.

Program staff have worked hard to build trust with immigrants in their community. Even so, the growing mistrust of programs and systems has moved immigrants to:

- Not apply for services.
- Not renew services.
- Not continue social services, public assistance, health care, and medical treatments they qualify for.
- Ask to be removed from services and systems records.



While immigrants may trust program staff, there is often a deep and growing mistrust of the programs they work for. This fear overrides the trust in staff. They fear their personal information will be used against them or their family members.

There is also fear that using a government program might create a “public charge” and prevent a person from gaining legal status in the future or even lead to deportation.

The concept of “public charge” is very old in immigration law. It means a person is highly dependent on public cash assistance to get by or needs long-term care at government expense due to a health condition. In most cases, those without immigration status are not even eligible for the few programs that could lead to

being a “public charge.” Getting services from a community or migrant health clinic does not lead to public charge status.

Immigrants have the difficult task of sifting through misinformation and finding reliable sources of information. Even so, many do not trust that their personal information will not be used against them.

ASKING LEGAL QUESTIONS ABOUT IMMIGRATION

Many immigrants have legal questions about immigration issues, which require an answer from a legal immigration expert. It is best to refer the person to a legal expert. If you or other service workers provide legal immigration information, it is important to ensure the information is 100% correct.

Topics people may ask questions about are:

- Immigration status
- Legalization
- Access to public benefits related to immigration status

SOLUTIONS

1. Ask your clients or patients what would help them feel safer at your center or agency. Ask clients while they are already at your agency or on a radio show where people can call in. Listen and respond.
2. Make organizational changes to demonstrate your institutional commitment to patient or client privacy. For instance, create a protocol and plan if ICE enters your site, and ensure your staff knows what to do.
3. Think about how private the area where the staff does intake is and who can hear the shared information. Consider moving interviews inside the treatment area or to another private space.
4. Think about what areas of the center are open to the public and the consequences of that public access. For instance, if the waiting Room is public, an ICE agent can legally sit there. This means that all people, including ICE agents, can hear personal information being shared. To ensure patient privacy and safety, be mindful of what information you are asking people to disclose and where you are asking them to disclose it. Have a private intake room for sharing sensitive information.

5. Display a message from your leadership stressing HIPAA or other client confidentiality policies. Making this statement public helps reassure clients of their safety and privacy at your center or agency.
6. Provide privacy rights and information in areas where clients or patients will see it. Provide these in the languages and reading levels appropriate for your clients.
7. Provide more education to frontline staff about basic client eligibility requirements. For instance, staff should know which legal documents are required to request from clients - and which are not-to receive services.
8. Use public media such as radio and newspapers to keep people informed:
 - Share positive messaging about immigrant communities.
 - Review and reassure about immigrant rights and confidentiality.
 - Connect them with trusted community sources, such as free or low-cost immigration services.
9. Form a joint social media presence with other community groups and agencies to monitor and track false information. This can include ICE raids and other scams targeted at immigrant communities. Use a social media page or text messages to communicate correct and timely information.
10. Develop ongoing relationships and resources with free or low-cost legal services so you can refer people. Again, it is best for frontline workers **not** to give out legal information.
 - To start, identify free or low-cost civil and legal services that work in your area, state, or region.
 - Talk with them about establishing a referral system for people who ask for help. These legal services programs have lists of responsible lawyers to whom they refer people. They can also help you learn about trustworthy immigration lawyers and services.
 - Some legal services cannot work on immigration issues or represent immigrants who are not documented. They can refer you to trusted immigration lawyers and services in your state.
11. Be sure to refer people to the right resources.
12. Form partnerships with other community groups to produce and share a joint newsletter with updates and information. This can reduce the amount of information the community receives and prevent repetitive or conflicting information from being shared.
13. Check with your contacts to see if there is a reliable rapid response group in your area where you can verify or report ICE detentions or raids.

A SPECIAL NOTE ABOUT NOTARY PUBLICS:

Some Notary Publics have signs in Spanish that say they are *Notarios*. Many might offer immigration services. Warn people that many of these *Notarios* may not have appropriate legal expertise in immigration or other legal issues. In Mexico, *Notarios* are lawyers. Some people might also assume that they are lawyers in the United States. Explain that most Notary Publics in the U.S. are not lawyers.

RESOURCES

- **Legal Services Corporation:** This is a resource for finding free Civil Legal Service Programs in your state.
Link: <https://www.lsc.gov/grants-grantee-resources/our-grantees>
- **Catholic Legal Immigration Network:** In some areas of the country, the Catholic Legal Immigration Network (CLINIC) offers legal representation on immigration issues. To find out if there is a CLINIC office in your area and where it is, go to:
Link: <https://cliniclegal.org/director>

My Notes

BARRIER: MISINFORMATION AND LACK OF TRUST IN SYSTEMS

Local Barriers

Local Solutions

Local Resources

BARRIER: CHW's/*Promotores* and Other Frontline Staff Experience Burnout, Compassion Fatigue, and Secondary Trauma

Supporting immigrant populations can be very difficult and stressful. This is because it often requires addressing complex and painful issues of:

- Fear
- Trauma
- Cultural barriers
- Language barriers
- Racism
- Discrimination
- Low-income status
- The harsh anti-immigrant climate
- Meta and microaggressions

The many roles that staff often take on and the difficult situations they face can mean they have long work hours and very high stress. These can result in burnout, compassion fatigue, and secondary trauma.

Burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress.

Compassion fatigue is a condition where compassion gradually decreases over time due to ongoing stress from work performed regularly.

Secondary trauma is the emotional duress that results when a person hears about the firsthand traumatic experiences of another.

Solutions

The solution is to take care of yourself so you can serve and care for others. You can do this by practicing self-care or more of it. As a supervisor, you can be sure to support your staff

in using self-care. A self-care practice can help ground and strengthen staff to care for themselves and be motivated and ready to serve their communities.

WHAT IS SELF-CARE?

Self-care is any activity we do to help maintain physical, mental, emotional, or spiritual health. It can be simple to practice self-care, but it can profoundly impact overall health and well-being over time.

DEVELOP YOUR OWN SELF-CARE PRACTICE

Self-care does not have to be a chore or costly. It is about finding the right activity that works for you and adopting it as your self-care habit. Some examples include:

- Take a break.
- Get enough sleep.
- Read a good book.
- Pray.
- Meditate.
- Learn breathing techniques.
- Eat healthy.
- Get regular exercise.
- Move: Go hiking or turn on music and dance.
- Have someone safe to talk with.
- Learn to manage stress in a healthy way.
- Get regular physical and dental checks.
- Practice gratitude and mindfulness.
- Spend time in nature or with your pet.

LEARN ABOUT AND PRACTICE ORGANIZATIONAL SELF-CARE

This is a broad approach to support a healthy and supportive work culture for all staff. Forming a culture of self-care at your organization can help to:

- Reduce and prevent burnout and compassion fatigue.
- Improve job satisfaction.
- Decrease staff turnover.
- Encourage the growth of staff and the organization.

For many frontline staff, it is hard to separate work and personal life because many of the people they serve are members of their community or families. Organizational self-care is

another level of support for promoting a full, healthy life inside and outside the workplace. Self-care is key to supporting and advocating for those who suffer a silent crisis.

Resources

- **Health Outreach Partners (HOP) Self-Care Resource:** With input solicited from outreach workers across the country, HOP developed this resource to share self-care practices, their benefits, and strategies to build a culture of self-care that supports staff health and well-being.
Link: <https://outreach-partners.org/2017/04/03/self-care-taking-resource/>
- **HOP's Organizational Self-Care: Addressing the Collective Responsibility for Your Employees' Wellbeing.** A resource for health centers and other organizations with strategies for implementing policies and practices that support employee well-being, including mental health and resiliency. The guide comes with an **Assessment Tool** and an **Implementation Guide**.
Email resources@outreach-partners.org if you would like a copy.
Phone: (510) 268-0091
- **From Fired Up to Burnout: 7 Tips to Help You Sustain a Life Committed to Social Justice:** This blog post explores the importance of strengthening and sustaining people committed to transformation and justice and provides tips on improving and making time for self-care in your life.
Link: <https://rockwoodleadership.org/burnout-7-tips-to-help-you-sustain-a-life-committed-to-social-justice/>
- **Self-care Starter Kit:** A self-care starter kit by the University of Buffalo School of Social Work. It introduces self-care, example exercises, and activities to help begin your self-care plan.
Link: <https://socialwork.buffalo.edu/resources/self-care-starter-kit.html>
- **EFT Tapping for Gratitude:**
Link: <https://www.youtube.com/watch?v=mO9DDKQviYU>
Link: <https://www.eftandmindfulness.com/blog/using-eft-for-gratitude>

This is a very stressful time, and fear levels are high. There will be a lot of misinformation on social media and other information sources. Only use information sources that can be trusted. Be careful not to spread rumors or misinformation.

My Notes

BARRIER: MISINFORMATION AND LACK OF TRUST IN SYSTEMS

How I Practice Self-Care Now

Self-Care Practices I Would Like to Try

Local Resources for Self-Care

About Us

Learn more about the organizations that created this booklet by clicking on the logos.



[Moses Lake Community Health Center](#)



[Migrant Legal Action Program](#)



[Lorena Sprager](#)



[The Next Door](#)



[Health Outreach Partners](#)