

ILACHE

ILACHE *News*

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Dear Jose,

Dear Colleague,

We hope you're having a great spring. Here is the latest edition of *ILACHE News*. The fall edition of the newsletter is scheduled to post on September 13. Please send your submissions by August 27 to ilache@ilache.com.

Sincerely,

ILACHE Board

A letter from ILACHE's President



Dear ILACHEROS:

What a pleasure it was to see you all again at the ILACHE conference. I hope it was instructive and inspirational for you. I know I look forward to it every year. The conference always energizes and recommits me to work toward achieving greater access for Latinos in higher education.

At the conference I mentioned that ILACHE was headed to Springfield to be a voice for Latinos in higher education. I am pleased to report that Senate Bill 0387, which now includes Latino state university employees in the Hispanic Employment Plan, was passed. Listed below

is a brief history of the Plan for your information. This is great news and a victory for Latinos in higher education. At our legislative reception on April 28, Senator Iris Martinez spoke about SB 387 and vowed to begin legislative hearings at Illinois state universities on Latino representation and hold university administrations accountable for their recruitment, hiring, and retention of Latino faculty and staff at state universities. We are working on a similar important initiative with the Illinois Committee for Black Concerns in Higher Education (ICBCHE) and Illinois African American and Latino Higher Education Alliance (IALHEA).

This is one of the many ways ILACHE continues to advocate on behalf of our community. We invite you to join one of our subcommittees and work toward the establishment of a better future for Latinos in higher education.

Until next time,

Elizabeth Ortiz

Chronology of the Hispanic Employment Plan

The Illinois Association of Hispanic State Employees (IAHSE) has been working for the last 10 years to highlight the lack of Latino representation in Illinois state agencies, government, and appointed positions. Latinos represent approximately 3% of all state workers. This percentage has remained practically the same for the last 30 years even though Latino population has increased substantially in Illinois and is now at 15%. In 1999, Governor George Ryan passed the Hispanic Employment Plan after the Illinois Association of Hispanic State Employee's (IAHSE) and other Latino leaders demanded change to address the inequity of Latinos in state agencies and the lack of progress in increasing Latinos in state government. The Illinois Latino Legislative Caucus sponsored Senate Bill 2043. The bill sought more accountability of state agencies in creating and implementing a plan to address the inequities of employment for Latinos in the State of Illinois. SB 2043 called for more stringent accountability of the Hispanic Employment Plan by requiring an annual report, which included:

- Fiscal data reports of expenditures for Latino and bilingual employment programs.
- Effectiveness of the Latino Employment Plans' programs, methods and strategies by state agency.
- Generation of reports related to state agencies' Latino and bilingual employment plans
- Governor report of findings to the General Assembly each year.
- Agency studies that monitor the success of the hiring and promotions of Latinos and bilingual employees by each agency and report of any increases prior to the previous year.
- Creation of reporting mechanism addressing effectiveness of plans, initiated programs and activities in the recruitment and hiring of Latinos.

The passage of Senate Bill 2043 (State of Illinois, Hispanic Employment Plan) in 2006 required state agencies to actively address the issue of Latino underrepresentation in state agencies and services. In 2010, IAHSE combined efforts with the Illinois Latino Council on Higher Education (ILACHE) to include State universities in the Hispanic Employment Plan. Senate Bill 0387 was introduced by Senator Iris Martinez and was passed on April 29, 2010.

The Attack on Pensions: How Public Employees Became the New "Welfare Queens"

By Leonard G. Ramirez, Ph.D.

In the 1970s, Ronald Regan's apocryphal stories of Black women living large on public assistance added to the racial stereotyping meant to break the back of the Great Society coalition. Republicans used these wildly exaggerated tales to rally whites to the conservative fold. Having learned their lessons well, pro-business neoliberals from both political



parties are making use of similar strategies in the 21 Century. Pointing fingers at easy targets and blaming them for whatever community ills exist conveniently helps to mask the roots of the problem and usher the real culprits safely away from the crosshairs of public derision.

In actuality, it is a time proven formula. Historically, Jews or other minorities were the magnet used to redirect the collective ire of the mob. In the face of crop failure, economic downturn, political instability or social unease, immigrants, ethnic rivals, the so-called lazy or even witches could be whisked away and pilloried to be dunked or even burned at the stake for supposed wrongdoing. The occasion of economic recession has heightened the need for scapegoats. A long line of candidates are waiting to be selected for public ridicule and punishment. Pensioners and those with defined benefit plans are today perhaps among the most surprising if not the newest group to be included among the profligate.

Illinois established various state pension systems to attract employees while also avoiding paying into social security. State employees including generations of college faculty, staff, and civil service workers accepted salaries often below those in the private sector because they were told benefit packages compensated for disparities. Healthcare and pensions often tilted the decision making balance. Prospective employees deferred money payments in exchange for long term security.

The State University Retirement System (SURS) is one of five Illinois pension systems. It has actually weathered the recent financial storms quite well. The current crisis is not due to market shortfalls or unwise investments but rather to government underfunding and "pension holidays" that have now created billion dollar deficits for the state. The political apparatus and business establishments such as the Civic Committee and Civic Federation and their media allies have been quick to blame government workers for the crisis. Both Chicago newspapers have published exposes of seemingly extravagant pensions, accused the system of granting out-of-line cost of living increases, all of which are meant to call attention to the need for "pension reform" and alleviate the burden on taxpayers (as if state workers did not pay taxes). White collar bloat, driven by "Cadillac programs,"

is blamed for spiraling debt.

The examples of wealthy surgeons (who, by the way, only receive part of their pensions from the state) are generally what are showcased. The more typical modest staff pensions that barely reach \$30,000 are less often highlighted. The fact that cost of living increases are funded by employees themselves are often ignored. Nor is the business community stake in the dismantling of defined benefit packages a topic for discussion. The late great historian Howard Zinn summed it up well "The oppressors always try to force victims to turn on other victims." It is not Wall Street and policy makers who are to blame for the current situation but us. As long as we continue to believe this, we are all in queue waiting our turn to be placed in stocks.

Latino Leaders Call for Greater State Presence

SPRINGFIELD - Latino leaders from across Illinois criticized recent cuts to programs that help the Latino community and said the growing population should have more of a presence in the budget and state employment.



Ricardo Meza, Midwest regional counsel for the Mexican American Legal Defense and Education Fund, said Latinos are the fastest growing part of the Illinois population but they lag in representation and funding of community services.

Meza was among several Latino leaders at the Capitol on Wednesday meeting with lawmakers.

They pointed out that the numbers of Latinos working in higher education and state government do not represent the overall population. "This is unacceptable," said Elizabeth Ortiz, diversity official at DePaul University and president of the Illinois Latino Council on Higher Education.

Full story: <http://www.dailyherald.com/story/?id=376912>

By John Patterson | Daily Herald Staff
Published: 4/29/2010 12:03 AM

ILACHE Career Column

by Alma Mendez



The career paths we follow are shaped by our education, interests, skills and available job opportunities. These factors along with ethnicity, gender, family and socioeconomic status contribute to our career identity. When we reach a clearer understanding of ourselves, we can use the tools of the job search more effectively as we move forward in our professional development. Given the current state of the job market in higher education it is increasingly important to be strategic and effective in the job search.

The aim of this column is to provide practical guidance in the job search, help members explore the meaning of work in their lives and share reader's questions and concerns related to career issues with the audience. The column intends to share practical information and resources about resumes, cover letters, interviewing skills, job search strategies, and advice for career transitioners, professional development, networking skills, social media, work life balance and more. It will also serve as a platform to address issues such as the psychological impact of work in our lives. Career development theory combined with practical guidelines will guide these topics.

According to a leading career development theorist, John D. Krumboltz, "people need to prepare for changing work tasks and not assume that occupations will remain stable". This rings especially true in today's job market.

I look forward to contributing a column that provides practical information and resources to guide ILACHE members in their search for purposeful employment. Please send questions, perspectives and job search experiences to ilache@ilache.com

DREAM Gala "Celebrating the Achievement of Deserving Students"

By Lizbeth Barajas



Five months ago a committee of 12 students from the University of Illinois at Chicago (UIC) set out on a mission: to sponsor a fundraiser that would establish a scholarship for UIC students who are not

eligible for federal financial aid, a difficult endeavor especially working with all the university constraints and policies. However, the students believed that 'Education' was essential for Latinos, and all students should have access to resources to pay for school regardless of their immigration status.

The *"DEAM Gala- A Celebration of Achievements for Deserving Students"*: was conceived as a night to discuss important issues such as access to higher education and comprehensive immigration reform while acknowledging the hard work of students, faculty, and community leaders. The Gala took place on April 30, 2010 and the goal was to host 250 guests. This goal was surpassed with an attendance of 372 individuals. Vicente Serrano was the master of ceremonies (www.aforgotteninjustice.com). A keynote address was given by Virginia Martinez (www.maldef.org) and Reyna Wences provided a student's perspective (www.ijil.org). The committee also honored the work of UIC faculty Amalia Pallares Ph.D. and Nilda Flores-Gonzalez Ph.D. and support from the Latin American Recruitment and Educational Services (LARES) program (www.lares.uic.edu), for 35 years of service to Latino students at UIC. Community activist Jacqueline Herrera-Giron a Public Defender in Waukegan and an immigration reform activist was also recognized.

The event brought together individuals from all walks of life, students, university professors, community leaders, CPS administration, teachers, artists, parents, children, and families. All came together because they all believe education is a right that young bright Latinos should be able to access. The DREAM Gala raised almost \$20,000 to begin the scholarship and fundraising will continue. The final goal is to have an endowed scholarship at UIC with a minimum of \$25,000 that will fund

a \$1,000 award. It is wonderful to see that despite the economic turmoil and many harsh anti-immigration bills, the committee took on this challenge. These students certainly embody the image of young Latino leaders: hopeful, humble, and amazingly committed to the Latino community who are not afraid of a challenge.

For more information, to make a donations or if you would like to help the committee,
please contact us at Dreamuic@gmail.com.

AERA Adopts Resolution Critical of Arizona's New Immigration Law



DENVER, Colorado, April 30, 2010--The governing Council of the American Educational Research Association (AERA) adopted the following resolution:

Whereas Arizona State Law S.B. 1070 is so broad in its reach and enforcement powers that it can have an adverse impact on the freedom to travel or assemble without encroachment.

Be it resolved that American Educational Research Association (AERA) has determined that it will no longer hold meetings or conferences in the state of Arizona until such time as this law is rescinded or AERA otherwise revisits the issue.

This Council resolution was adopted on April 30, the opening day of the Association's 91st Annual Meeting in Denver. Approximately 13,000 education researchers from 60 countries are attending this five-day meeting which ends May 4.

Full story: http://www.aera.net/membershipinfo/Default.aspx?menu_id=16&id=9918

Echoes of a Revolution: A Conversation with Elena Poniatowska and Sandra Cisneros



DePaul University's Center for Latino Research, Latin American and Latino Studies Program and Women's Center cordially invites the university community and the community at large to the final event in its *Celebración de Nuestra América* Series *Echoes of a Revolution: A Conversation with Elena Poniatowska and Sandra Cisneros*.

Wednesday, May 12, 2010
5:30 p.m.
DePaul University Student Center
2250 N. Sheffield Ave., Room 120
Chicago, Illinois

<http://las.depaul.edu/Notifications/Events/051210EchosOfARevolution.asp>

Northeastern Illinois University Proudly Announces the Angelina Pedroso Center for Diversity and Intercultural Affairs

By Neida Hernandez-Santamaria, Ed.D.



On April 27, 2010, during *Doctora Angelina Pedroso's* heartwarming and memorable celebration for 44 years of dedicated service to Northeastern Illinois University (NEIU) and the community, it was announced that the future multicultural center at NEIU will be named the **Angelina Pedroso Center for Diversity and Intercultural Affairs**. It is scheduled to open in Fall 2010 and a fundraising initiative is planned.

"*Doctora*" as she is affectionately referred to, danced the evening away surrounded by family, friends, and well-wishers from the community and Northeastern Illinois University. She lit up the room and dance floor dressed in pearls and a beautifully styled classic ivory dress. The university community stood and sang to her "Its So Hard to Say Good-Bye" and later a personal rendition of Guantanamera was performed by the band,

Carpacho y Su Gran Combo.

"Doctora's" impact on the community, serving as a personal gateway for others to access and succeed in higher education is far reaching, and as a living legend, the difference that she has made will always be appreciated for generations to come with Northeastern Illinois University's Pedroso Center for Diversity and Intercultural Affairs.

St. Augustine College Enhances Transfer and Career Services

By Andrew Sund



St. Augustine College recently enhanced its Transfer and Career Center with improved services for students and alumni. The center will be instrumental in supporting students to graduate from college, provide job assistance and career development for students pursuing bachelors, associates degrees and workforce education certificates. The Transfer and Career Center is a place where students can receive assistance with career counseling and exploration, resume writing, interviewing skills, workshops and awareness of opportunities for furthering their education at another four-year institution.

Whether you need to fill an internship or full-time career position, the Transfer and Career Center at St. Augustine College can help you connect with an extraordinarily talented pool of bilingual undergraduate students, as well as recent graduates.

The Transfer and Career Center in the coming months will host a variety of events for you to connect with St. Augustine students during the school year. Check out our website (www.staugustine.edu) and register to receive our electronic newsletters for upcoming event dates and details.

Employers or institutions of higher education interested in establishing a partnership with the Transfer and Career Center at St. Augustine College should contact Honorio Morales, Director of the Transfer and Career Center at hmorales@iwe.staugustine.edu or (773) 878-3780.

ILACHE Eighteenth Annual Professional Development and Student Development Conference

by Daniel Lopez, Jr., Ph.D.

The ILACHE Eighteenth Annual Professional Development and Student Development conference *Investing in Latino Educational Attainment and Leadership: Making the Case during Challenging Economic Times* was held at St. Augustine College on April 23, 2010. This year's conference brought together more 150 higher education and k-12 professionals, community leaders, and students from the state of Illinois to discuss ways to continue to invest in educational attainment and renew our commitment to educational opportunities despite of challenging economic times.



The conference began with the presentation of the documentary *Storming the Gates* video which highlights the history of Latinos and African American in higher education in Illinois. The keynote address was delivered by Dr. Carlos Azcoitia, a well known, respected and knowledgeable educator. Dr. Azcoitia discussed the inseparable link between k-12 and higher education and the role of the Latino community in ensuring the educational achievement of our students. Participants also had an opportunity to attend sessions that focused on career planning, the impact of budget cuts at our campuses, and the importance of student (undergraduate and graduate) and community support networks.

ILACHE would like to thank the many institutional sponsors and our conference host St. Augustine College for a very successful conference. We look forward to your participation at our Nineteenth Annual Conference to be held at Northeastern Illinois University in April 2011.

ILACHE
Illinois Latino Council on Higher Education
www.ilache.com

Announcements:

ILACHE Scholarship

The ILACHE Scholarship application deadline is **June 1st**. Please encourage your college bound students and continuing college students to apply for the two \$1,000 scholarships that will be awarded in the Fall 2010. For more information and scholarship application please go to www.ilache.com and click on scholarship.

NEIU Develops Two Graduate Cohorts for Fall 2010

HIGHER EDUCATION PROGRAM

Students in the Higher Education program develop the knowledge and skills necessary to become effective leaders in colleges, universities and community colleges. The program stresses analysis and understanding of higher education settings, while providing students with skills in leadership and management. Emphasis is given to building expertise in communication, team building, decision processes, and project management.

THE SCHOOL LEADERSHIP PROGRAM

The School Leadership cohort at NEIU-El Centro is designed for 15-20 educators who are interested in leadership positions within school districts serving primarily Latino communities. Students in the cohort take classes together and participate in a series of academic and professional development activities. Students benefit from networking and bonding with one another during the course of their two-year program.

Information Session: May 20, 2010

Application Deadline: Friday, June 18, 2010

For more information contact NEIU-El Centro at 773-442-4080 or at www.neiu.edu/elcentro.

Race and Region Often Determine Degree Attainment in Big Cities

By Ashley Marchand

College and graduate-school enrollment in the nation's 100 largest cities increased during the 2000s, and often depended upon factors like race and geographic region.

And nationally, a record 35 percent of adults held postsecondary degrees in 2008, an increase from 1990, when the rate was 26 percent.

Full Story: http://chronicle.com/article/RaceRegion-Ofen/65467/?sid=at&utm_source=a

StoryCorps Oral History Project to Capture Latino Stories this Month

StoryCorps is a non-profit oral history project dedicated to celebrating and preserving the voices of this country's people -- if you're a National Public Radio listener, you may have heard our weekly broadcast on Friday Morning Edition. We fulfill our mission by giving people an opportunity to come in with another person and record a conversation - about any topic - that they would like to preserve. At the end of the interview, participants receive a CD copy of the conversation, and, with their permission, we archive a copy at the Library of Congress for future generations. This is an opportunity for participants to both record something that loved ones will treasure and leave their voices and stories preserved for future generations.

Since 2003, we have recorded and archived over 25,000 interviews, and **we will be in Chicago, at the National Museum of Mexican Art in Pilsen, between May 20 and June 26.** While we strongly believe everyone has an important story to tell, we are currently making a concerted effort to record the stories of Latinos, for we want our archive to be reflective of our country's demographics.

To make a reservation, please call our reservation system at 1-800-850-4406 or, alternatively, make a reservation online. **Please note that appointments for our Chicago stop will open on Thursday, May 6th at 10am.**

Attached, please find more information about our project. Of course, visit our website to hear some of our stories.

If you have any questions, please do not hesitate to contact me at jrios@storycorps.org or at (646) 723-7020, ext. 43.

Thank you,

Jorge Rios

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