



FOR IMMEDIATE RELEASE

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POLICY STATEMENT: ADDRESSING IMMIGRATION AND ADVANCING ECONOMIC EQUITY FOR BLACK AMERICANS

In recent discussions regarding immigration, mainly through the H-1B Visa program, there has been increased attention to its impact on the American workforce. While these debates are necessary, we must ensure that all aspects of immigration policy are considered with equal scrutiny, particularly in relation to its effects on Black American workers and their communities.

The ADOS Advocacy Foundation has long advocated for an immigration policy that prioritizes the needs of American citizens, ensuring that it does not inadvertently harm or further marginalize Black Americans. To this end, we are calling for a comprehensive overhaul of the U.S. immigration system, including a temporary moratorium on all immigration until meaningful reforms are enacted. These reforms should align immigration policies with the nation's broader social and economic objectives, ensuring that they contribute to the well-being of all citizens, particularly Black Americans.

As part of our vision for a more equitable future, we propose targeted investments in Black American communities, including fast-tracked job training, mentorship programs, and workforce development initiatives aimed at equipping Black Americans with the skills necessary for the jobs of tomorrow. This approach should focus on sectors such as technology, where disparities in hiring and pay remain significant.

We also support the continuation of H-1B Visa restrictions until a clear and measurable level of parity is achieved in hiring, compensation, and career advancement for Black American workers across all industries. To incentivize this progress, we advocate for tax credits and other financial incentives for tech companies that commit to actively recruiting, hiring, training, mentoring, and retaining Black American talent in technology and innovation fields.

Furthermore, we believe that new immigrants seeking to join the U.S. workforce should demonstrate an understanding of Black America's historical contributions and the ongoing struggles for justice and equity. It is vital that these individuals recognize and respect the essential role that Black Americans have played in building the nation they wish to become a part of. This understanding should be a prerequisite for immigration,

ensuring that all those who enter the country do so with a commitment to contributing to a more inclusive and equitable society.

In summary, our policy framework calls for a balanced approach to immigration that prioritizes the needs of Black American workers, with a particular focus on uplifting our communities, promoting economic equity, and ensuring that all sectors of the economy reflect the contributions and potential of Black Americans. Members of the ADOS Advocacy Foundation will receive further action items to ensure your voice is heard.