

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

Annual Report 2006

**Ruth Ann Minner
Governor**

**Wanda Lopez
Executive Director**

**Fernando N. Guajardo
Chair (former)**

**Jorge Luis Camacho
Chair**



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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 2006 Annual Report for the Delaware Governor's Advisory Council on Hispanic Affairs (GACHA). We are all honored to serve on this Council and wish to express our gratitude for your consistent support.

Members of the Council represent all three counties of Delaware. Through their leadership experience, rich diversity of perspective, and their capability for listening to and respecting the voice of Delaware Hispanics, our members truly represent the thought leaders of the Hispanic community in the First State.

This report, which we hope demonstrates our continued commitment to serving your administration and Hispanic Delawareans, outlines the learnings and the achievements of the Council. Building on the achievements presented in our 2005 Annual Report, we present the work accomplished by the two original subcommittees, Education and Social Justice, as well as the achievements of our two new subcommittees, Health and Economic Development, which were identified last year as areas of critical importance to the Hispanic community.

Through the many initiatives we have undertaken, 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. Everyone on the Delaware Governor's Advisory Council on Hispanic Affairs pledges to continue our work to shape a brighter future.

We would also like to recognize Fernando N. Guajardo for serving as Chair of GACHA for two years. Jorge Luis Camacho has now taken on this role, and we are all looking forward to his leadership of this Council.



Wanda M. Lopez
 GACHA Executive Director



Fernando N. Guajardo
 GACHA Chair (former)



Jorge L. Camacho
 GACHA Chair

Fernando N. Guajardo
 GACHA Chair

Wanda M. Lopez
 GACHA Executive Director

Jorge L. Camacho
 GACHA Chair

Members of the Governor's Advisory Council on Hispanic Affairs

Eloy Acosta, Health Committee
Nancy Bastidas-Lopez, Economic Development Committee
Maria D. Cabrera, Economic Development Committee Chair
Jorge Camacho, Chair, GACHA; Social Justice Committee
Cherisse Carlisle, Economic Development Committee
Milton Delgado, Health Committee Chair
Joseph DiSalvo, Education Committee
Representative Joe Miro
Pastor Israel Figueroa, Social Justice Committee
Wanda Lopez, GACHA Executive Director
Pastor Anastacio Matamorros

Maria Matos, Co-Chair, Education Committee; Executive Committee
Eli Oriol, Education Committee
Edith Prado, Social Justice Committee
Eli Ramos, Education Committee
Margaret Reyes, Social Justice Committee Chair
Carmen Rivera, Education Committee
Noel Rodriguez, Education Committee
Harry J. Sanchez, Kent County Chairperson; Education Committee
Yvette Santiago, Co-Chair, Education Committee; Executive Committee



County Chairs:

New Castle County Chair: Yvette Santiago
Kent County Chair: Harry J. Sanchez, MSW
Sussex County Chair: Margaret Reyes

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Introduction

Mission Statement

The Governor's Advisory Council on Hispanic Affairs mission is to serve as a representative voice on issues and concerns pertaining to health, education, social services, civil and human rights, legal and legislative matters, employment, finance, and any other areas that may impact the equality, service, and treatment of Delaware's Hispanic community. We serve the Governor and the people of Delaware by fostering the progress of communication and delivery of services to Delaware's Hispanic community.

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.

GACHA's three objectives are focused on service, commitment, and determination. The Council considers its responsibilities to include the following:

- ◆ 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 address, 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 their vision for the people of Delaware.

Service, Commitment, Determination



Executive Summary

2005-2006 Initiatives

GACHA members are united in its goals and objectives. To carry out its responsibilities related to service, commitment, and dedication to current issues facing Hispanic Delawareans, members of GACHA met in November 2005 and identified the following issues to focus on for 2005-2006:

- ◆ Educational opportunities
- ◆ Social justice
- ◆ Health disparities
- ◆ Economic development

We are working to achieve cooperation between our council and state agencies on the issues we have identified of importance to Hispanic Delawareans. The council wishes to have a 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 continue to encourage this collaboration and cooperation so that GACHA can better carry out the responsibilities with which it has been charged.

Each year, the Council meets at an annual retreat in November to determine the initiatives it will take on in the following year. While some initiatives change from one year to the next, some are ongoing projects, such as the Education Committee's initiative to address the high dropout rate of Hispanic students.

Hispanic Community Outreach Activities

GACHA Town Hall Meeting

As compiled by Jorge Camacho, Margaret Reyes, and Harry J. Sanchez

GACHA publicized and held town hall meetings in each of the three counties. These meetings gave the Hispanic community the opportunity to speak freely and openly about issues that concern them, both as individuals and as groups. Accordingly, to preserve confidentiality, no personal identifying information was recorded.

In general, the issues of highest importance were common to Hispanics in all three counties.

GACHA pledges to make these issues a priority and to work with federal, state, and local officials as appropriate to resolve them.

Understanding individual rights and the educational system: Several education-related issues surfaced. One parent went through the Rodel Parent Leadership Institute training and



stressed the importance of Hispanic parents understanding their rights in the education system and how their schools are especially for their children, in terms of higher education, careers, and whether they will be able to work after graduating without a Social Security number. Some requested more guidance and support in the schools, with programs like ASPIRA that assist Hispanics with the college application process.

Transportation: Another important issue is transportation. Because of the federal laws prohibiting undocumented workers and their family members from obtaining driver's licenses, finding reliable, safe transportation is often a major factor in the lives of Delaware Hispanics. Workers often cannot get to their

places of employment; children often miss school; and those with health problems often cannot keep their medical appointments—so their health may suffer. This situation also results in safety-related issues. It increases the number of uninsured motorists who have not passed driver's tests. Also, drivers often allow far more passengers to ride in their cars than is safe so that their families and neighbors can have a ride, regardless of safety or comfort. Although they recognize that enabling driver's licenses to be given to undocumented persons would require legislative change, Hispanics ask that public transportation be vastly expanded, especially in rural areas so that the people can shop, visit doctors and receive medical services, attend school, and go to work.

Stereotyping and discrimination: Participants in the meetings often feel that every Hispanic is viewed by the non-Hispanic community as an undocumented person and as a result, they are often treated with suspicion. This is despite the fact that Puerto Ricans born in either Puerto Rico or the United States are U.S. citizens, and that many other Hispanics are here on various visas or have other forms of legal status. Additionally, they feel that because of one's Hispanic surname, color of skin, or accents, they are singled out and scrutinized. This is apparent when they are shopping and are asked for paid receipts and their shopping carts are checked for verification of their purchases as they exit stores. Many of the attendees stated that this happens more often than not to the Hispanic consumer. This type of discrimination is also found within the housing industry. If Hispanics call a realtor or other housing professional and do not have a discernible accent or have an American last name, they are treated with respect; however, when they show up for an appointment or interview they are subjected to questions that the general population is not asked. Or if they have Hispanic surnames or have an accent they are treated differently. This was brought to our attention by people actually doing investigative work looking into compliance with Fair Housing Standards.

Labor practices: Meeting participants raised the issue of unfair labor practices. They believe that developers and construction companies knowingly look for and hire undocumented workers because they can pay them below the legal wage. These employers make undocumented workers work harder and longer in all types of conditions, with no respect for Fair Labor practices,

minimum wage standards, or OSHA compliance. These workers are subject to untenable conditions, receive less than standard wages, and have no rights. However, the question was raised that if these companies are fined or driven out of business because of their unfair practices, what would happen to the workers who need these jobs? The response from the meeting participants was immediate—the jobs are so desperately necessary and the undocumented laborers are so badly needed, that another company will simply step in to fill the void. According to the meeting participants, these people are only asking for a fair wage and an opportunity to work and to be treated humanely.

Services: Members of the Hispanic community feel neglected and denied equal access to services afforded by the government. Specifically, when they go to state service centers, schools, and other state entities, very few, if any, of the staff there speak Spanish. As a result, they feel unwelcome and unable to communicate their needs.

Cultural competence: Hispanics would like more focus on cultural sensitivity and understanding of the issues important to them. For example, some reported that their employers have asked them to refrain from speaking Spanish in the workplace because their peers, customers, and clients may feel uneasy hearing other languages. On the other hand, these same people are often asked to translate documents and serve as interpreters to the ever-increasing Hispanic clientele. Even during breaks and lunch, these people are encouraged to speak English. The fear of losing their jobs prevent many from speaking out. These types of situations occur in both private and public sectors.

Distrust: The perception exists among most undocumented, that if they seek out medical services or register their children for school, the information obtained will be turned over to U.S. Department of Immigration and Naturalization Service (INS), and as a consequence, they and their families risk deportation. Apprehension among human service delivery agencies/organizations and the underserved Hispanics population usually do not dictate the communities' willingness in seeking medical aid, either for themselves, or for their dependants, nor are they comfortable in registering their children for school.

Law enforcement: A common perception among Hispanics is that a communication gap exists between the non-Spanish speaking law enforcement community and the Hispanic community largely due to the lack of Spanish-speaking officers serving in Delaware's rank and file.

Unfair ordinances/legislation: The Hispanic community is vigilant and cognizant of local and statewide legislative changes. Some of these recommended ordinances are specifically targeted toward Delaware's large undocumented population. One recent proposal establishes steep fines and penalties to landlords who rent to undocumented people. Another penalizes employers if they hire undocumented workers. Hispanic citizens feel this is a strike against all Hispanics, regardless of immigration status, and find this a troubling development.



Small business: Hispanics would like more information from the state on starting their own businesses. They would like to learn more about acquiring loans and investing their excess cash.

Politics: The Hispanic community is rapidly becoming a strong voting block, and would appreciate those candidates seeking public office to come and meet with them. They would like these candidates to address issues that are pertinent to Delaware's Hispanic population. They feel disenfranchised, ignored, and unsatisfied with their locally elected officials. There should be more of a focus on the humanitarian crisis with the immigrant population currently residing in Delaware, and less on the politics of hate and fear mongering. The state legislature needs to understand that Delaware's large and ever-increasing Hispanic population works, pays taxes, owns businesses, and votes.

Community center: The Hispanic community in Kent County expressed the desire for the establishment of a community center similar to those found in our other counties (e.g., The Latin

American Community Center (LACC) in New Castle County and La Casita, La Esperanza, Abriendo Puertas, in Sussex County). Realizing the magnitude of this endeavor, support from the state is welcomed and encouraged. A community center would yield many returns, such as being able to offer computer literacy training programs for both adults and children.

Quality of life: Kent County Hispanics want to convey their deep desire to work, raise their families, pay taxes, and contribute to the community at large. The sentiments expressed by the majority of undocumented workers, is that they are being taken advantage of by employers who profit from below standard wages, little to no health care benefits, and no fair bargaining agreements. They prefer to join together as a community, and not be looked down on as a disenfranchised pluralistic community because of socio-economic status, language, education, or other reasons. They ask for support from the community at-large, their elected officials, the mainstream media, and government. They themselves aim to improve the quality of life for all Hispanics in Delaware.

Hispanic Student Recognition Program (HSRP)

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 Hispanic high and middle school students. The goal of the program is to open doors for Hispanic students to pursue greater opportunities, instill pride in our people and our heritage, motivate students to work hard, and motivate their families to support them. The program is now in its twentieth year and enjoys strong school, community, and private sector support throughout the state. This year, thanks to the participation of many members of the Council, the program experienced a 50% increase in the number of student nominated from all three counties. The Council received 49 nominations from Sussex County, 14 nominations from Kent County, and 88 nominations from New Castle County, which demonstrates that the program continues to grow.

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.

Program Vision

Our vision for this program includes the following goals. By recognizing students through this program, we hope to

- ◆ Increase statewide participation
- ◆ Call attention to high-achieving Hispanic students within their districts and schools
- ◆ Attract sponsorships to increase the number and amount of scholarships awarded to assist winners with obtaining school supplies before entering college
- ◆ Increase access to higher education for these Hispanic students
- ◆ Track nominee progress beyond high school for reporting
- ◆ Make HSRP a separate non-profit organization with year-round staff and funding



GACHA Initiatives

Social Justice Committee

Committee Chair: Margaret Reyes

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.

For its work in 2005-2006, the Social Justice Committee based its agenda on the “Cultural Competence” motto from GACHA’s annual retreat. In evaluating how it could assist the State of Delaware to achieve cultural competence, the committee examined several aspects of life for members of the Hispanic community in Delaware as well as the upcoming challenges facing the state. Two issues surfaced as a result of this work:

- ◆ Limited English Proficiency (LEP) Compliance. This is a Federal mandate written into the Civil Rights Act of 1964, Title VI, as well as being substantiated further by Executive Order 13166.
- ◆ The ongoing immigration debate at the Federal level and how this will affect the State of Delaware and the social as well as fiscal impact on the infrastructure of state government.



Limited English Proficiency (LEP) Compliance

The Delaware State Police attended a GACHA council meeting to request assistance in recruiting Hispanic/bilingual officers. Traditionally, this has been a difficult task for many complex reasons. The Social Justice Committee looked at how it could assist the Delaware State Police with this issue. We looked at the Civil Rights Act of 1964, Title VI which basically states that any agency that accepts federal funding, assistance, equipment or training, must comply with this provision of Federal Law. This is further bolstered by the signing of Executive Order 13166. On further inspection it was noted that only 5 officers out of approximately 670 Delaware State Troopers are bilingual.

The committee made a presentation to the Secretary of Homeland Security outlining the issues that this has for the Hispanic community as well as for the State of Delaware. As a result of the meeting, many ideas were put on the table to enable the Delaware State Police (DSP) to attract and recruit more Spanish-speaking applicants to the force. The DSP have shown its commitment to this issue by assigning a Hispanic bilingual officer to the Office of Human Resources to further enhance its ability to hire qualified recruits that speak Spanish. They have attended and have been well received at many statewide cultural events primarily geared towards the Hispanic Community in Delaware.

The committee also focused on the Delaware Volunteer Fireman’s Association as well as the County level Emergency Medical Services (EMS) offices and met with them to enlist their support and to help them with the same endeavor. They agreed that this would be a benefit to their organizations as well and inter-agency cooperation may be a way that all three agencies could cost share the recruitment effort. A presentation was made to DEMSOC, the Delaware Emergency Management Oversight Committee, by invitation of the Secretary of Homeland Security, regarding the LEP issue. As a direct result of this meeting, DEMSOC has created a sub-committee to make this necessary move forward with GACHA as a partner.

As these are usually life and death situations and communications with the client base is tantamount to the success of the operation, this is a key place to start our focus. The benefit to the State and the quality of services provided to our Limited English Proficient population, which it will enhance, is a benefit for all concerned.

We are currently working on looking at other organizations around the nation that have had success with this issue. Being aware that funds are often tight as that there is strong competition with other agencies as well as the Federal Government and corporate entities, innovative strategies must be assessed and implemented.

To date, the project has been well received as these existing agencies are currently struggling to reach out to an LEP population and provide services. GACHA is ready and willing to assist in building this bridge so that all may be served.

Immigration Reform

The Social Justice Committee also looked at Immigration reform. As this is structured and developing on the Federal level, we are committed to being up to date on the latest developments, as these changes, if enacted, will have a huge impact on the State and State agencies, both culturally and economically.

Two issues which stand out are the two acts currently incorporated in the current bill that has passed the Senate; namely The DREAM Act as well as the CLEAR Act.

The DREAM Act focuses mainly on allowing undocumented children that graduate from an American high school to attend college without having to pay out-of-state tuition. This issue has been addressed in the State of Delaware's Student Excellence Equals Degree (SEED) program which went into effect September 2006.



The CLEAR Act is more troubling. This piece of federal legislation is designed to mandate state and local law enforcement of federal immigration laws. This imposes a large burden on the state both fiscally and liability-wise. It is not mandated that officers receive training on immigration law before commencing law enforcement activities, but states may lose SCAPP funding if they do not comply with the CLEAR Act and enforce immigration laws. This opens the door to racial profiling and unjust incarceration.

It is unknown what venue immigration reform will take, or even IF there will be a bill passed this year—which at this late date seems unlikely—but whatever happens, the state should look at what services and agencies will be most affected. It does appear that social services, law enforcement, and the Division of Motor Vehicles will be the agencies most affected. With the REAL ID Act and its significant costs looming in the near future, we also are concerned with HR 6095, specifically the section which is a stripped down version of the CLEAR Act. HB 6095 allows local and state law enforcement to enforce immigration laws, would accelerate the rate at which immigration officers deport people, and limit access to appeal. It would strip Salvadorans of a special immigration status that has protected many from deportation. It was initially tied to the appropriations bill for Homeland Security, and when defeated there was then tied to appropriations for the Department of Defense where it again failed.

There will be a need to increase training programs for workers in these agencies to be able to authenticate an array of foreign documents as well as linguistic aid to Limited English Proficient persons. As Federal guidelines are updated and more limits imposed for services, this increases the fiscal burden on the State. Each agency should review internal policies, ensure compliance with Federal guidelines and assess weaknesses and work now to plug the holes, if any exist, and be ready for changes to occur.

Education Committee

Maria Matos and Yvette Santiago, Co-Chairs

From its inception, one of the Council's objectives was to identify key areas in which Hispanic Delawareans were struggling, and it quickly became apparent that education was one of these areas.

The Education Committee began its work in November 2004 by identifying significant issues affecting Delaware's Hispanic students, including equality, parental involvement, literacy, and staffing for English Language Learner (ELL) programs in the state. Committee members conducted field interviews with educators in Sussex County to determine the overall picture with regard to ELL programs, developed a set of recommendations to address problems revealed by the interviews, and presented their recommendations to the Department of Education. The committee also commissioned a white paper, The Education Report: The State of the Delaware Latino, which represented a comprehensive study of existing data on Hispanics in the state's education system. Highlights of the report covered general enrollment figures, racial disparities, Hispanic performance on the Delaware Student Testing Program (DSTP), ELL statistics, national trends, and data on the state's Hispanic student dropout rate.

Of all the data presented in this report, the most troubling statistics were those regarding the significant dropout rate among Hispanics and the steadily rising increase in the percentage of Hispanics dropping out of school:

- ◆ The Hispanic dropout rate in the state of Delaware was 9.6 percent during the 2002/2003 academic year, representing 8.9 percent of all dropouts in Delaware. The Hispanic dropout rate in Delaware was the highest recorded for any racial classification and was almost 2.5 times higher than white students, which was 4.0 percent.
- ◆ In 2004/2005, according to the most recent Department of Education Report, the number of Hispanic students dropping out of school rose to 10.4 percent, representing 11.7 percent of all dropouts in Delaware.

Student Focus Groups

The Education Committee continued its efforts by conducting focus groups statewide and working closely with the Hispanic Student Recognition Program to obtain information directly from students regarding the reasons why their peers are dropping out of school. The students that participated ranged from fluent English-speaking to limited English-speaking and from high-achieving to those struggling academically. The students were a general representation of Hispanic youth statewide. The goal of conducting these groups was to obtain information from the youth, analyze the consistencies in responses and work with the Department of Education on developing strategies in an effort to increase the Hispanic graduation rate.

The demographic data of the students participating in the focus groups is summarized below:

- ◆ A total number of 164 Hispanic youth participated statewide.
- ◆ A total of ten Latin countries were represented
- ◆ Participants were a mixture of male and female in grades 6-11
- ◆ The majority of the participating youth were eighth-graders
- ◆ The majority of participants were Mexican, followed by Puerto Ricans.

Grade	
6	10
7	35
8	76
9	10
10	16
11	17
12	0
Total	164

County	
New Castle	82
Kent	10
Sussex	72
Total	164

Gender	
Male	91
Female	73
Total	164

Ethnicity	
Mexican	84
Cuban/African American	1
Puerto Rican	26
Guatemalan	19
Ecuadorian	2
Dominican	3
Salvadorian	3
Panamanian	1
Columbian	2
Honduran	3
No Ethnicity Identified	20
Total	164

Distribution of Ethnicity by County	New Castle	Kent	Sussex
Guatemalan	0	0	19
Puerto Rican	19	2	5
Mexican	46	1	36
Cuban/African American	0	1	0
Ecuadorian	1	0	1
Salvadorian		1	2
Columbian	2		
Honduran	1		1
Panamanian		1	
Dominican	2	0	1
No Ethnicity Identified	6	4	12
	77	10	77



In analyzing the responses, the committee found that many were similar throughout each focus group statewide. The 164 students participating from across the state repeatedly and overwhelmingly stated the top 5 reasons why students are dropping out of school as follows:

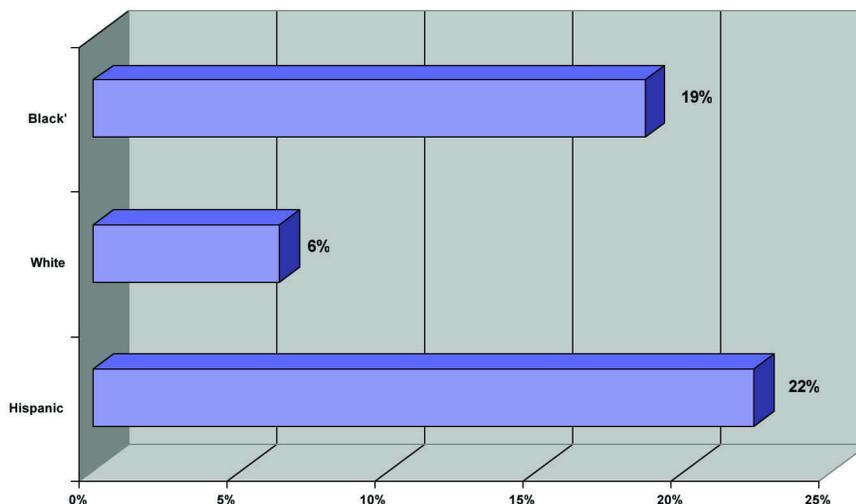
1. The need to work to support their family financially (103 responses)
2. The language barrier (91 responses)
3. Involvement in illegal activity (60 responses)
4. Lack of interest and/or school engagement (52 responses)
5. Teen pregnancy (48 responses)

Although there were many other responses to the questions posed, those listed above were the most prevalent.

Poverty was cited as one of the most significant root causes for students dropping out of school. The following statistics on income and poverty were presented in the Education Report: The State of the Delaware Latino, which was commissioned by the Education Committee in 2005:

- ◆ In 2001, the median income of a Hispanic household in Delaware was \$19,651, well below the U.S. average (\$27,652).
- ◆ 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 2000, 22 percent of the Hispanic population in Delaware lived in poverty.
- ◆ Only about 33 percent of U.S. Hispanics have basic checking accounts.

Table 9
2000 Percentage of Persons in Poverty Living in Delaware



Poor students often feel compelled to work to help support their families, so they drop out at a higher rate. But poverty also has a big impact on the students' self-esteem. In addition to their families not having enough money to purchase school supplies, clothing, sports equipment, etc., Hispanic immigrant students have the added burden of feeling like they are being put down by the other students because of their immigrant status and lack of resources. Many experience racial discrimination as well.

Students need to feel included and valued as part of the school environment. Cultural competence and access to appropriate student support services are often non-existent for this population. As reported, this lack of support systems creates an unwelcoming environment that is not conducive to learning or achievement. As a result, the risk is heightened for involvement in activities that are unhealthy.

Overall, the findings from these youth focus groups supported the hypothesis of the committee—that the “lack of student supports and engagement are contributing to the Hispanic youth drop out rate.”

Recommendations

Based on the data collected, the Education Committee recommends the following as potential strategies to increase the graduation rate among Latino students:

- ◆ Obtain adequate funding for statewide ELL programs to serve youth accordingly.
- ◆ A state unit divisor is necessary for ELL students to insure sufficient funds from the state.
- ◆ Allocation of appropriate student support programs and services for each District in the state.
- ◆ Establish ELL Youth Councils in each district where district representatives can interact with youth leaders and students, and identify gaps in services in their districts.
- ◆ Require cultural competence training for district and school staff on an ongoing basis.
- ◆ Require schools to submit an ELL plan that will identify their strategies for the inclusion of ELL students and their families.
- ◆ Adopt a Zero Tolerance Policy for students engaging in incidents of racism.
- ◆ Provide training for school counselors on the Delaware Seed Scholarship and other programs that may be available for minority students.
- ◆ Assurance that Individual Learning Plans are being completed for students.
- ◆ Develop dropout prevention programs, such as the program being run by the Latin American Community Center, the objectives of which are
 - ◆ To provide an intensive learning environment that will focus on meeting individual educational needs of the participants
 - ◆ To earn credits toward achieving grade level performance and re-entry into high school or alternative GED program
 - ◆ To provide one-on-one counseling/coaching for each student
 - ◆ To provide case management as needed
 - ◆ To provide life skills training (communication, drug and alcohol prevention, pregnancy prevention, anger management, decision making, self awareness, etc.)

Additional Recommendations

Other ongoing work of the Education Committee focuses on the area of English Language Learner (ELL) programs in the schools. The committee has 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 recommendations in this area 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.
- ◆ 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 content teachers as well as mainstream teachers.
- ◆ Dropout prevention strategies and campaign must be made a priority. At 9.6 percent, Hispanic students have the highest dropout rate in the state.
- ◆ Community outreach programs should increase to serve historically underrepresented groups.

Health Committee

Chair: Milton Delgado

Health Disparities in Delaware and the Nation

In the last 25 years, Delaware's Hispanic population has grown markedly, both in absolute terms and as a proportion of the total population. Of the 44,200 Hispanics in Delaware in 2003, 25,500 (58 percent) arrived since 1993 (Southern Regional Education Board). In a 2005 study done by the Urban Institute and the Kaiser Commission on Medicaid, it is estimated that there are 50,205 Hispanics in Delaware. In the same study these are some of the alarming facts concerning Delaware Hispanic Health:

- ◆ 27% live in poverty
- ◆ 29.1% do not receive prenatal care in the first trimester
- ◆ 33% do not have health insurance
- ◆ 51.8% are obese



The Centers for Disease Control reports that on average, Hispanic Americans are 1.5 times more likely to have diabetes than non-Hispanic whites of similar age. Mexican Americans, the largest Hispanic subgroup, are over twice as likely to have diabetes as non-Hispanic whites of similar age. While the trend for AIDS testing has increased in the Hispanic community, AIDS Delaware estimates that there are 206 Hispanics living with HIV and 11 new cases reported in the last year.

A growing body of research on health disparities between ethnic groups is making it increasingly clear that being a member of a minority group in the United States, in and of itself, can be a barrier to health care. And though socioeconomic status and ethnicity are only two elements in the larger picture of access to care, statistically they have shown themselves to be critically important. The inability to speak English, in particular, has been empirically associated with less care seeking and diminished access.

Initiatives

The mission of the Governor's Council on Hispanic Affairs Health Committee is focused on understanding healthcare barriers for Delaware Hispanics and to advise our governor on strategies to eliminate them. To accomplish this mission, the committee has developed two initiatives that address linguistic and informational barriers to healthcare. One strategy that the committee implemented immediately was to identify best practices and seek to collaborate with an organization that has an existing program that we may enhance by making it linguistically competent. The Delaware Help Line is a service that uses both a website and a toll free telephone number to provide information on state government agencies and referrals to community resources. The committee approached the Delaware Help line with a proposal to translate the website's content. Ms. Patricia Blevins, Executive Director, agreed to partner with GACHA to gather information on Spanish speaking service providers and provide a link on the website to its new Spanish language portal, which will be translated by GACHA and professional community volunteers. The new linguistically competent website will be completed in November with an official unveiling in January 2007. Additionally, Delaware Helpline has also hired two Spanish-speaking telephone operators to service Delaware's growing Hispanic population. This collaboration has seized a unique opportunity to solve a very important, but easily remedied problem.

The second initiative will address the information dissemination barrier. It involves the creation of the GACHA UNO Card. This card is a folding business card that lists the names and telephone numbers of the most commonly used health and social services that provide Spanish language assistance. It will also have the number to the Delaware Helpline, which can help them find services not listed on the card. This initiative was developed to serve Delaware Hispanics that may not have access to a computer. It will be distributed at local festivals, churches, doctor's offices, and other gathering places.

Future Outlook

The elevated risks of poor health, lack of adequate nutrition, low level of leisure-time physical activity, and lack of and inadequate access to health insurance among Spanish-speaking Hispanics in Delaware could lead to an excess burden of morbidity and chronic disease with the aging of the population, unless these risks are addressed. Delaware, like many other states, faces a difficult challenge in the provision of health insurance and quality health care services to Spanish-speaking Hispanics, especially in times of rising Medicaid costs and state budget shortfalls. A strong commitment from the public health community, the business community, and GACHA will be required to improve health care access and the quality of health care services for Delaware's Hispanic population. The GACHA Health Committee will continue to research trends, keep its finger on the pulse of the community, and report and advise the Governor until every Delaware Hispanic can have an equal opportunity to live a long, healthy, and productive life.

Economic Development Committee

Committee co-chairs: Maria D. Cabrera and Nancy Bastidas-Lopez

Committee Objectives and Timelines

The Economic Development Committee (EDC) has been focusing on the issue of financial literacy on two levels—micro (financial literacy for individual citizens) and mezzo (professional/educational development for Hispanic small business owners).

Financial Literacy for Individuals

Objective: Identify existing financial literacy program in the hopes of not having to “re-invent the wheel.”

- ◆ GACHA will “co-sponsor” presentations in all three counties by working with an already established financial institution/agency that is Hispanic-friendly. We will contact the appropriate program, secure a building/location for the presentation to be given, and advertise the event in the Hispanic community.
- ◆ GACHA will work with these established programs on audience development, and ensure these programs are also made available in Spanish as a whole or with use of a translator. Important factors in deciding what is the most appropriate program include:
 - ◆ The program has educational material already
 - ◆ The material is available in Spanish-language format
 - ◆ The program has the ability to be culturally competent (for example, the presentation can be given in Spanish)
 - ◆ The program should discuss obtaining and managing money, savings, investments, and the nature of credit
 - ◆ Home buying education has been added as an objective with the focus on Sussex County for this workshop

Hispanic Small Business Development

Objective: Identify programs that offer resources to entrepreneurs who want to start a business and to already established business.

Action Steps Taken/Underway and Timelines

- ◆ **Hispanic Small Business Development**
 - ◆ Confirmed participation in MegaBiz Fest taking place on October 19-20, 2006
 - ◆ Participate with the Money School on their Annual Event, From Purses to Portfolios, which takes place on October 2006.
- ◆ **Home Ownership**
 - ◆ The first workshop was held on August 2, 2006 at the headquarters of the Mexican Soccer League-Delaware Azteca Soccer Club, located on Kirkwood Highway in Newark, DE. The workshop was sponsored by Wells Fargo and ReMax Realty and Associates Realtor, Ana M. Vasquez and Jose Guzman. Maria D. Cabrera of GACHA was presented to assist with translation. The participants were briefed on GACHA and the initiatives of the Economic Development Committee. 26 people participated, members of the league, their wives and family members. Four participants applied on the spot, 4 others chose a private consult. Although the applications are being processed, two applicants appeared to have no problems obtaining a mortgage.



- ◆ A second and third home buying workshop is scheduled for late August 2006, in Kent County and Sussex at La Iglesia de La Maranatha, also sponsored by Wells Fargo, and hosted by each individual church and their pastors. We are inviting the First State Community Action Agency and La Esperanza Community Center, to participate as soon as the dates are confirmed.

Continued Action Steps

- ◆ The committee met with Ronnie Cohen of the Money School, who is committed to working with the committee and in making sure workshops chosen from his company's already established list are in Spanish. They will also add the workshops we have scheduled to their list. The Money School is also working with the committee to create specific workshop/program targeting Hispanics with a presenter of Hispanic descent.
- ◆ Maria D. Cabrera is working with the MegaBiz Committee to keep us informed on how we will disseminate the information to Hispanic small business owners and professionals in Delaware.
- ◆ The following agencies and organizations that offer financial literacy services to the community have been researched by the EDC and will participate in GACHA's financial literacy efforts:
 - ◆ Interfaith Housing (IFH) has bilingual counselors and offers workshops in Spanish at the Latin American Community Center's La Oficina site. IFH will also have staff assigned to the LACC site on a continual basis.
 - ◆ The YWCA has bilingual housing counselors and offers bilingual workshops on various financial literacy topics.
 - ◆ The West End Neighborhood House offers bilingual workshops for small businesses; however, they only target a certain geographical sector within the city.
 - ◆ The Small Business Administration offers statewide programs and hired Spanish speaking translators for their workshops. Upon request, they will offer a workshop targeting a certain topic/audience.
 - ◆ DEDO has extended an arm by meeting with Hispanic Business owners to see how they can make their services more accessible
 - ◆ First State Community Loan works closely with the YWCA, and offers accessible capital at low interest rates
 - ◆ Wells Fargo Home Mortgage offers free workshops and home-buying seminars with financial advisors. They have committed to sponsoring a series of Educational Home Buying Seminars in all three counties, with the assistance of Maria D. Cabrera, President of Los Angeles, Inc. These seminars will target community groups, agencies, and churches as an extensive outreach plan to educate the Hispanic community on the process of buying, refinancing, or expanding into a second home. Partnerships with the YWCA, West End Neighborhood House, Interfaith Housing (NCC) in La Iglesia de Dios Maranatha(Sussex), and any other agency that provides credit repair, counseling, and financial literacy services have been and are continually being cultivated. Interfaith Housing conducts a series of home buying fairs; they have information available in Spanish, and target the Hispanic Community on a regular basis.
 - ◆ Under the auspices of the Money School, a large group of financial institutions offer year-long program seminars, and a variety of financial services to assist minorities in general, as well as the overall community. Although some have materials readily available in Spanish, others do not. We are working with those that do. In addition, the committee will participate in the Purses to Portfolio event in October.
- ◆ The First State Community Action Agency works towards the elimination of the root causes of poverty and to make less severe the effects of poverty on low-income people by providing a range of services, including homeownership counseling and an Entrepreneur Resource Center.
 - ◆ Other organizations that are Hispanic-friendly that provide financial literacy education and advocacy and lobby for legislation:
 - ◆ The Delaware Community Reinvestment Action Council
 - ◆ The National Council on Agricultural Life and Labor Research Fund, Inc. (NCALL) provides technical assistance and training for housing for farm workers and other rural residents

Research on Business Financial Literacy

The President of delawarehispanic.com Yellow Pages, Nancy Bastidas-Lopez, and Delaware District Director of the Small Business Administration, Jayne Armstrong, conducted a series of walking tours in the Hispanic Business District from the year 2000 through 2006 (along with EDC members and is still ongoing) on how much financial literacy already exists among Hispanic businesses in the community, with the focus on New Castle County and Kent County. Thus far, 235 Hispanic-owned businesses have been surveyed. The results are as follows: (these businesses include professionals, store-fronts, and home-based businesses.)

- ◆ 30 of the business that were surveyed were in business for more than 25 years.
- ◆ 35 of the businesses surveyed were not aware of how to create a business plan or marketing plan.
- ◆ 20 of the businesses surveyed were not aware of the programs available to them in Delaware that can assist their business (loans, support, resources).
- ◆ 25 of the businesses surveyed did not feel confident or “at home” to request to organizations like DEDO, SBA, SBDC, or YWCA home-based business services, etc., for assistance for their business.
- ◆ 20 of the businesses surveyed stated that one of their greatest training needs would be to learn how to grow/expand their business to other markets.
- ◆ 35 of the businesses surveyed were not aware of other Hispanic-owned businesses in the delawarehispanic.com Yellow Pages and are now prepared to network with those businesses.
- ◆ 25 of the businesses surveyed utilize their family members to assist each other to support the business as staff.
- ◆ 25 of the businesses surveyed would rather use their own funds for their business growth instead of credit (unless they can be more comfortable with how credit works.)
- ◆ 20 of the businesses surveyed were unclear with the banking regulations and fees for their businesses and felt that the banking industry does not explain services clearly (these business surveyed felt that the banking industry does not take sufficient time to communicate the fees and regulations so that they understand, but does create rush incentives to gain their business).

La Esperanza in Sussex County conducted its own mini-survey on Hispanic-owned businesses and these were the results:

Out of 106 businesses that participated:

- ◆ 85% said they were interested in starting their own business, but did not know where to go for more information
- ◆ 12% were not interested
- ◆ 3% were undecided but wanted more information on how/what to do to start their own business.

The survey asked the following questions:

- ◆ Are you a business owner?
- ◆ What type of business do you have?
- ◆ Would you like to start your own business?
- ◆ What kind of business would you like to start?
- ◆ Do you know where to go for information on starting your own business?
- ◆ Would you like to speak with someone who can give you information on starting a business?



Outcome

- ◆ EDC will co-sponsor three to four events, with a minimum of one in each county, by participating and lending support. These events will target Hispanics and provide information about the financial resources that exist and are accessible at any-time, and free of charge in many cases.
- ◆ Educate the community about these resources and hope that there will be continuous use and word of mouth promotion.
- ◆ Identify community leaders and organizations that the financial institutions can continuously reach out to and provide financial literacy services on a regular basis. Connecting the provider with the user and visa versa.
- ◆ Gain more insight as to the actual financial literacy of Hispanic businesses.
- ◆ Participate in two major events (MegaBiz Fest and From Purses to Portfolios) that focus on providing valuable resources and financial education to entrepreneurs and businesses. Our target is to have 25-35 business owners/individuals attend each event.
- ◆ Ensure that we assist organizers in securing translators for the event. They have already extended this in the past and want to continue, as well as select keynote speakers/workshop leaders who are of Hispanic descent.
- ◆ Out of these 25-35 attendees we can follow up to see who continued to receive assistance and participate in the programs established specifically for them.

By November 2006, the EDC should have completed its research with accurate numbers and viable outcomes. Ongoing studies and promotion of Financial Literacy Programs will be a continuous effort of this committee as it works to increase economic development among the Hispanic community of the State of Delaware.



Community Leadership—GACHA Members

- ◆ **Eloy Acosta** is a retired Assistant Research Scientist from the State University of New York at Downstate Medical Health



Center, College of Medicine, in Brooklyn, New York. A Certified Laboratory Technician with a specialty in immunopathological investigation, he was the Chief Technical Assistant in research. His name appeared in the Journal of Medical Association under the investigation of Infections and Immunity, (Nov.77;Vol.18 No.2); Adjuvant Effect of Vit. A and Analysis on cell Mediated Immunity (JnCL, Vol.67 No. 5- Nov. 88). Mr. Acosta has been very involved with the English and Hispanic Religious and Medical Affairs, spanning more than forty years of dedicated service; he chairs, coordinates, organizes, and leads many programs as well. He was Chairman of Hispanic Communications in the Diocesan Advisory Board for the Hispanics and English Speaking for the Apostolate. He co-founded the Puerto Rican Catholic Organization, which accomplished the naming of four Hispanic bishops. He currently chairs and serves as Past District Governors of Lions Club International, a non-profit World-wide Organization. Major accomplishments are addresses to the blind, the poor, the handicapped, the elderly, and on education. Major contributions given to countries like, Paraguay, El Salvador, Honduras, Chile, Peru, Mexico, Puerto Rico, Dominican Republic and many others.

- ◆ **Nancy Bastidas-Lopez** is President/CEO of DelawareHispanic.com (www.delawarehispanic.com). She is the publisher of the first Hispanic “yellow pages” in Delaware, and is currently working on the second edition. She is also Founder of the Delaware Hispanic Historical Society. Ms. Bastidas-Lopez’s vision is to “continue to be the eyes and hears of the Latino community, working with all of my fellow Council members.” She is the mother of a daughter and two stepchildren. Nancy is also a free-lance reporter for 1450 WILM radio.



- ◆ **Maria D. Cabrera** is President of her own business, Los Angeles, Inc. (LAINC), a communications, event planning, and community outreach company that she started in March 2002. The company specializes in bilingual marketing, multilingual translations, television productions, and focus groups. Ms. Cabrera has more than 23 years of marketing and sales experience combined, and 13 years of experience in event planning and community organizing. LAINC has been involved with launching Spanish language publications and currently facilitates media buys in the region with some of the most prominent Hispanic/non-Hispanic media. She has taken on a more avid role as a Hispanic Advertising consultant, and is conducting and facilitating focus groups and homeownership seminars. Prior to this, Ms. Cabrera worked with the Grand Opera House as Director of Education and Community Relations for three years, and for the City of Wilmington’s Mayor’s Office of Cultural Affairs as the City’s Event Coordinator for six years. Ms. Cabrera currently sits on the Social Justice Committee and chairs the Economic Development Committee of GACHA. Her focus is to assist Hispanics in Delaware become more economically empowered and informed. Her goals for 2007 are to become an expert in cultural competency and work with organizations and individuals who want to learn more about how to get beyond the barriers that separate our communities.



- ◆ **Jorge (George) Luis Camacho** is a retired United States Air Force Master Sergeant who became a skilled C-5 aircraft mechanic during his 16 years of honorable service. Mr. Camacho is currently a Delaware State Police Trooper assigned to the Human Resources Department. While serving as State Trooper, he has been assigned to the Patrol Unit, Community Policing Unit, Undercover Drug Unit, Youth Aid Unit (as a School Resource Officer in a Middle School), and currently holds the position of a full time Recruiter. He is currently finishing his undergraduate degree in Human Resources Management through Wilmington College. Mr. Camacho is also a member of the Latino Peace Officers Association (NLPOA). His goals are to continue to improve his services to the community, to make a difference in the Hispanic community, and to directly and indirectly improve the quality of life of Delawareans.



- ◆ **Cherisse Carlisle de la Cruz** is an experienced Hispanic marketing professional currently managing onsite acquisition events for Chase Card Services' Hispanic and soccer-related programs. She also participates in the JP Morgan Chase Financial Literacy Volunteer program and is a member of Adelante, the firm's Hispanic employee networking group. She is also a member of her department's diversity networking group. Before joining Chase, Cherisse created, co-produced and hosted ¡Viva la Vida!, a local Spanish-language TV magazine focusing on issues important to Delaware's Hispanic community. Although she is a native Delawarean, Cherisse's Guatemalan heritage and experience growing up part of an immigrant family has helped her understand the obstacles immigrants face today. Cherisse is an avid traveler and enjoys learning about new cultures and traditions. As a result, she is also fluent in Portuguese, English and Spanish. She greatly enjoys dancing and has trained on an amateur level in ballroom dancing, salsa, and flamenco.



- ◆ **Milton Delgado** is a retired U.S. Navy veteran, former instructor at the U.S. Naval Academy, and currently works for Nemours Health and Prevention Services as a Community Relations Associate. He helps community leaders build an infrastructure that will sustain community-based, long-term educational programs focused on healthy eating and physical activity. Mr. Delgado sits on the Board of Directors of the Latin American Community Center, Westside Health, and chairs the Health Committee for GACHA. Mr. Delgado has a Bachelor of Science degree in engineering, a Master of Science degree in business administration, and is currently pursuing a Doctor of Education degree at Wilmington College. Additionally, he is a co-owner, along with his life partner of 15 years, of DelCor Home Interiors, a design center in Middletown, Delaware. Mr. Delgado's goals include the completion of his dissertation, which will focus on childhood obesity in Delaware's Hispanic population, and hopes that his research, coupled with his association with GACHA, will bring awareness to and enlighten legislation and the community at large of the importance of healthy eating and physical activity and how it effects the health and well being of our children.



- ◆ **Joseph DiSalvo, Jr.** is a 2003 retiree with 32 years of service in education in Delaware. As a teacher, Mr. DiSalvo served at the elementary, middle, and high school levels; and as an administrator, he managed programs in special education and adult education and family literacy. While he has continued to do consulting work in family literacy, Mr. DiSalvo has endeavored more in the area of the humanities including volunteering, floral design, photography, and photojournalism. He is particularly proud of his volunteer work with the Dover Art League, where he has served on the Board of Directors and as Treasurer. When the Art League faced financial challenges, Mr. DiSalvo was appointed by the Board of Directors to head a three-member management team to create a plan of reorganization that, within a four-month period, brought the art league back to a fiscally sound posture. Mr. DiSalvo has served or continues to volunteer with several other organizations' boards, including the Delaware Coalition for Literacy and the Dover Modern Maturity Center.



- ◆ **Pastor Israel Figueroa** worked for six years in the Worldwide Missionary Movement, Inc. where he did missionary work in Mexico, Uruguay, Argentina, Dominican Republic, and his native island of Puerto Rico. Pastor Figueroa obtained his bachelor's degree in Business Administration in Puerto Rico. After holding several banking positions, he became the External Studies Director of the Chesapeake Bible College in Maryland. Since 1998 he has been the Pastor of the Iglesia de Dios Maranatha Church of God in Seaford, Delaware.



- ◆ **Wanda Lopez** is the mother of two children, Jared and Eliana. She has 20 years of professional experience in the financial industry. She worked for 17 years as a financial consultant in New York City and completed her tenure in Delaware working for Fidelity Investments. Ms. Lopez is a Licensed General Securities Registered Representative and certified Insurance Agent She began working for GACHA in 2003 where she got involved in various community projects. She was a member of Delaware's Infant Mortality Task Force (2005) and VISION 2015 (2006). Ms. Lopez is currently a graduate student at the University of Delaware, School of Urban Affairs and Public Policy, studying for a Master's degree in Public Administration. In that capacity, she is a research assistant for the GEAR UP program, working with the underserved population to increase higher education. Ms. Lopez is a member of the Friends of ASPIRA Advisory Board, a non-profit organization devoted solely to the education and leadership development of Latino youth.



- ◆ **Maria Matos** has been the executive director of the Latin American Community Center in Wilmington for the past 12 years. Major accomplishments for this past year include the selection of the Latin American Community Center by National Council of La Raza as the regional affiliate of the year for the last two years; the development of a high school re-entry program at the LACC to reduce the number of high school dropout among Latino youth; and the designation as a supplementary education provider for the state of Delaware. Elected by the northeast affiliates of the National Council of La Raza to serve as their representative to the National Affiliate Council, Ms. Matos serves on the national community advisory board for JPMorgan Chase Bank, providing a Latino perspective. She sees GACHA as an intricate partner in the governor's strategic planning process for the state.



- ◆ **Janette Medina** currently serves the Department of Services for Children, Youth and their Families as a Psychiatric Social Worker III. Ms. Medina recently completed her master's degree in Social Work through Delaware State University. She actively participates in the community serving as a Youth Pastor under the Apostle Jose R. Medina through the church Centro Cristiano Nuevo Pacto. She is the mother of two beautiful daughters and wife of Jose O. Medina.



- ◆ **Joseph Miro** spent 31 years as a teacher for the Christina School District/Wilmington School District and served as chair of the World Language Department. After retiring, he became President/Consultant of Miro Diversified Services. He serves in many leadership roles, including State Representative, 22nd District, Vice Chair- Health and Human Development Committee, Chair Business/Corporations/Commerce Committee, Chair-Homeland Security, Member-Education Committee, Bond Bill Committee (Alternate), Joint Finance Committee (Alternate), and Appropriations Committee (Alternate). He previously served as Councilman, New Castle County Council, 3rd District. Mr. Miro holds a bachelor's degree from Lincoln University, a master's degree from West Chester University, and has done post-graduate work at the University of Delaware.



- ◆ **Eli Oriol** is an Associate Director of Cash Management at Newspaper Support Services, Inc., where he manages the daily cash receivables for 26 newspapers located in 15 states. In his previous position as Assistant Vice President of MBNA America, he managed the efforts of 10 people in the Financial Operations department, reviewed balance sheet accounts and verified they met GAAP requirements, and participated in roundtable discussions that led to the establishment of controls and procedures for implementing a worldwide reconciliation system. Before joining MBNA, Mr. Oriol spent more than 15 years as an Assistant Treasurer, Accounting Manager, and Auditor with Fidelity Investments and TD Waterhouse Securities in New York City. A native of Brooklyn, New York, he served two years as an expatriate in Luxembourg, Germany, and France. Mr. Oriol holds a Bachelor of Science degree in Accounting from Alameda College in Wilmington and studied foreign relations at the University of Madrid, Spain. Mr. Oriol is active in his community. He serves as Assistant Treasurer and Board Member for the Latin American Community Center, and as Board Treasurer and Secretary for Aspira of Delaware.



- ◆ **Edith Prado** is the Assistant Program Coordinator for Creating Lasting Family Connections at the Latin American Community Center. She also served as Delaware's State Coordinator for Voter Registration for the Puerto Rico Federal Affairs Administration (PRFAA), as Quality Control Officer. Mrs. Prado is the Chairperson for the Delaware Hispanic Historical Society. She has served on various boards and continues to work with these organizations: League of Woman Voters, Delaware Lung Association, Roberto Clemente League, Archeology Society of Delaware, Senior Olympics, Literacy Volunteers of American and Woman's International Club.



- ◆ **Eli Ramos** was born in Puerto Rico. He migrated to the U.S in 1950 and grew up in New York. He received a bachelor's degree and a Master of Science degree in Education from the City University of New York. He worked as a New York City teacher for 30 years, then retired to Delaware, where he re-entered the teaching field, and is now actively promoting Hispanic youth development. Mr. Ramos founded the Hispanic-American Student Union. He served on the diversity committee, achievement gap committee, and is the Hispanic affairs liaison for the Cape Henlopen School District. Mr. Ramos is President of the Hispanic Lions Club in Sussex and is both a member of the Board of Advisors



and serves on the education committee for GACHA. Mr. Ramos is concerned with issues affecting the Hispanic community in Sussex County, and hopes to be instrumental in closing the achievement gap of the Hispanic youth. His goal is to work with the Hispanic community and assist them in developing greater community participation and recognition. Personal interests include Hispanic culture (music, literature, and cuisine).

- ◆ **Margaret Reyes** is retired from the Department of Fire and Rescue Services in Montgomery County, Maryland, where she was a firefighter, emergency medical technician, and instructor in specialist rescue training, including Trench Rescue, Confined Space Rescue, High-Angle Rescue, and Rope Rescue. Ms. Reyes is also a Nationally Certified Swiftwater Rescue Technician Instructor and Hazmat Specialist. She was activated by FEMA as a member of USAR MD TF-1 to several natural and man-made disasters, including the Oklahoma City bombing in 1995, and received a Meritorious Service Medal from President Clinton for her service there. Ms. Reyes retired from the Fire Service in 1997 and moved to Lewes, Delaware, with her family in 2000. A love of teaching brought her into ELL instruction, where she is currently the ELL Coordinator for the Indian River School District, Georgetown Campus. Ms. Reyes serves on the Board of Directors for La Esperanza Community Center in Georgetown, DE, a Community Center dedicated to assisting immigrants in Sussex County. Having life experience as both an immigrant and emigree, Margaret's goals are to assist that population with issues that affect them. Ms. Reyes is a dual national with both Irish and American citizenship.



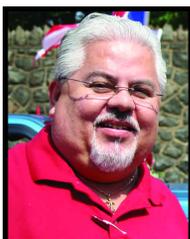
- ◆ **Carmen Rivera** was born in Ponce, Puerto Rico and immigrated to the US in 1957 with her parents and three siblings. Mrs. Rivera lived in the Bronx until 1972 and attended New York City public schools. She attended Springfield College graduating magna cum laude. While working full time at the LACC she worked with middle and high school students in the Red Clay School District providing drug and alcohol prevention classes. Carmen created an educational consulting company that provided services to students in the Christina and Red Clay School Districts. Mrs. Rivera is currently a second year graduate student in the Masters of Social program at West Chester University in Pennsylvania. Carmen served as volunteer State Director for ASPIRA of Delaware, Inc; Board of New Castle County Head Start; the Delaware Department of Education's 21st Century Community Learning Centers Statewide Advisory Committee; the Hispanic Student Recognition Program; the State Office of Volunteerism Selection Committee. Carmen' is currently is doing an internship with SOAR, Inc., an organization specializing in providing mental health services to victims of sexual abuse.



- ◆ **Noel Rodriguez** is a retired United States Air Force veteran. He is an educator who has taught from Pre-K to 12th grade; been a high school department head, and is an adjunct instructor at several colleges and universities. Currently he is the Associate Principal of Central Middle School in Dover, Delaware. In his tenure as an educator, he has written curricula for the State Department of Education, developed Educational Programs, trained educators, and coordinated Community/Parent Groups. Mr. Rodriguez is an active member of the International Technology Association, Southern Regional Educational Board, Association for Supervision and Curriculum Development, Capital District Administrators Association, Delaware Association of School Administrators, and Veterans of Foreign Wars. For 2005-06, Mr. Rodriguez was selected as a member of the State Assessment Task Force, whose charter was to develop future Delaware Student Testing Procedures. Mr. Rodriguez holds undergraduate degrees in Electrical/Mechanical Technologies, Behavioral Science, and a master's degree in Elementary Education. He has also accomplished post-graduate studies in Biotechnology, Genetics, and School Administration. Mr. Rodriguez' goals include creating a mentor program for Hispanic, non-English-speaking students, and Hispanic Special Education students.



- ◆ **Harry J. Sanchez** is a 20-year veteran with the United States Air Force. He has a Bachelor of Science degree in Behavioral Science and a Master's degree in Social Work. His career also includes more than ten years as a public servant for many Delaware state agencies. Presently, he is employed at Delaware State University, College of Health and Public Policy, Department of Social Work, as Project Coordinator for the Domestic Violence Initiative, a Field Practice Student Supervisor, and an instructor for several Department of Social Work courses. Mr. Sanchez also serves as a board member to two human service agencies, People's Place II, and for Kent and Sussex County Alcohol and Drug Counseling Inc. Additionally, he sits on the RD&C oversight committee. He has been a member or currently is a member of the following professional organizations: National Association of Social Workers, American Counseling Association, Association for Multicultural Counseling and Development, National Association of Puerto Rican/ Hispanic Social Workers, Latino Social Workers Organization, and the Puerto Rican Association for Community Affairs. Mr. Sanchez resides in Kent County with his family. He is married to his childhood sweetheart, Leida (Cookie) and his three children Melanie, Angie, and Justin.



- ◆ **Yvette Santiago** is Senior Manager of the Department of Community Relations for Nemours Health & Prevention Services. She is involved in many projects related to community and government relations, Hispanic advocacy, and educational issues impacting Hispanic students in Delaware. Ms. Santiago is the Co-Chair for GACHA's Education Committee, board member for the Latin American Community Center, and a member of the Wilmington's Hope Commission Community Services Subcommittee. She has been a trailblazer for Latinas in the State of Delaware by being the first Hispanic woman to serve as juvenile probation officer, the first Hispanic female leader/supervisor at Ferris School for Boys, the first Hispanic female serving as a district-level administrator in the state's largest school district, and the first Hispanic female senior leader at Nemours Health & Prevention Services. Through her various positions, she has been instrumental in developing programs and services for the Hispanic population. "My vision for GACHA," says Ms. Santiago, "is that through our work, action, and due diligence, we become a powerful voice for issues impacting Hispanic Delawareans! I will continue to do whatever I can to promote the advancement of Hispanics in Delaware."



GACHA Support

- ◆ **Keyla Rivero-Rodriguez** currently serves as Governor Minner's Constituent Relations Hispanic Affairs Liaison. She is a freelance journalist, co-producer and TV host for Comcast Cable of an all Spanish TV show "Con Sabor Hispano," member of the Board of Directors of The Modern Maturity Center, FAA Certified Flight Attendant, and a proud single mother of two teenagers. In 2005, she was appointed to the Delaware Arts Council; in 2003, she was inducted to the O.A.A.S.I.S. Hall of Fame; in 2002, she was nominated to the Hispanic Media Awards for an article written on Cuba and meeting with President Fidel Castro; in 2001, she was the recipient of NAACP-Kent County Chapter Award for Community Outreach; in 2000, she was awarded the William P. Frank Scholarship of Journalism. "My vision for GACHA is to keep bridging the Governor's Office with the concerns, issues, and projects that GACHA brings forth from the Hispanic community"
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- ◆ **Dennis J. Savage** serves as Director of the Office of Community Services (OCS), where he is responsible for the administration of approximately \$20 million in state and federal funds for services that are carried out contractually through a statewide network of private, non-profit organizations. He also is responsible for the administration of the U.S. Department of Energy (DOE) Weatherization Assistance Program (WAP), the federal Community Food and Nutrition Program (CFNP), and oversees the activities of the Governor's Advisory Council on Hispanic Affairs (GACHA). Prior to his state government service, Mr. Savage served in the field of education as a teacher in Chester, Pennsylvania, and in the former Wilmington School District. In Delaware, he was a teacher/coordinator of Project 70001, a pilot vocational education, training, and employment program. From this, a new corporation was formed and Mr. Savage became the Vice President of 70001 Ltd. He is currently a member of the Delaware Advisory Council on Career and Vocational Education and a past member of the Christina School District Board of Education. He was once a Presidential appointee to the Advisory Council to the Fund for the Improvement of Post Secondary Education (FIPSE). Mr. Savage also served on the former Delaware Elementary and Secondary Education Act (ESEA) Title IV Advisory Council, the Governor's Advisory Council on the Future of Education, the Advisory Council to Project Challenge of Delaware Technical and Community College, Jobs for Delaware Graduates, and a host of other advisory committees and council memberships. Currently, his State Board Committee assignments include the Budget Subcommittee and the HJR-Early Childhood Task Force in 2003-2004. He was re-appointed to the State Board of Education in 2003 for a second six-year term. He is a single parent with a pre-teen son, Dennis Jr.
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Acknowledgements

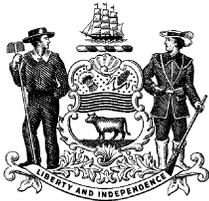
Special thanks to Kerry L. Bennett of Kerry Bennett Consulting for writing this report.

Millones de gracias to Cindy Rule, Office of Community Services, for her never ending support with all the GACHA administrative and fiscal documentation requirements.

Hispanic Student Recognition photo donated by Gabriel Pilonieta, founder of El Tiempo Hispano (bilingual newspaper) www.eltiempo-hispano.com

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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.