



# The Thriving Newcomers Project



As Sussex County's Latino and Haitian communities grow, La Esperanza and the Haitian Coalition of Delaware are working together on the Thriving Newcomers Project to explore new ways to support community leadership and facilitate conversations around community issues. The project will seek to foster community leadership in taking action on issues that are important to them, like housing, workforce development and education, accessible childcare, and immigration issues.





## Building a stronger future

Sussex County, Delaware, is the state's southernmost county, featuring both coastal and rural areas as part of the Eastern Shore Peninsula, which extends into Maryland and Virginia. Over the years, the county has attracted many newcomers from within the U.S. and abroad. Notably, the Spanish-speaking population has surged in the past 40 years, along with an increase in Haitian families.

La Esperanza, a nonprofit supporting Hispanic and immigrant communities, and the Haitian Coalition of Delaware, focused on the Haitian community, teamed up in 2023 to better understand the concerns of newcomers. With funding from the Regional Foundation, they launched the Thriving Newcomers Project, engaging newcomer leaders and gathering feedback and research.

A surge in immigration, in part due to the January 2023 parole program, prompted project partners to reassess the needs of Hispanic and Haitian residents. They found a significant number of newcomers from Guatemala and Haiti, but these groups were often undercounted in the census, limiting the understanding of their needs and contributions.

Recognizing the importance of immigrant voices, the project formed a resident advisory group to guide their work. This report reflects that work over the past year, aiming to be a starting point for future actions. It's crucial for the state and region to acknowledge the unique needs and strengths of newcomers and collaborate with local leaders and various sectors.





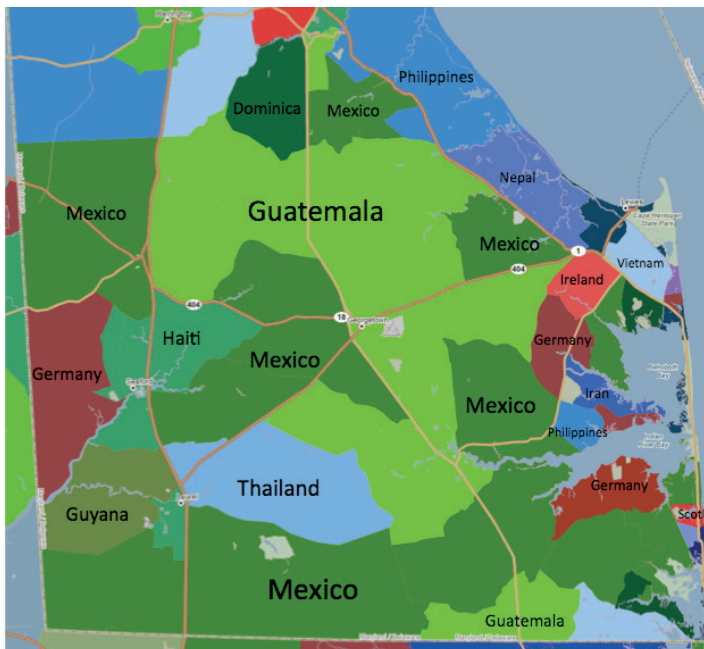
## Sussex County's changing demographics

Sussex County, Delaware, has been mostly rural and coastal, with a population mainly of Northern European descent. The 1950s and 1960s saw a surge in development, especially in the 1970s to 1990s. This growth, however, varied across the county. Once development laws were set, building mainly in coastal areas took off. This shift attracted wealthy retirees, leading to what some call the “greying” of Sussex County. Disputes over land use sparked debates and made zoning changes tough. This often led to complaints about too much development, resulting in a shortage of affordable housing for families and newcomers (Fuqua and Veness, 2019).

Immigrants have been drawn to the U.S. by the promise of opportunities. This trend began in the late 1980s on the Delmarva Peninsula and in Sussex County. They found work mainly in agriculture and the poultry industry. The tourist and retirement sectors also created jobs.

The Latino community in Sussex County is diverse. It varies by country of origin, cultural practices, languages, and immigration status. Socioeconomic status also differs, influenced by education, income, job type, and assets. This community includes first- and second-generation immigrants with Native American roots from Guatemala and Mexico. They often speak Mam. According to the 2022 American Community Survey, 9.44% of Delaware’s population identified as Hispanic in 2020. Mexico is the most common origin for foreign-born residents. It accounts for about 15,000 people. In Central

### Predominant country of birth among the foreign-born population, 2013-2017, by census tract

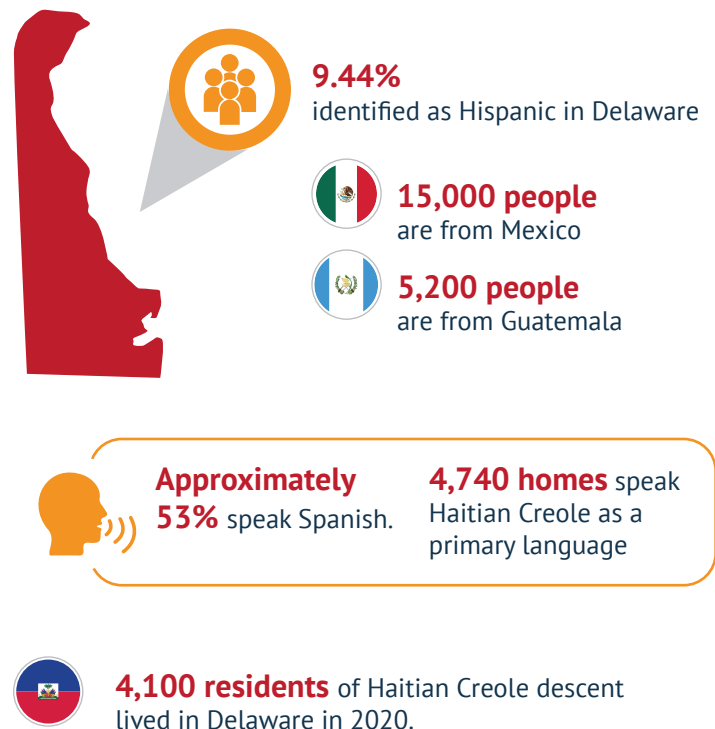


(Policy Map, www.policymap.com appearing in Fuqua and Veness [2019])

and Western Sussex County, over 5,200 residents hail from Guatemala, making it the fourth most common origin. In non-English speaking households, about 53% speak Spanish.

In 2020, approximately 4,100 residents of Haitian descent lived in Delaware. Haiti ranked fifth among the most common birthplaces for foreign-born residents. Haitian Creole is a primary language in 4,740 homes. Haitian history is marked by significant events, shaping its migration to the U.S. The country became the first independent Black republic after a successful slave revolt. This revolution lasted from 1791 to 1804. The U.S. occupied Haiti from 1915 to 1934, influencing its political and economic conditions (MacLeod and Lawless, 2023).

Newcomers’ stories often reveal their complex journeys, which include reasons for leaving, costs, and risks. These factors particularly affect the most vulnerable. For instance, violence in their villages has forced indigenous Guatemalans to leave. The Guatemalan government’s failure to support these communities has also led to outmigration (Sullivan, 2016). Migration from Haiti has been driven by political instability, persecution, economic crises, and natural disasters like the 2010 earthquake. The assassination of President Jovenel Moïse in 2021 intensified this crisis. It led to a surge in migration as people fled political unrest and violence (Padgett, 2023).





## Thriving Newcomers Project forms to address urgent community needs

The Thriving Newcomers Project includes Georgetown, Milford, Seaford, and Laurel in Sussex County. Between 2015 and 2019, these areas had 14.4-22.9% of families living in poverty. Georgetown and Laurel had over 22.97% in poverty. More than 11% of people in these communities are Hispanic. In Georgetown, this figure exceeds 27%. Georgetown is a key entry point for newcomers and boasts many Hispanic businesses and churches. Seaford, with about 8,250 residents, has an 8% Haitian population. The median income here is \$55,182, with 16.1% living in poverty. Many, especially immigrants, struggle to meet basic needs.

The project partners are La Esperanza and the Haitian Coalition of Delaware (HCODEL). La Esperanza, founded in 1996, addresses the needs of Guatemalan and Mexican immigrants. HCODEL, established in 2020, advocates for the Haitian community in Delaware.

La Esperanza was started by Hispanic leaders and three Carmelite Sisters – Sister Rosa Álvarez, Sister Ascencion

Banegas, and Sister María Mairlot. It is now Delaware's second-largest agency for Hispanic immigrants. It offers support in finding jobs, housing, education, and citizenship. Located in Georgetown, it operates across the county, bringing hope to Latino and immigrant families.

HCODEL was formed by passionate Haitian descendants. Its mission is to support and represent the Haitian community in Delaware. The coalition aims to break the cycle of poverty and improve infrastructure. Initially, it focused on addressing ethnic disparities during the COVID-19 pandemic.

In 2023, La Esperanza and HCODEL teamed up to address the needs of their growing populations. They created a feedback process led by the community to identify concerns. Leadership came from both partners, a resident advisory committee, and multilingual organizers. La Esperanza hired part-time organizers speaking Spanish and Haitian Creole. Support came from Dr. Dorothy Dillard, a consultant with expertise in community development.

Engaging community members was a priority. The advisory committee played a key role in planning and feedback. Support from the Regional Foundation made it possible to incentivize leaders, easing their participation. Meetings, held in Georgetown, included food, fellowship, and discussions in Spanish, Haitian Creole, and English.



The resident-led advisory committee influenced project planning and feedback methods. It promoted a strengths-based approach, focusing on community strengths and contributions. The committee aimed for community ownership in planning, boosting project support and success. Strategies were shaped by community needs. Committee members ensured residents' voices were heard.

Meetings included leadership training to enhance skills and inspire community impact. Network Delaware was invited to share insights and training. This built a supportive network among members.



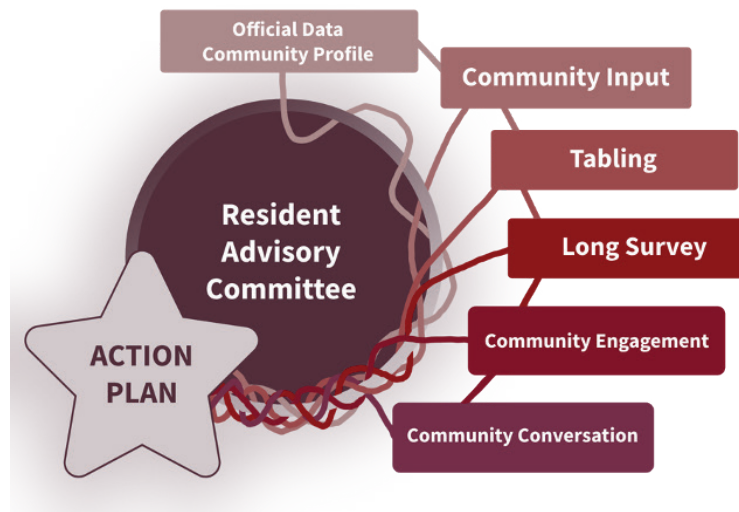
## Approach to a comprehensive feedback process

The Thriving Newcomers Project assessed the Hispanic and Haitian communities in Sussex County, Delaware, using a mixed methods approach. It combined various data sources and involved the Advisory Committee in reviewing information.

First, the project mapped Hispanic and Haitian populations using Census data. Key areas identified were Milford, Seaford, Laurel, and Georgetown. The committee then discussed the main challenges, highlighting needs in housing, employment, immigration, and more.

Next, community profiles were created using Census data and other sources. The committee recognized similar needs in both communities. Smaller groups then shared personal experiences, adding depth to the understanding of challenges.

The final step involved prioritizing needs. Multilingual organizers surveyed residents about their top three needs. The committee then used this data to shape a more detailed survey, conducted in July 2024. Participants discussed challenges and completed the survey. Our findings are detailed below, with additional surveys included in the appendix at the end of this report.



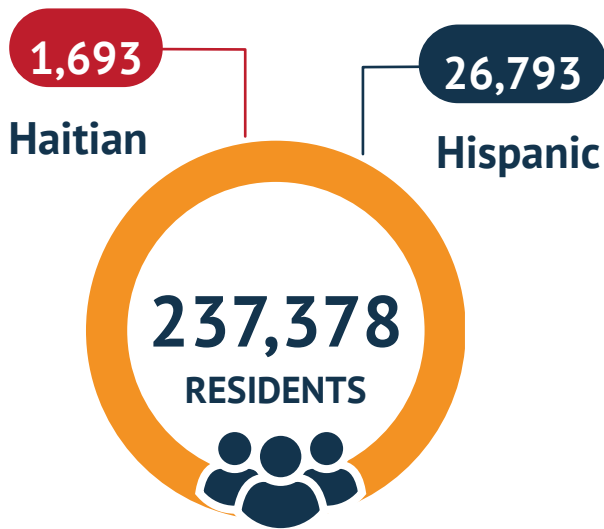
Dr. Dorothy Dillard,  
Commons-Collaborative




## Thriving Newcomers in Delaware


**Sussex County** is Delaware's southernmost county. It is composed of small towns dispersed across the county and separated by large areas of farmland. It is home to 237,378 people, including 26,793 Hispanic residents and 1,693 Haitian residents. As mentioned previously, it's been estimated that there are around 4,100 Haitian residents in Delaware. The Haitian community has been growing exponentially in the state, particularly due to recent migration trends. In Sussex County, 14% speak a language

other than English at home. About 20% of the county's population is children with three-quarters of them school age. At the other end of the age spectrum, 30% of Sussex Countians are 65 and older residents. The median income is \$78,061 with about 10% living in poverty. One-third of the county's adult residents have a bachelor's degree (2022 American Community Survey: Sussex County).



**20%**   
children (three-quarters of them school age)

**30%**   
65 and older residents

 **14%**  
speak a non-English language.

Over six weeks, 433 residents took a short survey across various community sites. Among them, 244 were Hispanic and 168 Haitian. The Hispanic group included 145 women, 96 men, and 4 nonbinary individuals. The Haitian group had 97 women, 69 men, and 1 nonbinary individual.

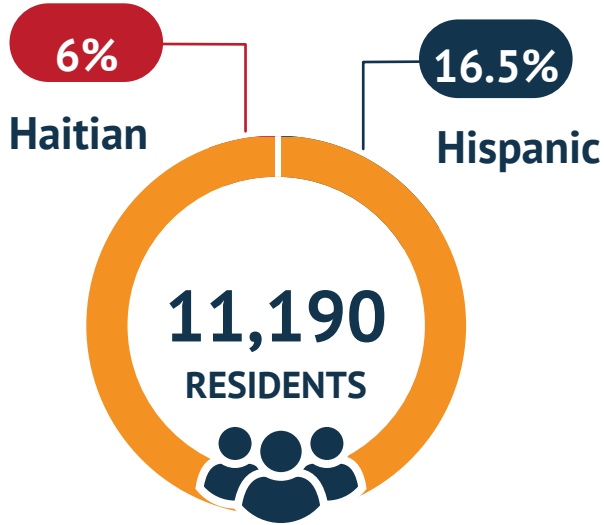
Both groups ranked their top concerns. The main issues were healthcare, work, and housing. Education, immigration, and transportation also stood out. Financial issues, childcare, legal aid, and translation were concerns too.

For Hispanic respondents, healthcare was a top issue. For Haitians, it was education. The concerns varied slightly between the two groups.



## Milford

straddles Kent and Sussex counties.



**26%**

speak a non-English language.



**Income**

**\$53,472**

is the median income

**16%**

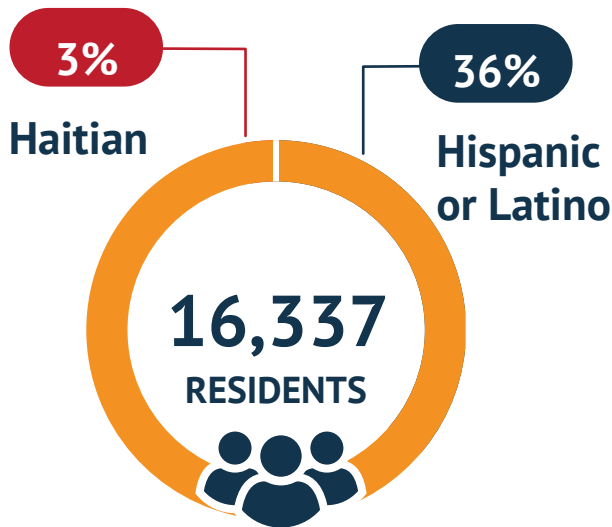
in poverty

Seventy-eight Milford residents took the short survey. The top concerns were work, housing, and healthcare. Education, legal aid, and transportation followed.

Hispanic respondents prioritized work, healthcare, and housing. Haitians focused on work, housing, and education.

## Georgetown

is located in Sussex County.



**Income**

**\$65,175**

is the median income

**13.4%**

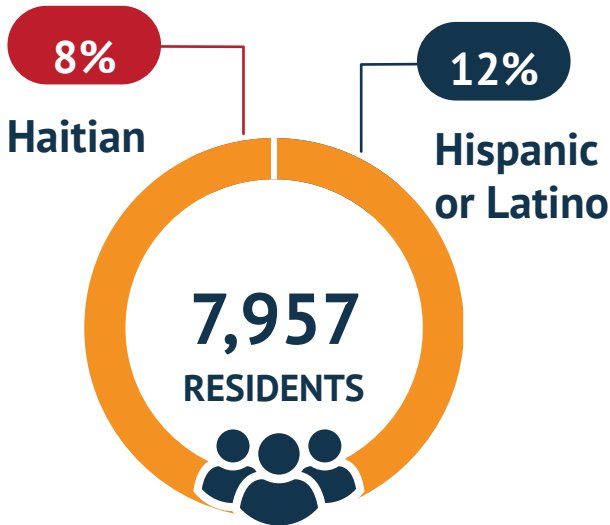
in poverty

Eighty-four residents completed the short survey. The top concerns were housing, healthcare, and work. Financial issues, immigration, education, and transportation followed. The small number of Haitian respondents made comparisons difficult.



## Seaford

is located in Sussex County.



### Income

**\$49,469**

is the median income

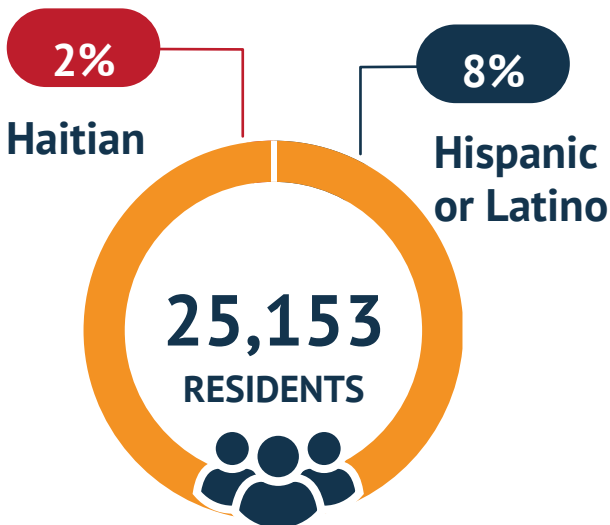
**20.2%**

in poverty

One hundred and fifteen residents took the short survey. The main concerns were work, housing, and transportation. Education and healthcare followed. Among Haitians, work and housing topped the list.

## Laurel

is located in Sussex County.



### Income

**\$56,491**

is the median income

**17.7%**

in poverty

Forty-four residents completed the short survey. The top issues were work, housing, and healthcare. Immigration, transportation, financial concerns, and translation were also noted. For Hispanics, healthcare was the biggest concern. Haitians focused on work, housing, and transportation.



## Uniting residents for community forums

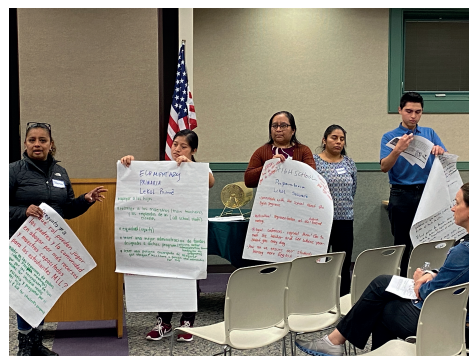


The Thriving Newcomers Project reaffirmed earlier findings (Perspectives Report, 2019) about the newcomer communities of Sussex County. It showed that when facing challenges, it matters where you came from, how, and when you came to Delaware. Participants identified critical needs, including support for education and legal services. Everyone faced challenges, often related to their status or past trauma. The perspectives shared in our forums reflect these experiences.

Following the short survey data collection in the community, the committee members and community organizers recruited Hispanic and Haitian residents from each of the communities of interest to participate in a forum at the Bridgeville Public Library in July 2024. The resident advisory committee also used the community profile data and the tabling data to recommend areas and questions for a long survey. The 80 forum participants were grouped by topics where they

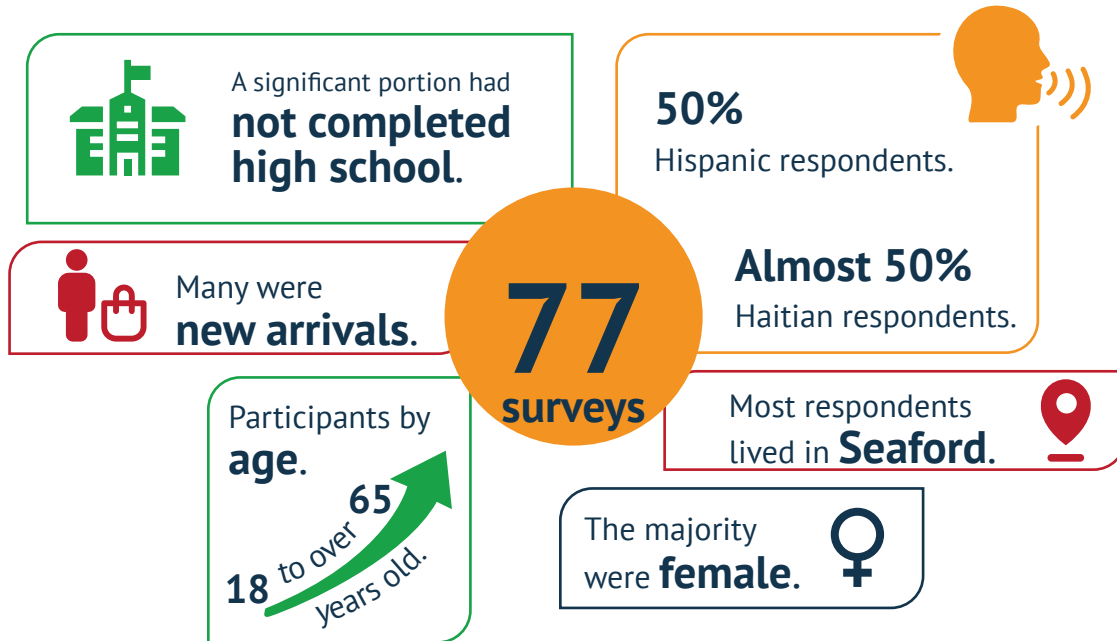
reviewed the community profile data and shared their experience and knowledge about the challenges and needs of their community. They also completed the long survey. Following the forum, organizers then conducted follow-up interviews with interested respondents. They explored topics such as housing costs, discrimination, and childcare.

We followed up the first forum with a Multilingual Learner Community Conversation in November at the Georgetown Public Library that was designed to provide a space for parents to discuss their concerns about the needs of their children in school. Several members of the resident advisory committee were present, helped welcome a group of 90 parents, educators and advocates, and led breakout groups. Parents raised similar concerns about access to quality and culturally competent teachers, and clear communication in different languages so parents can be better informed.





## Long Survey Findings



The surveys revealed the living situations of Haitian Creole and Hispanic residents in Sussex County. These findings are divided by ethnicity.

### **Haitian Creole Respondents**

Thirty-eight Haitian residents took part. Most lived in Seaford. Only a small fraction were U.S. citizens. Many preferred Creole over English. A third faced challenges learning English and accessing help.

Most had lived in Delaware for over a year. Half were renters. The rest either owned homes or lived with others. On average, they lived with four people. Most lived in single-family homes.

Education levels varied. About a third hadn't finished high school. Yet, some had college degrees. Employment was common, but many were also unemployed. Half of those with children reported no childcare barriers.

### **Hispanic Respondents**

Thirty-nine Hispanic residents participated. They came from eight towns. Only a small number were US citizens. Most preferred Spanish. A large majority struggled with English and accessing help.

Many had lived in Delaware for over 11 years. Most rented their homes. The average household size was four. Many lived in single-family homes.

Education was a challenge for many. A quarter had no schooling. Employment was low. Those with children reported barriers to childcare.



# Housing: Affordability and access challenges persist



Housing has been a major issue in Delaware, especially in Sussex County. Here, the demand for affordable housing is high. This is due to newcomers, retirees, and seasonal visitors. The county's luxury coastal homes leave little room for affordable options.

According to a 2018 report, nearly half of renters and a third of homeowners in Sussex County face housing challenges. The median income in the county was \$78,061 in 2023. The Delaware State Housing Authority reports a shortage of 19,400 affordable rentals for low-income renters. By 2030, Sussex County will need an additional 2,643 affordable rentals.

Affordable rents are set based on household income and vary by bedroom size. Currently, a one-bedroom apartment costs about \$765, a two-bedroom \$920, and a three-bedroom \$1,060.

Residents highlighted housing as a top concern. Many found

it hard to secure safe and affordable homes. A participant shared, "I don't feel comfortable in my neighborhood." They feel trapped by high costs. "Housing is too expensive for me." Low-income apartments are more affordable but come with long waits and strict rules. Others are priced over \$2,000 monthly, which is out of reach. "We have to pay, neglecting other needs." Many prioritize rent over other necessities, even food. "People are exploiting us with prices," one said. Landlords often charge more due to the lack of options. Residents feel there's no one to advocate for them.

Newcomers face even more challenges. Without credit or savings, options are limited. They need jobs to afford deposits, and those jobs must be close by. Other hurdles include residency rules, needing a bank account, and transportation issues. One participant said, "We had to buy an old car." Public transportation is often unreliable.





## Education and employment: Barriers limit opportunities



In Sussex County, literacy varies among different nationality groups. For instance, non-indigenous Guatemalan children average 5.7 years of schooling, while indigenous children only get 2.5 years. Many indigenous Guatemalan women lack basic literacy. Poverty and limited access to education keep children out of school.

Being literate in any language gives newcomers an edge. It makes learning English easier. This benefit extends to families. Literate parents can better support their children's education and navigate systems more easily.

Most residents wanted meaningful jobs and were frustrated by the lack of English classes and barriers due to immigration status. Delays in getting work permits were common. Some waited over a year. Finding cash jobs is becoming harder. "You used to get hired easily. Not anymore," one said.

The limited job market frustrated many. They felt forced to take any available job. People wanted more job training programs to avoid being stuck in low-paying jobs. "We just apply everywhere," one said. They aimed for jobs in restaurants or hotels.

Discrimination was a major concern. Many faced bias based on health, age, or race. Even with doctor's notes, supervisors often ignored restrictions.

Transportation was a big barrier. People wanted to live closer to work. Many chose jobs based on proximity, not salary. Public transportation remains a significant hurdle for those with low incomes in Sussex County.

## Immigration status: A life of uncertainty



In Sussex County, most immigrants are from Mexico and Guatemala. Many of them might be undocumented, living in constant insecurity. This situation harms individuals, families, and the community. It also discourages public involvement. Many Haitians in the county likely have Temporary Protected Status (TPS). This allows them to live and work in the U.S. due to unsafe conditions in Haiti. Recently, the Biden administration expanded TPS to more Haitians arriving before June 3, 2024. This move protects them from deportation amid ongoing violence in Haiti. The fear of being caught, detained, or deported affects daily lives and decisions. Immigration status can change. Those with visas or refugee status can become undocumented by overstaying. The privilege of being in the U.S. legally or illegally can shift quickly.

At our feedback forum, residents shared concerns about their immigration status. They mentioned wanting better opportunities, family reunification, and safety. Language barriers and access to classes were major hurdles. One resident shared their complex journey. They arrived with a tourist visa, then overstayed. He felt marrying an American was the only way to gain status. Finding a lawyer was tough, and money was a big hurdle.

### Types of Immigration

#### ***Unauthorized Status***

Unauthorized immigrants either enter the U.S. illegally or overstay their visas. They face many barriers and need to be aware of available tools.

#### ***Authorized but Temporary Status***

This group includes those with student or work visas, DACA, and TPS. Student visas are time-limited for study. Employment visas are tied to specific jobs. DACA offers temporary protection and work permits to those who arrived as children. TPS protects people from returning home due to crises.

#### ***Authorized and Seeking Permanent Status***

Some can apply for a green card after a wait of one to 10 years. Refugees and asylees prove they face persecution to gain status. Green cards allow permanent residence and work. They need renewal every 10 years but status remains. Deportation can happen due to fraud, crime, or abandoning the U.S.

#### ***Naturalized Citizenship***

Naturalized citizens are permanent residents who become U.S. citizens. This is the most secure status for immigrants.

## Childcare: A critical gap in support



Delaware faces a significant gap between the number of children needing care and available daycare slots. According to First State Pre-K, a coalition focused on expanding access to quality early care and education, nearly 51,000 children younger than five lack access to publicly funded care. Several factors contribute to this issue, including income eligibility requirements, complicated application processes, low state investment, long waiting lists, and childcare deserts. In Sussex County, the estimated number of children ages 0-9 is roughly three times the number of licensed childcare seats (First State Pre-K, 2024).

Newcomers who provided feedback expressed dissatisfaction with Delaware's childcare options. Many are unfamiliar with formal childcare centers, preferring to leave children with extended family and trusted friends. "If they have sisters, they prefer that it's better if they work because it gives them the opportunity to leave their children for a little while with their sister or mother."

Many expressed discontent with the lack of language accessibility and cultural sensitivity in childcare options, as

well as the strict hours of operation. Leaving children with family is a better option for those working overnight shifts at poultry plants, but many families lack this option. One participant preferred paying someone who speaks Creole to care for her child rather than using a daycare where no one speaks her language, making it difficult for her to understand her child's progress or challenges.

The cost of childcare is also prohibitive for low-income families. "I was talking to a friend ... it's difficult for children to be cared for because now the weekly amount of money to take care of them has increased a lot. And that's why she was no longer working, but stayed at home with her baby." However, this decision has consequences when children start school. "Co-workers and friends, many of them, don't leave them in care centers, but they leave them in homes with people to take care of them, and that's because of the high cost. So, that entails that education in the little ones... does not instruct him so that he can arrive prepared at the educational institution."

## Community recommendations: Paving the way forward

The Thriving Newcomers Project will build on this feedback with a capacity-building program, including a facilitated retreat and ongoing training opportunities for project collaborators, resident leaders, and stakeholders. The three-day retreat will feature capacity-building for La Esperanza and HCoDEL, partnership and collaboration activities, and training for all project members, addressing issues and content discovered during the year one planning phase. The retreat will include overnight lodging and wellness activities like mindfulness, yoga, or other activities chosen by the cohort. Follow-up meetings will include quarterly one-day sessions to follow up on goals set at the retreat and provide training that meets our needs.

The retreat and follow-up meetings will discuss and plan actions regarding:

### 1. Newcomer housing issues

- Exploring differences between homeowners and renters
- Promoting accessible languages (language line improvement)
- Financial literacy and access to credit

- Length of residency requirements
- Creating an updated directory of housing relief options in different languages
- Advocacy around newcomer housing issues, Sussex County Council, and newcomer representation on DE Housing Taskforce

### 2. Childcare access

- Addressing childcare deserts
- Training in cultural competency for existing and new childcare staff
- Language accessibility, i.e., training and inclusion of multilingual staff
- Alternative scheduling to accommodate multi-job/overnight workers
- Advocacy: addressing inequity in pay for Sussex County childcare workers (retention and sustainability)
- Connecting existing and new providers with training on childcare regulations



### 3. Education/Employment

- Addressing access issues on multiple levels, i.e., location, transportation, newcomers vs. second generation (eligibility), cost
- Promoting options for multiple types of learners, i.e., no/low-literacy to educated/credentialed in home country
- Working with stakeholders to build systematic approaches to qualification/credential recognition
- Advocating for certifications supported by employers
- Partnering to make resources available at wellness centers at poultry plants

### 4. Immigration

- Addressing status differences acknowledging that they impact quality of life for families in DE
- Advocating for a systematic welcome for newcomers, like other cities, towns, and states, i.e., an “Office of New Americans” for DE
- Policy advocacy at state and federal level in response to existing immigration processes and proposed changes during the Trump Administration

The retreat and follow-up meetings will include current stakeholders in public, nonprofit and for-profits sectors in housing, workforce development and education, childcare and immigration.

Topics may cover leadership, board governance, research methods, advocacy, and financial literacy. The main priorities will be developing resident leadership, building community strength, and connecting leaders and newcomers to business opportunities.

We know that our resident leaders are always asking us “what’s next?” They are hungry for more opportunities to learn and be engaged in activities that benefit the community. We will facilitate their participation with additional incentives, because we know that most of them elect to take off work when deciding to participate. The additional three days of facilitated training opportunities will allow us the flexibility and inclusivity to identify what the themes and issues are that should be addressed by those additional meeting dates.

It is essential to recognize that our needs are not siloed into categories but are interrelated. For instance, childcare options are defined by income, employment hours, and location, as well as personal and cultural preferences. The findings and recommendations in this report are presented by category. The remedies and solutions for any one need must take into consideration the interrelated needs and life circumstances of the intended recipients. None of the recommendations or next steps are intended to suggest that immigrants should fully assimilate. Rather, we are advocating for culturally relevant resources.

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## Preparing for uncertainty

This project was designed to explore the needs of Hispanic and Haitian newcomers in Sussex County, Delaware. It is essential to recognize that neither group is monolithic. The Sussex County residents that comprise both groups represent a range of demographics, values, and needs. The information in this report is limited in that the full range of specific needs and varying values and identities cannot be captured. Rather, the common themes are presented.

The second Trump administration’s impact on newcomers is crucial to consider. La Esperanza, having faced the first term, plans to educate families about their rights. It will also help them apply for status changes as needed. Carson and Wheeler (2024) predict “Trump 2.0” will bring tough immigration policies. These include restrictions on DACA, temporary admission, family immigration, and TPS. They also foresee stricter border controls and mass deportations. Past actions caused immigration court backlogs. We expect similar disruptions this time. Many project contributors will likely be affected.



## Thank you to the project partners, organizers, and resident leader committee.

Contributors to this report include

**Dr. Jennifer Fuqua,**

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**Midline Oware and Keda Dorisca,**

**Founders and Steering Committee Members of the Haitian Coalition of Delaware;**

**Dr. Dorothy Dillard,**

Consultant Commons Collaborative.



La Esperanza's mission is to assist Sussex County Latinos and immigrants on their journey to achieve stability, integration and success.



The mission of the HCODEl is to advocate for the Haitian population in Delaware, ensuring that this community is adequately represented through social, educational, and economic development and ultimately help advance this community.



The mission of the Regional Foundation, supported by Wells Fargo, is to improve the quality of life for children and families living in low-income communities in Eastern Pennsylvania, New Jersey, and Delaware by concentrating resources on comprehensive, neighborhood-based economic and community development initiatives.

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## Appendix

### Thriving Newcomers Community Survey

La Esperanza and the Haitian Coalition of Delaware are working together to learn more about challenges for Hispanic and Haitian residents living in Sussex County. Thank you for taking the time to complete this survey. It will take about 20 minutes to complete. Your answers are anonymous. No one will be able to identify you based on your answers.

**Please answer a few questions about your household by circling the best response.**

1. What age group are you in?
  - 18-24
  - 25-34
  - 35-44
  - 45-54
  - 55-64
  - 65-74
  - 75 and older
  
2. How do you identify your gender?
  - Male
  - Female
  - Other: \_\_\_\_\_
  
3. What language is most often spoken in your household?
  - English
  - Spanish
  - Creole
  - Other: \_\_\_\_\_
  
4. How do you identify your race and/or ethnicity? Select all that apply.
  - Black
  - White
  - American Indian-Aleut-Eskimo-Alaska Native
  - Asian Native Hawaiian-Pacific Islander
  - Mixed Race
  - Haitian
  - Hispanic
  - Prefer not to answer
  
5. Including yourself, how many adults 18 years of age or older live in your household? # \_\_\_\_\_
  
6. How many children aged 11 and under live in your household? # \_\_\_\_\_
  
7. How many children between 12 – 17 live in your household? # \_\_\_\_\_
  
8. Do you live with a partner? Yes \_\_\_\_ No \_\_\_\_\_

If yes,

Are you legally married? Y \_\_\_\_\_ N \_\_\_\_\_

How long have you lived with your partner? \_\_\_\_\_

9. How long have you lived in Delaware?

- Less than 1 year
- 1 to 5 years
- 6 to 10 years
- More than 10 years

10. What town/city do you live in? \_\_\_\_\_

11. What is your current employment status?

- Employed full-time
- Employed part-time
- Self-employed
- Unemployed
- Retired

12. If yes to above #, tell us about your job(s)

Job # \_\_\_\_\_ Type \_\_\_\_\_ PT/FT \_\_\_\_\_ Length of time at job \_\_\_\_\_

Miles from your home \_\_\_\_\_

13. What is the highest degree or school level you have completed? If currently enrolled, highest degree received.

- No schooling
- Completed Elementary (1st grade to 8th grade)
- Some high school, no diploma
- High school graduate, diploma, or the equivalent (for example: GED)
- Some college credit, no degree
- Trade/ technical/ vocational training
- Associate degree
- Bachelor's degree
- Master's degree
- Professional degree (MD or JD)
- Doctorate degree

14. Are you currently in school? Y \_\_\_ N \_\_\_

If yes, what degree are you working on?

GED

HS

Associates (2 year college degree)

Bachelor's (4 year college degree)



Master's  
Doctorate or Professional (MD or JD)

15. Have you experienced any barriers in learning English?

- Yes
- No

16. If yes, please share the top reason you have had difficulty learning English.

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17. Do you experience barriers in accessing language services?

- Yes
- No

18. If yes, please share an example of a situation where you experience a barrier in accessing language services.

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19. What is your current housing situation?

- Homeowner
- Renting
- Living with family/friends
- Homeless

20. What type of housing do you live in?

- Apartment
- Co-op
- Single-family home
- Mobile home
- Other \_\_\_\_\_

21. Were you born in the U.S?

- Yes
- No

22. If not born here, where were you born? \_\_\_\_\_

23. What is your current immigration status?

- Citizen
- Permanent resident
- Temporary visa holder
- Out of status
- Prefer not to say

24. Do you experience any barriers in accessing childcare?

- Yes



- No
- I don't have children/need childcare

25. If yes, what are the main barriers you face in accessing childcare?

- Cost
- Availability
- Location
- Quality of care
- Hours of operation
- Other \_\_\_\_\_

26. I would like to be contacted to get more involved in further events and activities, please contact me!

_____	_____	_____
Name	Telephone #	Email address



**THRIVING NEWCOMERS/NOU FOU KÒMAN/ RECIÉN LLEGADOS PRÓSPEROS**

**Date:**

**Location:**

La Esperanza and the Haitian Coalition of Delaware are working together to learn more about challenges for Hispanic and Haitian residents living in Sussex County.

La Esperanza ak Haitian Coalition of Delaware ap travay ansanm pou rasanble enfomasyon de pwoblem ke rezidan Panyol ak Ayisyen soufri avek nan konte Sussex.

La Esperanza y la Coaliciónn Haitiana de Delaware esta trabajando juntas para aprender más sobre los desafíos que enfrentan los residentes hispanos y haitianos que viven en el condado de Sussex.

**PLEASE CIRCLE/TANPRI ANTOURÉ /POR FAVOR, CIRCULE SU RESPUESTA** **WRITE/EKRI/ESCRIBA**

<b>Age/Laj/Edad</b> 18-24 25-34 35-44 45-54 55-64 65+	<b>Male /Gason / Hombre</b>  <b>Female / Fi / Mujer</b>  <b>Nonbinary/ Non binè /Nobinario</b>	<b>Race/Ethnicity/ Ras/Etnisite/ Raza/Etnia</b> White Black Latino(a) Haitian/ Ayisyen	<b>Neighborhood/City where you live, Zip code</b>  <b>Vil kote w rete/ Kod postal Barrio</b>  <b>Ciudad donde vives, Código postal</b>
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**PLEASE CHOOSE ONLY 3 AND RANK THEM/TANPRI CHWAZI 3 PWOBLEM / POR FAVOR, ELIJA SOLO 3 Y CLASIFIQUELOS**

**# 1: Most important/ Sa ki pi enpòtan/El mas importante** \_\_\_\_\_

**# 2: Second in importance/ Dezyèm nan sak enpòtan/ Segundo en importancia** \_\_\_\_\_

**# 3: Third in importance/ Twazyèm nan sak enpòtan/Tercero en Importancia** \_\_\_\_\_

**Choose from the below/ Chwazi pwoblem nan lís ki anba / Elija entre las siguientes opciones**

- A. Housing/Kay/Vivienda
- B. Work/Travay/Trabajó
- C. Transportation/ Transpòtasyon/Transportación
- D. Immigration /Imigrasyon/Inmigración
- E. Education/Edikasyon/Educación
- F. Legal Assistance/Asistans Legal/Asistencia Legal
- G. Childcare/Gadri/ Cuidado de niños
- H. Healthcare /Swen Sante/ Atención médica
- I. Financial \$ Support/ Sipò finansyal / Apoyo financiero en dólares
- J. Translation/ Tradiksyon /Traducción/Interpretación
- K. Other/ Lòt pwoblem adisyonèl /Otro \_\_\_\_\_

