

00:00:09:15 - 00:02:11:03

Unknown

But I'm not saying so. For all the talk about young guy, you know, having out you year.

00:02:11:05 - 00:03:30:28

Unknown

But what I like about my well I've got my bad that on C I'll keep up on that I have to cover stuff they might not keep.

00:03:31:00 - 00:03:32:18

Speaker 2

But you guys are doing here.

00:03:32:20 - 00:03:34:29

Speaker 3

Oh we're doing on.

00:03:35:01 - 00:03:36:29

Speaker 2

Look at me a little.

00:03:37:02 - 00:03:41:28

Speaker 3

We're mixing the flag quick, man. Yeah.

00:03:42:01 - 00:03:45:29

Speaker 2

Yeah, yeah, yeah.

00:03:46:01 - 00:03:46:16

Speaker 3

With me.

00:03:46:16 - 00:04:06:21

Speaker 2

Possibly. Who's winning off.

00:04:06:23 - 00:05:03:10

Speaker 4

Game in Spanish or English? English. English. My name is Hynek Coors, and I work for the Children Discovery Museum with May We are setting or exhibit for April in which will be displaying a interactive settings for children on a huge exhibit based on Hispanic culture. We will, like all the Hispanic community of San Jose and California, to participate, come to see the roots of the Hispanic culture for we want to see some more, say representantes they potential familiar.

00:05:03:13 - 00:05:29:14

Speaker 4

We don't know what company that they live. The telephone was Telefonica a parrot conference has a lot of got estancia and Mexico Central America parentheses are he posted your parrot although América Latina compress yours you've had your results Gadahn company has a stock on fire yesterday we hear express some in the parent company Latino Americana in Illinois and the they get stored at lost precious matters a lot.

00:05:29:14 - 00:05:46:26

Speaker 4

I got the estancia I Latin America's on myself that's what I came from Mexico on myself. That's great. I would hope if stories like Compania, a company Iraqi seller to get it out, I get it smacks me here.

00:05:46:28 - 00:06:12:18

Speaker 3

When I'm buzzing. I made the log and Osama's eloquent that is concerning when I companion in the medical care they own Servicio I Latin America and then knows the cost of the Brazil Brazil. Marvelous and those pollutant on us like companhia. But La comunidad Latina is that tratando the competition as a trust company, as a la Existencia resolution.

00:06:12:18 - 00:06:29:07

Speaker 3

The last study Forza la estancia I make you go Central American born be I will legal Latin America. The polyamorous was basis for rationalism class is.

00:06:29:09 - 00:07:06:16

Unknown

That I went back here that and now.

00:07:06:18 - 00:07:26:06

Speaker 4

Local cupcakes and a lot black.

00:07:26:08 - 00:09:59:21

Unknown

And you and my from the game will let them ready that.

00:09:59:23 - 00:10:03:16

Speaker 2

Your visa and stuff.

00:10:03:18 - 00:10:03:25

Speaker 3

I.

00:10:04:00 - 00:10:18:07

Speaker 4

Equipment and so I it comes down to our intent to read.

00:10:18:09 - 00:10:22:23

Unknown

Yeah I mean I would I.

00:10:22:26 - 00:10:30:04

Speaker 4

Would not that.

00:10:30:06 - 00:12:26:24

Unknown

Was not me my DNA medium size or natural it for me this for the company that's on film but I think that I you'll you know I you.

00:12:26:24 - 00:12:28:10

Speaker 3

Know and you know I.

00:12:28:13 - 00:13:57:12

Unknown

Want to make sure that I can do that you know I, I didn't have any I feel I get it I doubt it. Yeah. I you know, I don't know exactly.

00:13:57:15 - 00:14:26:02

Speaker 2

I'm Officer Denning with the San Jose Police Department today. We're we have a display of our crime prevention unit where we are displaying various material and brochures that we have for our division

crime prevention department. And we have a car on display for children to look at and to enjoy and to ask questions regarding our police work and police related activities.

00:14:26:05 - 00:15:46:27

Speaker 2

I, I.

00:15:46:29 - 00:16:07:17

Speaker 3

Got to give it a little bit of that. I feel like all the hand need you out there is always you know, I have the LAPD and you're like, you when I play. I know I had all.

00:16:07:20 - 00:16:14:08

Speaker 2

I know it's my husband. He's a senior citizen in.

00:16:14:10 - 00:16:37:14

Speaker 3

My mind, you know, put up with it. But I realize up until children that know you're going to want anything, I keep it. Everything that I make, you want me to take it, okay? It is the only way to think it directly. And you know what I said to say in auto? They may put it behind me, but I don't know whether they don't think it goes on a zipper, basically, either.

00:16:37:14 - 00:16:42:20

Speaker 3

But they don't credit Miguel Angel. What? Again, I think this I will say that.

00:16:42:22 - 00:16:45:23

Speaker 4

For me, my.

00:16:45:25 - 00:16:51:22

Speaker 3

What I was able to see, I was like really understand.

00:16:51:25 - 00:16:53:20

Speaker 2

I mean.

00:16:53:22 - 00:17:09:20

Speaker 3

Maybe I saying it willy nilly basically decided, yes, okay. They said, you know what? I just spoke to that, okay, we're not gonna criminally and we are Muslims. And when we got in your son's daddy, I'm going to stick. And at least I.

00:17:09:24 - 00:17:11:03

Speaker 5

Senior center.

00:17:11:06 - 00:17:19:27

Speaker 4

For the rest of the damn thing. Selena Ramone can attack on a certain level of Italian Italian here in Puerto that's all a three day But at that and.

00:17:19:29 - 00:17:20:17

Speaker 5

I.

00:17:20:20 - 00:17:23:19

Speaker 3

Wouldn't know what I meant.

00:17:23:21 - 00:17:32:24

Speaker 2

Yeah.

00:17:32:27 - 00:26:52:22

Unknown

Hold on and you know. Yeah but when you do and but you you, you know first and and then it, you. Oh yeah, yeah. They wanted to get out of there. Had nothing to.

00:26:52:28 - 00:26:54:03

Speaker 5

Do with.

00:26:54:05 - 00:26:56:09

Speaker 4

The Georgia.

00:26:56:11 - 00:26:58:08

Speaker 5

Americans know exactly the.

00:26:58:10 - 00:27:05:07

Unknown

Smell of Ebola and then when you go and.

00:27:05:10 - 00:27:44:12

Speaker 4

You all you do I don't know one they.

00:27:44:15 - 00:28:32:12

Unknown

Got my second They seem to be, you know what? What are you.

00:28:32:14 - 00:29:05:05

Speaker 4

Okay? Well, my name is Jose Hernandez. I'm with the Complete Count Committee for the 1990 Census for the city of San Jose. And what we're doing here is we're promoting the census to make it to make everyone aware of what's going on. As Daniel I thus putting on this more important people a hint that Mexicana Newman they want the cuatro get it a seed Carausius Blanco C Sea Negro or us the alternate Russia Parliament Americana la cuatro whose DNA kept on Atkins.

00:29:05:05 - 00:29:31:22

Speaker 4

Blanco kept on talking, says Blanco, this quest I want to, but I want to sit there was that the equipment that and that's the president up with the pointer sisters Cubanos he is this Mexicano Chicano look it's yeah it's more important their guess that quiet I can laugh but I want to cuatro who said DNA Capone on that gets Blanco see is step one an opportunity cuatro Carlos Diaz Mexicano no love that no one.

00:29:31:23 - 00:29:50:01

Speaker 4

I contacted the Blanco so and brought the Cuatro Montague stares Blanco press send with the city where they point that care that may Cano's most egregious.

00:29:50:04 - 00:37:50:28

Unknown

Oh my God. Oh no no. I don't want to with that. My life, my guy. Yeah, yeah. But my point that I'm, I think, mad. Let's go back. These are stars of tomorrow. Yeah, Here we are, the Boy Scouts of America. Cut back. Take my hand. There you go. And I'll show it on. Now call Castro and he's like, they back down.



00:37:51:00 - 00:46:20:15

Unknown

I like, eat me with that sign, so help me God. I can with no. Oh, oh, oh, oh. It's. Oh, boy. It's such one. Oh, oh, Hey, guys. Is that my real world? Oh, oh. Play right over here. I go on our own way That today. Oh, I like that yellow blow over that day. All right, This. That's the.

00:46:20:18 - 00:46:32:12

Speaker 5

Go ahead. Welcome to today's workshop. This workshop is going to be presented by myself for seven days in college.

00:46:32:14 - 00:46:41:12

Unknown

And we might be done from coast to coast reporting systems.

00:46:41:15 - 00:46:50:15

Speaker 5

The purpose of this workshop is to present two different models for the formation of a Latino organization.

00:46:50:17 - 00:46:58:14

Unknown

On your campus.

00:46:58:16 - 00:47:22:12

Speaker 5

And the format for this workshop today is I will be presenting some information for you about the organization we have established since college. It's called the Latino Education Association, otherwise known as LA. We'll have some questions and answers after my presentation. And then tomorrow we will speak to your popularization.

00:47:22:15 - 00:47:27:17

Unknown

Campus and then we will show.

00:47:27:19 - 00:48:04:07

Speaker 5

Take your questions after the presentation and then open ourselves to whatever questions come from. I'd like to get started and tell you about the Latino Education Association and the College. The Latino Education Association is an organization of 17 city college employees dedicated to recruiting and retaining Latino staff and advancing leadership potential, and a support group for Latino students for scholarships and other programs.

00:48:04:09 - 00:48:48:03

Speaker 5

That's our purpose. We have officers, a president, vice president and secretary treasurer, and the immediate past president. We have committees and I'll talk about them in a few minutes. What can be a member of our membership is primarily Latino employees, faculty, staff and administrators. We have no Latino administrators at this time. But if they would also be welcome as members and we have meetings twice a month on Thursday afternoons, 3 to 5.

00:48:48:05 - 00:49:15:25

Speaker 5

We have a constitution, a copy of which is in the folder that we've given you today. We have a logo. It was a couple of years in the making in terms of finding funding, a lot of work, but we did a documentary last year and I think it's a significant contribution in terms of symbolizing what our organization is all about.

00:49:15:28 - 00:49:42:14

Speaker 5

We've developed a brochure which is also part of the package that gets to which lists some of the basic information about our organization and how we're structured. I'd like to talk a little bit about our committee structure, which I had mentioned earlier. We have seven standing committees, and I want to just briefly tell you what each of them are and do probably the most are one of the busiest committees is our scholarship committee.

00:49:42:16 - 00:50:24:12

Speaker 5

And they oversee entire scholarship selection process. We have a scholarship applications, a copy, which I've included with the packet of information we give this year. We're giving seven scholarships were awarded to scholarships of \$500 each to students for completing a degree and graduating. And lastly, for scholarships of \$250 each for those students who have completed at least 12 units to continue attending City College as full time student the following fall established in their scholarship this year and it's called and listed so far.

00:50:24:12 - 00:50:54:26

Speaker 5

Build on your scholarship, which again is continuing \$50. And this is a perpetual scholarship that we've established in memory of the wife of one of our founding officers about. So they oversee the whole selection process of the application to get everyone who applied for an application, and they make the final recommendations in terms of the selection. So that's a positive thing.

00:50:54:26 - 00:51:43:13

Speaker 5

Obviously, we have a very active education committee. That's a committee that's been charged with developing a workshop program for our students and and what they've done this year is offered already two very successful workshops for students. The first year we've done that part of our development that we're very, very pleased with the success of it. One of the things that we've done is conducted a survey, all our Latino students, in terms of what kind of workshops they would like to see us offer, and the committee is studying those responses in order to formulate a programable program of workshops for them for next year.

00:51:43:15 - 00:52:27:29

Speaker 5

And they've overseen the whole planning process for each of our workshops. And I'll give you more specifics about this workshop a little later. The another active committee is our personnel committee, and that's been formed to deal with personnel matters in a confidential manner in terms of advising any of our Latino staff or having any kind of problems in terms of those instructors to perhaps are coming up for tenure and or having some problem with their tenure review committee and need some advice that they can get on in a real confidential manner or if any of our staff are having any kind of problems that these committee members can be advisory and they're in the process

00:52:27:29 - 00:52:52:24

Speaker 5

of developing a mentoring program for you, putting in place which which we would like to establish so that each of our new Latino employers is hired. They would be have a mentor assigned to them to help them through that initial process and someone they can always call on in terms of some advisement, see if they need that. So those are some of the kinds of things that that personnel committee is working on.

00:52:52:26 - 00:53:30:28

Speaker 5

We have a fundraising committee that is very active in the fall and we have a large annual fundraiser, and I'll be talking to you about that in a little bit. In terms of that annual event, we have a social committee. We're a very sociable group. We like, we like to get together and just purely social level. One of the things we do in December, we have a reception for for all our supporters, but we have an open house workshop in October and funding said and it's purely a social and that's been very successful and that's something we'll continue to do.

00:53:30:28 - 00:53:51:05

Speaker 5

But we also have other types of social and I'll talk to you a little bit later, but there's also we have a membership committee who's been charged with recruiting new members. We have not had a chance to really be too active and we're going to have a workshop this spring and I think that'll be the kickoff to start another recruitment campaign to recruit numbers.

00:53:51:08 - 00:54:30:28

Speaker 5

We have a policy committee that is overseeing that task of publicizing our events and and working with each of the other committees to make sure that we get the kind of publicity that we want for each of our events. So that basically is what our committee structure is. Um, I'd like to talk about our financial structure. We haven't looked into possibly filing as a nonprofit, and when we look at all the paper that needed to be done in order to do that, we decided that that was very time consuming, very costly, very complicated.

00:54:31:00 - 00:55:06:10

Speaker 5

So we looked into, um, being under the auspices of our district foundation. And I think most of our I think it's very common to find foundations in each of our, our schools districts that we work in. So we've been we spoke to the assistant chancellor oversees our process. He came and spoke to us and told us that we could have our our account under that umbrella donate restriction you placed on us was that we could not make any kind of contributions to any kind of political campaign.

00:55:06:13 - 00:55:41:00

Speaker 5

We had some discussion about that, but agreed that that was something we could live with. If there was to be any kind of political contribution. It would be something that we do on a personal level, not as an association. So we were willing to live with that and that has not been a problem. In fact, I had a fundraiser for one of our board members who that Latino was running for office, and I held a fundraiser in my home and that was done, um, without having to involve the foundation that we were able to live up to that agreement we had formed with them.

00:55:41:00 - 00:56:09:00

Speaker 5

But that didn't stop us from getting involved with a political campaign, which we did, and I felt comfortable doing. So that's how our account has been established. Uh, we collect dues, um, monthly. It's a payroll deduction, but faculty pay \$10 a month for ten months, so that's \$100 a year for each faculty member. Request by faculty staff pay \$5 a month and they work ten months at \$50 a month, 12 months, \$60.

00:56:09:03 - 00:56:32:29

Speaker 5

And that's the basic new structure. We also have a couple of part time faculty who contribute at the same rate that classified staff contribute. So we have a regular monthly income, uh, that's going into our account every month. And at this point, our balance is over \$6,000, including, uh, the money we have set aside for scholarships. So we're really in pretty healthy form.

00:56:33:01 - 00:57:01:26

Speaker 5

Uh, so that has worked well for us. I want to go in to our sort of three pronged purpose, the way I see the purpose which focuses in on students, on staff and on the community. In terms of students, we have

there's several ways that we show that support we have for that is one of them is for the fall, what we call our fall Latino welcome day.

00:57:01:28 - 00:57:23:11

Speaker 5

We sent out an invitation to all of our Latino students who are currently enrolled. Unfortunately, at the school who are driving this year. It's also the registrar. She's so she's able to get those labels for us. So it's worthwhile, but it helps us. So we have a welcome day where we invite all of the dean of students. They any new students?

00:57:23:13 - 00:57:47:07

Speaker 5

We've had this about three times. We've had from 150 to 200 students there. So it's been very successful. And what we do basically is let them know that there are people at the college who welcome them there and are there to do whatever they can to make their stay successful. So we introduce our Latino staff. Um, the Chancellor is there to welcome their their presence is there to welcome them.

00:57:47:09 - 00:58:06:22

Speaker 5

I assume they are President Welcome then, uh, this year and then I had all, um, whatever other Latino staff the waiting to be there introduced themselves, each one to the students here, and then we serve them lunch, and then they were able to have a 1 to 1 kind of, uh, conversation with them that has worked very well at this time.

00:58:06:22 - 00:58:28:13

Speaker 5

We also, um, prepare a directory. Then this all of our Latino staff. What officer in a what, what their teaching area is and what their phone extension is in case they ever want to contact any one of us. They have it right there and the directory that they take with them. So that's a very successful event that I think we'll continue to do every year.

00:58:28:15 - 00:59:01:18

Speaker 5

Uh, I spoke briefly about our scholarship program. Uh, we're giving away over two. We're giving away this year \$2,250. Uh, we've been giving away scholarships since 1990. Uh, and we've established a relationship with these students who receive awards. We have them as guests at our annual fundraiser. We have a luncheon for them in the spring, whatever scholarships we give this spring, we'll have those colors for a luncheon as our guest.

00:59:01:21 - 00:59:25:15

Speaker 5

Um, but, uh, after that, uh, scholarship is awarded. So there's a, like, a long term relationship that we've established with all of our students to have. We call on our scholars. Nothing we do for and that is these is workshops and this is something fairly new for us this year. Um, we have given two workshops so far this year.

00:59:25:15 - 00:59:51:28

Speaker 5

We have one in October which um, we called it a financial aid uh, admissions information workshop and uh, we have thought we'd maybe 30 students there. Now we're just overwhelmed, uh, with the response, and it actually had more than 80 students, so we had almost 90 students standing room only and basically gave information on financial aid, the admissions process, the policy process, basic information.

00:59:51:28 - 01:00:11:17

Speaker 5

And there's such a need for that kind of information. It's just, um, getting to the students who need it. We found that a good part of the students there were limited English speakers and we had to end up giving the workshops in English and then Spanish. Fortunately, we had people there with the skill and the talent to be able to do that.

01:00:11:17 - 01:00:53:04

Speaker 5

That had been in the plan. We had planned to present a purely solely English speaking workshop. So we had lived that and it was very successful and those students were very, very grateful for that information. And I think that's also another yearly thing that we'll be doing, uh, because uh, there's such a need, uh, when we had uh, breakfast for them and um, the workshop one from 9 to 12 and um, I think

we could have probably extended it and they would have stayed there if we had had the energy to be there any longer.

01:00:53:06 - 01:01:09:11

Speaker 5

Uh, so we'll definitely be doing that again. We just had a workshop in February which we co-sponsored, was that you got a foundation up north in California, and this was a sort of, um, scholarship, a workshop to give information to.

01:01:09:11 - 01:01:13:07

Unknown

Students in terms of applying for scholarships, uh.

01:01:13:09 - 01:01:38:06

Speaker 5

And the written part of a scholarship application and that saying, and the biography gave them some basic information on how to treat, how to prepare one basic writing. And then the afternoon part of that workshop was, it was a 93 workshop, uh, entailed, uh, developing interviewing skills as you go up, as students go out looking for a job.

01:01:38:09 - 01:02:03:20

Speaker 5

And then we also talked about interviewing for scholarships that were program 14923. We had a breakfast for the students and we gave them lunch as well, and we had over 60 students and that was, uh, the workshop that was, um, offered for community colleges And four year college students from all around the Bay Area had students come from as far north as I believe it was.

01:02:03:20 - 01:02:29:17

Speaker 5

Stanislaus were there as long as as well as our own local students. That was also very and I like us to repeat that kind of workshop again. Another way we support our students is through supporting their the students across the student clubs and their activities. Uh, we've donated \$500 this year to each of the students, considers the club a major organization.



01:02:29:20 - 01:02:54:07

Speaker 5

They've established a bulk loan program for students so that they buy books from the bookstore and loan them to a student, a Latino student, for a semester. And then the student we talk to. And then they they do that perpetually and building up their library of books as they get donations. And we helped them when they first initiated that by donating \$500 to that program.

01:02:54:10 - 01:03:17:16

Speaker 5

Also, many of us individually have also donated some to make personal donations that we also have led us a student alliance, which is another very active club. Uh, they had an extensive, uh, six year September program in the fall and we donated 300 toward that for their musical program to have speakers. They had, um, a whole week of program.

01:03:17:18 - 01:03:42:26

Speaker 5

Uh, they've, they're working on a Cinco de Mayo program, uh, in the spring. And so we donated 200, um, for those events. Uh, they have those, they're having the, uh, poetry festivals. They're very active on the campus, so we support them financially. We support them by coming to their events. We support them by also publicizing their events, helping to publicize those events for them.

01:03:42:29 - 01:04:07:03

Speaker 5

Another support mechanism for students is that through the I've been on the program, which this is a um, I believe it's a three year program which is um, basically a um, an English and mentoring program for Latino students. Uh, we haven't got a real clear cut relationship with the government, not the students, but through the years we've assist them as we could.

01:04:07:03 - 01:04:29:25

Speaker 5

We had a welcoming day for them. One year, uh, they had a picnic. Uh, last spring, and we contributed financially to help them with that. And I think one, if they ever came to ask for help, we'd be ready to

help them in whatever way we could. Uh, we support students in other ways. We have sent students to this particular conference for two years in a row.

01:04:29:28 - 01:04:54:29

Speaker 5

Uh, year before last, we contributed \$100 to send Latino students and scholarships, contributed funding, \$60 again, \$100 again to send students this year. Unfortunately, this conference complex was what the conference and sad to say this year of national conference. So we only have one student, as far as I know from City College is here now. We've contributed \$130 toward her attendance here.

01:04:55:01 - 01:05:22:03

Speaker 5

And in fact, we also contribute towards sending a staff member here who could not have had no other source for financial support for her attendance here. So we help. We have helped the students in that way also. So that gives you a sense of what kind of activities we have that are particularly for students and also like talk about what, uh, activities we have for staff, faculty and classified staff.

01:05:22:06 - 01:05:44:27

Speaker 5

Uh, we've held a workshop every other year, so this spring we're planning on a third workshop, and it's a workshop that where we have a facilitator come in and talk to us on a particular theme. The first year we had, we hired, uh, Roberto Vargas. So, uh, consultant and Bay Area, and he, and it was a very poor spring that we had formed.

01:05:44:29 - 01:06:14:23

Speaker 5

So he came and helped us establish our, our basic unit, you know, we, we established our committee structure, our office structure, and, and came up with some criteria in terms of membership and, and, and sort of gave us some beginning for a long term structure for organization that was very helpful, very successful workshop we had one year before last, which was called of Unity that was facilitated by Jose and everything.

01:06:14:25 - 01:06:44:13

Speaker 5

And that again was very helpful. We did something similar. We now that we had, uh, established committees, we really delved into more specifics about what each of those committees would be doing and establish some very long range goals for innovation and have in depth discussions of anyone who is a member and who couldn't be a member. And do we want to involve the community, you know, as members and do we want students as members in the discussion on those really basic issues?

01:06:44:16 - 01:07:23:21

Speaker 5

So that's been that's been very helpful this year. We're going to have a workshop in the spring again and we're going to we have a team of, um, we established a team of self esteem. How do we deal with this every day, racially discriminatory kind of commentaries and feelings that we are faced with every day? And how do we say save for self esteem and and not let that be damaged by all this racial strife and discrimination that we face every day and that we know our students face and that we need to confront.

01:07:23:23 - 01:07:53:00

Speaker 5

So at this point, looking for a facilitator for that workshop. And I know that that workshop will be successful as well and how we finance it in this way, we put in and request for staff to government money to be something 25 months and we split out the cost they pay for the facilitator. And then our, our um, Treasury pays for a lunch for each of the members that are there so that we have maybe 40 people who attend.

01:07:53:03 - 01:08:11:20

Speaker 5

We start off with lunch from 12 to 1, and then our workshop from there take 130 to 5, we make it a half a day event. And so it does get, you know, staff support from the institution in terms of their help helping to finance it. And we'll continue to do that if we need one every year. We'll have one every year.

01:08:11:23 - 01:08:45:08

Speaker 5

At this point, it's been it's worked well that we've had one every other year of we help we support our staff to staff development. As I mentioned, we've financed, sending health finance, sending one of our staff members here to this conference this year because she had no other means to finance her trip. Uh, she uh, requested 80 something 25 funds and was denied, and she has no department funds that she can, um, um, a resource.

01:08:45:11 - 01:09:15:03

Speaker 5

So she appealed to us and we, we are supporting her. So what we're, we're thinking of doing is establishing like a 500 or \$800 every year as a budget item, and then telling our staff or Latino staff if they want to attend something that's related to to a Latino cause like this conference, that they can appeal to us for financing that they have, they can, uh, that they have no other resources.

01:09:15:05 - 01:09:46:24

Speaker 5

Uh, we have a social where, like I mentioned earlier, we're a very social group. We have our Christmas social, uh, we're establishing not just social, but cultural events. We're developing a Cinco de Mayo program, which we haven't done for about two years. We're developing a program for this year. We've engaged Garza, Garza, who's a very famous Mexican artist, to come and make a presentation to the staff and to the students.

01:09:46:27 - 01:10:07:12

Speaker 5

She's going to show her slides and we'll have a reception for and they going to spend some time speaking to specifically to to Latino students and to our students. So that's another thing that we've taken on. We just had a women's history celebration at the college and we were hoping to sponsor, um, a prominent Latina to come and speak for that.

01:10:07:12 - 01:10:32:21

Speaker 5

But unfortunately, we just weren't able to find the right person by the time that we needed to make that kind of decision and therefore did not sponsor someone. But we're certainly going to still attempt to do that kind of thing. That's one of the things that we're trying to do, a sort of brand challenge so that we aren't just an association that's limited to dealing with Latino staff, but to branch out into some of those college like kind of activities.

01:10:32:23 - 01:10:58:29

Speaker 5

One of the ways doing that hopefully is through the women's history celebration and also by the Cinco de Mayo program that would be open to the whole college. Uh, last year, we last a year ago. Over a year ago, we had a new chapter at the college and a new president that they came on in July of 92 and we had a welcome reception for them and that was very successful.

01:10:59:02 - 01:11:29:12

Speaker 5

Um, and they've been having supporters since then. Uh, and we also welcomed our new Latino employees at that time. Another thing we do for our staff is we keep them well-informed. We have we, we, we produce our minutes and develop an agenda which we distribute. We like to find you at the Monday before Thursday meeting. So every Latino employee on the campus and they're 85 of them, get a copy for Agenda.

01:11:29:14 - 01:11:58:24

Speaker 5

And the minutes from the prior meeting and any other information we want to distribute to the students are having some a poetry festival this weekend so we distributed that playa for them also so that they're well informed. I've also several times prepared like a newsletter the end of the year summary and send it out to the Latino staff shortly outlining some of the things that we've done so far this year, because I really do believe it's important to keep people informed of what's happening.

01:11:58:24 - 01:12:25:00

Speaker 5

And although some of these people may never come to a meeting and maybe they don't belong to the committees, but I know that the trouble is they expressed to me that they appreciate being informed and they do support us. So that's one of the things I think is really important and we really believe in, um, and supporting our staff in whatever way we can.

01:12:25:00 - 01:12:48:18

Speaker 5

And another example of that is we have, uh, we had a administrator that became really kind of college model. Chavez just passed away and he taught us the recall and she's one of our colleagues. She transferred to everything. She's always been. You know, we started out at City College and he was like one of us. And when he passed away, they establish a memorial scholarship in his name.

01:12:48:20 - 01:13:09:00

Speaker 5

And they are good \$200 to that memorial fund because he is our colleague. That's another way of supporting our staff or advocates for Latino and any of them ever have any kind of problem. Uh, they know that they can come to us and we'll help them support them and do whatever we can to help to solve their problems.

01:13:09:03 - 01:13:37:10

Speaker 5

Believe in acknowledging a Latino staff. An example of that is done. Mendoza was our, um, drama instructor. Uh, she. This is only, I believe, her third year at City College. She, uh, when she put on her first full production as a drama instructor, uh, we had a supper where we, um, attended the first matinee, and then we had a supper for after work where she came and joined us.

01:13:37:10 - 01:14:10:21

Speaker 5

And we decided our welcome to her and were showing our support for her as one of our new Latino staff people. And we continue to do that kind of thing. Uh, we had this, uh, another staff with Maria Garcia, who won a columnist called Standing Committee Member Award, and we're so proud of her. And, uh, we had, I think, uh, five or six of us who attended that dinner there to support her and to applaud her, um, to applaud her for winning that award.

01:14:10:23 - 01:14:50:28

Speaker 5

Um, we have gotten involved with recruiting for positions very we where were going through the recruitment process for president of the City College. We sent out a letter to all Latino administrators in California Community College system telling them, uh, inviting them to apply for the position and if they have any questions to contact us. And uh, as a result of that, at least one of the finalists for that position was in contact with one of our members in terms of getting information and finding out, uh, you know, getting his questions answered before.

01:14:51:03 - 01:15:17:04

Speaker 5

He wasn't the person selected for the position, but it, um, it, it's, I think it's a way advertising to other Latinos that have an interest perhaps in applying for a position there to know if there's a support mechanism for them already established on the campus, how we recruit them. We, we, we want them there. And will they know they have a support group once they get their hired, if and when they get hired.

01:15:17:06 - 01:15:40:20

Speaker 5

Um, so those are some of the things that we, we do for our staff, uh, that are, that are staff related. Uh, there's nothing I didn't mention. This started one of the social things that, uh, we did there's a, uh, an exhibit art exhibit that was here in Los Angeles last year called The 300 Years Years of Mexican Art.

01:15:40:22 - 01:16:01:19

Speaker 5

Uh, it was a wonderful, uh, art show that traveled, uh, I think, in three different locations in Los Angeles. And a group of us got together and flew down for the day, saw the show, had dinner, and then flew back the very same day. That was not real. It was not really, um, I mean, it was something we paid for out of our own pocket.

01:16:01:22 - 01:16:23:28

Speaker 5

But nevertheless, the core group that went was worth more than that. And because of the relationship we've established one another. That's kind of one of the benefits, is that we have this, uh, really, really congenial social kind of a life that's an offshoot of that. I'd like to talk a little bit about how we were involved in the community.

01:16:24:03 - 01:17:03:03

Speaker 5

We do that also. We have a yearly fundraising banquet every fall. We have it usually in October. And, uh, and this is our, our annual fundraising event. We have uh, a, um, keynote speaker. We give a, an icon award to an outstanding Latino community member. We've given this award to, uh, the first one to receive it was, was, uh, McCall, but I was a San Jose City councilwoman and was the vice president of fantasy at the time Second award.

01:17:03:03 - 01:17:28:15

Speaker 5

Went to Yolanda, um, and also who is a, um, community activist and a writer. She writes for one of the local papers, and she also was used to be an administrator and everything back in college. All of these people have some kind of association affiliation, relationship with the college. Uh, Victor Garcia received the award the following year. He is also a community activist.

01:17:28:17 - 01:18:02:16

Speaker 5

Uh, that's done, um, a lot for the Latino community in Tampa Bay and is also the chair of our European Advisory Committee and the Evergreen Valley College Advisory Committee. And he, he, the award for last year we awarded, we gave the award to Isabel Durand, who is a macro television anchorwoman, a local television anchorwoman who is also out there, you know, doing a lot of public speaking.

01:18:02:16 - 01:18:30:20

Speaker 5

Uh, and for and, and, um, this was the ceremony's type things for a lot of our Latino organizations throughout the valley. I've seen her at the state, uh, conferences and, and, um, all kinds of community dinners and fundraisers, uh, apparently always so willing to, to help. And she also was a speaker, uh, for our women's history celebration. And for that and the reasons we gave for people for year.

01:18:30:22 - 01:18:58:14

Speaker 5

So that's a tie in have with the community. And at this usually banquet we have a, um, we have what we've had from 69 to 100 people there and it's pretty much split to have community people. No fewer than half a year and a half other half staff people. So, you know, that's something that's, that's growing and just getting more and more exciting every year we have, um, um, the cost is very minimal.

01:18:58:16 - 01:19:22:02

Speaker 5

Basically, we send out the letter of invitation through the college because the letter of invitation is called signed by the President of LA and the president of the college. So they will send out the letter of invitation to like 2000 people, uh, under the auspices of the college. So basically don't pay for the invitation or for the postage.



01:19:22:04 - 01:19:50:13

Speaker 5

Um, the music is, has been provided in the past always by our students, uh, and our music students. And that's been really exciting. Uh, we have, we paid for flowers and, uh, and, and basically that's it. So, uh, we're able to make a handsome profit this year. We made over 1400 dollars, and all of that is going to go into our scholarship program last year.

01:19:50:15 - 01:20:16:02

Speaker 5

So that's one yearly event. That is a way of reaching out into the community, being a community. Another example of that is Windows Central Theaters, which is a production that Donovan does some I had mentioned earlier on my being a drama instructor, uh, she put together. The show, uh, could not get college financial support for it. So they are sponsoring it.

01:20:16:04 - 01:20:49:04

Speaker 5

And what it was, it was a multicultural show of music dance, a play called one presented basically by our students. And it was a tremendous and was presented for two evenings and we had so many people in the community there. It was extremely exciting being part of that. And um, it was a lot of work and, but it drew the community to the college and I know a good part of those people have never been to the campus before.

01:20:49:07 - 01:21:11:06

Speaker 5

And I think as a community college, part of our purpose is to draw all members of the community to the campus and to offer something there for. Then And this Mundo People Fronteras program was, I think, really instrumental in terms of getting those people to the campus and then know we're here for them. And we made \$512 profit profit on that program.

01:21:11:08 - 01:21:39:00

Speaker 5

And that was tremendously successful. And I don't know if or when we'll be doing that type of thing again, but if we had an opportunity, we would sponsor that kind of program. Again, we have cultural

programs offered on the program, as I already mentioned, the women's history celebration, the Cinco de Mayo program that we're developing, and that also includes people from coming to the campus meet to hear those events.

01:21:39:03 - 01:22:08:09

Speaker 5

We also have people come to LA Layered to to ask for our assistance and see us as a resource for them as community members. I'll give you a couple of examples. Uh, Dallas Anderson, the president of college is um, um, apparently involved with the City commission. The city of San Jose just called the Project Diversity Commission, and they were looking to they're the, the group that appoints people to committees, uh, city committees, and they were looking for more Latino representation.

01:22:08:13 - 01:22:29:14

Speaker 5

So she kind of one of our main meetings to ask if we could assist in recruiting Latinos for these committees. And we did all we could in terms of responding to that request. We just had someone from Hoover School come to our meeting just, um, a month ago. Um, this woman is developing a program that's called Hoover School.

01:22:29:14 - 01:22:52:09

Speaker 5

Is an elementary school. A middle school? I think it's a middle school was 65% Latino population, and she was developing a one day program of different, uh, spokes people coming to talk about different careers. And she was having trouble getting Latino people to come and speak. So she was asked she came to ask us if we could recommend people.

01:22:52:11 - 01:23:25:09

Speaker 5

And I know that, uh, myself, I gave her a list of people and phone numbers that she could call. And I know at least some of those people have agreed to, to. So, um, uh, for that date. So, uh, that was a request. And we've had people from the National Hispanic University come speak to us from coalition to undo racial, racial, um, to share in the coalition, to undo racial discrimination.

01:23:25:11 - 01:23:58:10

Speaker 5

Come and give us information. So, you know, we're sort of a resource for people who want to get information about their own, um, projects, uh, publicized within our college. We do act as a resource for that kind of request. We supported other kind of community events. One of them is a complex that was held this fall, was called the Latino and Empowerment Conference, and we were one of the co-sponsors and it was offered for Latino parents, and it sends a unified school district.

01:23:58:13 - 01:24:29:06

Speaker 5

So they came to the campus and heard to have a series of workshops, uh, to help them in terms of, you know, resources and developing skills for parents. And we donated substantially to that. Um, we donate \$50 toward that work that, um, that conference and also had um, many of our members were volunteers that entire day to, um, to assist.

01:24:29:08 - 01:24:57:28

Speaker 5

Oh, we've, um, another thing we've done is that the local VSO spoke with us. We've, um, we've been asking a district information to hand out information on the college and also, you know, in information terms of our own organization. So those are some of the examples of what we've done to reach out into the community and to be a resource for the community and to open up the campus to the community.

01:24:58:00 - 01:25:32:23

Speaker 5

So that essentially is our three pronged purpose to serve our students to be a support mechanism, our staff, and to reach out into the community, uh, to do what we can, um, for them also. So your question may be, well, what's the benefit? Well, what's the, what's the purpose? What's the, what's the benefit of organizing and going through all the work of having noticed the organization, like the things that come to my mind, or that the reason for our success, I feel, is because we really do work as a team?

01:25:32:26 - 01:26:02:16

Speaker 5

I've got a wonderful, um group of officers we meet every two weeks, just like the membership meets every two weeks. And they're doing they're tremendously supportive and we do work together as a team. Nothing we're able to do. None of our successes have been due to the efforts of a single person.

It's all been due to a team effort theater, an committee, or the fundraising committee, or the officers acting as, um, as an ad hoc committee to, to do something.

01:26:02:19 - 01:26:36:08

Speaker 5

Uh, and because of that team effort, it's created such unity and such support, pure support that we're a very viable positive entity on the campus. And because of that, we've gotten some acknowledgment. Uh, Della and I had a, had mentioned at our Latino welcome day. Well, Gail Anderson was new to the campus. I was one of the first events she attended, and she was there to welcome the students.

01:26:36:08 - 01:27:09:20

Speaker 5

And she was really impressed with the caliber of the program that we presented for them. And she said that she wanted to our contributions to the work. And indeed she did. Uh, she wrote a letter, um, of acknowledgment that was read, uh, in a board packet. And I was there, uh, along with the other Labor members, and we accepted the acknowledgment and, thanked the board and Del and, and the Chancellor for their support because they do support our events.

01:27:09:20 - 01:27:40:28

Speaker 5

They're there. Uh, they've come to our fundraiser, they come to our workshops when they're invited. Um, and there are I next to all our members, our greatest supporters. That's one of the benefits. Um, and is just wonderful seeing this, uh, what I, seeing what we're able to do for the students. For me, that's my own personal reward for the work.

01:27:41:00 - 01:28:11:11

Speaker 5

Uh, I see how much need there is to do things for students. Uh, so they're so needy for information, for help or assistance, and, um, and, uh, that's the biggest reward or scholarship program in our workshops, being able to help them in any way we can. Um, so that's basically what Leah is all about. And, um.

01:28:11:13 - 01:28:16:07

Unknown

I welcome any questions.

01:28:16:10 - 01:28:55:00

Speaker 5

Thank you. Noon. Walk them to this workshop. My, uh, this is, uh, a workshop call on forming a Latino employee association on your campus. I've only been doing today is presenting two different models for the formation of of a Latino employee group, uh, for your particular campus. Uh, my name is Carmen Castellano. I'm the president of the San Jose City College Latino Education Association.

01:28:55:02 - 01:29:43:17

Speaker 5

And my co-presenter today is Romi madigan, who is affiliated with the Latino organization that Grossmont College. I'll be making brief presentation on the, uh, then go meet will be making presentations on her own particular organization, and I'll go ahead and proceed what is now. Well, that is a an organization of San Jose City College employees dedicated to recruiting and retaining Latino staff and advancing their leadership potential and a support group for Latino students through scholarships and other programs.

01:29:43:19 - 01:30:24:17

Speaker 5

And so how did we come to be formed? Well, we have a history that goes way back. I've been an employee at San Jose City College just in my 21st year, and throughout the years we have formed different groups with different names. Um, and always with, with a very set purpose to protest the problem. We had the college, uh, to, um, to formulate on developing affirmative action policy, um, and different do different courses at different times called ourselves lots of different names, um, group of Mangano, um, uh, McDonald's employees group.

01:30:24:17 - 01:30:59:07

Speaker 5

And so we formed and disbanded throughout the years. And about five years ago we decided, well, we're going to form an organization again and this, we started off by calling ourselves the Grupo Mexico Americano, and we established in the spring of 89, we met for a few months. We had officers that, um, directed, uh, for important in the initial direction of the, uh, association.

01:30:59:10 - 01:31:25:28

Speaker 5

And then we met as officers, the president of the get as Vice President de Cordova, the Secretary Maria Garcia, and myself as Treasurer. And I remember a very significant point was, um, finding a name for ourselves and I think we met probably for an hour and a half trying to determine what is the appropriate name for us. We wanted a name that was symbolic and we wanted an acronym that we could use.

01:31:26:00 - 01:31:53:05

Speaker 5

I have too much discussion. We settled on calling ourselves the Latino Education Association, and our acronym is now, of course, based on the work they had to read. And we thought that was a very appropriate acronym for us. So that's how we came to be known as Leo. Uh, we made the initial decision early on about, um, the we knowing that we needed some kind of a treasury.

01:31:53:07 - 01:32:27:18

Speaker 5

Do we perhaps need to file as a nonprofit corporation? We looked at the paperwork, saw how complicated and how massive and how costly that is, and decided that's not for us. So we, uh, developed a means, um, to establish Treasury, uh, under the auspices of a district foundation. And I'll talk about that in a minute. So we were called the we have officers, a president, the Vice President, the Secretary of Treasurer.

01:32:27:20 - 01:33:00:29

Speaker 5

We, uh, we have, um, committees and I'll talk about them a little later on. Uh, we have meetings twice a month. We meet from 330 to 5:00 on Thursdays. Our attendance is anywhere from six people to 15 people. Unpredictable. Whoever shows up is our membership for that particular meeting. When we meet every two weeks, the officers meet also meet every two weeks that we can between our general meeting to establish the agenda.

01:33:01:01 - 01:33:29:02

Speaker 5

Uh, we have, um, who can be a member of our members are primarily Latinos, I'd say 90%, but we do have some members who are willing to pay dues and who support our purpose, and they're welcome.

We don't have students as members, but certainly any faculty full time or part time and classified as an administrator can belong to our association.

01:33:29:04 - 01:33:54:13

Speaker 5

Uh, we developed a logo, and that may seem like a little thing, like our acronym and our name, but that was also very significant. And it was years in the development. So when we finally did finalize our logo and I think it's a very important symbolic, uh, part of our organization, um, and you'll see it on some of the lecture that I've distributed.

01:33:54:16 - 01:33:59:18

Speaker 5

Uh, we've um, developed a brochure which gives some real general.

01:33:59:18 - 01:34:04:16

Unknown

Information on us, which also is in those folders. And so that.

01:34:04:19 - 01:34:25:23

Speaker 5

Hopefully would be helpful to you. So Then we decided, well, we need some money, we're going to establish a Treasury. So that also, I think is the basic reason why some of these prior organizations founders never established any kind of a treasury. We needed money. We raised money from our membership for that immediate thing, and then we ran out of money.

01:34:26:00 - 01:34:53:14

Speaker 5

So we decided we thought a very basic need was to have, uh, some kind of monthly structure. So we've established that the members pay \$10 a month for a total of ten months, \$400 a year classify stuff. People pay \$5 a month. Um, they work ten months. It's \$50. A lot, 12 months to \$60. We also have part time faculty that pay the same rate of \$5 a month.

01:34:53:16 - 01:35:22:14

Speaker 5

And so people we have a payroll deduction process where that money is taken out of their paycheck. Then a monthly check was issued to now, and that monthly check is then put into our Treasury. We also have some people who choose to pay their monthly dues, one time pay by the check. Let's take \$100 that's put into our Treasury of as I said, we had thought about putting this in our public funds.

01:35:22:17 - 01:35:27:25

Unknown

Um, that that was just something we just were ready to handle. So we talked to our assistant superintendent.

01:35:27:27 - 01:35:32:23

Speaker 5

Oversees the district foundation, and he agreed to let us establish our account.

01:35:32:23 - 01:35:38:14

Unknown

Under the auspices of the foundation that does most of our unique condition he.

01:35:38:17 - 01:36:04:18

Speaker 5

Established was that we could not spend our money on any kind of political campaign. And after some discussion, we decided that, yes, indeed, we can live with that. And it has worked out. That doesn't mean we don't get involved. Political campaigns. In fact, uh, I had a fundraiser for a Latino person who was running for the board. I had a fundraiser at my home and raised money for his campaign.

01:36:04:21 - 01:36:30:12

Speaker 5

And, uh, and I felt very comfortable doing that as a member of the mayor. President, I had that, uh, on my, you know, on, on a personal basis. And that, um, that was not a problem. So that's how our finances



are handled. And it works Well, we do both. We deposit on Murphy's income check and any other income we divide for any of other events we have.

01:36:30:15 - 01:36:54:27

Speaker 5

And I may need a check. We make up a request for one which goes to the district. They write the check, they send it to us in the mail, to whomever the person is that the check is for, and that the system works well. So let's get into what our purposes basically I see is as a as a three from perfect purpose to serve students, to serve staff, to serve the community.

01:36:54:29 - 01:37:14:24

Speaker 5

And I want to talk about each of those components. I'd like first of all, talk about what is it that we do for our students? What are the things we do? Half of the year is to have a full Latino student day. We've had three of these and it's been very successful. We have like in September, our school.

01:37:14:26 - 01:37:19:24

Unknown

Semester starts like the third week in August and we have there's like the first week in September.

01:37:19:27 - 01:37:53:25

Speaker 5

What we do is mail an invitation to all of our Latino students part time at any time. Um, Jose Eskew is our registrar, and she is able to get those making it this far. So I'm very fortunate that we have key people in key places that it's all part and parcel of being successful. So we have this program whereby we have, uh, the district, the president of the college and myself as the president of the they welcome our Latino students to the campus and tell them we have a quorum of people who live there.

01:37:53:27 - 01:37:59:18

Unknown

Uh, to a system to be successful. We have our Latino staff there.

01:37:59:21 - 01:38:28:06

Speaker 5

And I have them get up in front of the students and each introduce themselves so they know the name, they know the face, you know, that person is. And if they ever need any assistance or need someone to talk to, they know who we are and where we are. This year we had three students, um, also address the students to tell them how fortunate to express how fortunate they've been in terms of the systems they've gotten from staff and departments and then city in college.

01:38:28:08 - 01:38:52:07

Speaker 5

We also prepare a directory of this all on Latino employees, where they work, what departments around and what this one extension is. And that's something that we give to the students to take away so that if ever during their stay, they have a need to see a particular person about a particular, they have a directory to list with that name, that department and that phone number.

01:38:52:09 - 01:39:22:15

Speaker 5

Another thing we have for our students is that there's a scholarship. Uh, last year we have more than \$2,000 in scholarships. This year, three \$2,250 in scholarships to students. We've had this program since 1990 and we've established a relationship with these students. Um, they're a guest at our annual fundraiser, and we have a, um, luncheon for whatever group of scholars we want scholarships to in a particular semester.

01:39:22:16 - 01:39:46:25

Speaker 5

We want those an April have luncheon for them in May, at which time you by dawned on them members to congratulate them and to add to and to give them their due praise for having gotten the scholarships. So we do have this ongoing relationship with these students. Um, another thing we do for students, this is workshop. This is something new.

01:39:46:26 - 01:40:17:18

Speaker 5

This the first year we've offered these workshops, we've had two of them. They've been very successful. First time we had in, I believe in October, and it was to give financial aid, registration and passing

information to students, general information, Um, very basic information. We were expecting maybe 30 to 40 students and we're just completely overwhelmed and surprised when we have almost 90 students that show up for this workshop.

01:40:17:21 - 01:40:46:02

Speaker 5

We're standing room only, and we also found that, uh, a good part of the students were, um, uh, limited English speakers. So at the last minute we had to present the workshop in English and Spanish. Uh, otherwise the students, when we got the full benefit from, from that day's event and uh, and that was at the last minute, our original intent had been completely in English.

01:40:46:04 - 01:41:10:08

Speaker 5

So due to the talent and wonderful talent we have among our staff, they were able to pull that off. But not just because I'm an Englishman, also do it in Spanish. And it was tremendously successful. That workshop lasted from 9 to 12. We had a chocolate bar and bottled water them in the morning and then, um, they had a three hour workshop and then of the 12 and then the students were still there asking so many questions.

01:41:10:08 - 01:41:32:16

Speaker 5

I think that group could have stayed there additional hours and not in advance of all the questions that came out of that. So it showed us that there's a tremendous need to get information. Our students, for whatever reason, they aren't able to get that information, um, through any other means. So we'll continue to do that kind of a workshop.

01:41:32:16 - 01:42:06:20

Speaker 5

That's probably a yearly thing that we'll do. We have the second workshop in February and this workshop was co-sponsored with the Chicano Foundation in Northern California, um, on development of writing skills and interview skills. And uh, this was an all day workshop from 9 to 3, you know, for the students. So we were the hosts, we had it on our campus and the invitation was extended to other community college students and four year college students in the whole north and the whole South Bay area.

01:42:06:23 - 01:42:35:28

Speaker 5

And we had over 60 students here. Uh, as the host campus who offer them breakfast. We held a writing workshop in the morning to give them lunch and then the interview workshop in the afternoon, going off the job interviews and interviewing for scholarship applications. And that also was very successful. Uh, those students came from as far north as Stanislaus, and, um, uh, I'd like to see that workshop also presented every year.

01:42:35:28 - 01:43:04:23

Speaker 5

Of course, that's another, you know, spectrum you know, but the students are just starting out that needs all that information on financial aid and registration and admissions and counseling. And that student was getting ready to transfer. We need some help on how to transfer and how to write that essay or that bio biographical. Um, I think that needs to be written for scholarship application or for that transfer request to two or four institutions.

01:43:04:25 - 01:43:32:03

Speaker 5

And um, so there's so much that needs to be done. And I think the workshop, uh, is, is one way of meeting some of those needs. So we'll continue to develop a program for our students. We also give a support to student clubs. We have two really active clubs at this time. Mitchell And let us assume the Alliance we've, uh, donated \$500 to reach out this fall.

01:43:32:05 - 01:43:53:28

Speaker 5

There they've established a coupon program where they have a full library of, uh textbooks that they loan out to Latino students for a semester. And at the end of the semester, the student, um, returns a book and then they're loaned out to another student. And semester by semester, they raise funds to increase present library. I think it's a very, um, worthwhile project.

01:43:54:01 - 01:44:13:18

Speaker 5

And they all donate this hundred to them when they first started that. And also many of us personally have donated to that fund. We've also donated blood as a student alliance. We do some of the, um, um, donations, \$300 for the 16 September program.

01:44:13:20 - 01:44:17:20

Unknown

And we just donated another \$200 for the city, for the program.

01:44:17:23 - 01:44:47:19

Speaker 5

So we support them financially. We support them by attending their events, we support them by helping them publicize their events. We have a group of these, there's a another factor of group of students that we also support, as we can called, are not this student. We've had three years of an underfunded or other lot of programs. This see two or three years old and we've had just a couple of things for these students.

01:44:47:19 - 01:45:05:19

Speaker 5

We had a welcome reception for the very first group of students and uh, a lot of the students have been our scholarship recipients and we, um, they had a picnic last spring and we donated financially to that event. And I think if ever they need our help and came to us and that this would help, it would be more than boating.

01:45:05:19 - 01:45:31:28

Speaker 5

Just send them whatever way we can, because that's a group of Latinos, that's a Latino specific program. Oh, we're there to help them in the system. We've helped students by supporting their attendance at this particular conference for the past three years. Uh, we donate \$100 to send students few years ago. We donate \$100 last year to send a group of students here.

01:45:32:01 - 01:45:46:06

Speaker 5

Uh, this year, unfortunately, there's a conference with another national conference that's being held in seven states and not a conference. And so as far as we know, there's only one student here for some music in college, and she she made a request for support.

01:45:46:06 - 01:45:51:09

Unknown

Come we support her \$230 to pay for her registration.

01:45:51:11 - 01:46:14:23

Speaker 5

And we're very happy to do that. So Those are some of the different ways that we support our students to scholarships, workshops, support for student clubs and other ways. And the second part of our purpose is to be a support mechanism for staff, and we do that in different ways. Uh, we have a workshop, we've been holding a workshop every year.

01:46:14:25 - 01:46:43:23

Speaker 5

The first workshop we had was the very first thing that we formed in 1989 and we hired those over the last to facilitate that. And what we did at that workshop essentially, and it was like from 12 to 5 is we structured our basically came up with committees, the officers charged to each committee, uh, the duties of each officer and, and laid out a basic structure for organization.

01:46:43:26 - 01:47:19:03

Speaker 5

And we're following that to this day. That was very, very helpful. We have lunch and then from 12 to 1 and then like a workshop from one day to five, and then we have another workshop here for nights conducted where we delve into even more detail in terms of our committees and what the charges to each committee and made some long term plans in terms of our one year goal, our five year goals are ten year ago and some of those things we foresee ourselves doing in the future beyond what we're doing now.

01:47:19:05 - 01:47:50:21

Speaker 5

And and we're planning a workshop this spring and what we're focusing on for our team is self esteem. We, um, as Latinos, um, deal with racism, uh, bigotry, uh, as you all can attest to. Um, on a personal level, every day of our lives, uh, we don't experience directing ourselves, we're aware of other staff experience, and we certainly have one student who experiences this problem.

01:47:50:23 - 01:47:56:20

Speaker 5

And the question how do we deal with that and keep our self-esteem intact? Oh, test that self.

01:47:56:20 - 01:48:03:03

Unknown

Esteem from getting damaged by this racism with bigotry that we're surrounded by.

01:48:03:06 - 01:48:23:11

Speaker 5

And that's the theme for our workshop this spring. And at this point, we're looking for a facilitator and if any of you have any recommendations to make in terms of the facility, I welcome that kind of advice because we are looking I think that's a key part of that workshop and the way we finances workshop is this way.

01:48:23:13 - 01:48:52:18

Speaker 5

We do have a maybe 1725 committee and that kind of funds that comes from the Chancellor's office. So what we do is we don't we, we develop a proposal for by date. So 8725 money pays for the workshop facilitator and then that pays for a lot. The lunch for each person that's there. We've had about 40 people go through each one in the past two years, and so we have lunch from 12 to 1 and then the workshop 30 to 5.

01:48:52:20 - 01:49:17:15

Speaker 5

And so, uh, that's been very beneficial for our not just lay our members, but for that's open to everyone on campus. And that's been a good recruitment tool in terms of other people who come because they're

interested in the workshop and then they end up joining. They are because they support it. We're doing we have many social and cultural events on the campus.

01:49:17:17 - 01:49:33:09

Speaker 5

Um, we're a real sociable group. We like to get and eat well and socialize, but we do that too. We have a Christmas social, which we've had I think two years now, and it feels like the end of the semester and we have, uh, open house.

01:49:33:09 - 01:49:38:09

Unknown

Like from uh, for like a two hour span, like from 3 to 5.

01:49:38:09 - 01:50:00:09

Speaker 5

We have a lot of them funding sand and fruit and open it to all our supporters and uh, and it's a time to socialize. And I think that's also important part of what we do. You know, we can work. I mean, it has to be, uh, some social time. Also, um, we're going to be sponsoring the Cinco de Mayo program this year.

01:50:00:09 - 01:50:19:00

Speaker 5

We just haven't done that for a couple of years. We didn't when we first formed, but we really haven't had a Cinco de Mayo celebration for about four years, and there's a reason for that. But I want to get into that. So but this year we plan to have, uh, Carmen Garza, Lomas come to campus as a keynote speaker.

01:50:19:00 - 01:50:45:16

Speaker 5

She's a, uh, you don't know, she's a renowned Mexican artist, but she's going to come and do a slide show and presentation. Then we're going to have a reception for her. And as she has requested some time to just sit in with students, Latino students and art students. So that's a three hour program opening for her. So that's another thing.



01:50:45:16 - 01:51:10:19

Speaker 5

That's a staff, Um, a staff, uh, benefit. Um, we had a reception last fall when we had a new chance to come on board from volunteer President El Anderson, and they are sponsoring a welcome reception for them, as well as our new employees from that year. And that was very successful and we were able to establish a relationship with both Qualcomm and Dell.

01:51:10:19 - 01:51:38:08

Speaker 5

Anderson that has been very supportive, uh, ever since then to come to our events. Uh, they're beyond our, they are, they are supporters, I think our most happy supporters on the campus and in the college and in the district. Um, one thing that I think is very important in terms of the staff is to keep them informed. We have minutes.

01:51:38:10 - 01:51:43:11

Unknown

That we produce for every 10 minutes. Maybe, and then the agenda and.

01:51:43:11 - 01:52:10:13

Speaker 5

We distribute that agenda and those minutes to every single Latino employee on the campus in their 85 minutes. So like by video or by Monday at the latest, we get the agenda distributed for the following Thursday. But the agenda kind of goes from the last meeting. Any other fliers that maybe we want to send out to. So at least every two weeks, all of our genome, 20 samples of what's happening with layoffs, I think that's very important to the point.

01:52:10:15 - 01:52:36:20

Speaker 5

I also have sent out several memos or newsletters to our Latino staff and keeping them up to date on some of our accomplishments and some of the things done to us to hear. So they're well informed. And, uh, I think it's a key part of what we do. And I know it's important because, you know, some, some of our Latino employees have never been to a meeting or don't belong to committees.

01:52:36:23 - 01:52:55:20

Speaker 5

Once in a while I'll see them at a social, but know also have them they come come and tell me that they appreciate the work that they're doing. I'm sorry they can't attend meetings of the committees because of the work hours or whatever. Um, they can't be with us, but they're with us in spirit and they support what we're doing.

01:52:55:23 - 01:53:25:20

Speaker 5

So, um, we'll continue to do that. We're advocates for Latino employees. If any of our Latino employees ever have a problem, like a faculty member who has a ten year review problem, they know they can come to us and confide in us because we have a personnel committee and so we can share and give advice. Um, so that's a support mechanism for, for our Latino staff.

01:53:25:23 - 01:54:02:17

Speaker 5

Um, we also, um, um, support our staff through um, acknowledgments. Um, for instance, uh, gunman, those are one of our instructors. So when she's this is her first year at City College and the first full production that she had the first spring that she was there, um, we had a supper party, we went to a Sunday matinee, um, from the presentation, and we all got together, maybe 30 of us, uh, afterwards and had dinner together and had her there because our guest of honor.

01:54:02:17 - 01:54:36:09

Speaker 5

Um, but then what a wonderful job she was doing. And that's another way of supporting our staff. Uh, we'll continue to do that type of thing. We have another member, Maria Garcia, who you see a lot of support this year as an outstanding community, uh, service educator. And there were five or six of us that were there at her table, uh, to acknowledge that well earned award and to, um, to be there to.

01:54:36:11 - 01:54:40:05

Unknown

To applaud her for that.

01:54:40:08 - 01:54:58:24

Speaker 5

And we'll continue to do that type of thing. We've been involved also with recruitment. So about two years ago, when we were looking for San Jose City College best friends, they sent out a letter to all Latino community college administrators, encouraged them to apply for that position. I know one of the results of that was that one of the finalists for.

01:54:58:24 - 01:55:05:03

Unknown

The position was a Latino, and he was in communication with us.

01:55:05:05 - 01:55:35:23

Speaker 5

Just for information. And I think it's a it's it's a way although he she was a fine how about we didn't get the position she moved up to he she says there's a support mechanism on the campus that would have been if he had been brought on so that any know Latino employee who was that has some sort of of getting employment at the college knows that there is the support in place for that employee.

01:55:35:26 - 01:56:11:23

Speaker 5

So that's another benefit. Um we we another social thing we've done is um, um, and there are other social things we do a lot. I mean there's, uh, we have time to go into, um, there's a group of us that attended this fundraiser in Mexico, so three centuries of the show that we can do at the Los Angeles County Museum, and there was a group of, I think 12 of us or 15 that fell on a train playing something because they both went to dinner together, got back on the plane and flew back to something on same day.

01:56:11:26 - 01:56:36:09

Speaker 5

And it wasn't the last event, but it was Leah. People who primarily went to that on purely social basis and that's the other kind of thing that we do for staff. I'll talk a little bit about what we do for the community. Uh, every year we have a fundraising banquet in the fall and October. Um, and at this banquet this is our primary fundraising event.

01:56:36:11 - 01:57:08:24

Speaker 5

At this event we have a keynote speaker. Um, I think every year one has been a Latino or Latina, and we give the an award to an outstanding community member that word has gone to one another. Who is somebody? City council woman and who was at the time in the work to Yolanda Randall, Susie Woody, activist and um, an editorial writer for one of our Latino newspapers.

01:57:08:26 - 01:57:24:20

Speaker 5

Uh, uh, giving a more direct to Garcelle, who's another community activist and was the chair of the party. You'll see an advisory committee, people, the college. You must mention, um, Advisory committee and our last one went to is about to go on.

01:57:24:20 - 01:57:29:24

Unknown

Board as a channel for anchorwoman. Um, you know, does.

01:57:30:00 - 01:57:41:15

Speaker 5

A lot of things, including in terms of the message ceremony that um, that um, you know, Latino events and, um, and, and, um, and all of these people have had.

01:57:41:15 - 01:57:49:01

Unknown

A relationship with the college. Michael was a keynote speaker at graduation. Um, Yolanda.

01:57:49:03 - 01:58:15:27

Speaker 5

Used to be an administrator of everything that we college a victor, as I said, was Ethiopian pianist. So she can remember. And Isabel was, um, um, she was Mr. Ceremony had an inauguration ceremony. We had far a new chapter, the college presidents. And she was our block speaker for women's history

celebration. So they've all had some kind of relationship and time with the college, and we do give them that recognition at an event.

01:58:16:00 - 01:58:45:05

Speaker 5

So this banquet is is way to raise money, but it's also a way to get the community involved in terms of the keynote speaker that draws community people there. And this award that we give to a community member because of minimal, we send out a letter of invitation that signed by the president of college and myself with the mayor, president, and that so that they help this college a male so we don't have to pay for that postage for the the invitation that's printed by a graphics department.

01:58:45:07 - 01:59:09:02

Speaker 5

Uh, we um, so our cost is pretty minimal. The pay flowers we pay for the plaques, um, we usually have money set aside for the musicians, and musicians have always been our 17 city college students. And so, uh, and not another outcome of that fundraiser. This we end up with a some color this is supporters for that here.

01:59:09:09 - 01:59:35:13

Speaker 5

These are people who contributed by being at the banquet or by donating because we are talking Duke Ellington. Would you like to donate to our scholarship fund? So that is our core list of supporters and those are the people that invited them to our subsequent events over that year. Um, so it's a very important event for us in terms of raising money and for developing some support for us, as they should throughout the year.

01:59:35:15 - 02:00:09:00

Speaker 5

Another event we've had is we were just in Fronteras, which is art, music, um, poetry, a drama, uh, presentation. Um, that document or something I mentioned earlier put together drum instructor. I was, um, a wonderful program granted for tonight, so we filled the theater. It's over 300 people most nights and, uh, minimal cost to them and a people to the campus that I know had never been there before in their lives.

02:00:09:03 - 02:00:40:13

Speaker 5

Um, Latino people. And, uh, it was a real joy to me to see that, uh, first of all, the production was beautiful, it was fantastic and so much talent from our own campus, our all Latinos. And then to have an audience that, uh, was overjoyed at seeing it and having them on the campus, it was wonderful. And, um, on top of it all, even made a profit \$500 and \$512 profit, which is wonderful.

02:00:40:15 - 02:01:15:09

Speaker 5

So if we get that up to sponsor that kind of program again, I'm sure we've like and we've also I mentioned that the Cinco de Mayo program that we've developed for our staff and hoping to also, um, develop get involved with the Women's History programs Center City College has been developing over like seven years or eight years where we have one or two weeks of women come and speak to our students in our community and there was hoping to sponsor someone this year.

02:01:15:11 - 02:01:19:14

Speaker 5

We just weren't able to get that finalized in time for this year.

02:01:19:14 - 02:01:25:03

Unknown

But I know next year we will sponsor someone significant for this year's celebration.

02:01:25:06 - 02:01:48:23

Speaker 5

So that'll be another one of our offerings to the community. We get requests from the outside for assistance. So the president of the college, Carol Anderson, is on the City Project Diversity Commission, which is trying to get the diversity among the city committees or city commissions. And she approached me about, uh, recruiting some Latino people to set to apply for those commissions.

02:01:48:23 - 02:02:16:14

Speaker 5

And, um, and um, we helped her as much as we could. Uh, we had someone from former school for years, um, which is 65% Latino. Um, come and ask for some assistance in terms of finding speakers for think that career day they have lost their middle school students whereby people in different careers come and about, you know, uh, different fields that students can think about going into.

02:02:16:17 - 02:02:36:27

Speaker 5

And she was looking for, uh, Latino representation because was having difficulty finding it. So she came and believe we gave her an earful of potential speakers for that. I gave her a list of names and phone numbers, and I know at least a several of and I know that several of those have been scheduled and have agreed to speak at that event.

02:02:37:00 - 02:02:55:01

Speaker 5

And we've had people from like the National Hispanic University come and speak to us about the program. So, you know, we're we're a resource for people from the community come and and, you know, use us in terms of of informing us about your programs, but also.