

Final Report

2002

"A Study of Minorities in Selected Non-Metropolitan
Communities in Missouri"

FOR

The Missouri Department of Social Services

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TABLE OF CONTENTS

TITLES	PAGE
Acknowledgements	3
Section 1 - Introduction	4
Section 2 - Significance of Study	5
Section 3 - Analysis for the Missouri Department of Social Services	7
Section 4 - Previous Research	12
Section 5 - Research Methodology & Design	17
Section 6 - Hispanics in Missouri	20
Section 7 - Community Profiles	21
a. Jefferson City	21
b. Columbia	24
c. Sedalia	27
d. California	31
e. Marshall	32
f. Milan	33
g. Boonville	35
Section 8 - Aggregate Profile	37
Section 9 - TABLES Statistical Analysis	43
? Table 1 - A Snapshot of the Hispanics in MO	46
? Table 2 - Where Did Hispanics Come From?	46
? Table 3 - Why Hispanics Move to Missouri	47
? Table 4 - Hispanics & Social Services in Missouri	48
? Table 5 - Controlling for city the relationship between translator and other services	49
? Table 6 - Controlling for city the relationship between US born children and WIC	50
? Table 7 - Controlling for city the relationship between gender and food stamps	51
? Table 8 - Controlling for city the relationship between gender and health care	52
? Tables 9, 10 & 11 - The relationships between discrimination and health care	53
? Table 12 - Variable frequencies and codes	54
Section 10. Executive Summary	55
Section 11. - Conclusions and Recommendations	62

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1. Introduction

Hispanics¹ are the fastest growing population in the United States. The 2000 Census (2000) report indicated that the Hispanic population in the United States from 1990-2000 increased from 22.4 to 35.3 million.² The most significant increase in Hispanic population was in people of Mexican origin. The largest Mexican populations are in California, Texas, Illinois and Arizona, largely southwestern states. The United States is a nation of immigrants..."but for the first century of its existence this country saw little need to control immigration"³; however, that has changed.

During the decade from 1990-2000, Hispanic migrants expanded their migration from the traditional Southwestern states to a Midwestern expansion. The labor markets, lifestyle and cost of living of states like Missouri support this in-migration. The newcomers bring their languages, values and cultures that usually differ from the established norms of Missouri communities.

The 2000 Census, reported that the Hispanic population in Missouri from 1990 - 2000, increased by 92 percent. Researchers at the University of Missouri-Columbia from the Department of Rural Sociology initiated a proposal to conduct this investigation to gain a greater understanding about Hispanics in Missouri. The rapid demographic shift encouraged the Missouri Department of Social Services to support this research. The study titled "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001 and was funded for three-years.

¹ For purposes of continuity the term Hispanic is used; however, it is important to note that Hispanics can be of various and multiple origins and race(s). Some Hispanics identify themselves as; Latino (a), Mexicans, Mexican Americans, Central Americans, South Americans, Spanish and others.

² USA Statistics in Brief-Population and Vital Statistics

³ Smith, Clint E. 2000. "Inevitable Partnership, Understanding Mexico U.S. Relations," Lynne Rienner Publishers, Bolder London

The Missouri Department of Social Services specifically requested a response to the following questions:

- a. Who are the Hispanics moving to Missouri?
- b. Why are they coming here?
- c. Where are they coming from?
- d. Are they using social services?
- e. Are they improving themselves after they get here?

This analysis examined the perceptions of Hispanics in their new Missouri community. In addition, the perceptions about the newcomers from perspectives of the long-term residents and service providers were also investigated. The analysis identifies some of the challenges communities have experienced from the Hispanic migration.

2. Significance of Study

The migration to work in the agromaquiladoras⁴ of the Mid-West is rapidly changing the landscape of the heartland. "Immigration is changing the face of rural America, and employment in the food processing industry is the major draw to the rural Midwest."⁵ In Missouri, every county in the 2000 Census reported a Hispanic presence. According to the 2000 Census, eighteen counties in Missouri reported having a 200% or greater growth from 1990-2000 in their Hispanic population, which made this investigation timely. The purpose of this study was to develop a greater understanding about Hispanics in non-metropolitan Missouri. Furthermore, to identify

⁴ Agromaquiladoras is a term used to describe any large agricultural beef, pork, chicken or turkey process corporation.

⁵ Dalla, Rochelle L., Cramer, Sheran, and Stanek, Kaye, Spring 2002, "Economic Strain and Community Concern in Three Meatpacking Communities, Rural America," Volume 17, Issue 1/Spring 2002.

the influences the demographic shift has on the selected communities and their resources.

The Hispanic presence in non-metropolitan Missouri has challenged the predominantly Euro centric (white), English speaking communities. Every Missouri resident should be able to obtain needed social services without being subjected to negative impacts to his/her quality of life. The challenges in the communities vary depending on the local bilingual and bicultural resources. This study addresses the usage of social services in Missouri and identifies interests in the delivery and quality of services. Identifying disparities for Hispanic residents may assist providers in improving the disbursement of such services to diverse population. The potential contribution of this study is to increase the knowledge base for social service providers regarding perceptions about Hispanics in Missouri. The in-depth thematic analysis identifies trends and patterns that emerged throughout this investigation and should assist providers in the delivery of services. Expanding the understanding of Hispanics in non-metropolitan areas of Missouri allows community leaders the opportunity to plan for this influx.

3. Analysis for the Missouri Department of Social Services

Field researchers investigated the five central Missouri communities of Columbia, Jefferson City, Sedalia, California and Marshall. Researchers collected quantitative data during this three-year investigation to respond to the specific call of the department. In addition, researchers identified trends and patterns that emerged throughout the investigative period. The analysis is the overall aggregate for the selected communities in response to the approved proposal:

- a. **Who are the Hispanics moving to Missouri?** The largest percentages of Hispanics in the selected communities are of Mexican origin. It is important to note, however, that not all were from North America (Mexico and the United States); some were from various countries in South and Central America too. Approximately sixty percent were males. To ensure confidentiality of the respondents his/her name, address and/or legal status were not asked; however, throughout this investigation concerns about documentation continually surfaced. The Hispanics have documents to work; not all were acquired through the Immigration and Nationalization Service (INS). Most respondents were immigrants or refugees. The educational levels overall were low; approximately seventy percent had less than a high school education. Only fourteen percent indicated they were English proficient. The literacy rate in both Spanish and English was low. Seventy-five percent of the respondents indicated they had at least one child in the household. Of the households with children, forty-seven percent of these children are American citizens. Over fifty percent were 30 years of age or younger. Many said that they preferred to

socialize with other Hispanics because they could effectively communicate with others like themselves.

b. **Why are the Hispanics coming to Missouri?** Of the respondents in this study most Hispanics indicated that the primary reason they came to Missouri was economics. Yes, to work, and earn a living ultimately provides them a better way of life. The labor markets in the agromaquiladoras attract Hispanic migrants to the non-metropolitan communities. Many Hispanic immigrants work in environments and conditions that most Americans consider deplorable; however, to many of these workers these conditions are often better than working in the fields picking fruits and vegetables. They fill the labor voids in these communities. The agriculture corporations within communities that were investigated included Tyson, Cargil, Excel, Con Agra and Premium Standard Farms. These corporations employed large numbers of Hispanics. The communities that do not have these types of industries typically had smaller scale factories that also employed the newcomers such as, Las Plumas (a feather company), Las Cremas, (a cream factory) and others. Hispanics are also employed in service type industries such as restaurants, hotels and as contract workers for construction and landscaping industries.

c. **From where are the Hispanics coming?** The Hispanics moving to the non-metropolitan areas of Missouri are mainly coming from North America (United States and Mexico) and numerous countries in South America and Central America. Small percentages of newcomers are first and second generation

American citizens who relocated from Southwestern states such as Arizona, California, Texas and New Mexico. A smaller percentage came from New York and Chicago. First and second generation Hispanics are American citizens. These relocated citizens are bicultural and bilingual and have at least a high school education; however, they are in the minority of the newcomers in Missouri.

- d. **Are Hispanics using social services?** Yes, Hispanics are using some social services. The social services that researchers inquired about were Welfare, Food Stamps, Women with Infant Children (WIC), Unemployment, Health Care and other. Of all the services, health care was the most used at almost thirty-eight percent. Typically, care was acquired at a health clinic or an emergency room. The next most highly used social service was WIC at almost nineteen percent, which supports the percentage of children born in the United States. Unemployment was next at eleven percent; however, the use of this service was predominately in one community. The Excel Corporation had a massive layoff in Marshall that effected the Hispanic population. Overall the other social services such as Welfare, Food Stamps and other were typically used by ten percent or less of the respondents. This however, does not mean that these services are not needed; researchers learned that most respondents do not qualify for such services because federal mandates required a five-year bar on federal funding of assistance provided to post enactment immigrants⁶. This means that since Missouri does not have the funding to pay for such

⁶ Minority Report of the Joint Interim Committee on Immigration, Filed by Senator Marvin Singleton page 3., Jefferson City, MO.

assistance, people cannot apply until they have been in the United States for at least five years. Half of the respondents had only been in that community less than two years. Other services were provided by the faith base organizations in each community.

- e. **Are Hispanics improving themselves after they get here?** Further clarification was needed on this question. The department wanted to know if Hispanics were getting raises. Researchers found that the respondents were getting minimal raises for time in service; however, improvement was noted in other areas. New businesses targeted for the immigrants have opened in each of the selected communities, but not all are owned by Hispanics. However, some proprietors are Hispanic or they manage the businesses. Some of these businesses include Mexican restaurants, Mexican stores, Mexican bakeries, translation services, and non-profit organizations offering services to Hispanics such as (El Centro Latino) in Columbia, Milan and Marshall. In addition, Spanish radio broadcasting is being transmitted by local Hispanics in some of these communities.

The longer any Hispanic person lives in a given community; the more likely he/she is to experience improvement and permanent settlement. This is especially true for those who have children. Almost half of the respondents had United States born children in their household, which means there are ties to this country. Hispanic children attend schools where local teachers are ill equipped in their attempt to educate the non-English speaking student population. Most parents want their children to obtain a good education, but

often Missouri schools do not have the bilingual or bicultural resources to meet these needs, which makes it difficult to experience improvement. Language skills typically improve the longer he/she lives in the community. In these communities, respondents were often sharing households in a communal environment with other Hispanics. As the economic situation improved, he/she moved away from this initial arrangement only to repeat the cycle when necessary. This type of communal support provides an environment for social network and survival for the newcomers. Some of the respondents have purchased homes in their local community. So yes; there is improvement, but at different levels in the settlement and adjustment process.

4. Previous Research

The 2000 Census reported that people of Mexican origin are the largest Hispanic population in the United States. "Cheap labor has been a significant force in building the United States economy, as territorial and economic expansions were magnets for persons fleeing poverty and political repression, forced labor and the annexation of one half of Mexico by the Treaty of Guadeloupe Hidalgo."⁷ That annexation is the reason so many native born Hispanics live in the Southwest. Their ancestors were there long before it became the United States. In the Southwest, there are large concentrations of Hispanics. Some are legally documented, and others are not. "Hundreds of thousands of illegal immigrants, mostly from Mexico and Central America, pay smugglers each year to take them across the Mexican border and help them reach locations in the United States. Most are seeking higher paying jobs."⁸ Hispanics in the Southwestern part of the United States are moving to Midwestern states like Missouri.

Nationwide, Hispanics are settling in the United States and not going back and forth to their country of origin.⁹ For many immigrants the switch from circular movement is developing into a process of settling in rural communities. "The demographics of rural America are changing rapidly, as Mexican, Central American, and Asian immigrants take jobs in agriculture and related industries."¹⁰ Martin, Taylor and Fix reported that the first migration to the Midwest was not as extensive as initially reported because the Latino and Asian migrants

⁷ Brugge, Doug, 1995. *The Anti-Immigrant Backlash*, The Public Eye, Political Research Associates, 120 Beacon St, Somerville, MA.

⁸ Associated Press, 2000. "Smugglers of illegal immigrants face hostile treats," Phoenix, AZ, <http://wee.msnbc.com/local/RTAZ/4351.asp>.[

⁹ The Urban Institute, 1998. "Immigration and the Growth of Poverty in Rural America," Issue No. 30, May 1998, <http://www.urban.org/periodel/update30.html>.

¹⁰ Martin, Phillip; Taylor, J. Edward; Fix, Michael, 1996. "Immigration and the Changing Face of Rural America: Focus on the Midwestern States," Julian Samara Research Institute the Midwest Premier Latino Research Center, August 1996, <http://jsri.msu.edu/RandS/research/ops/oc21.html>.

moving there are actually coming from other parts of the United States. The United States Department of Justice, Immigration and Naturalization Service (INS) passed the Immigration Reform Act of 1996, requiring US workers to possess certain documents to legally work in the United States.¹¹ Not all immigrants have legal documents; however, new comers seeking employment obtain the needed documents. How some of the documents are acquired; is another issue. Hispanics are not only working in the agromaquiladoras industries, but also taking jobs as parking lot attendants, janitors, housekeeper, dishwashers, construction workers and factory workers.¹² Vernon Briggs a Cornell University expert claims that, "If you give an employer a choice between illegal immigrants and low skill native born workers, they are going to choose illegal aliens every time because many of them don't see the wages as being low."¹³ Furthermore, new immigrants do not understand US labor laws, so they do not think they are being exploited. Immigrants mainly come to the United States to work. Today's Mexican economy is very poor. The average worker in Mexico can expect to earn 26 pesos, or 3 American dollars per day, said Briggs. Briggs claims that 80 percent of the workforce is employed in service jobs. Hispanics are working in service industries and the language barriers become problematic for many immigrants and their employers. If workers can't communicate, it certainly affects their quality of life."¹⁴

In Storm Lake, Iowa, and Garden City, Kansas, legal and illegal immigrants are attracted to meat packing plants. They have transformed the ethnic makeup of quintessential communities."¹⁵ Most new comers do not speak fluent English and often language is falsely framed as a concern that immigrants are not learning English and are not integrating into

¹¹ The needed documents are listed in the INS Form I-9

¹² Stern, Marcus, 1997, Jobs Magnet, San Diego Union Tribune, Sunday, November 2, 1997.

¹³ Briggs, Vernon Jr. 1994. "Immigration and the Labor Market," Center for Immigration Studies

¹⁴ Briggs, Vernon, "Immigration and Ethnic Separatism," Fair Federation for American Immigration Reform, Issue Brief, [www:fairus.org](http://www.fairus.org)

¹⁵ Stern, Marcus, 1997. Jobs Magnet, San Diego Union Tribune, Sunday, November 2, 1997.

society. "In fact, immigrants today are learning English as rapidly as previous generations of immigrants, despite longer and longer waiting list for English classes due to government cutbacks."¹⁶ Some immigrants have complained that it is very difficult to learn a new language especially for people who work the night shift in rural communities. In many communities, the negative response to other languages and cultures is indicative of the racist traits of immigrant bashing.¹⁷

Poverty is a problem that has a significant effect in the social services, and poverty is at the forefront of the immigration issue. "Agriculture led immigration is contributing to the growth of a new class of rural poor, as immigrants come from Mexico to take farm jobs and then increasingly settle in rural areas of the United States."¹⁸ A pattern seen nationwide is a major change in more permanent immigrant settlements. In the past, Hispanics came from Mexico to work the fields; then they followed the crop, and when the season was over, they went home to Mexico; however, more and more workers are settling into non-metropolitan areas to work. Michael Fix, at the Urban Institute Conference said, "Recent changes in welfare policy and immigration reform could make a bad situation worse."¹⁹ He identified three developments that are affecting this condition. First, tougher border enforcement may prevent the immigrant from going back and forth to Mexico. Second, the law now requires that the sponsors of a legal immigrant have earnings 25 percent above the poverty level, which is one reason workers are seeking jobs other than farm work. The bottom line is that future family reunification may be forced out of legal into illegal channels; and finally, that new

¹⁶ Brugge, Doug, "The Anti-Immigrant backlash -English Only as a Linchpin of Anti-Immigrant Hate," The Public Eye Magazine, <http://publiceye.org/pr/pr/pr/pr>

¹⁷ Brugge, Doug, "The Anti-Immigrant backlash -English Only as a Linchpin of Anti-Immigrant Hate," The Public Eye Magazine, <http://publiceye.org/pr/pr/pr/pr>

¹⁸ Martin, Phillip; Taylor, Edward J.; Fix, Michael. 1996. "Immigration and the Changing Face of Rural America," Focus on the Midwestern States: Julian Samora Research Institute, Michigan State University.

¹⁹ The Urban Institute, 1998. "Immigration and the Growth of Poverty in Rural America," Issue No. 30, May 1998, <http://www.urban.org/periodel/update30.html>

regulations reduce the eligibility of immigrants to receive Food Stamps and other forms of public assistance. The policies were based on the assumption that the short term pain in comparison to the benefit cuts will alter the flow of poor, mostly illegal immigrants and improve the workforce prospect for those who are already here."²⁰ These policy changes are not stopping immigrants from coming to Missouri. Jobs and salaries are much better in the United States than in Mexico, and they will continue to come here in search of a better way of life, in spite of anti-immigrant sentiments. "What does this say about America where employers can say they cannot survive without these immigrant workers, but treat them so poorly? What do you say about employment in which workers who labor harder than anyone else get paid the least?"²¹ In an article from the Urban Institute, titled "Trends in Noncitizens' and Citizens' Use of Public Benefits Following Welfare Reform: 1994-97", by Michael Fix and Jeffery Passel they concluded that the "use of public benefits among Noncitizens households fell more sharply (35 percent) between 1994 and 1997 than among citizen households (14 percent)."²²

In March 1999, the US Census Bureau published a Hispanics population characteristics report. The findings suggest that; "One of nine people in the United States is of Hispanic Origin. Hispanics are less likely to have a high school diploma than non-Hispanics Whites. Over seven in ten Latino men are in the Civilian Labor Force. Hispanics are more likely to be unemployed than non-Hispanic Whites. Hispanics families are more likely than non-Hispanic White families to have a female householder with no spouse present. Poverty is three times as common among Hispanic as among non-Hispanic Whites. Latino

²⁰ The Urban Institute, 1998. "Immigration and the Growth of Poverty in Rural America", Issue No. 30, May 1998, <http://www.urban.org/periodel/update30.html>

²¹ Bach, Robert, 1998. "Immigration and the Growth of Poverty in Rural America; Clinton's Policy." The Urban Institute, <http://www.urban.org/periodcl/updateee30.html>

²² Michael Fix, Jeffery S. Passel, 1999. "Trends in Noncitizens' and Citizens' Use of Public Benefits Following Welfare Reform: 1994-97, March 1999, Urban Institute, <http://www.urban.org/immig/trends.html>.

children are more likely to be living in poverty than non-Hispanic White children and Hispanics families are more likely than non-Hispanics White families to be living below the poverty level."²³ In Missouri, the agromaquiladoras are magnets to migrant labor and the Hispanic poor is growing. The Office of Social and Economic Data Analysis (OSEDADA) at the University of Missouri reported that the Hispanic population doubles from 1990-2000, but that the increase only accounts for 2.2 percent of Missouri's population.²⁴ In addition, that 79 of Missouri's 115 counties had at least 100 Hispanics living in the county.²⁵

²³ US Census Bureau, 1999. "The Hispanic Population in the United States-Population Characteristics," Issued February 2000, P20-527.

²⁴ Office of Social and Economic Data Analysis (OSEDADA), 2001. "Missouri Hispanics Population Doubles from 1990-2000," April 22, 2001, Trendletter.

²⁵ Office of Social and Economic Data Analysis (OSEDADA), 2001. "Missouri Hispanics Population Doubles from 1990-2000," April 22, 2001, Trendletter.

5. Research Methodology and Design

The purpose of this study was twofold. First, to respond to the requirements of the Missouri Department of Social Services and to identify trends and patterns that would provide an in-depth understanding of the Hispanics influence in non-metropolitan Missouri. The design included qualitative and quantitative methods that were used throughout the project.

- a. Field researchers were graduate bilingual and bicultural graduate students from the University of Missouri-Columbia. They began the networking process in the fall of 1999 by identifying and establishing relationships with Hispanic and established leaders in one central Missouri community per semester.
- b. Assistance was recruited from the local (Hispanic) population to aid with the personal face-to-face interviews of Hispanic respondents.
- c. The respondents were non-paid volunteers (Hispanic, long-term residents and service providers) from Columbia, Sedalia, California, Jefferson City and Marshall, Missouri. Additional qualitative information was collected from Milan and Boonville, Missouri.
- d. Three survey instruments for (Hispanics, long-term residents and service providers) were used in the collection of qualitative and quantitative information from the volunteer respondents.
- e. Questions included qualitative open-ended responses that allowed the respondents to openly describe their perceptions of Hispanics in their respective community. This

provided for the in-depth analysis describing underlying trends and patterns that emerged throughout this study.

- f. The statistical analysis is depicted in the tables listed below using percentages and cross tabulations. The independent variables were each of the social services Food stamps, Welfare, Health Care, Unemployment, WIC and other. The dependent variables examined were age, gender, discrimination, number of children in household and city.

- g. The levels of measurement for the cross tabs includes nominal data that was analyzed with directional measures. These measures indicate both the strength and significance of the relationship between the row and column variables in a cross tabulation.
 - 1) Table 1 - A Snapshot of the Hispanics in Missouri (percentages)
 - 2) Table 2 - Before moving to Missouri Hispanics Live in the United States and Other Countries (percentages)
 - 3) Table 3 - Why Hispanics Move to Missouri (percentages)
 - 4) Table 4- Hispanics And Social Services (percentages)
 - 5) Table 5 - Controlling for city - the relationship between the use of a translator and other services
 - 6) Table 6 - Controlling for city - the relationship between respondents having US born children and WIC
 - 7) Table 7 - Controlling for city - the relationship between gender and food stamps
 - 8) Table 8 - Controlling for city - the relationship between gender the WIC

9) Table 9, 10 & 11 - the relationship between discrimination and health care

10) Table 12 - Variable frequencies and codes

- h. In addition, throughout the investigation researchers attended meetings at community churches, community organizations, and other facilities within each community. Focus group sessions were also attended by Hispanics where issues of concern were typically identified. During these sessions, field researchers collected qualitative data.
- i. Investigators participated in peer debriefings with other colleagues inside and outside the field of study to ensure additional perspectives and misinformation clarifications were acknowledged.
- j. Periodically, the lead field investigators met with respondents conducting member checks to ensure accuracy of the information. This was an integral element of this study to ensure interpretation of data reflected the respondent's perspectives, which describes the respondent's realities.

6. Hispanics in Missouri

From the onset of the investigation researchers identified that language barriers encountered in the community complicated the settlement and adjustment process for the newcomers and the reception process for all others. A most basic need is to be able to communicate and for many Hispanic immigrants having limited English skills is problematic. Furthermore, communities not having bilingual personnel at public facilities such as banks, hospitals, police departments, fire departments, schools, stores and other public facilities impede daily activities and interactions for Hispanic residents in their new community. Cultures, values, beliefs, customs, traditions and language differences have caused discord between new comers and long-term residents.

Well-intended service providers and advocates throughout the selected communities initiated the translation of documents from English to Spanish thinking that would solve the language problems; however, this effort did not solve the problem. Providers learned that literacy skills were low to non-existent in both English and Spanish. The phenomenon frustrated and exasperated the providers. The complexities of this problem are not just speaking English and/or Spanish. It includes the added complexities of dialects within the Spanish language that certainly create confusion when providers are working with a one-model (out-reach) concept. Providers need to use a more active approach in reaching into the Hispanic community and soliciting their support, their involvement and their advice on issues, which affect them in their community.

7. Community Profiles provide a snap shot of Hispanics with quantitative and qualitative data in each of the following communities: Jefferson City, Columbia, Sedalia, California and Marshall. In addition, qualitative data is provided for Milan, and Boonville.

- a. **Jefferson City** - The Hispanic population grew by 155% from 1900-2000. This demographic influx was 63% greater in this community when compared to the States total growth of 92%. Of the five central Missouri communities selected for this investigation, Jefferson City had the most diverse Hispanic population. Hispanics in this community were originally from: Mexico, Costa Rica, Peru, Nicaragua, Chile, Honduras and the United States.

Most of the Hispanics in this community moved here in search of better jobs. They are employed in the local restaurants, hotels, factories, and construction establishments throughout the area. Those employed in restaurants are not just working in Mexican restaurants; they work at the Oriental restaurants, steak houses, fast food establishments and various other eating facilities in the community. In addition, numerous Hispanics commute to surrounding communities to work.

Four Mexican restaurants are in the town, as well as a Mexican Bakery, and a Mexican Store. Each of these establishments employs large numbers of Hispanics. In these environments, more people speak Spanish and understand the culture, which assists the newcomer with the settlement and adjustment process.

The faith-based organization El Puente is the primary source of support for Hispanics in Jefferson City. El Puente is a non-profit facility operated by Catholic nuns. Services provided include, but are not limited to translation support for appointments, legal issues, personal translation and various other social needs. The nuns purchased a van to transport Hispanics in the community. They also provide a host of educational programs such as parenting classes for new mothers, "Para ti Mama". English as a second language classes and Spanish classes for working professionals who seek to learn and/or improve their Spanish skills are also provided. The sisters assist with the spiritual needs of the Hispanic Catholic community in Jefferson City and California, Missouri. In addition, they are also active participants in community organizations advocating support for the Hispanic needs throughout the area. Moreover, they help educate established residents and service providers about the newcomers to promote harmony in the community.

The Missouri Baptist Convention is another organization that has been instrumental and is actively promoting and supporting Hispanics needs in this community. A bilingual and bicultural full-time staff member communicates with the new comers and promotes the Baptist church and its mission. Traditionally Hispanics have been known to predominantly belong to the Catholic faith; however, other faiths like the Baptist, Methodist, Lutheran, and others are successfully converting newcomers to their flock. The support and the spiritual needs of Hispanics are being met by other religions.

Some branches within state government have hired bilingual employees. This effort will narrow the translation gap in the community and assist

government officials, new residents and established residents to co-exist as they attempt to minimize potential conflicts in the community. Additional efforts are encouraged to recruit bilingually and biculturally qualified and documented Hispanics into federal, state, and local governments to support this demographic shift. The Parents as Teachers Program from the public schools is actively working with Hispanic parents in the community. The Division of Minority Health has bilingual and bicultural personnel who are assisting Hispanics throughout the state.

It is important to note however, that not all established residents or service providers support the in-migration into this community. Some established residents expressed resentment about the demographic influx into their community. Community tensions have surfaced because of language and culture differences. In addition, some providers felt overwhelmed by not being able to provide quality service to this non-English speaking population. In 2002, an initiative began to establish a low-income clinic in the community; however, the residents voted it down. There are clinics in other communities where Hispanics as well as other low-income residents, benefit from the services. The perception by some who supported the establishment was that this was a way of discouraging this type of demographic growth in Jefferson City.

In addition, a trend and or pattern perceived by established residents, service providers and Hispanics alike was that law enforcement personnel were profiling Hispanic residents. This type of awareness; whether real or perceived, has the potential of fostering fear and discontent in the community.

Furthermore, if unresolved this could eventually lead to further resentment and potential conflicts in this community.

- b. **Columbia** was the plot city in this investigation. Columbia is the largest community in this study. The Hispanic population in this community increased 205% from 1990-2000, which is a 113% difference from the state 92% total growth. As in the previous community, Hispanics primarily moved here to work. Although most of the respondents were originally from Mexico, some were from El Salvador, Cuba, and Puerto Rico and other cities in the United States. Approximately 26% came directly from another country before coming to Columbia; the rest already lived in the United States before relocating to this city.

Of those interviewed approximately 29% said they spoke fluent English, and 47% indicated they experienced language barriers when they first came to Columbia. The average age of Hispanics in this community is 26 years old. Thirty-eight percent of the respondents indicated they had children that were born in the United States. These children are attending the public schools in the community, and the community is actively pursuing Hispanics for the Parents as Teachers program.

Most of the Hispanics work in the restaurants and hotels in the city. There are six Mexican restaurants and two Mexican stores in Columbia that employ the newcomers. Hispanics are also gainfully employed in other eating establishments throughout the community; as servers, cashiers, cooks and

dishwashers. In addition, hotels, landscaping industries and construction companies have hired Hispanic labor.

Organizations that are actively involved in supporting the Hispanic community in this city include: El Centro Latino, Adelante, La Hora Latina, the Family Health Center and Faith Based Organizations.

El Centro Latino is a non-profit organization funded by grants and donations to support the needs of the Hispanic community. They support Hispanic residents with preventive medicine, prenatal care, mental health, cancer checks, English classes, computer classes and tutors. Furthermore, the director of this organization is actively assisting other Missouri communities. Latino Centers have already opened in Milan and Marshall. In addition, he is working with a Hispanic group near the Lake of the Ozarks where another center is projected.

Communication support is via newspaper or radio transmission. The bilingual newspaper *Adelante* is published monthly as "a special publication for the central Missouri Latino community".²⁶ This newspaper provides a wealth of information in Spanish and English.

"La Hora Latina" is the Spanish radio transmission on station KOPN 89.5. This is broadcast on Saturday mornings from nine to ten. Directly following "La Hora Latina" is "Latin Sounds" from ten to noon. Both of these communication mediums provide public service announcements, cultural themes, music, and discuss other issues of interest to the Spanish speaking and listening audience.

²⁶ Adelante, March 2002, www.adelantesi.com

Faith-based organizations such as the Baptist Church and the Catholic Church are the most active in supporting the Hispanic spiritual needs in this community. Private citizens networks also support and assist the Hispanics throughout this community.

In 1999 when this investigation first began, Casa San Martin (AKA) Saint Martin House, was the most active organization supporting Hispanic needs in this community; however, since then, this organization has closed. The closure of this facility was a great loss to the Hispanic community of Columbia. More importantly, authorities should recognize that well-intentioned residents who are providing support and refuge to the newcomers might eventually clash with the newcomers because they don't recognize their differing values, cultures and beliefs. The closure of Casa San Martin left a void in the Hispanic community in Columbia; however, El Centro Latino has actively taken the lead role in being a support link for Hispanics in central Missouri.

The Adult Learning Center provides English and Spanish classes in the community. In addition, the Hispanic Latin American Faculty and Staff Association (HLAFSA) from the University of Missouri-Columbia is actively promoting and supporting the needs of the Hispanic community. Furthermore, they are educating professionals as well as the public servants about the newcomers in Missouri to help promote a greater understanding of the needs in the community and the state. The first annual Cambio de Colores²⁷ Conference was held in Columbia in March 2002, where professionals from various disciplines and people from all walks-of-life merged for the three-day

²⁷ Cambio de Colores in Spanish means Changes in Color in English

conference. This was a call to action to discuss strategies to better deal with the Hispanic influx in Missouri. The conference included presentations, workshops, and roundtable discussions that provided opportunities and exploration for community improvement. The next "De Colores" Conference is scheduled for March 2003, at the University of Missouri-Kansas City. Additional information for this conference can be seen at: www.decolores.missouri.edu.

- c. **Sedalia** - The Hispanic population grew 555% from 1999-2000. This is a significant difference from the total states growth of 92%. Most of the Hispanics who participated in this inquiry are of Mexican origin; however, others were from Cuba, El Salvador, Guatemala, Columbia, Puerto Rico and the United States. Most came to work; over half of the respondents at the Tyson Chicken Processing Plant. Other Hispanics are employed in restaurants, smaller factories, and service related jobs. Some are working in homes doing housekeeping and baby-sitting task.

Sixty-eight percent of the respondents are employed at Tyson. Working in non-essential English speaking jobs, where having to speak English was not needed to accomplish their work. The non-essential duties were primarily in the second and third shifts and include: cutting, trimming, sanitation, production, loading, line work, maintenance and various other duties throughout the plant. The average for the 84% who were employed was \$7.65 per hour.

In this community, 60% of the respondents were males and 31 years of age was the average Hispanic respondent. Most had lived in the community less then 2 years. The labor needs of the community brought them to Sedalia.

The educational levels varied as 21.6% stated that they had at minimum a high school education. It was interesting to note that some college educated Hispanics were working in non-essential jobs at Tyson because they could not speak English.

The Pettis County Community Partnership (PCCP) continues to be the focal point in this community where Hispanics get information and/or assistance. English classes are available; referrals are made to agencies throughout the community for assistance; plus translators are available with translation support and various other needs. A strong sense of social capital with respect and trust was established between some of the employees at the PCCP and the Hispanics community, which set the foundation for these relationships.

The University Outreach and Extension hired a nutritionist to support the needs of Hispanics in the county. The nutritionist understands the needs of Hispanics in this community as she was once employed at Tyson. Her college education and the support of community leaders assisted her in acquiring this position that is housed at the PCCP. The nutritionist works closely throughout the county with Hispanic families and organizations to include stay at home parents with the local health department.

The quarterly Multi-Cultural Forum continues to meet at the Tyson Chicken Processing Plant where representatives from Education, Health and Welfare, Law Enforcement, Business, Service, Industry, and other agencies dialogue about ways of improving services to diverse populations. This forum provides community leaders the opportunity to hear and discuss issues related

to the Hispanic influence and the needs of this area. They discuss assessment, resources, programs, problems and other topics affecting the demographic influx of the community.

The migrant center sponsors a program called Even Start. This program provides Hispanic children ages three through five the opportunity to develop their skills in preparation for school. Even Start helps Hispanic children develop educational skills for school, but in order for the child to attend the program, a parent must be actively pursuing educational improvement too. The goal for this contingency is that eventually the parent's skills will improve, which in turn will benefit the child in the future. The parent might agree to attend English as a second language courses or other educational programs that will eventually support the child's educational progression.

The Children's Theory Center supports the Stay at Home Parents Program. The Stay at Home Parents representative visits Hispanic families twice a month to assist parents with child development skills. This program supports children ages one to three. This program also forms an agreement with the parent, which is typically the mother, who must maintain some sort of educational development program, so that the family qualifies for this program.

In collaboration with the State Fair Community College, a program was set up where children from Mexico who completed primary school "la primeria", but have not completed secondary school "la secundaria" can complete their program via videotape with a bilingual tutor. Those who are interested must provide proof of Mexican citizenship and also their certificate to verify completion of "la primeria". This program allows them to complete high school

via network television. In addition, English as a second language classes and Spanish for professional are also offered at the PCCP.

Global Village in Sedalia is in its third year. The event is held in the fall at the Missouri State Fair Grounds. Numerous merchants and hundreds of residents of the area have participated in the diversity celebration. Researchers observed that Hispanic participation in Global Village 2001 was less attended than Global Village 2000. Organizers for Global Village 2002 made an exerted effort to encourage the support of the Hispanic community in 2002 that was held at the Mathewson Exhibition Center in the fair grounds.

In Sedalia, the organization called “Latino Unidos”²⁸ organized as the local advocacy group that supports Hispanic concerns in the community. The group is a subgroup of the League of United Latin American Citizens (LULAC) a national advocacy group for Latin Americans. Members of this organization serve as translators for law enforcement matters, social service issues, and other translation needs throughout the area. In addition, Amigos Unidos is active in supporting educational forums in Sedalia and Marshall, Missouri. In June 2002 they hosted focus group sessions in both communities where Hispanic attorneys from Kansas City were present. The forum consisted of a three-member attorney panel, which gave Hispanic residents the opportunity to ask questions about any issues of concern. The lawyers first provided a summary in their specific area of expertise and then opened the session to a dialogue. As the session progressed, the majority of the questions were related to immigration and documentation considerations.

²⁸ Latino Unidos in Spanish means Latin's United in English

d. **California** - California, Missouri is a small agriculture community located in Moniteau County that was established by the railroads. The 2000 Census reported the Hispanic population in Moniteau County is 435 compared to 46 in 1990. Of those Hispanics in the county, 303 reported living in California, compared to only four in 1990. This demographic shift reflects a 756% increase for this community. The primary employer of Hispanics in California is Cargill the turkey processing plant. In 2002, Cargill laid off employees in the third shift. This layoff affected many Hispanics; however, most found employment in other factories throughout the state.

In 2000 Cargill took a lead role in collaborating with local city government officials in hiring a bilingual translator who is physically located at the city complex. The translator at the Multi Cultural Community Center assists Hispanic residents in the community.

In the fall of 2000, a Hispanic family in California, MO experienced the tragedy of a house fire that killed six family members. One adult male and five little girls; ranging in ages from 18 months to eleven years old were killed in the house fire. The house was an old farmhouse that did not have a smoke detector. The fire started while the family was asleep. Numerous residents in this homogeneous community reached out to help the grieving family. Since this horrible tragedy, the fire department has made a concerted effort to install smoke detectors in the homes of all Hispanic residents in California.

e. **Marshall** - The community of Marshall has several agricultural corporations, but the largest employer of Hispanics is the meat packing plant, the Excel Corporation. At the beginning of 2002, Excel had a massive layoff that negatively effected the Hispanic residents. Many relocated to Iowa and others found employment in other Missouri agromaquiladoras.

Unlike the other Missouri communities in this study, Marshall's largest Hispanic population is Salvadorian not Mexican. The cultural difference in values and beliefs has kept the Hispanic residents isolated. Members of the organization of Latinos Unidos have made numerous efforts to unite the Hispanics community to have one voice; however, these efforts have been difficult.

The Latin center known as CLARO-Centro Latino de Apoyo (Support), Recursos (Resources) y Oportunidades (Opportunities) open its doors for business. The director is a volunteer who is seeking the assistance (donations and time) of volunteers to support this facility. The mission of CLARO is "to meet the needs of the Latino community while assisting non-Latinos in better serving them and promote an environment of mutual respect between cultures."²⁹

Hispanics are actively involved with the schools as parents as teachers. In addition, Hispanic translators are working with the schools in this community. A Hispanic police officer was hired at the local police department in this community. He has translated city ordinances to Spanish, which has helped

²⁹ The Executive Director Carie Tylor announced the mission statement at the opening of CLARO in Marshall.

bring awareness about these issues to the newcomers. In addition, he works traffic and other legal violations.³⁰

- f. **Milan** is a rural community in Sullivan County, located in the North Central part of Missouri. The 2000 census reported the Hispanic population in Milan as 634 compared to 28 a decade ago, which reflects a 2185.9% increase. Milan experienced the largest growth in Hispanics in the entire state.

When Premium Standard Farms (PSF) opened for business, they tried to fill their labor needs with local and state workers, but to no avail. The work in the agromaquiladora is often undesirable to most Americans, so this labor market attracts Hispanic immigrants to the community. Premium Standard Farms (PSF) is the main reason Hispanics move to Milan. Today (2002) almost one-fourth of the residents in Milan are of Hispanic origin. Milan was predominantly a Euro centric elderly community that has been challenged by the rapid influx of Hispanics relocating to the area. Language barriers were magnified by the lack of bilingual and bicultural service providers in the community. Several organizations have hired bilingual personnel to assist with the demographic needs.

Typically, the Hispanic migrants were the solo males who were quite mobile; however, as more families moved into the area, they are establishing roots and settling into the community. Local government offices and other establishments in the community have hired bilingual personnel to assist with the language barriers in the community.

³⁰ Adelante, "Communication Difficulties Leave Hispanic Residents Vulnerable," March 2002

In the spring of 2000, "Milan's Centro Latino" opened to assist with Hispanic issues in the community. The director has taken the lead role in the community in assisting with the Hispanic influence in North Central Missouri. Hispanics living in Milan or the surrounding area initially experienced major difficulties with housing, transportation, economics and other related issues; however, since then Milan's Centro Latino has been instrumental in assisting the newcomers with the adjustment and settlement process.

This community like the others has experienced conflicts with the newcomers particularly with language barriers. The community was not ready for the rapid growth and did not have the needed bilingual and bicultural resources to handle such influx. As more Hispanics move to the area more social networks have developed that assist the Hispanics in the adjustment process.

The community is still working through the challenges the Hispanics influence brought; however, community leaders are attending conferences and workshops to learn more about the Hispanic culture and ways to effectively communicate with their new neighbors. They are reaching out to Hispanic leaders to communicate with the Hispanic masses about acceptable norms (ordinances) in the community. Their efforts will not only educate Hispanics about what is acceptable in their new environment; but it will also educate long-term residents about how to co-exist with the demographic shift in their community.

Faith based organizations are reaching out to the Hispanic population not only assisting with spiritual needs but also with translation and economic assistance.

g. Boonville - The Hispanic population in this community is less visible because the growth has been slow in comparison to the other communities in this study. The last quarter of 2002, La Hacienda the only Mexican Restaurant in town opened its doors for business. There are several Hispanic males employed at this establishment; however, most have indicated that they live in Columbia. Business at this establishment appears to be encouraging potential growth in this demographic shift. Hispanics are also employed at the Isle of Capri Casino, Nordine, Fuqua Manufacturing Homes and as contract landscapers.

Members of the community have come together with the guidance of the University of Missouri Outreach and Extension to address the potential influence of this demographic shift. Members of this committee include the Mayor, Chief of Police, business owners, students, emergency management, advocates, and long-term residents to discuss this phenomenon. One of the goals of this committee is to help educate members of the community about the Hispanic influence, which might help minimize potential conflicts as the demographic shift continues. The committee initiated a directory that will be published to assist and guide newcomers in the community.

Most of the concerns affecting Hispanics in this area have been associated to issues on Interstate 70, through accidents or vehicle breakdowns. Emergency management has taken the lead in assisting people in need. A list of bilingual and bicultural volunteers was initiated and will be used as needed.

8. Aggregate Profile

The aggregate summary provides an inclusive profile of Hispanics in Columbia, California, Jefferson City, Marshall and Sedalia, Missouri. Researchers identified some trends and patterns that emerged throughout the period of this investigation. During the interview process, researchers inquired about the usage of the following social services; health, welfare, food stamps, WIC, unemployment and other. In some of the communities all the services had been used; however, the usage varied by community. The average age of more than half of the respondents was thirty. On average sixty percent were males. Most respondent's 75.3% had at least one child in the household and of those children 46.4% were born in the United States. This is important to understand because this means that the likelihood of these families remaining in the United States is greater.

Communication - Language barriers continually surfaced as a problem throughout this study. On average only 14.4% of the respondents indicated they spoke fluent English, which explains the reason for the language barriers in these communities. Translators were used 68% of time and approximately 64% indicated that the translators were someone they knew. During the interviews, respondents often said that the translators were their children. Long-term residents and service providers confirmed the translation problem. The translation by children occurs in medical situations, legal issues, school matters, and various other important facets of life. Children translating can be problematic particularly in medical situations. Bilingual and bicultural translators are an integral part of providing services and as the Hispanic population grows there must be resources to support these needs.

Discrimination on average had been experienced by 42.6% of the respondents. Most however, downplayed the discrimination as insignificant. Many stated that they believed the discrimination was a result of their lack of English skills. At times long term residents and service providers would tell them to speak English now because they were in America. The respondents would often say, "It's not as bad as when I live in ..." another city within the United States. The affect of discrimination is a double-edged sword for residents in rural Missouri communities. Some long-term residents welcome the Hispanic migration into their community; they understand that most Hispanics are working in jobs that local residents do not want. Furthermore, they realize that the Hispanic residents support the economic base of the community by paying local, state and federal taxes and that the usage of benefits is relatively small in comparison to what they pay into the system. On the other hand, other long-term residents; do not feel welcoming sentiments for the newcomers. They do not want Hispanics in the community, and they resent their presence. They resent the fact that most Hispanics cannot speak fluent English. Furthermore, they object to the customs the Hispanic culture has brought to the community. They resent change from the traditional way of doing business in the predominantly Caucasian, English speaking communities and these tensions are felt throughout the Hispanic community. This resistance has lead to isolation for many Hispanic residents. Enclaves are developing, where Hispanics go as these establishments provide the social capital needed to survive in their new environment. These types of businesses are expected to spread as the Hispanic population continues to grow.

Health care issues are significant for Hispanics and service providers in these Missouri communities. Some Hispanics had been denied care by health care providers because they did not speak English and/or provide their own translator. This can result in jeopardizing a person's life and/or disability. Not only did Hispanic residents identify healthcare as problematic, but also service providers identified health care as problematic in their respective community. Health care disparities are identified in a wide range of circumstances that may include insurance status, access to care, and usage of health care services.³¹ In the selected communities, some of the stories about health care disparities were disturbing. On several occasions, Hispanic residents said that medical providers lacked cultural sensitivity to their care. Some respondents stated that unless it was an absolute emergency, they did not seek care in the community. Hispanics are using the emergency room care, but the majority of the care is being provided in clinics. Conversely, others indicated that at times some providers would deny them care by telling them they were not taking new patients. Unfortunately, when a person with no accent or a non-Hispanic surname would call to make the same type of appointment; the appointment was obtained.

Some nurses and other medical care providers indicated that on several occasions they heard fellow co-workers say, " Why don't these people learn to speak English before they come to America." In addition, they indicated that the service provide to Hispanics was often rude and substandard. Other providers stated that children were the translators, which was supported by whom the Hispanics said did their translating. The Hispanic population is the fastest growing population in the United States and the labor markets of Missouri attract this migration, so health care must not be ignored.

³¹ Weinick, Robin M., Zuvakas, Samuel H. Zuvakas, Cohene, Joel W., "Racial and Ethnic Differences in Access to and use of Health Care Services, " 1997 to 1996. November 2000 Medical Care Research and Review 57 (Suppl. 1) pp. 36-54.

According to a study by the Institute of Medicine "at least 44,000 people and perhaps as many as 98,000 people die in hospitals each year as a result of medical errors that could have been prevented."³² The Hispanic population may be subjected to greater risk with the communication barriers and the lack of cultural knowledge about the newcomers. Additional research is needed to examine this phenomenon. "The Quality of Health Care in America Committee of the Institute of Medicine (IOM) concluded that it is not acceptable for patients to be harmed by the health care system that is suppose to offer healing and comfort. This is the same system that promises, "First, do not harm."³³ Health care disparities pose negative impacts to the health and welfare of the newcomers, which is unacceptable.

Culture - Understanding cultural difference is important in narrowing the cultural gap between the newcomers and the established residents. Health care providers must show respect for the patients no matter what their race and/or national origin and regardless of his/her social economic status. This is the first step to making the clients comfortable and to gaining their trusts. Furthermore, in order for Hispanics to trust the health care providers, the providers must be personable (personalismo) and show interest in the Hispanic clients. This type of interaction can eventually lead to gaining respect and trust between providers and newcomers. Showing dignity and respect for the patients and his/her medical condition at hand, plus showing interest in the patients family and his/her spiritual needs are integral to developing networks and relationships with the newcomers.

³² Institute of Medicine, "To Err Is Human: Building a Safer Health System," Nov 1999.

³³ Kohn, Linda T., Corrigan, Janet M. and Donaldson, Molla S., 2000. "To Err is Human: Building a Safer Health System," National Academy Press, Washington, DC.

Economics - The Hispanic residents support the economic base of their respective communities. The main reason Hispanics move to Missouri is to work. They pay local, sales taxes, city taxes, county taxes, state and federal taxes are withheld from their paychecks. Furthermore, the amount of taxes paid is normally greater than the benefits they receive with the exception of education. Hispanic children are enrolled in the schools and if the Hispanic resident does not own property, they are not paying the taxes associated with this benefit, but their landlord is paying taxes. The dichotomy is that some people realized that the newcomers are an economic resource to the community; however, they object to changing the way they traditionally did business. In these Missouri communities many Hispanics are living at or below the poverty level, which is one reason that so many live and share expenses with others. This type of communal environment can ensure their survival in the new community.

Social Services - There is a myth that Hispanics are draining the social service resources in Missouri. Hispanics are using some social services but the problem is not that they are overusing services it is that service providers find themselves ill equipped to effectively service the non-English speaking community. There is a lack of professional and semi-professional bilingual and bicultural resources. Hispanics are using social services, but the usage varies depending on the social networks within the community. Of the 291 Hispanic respondents surveyed in this study the aggregate profile of social service usage is as follows: Health Care = 37.5%, Food stamps = 9.3%, Welfare = 10%, Unemployment = 11.3% (mainly in Marshall due to the layoff at

the Excel Corporation), WIC = 18.9% and finally Other services = 4.5%, which were mainly provided by faith based organizations in each community.

Welfare and Food Stamps were used more in Sedalia, in comparison to the other communities and the usage of these services is attributed to the networks in the community. Community advocates support and encourage Hispanics to apply for such services. Woman with Infant Children (WIC) was most used in Marshall at 30.9%. This usage is attributed to the longevity of the Hispanic residents in this community. Unemployment was also used most in Marshall because of the lay off at the Excel Corporation. All the other communities used the unemployment benefit 3% or less. The aggregate health care usage was 37.5%; with some communities having more and others less. Health care was interpreted as doctor's visits, emergency room visits, dentist, clinics and every other form of health care received. Columbia was the pilot study and often Hispanic respondents indicated they had gone to the emergency room, which is why we added specific questions about the type of care received. Emergency room care had been used from 20% to 38.4% of the time. A health clinic like the health department or a low income clinic was used from 44.4% to 98.2% of the time.

9. Analysis of Tables

The analysis in Tables 1-4 is a summary in percentages of the responses from 291 Hispanics surveyed in the five central Missouri communities during the period of this study. Tables 5-11 are the analysis of the cross tabulations examining the independent variables of Welfare, Food Stamps, WIC, Unemployment, Health Care and other services. Only the relationships that were statistically significant are provided in these tables. The relationships between the social services and the dependent variables of age, gender, translators, education, city, US born children and discrimination were examined to determine the relationship between the variables.

- a. Table 1, provides a portrait of the Hispanics in Missouri. It supports the belief that most Hispanics in these communities are from Mexico except in Marshall, where the majority were from El Salvador. Plus it provides information about; education ranging from 64.7 to 14.5 as having a minimum of a high school diploma. English language proficiency was relatively low from 28.8 to 7.3%. The majority of the respondents were males from 76.4% to 56.8%.
- b. Table 2, identifies where Hispanics come from prior to relocation to Missouri. Those that came from another county ranged from a high of 45.6 in Sedalia to a low of 7.3% in Marshall.
- c. The main reason Hispanics moved to Missouri is to work from a high of 81% in Columbia to a low of 55.6% in Jefferson City. Table 3, also depicts other reasons such as a better way of life, family, educational opportunities.

- d. The types of social services used are described as welfare, food stamps, WIC, unemployment, health care and other. After the pilot study in Columbia, researchers asked more specific questions about the type of health care such as emergency room and health clinic care as noted in Table 4.
- e. Table 5, controlling for city shows the associations between using a translator and other services. In Marshall, that association was significant at .009, any approximation level of significance of .005 or less is considered to be statistically significant.
- f. Table 6, controlling for city shows the association between the respondents that indicated they had US born children and used (WIC). In Marshall, Sedalia, Columbia and California the relationship between the use of WIC and having children that were born in the US was statistically significant. This significance is noteworthy because the female population is smaller in each of these communities. The approximate female population was: Marshall=24%, Sedalia=40%, California=39%, Columbia=29% and Jefferson City=43%. Women in these communities are having children and using WIC and will continue to use this services as they become more familiar with the benefits. In Jefferson City at the time of the interviews, the respondents said they did not have US born children; nevertheless, 11.1% stated they had used WIC. The significance of the relationship between having US born children and WIC validates the social service usage of (WIC) noted on Table 4.

- g. Table 7, controlling for city shows the association between gender and food stamps. This association was significant in Sedalia; it supports the fact the food stamps were used more in this community, and that women in the community are using this service.
- h. Table 8, controlling for city shows the association between gender and health care. This association is significant in Sedalia. To cross-reference this significance with Table 4, we confirm that health care both in the emergency room and the health clinic are being used in Sedalia. This is important because Hispanics identified Sedalia as being a place where they were denied health care.
- i. Further analysis to examine the association between health care and discrimination was completed using the Chi-Square on Table 9, the Symmetrical Measure on Table 10 and the Directional Measure on Table 11. The measurements on these analyses were statistically significant; however, when further analysis was accomplished controlling for city the associations were not consider significant.
- j. This table displays the variable frequencies and the codes used in the analysis of this study. The variable frequencies include the total number of valid and missing cases, the mean and the standard deviation. Except for the variable city, all other variables are nominal values.

Table 1³⁴: A Snapshot of the Hispanics in Missouri (percentages)

Communities Hispanics In MO	Jefferson City, MO (45)	Columbia, MO (34)	Sedalia, MO (n=126)	California, MO (n=31)	Marshall, MO (n=55)
Originally from Mexico	73.8	95.2	70.4	80.6	40.0*
Education (HS or higher)	46.7	64.7	21.4	22.6	14.5
English proficiency (fluent)	18.6	28.8	15.9	6.5	7.3
Gender (males)	56.8	71.4	60.0	61.3	76.4

? Most were from El Salvador

Table 2³⁵: From Where Did Hispanics Come? (Percentages)

Communities	Jefferson City, MO (n=45)	Columbia, MO (n=34)	Sedalia, MO (n=126)	California, MO (n=31)	Marshall, MO (n=55)
From the US	59.2	66.7	54.4	90.3	92.7
Another Country	40.8	33.3	45.6	9.7	7.3

³⁴ Source: The data for both of these tables was collected from personal interviews with respondents for the study, "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001.

³⁵ Source: The data for both of these tables was collected from personal interviews with respondents for the study, "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001.

Table 3³⁶: Why Hispanics Moved to Missouri (percentages)

Reasons	Jefferson City, MO (n=45)	Columbia, MO (n=34)	Sedalia, MO (n=126)	California, MO (n=31)	Marshall, MO (n=55)
Better work opportunities	55.6	81	68.3	58.1	76.4
Better way of life	11.6	9.5	13.6	12.9	10.9
Family	24.4	0	9.6	22.6	7.3
Educational opportunities	2.2	0	4.0	0	0
Other	7.	9.6	4.0	6.4	5.5

³⁶ Source: The data for both of these tables was collected from personal interviews with respondents for the study, "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001.

Table 4³⁷: Hispanics & Social Services in MO (Percentages)

Services	Jefferson City, MO (n=45)	Columbia, MO (n=34)	Sedalia, MO (n=126)	California, MO (n=31)	Marshall, MO (n=55)
Welfare	0	2.9	21.4	0	1.8
Food Stamps	4.4	2.9	15.1	0	9.1
(WIC)	11.1	14.7	17.5	19.4	30.9
Unemployment	2.2	2.9	3.2	0	49.1
Emergency Room	22.2	NA*	38.4	20.	27.3
Health Clinic	44.4	NA*	48.	60.	98.2
Other	4.4	17.6	2.4	3.2	1.8

? The pilot study was conducted in Columbia, Missouri and because of this pre-examination; researchers revised the questionnaire and further defined health care. The final overall general health care usage in Columbia was 26.5%

³⁷ Source: The data for both of these tables was collected from personal interviews with respondents for the study, "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001.

Table # 5. Controlling for City the Association Between the use of a Translator and Other Services

Directional Measures

CITY City where respondents participated			Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.	
1.00 JC	Nominal by Nominal	Lambda	Symmetric	.053	.113	.448	.654
			TRANSUSE How often do you use a translator? Dependent	.071	.154	.448	.654
			OTHERSER Have you used "other servies" in the past year? Dependent	.000	.000	^c	^c
		Goodman and Kruskal tau	TRANSUSE How often do you use a translator? Dependent	.052	.070		.318 ^d
			OTHERSER Have you used "other servies" in the past year? Dependent	.038	.054		.187 ^d
3.00 Sedalia	Nominal by Nominal	Lambda	Symmetric	.000	.000	^c	^c
			TRANSUSE How often do you use a translator? Dependent	.000	.000	^c	^c
			OTHERSER Have you used "other servies" in the past year? Dependent	.000	.000	^c	^c
		Goodman and Kruskal tau	TRANSUSE How often do you use a translator? Dependent	.016	.021		.370 ^d
			OTHERSER Have you used "other servies" in the past year? Dependent	.014	.018		.179 ^d
4.00 California	Nominal by Nominal	Lambda	Symmetric	.000	.000	^c	^c
			TRANSUSE How often do you use a translator? Dependent	.000	.000	^c	^c
			OTHERSER Have you used "other servies" in the past year? Dependent	.000	.000	^c	^c
		Goodman and Kruskal tau	TRANSUSE How often do you use a translator? Dependent	.006	.003		.661 ^d
			OTHERSER Have you used "other servies" in the past year? Dependent	.006	.006		.661 ^d
5.00 Marshall	Nominal by Nominal	Lambda	Symmetric	.125	.101	1.009	.313
			TRANSUSE How often do you use a translator? Dependent	.143	.132	1.009	.313
			OTHERSER Have you used "other servies" in the past year? Dependent	.000	.000	^c	^c
		Goodman and Kruskal tau	TRANSUSE How often do you use a translator? Dependent	.127	.048		.009 ^d
			OTHERSER Have you used "other servies" in the past year? Dependent	.127	.120		.009 ^d

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Cannot be computed because the asymptotic standard error equals zero.
- d. Based on chi-square approximation

³⁸ Source: "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001-Aggregate Data Recoded.

Table # 6: Controlling for City the Relationship Between Respondents Who Have US Born Children and WIC.

Directional Measures

CITY City where respondents				Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
1.00 JC	Nominal by Nominal	Uncertainty Coefficient	Symmetric	. ^c			
			BORNUS How many children were born in the United States? Dependent				
			WIC Have you used any "WIC" in the past year? Dependent				
2.00 Columbia	Nominal by Nominal	Uncertainty Coefficient	Symmetric	.117	.104	1.083	.038 ^d
			BORNUS How many children were born in the United States? Dependent	.095	.088	1.083	.038 ^d
			WIC Have you used any "WIC" in the past year? Dependent	.152	.131	1.083	.038 ^d
3.00 Sedalia	Nominal by Nominal	Uncertainty Coefficient	Symmetric	.053	.029	1.803	.005 ^d
			BORNUS How many children were born in the United States? Dependent	.063	.035	1.803	.005 ^d
			WIC Have you used any "WIC" in the past year? Dependent	.046	.025	1.803	.005 ^d
4.00 California	Nominal by Nominal	Uncertainty Coefficient	Symmetric	.229	.076	2.516	.004 ^d
			BORNUS How many children were born in the United States? Dependent	.197	.077	2.516	.004 ^d
			WIC Have you used any "WIC" in the past year? Dependent	.275	.076	2.516	.004 ^d
5.00 Marshall	Nominal by Nominal	Uncertainty Coefficient	Symmetric	.184	.082	2.173	.000 ^d
			BORNUS How many children were born in the United States? Dependent	.177	.080	2.173	.000 ^d
			WIC Have you used any "WIC" in the past year? Dependent	.191	.085	2.173	.000 ^d

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. No statistics are computed because BORNUS How many children were born in the United States? is a constant.

d. Likelihood ratio chi-square probability.

³⁹ Source: "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001-Aggregate Data Recoded.

TABLE # 7: Controlling for the City the Association Between Gender the use of Food Stamps.

Directional Measures

CITY City where respondents				Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
1.00 JC	Nominal by Nominal	Lambda	Symmetric	.100	.060	1.447	.148
			GENDER Gender Dependent	.111	.074	1.447	.148
			FOODSTAM Have you used any "foodstamps" services in the past year? Dependent	.000	.000	c	c
		Goodman and Kruskal tau	GENDER Gender Dependent	.070	.020		.080 ^d
			FOODSTAM Have you used any "foodstamps" services in the past year? Dependent	.070	.049		.080 ^d
2.00 Columbia	Nominal by Nominal	Lambda	Symmetric	.000	.000	c	c
			GENDER Gender Dependent	.000	.000	c	c
			FOODSTAM Have you used any "foodstamps" services in the past year? Dependent	.000	.000	c	c
		Goodman and Kruskal tau	GENDER Gender Dependent	.024	.008		.374 ^d
			FOODSTAM Have you used any "foodstamps" services in the past year? Dependent	.024	.024		.374 ^d
3.00 Sedalia	Nominal by Nominal	Lambda	Symmetric	.110	.048	2.101	.036
			GENDER Gender Dependent	.180	.079	2.101	.036
			FOODSTAM Have you used any "foodstamps" services in the past year? Dependent	.000	.000	c	c
		Goodman and Kruskal tau	GENDER Gender Dependent	.093	.050		.003 ^d
			FOODSTAM Have you used any "foodstamps" services in the past year? Dependent	.061	.036		.000 ^d
4.00 California	Nominal by Nominal	Lambda	Symmetric	e			
5.00 Marshall	Nominal by Nominal	Lambda	Symmetric	.000	.000	c	c
			GENDER Gender Dependent	.000	.000	c	c
			FOODSTAM Have you used any "foodstamps" services in the past year? Dependent	.000	.000	c	c
		Goodman and Kruskal tau	GENDER Gender Dependent	.015	.037		.371 ^d
			FOODSTAM Have you used any "foodstamps" services in the past year? Dependent	.015	.038		.371 ^d

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Cannot be computed because the asymptotic standard error equals zero.
- d. Based on chi-square approximation
- e. No statistics are computed because FOODSTAM Have you used any "foodstamps" services in the past year? is a constant.

⁴⁰ Source: "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001-Aggregate Data Recoded

TABLE 8: Controlling for City the Relationship Between Gender and the use of Health Care.

Directional Measures

CITY City where respondents participated				Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
1.00 JC	Nominal by Nominal	Lambda	Symmetric	.000	.000	. ^c	. ^c
			GENDER Gender Dependent	.000	.000	. ^c	. ^c
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.000	.000	. ^c	. ^c
		Goodman and Kruskal tau	GENDER Gender Dependent	.002	.014		.763 ^d
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.002	.014		.763 ^d
2.00 Columbia	Nominal by Nominal	Lambda	Symmetric	.042	.122	.334	.738
			GENDER Gender Dependent	.067	.193	.334	.738
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.000	.000	. ^c	. ^c
		Goodman and Kruskal tau	GENDER Gender Dependent	.019	.047		.427 ^d
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.019	.047		.427 ^d
3.00 Sedalia	Nominal by Nominal	Lambda	Symmetric	.193	.107	1.677	.094
			GENDER Gender Dependent	.100	.148	.641	.521
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.266	.094	2.487	.013
		Goodman and Kruskal tau	GENDER Gender Dependent	.082	.049		.006 ^d
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.076	.045		.000 ^d
4.00 California	Nominal by Nominal	Lambda	Symmetric	.067	.109	.580	.562
			GENDER Gender Dependent	.083	.138	.580	.562
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.000	.000	. ^c	. ^c
		Goodman and Kruskal tau	GENDER Gender Dependent	.035	.066		.303 ^d
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.035	.068		.303 ^d
5.00 Marshall	Nominal by Nominal	Lambda	Symmetric	.075	.085	.837	.402
			GENDER Gender Dependent	.000	.000	. ^c	. ^c
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.111	.126	.837	.402
		Goodman and Kruskal tau	GENDER Gender Dependent	.019	.037		.309 ^d
			HEALTHCA Have you used "healthcare" services in the past year? Dependent	.019	.037		.309 ^d

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Cannot be computed because the asymptotic standard error equals zero.
- d. Based on chi-square approximation

⁴¹ Source: "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001-Aggregate Data Recoded.

TABLES⁴² 9 & 10: Chi-Square Test and Symmetric Measures On the Relationships Between Health Care and Discrimination

Symmetric Measures				Chi-Square Tests				
		Value	Approx. Sig.			Value	df	Asymp. Sig. (2-sided)
Nominal by Nominal	Phi	.240	.005	Pearson Chi-Square	14.758 ^a	4	.005	
	Cramer's V	.170	.005	Likelihood Ratio	16.005	4	.003	
	Contingency Coefficient	.233	.005	Linear-by-Linear Association	10.708	1	.001	
N of Valid Cases		256		N of Valid Cases		256		

^a. Not assuming the null hypothesis.
^b. Using the asymptotic standard error assuming the null hypothesis

^a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .05.

TABLE 11: The Directional Measures of the Relationship Between Health Care and Discrimination

Directional Measures						
			Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Nominal by Nominal	Lambda	Symmetric	.117	.077	1.460	.144
		DISCRIMI Have you encountered discrimination in any areas? If yes, explain. Dependent	.203	.070	2.608	.009
		HEALTHCA Have you used "healthcare" services in the past year? Dependent	.010	.106	.091	.928
	Goodman and Kruskal tau	DISCRIMI Have you encountered discrimination in any areas? If yes, explain. Dependent	.054	.024		.000 ^c
		HEALTHCA Have you used "healthcare" services in the past year? Dependent	.045	.025		.000 ^c

^a. Not assuming the null hypothesis.
^b. Using the asymptotic standard error assuming the null hypothesis.
^c. Based on chi-square approximation

43

⁴² Source: "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001-Aggregate Data Recoded.

⁴³ Source: "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001-Aggregate Data Recoded.

TABLE 12⁴⁴ Variable Frequencies and Codes**Statistics**

	N		Mean	Std. Deviation
	Valid	Missing		
City where respondents participated: 1=Jefferson Ci 2=Columbia, 3=Sedalia, 4=California & 5=Marshall	291	0	3.0584	1.26492
Gender: 0=Male, 1=Female	291	0	.4021	.49116
Ever been discriminated: 0=No, 1=Yes	257	34	.4825	.50067
Used health care in the past year: 0=No, 1=Yes	291	0	.3746	.48485
Used other services in the past year: 0=No, 1=Yes	291	0	.0447	.20694
Used unemployment in the past year: 0=No, 1=Yes	291	0	.1134	.31763
Used food stamps in the past year: 0=No, 1=Yes	291	0	.0928	.29063
Used welfare in the past year: 0=No, 1=Yes	291	0	.0997	.30006
Used WIC in the past year: 0=No, 1=Yes	291	0	.1890	.39219
Length of stay in current city: (avg=2yrs) 0=less the 1=2 yrs or more	285	6	.4947	.50085
Have children in household: 0=No, 1=Yes	291	0	.7526	.43226
Have US born children: 0=No, 1=Yes	290	1	.4655	.49967
Uses translator: 0=No, 1=Yes	257	34	.7704	.42138
Repondents age: (avg=31) 0=30 yrs of younger, 1= or older	291	0	.4880	.50072
English skills: 0=not fluent, 1=fluent	291	0	.1443	.35203
Highest educational level: 0=less then high school, 1=high school or greater	291	0	.3058	.46156
Who translates for respondent: 0=unknow translat 1=known translator	257	34	.7237	.44802

Note: Missing data was not collected during the pilot study in Columbia.

⁴⁴ Source: "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001-Aggregate Data Recoded.

10. Executive Summary

The Hispanic population in the non-metropolitan communities is so diverse that it is important to understand that one model may not work the same in every community. The differences in language (dialects), cultures, values and beliefs will be the challenges for communities. The settlement patterns of Hispanics also vary, depending on family, jobs, documentation issues, transportation, housing and other concerns. Community leaders must take an active role in integrating Hispanics and their voice into the networks of the community. Taking a proactive role in identifying leaders within each Hispanic group and communicating with and through these individuals to the greater masses is a way to gain trust and support of others in the community.

In addition, educating the long-term residents will develop a better understanding about the Hispanic influence and will help minimize conflicts. This demographic shift will continue to occur as long as the labor markets of this area exist, so it behooves community leaders to take a proactive role in making the transition smoother.

Community's leaders should identify their bilingual and bicultural resources in the community. They should recruit their support and advice as they develop strategic plans to work with the population changes in their area. Issues of transportation, housing, economics, health care, emergency management, public utilities, banks, stores, parks, government offices and their services should be addressed when assessing the community resources. Communities should seek assistance and advice from neighboring communities who have already experienced this influx and work with

the best practices these communities have while at the same time developing their own models that will work appropriately with their demographic needs.

The Hispanic population is so diverse. In this study, there were people from various counties in North America, South America and Central America and the one model concept will not work. In some of these communities Hispanics remain segregated from each other because of their differences. Some of these differences include; religion, values, beliefs, cultures, languages, education, class and others. The challenges for communities is to learn to co-exist with the newcomers while ensuring long-term residents remain connected to the community. In some of the communities in this study, long-term residents resented the newcomers in their community. The negative perceptions about Hispanics could be myths; although to the person who conceptualizes the reality; it is their truth.

- a. **Hispanics are draining the social service system.** Not true, as far the usage of social services in general; however, the lack of bilingual personnel to provide the services does create additional time being spent with Hispanic clients when they seek assistance. Hispanics women are using WIC. The analysis noted on Table 6, shows the relationship between using WIC and having US born children. This relationship was statistically significant in four of the five communities. The social services of WIC and health care were used in all five

communities. The relationship between having US born children and using WIC is important because on average Hispanic women were only 40% of the respondents

in this investigation. Hispanic women are having children and will continue to use WIC benefits.

b. **The Hispanic language is being forced on community children in schools.**

Hispanic children are attending public school and yes, non-Hispanics children are learning Spanish mainly from the children in the schools.

c. **Hispanics came to the United States and are not immunized and that this is a health and welfare issued for the community.**

The majority of the Hispanics coming to Missouri already lived elsewhere in the United States, so they are not coming directly from their country of origin. It is important; however, for local health departments and schools to identify these types of issues and to ensure children are immunized to protect all the residents in the community.

d. **Hispanics are driving without a drivers licenses and do not have vehicle insurance, which poses a safety hazard for the others in the community.**

Many Hispanics in the communities studied do not have the appropriate drivers license and therefore, cannot obtain the needed insurance. This is a safety hazard for all drivers in Missouri. Some Hispanics go to other states like, Texas and Tennessee to obtain a drivers license, since they cannot obtain the needed license in Missouri.

e. **Hispanics do not pay taxes.**

Hispanics working in the United States pay taxes. Some Hispanics do not file income taxes because of the lack of knowledge about this requirement. The fact that some do not file these returns

also means that they are paying into a system from which they will never get benefits.

- f. **Hispanics are coming to take away jobs from American citizens.** This is a myth. The jobs most newcomers take are jobs in deplorable and undesirable conditions that residents do not want, so they are not taking away jobs only filling vacancies. As language skills improve, Hispanics move on to other jobs. Employers are realizing that most Hispanic workers are reliable, hardworking and dedicated employees. This is when the Hispanic becomes a threat to the non-Hispanic labor force.

- g. **All Hispanics are illegal immigrants.** Not true, most Hispanics are documented residents; however, some are not. Hispanics working in the United States have documents, but how some acquired their documents is another issue. Unfortunately, many Hispanics are experiencing discrimination in these non-metropolitan communities because of the perception that all Hispanics are illegal.

Service providers and newcomers alike find themselves unable to effectively communicate with each other, much less provide safe, quality services in these communities. The culture and language barriers influence the quality of service Hispanic residents receive. Some health care providers refused to provide preventive care to non-English speaking residents in Sedalia. Today, denying preventive and general health care to anyone is hard to believe. "Thus, it comes as no surprise that the tendency of Mexican migration to include

more and more women and families has spurred new backlash campaigns to cut off access to precisely those institutions of which women and families avail themselves."⁴⁵ The communication barriers have had negative impacts to the newcomers. In Missouri, providers and the long-term residents in the predominantly white homogenous communities are not accustomed to such diversity. The influences the Hispanics bring are new challenges for these communities.

Hispanics are seeking better job opportunities and often workers settle for jobs most Americans would not take. Furthermore, the majority of Hispanics are grateful to be employed; therefore, most do not complain about the deplorable working conditions they are subject to because this is their means of supporting their families.

Community leaders must be prepared to meet the needs of this growing population because their demographic landscape will continue to change. Health care in particular cannot be ignored as research suggests Hispanic immigrants are negatively impacted. "More than a few of them denounced the culture of U. S. medical services, medicine and of course, the exorbitant cost of medical attention."⁴⁶ Sixty percent indicated that they always or sometimes used a translator and that the translator was usually a child. Using children, as translators particularly in health related situations could be dangerous as the child may not be fluent in English; even though the child may understand more than the adult understand. The responsibility this places on the child is enormous and unprecedented as children repeatedly

⁴⁵ Suarez-Orozco, Marcelo M. 1998. "Crossings: Mexican Immigration in Interdisciplinary Perspectives", Harvard University David Rockefeller Center for Latin American Studies.

⁴⁶ Hondagneu-Sotelo, Pierrette, 1995. "Beyond: The Longer They Stay" (and Stay They Will Stay): Women and Mexican Immigrant Settlement". *Qualitative Sociology*, Vol. 18, No.1.

assist parents with the health care system. "It is often awkward, embarrassing, difficult and dehumanizing for children, as Martha a child who translated for her father recalls."⁴⁷

And sometimes the Anglo doctors and nurses would get upset with me because I would speak English in a broken kind of English and I was barely like 6 or 7. So, I would be really upset or nervous. And my dad would get upset because I'm not translating right, and the doctor would get upset because I'm not translating right. So, sometimes the hospital staff would get mad.

This is a situation no child should be subjected to especially when dealing with medical situations. Service providers in the selected communities expressed a concern about children missing school to translate for the adults. Anyone translating for a person in a medical situation must be proficient in understanding what he or she is translating. Persons with limited bilingual skills could do more harm than good when translating medical information. The translator may not understand the correct medical instructions; in addition, if the translator is a child or relative he/she may feel the need to protect the adult from bad news, and consequently the medical reality is not accurately translated. If the patient does not understand the diagnosis or directions for taking medication, this could result in deadly consequences.

The Hispanic families find themselves without medical insurance, which complicates their accessibility to obtaining preventive medical care. "Access to health services is particularly important for children to ensure that acute and chronic conditions are diagnosed and treated in a timely manner and that health and development are adequately monitored and that preventive services are provided as recommended by the American Academy of

⁴⁷ Valenzuela, Abel Jr. 1999. "Gender Roles and Settlement Activities Among Children and Their Immigrant Families". University of California, Los Angeles, American Behavioral Scientist, Vol. 42.

Pediatrics 1995."⁴⁸ This is a problem as children and other family members are likely to be negatively impacted. "Numerous studies have demonstrated that children who are uninsured without private health insurance, Medicaid, or any other public coverage-receive fewer physician visits overall, fewer visits for care of chronic conditions, and fewer preventive health services than do insured children."⁴⁹ In the United States, "federal law requires hospitals to provide emergency care to critically ill or injured patients regardless of their immigration status. However, it does not say who is responsible for unauthorized foreigners after the crisis has passed."⁵⁰ The Civil Rights Act of 1964 was used to justify the need for an interpreter to prevent discrimination based on national origin; however, some non-English speaking residents have been denied care for not speaking English and/or providing a personal translator.

⁴⁸ Suarez-Orozco, Marcelo, 1998, "Crossings Mexican Immigration in Interdisciplinary Perspectives", Harvard University David Rockefeller Center for Latin American Studies

⁴⁹ Brown, Richard E. et al. 1989. "Access to Health Insurance and Health Care for Mexican American Children in Immigrant Families" Pp. 227-247. In "Crossings: Mexican Immigration in Interdisciplinary Perspectives. 1998. edited by Marcelo M. Suarez-Orozco. Cambridge, MA: Harvard University Press.

⁵⁰ Migration News, Vol. P, No. 9, September 2002. p. 17, <http://migration.ucdavis.edu>

11. Conclusions and Recommendations

One of the goals of this investigation was to add to the body of knowledge about Hispanics in Missouri by providing a realistic portrait of who they are, why they come to Missouri, identifying their needs and describing the issues affecting their reception and settlement process in the selected non-metropolitan communities in this study. Community profiles were provided identifying issues affecting the Hispanics in the communities. The executive summary is a quick reference that identifies issues affecting social services resulting from the Hispanics influence in the communities.

Most people of Hispanic origin are hard working and very family orientated; however, as this demographic shift continues to grow there will be negative issues that will surface in some of these communities. Some of the undesirable issues may include; increased incidences of domestic violence, child abuse may be reported by teachers or other residents because Hispanics in general tend to discipline their children differently than is normally accepted in the United States, alcohol abuse and the increase use of social services. It is recommended that providers learn more about the customs and about the Hispanic culture as well as educating the new comers. One of the main goals of Hispanic residents is to stay out of trouble while working in their new community. In order to do this, the community must inform them about the laws and what is acceptable or not acceptable in their new communities.

Another recommendation is to consider and promote immigration reform. This does not mean granting a full amnesty program, but at least a works permit initiative. Researchers propose a model for immigration reform that would allow immigrants who have worked for the same organization for two or more years the opportunity to obtain the amnesty to remain in the United States and work. What this means is that the immigrant would not be deported but

would be given a legal work permit. The criteria would be that the amnesty guest worker permits would be granted to workers who have never been convicted of a felony crime and who have worked for the same organization for 2 years or more. This does not make the immigrant an American citizen, but it would mean the worker would not have to fear deportation. The persons granted the work permit would be required to use their legal names. This permit could also serve as an identification that could be used to obtain a driver's license and a social security card. Many Hispanic immigrants are driving without the proper driver's licenses and insurances, if this policy becomes reality that would stop.

Moreover, for years undocumented workers have been paying into 'someone's' social security accounts, not their own. As a result of the work permit, the worker would be required to obtain a social security card. This means that they will stop paying into someone else's social security account. In addition, the guest workers would be required to file state and federal income tax returns without fear of deportation. As for public services, they should be entitled to receive services because they would legally be paying into the system.

If however, a guest worker is convicted of a criminal offense, the guest workers permit would be revoked and he/she would be subjected to whatever disciplinary action necessary; to include deportation. After ten years of living and working in the United States as a guest worker, the permit could be upgraded to legal resident and he/she should be afforded the opportunity to apply for American citizenship. This guest workers concept will allow the migrant the opportunity of traveling back and forth to their country of origin, without fear of not being able to return or to lose their job. If a guest worker is laid off or fired and does not obtain employment within a certain period of time (90 days) the guest workers permit is revoked and the immigrant would be deported to his/her country of origin. This would ensure that migrants remain employed, if they possess a guest workers permit. The exploitation of

undocumented migrants by the "coyotes" would be minimized. Furthermore, the operation of charlatan entrepreneurs fabricating identification cards that undocumented immigrants use to fulfill the INS I-9 form requirements would be curtailed. Researchers recognized that extortionist and deceptors would find ways to manipulate any legal program; however, this type of model can serve as a prototype to minimize potential ethnic conflicts that are stirring and waiting to erupt in this country. Typically, immigration issues are viewed as economic situations and as long as the unemployment rate remains relatively low, most people go about their own business; however, many American residents resent and fear foreigners. The leaders of this great nation should not ignore the discontent that is expressed. In 1995, a nationwide public opinion survey about immigration revealed that most Americans believe that the United States government is doing too little to restrict immigration.⁵¹ Since September 11, 2001, Hispanics immigrants in this study stated that they are treated less favorably and some said, "I fear for my safety, because of my skin color."⁵² The United States needs to take a proactive role in preventing conflicts like the riots of the 60's. In some of the communities in this study, established residents expressed anti-immigrant sentiments. As long as the labor markets of Missouri exist, the Hispanic population will continue to grow. The tensions of ethnic conflict will increase if communities do not take a proactive role in learning about the newcomers and educating the established residents about their new neighbors.

The American population is ageing, while the Hispanic population grows. Americans should realize that the future caregivers are going to be Hispanic. It behooves American

⁵¹ Espenshade, Thomas J. and Belanger, Maryann. 1998. "Immigration and Public Opinion." In *Crossings: Mexican Immigration in Interdisciplinary Perspectives*. edited by Marcello M. Suarez-Orozco, 1998. Harvard University Press Cambridge, Massachusetts London, England.

⁵² Source: "Minorities in Selected Non-Metropolitan Communities in Missouri," was awarded as Proposal No. AG-01102001-Aggregate Data Recoded.

citizens to ensure that they protect their outlook as well as the prospect of their children, by providing the migrant population an equitable education for the future. We must stop treating Hispanic workers like second class residents by allowing them the opportunity to live, work and prosper like the immigrants that came before them. The immigrants of the past were 'your' ancestors; remember? Shame on us; if we give inferior care, and do not prepare the future leaders of our country. Immigration reform is necessary to ensure all the residents are protected.

The Immigration and Naturalization Reform of 1996 provided amnesty to many immigrants but did not solve the immigration dilemmas. Getting legal immigration status is neither easy nor accessible for the poor, unskilled and unsponsored persons. Consequently, for many Hispanic immigrants who are not highly educated and do not have a sponsor who can provide the required portion of their support the results are undocumented movement into the United States to work. They usually pay "coyotes" a fee to transport them across the border and then across state lines. The "coyotes"⁵³ are well networked and know where the labor markets exist. Furthermore, the immigrants are given leads as to who and where they can obtain the needed documentation for the INS I-9 forms. Their survival depends on staying out of trouble with the law and being good residents in their new communities. For many however, this becomes very difficult especially when language and cultural differences collide between Hispanics and non-Hispanics. Leaders should have the foresight to prevent hardships for all their residents. "Isolation thus threatens well-being in predominantly rural communities".⁵⁴ Barriers in rural communities are predictors that exemplify stratification and isolation; therefore, for the health and well being of migrants and all the residents of a community it is important to minimize potential problems.

⁵³ The term "coyotes" is used to identify the transporters that illegally bring immigrants into the United States.

⁵⁴ Wilkinson, Kenneth P. 1937-1987. "The Community in Rural America", Greenwood Press, New York, Westport, Connecticut, London.

For many immigrants complications of language barriers are exacerbated by documentation concerns; and therefore, living life underground is needed for survival. Oftentimes employers, immigrants with legal documentation and other residents threaten their survival, which can become problematic in these communities. Many migrants will choose to remain isolated from others and form settlements and enclaves just to ensure their safety. When they sense the INS is a threat, they will move on to other jobs and relocate. To some Americans, the Hispanic migrant appears unreliable and unstable, but the fear of deportation is paramount in his/her mind. Let us stop this manipulation of enticing workers to America and provide them a guest work permit to live a normal life. This is one way of controlling and knowing who is in our country and supporting the labor force that has come to perform the tasks that most Americans will not do. What do we have to lose? These immigrants are already working and living here, why not alleviate potential problems for all residents.

Additional research is necessary to further examine the guest workers permit model. Also, to examine issues related to health care, discrimination, barriers influencing the reception and settlement of the new comers and examining the community needs in Missouri communities. Supporting the needs for all its residents is integral to the development of healthy communities throughout the state. The results of this study has been disseminated in presentations at national, state and local conferences, workshops, community forums and college lectures that provided participants an opportunity to learn and develop a greater understanding of the Hispanics in non-metropolitan Missouri. Additional dispersal of this information could influence community leaders and providers to be proactive in better serving diverse populations, as the influences of culture, language and other non-traditional beliefs are dichotomies that will increase community tensions.