



Latino and Hispanic Community Design Group January to May, 2015

A Project of the Mission Impact Council

DESIGN GROUPS: The Mission Impact Council and Latino and Hispanic community leaders and youth held a series of five monthly design meetings.

GOAL: The goal was to begin identifying needs and *co-creating* initiatives that would increase life opportunity and equity for all Latino and Hispanic youth.

CONTENT: Monthly discussions focused on six topics: youth development and leadership, employability, diversity, health and wellness, education and support services.

RESULTS: Community members, including youth, identified key gaps and obstacles in each of the above areas that could increase life opportunities and equity for their youth. Their comments and ideas are presented on the following pages in three sections:

1. **Access:** Do Latino and Hispanic youth have equal *access* to youth programs and opportunities?
2. **Quality:** Are the programs that Latino and Hispanic youth access *high quality*?
3. **Purpose:** Do existing programs serve the most important *purposes and needs* of Latino and Hispanic youth and their community?

The Mission Impact Council

The Mission Impact Council convenes diverse organizations and communities to work together for positive social change through developing innovative and community-based solutions that change life opportunities for and with urban and underserved youth in the Twin Cities. The co-chairs of the collective impact initiative are:

- Wokie Weah, President of Youthprise
- Todd Tibbits, Chief Operating Officer of the YMCA of the Greater Twin Cities
- Meghan Barp, Senior Vice President, Community Impact, at Greater Twin Cities United Way

For more information, contact Hedy Walls, the Vice-President of Social Responsibility at the YMCA of the Greater Twin Cities:
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Hispanic-Latino Youth Development & Leadership

How can the Mission Impact Council Act as a Supportive Ally?

	Issue	Opportunity	Insights
Access	Mindset	Tap into building a positive personal and cultural identity.	Most Latino youth don't see themselves as leaders; make leadership programs inviting.
	Resources	Remove barriers (including funding) to provide more access to programs outside of school.	Early leadership experiences are key to long-term success, so critical to find ways to raise participation.
	Legal	Challenge of how to provide ongoing training experiences to undocumented students.	Programs need to address the reality that undocumented students face after graduation.
	Transportation	Bring activities to the youth rather than the youth to the activity.	Transportation is an issue and this barrier needs to be removed.
	Cultural Identity	Create culturally specific leadership programs and models.	Need to address social/ emotional/ cultural communication barrier.
Quality	Community Leadership	Promote community and parental involvement and ownership of youth development and leadership.	There is a lack of access to bi-cultural leaders and role models (seeing and being motivated by people like themselves as leaders).
	Success	Take advantage of and build on programs working well (e.g. Neighborhood House and others)	There are successful programs that provide models. The big challenge is scaling success.
	Mentorship	Need current community leaders to mentor emerging Latino leadership candidates and youth.	Grow intergenerational leadership in the community.
	Advocacy	Support students to advocate for themselves, (and make friends and provide new experiences in the process).	Need programs that teach youth advocacy to make organizational and societal changes.
Purpose	Innovation	Create programs that prepare Hispanic & Latino youth to be the innovators of the future.	Need for ways like design thinking to promote fresh approaches, experimentation.
	Leadership Development	Identify, train and groom high school students to be leaders.	Find many ways for youth to "pay it forward" including mentoring peers.
	Parent Education	Parent education opportunities on how to support and guide youth.	Taught by Latinos and Hispanics; Train parents to mentor (even pay)

Hispanic-Latino Employability Opportunities

How can the Mission Impact Council Act as a Supportive Ally?

	Issue	Opportunity	Insights
Access	Legal Residency	Popular employability programs like Achieve Minneapolis and Step Up require legal residency.	More challenging to access employability skills and experiences if not documented; programs need to address reality undocumented students face after graduation.
	Education	Institutional achievement gap holds back some Hispanic youth; poor education negatively impacts employability;	Factors: Lack of Latino teachers, lack of teachers able to work with at risk youth, and lack of teachers aware of Latino identity.
	Job Coaches	Look for ways to partner high schools with job-shadowing, training, employment, mentoring programs.	Youth generally lack skills and awareness of job market; need huge help from job coaches.
	Poverty	Poverty and homelessness create multiple barriers to employability.	Hurt by family instability from immigration status (undocumented Latinos); transportation; survival mentality versus setting goals.
	Internships	Need more paid internships; scaling is the key issue.	Many youth miss the strong value and impact from having an early 1st job experience.
	Communication	Need to increase communication about job opportunities.	Youth don't know how and where to look for jobs.
Quality	Confidence	Held back sometimes by lack of confidence and voice (girls especially).	More youth leadership development opportunities could develop youth's sense of self-efficacy (an "I can" mindset).
	Leadership and Job Skills	Encourage youth programs to spend more time teaching skills useful in the workplace.	Sample key workplace skills: working on teams, taking responsibility for a task, project management, problem-solving.
	Peer Mentorship	Enlist youth that have had summer work to share lessons.	There is a power in hearing the message from other youth.
Purpose	Mentorship	Develop more Latino professionals as career role models and mentors.	Role models important for youth to develop mental success stories; have them encourage Latino youth.
	Entrepreneurship	Offer opportunities for youth to learn about entrepreneurship.	Entrepreneurship appeals to youth that are creative and face obstacles in the mainstream job market.

Hispanic-Latino Educational Opportunities

How can the Mission Impact Council Act as a Supportive Ally?

	Issue	Opportunity	Insights
Access	Undocumented Students	Illegal students have fear to attend school	Large policy issue needs to be solved
	Communication	Want more and better school-parent communication. ALMAS is helping community awareness.	Challenge always is whether schools are communicating in ways that reach diverse parents.
	Higher Education	Have guides to teach families how to access college scholarships and understand application process.	Need for more family preparation for college (including motivation and incentives to pursue post-high school education).
	Extra Curricular Activities	Lack of availability or knowledge of extra curricular activities.	Need more than course availability —need help with logistics for how to get involved; also transportation.
	Resources	Lack of resources limits internet availability for some.	Key resource for educational success today.
Quality	Engagement	Students and community not feeling connected; need more Latino teachers; testing in Spanish and English.	50% drop out rate; most schools are not active in the community; limited knowledge of students, families, and backgrounds.
	School Support	Students & parents desiring more support; can't have one size fits all solutions (family differences).	Some students not feel get that support from teachers; some parents feel cold building attitudes.
	Creative Support	Be creative and innovative about ways to support students' education.	Develop more cross-cultural big brothers/sisters or tutor programs; hire "grandmother" to be in schools (e.g. build on strong family culture)
	Openness	Policy of openness helpful but not enough.	Some not really feel welcome when the door is "open."
	Parent Education	Parents sometimes not ready to support their kids or don't know how; parent education needed taught by Latino and Hispanic.	Need to strengthen existing parent programs; cultural bilingual and liaisons counselors; hire Latino parent mentors.
Purpose	Student Passions	Help students find areas of passion, strength & interest.	Developing motivation and goals tied to knowing your dreams.
	Fear of Failure	Students fear of failure leads them to take easy classes.	Leads to self-fulfilling prophecy; students avoid & not feel prepared.
	Entrepreneurship	Teach students how to be an entrepreneur	Need more educational paths to job success; teach finance management.

Hispanic-Latino Health & Wellness Opportunities

How can the Mission Impact Council Act as a Supportive Ally?

	Issue	Opportunity	Insights
Access	Affordable Fitness Programs	Easier access to sports, camps, gyms, YMCA and other key recreational activities (educate especially newly arrived parents).	Obstacles: transportation, costs, competing interests (e.g. need to work, TV, video games), immigrant unfamiliarity with fitness organizations.
	Food Quality & Quantity	Access to nutritious and affordable food.	Problem of obesity and bad eating habits (fast food); also food insecurity (one broken appliance away from lacking \$ for food).
	Mental Health	Address the rising need for bi-cultural mental health services; suicide prevention; depression treatment.	Parents need to be educated about issues of mental health; some conversations are still taboo.
Quality	Culturally Relevant Medical Care	Culturally specific/ relevant programs that address the needs of Hispanic & Latino youth.	If parents are overweight, youth may be genetically at risk of diabetes.
	Health Education	Want schools to provide more education on health and wellness; also parent education and change initiatives on healthy eating & exercise.	Challenges: <ul style="list-style-type: none"> • Cultural mindset on cooking & eating • Children not allowed to play outside until parent come home; • Less play outside in cold winter.
	Alcohol and Other Drug Use	Substance abuse is a teen issue.	Need more cultural strategies to keep youth away from substances.
Purpose	Apps	Students have access to cell phones and other technologies; create a system of health education that leverages apps.	Turn technology from a distraction from family and community into a way to promote health and connection.
	Safety	Ongoing issues of gangs and of sex trafficking.	Both devastating for the community.

Hispanic-Latino Diversity Opportunities

How can the Mission Impact Council Act as a Supportive Ally?

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	Issue	Opportunity	Insights
Access	Code of Silence	People culturally may not share problems/ get help.	May not access help or services because of issues of pride.
	Workforce Diversity	Find more ways to bring diversity to our city's workforce (e.g. teachers).	Example of 150 applicants for a police officer position but no Hispanics or African Americans.
	Empowerment	Youth are searching for empowerment just like other groups of youth.	Need to break down barriers and create more opportunities for Hispanic-Latino youth.
	Stereotypes	Build more cross-cultural understanding	Stereotypes hold people back; media not highlight positive stories
	Welcome	Need to have a better feeling of Latino ownership of the community and city.	Need to create a greater sense of belonging and membership in the community.
	Vision	Help youth to better articulate their hopes, dreams and ideas for the future.	Too often not know what they want to do with their lives; very present-oriented.
Quality	Communication	Need more materials and opportunities in Spanish.	Spanish materials create a more inviting and welcoming environment
	Mentors	Need more contact with Latino mentors/ role models	Need to recruit more professional Latinos to serve in that role.
	Bi-Cultural	Need bi-cultural resources and services.	Huge difference to deal with people that "get" your culture
	Cultural Clash	Cultural mindset, especially in government, that "they should know English."	Not helpful attitude, especially for new immigrants.
Purpose	Mainstream Organizations	Large organizations sometimes not understand Hispanic/ Latino culture.	Legal/judicial systems may keep families out, but culturally family wants to be close to the process.
	Diversity Within Diversity	Limiting if viewed as one community (single story narrative for all Hispanic groups).	Great differences in Cubans, Dominicans, Mexican, Puerto Ricans, etc.
	Language	Need to see languages other than English as a huge asset	Spanish should be considered a valuable communication asset.
	Family	Mainstream organizations need to realize the importance of family and extended family.	Need more parent support/ education taught by Hispanic and Latinos.

Hispanic-Latino Support Services Opportunities

How can the Mission Impact Council Act as a Supportive Ally?

	Issue	Opportunity	Insights
Access	Transportation	More circular and improved bus services.	Main mode of transportation for some to reach support services.
	Outreach	Outreach to better educate community about resources, programs, and service.	Outreach strategies may work worst for those that need them most.
	Space	Make available more space (e.g. community rooms) to do things such as storytelling or public health activities.	Organize systems to provide and publicize easier access for community groups.
	Legal	More access to people that can help with legal status issues.	Central issue for many people's lives.
	Communication	Build knowledge about support systems based on word of mouth.	May be only strategy that works for some.
	Media	Local community newspapers develop strong focus to better inform public on systems issues.	May be only newspaper that some community members see.
Quality	Lilbraries	Libraries can play an important role in providing help and support around the English language.	Create inviting and welcoming environment in libraries for people that need practice.
	School iPads	Have schools provide iPads that are bilingual to communicate with, train, and support families.	Parents sometimes handcuffed in ability to help youth with school work.
	Language	Offer more information in Spanish and other languages.	Key to accessing support services.
Purpose	Community Resources Connector	People available to the community to inform about services.	Need a "go-to" person that community can consult.
	Community Navigator	Develop a community liaison (someone trusted) who can go between organizations, schools, family, and law enforcement.	Key is that the person needs to be known and trusted by the community.
	Systems Change	Teach youth not only how to navigate support systems but to change them.	Need to know how to change systems that are not effectively serving others.