



City of Cambridge

Executive Department

YI-AN HUANG
City Manager

CMA 2026-263
IN CITY COUNCIL
September 14, 2026

To the Honorable, the City Council:

I am writing to recommend the following five individuals for appointment to the Commission on Immigrant Rights and Citizenship (CIRC) for terms of three (3) years, effective **September 14, 2026**.

- **Alejandro Alvarez** (appointment)
- **Dounia Antoine** (appointment)
- **Jinho Lee** (appointment **effective December 4, 2026**)
- **Dawn Lucovich** (appointment)
- **Guerlancia Laurent** (appointment)

The Commission on Immigrant Rights and Citizenship (CIRC), which was established in 2016, acts as a centralizing force in the City to deal with immigrant rights and citizenship issues, providing information, referral, guidance, coordination, offering and providing technical assistance to other public agencies and private persons, organizations and institutions engaged in activities and programs intended to support immigrant rights and citizenship. CIRC also works to eliminate prejudice and discrimination against immigrants because of their status as immigrants and/or non-citizens.

CIRC carries out this work by educating the community about immigrant rights and available resources, supporting participation in City services and programs, and collaborating on local and regional efforts to address immigrants' needs.

CIRC's eleven (11) volunteer members must reside in Cambridge and work with staff to fulfill the goals of the CIRC Ordinance (Cambridge Municipal Code Chapter 2.123). Members bring knowledge of the immigrant experience through lived experience or work with immigrant-serving organizations.

The City Manager's Office has recruited for CIRC through the City website, news releases, daily email updates, and outreach by current Commissioners. The vacancy announcement was posted on July 21, 2026, with an initial application deadline of August 21, 2026. On August 25, 2026, the deadline was extended to September 14, 2026.

The interview panel, made up of City staff members and a current Commissioner, interviewed seven (7) candidates and recommended the appointment of five (5).

New Appointments:



Alejandro Alvarez:

Alejandro Alvarez is a Peruvian American public health professional, nationally certified Spanish medical interpreter, and longtime Cambridge resident who has lived in the city on and off since 2008. His work at Cambridge Health Alliance and research on social determinants of health give him direct knowledge of the barriers immigrants face when accessing health care and community services. He is especially passionate about supporting immigrant communities and spoke about the impact of the loss of TPS on workers, including those employed in hospitals and health care settings. He is interested in bringing that perspective to CIRC and focusing on issues affecting immigrants. He was also a former teacher at the Community Learning Center. His lived experience, language skills, and focus on reducing inequities would make him a valuable contributor to the Commission.

Dounia Antoine:

Dounia Antoine is a Cambridge community advocate and educator with more than ten years of experience in advocacy, project management, and international development in Haiti and the United States. At the Cambridge Economic Opportunity Committee (CEOC), she helps residents access essential benefits and services, and as a Haitian Community Liaison for the City's Heat Justice Project, she has developed strong outreach, resource-navigation, and multilingual communication skills. She is passionate about meeting people where they are and views language access as a powerful tool for building trust and connecting immigrant residents to resources and support. Much of her commitment to serving immigrant communities is also informed by her own lived experience. Dounia also has a child in Cambridge Public Schools. Her community-centered approach and deep commitment to immigrant advocacy would make her a valuable contributor to CIRC.

Jinho Lee:

Jinho Lee is a lifelong Cambridge resident, naturalized U.S. citizen, and recent Brown University graduate and a graduate of CRLS. He is Korean and immigrated to the United States when he was eight months old. Growing up in an immigrant family and in affordable housing has given him personal insight into the barriers many families navigate, and he has often played a central role in helping his parents understand and access systems and resources in Cambridge, an experience shared by many young people in immigrant families. He brings experience in youth leadership, student organizing, literacy and social-justice programming, human rights advocacy, and technology. He is particularly interested in how technology can be used to make immigrant-rights information and City resources more accessible to residents, while recognizing the importance of accessibility and ensuring resources reach people in ways that work for them. His lived experience, youth perspective, and interest in technology and community organizing would make him a valuable contributor to CIRC.

Dawn Lucovich:

Dawn Lucovich is an educator, organizational development consultant, naturalized U.S. citizen, and recent Cambridge resident who previously lived in New York. Her professional experience in the United States and abroad includes higher education, language access, program management, community engagement, and nonprofit governance. Having also experienced life as an immigrant in countries outside the United States, she brings a broader perspective on navigating unfamiliar systems and communities. She has a strong connection to members of the Asian community and is interested in learning more about the needs of Cambridge's immigrant residents, including the specific barriers and "pain points" they

experience. She is excited to bring her background in organizational leadership, advocacy, and inclusive engagement to the Commission while listening to and learning directly from community members.

Guerlancia Laurent:

Guerlancia brings extensive experience in community advocacy, direct service, and supporting immigrant and low-income families in Cambridge and surrounding communities. In her current role as a Housing Stability Advocate, she helps individuals and families navigate housing instability, public benefits, legal and community resources, and other barriers to stability. She previously spent more than a decade as a Community Liaison at the Margaret Fuller Neighborhood House, where she built partnerships with local organizations and government agencies and connected residents to critical services. Fluent in French and Haitian Creole, Guerlancia also brings strong skills in mediation, crisis intervention, tenant advocacy, and trauma informed care. Her deep roots in Cambridge and longstanding commitment to helping residents access resources and feel connected to their community would make her a strong addition to CIRC.

I appreciate the willingness of these community members to serve on the Commission on Immigrant Rights and Citizenship and, with your approval, look forward to their appointments.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Yi-An Huang', with a stylized flourish at the end.

Yi-An Huang
City Manager