



Irene Gomez-Bethke Papers.

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Need Leadership

We must assume the leadership in areas never tried before. We must start at home. We must educate our family our mate, and our friends. People closest to you must know about the issues.

Diversify

We need not be strident in our leadership. We need more women in the judicial systems. The way to do so is to get more women appointed on the judicial selection committees. It is imperative that we get women on these committees.

Sportsworld

Com. / Nat. Resource Development

State of Minnesota

SPANISH SPEAKING AFFAIRS COUNCIL

The State Council on the Affairs of Spanish-speaking people is composed of seven members. The Council, which is not a Social Service Agency, advises the Governor and the legislature on the nature of the issues and disabilities confronting Spanish-speaking people, including the unique problems encountered by Spanish-speaking migrant agricultural workers.

The Spanish-speaking people make up the largest racial-ethnic minority in Minnesota. There are an estimated 50,000 permanent residents of Hispanic descent in this state and an average of 12,000 to 15,000 migrant agricultural workers come to Minnesota every year.

Recent trends which impact upon the Council include:

- a considerable increase in the state's Spanish-speaking population,
- increased resettlement of migrant workers due to the increased mechanization,
- stronger demands from the Chicano-Latino community to be recognized and afforded just representation at all levels of government,
- a desire for an increase in the economic development of the Hispanic community.

Legislative Mission:

- Recommend legislation designed to improve the economic social and educational status of Spanish-speaking people,
- Advise the Governor and the legislature on the issues and disabilities confronting the Spanish-speaking people and migrants,
- Review all applications for the receipt of federal money and all proposed rules of state agencies which will have their primary effect on Spanish-speaking people,
- Publicize the accomplishment of Spanish-speaking people and their contributions to the state,
- Serve as a conduit for the Spanish speaking community to state government,
- Perform studies designed to suggest solutions to problems in areas of education, employment, human rights, health, housing, social welfare and others.
- Implement programs designed to solve problems of Spanish-speaking people,
- Distribute a biennium report to the Governor and the legislature which summarizes the activities of the Council, lists receipts and expenditures, identifies major problem areas and issues and lists the Council's future objectives,
- Develop areas of cooperation and coordination with other state agencies,
- Serve as a referral agency to assist Spanish-speaking people in securing access to state agencies and programs,
- Serve as a liaison with the federal and local governments and private organizations,
- Develop appropriate contracts with other agencies, in accordance with the Council's program of work,
- Apply for grants and gifts of money to develop programs and conduct its operations, consistent with the powers and duties specified in the law.

SPANISH SPEAKING AFFAIRS COUNCIL

COUNCIL MEMBERS

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SPANISH SPEAKING AFFAIRS COUNCIL

COUNCIL MEETING

November 29, 1983

4:30 p.m.

500 Rice Street
Saint Paul, MN

AGENDA

- I. WELCOME AND INTRODUCTION
 - A. Approval of Agenda
 - B. Approval of Minutes
 - C. Correspondence
- II. HISPANIC LEADERSHIP CONFERENCE REVIEW
 - A. Nominations for Advisory Committee Membership
 - B. Conference Synopsis
- III. LEGISLATIVE TASK FORCE
 - A. Minnesota Educational Quality and Equity Act (H.F. 1072)
 - B. Task Force Meeting
 - C. Other
- IV. 1983-84 PROGRAM OF WORK STATUS REPORT
 - A. Executive Director's Report
 - B. Minnesota Hispanic Leadership Project
 - C. Long Range Planning
 - D. Other
- V. CHAIRPERSON'S REPORT
- VI. COMMUNITY ISSUES AND CONCERNS
- VII. SPECIAL PROJECTS STATUS REPORT
- VIII. OLD BUSINESS
- IX. NEW BUSINESS
- X ADJOURNMENT

Question Two;

If I had to select two policy issues to work on during the seminar they would be Politics / Performance

~~What does this mean for civil servants?~~
effective continuity of civil servants

Communications

If I had to select two policy issues to work on during the semester they would be:

1. Affirmative Action in Minnesota

2. ~~Communication~~ ~~What is our role in an information society?~~ Social ethics / public policy ~~Communications and research~~ ~~One of the most critical services is needed:~~ The adequate exchange of information in the Hispanic community is virtually non-existent. I have advocated for a bilingual newspaper ~~that~~ is ~~statewide~~ for many years as one of the remedies. In an information age there has always been a lack of adequate data on the Hispanic population in Min.

Most studies, including the census Bureau statistics are contradictory in terms of demographics and there are no ~~studies~~ or figures on Hispanic women.

Question Three:

~~What do~~ I plan to contribute ~~and~~ to the seminar the knowledge, I have acquired over the years, the Hispanic experience in Minnesota. I believe full and equal participation for the Hispanic and for women is essential for world development and peace.

As Hispanics we can help change policy by networking and by seeking appointments. We must become familiar with the political process and search out ways to fight for change within the system.

Gains will be made with pain and we must accept the diversity of ~~of~~ Hispanics and the need to create the vision and the future.

I hope to receive from the seminar the tools to develop as a ~~leader~~ ^{skilled in} communications, knowledgeable in local, state, national and international affairs. I hope it will help to prepare me for the future.

Thank you for inviting me to
the Hispanic Leadership Conference

Reflecting upon what I would
say to you today, I decided
I would share the fabric of my
life with you. ~~There are~~
~~some things~~ As full of holes
from the knives of the politicians
as it is —

Gains will be made with
pain. We must accept the diversity
of Hispanics and the need for
Hispanics to create the vision for
the future.



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

506 Rice Street
ST. PAUL, MN 55103

296-9587

January 12, 1984

Luene
Dear Nominee:

Because of your involvement as a Leader in the Hispanic community, your name has been nominated to serve on the Minnesota Hispanic Leadership Project's Advisory Committee.

The mission of the project's Advisory Committee will be to:

- Make recommendations on Project activities and areas of involvement to the project administrator and staff.
- Assist the Project' staff as a liaison between the Hispanic Community and the Project.
- Assist in the development of Project components and help in recruitment of project participants.

The Spanish Speaking Affairs Council has appointed a six member organizational Committee to process the nominations and recommend appointments to the Advisory Committee.

The Organizational Committee will be communicating with you in the near future regarding your nomination.

In the mean time should you have any questions or other Leadership Project interests, please feel free to call me.

Congratulations on your nomination!

Sinceramente,

Sam

Samuel O. Verdeja
MN Hispanic Leadership Project

SOV/rl.

1201 7TH S2 VII 10-23

MINN DEPT. OF HUMAN RIGHTS
RECEIVED

SPANISH SPEAKING AFFAIRS COUNCIL

MEETING

February 25, 1984

10:00 a.m.

500 Rice Street
Saint Paul, MN

MINUTES

Attendance

Council Members

Raul Cardona
Juan Lopez
Juan Moreno
Enrique Serra
Paula Villegas

Guests

Rick Echola, Minnesota Migrant Council

Staff

Jose H. Trejo
Ana Rubi Lee

Other

Samuel O. Verdeja, Consultant,
Minnesota Hispanic Leadership Project

I. WELCOME AND INTRODUCTION

Chairperson Lopez called the meeting to order and welcomed the individuals present.

A. Approval of Agenda

Mr. Serra moved that the discussion items under number V, be moved to number II, in order to have Mr. Echola, Minnesota Migrant Council make his presentation. The motion was seconded and passed. The agenda was changed to reflect the motion.

B. Approval of Minutes

Mr. Moreno made a motion to approve the minutes of the previous meeting as presented. The motion was seconded and passed.

C. Correspondence

Mr. Trejo presented the correspondence received at the Council's office since the last mailing to the Council members. Mr. Trejo indicated that there was one action item in the correspondence. This action item was a request for support of the Equal Rights Amendment. This request was made by the Minnesota Equal Rights Alliance. A motion was made to support the Equal Rights Amendment. The motion was seconded and passed. The staff was instructed to send a letter in support of this amendment.

II. LEGISLATIVE ISSUES

Chairperson Lopez asked Mr. Rick Echola, Minnesota Migrant Council staff member, to present the legislative items that were of interest to his organization.

A. Affirmative Action Bill (no number listed)

Mr. Echola presented a copy of the Affirmative Action Bill to the council members for their consideration. This bill provides for affirmative action review in state government and provides penalties for noncompliance with procurement from small businesses and penalties for noncompliance with affirmative action plans. Mr. Echola requested that the Council endorse this legislation. Mr. Moreno made a motion to endorse the Affirmative Action Bill. The motion was seconded and passed.

B. Minnesota Community Development Act

Mr. Echola presented a copy of the Minnesota Community Development Corporation Act (Statute S 362:41 [1977]). The act and its appropriations have provided funding support for qualified community development corporations in both urban and rural areas throughout the state since 1977. Funding is targeted to low income areas within a specific geographic community. Mr. Echola suggested that this act provided a means for Hispanics to obtain capital financing to create businesses. Mr. Echola requested Council endorsement of this legislation.

Chairperson Lopez spoke in favor of the bill and recommended that an amendment be added to the bill to "provide for a set-aside fund for Hispanic business development". Mr. Moreno made a motion to endorse the Minnesota Community Development Corporation Act and to support the inclusion of the amendment recommended by Chairperson Lopez. The motion was seconded and passed.

C. "Fair Share" Energy Assistance Bill (H.F. 817, S.F. 971)

The "Fair Share" Energy Assistance Bill relates to fuel assistance; provides payment plans for certain natural gas customers; provides protection from disconnection. This bill was presented by Chairperson

Lopez. The provisions of the bill are designed to ensure that no eligible retail natural gas customer expends more than three percent of his or her total household income on natural gas heating costs.

Mr. Echola stated that this bill had been introduced during the 1983 Legislative Session. He added that the Minnesota Migrant Council and the Coalition of Community Action Program (CAP) agencies were not in favor of this legislation. Mr. Echola stated that the bill limited energy assistance to natural gas and did not include firewood and fuel oil. According to Mr. Echola, the bill, if passed, will cost the state \$82 million dollars and the Department of Economic Security and Representative James Rice (DFL) were opposed to the bill.

Chairperson Lopez recommended that representatives of Minnesota COACT (Citizens Organizations Acting Together) the proponents of this bill be invited to the next Council meeting to make a presentation on the Fair Share Energy Assistance Bill. Mr. Moreno made a motion that this matter be tabled until the next meeting. The motion was seconded and passed.

D. Emergency Housing Bill

Mr. Echola presented the Emergency Housing Bill, which establishes a demonstration program relating to temporary housing in the Department of Economic Security. He added that during the last couple of years, there has been a dramatic increase in the need for emergency housing. He indicated that the program could be of benefit to migrant agricultural workers. Ms. Villegas made the motion to support the concept of this Temporary Emergency Housing Bill. The motion was seconded and passed.

E. Temporary Help Program

Chairperson Lopez informed the Council that he had met with Mr. Spencer Lonetree, The Phoenix Agency, who is attempting to establish a minority temporary help agency at the professional and non-professional levels. There was no written information presented. Since there were several unanswered questions, Mr. Serra made a motion to table the decision on endorsement on this subject until further information could be obtained. The motion was seconded and passed.

F. Bilingual Services Act

Chairperson Lopez reported that the Council's Legislative Task Force has recommended that the Council support the passage of the "Bilingual Services Act." This proposed bill is in existence in California and provides for bilingual staffing in public service agencies. Chairperson Lopez stated that the wording of the bill is presently being drafted and that the bill will be introduced this legislative session.

Mr. Cardona made a motion that the Council support the concept of the "Bilingual Services Act" The motion was seconded and passed.

G. Indian Gambling Bill

Chairperson Lopez reported that Mr. Bill Houle, has requested a letter of support from the Council for H.R. 4566 the "Indian Gambling Control Act" which will establish Federal standards and regulations for the conduct of gambling activities within Indian country (reservations).

Mr. Trejo indicated that the Indian Affairs Intertribal Board and the various Indian groups have been supportive of the Council's activities in the past. A good working relationship has been established between the Indian groups and the Council. Mr. Cardona made a motion to send a letter of support for the "Indian Gambling Control Act". The motion was seconded and passed.

H. Martin Luther King Jr. Holiday

Chairperson Lopez presented a copy of HF 1396, the Martin Luther King Holiday Bill. This bill relates to state holidays and designates the Martin Luther King Jr. Holiday as the third Monday in January. The bill, if passed, will become effective on January 1, 1986.

Mr. Cardona made a motion that the Council recommend passage of the Martin Luther King Holiday Bill. The motion was seconded and passed.

I. Minnesota Educational Quality and Equity Act

Mr. Trejo reported that the Minnesota Educational Quality and Equity Act (H. F. 1072) had been presented at the Senate Education Committee. He added that the bill had not made much legislative progress at this time.

J. Minnesota Emergency Employment Act (MEED)

Chairperson Lopez recommended that the Council support the Minnesota Emergency Employment Act. He added that \$70,000,000 were being requested to operate this program. Mr. Moreno made a motion to send a letter to Mr. Joe Smargia, Director of the Minnesota Emergency Employment Act and to Mr. Samuel Horowitz, Director, the Joint Religious Legislative Committee and Mr. Monty Monighan, Director of the Jobs Now Program outlining our support for the Minnesota Emergency Employment Act. The motion was seconded and passed.

III. COMMUNITY ISSUES AND CONCERNS

A. Mother's Day March for Peace and Social Justice

Mr. Echola requested that the Council support the Mother's Day March For Peace. which will be held on Sunday, March 13th. This march is endorsed by many organizations and more than 45,000 people, many of them Blacks and Hispanics are expected to participate. Mr. Serra indicated that the Council should not be involved in this "political" activity. Mr. Moreno made a motion to accept the petition for support and endorse this march. The motion was seconded. After some discussion, the Chairperson called the question. A roll call vote was requested.

Members voting in favor:

Chairperson Juan Lopez
Raul Cardona
Juan Moreno

Members voting against:

Enrique Serra
Paula Villegas

The motion was passed.

B. Minnesota Department of Human Rights

Mr. Trejo presented copies of the Blue Ribbon Task Force's report on the Department of Human Rights, as well as the report on this department made by the Department of Administration.

A motion was made to write a letter to the Governor expressing the Council's displeasure regarding his statement that "it was difficult to find qualified minorities and women to fill state jobs." Chairperson Lopez added that the letter should also include a comment regarding the Hispanic community's approval of his initial appointment of a Hispanic to the Human Rights Department.

Chairperson Lopez reported that Mr. Ray Zamora and Mr. Alberto Quintella had applied for the position of Human Rights Commissioner. He recommended that the Council send a letter to Lt. Governor Marlene Johnson in support of Mr. Alberto Quintella. His recommendation was approved by consent.

C. Governor's Blue Ribbon Task Force Report

Chairperson Lopez recommended that the Council send a resolution of support for the recommendations of the Governor's Blue Ribbon Task Force Report. Mr. Moreno moved to table this item since the Council members had not had the opportunity to review the report. The motion was seconded and passed.

IV. 1984 PROGRAM OF WORK

A. Chairperson's Report

Chairperson Lopez suggested that the Council members begin to consider the selection of a new Chairperson, since his term will expire on June 30th. He indicated that he does not plan to run for the position of chairperson.

B. Executive Director's Report

Mr. Trejo stated that he had received a call from the Governor's office recommending Irene Gomez Bethke for the Council's present vacancy. He indicated that he had informed the Governor's office that the present Community Liaison Representative vacancy's salary schedule was at \$19,000

and that based on Ms. Gomez-Bethke's previous salary it may not be possible to hire her. Mr. Trejo added that Ms. Gomez-Bethke was not aware at this time of the Governor's Office recommendation. Chairperson Lopez indicated that all possibilities available to increase staff and resources for the Council should be explored.

Mr. Trejo presented a copy of the Council's current budget expenditure report. He added that to date the Governor had not appointed the new Council members.

C. Minnesota Hispanic Leadership Project

Mr. Verdeja, Leadership Project consultant, reported on the activities that have been completed since the last Council meeting. He indicated that he had received a positive response from Albert Lea residents. In addition to outlining his activities and accomplishments, Mr. Verdeja stated that he was informing individuals about the project; developing additional project resources; working on a newsletter; developing leadership seminars and seeking additional funding. He added that a proposal requesting \$62,000 had been submitted to the McKnight Foundation.

V. RE-ORGANIZATION PROPOSAL

Mr. Trejo presented his recommendations to restructure the Council's staff structure. He indicated that the present staff structure was not adequate to carry out all the duties and responsibilities, in particular the clerical and communications area. He stated that one of the major weaknesses of the Council was its difficulty in maintaining adequate and consistent communications with the Hispanic community and the legislature. Mr. Trejo recommended that a clerk-typist/receptionist be hired to assist the staff and that the present Administrative Secretary position be upgraded.

Chairperson Lopez commented that his priority is to obtain a government or legislative liaison representative instead of a clerk-typist/receptionist. He added that this position was necessary in order to spend more time at the legislature and thus increase the Council's budget. Mr. Trejo added that with additional support staff he could spend more time at the capitol and that it may be difficult to complete all reports and communications required by the state in a timely manner.

Mr. Trejo made a presentation (see attached) which outlined the items to be considered during the planning of this staff restructure. After considerable discussion, it was determined that whatever staffing pattern is decided upon, the Council needs additional funding. Ms. Villegas made a motion to accept the Executive Director's recommendation regarding the Council staff restructure and that the Council establish a goal for the staff to obtain \$30,000 to \$50,000 in additional funding by July 1, 1985. The motion was seconded and passed.

VI. NEW BUSINESS

A. Fiscal Year 1985 Council Budget Hearings

Mr. Trejo reminded the Council members that a "Report to the Legislature" will be presented on March 1st, as required by the legislature during the 1983 legislative session. He reported that budget hearings before the State Departments Division of the House Appropriations Committee will be held during the first week of March.

B. Urban Concerns Workshops Director's Recommendation

Chairperson Lopez recommended that the Council send a letter to the Urban Concerns Workshops Board of Directors recommending that they appoint Mr. Ron Vargas as the new director of that agency. Ms. Villegas made a motion to recommend Mr. Ron Vargas as director of the Urban Concerns Workshops. The motion was seconded and passed.

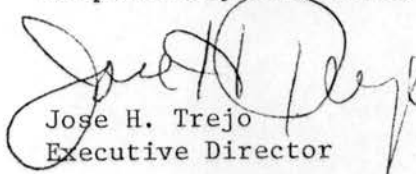
C. Next Council Meeting

The next Council meeting will be held on Saturday, March 24th, at 500 Rice Street, Saint Paul, starting at 10:00 a.m.

VII. ADJOURNMENT

There being no further business, the meeting was adjourned.

Respectfully submitted,


Jose H. Trejo
Executive Director

A.

MAJOR OBJECTIVES

=====

1. LEGISLATIVE EFFORTS
2. LEADERSHIP DEVELOPMENT
3. COMMUNICATIONS
4. LONG RANGE PLANNING

B.

SECURE BASE OF OPERATION

=====

- BE PREPARED FOR LEGISLATIVE HEARINGS
- OBTAIN COMMUNITY SUPPORT
- DEVELOP INCREASED COMMUNICATIONS
- HIGHLIGHT ACHIEVEMENTS

C.

CAPITALIZE ON STRENGTH

=====

- DEFINE/IDENTIFY STRENGTH
- ANALYZE WEAKNESSES
- DEVELOP ADDITIONAL STRENGTH
- DIMINISH/ELIMINATE WEAKNESSES

D.

DEVELOP STABILITY

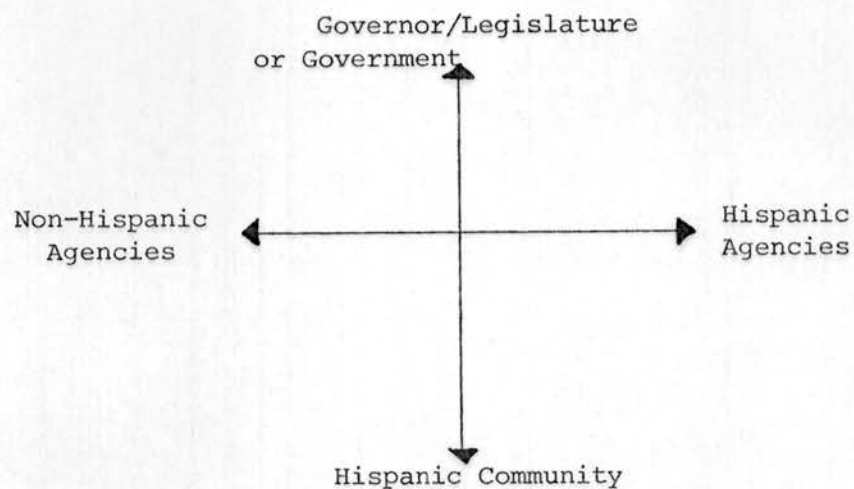
- ACT - NOT REACT
- DEVELOP LONG RANGE PLANNING
- COMMUNICATE WITH ALL CONSTITUENTS
- RESPOND TO COMMUNITY CONCERNS
CONSTRUCTIVELY, EFFECTIVELY, SELECTIVELY

E.

SHARE RESPONSIBILITIES/ACTIVITIES

- DEVELOP GOOD RELATIONSHIPS
- REFER PROBLEMS TO APPROPRIATE
- DON'T DO EVERYTHING REQUESTED
- MAINTAIN WE/US ATTITUDE
- RESPECT COLLECTIVE DECISIONS
- PROVIDE MUTUAL SUPPORT

F. DEVELOP HORIZONTAL, AS WELL AS VERTICAL STRATEGIES



G.

MOVE INTO NEW PROGRAM - PROJECT AREAS

- DETERMINE NEW RESOURCESS NEED
- BE SELECTIVE ON PROJECTS
- DEVELOP COMPLIMENTARY PROJECTS
- FOCUS ON PRIORITIES
- CONDUCT PROGRESSIVE CHANGES


H.

NEW PLANS & OBJECTIVES

RE EMPHASIS OF GOALS OR SHIFT IN PRIORITIES

WHO, HOW, WHEN, WHY, WITH WHAT, RESULTS?

| | Present Activities | New Activities |
|--------------------|--------------------|----------------|
| existing resources | | |
| new resources | | |



I.

FUNDING

| | Resources | Amount | Source | Space | Equipment |
|------------|-----------|--------|--------|-------|-----------|
| Staff | | | | | |
| Additional | | | | | |

SPANISH SPEAKING



AFFAIRS COUNCIL

"THE MINNESOTA HISPANIC LEADERSHIP PROJECT"

Sponsored by

THE SPANISH SPEAKING AFFAIRS COUNCIL

506 Rice Street
St. Paul, MN 55103

July 29, 1983

INTRODUCTION

The Minnesota Hispanic Leadership Project's primary goal is to develop leadership within the Hispanic community through a comprehensive and coordinated process that will:

- mobilize and utilize existing community resources
- develop additional resources, as needed,
- provide an on-going extensive support system to address the needs of the participants,
- encourage participants to improve their skills in addressing Hispanic community needs, and
- establish individual and community objectives to assure that there is continued progress in the socio-economic, political and educational progress in the Hispanic community.

The Hispanic Community's accomplishments to date have come about mainly as a result of individual or community agency efforts with limited regard to "networking" or taking advantage of past achievements. Therefore, considerable resources and energy have been spent in duplicating efforts and "re-inventing the wheel". Through the Minnesota Hispanic Leadership Project, these past achievements will be better utilized in developing new programs; increased coordination and cooperation will be achieved; new resources will be developed and the increasingly complex challenges will be met.

NEEDS STATEMENT

Minnesota's Hispanic-heritage population, presently estimated at 52,000 individuals has a median age of 19 years old as compared to 29 years of age for the population at large. This group has grown considerably, both nationally and in Minnesota in the past two decades, (see appendix No. V) As a result of this continued growth, the state's Hispanic community has been in a constant state of change.

The present leadership structure is relatively new and limited in size. Even though Hispanics have lived in Minnesota since the 1890's, over 80% of Hispanic individuals holding professional-level positions came to the state after 1975. "Grassroots" or community-based leadership has been virtually non-existent. The "grassroots" leadership that has surfaced has not looked at the statewide Hispanic community's needs and concerns.

Leadership which is to effectively serve the total Hispanic community is of growing importance, not only to the continued progress of this community, but also to its very survival as a viable and contributing segment of Minnesota's society. The importance in developing this community-based "grassroots" leadership can be best emphasized by:

- Federal budget reallocations resulting in serious reductions in programs meeting basic human needs.

- The change from special needs funding at the federal level to local block grants and the increased importance of being able to impact at the local level.
- The increased need for effective advocacy in behalf of the Hispanic community and its overall needs, in particular the non-metropolitan area.
- Reductions in available resources and services in all levels and the increased competition to secure adequate services for their respective communities.
- The acceptance of the power structure of "self-appointed" leaders who are relatively disconnected from the local neighborhoods and community based organizations.
- The reliance of the power structure on the professional or educated Hispanic with little or no regard to this individual's commitment to the community he or she is supposed to represent.
- The need for increased networking and coalition building by the present Hispanic leadership.
- The increased complexities involved in developing and implementing community-based social and economic changes.
- The geographic separation of the different Hispanic communities and the difficulty of metro-based leadership in representing other areas of the state.

The Minnesota Hispanic Leadership Project will strengthen the present leadership structure and develop new leadership to meet the increased challenges faced by the Hispanic community..

THE MINNESOTA HISPANIC LEADERSHIP PROJECT

SYNOPSIS

The primary mission of the Minnesota Hispanic Leadership Project is to identify, recruit, develop and mobilize the necessary resources, in order to increase the effectiveness of the state's Hispanic leadership, so that it can impact on the educational, economic, social and political arenas.

The project is aimed at Minnesota Hispanic residents who demonstrate leadership potential and could benefit by developing their leadership skills.

PROJECT COMPONENTS

The Project is divided into six major components. These components are:

- Leadership development seminars and educational Programs
- Participation in policy making bodies
- Legislative and Business Internships
- Community Outreach and Advocacy
- Community Resources Development
- Support Services
- Communications
- Research

Each of these components will be semi-autonomous and will have its own goals and objectives.

Leadership Development Seminars and Educational Programs

The primary objective of the one or two day Leadership Skills Seminars and Educational Programs Component, is to provide educational opportunities in leadership development. Seminars will be aimed at skill development and would include such topics as:

- * Minnesota's Legislative Process
- * Orientation to State Government
- * Legislative Advocacy at the Community Level
- * Social and Economic Issues Facing Minnesota's Hispanics
- * Utilization of Existing Media Resources

These seminars will provide information, not readily available through other sources, that is specifically aimed at the "local" Minnesota Hispanic.

Through the Educational Programs, Hispanic youth will have an opportunity to participate in a two-week program that will cover such topics as:

- * Development of Basic Communications Skills
- * Local Hispanic Community Resource Development
- * Political Science Applications at the Grassroot Level
- * Minnesota's Government and Business
- * Corporate Social Responsibility and Its Impact

The Educational Programs will be held during summer vacation, in cooperation with area educational institutions.

Participation in Policy Making Bodies

A concentrated effort will be made to increase the representation of Hispanics in policy making bodies. This effort includes the development of on-going working relationships with the different appointment authorities, (federal, state, county, city and other).

In addition, efforts will be made to identify and recruit Hispanics with the skills and potential to serve on these decision making bodies.

Individuals appointed through this program will be invited to participate in general meetings four times per year. The purpose of these meetings, is to exchange information on their respective appointive responsibilities, provide mutual support, and establish accountability to the Hispanic community.

Legislative and Business Internships

A series of internships will be developed. These internships will be primarily available to post-secondary students. Internships will be developed at the state legislature and other legislative and policy making governmental bodies, (i.e. county and city). The primary purpose of these internships is to provide young Hispanics with direct access to individuals in decision making positions.

Community Outreach and Advocacy

Minnesota's Hispanic Community has been reluctant to participate and become actively involved in public issues that do not specifically and directly affect it. For the most part, Hispanic leadership has been concerned with Hispanic-related issues. As a result, decisions made on important concerns, i.e. the environment, taxes, energy, housing, etc., generally lack Hispanic input. The primary mission of the Community Outreach and Advocacy Component, is to increase the participation of Hispanics in activities beyond their immediate surroundings and concerns. In addition, information regarding public issues and the actions that can be taken to impact on these issues will be communicated to the community, through the Council's bilingual newsletter.

Community Resources Development

The Hispanic community has developed its own internal resources. However, these resources are limited and generally do not have far reaching impact. In addition, there are Hispanic individuals, at the grassroots level, that have knowledge and expertise on the needs and concerns of the community. The purpose of the Community Resources Development Component is to identify the existing grassroots community resources, mobilize the resources needed to increase their potential and establish lines of communication and cooperation between these community level resources and the governmental and public bodies.

Support Services

- Communications

One of the most critical support services for any project is "communications". The adequate exchange of information in the Hispanic community is virtually non-existent. Therefore, a needed support service for the Minnesota Hispanic Leadership Project is a statewide bilingual newsletter. The primary purpose of this newsletter is to inform the general Hispanic community of the progress made by the leadership project and also to encourage their participation in the project's activities.

- Research

There has always been a lack of adequate data on Minnesota's Hispanic population. Most studies, including the Census Bureau statistics are contradictory in terms of demographics. Because this data is necessary to develop and obtain funding for programs, on-going research efforts will be maintained.

A research Unit will be established to provide the necessary data for the Hispanic Leadership Project. This unit will serve the different project components and will also provide data for other Hispanic community agencies and governmental bodies.

ADMINISTRATION

The seven-member Spanish Speaking Affairs Council will serve as the Board of Directors of the project. The Council is empowered by the legislature to:

- * Implement programs designed to solve problems of Spanish Speaking people.
- * Apply for grants and gifts of money to develop programs and conduct its operations, consistent with the powers and duties specified in the law, and
- * Develop appropriate contracts with other agencies, in accordance with the Council's program of work.

The Executive Director of the Spanish Speaking Affairs Council will serve as the Project Administrator. The director will be responsible for the overall administration of the project and will supervise the activities of the project staff.

A Project Coordinator will be appointed to further develop the different project components. The Project Coordinator will be responsible for the day-to-day activities of the project and will develop the necessary materials to fully implement the project activities.

The Spanish Speaking Affairs Council may appoint a Project Advisory Committee composed of interested Hispanics and representatives from government, corporations and foundations. The mission of the Advisory Committee will be to:

- Make recommendations on project activities and areas of involvement to the Project Administrator and staff.
- Assist the project staff as a liaison between the Hispanic community and the Project.
- Assist in the development of project components and help in recruiting project participants.

Each of the project components may have Advisory Sub-committees composed of interested Hispanic individuals, educators, government officials and corporate and foundation representatives. These advisory sub-committees will provide recommendations on specific activities, goals and objectives, monitor progress and serve as a liaison between each component and overall project.

PROJECT SITES

There will be four major project sites. These sites are:

- * Saint Paul
- * Minneapolis
- * Albert Lea-Owatonna
- * Crookston-Moorhead

Discretion as to which of the six components will be included in each of the project sites will be left up to the SSAC members and/or staff.

GENERAL PROJECT ACTIVITIES

During the life of the project, there will be general activities designed to bring together the different project components. These activities will primarily consist of seminars, public information meetings and progress reports.

The purpose of the first General Project Activity seminar is to:

- introduce the project to the Hispanic community and the general public,
- identify existing resources that will complement the project,
- encourage the participation of the Hispanic and general communities in this project, and
- serve as a media event that will help to draw additional resources.

CRITERIA AND SELECTION OF PROJECT PARTICIPANTS

The project is aimed at attracting three major groups of Hispanics. These groups are:

- Young adults, i.e. senior high school students and undergraduate level post secondary students, (colleges, universities and vocational institutes).
- Entry level or beginning level professional and paraprofessional individuals, and
- "grass roots" community residents and emerging local neighborhood leaders.

At this time, the general requirements for selection include, but are not limited to the following criteria:

- Young adults should:
 - be a senior high school student, preferably a junior or a senior, or
 - be enrolled in post-secondary education either a vocational school or a college or university at the undergraduate level,
 - demonstrate leadership through membership and involvement in either school, community, church or civic organizations,
 - express a strong desire to become involved in the issues and concerns affecting Minnesota's Hispanic community,

--- be willing to participate in the various project activities to which he or she is assigned.

● The entry level professional or paraprofessional should:

- be between the ages of 18 and 30,
- have completed his or her first educational goal,
- have made a career choice and is either about to enter the selected field or already employed,
- have exhibited some civic responsibility through involvement in either a school, community, church or civic organization.
- have a strong desire to become involved in the issues and concerns affecting Minnesota's Hispanic community,
- be willing to participate in the various project activities to which he or she will be assigned.

● "Grass roots" community residents and emerging neighborhood level leader should:

- be residents of the neighborhood or area they wish to represent,
- be knowledgeable of the issues and concerns affecting their neighborhood,
- be interested in participating in programs or projects that will address these issues and concerns,
- participate in the project activities to which he or she is assigned.

As the Minnesota Hispanic Leadership Project progresses, additional criteria will be developed. The Project Advisory Committee will recommend criteria to the Project Administrator and staff. The criteria will reflect the underlying mission of the project, which is to assist Hispanic individuals to acquire the requisite skills, in order to develop their leadership potential and thus, positively impact on the challenges facing Minnesota's Hispanic community.

The participant selection process will be based on the above criteria and also on the recommendations made by the Project Advisory Committee.

At this time, a specific selection criteria process has not been finalized, however, the Project Advisory Committee, the Project Administrator and the Project Coordinator will play key roles in the development of a selection process and the selection of the participants. The selection process will take into consideration the qualities or qualifications of the participants it is attempting to attract. When the selection process is completed it will:

- outline the information or data that project participants will need in order to participate in the project,
- describe the mission and purpose of the project,
- outline the activities to be performed and the goals to be achieved by the project participants,
- define the expectations to be achieved through the project
 - for the participants
 - for the community

CONFERENCE AGENDA

8:00 AM- 8:45 AM

REGISTRATION
(rolls and coffee served)

8:45 AM- 9:00 AM

WELCOME
Aida Gonzalez Mori,
Executive Director, HWDC

9:00 AM- 10:25 AM

SMALL GROUP DISCUSSIONS

- 1) EMPLOYMENT, ROOM 205
- 2) HEALTH, ROOM 186
- 3) BICULTURAL ISSUES, ROOM 170
- 4) COMMUNITY ORG., ROOM 188

10:25 AM- 10:35 AM

BREAK

10:35 AM- 12:00 PM

SMALL GROUP DISCUSSIONS

- 1) EDUCATION, ROOM 186
- 2) CULTURAL IDENTITY, ROOM 205
- 3) EMPOWERMENT, ROOM 170
- 4) POLICY ISSUES, ROOM 188

12:00 PM- 1:15 PM

LUNCH

KEYNOTE SPEAKER:
ALICIA CUARON, PRESIDENT
CUARON AND GOMEZ INC.

1:20 PM- 5:00 PM

GENERAL ASSEMBLY

Moderator: Monica Herrera

1:20- 2:00

PRESENTATIONS:

Sandra Vargas, President
HWDC Board
"Hispanic Women and Leadership"
Ernest Swinson, Community Program
Director
Urban Concerns Workshop
"Getting Involved in Government"

2:00- 3:30

Individual group presentations

3:30- 3:45

Break

3:45- 4:45

Discussion and voting

4:45 PM- 5:00 PM

CLOSING REMARKS

CONFERENCE EVALUATION

Please take time to fill this out. It will assist HWDC in evaluating which parts of the conference were most effective. All input is welcome. Thank you in advance for your help and participation.

1) What part(s) of the conference did you participate in? check all that apply.

Small group discussions

Employment_____ Education_____ Health_____

Bicultural issues_____ Policy_____ Empowerment_____

Culture and spirituality_____ Community organizers_____

Luncheon_____

General Assembly

Individual presentations_____ Group presentations_____

Discussion/voting_____

2) Of the activities you did participate in, please rate them on a 1-5 scale on how helpful they were.

1-very helpful
2-helpful
3-somewhat helpful
4-not very helpful
5-not at all helpful

Small group sessions

_____ first session

_____ second session

Luncheon

_____ keynote speaker

General Assembly:

Individual presentations

_____ First presenter

_____ Second presenter

_____ Group presentations

_____ Discussion/voting

3) Overall, how would you rate the facilitators and speakers?

1-excellent
2-very good
3-good
4-fair
5-no answer

Small group discussion

_____ first group

_____ second group

Luncheon

_____ keynote speaker

General assembly:

Individual presentations

_____ First presenter

_____ Second presenter

_____ Group presentations

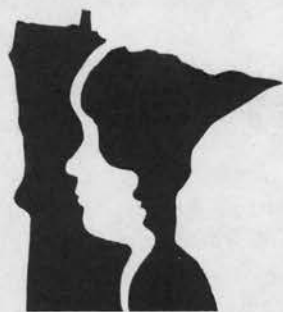
_____ Discussion/voting

4) What did you like most about the conference? Why?

5) What did you like the least about the conference? Why?

6) Should this kind of activity be held every year, every two years, three years etc.? Why?

7) What recommendations for improving this kind of activity do you have?



Hispanic Women on the Move

Colonial Office Park, 2700 University Ave. W., Suite #75, St. Paul, MN 55114

(612) 641-1619

Number: 1

Hispanic Women's Development Corporation

Date: 09/12/87

"HISPANIC WOMEN ON THE MOVE"

Una Invitación al Compromiso con Nosotras Mismas

Por: Nuria Vega

"Hispanic Women on the Move" es el medio informativo oficial de HWDC, el cual, a partir de este momento saldrá a la luz cada tres meses. Este Boletín es un esfuerzo más de HWDC por llegar a tan especial comunidad: las mujeres hispanas en Minnesota.

Nuestras metas son tres: informar, compartir y motivar. Informar sobre la responsabilidad asumida por nuestra organización en la lucha por mejorar las condiciones de vida de nuestras mujeres hispanas. Dar a conocer la gama de eventos y oportunidades que tienen lugar en el seno de nuestras oficinas, actividades que sino ensanchan, abren nuevas fronteras para nuestro futuro.

Con nuestra participación en dichos eventos, paso a paso alcanzaremos pequeños y grandes éxitos, compartir tales experiencias es vital para el desarrollo de un sentimiento de solidaridad con nuestras hermanas hispanas. Compartir nos lleva además a concebir el triunfo como una realidad accesible a todas y cada una de nosotras, por lo tanto, compartir nos lleva a seguir adelante.

Al hablar de motivación nos referimos a darle razón a nuestro accionar, interesarnos en las actividades que se nos presentan y aprovechamos de ellas. La motivación es la base de nuestra participación cotidiana y activa en el proceso de desarrollo personal. Y es que, es tanto lo que hay que hacer por nosotras y por los nuestros...

Nosotras, mujeres hispanas (o "latinas", si este término es de mayor aceptación), hemos sido y somos aún, víctimas de muchas injusticias, generalidades y prejuicios; demostremos nuestra fortaleza, nuestra sabiduría y nuestra capacidad de acción. Empecemos por hacer uso de los recursos que tenemos a nuestro alcance, continuemos con su mejoramiento y ampliación y concluiremos con la victoria. Para esto, basta con hacer un compromiso con nosotras mismas a estar "on the move".

Este es el momento.
¡Comencemos hoy!...

NEW FACILITIES FOR HWDC

The Hispanic Women's Development Corporation (HWDC) moved into a new building on August 3rd. Our new facilities are located at:

**Colonial Office Park
2700 University Ave. W.
Suite #75
St. Paul, MN 55114**

Located midway between the Twin Cities, our new offices are easily accessible from St. Paul or Minneapolis. We have a bus stop directly in front.

Besides its accessibility, the increase of 145% in space will allow us to have a waiting area for our clients and another for children. Later on, our clients will also have a resource center with career information.

We now have enough space to comfortably accommodate our volunteers.

The new facilities will definitively increase our staff productivity and will help us provide better services to our customers.

COME VISIT US!

WE WANT TO SERVE YOU!

El Tamarindo: a business about to be born!

Por: Patricia Tototzintle

Many of you know the story of El Tamarindo, for those of you who don't, I would like to share some background about the project.

One of HWDC's goals has been to facilitate the self-sufficiency of Hispanic women which will give their families more economic opportunity. Through the ownership of a successful business, Hispanic women will gain the skills, knowledge and self-confidence needed to become active partners in a profitable venture. To meet this need, HWDC officially launched the economic/business development area approximately two years ago.

In October, 1985 we received a grant from the Campaign for Human Development (CHD) toward the planning and development of a business venture for Hispanic women. The main purpose of this project (originally titled "Fiesta Carts") was to provide Hispanic women with an opportunity to gain hands-on experience, technical assistance and training through the development and operation of a profitable business.

In 1987 HWDC decided that the business would be a Latin grill and carry out restaurant to be called "El Tamarindo". But El Tamarindo is more than just another fast food restaurant. The design is contemporary, exciting and inviting. It is a quick service restaurant featuring freshly prepared authentic foods such as homemade tortillas. We are talking about foods from many regions of Latin America. Take my word for it: it already taste great! Since being hired as the Business Venture Coordinator in February, 1987, I have been extremely busy. There have been many times I have felt like there was too much to do and too little time, but "El Tamarindo Restaurant" is a reality. It will be located at 2136 Ford Parkway in the Highland Village Center in St. Paul. Plans are to open for business this November.

We have had fantastic volunteers and consultants along the way who have devoted a lot of time, energy and

love to this project. Our consultants include: Food-Mark Inc.; Shea Architects; Messinger, Norton and Ojile; Martin Williams Advertising; Wilson Learning Center and also advisors from General Mills.

We have selected the first group of participants (employees). They are currently involved in a training program that consists of personal and professional development as well as matters of restaurant operations.

To date, we have received funding from the CHD and Northwest Area Foundation. Funding for the training program has been received from The Minnesota Women's Fund. We have continued to seek additional funding and expect to receive the funds very soon.

With the support and assistance of the St. Paul Port Authority; St. Paul Planning and Economic Development and First Bank Systems we hope to secure the funds needed to open El Tamarindo.

HWDC NEEDS VOLUNTEERS

If you are looking for a nice environment, nice people and good opportunities to develop new skills in a bilingual office, this is your chance, don't let it go!

Help us filing, answering phones, photocopying, mailing, typing and providing new ideas.

Call at 641-1619. Ask for Nuria Vega who will be very pleased to give you every information you need.

DO IT TODAY!

¿ESTA USTED SIN TRABAJO?

¿LE GUSTARIA ENTRAR AL MUNDO DE LOS NEGOCIOS?

SEA PARTE DE UN PROYECTO UNICO EN MINNESOTA,
UN PROYECTO DISEÑADO ESPECIALMENTE PARA USTED:

EL TAMARINDO

LA ESPERA

LLAME AL: 641-1619

PATRICIA TOTOTZINTLE LE PROPORCIONARA DETALLES

HISPANIC Political Action Committee

=====

Minutes

=====

July 13, 1983

Page 1 of 3

BACKGROUND

The Committee on Hispanic Appointments met with the governor on June 22, 1983. Those present were Irene Bethke, Manuel Cervantes, Juan Lopez, Alberto Miera, Jose Trejo, Humberto Villarreal, and Lalo Zavala. At this meeting, the governor agreed to be present at a Hispanic fund raiser on August 18, 1983. After the meeting, the committee decided to formally organize a hispanic political action committee to coordinate this fund raiser and future fund raising activities. Humberto Villarreal volunteered to act as treasurer, register the committee, and obtain the tickets for the fund raiser. The next meeting was scheduled for July 13, 1983.

-
1. Members present were Juan Lopez, Alberto Miera and Humberto Villarreal. Eulalia Reyes Smith was accepted as a new member of the Hispanic Political Action Committee (HPAC).
 2. Officers of the HPAC are Alberto Miera, Chairperson, Humberto Villarreal, Secretary/Treasurer.
 3. The following goals were defined for the HPAC:
 - o Increase the visibility of Hispanic men and women in the political process in Minnesota.
 - o Promote educational and economic opportunities for Hispanic men and women via the political process.
 - o Promote Hispanic unity and Hispanic participation in Minnesota politics.

HISPANIC Political Action Committee

=====

Minutes

=====

July 13, 1983

Page 2 of 3

4. The following objectives were defined in order to accomplish the goals:

- o Sponsor fund raisers to generate operating funds.
- o Provide funds to enable issue and/or politically committed Hispanic men and women to attend and participate in political functions.
- o Provide funds for political issue oriented literature.
- o Provide funds to other committees which share goals and objectives.

5. The tickets for the fund raiser were distributed as follows:

| | |
|-------------|---------------------------------|
| 1 - 30 | Eulalia Reyes Smith |
| 31 - 40 | Juan Lopez |
| 41 - 50 | Jose Trejo (via Juan Lopez) |
| 51 - 100 | Alberto Miera |
| | - Arcelia Romo Perez |
| | - Irene Bethke |
| 101 - 110 | Lalo Zavala (via Eulalia Smith) |
| 111 - 120 | Manuel Cervantes (via Humberto |
| Villarreal) | |
| 121 - 130 | Humberto Villarreal |

Alberto Miera is in charge of ticket sales.

HISPANIC Political Action Committee

=====
Minutes
=====

July 13, 1983
Page 3 of 3

6. Mary Rodriguez has volunteered to cook the dinner for the fund raiser. Diana Villarreal and Marilyn Miera have volunteered to help with coordination details. Alberto, Humberto and Mary will visit the Butler Mansion to determine needs for preparing and serving the dinner.

7. As has been discussed in earlier meetings of the Committee on Hispanic Appointments, there is a need to expand the membership of that committee. Alberto has asked all committee members to identify candidates for membership and submit a brief resume summary for each candidate to him. Geographic area and sex (women) should be priority considerations in the selection of new members.

8. Juan Lopez reported that the Spanish Speaking Affairs Council has taken the position that staff (Jose Trejo) is not to support the Committee on Hispanic Appointments on Council time. Alberto will attend the next meeting of the council to discuss this issue.

HISPANIC WOMEN IN MINNESOTA

According to a study done by the Legislative Commission on the Economic Status of Women, there are 15,906* Hispanic women in Minnesota. The age breakdown for these women is:

| | | |
|-------------------|-------|---------|
| under 16 years | 6,158 | (38.7%) |
| 16 to 64 years | 9,063 | (57.0%) |
| 65 years and over | 685 | (4.3%) |

The average age for Hispanic women is 20.5 years.

EDUCATION

Hispanic women have a low record of attaining higher education. According to data, almost 40% of Hispanic women 25 years and older, never completed high school. Only 35% of the women do complete high school. On a more positive side, over 26% of Hispanic women go on to attend post secondary school.

Many reasons have been given of why Hispanic women do not complete high school and pursue higher education. A study done by the St. Paul Foundation (Anderson and Berdie), concluded that minority students' "expectations of attending a post secondary institution and career planning...must be developed no latter than the junior high level", adding regretfully that those students "receive little guidance from counselors when choosing which programs to take".

POVERTY

Statistics are very grim when looking at Hispanic women living in poverty. Statistics show that almost 47% of Hispanic women 18 years and older are living in poverty. This high rate of poverty is equally distributed between all age groups.

EMPLOYMENT

Labor force participation has always been high for Hispanic women. The study showed that 58% of Hispanic women 16 years and older, where in the labor force. Also, of that 58% of Hispanic women in the labor force, 54% had children under 18 years old.

Unfortunately, even though Hispanic women have a high record of participating in the labor force, they also have a record of receiving low wages. The study showed that 51% of Hispanic women had incomes of less than \$10,000. The average income for Hispanic women was listed as \$9,877. This in comparison to \$16,309 for Hispanic males, \$10,578 for white females and \$18,419 for white males. Another way of looking at it is that Hispanic women earn .61 cents for every \$1.00 that a Hispanic man makes or .54 cents to every \$1.00 a white man makes.

FAMILY TYPE

The breakdown of how the Hispanic family looks in Minnesota is as follows:

MARITAL STATUS OF PERSONS 15 YEARS AND OLDER

| | |
|-----------|-------|
| Single | 36.6% |
| Married | 51.2% |
| Seperated | 2.9% |
| Divorced | 5.4% |
| Widowed | 6.9% |

MARRIED COUPLES FAMILIES (79% OF TOTAL FAMILY TYPES)

| | |
|-------------------|-------|
| With own children | 66.7% |
| Without children | 33.2% |

FEMALE HEADED FAMILIES (16.2% OF TOTAL FAMILY TYPES)

| | |
|-------------------|-------|
| With own children | 82.0% |
| Without children | 18.0% |

INCOMES OF MARRIED-COUPLE FAMILIES

with at least one child under 6 years

| | |
|----------------------|-------|
| \$0 to \$14,999 | 36.4% |
| \$15,000 to \$29,999 | 51.7% |
| \$30,000 or more | 11.9% |

with children ages 6-17 years

| | |
|----------------------|-------|
| \$0 to \$14,999 | 22.8% |
| \$15,000 to \$29,999 | 43.3% |
| \$30,000 or more | 34.0% |

without children

| | |
|----------------------|-------|
| \$0 to \$14,999 | 36.9% |
| \$15,000 to \$29,999 | 40.7% |
| \$30,000 or more | 22.6% |

INCOMES OF FEMALE-HEADED FAMILIES

with at least one child under 6 years

| | |
|----------------------|-------|
| \$0 to \$14,999 | 92.1% |
| \$15,999 to \$29,999 | 7.9% |
| \$30,999 or more | 0.0% |

with children ages 6-17 years

| | |
|----------------------|-------|
| \$0 to \$14,999 | 89.1% |
| \$15,000 to \$29,999 | 8.4% |
| \$30,000 or more | 4.2% |

without children

| | |
|----------------------|-------|
| \$0 to \$14,999 | 56.3% |
| \$15,000 to \$29,999 | 39.7% |
| \$30,000 or more | 3.9% |

If you would like to see the entire report, please contact HWDC or the Legislative Commission on the Economic Status of Women.

HISPANA WOMEN'S CONFERENCE COMMITTEE

Chairperson

Irene Gomez Bethke

Concept/Mission Statement Subcommittee

Yasmin Lucas Overlid
Carmen Magallon
Maria Castor
Isabelle Torrez

Facilities Subcommittee

Sandra Vargas
Elsa Perez

Fashion Show Subcommittee

Becky Garay Heland
Maria Hirai
Sandra Vargas

Finance Subcommittee

Irene Gomez Bethke
Yasmin Overlid

Speakers Subcommittee

Elsa Perez

Technical Assistance/Support Staff

Jose H. Trejo
Sylvia Carrillo

HISPANA WOMEN'S CONFERENCE

10/24/80

PROPOSED PARTICIPANTS

Judy Acosta

Maria Baltierra

Irene Gomez Bethke

Sonia Nieves Burton

Maria Calderon

Maria Castor

Lupe Charles

Dionisia Coates

Jennie Cruz

JoAnn Cardenas Enos

Gloria Gallegos

Genevive Gaona

Cecilia Garcia

Judy Gold

Maria Gomez

Olga Gutierrez

Becky Garay Heland

Laura Gracielo

Fermina Hernandez

Rosa Herrera

Maria Hirai

Chris Jones

Shirley Juarez

Rochelle Lopez

Carmen Magallon

Olivia Mancha

Susana Medina

Juanita Meza

Adelina Miranda

Jesse Montano

Marilin Vigil McClure

Cecilia Morales

Maria Moran

Ophelia Murphy

Caridad Garcia Nelson

Yasmin Overlid

Elsa Perez

Maria Preciado

Carmen Robles

Maria Rocha

Betty Rodriguez

Maria Rios

Elena de la Rosa

Margarita Romo

Sister Lupe Serrano

Eulalia Smith

Lu Stigen

Inez Streasick

Hispana Women's Conference
10/24/80
Proposed Participants

Isabelle Torrez

Marcela Trujillo

Patricia Trujillo

Antonia Vargas

Sandra Vargas

Consuelo Vazquez

Marcy Vazquez

Diana Villareal

Olga Yuniz

Frances Zamora

HSIPANA WOMEN'S CONFERENCE

August 25, 1980

PROPOSED PARTICIPANTS

(listed alphabetically)

Judy Acosta

Maria Baltierra

Irene Gomez-Bethke

Sonia Nieves-Burton

Dionisia Coates

JoAnn Cardenas-Enos

Gloria Gallegos

Cecilia Garcia

Becky Garay-Helen

Fermina Hernandez

Rosa Herrera

Maria Hirai

Lu Lopez

Olivia Mancha

Juanita Meza

Marilyn Vigil-McClure

Yasmin Lucas-Overlid

Carmen Robles

Maria Rocha

Margarita Romo

Sister Lupe Serrano

Lallie Smith

Lu Lu Stigen

Inez Streasick

Patti Herrera-Talbot

Isabel Torres

Frances Trejo

Marcela Trujillo

Patricia Trujillo

Sandra Vargas

Marcy Vasquez

Diana Villareal

Elsa Vega-Perez

To: Augustine Dominquez

From: Elsa Vega Perez

Re: News article for :Un Primer Paso Conference

"Un Primer Paso"

Una Conferencia Para La Mujer Latina

Un Primer Paso is the theme for the Latina Women's conference that has been planned by the Communications Task Force of the Spanish Speaking Affairs Council since last August.

Womens issues that were determined after a survey was conducted indicated a serious need to set up a conference to inform and discuss issues relating to la mujer y la educación, en la politica, la mujer y la familia, la mujer migrante, la mujer del caribe, la mujer golpeada y muchos mas. Un Primer Paso will be held at the College of St. Catherine in St. Paul on March 20 and 21. The cost is \$15.00 which includes luncheons and Dinner on both days.

Your participation is strongly encouraged. If you would like to register or further information, please contact Elsa Vega Pérez at the Spanish Speaking Affairs Council at 296-9587. The office is located at 506 Rice Street, St. Paul, MN 55103 from 8:30 a.m. til 5:00 p.m.



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

January 21, 1981

Terry Burreto
Dayton-Hudson Corporation
700 On The Mall
Minneapolis, MN 55402

Dear Mr. Burreto;

Enclosed please find the concept paper for "UN PRIMER PASO" which proposes the First Hispanic Women's Conference in Minnesota scheduled for March 20th and 21st, 1981.

This proposal is being submitted to various funding sources for consideration. We are requesting the Dayton-Hudson Corporation consider partial funding of \$2,000.00 for this unique and much needed conference.

Please keep us informed of your funding process and do not hesitate to call me at 489-1357 if you have any further questions.

Sincerely,

Rebecca Garay Heelan
Hispanic Women's Conference
Committee

scc

3 Enclosures



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

January 21, 1981

Mr. Paul Varrett
Executive Director
St. Paul Foundations
1120 Northwestern National Bank Building
St. Paul, MN 55101

Dear Mr. Varrett;

Enclosed please find the concept paper for "UN PRIMER PASO" which proposes the First Hispanic Women's Conference in Minnesota scheduled for March 20th and 21st, 1981.

This proposal is being submitted to various funding sources for consideration. We are requesting that the St. Paul Foundations consider partial funding of \$2,000.00 for this unique and much needed conference.

Please keep us informed of your funding process and do not hesitate to call me at 489-1357 if you have any further questions.

Sincerely,

Rebecca Garay Heelan
Hispanic Women's Conference
Committee

scc

3 Enclosures



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

January 21, 1981

Ms. Polly Nyberg
St. Paul Companies, Inc.
385 Washington Street
St. Paul, MN 55102

Dear Ms. Myberg;

Enclosed please find the concept paper for "UN PRIMER PASO" which proposes the First Hispanic Womens Conference in Minnesota scheduled for March 20th and 21st, 1981.

This proposal is being submitted to various funding sources for consideration. We are requesting that the St. Paul Companies consider partial funding of \$2,000.00 for this unique and much needed conference.

Please keep us informed of your funding process and do not hesitate to call me at 489-1357 if you have any further questions.

Sincerely,

Rebecca Garay Heelan
Hispanic Women's Conference
Committee

scc

3 Enclosures

Office Memorandum

DEPARTMENT Spanish Speaking Affairs Council

TO : Communications Task Force Members

DATE: January 15, 1980

FROM : Elsa Vega Pérez
Community Liaison Representative

PHONE: 296-9587

SUBJECT: Un Primer Paso/Latina Womens Conference

Plans for the UN PRIMER PASO/Latina Womens Conference are at top priority for this Task Force.

Please contact the Council office or Sub-Committee Chairpersons if you are interested in assisting us in the planning. We need your help in any one committee or as many as you are able to assist us in.

Please call.

Te Necesitamos!

COMMUNICATIONS TASK FORCE

PUBLICITY COMMITTEE MEETING/ " UN PRIMER PASO"

AGENDA

Monday, 1/26/81

Develop Resource Directory
Complimentary gifts (conference packets)

List of Agencies contacted
Funding
Participation

Press Release

Publicity Contacts : Art Sketchings

New Business

Old Business

Adjournment

Fundraising Committee Meeting

AGENDA

List of Funding Sources Contacted

Money that has been accounted for (verbally, or otherwise)

Funding Strategies

New Business

Old Business

Adjournment

Press R. T. V. aay
list TV - radio -
STRATE 64

Press Release

Letter Head.

S-S A C

506-Rice St.
St. Paul Mn. 55101

Latina Women's
HISPANIC CONFERENCE

For Immediate Release
UN Primer Paso

Contact

Person LSA Vega Perez
296-8591 ?

Friday Feb. 20, 1981

① "Un Primer Paso".....is the theme for the First Hispanic Women's conference in Minnesota. ② ③ The Communications Task Force of the Spanish Speaking Affairs Council (the former of the Council's Task Forces) one of the Council's Council appointed by the Governor to advise him and the legislature on Hispanic issues. ③ has developed four Task Forces in the areas of:
1 com
2 soc
3 com/le
4 h/le
The Communications Task Force will be sponsoring a conference what will address the needs and challenges facing the Hispanic Women and the inability of the existing programs to adequately deal with this population group.

The Communications Task Force recommended that a two day conference will be held to specifically examine the role of the Hispanic Women in today's society. This will be the first conference held in Minnesota that will address Hispana issues and concerns. Because of its significance, this conference will attract many more than 200 participants from the midwest area.

The Conference will be held at the College of St. Catherine, Address on

FRI. March 20/21 N 1981. If you would like to receive more information or register at 12:00 Noon and on SAT. MAR. 21 1981 at 9:00 AM.. for this conference, please call the Spanish Speaking Affairs Council

Office at (612) 296-9587. Our office is located at 506 Rice Street in St. Paul.

#



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

January 22, 1981

Mr. Ellis Bullock
Director
Josten Foundation
5501 Nornam Center Drive
Minneapolis, MN 55437

Dear Ellis;

Due to your very busy schedule, it has been impossible for us to discuss the Latina Womens' Conference.

Since my last contact with your office, I informed Nancy I would be sending the revised budget for the womens' conference. Fortunately, since the College of St. Catherine has offered their facilities for the conference, we were able to cut cost by almost 50%.

Ive enclosed a new budget and our task force would like to request the Josten Foundation assist us with \$500.00.

I look foward to discussing this with you.

Sincerely,

Elsa Vega Perez

Elsa Vega Perez
Community Liaison Representative

scc

Enclosure

COUNCIL ON THE ECONOMIC
STATUS OF WOMEN

DEPARTMENT

296-8590

Office Memorandum

TO : Jose Trejo
Don Gurnoe/Bob Dodor

DATE: August 26, 1980

FROM : Nina Rothchild

SUBJECT: Joint hearing on employment discrimination

This memo is a follow-up to our conversation yesterday about a joint hearing related to employment discrimination and enforcement of civil rights laws. As I mentioned, we will be glad to make the arrangements for the hearing if you will then be responsible for the following:

- 1) Have your board or council designate four members to sit on the hearing panel;
- 2) Publicize the hearing among your constituents;
- 3) Arrange for testimony from your constituents.

We will send you a copy of the hearing announcement and a press release soon so that you can start publicizing the hearing and soliciting testimony.

We have scheduled the hearing for Thursday, October 2, from 3-6 PM and 7-9 PM in Room 57 of the State Office Building. This should give us time to have testimony as follows (not necessarily in this order):

- 1 hr. - Human Rights Department, Equal Employment Opportunity Commission
- 1 hr. - constituents of the Council on Black Minnesotans
- 1 hr. - constituents of the Indian Affairs Intertribal Board
- 1 hr. - constituents of the Spanish Speaking Affairs Council
- 1 hr. - constituents of the Council on the Economic Status of Women

I thought we could each take a half hour in the afternoon and a half hour in the evening so that we can meet the schedules of those who will be testifying. However, this is all tentative so far, and we can adjust schedules as we get closer to the date.

I will be out of town from September 1-15, but if you have any questions, please contact Bonnie Watkins in my absence. She will be coordinating the hearing for our office.

We will be sending along the materials for the hearing soon -- and also hope that the Council on Black Minnesotans will be functioning enough for them to participate. I'm really looking forward to this joint effort.

Nina

PROBLEMS FACED BY DISCRIMINATED EMPLOYEES

- I. Employer-corporation-defendant has many advantages over the individual plaintiff even if a class action is pursued.
 - A. Corporations have resources of funds, people, and time not available to an individual.
 - B. An individual who suffers discrimination is likely paid less than the average income/rightful income. Few women or minorities have incomes and financial resources to pursue such actions. Corporations have financial clout.
 - C. An individual uses vacation time, after-work hours, and weekends to accomplish work on the charge or litigation. Witnesses and others involved for the employer do so as part of the job.
 - D. An individual cannot control what happens in the job situation if still employed by defendant. Retaliation on plaintiff and intimidation of others in a class action range from subtle to obvious actions.
- II. The damage to individuals who challenge employers does not cease at the time of filing charges or complaints.
 - A. Not only back pay and rightful place are necessary, but also the effect of inflation plus the fact that money which should have been available earlier was not able to be invested or used in other pursuits result in the awards being less than equitable compensation. The same problems are present in the reimbursed attorney fee and expense awards.
 - B. The toll on plaintiffs often is greater than only real money losses. The agony, stress, psychological damage, and detriment to careers by interruptions of firings, forced leaves, or resignations triggered by intolerable conditions have long-lasting effects not measurable in salary losses per se.
- III. Current procedures are advantageous to employers and disadvantageous to plaintiffs.
 - A. Agencies move slowly, thereby providing time for employers to discourage plaintiffs. Agencies move unpredictably. It is to defendant's advantage to delay as well as to supply only partial answers. Unless plaintiff has access to information discovered and is given the opportunity to refute it, the real situation may go unfound.

- B. Employers can advertise that they are EEO/Affirmative Action without passing scrutiny. Basically it is their word. This gives false sense of security to employees and applicants.
- C. Limits on damages in addition to back pay awards and retroactive promotions are so low that there is little impetus for defendants to resolve situations equitably on real damages at an early stage.
- D. Plaintiffs frequently become persona non grata even if they are successful in trial. Future careers are tenuous because of having challenged an employer. Agents of the defendant employer do not pay personally in money or reputation.

SUGGESTIONS FOR CHANGE

1. Establish Discrimination Compensation/Disability Insurance. Patterned after Worker's Compensation. Paid by employer to pooled fund. Rates on inverse scale to employer's usage record. Lower rates also to certified EEO companies. Would cover legal fees and costs of plaintiffs in pursuing action. Payments of such would be contemporaneous with bills. This would make Civil Rights Laws really work for low income persons. Could also cover counselling, classes on coping with stress, and costs of retraining for an alternate career.
2. Laws to specify that there is to be equal time basis for both sides. Probably would mean allowing plaintiff excused time to deal with legal problems.
3. Laws to recognize that there is personal trauma and suffering inflicted on plaintiffs as a result of discriminatory practices. Damages for this are just as necessary as they are in injury and negligence cases.
4. An employer who discharges or otherwise stops paying an employee who has experienced discrimination is to pay that person's usual rate until another position is found inside or outside the company or until charges are resolved.
5. The damage laws to specify that both inflation (CPI) and loss of investment growth are to be compensated in awards for back pay and promotion pay. Since these litigations cover many years, defendants pay out in dollars much less costly to them and less valuable to plaintiffs in the current law.

6. Corporations have extensive ability to obtain counsel. Employees may experience difficulty because of cost or unfamiliarity with legal procedures. EEOC investigates but does not advocate on the employee's behalf. The establishment of a plaintiff's advocate/ombuds commission would bridge the gap.

7. Clear and definite standards as to the meaning of the designation EEO/Affirmative Action Employer are needed. A certification and inspection program needs to be established which would include:

public access to EEO reports

policies on job posting and publicizing

objective reports of interviews kept on file

pay scales accessible to applicants and employees

personal accountability of supervisors in an EEO certified company

disadvantaged persons to be considered for every opening or an explanation will be made

8. Civil rights violations to include mechanism for tort claims in the interference with career and in damage to the character of the employee experiencing discrimination.

9. Tax laws to be rewritten so that corporations may not claim expenses in fighting civil rights actions as a business expense. Such costs would be taken from the after tax profits and would be readily noticed by stockholders and the public. Individuals who caused discriminatory acts to have the value of corporate legal services added to their taxable remuneration base. The back pay, promotion pay, and other awards to plaintiff be designated as not income and therefore not taxable. Or the employer could pay a gross award such that the net after taxes would be that amount to restore rightful place. A large award results in less than true full recovery in the present system because of moving the individual into an income bracket for the award year which carries a higher tax rate.

AVANTE

August 12, 1980

Mr. Arturo Rivera
Chairperson
State of Minnesota Spanish-Speaking
Affairs Council
501 Rice Street
St. Paul, Minnesota 55103

Estimado Sr. Rivera:

AVANTE has recently received a contract from the National Institute on Alcohol Abuse and Alcoholism of the Department of Health and Human Services entitled "The National Hispanic Conference on Alcoholism." The conference is to be held at El Tropicano Hotel in San Antonio, Texas on September 7-10, 1980.

We feel that this conference is of major importance to all Hispanics across the nation. It represents another effort to link Hispanics, explore the emphasis areas unique to each community, and develop solutions supportable by all. According to leading researchers in the field of alcohol abuse and alcoholism, there is a lack of knowledge and data regarding the extent to which the Hispanic abuses alcohol. The insufficiency of data prevents accurate analysis of the impact this abuse has on the Hispanic family and the social/economic environment in which they live.

AVANTE is currently preparing to receive approximately 600 to 1000 conferees. These participants will represent program operators currently implementing an array of treatment programs. To enhance the effectiveness of this conference, AVANTE is assembling a representative group of Hispanic professionals in the fields of alcoholism such as Sociology, Medicine, Psychiatry, Psychology and related disciplines.

We would like to ask for your endorsement of this very important conference. This endorsement would entail you to write the following individual expressing your concern and support of the conference.

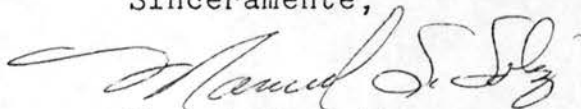
Page 2

Ms. Elva Ruiz Lytle
National Institute of Alcohol Abuse and Alcoholism
Parklawn Building, Room 14C10
5600 Fishers Lane
Rockville, Maryland 20857

With copies to:

John R. DeLuca, Director, N.I.A.A.A.
The Honorable Patricia Harris, D.H.H.S. Secretary
Julius Richmond, Surgeon General, D.H.H.S.

Sinceramente,

A handwritten signature in dark ink, appearing to read 'Manuel S. Soliz', with a stylized flourish at the end.

Manuel S. Soliz
Director, Health Division

MSS/tm



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

August 15, 1980

Ms. Elva Ruiz Lytle
National Institute of Alcohol Abuse and Alcoholism
Parklawn Building Room 14C10
5600 Fishers Lane
Rockville, Maryland 20857

Dear Ms. Lytle:

The Spanish Speaking Affairs Council endorses the "National Hispanic Conference on Alcoholism" which will be held in San Antonio, Texas, September 7th to 10th, 1980. We believe that this effort will be beneficial to the Hispanic population across the country. In Minnesota our community has implemented programs to deal with chemical abuse and we have found that additional resources in this area must be developed. Through this conference, we will be able to identify some of these resources.

The Council, which is composed of seven members, advises the Governor and the legislature on the nature of the issues and disabilities confronting Spanish speaking people. Enclosed you will find a brochure outlining the Council's role and purpose.

Once again, we would like to indicate our endorsement of the "National Conference on Alcoholism"

Cordialmente,

Arturo Rivera
Arturo Rivera,
Chairperson

c.c. John R. DeLuca
Patricia Harris
Julius Richmond

TO: Mr. Jack G. Young, Commissioner
State of Minnesota
Department of Corrections

You are hereby given notice that the Undersigned residents of the State of Minnesota have been given notice and are seriously concerned with alleged discriminatory treatment toward the Hispanic Inmate population at Stillwater Prison, therefore let it be resolved that:

1. whereas, Stillwater Prison has historically excluded Hispanic inmates from receiving services and
2. whereas, there is a lack of bilingual/bicultural staff within prison Administration positions, and
3. whereas, present Staff have demonstrated a lack of cultural sensitivity toward Hispanic inmates, and
4. whereas, there is a need for a liaison between Administration and the Hispanic population, and
5. whereas, the Department of Corrections does not provide Bilingual/Bicultural Education, Employment, Drug Abuse and other counseling services, and
6. whereas, even Hispanic inmates are guaranteed certain basic Human Rights,

therefore be it resolved that we the undersigned demand certain changes be made within the present Stillwater Prison system, as to ensure that future relations between Administration and the Hispanic inmate population are improved.

Be it resolved that as a group of concerned citizens and Community Based Organizations we the undersigned demand and will pursue the creation of three Bilingual/Bicultural staff positions by the Department of Corrections. The new staff positions to be created within the areas of Stillwater Prisons' Administration, Drug Abuse and Correctional Counselor positions.

Be it resolved that we strongly recommend the development of a feasibility study be conducted for the possible establishment of a culturally syntonc Prison Industry Program which would provide skills training and job preparation which could be utilized after release.

Be it resolved that the Department of Corrections sponsor six cultural Awareness Workshops by and for Hispanic inmates and non-Hispanic Prison Staff.

Be it resolved that in order to resolve tension between inmates and Prison Staff a Hispanic liaison position be developed to mediate between inmates and Administration.

We have requested the Spanish Speaking Affairs Council to serve as our liaison in this matter and any responses to our concerns may be addressed to:

Elsa Vega Perez
Speaking Affairs Council Office
504 Rice Street

St. Paul, Minnesota 55103

James Doney - Butke
Sylvia C. Carrillo
Mpls. Civil Rights Commissioner
Edo J. Esporza
Mpls. Office

Louise D. Angeles
Donald J. Lalar
Jose Cruz
Ricardo P. Pantoja
Victor J. Calderon
Robert J. Pantoja
CCC



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

August 8, 1980

Commissioner Jack Young
Department of Corrections
Suite 430 Metro Square Bldg.
7th and Robert Street
St. Paul, MN 55101

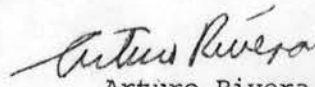
Dear Commissioner Young:

Enclosed is a copy of a petition initiated by community organizations and concerned Latino citizens regarding the deplorable treatment being accorded Hispanic inmates at Stillwater Prison.

The concerns expressed in the petition requires immediate and dramatic actions. Therefore, on behalf of the Spanish Speaking Affairs Council and the Chicano Latino community at large, I am requesting a meeting with you to discuss alternatives for resolving the dehumanizing outlined in this petition.

Due to the urgency of this method, I am requesting that our meeting take place no later than August 18, 1980.

Respectfully,


Arturo Rivera
Chairperson

c.c. Governor Al Quie
Senator Dave Durenburger
Representative Bruce Vento
Dept. of Labor, Harry D. Peterson
Senator Rudy Boschwitz
Jim Bradford
Warren Spanis
Dept. of Human Rights, Marilyn McClure

SPANISH SPEAKING AFFAIRS COUNCIL

COMMUNICATIONS TASK FORCE

WOMENS CONFERENCE QUESTIONNAIRE

THIS QUESTIONNAIRE IS TO ASSIST US IN THE DEVELOPMENT OF AN ISSUES CONFERENCE AS IT RELATES TO THE LATINA WOMAN IN REGION V. (REGION V INCLUDES: MINNESOTA, ILLINOIS, WISCONSIN, MICHIGAN, INDIANA)

WE NEED YOUR INPUT SO THAT WE CAN PROPERLY ADDRESS ISSUES OF YOUR CONCERN.

PLEASE SELECT YOUR PREFERENCE AND IF YOU HAVE ANY OTHER AREA OF CONCERN

NOT MENTIONED, PLEASE INCLUDE IT IN THE SPACE PROVIDED. REMEMBER, THIS

CONFERENCE IS DEDICATED TO YOU, "LA LATINA" AND YOUR IDEAS WILL BE

HELPFUL IN OUR DEVELOPMENT.

ISSUES:

_____ CHEMICAL DEPENDENCY

_____ DAY CARE

_____ FAMILY PLANNING

_____ BATTERED WOMAN

_____ ASSERTIVENESS/SELF ESTEEM

_____ BILINGUAL EDUCATION/VOCATIONAL TRAINING

_____ COSMETOLOGY

_____ LEGAL RIGHTS

_____ EMPLOYMENT/AFFIRMATIVE ACTION

_____ THE MIGRANT WOMAN

_____ RELIGION

_____ WOMEN IN BUSINESS

_____ WOMEN IN POLITICS

_____ YOUTH

PLEASE INDICATE ANY OTHER AREA OF INTEREST:

WHAT WOULD YOU NAME THE CONFERENCE?

_____ HERMANAS UNIDAS

_____ MUJERES PANA-AMERICANAS

PAGE 2. (WOMENS CONFERENCE)

WHAT WOULD YOU NAME THE CONFERENCE?

_____ ARriba MUJERES

_____ JUNTAS VENCEREMOS

_____ VAMOS APRENDER

OTHER NAMES:

LOCATION PREFERENCE:

_____ MINNEAPOLIS

_____ SUBURB OF MINNEAPOLIS

_____ SAINT PAUL

_____ SUBURB OF ST. PAUL

DO YOU PLAN TO ATTEND?

_____ YES

_____ NO

WHY: _____

Latina
Womens
Conference

Hispanic Women's Conference



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

November 14, 1980

*Conference
late
March 20-21, 1981*

Ms. Shirley Wade
Sperry Univac
Main Office
2276 Highcrest Drive
Roseville, MN 55113

Dear Ms. Wade;

The Spanish Speaking Affairs Council, a state agency that advises the Governor and the Legislature on the issues and concerns affecting Minnesota's Hispanic heritage population is sponsoring a two day conference to address the needs of the Hispanic woman. This conference is being coordinated by the Council's Communications Task Force.

We believe that the needs and concerns of the Hispana have been overlooked by the policy makers and that greater attention needs to be focused to better understand and resolve these issues. Sperry Univac has traditionally been concerned with human rights and minority affairs. Therefore we are submitting the enclosed proposal for your consideration.

Since 80% of the Hispanic women in the country live below the poverty level, we need to obtain sponsorship for them to attend this conference. It would be very helpful to these disadvantaged participants if Sperry Univac would sponsor ten or fifteen attendees at \$15.00 each. *7/15/80*

I will call you in the near future to discuss this conference in greater detail and to answer any questions you may have.

Cordialmente,

Yasmin Lucas Overlid

Yasmin Lucas Overlid
Finance Sub-committee
Hispanic Women's Conference

scc

Enclosure

12/23/80 check for \$150.00 received

025251 dated 12/15/80

SPERRY UNIVAC

2276 HIGHCREST ROAD, ROSEVILLE, MINNESOTA 55113
SPERRY UNIVAC IS A DIVISION OF SPERRY CORPORATION

No. 025251

17-1
910

DATE
MO. DAY YR.
12 15 80

OPERATING ACCOUNT

PAY *****150.00

Regina A. Ojeda

4509-D

TO THE
ORDER
OF

SPANISH SPEAKING AFFAIRS
COUNCIL STATE OF MINN
504 RICE ST
ST PAUL MN 55103

NORTHWESTERN NATIONAL BANK MINNEAPOLIS, MINNESOTA

⑈025251⑈ ⑆091000019⑆ 00⑈4⑈048⑈

SPERRY UNIVAC

2276 HIGHCREST ROAD
ROSEVILLE, MINNESOTA 55113

DETACH THIS STATEMENT BEFORE CASHING
THE ATTACHED CHECK IS IN PAYMENT OF ITEMS DESCRIBED BELOW
IF NOT CORRECT PLEASE NOTIFY US PROMPTLY. NO RECEIPT NEEDED

No.

| PACKING SHEET OR INVOICE | | OUR ORDER NUMBER OR OTHER REFERENCE | GROSS AMOUNT | DISCOUNT | NET AMOUNT |
|--------------------------|-------|----------------------------------------|--------------|----------|------------|
| NUMBER | DATE | | | | |
| 11/14/80 | 11140 | | 150.00 | | 150.00 |

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : John Pemble
Fiscal Services

DATE: 1-16-80

FROM : Jose H. Trejo

PHONE: 296-9587

SUBJECT: Check No. 1028712
Control Data Corporation
\$200.00

Attached you will find check number 1028712 payable to the Spanish Speaking Affairs Council, from Control Data Corporation dated 1-12-81, in the amount of \$200.00.

This check is a contribution from the Control Data Corporation for the forthcoming "Un Primer Paso"-- Hispanic Women's Conference, which will be held on March 20 and 21.

Please deposit this check to the special gift account for this conference.

If you have any questions, please call me.

Thank you.

cc file
Fundraising Committee Members
Council members

"UN PRIMER PASO"

The First Hispanic Women's Conference in Minnesota

PROPOSED BUDGET

| | |
|----------------------------------------------------------|-------------------|
| Scholarships (meals 75 at \$15.00) | \$1,000.00 |
| Speakers (Travel expenses) | 1,000.00 |
| Conference Summary (Transcription & Typing Services) | 500.00 |
| Coffee (3 set-ups at \$58.00 a set-up) | 175.00 |
| Printing, Postage, Publicity | 1,000.00 |
| Equipment Rental (P.A. system, Overhead Projectors etc.) | 200.00 |
| TOTAL | <u>\$4,000.00</u> |



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

January 21, 1981

Terry Burreto
Dayton-Hudson Corporation
700 On The Mall
Minneapolis, MN 55402

Dear Mr. Burreto:

Enclosed please find the concept paper for "UN PRIMER PASO" which proposes the First Hispanic Women's Conference in Minnesota scheduled for March 20th and 21st, 1981.

This proposal is being submitted to various funding sources for consideration. We are requesting the Dayton-Hudson Corporation consider partial funding of \$2,000.00 for this unique and much needed conference.

Please keep us informed of your funding process and do not hesitate to call me at 489-1357 if you have any further questions.

Sincerely,

Rebecca Garay Heelan
Hispanic Women's Conference
Committee

SCC

3 Enclosures



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

January 21, 1981

Mr. Paul Varrett
Executive Director
St. Paul Foundations
1120 Northwestern National Bank Building
St. Paul, MN 55101

Dear Mr. Varrett;

Enclosed please find the concept paper for "UN PRIMER PASO" which proposes the First Hispanic Women's Conference in Minnesota scheduled for March 20th and 21st, 1981.

This proposal is being submitted to various funding sources for consideration. We are requesting that the St. Paul Foundations consider partial funding of \$2,000.00 for this unique and much needed conference.

Please keep us informed of your funding process and do not hesitate to call me at 489-1357 if you have any further questions.

Sincerely,

Rebecca Garay Heelan
Hispanic Women's Conference
Committee

. scc

3 Enclosures



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

January 22, 1981

Mr. Ellis Bullock
Director
Josten Foundation
5501 Nornam Center Drive
Minneapolis, MN 55437

Dear Ellis;

Due to your very busy schedule, it has been impossible for us to discuss the Latina Womens' Conference.

Since my last contact with your office, I informed Nancy I would be sending the revised budget for the womens' conference. Fortunately, since the College of St. Catherine has offered their facilities for the conference, we were able to cut cost by almost 50%.

Ive enclosed a new budget and our task force would like to request the Josten Foundation assist us with \$500.00.

I look foward to discussing this with you.

Sincerely,

Elsa Vega Perez
Community Liaison Representative

scc

Enclosure



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

put
Biling
February 1, 1981

FOR IMMEDIATE RELEASE

CONTACT: ELSA VEGA PEREZ
OFFICE: 296-9587

MINNESOTA HISPANIC WOMENS ISSUES CONFERENCE
" UN PRIMER PASO" SET IN ST. PAUL, MARCH 20th & 21st

The first Minnesota Hispanic/Latina Women's conference is expected to attract 250 participants throughout Region V, which includes Minnesota, Illinois, Wisconsin, Ohio, Michigan, will be held on March 20 th and 21st

The conference, entitled "Un Primer Paso" (A First Step) will be held both days at the College of St. Catherine in St. Paul on Randolph and Cleveland Avenues. The cost of the Registration fee is \$15.00 which includes meals served during both days.

The conference, sponsored by the Spanish Speaking Affairs Council and co sponsored by the College of St. Catherine, has been planned by the Communications Task Force from the Spanish Speaking Affairs Council after a survey conducted by the Task Force indicated a serious need to discuss and inform the Hispanic community with issues as they relate to the Hispanic Woman. Issues identified in the survey were: Women in Education, The Battered Woman, The Family, The Homemaker, The Single Parent, and many more.

Hispanic Women have been characterised as the most disadvantaged group in all areas. They have the lowest income of any racial/ethnic group and statistics have outlined a very depressing picture for Hispana Women.

LATINA WOMEN'S CONFERENCE
UN PRIMER PASO
CONFERENCIA DE MUJERES HISPANAS

WORKSHOPS - FRIDAY, MARCH 20, 1981 1:45 thru 4:30 p.m.

EMPLOYMENT - MENDELL HALL - ROOM #107

This workshop will provide information on how to look for a job, resources to use and programs available to assist in career guidance.

FACILITATORS: Susanna Medina, Lulu Stigen

LEGAL ISSUES - MENDELL HALL - ROOM #205

This workshop will provide the opportunity for women to discuss difficulties they've encountered with the law in areas such as undocumented, divorce, child support, migrant issues and to learn methods of protection

FACILITATORS: Arcelia Romo-Perez, Rosalinda Gonzalez, Gracelia Laur

SELF-ACTUALIZATION - MENDELL HALL - ROOM #213

The objective of this workshop is to offer an awareness of the social competence required in the world of work as well as in our daily lives. Research has concluded that the principle requirement to achieve success in our personal and professional lives is the competence of the individual in Human Relations.

FACILITATORS: Carmen Magallon, Sandra Vargas

POLITICAL STRATEGIES - MENDELL HALL - ROOM #214

Knowledge of political implications of government policies on Latina women is very important. This workshop will explore politics and successful strategies to be planned for the 80's.

FACILITATORS: Marilyn McClure, JoAnne Eños

CROSS CULTURAL RELATIONSHIPS - MENDELL HALL - ROOM #304

This workshop will deal with differences and similarities experienced by Hispanic women while in relationships with non-Hispanic men.

FACILITATORS: Caridad Garcia Nelson, Carmen Robles

CULTURAL & LANGUAGE BARRIERS - MENDELL HALL - ROOM #303

This area will cover characteristics specifically found within Hispanic women due to their cultural environment, language in the development of culture and methods of communication and identification based on culture.

FACILITATORS: Marcela Trujillo, Luz Maria Hernandez, Carmen Mercado

ABUSE - WHITBY HALL - ROOM #9

This workshop will give women the opportunity to participate in discussions relating to abuse, i.e., Chemical Abuse, Physical Abuse. Participants will become informed of methods and programs available to aide in these problems.

FACILITATORS: Antônia Vargas, Delia Metcalf

SPIRITUALITY-RELIGION - WHITBY HALL - ROOM #10

This workshop will provide the opportunity for participants to share their experience of faith as well as to determine possible ways in which to deepen this faith and how religious institutions can assist in the process.

FACILITATORS: Consuelo Covarubias, Eloisa Lozano, Margarita Lucio

LIFE STAGES - WHITBY HALL - ROOM #200

Cultural challenges and experiences through out ones developmental stages, i.e., baby, adolesent, dating, wife, middle aged, grandmother, widow, divorcee.

FACILITATORS: Margarita Romo, Rebecca Rojas, Delfina Ceniceros, Connie Palacios

EDUCATION - WHITBY HALL - ROOM #218A

Participants in this workshop will discuss different educational opportunities open to Latina women including vocational and higher education programs.

FACILITATORS: Lee Garza, Luz Maria Bowman, Maria Calderon

NETWORKING - WHITBY HALL - ROOM #219

This workshop will explore ways that Latina women can establish channels of communication and contact to enable us to cooperate with and help each other to achieve our diverse goals.

FACILITATORS: Lali Smith, Irene Gomez de Bethke, Nicha Coates

HEALTH - WHITBY HALL - ROOM #120

This workshop will explore the barriers experienced by those seeking adequate health care. Participants will be actively involved in identifying issues and formulating recommendations.

FACILITATORS: Linda Hernandez, Judi De Jesus, Maria Balterria

BARRERAS DE LENGUAJE Y CULTURA - MENDELL HALL - ROOM #303

En este espacio se cubrirán las características específicas que se encuentran en la mujer Latina debido a su ambiente cultural, el idioma en el desarrollo de la cultura y métodos de comunicación y de identificación basados en la cultura.

FACILITANTES: Marcela Trujillo, Luz Maria Hernandez, Carmen Mercado

ABUSO - WHITBY HALL - ROOM #9

En este entrenamiento la mujer tendrá la oportunidad de participar en la discusión relacionada con el abuso. Ejemplos: abusos, abusos físicos, de drogas. Las participantes conocerán los métodos y programas disponibles para la ayuda en estos casos problemáticos.

FACILITANTES: Antoinia Vargas, Delia Metcalf

ESPIRITUALIDAD-RELIGION - WHITBY HALL - ROOM #10

Este entrenamiento le dará la oportunidad a los participantes de compartir sus experiencias en cuanto a la Fé que profesan y conocer las maneras posibles en que se puedan profundizar la Fé y cómo las Instituciones religiosas pueden ayudar en este proceso.

FACILITANTES: Consuelo Covarubias, Eloisa Lozano, Margarita Lucio

ESTADO INDIVIDUAL - WHITBY HALL - ROOM #200

Los retos culturales y las experiencias a través de las etapas personales en el desarrollo como por ejemplo: niña, señorita, novia, esposa, señora, anciana-abuela, viuda, divorciada.

FACILITANTES: Margarita Romo, Rebecca Rojas, Delfina Cenicerros, Connie Palacios

EDUCACIÓN - WHITBY HALL - ROOM #218A

Los participantes de este entrenamiento discutirán las distintas oportunidades de educación ofrecidas para la mujer Latina incluyendo programas vocacionales y de educación superior.

FACILITANTES: Lee Garza, Luz Maria Bowman, Maria Calderon

TRABAJA EN CONJUNTO - WHITBY HALL - ROOM #219

Este entrenamiento descubrirá la manera de como la mujer Latina puede establecer canales de comunicación y de contacto para ayudarnos unas a las otras para lograr nuestras metas.

FACILITANTES: Lali Smith, Irene Gomez de Bethke, Nicha Coates

SALUD - WHITBY HALL - ROOM #120

Este entrenamiento estudiará las barreras que han experimentado los que han estado en busca de una salud adecuada. Los participantes estarán activamente envueltos en identificar los temas y recomendaciones que se formulen.

FACILITANTES: Linda Hernandez, Judi De Jesus, Maria Balterria

SPANISH SPEAKING AFFAIRS COUNCIL

COMMUNICATIONS TASK FORCE

WOMENS CONFERENCE QUESTIONNAIRE

THIS QUESTIONNAIRE IS TO ASSIST US IN THE DEVELOPMENT OF AN ISSUES CONFERENCE AS IT RELATES TO THE LATINA WOMAN IN REGION V. (REGION V INCLUDES: MINNESOTA, ILLINOIS, WISCONSIN, MICHIGAN, INDIANA)

WE NEED YOUR INPUT SO THAT WE CAN PROPERLY ADDRESS ISSUES OF YOUR CONCERN. PLEASE SELECT YOUR PREFERENCE AND IF YOU HAVE ANY OTHER AREA OF CONCERN NOT MENTIONED, PLEASE INCLUDE IT IN THE SPACE PROVIDED. REMEMBER, THIS CONFERENCE IS DEDICATED TO YOU, "LA LATINA" AND YOUR IDEAS WILL BE HELPFUL IN OUR DEVELOPMENT.

ISSUES:

☐ CHEMICAL DEPENDENCY

☐ DAY CARE

☐ FAMILY PLANNING

☐ BATTERED WOMAN

☐ ASSERTIVENESS/SELF ESTEEM

☐ BILINGUAL EDUCATION/VOCATIONAL TRAINING

☐ COSMETOLOGY

☐ LEGAL RIGHTS

☐ EMPLOYMENT/AFFIRMATIVE ACTION

☐ THE MIGRANT WOMAN

☐ RELIGION

☐ WOMEN IN BUSINESS

☐ WOMEN IN POLITICS

☐ YOUTH

PLEASE INDICATE ANY OTHER AREA OF INTEREST:

WHAT WOULD YOU NAME THE CONFERENCE?

☐ HERMANAS UNIDAS

☐ MUJERES PANA-AMERICANAS

PAGE 2. (WOMENS CONFERENCE)

WHAT WOULD YOU NAME THE CONFERENCE?

_____ ARRIBA MUJERES

_____ JUNTAS VENCEREMOS

_____ VAMOS APRENDER

OTHER NAMES:

LOCATION PREFERENCE:

_____ MINNEAPOLIS

_____ SUBURB OF MINNEAPOLIS

_____ SAINT PAUL

_____ SUBURB OF ST. PAUL

DO YOU PLAN TO ATTEND?

_____ YES

_____ NO

WHY: _____

100
CO. 88

ORIENTATION FOR FACILITATORS

"Un Primer Paso"

| | | |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| <u>10 min.</u> | A. <u>Purpose of Conference</u> How, why, when, and who | Elsa Perez |
| <u>15 min.</u> | B. <u>Introduction of facilitators</u> Name, position, workshop | Elsa Perez |
| <u>5 min.</u> | C. <u>Schedule of Conference</u> | Elsa Perez |
| <u>5 min.</u> | D. <u>Description of Workshops</u> | Isabell Torres |
| <u>20 min.</u> | E. <u>Role-Play</u> | June Noronha |
| <u>30 min.</u> | F. <u>Debriefing</u> Areas calling for sensitivity: — 1. Language — 2. Self-Interest of Individuals — 3. Group being dominated by one or two individuals — 4. Difficulty in moving group — 5. Staying with the topic | June Noronha Lupe Serrano |
| <u>25 min.</u> | G. <u>Coffee Break</u> Facilitators break into groups to discuss their role in individual workshops. | |
| <u>30 min.</u> | H. Group reassembles to discuss any questions and concerns. | Elsa Perez |
| <u>10 min.</u> | I. <u>Responsibilities (Handouts)</u> Timekeeper Recommendations Recorder Reporter | Isabell Torress |

U N P R I M E R P A S O

HISPANIC WOMEN'S NETWORK
HISPANAS TRABAJANDO EN CONJUNTO

NAME/NOMBRE Maria Elizabeth Walker Cabrera
PHONE (WORK) 507-663-4193 (HOME) 507-663-0263
ADDRESS/DIRECCION 202 Washington St.
CITY/CIUDAD Northfield STATE/ESTADO MN. ZIP CODE 55057

PRESENT JOB TITLE/
TITULO DE EMPLEO Asst. Director of Admissions

PLACE OF EMPLOYMENT/
AGENCIA DE EMPLEO Carleton College

SPECIALTY AREA/AREA DE ESPECIALIDAD Hispanic Recruiting

ORGANIZATIONS/AWARDS & RECOGNITION Member of RACHE. (Raza Administrators +
CERTIFICADO DE MERITO & RECONOCIMIENTO Counselors in Higher Education)

HOW CAN YOU ASSIST IN THE HISPANIC COMMUNITY?
COMO PUEDES ASISTIR EN LA COMUNIDAD HISPANA? Counseling (career,
educational, personal) Tutoring (have secondary teaching
certificate for Spanish + Social Studies - economics, history,
political science, anthropology, geography - Could teach
tennis + other sports.

NUMBER OF WOMEN IN LABOR FORCE
RISES 17.3 PERCENT, REPORT SAYS

WASHINGTON -- The number of women age 16 and over in the U.S. civilian labor force increased 17.3 percent, from 37 million to 43 million, between 1975 and 1979.

During the same period, the number of women in this age group rose by only 6.4 percent, according to a special report prepared by the Department of Labor's Women's Bureau for the 1980 World Conference of the UN Decade of Women.

The report, "Employment Goals of the World Plan of Action: Developments and Issues in the United States," outlines the changes that have taken place since the International Women's Year Conference in Mexico City in 1975.

The report analyzes issues and policy developments that affect women in the U.S. labor force.

One of the most significant changes has been the increase in labor force participation among women under 35 years of age. Women 25 to 34, the primary childbearing years, had raised their labor force participation rates to 64 percent by 1979. The number of single women in the labor force also increased 30 percent over the period, from 8.5 million to over 11 million.

This comprehensive report contains statistical information on working mothers and wives, teen, minority women, women who maintain families, rural women, and displaced homemakers, and analyzes employment trends among these groups.

A section on policy analysis reviews measures and programs to reduce discrimination in employment, including such emerging issues as pay equity, occupational safety and health, and sexual harassment. It also discusses issues related to employment and training opportunities, pensions and social security, child care, unemployment compensation, taxes, and alternative work schedules.

(more)

A section on nongovernmental organizations and the World Plan of Action describes private sector initiatives underway to improve employment opportunities and options for women and to help women who have special employment disadvantages. A 16-page appendix contains statistical tables in support of the text.

Single copies of this report are available from the Women's Bureau. A self-addressed label will expedite handling of requests. Bulk copies may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 for \$3.75.

#

Week of August 11, 1980

WOMEN'S BUREAU 60TH ANNIVERSARY CONFERENCE
TO FOCUS ON KEY ISSUES, GOALS FOR DECADE

WASHINGTON -- The Women's Bureau will celebrate its 60th anniversary with a national conference in Washington, D.C., Sept. 2-4.

The conference, "FORWARD/ADELANTE: Women and Work in the 1980s," will focus attention on the bureau's priorities for carrying out its mandate to serve working women in this decade. About 1000 women are expected to attend.

The bureau has made a great effort to reach out into as many communities as possible to encourage women of all backgrounds to attend the conference. Each regional administrator has contributed a list of more than 200 names from her region, and has selected two low-income women and at least one young woman from each state to receive scholarships for the conference. The scholarships were provided to help ensure participation by low-income and young women, and representation from every part of the country.

"We are looking forward to an exciting and rewarding experience that will help build our unity while recognizing our diversity," said Bureau Director Alexis Herman. "We want to renew our energies to continue to fight for women's equality in the workplace in this decade."

The conference is scheduled to open with greetings from Vice President Mondale, Secretary of Labor Ray Marshall; Sarah Weddington, assistant to the President; President's Advisory Committee on Women Chair Lynda Johnson Robb, and Women's Bureau Director Herman.

A keynote panel of women leaders from national organizations, unions, and government will answer questions posed by nationally known broadcast media representatives. This panel will call attention to the bureau's efforts in recent years to reaffirm its contacts and working relationships with women's organizations in the private sector.

(more)

Undersecretary Gentry will moderate the opening panel on Sept. 3 titled "Employment Issues and Women of Color" which will feature outstanding minority women leaders, including American Indians, Asians, blacks, and Hispanics. The panel will discuss the department's programs and policies to reach out into minority communities to help find solutions to employment problems.

Women's Bureau linkages with women's agencies in other countries will be highlighted in an International Women's Forum luncheon. Heads of women's agencies from Ecuador, Lesoto, Denmark and Canada have been invited to participate in the forum where UN Ambassador Donald McHenry and Sarah Weddington will report on the Copenhagen meetings.

Workshops will cover: family support systems, occupational safety and health, teen women, nontraditional jobs, occupational segregation, mature women, pensions/social security, child care, women in unions, and low-income/rural women. They will also provide a chance to share information about programs and devise strategies for dealing with particular employment-related issues.

#

Communications Task Force
LATINA WOMENS CONFERENCE PLANNING SESSION

FORMAT:

DAY 1.

ISSUES PRESENTATION
LUNCH/ENTERTAINMENT

GUEST SPEAKERS : LOCAL & NATIONAL REPRESENTATIVES
ISSUES PRESENTATION

DAY 2.

WORKSHOPS: (DEVELOPED FROM ISSUES PRESENTED FROM DAY 1.)
LUNCH/ENTERTAINMENT
WORKSHOPS/RESOLUTIONS

BAILE

LOCATIONS:

RADISSON HOTELS (THROUGHOUT THE CITY)
THUNDERBIRD
MARIOTT INN
LEAMINGTON HOTEL
RAMADA INN
SHERATON NORTHWEST
HOTEL LE FRANCE

FUNDING SOURCES:

WOMENS BUREAU-DEPT. OF LABOR
HUMANITIES
SCHOOL BOARDS
CORPORATIONS
CITY COUNCIL
ERA LEGISLATORS
NATIONAL ASSOC. OF BUSINESS WOMEN
AMERICAN BUSINESS WOMEN
FEMINIST CAUCUS
YWCA
CHURCHES
RAMONA JONES/MINNESOTA HOUSING & FINANCE

ENTERTAINMENT:

SALSA MUSIC
BALLET FOLKLORICO
DESFILE DE TRAJES TIPICOS (CULTURAL FASHION EXHIBIT)
BAND FROM OUT OF TOWN-THAT PLAYS ALL KINDS OF
MUSIC.

PROJECTED DATE:

OCTOBER 30-31, 1980 THURSDAY/FRIDAY
Nov. 7-8

PUBLICITY:

NEWS/PRESS RELEASE
MEDIA BLITZ: RADIO & TV (GUEST APPEARANCES)
NEWSLETTERS: SCHOOLS, SOCIAL SERVICES, CHURCH BULLETINS,
NEWSPAPERS, LOCAL & CITY WIDE.

Friday

Rev + Resource Nov. 7-8

Ballet Folklorico
Ramon
Puerto Rican
Dancers

11 AM - 9:30
12:00

day: Baile
Lunch
Dinner
Ramon
Hospitality
4:00 - closing



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

August '21, 1980

Minnesota Humanities Commission
Metro Square
St. Paul, MN 55101

Dear Sir,

I have recently been made aware of the immediate funds made available by the Minnesota Humanities Commission. We at the Spanish Speaking Affairs Council have an established Community Task Force that relates to programs that would properly support Hispanic representation in the Media. We have a small radio program broadcasted on KDAN every Sunday afternoon. At present, we are seeking means to expand our program and would appreciate any information you have that would provide us with achieving this attempt.

I would appreciate it if you would send us information in regards to the immediate funds available for the 1980-1981 Grants. I understand that we have a January 2nd deadline to meet for the March meeting, in the areas of films and video tapes etc, and that proposals for radio programs would be considered at any of the commission meetings.

Please send me information regarding Media Guidelines and applications. Any other information would be helpful.

Sincerely

Elsa Vega Perez
Community Liaison Representative

Elsa
They also have funds for
Hispanic Parents Conference
check it out!



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

from

February 1, 1981

FOR IMMEDIATE RELEASE

CONTACT: ELSA VEGA PEREZ
OFFICE: 296-9587

~~MINNESOTA HISPANIC WOMEN'S ISSUES CONFERENCE~~ *Latina Women's* / *conferencia Para La Mujer Latina*
"UN PRIMER PASO" SET IN ST. PAUL, MARCH 20th & 21st

The first Minnesota Hispanic/Latina Women's conference is expected to attract 250 participants throughout Region V, which includes Minnesota, Illinois, Wisconsin, Ohio, Michigan, will be held on March 20th and 21st *FCI AT12 MA*

The conference, entitled "Un Primer Paso" (A First Step) will be held both days at the College of St. Catherine in St. Paul on Randolph and Cleveland Avenues. The cost of the Registration fee is \$15.00 which includes meals served during both days.

The conference, sponsored by the Spanish Speaking Affairs Council and co sponsored by the College of St. Catherine, has been planned by the Communications Task Force *of* ~~from~~ the Spanish Speaking Affairs Council after a survey conducted by the Task Force indicated a serious need to discuss and inform the Hispanic community with issues as they relate to the Hispanic Woman. Issues identified in the survey were: Women in Education, The Battered Woman, The Family, The Homemaker, The Single Parent, and many more.

Hispanic Women have been characterised as the most disadvantaged group in all areas. They have the lowest income of any racial/ethnic group and statistics have outlined a very depressing picture for Hispana Women.

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LATINA WOMEN'S CONFERENCE

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CONFERENCIA DE MUJERES HISPANAS

FRIDAY-MARCH 20, 1981 — 12:00 P.M. — VIERNES-20 de MARZO de 1981 — 12:00 P.M.
SATURDAY-MARCH 21, 1981 — 9:00 A.M. — SABADO-21 de MARZO de 1981 — 9:00 A.M.

COLLEGE OF ST. CATHERINE
2004 RANDOLPH & CLEVELAND AVES.
ST. PAUL — MINNESOTA

CONTACT PERSONS: ELSA VEGA PEREZ — 296-9587
CONTACTOS: JUNE NORONHA — 690-6784

REGISTRATION FEE: \$15.00 (MEALS INCLUDED)
COSTO de INSCRIPCION: \$15.00 (INCLUYE COMIDAS)

SPONSORS:

SPANISH SPEAKING AFFAIRS COUNCIL
THE COLLEGE OF ST. CATHERINE



Clothing Provided by:

Korner Plaza - Highland Park
Braun's - Highland Park
Hurrah's - Highland Park
Just Grand - 645 Grand Avenue, St. Paul
Faine's - 841 Grand Avenue, St. Paul
Jennifer Jones

Hostess: Fé Nelson- Costume from Panama
Liza Calderon - Costume from El Salvador

Music: "Rise"- Herb Albert

Fashion Show Committee: Rebecca Garay Heelan-Coordinator
Diana Villareal-Co Moderator
Yasmin Lucas Overlid
Carmen Robles
Jennifer Jones
Elsa Vega Pérez

LATINA WOMEN'S CONFERENCE

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CONFERENCIA DE MUJERES HISPANAS

Luncheon - Almuerzo

Fashion Show - Exhibición de Modas

Saturday, March 21, 1981 - Sabado, Marzo 21, 1981
12:30 p.m.

Sponsored by:

Spanish Speaking Affairs Council-Communications Task Force
Intercultural Student Affairs Office-College of St. Catherine

The Models - Los Modelos

Margarita Menchaca
Diane Cantu
Cecilia Morales
Linda Hernandez
Annette Vega
Sylvia Furlong
Paula Garcia
Yasmin Lucas Overlid
Judi de Jesus
Celia Hiland
Carmen Vollmer
Olivia Mancha
Vilma Bezek
Isabelle Matton
Consuelo Aguilar
Yira Chichaco
Cayita Vega
Carmen Montgomery
Margarita Tookey
Elsa Vega Pérez
Norma Silvia Molnar
Graciela Lauro
Francisca Vega
Lisa Aguilar
Maria Elena Calderon
Marcela Lucero

Muchisimas Gracias Para...

...Our Thanks To

Hairstylists -

Margarita Menchaca - Horst of Edina
Russell Martinez - Four Heads
Brenda Lopez - Great Expectations
Steve Capiz - The Doll House
Maximiliano Hair Gallery
Lopez
The Squire

Make-up

Erin Moyer - Merle Norman Cosmetics
Karen Shaver Smythe - Marcel Germaine Cosmetics
Michelle Rousseau - Mary Kay Cosmetics
Brenda Lopez - Horst Cosmetics

...y todos por su participación en el Un Primer Paso

...and to all of you for participating in the Un Primer Paso

SPANISH SPEAKING AFFAIRS COUNCIL

TRAINING SESSION

Presented by

ROBERT BROWN,
College of Saint Thomas

500 Rice Street
Saint Paul, MN
September 27, 1980
9:30 a.m.

SPANISH SPEAKING AFFAIRS COUNCIL

Training Session

Chairperson Rivera called the meeting to order at 9:40 a.m. He stated that the purpose of this morning's meeting was to participate in a training program. He stated that the program would

1. Outline the role of members of state councils and agencies;
2. Describe methods of obtaining Council objectives within the state system;
3. Outline methods to develop strategies for advocating programs to deal with Hispanic concerns;
4. Provide an understanding of the political process, and
5. Outline do's and don't's of Council membership.

Chairperson Rivera introduced Mr. Robert Brown, professor, College of Saint Thomas and former Minnesota Committeeman of the National Republican Party.

Mr. Brown made the following presentation:

Most individuals and groups when dealing with the legislature do not use the process effectively. These groups fail to understand that there are different kinds of knowledge. While the advocacy group may have knowledge of the facts that support its position, it does not know the subject from other points of view. It's very important to know the "opposition's" point of view in order to effectively advocate our own position.

Another problem faced by advocate groups is the lack of data. It's very important for the advocacy group to obtain the necessary data to support its positions. Research needs to be a major objective. In addition to obtaining data, the information available must be supportable. It should not be a "seat of the pants" approach because the facts can't be supported in the long run. If the data is questionable, the advocacy group loses credibility.

Advocacy groups, such as the Spanish Speaking Affairs Council, are involved in fierce competition with other similar interest groups. There is always a question as to who should get the largest slice of the pie. The game of one upmanship prevails and the Council needs to maintain a very competitive position in order to be successful.

Legislators, for the most part, do not know or understand minority group interests and concerns. They do not know minorities very well and sometimes they get to know the wrong member of the minority group and end up with erroneous impressions. The advocacy group must be prepared to get to know the legislators and provide them with the correct facts and figures about the group. The Council must be willing to become a debating society and argue its points effectively.

There is a legislative process that needs to be followed in order to successfully implement legislation. The Council must know where the pitfalls are in passing a bill through the legislature. In passing legislation it's important to:

1. Understand that when advocating something new, it's important to be prepared for a lengthy process. It may take more than one legislative session to have it passed.
2. Lobby offensively and take it one step at a time. The attention should be focused on the specific point at which the bill is found. The most likely place a bill can be lost is in committee or subcommittee.
3. Understand that subcommittees have become crucial. They meet at odd hours and it's very difficult to follow their activities.
4. Ask that legislative members that are supportive of the bill be appointed to the subcommittees in order to obtain a fair hearing.
5. Have continuity in the Council staff. The staff becomes crucial in the passage of legislation. The staff can get to know the legislators and work with them on a regular basis.
6. Realize that legislative staff is very important. The legislative staff in key positions have a longer tenure than the members themselves.
7. Get to know the legislators and understand what is important to them.
8. Know the "hot buttons". How do legislators vote? conscience or majority?. Is it a matter of principle for the legislator to vote either for or against an issue?
9. Realize that you can expect things from public officials and that policy makers have a lot of resources at their command.

10. Forget the legislators who are philosophically opposed to the bill and concentrate on those who are undecided.

Public officials want to be loved and are seeking public approval. It's necessary to establish bonds with the legislators. They are influenced by public opinion, facts, personality likes and dislikes, pride in self and personal things. There must be a feeling of mutual respect developed and negative attitudes should be avoided. Disagreements make legislators nervous. Therefore try to work out disagreements before approaching the legislature. It is very important not to get personal with public officials. Relationships that go beyond the issues must be developed and differences of opinion should not be personalized. It is important not to play games and not to get "cute" with legislators.

The key to the success of an effective legislative campaign is the professional staff. In addition, considerable volunteer help is needed. Legislators are not directly affected by the Hispanic population because their numbers are not distributed throughout the legislative districts. There are no legislative districts in the state in which Hispanics constitute the majority. Therefore it's crucial to develop coalitions with other groups.

Don't perceive your own appointed officials as tokens. These Hispanic appointed officials have considerable input because of their positions. It's necessary to include them in your efforts to pass legislation. The Council should critically examine methods of expanding its sphere of influence. It's not necessary to have the executive director be the "point man" all the time. Others should take leadership roles.

One of the mistakes that emerging groups make is to challenge public officials. You don't threaten public officials because when the pressure is off they return to "business as usual". Therefore it's a waste of time to declare war. Change has to be evolutionary rather than revolutionary. No responsible public official will give in to threats because in the long run you can't hurt them. Radical elements serve one purpose by raising public consciousness. However if it lasts too long it becomes negative.

The Council should prepare a large laundry list of legislative items. Then it must be prepared for some "give and take". Some non-priority items should be included in order to build bridges with the legislators. If the legislator can't help you with a non-priority bill, then he/she may be willing to assist in a priority item at a later date. Non-priority items serve a useful purpose in that it allows the Council to get to know more legislators.

In order to gain attention, the Council should do both positive and negative demonstrations, i.e. Hispanic Business Fair, Woman's Conference. These activities catch the public's eye as much as negative demonstrations.

Spanish Speaking Affairs Council
Training Session, pg. 4

Expect to be criticized. There is always bitching in the community. Most minority communities are fractured and unity is very elusive. The Council must develop things that unite people rather than divide them. It's critically important to unite the community as much as possible. In addition other bases of support must be developed. Who has a natural interest in helping Hispanics? Jewish community? ACLU? Churches? other ethnic groups? other minorities?

In this society, success is perceived in the accumulation of material things. Therefore to be perceived as successful, the community must develop methods of acquiring material wealth. The Council's efforts in the area of economic development are an important step in this effort. The community must learn to take care of its own needs and not depend on the government to provide all the answers. There must be a move away from social services only and into economic development, employment and education efforts.

A strong educational drive must be emphasized. Bilingual education has been one unifying effort for Hispanics. Vocational education programs and special training programs aimed at Hispanics need to be developed.

The following general suggestions for Council activities were outlined by Mr. Brown:

Conn. Establish a strong support base and build alliances.

Ch. 2. Involve "troublemakers". Responsibility makes people more responsible. (A conservative is a wild-eyed radical that's assumed responsibility).

Conn. 3. Keep people informed. If they don't know what is happening they always imagine the worst.

4. Keep in mind that politicians are not affected directly by the Hispanic population.

5. Develop cultural awareness programs within the schools.

6. Help people get into business.

Conn. 7. Try to maximize media exposure.

8. Develop a lobbying training program for the Hispanic community.

9. Send a questionnaire out to elected officials asking them what they know about the Hispanic community and the Council.

Spanish Speaking Affairs Council
Training Session, pg. 5

(10.) Send mailings to elected officials informing of the Council's activities.

(11.) Obtain bi-partisan support for legislation.

(12.) Build bi-partisan alliances. *To*

Council 12. ~~13.~~ Maintain close working relationship with Governor's Office and key legislators.

13. Have realistic expectations of yourselves and of the legislature.

ed. 14. Pursue Expansion bil. prog.

Mr. Brown concluded his remarks by reminding the Council that their best contribution to the Hispanic community is in developing opportunities for Hispanics to compete on an equal basis.

Chairperson Rivera thanked Mr. Brown for his excellent presentation.

ENTRENAMIENTOS DE LENGUAJE Y CULTURA - MENDELL HALL - ROOM #303

En este espacio se cubrirán las características específicas que se encuentran en la mujer Latina debido a su ambiente cultural, el idioma en el desarrollo de la cultura y métodos de comunicación y de identificación basados en la cultura.

FACILITANTES: Marcela Lucero, Luz María Hernández, Carmen Mercado

ABUSO - WHITBY HALL - ROOM #9

En este entrenamiento la mujer tendrá la oportunidad de participar en la discusión relacionada con el abuso. Ejemplos: abusos, abusos físicos, de drogas. Las participantes conocerán los métodos y programas disponibles para la ayuda en estos casos problemáticos.

FACILITANTES: Antoina Vargas, Delia Metcalf

ESPIRITUALIDAD-RELIGION - WHITBY HALL - ROOM #10

Este entrenamiento le dará la oportunidad a los participantes de compartir sus experiencias en cuanto a la Fé que profesan y conocer las maneras posibles en que se puedan profundizar la Fé y cómo las Instituciones religiosas pueden ayudar en este proceso.

FACILITANTES: Consuelo Covarrubias, Margarita Lucio

ESTADO INDIVIDUAL - WHITBY HALL - ROOM #200

Los retos culturales y las experiencias a través de las etapas personales en el desarrollo como por ejemplo: niña, señorita, novia, esposa, señora, anciana-abuela, viuda, divorciada.

FACILITANTES: Margarita Razo, Rebecca Rojas, Delfina Ceniceros, Connie Palacios

EDUCACIÓN - WHITBY HALL - ROOM #218A

Los participantes de este entrenamiento discutirán las distintas oportunidades de educación ofrecidas para la mujer Latina incluyendo programas vocacionales y de educación superior.

FACILITANTES: Lee Garza, Luz Maria Baumann, Maria Calderon

TRABAJO EN CONJUNTO - WHITBY HALL - ROOM #219

Este entrenamiento descubrirá la manera de como la mujer Latina puede establecer canales de comunicación y de contacto para ayudarnos unas a las otras para lograr nuestras metas.

FACILITANTES: Eulalia Reyes Smith, Irene Gomez de Bethke, Nicha Cardenas Coates

SALUD - WHITBY HALL - ROOM #120 (Friday) - ROOM #121 (Saturday)

Este entrenamiento estudiará las barreras que han experimentado los que han estado en busca de una salud adecuada. Los participantes estarán activamente envueltos en identificar los temas y recomendaciones que se formulen.

FACILITANTES: Linda Hernandez, Judi De Jesus, Maria Balterria

CULTURAL VALUES - MENDELL HALL - ROOM #303

This area will cover characteristics specifically found within Hispanic women due to their cultural environment, language in the development of culture and methods of communication and identification based on culture.

Facilitators: Marcela Lucero, Luz Maria Hernandez, Carmen Mercado

ABUSE - WHITBY HALL - ROOM #9

This workshop will give women the opportunity to participate in discussions relating to abuse, i.e., chemical abuse, physical abuse. Participants will become informed of methods and programs available to aide in these problems.

Facilitators: Antonia Vargas, Delia Metcalf

SPIRITUALITY-RELIGION - WHITBY HALL - ROOM #10

This workshop will provide the opportunity for participants to share their experience of faith as well as to determine possible ways in which to deepen this faith and how religious institutions can assist in the process.

Facilitators: Consuelo Covarrubias, Margarita Lucio

LIFE STAGES - WHITBY HALL - ROOM #200

Cultural challenges and experiences through out ones developmental stages, i.e., baby, adolecsent, dating, wife, middle aged, grandmother, widow, divorcee.

Facilitators: Rebecca Rojas, Margarita Romo, Delfina Ceniceros, Connie Palacio

EDUCATION - WHITBY HALL - ROOM #218A

Participants in this workshop will discuss different educational opportunities open to Hispanic women including vocational and higher education programs.

Facilitators: Lee Garza, Luz Maria Baumann, Maria Calderon

NETWORKING - WHITBY HALL - ROOM #219

This workshop will explore ways that Hispanic women can establish channels of communication and contact to enable us to cooperate with and help each other to achieve our diverse goals.

Facilitators: Eulalia Reyes Smith, Irene Gomez de Bethke, Nicha Cardenas Coates

HEALTH - WHITBY HALL - ROOM #120 (Friday) - ROOM #121 (Saturday)

This workshop will explore the barriers experienced by those seeking adequate health care. Participants will be actively involved in identifying issues and formulating recommendations.

Facilitators: Linda Hernandez, Judi De Jesus, Maria Balterria

UN PRIMER PASO
CONFERENCIA DE MUJERES HISPANAS

ENTRENAMIENTOS - VIERNES, 20 DE MARZO DE 1981 1:45 hasta las 4:30 p.m.

EMPLEOS - MENDELL HALL - SALA #107

Este entrenamiento proveerá información sobre como buscar trabajo, los recursos que deben usarse y programas disponibles para asistir en la selección de una carrera.

FACILITANTES: Susana Medina, Lulu Stigen

ASUNTOS LEGALES - MENDELL HALL - SALA #205

Este entrenamiento le dará a las mujeres la oportunidad de discutir las dificultades que han encontrado con la ley en las áreas como: estar sin documentos, divorcio, mantenimiento de niños, temas de emigración, y aprender métodos de protección.

FACILITANTES: Arcelia Romo-Perez, Rosalinda Gonzalez, Graciela Lauro

ALCANCE PERSONAL - MENDELL HALL - SALA #213

El objetivo de este entrenamiento es ofrecer los conocimientos en cuanto a la competencia requerida en el mundo de trabajo al igual que en nuestra vida diaria. Investigaciones han concluido que los principales requisitos para asegurar el triunfo de nuestras vidas tanto personal como profesional esta en la competencia de las relaciones humanas del individuo.

FACILITANTES: Carmen Magallon, Sandra Vargas, Mary Lou Palacio

ESTRATEGIA POLITICA - MENDELL HALL - SALA #214

Es muy importante tener conocimiento de las implicaciones políticas en las pólizas de gobierno tocante a la mujer Latina. Este entrenamiento discutirá la política y estrategica que han tenido éxito para planearlas para el año 80.

FACILITANTES: Marilyn McClure, JoAnn Cardenas Enos

RELACIONES INTRE-CULTURALES - MENDELL HALL - ROOM #312

En este entrenamiento veremos las experiencias similares y diferente que ha tenido la mujer Latina en relación con los hombres no-hispanos.

FACILITANTES: Caridad Gracia Nelson, Carmen Robles

LATINA WOMEN'S CONFERENCE
"UN PRIMER PASO"
CONFERENCIA DE MUJERES HISPANAS

WORKSHOPS - FRIDAY, MARCH 20, 1981 1:45 through 4:30 p.m. / SATURDAY, MARCH 21, 1981 9:30 through 12:45 p.m.

EMPLOYMENT - MENDELL HALL - ROOM #107

This workshop will provide information on how to look for a job, resources to use and programs available to assist in career guidance.

Facilitators: Susana Medina, Lulu Stigen

LEGAL ISSUES - MENDELL HALL - ROOM #205

This workshop will provide the opportunity for women to discuss difficulties they've encountered with the law in areas such as undocumented, divorce, child support, migrant issues, criminal law and to learn methods of protection.

Facilitators: Arcelia Romo Perez, Rosalinda Gonzalez, Graciela Lauro

SELF-ACTUALIZATION - MENDELL HALL - ROOM #213

The objective of this workshop is to offer an awareness of the social competence required in the world of work as well as in our daily lives. Research has concluded that the principle requirement to achieve success in our personal and professional lives is the competence of the individual to understand Human Relations by first learning about ourselves.

Facilitators: Carmen Magallon, Sandra Vargas, Mary Lou Palacio

POLITICAL STRATEGIES - MENDELL HALL - ROOM #214

Knowledge of political implications of government policies on Latina women is very important. This workshop will explore politics and successful strategies to be planned for the 80's.

Facilitators: Marilyn McClure, JoAnn Cardenas Enos

CROSS CULTURAL RELATIONSHIPS - MENDELL HALL - ROOM #312

This workshop will deal with differences and similarities experienced by Hispanic women while in relationships with non-Hispanic men.

Facilitators: Caridad Garcia Nelson, Carmen Robles

FACILITATING A WORKSHOP

1. Introduce ourselves, explain purpose of the workshop, explain our role as facilitators in the workshop:
 - to encourage discussion
 - to speak on our own experiences, i.e.
 - social living/ education, acquiring and maintaining a job outside the home, our roles in the Chicano/Latino community.
2. Introduction of each participant, attempt to find out what they'd like to get of this workshop, and to share their experiences with others.
3. Identify individuals who speak only one (1) language, (choose someone to do translating)
4. Topics of discussion:
 - A. How can we as latinas make an impact within our community (chi.lat.) and in the larger community.
 - B. Schools - participate in PTA's Carnivals schools etc.
 - C. Students - ESL
 - D. Volunteer your services at local Human Service agencies, i.e. in translating material; interpreting for clients; typing; updating mailing lists; etc.
 - E. Get on Advisory Committees and Task Forces of local and govnmnt. agencies and Community Based Organizations (such as HEM & CCC), and on policy making boards that affect you personally or your community.
 - F. Womens Rights issues - Family Planning, abortion, Credit, employment, Higher Educ., displaced homemakers, etc.
 - G. Regarding legislative and community issues that affect your life, write letters to your local representative, mayor, senator, congressmen, etc. even if you have to write it in spanish.
5. Other areas of discussion could be on :
 - Local and State government agencies, Welfare, Legal Services, Migrant Services, Hospitals (Hill -Burton Act) Health Services, Police, Arts Boards, Housing Services, Licensing, etc.

Marybeth Walker - Carlton College

1964.

MUCHAS GRACIAS.....

.....THANK YOU

Deseamos expresar nuestro sincero aprecio
a los siguientes por sus amables contribuciones

We wish to express our sincere appreciation to the
following for their kind contributions.

DONACIONES/GRANTS

DAYTON-HUDSON CORPORATION

GENERAL MILLS

SPERRY UNIVAC

OTTO BREMER FOUNDATION

CONTROL DATA CORPORATION

JOSE H. TREJO

BECAS/SCHOLARSHIPS

JOSTEN'S FOUNDATION

FAMILY SERVICES OF RAMSEY COUNTY

RONNIE ANGELUS

CONTRIBUCIONES/CONTRIBUTIONS

COLLEGE OF SAINT CATHERINE

SAINT PAUL TVI BILINGUAL PROJECT

POSSIBLE WORKSHOPS AND FACILITATORS

A- CULTURE IDENTITY

ISSUES: LANGUAGE & CULTURAL BARRIERS. HISTORY & ART

POSSIBLE FACILITATORS: ISABEL MATTON, CAYITA VEGA, MARCELLA TRUJILLO
MARIA GOMEZ, MARY DIAZ, MARIA MORAN,
CECILIA MORALES, OLGA UNIAS

B- NETWORKING: REGIONAL; SOCIAL SERVICES/STRATEGIES.

POSSIBLE FACILITATORS: ELSA PEREZ, IRENE BETHKE, ESTHER _____
LALI SMITH, ADELINA MIRANDA

C- AGEING:

ISSUES: LATINA SINGLE FEMALE, YOUTH & PARENTING
DIVORCED/WIDOWED

POSSIBLE FACILITATORS: MRS. VARGAS, MARGARITA ROMO, NICHIA COATES
CARMEN MERCADO, MARIA CASTOR, MARIA PRECIADO,
ELMA SAMUELS

D- WOMEN IN HIGHER EDUCATION

ISSUES: THE PROFESSIONAL WOMAN, MIGRANT TRAINING, DRESS FOR SUCCESS
BILINGUAL EDUCATION, VOCATIONAL EDUCATION, ENGLISH AS A 2nd LANGUAGE

POSSIBLE FACILITATORS: MARCELLA TRUJILLO, CLARIDAD NELSON,
MARIA CALDERON, ROSA HERRERA, JESSIE MONTANES
LUPE CERVANTEZ, RUTH CAMARILLO, LUZ MARIA BOWMAN

E.- STRATEGIES

ISSUES:

POSSIBLE FACILITATORS: SANDRA VARGAS, MARILYN MCCLURE, MARIA ROCHA,

F- ABUSE

ISSUES: LA MUJER GOLPEADA: THE BATTERED WOMAN

POSSIBLE FACILITATORS: TONIA VARGAS, JOANNE ENOS, FRANCIS ZAMORA
CONSUELO BASQUEZ, MARIA RIOS, EULALIA SMITH

G- LEGAL ISSUES

POSSIBLE FACILITATORS: ROSA RIOS, LAURA GRACIELA, SONIA BURTON

H. PERSONNEL MANAGEMENT:

ISSUES: WOMEN IN EMPLOYMENT

POSSIBLE FACILITATORS: FRANCES TREJO, ROCHELLE LOPEZ, MARIA GOMEZ
JUANITA MEZA, SUZANNA MEDINA, LOLLY SMITH

H- MIX MARRIAGES:

RELATIONSHIPS IN TRANSITION:

POSSIBLE FACILITATORS: ISABELLE TORRES, SUSAN MEDINA, REBECCA GARAY-HEELLEN
CARMEN ROBLES, MARILYN MCCLURE, R

I- SELF ACTUALIZATION:

ISSUES: FINANCE, CREDIT MANAGEMENT:

POSSIBLE FACILITATORS: CARMEN MEGALLON,

J- POLITICS:

ISSUES: WOMEN IN GOVERNMENT & POLITICAL ADVISORY BOARDS

POSSIBLE FACILITATORS: MARILYN MC CLURE, JOANNE ENOS, IRENE BETHKE

K- HEALTH:

NEW LEGISLATION, WOMEN IN HEALTH CAREERS

POSSIBLE FACILITATORS: JUDI DE JESUS, MARGARET MAREK, OFHELIA MURPHY,
BEATRICE ESCINAL, PAULA GATES, RUTH PEREZ.

L- WOMEN IN NON-TRADIATIONAL CARREERS:

ISSUES: TRANSITION IN WORK

POSSIBLE FACILITATORS: SYLVIA GONZALEZ

UN PRIMER PASO/LATINA WOMENS CONFERENCE

Timetable Worksheet

| | | |
|----------------------------------|---------------------------|----------|
| Budget Committee: | <u>Sandra Vargas</u> | 296-0767 |
| | Elsa Pérez | 296-9587 |
| | José Trejo | 296-9587 |
| Fundraising Committee: | <u>Yasmin Overlid</u> | 690-1545 |
| | Isabelle Torres | 291-6785 |
| | Elsa Pérez | 296-9587 |
| | Sandra Vargas | 296-0767 |
| | Rebecca Garay | 489-1357 |
| Publicity Committee: | <u>Irene Gomez Bethke</u> | 348-2100 |
| | Yasmin Overlid | 690-1545 |
| | Isabelle Torres | 291-6785 |
| | Elsa Pérez | 296-9587 |
| | Carmen Vega | 221-1330 |
| Fashion Show Committee: | <u>Rebecca Garay</u> | 489-1357 |
| | Elsa Pérez | 296-9587 |
| | Carmen Robles | 869-6154 |
| | Yasmin Overlid | 690-1545 |
| Facilitators/Speakers Committee: | <u>Isabelle Torres</u> | 291-6785 |
| | Elsa Pérez | 296-9587 |
| Facilities Committee: | <u>Elsa Pérez</u> | 296-9587 |
| | June Norohna | 690-6784 |
| | Lupe Serrano | 291-4480 |

"UN PRIMER PASO"

The First Hispanic Women's Conference in Minnesota

PROPOSED BUDGET

| | |
|----------------------------------------------------------|-------------------|
| Scholarships (meals 75 at \$15.00) | \$1,000.00 |
| Speakers (Travel expenses) | 1,000.00 |
| Conference Summary (Transcription & Typing Services) | 500.00 |
| Coffee (3 set-ups at \$58.00 a set-up) | 175.00 |
| Printing, Postage, Publicity | 1,000.00 |
| Equipment Rental (P.A. system, Overhead Projectors etc.) | 200.00 |
| TOTAL | <u>\$4,000.00</u> |

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : Sandra Vargas

DATE: Nov. 6, 1980

FROM : Elsa Vega Pérez *EVP*

PHONE: 6-9587

SUBJECT: Location for Hispanic Womens Conference

Since our last meeting in regards to Un Primer Paso/Hispanic Womens Conference, it was suggested that we cancel the December date and reschedule it in March 1981. Dates suggested have been March 20th and 21st. The Format still remains the same, a Friday afternoon luncheon, dinner then a Saturday luncheon with coffee and doughnuts during the day.. We would like a dance hall for approximately two hundred (200) or more women attending. The members present at the task force meeting suggested you contact the places which were not available for the December date and try for the rescheduled March date.

Those suggested were: Radisson Plaza, and the Radisson in Minneapolis, YWCA locations both in St. Paul and Minneapolis, the Commodore Hotel in St. Paul, the Lemmington (Bob Short), Horatio Hornblowers (they have the Dofler Apartments).

The next date for the Hispanic Womens Conference meeting is for November 10, 1980, 500 Rice Street, 5:30 p.m.

Sandra if you have any questions, please call me.

1980

Dear _____;

The Spanish Speaking Affairs Council of Minnesota and its ~~Task Force~~ Communications Task Force are sponsoring a Region V Hispanic Women's Conference. "Name of Conference" will be on Friday March 20, 1981 from ¹² Noon to _____ pm. and Saturday March 21, 1981 from _____ AM to _____ pm at Place _____ Address St. Paul Mn.

I invite your participation in this conference during the luncheon 12 Noon to _____ pm. and ask that you be a facilitator for time minutes, on the topic of _____ The purpose of the conference is to give Hispanic Women the opportunity to formulate and deliver their concerns about issues, disabilities and life situations they have experienced.

You have been identified as a facilitator ~~in~~ this area topic. because of your expertise in this Topic area - We feel your presence is of great importance to this endeavor and hope you will consider this invitation. Your attention to this matter will be greatly appreciated. Please confirm your participation by calling ELISA PEREZ at 296-9587

Sincerely,

DEPARTMENT SPANISH SPEAKING AFFAIRS COUNCIL

Office Memorandum

TO : FACILITIES COMMITTEE

DATE: 1-20-81

FROM : Elsa Vega Pérez
Un Primer Paso Coordinator

PHONE: _____

SUBJECT: Equipment List

| <u>List</u> | <u>total #</u> |
|------------------------|----------------|
| PA SYSTEM | 3 |
| Tape Recorders | 10 |
| Over-head Projectors | 5 |
| Name Tags | 200 |
| Registration Materials | |
| Money Box | |
| Table W/ 3 Chairs | |
| Money Receipts | |
| Registration Signs | |

*System for registration must be developed and taught to registration Assistants

SPEAKERS : Facilitators Committee

Transportation

Lodging (is lodging available for out-of-town speakers in St. Kate's?)

daily agenda for speakers arriving (or will they be on their own?)

Pick-up from airport to hotel

Pick-up from Hotel to conference

Pick-up from conference back to Hotel

repeat procedure for Day 2

DEPARTMENT SPANISH SPEAKING AFFAIRS COUNCIL

Office Memorandum

TO : FACILITIES COMMITTEE

DATE:

FROM : ELSA VEGA PÉREZ
Conference Coordinator

PHONE: _____

SUBJECT:

Facilities at St. Kate's
(St. Catherine's College at Randolph & Cleveland Avenue, St. Paul)

Luncheon facilities : Banquet Style Aprox. 150 - 200 people
lunch price range \$3.75 - \$4.50

Dinner Facilities: Banquet Style Aprox. 150 - 200 people
Dinner price ~~range~~ ^{range} \$3.65 to \$5.00

Conference format will include 2 lunches and 1 dinner
Opening session- West Marion Lounge/luncheon
Workshops 10 classrooms (to be determined)
Concluding Session-Jeanne Doc Auditorium

Day 2-Opening Session-Jeanne Doc Auditorium
Workshops 10 classrooms
Luncheon West Marion Lounge
Workshops (same classrooms)
Concluding Session-Jeanne Doc Auditorium

Is Lodging available for Out of Town speakers _____

As Co-sponsors will St. Kate's contribute Printing costs _____

~~Exam~~ Is equipment available _____

PROGRAM FORMAT

day 1

FRIDAY SESSION: MARCH 20, 1981 12:00 NOON

LUNCHEON: SPEAKER WELCOME (LOCAL)

SPEAKER WHY WE ARE HERE (LOCAL) MC CLURE

SPEAKER NATIONAL--MOTIVATE WOMEN TO PARTICIPATE

AFTER LUNCHEON: Issues discussion

each table will have facilitators: to discuss what women want to discuss
facilitators(local role models)
will lead discussions and select the Issues that are relevant
issues of most interest.

BREAK: COFFEE

ISSUES DISCUSSION

WOMEN & Facilitators will have selected the most talked about issues
and set up workshops for discussions and resolutions

DINNER : SPEAKER LOCAL: REGIONAL TO GIVE A FEELING OF WHERE WE ARE

SPEAKER LOCAL: TO DISCUSS MOST PERTIANT ISSUES DISCUSSED

DURING EARLY SESSION

FACILITATORS: TO DISCUSS SATURDAYS SESSION.

BAILE (OPTIONAL) HAVE MADE CONTACT

WITH SABROSON TO POSSIBLY HAVE A DANCE ON THIS NIGHT. THEY WILL ORGANIZE

WE ENCOURAGE PARTICPATION FROM LADIES.

Communications Task Force
LATINA WOMENS CONFERENCE PLANNING SESSION

FORMAT: ISSUES PRESENTATION
LUNCH/ENTERTAINMENT
DAY 1. GUEST SPEAKERS : LOCAL & NATIONAL REPRESENTATIVES
ISSUES PRESENTATION

DAY 2. WORKSHOPS: (DEVELOPED FROM ISSUES PRESENTED FROM DAY 1.)
LUNCH/ENTERTAINMENT
WORKSHOPS/RESOLUTIONS

BAILE

LOCATIONS: RADISSON HOTELS (THROUGHOUT THE CITY)
THUNDERBIRD
MARIOTT INN
LEAMINGTON HOTEL
RAMADA INN
SHERATON NORTHWEST
HOTEL LE FRANCE

FUNDING SOURCES: WOMENS BUREAU-DEPT. OF LABOR
HUMANITIES
SCHOOL BOARDS
CORPORATIONS
CITY COUNCIL
ERA LEGISLATORS
NATIONAL ASSOC. OF BUSINESS WOMEN
AMERICAN BUSINESS WOMEN
FEMINIST CAUCUS
YWCA
CHURCHES
RAMONA JONES/MINNESOTA HOUSING & FINANCE

ENTERTAINMENT: SALSA MUSIC
BALLET FOLKLORICO
DESFILE DE TRAJES TIPICOS (CULTURAL FASHION EXHIBIT)
BAND FROM OUT OF TOWN-THAT PLAYS ALL KINDS OF
MUSIC.

PROJECTED DATE: OCTOBER 30-31, 1980 THURSDAY/FRIDAY

PUBLICITY: NEWS/PRESS RELEASE
MEDIA BLITZ: RADIO & TV (GUEST APPEARANCES)
NEWSLETTERS: SCHOOLS, SOCIAL SERVICES, CHURCH BULLETINS,
NEWSPAPERS, LOCAL & CITY WIDE.

COMMUNICATIONS TASK FORCE
LATINA WOMENS CONFERENCE

PLANNED FORMAT:

MAR. 20
Dec 11:00 a.m. REGISTRATION
Day 1. Friday ~~November 7th~~ at 12:00 Noon

Luncheon: National Speakers: Welcome & Inform of Purpose of Conference

Issues Presentation: Informal Nature, Panelists and community people will be able to discuss issues of concern and interest. Most of the issues to be discussed were taken from the questionnaire prepared by the sub-committee of the Latina Womens Conference Planning Committee

Entertainment: Plans for a Fashion Show and local Cultural Entertainment.

Plans for a Dance are still being considered.

(The entertainment will be scheduled for the two days. One day the fashion show and local entertainment the next.)

*May * 21 **
Dec Day 2. Saturday ~~November 8th~~ at 9:30 a.m.

Opening with information of day 2.

Workshops: developed from issues presented from Day 1.

Luncheon: Including Entertainment

Workshops: Continued

Resolutions:

* * *

Location: Radisson So.

Entertainment : _____

Publicity: _____

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : Communication Task Force Members

DATE: December 17, 1980

FROM : Irene Gómez Bethke *Igb*

PHONE: 296-9587

SUBJECT: Task Force Meeting

The next meeting of the Communication Task Force
is scheduled for Monday, January 12, 1980, 6:30 p.m.
at Centro Cultural Chicano, 1800 Olson Memorial Highway.

Items on the agenda include, but are not limited to:

Hispanic Women Conference/Un Primer Paso

Your attendance at this meeting would be appreciated. If you have any further questions or are unable to attend, please contact Elsa Pérez at 296-9587.

See you there!

SPANISH SPEAKING AFFAIRS COUNCIL

Communications Task Force

500 Rice Street, St. Paul

December 8, 1980

AGENDA

- I. Call Meeting to Order at 5:30
- II. Reports on "UN PRIMER PASO"
 - ✓ Funding - Elsa Pérez
 - ✓ Facilities - Lupe Serrano
 - ✓ Facilitators/Speakers - Elsa Pérez
 - ✓ T.V. Presentation
 - ✓ Fashion Show
- III. Resource Directory Cover Design - Elsa Pérez
- IV. Metropolitan Council - Irene Bethke
- V. Hispanic Community T.V. Program - Irene Bethke
- VI. Spanish Speaking Radio - Elsa Pérez
- VII. New Business
- VIII. Old Business
- IX. Adjourn

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : Communications Task Force Members
Conference Participants

DATE: Nov. 18, 1980

FROM : Irene Gomez-Bethke
Chairperson

PHONE: 296-9587

SUBJECT: Task Force Meeting

The next meeting of the Communications Task Force/Latina Conference is scheduled for Monday, December 8, 1980, 5:30 p.m. at 500 Rice Street, St. Paul, Minnesota.

Items on the agenda include, but are not limited to:

Updatings for Latina Womens Conference/Un Primer Paso.

Your attendance at this meeting would be appreciated. If you have any further questions or are unable to attend, please contact Elsa Pérez at 296-9587.

See you there!

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : COMMUNICATIONS TASK FORCE MEMBERS

DATE: November 3, 1980

FROM : Irene Gomez Bethke

PHONE: 296-9587

SUBJECT: Task Force Meeting

The next meeting of the Communications Task Force
is scheduled for Monday, November 10, 1980, 5:30 p.m.
at 500 Rice Street, St. Paul.

Items on the agenda include, but are not limited to:

Hispanic Womens Conference

Your attendance at this meeting would be appreciated. If you have any further questions or are unable to attend, please contact Elsa Pérez at 296-9587.

See you there!

SPANISH SPEAKING AFFAIRS COUNCIL

COMMUNICATIONS TASK FORCE

AGENDA

September 29, 1980

500 Rice Street
St. Paul, MN 55103

Irene Gomez Bethke- Task Force Chairperson
Vice Co-Chairperson to Council

LATINA WOMENS CONFERENCE

Date: *Mar. 20-21*
November 7 & 8
Friday 12:00 noon
Saturday 9:30 a.m.

*dinner
luncheon*

dance

Location:.....Sandra Vargas ✓

Entertainment.....Isabelle Torres ✓

Fashion Show.....Rebecca Garay-Heelan ✓
Mario McCue

Speakers.....Elsa Perez ✓

Concept Paper.....Elsa Perez ✓

Funding.....Irene Gomez Bethke

Budget.....Irene Gomez Bethke

Other Business

New Business

Adjournment

*- Marilyn McCline
- Eva*

Send letter
Can't tell summer
- Polly Baca - Soft Spoken
- Olga Mendez - N.Y.C.
- Pantaja, Antonia
- Maita Cortiera - Texas
- Yolanda Sanchez - org. women
Coordinators

DEPARTMENT SPANISH SPEAKING AFFAIRS COUNCIL

Office Memorandum

TO : COMMUNICATIONS TASK FORCE MEMBERS

DATE: AUGUST 12, 1980

FROM : IRENE BETHKE, CHAIRPERSON

PHONE: 296-9587

SUBJECT: WOMENS CONFERENCE MEETING

THIS IS TO INFORM YOU THAT WE ARE MEETING AGAIN TO DISCUSS THE
HISPANA/LATINA WOMENS CONFERENCE IN MINNESOTA FOR REGION V.
AT OUR LAST MEETING, WE DISCUSSED: ISSUES, FUNDING, LOCATION
ENTERTAINMENT AND PUBLICITY. WE HAVE COME UP WITH AN OUTLINE
TO START THE WORK PROCESS OF OUR PLANNING. PLEASE COME, WE NEED
YOUR INPUT AND ASSISTANCE.
THE MEETING IS SCHEDULED FOR MONDAY, AUGUST 25, 1980 at the
CONFERENCE ROOM AT 500 RICE STREET-ST. PAUL. (NEXT TO THE
COUNCIL OFFICE.)
PLEASE CALL IF YOU CANNOT ATTEND. YOUR PRESENCE WILL BE GREATLY
APPRECIATED.



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

December 19, 1980

Minnesota Coalition for Battered Women
616 Lincoln Avenue
St. Paul, Minnesota 55102

Attention: Sue Knollenberg

Dear Sue:

Thank you for considering the Latina Women's Conference in your publication. Enclosed you will find the information you requested.

If there are any new developments, I will keep you informed.

Gracias,

Elsa Vega Perez
Community Liaison Representative

enclosure

evp:mvc



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

Publicity

December 1, 1980

Mr. Doug Moore
WCCO TV
50 South Ninth Street
Mpls., MN 55402

Dear Doug:

We appreciate the time and effort you spent in addressing the issues and concerns affecting Minnesota's Hispanic Heritage population through WCCO's Newmakers program. It's very important for us to tell "our story". As I indicated in our telephone conversation, the Council is sponsoring a two day conference on the issues and concerns affecting Hispanic women. This conference will be held on March 20th and 21st, 1981. We anticipate over 200 participants.

Thank you for including a three-member panel of women representatives in your Newmakers program. As you indicated, this program can be presented two or three weeks prior to the conference date.

The individuals to participate in this program are:

Irene Gomez Bethke
Elsa Vega Perez
Yasmin Lucas Overlid

Enclosed you will find a copy of our proposal for this conference and background information on the three participants. Once again, thank you for your assistance in our efforts.

Cordialmente,

Jose H Trejo
Executive Director

dsc

Irene Gomez Bethke

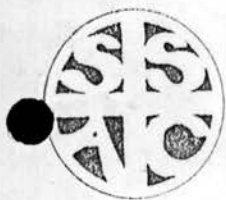
Administrative Aide to Mayor Donald Fraser, Minneapolis
Vice-Chairperson, Spanish Speaking Affairs Council Chairperson,
communications Task Force: Spanish Speaking Affairs Council
Chairperson, Instituto de Arte y Cultura,
Member, Board of Directors, Centro Cultural Chicano
Member, Hispanic Educational Advisory Committee, Office
of the President, University of Minnesota

Elsa Vega Perez

Community Liaison Representative, Spanish Speaking Affairs
Council, State of Minnesota.
Member, Region V, National Associations of Hispanic Employ-
ment and Training Coordinators. (NAHETA)
Member, Hispanic Battered Women's Program Advisory Council
Member, Chemical Abuse Service Agency, Advisory Committee
Resource Person, AZTLAN Cultural Organizations, Minnesota
Correctional Facility at Stillwater

Yasmin Lucas Overlid

Counselor, Highland Park Senior High School, St. Paul School
District, St. Paul, MN
Member, Chemical Abuse Service Agency Board of Directors
Member, Chicanos/Latinos Unidos En Servicio, Board of Directors
Member, Chemical Dependency Task Force, St. Paul Technical
Vocational Institute (TVI)
Member, Minnesota Advisory Council on Vocational Education
Member, American Vocational Associations
Member, Hispanic Educational Advisory Committee, President's
Office, University



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

October 23, 1980

Mr. Ellis S. Bullock Jr.
Director
Jostens Foundations
5501 Nornam Center Drive
Minneapolis, MN 55437

Dear Ellis;

Thank you for your invitation to the luncheon scheduled for November 7, 1980. I look forward to attending the activities planned for the conference on "Young Women in the Future".

I'm also sending you a copy of our concept paper entitled "Un Primer Paso - Hispanic Womens Conference". I would appreciate if you would read it and have questions ready for us when we get the opportunity to meet with you.

I await your response and look forward to seeing you during the luncheon on November 7th. Gracias.

Cordialmente

Elsa Vega Pérez
Community Liaison Rep.

SCC

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : John Pemble
Fiscal Services
Department of Administration

DATE: December 24, 1980

FROM : Jose H. Trejo

PHONE: 296-9587

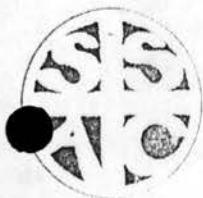
SUBJECT: Un Primer Paso - Hispanic Women's Conference
Sperry Univac, Check #025251 for \$150.00

Enclosed you will find check #025251, from Sperry Univac in the amount of \$150.00 for the "Un Primer Paso", a Hispanic Women's Conference which will be held on March 20 and 21, 1981. Please place this check in our special account for this conference, per our previous request.

According to Chapter 510, 1978 Section 5 enabling legislation, "The council may apply for, receive, and expend in its own name grants and gifts of money consistent with the power and duties specified in section 1 to 7.

In order to minimize difficulties, we are setting up our own separate system for this forthcoming conference. We will keep you informed of our progress.

DEC 24 1980



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

November 3, 1980

Ms. Cheryl Dickson
Executive Director
Minnesota Humanities Commission
Metro Square Building
7th and Robert Streets
Saint Paul, MN 55101

Dear Cheryl;

Enclosed you will find the Council brochure, which I inadvertently left out of the information sent to you on the Hispanic Women's Conference.

The brochure outlines the role of the seven member Spanish Speaking Affairs Council. The Communications Task Force of the Council is responsible for this conference. A special 20 member steering committee has been established to coordinate the conference.

We will continue to keep you informed of our progress. The participants are very excited about this conference and appreciate any assistance you can provide.

Cordialmente


Jose H. Trejo
Executive Director

cc File
Irene Gomez Bethke

DEPARTMENT Spanish Speaking Affairs Council *Office Memorandum*

TO : John Pemble
Fiscal Services

DATE: November 3, 1980

FROM : Jose H. Trejo
Executive Director

PHONE: 296-9587

SUBJECT: Special Account

The Council, through its Communications Task Force will be sponsoring a two day conference on Hispanic Woman's Issues. This conference will be held on March 13 and 14, 1981.

We have written a proposal to obtain funding for this conference. The cost is estimated at \$7,200.00. This proposal has already been submitted to the following funding sources:

Minnesota Humanities Commission

The Bush Foundation

Joesten's

The Pillsbury Company Foundation

I believe that we will receive funding from multiple sources. Also, if we are not able to receive full funding, the Task Force plans to charge a registration fee.

Please establish a special account for this project--Minnesota Hispanic Women's Conference. As you know we are empowered to apply for grants and gifts of money to develop programs consistent with the powers and duties specified in the law.

Attached you will find a copy of the proposed budget. Of course, this is subject to revision as we progress with the conference plans.

Please let me know the special account number.

Thanks

cc David Jensen, Department of Agriculture
File



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

506 504 Rice Street
ST. PAUL, MN 55103

296-9587

October 23, 1980

Ms. Cheryl Dickson
Executive Director
Minnesota Humanities Commission
Metro Square Building
7th and Robert Streets
Saint Paul, MN 55101

Dear Cheryl;

One of the major concerns expressed by members of the Hispanic community has been the lack of knowledge about the unique problems, needs and challenges facing the Hispanic woman and the inability of existing programs to deal equitably with this group. The Spanish Speaking Affairs Council, a state agency that advises the governor and the state legislature on the issues and concerns affecting Minnesota's Hispanic-heritage community, formed a committee to recommend ways of addressing these concerns.

The committee, composed of over 20 women, recommended that the Council sponsor a two-day conference specifically to examine the role of the Hispanic woman, or Hispana, in today's society. This will be the first conference held in the state that will address Hispana issues and concerns. This conference is viewed as a first step--"un primer paso" and not as an end in itself. Through this process, it's hoped that strategies can be developed to meet these challenges.


The committee is in the process of developing the conference program and has already identified fifteen areas of concern and has recruited discussion leaders for these topics. Attached you will find a copy of the proposal, a copy of the budget, a list of the committee members, a list of potential conference discussion leaders and a brochure outlining the Council's activities.

Cheryl Dickson
pg. 2

We submit this proposal to the Minnesota Humanities Commission and request funding in the amount of \$7,260.00 to sponsor this conference. As the project progresses, we will submit additional data to you. This is a very unique and a very needed conference.

Please keep us informed of your funding process and call me if you have any questions.

Cordialmente,



Jose H. Trejo
Executive Director

PAGE 2. (WOMENS CONFERENCE)

WHAT WOULD YOU NAME THE CONFERENCE?

ARRIBA MUJERES

VAMOS APRENDER

JUNTAS VENCEREMOS

OTHER NAMES:

LOCATION PREFERENCE:

MINNEAPOLIS

SAINT PAUL

SUBURB OF MINNEAPOLIS

SUBURB OF ST. PAUL

DO YOU PLAN TO ATTEND?

YES

NO

WHY: _____

SPANISH SPEAKING AFFAIRS COUNCIL

COMMUNICATIONS TASK FORCE

E. Smith
374-2996
529-3189

WOMENS CONFERENCE QUESTIONNAIRE

THIS QUESTIONNAIRE IS TO ASSIST US IN THE DEVELOPMENT OF AN ISSUES CONFERENCE AS IT RELATES TO THE LATINA WOMAN IN REGION V. (REGION V INCLUDES: MINNESOTA, ILLINOIS, WISCONSIN, MICHIGAN, INDIANA)

WE NEED YOUR INPUT SO THAT WE CAN PROPERLY ADDRESS ISSUES OF YOUR CONCERN. PLEASE SELECT YOUR PREFERENCE AND IF YOU HAVE ANY OTHER AREA OF CONCERN NOT MENTIONED, PLEASE INCLUDE IT IN THE SPACE PROVIDED. REMEMBER, THIS CONFERENCE IS DEDICATED TO YOU, "LA LATINA" AND YOUR IDEAS WILL BE HELPFUL IN OUR DEVELOPMENT.

ISSUES:

☐ CHEMICAL DEPENDENCY

☐ DAY CARE

☐ FAMILY PLANNING

☒ BATTERED WOMAN

☒ ASSERTIVENESS/SELF ESTEEM

☐ BILINGUAL EDUCATION/VOCATIONAL TRAINING

☐ COSMETOLOGY

☐ LEGAL RIGHTS

☒ EMPLOYMENT/AFFIRMATIVE ACTION

☒ THE MIGRANT WOMAN

☐ RELIGION

☒ WOMEN IN BUSINESS

☐ WOMEN IN POLITICS

☐ YOUTH

PLEASE INDICATE ANY OTHER AREA OF INTEREST:

*identify ^{and} or improve personal skills - develop-improve self confidence
understanding political + organizational structures - in laymens terms
the above mentioned concerns se necesitan especialmente para la
Chicana / Latina*

WHAT WOULD YOU NAME THE CONFERENCE?

☐ HERMANAS UNIDAS

☐ MUJERES PANA-AMERICANAS



Office of the
Governor

office
memorandum

add
TO
Rollen. D-4

to: Hispanic Caucus - Networking Together
from: Marlen D. Roth *MDR*
date: June 30, 1980
subject: Name and address list

Attached is the list, as promised.

I enjoyed meeting you all and look forward to working with
you in the near future.

MDR:s
Attachment

Irene Flores de Bonilla
9849 S. Hoxie
Chicago, IL 60617
312-721-3312

Aurora Ortiz
A-L-I-NE
1124 Raymond St.
Waukesha, WI 53186
414-542-8909

Maria Teresa Jaimes
Latino Institute
55 East Jackson Rm 2150
Chicago, IL 60604
312-663-3603

Maria Castor
257 E Winifred
St. Paul, MN 55102
612-221-1330

Irene Gomez-Bethke
Spanish Speaking Affairs Council
4649 Decatur Ave. No.
New Hope, MN 55428
612-537-0469

Yasmin Lucas Overlid
St. Paul Technical Vocational
Institute
235 Marshall Ave.
St. Paul, MN 55102

Paula Terronez
S.E.R./Jobs for Progress
1641 W. 16th St.
Chicago, IL 60608

Carmen Torres
S.E.R./Jobs for Progress
1641 W. 16th St.
Chicago, IL 60608

Ramona Salazar
Associate Director
614 W. National Avenue
Milwaukee, WI 53204

Elsa Perez
Spanish Speaking Council
504 Rice St.
St. Paul, MN 55103
612-296-9587

Hilda Frontany
Latino Institute
55 E. Jackson Room 2150
Chicago, IL 60604
Off: 312-663-3603
Home: 312-935-0464

Antonia Z. Vargas
P O Box 213
Mound, MN

Lydia C. Rodriguez
1215 Raymond St.
Waukesha, WI 53186
414-542-9014

Mary D. Castro
Mexican American Business and
Professional Women
3424 S. Franklin
Michigan City, IN 46360
Home: 219-872-2275
Messages Only: 312-521-3883

Rosa A. Gerra
President
United Mexican American Org. Inc.
2447 Broadway, Benito Juarez Ctr.
Ft. Wayne, IN 46807

Diana Clarke
S.E.R./Jobs for Progress
1641 W. 16th St.
Chicago, IL 60608

Elba Margano
YWCA of Metropolitan Chicago
37 S. Wabash
Chicago, IL 60603
312-372-6600, Ext. 32

Marlen D. Roth
Administrative Aide on Women
Office of the Governor
State of Illinois
160 North LaSalle Street
Suite 2010
Chicago, IL 60601
312-793-2096

Dinero

Funds. P.O.L. - School Boards -
Humanities Corporations
City Council -

Housing

P.

News
Press Release

Radio
T.V. / appearance

L.

Newsletter church
Schools State -

2 book

T.

Newspaper

Entertainment

1. Rabbism in
2. Learnington
3. Thunder board
- 4.

\$180,000.00 Humanities.

Com - Jack Form -

- 1 Technical assistance
- 2 Logo SSAC + Under
- 3 Flyers buttons T-shirts
4. P.R. + Core Group in States

Minu. Radio
Humanities - Media T.V.

K D A N

Chris Jones - Oct.

SSP. Program Meeting at Casa del Pueblo
Planning Committee Tues 8-19 6:00 PM.

Petition for more power ↔

Agenda for Conference - Oct -
Format 2 days -

Areas A - B - 1

Survey

~~What~~ to com. - What issues issues presentation

Issues

C.D.

day care

youth

family planning

Politics * World Wide

Battered + Sexual Harassment
Assaultiveness

Bilingual / E.S.L.

Legal Rights Justice

* group of ladies GSR - ALANON

Editorials
open line
News.
good neighbors
profiles
Agency interviews
Ad Sales



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

504 Rice Street
ST. PAUL, MN 55103

296-9587

May 21, 1981

Estimada Hermana:

Gracias por participar como facilitante durante la conferencia "Un Primer Paso". I know it has been quite a while since then, but the task force has been meeting regularly to discuss the outcome and make recommendations for our next conference and also, to carry out some of the recommendations made during the "Un Primer Paso" conference.

The purpose of this letter is to invite you to the Facilitators Meeting that will be held on Wednesday, June 10th at 3:00 p.m. at the 500 Rice Street Conference Room in St. Paul. This meeting is called to evaluate the workshops and to receive your recommendations.

It is important that we meet to discuss the conference. If you are unable to attend, please send us your report/evaluation and recommendations in writing by June 10th. You provided the participants at the conference with information, expertise and an experience that we are attempting to record in our Conference Summary. Therefore, your input is very important.

A published document of our accomplishments as Hermanas here in the State of Minnesota is being considered and we appreciate your continued assistance. If you need further information, please contact the Council office at 296-9587.

Along with the Conference summary, we plan to compile a "Networking Directory" which will include the names and addresses of all facilitators and their area of expertise. See you at the meeting.

Cordialmente,

Elsa Vega Pérez
Community Liaison Representative

SPANISH SPEAKING AFFAIRS COUNCIL

COMMUNICATIONS TASK FORCE MEETING: AUGUST 11, 1980

MEETING MINUTES

THOSE PRESENT: IRENE BETHKE, ELSA PEREZ, ISABELLE TORRES,
YASMIN OVERLID, CHRIS JONES, MARIO McCUE

Meeting opened at 7:00 p.m. Elsa Perez introduced Ms. Chris Jones from KDAN radio (1370 AM). Chris informed us that she was doing an internship with KDAN that would run through the Fall of 1980. She will attempt to redevelop the program format on the Latino Broadcast, and expand Community presentation. There will be a planning committee to discuss this format at the CASA DEL PUEBLO, in St. Paul at 6:00 p.m. on Tuesday, August 19.

Chris Jones -KDAN, also informed us that there was a petition for the FCC. This petition is to request that they provide more power so that the Latino Community at large would be able to reach the broadcast. Petition will be sent to agencies and organizations for signatures.

WOMENS CONFERENCE: Irene informed the group that we were in the process of putting on a Latina Womens Conference in St. Paul/ Mpls. She mentioned that the interest initially started during our (Spanish Speaking Affairs Council) "La Familia" conference in May of 1980. She also mentioned that since the "Networking together" conference in Chicago, the idea has spread and Region V has taken the participation of conference here in Minnesota with large interest. Irene said this meeting was to develop the format of the conference. Because of such poor attendance to this planning meeting, Irene suggested we call and pool members to respond to the planning session and get a final commitment from them to assist in the planning of the conference.

Yasmin Overlid suggested we draw up a questionnaire that could be sent, taken or called for to Latina Women and find out what areas of interest they would care to address at the conference.

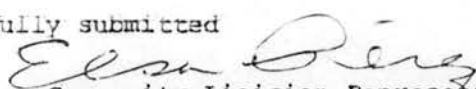
Irene suggested that the Youth Workers in the office call those who showed interest and get more input.

Elsa & Yasmin have volunteered to draw-up a questionnaire from the brainstorming done during this meeting.

Next meeting has been scheduled for August 25, 1980. Meetings have been scheduled for Every monday at 6:00 p.m. Location to be announced.

Meeting Adjourned.

Respectfully submitted


Elsa Perez-Community Liaison Representative

SPANISH SPEAKING AFFAIRS COUNCIL

COMMUNICATIONS TASK FORCE

MEETING MINUTES

TOPIC OF DISCUSSION; "Un Primer Paso"/ Latina Womens Conference

500 Rice St., St. Paul, MN

April 9, 1981

Those Present: Isabelle Torres, Graciela Lauro, Irene Bethke, Maria Castor, Elsa Pérez, Bella Mancini, Lupe Serrano, Yasmin Overlid

Evaluation of Conference Meeting #1

A. Proposal: We can now complement the concept paper by making the necessary changes and additions with specific information that can update the needs and identify the goals achieved with the first "Un Primer Paso". Ms. Overlid recommended that we also include in the concept paper a list of funding sources that we will attempt to contact for funding. Also within the conceptpaper, include the name of the steering committee members working on the conference so that when follow-up is made by committee members they can identify the caller as part of the committee involved.

B. Budget: Members suggested that the budget was too small. It didn't cover all items needed. Budget expenses should have shown full costs expected. Budget should be totally itemized. Members also suggested that we look into the possibility of having our own fiscal agent handle the funds. The state process is too complicated to deal with, having to first become state vendors, then go through state dept. processing. Members felt we should have a non-state account just for this venture. A file will be started with those funding sources that said Yes and a No file for proper identification of those assisting and list of non supportive resources.

C. PUBLICITY: Overall publicity was very poor. Individuals responsible failed to notify the major media. The staff notified the local paper and departamental newsletters which were very supportive. Recommendations for the next conference is that we make the media more alert to the issue with continuous follow-up and also to try and secure TV appearances or press conferences with the National Keynote speakers on the same day of the conference.

D. FUNDRAISING: Material was sent out too late. Irene Bethke suggested we mail the conceptpaper 1 year before the event. This will allow fundingsource enough time for the board approval and also give us a chance to follow-up and meet the specific criteria suggested by funding source if we are refused at first. Graciela Lauro mentioned that she would be meeting with the Mn. Humanities and they (Bella Mancini) will bring up the conference and find out in detail why there was no consideration from their part for assistance, and find out how we can apply for funds from them for the 2nd conference. Irene suggested that we review the possibility of some technical assistance from professional proposal writers to enhance the concept paper and make it more professional. We should also have a complete timetable on funding efforts to follow-up with during the planning.

E. VOLUNTEER PARTICIPATION: Concern with the high drop out rate was expressed from the initial steering committee. We only had about 6 active planners involved. We need to identify ways of setting up a good steering committee and then separate it into sub-committees. Subcommittee chairwomen will be from the steering committee. It will be up to the chairperson in each sub-committee to recruit active members into each sub-committee. Conference participants will be contacted through a survey to find out their interest in volunteering to assist in the planning. The best committee identified was the Fashion Show committee, chaired by Rebecca Garay Heelen. It started late and yet was able to recruit hard workers and a lot of volunteers making the fashion show component to the program a success.

EVALUATION MEETING #1

F. OTHER: Set up a specific volunteer committee. Provide transportation. Irene Bethke recommended that we contact the North Side Settlement because they would be able to assist us with transportation. Contact : Lisa Simer 2507 Fremont Ave. N., Mpls., MN and that we should find or provide Baby sitting service.

PART II. CONFERENCE

A. REGISTRATION: Registration was tabled to allow the committee time to evaluate their own work. Members from this committee were not at the meeting. Members that were around the area felt that it appeared to be hectic. After conference, packets were left behind by the agencies that brought them. Leaving an unkept area. More people at registration was needed.

B. FACILITIES: Great!! Members suggested that next time we attempt to have facilities accessible to the handicapped, better time set-up for fashion show participants. Provide more room by the registration area and not so near the entrance. Fashion show area should have been identified as such and "Keep Out" signs around the area to inform others of that portion of the room being in use.

C. MAIN SPEAKERS: Recruit 1 year in advance. Prepare a resource directory of women to keep in mind. Give main speakers more visibility with press coverage, conferences, news releases etc... Bella Mancini suggested that we use the AGOG(All the Good Ole Gals) directory as a model. Elsa will locate and review directory.

D. WORKSHOP FACILITATORS: The steering committee felt that these women provided the "Meat" of the conference. The conference relied upon their expertise and it proved to be a great success. A meeting will be held with workshop facilitators for further discussion and to continue with some of the resolutions in the conference. Workshops were identified as being too long. Suggestions that they be only 2 hours instead of 4. Allowing an opportunity to attend 2 workshops a day instead of 1. During workshops, assign a Moderator and a recorder and have someone collect the evaluations and resource registration. Remind participants to fill out evaluation and information sheets provided in their packets, during the genral assemblys. And to have the conference begin in the morning and have 2 full days instead of 1 and a half.

E. MEALS: Excellent. The dispensation from eating meat during lent was an excellent idea. Thanks to June Noronha for thinking of it. Set up was good and the service was on time and properly handled.

F. FASHION SHOW: General opinion was excellent. Delightful way to consider all ages represented. This portion was also left to the committee chairperson, Rebecca Garay Heelen to evaluate with her committee members who were not present.

G. OTHER: Should have had more entertainment. Entertainment by the Ballet Folklorico de MN was very good. Should attempt to get some taping of the conference for video coverage. Consider taping Main speakers, and keep tapes handy for future reference. Publicity that we have a big media coverage of the Governor signing the proclamation or giving attention to the date. This would enhance the conference before the event. Have a dance with live music.

PART III. POST CONFERENCE FOLLOW-UP

A. Thank-you Letters will go out to the following;

Funding sources
Speakers
Workshop Facilitators
Fashion Show People-salespeople, participants,
Make-up artists, Hairstylists,
Volunteer participants
St. Catherines
Senator Lantry
Governor
TVI-BILINGUAL PROJECT
Control Data
Council on Economic Status Women

B. Reimbursement of expenses: Process is too slow. Members have all sent in their money receipts for reimbursement.

C. Conference Report: This portion of the evaluation was tabled. Jane Phillips has offered to do this service and she was unable to attend the meeting. Will be discussed at next meeting.

D. FUTURE ACTIVITIES: Prepare after conference newsreleases, interviews with the West Side Voice, local newsletters
Bella Mancini will be writing an article to submit to Nat'l Hispanic Magazines. She be finding out editorial policies and following-up. She will also be working with us on the Task force. Other future activities planned but tabled for a later date discussion were: Peer Counseling Program for Young Women
Hispanic Women's Summer Project

This will be discussed at the next meeting.

Meeting adjourned 6 p.m. Next meeting scheduled for April 23, 1981 at 2 p.m.

UN PRIMER PASO/LATINA WOMENS CONFERENCE

Timetable Worksheet

| | | |
|----------------------------------|---------------------------|----------|
| Budget Committee: | <u>Sandra Vargas</u> | 296-0767 |
| | Elsa Pérez | 296-9587 |
| | José Trejo | 296-9587 |
| Fundraising Committee: | <u>Yasmin Overlid</u> | 690-1545 |
| | Isabelle Torres | 291-6785 |
| | Elsa Pérez | 296-9587 |
| | Sandra Vargas | 296-0767 |
| | Rebecca Garay | 489-1357 |
| Publicity Committee: | <u>Irene Gomez Bethke</u> | 348-2100 |
| | Yasmin Overlid | 690-1545 |
| | Isabelle Torres | 291-6785 |
| | Elsa Pérez | 296-9587 |
| | Carmen Vega | 221-1330 |
| Fashion Show Committee: | <u>Rebecca Garay</u> | 489-1357 |
| | Elsa Pérez | 296-9587 |
| | Carmen Robles | 869-6154 |
| | Yasmin Overlid | 690-1545 |
| Facilitators/Speakers Committee: | <u>Isabelle Torres</u> | 291-6785 |
| | Elsa Pérez | 296-9587 |
| Facilities Committee: | <u>Elsa Pérez</u> | 296-9587 |
| | June Norohna | 690-6784 |
| | Lupe Serrano | 291-4480 |

Office Memorandum

DEPARTMENT Spanish Speaking Affairs Council

TO : Communications Task Force Members

DATE: January 15, 1980

FROM : Elsa Vega Pérez
Community Liaison Representative

PHONE: 296-9587

SUBJECT: Un Primer Paso/Latina Womens Conference

Plans for the UN PRIMER PASO/Latina Womens Conference are at top priority for this Task Force.

Please contact the Council office or Sub-Committee Chairpersons if you are interested in assisting us in the planning. We need your help in any one committee or as many as you are able to assist us in.

Please call.

Te Necesitamos!

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : Communication Task Force Members

DATE: December 17, 1980

FROM : Irene Gomez Bethke *IGB*

PHONE: 296-9587

SUBJECT: Task Force Meeting

The next meeting of the Communication Task Force
is scheduled for Monday, January 12, 1980, 6:30 p.m.
at Centro Cultural Chicano, 1800 Olson Memorial Highway.

Items on the agenda include, but are not limited to:

Hispanic Women Conference/Un Primer Paso

Your attendance at this meeting would be appreciated. If you have any further questions or are unable to attend, please contact Elsa Pérez at 296-9587.

See you there!)

Reminder

*R.S.V.P. - please
attendance number required*

Lena Vasquez

SPANISH SPEAKING AFFAIRS COUNCIL

COMMUNICATIONS TASK FORCE

WOMENS CONFERENCE QUESTIONNAIRE

THIS QUESTIONNAIRE IS TO ASSIST US IN THE DEVELOPMENT OF AN ISSUES CONFERENCE AS IT RELATES TO THE LATINA WOMAN IN REGION V. (REGION V INCLUDES: MINNESOTA, ILLINOIS, WISCONSIN, MICHIGAN, INDIANA)

WE NEED YOUR INPUT SO THAT WE CAN PROPERLY ADDRESS ISSUES OF YOUR CONCERN. PLEASE SELECT YOUR PREFERENCE AND IF YOU HAVE ANY OTHER AREA OF CONCERN NOT MENTIONED, PLEASE INCLUDE IT IN THE SPACE PROVIDED. REMEMBER, THIS CONFERENCE IS DEDICATED TO YOU, "LA LATINA" AND YOUR IDEAS WILL BE HELPFUL IN OUR DEVELOPMENT.

ISSUES:

☐ CHEMICAL DEPENDENCY

☐ DAY CARE

☐ FAMILY PLANNING

☒ BATTERED WOMAN

☒ ASSERTIVENESS/SELF ESTEEM

☒ BILINGUAL EDUCATION/VOCATIONAL TRAINING

☒ COSMETOLOGY

☐ LEGAL RIGHTS

☐ EMPLOYMENT/AFFIRMATIVE ACTION

☐ THE MIGRANT WOMAN

☐ RELIGION

☒ WOMEN IN BUSINESS

☒ WOMEN IN POLITICS

☐ YOUTH

PLEASE INDICATE ANY OTHER AREA OF INTEREST:

WHAT WOULD YOU NAME THE CONFERENCE?

☒ HERMANAS UNIDAS

☐ MUJERES PANA-AMERICANAS

PAGE 2. (WOMENS CONFERENCE)

WHAT WOULD YOU NAME THE CONFERENCE?

ARRIBA MUJERES

JUNTAS VENCEREMOS

VAMOS APRENDER

OTHER NAMES:

LOCATION PREFERENCE:

X MINNEAPOLIS

SUBURB OF MINNEAPOLIS

SAINT PAUL

SUBURB OF ST. PAUL

DO YOU PLAN TO ATTEND?

X YES

NO

WHY: I am interested
in these subjects

SPANISH SPEAKING AFFAIRS COUNCIL

COMMUNICATIONS TASK FORCE

WOMENS CONFERENCE QUESTIONNAIRE

THIS QUESTIONNAIRE IS TO ASSIST US IN THE DEVELOPMENT OF AN ISSUES CONFERENCE AS IT RELATES TO THE LATINA WOMAN IN REGION V. (REGION V INCLUDES: MINNESOTA, ILLINOIS, WISCONSIN, MICHIGAN, INDIANA)

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☐ CHEMICAL DEPENDENCY

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☐ COSMETOLOGY

☐ LEGAL RIGHTS

☒ EMPLOYMENT/AFFIRMATIVE ACTION

☒ THE MIGRANT WOMAN

☐ RELIGION

☐ WOMEN IN BUSINESS

☒ WOMEN IN POLITICS

☒ YOUTH

PLEASE INDICATE ANY OTHER AREA OF INTEREST:

WHAT WOULD YOU NAME THE CONFERENCE?

☒ HERMANAS UNIDAS

☐ MUJERES PANA-AMERICANAS

19

X JUNTAS VENCEREMOS

4775-1908.19

100

WHY:

SPANISH SPEAKING AFFAIRS COUNCIL

November 7, 1980

1:30 p.m.

Centro Cultural Chicano
Minneapolis, MN

MEETING AGENDA

I. Call meeting to order

- A. Approval of Agenda
- B. Approval of Training Session Report
- C. Correspondence

II. Task Force Reports

- A. Communications Task Force *scholarship at Urban League*
 - 1. Bilingual Resource Directory
 - 2. Hispanic Woman's Conference
 - 3. Other Newsletter Radio progrs.
- B. Employment and Education Task Force
 - 1. HIRED Concept paper - *proposal*
 - 2. Other *employment*
- C. Social Services Health and Housing Task Force *Cubans*

III. Economic Development Committee

- A. Hispanic Business Conference
- B. Hispanic Chamber of Commerce
- C. Community Development Corporation

IV. Executive Director's Report

- A. University of Minnesota Hispanic Educational Advisory Committee
- B. Biennial Budget
- C. Chapter 510, Removal of Sunset Clause
- D. Riverview Hospital Advisory Committee
- E. INROADS
- F. Study--Council on Black Minnesotans, et. al.
- G. Minnesota Correctional Facility at Stillwater
- H. Minnesota Hispanic Broadcasters Association *incorporated*
- I. Presentations, Public Appearances
 - 1. World Government, Age of Enlightenment Award
 - 2. Speech, Death and Dying, The Many Faces of Grief
 - 3. Speech, "Strangers in the Promised Land" Undocumented Persons
 - 4. Public Hearing--The Human Rights Department/EEOC Complaining Process

Written Report -

(20-21)

Date - March 18-19-Mar

T.U. Migrants - 9
Urban Hispanics of MN - 16

Ins. City -

Meeting from

Nov

12 =

1. Pray & Resource

2. incorporated

Who are these people?

Tony Gonzalez
Julio Trijo

Spanish Speaking Affairs Council
Meeting, 11-07-80
Agenda, pg. 2

V. Old Business

- A. Community Presentations
B. Other

Policy

VI. New Business

- A. 1981 Legislative Session
B. Research and Legislative Task Force
C. Other

VII. Adjournment

3 Bills
Health
migrant H. Serv. - Em.
H. Ed. Coord. Board.
Sunset Clause
migratory

Coalition

*Linda
Burgin*

1. Sunset Clause
ESOW.
- 2.
- 3.

DEPARTMENT Spanish Speaking Affairs Council *Office Memorandum*

TO : John Pemble
Fiscal Services

DATE: November 3, 1980

FROM : Jose H. Trejo
Executive Director

PHONE: 296-9587

SUBJECT: Special Account

The Council, through its Communications Task Force will be sponsoring a two day conference on Hispanic Woman's Issues. This conference will be held on March 13 and 14, 1981.

We have written a proposal to obtain funding for this conference. The cost is estimated at \$7,200.00. This proposal has already been submitted to the following funding sources:

Minnesota Humanities Commission

The Bush Foundation

Josten's

The Pillsbury Company Foundation

I believe that we will receive funding from multiple sources. Also, if we are not able to receive full funding, the Task Force plans to charge a registration fee.

Please establish a special account for this project--Minnesota Hispanic Women's Conference. As you know we are empowered to apply for grants and gifts of money to develop programs consistent with the powers and duties specified in the law.

Attached you will find a copy of the proposed budget. Of course, this is subject to revision as we progress with the conference plans.

Please let me know the special account number.

Thanks

cc David Jensen, Department of Agriculture
File

LATINA WOMEN'S CONFERENCE

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CONFERENCIA DE MUJERES HISPANAS

FRIDAY-MARCH 20, 1981 — 12:00 P.M. — VIERNES-20 de MARZO de 1981 — 12:00 P.M.

SATURDAY-MARCH 21, 1981 — 9:00 A.M. — SABADO-21 de MARZO de 1981 — 9:00 A.M.

COLLEGE OF ST. CATHERINE
2004 RANDOLPH & CLEVELAND AVES.
ST. PAUL — MINNESOTA

CONTACT PERSONS: ELSA VEGA PEREZ — 296-9587

CONTACTOS: JUNE NORONHA — 690-6784

REGISTRATION FEE: \$15.00 (MEALS INCLUDED)

COSTO de INSCRIPCION: \$15.00 (INCLUYE COMIDAS)

SPONSORS:

SPANISH SPEAKING AFFAIRS COUNCIL

THE COLLEGE OF ST. CATHERINE



THE MINNESOTA HISPANIC LEADERSHIP CONFERENCE

Sheraton Midway-St. Paul
400 North Hamline
Saint Paul, MN

November 29, 1983
9:00 a.m. - 3:00 p.m.

PROGRAM

| | | |
|-----------|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| 8:30 a.m. | REGISTRATION | |
| 9:00 a.m. | BIENVENIDOS: Welcome and Introduction | Juan Lopez, Chairperson Spanish Speaking Affairs Council (SSAC) |
| 9:15 a.m. | WHO SPEAKS FOR US?: Minnesota's Hispanic Leadership Structure | Jose H. Trejo, Executive Director, SSAC |
| 9:45 | THE MINNESOTA HISPANIC LEADERSHIP PROJECT: Mission, Design and Development | Jose H. Trejo Samuel Verdeja, Consultant Minnesota Hispanic Leadership Project |
| 10:30 | INDIVIDUAL INVOLVEMENT FOR COMMUNITY GROWTH: Leadership Development and Training | Panel Discussion |
| 11:30 | THE MINNESOTA EMERGING LEADERSHIP PROJECT: Alternative Avenues for Social Change | Thomas Halbach Agricultural Extension Service, U of M |
| 12:00 | Lunch | |
| 1:00 | FROM DREAMS TO REALITY: Policy Development and Implementation in Nonprofit Governing Boards | John Carver, President Carver Governance Design |
| 2:00 | WHO IS RESPONSIBLE?: Creating Effective Management in Hispanic Agencies' Boards of Directors | Panel Discussion |
| 2:45 | OPEN DISCUSSION | |
| 3:15 | ADJOURNMENT | |

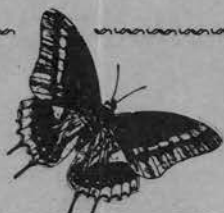
JOHN CARVER.....is a nationally recognized management consultant specializing in how individuals make decisions in organized group settings; how they deliberate and arrive at their goals and how they bring their vision and values to reality through an organized effort. Through extensive experience, Mr. Carver developed a breakthrough in how the operation and management of our hundreds of thousands of boards throughout the country can be improved.

He helped create and was the first elected president of the National Council of Community Mental Health Centers and was successful in lobbying for changes in federal laws dealing with mental health programming.

Presently, he is president of Carver Governance Design, a consulting firm that specializes in board operation and provides consulting services to boards and executives of nonprofit and governmental organizations. The firm also conducts contract management for nonprofit groups.

He has published several articles on nonprofit agency leadership development and interaction and is now writing a book on the management of nonprofit organizations.

Previously, Mr. Carver was Executive Director of Quinco Consulting Center; Columbus, Indiana and Executive Director of the Mental Health and Mental Retardation Authority of Harris County, Houston, Texas. He is an outstanding speaker and has been a management consultant in over 30 states.



Registration \$10.00
Includes Lunch and Conference
Materials.

RSVP 296-9587

STATE OF MINNESOTA

SPANISH SPEAKING AFFAIRS COUNCIL

The Spanish Speaking Affairs Council is composed of seven members appointed by the Governor. The Council advises the governor and the legislature on the nature of the issues and disabilities confronting Spanish-speaking people, including the unique problems encountered by Spanish-speaking migrant agricultural workers.

The Council's legislative mission is to:

- recommend legislation designed to improve the economic, social and educational status of Hispanics;
- advise the Governor and the legislature on the issues and concerns of Hispanics;
- publicize the accomplishments of Hispanics and their contributions to the state;
- serve as a conduit for Hispanics to state government;
- perform studies designed to suggest solutions to problems in areas of education, employment, human rights, health, housing, welfare and others;
- design and implement programs that attempt to solve problems of Spanish-speaking people;
- serve as a referral agency to assist Hispanics in securing access to state agencies and programs;
- develop areas of cooperation and coordination with other state agencies.

THE MINNESOTA HISPANIC LEADERSHIP PROJECT

The Minnesota Hispanic Leadership Project's primary goal is to develop leadership within the state's Hispanic community through a comprehensive and coordinated process that will

- mobilize and utilize existing Hispanic community resources;
- provide an on-going extensive support system to address the needs of the Hispanic leadership and community;
- encourage participants in improving their skills in order to better address the Hispanic community needs;
- establish individual and community objectives to assure that there is continued progress in the socio-economic, political and educational areas in the Hispanic community.

The project is aimed at Minnesota Hispanic residents who demonstrate leadership potential and could benefit by developing their leadership skills. The project is divided into six major components. These are:

- Leadership development seminars and educational programs,
- Participation in policy making bodies,
- Legislative and business internships,
- Community outreach and advocacy,
- Community resources development,
- Communications and Research.



THE

MINNESOTA

HISPANIC

LEADERSHIP

CONFERENCE

Sponsored by

THE SPANISH SPEAKING AFFAIRS COUNCIL

State of Minnesota

on

Tuesday, November 29th, 1983



Sheraton Midway
400 North Hamline
Saint Paul, MN



STATE OF MINNESOTA
SPANISH SPEAKING AFFAIRS COUNCIL

506 Rice Street
ST. PAUL, MN 55103

296-9587

November 9, 1983

HOLA:

Because you have demonstrated an interest in programs and activities designed to improve the socio-economic, educational and political status of Minnesota's Hispanic community, we believe that you will want to participate in the MINNESOTA HISPANIC LEADERSHIP CONFERENCE, which will be held on Tuesday, November 29th, at the Midway Sheraton-Saint Paul, 400 Hamline Avenue North, Saint Paul, MN starting at 9:00 a.m.

This conference is the first of a series of conferences being sponsored through the MINNESOTA HISPANIC LEADERSHIP PROJECT of the Spanish Speaking Affairs Council. The Minnesota Hispanic Leadership Project is a three year program whose primary objective is to develop additional leadership in the Hispanic community.

Minnesota's Hispanic community needs to continue the development of its leadership structure. Leadership, which is to effectively serve the total Hispanic community, is of growing importance and this importance can be best emphasized by:

- Federal budget reallocations resulting in serious reductions in local programs meeting basic human needs,
- The change from special needs funding at the federal level to local block grants and the increased importance of being able to effectively impact at the local level,
- Reductions in available resources and services in all levels of government and the increased competition to secure adequate services for each respective community,
- The need for increased networking and coalition building by the present and future Hispanic leadership,
- The increased complexities involved in developing and implementing community-based social and economic changes.

These are some of the issues and concerns that will be addressed at the MINNESOTA HISPANIC LEADERSHIP CONFERENCE. Mr. John Carver, President, Carver Governance Design, Inc., will be our keynote speaker and will be available throughout the afternoon to answer your questions and concerns.

In addition to the above issues, panel discussions will cover such areas as the role and responsibility of board members, the development and implementation of policy and board of directors and staff relationships. We recommend that individuals serving on boards, commissions, councils, etc., participate in this valuable discussion.

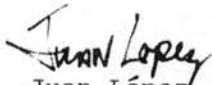
Also, nominations for membership in the MINNESOTA HISPANIC LEADERSHIP PROJECT ADVISORY COMMITTEE will be made at this conference. This twelve member advisory committee will:

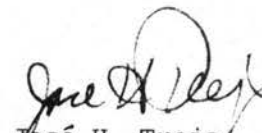
- make recommendations on project activities and areas of involvement,
- assist the project staff as a liaison body between the Hispanic community and the project, and
- assist in the development of the project components and help in the recruitment of project participants.

The cost of the conference is \$10.00 (ten dollars) per person, which includes lunch and project materials.

Please make your reservation by either calling Ruby Lee at 296-9587 or by returning the form below. We urge you to make your reservation as soon as possible, since space is limited.

Respectfully,


Juan López
Chairperson


José H. Trejo
Executive Director

JHT/rl.

Enclosure: Program

SPANISH SPEAKING AFFAIRS COUNCIL
506 Rice Street
Saint Paul, MN 55103

Dear Juan;

 X I (we) plan to attend the MINNESOTA HISPANIC LEADERSHIP CONFERENCE on Tuesday, November 29th, at the Midway Sheraton-St. Paul, please make 1 reservation(s) for me (us).

 Enclosed you will find my (our) check (s) for \$ @ \$10.00 for each person.

 Sorry, I am unable to attend this conference.

Name Irene Gomez-Bethke Phone 296-5665

Address Minnesota Department of Human Rights
5th Floor Bremer Tower
7th Place & Minnesota Street
St. Paul, Minnesota 55101

SPANISH SPEAKING AFFAIRS COUNCIL

STAFFING ALTERNATIVES

At the present time the Council has a staff vacancy with a salary level of \$19,000 per year. This vacancy was formerly filled by Elsa Vega Perez, who served the Council as its Community Liaison Representative. Starting on July 1, 1983, the Council initiated a phase-out of the Community Liaison Representative position and determined that greater emphases would be placed in working with the legislature and state government.

The Council can consider the following options as part of its new staff structure:

OPTION A

Establish a Government Liaison Representative position. The primary duties of this position would be to:

- Serve as liaison between state government and the Council.
- Work with the state legislature in presenting Hispanic issues and concerns.
- Establish a communications program between the Council, state government and the Hispanic community.
- Conduct research and prepare reports on pertinent Hispanic issues and concerns.
- Prepare legislative reports and other printed documents for the Council.

OPTION B

Hire a bilingual clerk typist/receptionist and upgrade the present Administrative Secretary position to an Executive Secretary (Office Manager). The duties of the clerk typist/receptionist would be to:

- serve as a receptionist for the office
- answer phones and provide proper referrals
- perform typing and other office duties
- provide clerical support to Council staff.

Spanish Speaking Affairs Council
Staffing Alternatives

This option will provide some savings in the council's budget. These savings could be used to:

- purchase additional equipment, or
- contract for technical and professional services to conduct research studies for the Council.

OPTION C

Accept the Governor's recommendation and hire Irene Gomez-Bethke as a Government Liaison Representative. This would be a unique unclassified position. The Council has the authority to appoint individuals to an unclassified position.

HIRING/APPOINTMENT PROCESS

Under current state laws and the Council's enabling legislation, the Council can either

- Appoint individuals to a position, since all Council positions are unclassified.
- Establish a recruitment, selection and competitive hiring process through a selection/screening committee.
- Hire individuals on contract for technical and/or professional services.
- Delegate hiring authority to the Executive Director.

SPANISH SPEAKING AFFAIRS COUNCIL

THE MINNESOTA HISPANIC LEADERSHIP CONFERENCE

Sheraton Midway-St. Paul
400 North Hamline
Saint Paul, MN

November 29, 1983
9:00 a.m. - 3:00 p.m.

PROGRAM

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| 8:30 a.m. | REGISTRATION | |
| 9:00 a.m. | Welcome and Introduction | Juan Lopez, Chairperson Spanish Speaking Affairs Council |
| | BIENVENIDOS | Hon. Marlene Johnson Lt. Governor, State of Minnesota |
| 9:15 a.m. | WHO SPEAKS FOR US? Minnesota's Hispanic Leadership Structure | Jose H. Trejo, Executive Director Spanish Speaking Affairs Council |
| 9:45 a.m. | THE MINNESOTA HISPANIC LEADERSHIP PROJECT: Mission, Design and Development | Jose H. Trejo, Samuel Verdeja, Consultant Minnesota Hispanic Leadership Project |
| 10:30 a.m. | INDIVIDUAL INVOLVEMENT FOR COMMUNITY GROWTH: Leadership Development and Training | George Lawson, Vice President Dayton Hudson Corporation Terri Barreiro, Executive Director Dayton Hudson Foundation Irene Gomez-Bethke, Commissioner Minnesota Department of Human Rights |
| 11:30 a.m. | THE MINNESOTA EMERGING LEADERSHIP PROJECT: Alternative Avenues for Social Change | Thomas Halbach, Project Director Agriculture Extension Service University of Minnesota |
| 12:00 | Lunch | |

1:00 p.m. FROM DREAMS TO REALITY: Policy Development
and Implementation in Non-profit Governing Boards

2:00 p.m. WHO IS RESPONSIBLE? Creating Effective Management
in Hispanic Agencies' Boards of Directors

John Carver, President
Carver Governance Design

Ruthie Dalles, Coordinator
Special Populations Programs
State of Minnesota

Kathy Beenan, Coordinator
People Management of Minnesota

2:45 p.m. OPEN DISCUSSION

3:15 p.m. ADJOURNMENT

ANNOUNCEMENT

THE SPANISH SPEAKING AFFAIRS COUNCIL WILL HOLD ITS REGULAR MONTHLY MEETING AT 4:30 P.M. TODAY
(FOLLOWING THIS CONFERENCE) AT 500 RICE STREET, SAINT PAUL MINNESOTA. ALL CONFERENCE PARTICIPANTS
ARE INVITED TO ATTEND THIS COUNCIL MEETING.

SPANISH SPEAKING AFFAIRS COUNCIL

COUNCIL MEETING

March 24, 1983

10:00 a.m.

500 Rice Street
Saint Paul, MN

AGENDA

- I. Welcome and Introduction
 - A. Approval of Agenda
 - B. Approval of Minutes
 - C. Correspondence
- II. 1984 Program of Work Status Report
 - A. Report to the Legislature
 - B. Chairperson's Report
 - C. Executive Director's Report
 - D. Council member appointments
 - E. Other
- III. Minnesota Hispanic Leadership Project Status Report
- IV. Governor's Recommendation re: Gomez-Bethke
 - A. Report on Sequence of Events Regarding Recommendation
 - B. Council Staff Re'structure Recommendations
 - C. Hispanic Community Concerns and Comments
 - D. Council's Determination of Staffing Patterns
- V. Presentations and Program Recommendations
 - A. Pearl Lavine
 - B. Felino de La Peña
- VI. Legislative Program of Work Status Report
- VII. Old Business
- VIII. New Business
 - A. Public Presentation of Hispanic Concerns
 - B. Other
- IX. Adjournment

MVREP QUARTERLY UPDATE

VOL. 1, NO. 3

A QUARTERLY PUBLICATION of the MIDWEST VOTER REGISTRATION EDUCATION PROJECT MAY-JUNE-JULY

HISPANIC POLITICS

JUAN SOLIZ was re-elected to City Council by the narrowest margin in the political history of Chicago. He defeated Ambrosio Medrano by only two votes for Alderman of the 25th ward and will serve a four-year term.

RAYMOND FIGUEROA defeated incumbent Chicago Alderman Miguel Santiago in their run-off election for City Council. Figueroa received 53% of the vote and will serve a four-year term on the City Council as Alderman from the 31st Ward.

JOE de la CRUZ was re-elected to a second four-year term on the East Chicago City Council in Indiana.

SECUNDINO CRUZ was also re-elected to a second four-year term on the East Chicago City Council in Indiana.

FERNANDO PEREZ was elected to a four-year term on the City Council in East Chicago, IN.

PETE TORRES fought back after a narrow loss four years ago to become the first Hispanic elected to City Council in Hammond, IN.

LOUIE GONZALEZ was elected to a four-year term on the City Council in Lake Station, IN.

WILFREDO SANCHEZ was elected to a four-year term on the City Council in Gary, IN.

ELMO GONZALEZ won the Democratic nomination for Mayor of La Porte, IN.

EDWARD GONZALEZ (Elmo's son) was nominated for a seat on the City Council in Michigan City, IN.

RICHARD RUIZ was re-elected to a second four-year term in a run-off election for a seat on the City Council in Kansas City, KS.

BOB HERNANDEZ was also re-elected to a second four-year term in a run-off election for a seat on the City Council in Kansas City, MO.

MVREP SURPASSES 200 CAMPAIGNS

TABLE 1

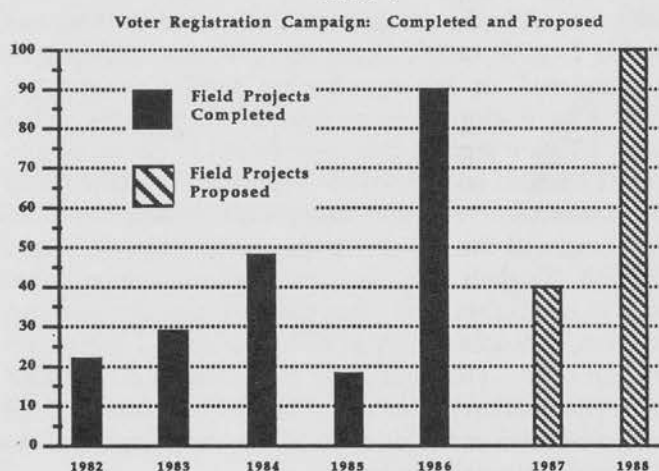


Table 1: After three years of steady increases in the number of non-partisan campaigns conducted, 1985 was a real bummer in which we sponsored the fewest campaigns in our history. But 1986 was a banner year with 90 voter registration campaigns. Our total to date is 205 non-partisan campaigns conducted through which over 500,000 persons have registered to vote. An additional 140 campaigns are planned for 1987/1988. Call MVREP at (614) 464-1116 for more information.

NATIONAL VOTER REGISTRATION STEERING COMMITTEE FORMED

The National Steering Committee for the 1988 Hispanic Voter Registration Campaign met on June 26-27, 1987 in Chicago. MVREP sponsored the meeting which was attended by most of the thirty-one national leaders on the committee. The committee reviewed current characteristics and the distribution of the Hispanic population in the United States by region, state and congressional districts. The committee also stressed the importance of starting early and participating consistently in the process of selecting delegates to the national conventions of both the Democratic and Republican parties. The committee also outlined a strategy for a national non-partisan voter registration campaign to register 1,000,000 more Hispanic voters prior to the November 1988 presidential election. The national campaign will need thousands of volunteers, institutional support, extensive organizational networking, and considerable financial support. The national campaign will be launched in Chicago on October 17, 1987 during the 5th Annual Midwest Hispanic Leadership Conference. Please call MVREP if you would like to be involved in this historic campaign.

HISPANICS RALLY TO FIGHT "ENGLISH ONLY" RESOLUTIONS

Opponents and proponents of the "English only" movement agree that the force behind this anti-Hispanic campaign was the passage of Proposition 63 in California. The measure was approved by 73% of the voters last November and not only declares English the state language, but restricts the official uses of other tongues and allows citizens to sue to enforce "English only". Since then, 37 state legislatures have considered, or are considering, similar resolutions. Four states have adopted some form of "English only" this year and 13 state legislatures have voted it down; others adjourned without taking action. The measures have failed mostly in states where ethnic communities raised objections largely because of the threat to bilingual education. Efforts to establish "English only" by constitutional amendment failed in 14 states this year. According to a recent national poll, respondents split evenly at 47% in favor and opposition to "English only". The fight is far from over. Call MVREP for more information on the status of this movement which has been described as "repugnant" and "a renunciation of our multilingual national origins".

MVREP RESEARCH - A PRINCIPAL SOURCE OF INFORMATION

TABLE 2
MVREP RESEARCH: Reports/Studies/Profiles

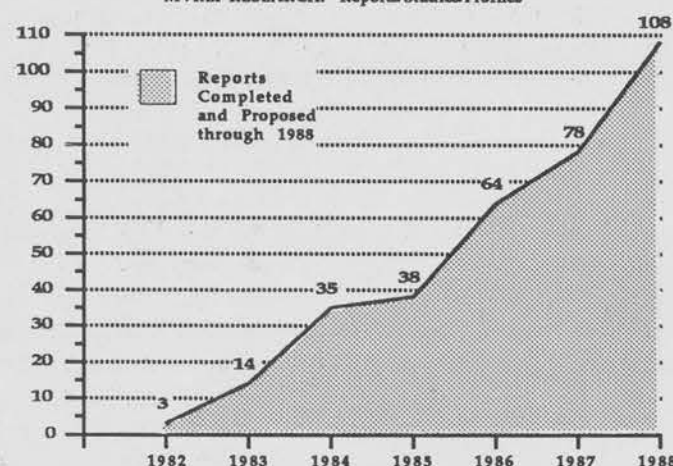


Table 2: Over the years MVREP has developed and demonstrated a prolific research capability. In 1985 we had no funds with which to publish but we got back on track in 1986. The electronic and printed media, researchers and academicians, political pundits and leaders, public officials and community leaders, and many others have recognized MVREP as a principal source for political information. By 1988 we expect to have published about 108 reports on Hispanic political demographics. Call MVREP for a complete list of our publications.

MVREP EXPANDS TO 17 STATES

| STATE | HISPANIC POPULATION* | HISPANIC CITIZENS REGISTERED | |
|---------------|-------------------------|------------------------------|------------------|
| | | VAP** | TO VOTE*** |
| New York | 1,918,219 | 921,346 | 540,500 |
| Illinois | 635,602 | 278,763 | 151,000 |
| New Jersey | 567,459 | 264,197 | 155,000 |
| Massachusetts | 164,939 | 69,591 | 40,800 |
| Michigan | 162,440 | 101,344 | 46,000 |
| Pennsylvania | 153,961 | 100,075 | 50,000 |
| Connecticut | 142,948 | 61,084 | 35,800 |
| Ohio | 119,883 | 79,654 | 35,000 |
| Indiana | 86,518 | 56,577 | 24,000 |
| Wisconsin | 62,782 | 38,892 | 18,000 |
| Kansas | 62,656 | 41,092 | 18,000 |
| Missouri | 51,853 | 36,233 | 15,000 |
| Minnesota | 32,115 | 20,217 | 11,000 |
| Nebraska | 28,262 | 17,751 | 9,000 |
| Iowa | 26,274 | 16,572 | 7,500 |
| South Dakota | 4,023 | 2,615 | 1,000 |
| North Dakota | 3,902 | 2,536 | 1,000 |
| TOTAL | 4,223,836 | 2,108,539 | 1,158,600 |

* U.S. Bureau of the Census

** Voting Age Population (excludes non-citizens)

*** Source: MVREP estimates

It seems the more progress you make, the more work you have to do. MVREP has worked very hard over the last six years to establish a solid track record and to gain the confidence and support of the community. Public officials, the media, community leaders representing labor, business, social and cultural groups, the church, as well as directors and members of community based organizations have consistently demonstrated their strong support. It is on the basis of this strong support and solid track record that the MVREP Board of Directors and staff accept the awesome challenge of expansion into the states of North Dakota, South Dakota, Pennsylvania, New Jersey, New York, Massachusetts, and Connecticut which creates the largest voter registration project in the country. We look forward to the task with great anticipation and pledge to work hard to earn the support and respect of individuals, organizations and communities in these new states.

MIDWEST HISPANIC LEADERSHIP CONFERENCE

TENTATIVE AGENDA

Friday, October 16, 1987

- 1:00 p.m. Registration Opens
- 4:00 p.m. Open Bar & Exhibits
- 6:00 p.m. Taco Buffet (Dinner)
- 7:30 p.m. Conference Opening Session
- 8:00 p.m. Hispanic Theatrical Group
- 8:30 p.m. Keynote Speaker
- 9:00 p.m. Dance

Saturday, October 17, 1987

- 8:30 a.m. Workshops
- 10:00 a.m. 1. The Empowerment of Women - Leadership and Political Training:
Carmen Perez & Ana Riojas
- 2. Holding State Government Accountable:
- 3. Organizing Political Campaigns:
Harry Spring
- 4. The Labor Movement: Jack F. Otero
- 5. Central America: Point/Counterpoint
- 10:15 a.m. Workshops
- 11:45 a.m. 1. Hispanic Youth Education - Status and Implications: Dr. Samuel Betances
- 2. Women As Leaders in Traditional & Non-Traditional Roles: Patricia B. Rivera
- 3. Hispanic Youth-Factfinding & Awareness for Involvement in the Political Process: William C. Velasquez
- 4. Future Political Implications of Amnesty & Naturalization: Dr. Leo Estrada
- 5. Empowering the Community:
Dr. Jose Angel Gutierrez

12:00 Noon Luncheon Banquet - Keynote Speaker

2:30 p.m. Presidential Forum
to
National Television Coverage

4:30 p.m.

6:00 p.m. Open Bar Reception

7:00 p.m. Dinner Banquet - Keynote Speaker
Ballet Folklorico
Volunteer of the Year

9:00 p.m. Dance

Sunday, October 18, 1987

- 9:00 a.m. Caucuses and/or Special Meetings
- 10:00 a.m. Delegate Selection Process
to
Democratic National Committee
- 11:00 a.m. Republican National Committee
- 11:00 a.m. Conference Closing Session
to
Luncheon Banquet
- 1:00 p.m. Keynote Speaker

MVREP RELOCATES TO CHICAGO

The time has come for MVREP to make another strategic move in its organizational development. The Board of Directors has decided that the MVREP administrative office should be located in Chicago and the process is currently underway to relocate from Columbus to Chicago. The move should be understandable in light of our geographic expansion, the growth in our field operation, our need for better flight and travel services, our need to access major media markets, and our need to focus more on voting rights research and litigation, leadership development, and public policy research. Our current plans are to complete the move to Chicago by August 1. Our telephone number there will be (312) 427-8683 and it is already working.

IMPORTANT CONFERENCE INFORMATION

The best conference of the year in the country will again be the Midwest Hispanic Leadership Conference. The 5th annual conference will be held in Chicago at the McCormick Center Hotel on October 16-18, 1987. In response to numerous requests, we are again offering a discount for pre-registration. The discount rate will be \$40 for participants who pre-register and pre-pay by October 9. Participants who pre-register and pre-pay will receive a full refund if for any reason they are unable to attend the conference. Participants who pre-register by mail or telephone, but do not pre-pay, will pay \$50 at the conference. Participants who fail to pre-register or pre-pay may purchase tickets at the conference for banquets and social events separately, or the full package deal for \$60.

The program will include ten workshops, a nationally televised presidential forum, a theatrical group, a ballet folklorico, four banquets, two dances, and open bars. In addition to presidential candidates and top-notch workshop presenters, participants will see and hear some of the best public speakers in the country. Participants who choose to attend the workshop sessions, special meetings and/or caucuses, and the presidential forum only, and none of the banquets and social events, will need to simply register at the conference to receive admission tickets at no cost. Conference registration packets will be mailed to you in August. Please see the tentative agenda on this page. Call MVREP for more information and start making your plans now to attend this great conference.

BUDWEISER GRANT LAUNCHES MVREP LEADERSHIP PROGRAM

The 1987 MVREP Hispanic Leadership Development Program was launched recently with a \$10,000 grant from Anheuser-Busch Companies. The program proposes to bridge the gap that exists throughout the country between public officials and citizens in the community. During the 9-week 27-hour program, elected and appointed officials representing city, county, and school governments, will explain their respective roles, duties, responsibilities, functions, and qualifications to an ad hoc citizen's committee. Citizens will review personnel policies, organizational charts, budgets, hiring practices, law enforcement policies and procedures, judicial practices, voter information materials, board and commission appointments, community services and several other topics relating to local government. The goal is to improve understanding of how local government works, how citizens can impact local government, how to access local government, increase government accountability, train citizens for positions in local government, and create new opportunities for public service. The program, which provides for 27 hours of constructive dialogue and interaction between public officials and citizens on community issues, is currently underway in Scottsbluff and Omaha, NE. Plans call for the program to be offered in Michigan, Kansas, Missouri, Illinois, and Wisconsin this year with additional states to be included in 1988. Call MVREP for details.

MVREP STAFF

Juan Andrade, Jr.
Joanna M. Martinez

Maria Elena Molina
William Rodriguez

EMPLOYMENT OPPORTUNITIES

Midwest Voter Registration Education Project is accepting applications for the positions listed below. All positions are full-time, permanent and to be filled immediately. Salary is negotiable. All positions based in Chicago. All interested persons are encouraged to apply. MVREP is an equal opportunity employer.

Management Systems Coordinator-Responsible for personnel, fiscal, and grants management systems; minimum B.A./B.S. in Business Administration or a related field required; Bilingual (Spanish/English).

Public Affairs Coordinator-Responsible for media relations, public information, publications, and communications materials; B.A./B.S. in Communications or a related field required; Bilingual (Spanish/English).

Research Director-Responsible for studies, surveys, exit polls, reports, demographic profiles, and policy analysis; Lotus, dBase, SPSS, WordStar, McIntosh Software required; Ph.D. preferred; Bilingual (Spanish/English).

Field/Leadership Director-Responsible for all field operations including voter registration and organizing training programs involving local citizens and public officials (city, county, and schools); minimum B.A./B.S. in Social Sciences or a related field required; Bilingual (Spanish/English).

Administrative Assistant-Responsible for central office operations (typing, filing, scheduling, equipment/supplies inventory, etc.) and assisting M.S. Coordinator; Wordprocessor experience required; Bilingual (Spanish/English).

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