

2014 Cambio De Colores

Thematic Idea Exchange Notes

These notes were taken from a brainstorming session during the 2014 Cambio de Colores, where participants in thematic groups discussed three questions.

Topic: Community Integration

1. *Diagnostic: what are the main issues represented by this theme area?*
How to connect and link university programs (service learning for example), with community actors that would be beneficial both ways; for the learning about diversity and language needs/barriers, in changing communities.
2. *What are the challenges we face in addressing these issues?*
Especially lack of knowledge of the people and networks that would facilitate the process. Bilingual education, engaging youth both ways, from the colleges with the communities. Translating – professional “Study Abroad” locally. Service learning programs.
3. *What kind of support or action agenda would help us begin to overcome these challenges?*
Facilitating connections, especially as these depend on trust. Lots of interest in contributing.

Topic: DACA

1. *Diagnostic: what are the main issues represented by this theme area?*
Regulations regarding higher education for DACA students
A lot of misinformation of what the concept of DACA is.
2. *What are the challenges we face in addressing these issues?*
In state/out of state/ international tuition fees applied to students by different campuses in different states and within the same state
Some campuses not allowing undocumented students to enroll.
3. *What kind of support or action agenda would help us begin to overcome these challenges?*
Seeing more universities allowing DACA students to be able to enroll and use in-state tuition. Availability of more private and public funds and scholarships across the board.
Join Missouri Immigrant and Refugee Advocates and similar associations to build partnership within University and Community Colleges.

Topic: Educational Achievement

1. *Diagnostic: what are the main issues represented by this theme area?*
Cultural clash: teachers being able and willing to support student and parents
Lack of advocates helping to navigate the US “educational system”.
Help teachers, responsibility of professionals.
2. *What are the challenges we face in addressing these issues?*
Lack of enough professionals in legislation, to support agencies or groups that are working on such issues.
3. *What kind of support or action agenda would help us begin to overcome these challenges?*
Have more Latino representation in legislation that have a passion for this work.

Topic: ELL/ESL Teaching and language acquisition

1. *Diagnostic: what are the main issues represented by this theme area?*
Strategies are based on the students
Challenge to find a way
Training teachers in ELL Certification/support
Society demands everyone speak English but society does not provide means to learn
 2. *What are the challenges we face in addressing these issues?*
Funding for ELL Certification and staff
Changing mindset
Finding accurate assessment instruments
 3. *What kind of support or action agenda would help us begin to overcome these challenges?*
Research on testing/assessments
Find ways for language development in the workplace
1. *Diagnostic: what are the main issues represented by this theme area?*
All teachers need to have ESL endorsement
Evaluation or tests for ELL students need to be revised
Children need to be evaluated for special needs/learning disabilities if they do not improve in their language acquisition after a year, rather than waiting so many years
 2. *What are the challenges we face in addressing these issues?*
School policies; bureaucracy; ESL standards
 3. *What kind of support or action agenda would help us begin to overcome these challenges?*
Research to figure out if the students who do not seem to progress in language acquisition rapidly, if there are learning disabilities involved
Also, mental health evaluation
Social and emotional factors

Topic: Entrepreneurship

1. *Diagnostic: what are the main issues represented by this theme area?*
Micro-entrepreneurship
2. *What are the challenges we face in addressing these issues?*
(educate)
Coming in with help after venture has already started
Resources in language other than English sometimes limited
Rural communities are not promoting businesses well
3. *What kind of support or action agenda would help us begin to overcome these challenges?*
Cultural sensitivity training

Topic Area: Health Care/Health Care Access

1. *Diagnostic: what are the main issues represented by this theme area?*
1. Main issues:
 - Access to health insurance
 - Increased fertility rates for teens (as a symptom of poverty and hopelessness)
 - Lack of education opportunities in schools

- Poor economies in minority communities
- Lack of prevention practices in poor and minority communities
- Under-educated populations can be “non-compliant” with medical instructions, medications
- Lack of “champions” and ambassadors that bridge immigrant communities with mainstream populations
- Lack of medically-appropriate interpreters
- Children with disabilities and other under-represented populations lack access to proper health care
- Low or lack of availability of mental health services
- Factual information about access to services
 - Use all media tools
 - Face Book
 - Word-of-Mouth
 - Other social networks
- Low health literacy
- Elimination of pre-natal care coverage
- No temporary Medicaid
 - What is the appropriate 45 day window in a pregnancy?
 - Because of this, there is an increase in natal complications
- Need prevention education for general public
- STDs not discussed in minority communities
 - Education needs to be one-on-one
 - Afraid of stigma associated with STDs when talking in a group
- Working poor does not have access to insurance and health care
 - Work full time, but do not make a living wage
 - Cannot afford insurance

2. *What are the challenges we face in addressing these issues?*

Challenges faced in addressing issues:

- Lack of language-appropriate education
- Racial discrimination
- “Who deserves this?”
- Populations become isolated from one another and the larger community
- Lack of funds for enough “navigators” to meet the needs of immigrant and poor populations

3. *What kind of support or action agenda would help us begin to overcome these challenges?*

- Target parents with empowering education to work with their own children
 - Create parent leadership programs (like helping parents further their own educational dreams)
 - Empower parents to be seen as leaders by their own children
 - Empower parents to be their children’s educational advocates
- Promote and support bi-culturalism
- Build allies across cultural groups in communities
- Reach out to schools to become more supportive of parents
- Find “champions” and ambassadors in mainstream communities to “adopt” and promote causes related to under-served, minority, and immigrant populations
- Step out of comfort zone to build bridges and relationships
- Under-served and minority populations could “grow their own” in health care fields
- Increase funding for human capital for programs like “promotores”
- Promote careers in health care services in underserved communities (Latino)

- Help students look into their futures regarding finishing high school and looking to higher education or technical training

Topic: Leadership Development

1. *Diagnostic: what are the main issues represented by this theme area?*
We need more leadership from diverse sectors/demographics.
2. *What are the challenges we face in addressing these issues?*
 - a. We need someone or an institution to organize leadership development.
 - b. We need a good program that is meaningful, targets Latinos, focuses on how a growing leader can get involved to improve their community. Program needs to recognize language needs (Spanish) and participants' level of education.
 - c. We need a program that thinks through how to make the program accessible to people schedule-wise. It should have a mentorship component. The program should respond to the needs and demands of the potential leaders.
3. *What kind of support or action agenda would help us begin to overcome these challenges?*
We need evidence-based curriculums for communities to select appropriate skills-training modules for their needs. Youth programming, too.
We need sponsors, or partners, who can help finance and facilitate programs.
One example we learned about (from Fred Garcia) is called Latino Non-Profit Leadership Program, through the University of Wisconsin in Milwaukee. It's a 15 month program that means one evening per month and has two weekend retreats. It has cohorts of 15-35 people. It costs \$500, but workplaces often sponsor it, or the university, or there are scholarships. You must be bilingual, ideally already in the nonprofit world. You apply and are interviewed by a panel. It has skills modules to prepare Latinos for leadership in nonprofit management, including board governance, ethics and boundaries, public speaking, understanding your own goals, etc.
We also know that Carmen DeRusha has a series of modules on leadership development for Latinos which we want to learn more about.

Topic: Migrant/Immigrant Workers

1. *What are the main issues?*
 - a. Lack of knowledge about workers' rights
 - b. Lack of enforcement of policies
 - c. Production/line speeds increase accidents (no institution regulates this—up to employers)
 - d. Stronger enforcement of H2A visa program
 - e. Outreach services for access to health care
 - f. Access to care
 - g. Policies and laws are so poor to protect workers (aim to protect employers)
2. *What are the challenges in addressing these issues?*
 - a. No one enforces workers' rights or protects them from abuses
 - b. Workers are afraid to speak out for fear of losing job
 - c. Employers do not have anything to lose
 - d. Accountability for employers is lacking
 - e. Context of reception in rural communities are not welcoming
 - f. Agricultural workers are not covered under minimum wage laws
 - g. When workers want to file complaints, there are a lack of bilingual and culturally competent workers in the Dept of Labor and cannot file claims because of access to office (hours are from 9-5)

- h. Lack of accurate data that can be duplicated—how to build this data?
 - i. Development of policies that do not protect workers (i.e., cannot record conversations)—cannot prove abuses or discrimination
3. *What kind of support or action agenda would help us begin to overcome these challenges?*
- a. Advocate for comprehensive immigration reform
 - b. Stronger oversight of H2A visa program
 - c. Funding for migrant health clinics
 - d. Training individuals in migrant camps to deal with basic health issues (promotores)
 - e. Hire people who understand language/culture
 - f. Expand office hours for filing discrimination cases
 - g. Medical insurance for workers (by employers)
 - h. Undocumented workers are not covered by the ACA
 - i. Give workers options on who they see (doctor) vs going to company doctor
 - j. Access to information that is culturally appropriate and linguistically appropriate (literacy concerns)
 - k. Address isolation for migrant workers in rural areas—increase networking and support
 - l. Find healthy ways to reward workers that does not include alcohol. Encourage supervisors/employers to use other incentives.

Topic: Nonformula/After school education/4-H

Diagnostic:

We are looking to share best practices in working with experiential learning in out of school settings (this includes 4-H). We need good models on finding and training volunteers, sharing programs and other resources, learning how to recruit and train personnel, etc.

Some observations for future solutions:

Are Latino Clubs 4H clubs destined to be college preparation programs? What about kids that don't fit this category?

When parents and participants ask for this type of curriculum, then we are meeting their needs.

Examples of activities: Help with resume. Help with essay writing for scholarships. FSFA information. Information on ACT/ SAT. University visits. University requirements. Have a plan make goals and work toward them.

What do we do with youth that want to go to the university but do not make the cut in ACT scores? Help them confront the reality of standards and look for opportunities in alternatives. Involve the parents, train them, set the same goals/associated work.

What of traditional 4-H clubs? Experiential learning of youth development goes beyond clubs, in conferences, fairs, and workshops

In Kansas, Full family involvement in one session is general practice for 4-H

Where do we get the volunteers? what is their profile? -educated professionals from their home country?
-how to include parents -how to recognize the asset of Latino Families

Working with gatekeepers.

What keeps kids in these programs? Questions of retention.

It helps kids feel they belonging.

Have conferences at the university to help expose teens to higher education institutes.

After school enrichment programs to develop skills

Have parents participate as volunteers and as part of the group.

Parent involvement is crucial and should be a requirement.