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Division of Humanitarian Affairs
U.S. Citizenship and Immigration Services
Department of Homeland Security
5900 Capital Gateway Drive
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RE: Comments to the Deferred Action for Childhood Arrivals Notice of Proposed Rulemaking
DHS Docket Number: USCIS-2021-0006
RIN 1615-AC64

On behalf of the undersigned employers, we are providing the following comments in response to the Department of Homeland Security's (DHS) notice of proposed rulemaking (NPRM) regarding the Deferred Action for Childhood Arrivals (DACA) policy. Our companies support DHS' proposed rule, which preserves and fortifies the DACA program. We believe that protecting the DACA program and its 800,000 recipients isn't just the right thing to do, it also provides sustainable long-term benefits to the U.S. economy. While we know this rulemaking will provide certainty to DACA recipients, we will continue to support efforts in Congress to pass legislation to permanently protect DACA recipients.

Our companies represent many facets of the economy, including social media, manufacturing, e-commerce, cloud computing, and consulting. We employ millions of individuals across the country. DACA recipients are valued members of our teams and hold important roles, such as engineers, technicians, software developers, operations associates, supply chain experts, client services representatives, sales managers, and chiefs of staff. We believe the proposed rule is an important step forward in bringing certainty and stability to thousands of DACA employees. We urge DHS to maintain work authorization within the DACA program and to protect "documented Dreamers" who age out of their immigration status due to significant green card delays.

The Importance of our DACA Employees:

DACA recipients enrich our companies and the economy in different ways. One unifying factor, however, is the value that hard-working DACA employees generate for our companies and for the American economy.

At Amazon, DACA recipients are a critical component of a diverse workforce from many different backgrounds that helps us innovate on behalf of customers. Amazon believes that building a culture of inclusivity is a critical driver of the success of our employees and the company as a whole.

An Amazon advanced technician from Texas spoke about his experience as a DACA recipient:

“When I was 5 months old, my family fled Nayarit, Mexico, for the U.S. after our lives were threatened. I grew up passionate about technology, even serving as tech support for my family and friends. DACA gave me the ability to have my first job and my first new car. I worked two full-time jobs, started college part-time, and got married. In April 2020, I started as a seasonal employee at Amazon, growing to become a permanent supervisor in April 2021. I am now enrolled in Amazon Career Choice, pursuing an associate's in cybersecurity. Thanks to Amazon's newly expanded Career Choice, I will be able to get my bachelor's in cybersecurity as well. I want to become a software developer engineer rising to all opportunities Amazon has to offer, thanks to having work authorization through DACA.”

Cisco has a long history of employing diverse talent that is part of the backbone to our success. The DACA program allows the company to hire, train, and retain quality, skilled workers who bring a highly sought-after skillset. These individuals contribute to key areas of the business, providing a talent stream like no other. Their dedication and drive are immeasurable. Ending the DACA program would have significant impact not only on the individuals, but also on the companies that employ them and the communities in which they live, volunteer, and thrive. The underlying stress and uncertainty to this amazing group of employees are facing is unimaginable. Maintaining continued work authorization is not only beneficial for the individual, but also to the overall American economy. Cisco stands with the Dreamers and wants to protect, employ, and empower them.

Google has long supported the DACA program. For generations, talented immigrants have helped America drive technological breakthroughs and scientific advancements that have created millions of new jobs in new industries, enriching culture and the economy. As a proud employer of Dreamers, Google has seen firsthand how they make our communities, country, and economy better. For over a decade, Google has called on Congress to pass meaningful immigration reform legislation that provides a pathway to citizenship for Dreamers and filed legal briefs in support of the legality of the program. Google also gave a \$250,000 grant to pay for the application fees of Dreamers who could not afford to do so themselves.

A software engineer at Google share her experience as a DACA employee:

“In the winter of 1995, as a six-year old, I joined my parents in coming to the United States. We emigrated as undocumented immigrants from Mexico. Growing up, I didn't think I was very different from all the other kids around me, aside from speaking Spanish. After school, I would go to my parents' shop to use their computer and explore the magical world of the Internet. While I was attending college, my state passed a law that labeled undocumented students as out of state, quadrupling my tuition. Even though I had a scholarship that paid for in-state tuition, they could not afford 4x the amount. My parents couldn't afford it either, so I dropped out. I continued to self-study online, and over the years, jobs came and went and I am now a Software Engineer at Google. It's almost like a dream being here, I feel very privileged professionally, yet I still live with uncertainty over major life decisions because I don't know what the future holds. Decisions like buying a house or car, moving for a job, even having children all hang in the balance as I don't know what will happen with DACA.”

At IBM, DACA employees perform various and significant roles throughout the company, including in the cloud computing and artificial intelligence areas that are critical to IBM's strategy, and their work is vital to clients across retail, travel, and financial services. They are engineers, chiefs of staff, client services representatives, and software developers, among many others. The DACA program is enabling nearly 40 talented individuals to currently serve as IBMers, and while immensely proud of their accomplishments, IBM is equally troubled by the uncertainties they face regarding their futures in the U.S.

Alan Torres, IBM's Diversity and Inclusion Leader – Hispanic Community, who also has served as Chief of Staff to the General Manager for IBM's Consumer and Travel Market, shared his perspective as a DACA recipient:

"To me, DACA embodies the American dream – the opportunity for a validated history, a stable present, and a better future. DACA doesn't grant me any right or privilege over any American citizen, rather it gives me my own opportunity to rise as an active member of society. Where would I be without DACA? Honestly, I don't know, but I am reminded of the fragility of it all every 18 months when it is time to renew my permit, and anxiety kicks in as I wait for the DACA renewal to be approved before I am forced to take a leave of absence at work. I am reminded every time politicians argue over the legality and ethical dilemma of it. I, and many like me, continue to live in a nebulous area of the law – with an expiration date stamped on our backs. And even so, I am still grateful for the opportunity. But I yearn for a more permanent stability. This is what I know for sure: without DACA, my life would be very different. I would never have been able to become an engineer, to become an IBMer, to become a leader in my company. More importantly, without these opportunities, I would have been confined to a life of limited opportunities and possibilities."

Intel, a global company founded by an immigrant, deeply understands that diversity of backgrounds and perspectives fuels innovation and competitiveness. This diversity is essential to the rapid development of new technologies and processes and to the evolution of products and services. The DACA program allows recipients to contribute to the U.S. economy, including the vibrant, open, and inclusive culture that has long driven Intel's success. DACA recipients currently serve in important engineering and technical capacities critical to Intel's mission to create world-changing technology that improves the life of every person on the planet. Ending the DACA program will harm not only recipients themselves, but also the companies that employ them, the communities in which they live, and the overall U.S. economy.

Recommendations:

We applaud DHS' work to preserve and fortify the DACA program through the rulemaking process. The DACA program reflects the country's tradition of welcoming and protecting individuals who seek to join the American Dream and contribute to their communities through hard work and dedication. We support the overall proposed rule and offer recommendations to strengthen the program.

Our companies ask DHS to preserve the program's work authorization component for DACA recipients. As stated above, the ability to work legally in the U.S. is vital for DACA recipients and our companies. The program should also continue to permit new DACA applications and renewals for recipients. We believe that continuing to offer work authorization for these individuals strengthens the U.S. economy, especially when the country is experiencing significant labor shortages. Loss of work authorization for

this population would not only be devastating for them, it would destroy their ability to contribute to the economy.

In addition, we support DHS expanding protections to documented Dreamers. Documented Dreamers enter the U.S. as dependents of parents with H-1B visas or other nonimmigrant visa classifications. If these children turn 21 before their parents qualify for an immigrant visa, they immediately become ineligible both to retain their derivative nonimmigrant status and to adjust to lawful permanent resident status along with their parents. Due to the extensive visa backlog for some countries, large numbers of such children “age out” every year, resulting in family separation and the loss of valuable talent in the U.S. These children of skilled workers have the potential to follow the example of their parents and make significant contributions to the economy.

As employers, we advocate for policies that benefit our own employees, their families, and the greater community. We know this rule is not a substitute for legislation. While we continue to push for permanent legislative solutions, the proposed rule represents an effective near-term option to preserve work authorization and deferred deportation of our employees, who have been living openly and working freely for nearly 10 years.

Thank you very much for the opportunity to provide comments on this critical issue.

Sincerely,



Meta Platforms, Inc.