



LULACnews

Spring 2016



CONGRESSIONAL LEADERS AND COMMUNITY ADVOCATES

HONORED AT LEGISLATIVE GALA

EMERGE LATINO CONFERENCE

BRINGS COLLEGIATE LEADERS TO WASHINGTON

LULAC OF IOWA

URNS OUT THE LATINO VOTE

INSIDE SPRING

ON THE COVER

6 LULAC Members Honor Congressional Leaders and Community Advocates

The 19th annual Legislative Conference and Awards Gala honored congressional leaders and community advocates and brought issues affecting the Latino community directly to Capitol Hill.

9 Collegiate Leaders Convene in Washington to Advocate for Latino Policy Priorities

Over 150 collegiate leaders came to Washington, D.C. and discussed policy issues affecting the Latino community, bringing their concerns directly to Congress.

12 LULAC of Iowa Mobilizes Over 10,000 Latinos to Participate in Iowa Caucus

LULAC members instituted a media campaign, caucus trainings, and canvassing efforts aimed at turning out more Latinos in the Iowa Caucus.

35

Power in Numbers:
Why We Need Collective Giving
to Maximize Impact



LULACnews

League of United Latin American Citizens

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38

La Lucha Sigue – Continuing the Fight for LGBTQ Equality in Congress

With same-sex marriage now the law of the land, what's next for the LGBT movement?

10 Striving for Diversity in the Federal Government

The Federal Training Institute Partnership upheld its commitment to diversifying the federal workforce with a three day professional development conference in Washington, D.C.

20 2016 National Convention Rules

21 2016 National Convention Amendments

22 Bringing the Benefits of the Affordable Care Act to the Latino Community

LULAC Council #3163 in San Bernardino, CA is raising awareness about the benefits of the Affordable Care Act in their community and encouraging more Latinos to enroll.

24 Eating Healthy Without Sacrificing Your Culture

LULAC's health team investigated how you can make traditional Latino dishes in a healthier way.

26 LNESc Encourages the Next Generation of Leaders

LNESC empowers a rising generation of Latino leaders to advance change in communities across the country.

30 Era of No Child Left Behind Has Passed

What is the Every Student Succeeds Act and what does it mean for the future of education?

32 Striving for Higher Educational Standards—the Fight for College and Career Readiness

The *Ready! Set! Go! Initiative* is bringing Common Core resources to Illinois, Colorado and New Mexico.

33 Inspiring and Supporting Latino Students in STEM Education and Beyond

With little representation of Latinos in STEM careers, LNESc is partnering with the GM Foundation to encourage more students to take an interest in science and technology.

37 LULAC Councils Encourage Latinos to Get Tested for HIV

In observance of World AIDS Day, LULAC councils encouraged others to get tested for HIV.

13

Sanctuary Cities Make Us Safer

With all the negative attention surrounding sanctuary cities, LULAC explores if these cities are as dangerous as the media portrayals.

14 LULAC's Hispanic Immigrant Integration Project Aids Thousands with Immigration Services

HIIP sites across the country are answering an increased demand for citizenship services.

15 Corporate Spotlight: Fernando Palacios

The MillerCoors Executive talks about his experience as the Vice President of one of America's most recognized brands.

16 Corporate Spotlight: Bob Zamora

The founder of Zamora Automotive Group discusses his experience in the automotive industry and his current partnership with LULAC.

17 LULAC Acts Against AIDS

LULAC is partnering with the Centers for Disease Control to encourage Latinos to get tested for HIV.

A Message From the President

Welcome to this year's 87th Annual LULAC National Convention in Washington, D.C. With the theme, *Latinos at the Seat of Power*, this year's annual convention will celebrate 87 years of service from the nation's oldest and largest Latino civil rights group.

Once again, we are proud to present an agenda packed with substantive workshops and informational seminars regarding the issues that affect Latinos the most. Every year, the LULAC convention greets close to 20,000 participants and hosts Members of Congress, cabinet secretaries, local elected officials, academic experts, and community leaders who are eager to address the largest gathering of Latino grassroots leaders and members.

LULAC is fortunate to have a committed group of young people that are always ready, willing and able to meet the challenges facing our community. LULAC youth members organize at school campuses across the country in order to bring critical information to the community about health care, education and immigration reform. Engaging young Latinos continues to be a priority of LULAC, and this year, the convention will once again include the LULAC Youth Convention which allows youth to participate in a college immersion program and attend the convention's workshops and seminars.

Civic participation, advocating against discrimination, and ensuring civil rights issues for the LGBT community continue to be among LULAC's priorities. The convention will also include workshops that underscore our commitment to equality for everyone, with seminars on HIV/AIDS prevention, immigration reform, education, and health.

For those re-entering the workforce, the Federal Training Institute (FTI)—a long-standing staple of our annual conventions—will offer a week-long federal training program that will focus on leadership training and discuss employment opportunities in the Federal Government.

We hold our convention every year, and this year is particularly significant given the importance of the 2016 election. The Latino community played a pivotal role in the historic Latino turnout of 2012 where LULAC and our partners predicted that a record 12 million Latino voters would cast their ballots. In 2012, with 75% of the Latino vote, President Obama was able to once again claim victory. LULAC worked hand in glove with key civil rights organizations to ensure that voter suppression laws did not keep Latinos from voting. Now, we must once again call upon our LULAC volunteers, staff and network of 123 local LULAC Councils to register and turnout Latino voters. By organizing, registering and voting on Election Day, we can help elect a leader who will respond to the critical needs of the Latino community.



With so much at stake, we hope that your participation in the LULAC convention inspires you to advocate for change in your community. The power of LULAC is a testament to its grassroots volunteers across the country who are committed to ensuring that the Latino voice is heard at all levels of government. The National Convention in Washington, D.C. amplifies that voice, and we thank you for your participation.

Sincerely,

A handwritten signature in black ink that reads "Roger C. Rocha, Jr." The signature is written in a cursive, slightly slanted style.

Roger C. Rocha, Jr.
LULAC National President



// It's absolutely critical for our community leaders to ensure that our Latino communities are getting tested for HIV. //

– Brent Wilkes, Executive Director,
League of United
Latin American Citizens

**I'M
DOING
IT**
Testing for **HIV**

#DoingIt

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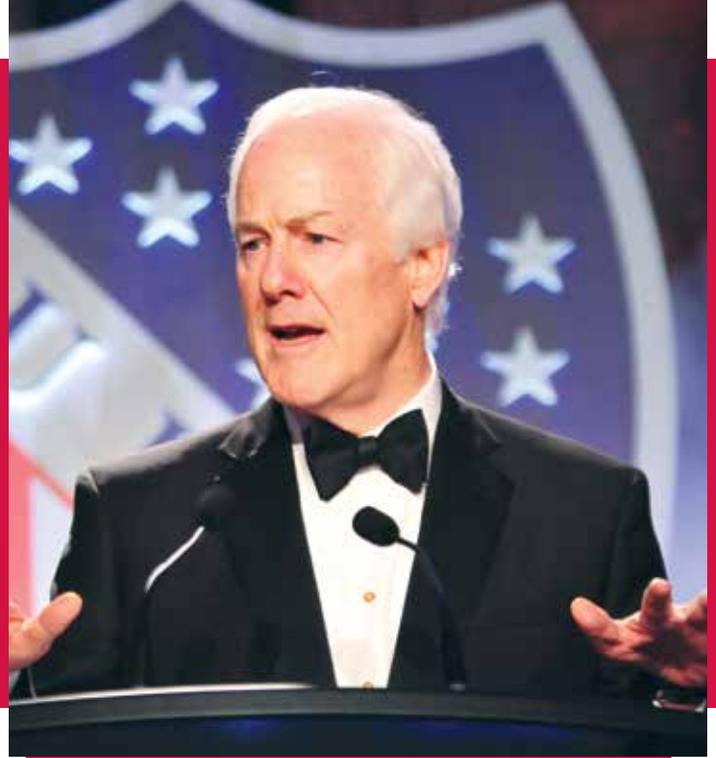


LULAC MEMBERS HONOR CONGRESSIONAL

LEADERS AND COMMUNITY ADVOCATES

By: Geoffrey Nolan, LULAC National Communications Associate





Celebrating its 19th year, the LULAC National Legislative Conference and Awards Gala drew 800 LULAC members from across the country to celebrate community leaders, honor legislative champions, and advocate for Latino policy priorities in Washington, D.C. Each year, the Legislative Conference and Awards Gala provides a forum through which LULAC members are briefed on some of the most important policies facing the Latino community. This year's panels focused on health, education, and immigration and focused on some of the policy successes and shortcomings over the past few years. The panels featured leading experts on each issue area and opportunities for participants to ask questions and interact with panelists who presented on important legislative issues such as the benefits of the Affordable Care Act, the Common Core State Standards, and the need for comprehensive immigration reform.

The highlight of the conference was the LULAC Awards Gala honoring congressional leaders and community advocates who support the interests of the Latino community. The Honorees spoke to the power that organizations like LULAC possess when they inform political leaders on the issues facing their community. U.S. Senator Elizabeth Warren (D-MA) received the Legislative Award and gave a rousing speech praising the work of grassroots organizations like LULAC for keeping government officials accountable to the needs of the people. "Our world changes when grassroots organizations like LULAC speak up for our families," she said, encouraging LULAC members to continue bringing the issues affecting their communities directly to the attention of elected officials. U.S. Senator John Cornyn (R-TX) also received the Legislative Award and praised LULAC "as one of those rare organizations that can unite different people under a common cause." Community advocate Julio Pabón spoke on his experiences with mobilizing his community in the Bronx, New York and detailed how his advocacy worked eventually translated into his current role in highlighting Latino contributions to sports. Each honoree's words echoed one of the overarching themes of this year's



Speakers (from left to right): U.S. Senator Elizabeth Warren (D-MA); LULAC National Executive Director Brent Wilkes; U.S. Senator John Cornyn (R-TX); Julio Pabón; HUD Secretary Julián Castro.



Top Left: La Santa Cecilia **Top Right:** The Legislative Conference featured policy briefings on education, health, and immigration with leading experts from nonprofits and advocacy organizations. **Bottom Left:** LULAC members visited over 75 congressional offices and federal agencies and brought the issues impacting the Latino community directly to leaders in the federal government. **Bottom Right:** Congresswoman Linda Sanchez addressed conference participants at the Capitol Hill Advocacy Luncheon.

conference: Grassroots efforts do not go unnoticed and are essential to furthering the plight of the Latino community. In addition to the speakers, Mexican-American musical group *La Santa Cecilia* closed out the evening with new music from their upcoming album, *Buenaventura*.

The following day, LULAC members took their knowledge from the policy briefings and went directly to Capitol Hill to meet with members of Congress to discuss their concerns. This year, LULAC members met with over 75 congressional offices and discussed ICE's detention bed quota, the Puerto Rico debt crisis, and the need for comprehensive immigration reform. Advocates were treated to a Capitol Hill luncheon featuring Democratic Whip Steny H. Hoyer (D-MD), Congresswoman Ileana Ros-Lehtinen (R-FL), and Congresswomen Linda Sanchez (D-CA).

The LULAC Legislative Conference and Awards Gala provide LULAC members with the unique opportunity to bring their grassroots advocacy efforts directly to Washington. LULAC remains committed to honoring those who are ensuring the Latino voices reverberate in the halls of Congress and will continue advocating for effective policy solutions that benefit the Latino community.



LULAC National President Roger C. Rocha, Jr. spoke on LULAC's advocacy efforts across the county.

COLLEGIATE LEADERS CONVENE IN WASHINGTON TO ADVOCATE FOR LATINO POLICY PRIORITIES

By: Edna Degollado, Civic Engagement Programs Coordinator



In February, over 150 of the country's brightest collegiate students and young professionals arrived in Washington, D.C. for the third annual Emerge Latino Conference. This year's leaders began the conference by participating in the first-ever Emerge community service event at the Capital Area Food Bank. Students sorted and packed boxes of food that would later be delivered to families and children in the area. Together, the Emerge students donated over 100 hours of service and helped feed over 450 families in the Washington, D.C. metropolitan area.

One of the most important events of the conference involved developing the Collegiate LULAC Legislative Agenda. Students discussed the most important issues impacting their communities, from making education more affordable to ensuring access to healthcare. Each of the issues expressed by the students highlighted their individual experiences and represented the passion and intelligence of each student. "We are not a single-issue community," commented one student, "one-size fits all policies' will not work for us."

The students voted on the agenda and determined that education, immigration, and health would be the policy priorities presented to congressional leaders during the Capitol Hill advocacy day. In preparation for their advocacy visits, the students participated in policy briefings featuring experts on issues of critical importance to the Latino community. The students left the briefings armed with the knowledge and tools necessary to advocate for their positions with congressional officials the following day.



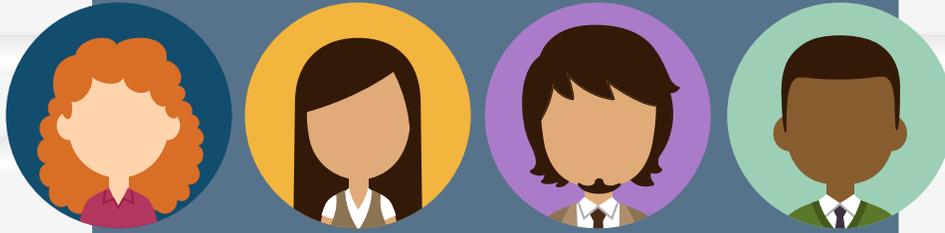
Left to right: Secretary Julián Castro met with Emerge participants at the Leadership and Innovation Luncheon; Students rallied at Capitol Hill for the unveiling of the National Hispanic Leadership Agenda Policy Platform before their advocacy visits with congressional leaders.

Following the policy briefings, students met with a variety of government agencies, nonprofit, and corporate representatives at the Career Expo featuring internship, fellowship and career opportunities. Representatives from corporate America, policy advocates, federal employees and other young professionals shared their experiences and insight on how to land a job and be an exceptional candidate in today's job market. After a full day of policy, networking, and training sessions, the students dressed up in their black tie formalwear for the Legislative Awards Gala.

On the final day of Emerge, the students met bright and early at the U.S. Capitol Building, where they divided into advocacy groups and developed their advocacy agendas. The students visited over 75 congressional offices, bringing their policy concerns and personal experiences directly to their congressional representatives. For many students, this was their first interaction with an elected official, and many relished the opportunity to help members of Congress see the struggles of their community.

After an intense three days of policy briefings, congressional visits, and advocacy trainings, the Emerge Latino Conference closed with a final reception at the Microsoft Policy and Innovation Center. Students left Washington motivated to continue working in their communities to ensure positive changes are not only occurring at the federal level, but at the local and state levels as well.





Striving for **DIVERSITY** in the Federal Government

By: Geoffrey Nolan, LULAC National Communications Associate

Since its founding in 1929, LULAC members have tirelessly advocated for Hispanic representation in national politics, popular media, and their local city councils and school boards. Nowhere is this representation more important than within our own federal workforce, whose employees are charged with serving the diverse population of our country. LULAC is firmly committed to the notion that the federal workforce should represent the diversity of the population that it serves, and one of the key means for accomplishing this task is through the Federal Training Institute Partnership (FTIP). The FTIP is a public nonprofit partnership between LULAC and federal agencies that promotes diversity and inclusion in the federal workforce. The partnership is an extension of the Federal Training Institute (FTI) which has been an integral component of the LULAC National Convention for over forty years.

The third annual Federal Training Institute Partnership took place at the National Institutes of Health in Washington, D.C. in September 2015 and featured a plethora of leadership development seminars aimed at developing the core qualifications necessary for government employees to reach the Senior Executive Service. Seminars focused on professional development topics such as diversity in the workplace and managing conflict in the office. Over 450 people attended the three day event and learned valuable lessons that they can apply to their own offices of employment.

This year's FTIP featured a Senior Executive Service mentoring session at the U.S. Department of Education where select participants received special guidance from senior executives from different government agencies. During the session, participants could ask personal questions related to their own career goals and professional development and receive immediate feedback from some of the most accomplished leaders in the federal government.

When more Latinos are part of the federal workforce, they can serve as advocates for the interests of the Latino community, ensuring that the Latino opinion is represented in all federal agencies charged with implementing programs and policies that affect the Latino community. By offering leadership trainings and professional development seminars free of charge to all participants, LULAC is facilitating the ascension of more Latinos into critical roles within the federal government and ensuring that the federal workforce increasingly looks more like the population it serves.



Top to Bottom: Senior Executives from various federal agencies participated in a special mentoring session at the U.S. Department of Education as part of the event; Over 450 federal employees across all federal agencies attended the FTIP last September; Participants attended a series of workshops designed to cultivate leadership skills and foster the development of important workplace skills.



Leadership

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accomplish great things.*

*All of us at Anheuser-Busch
proudly support
LULAC for
leading the way.*





LULAC of Iowa Mobilizes Over 10,000 Latinos to Participate in Iowa Caucus

By: Melissa Walker, Iowa LULAC Communications Director

The Iowa League of United Latin American Citizens was at the forefront of ensuring that Latinos participated in record numbers in the 2016 Iowa Caucuses on Feb. 1.

LULAC's *Latino Vote Iowa* grassroots campaign was the first-ever statewide caucus outreach and education campaign to the Latino community. Because of LULAC's efforts, over 13,000 Latinos participated in the Democratic and Republican caucuses.

"Our community has spoken and used our democratic right to help choose the next President of the United States," said Joe Enriquez Henry, President of Council #307 and LULAC National Vice President of the Midwest.

In 2008, only 3,500 Latinos turned out to participate in the Democratic and Republican caucuses. LULAC had a goal to draw between 10,000 and 20,000 Latinos to participate in this year's caucuses, and immediate estimates after the caucuses by national media outlets showed the campaign was successful in its outreach.

"If we didn't participate in the caucuses, everyone else would have decided for us what issues were important and which candidates addressed those issues," Enriquez Henry said. "We needed to ensure candidates heard our voices and knew what we value, and that we knew where each candidate stood on those issues."

The grassroots campaign started with a large kick-off event that drew more than 300 Latinos from across Iowa to celebrate the achievements of the Latino community and to energize them to become involved in the political process. Special guests included Jesus "Chuy" Garcia, Cook County Commissioner; and Lorella Praeli, the National Director of Latino Outreach for the Hillary Clinton campaign.

The *Latino Vote Iowa* included field staff and a communications director along with a host of dedicated volunteers across the state. Enriquez Henry helped lead caucus trainings throughout the state focusing on teaching participants about the caucuses, the differences between the Republican and Democratic caucuses, and explaining how to participate.

National media outlets took note of LULAC's efforts and reported extensively on the campaign. LULAC received requests from local, state and national news organizations that wanted LULAC's opinion on the importance of the Latino vote, Latino participation in the primaries, and the impact of Republican candidate Donald Trump's anti-immigrant rhetoric on Latino voters. LULAC utilized various media outlets to promote their trainings, and the work was publicized in national news outlets such as ABC, MSNBC, NBC Latino, New York Times, Univision, Fusion, Telemundo, and Buzzfeed.

For outreach, *Latino Vote Iowa* drew from a pool of about 50,000 registered Latino voters statewide. The campaign focused on communities with the highest percentage of Latino voters. Field staff met with thousands of voters in their neighborhoods and supplemented the campaign with paid phone calling, mailings and door-to-door canvassing. Volunteers and field staff talked to Latinos about the caucuses and issues that were important to them in the presidential race.

Moving forward, LULAC remains dedicated to ensuring that more Latinos are not only participating in November's general election, but also taking an active role in the primaries in their states. Political candidates must understand that the road to the White House runs through the Latino community. Latinos are listening to their policy positions and will make their voices heard on Election Day by voting.



Caucus trainings were held throughout the state and resulted in more than 10,000 Latinos participating in both the Republican and Democratic caucuses.



Sanctuary Cities Make Us Safer – Enacting Policy that Builds Community Trust Is Key to Safety

By: Luis Torres, LULAC National Director of Policy and Legislation

According to Immigration and Customs Enforcement Director Sarah Saldaña, more than 200 state and local jurisdictions have some form of policy that puts building community trust above increasing the deportation of noncriminal migrants. As states across the country move to examine the merit of instituting sanctuary city policies, research clearly states that safety and sanctuary city policies are not mutually exclusive. In fact, sanctuary cities make us safer.

Evidence suggests that sanctuary cities make communities safer for everyone. Although San Francisco has dominated the news features on the negative perceptions of sanctuary cities, numerous news outlets have reported that the city's murder rate has not spiked in any significant way since the city enacted its first sanctuary law 26 years ago. Instead, as evidenced by a report from *Mother Jones*, the city's murder rate has fallen to its lowest level in decades: 45 murders in 2014.

It's not just San Francisco that is benefiting from sanctuary city policies. Other municipalities in California and states across the country are seeing the same trends. The California Legislature and all but a few counties have enacted some form of sanctuary city policy. According to the Department of Justice, California homicides in 2014 fell to their lowest level since 1971.

Despite this information, a multitude of state legislatures have held hearings, mark-ups, and votes on legislation to prevent the enactment of sanctuary city/community trust-building policies by local counties, cities, and other jurisdictions in their state. So the question remains, if sanctuary policies can be an effective tool that makes communities safer, why are some states looking to prevent communities from instituting them?

According to the Immigration Policy Center, the answer, in part, is **anti-immigrant prejudice and misinformation.**



DESPITE THE ABUNDANCE OF EVIDENCE THAT IMMIGRATION IS NOT LINKED TO HIGHER CRIME RATES, AND THAT IMMIGRANTS ARE LESS LIKELY TO BE CRIMINALS THAN THE NATIVE-BORN, MANY U.S. POLICYMAKERS SUCCUMB TO THEIR FEARS AND PREJUDICES ABOUT WHAT THEY IMAGINE IMMIGRANTS TO BE. AS A RESULT, FAR TOO MANY IMMIGRATION POLICIES ARE DRAFTED ON THE BASIS OF STEREOTYPES RATHER THAN SUBSTANCE.

An important point to note when discussing sanctuary city policies is that while crime has fallen nationwide in recent years, murder rates are even lower in cities with sanctuary policies compared to cities that do not have sanctuary policies. According to the FBI Uniform Crime Report; Indianapolis, Dallas, Columbus, Jacksonville, and Fort Worth all had higher murders per 100,000 residents in 2013 than San Francisco. The data is clear, safety and sanctuary city policies are not mutually exclusive—they go hand-in-hand.

Sanctuary Policies Build Community Trust in Law Enforcement

Perhaps one of the most important points in favor of passing sanctuary city policies is that they are a part of creating trust and developing relationships between the law enforcement community and the people they serve. In a 2013 study, the Department of Urban Planning and Policy at the University of Illinois-Chicago surveyed Latinos in Chicago, Houston, Los Angeles, and Phoenix. The study found that increased involvement of local police in immigration enforcement in those cities had eroded trust in the legal system among both documented and undocumented immigrants. Eroding trust is not positive for law enforcement. In fact, building trust between key communities and law enforcement is extremely critical to safety. Latinos and underserved immigrant communities are key communities, and a strong sense of trust between these communities and law enforcement is critical to ensuring positive future interactions between the groups.

Law enforcement agencies understand this premise clearly. According to a 2009 report from the Police Foundation, law enforcement agencies understand that “local police involvement in immigration enforcement [activities]...[has] a chilling effect on immigrant cooperation” with police. Furthermore, according to this report, law enforcement agencies note that “without this cooperation, law enforcement will have difficulty apprehending and successfully prosecuting criminals, thereby reducing overall public safety for the larger community.”

FACTS ARE FACTS: Immigrants Less Likely to Commit Crimes

Perhaps the most important piece of evidence to consider when debating the merits of sanctuary city policies, are the data related to the criminality of immigrants versus non-immigrants. Since opponents of sanctuary city policies claim to suggest that targeting immigrants is necessary to decreasing crime, getting the facts is crucial. On this note, according to research from the Immigration Policy Center, immigrants are less likely to commit crimes than native-born citizens. 2.6 percent of

Continued on page 29

LULAC's Hispanic Immigrant Integration Project

Thousands with Immigration Status

By: Karen Velasco, LULAC National Democracy and Civic Engagement Intern



Walmart  We are grateful to the Walmart Foundation for their support of the Hispanic Immigrant Integration Project

In 2013, LULAC created the Hispanic Immigrant Integration Project (HIIP) with the financial support of the Walmart Foundation in order to facilitate the integration of immigrants into their local communities and into the greater cultural fabric of the United States. The Hispanic Immigrant Integration Project (HIIP) aims to increase the availability of immigration services that promote citizenship and are offered to immigrants from several focus states. The focus states for this year are California, Arizona, Indiana, and Texas. HIIP awards four \$40,000 grants to the selected councils or agencies that currently provide services to the Latino community, which can include ESL classes, naturalization application assistance, and general outreach efforts related to immigration. The program requires that the awarded agency collaborates with a local LULAC council, which further increases the resources available for immigrants. HIIP has been a successful tool in serving the immigrant community, and last year it assisted 16,300 individuals with diverse immigrant programs.

The creation of HIIP addresses the problem of low naturalization rates among the Latino community despite the large number of immigrants eligible for citizenship. Currently, an estimated 8.8 million immigrants are eligible to apply for citizenship but may face many personal and economic barriers that prevent them from finishing the process. Consequently, the agencies and councils that receive a HIIP grant can provide naturalization services and applications at a lower cost to help eliminate many of the economic barriers. As a result, an estimated 2,090 naturalization applications were submitted. Lowering the cost for applications allowed for more people to begin their

pathway to citizenship. Other programs supported by HIIP, like the ESL classes, address the language barrier that often prevents many people from attempting to naturalize. The immigration services provided by HIIP help prepare immigrants for a life of active citizenship while simultaneously providing more opportunities for a better future. According to the Migrational Policy Institute, a naturalized citizen has higher median earnings than a person who is not a naturalized citizen. As citizens, they can pursue higher education opportunities, obtain a better job, and can contribute to this country by participating in the voting process. In order to ensure that more immigrants eligible for citizenship are actively beginning the process, HIIP is committed to increasing the availability of the programs necessary for naturalization that will spearhead the advancement of immigrant communities.

Sacramento Site: The Hermandad Mexicana Transnacional HIIP site provided citizenship classes to 105 participants, increasing their English competency by 85% and their knowledge in US history by 95%. As a result, participants enrolled in the civics and ESL classes are better prepared for their naturalization exam. The organization also assisted 165 participants with citizenship applications. Due to the HIIP grant, Hermandad Mexicana Transnacional assisted a total of 631 participants who are more aptly prepared to finish their citizenship process.



Fernando Palacios
Executive Vice President and Chief Integrated
Supply Chain Officer, **MillerCoors**



By: Geoffrey Nolan, LULAC National Communications Associate

Fernando Palacios is no stranger to the food industry. The Executive Vice President and Chief Integrated Supply Chain Officer of MillerCoors joined the company in 2011 after working for some of the most recognizable food brands in the world, including Kraft, Pillsbury, Haagen-Dazs, and Land O'Lakes. Even after years of work experience in corporate America, Palacios still traces his success to a series of lessons he learned throughout his childhood and early adulthood that ultimately paved the way for a successful business career. According to Palacios, these lessons have been crucial to each milestone that has led him to his current position and has influenced much of the advice he gives to Latinos hoping to break into corporate America.

Born and raised in Venezuela, Palacios learned from an early age the value of hard work and the necessity of a strong family support system. Thanks to the hard work of his mother, he was able to attend Catholic school where he developed a strong values system based upon caring for others, something that he now sees as critical to his career in food service. "I learned to think not only about my own interests, but also the interests of those around me," he says. "In my current role, I invest in my employees and coworkers, I get to know them, and I help them solve problems. When my team wins, I win."

At the age of 12, Palacios had his first taste of the working world with a job as an office assistant. Although buying lunches, delivering mail, and making copies were not the most thrilling activities for a young boy, the advice of his mother pushed him to give the job his all. "My mother gave me everything I needed, but she told me that if I wanted something

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THE LATINO COMMUNITY REPRESENTS OUR CONSUMERS, OUR EMPLOYEES, AND THE VERY FABRIC OF OUR COMPANY. PARTNERING WITH LULAC IS ANOTHER WAY OF GIVING BACK TO THEM.

else, I had to work for it," said Palacios. "She told me I had been given an opportunity, and it was my job to make it count."

Throughout his school career, Palacios took a particular liking to science and mathematics. When the time came to go to college, he knew he wanted to study food science and work for a company like Nestlé or Kraft. Upon entering university in Caracas to study chemical engineering, his passion for baseball began to eclipse his academic pursuits. "My mother once again came to the rescue," states Palacios. "We decided that it would be best for me to attend college in the United States—free from all distractions"

When Palacios arrived in Starkville, MS to attend Mississippi State University, he was a far cry away from the bustling city life of Caracas. According to Palacios, the stark contrasts provided him with the reality check he needed to focus on his studies. "When I arrived in Starkville, there was no subway, no buses, or any nightclubs," he says. "I wasn't in Venezuela anymore." Just like his days as an office assistant, Palacios took advantage of this new environment and made the most of his opportunity. During his five years in Starkville, he learned how to balance class, work, and his personal life—a skill that would be critical to his professional career when a few years later, he landed a job at one of his dream companies, Kraft.

Throughout his experiences in corporate America with some of the most profitable companies in the world, Palacios has always remained humble and connected to the Latino community. From a very young age, his mother ingrained in him a respect for where he came from, and no matter where his life has carried him, he has always remembered his roots, his struggles, and how he overcame them. Palacios continues to mentor Hispanics in both MillerCoors and some of his previous employers. Outside of the business sector, Palacios remains dedicated to education issues that have a direct impact on the Hispanic community, often participating in fund raising activities aimed at improving educational opportunities for Hispanics. "Giving back to the community is not just a feel good exercise," says Palacios. "It is part of ensuring that others can experience similar opportunities to the ones you enjoyed."

Through its partnership with LULAC, MillerCoors is doing just that—helping Hispanics gain access to the opportunities that are so often closed to them. MillerCoors generous partnership allows LULAC members to interact with elected officials from different sectors of the government and corporate America, exposing them to opportunities that many may have never experienced. "The Latino community represents our consumers, our employees, and the very fabric of our company," says Palacios. "Partnering with LULAC is another way of giving back to them." Through sponsoring events at the LULAC National Convention and the LULAC Legislative Conference and Awards Gala, MillerCoors is committing to providing a better world for others and ensuring that the Latino community has the same opportunities for success as anyone else.



Robert Zamora
President and CEO, Zamora Automotive Group



Vayamos
Juntos

By: *Geoffrey Nolan, LULAC National Communications Associate*

LULAC counts on the support of corporate partners to further its mission of improving the lives of Hispanics across the country. Robert Zamora of the Zamora Automotive Group was instrumental in bringing the LULAC Feria de Salud to the Toyota Brownsville Car Dealership in Brownsville, Texas with the support of Toyota North America.

With more than 40 years in the automobile industry, Robert Zamora is no stranger to hard work. Born in Arizona and raised in California, Zamora began his first job at 11 assisting neighbors with various gardening, painting, and cleaning jobs. After working in the fields with other migrant workers, Zamora left home at the age of 15 and worked nights at various jobs while attending high school during the day. “I needed to support myself, and sometimes I held two or three jobs at a time to pay the bills. I wanted to go to college and be successful, and I knew that hard work was the way to accomplish that.” Zamora was willing to put in the hard work and long hours to be the best at his various jobs, a work ethic that he has carried with him to the present day.

Zamora had his first taste of the business world when he became the owner of a local beer tavern at the age of 21. The long and nontraditional hours running the bar were not conducive to starting a family, so his wife urged of him to apply for his first automobile industry job as a salesman at a Ford dealership. Although new to auto sales, Zamora relished the challenge of a new job and quickly became one of the top producing salesmen at the dealership. After being passed over for a promotion, Zamora worked as a salesman and a sales manager at various dealerships before going to work for a father-son team at a Ford dealership as a used car manager.

Although he was now in a position of leadership, Zamora was not content with being a used car manager. He wanted more and knew that he would have to be bold to further his own career. When meeting with the owners of the dealership, Zamora offered them a deal. “I told them that I would work in the position for five years and would turn out record profits and sales,”

“

AS A LATINO IN THE BUSINESS WORLD, SOMETIMES YOU MUST WORK TWICE AS HARD TO GET THE SAME AMOUNT OF CREDIT. I WANT TO INSPIRE OUR LATINO YOUTH TO BELIEVE IN THEMSELVES AND REACH FOR THAT NEXT RUNG IN THE LADDER BY SHOWING THEM POSITIVE LATINO ROLE MODELS IN THE BUSINESS COMMUNITY.

he says. “After five years of record-breaking sales, I wanted to be made a partner.” The owners agreed, and after 3 years of work, Zamora became a partner at a new Honda dealership in Lodi, California.

Little by little, he bought the father out of the dealership while maintaining a business relationship with the son, opening many stores through the years with the son. Over the past 10 years, he formed the Zamora Automotive Group with his son and daughters and has opened six new stores with two others currently under development, all while maintaining his business relationship with the son with the original dealerships. Today, Zamora Automotive Group is one of the fastest-growing privately-owned automotive dealer groups in California. The company is rapidly expanding to include dealerships in California, Arizona, Nevada, and Texas.

Zamora credits his business acumen and success to the lessons he learned as a child and young adult. Leaving home early and balancing school and work at such a young age instilled in him a sense of independence that has motivated him to take the necessary steps to success. Always thirsty for knowledge, he read books about leaders who he admired and would envision himself achieving the goals he set for himself. When times were tough or something didn’t work out quite like he imagined, Zamora would return to that image of his goal, imprinting it into his mind and realigning his sights.

In light of his success, Zamora prides himself on serving his community. His service efforts include focusing on families and children by increasing educational and leadership opportunities. Recognizing the number of social problems prevalent in the Latino community, Zamora partnered with LULAC in November 2015 to bring resources to Brownsville, Texas. LULAC brought the *Latinos Living Healthy: Feria de Salud* to Brownsville in partnership with Toyota North America, and Zamora offered to host it at the newly-opened Brownsville Toyota dealership. The event attracted more than 2,000 people to take advantage of free health services and learn about health opportunities in their community.

“I had heard about LULAC and their advocacy work for years when I worked in California,” he says, “But it wasn’t until executives at Toyota told me about the health fair that I finally was able to help them bring such an important event to Brownsville.” LULAC and Brownsville Toyota transformed the dealership into the *Feria de Salud* where members of the community received free flu shots, osteoporosis screenings, dental and vision exams, and important information on community health services.

Most importantly, Zamora hopes to expand his company’s involvement with LULAC and begin investing in young people. “As a Latino in the business world, sometimes you must work twice as hard to get the same amount of credit,” he says. “I want to inspire our Latino youth to believe in themselves and reach for that next rung in the ladder by showing them positive Latino role models in the business community.” Through this partnership, Zamora hopes that he can use his own resources in conjunction with those of LULAC to ensure that the Latino community is educated, healthy, and successful.

LULAC ACTS

AGAINST AIDS



By Declan Kingland, LULAC National Deputy Director of Programs

Of the 1.1 million people living with HIV in the United States, approximately 220,000 are Latino. Latinos are disproportionately affected by HIV and have the second-highest rate of infection, only surpassed by the African American community. In fact, according to the Centers for Disease Control and Prevention (CDC), the HIV infection rate among Latinos in 2013 was more than three times that of whites.

Latinos face a number of factors that can be attributed to high rates of HIV infection. Lack of access to care is one of the biggest factors as many don't know where to find local HIV screenings. Others are too scared to get tested. Undocumented immigrants fear possible deportation and are less likely to take advantage of preventative services or treatment. In many cases, young Latinos may not be exposed to safe sex education or HIV prevention practices, and talking about safe sex and HIV is considered an uncomfortable topic and often avoided in Latino families. These factors increase the likelihood of HIV transmission and infection, and in 2010, approximately one fifth of those diagnosed with HIV infections among 13 to 24 year olds were Latino.

The lack of information cultivated in childhood often follows Latinos into adulthood when many are afraid to get tested because they fear the results and the reaction that they may receive from those close to them. Over a third of Latinos were tested too late for HIV and were diagnosed with AIDS within one year as a result of starting their treatment late. Ultimately, early screening and proper treatment can prevent an AIDS diagnosis.

Unfortunately, AIDS diagnoses due to a lack of early treatment are becoming quite common for the Latino community. Only 67 percent of Latinos actually receive treatment after their HIV diagnoses. Of those who receive care, only 37 percent remain in regular care and only 33 percent of those are prescribed antiretroviral therapy. Unfortunately,

this fallout on the care continuum leads to a quarter of all Latinos diagnosed with HIV seeing their viral load suppressed. This lack of suppression among those infected leads to an increased risk of HIV transmission.

There are treatments available to help prevent the transmission of HIV and replication of the virus once it has been transmitted, which helps prevent the development of AIDS. In 2012, the FDA approved Pre Exposure Prophylaxis (PrEP) which helps those at high risk of HIV prevent infection by taking a daily pill. According to the CDC, studies have shown that PrEP reduces the risk of getting HIV by up to 90 percent when used consistently. Additionally, Post Exposure Prophylaxis (PEP) is an emergency antiretroviral medication a person should take if they believe they were exposed to HIV to prevent HIV infection. PEP is a short-term treatment of 28 days and needs frequent follow up testing to prove effectiveness.

Most importantly, Latinos must destigmatize the conversation surrounding HIV/AIDS and create a pathway to HIV awareness and prevention in their households and communities. LULAC has joined that effort by partnering with the CDC to promote the Act Against AIDS campaign. Through this campaign, LULAC will raise awareness about effective HIV/AIDS prevention strategies like PEP and PrEP, and host free HIV screenings in partnership with LULAC councils. LULAC's advocates will be joining us throughout the year at 10 regional testing events and workshops at LULAC's February EMERGE Conference and July National Convention, both in Washington, D.C. Through these efforts, LULAC will engage its membership so they can be effective advocates for change in their communities by removing the stigma that surrounds HIV/AIDS infection and supporting pathways to communication and access to care. To get more information or to join the campaign visit <http://lulac.org/salud>.



You are at a High Risk for Contracting HIV if you:

- Are in an ongoing relationship with an HIV infected partner
- Do not regularly use condoms with partners known to be at risk for HIV
- Injected illicit drugs in the past six months
- Shared equipment or have been in a treatment program for injection drug use



FAQs About PrEP

- You must test negative for HIV before starting PrEP treatment and must continue to test every three months while on PrEP
- You must take PrEP for at least seven days before it reaches optimal levels of protection against HIV
- Individuals on PrEP should continue other effective HIV prevention strategies



FAQs About PEP

- A visit to the doctor is necessary to determine if you need PEP treatment
- If treatment is needed, it must be started within 72 hours of the expected exposure to increase effectiveness
- PEP is not 100 percent effective and does not guarantee that someone exposed to HIV will not become infected



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A photograph of three children lying on their backs on a lush green lawn. At the top is a girl with long dark hair wearing a bright blue t-shirt with a sequined pattern. In the middle is a girl with brown hair wearing a blue button-down shirt. At the bottom is a young boy with dark hair wearing a red and white baseball-style shirt. They are all smiling and looking towards the camera.

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2016 National Convention Rules and Amendments

1. Only delegates, or alternates replacing a delegate, wearing their certified badges, will be allowed in the voting section. All other persons shall be seated in an observation area designated by the Credentials Committee. The only exception to this rule shall be to accommodate a physically challenged delegate or alternate who desires to be seated in a special area.

2. A member in good standing has the right to ask that non-members be removed from the election area. This shall include the news media.

3. An Election Judge shall be appointed by the National President to conduct the elections. The Election Judge shall be appointed prior to the start of the National Convention.

4. The Election Judge shall appoint at least three (3) Official Observers for all elections for the purpose of: a. serving as counters, as necessary; and b. being present at the time of electronic voting system installation and testing. Testing will include a sample test vote. The Election Judge will report the results of the sample test vote to the National Assembly.

5. Elections shall be by electronic ballot, including voting on amendments and resolutions, and runoffs.

6. No delegate or alternate may have more than one (1) vote in any one (1) election.

7. Voting in absentia shall not be allowed.

8. A candidate not previously announced, as per the LULAC National Constitution, may run from the floor provided that a written certification endorsement by the total accredited delegations of **a minimum of five (5) councils, including the candidate's home council, is made to the Election Judge no later than 12 midnight on the Friday before the General Assembly convenes for elections.** All candidates running from the floor shall announce their candidacy at the General Assembly convened on Friday immediately prior to the date of elections. Challenges to the eligibility of candidates running for office must be made to the election judge by 12 midnight on the Friday before the General Assembly convenes for elections.

9. Each candidate has the right to appoint one (1) observer/counter for the purpose of verifying the count and, if they wish, may be present for the electronic sample test ballot.

10. Each candidate shall have five (5) minutes for speeches which shall be presented at the time the General Assembly convenes for elections and before voting by electronic voting. All nominations for office shall be closed at 5:00 pm. on the Friday immediately prior to the date of elections.

11. In elections in which more than two (2) candidates are involved, and no one (1) candidate receives 50 percent plus 1 majority of the certified votes, the two (2) candidates receiving the highest number of votes shall immediately go into a runoff. No speeches shall be allowed in runoff elections.

12. Challenges to any election must be issued to the Election Judge within **ten (10) minutes** after the outcome of the election is announced. It shall take a two-thirds (2/3's) vote to overturn any ruling made by the Election Judge or by the National Legal Advisor.

13. First reading of all Constitutional Amendments and Resolutions will be presented on Friday when the General Assembly convenes immediately prior to date of elections.

14. The order of elections shall be as follows:

- a. National President
- b. National Vice President for Women
- c. National Vice President for Youth
- d. National Vice President for Young Adults
- e. National Vice President for the Elderly
- f. National Treasurer
- g. National Vice President for the Southwest
- h. National Vice President for the Midwest
- i. National Vice President for the Farwest
- j. National Vice President for the Southeast
- k. National Vice President for the Northeast
- l. National Vice President for the Northwest
- m. 2019 Convention Site

15. The presentation of Constitutional Amendments from the floor **shall not be allowed.** Discussion on Constitutional Amendments shall be limited to three (3) speakers for and three (3) speakers against with each speaker having two (2) minutes.

16. All resolutions must be type written and submitted in the form provided for in the LULAC website and submitted by a local council in good standing on the first day of the National Convention. Approved State LULAC resolutions must be submitted to the National Office within five (5) days of passage by the State Convention with proof of passage by the State Convention provided at the time of submission. The Resolutions Committee shall read the resolved portion of each resolution and make its recommendation to the General Assembly when the General Assembly convenes on the Friday prior to national elections. Discussion on each resolution shall be limited to two (2) speakers for and two (2) speakers against with each speaker having two (2) minutes. A speaker must announce if he/she is speaking in favor of or against the resolution in question.

17. Resolutions from the floor shall be accepted. The resolution from the floor must be type written and submitted by using the form

2016 National Convention Rules and Amendments

provided in the LULAC website and **signed by the total registered delegation of the offering council**. The written resolution from the floor must be presented to the Resolutions Committee by 2:00 pm. on the Friday when the General Assembly convenes prior to elections. The Resolutions Committee shall read the resolved portion of each resolution and make its recommendation to the General Assembly when the General Assembly convenes on the Friday prior to elections. The same time limit, number of speakers, and announcement as in Rule 16 shall apply to this rule.

18. Any issue not covered by these Convention Rules will be determined by the proper provisions within the LULAC National Constitution, By-Laws & Protocol, and Robert's Rules of Order (revised) in that order.

19. These adopted 2016 Convention Rules may be changed by a two-thirds (2/3's) vote of the General Assembly.

20. Delegates, Alternates and Guests must maintain proper decorum at all times. Whistling and whistles are not allowed. No photography, video, or audio recordings will be permitted, except for such photography, video or audio recording as is authorized by the Elections Judge. Upon violation a warning will be issued by the Election Judge, after which, if violation is repeated, Rule 21 will be invoked.

21. Any individual disrupting election proceedings as determined by the Election Judge, or that uses profanity or verbally threatens or attacks another member on or near the voting floor will be removed from the voting floor and charges to discipline the member, including expulsion for "actions contrary to the principles of LULAC" shall be brought against the member by the Elections Judge at the October National Board of Directors meeting.

Proposed Constitutional Amendments

Amendment 1: Create New Veteran Affairs Positions at the National, State and District Level

Article VIII – National Officers, Section 1—Elective Officers (pg 29)

Insert f. National Vice President for Veteran Affairs;
Move the remaining officers down one letter (g-m)

Article VI – Organization Structure, Section 5—The State Executive Board, Subsection a – Definition and Composition (pg 17)

Insert (4) The Deputy State Director for Veteran Affairs;
Renumber the remaining officers (5-11)

Article IX – State Officers, Section 1—Elective Officers (pg 44)

Insert e. Deputy State Director for Veteran Affairs;
Move the remaining officers down one letter (f-h)

Article VI – Organization Structure, Section 7—The District Executive Board, Subsection a – Definition and Composition (pg 20)

Insert (4) The Deputy District Director for Veteran Affairs;
Renumber the remaining officers (5-11)

Article X – District Officers, Section 1—Elective Officers (pg 48)

Insert e. Deputy District Director for Veteran Affairs;
Move the remaining officers down one letter (f-h)

Submitted by LULAC council 4967, Houston, Texas

Amendment 2: Article VIII, Section 5—Election of National Officers, Subsection (e) (pg 32)

Current reading:

“All elective National Officers, with the exception of State Directors who are elected by their respective State Assemblies, shall be elected by a majority vote of the accredited delegates to the National Assembly.”

Amend to read:

“All elective National Officers, with the exception of State Directors who are elected by their respective State Assemblies **and National Vice Presidents for a geographical region who are elected by a majority vote of the accredited delegates from their respective region as specified in subdivision (e)**, shall be elected by a majority vote of the accredited delegates to the National Assembly.”

Submitted by Lorenzo Patiño LULAC Council #2862, Sacramento, California



Bringing the Benefits of the Affordable Care Act to the Latino Community

By: Elizabeth Serrano, LULAC National Health Programs Intern

The Affordable Care Act (ACA) has successfully expanded health insurance coverage to individuals across the nation. Before ACA, individuals with pre-existing conditions could be denied coverage; women faced disproportionately expensive medical costs and preventative services were not always covered. Over 17 million people have gained health insurance since the passage of ACA, including over 4 million Latinos ages 18-64. Those enrolled in a health plan now benefit from healthcare coverage when they need it without worrying so much about the cost. For example, many people pay less than 75 dollars a month for their health plan after tax credits. More importantly, being enrolled in a health plan provides access to preventative services such as mammograms, cervical cancer screenings, and flu shots, which significantly decreases one's chances of developing chronic illnesses.

Although the uninsured rate has significantly decreased, research from the Department of Health and Human Services shows that about 19 percent of uninsured Latinos eligible for a marketplace plan still lack coverage. One large barrier that has prevented many Latinos from accessing coverage is the decision of some states not to expand Medicaid. In these states, people with an income above that state's Medicaid eligibility will still find coverage to be unaffordable because

they will not qualify for financial assistance. Known as the "coverage gap," this alarming trend continues to leave our most vulnerable populations without access to care.

With the open enrollment cycle long over, it is important to continue advocating for Latinos who remain uninsured due to the decision of state governments to not expand Medicaid. Concentrating our efforts on Texas and Florida will make the biggest difference as 80 percent of the total poor non-elderly Latinos that fall into the coverage gap live in those two states.

The biggest step many LULAC members can make when advocating for coverage is to raise awareness about the issue. LULAC Council #3163 in San Bernardino, California, has been doing just that with their Youth Health Ambassador (YHA) Program, funded in part by the California Endowment. Through the program, high school students are provided information about the healthcare system from a health disparities viewpoint. Classes discuss the process of enrolling in health insurance and how to access care and preventative services. Through the program, the San Bernardino council is inspiring students to be active participants and advocates for change while raising awareness about health resources at the grassroots level. **For more information about the program visit <http://www.yhaprogram.org/>.**



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EATING HEALTHY WITHOUT SACRIFICING YOUR CULTURE:

FIVE HEALTHIER ALTERNATIVES TO PREPARING LATINO FOODS

By: Wendy Salas, LULAC National Community Programs Coordinator

Just because you're eating healthy doesn't mean you need to eliminate your favorite foods from your diet. Unfortunately, some of the most traditional and popular Latin dishes are full of fats and carbohydrates that are not healthy, even though they can also be full of healthy ingredients such as fruits and vegetables and beans and grains. Rather than completely cutting out these dishes from your diet, consider altering your recipe for a healthier version of your favorite dishes.

It's easy. Take a look at your recipes and identify the ingredients that can be switched for healthier alternatives. You'll find that altering your recipes can help create a healthier dish without sacrificing flavor. Here are a few tips on how you can change the way you prepare some of your favorite dishes.



Reducing Saturated Fat

Saturated fats can be found in many meats, creams, and cheeses. For meats, consider the leanest cuts of meat available or try substituting turkey or chicken for beef or pork. If you can't bear to give up your meat of choice, use less of it in your recipe by substituting half with a leaner meat or beans.

When adding cheese to dishes, choose a cheese made with reduced fat milk. *Requeson* is commonly used in Latin dishes but is high in fat. Low-fat options are typically available and should be substituted, and if one is unavailable, mozzarella is a good alternative with many low-fat varieties. When choosing cheeses, consider all nutritional aspects and use moderate amounts. Additionally, try choosing a stronger flavored cheese like pepper jack to get the same flavor with less cheese.

Many of the dairy products that are often used in soups and other dishes can be substituted with plain, fat-free yogurt. The yogurt helps keep the flavor and creamy consistency with just a fraction of the fat.



Reducing Sodium Content

Latin foods are incredibly flavorful, but often rely on large amounts of salt. Altering your recipe to include alternative spices (especially onions or garlic) can help keep the flavor while simultaneously reducing your sodium intake. One of the most common hidden sources of sodium is store-bought seasonings. To minimize usage, try creating your own blends to ensure maximum flavor without the extra sodium. Canned vegetables and sauces also tend to have high salt contents, so try searching for low sodium versions or using fresh/frozen ingredients instead.



Reducing Sugar Content

Consuming high amounts of refined white sugar can increase your blood sugar levels due to a similar chemical composition as glucose, making you prone to diseases such as diabetes. Desserts can be full of sugar, but reducing or choosing alternative sugars or flavors can change that. Using brown sugar, which is processed differently than refined white sugar, is a healthier alternative. You can also increase the amount of cinnamon, vanilla extract, or even fruits to help keep the sweetness while reducing added sugars.



Selecting Your Carbohydrates Carefully

Rice, tortillas, and beans are common in Latin cooking and although all three are full of carbohydrates, not all are bad for you. A complex carbohydrate is considered good because although it contains sugar, it has higher levels of fiber. Simple carbohydrates have lower levels of fiber and increased levels of sugar, making them more unhealthy.

Beans are a complex carbohydrate and are full of fiber, but their health value can be diminished depending on the cooking method. Adding too many unhealthy ingredients to your beans can diminish its benefits.

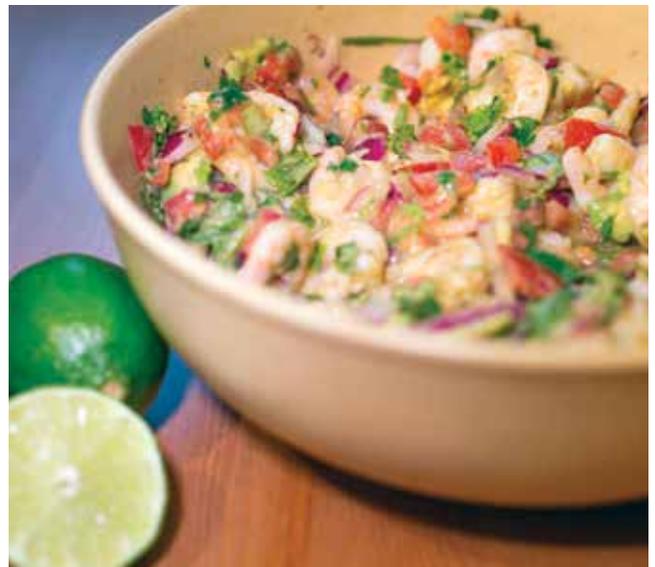
On the contrary, rice and tortillas are simple carbohydrates that contain higher levels of sugars than fiber. To monitor your carbohydrate intake, vary your rice intake with brown rice, quinoa or amaranth to lower your carbohydrate intake and switch to wheat tortillas which are full of fiber and make you feel full faster and for a longer period of time.



Selecting Your Cooking Method Carefully

The way you prepare your meal can make as much a difference as the ingredients you use. Many Latin foods are fried using unhealthy oils.

To choose healthier oil, you must compare the amount of saturated and unsaturated fat it contains. Olive oil and canola oil are among the healthier options, while coconut oil is one of the worst with 92 percent saturated fat. Using alternatives to frying such as baking, grilling, roasting, or sautéing can reduce the amount of unnecessary fat and calories added. Determine what the best alternative is for your dish, and you'll find that the texture is often virtually the same without sacrificing flavor.



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LNESC INSPIRES NEW GENERATION OF LATINO LEADERS AT

18th Annual Youth Leadership Conference

By: Shani Shih, LNESC Communications Assistant

Over the past couple of years, the public dialogue surrounding the topic of Latino leadership has commonly cited one specific statistic from the Pew Research Center: three-quarters of Latinos in the United States believe their community needs a national leader, but many cannot name one, or believe that one currently does not exist.

These studies demonstrate that different Hispanic groups don't necessarily identify with one another in terms of values and ideas about leadership. Some conclude that in order to move forward, Latinos should strive for unity among their diversity and lift up a singular, national voice to advocate on their behalf.

The internet, technology, and economics have all transformed the notion of leadership and the capabilities and methods of organizing in today's world. Latinos may remain underrepresented in the mainstream national leadership; however, community-based, grassroots leadership is stronger than ever. Grassroots leadership builds upon the diversity of the Latino community and is fueled by many voices and stories.

Now in its 18th year, the Washington Youth Leadership Seminar (WYLS) hosted by LULAC National Educational Service Centers, Inc. (LNESC) is an annual program that embodies the strengths and possibilities of this diverse system of leadership. Focusing on the power of youth leadership and engagement, WYLS convenes fifty talented Latino high school students in Washington, D.C. for a unique week-long conference experience providing them with the opportunity to engage with the country's most influential decision makers and Latino leaders, thinkers, and innovators. These Latino student leaders hail from across America's fifty states, demonstrate great passion on different issues impacting the community, and represent a rich diversity of backgrounds and experiences.

Filled with workshops and visits around the nation's capital, the seminar facilitated inspiring and educational meetings with a diverse array of Latino leaders and professionals. Youth leaders met with U.S. Congressional Representatives, Latino professionals from National Aeronautics and Space Administration (NASA), various Hispanic ERG Federal agencies, Fortune 500 corporate executives, national nonprofit

leaders, and educational administrators from the George Washington University. Through discussing their involvement with projects aimed at moving Latinos forward, and addressing the tools needed to do so in today's social and economic climate; these leaders provided youth with a glimpse of the impact that they can have in science, engineering, medicine, business, government, and communications.

Most importantly, the seminar encouraged youth to initiate or lend their voices to grassroots efforts that influence and strengthen their communities. In the advocacy panel, experts discussed the various forms of advocacy and the types of challenges that come with each—sharing best practices in public outreach and community organizing and evaluating tools that can be used to achieve certain advocacy goals. Sessions on higher education and career exploration presented the youth leaders with tips on how to effectively manage the college admissions process and how to develop a career plan by understanding their individual strengths, skills, interests and personal values. The experts emphasized that this important foundation is not only the key to successful careers, but successful leadership initiatives that they undertake within their communities.

"In our nation's capital, students have the opportunity to learn the legislative process and advocate for the most pressing issues in the Latino community, such as higher education. Through the Washington Youth Leadership Seminar, we hope to provide participants with the knowledge and skills to become agents of change and implement what they have learned here in their communities," said Richard Roybal, LNESC Executive Director.

There is much work to be done for our communities in the realms of educational and economic equity, immigration reform, healthcare, and equal representation. Through WYLS, LNESC works to guide and empower the rising generation of Latino leadership to advance change in communities across our country.

This year's WYLS was sponsored by Nissan North America along with co-sponsors the Walmart Foundation, the Verizon Foundation, JPMorgan Chase, and NBCUniversal.

Continued from page 13

immigrant men between the ages of 18 and 39 are incarcerated compared to 3.3 percent of men who are born in the U.S.

Furthermore, data from the 2010 Census reveals that less-educated native-born men age 18-39 had an incarceration rate of 10.7 percent—more than triple the 2.8 percent rate among foreign-born Mexican men, and five times greater than the 1.7 percent rate among foreign-born Salvadoran and Guatemalan men.



Although San Francisco has dominated the news features on the negative perceptions of sanctuary cities, numerous news outlets have reported that the city's murder rate has not spiked in any significant way since the city enacted its first sanctuary law 26 years ago.



Less-educated native-born men age 18-39 had an incarceration rate of 10.7 percent.

The Immigration Policy Center further notes that immigrants are less likely than the native-born to engage in criminal behavior. A variety of different studies using different methodologies have found that immigrants are less likely than the native-born to engage in either violent or nonviolent “antisocial” behaviors; that immigrants are less likely than the native-born to be repeat offenders among “high risk” adolescents; and that immigrant youth who were students in U.S. middle and high schools in the mid-1990s and are now young adults have some of the lowest delinquency rates of all young people.

These data paint a different picture than what opponents of sanctuary policies are attempting to portray. LULAC National will continue to push back on efforts to demonize and criminalize immigrants. This work is critical as Americans are increasingly becoming weary of the use of excessive police force and questioning law enforcement tactics. A more proactive policy approach is needed that encourages the fostering of cooperation, respect, and trust between law enforcement agencies and the Latino community. Sanctuary city policies provide communities that opportunity. LULAC councils can make a difference by championing sanctuary city policies in their states and defending them against misinformation aimed at creating division and fear.



After completing the seminar, 100 percent of the youth leaders stated that they are more likely to get involved with their local community after WYLS; they felt more connected to the policy making progress; and that they will share what they learned at WYLS with friends in local communities.

Maria F. of Kansas, on her WYLS 2015 experience:



THIS TRIP TO WASHINGTON D.C HAS INSPIRED ME SO MUCH. NOW, I KNOW THAT LATINOS PLAY A BIG ROLE HERE IN THE UNITED STATES. I ALSO LEARNED THAT IF WE STAY UNITED, WE CAN MAKE A DIFFERENCE. SO FOR ALL MY LATINOS, LET'S TAKE A STAND. WE CAN DO IT!



LNESEC Executive Director Richard Roybal addressed the luncheon for the fifty students who attended the Washington Youth Leadership Seminar.



This year's WYLS included a special meeting with officials at the White House.

ERA OF NO CHILD LEFT BEHIND HAS PASSED

Every Student Succeeds Act of 2015 New Education Law of the Land

By: Luis Torres, LULAC National Director of Policy and Legislation

After years of attempts to overhaul the federal education law known as *No Child Left Behind (NCLB)*, the Senate and House finally passed new education legislation under the name of the *Every Student Succeeds Act of 2015 (ESSA)*. While LULAC opposed ESSA, due to language in the bill that weakened the civil rights role of the original *Elementary and Secondary Education Act of 1965*, ESSA was quickly signed into law by President Obama on December 10, 2015.

With the stroke of a pen, ESSA replaced the terribly maligned NCLB and signaled the start of what the Wall Street Journal called, “the largest devolution of federal control to the states in a quarter-century.” It remains to be seen if a shift of power to the states is a move in the right direction, as the success of ESSA will depend on the state and local governments.

LULAC National will need the assistance of local councils to keep a watchful eye on the implementation of this new law moving forward. Below are some key changes to the law and some items of note that local councils should be aware of as the Department of Education and the states go about implementing the new education law of the land.

How do ESSA goals, accountability, and indicator provisions differ from ESEA Waivers, and No Child Left Behind?

One of the greatest differences between NCLB and ESSA is that there is no longer a federally mandated proficiency goal for math and English language arts. ESSA allows states to set their own long-term goals for proficiency and graduation.

Additional changes include indicators that can be used as part of a state’s accountability system. ESSA provides states with an opportunity to design their own state-based accountability systems as long as certain indicators are included. For elementary schools this includes test scores, a “measure of student growth” or other academic indicators, English language proficiency, and at least one indicator of school quality or success. For high schools, the indicators are test scores, four-year graduation rate, English language proficiency, and at least one indicator of school quality or success. Such indicators could include student engagement; educator engagement; student access to and completion of advanced coursework; postsecondary readiness; and school climate and safety.

Key to the success of this new law will be the role of the school quality or success indicator in state accountability plans. Ensuring that student performance is not masked by this fourth non-academic indicator is going to require a vigilant eye from the civil rights community and the U.S. Department of Education. Throughout the reauthorization process, LULAC National urged Congress to ensure that academic indicators outweighed the use of non-academic indicators in any state accountability system. This would have ensured that school districts didn’t attempt to mask poor student performance with non-academic indicators like high attendance rates or others that do not accurately assess a student’s academic performance.

How do ESSA identification, intervention, and timeline provisions differ from ESEA Waivers, and No Child Left Behind?

The new ESSA establishes two types of interventions and support for schools – *comprehensive intervention* and *targeted intervention*. The lowest-performing 5 percent of schools; high schools with graduation rates below 67 percent; and schools with a subgroup performing at the level of the lowest-performing 5 percent of all Title I-receiving schools must implement comprehensive, locally-determined, evidence-based interventions. These are school-wide interventions – meaning that districts must execute a plan that covers every student in the school as opposed to a plan that specifically targets one sub-set population.

Schools with a low-performing subgroup must implement evidence-based, locally-determined targeted interventions. These are interventions targeted specifically at a key subgroup that is underperforming.

Critical to the success of these interventions is the timing at which they occur. LULAC National urged Congress to include strong timelines that set strict parameters on when school districts should take action and execute their intervention plans. Civil rights groups will need to monitor states and school districts to ensure that they develop reasonable and timely intervention plans that provide support to struggling students at the earliest point possible.

How do ESSA student assessment, opt-out, and school funding provisions differ from ESEA Waivers, and No Child Left Behind?

A key provision that remained in the new education law was the requirement that states must assess at least 95 percent of all students. High-quality assessments that measure a student's progress on key subjects that are aligned to college and career-ready standards are an important part of ensuring the success of Latino students in the public school system.

Data from assessments provide families, teachers, and students with important information about a student's particular strengths and weaknesses. This information allows families and students to focus on improvement areas and allows teachers to better tailor instruction to meet the needs of the students in the classroom. In addition, data that schools collect and report on from these assessments help civil rights groups identify instruction gaps between subgroups of students to better advocate on behalf of underserved students.

Key to the success of this 95 percent assessment provision will be ensuring that students participate and have the support they need to take part in all academic instruction at school. LULAC National does not support test refusal/opt-out campaigns aimed at pressuring students to skip school or skip tests as some sort of "protest" against academic procedures. Ensuring that students stay in school and participate in all forms of academic instructions, assessment, and preparation, will continue to be the message of LULAC National as this new law is implemented.

One final provision in the new ESSA that must be closely monitored is language in the bill that makes for-profit entities eligible to receive school improvement funds. School improvement funds are resources that are set aside in the law to help schools implement interventions and strategies to help improve the performance of struggling students. Some for-profit entities have entered into contracts with states to provide various educational services and have come under scrutiny for fraudulent activities. LULAC National and local councils must carefully follow how states plan to use school improvement funds to ensure that states are being good stewards of taxpayer money and not recklessly giving contracts to fraudulent for-profit businesses.



ROOM FOR MEANINGFUL ENGAGEMENT

The new education law will usher in many new changes and state implementation will be essential to its success.

The law has also tasked all states with the requirement to conduct meaningful community engagement as they move forward with this implementation. This meaningful engagement provision is an invitation to all local councils to be proactive and available to dialogue and partner with state education agencies. One important thing to consider is being aware of state education agency timelines for the planning, development, commenting, and submission of new state-designed accountability plans aligned with the new provisions of the education law. Each state will develop its own engagement process and LULAC councils interested

in being part of that process should make an effort to connect with their state education agencies as they will be looking for feedback from the community. A great tool to find contact information for state education agencies and chief state school officers can be found on the Council of Chief State School Officers (CCSSO) website located here: www.ccsso.org/who_we_are/Meet_the_chiefs. This website can be used to search for the contact information of chief state school officers and state education agencies.

LULAC councils are encouraged to be proactive in reaching out to their state education agencies to engage in the process. Once in touch with the appropriate offices, LULAC Councils should inquire about state implementation timelines.

LULAC National is also ready to assist local councils with talking points, information, and other materials to engage meaningfully with state education agencies as the country moves forward with implementing the new education law of the land.

Striving for Higher Educational Standards

the Fight for College and Career Readiness

By: William Renderos, LULAC National Policy and Legislation Fellow



More students attend colleges and universities today than in previous decades, but are they ready for the coursework? That is the question that parents, educators and politicians must ask themselves. Recent trends highlighted by the Pew Research Center show increases in overall high school graduation rates for all students, with a higher increase for Latino students – 75 percent of Latino high school seniors graduated in 2012 compared to 63 percent of Latino high school seniors in 1993. Along with this increase, colleges saw their enrollment rates rise. According to the National Center for Education Statistics, in 2012, more Latino students enrolled in higher education, 37.5 percent, compared to Latino students enrolling in higher education in 1993, 21.7 percent. These increases reflect an improvement in educational attainment and changing attitudes focused on the importance of higher education opportunities.

However, seeing more Latino students graduate high school and entering college does not reflect college readiness. A study from the National Center for Education Statistics shows a low number of Latino students graduating within four years after starting college—only 29.8 percent of Hispanic/Latino students graduated in four years in 2012, after starting in 2007. One factor that contributes to the low graduation rate is the number of students who enter college unprepared. In 2008, 29 percent of Latino students who started college in 2007 reported taking remedial classes. One strategy states have taken to reduce the number of unprepared students entering colleges and universities is adopting college and career ready-aligned standards, such as the Common Core State Standards.

The Common Core State Standards are a single set of educational standards for kindergarten through 12th grade in both English Language Arts (ELA) and mathematics that allow states to properly

prepare their students for entry level credit courses in college or work after high school. They provide parents, teachers, and students with clear and concise information on what students need to learn in reading, writing, speaking, and listening, language and mathematics before entering higher education. In addition, all participating states offer the same high-level academic standards, creating a platform to compare student progress across these states—ensuring that all high school graduates arrive to college prepared. This form of equity opens the door for more students to receive a quality education and have an equal chance at success, especially for students traditionally ignored by local school districts, including students of color, English learners and students with disabilities. Thus far, 42 states, four territories, and the District of Columbia voluntarily adopted the standards.

However, state representatives and individuals from a few states are threatening to remove these high quality educational standards from students due to misinformation and a fear of facing some of the harsh realities of the state of U.S. education. In Massachusetts, a ballot measure to repeal the Common Core will appear in the November 2016 voting card, altering the state's adoption of the standards by removing the Common Core and replacing them with the previous Mathematics and ELA standards. In New York, Governor Cuomo's task force to investigate the Common Core and its high quality assessment came out with a report listing recommendations—including a recommendation to replace the Common Core with another set of educational standards. These threats to college and career-ready aligned standards undo the tireless work done by parents, educators, and advocates to ensure all students receive the same high quality education necessary to become ready for higher education and the workforce. It is easy to denounce these standards and the high quality assessments that accompany them as too hard for students and that

Continued on page 35



Inspiring and Supporting Latino Students in STEM Education and Beyond

LNESC Program Spotlight: Science Corps in Arlington ISD, Texas

By: Shani Shih, LNESC Communications Assistant

The GM Foundation/LNESC Science Corps is an afterschool program that encourages middle school students to pursue science, technology, engineering, and mathematics (STEM) fields by exposing them to real-world STEM applications and problems. The program uses an engaging, inquiry-based curriculum that also aims to foster leadership and enhance group collaboration skills.

Science Corps came to Carter Junior High School in the Arlington Independent School District of Texas in December 2014. Since then, the program—nicknamed Carter STEM—has become a landmark program in the Dallas area, attracting talented 8th grade students with its multi-disciplinary curriculum and robust partnerships with STEM institutions that have resulted in strong participation and engagement. Through field trips, hands-on experiences, and hearing the stories of successful Latinos in STEM careers, Science Corps students at Carter are given tools to push against structural barriers to educational equity and achievement and discover possibilities in STEM they were unaware existed.

Empowering Latinas in STEM

According to the U.S. Bureau of Labor Statistics, approximately one million new jobs are created in STEM fields every year. While Latinos are the largest growing minority group in the country, labor statistics reveal that Latinos occupy just 9 percent of all STEM jobs, with a limited 2 percent of those held by Latina women. Across the U.S. educational system, male students remain more likely than female students to be interested in STEM majors and careers. These trends translate into not only stark gender and racial disparities in STEM

degree attainment and participation in STEM industries, but also the overall underrepresentation of Latinos, particularly Latinas, in the country's social and economic development.

The Science Corps program at Carter enrolls an unusually high number of Latina girls, and they are no strangers to these realities. At the ages of 12 and 13, some are acutely aware of and vocal about the challenges. One student, Sharon Arthur, commented: “In the process of growing up, we see only men in STEM fields. More women should be shown working in those fields.”

The educators and staff of LNESC Dallas have shown inspiring commitment to supporting Latina girls and nurturing their interests in STEM. “Our program is all about access to STEM education for Latina girls,” said Carter STEM program head and 7th grade science teacher Genedra Trotter. “We make sure to provide them with the experiences that pique their interest, and expand their horizons. Our first field trip of this year was with Atmos Energy of Texas, and our girls could not believe that women could actually work at a natural gas company. Just that one trip opened their eyes to the idea they could do anything they want.”

LNESC Executive Director Richard Roybal affirmed the importance of programs like Carter STEM and the resources, mentorship, and connections they provide to Latino students: “So often, minority and female students are assumed to not be interested in math and science courses and do not realize how accessible STEM careers are,” he said. “Once they have direct contact with minorities and women who are engineers, hi-tech gurus, and health care professionals, striving for those careers becomes more realistic to them.”





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Continued from page 32

approaching the issue with smaller steps as a better option, but doing so will do a great disservice to our students.

Lower standards only mask the underlying issues students face, especially amongst vulnerable groups. With higher standards and high quality assessments, states and local districts can gauge a student's actual proficiency level and provide them with the necessary resources needed to elevate their proficiency. A study by the Center for American Progress shows that many states that have not fully embraced standards-based reform, such as the Common Core, have fallen behind in closing the educational gap for low-income students. States that have attentively pushed these standards have shown clear gains in closing the educational gap for traditionally ignored student groups. States such as Tennessee, Florida and Massachusetts, have seen some of the largest gains on the National Report Card for low-income students. Therefore, we must continue to strive for higher educational standards to repeat this success across the nation.



LULAC aims to inform the Hispanic community about the Common Core State Standards, the importance of high-level educational standards, and the high-quality assessments that accompany them. In fact, we see strong support for the standards in the Hispanic community. A poll conducted by Pearson shows that 73 percent of families surveyed say they are satisfied with the Common Core. With this support, we want to ensure that all Hispanic families become aware of higher standards and its importance and relevance to their children. We want to connect them to resources that will prepare their children for the high quality assessments.

LULAC members have taken charge and are engaging families in their local communities to advocate for high educational standards. LULAC Council #5284, led by Blanca Vargas, has held various college fairs in their community as a way to connect Hispanic families to different colleges in the state of Illinois. The fairs connect speakers who explain the process of college applications and FAFSA forms to parents and students, while simultaneously bridging the connection between the Common Core and college preparedness.

LULAC will continue to host events in key Common Core states – Illinois, Colorado, and New Mexico—to ensure all Hispanic families learn about the standards and avoid any misinformation. To learn more, please visit www.lulac.org/commoncore. If you wish to host an event in these states, please contact us at (202) 833-6130 or via email, wrenderos@lulac.org.

POWER IN NUMBERS: WHY WE NEED COLLECTIVE GIVING TO MAXIMIZE IMPACT

By: Pamela Cervera, LULAC National Senior Manager of Development and Juan Carlos Mendieta, LULAC National Development and Corporate Relations Intern

Over the years, studies have reported that Latino families are more likely to be the beneficiaries of philanthropic efforts instead of being philanthropists themselves. However; when asked why they don't give, Latinos report that they were never asked to contribute. Is negligence by nonprofit fundraisers the reason for the small number of Latinos that actively practice philanthropy? Are foundations, endowments and other formal philanthropic circles largely the domain of affluent white donors?

Continued on page 36



When we look at the individual level, this assumption is far from the truth. In fact, a 2012 report by the W.K. Kellogg Foundation affirmed that communities of color consistently make a powerful impact on the lives of many. As many as 63 percent of Latino households do make charitable donations; however, this often does not solely come in the form of a check. Many Latino families prefer to give the gift of time and knowledge instead. The mother who prepares tamales for her son's soccer team fundraiser, the lawyer who fills out complex immigration forms for his neighbor, and the *diezmo* given by devout families to their place of worship are all examples of innovative and existing platforms through which Latinos regularly give.

With an ever increasing number of Latino households earning more than \$100,000 per year, it is time we promote a new culture of major giving that moves away from the misinformed impression that Latinos are takers and not givers. Special responsibility attracts Latinos to invest in identity-based causes, providing the perfect opportunity for us to organize influential "giving circles" where weighty resources can be designated to a Latino-serving organization or to those that are serving a key issue within our community. The Chronicle of Philanthropy defines giving circles as an "attractive channel of philanthropy where groups of people pool their donations and select beneficiaries together." The familiarity of being undocumented, lacking the financial means to attend college or inability to build wealth gives Latinos the incentive to cumulatively contribute and address some of the most pressing issues we face as a community. Latino Giving Circles (LGC's) can already be found in Latino regions. The Latina Giving Circle, based out of San Diego, fundraises twenty thousand dollars annually to give to local charities aimed at strengthening Latina leadership. Likewise, other LGC's such as, the Latinos in Tech Giving Circle and Latinos Giving Houston pool individual dollars and provide hefty funds to a wide range of interests within their local communities. Together, LGCs are

able to secure large contributions that lay the foundation to promote, guarantee, and celebrate a secure future for the Latino population.

While grassroots fundraising efforts are effective, and *tamaleadas* do buy soccer team uniforms; imagine the results of LULAC councils organizing giving circles for a national common cause. Giving circles provide an opportunity to strengthen our capacity and empower our neighborhoods, schools, and community initiatives. Evidence has shown we are capable, as illustrated by the recovery efforts for Hurricane Mitch and the Mexico City earthquake of 1985, to which Latinos donated a significant portion of the millions raised in the United States.

This election year, LULAC is making a big ask. We're challenging LULAC councils to help us gain ground this election year by creating sizable giving circles to increase Latino voter turnout in the upcoming 2016 elections. Our community has the power to elect the next President of the United States and the largest-ever cohort of Latino congressional candidates who can tackle the issues that are pertinent to our community. Unfortunately, without noteworthy contributions to influence voter participation, issues such as high unemployment, failing schools, inadequate healthcare, deteriorating neighborhoods, and an outdated immigration system will be exacerbated.

That is why it's our responsibility as united Latino citizens to lend financial support to those in our communities that are making a difference; to give back to those who have empowered us and have enriched our lives. As a community that is 55 million strong and growing, it's time we start pledging financial support, fortifying voter engagement, and ensuring a brighter future for all Latino families. Our future depends on it.

To contribute to LULAC, please contact: Pamela Cervera at PCervera@lulac.org



LULAC Councils Encourage Latinos to Get Tested for HIV

By: David M. Pérez, Director of Development, LULAC National

In 2013, Latinos accounted for almost one quarter of all estimated new diagnoses of HIV infection in the United States despite representing about 17 percent of the total U.S. population. Recent reports by the Centers of Disease Control and Prevention (CDC) show the overall rates for HIV infections among Latinos have decreased, but not for all Latinos. The number of HIV diagnoses among gay Latino and black youth in the United States has increased by 87 percent since 2005, according to the CDC report, *HIV Prevention in the United States: New Opportunities, New Expectations*. To combat this, LULAC National has partnered with the CDC Partnering and Communicating Together (PACT) coalition to encourage more Latinos to get tested for HIV. On the national and local level, our members and councils are working to ensure that the Latino community knows their status and knows their treatment options.

Alejandro “Lex” Treviño,
Vice President, LULAC Dallas Rainbow Council #4871

Every year on December 1st, people worldwide observe World AIDS Day and unite to fight against HIV, show their support for people living with HIV, and to commemorate the people who have died. This year, LULAC council #4871 commemorated World AIDS Day by teaming up with Lambda Legal and Queer Bomb Dallas to host an event at the Texas Theater for a “talk-back” session, featuring a viewing of *Speak Out: Let’s Talk! For Our Relationships, Health, and Community*. This intimate and candid conversation explores issues around HIV that gay and bisexual men face, but don’t always talk about. It was important for us to start this conversation because in Dallas alone the rate of reported HIV infections is highest among Latino and African-American men who sleep with men. Research shows that late detection of HIV is common for Latino immigrants. Late detection causes further problems, including delaying one’s access to treatment. General lack of knowledge regarding HIV risk; limited understanding of condom use; and social stigma are some of the most common social factors that explain why many Latinos don’t get tested. In addition, many Spanish-speaking people often do not have the same access to Spanish language HIV resources, and often do not benefit from mainstream prevention and treatment efforts. To ensure that we meet the needs of the Latino community, it was important for us to include translation services at this event. Research from the CDC shows that knowledge of one’s HIV status is linked to a lower risk for acquiring and transmitting the virus. The goal of our event was to help combat the stigma of HIV in the Latino community by normalizing the testing process and offering comprehensive information on preventative options and other health resources available in the community.

Victor G. Martinez, President, LULAC Lambda DC Council #11125

High rates of HIV among our community are motivating LULAC Lambda to help eradicate HIV in the District of Columbia. Over the last year, we joined the DC LGBT Center and Planned Parenthood in distributing safer sex kits. Working with the Center, our members have packed over 500 kits for distribution in local area LGBTQ safe-spaces, including bars and community centers. Over 300,000 safer sex kits are distributed every year through these efforts. Additionally, we partnered with Planned Parenthood to distribute over 300 safer sex kits during the LULAC National Convention and at other various council events. These efforts seek to provide resources to help people consistently and correctly use condoms to reduce the risk of STI and HIV transmission. LULAC Lambda’s commitment extends to helping community members manage living with HIV/AIDS. We raised over \$500 in canned food and monetary donations for Food & Friends, an organization that provides specialized meals to DC residents living with HIV/AIDS and other life-challenging illnesses. It will take a collaborative effort to eradicate HIV/AIDS, and LULAC councils are important partners in the fight. It is through our members and our broad social networks that we can provide crucial HIV/AIDS prevention resources to stop the epidemic.

Julio Contreras, LULAC National Equality Fellow

At the national Creating Change Conference from January 20-24, 2016 in Chicago, Illinois; LULAC partnered with leaders in the HIV field to highlight concerns about HIV for Latinos who are part of the LGBTQ community. We mobilized key thought leaders to discuss the challenges related to the *Affordable Care Act*, barriers that prevent access to health resources, and strategies to bridge cultural divides in HIV healthcare. The various sessions at Creating Change discussed topics important to HIV prevention efforts such as PrEP, treatment as prevention, anti-stigma efforts, and the grassroots engagement of the LGBTQ Latino community. The sessions provided opportunities to meet the challenges we face as LGBTQ Latinos and how we can work together to take action. The 4th annual Unión = Fuerza Latino Institute at Creating Change was planned by LULAC and was attended by over 250 people. The Latino Institute featured workshops, panels, and plenary speakers that addressed the HIV epidemic and its impact on LGBTQ Latinos. Additionally, in partnership with the National Minority AIDS Council, the TransLatin@ Coalition, and the Hetrick-Martin Institute, LULAC convened a caucus of 60 grassroots and grassroots LGBTQ Latinos working on HIV issues to share best practices and build a network of activists dedicated to ensuring LGBTQ Latinos are not left behind in efforts to end HIV and to ensure that the voices of immigrants, transgender people, and other vulnerable communities are central to the decisions of policy makers.



La Lucha Sigue—Continuing the Fight for LGBTQ Equality in Congress

By: Luis Torres, LULAC National Director of Policy and Legislation

LGBTQ AND CIVIL RIGHTS ADVOCATES SCORED A BIG WIN WHEN THE SUPREME COURT STRUCK DOWN DISCRIMINATORY LAWS PROHIBITING SAME-SEX COUPLES FROM MARRYING ON JUNE 26, 2015. THIS IMPENDING VICTORY FOR LULAC NATIONAL AND COUNTLESS OTHER ORGANIZATIONS WHO WORKED ALONGSIDE EACH OTHER AS PART OF THE FREEDOM TO MARRY CAMPAIGN PAVED THE WAY FOR STATES TO ISSUE MARRIAGE LICENSES TO SAME-SEX COUPLES WHO HAD BEEN DENIED THAT RIGHT FOR YEARS.

AS THE FIRST YEAR ANNIVERSARY OF THE HISTORIC DECISION APPROACHES, THE LGBTQ MOVEMENT IS NOW FOCUSING ON OTHER IMPORTANT ISSUES THAT MERIT CONGRESSIONAL ATTENTION. WHILE SAME-SEX COUPLES ARE NOW ABLE TO MARRY IN ALL 50 STATES, LGBTQ PEOPLE STILL FACE RAMPANT DISCRIMINATION IN THE WORKPLACE, HARASSMENT IN SCHOOLS, AND A LACK OF ACCESS TO CRITICAL MEDICAL AND SOCIAL RESOURCES.

Congressional Legislation Exists to Address LGBT Concerns

LULAC National is continuing its collaboration with the National LGBTQ Taskforce, the Human Rights Campaign, and Immigration Equality; and will push for the passage of key pieces of legislation that will help realize full equality for all LGBTQ Americans. The following are several pieces of legislation that LULAC National is supporting in an effort to address long-standing discrimination against the LGBTQ community and realize full equality for LGBT Americans.

THE EQUALITY ACT H.R. 3185; S. 1858

Introduced on July 23, 2015 by Senators Jeff Merkley (D-OR), Tammy Baldwin (D-WI), and Cory Booker (D-NJ), the *Equality Act* would amend existing civil rights law—including the *Civil Rights Act of 1964*, the *Fair Housing Act*, the *Equal Credit Opportunity Act*, the *Jury Selection and Services Act*, and several laws regarding

employment with the federal government—to include sexual orientation and gender identity as protected characteristics. The legislation also amends the *Civil Rights Act of 1964* to prohibit discrimination in public spaces and services and federally funded programs on the basis of sex.

Additionally, the *Equality Act* would update the public spaces and services covered in current law to include retail stores, services such as banks and legal services, and transportation services. These important updates would strengthen existing protections, not just for the LGBTQ community, but for everyone.

Decades of civil rights history show that civil rights laws are effective in decreasing discrimination because they provide strong federal remedies targeted to specific vulnerable groups. The *Equality Act* would do just that, and provide consistent and explicit anti-discrimination protections for LGBTQ individuals across key areas of life, including employment, housing, credit, education, public spaces and services, federally funded programs, and jury service. By explicitly including sexual orientation and gender identity in these fundamental laws, LGBTQ people will finally be afforded the same protections as other covered groups under federal law.

STUDENT NON-DISCRIMINATION ACT H.R. 846; S. 439



The *Student Non-Discrimination Act (SNDA)* prohibits public schools from discriminating against any student on the basis of actual or perceived sexual orientation or gender identity. In addition, the SNDA prohibits discrimination against any student because of the actual or perceived sexual orientation or gender identity of a person with whom a student associates or has associated. Further, retaliation for lodging a complaint of discrimination is prohibited. The bill allows an aggrieved individual to assert a violation of these prohibitions in a judicial proceeding. In addition, the SNDA allows federal authorities to address discrimination made unlawful by the bill. The SNDA is modeled after Title IX of the Education Amendments of 1972 (20

40%+

Over 40% of youth experiencing homelessness identify as LGBT compared to 7% of the total population.

(Source: True Colors Fund)

33%

Nearly two-thirds of LGBT Americans report some sort of discrimination in their personal lives.

(Source: Human Rights Campaign)

40%

Only 20 states have non-discrimination laws that cover sexual orientation and gender identity.

(Source: Movement Advancement Project)

U.S.C. §§ 1681-1688), which prohibits discrimination on the basis of sex and provides legal recourse to redress such discrimination. SNDA was introduced in the House by Congressman Jared Polis (D-CO), Congresswoman Ileana Ros-Lehtinen (R-FL), and Congressman Bobby Scott (D-VA) and in the Senate by Senator Al Franken (D-MN) on February 10, 2015.

SAFE SCHOOLS IMPROVEMENT ACT H.R. 2902; S. 311



The *Safe Schools Improvement Act (SSIA)* would amend the *Elementary and Secondary Education Act (ESEA)* to require school districts in states that receive ESEA funds to adopt codes of conduct specifically prohibiting bullying and harassment, including on the basis of race, color, national origin, sex, disability, sexual orientation, gender identity, and religion. SSIA would also require that states report data on bullying and harassment to the U.S. Department of Education. The Department of Education would then be required to provide Congress with a report on the state-reported data every two years. The *Safe Schools Improvement Act* was reintroduced in the Senate by Senator Bob Casey (D-PA) and Senator Mark Kirk (R-IL) on January 29, 2015. SSIA was also reintroduced in the House of Representatives on June 25, 2015 by Congresswoman Linda Sanchez (D-CA).

PROTECTING LGBT YOUTH EXPERIENCING HOMELESSNESS H.R. 1779; S. 262



The *Runaway and Homeless Youth Act (RHYA)* provides needed resources for runaway and homeless youth shelter and services, and would prohibit discrimination on the basis of sexual orientation or gender identity in all of RHYA programs. The bill sponsors are Congressman John Yarmuth (D-KY) and Senator Patrick Leahy (D-VT). According to a report by the Center for American Progress, a disproportionate number of homeless youth identify as LGBTQ. RHYA would provide funding for street outreach initiatives, temporary shelters, counseling and family reunification services, and transitional long-term housing.

PROTECTING LGBT IMMIGRANTS FROM DETENTION

In addition to these critical pieces of legislation, LULAC National will continue to work with partner organizations to raise awareness about the unsafe conditions of LGBTQ immigrants held in detention.

According to Immigration Equality, transgender women who are placed in all-male facilities are 9-10 times more likely to be assaulted than the average detainee. Others are denied medical treatments, placed in solitary confinement, or in segregated units.

LA LUCHA SIGUE

Much work remains to be done to ensure full equality for the LGBTQ community. Along with needed federal advocacy in support of these bills, LULAC National will remain committed to fighting back against state legislation that threatens the civil rights of the Latino LGBTQ community. This is important as some states are seeking to continue to pass bills that allow business owners to deny goods and services to LGBTQ individuals on the basis of “religious freedom”, effectively sanctioning discrimination against the LGBTQ community.

Latinos must fight alongside the LGBTQ community against these discriminatory bills because these actions are all part of a systemic assault on civil rights. Just as LGBTQ Americans find themselves united against this legislation, Latinos can recall similar situations in the past, particularly the debate surrounding SB1070 in Arizona, when Latino civil rights were under assault. While originally passed under the guise of border security, as opposed to religious freedom, SB1070 essentially permitted racial profiling and the indiscriminate stopping and questioning of any person perceived to be in the country “illegally.” Immediately challenged in the court, and now almost entirely dismantled, LULAC and other Latino activists were successful in exposing the wrongful intent of the legislation, but the work is not yet done.

LULAC was founded during a time when Latinos were disenfranchised through poll taxes, left out of juries, and denied basic goods and services. “Religious Freedom” laws that sanction discrimination, SB1070 in Arizona, and restrictive voter registration requirements infringe on our civil rights and divide communities. They place individuals in a subcategory and make it legal for businesses and law enforcement to discriminate against them. These laws are products of political games that make pawns of groups like Latinos, undocumented people, and LGBTQ individuals, among others.

LULAC National will continue to strengthen the ties between the Latino and LGBTQ civil rights movement to ensure that no one is denied their basic civil rights on account of their identity. With the continued support and engagement of LULAC councils across the country, 2016 can be a pivotal presidential election year.

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RECORRIENDO HISTORIAS

////// **TOYOTA** ////



At Toyota we are proud to support The League of United Latin American Citizens (LULAC), the largest and oldest Hispanic organization in the United States, and return as a presenting sponsor at this year's 87th Annual LULAC National Convention & Exposition.

We look forward to our continued partnership and driving our shared mission to promote the advancement of the Hispanic community.



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