

**Governor's Advisory Council on
Hispanic Affairs (GACHA)**

Annual Report 2005

Ruth Ann Minner

Governor

Fernando N. Guajardo

GACHA Chair

Wanda M. Lopez

GACHA Executive Director

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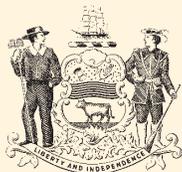
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Message to the Governor



Governor’s Advisory Council on Hispanic Affairs
 1901 North Dupont Highway
 Charles Debnam Building
 Delaware Health & Social Services Campus
 New Castle, DE 19720

Ruth Ann Minner
 Governor

Vincent P. Meconi, Secretary
 Delaware Health and Social Services

The Honorable Ruth Ann Minner, Governor:

We are pleased to present to you the 2005 Annual Report for the Delaware Governor’s Advisory Council on Hispanic Affairs (GACHA). We wish to acknowledge our gratitude for the support you provide this Council. Members of the Council, who represent all three counties of Delaware, bring a rich and diverse perspective to the work we do. Many of our members hold leadership roles in their own communities. All of us on the Council are committed to serving your administration and Hispanic Delawareans, and we hope that this report illustrates our commitment in a variety of ways:

- ◆ Through the town meetings and forums we hold, we work to listen to the needs of Hispanic Delawareans and better understand the issues that are of most importance to them.
- ◆ Through the ongoing alliances we have formed, we seek to build better relationships and understanding between Hispanic Delawareans, their government, and their fellow Delawareans.
- ◆ Through the studies we have undertaken, we seek to better understand and evaluate the state of Hispanic Delawareans—including their economic conditions, education, health, and political participation—in order to paint a clear picture of the Hispanic community.
- ◆ Through the initiatives we have begun, we hope to have the opportunity to improve the quality of life for Hispanic Delawareans—and by doing so, improve the quality of life for all Delawareans.

As a result of our growing community outreach activities and collaboration with other Hispanic leaders statewide, we have identified two additional issues critical to Hispanic Delawareans—health disparities and economic development—that we plan to address in FY2006. We will continue to focus on the issues of education and social justice as we did this year. Everyone on GACHA pledges to continue our work to shape a brighter future for Hispanic Delawareans.



Fernando N. Guajardo
 GACHA Chair



Wanda M. Lopez
 GACHA Executive Director

Fernando N. Guajardo
 GACHA Chair

Wanda M. Lopez
 GACHA Executive Director

Members of the Governor's Advisory Council on Hispanic Affairs

Nancy Bastidas
Sandra D. Bucay, New Castle County Chair,
Social Justice Committee Chair
Maria Cabrera
George Camacho
Cherisse Carlisle
Milton Delgado
Joseph DiSalvo, Jr.
Dr. Jaime Figueras
Fernando N. Guajardo, GACHA Chair
Wanda M. Lopez, GACHA Executive Director
Anastacio Matamoros

Maria Matos, Co-Chair, Education Committee
Jannette Medina
Ryan Messatzzia
Rep. Joseph Miro
Eli Oriol
Edith Prado
Jose Quiñones, Sussex County Chair
Margaret Reyes
Carmen Rivera
Noel Rodriguez
Harry Sanchez, Kent County Chair
Yvette Santiago, Co-Chair, Education Committee

GACHA support:

Craig de Mariana Aleman, Intern, University of Delaware
Keyla DiSalvo, Constituent Relations, Governor's Office
Dennis Savage, Department of Health and Social Services Representative

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Governor's Advisory Council on Hispanic Affairs

1901 North Dupont Highway
Charles Debnam Building
Delaware Health & Social Service Building
New Castle, DE 19720
(302) 292-1447



Introduction

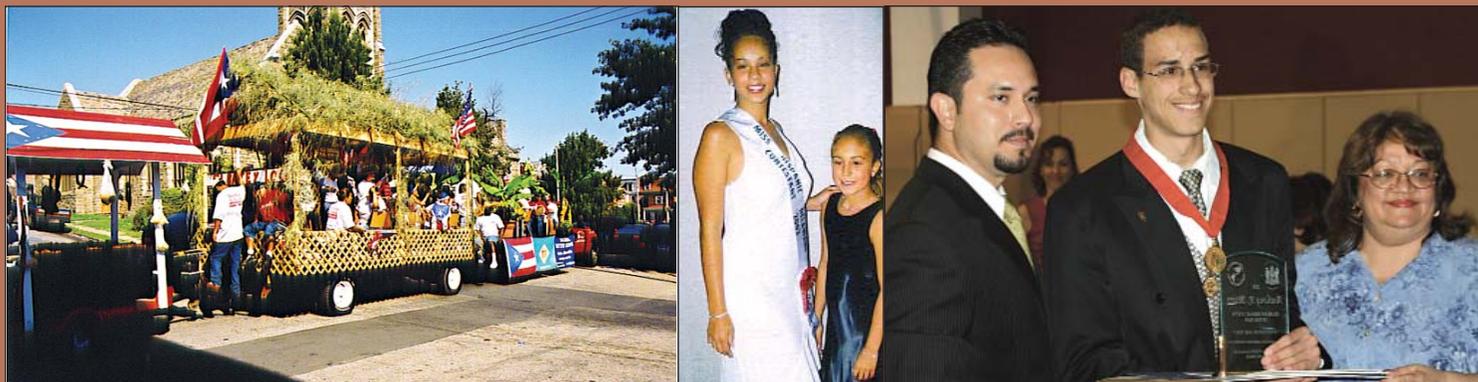
The Governor's Advisory Council on Hispanic Affairs (GACHA), formed by an Executive Order signed by Governor Michael Castle in 1985 and reissued by Governor Thomas R. Carper in 1995 (included at the end of this report), has the critical roles of advising the Governor of Delaware and serving as a bridge between Hispanic Delawareans and their state government.

With its three objectives centered on service, commitment, and dedication, GACHA considers its role to encompass the following responsibilities:

- ◆ Staying informed about all aspects of Hispanic life in Delaware, by fact-finding, gathering data, requesting reports from state agencies, and commissioning studies.
- ◆ Becoming experts on the services provided by the state to Hispanic Delawareans, including life skills, translation services, and advocacy.
- ◆ Keeping the Governor informed and up to date with issues affecting the Hispanic community in the state, and advising the Governor and her cabinet on Hispanic issues.
- ◆ Educating the Administration in the areas of cultural sensitivity and barriers to service.
- ◆ Communicating with the Hispanic community—and the community at large—regarding issues unique to Hispanic Delawareans, through public hearings and other channels.
- ◆ Proposing legislation and policy changes, as appropriate.

Through the work we do and the issues we tackle, GACHA serves the Governor, her administration, and the State as a whole. The Council is also grateful for the support it receives from the Delaware General Assembly, and pledges to remain mindful of the General Assembly's vision for the people of Delaware.

Service, Commitment, Determination



Executive Summary

In the fall of 2004, GACHA selected two critical issues affecting Hispanic Delawareans: social justice and education.

We formed the Social Justice Committee, which tackled the issue of inequality presented to Hispanic Delawareans when taking the Delaware driver's license examination through the Division of Motor Vehicles (DMV). Because the Spanish version of the handbook was written for readers at a high reading level, many Hispanics with a lower reading level encounter difficulty when reading the book and taking the exam. The committee's goal was to provide a Spanish-speaking individual an exam written at the same reading level as the English version. Members of the committee met with officials from the DMV and the Delaware Department of Safety & Homeland Security. As a result, the committee is partnering with staff of the Delaware Department of Transportation to revamp the handbook to better serve the Spanish-speaking community of Delaware.

We also formed the Education Committee, which focused on several key issues, most notably the English Language Learner (ELL) programs for those students whose primary language is not English. Throughout the state, public schools are struggling instructionally to meet the demands of the growing Hispanic student population. After conducting field interviews with educators in Sussex County and reviewing the Delaware Department of Education's (DOE) Annual Report on English Language Learners, members of the committee identified an urgent need to address the issue of inadequate ELL resources for Hispanic students.

GACHA commissioned a white paper, *The Education Report: The State of the Delaware Hispanic Student*, a comprehensive study of existing data on Hispanics in the state's education system. The most significant finding of this study was the Hispanic student dropout rate in Delaware, which was 12 percent during the 2003/2004 academic years. The

Hispanic dropout rate in Delaware was the highest recorded for any racial classification and is almost 2.5 times higher than white students.

We also commissioned a research project on the status of the Hispanic population in a variety of areas, including economic conditions, education, health, and political participation, in order to paint a clear picture of Hispanic Delawareans and provide a baseline for evaluation of our impact in the future.

GACHA also forged alliances with people in the communities of Delaware, by holding town hall meetings, supporting festivals, and partnering with the Latin American Community Center for the annual Hispanic Student Recognition Program.

For FY 2006, we plan to continue the work that we have begun in the areas of education and social justice. In addition, we have identified health and economic development as new areas of focus for GACHA. We chose to focus on these two new initiatives because they represent opportunities for us to have tremendous influence on behalf of Hispanic Delawareans, the fastest-growing segment of our state's population. Health and economic development are high priorities for our Governor, and we believe we can leverage our position as the bridge between Hispanic Delawareans and their state government to bring about positive changes.

We therefore feel GACHA needs a permanent seat at the table when these issues are discussed among the state agencies, to be called on as a resource, and to be included in task forces and in recommendations made so as to reflect the population being served. To do this, we intend to develop solid rapport with the heads of all state departments, so they will call on us whenever issues regarding Hispanic Delawareans are at stake.

We respectfully call on the Governor and her staff to encourage this collaboration and cooperation so that GACHA can better carry out the responsibilities with which it has been charged.

GACHA Initiatives

Social Justice Committee

Sandra D. Bucay, Chair

The Social Justice Committee was formed in 2004 to tackle a variety of issues of importance to Hispanic Delawareans related to inequality and disparity between Hispanics and other populations.

The first issue the committee agreed to work on was the disadvantage presented to Hispanic Delawareans when taking the Delaware driver's license examination through the Division of Motor Vehicles (DMV). Because the Spanish version of the handbook was written for readers at a high reading level, many Hispanics with a lower reading level encounter difficulty when reading the book and taking the exam. Members of the committee evaluated the book and determined that the reading level needed to be more in line with the reading level of the average Hispanic reading the book and taking the driver's license exam.

Members of the committee met with several officials, including Michael D. Shahan, DMV Director, William G. Bush, IV, Policy Advisor for the Delaware Department of Safety & Homeland Security, and W.G. Edmanson II, DMV Chief of Driver Services. As a result of this meeting, the committee is partnering with staff of the Delaware Department of Transportation to revamp the handbook to better serve the Spanish-speaking community of Delaware.

Education Committee

Maria Matos and Yvette Santiago, Co-Chairs

The Education Committee was formed in November 2004 to identify significant issues affecting Delaware's Hispanic students, including equality, parental involvement, literacy, and staffing for English Language Learners (ELL) programs in the state. After reviewing the Department of Education's (DOE) Annual Report on ELL for 2002-2003, it was evident that further work was needed in the area of student enrollment in ELL programs, so the committee focused on this effort.

ELL programs are for those students whose primary language is not English. Spanish is the most frequently spoken foreign language in Delaware. Throughout the state, public schools are struggling instructionally to meet the demands of the growing Hispanic student population. Many Hispanic students require the services offered through ELL programs to become proficient in the English language. Research indicates that proficiency in English for any ELL learner, at a minimum, is eight years with the proper resources, staffing, and instructional support.

After conducting field interviews with educators in Sussex County members of the committee identified an urgent need to address the issue of inadequate ELL resources for Hispanic students in a state that is experiencing a rapid and steady growth in the Hispanic population. The committee's findings include the following:

- ◆ There is an overwhelming need for more staff to be provided in high ELL occupancy areas.
- ◆ Bilingual staff are a necessity, starting with front line staff in the school (i.e., Spanish speaking secretaries and other support staff, including janitorial and cafeteria workers).

- ◆ Parents need to feel welcomed in their child's school. The language barrier must be overcome to adequately serve non-English speaking parents, as mandated by federal law.
- ◆ Para-professionals need to meet requirements for "No Child Left Behind" and funds should be allocated for this.
- ◆ Over the past 10 years, the dollar per ELL students has steadily decreased, while the need and ELL population has significantly increased.

These families are showing that they are stable and constant, not mobile/migrant. Their children will be part of these communities as the communities age. If the schools fail to educate these children, eventually the community at large will suffer in the long run. Investment in education is something that all communities will benefit from.

To move the issues forward, the committee approached Secretary of Education Valerie Woodruff to discuss staffing for ELL programs. Secretary Woodruff assigned Martha Brooks, Associate Secretary for Curriculum and Instruction Support, as the DOE liaison to GACHA.

GACHA and DOE mutually agreed on the issues discussed and formed a collaborative partnership. Further discussions on staffing, recruitment, communication, dropout prevention, and community outreach will evolve into a plan of action that will have a positive impact on Hispanic students.

Interim Education Committee recommendations include the following:

- ◆ More ELL certified teachers are necessary. The state should undergo a major teacher incentive recruitment plan to hire teachers for critical needs areas, such as ELL.
- ◆ ELL teaching units should be based on ELL student enrollment in each school and not be figured into the overall building unit count. Additional units should be guaranteed and/or a separate state allotment should be available for additional ELL teachers or support staff.
- ◆ Emphasis on family literacy and continuing summer programs should be a top priority. The paradigm is shifting from migrant families to families that are stable and staying in the area.
- ◆ Public education and awareness campaigns should be provided so that the entire community is educated on ELL programs and benefits are emphasized.
- ◆ Cultural sensitivity training should be required for district and school staff.
- ◆ Appropriate resource allocation for supportive instructional programs and materials.
- ◆ Compliance to Office of Civil Rights requirements regarding communicating with families in their native language.
- ◆ Compliance with mandated professional development for ELL teachers as well as mainstream teachers.
- ◆ Dropout prevention strategies and campaign must be made a priority. At 12 percent, Hispanic students have the highest dropout rate in the state.
- ◆ Community outreach programs should increase to serve historically underrepresented groups.

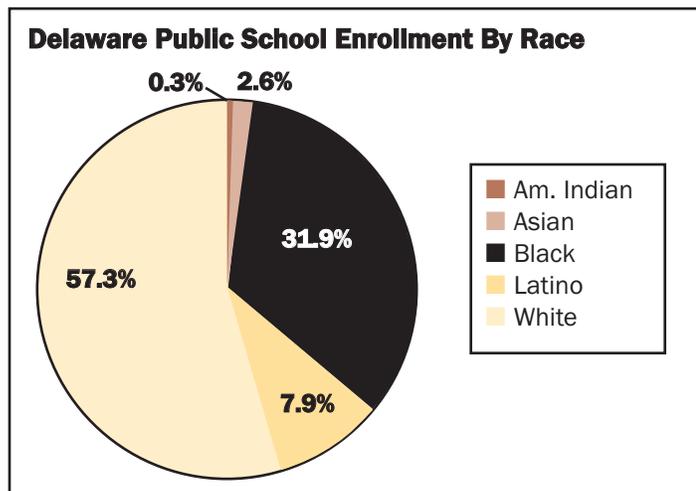
Studies Commissioned

The Education Report—The State of the Delaware Hispanic Student

GACHA commissioned a white paper, The Education Report: The State of the Delaware Hispanic Student. This publication, available from GACHA, represents a comprehensive study of existing data on Hispanics in the state’s education system. Highlights of the report include the following:

Statistics on public school enrollment:

- ◆ There are approximately 117,778 students enrolled in the public school system of the state of Delaware. Of these, 0.3 percent are Native American, 2.6 percent are Asian, 31.9 percent are African American, 57.3 percent are White and 7.9 percent are Hispanic.



Racial disparities within Delaware public school teaching positions:

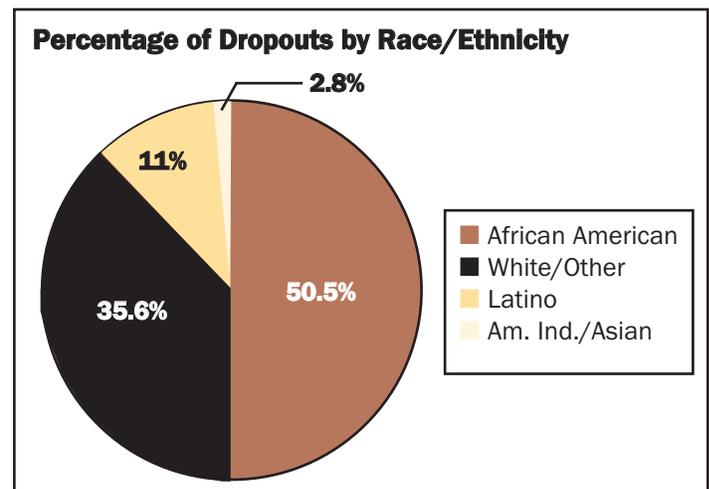
- ◆ Although Hispanic Delawareans and all other racial classifications, African Americans and Whites aside, combined make up approximately 6.7 percent of the total state population, that same group only fills 1.7 percent of the state’s full time teaching positions.
- ◆ In order for the racial composition of Delaware’s teaching positions to fairly reflect that of the state’s student body, school districts would need to increase the number of Hispanic, Asian, and Native American teachers by approximately 600 percent, and increase the number of African American teachers by approximately 300 percent.

Data on Hispanic performance on the Delaware Student Testing Program (DSTP):

- ◆ Almost 25.7 percent of Hispanic third graders in the State of Delaware in 2004 did not meet the reading requirements on the DSTP exam. Approximately 34 percent of those Hispanic students who failed to meet the requirements fell “well below” the state standards.
- ◆ Approximately 16.5 percent of Hispanic fifth graders in the State of Delaware in 2004 did not meet the reading requirements on the DSTP exam. Approximately 28 percent of those Hispanic students who failed to meet the requirements fell “well below” the state standards.
- ◆ Approximately 44.5 percent of Hispanic eighth graders in the State of Delaware in 2004 did not meet the reading requirements on the DSTP exam. Approximately half of those Hispanic students who failed to meet the requirements fell “well below” the state standards.
- ◆ Approximately 45.3 percent of Hispanic tenth graders in the State of Delaware in 2004 did not meet the reading requirements on the DSTP exam. 56 percent of those Hispanic students who failed to meet the requirements fell “well below” the state standards.

Information on the Hispanic proportion of Delaware high school dropouts:

- ◆ The Hispanic dropout rate in the state of Delaware was 12 percent during the 2003/2004 academic years. The Hispanic dropout rate in Delaware was the highest recorded for any racial classification and is almost 2.5 times higher than white students, twice the state average.
- ◆ Hispanic dropouts represent 8.9 percent of all dropouts in Delaware, while white dropouts represent 46.4 percent and African American dropouts represent 42.2 percent of the total.



Information on Delaware's

English Language Learner (ELL) programs:

- ◆ During the 2002/2003 academic year, New Castle County had the highest percent of ELLs as a percent of the total enrollment at 3.5 percent. Kent County had 2.1 percent and Sussex County had 3.4 percent.
- ◆ With 65 percent of the state's ELL population, New Castle County had an increase of 187 ELLs, or 8.9 percent, from the 2001/2002 academic year to the 2002/2003 academic calendar.
- ◆ Kent County, with 15 percent of the state's ELL population, had an increase of 160 ELLs, or 45.5 percent from the 2001/2002 academic year to the 2002/2003 academic calendar.
- ◆ More than 30 percent of ELLs in Delaware during the 2002/2003 academic year were Hispanics.

The state of Hispanic Delawareans' within the context of four-year institutions of higher education:

- ◆ The University of Delaware has 21,289 students enrolled with 2.6 percent of the body identifying themselves as Hispanic.
- ◆ Wesley College in Dover has 2,267 students enrolled with 2.8 percent identifying themselves as Hispanic.
- ◆ Delaware State University has 3,367 students enrolled with 1.6 percent Hispanic identifying themselves as Hispanic.
- ◆ Delaware Technical and Community College has 12,688 students enrolled with 3.8 percent identifying themselves as Hispanic.

National trends with respect to Hispanics and college/university enrollment:

- ◆ Hispanic emerging adults across the nation have been gravitating towards Hispanic-serving and historically black institutions of higher education and currently represent 9.5 percent of all students at the college/university level. The growth of the Hispanic community and the projected increase in Hispanic enrollment present an opportunity to examine the choices and pathways Hispanic students take with respect to higher education.

The Education Report: The State of the Delaware Hispanic Student is intended to serve the community by acting as a reference tool for advocates, community leaders, and policymakers concerned with the academic and social success of Hispanic students in the Delaware public education system.

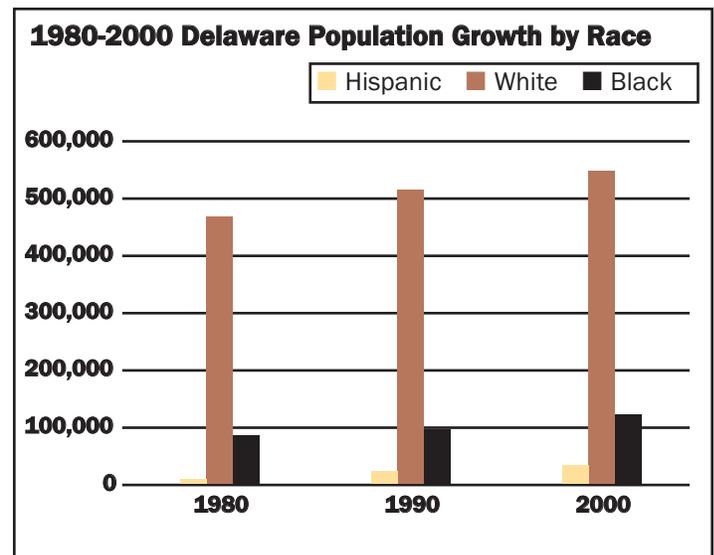
The State of Hispanic Delawareans

A research project commissioned by GACHA on the status of the Hispanic population seeks what information regarding Hispanic Delawareans is available and what information gaps currently exist. It compares the availability and breadth of information regarding other races with the availability and breadth of information regarding the Hispanic community, and based upon the findings, suggests additional avenues of studies and firm policy recommendations.

Highlights of this research include the following:

Population:

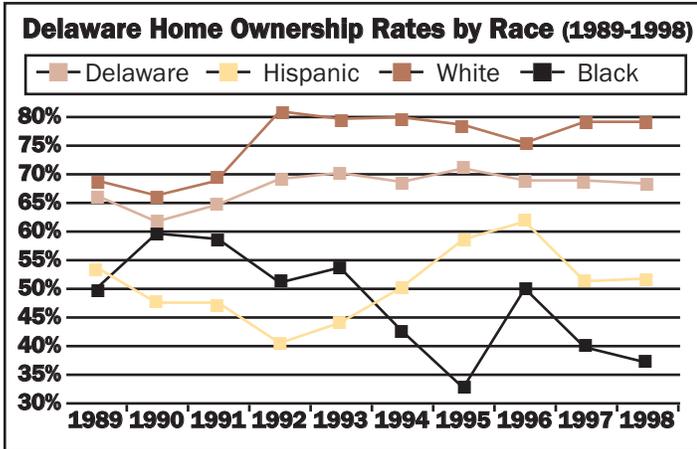
- ◆ New U.S. census figures indicate that Hispanics accounted for half of the country's population growth in the two years after the 2000 census was taken. In July 2002, there were 38.8 million Hispanics, which accounted for 13 percent of the national population. Projections for July of 2004, show a population of 41,322,070 Hispanics or 14.07 percent of the total population.
- ◆ From 1990 to 2000, the Hispanic population in Delaware grew from 15,820 to 37,277, estimates for 2004 show 48,153 Hispanics in Delaware.



- ◆ The Hispanic population in Sussex County is growing steadily. In 1980, the number of Hispanic Delawareans in Sussex County was 914. By 2000, that number grew to 6,826, representing a 656 percent increase over two decades.

Homeownership:

- ◆ The homeownership rate of 48 percent for Hispanic Delawareans continues to lag significantly behind the nation's overall rate of 68 percent.
- ◆ The homeownership trend for Hispanic Delawareans declined overall in the 1990s. In 1989, Hispanic homeownership was around 50 percent. The rate fell to its lowest point in 1995 at 32 percent.



Income and Poverty:

- ◆ In 2003, the median income of a Hispanic household in Delaware was \$32,997, well below the U.S. average \$43,318.
- ◆ In the year 2000, the mean Hispanic income in Delaware was \$36,290 versus \$50,498 for whites. On average in 2000, Hispanic Delawareans earned approximately \$14,000 less than whites.
- ◆ In 2003, 22.5 percent of the Hispanic population in Delaware lived in poverty.
- ◆ Only about 33 percent of U.S. Hispanics have a basic checking account.

Health:

- ◆ Heart disease and cancer were the top two causes of death for all three ethnic groups in Delaware, with cancer slightly beating out heart disease for number one among Hispanic Delawareans from 1994 to 1998.
- ◆ From 2001 to 2003, 32.8 percent of Hispanics did not have health insurance.
- ◆ In 2003, 15 percent of AIDS cases reported in the U.S. were among Hispanics adults and adolescents, although Hispanics made up only 14 percent of the population.

Business Ownership

- ◆ In 1997, Hispanics owned 17 percent of multi-cultural owned firms in Delaware.
- ◆ Hispanic firms averaged \$561,000 in sales per firm, which ranked first among multicultural-owned firms in Delaware.
- ◆ Between 1987 and 1997, the number of multicultural owned businesses in the U.S. grew by 17 percent per year. During this time, the number of Hispanic-owned businesses increased by 23 percent.

Political Participation

- ◆ The Hispanic community in Delaware currently represents 4.2 percent of the state's total voting age population (VAP).



Hispanic Community Activities

GACHA Town Hall Meetings

GACHA publicized and held town hall meetings in each of the three counties as follows:

- ◆ Iglesia de Dios Maranatha Church, Seaford, Sussex County, May 7, 2005
- ◆ Maranatha Christian Church, Dover, Kent County, May 14, 2005
- ◆ Georgetown State Service Center, Georgetown, Sussex County, May 18, 2005
- ◆ Bear Library, Bear, New Castle County, June 18, 2005

The council held these meetings to listen to the Hispanic community and learn what issues and concerns are of most importance to them. Listed below are highlights of the issues discussed at the meetings. GACHA pledges to make these issues a priority and to work with federal, state, and local officials to resolve these issues.

Immigration/Deportation Issues

- ◆ An important issue to many Hispanic immigrants is obtaining proper documentation that will enable them to work. The information currently available to them is confusing and often inaccurate, and they do not always understand the documentation process. Meeting attendees voiced the need for a Hispanic source of accurate information that would engender trust and help new members of the community become integrated more easily.
- ◆ There is a lack of trust among the Hispanic community of public law enforcement officials, whom they fear are unfairly targeting for deportation.
- ◆ Many immigrants want to apply for a Delaware driver's license so they can drive legally, but know that they will be denied this privilege due to their immigration status.

Profiling Issues

- ◆ Several instances of police profiling were shared at these meetings, an issue that generates fear and distrust among Hispanic Delawareans.

Language and Communication Issues

- ◆ Many parents expressed concern that ELL programs are not available in every school, and that there are not enough bilingual staff in the schools.
- ◆ Small business owners are looking for resources to provide them with Spanish-language information on growing and operating businesses in Delaware.
- ◆ One attendee suggested that a statewide radio station and other multi-media measures be used to communicate with and educate the Hispanic community, because there are few broadcasting channels for those whose first language is Spanish.

Education Issues

- ◆ Parents do not always understand the education system and are looking for resources to coach them in this area, for example, to help them know where to go to get tutoring for their children, counseling for potential school dropouts, and information about financial aid and scholarship opportunities.
- ◆ Adult education programs and technical training programs for Hispanic Delawareans are limited.

Hispanic Student Recognition Program

Since 1986, GACHA has collaborated with the Latin American Community Center (LACC) in Wilmington to offer the Hispanic Student Recognition Program to recognize and acknowledge high achieving middle and high school Hispanic students. The goal of the program is to open doors for Hispanic students to pursue greater opportunities, instill pride in their people and their heritage, motivate students to work hard, and motivate their families to support them. The program is now in its nineteenth year and enjoys strong school, community, and private sector support throughout the state. Students from all three counties are nominated and selected for achievement awards in Academics, Roberto Clemente Athlete of the Year Award, School/Community Service, Science and/or Technology and the Arts. In addition, a male and female high school student as well as a male and female middle school student are selected as Outstanding Hispanic Students of the Year. This year, winners received scholarship money and a laptop computer, all donated by members of the community.

A letter written by Anthony Rafael Peters of Wilmington, recognized as Delaware Hispanic Youth of the Year, thanked the LACC and GACHA with the following words:



“Thank you so very much for recognizing me as the Delaware Hispanic Youth of the Year. I am honored to have been recognized. I guarantee that I will represent the Latino community honorably and present a positive image everywhere I go. I cannot possibly express my gratitude to you in words. I am extremely grateful for this opportunity.”



Pictures provided by Hoy en Delaware Newspaper

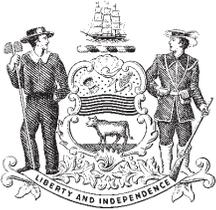
Community Leadership—GACHA Members

- ◆ **Craig de Mariana Aleman** is a member of the Board of Directors for Delmarva Rural Ministries and the Founder and Executive Advisor for La Raza, the Latino political action organization at the University of Delaware.
- ◆ **Nancy Bastidas** is President of DelawareHispanic.com and founder of the Delaware Hispanic Historical Society.
- ◆ **Sandra D. Bucay** is a Community Services Coordinator-21st Century Program and a member of the Metropolitan Wilmington Urban League of Young Professionals.
- ◆ **Maria Cabrera** is president of her own communications, event planning, and community relations company, Los Ángeles, Inc. She is the Area Manager for El Sol Latino Newspaper.
- ◆ **George Camcho** is a Delaware State Trooper and is active in the National Latino Peace Officers Association.
- ◆ **Cherisse Carlisle** is an experienced Hispanic marketing and public relations professional and currently manages OnSite Marketing for Chase Card Services, a division of JPMorgan Chase Bank. She also participates in the JP Morgan Chase Literacy Volunteer program.
- ◆ **Milton Delgado** is a Community Coalition Associate with Nemours Health & Prevention Services and is First Vice President, Board of Directors, Latin American Community Center in Wilmington.
- ◆ **Joseph DiSalvo, Jr.** is the Program Manager of Family Literacy-At-A-Distance, a statewide educational program for parents and their children. He also serves on the Board of Directors and is Treasurer of the Dover Art League.
- ◆ **Dr. Jaime Figueras** is First Vice-President, Pan American Behavioral Health, Bristol, PA, serves on the Board of the Latin American Community Center and is an Advisory Board Member of the Graduate Division of Wilmington College.
- ◆ **Fernando N. Guajardo** is the CRA Administrator for Discover Bank, member of the Delaware Workforce Investment Board and serves on the board of the Delaware Housing Coalition
- ◆ **Wanda M. Lopez** is a member of the Friends of Aspira Advisory Board, and has served on Delaware's Infant Mortality Task Force.
- ◆ **Anastacio Matamoros** is a pastor for the Iglesia de Dios de la Profecia and serves on the Delaware Work Force Investment Board.
- ◆ **Maria Matos** has been the Executive Director of the Latin American Community Center for the past 11 years. She is a community leader known nationally through her role as the National Council of La Raza Northeast Affiliate Representative, and has been appointed to serve on many commissions, committees and local boards.
- ◆ **Janette Medina** is a Clinical Services Coordinator with the Division of Child Mental Health. She serves as a translator for New Pact Ministries and is a member of the National Association of Social Workers.
- ◆ **Rep. Joseph Miro** is a State Representative with the 22nd District.
- ◆ **Eli Oriol** is Associate Director of Newspaper Support Services, and serves as CFO for Friends of Aspira.
- ◆ **Jose Quiñones** is Program Manager, Bridge Intervention Services for Delmarva Rural Ministries, Inc., and is a Sussex County District Board Member for Boy Scouts of America.
- ◆ **Margaret Reyes** is the ELL coordinator for the Adult Education Program with the Indian River School District, Georgetown Campus, and Board Member for La Esperanza Community Center.
- ◆ **Carmen M. Rivera** is Acting Director for Friends of Aspira Delaware and serves on the board of New Castle Head Start Inc.
- ◆ **Harry J. Sanchez, MSW** is the HBCU-HUD Director for the Delaware State University Capitol Park Community Center and Agency Field Instructor for the Department of Social Work. He is a Board member of the Kent & Sussex County Counseling Services, Central Delaware Committee on Alcohol and Drug Abuse, Inc. and a Board member of Peoples Place II, Inc. Milford Delaware.
- ◆ **Yvette Santiago** is Senior Program and Policy Analyst with Nemours Health & Prevention Services, a member of the Wilmington Health Planning Council, and serves on the Community Services Subcommittee for the Wilmington Hope Commission.

Acknowledgements

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Governor's Advisory Council on Hispanic Affairs
State of Delaware
Executive Department Dover

Whereas, the State of Delaware wants to assure that the diverse interests and unique concerns of its Hispanic population are well served; and

Whereas, through input from and communication with the Hispanic community, the various agencies of State government can improve the delivery of services to the Hispanic population and foster greater integration of Delaware's Spanish-speaking population into the English-speaking mainstream; and

Whereas, the rich cultural heritage of the Hispanic population contributes to Delaware's diversity which we proudly celebrate.

Now, therefore, I, Thomas R. Carper, by virtue of the authority vested in me as Governor of the State of Delaware, do hereby declare and order the following:

1. The Governor's Council on Hispanic Affairs is hereby established to perform such duties and functions as are described herein. The Council shall consist of no fewer than 15 members but no more than 25 members who shall be broadly representative of the Hispanic community in Delaware.
 2. The Chairperson shall be appointed by the Governor from among the members and shall serve at the pleasure of the Governor. The other officers shall be elected by the Council from among its members.
 3. The terms of the members of the Governor's Council on Hispanic Affairs shall be three years. If any member fails to attend four successive meetings of the Council, his or her position may be deemed vacant and, upon recommendation of the Chairperson, the Governor may appoint a replacement. Any appointment to replace a member whose position becomes vacant prior to the expiration of the term shall be filled only for the remainder of the term.
 4. The Governor's Council on Hispanic Affairs shall be comprised of standing committees on Human and Civil Rights; Health and Social Services; Legal and Legislative Affairs; Economic Development, Employment and Finance; Housing; Education; and Historical and Cultural Affairs and the Arts. Other ad hoc committees shall, with the approval of a majority of the members of the Council, be formed as the need arises.
 5. The duties and functions of the Council shall be:
 - a. To advise the Governor and the Secretary of Health and Social Services on means to improve the delivery of services to the Hispanic community in Delaware; and
 - b. To coordinate its efforts with other advisory councils, community agencies, and other groups whose work affects the Hispanic community; and
 - c. To address through its committees, the Hispanic community's concerns in the areas of education, social services, housing, health, culture, history, the arts, civil and human rights, legal and legislative matters, employment, finance, and economic development; and
 - d. To conduct forums and hold public hearings and/or discussion groups to identify and consider matters of concern to Delaware's Hispanic community, including migrant farmworkers; and
 - e. To issue recommendations to the Governor and the Secretary of Health and Social Services concerning legislation pending in the General Assembly which is of particular interest to the Hispanic population; and
 - f. To prepare an annual report of its activities for the Governor and the Secretary of Health and Social Services; and
- To perform such other functions and duties as assigned to it by the Governor or imposed upon it by law.

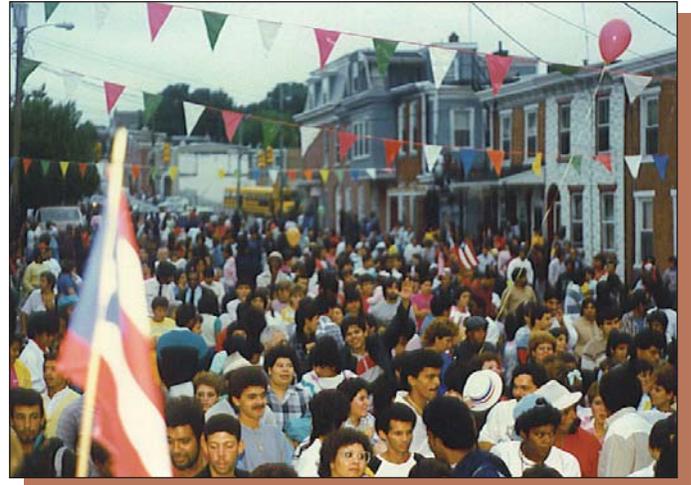


"We cannot seek achievement for ourselves and forget about progress and prosperity for our community... Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own."

— Cesar Chavez

"We are all concerned with the future of American education. But as I tell my students, you do not enter the future — you create the future. The future is created with hard work."

— Jaime Escalante



"To convince oneself that one has the right to live decently takes time."

— Evita Peron



"You are never strong enough that you don't need help."

— Cesar Chavez

