



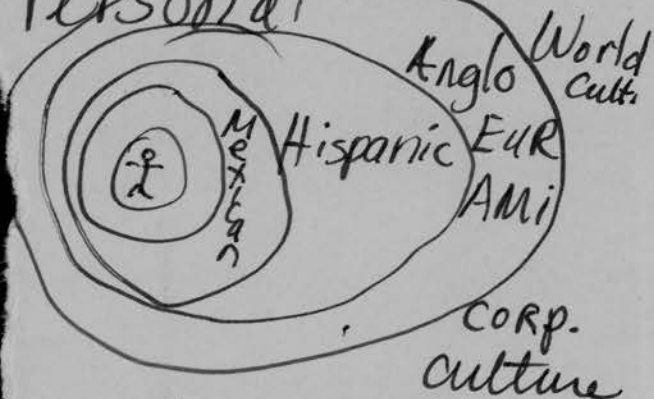
Irene Gomez-Bethke Papers.

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Internal

Personal



Stages / Focus -  
External

Society

Minority - out of Power

Majority

- 1) Separatism -
  - 2) segregation.
  - 3) assimilation.
  - 4) Cultural Pluralism
- as similar as majority soc.

Irene Gomez de Bethune  
4649 Decker Ave. N.  
New Hope, MN 55428

Hispanic Women's  
Development Corporation  
(HUDC)  
Colonial Office Park  
2700 University Ave. W., Suite 75  
Saint Paul, Minnesota 55114  
(612) 641-1619



HISPANIC WOMEN'S  
DEVELOPMENT CORPORATION  
(Corporacion de Desarrollo  
para Mujeres Hispanas)

tiene el orgullo de invitarle a una  
conferencia por y para mujeres  
hispanas:

MUJERES HISPANAS: Cultura, Poder  
y Espiritualidad- Alternativas  
Para el Futuro

Sabado 12 de setiembre de  
8 a.m. a 5 p.m. en el Centro  
Hubert H. Humphrey en la universidad  
de Minnesota

Esta conferencia esta patrocinada  
por Center on Women and Public  
Policy (Centro Para Mujeres y  
Politica Estatal) y por Women's  
Employment Program (Programa de  
Empleo Para Mujeres) de Catholic  
Charities.

ALWAYS  
THINK  
OF US



The Hispanic Women's Development Corporation (HWDC) is sponsoring a conference titled:

HISPANIC WOMEN: CULTURE, EMPOWERMENT, AND SPIRITUALITY- CHOICES FOR THE FUTURE.

The conference will be held on Saturday, September 12th from 8AM to 5PM at the Hubert H. Humphrey Center of the University of Minnesota.

MAIN PURPOSE of the conference is to learn and discuss issues that effect and concern us as Hispanic women. The discussions will generate strategies that will empower us in the process of finding solutions to current economic and social problems.

Another goal of the conference is to teach each other how to become involved in guiding and changing public policies that concern and affect us. In addition, the conference will be used to gather information from participants that will be utilized in planning future activities to support us in improving the lives of Hispanic women throughout the state of Minnesota.

CO-SPONSORS of this statewide conference are:

The Center on Women and Public Policy at the Humphrey Institute and the Women's Employment Program (WEP) at Catholic Charities.

CONFERENCE FORMAT is as follows:

FRIDAY, SEPT. 11th-

IN CELEBRATION OF HISPANIC WOMEN  
A celebration featuring traditional dancing, art, singing and food. The community at large is invited to this event.

SATURDAY, SEPT. 12th-

HISPANIC WOMEN SPEAK OUT- part 1  
Conference will begin at 8AM when you register and receive your conference packet. At 8:45AM there will be a short welcome presentation. At 9AM, you will break up into small groups and discuss different topic areas. In these small groups you will have to:

- 1) define what the issues around this topic area are,
- 2) identify the need around the issues, and
- 3) create strategies to alleviate the problems surrounding the issues.

NOON - Lunch with a keynote speaker

HISPANIC WOMEN SPEAK OUT- part 2

All participants will gather together to discuss their different topic areas. One person from each group will present what their group came up with. After all the groups have finished their presentations, you will discuss and vote on how the issues should be prioritized to create an overall action plan that deals with Hispanic women in Minnesota. Also, as part of this process, a presentation will be given on the political process and how you can become more active with the policy making bodies in our community.

WHO SHOULD PARTICIPATE IN THIS CONFERENCE?

All Hispanic women that are concerned with creating a meaningful and economically secure future for themselves and their families.

WHAT IS THE FINAL OUTCOME DESIRED?

An action plan that is written by and for Hispanic women. This plan will then be distributed to city, county, state, and non-profit agencies that deal with Hispanic women and their families.

TOPICS FOR DISCUSSION

There are eight topic areas to choose from. You will get to choose two areas to participate in. Each topic area discussion will last 1½ hours.

The topic areas are:

- 1) Preparing for adequate employment
- 2) Gaining resources, access and support for furthering your education
- 3) Holistic approach to promoting Hispanic women's health
- 4) Dealing with bicultural issues
- 5) Gaining awareness of cultural identity and spirituality
- 6) Individual and group empowerment
- 7) Becoming community organizers
- 8) Policy concerns for Hispanic women

# **HISPANIC WOMEN'S DEVELOPMENT CORPORATION**

2650 NICOLLET AVENUE, MINNEAPOLIS, MN 55408 (612) 870-7820

Dear Friend,

This letter is intended to update you on the progress of the Un Paso Mas employment program.

From the beginning, Un Paso Mas focused on providing a forum for discussing problems and issues that historically have created barriers for Hispanic women attaining adequate employment. More importantly, these forums allowed Hispanic women to form the beginnings of a supportive network. As a result of these forums, Hispanic women articulated barriers which seriously hampered their ability to attain personal and employment goals. Not surprisingly, issues that were stated matched those experienced at a national level. As a response to those needs expressed by Hispanic women in the community, Un Paso Mas has now been structured to provide skills training, career counseling and job placement in order to facilitate women in achieving their desired goals.

Now we are at the stage that a coordinator has been hired to supervise the program. Monica Herrera began with the program September 30th. She has an undergraduate degree in family studies and graduate studies in public policy. We welcome her aboard and hope you all have an opportunity to meet her.

Our future plans are to start the first assertiveness training seminars in January of 1986. Until then, our efforts will be focused on training facilitators, recruiting participants and gaining job placements. Overall our goal is to make Un Paso Mas as visible to the Hispanic community as possible. We envision that in the near future Un Paso Mas will become a key resource for Hispanic women.

Sandy Vargas,  
Chairperson

Lupe Serrano,  
Vice-Chairperson

Isabelle Torres,  
Secretary

Eulalia Smith,  
Treasurer

Mona Capiz

Jose Cruz

Mina Hernandez

Aurita Holquin

Yasmin Rivera

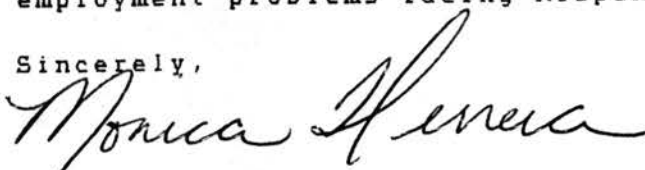
Elsa Vega-Perez

Diana Villarreal

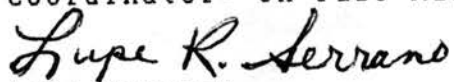
Elena de Voto

We want to thank you for your support an interest and we hope that together, we can continue to work at solving the employment problems facing Hispanic women today.

Sincerely,

A handwritten signature in cursive script that reads "Monica Herrera".

Monica Herrera  
Coordinator- Un Paso Mas

A handwritten signature in cursive script that reads "Lupe R. Serrano".

Lupe Serrano  
Executive Director  
Hispanic Women's Development Corporation



## UN PASO MAS

### A Womens' Bicultural Employment Training Program

Un Paso Mas is a program to encourage Hispanic women to pursue employment advancement. Un Paso Mas consists of:

- 1) A bicultural training curriculum which addresses the differences in assertiveness, values and conflicts between the Hispanic community and the majority culture.
- 2) Introducing participants to information on skills analysis, goal setting, career planning, resume writing and interviewing.
- 3) Providing placement and advocacy services for its participants and Hispanic women in the community.

In addition to the above, the participants will:

- gain an increased level of self-confidence/self-esteem,
- become more aware of their origins and have enhanced pride in themselves and their community,
- achieve a sense of purpose and direction within the context of "la comunidad",
- become acquainted with others in their situation,
- become aware of a wider range of educational and employment opportunities,
- identify their personal career goals,
- develop a plan of action to carry out their career goals,
- be placed in training or employment which they have identified in their plan of action.

For further information, please contact:

Monica Herrera-Coordinator  
Un Paso Mas  
970 Raymond Avenue  
St. Paul, Minnesota 55114  
(612) 870-7820 641-1620

November 6, 1985

Irene Gomez-Bethke  
4649 Decauter Avenue North  
New Hope, Minnesota 55428

Dear Irene,

I first have to apologize for the delay in getting this packet out to you. With the move and the newness of the program, it has taken longer than expected to get this out.

As per our previous phone conversation, I've enclosed the following information.

- 1) An introductory letter explaining where we're at with Un Paso Mas program.
- 2) A short summary of the objectives and goals of Un Paso Mas.
- 3) A tentative table of contents for the modules.
- 4) The dates and times of the seminars.

Read over the materials and think about whether you'd like to participate. The only thing we are requiring is a commitment to attend all the sessions.

I'll call you at the beginning of next week to see whether you have any further questions.

Sincerely,



Monica Herrera- Coordinator  
Un Paso Mas

## UN PASO MAS

### A Womens' Bicultural Employment Training Program

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MINNESOTA HISPANIC WOMENS DEVELOPMENT CORPORATION

WORKSHOP SCHEDULE

MODULE I: IDENTITY

PURPOSE: BUILD  
SELF-ESTEEM

Workshop No.1: Program history  
Who am I?  
Worth  
Roots/Familia

Workshop No.2: Assertive communication  
Values clarification for Hispanas

MODULE II: COMMUNITY

PURPOSE: BUILD  
HISPANIC  
PRIDE

Workshop No 1: Quines somos?  
Que nos dijeron (myths)?  
Que se nos permite?  
Que is posible?  
How do we fit as Hispanics in our world?  
In the Anglo world?

Workshop No 2: Locally, who are our female role models?  
What is our history?  
What is our current support system?  
How do we rely on each other?  
How do we continue to build upon comunidad?

MODULE III: THE ART OF THE POSSIBLE

PURPOSE: SKILL  
BUILDING

Workshop No.1: How do we set goals? de largo o corto plazo?  
How do we make decisions?

Workshop No.2: How do we manage our time?  
How do we relax?

DATES FOR ASSERTIVENESS TRAINING SEMINARS

NOVEMBER 19TH 6-9PM

NOVEMBER 23RD 9AM-4:30PM (Two sessions will be held on this date)

DECEMBER 2ND 6-9PM

DECEMBER 4TH 6-9PM

DECEMBER 9TH 6-9:30PM

The place for these meetings will be verified next week. I will call you and let you know. We need a commitment of attendance at all of these sessions.

Also as I promised, here is a partial list of women who have showed an interest in participating in the program.

Francis Mendes  
Fran Mudek  
Vanjie Ortega  
Maria Moran  
Margarita Romo  
Patricia J. Tototzintle  
Loli Reyes-Smith  
Joanne Enos  
Celia Hiland  
Irene Gomez-Bethke

# **HISPANIC WOMEN'S DEVELOPMENT CORPORATION**

2650 NICOLLET AVENUE, MINNEAPOLIS, MN 55408 (612) 870-7820

September 25, 1985

Sandy Vargas,  
Chairperson

Lupe Serrano,  
Vice-Chairperson

Isabelle Torres,  
Secretary

Eulalia Smith,  
Treasurer

Mona Capiz

Jose Cruz

Mina Hernandez

Aurita Holquin

Yasmin Rivera

Elsa Vega-Perez

Diana Villarreal

Elena de Voto

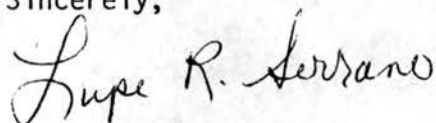
Dear Irene,

Thank you for your contribution toward our Un Primer Paso Motivational Program.

I am happy to report that because of your active participation we were able to raise a total of \$2,000.00. Our evaluation of the Summer Institute clearly indicates that this program does have a positive impact on academic and self-awareness development of the participants.

Enclosed is a sample of the students writing; a booklet written by the students of the Summer Institute. Again, thank you for your support.

Sincerely,



Lupe Serrano  
Executive Director

LS/rmn  
Enclosure

## Foreword

These poems and creative writings are a result of the Language Arts course I taught at the College of St. Catherine. The students were jr. high school Chicana/Hispanic writers.

Their words are simple, creative, and ought to be seen from their point of view. We should hear the "inside" of their words and try to understand how difficult it is to compose *honest* words.

They have not learned to waste words, and they hold these words close to their hearts as if they couldn't separate themselves from their writings.

What makes them unique is the struggle to express themselves at a time when a lot of Chicana/Hispanic (Indian and Spanish) students get turned off to school and education.

These students have decided to write their thoughts and organize their feelings on paper, and we find ourselves enjoying their words.

*David J. Gonzalez, M.A. (Yaqui/Aztec)*  
*Language Arts Teacher*  
*College of St. Catherine*  
*summer 1985*



Un Primer Paso made it possible to publish this chapbook of poetry and creative writings. This program was funded by the Hispanic Women's Development Corporation in Minneapolis, Minnesota. Their source of funding came from McKnight Foundation, Dayton Hudson Foundation, First Bank Systems, General Mills, Josten's Foundation, Land O'Lakes, Northern States Power Co, St. Paul Foundation, 3M Foundation, Ripley Memorial Foundation, and Northwestern Bell. Last, Lulu Stigen, Program Coordinator, supported the idea of a collection of writings, and Marta Gallego, Teaching Assistant, helped with encouraging them to write in my classroom at the College of St. Catherine, and the College made it possible to print the chapbook.

Edited by David J. Gonzalez  
Copyright — Un Primer Paso

## **PAPA (Grandfather)**

*Papa I love you. Your face holds the future of my life. Those dark brown eyes, your silver hair, your always beautiful tan skin. You are my inspiration, you are my life. Even though you're gone, I will think of you always. I used to love the way you talked with the beautiful accent. The way you taught me to speak Spanish. I accomplished something that no one else knew I would ever do. I will always cherish you. I want to be like you. You keep everyone together. You're in my heart, my soul, my face. 'Til the end of my life. Forever.*

### **MY MOM**

*Julie Cardenas*

*You knew what you wanted to be. You are a pro at what you do. You know what's right from wrong, that's what you are trying to teach me. I have brought you so many sorrows, but you should always think there is a better tomorrow. When I was close to my death, you were always there to help me feel my best. You have five kids, they often drive you crazy. You say they are plain lazy. I tell you my problems. I knew you understood. God was just preparing for the best profession in the world... Motherhood.*

### **DADDY**

*Fay Martinez*

*Daddy, am I still your little girl? Will you still hold me like you used to? Please daddy, hold me. Remember when it would rain? I was scared but you were always there to comfort me. You would stay there until I was fast asleep. As I grew older you were the frightened one. You didn't want me to grow up, did you? I will always be your little girl. Daddy never worry I will hold you as you held me. I love you daddy.*

## **RAIN**

*When it rains, it gets chilly, and I don't really like it! The clouds come out, and later flowers pop out. When it rains people get cold and wet, and they get mad. The rain looks like tears to me and that's why I don't like it.*

*Celia Garcia*

## **HAPPINESS**

*Running through most of my life with sadness, I come across a stranger called happiness. He talks to me and we become good friends, but when I run some more I lose him and sadness is a friend again.*

*Lisa Garcia*

## **JUST**

*When I'm unhappy and clam up like a shell that's just sadness. At times I'm quiet and seem uninterested, that's just a showing of hurt.*

*Moments when a tear comes to my eyes and seems emotional, that's just a sign of confusion of love.*

*Times when I walk alone or I don't talk it's my way of just showing my thought of memories.*

*And when I'm unhappy and seem unique about my expressions, that just means I found a friend, and that just means a lot to me knowing someone cares.*

*Nancy Negrette*

## MEMORIES

*He said he would always love me and we would stay together forever and if not that we would be the best of friends.*

*When we were together it was fun. But then I realized he loved me more than I could feel for him.*

*I remember the first time he asked my name, that was just a game. Those were wonderful memories for us, and I said it was through. I didn't think it was worth trying to make it last. He totally turned his world against mine. It hurt me more than I hurt him, but I guess he didn't want to be friends because every time I see him he glares. Maybe it was a mistake from the beginning, but he made it something I'll always remember.*

*Nancy Negrette*

## NUCLEAR WAR

*Nuclear War. What is it? All I really know about it is that I might be affected by it. My life and many, many more innocent people's lives will be taken. Why? You tell me. It's too hard for me to understand. Do the countries have too many problems? I doubt it. Peace. Will we ever have it? No matter how many protests there have been and will be, they won't listen. I guess we'll have to take it into our own hands and stop this horrible bomb.*

*Julie Gardenas*

## THE SUN

*The sun is bright, red, orange, and yellow. The sun is beautiful, it shines on you. It is warm. The sun is happy, nice. The sun is nature.*

*Ana Luisa Ortiz*

## BROKEN HEARTS

*Thinking of you I feel really bad. I go home and cry and I am always sad. I wonder why it all had to end.*

*Thinking about it again and again.*

*Lisa Garcia*

## ALL ALONE

*All along I look, I see nothing. No opened doors, friends, or future.*

*All along, no place to hide, no one to turn to.*

*All alone.*

*All alone.*

*Julie Cardenas*

## MY GRANDFATHER AND I

*I used to sit on my grandpa's lap and have nice little talks, but now he's gone and all I can have are nice and happy thoughts.*

*Zulema Giese*

## LONELY LOVE

*Waiting patiently, looking for the right guy, I find him. I look at him and sigh meeting him and becoming friends. Then something happened, on which it all had to come to an end*

*Lisa Garcia*

## FREEDOM

*Freedom is an ability to get away from all the problems you have. It is the way you spend it, going about watching the birds flying and singing joyous songs on a beautiful day, or going to the movies in May. Freedom is also doing what you want, just to get away.*

*Nina Montantes*

## IN THE SUMMER

*In the summer the bright sunlight is like strong fire light. You can sometimes hear the soft wind whistling through the pine trees. In the summer the half moon and the bright stars twinkle brightly in the dark blue sky.*

*The new flowers start to bloom colorfully, yellow, red, pink, and orange. In the summer the mornings are beautiful with the rays of the sun going through the trees. The raspberries and strawberries and different kinds of fruit start to grow.*

*Maria Ortiz*

## LOVE

*Love is something everyone has and is nothing you can pass. Love can get stronger and maybe last longer. Love, you can keep and never weep. Keep it forever or leave it forever.*

*Love is what I got, and I know you can spot the feelings I have deep in my heart.*

*Lisa Alvarado*

## SKY

*When I look up at the green sky, I see Eagles and Hawks go by. I wonder, wonder why, 'cause sometimes it seems so strange when all the things fly by.*

*Claudia Zaragoza*

## HUNGER

*Hungry and starving. Is that how people should live? Some people don't even care if someone else starves in another country. If I had all the money in the world I'd give it all to those countries who need it.*

*Sometimes we don't realize how food is so important. There are times when I say to my mom, "Mom, I'm so hungry", but when I stop to think that I'm not as hungry as they might be.*

*Lucy Reyes*

## QUIET

*Quiet. I love to be in a quiet place to think and wonder about myself, the way I am, who I am. Who I really am with no noise. I can really concentrate on who I really am.*

*Lupe Abila*



## MY TIME

*I must go down to the beach again, to the peaceful beach indeed, and all I wish is for silence and some sand. I have that need. The winds swaying and the sun's raying and the night that is filled with day and a soft summer breeze, at ease, and everything always ends up that way.*

Jenny Yanez

## TIME

*Time is running out, there is less and less time. Each day as we grow older, each day we learn something new and time runs out. Each day we see the red sun rise and time runs out. Each day we watch the red sun go down, but we run out of time.*

*Time is something precious, we should respect it but more in using it wisely. Time is running out, the time for all of us comes too soon. Now, I must prepare myself for my end of time.*

Missi Silva

## LOVE IS A TREASURE

*Love is a treasure that you keep in mind. It's soft as a feather, as clear as the weather in a summer morning blue sky. So if you have a love treasure keep it in mind.*

Judy Abla

## UNDERSTANDING

*I wish you could understand how I feel. Sometime soon we'll have the time we need to prove to each other right. When we talk there's something special in the air, but it's just not clear. I hope you mean what you say 'cause understanding is the way.*

Michelle Garcia

## SAND

*When I walk to the sandy beach I feel the dry hard sand, and when I go into the clear water I feel the sand squishing between my toes, but after I come out the sand sticks to me.*

Claudia Zaragoza

## WHAT I FEEL

*I feel like I want to fly now.  
Up in the light, blue sky.  
I want to feel like a bird and fly really high.*

Sonia Montantes



# neighbors

Minneapolis Star and Tribune

*Sommerfest '85*

Festivals / 4C

**Saturday**

July 27 / 1985

1C.



# By the numbers, their self-esteem starts to grow

By Peg Meier  
Staff Writer

It was a glorious summer morning in the Twin Cities, the kind of day when teen-agers and some of the rest of us daydream about cruising the lakes or checking out bodies at the beach.

But here, at a classroom at the College of St. Catherine, were junior-high girls concentrating so hard on numbers on a blackboard that it hurt to watch them.

These were Hispanic girls working on rounding off fractions to the nearest whole number. 4%. Draw four pies. Divide a fifth pie into eight pieces and shade in three of them. Is that more or less than half the pie? Less. Good. So what does 4% round off to? Four. Very good. Now try 17%. Right, 18. Next, let's round off and add together 112 and  $\frac{1}{8}$  and 17%. And on and on, until pies covered the blackboard.

The teacher, Teresa Orantes, is 21 and came to Minnesota from El Salvador two years ago. Most of her summer students, she said, don't like school: "They said they hated fractions. Now they know they're not so bad once they understand."

Easy to say for someone who loves math. But what do the kids say?

"It's fantastic here." That's from Lisa Alvarado, 12. "I wasn't too good at math before. Here they help you more. At regular school, they show you a couple times, but you can get mixed up with all the numbers on the board. Here you do it together on the board until you understand."

Too good to be believed?

Try this testimonial from Sonia Montantes, 11. "They told us we were supposed to have fun here. What we have is homework, homework, homework!"

Under intense cross-examination, she admitted she's learning something and having a little fun too and actually the homework is only an hour's worth every other night or so.

Forty girls from Ramsey, Dakota, Washington and Hennepin counties are part of a free program called "Un Primer Paso" (a first step), a Hispanic motivation program. Hispanic girls tend not to do well in school; many are plagued



Program director Lulu Stigen

by language problems, poor self-esteem and inability to imagine themselves in college or with good jobs. This six-week summer program is designed to expand options.

Lulu Serrano, executive director of the sponsoring Hispanic Women's Development Corporation, said, "The girls are particularly impressionable at this age. Unless students think now of future careers, they won't be taking the courses in high school that prepare them for college or other higher education."

Why just girls?

Part of the reason is that the program has been supported in part by St. Catherine's, a St. Paul college for women. But also, people in the Hispanic community felt their girls need a special boost so they don't think their options are limited to marriage, secretarial or domestic work. Boys tend to dream bigger.

Hispanics / 8C



Teacher aide Teresa Orantes, left, helped Zulema Giese work on math. Orantes came to St. Paul from El Salvador two years ago and graduated from Humboldt High School this spring. She'll begin studying biochemistry at college this fall. Zulema Giese is from the Central American nation of Belize.

Officials of Un Primer Paso, a program to motivate Hispanic girls ages 11 to 15, said that statistics on the education, economic condition and employment on Hispanic women in Minnesota are almost nonexistent.

The best study they could point to was a 1980 look at the Hispanic community in Ramsey County. (The largest segment of the Hispanic community is in St. Paul.) The study showed:

■ 37 percent of the households had income below the federal poverty level.

■ 30 percent of the households were headed by females.

■ 39 percent of the women reported public assistance as the major source of support for their households.

■ Of the households with incomes under the poverty line, 66 percent of the heads of household had not finished high school and 50 percent were headed by a female.

Another study showed that Hispanic women are underrepresented among professional and technical workers and are overrepresented among "operatives," such as laundry workers, packers, assembly line workers and seamstresses.



Staff Photo by Darlene Pfister

Some of the students in the 'Un Primer Paso' program gathered for a class picture.

Continued from page 1C

The program's director, Lulu Stigen, said: "A lot of us who have made it wish we'd had something like this. We felt so isolated. We needed some role models, someone to look to for support."

Stigen said most of the girls in this program come from large, middle-class families. A few girls have an older brother or sister who has gone on to college. An example is Jenny Yanez, 14, whose parents tell her, "If you don't have an education, you won't get anywhere" and who hopes to study at the University of Minnesota and go into business. Others are from very poor families who recently immigrated from Mexico and to whom higher education is thought to be out of the question.

Some girls come from loving families; others have said they like the summer program to escape lousy conditions at home. Many have histories of absenteeism, a problem that continues in this program.

Here they study not only math but reading, writing, social studies and computer science. ("I'm not going to say they'll be computer wizards, but at least they've been exposed," Stigen said.) Most of the girls' work is the nitty-gritty of fractions and gram-

mar and compound/complex sentences. The lesson seems to have gotten across, at least to some of the girls, that getting ahead in the world involves hard work and studying nonsense stuff.

Milissa Silva, 13, said studying arithmetic is important. "I want to get good grades in school and go on to college and make money." She intends to study psychology or photography, and said she needs math for both — for sending bills in psychology and figuring f-stops in photography.

The girls are recommended for the program by teachers and counselors and have to express interest themselves. Some beg to get in. One girl wrote, "I really want to come to the summer program at St. Cathy's." (She had that almost right; the college's nickname is St. Kate's.) The program goes over so well with some of the participants that they come back a second and third year.

In addition to the book work for the girls, there is lots of motivation. On Monday and Wednesday afternoons Stigen has brought in Hispanic women who have made it: a lawyer, doctor, medical student, writer, social worker, businesswoman, poet. The girls had a unit in job-seeking skills and took a field trip to Hispanic-

owned businesses: Impact, Inc., in Minneapolis, a data-processing company; Martinez Mapping Co. in St. Paul, and Capiz World Travel in St. Paul. Some of the girls have talked the owners into letting them serve as interns. They've also had some time to swim, play volleyball, sing songs and perform dances of their cultures.

Un Primer Paso's staff is almost all Hispanic: of the three teachers and four teaching assistants, six are Hispanic and one is Native American. The girls don't talk in terms of role models, but they say it helps to have teachers who know their backgrounds. "It's nice to be with your own people sometimes," Sonia Montes said, and Claudia Zaragoza, 13, said it's fun to be with kids who have similar backgrounds. Claudia, incidentally, plans a career in the movies. "I wouldn't mind love scenes. You know, boy meets girl, they get to know each other, they get into arguments, they go to dances or something."

Some of the girls like the fact that teachers can switch to Spanish when trying to get across a particularly difficult concept; others understand no Spanish.

Math teacher Eustolio Perez, a Mexican-American, said, "I have a great

interest in my own ethnic group advancing in life. The problem is, sometimes we tend to be more pushy with them, to try to make them advance too much. Sometimes it's hard to keep a balance."

Marta Gallego, 22, a spring graduate of St. Catherine's who will begin a doctoral program at Colorado State University in a few months, is a teaching assistant in language arts. Some of the girls have trouble reading the works of Langston Hughes, Gordon Parks and other authors. One girl, Gallego said, doesn't read at all well and refused to read aloud. But one day the class was reading a play based on a Mexican legend, and the girl said, "I want to play Uncle Chuy." What especially pleased Gallego was that the other kids were patient with her and helped her out with hard words.

Gallego said, "This is giving them an opportunity to see their culture in a positive light. In this culture (in the United States) they're looked down on for being part of a minority group. Here they see they are capable of doing things. They can be bright, they can be pretty. And they are. I'm sad the program will end soon. I really love these kids."

Lulu Stigen's ethnicity, by the way, is reflected by her name. She was born

in Texas to parents of Mexican heritage and was named Lulu to honor a German woman for whom her mother did domestic work. Lulu's first husband was a Rodriguez. Then she married a Minnesota Norwegian named Kenneth Stigen. So now the director of a Hispanic program has German and Norwegian names. That's America, she said.

The budget of the summer program is about \$20,000, including teacher salaries, three lunches a week, Stigen's salary and bus transportation. The St. Paul Foundations underwrote the program for four years, but its support will be phased out after this summer. Un Primer Paso directors are contacting other foundations for support, but, as Stigen said, "It's getting harder and harder to depend on foundations."

Next year the participants' families may be asked to pay. This year's class is publishing some of the poems they have written and are using as a title a line from Sonia Montes' poem, "What I Feel." The little book will be \$1.50. And today, the girls are having a "bowl-a-thon," a fund-raiser at a bowling alley to help erase a \$4,000 deficit.



# Hispanic women celebrate progress, family values

by Diane DuBay

How do Twin Cities Hispanic women, members of a culture with strong family ties, balance discovering their own identities with serving as the chief transmitters of their traditional Hispanic heritage?

"We are of the Hispanic culture. We have to choose the values of our culture that will allow us to progress," said Sandra Vargas, president of the Minnesota Hispanic Women's Development Corporation (MHWDC).

At the third anniversary reception of MHWDC last month, approximately 300 board members, supporters, families and friends, gathered at the Landmark Center in St. Paul for a celebration of family pride in Twin Cities Hispanic women.

Vargas beamed with pride as her own grandmother was introduced to the gathering. Constanza Ceballos came to Minnesota from Texas as a field worker in 1924. She settled in Minneapolis when she didn't have enough money to return home.

Lupe Serrano, executive director of MHWDC, said that Ceballos' misfortune was Minnesota's gain because she gave her language and her ethnic

traditions to the Hispanic community.

Chicana poet Maria Velasco, West St. Paul, read and sang her poems. Alicia Vallodid Curaron, a public relations executive and consultant from Colorado, told the group that Hispanic women were the future workforce of the nation.

Curaron said that the world of the future will require bilingual and bicultural experiences and that for the United States, an understanding of the Spanish language and Hispanic culture is critical.

"Even if we speak (Spanish) a little, it is a transmission and a tool and a heritage to the culture," she said.

Vargas sees the strong family units of the Hispanic culture as a value that can be the basis for professional and personal progress for Hispanic women.

She said that a lack of understanding of Hispanic culture is responsible for negative images of Hispanic women.

"Hispanic women have been seen as passive, but (they are) active partners in the family relationship," she said.

Vargas said that many Hispanic women believe feminist organizations do not serve them well because the groups



"We have to choose the values of our culture that will allow us to progress," says Sandra Vargas (left), shown here at the annual meeting of the Minnesota Hispanic Women's Development Corporation. Photo by Diane DuBay.

often focus on individual identity. Hispanics see this focus as a contradiction of their own strong family-based cultural values.

Three MHWDC service programs are designed to empower Hispanic women. Un Primer Paso (A First Step) pairs Hispanic junior high school girls with Hispanic college women. This program includes tutoring, monthly activities and the six-week "Summer Institute" program for the girls at the College of St. Catherine in St. Paul.

Un Paso Mas (One More Step) is the employment program of MHWDC. The program provides assertiveness training, career options, seminars and

## The writer comments:

Where are you, Justina?

You came to our farm from a small migrant camp to help my mother with baby-tending and housework. I was just a little girl.

You sang songs to us in Spanish and called the baby Ter-AY-sa, with rich rolling R's. (We still call her Tracy).

One afternoon when we drove you back to the camp, a handsome young Chicano was waiting for you. He whistled and hooted when you climbed out of the car, but you shook your fist and silenced him

with a sharp volley of Spanish invectives.

Is that when I became (as my mother often said) "too independent for your own good?"

When the camp closed, I thought you would be back next summer. I was too young to understand the life of a field worker.

Where are you, Justina? Are you in San Antonio? Monterey? St. Louis? West St. Paul? Barbara, Peggy, Tracy and I would like to know. One summer, you were our sister. —Diane DuBay

training opportunities for Hispanic women.

The Fiesta Cart project, in the

early stage of development, will provide business training for Hispanic women, Vargas said. It is designed to build upon their entrepreneurial ability, considered a strength of the Hispanic culture.

Twin Cities Hispanic women interested in MHWDC programs can call 870-7820.

# **HISPANIC WOMEN'S DEVELOPMENT CORPORATION**

2650 NICOLLET AVENUE, MINNEAPOLIS, MN 55408 (612) 870-7820

August 2, 1985

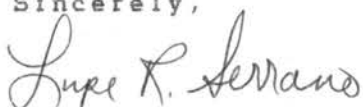
Irene Gomez Bethke  
4649 Decauter Ave. N.  
New Hope, MN 55428

Dear Irene,

Students, parents, teachers, and teacher assistants enjoyed the opportunity to raise funds through their participation in our Un Primer Paso Bowl-A-Thon which took place Saturday July 27th.

Enclosed are articles on Un Primer Paso and the Hispanic Women's Development Corporation. Thank you for supporting the higher educational aspirations of young Hispanic women.

Sincerely,



Lupe R. Serrano  
Executive Director

Sandy Vargas,  
Chairperson

Lupe Serrano,  
Vice-Chairperson

Isabelle Torres,  
Secretary

Eulalia Smith,  
Treasurer

Mona Capiz

Jose Cruz

Mina Hernandez

Aurita Holquin

Yasmin Rivera

Elsa Vega-Perez

Diana Villarreal

Elena de Voto



Minnesota  
Women's  
Fund

4 June 1985

Querida hermana,

This letter comes to you as an invitation to a second gathering of Hispanic women to further explore ways in which we can more closely connect with the Minnesota Women's Fund.

For those of you who were not able to attend the gathering held April 25, here's a brief summary of what took place.

There were approximately 25-30 women who attended and had an opportunity to make new acquaintances as well as renew old ones. Following the social time, an introduction to the Women's Fund was made by Lulu Stigen, Isabelle Torres, Sandra Vargas and Lupe Serrano. All these individuals serve in various levels of the decision-making bodies of the Fund. Comments made by these women stressed that the Women's Fund is deliberately structured in a way that it is inclusive of all women.

Carol Mollner (staff to the Women's Fund) gave a brief history and present status of the Fund. The Minnesota Women's Fund is the first statewide effort of its kind in the country and the first women's fund to undertake fundraising to secure a multi-million dollar endowment. The Fund will be permanent, with annual investment income from the endowment used for grantmaking and educational activities. The primary focus of grantmaking will be programs concerned with the development of women and girls. The goal is to raise \$10 million, \$3.3 million of which has already been raised.

Women were then invited to support the Fund by being informed, by volunteering time, or by actively assisting in fundraising activities within the Hispanic community. A sign-up sheet was made available for women to indicate their interest in a second meeting.

You are all invited to the second meeting scheduled for:

Monday, June 17, 1985  
5:30 - 7:00 PM  
Neighborhood House Room 213  
179 East Robie  
St. Paul MN

Hasta entonces,

  
Lupe Serrano

LP/cc

Minnesota Women's Fund  
316 University Avenue West  
St. Paul, MN 55103  
612. 224. 6313

June 26, 1985  
6:00 p.m. to 9:30 p.m.  
The Landmark Center  
75 West 5th Street  
St. Paul, Minnesota

"Reunion de la  
Familia Hispana"

The Board of Directors  
of the  
MN Hispanic Women's Development  
Corp.  
invite you to attend  
the  
3rd Annual Celebration



The Hispanic Women's Development Corporation of Minnesota was organized in 1982, to implement projects to advance the educational, economic and social status of Hispanic women and their families.

Our 3rd Annual Celebration, "La Reunion de la Familia Hispana" is a celebration of the diversity of our cultural heritages and historical experiences, of the contributions that Hispanic families have made to the history of Minnesota and it is a challenge to Hispanics to contribute to the future leadership needs of Minnesota.

Please join us in our reunion of Hispanic families.

26.50 tickets  
Mpls. Mn. 55408  
\$10.00

### 3rd Annual Celebration

## "Reunion de la Familia Hispana"

- 6:00 Hora Social
- 6:45 Welcome/Invocation
- 7:00 Hispanic Buffet
- 8:00 Program/Awards

Keynote Speaker  
Dr. Alicia Valladolid Cuaron  
Cuaron, Silvas & Assocs.  
Denver, Colorado

#### Cash Bar

- \$1.50 Seniors
- \$1.50 Children under twelve years
- \$3.00 Teens
- \$10.00 Adults

Para mas informacion, por favor llame al 870-7820

Tickets can be purchased from:

Diana Villarreal	483-6965
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Lupe Cervantes	227-3249
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Lupe Serrano	870-7820
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JoAnn Cardenas Enos	647-1130
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Eulalia Reyes Smith	374-2996
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