



Executive Memorandum

To: Jessica Sotelo, Executive Director, Partners for Prosperity
From: Sonia Martinez, Community Development Specialist, Partners for Prosperity
Date: February 12, 2006
Re: Latino Community Report

PARTNERS FOR PROSPERITY COMMUNITY DEVELOPMENT SPECIALIST WILL PARTICIPATE IN AT LEAST 2 LATINO SPECIFIC BOARDS, COUNCILS, ALLIANCES AND COALITIONS

HISPANIC TASK FORCE, IDAHO STATE UNIVERSITY

I am a member of the Idaho State University Hispanic Task Force. Idaho State University is located in Pocatello Idaho, a Partners for Prosperity service area. There are ~13,000 students enrolled in various programs 900 of which are Hispanic.

The members of the Task Force are:

- Prof. Angela Luckey, co-Chair, luckange@isu.edu;
- Bobby Arteaga, arterafa@isu.edu;
- Andy Guerra, Secretary of Image de Idaho del Sudeste, andres@dcdi.net;
- Prof. Cathleen Tarp, Prof. of Spanish, tarphele@isu.edu;
- Diana Guerrero, Trio coordinador, guerdian@isu.edu;
- Rep. Elmer Martinez, State Representative, zz42352@homeinternet.net;
- Hank Gonzales, Student and Folklorico Provider, Idaztlan@aol.com;
- Farhana Hibbert, Owner of Spanish/English Newspaper *Idaho Unido* idaho@unido.com;
- Jose Fernandez, student at ISU, former HALO president, fernjos2@isu.edu;
- Linda Barnier, barnlind@isu.edu;
- Linda Hill, hilllind@isu.edu ;
- Prof. Liz Cartwright, Prof. of Anthropology, carteliz@isu.edu;
- Ricardo Lopez, former student, works at Social Security, Ricardo.Lopez@ssa.gov;
- Ron Gallegos, bank officer, ronald.gallegos@wellsfargo.com;
- Rudy Pena, counselor for middle and high school in American Falls, RudyRdyP@aol.com;
- **Sonia Martinez, works for Partners for Prosperity, soniam@p4peid.org;**
- Sue Witt, wittsu@d25.k12.id.us;
- Tony Gonzales, works in College of Technology, gonzanto@isu.edu

The mission of the Hispanic Task force is to advocate and assist in creating an environment that is welcoming to Latino students that will help in increasing enrollment and retention rates. As a member of the Hispanic Task Force, I am involved in assisting, creating, and supporting activities to promote education in the Latino community and developing programs that involve our Latino students so they feel welcomed and invited not only to



continue their education but for others to pursue an academic career. The task force hopes to increase participation of Latino students in higher education and reduce the 60% drop out rate.

Some of the activities I assisted in implementing are:

- Parent and student invitational from Bonnoville, Bannock, Bingham, and Power Counties of Southeast Idaho. Students and Parents toured the university and had a chance to discuss education with the various academic departments.
- Mother Daughter invitational. Mothers and daughters from above counties were invited to hear Maria Mabbott, a long time Latina activist to speak about the importance of education. The students and parents then heard from a panel of professional Latinas who have graduated from a university as well as their mothers. The graduates discussed how they overcame barriers in education and the importance of attending a college or university. The mothers of the graduates talked about how they supported their daughters while in college.
- Inviting Dolores Huerta, the co-founder of the United Farm Workers Union with Cesar Chavez. Our hope was for the Latino students to hear about the struggles for justice among our people and the inequalities that exist due to low paying jobs steaming from an uneducated population.
- Participated on a board to hire a Latino recruiter. The objective is to increase the recruitment of Latino students to attend the university and seek higher education. A Latino recruiter is needed because Latinos have certain barriers to education and lag behind the Anglo population.
- Sat on a board to award Scholarships to Latino Students. The main focus is to reward those who are currently involved in their community as volunteers, minimum 2.5 GPA, and financial need.
- Choose books from Latino authors that will travel to various Libraries in Southeast Idaho.
- Suggested and helped create a survey to find out the barriers Latino students face in graduating and attending college (The results are attached).

Because of the activities listed above several Latino students from poor rural farm working families had the opportunity to learn how they can attend college upon graduating from high school. They learned that an education is possible for those who are willing to dream and work towards it. Parents and students are also aware that the members of the Task Force such as I care about our community and are here to help them. In 2004, the number of Latino students attending Idaho State University was 400. In 2005, that number jumped to 900.

It appears the efforts of the Hispanic Task Force are creating an increase in the enrollment of Latino students at Idaho State University. The results indicate the enrollment doubled in 2005; students were awarded scholarships based on leadership in their communities; over 50 Latino parents visited the university campus for the first time; the University hired a University recruiter specifically for Latino students and acknowledged that barriers exist for this population; books from Latino authors are available in our local libraries; and important information was obtained that provides us with the obstacles Latinos face in graduating from college.



In Southeast Idaho, a report by the Commission on Hispanic affairs indicates a 92% increase in the Latino population since 1990. The report further shows the Hispanic population is now 20% in most counties power county at 34.2%. Almost half (46.4%) of Idaho Hispanics are 19 years or younger compared to (30.8% of Non-Hispanics. Latino students drop out of school at a rate of three to four times that of white students, fewer read at grade level, and they tend to have lower standardized test scores than white students (<http://nces.ed.gov/nationsreportcard/stats>).

Given the increase in the Latino population and the barriers they face, the work of the Hispanic Task Force is critical in increasing the enrollment and retention rate. The survey results indicate a large disparity due to economic barriers. Economic barriers appear to be the number one factor for Latino students. Increased cost in tuition and lack of economic support from parents make it very difficult for Latinos to continue a college education. It is evident that supporting and participating in the efforts of the Hispanic Task Force is critical in poverty reduction for the Latino community of Southeast Idaho.

THE IDAHO COMMISSION ON HISPANIC AFFAIRS

The Idaho Commission on Hispanic Affairs is composed of nine(9) board members, two (2) are appointed by the President Pro Tempore and two(2) by the Speaker of the House. Five (5) are public members from the Hispanic community and appointed by the Governor. Some members include:

- Gladys Esquibel, Chair;
- Dennis Lopez, Vice-chair;
- Rep. Elmer Martinez;
- Rep. Darrell Bolz;
- Senator John McGee;
- Senator David Langhorst

I have been asked to participate in an advisory committee to the Idaho Commission on Hispanic Affairs (ICHA). I represent Southeast Idaho.

The Idaho Commission on Hispanic Affairs is a non-partisan state agency. Providing services to the Hispanic Community and serving as a liaison between the community and government entities. Working toward economic, educational, and social equality, the commission identifies solutions and provides recommendations to the governor, legislature, and other organizations concerning issues facing the State's Hispanic population.

I have served on the advisory committee to ICHA for the past 3 years on issues and disparities facing the Latino Community of Southeast Idaho. As a voice from our area, I have been able to comment on various subjects to include but not limited to:

- Relating concerns from parents regarding their children's education.
- Involving local Hispanics to participate in providing input to our governor in issues affecting their community.
- Meeting and discussing issues with Hispanic Leaders from other parts of Idaho.
- Brainstorming needed information on the Hispanic community.



- Providing input on the work Partners for Prosperity is doing in Southeast Idaho with the Latino community to increase prosperity.
- Building a partnership with Latino leaders who are the voice to the governor on issues regarding the Hispanic Community.
- Building personal relationships with several legislatures and elected government decision makers.
- Involving Latino Leaders from Boise in initiatives implemented by Partners for Prosperity in Southeast Idaho.
- Providing an important voice to projects that provide important information about Latinos in Idaho.

I had the opportunity to sit on a committee that brainstormed the development of *The Hispanic Profile Data Book for Idaho*, a one stop source of demographic data and information describing the economic, educational, and social status of Hispanics in Idaho. For the first time, a report on the Hispanic community has been published that will assist our government, educators, service providers, needed to assess the state of the Latino population of Southeast Idaho. The findings of the report are important in poverty reduction.

The continued collaboration with the Commission on Hispanic Affairs is important as it provides us with a strong relationship with local and state Legislatures and elected government officials. The Commission on Hispanic Affairs is the direct voice and link to policy concerning Idaho Hispanics. They are also a critical supporter and Partner in issues facing the Hispanic community.

WOMEN OF COLOR ALLIANCE

I am a board member of the Women of Color Alliance (WOCA). WOCA has over 600 throughout Idaho to include rural communities and reservations.

The Women of Color Alliance honors cultural diversity through mutual support, leadership development and empowerment. It is our mission to work toward a fair social, political, and economic system to improve the quality of life for all Women of Color. WOCA's mission is to educate and provide opportunities to women of color — black, Asian American, Latina and Native American — and low-income women of all races: women Rosario describes as "on the fringe of Idaho."

"Our members are on reservations; our members are refugee and migrant women; our members are young women at universities. ... We are Muslims, we are Jewish, we are Catholic, we are Christian, Hari Krishna, atheist, agnostic."

WOCA encourages its members to start businesses and run for political office so they become catalysts for change in their families and communities. WOCA also supports 1000 Villages a fair price for hand crafts created by women of color.

In the summer of 2005, Partners for Prosperity sponsored a relationship building conference between the Hispanic women and the Native women from the Fort Hall Indian Reservation. A total of 13 women participated including Partners for Prosperity Staff leads Sonia Martinez and Christelle Edmo. For the first time, Latinas from Southeast Idaho and the Fort Hall Indian Reservations broke bread together and talked about barriers in their



community. Latinas and Natives involved in Partners for Prosperity working groups had the opportunity to learn from each other, break down barriers, learn capacity building skills, leadership, and develop important friendships. These friendships serve as a supportive group in community involvement and becoming a catalyst for change.

The women learned about each others history in Southeast Idaho. “Without understanding our history we can’t create a future,” said Sonya Rosario, Co-Director of Women of Color.

Breaking down barriers and developing friendships between the Latino Community and the Native Community, allowed for better collaboration and understanding between the two communities. The women found that their communities are similar and face the same barriers that keep their people in poverty. Because of this training, Latino women are providing information about opportunities outside the reservation to their Native sisters. They have found a support group amongst each other.

Partners for Prosperity should continue to support the capacity building and relationship building that WOCA provides through their trainings. This is an important in that it provides poor women of color the support system they need to create change in their communities.



Native women from Fort Hall and Hispanic Women discuss the usage of the “Squaw” word and how it has negatively impacted Native women.



Executive Memorandum

To: Jessica Sotelo, Executive Director, Partners for Prosperity
From: Sonia Martinez, Community Development Specialist, Partners for Prosperity
Date: February 12, 2006
Re: Latino Community Annual Outcomes

Establish a Latino Business Association and Provide Bylaws and Articles of Incorporation

Latino Business Association Travels to Boise Idaho

Six members of the Mercado Project grass roots initiative traveled to Boise Idaho in the summer of 2005 to meet with the currently established Hispanic Business Association. They hoped the established organization would provide a mentorship role in the process of how to become a chartered Hispanic Business Association, the benefits of an association, and partnerships on initiatives that affect the Latino community.

The group met with Freddy Rosario, a member of the Hispanic Business Association. Mr. Rosario informed the group that the Hispanic Business Association in Boise was struggling financially and had lost their office space at the Hispanic Cultural Center. They had in the past provided training to Hispanic entrepreneurs but currently did not have the man power or the funds to have an official office or training programs. Furthermore, these trainings programs had not drawn as much participation from the community as the association had hoped. One of the problems the Boise based Hispanic Business Association faced is the participation of local business owners. The group decided to wait on jumping into a chartered non-profit association and focus first on capacity building and organizing. However, the group realized that local entrepreneurs and small business owners needed immediate assistance in training and technical advice as it was not offered locally. The group instituted a small business training initiative (see other report and outcome).

Established Bylaws

Members of the Mercado Project continue to meet monthly to discuss prosperity creation in their community. One of the obstacles encountered is commitment for self and community. In order to prevent uncommitted members and confusion in the mission of the Mercado Project, the group initiated the process of establishing bylaws of operation. These bylaws provide the purpose of the project, goal, objectives, commitment, elected officers, role of officers, and membership. The membership serves as a commitment to self and community to work toward community ownership of assets that will provide a strategy for Latino residents to eliminate poverty and take control of their future.

An informal gathering body that forms a committee has been established with a tax identification number and bylaws. The next step is to formalize a business association using



the established bylaws as a guide. This step will occur when the proper training and capacity building has been provided to the group through mentoring and education. It is important that the community feel safe and ready to conduct meetings using established rules of conduct by formal associations, such as: Roberts Rules of Order.

Idaho Latino Rural Initiative

In December of 2005 the Mercado Project was asked to join an advisory committee with the Idaho Rural Partnership to identify gaps in services to Latino entrepreneurs and small business in Idaho. This was in response to a request for assistance from the Boise based Hispanic Business Association for funding and assistance. The committee made up of various government and citizen agencies from around Idaho determined the following needs:

Needs:

- Financial literacy;
- Training in business fundamentals (business plan, licensing, permit, etc.);
- Bilingual resource people/staff;
- Money;
- Hiring practices;
- Marketing;
- Technology;
- Face-to-face contact (relationship building);
- Needs assessment;
- Knowledge of areas of business interest;
- Mentoring;
- Hispanic business directory;
- Bilingual staff (faith-based, private, state & federal);
- Training (beginning to advanced – non-profit & government);
- Access to capital;
- Facilities

Available Resources

The Rural Partnership Latino Initiative came up with the attached resources available in Idaho. Please note that the funding agency for small business entrepreneurs in the state of Idaho is the Small Business Administration SBA that funds the local Small Business Development Centers SBDC located within the university structure of state institutions. The task force found that neither the SBA nor the SBDC have bilingual staff available to assist Hispanics with language barriers. Furthermore, culturally specific training is not provided including a culturally specific atmosphere.

Another important factor to consider is that the Latino community has a large immigrant population in Idaho rural communities that have limited education and language skills. Those who have English language skills are still faced with understanding the technical jargon of a capitalistic society. Most of the offices providing small business development resources are located in Boise and do not provide outreach to promote the assistance of available resources. Given that the Small Business Development Center does



not have a Spanish speaking staff available anywhere in the state, the Mercado Project committee wrote a letter to Idaho legislatures requesting assistance and a bilingual/Spanish hire to assist Latino entrepreneurs. Based on this request, the state will look into hiring a Spanish speaking individual in 2006. The Mercado committee will follow-up with concerns that given the Hispanic population and growth in small businesses in the Latino community, one person will not be sufficient to serve the entire state. Furthermore, the rural environment of Idaho makes it logistically difficult for this person to be easily accessible to rural communities. The committee will work toward bringing awareness to our local representatives in government to push for local support by the SBDC to provide bilingual/Spanish technical assistance for Latino entrepreneurs.

Next Steps for a Business Association

- The Mercado Committee will obtain the capacity building and training required for the group to understand the set up of a Latino business association, the purpose, and structure.
- Provide capacity building training for Latino entrepreneurs and small business owners by providing leadership training.
- Grass roots organizing will continue to take place for the 16 county area of Southeast Idaho serviced by Partners for Prosperity through the defined outreach plan created by the committee. This outreach will be targeted to small businesses and entrepreneurs.
- Develop a plan for funding for sustainability of a Latino Business Association in Southeast Idaho.
- Develop relationships with state wide private and government agencies.
- Work toward accessing or establishing micro loan funds.
- Provide training and lobbying for the above listed needs found by the Latino Rural Entrepreneurial Initiative.
- Develop a reputation of a strong committed group of Latinos that seeks to improve the futures of Latinos in Southeast Idaho through asset building, community engagement, and a voice for Southeast Idaho entrepreneurs and small business owners.



**Mercado meeting with The Self-Development of People
P4P Back Conference Room
8:00 am – 11:00 am
June 23, 2005**

In Attendance:

Gilberto Rodriguez	Pricilla Serena	Federico Diaz	Luara Jaramillo
Enrique & Aracelli Atriano		Manuel Garcia	Luis Pacheco
Rasa Davalos	Rigoberto Trejo	Socorro Trejo	Elsa Muñoz
Janet Alvarez	Amando Alvarez	Christina Alvarez	Andrea Martinez

Sonia started the meeting with a prayer.

In the month of March of 2005, some of the members of the Mercado group applied for grant in the amount of \$20,000.00 to help with the development of the Mercado. This grant is through the Self – Development of People Presbyterian Church. Sonia has kept in contact with Dennie Carcelli who has helped her with the grant. The group was selected for a sight visit and Sid Birt came and met with members of the committee.

Sid let the group know that he was there for the purpose of interviewing the group. He would be asking questions so that he could report back to another group with the Presbyterian Church and they will make the final decision based on his report. Sid informed the group that they do this to help people get out of poverty and help the community. They do have the money to award this grant.

One of the questions Sid asked was, “What is a Mercado?” The group informed Sid that a Mercado is based on a community market concept from Mexico and Latin America.

Sonia informed Sid that there are originally 20 members in this group and they are doing some outreach to recruit new members. The working group also has what is called “Round Table” and this is used so that each individual has the opportunity to speak.

Sid asked who the Chair people of the group are. The Chair people are Priscilla Serena and Laura Jaramillo. Sid needs the group to have their own checking account. The group needs to assign a treasurer so this individual can sign checks. This needs to be done as soon as possible.

The group discussed with Sid that Blackfoot is geographically the best place for the Mercado for the reason that Blackfoot is in the middle of all the bigger cities and some smaller towns; for example, Idaho Falls, Pocatello, Shelley, American Falls, Firth, and other.

Rosa Davalos asked Sid what he would suggest on how to write other grants. Sid told the group to read the guidelines carefully and address the criteria.

Rosa also asked if a sub committee of the Mercado could request another grant for a different project. Sid replied that they could request another grant but it would have to be a group, it could not be two individuals. It has to consist of a group.



The group asked what liabilities will the group need to have to be accountable. The group will have quarterly reports holding the group accountable.

Sid asked the group what they were thinking of using the money for. The group would like to use the money for business training. The group would like to be more educated on how to run a small business. They have discovered that many businesses fail due to the fact many people do not know the facets of running a business.

Sid also suggested the group elect a president. The group needs to have someone make decisions. The group would like Priscilla to be the leader of the group. Sonia will be used as a resource.

The group also expressed the following: One of our major concerns here in Blackfoot is that our children need a better education. It is very needed in the Hispanic community. We would also like to help create more jobs. Better jobs than farming. In Blackfoot there are no other opportunities for Hispanics without an education. The group believes with the Mercado, they will be able to help more Hispanics with better jobs. Blackfoot is a very good place to raise children.

The Mercado will be a cultural and educational for not only the Hispanics but for all community members. We would like to educate our people and others so they can better understand our culture.

Laura Jaramillo is on the Blackfoot school board. In our schools there is an education gap and Laura is working with the Board to help them better understand the needs of our children. Priscilla informed the group that there are studies that show Hispanic children are 60% behind other students when they first start kindergarten. That is a very big gap. The school system is looking at changing some of the tests they do on children. Our children go into school not understanding English and teachers do not speak Spanish. These are very big issues that we would like to change but we are very far from reaching these goals. We need to educate the old school teachers to be more accepting of our cultures.

Sid informed the group that if they had any more questions they could contact the group they originally sent the grant to and if he had any more questions for them, he would contact Sonia.

The group thanked Sid for coming and told him that this was a very good experience for the group. Many of our members had never been to a meeting of this sort. They will use this as a learning experience.

Sonia reminded the group that the next Mercado meeting would be:

August 18, 2005
Back P4P Conference Room
6:00 p.m. – 8:00 p.m.



MERCADO PROJECT
COMMITTEE

Partners for Prosperity
NEW BEGINNINGS FOR EASTERN IDAHO



MERCADO PROJECT
BYLAWS
BLACKFOOT, IDAHO

ARTICLE I – NAME

The name of the gathering body shall be called the Mercado Project Committee, hereinafter designated as the MPC. The MPC is a subcommittee of the Prosperity Creation Working Group made possible by Partners for Prosperity, a non-profit organization funded by the North West Area Foundation.

ARTICLE II – PURPOSE

The purpose of the MPC is to work toward economic development in the Latino Community through the individual member’s interest for self, family, and community. Economic development will serve as the vehicle to reduce poverty for members of the Latino community who have traditionally been excluded from access to economic development and the governing process. This will be accomplished through group participation in community development meetings that will establish a process to reach the ultimate goal of a community market place or “*Mercado*.”

ARTICLE III – GOAL

Build a Latino market place that will serve as an incubator for Latino small business and micro-enterprise development, economic activity and entrepreneurship, and provides opportunities for meeting and civic engagement, and cultural expression through the arts and dance.

ARTICLE IV – OBJECTIVES

- A.) Develop a co-operative business structure that focuses on sharing of resources amongst micro-enterprise business owners and entrepreneurs by providing low start up costs, and low-overhead of business operation.
 - 1. Businesses share in the cost of daily operations to include: Rent, management, CAM (Insurance, Taxes, Electric, Water, Alarm, Bookkeeping, Snowplowing, Window Cleaning, and marketing.)



2. The Co-operative will be modeled from a Latino marketplace concept of a “Mercado”, a community market place that is centrally located. The Mercado model will be a cooperation between Latino community, informal leaders, the Latino broad faith community, nonprofit institutions, city neighborhoods, federal and local government, lenders and philanthropic donors.

- B.) Provide for community ownership of assets that gives residents control of their future. Community ownership of the market will include a strategy for Local Latino building construction entrepreneurs to obtain training in their field of work, partner with larger contractors in learning relationships, accessing lines of credit through the project partnerships, and establish reputable businesses that will allow them to demonstrate high quality work. Meeting their financial obligations, obtaining knowledge in running a construction business, and building assets through this project will lead toward the ability to bid on larger project that have previously been beyond their ability.
- C.) Develop entrepreneurial classes for the Latino community culturally sensitive and bilingual that will provide an opportunity for immigrants and community-members to start a small business as well as gain access to education, immigration policies and practices, to include U.S. capital business practices and government requirements.
- D.) Provide ongoing business financial education and technical implementation of
 - a. E-commerce and worldwide web integration for increased global markets.
- E.) Provide on-going technical assistance for Latino Small Businesses in the Mercado and surrounding communities.
- F.) Provide a central and welcoming referral location for the Latino community to access information about community services such as education, immigration, health, legal, and financial.
- G.) Provide a center-point for the Latino community to celebrate their culture and share their customs with the general community, such as, independence, day of the dead, religious ceremonial celebrations, and art exhibitions.
- H.) Provide support for the creation and implementation of a community vision for community prosperity through personal empowerment and leadership development; mentorship and leadership training.

Long Term Objects:

1. Achieve integration in the local community as an economic and political voice for local policy and governance that directly affects Latino family, health, and education.
2. Provide educational internships and partnerships for our young children that will prepare them to succeed as well as provide financial resources for our children to access higher educational attainment.



ARTICLE V – MEMBERSHIP

SECTION 1.

The membership of the MPC is open to individuals from the 16 County Partners for Prosperity Service area (Lemhi, Custer, Butte, Clark, Fremont, Jefferson, Madison, Teton, Bonneville, Bingham, Power, Bannock, Caribou, Oneida, Franklin, Bear Lake, and Fort Hall Indian Reservation) who have a personal and community interest consistent with the objectives and who meet the requirements for membership as provided by the Bylaws.

Membership may be obtained by completing an application (see attachment “A”) and returning it to the Secretary of the MPC along with membership dues. Membership is not official until dues have been received by the MPC secretary. Hispanic/Latino community members may apply as a Business Membership or as an Associate membership. Current fees for Business Membership are \$25.00 per couple, \$15.00 for individuals; fee for Associate Membership is any contribution of \$15.00 or more.

- a. A Business membership is open only to members of the Latino/Hispanic Community in the 16 County P4P Service area.
- b. Associate Membership is open to any community member who wishes to support the implementation of the MPC project.

SECTION 2. Waiver of Dues

In the case of economic hardship, membership will be automatically waived. Such waiver will be determined by completing a P4P demographic profile. The demographic profile is available from any P4P office.

SECTION 3. Regional Prosperity Task Force

Membership in the MPC also provides membership to the P4P Regional Prosperity Task Force. The Regional Prosperity Task Force is made up of individuals who are actively involved in P4P initiatives in the 16 county P4P service areas.

SECTION 4.

Members of any classification may be dropped from membership for conduct that tends to cause detriment to, adversely affects the reputation of, or contradicts the objectives of MPC and the mission of P4P. Membership may also be dropped if a member refuses to adhere to the MPC Ground Rules (See attachment “B”).

SECTION 5.

Established Membership is contingent upon participation and attendance to the MPC meetings and subject to review of tardiness, and incomplete attendance without prior notice to elected officers or P4P Latino Community staff facilitator. If a member misses 3 consecutive meetings, he/she will be automatically dropped from membership and will have



to petition for reinstatement in person. Reinstatement is contingent upon a majority vote of no less than 2/3 of the membership.

1. A member can ask for a leave of absence in case of family or personal illness that impedes the attendance of said member to meetings or for other reasonable absences deemed appropriate by the elected board.

SECTION 6.

Any active member who wishes to resign must provide a written request to an MPC elected officer or P4P Latino Community staff liaison.

SECTION 7.

This committee supports the principles of equality, equal opportunity, and equal treatment under the law. This organization opposes discrimination in any form. This organization provides a safe place for people to express their ideas in an open and none threatening environment.

This committee is open to all persons, regardless of race, creed, color, national origin, or any other arbitrary method of classification. This committee does and will abide by all government regulations relating to equal opportunity and non-discriminatory practices according to established law.

SECTION 8. Responsibilities of Membership are:

1. Actively participate by attending meetings.
2. Provide input and ideas regarding issues related to the working group and your community and/or region.
3. Volunteer time in actively participating on projects and efforts of the Working Group and/or subcommittee.
4. Recruit community members interested in participating in the working group.
5. Work through consensus on issues pertaining to the work plan.
6. To define the MPC objectives
7. To work toward acquiring the resources necessary to execute the strategic plan, and
8. To approve the MPC objectives and strategies
9. Decisions are made through consensus building with the understanding that every person has an equal voice in the process in order to build capacity within the Latino Community.
10. Follow the ground rules of conduct as established by the approved ground rules for this committee (See attachment "B").

SECTION 8. Voting Rights:

A vote is granted to members who are in good standing and who adhere to the ground rules and membership requirement as written in the by-laws.

SECTION 9.

Gathering of individual membership to discuss undermining the process and goal of the MPC or the spread of malicious rumors that indirectly harm the efforts of community development will constitute grounds for review of membership



ARTICLE VI – EXECUTIVE BOARD

The elected and/appointed officers of the MPC shall be known as the Executive Board. Only members in good standing shall be eligible for election and appointment on the Executive Board. The Executive Board shall consist of Chair, Vice Chair, Treasurer, Secretary (appointed by the elected board), and the P4P Latino Community Liaison (Appointed by Partners for Prosperity).

ARTICLE VI1 – DUTIES AND POWERS OF THE EXECUTIVE BOARD

SECTION 1. DUTIES OF ELECTED OFFICERS

- a. Chair – Will preside over all meetings with the P4P liaison or P4P staff and will approve, call for, and conduct meetings in the absence of the P4P liaison. All meetings will be in accordance with P4P guidelines and mission. The chair will work with the P4P liaison to ensure that meetings are progressing, staying on track and that the agenda is being followed. He or she will be an ex-officio member of all sub-committees of the MPC. The chair shall appoint all committee chairpersons not otherwise provided for and shall see that all officers and committees perform the respective duties.
 - b. The Vice-Chair shall assume and perform the duties of the President (Chair) in the absence or disability of the Chair. In the event of resignation of the Chair, he/she shall become Chair for the unexpired term.
 - c. Treasurer – Shall be custodian of the organization’s funds, except as may be otherwise ordered. He or she shall collect funds and deposit the same in such banking institutions the Executive Board shall authorize and account shall be in the organization’s name. He/she shall present an Annual Report as well as a monthly report to the membership and any other financial information as the organization or the Executive Board. He/she shall expend funds as approved in the annual budget and maintain all necessary financial records. The expenditure of funds, in excess of those budgeted, shall be approved by the elected membership. Disbursements of funds awarded the Three Hundred and no/100 Dollars \$300.00 or more from the general fund shall require the prior discussion and approval by the general membership. Two signatures are required for any disbursements of funds from the membership account.
1. Work in conjunction with designated P4P representative(s) to coordinate meetings, agendas, and all other necessary issues pertaining to the effective operation of the Working Group and/or subcommittee.
 2. Actively recruit new members/stakeholders to the Working Group and/or subcommittee to serve people within the sixteen county of Eastern Idaho and the Fort Hall Reservation.
 3. Provide leadership and insight into topics and focus areas for the Working Group and/or subcommittee and P4P.
 4. Provide guidance and direction on issues pertaining to working group needs, ensuring that the voice of each working group member is represented equally.
 5. Create sub committees as necessary to carry out the goals of the group
 6. The Chair will be recognized as the spokesperson of the Executive Board. Position statements made by the Chair will be a result of a consensus of opinion of the membership

Elected officers shall represent the MPC at the Regional Prosperity Task Force Meetings. The Regional Prosperity Task Force is made up of any individual who is a member of any of P4P working groups or who have an interest in the mission of P4P and who have filled out a membership form. The Co-Chair shall assist the P4P Latino Community Development liaison in conducting the MPC



meetings. In the event that the P4P Latino Community Development liaison is not available for meetings, the Chair shall conduct the meetings.

SECTION 2. DUTIES OF APPOINTED OFFICERS

1. Secretary – The Secretary shall keep accurate minutes of all the meetings of the committee. He or she shall be consulted to inform the committee of topics that have been discussed, that still need to be discussed and what topic is currently on the floor. He or she shall call the roll of officers and members when so required; shall mail a copy of the minutes of all the meetings on a timely basis; and shall prepare all correspondence, unless otherwise provided or ordered.

2. The P4P Latino Community Development liaison serves as a technical coordinator and provides assistance as needed to reach the objectives of the MPC. The Latino Community Development liaison has no voting rights but will ensure that meetings are conducted according to the funding requirements and objectives of P4P. He/she will also serve as an advisor to the community and elected membership on matters that pertain to the goals and objectives of P4P and the MPC. He or she shall also be responsible for posting and informing membership of scheduled meetings at least one week in advance. Postings will be provided on the P4P website as well as mailed out to general membership.

ARTICLE VI11 – FUNDING AND ADVISORY ORGANIZATION: ROLE OF PARTNERS FOR PROSPERITY

Section 1.) Partners for Prosperity (P4P) will provide logistical support, technical resources, and record keeping services to the working group and will coordinate all group communication in order to ensure consistency and avoid confusion or errors.

Section 2.) Meetings will be facilitated by the P4P Latino community liaison on topics related to P4P directed initiatives or in cases where the chair is unable to preside over the meetings. A professional facilitator will be utilized if necessary when occasions call for such measures and such measure is decided upon by the Executive Board.

Section 3.) Maintains a list of meeting attendees and membership

Section 4.) Responsible for certifying a quorum at each meeting of the Council and ensures that all decisions are in accordance with the By-Laws of the organization.

Section 5.) Partners for Prosperity will provide members with a copy of the Bylaws and orientation prior to formal acceptance as a participating member of the MPC. It shall be the responsibility of the interested party to attend the scheduled P4P orientation.

Section 6.) Partners for Prosperity will provide members with newsletters, bulletins, and utilize electronic communications to improve the dissemination of information among members. It is the responsibility of members to provide current contact information.

ARICLE IX – ELECTIONS

Officers shall be nominated for positions and elected by 2/3 majority membership vote.

The Executive Board with the Exception of appointed positions shall be elected at the beginning of the New Year. Elections shall be for two years beginning in January of the New Year. Any officers elected after January first of the current year shall serve out the remaining calendar year and shall be subject to re-election at the beginning of the two calendar year term. Example: If someone is elected in July, that officer shall serve out the term until January 1st and the months served shall be counted as a full calendar year.

1. Elected officers are elected for a two (2) year term in a given office.



- a. No member shall hold more than one office at a time, and no member shall be eligible to serve more than two (2) consecutive terms in the same executive office.
- b. Nominations for officers may be made by any member of the MPC in good standing.
- c. Nominations may be made orally, via mail or electronic communication to the P4P community liaison..

ARTICLE X BYLAWS

The membership shall not make Bylaws in conflict with the MPC Bylaws.

The Bylaws may be amended by the membership in the manner provided by the Bylaws.

Amendments to the Bylaws may be introduced by any active member of the MPC

Proposed amendments must be clearly stated in writing to the membership at least thirty (30) days in advance of the scheduled upcoming meeting.

Ratification of the amendment must be approved by two-thirds (2/3) vote of active members and that the amendment has been amended in writing at the previous regular meeting.

ARTICLE X 1– FUNDS

The MPC has been provided seed funding by Partners for Prosperity. Other funding includes grant funds directly awarded to the group.

The MPC shall only use its funds to accomplish the objectives and purposes specified in this Constitution/Bylaws; to include mileage and childcare reimbursement, training, and development. On dissolution of the MPC, the net assets remaining after payment of all debts shall be designated to other Partners for Prosperity Working Groups. Funding from grants shall be dispersed based on the grant governing agency and its operating Bylaws. Other funds shall be used for charitable and educational purposes under Section 501 © (3) of the U.S. Internal Revenue Code as it now exists or as may be amended.

ARTICLE X11 – MEETINGS

Section 1. (a) Meeting of the MPC will be held once a month. The dates of these meetings shall be scheduled in consensus with Partners for Prosperity and the MPC membership. Emergency meetings may be called upon for specific objectives and projects.

- (b) All meetings of the MPC shall be conducted according to Robert’s Rules of Order, Revised, except where there is conflict with the Bylaws.
- (c) At meetings of the MPC, a quorum shall consist of at least 2/3 of the membership.



Executive Memorandum

To: Jessica Sotelo, Executive Director, Partners for Prosperity
From: Sonia Martinez, Community Development Specialist, Partners for Prosperity
Date: February 12, 2006
Re: NxLevel Training

ATTACHMENT C YEAR 2 MEASURABLE OUTCOMES

DEVELOP AND IMPLEMENT TWO STRATEGIES IN RELATION TO SMALL BUSINESS DEVELOPMENT.

Strategy: Develop and implement small business training in Spanish with culturally specific components for the Latino community; as well as provide capacity building through finding community resources and create an environment where people of the community learn from and provide mentoring to each other. (In this report, Hispanic and Latino will be used interchangeably to describe people from Mexican and Latin America ethnic background.)

The Mercado Project committee met for several months to implement strategies for prosperity creation. Two of the strategies that would yield the desired outcomes for small business development in the Latino community are Small Business Training and Capacity Building through community mentoring.

The local SBDC is currently not an option for the group. The problem with utilizing the local Small Business Development Center (SBDC) is that the SBDC has no Spanish speaking staff members. Second, the local community has expressed that it is an intimidating environment for Hispanics who have little to no training in running a business in a capitalistic society with rules and regulations of the local and state government.

In June of 2005 two community members traveled to Boise to attend certification for NxLevel small business training offered by the Small Business Administration. Partners for Prosperity sponsored the training for Christina Holguin and Jose Razo. Christina has been involved with the Mercado Project for two years and currently offers tax preparation services to the Latino population of Southeast Idaho. Jose is a senior at Idaho State University and will receive his Bachelors in Business Administration and Spanish this spring. Jose has extensive business training as a manager for a local McDonalds. Jose and Christina determined that the NxLevel class is an excellent resource for the Hispanic community. NxLevel teaches entrepreneurs planning skills, from business concept development and feasibility studies to the actual preparation of a comprehensive business plan which includes;



marketing, budgeting, and financial analysis. NxLevel is the world's largest most effective entrepreneurial training network. Since 1996, over 80,000 students have participated in NxLevel training. This training is taught by the local SBDC. The book and materials are available in Spanish. The SBDC requires participants to complete the class before being able to access SBA loans. In order to provide the accessibility of SBA loans to the Latino community, the committee chose to provide the Latino community the opportunity to obtain the training.

Before this could be done, the P4P Latino community liaison, Sonia Martinez, negotiated a memorandum of understanding with the SBDC. The SBDC did not want to give permission for the class as they were afraid the quality of the class would be compromised. After several meetings with the P4P management, Jose, Christina, and Sonia Martinez; the SBDC agreed to sign a memorandum of understanding and allow for the class to be taught in Spanish. Sonia Martinez assured the SBDC that this group needed to offer training in Spanish and culturally specific that was not available to the Latino community by the SBDC.

Funding Resources Through Grants Targeted at Poverty Reduction:

In the past, the class has been inaccessible to the Latino community with language barriers and who lack the economic means to obtain such training. The training is offered in English locally for \$300.00. The group would need to find a leveraging resource to pay the instructors and cover other class expenses. A Partner's for Prosperity Board Member provided the name of a church grant from the Self Development of People. This grant is specifically to develop the capacity of individuals and to provide funds for programs that will help people get out of Poverty. The Self Development of people works in partnership with groups of economically poor, oppressed, or disadvantaged people, so that they may have some control over their lives and communities. They are committed to the gospel of Jesus Christ, to justice and equity, and solidarity with economically poor and oppressed people. Help those who want to help themselves.

The small business training provides the knowledge and leadership skills that will allow the Latino community the tools to empower them to become active and successful participants in the local economy and government. The small business training will help because Latinos lack the knowledge and leadership to be active participants in the local business economy; ie. understand business plans, develop business loans, lack collateral, lack history of participation, and local trust. The working poor in the Latin community experience local oppression and exploitation by large processing plants and farm owners due to a language barrier and disdain by the local community of migrant farm work way of life.

The Mercado Project Committee with the help of the P4P Latino community Liaison wrote and applied for the grant to provide small business training and received a grant for \$18,744.00. The grant will provide for personnel, training, a computer, and course materials.

20 people participated in the NxLevel training which began in September of 2005. Each qualified student received with a scholarship. The only cost was the \$50.00 NxLevel entrepreneur training manual. Student who were in the lowest economic quartile, received the book free of charge from the Idaho Migrant Council, a local non profit agency dedicated to helping migrant farm workers.



The class was held every Thursday night from 6:00 PM to 8:00 PM at the Partners for Prosperity class room. Additional help and study sessions were held on Saturday from 9:00 AM to 3:00 PM for those students who had a difficult time understanding the concepts and to help those who fell behind in the homework. Every effort was made to help students along the way. Students who did not have the language barrier volunteered their time to help their classmates.

P4P provided accommodations and the facility for the class as well as refreshments that were welcomed by the group as many attended class straight from work and did not have time to go home for a bite to eat. The Latino community liaison attended the class as well to provide support to the group and to learn the small business language, ordered the resources needed for the class, provided copies needed for each class period, communicated with the instructor, researched and invited guest speakers for each class period, ordered the class materials, and provided mentoring and logistical services.

Capacity Building and Leadership Development through Mentoring

The committee concluded that if participants were to succeed a welcoming and culturally specific environment needs to exist. The instructors are from the community and well known in the community. The instructors have an understanding of the struggles faced by the Latino community in Southeast Idaho. Jose Razo immigrated to the United States when he was 13 years old, attended local schools, and his parents worked on local farms. Christina is the migrant coordinator for the local school districts and has over 20 years experience working with migrant families. Her father was a migrant farm worker in the 1950's on local farms that are still farmed.

One problem faced during the class was the availability of Hispanic Professionals to serve as mentors. Local Spanish speaking Caucasian professionals have a difficult time speaking the Spanish language as most learned Spanish on missions for the predominant Latter Day Saints Church and do not peak the language on a daily basis. The students found that they preferred English Speaking Caucasians instead of Spanish speaking with an accent. Given this finding, Hispanic professionals were invited from Boise and Utah. Due to the difficulty of bringing Hispanic Professionals from out of town, 5 out of the 10 speakers that presented in class were Hispanic. One of the speakers was Jose Chaparro, a local entrepreneur, who started selling Mexican sausage (chorizo) from the back of his truck in a parking lot. He has franchised his restaurant "Melinas" and in 3 states and is currently making and distributing packaged tamales in 49 states. The group also received training setting up e-commerce and web sites from Freddy Rosario of the Boise Hispanic Business Association. U.S. Bank also sent Latino staff to talk to the group about lending options for small businesses.

The class also did role playing situations that they would face as employers. Role play was conducted for the interview process, the lending process, the professional environment, and relationship building.

Students who did not have a language barrier volunteered to help those in need. Mentoring and tutoring sessions were provided on Saturday at the Partners for Prosperity Offices. Continual effort was made to insure success. Through the grant, the committee was



able to hire an assistant to help translate business plans from Spanish to English. The assistant spent several hours with individual students explaining new business terminology and structure.

After six months of weekly class attendance, a graduation ceremony was held for the students. The graduation was held at Idaho State University College of Technology during a business dinner etiquette training conducted by the ISU College of Business. Jose Razo, the instructor, arranged for his professors to conduct the training. The students had the opportunity to learn how to socialize in a business dinner setting. Graduation certificates from NxLevel were awarded to the group. 16 certificates were awarded for completing a business plan and 4 were awarded to those who participated in the class but who were unable to complete their business plan. This graduation rate had an 85% business plan completion rate compared to the SBDC's 50% completion rate.

The class voted and presented an award to the most valuable student and two awards for students who went above and beyond in completing the class. A second class is scheduled to begin in March.

Continual grass roots recruitment and development for small training and capacity building continues to take place by the Committee, Sonia Martinez, and the Latino P4P outreach coordinator in local church basements, networking with other Latino organizations, Latino specific fiestas, Spanish radio, Spanish newspaper, and local Latino businesses (see outreach plan).



Maria Espinosa, Sara Castillo, Adela Ojeda

All three women are immigrants from Mexico who have been supporting their families through entrepreneurial efforts. With an equivalent sixth grade level education, these ladies demonstrated a remarkable spirit for success and hard work toward an ultimate goal of owning or expanding their business.

Graduates:

- | | |
|-----------------------|----------------------|
| — Manuel Mares; | — Edith Mares |
| — Amando Alvarez; | — Janet Alvarez |
| — Sandra Ortiz; | — Jose Castillo |
| — Sara Castillo; | — Marcela Serena |
| — Patricia Rodríguez; | — Andres Garcia |
| — Maria Espinoza; | — Adela Ojeda |
| — Enrique Atriano; | — Priscilla Serena |
| — Gilberto Rodríguez; | — Patricia Rodríguez |
| — Sonia Martinez; | — Paula Maldonado |
| — Elsa Munos; | — Rigoberto Trejo |
| — Federico Diaz; | — Laura Jaramillo |



Jose Razo, Instructor; Sonia Martinez, P4P Community Liaison; Barbara Nash, P4P Board present the awards.



A Latina Perspective as heard from a Latina Congress Woman.



Congresswoman Loretta Sanchez Sonia Martinez

Congresswoman, Loretta Sanchez, California, was the Guest Speaker for the Idaho State Democratic Party Frank Church Banquet. Earlier in the day she met with Latinos at the Hispanic Cultural Center in Nampa. She attended graduate school and her background is in financial services. She ran for congress after returning to Orange County to spend time with her grandmother and saw the need to get involved in several issues in her former school district. In order to

create change, she was encouraged to run for congress. She won by enlisting her family and

together they knocked on over 60,000 doors. She won by over 900 votes. As a Congresswoman from Orange County, she serves the poorest of the Latino population. Disney land and other tourist attractions require maids, gardeners, and cooks that make \$6.00 - \$7.50 an hour. She feels that the major issues facing Latinos is living wages and education. Nationwide 50% of Latinos don't graduate from high school. She is concerned that the current administration is looking to cut college assistance programs because people like herself and her sister as well as those she serves depend on these programs to obtain an education. She says that her sister graduated with a \$40,000.00 debt from law school. She works to safeguard programs that help low income Latinos become success stories.

Loretta grew up in Anaheim, California with six brothers and sisters. Her mother and father were Mexican immigrant factory workers who protected their children from racism. When they weren't allowed to swim in the neighborhood pool because they were Mexican, her father built a pool in their back yard so all the neighborhood kids ended up over at their house instead. All the siblings excelled in school and hold graduate degrees. Her mother later returned to school and obtained a masters degree in education. Her little sister is also in congress. They are the only siblings in history to serve in congress together.

During the reception, students preparing for their quincianera had an opportunity to ask her questions. Some of the questions were:

Student -
"How do you keep your culture alive?"

Answer: "Latinos across the nation make me remember that I am a Latina. My mother never lets me forget where I come from. She calls me every morning when she is having her cafesito with pan dulce. We are not a race... what keeps us together is Spanish. I



read Spanish literature to stay close to my culture. *English only* is an affront to our culture. The treaty of California called for two official languages, English and Spanish.”

Student –
“How do you overcome difficulties in school?”

Answer: “The 4 P’s. You need a Plan; you need to have a plan to where you are going, if you are headed to San Francisco you must have a plan on how to get there, Partner; you can’t do it on your own, there are a lot of people willing to help you but you need to ask; Perspiration (hard work), it takes hard work; Persistence, you need to be the kind of person who keeps going.”

Others in attendance included: Humberto and Hortencia Fuentes, Juan Saldana – Commission on Hispanic Affairs, Zee Quintana – Mujeres Unidas, Natalie Camacho – Image of Idaho, Dan Ramirez who is running for Lt. Governor, Sonia Martine, Corine Tafoya, Maria Salasar, Graciela (?).



Executive Memorandum

To: Jessica Sotelo, Executive Director, Partners for Prosperity
From: Sonia Martinez, Community Development Specialist, Partners for Prosperity
Date: February 12, 2006
Re: Survey for the Hispanic Task Force

1. Are you a traditional student? 48
 Are you a non-traditional student? 49
2. Are you a full-time or part-time college student?
 Full-time 77
 Part-time 20
3. Are you an academic student? 88
4. Are you a technology/vocational student? 9
5. Current enrolled ISU status.

Freshman	Sophomore	Junior	Senior	Graduate Student
30	20	15	17	10
First year Vocational Student		Second year Vocational Student		
		5		
6. Do you commute to college?

Yes 59	No 38
less than 30 miles	30 plus miles
45	14
7. Are college costs delaying your graduation? Yes 50 No 47
8. Are more Hispanic professors needed at ISU? Yes 78 No 19
 No, not necessarily, as long as they are good, well-rounded and effective professors any race will do,
9. When do you expect to graduate from ISU? Circle your choice from below.
 - 2006 10
 - 2007 21
 - 2008 20
 - 2009 18
 - other 28
10. Have you received career counseling from ISU professional staff?
 Yes 32 No 65
11. Did you know of the existence of the ISU Hispanic Task Force?
 Yes 25 No 72



12. Circle those items below that may apply to you while enrolled at ISU.

Child-care	33
Financial assistance	88
Tutoring	52
Mentoring/Support	31
At university	9
Outside university	10

13. What is the biggest barrier or obstacle that may prevent you from completing and graduating from Idaho State University?

- Being able to pay for college
- Cost
- Outside the university
- Finances
- Full time job, distance traveling, family, Strongly recommend more distance learning or fully on-line courses
- Economical problems
- Cost
- I need to work fulltime. Making sure my children are scholastically funded before me.
- Finances
- Financial assistance. Working fulltime and attending ISU full time can really wear one out physically as well as mentally.
- I wont graduate from ISU I am only here for generals, but one thing I didn't understand is up at HYS you gave a lot of scholarships to kids who had full rides to other schools. Why not give that money to students who were already enrolled like I was but nothing will keep me from reaching my goals
- 1st year so cant answer this yet. Working fulltime and large loans will impact my ability to keep my GPA up. My goal is to get into the PA program after obtaining my degree in microbiology the program is a two year program in which working fulltime will not be possible due to the course and intern work.
- Not sure. Financial problems that might arise.
- Not enough sections of classes offered. Money, having to work fulltime while going to school.
- Money costs and living costs.
- Financing thanx, viva mi raza
- Finances are and have been the greatest obstacle. Other than this, I have found that ISU has a good support network and atmosphere.
- Whether to go to school fulltime and work only part time.
- Money
- Cost of educationl finances and work and take care of my son—it can be a lot of work and sometimes you have to decide which things are of the most importance to you. I don't expect any obstacles to get in my way, though. I'll just knock them down by adapting and improvising.
- Lack of money-high cost of ISU-P lease help



- ISU has a great childcare program and not too expensive. However, I still can't afford it. The majority of old fashioned Mexican parents do not support their children to go to college therefore, the Mexican-Hispanic people who want to attend college wait until they have a family of their own. Which in most cases is harder due to the cost of childcare and other living expenses.
- The increasing costs of tuition is making it more difficult to stay in school. Since I am not qualified to obtain financial assistance it is becoming very stressful to concentrate in class knowing that I am struggling to pay for fees.
- Lack of classes to fulfill class requirements
- Probably the biggest barrier or obstacle that I see which is preventing graduation would be money and support. It would be nice to have Latino study area where tutors are Latino so that students who have a language barrier could get help and also support to help get these groups strong and together. Just a group to let Latino students know that for some the struggles are their but education is important and we can graduate we can reach our dreams. That's my opinion
- Cost of tuition and accommodating work schedule.
- Comprehension trouble studying and financial barriers and obstacles
- My school loans are really accumulating and I don't want to be paying loans 20 years from now.
- The cost of tuition. With the constant rise in tuition I will no longer be able to work myself through college.
- With a family of four and tuition rising at this rate, I won't be able to survive 2 more years to graduate. It's really tough to be a father and a full time student.
- Finances
- Cost of childcare
- Trying to get into any of the health programs because it is so competitive. The price of tuition keeps going up.
- Having enough money to continue going to school because I am not eligible for pell grants.
- Money tuition
- We lack role models
- Financial problems
- Cost of attendance. I don't have enough money for books and tuition. I am hoping to receive loans.
- Having my baby is expensive and time consuming-hard to do homework and work.
- I would have to say that the one greatest barrier that may exist towards any Hispanic student from graduating from ISU has to be the lack of financial assistance available to students. The programs that are available to students are a few and obtaining the information to gain access to these funds is often difficult.
- Please help Latinos earn respect on their merit and based on ethnicity. Latinos should be expected to the same as Anglo-Americans.
- Programs such as Grow Your Own where people with little academic skills are accepted to the program-whether they pass the praxis or not. The bar should be raised for Latino students. I can't afford to be included with the group that graduated with, extra help because they are Hispanics. Hispanic should graduate on their own merit, they must speak fluent English and concessions on minorities



status should be avoided. Please help Latinos earn respect on their' merit and based on ethnicity. Latinos should be expected to the same as Anglo-Athericans. .

- Some departments at ISU are not supportive of minority students. The ones who hold power (Deans of dpts.) put the biggest obstacles for us, and some of us give up, others fight and get ahead.
- The cost of education and childcare combined is very difficult.
- The lack of job opportunities in the surrounding areas poses a big problem.
- Outside-costs, having to work more because of rising tuition is affecting my academic performance.
- Finances. I have enough money through grants and loans to pay for college expenses. However, I do not have enough for living expenses, Not even a little help. Because of that, I have to work more than I would like. So I cannot take as many classes as I would like. This also affects my grades.