Integration of Latino Newcomers in Three Rural Communities of the Midwest- The Assets Project

CORINNE VALDIVIA
DEPARTMENT OF AGRICULTURAL APPLIED ECONOMICS (DAAE)

STEPHEN C. JEANETTA
STATE EXTENSION SPECIALIST, COMMUNITY DEVELOPMENT PROGRAM

LISA Y. FLORES
DEPT. OF EDUCATIONAL, SCHOOL & COUNSELING PSYCHOLOGY

DOMINGO MARTINEZ
DIRECTOR, CAMBIO CENTER

PEDRO V. DOZI
POST DOC FACULTY, DAAE

UNIVERSITY OF MISSOURI

&

COMMUNITY PARTNERS

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Today - Findings from the Focus Groups and the Survey

- What effects do Mobility, Acculturation, Social Capital and Community Climate have on Income, Job Satisfaction and Wellbeing?

- How can this information be useful to you?
Livelihood Strategies

Livelihood Outcomes
Building Assets: Economic and Social Wellbeing
Vulnerability: - Mobility

Economic Capital
(Savings & Earnings)

Integration
Assimilation

Human Capital
(Education, Skill, Language Proficiency, Health, MOBILITY)

Context of Reception
(Community Climate)*

Separation
Marginalization

Cultural Capital *
(Identity & Institutions)

Social Capital
(Social Networks Bridging and Bonding)
Project Design and Progress to Date

Focus Groups (7 groups)
- Photovoice (9 sessions)
- Case Studies (16)
- Household Survey (460)

Statistical Analyses
- Regression & Canonical Correlation
- Accumulation
- Acculturation and Climate

Findings
- Products & Information
  - Recurring themes
  - Social and cultural capital
  - Public Display (9)
  - Community Forums (7)
  - Livelihood strategies
  - Life stories

Time line
- Year 4
Incorporating Acculturation in Livelihood Strategies and the Analysis of Wellbeing

Berry’s Multidimensional Model

Speaks English well and another language well at home

Integration

Speaks English well, no second language

Assimilation

LATINO

High

Separation

Low

AMERICAN

High

Does not speak English well
Speaks another language

Marginalization

Does not speak English
Speaks another language

To understand the adjustment process and how it affects income generation and wellbeing
Focus Groups
Purpose of Focus Groups

To understand...

- how immigrants are integrating economically and socially;
- immigrant perceptions on community climate;
- social relationships and their effect on economic and social integration and community climate.
Themes

- Acculturation
- Perceptions of Community
- Racism
- Social Capitals
- Barriers to Integration
Acculturation & Identity

Individual Acculturation
- Strong maintenance of ties to culture of origin
- Change and adaptation to host culture

Community Acculturation
- Little interaction between newcomers and receiving community
- Adjustments on both sides
Perceptions of Community

**Appeal of host community**
- Good community
- Raise family/children’s education
- Cost of living

**Community reception**
- Welcome reception
- Others are willing to help
- Unwelcome reception
- Changing reactions: Cold to acceptance
Racism

- **Overt acts of discrimination**
  - Target of stereotypes
  - Housing discrimination
  - Mistreatment at work

- **Microaggressions**
  - Alien in own land
  - Color-blindedness
  - Criminality assumption
  - Treated as second-class citizen
Barriers to Integration

- **Language**
  - Access to health care
  - Access to services for children
  - Access to certain jobs

- **Legal status**
  - Limits educational opportunities
  - Blocks economic sources
  - Fears of —La Migra”

- **Access to resources**
  - Lack of Latinos at community institutions
  - Access to information
  - Access to credit
Implications for Communities

Communities play an important role in creating safe, welcoming communities for newcomers

- Provide “welcome packets” in Spanish for newcomers about services and resources in the community
- Provide English language classes at work or in the communities that are accessible to newcomers
- Employers, service providers should acquire basic Spanish language skills to communicate with newcomers
- Create opportunities for dialogues and relationship building between newcomers & members of host community
- Provide training for host community members about the challenges and barriers that the newcomers experience
Findings from a quantitative analysis
Effect of Mobility, Acculturation and Climate on Income of Latinos (Valdivia et al 2008 – Census Data)

<table>
<thead>
<tr>
<th>Variables</th>
<th>Origin</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Natives</td>
</tr>
<tr>
<td>Work Experience</td>
<td>0.293</td>
</tr>
<tr>
<td>Acculturation-integration</td>
<td>0.280</td>
</tr>
<tr>
<td>Acculturation-assimilation</td>
<td>0.024*</td>
</tr>
<tr>
<td>Racial profiling –disparity</td>
<td>-0.046</td>
</tr>
<tr>
<td>Gender: Female</td>
<td>-0.174</td>
</tr>
<tr>
<td>Mobility</td>
<td>0.022*</td>
</tr>
<tr>
<td>Social Capital index</td>
<td>0.174</td>
</tr>
<tr>
<td>Able to speak another language</td>
<td>0.263</td>
</tr>
</tbody>
</table>

-# Not significant

-Three regions of Missouri, Census and AG data 2000
The Household Survey

Demographic data

Sedalia
<table>
<thead>
<tr>
<th>Distribution by type of employment (%)</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>5.5</td>
</tr>
<tr>
<td>Firm (Bank, Insurance, MasterCard, etc)</td>
<td>3.4</td>
</tr>
<tr>
<td>Restaurants</td>
<td>2.7</td>
</tr>
<tr>
<td>Family business</td>
<td>.7</td>
</tr>
<tr>
<td>Self employed</td>
<td>.7</td>
</tr>
<tr>
<td>Construction crews</td>
<td>.7</td>
</tr>
<tr>
<td>Own business</td>
<td>1.4</td>
</tr>
<tr>
<td>Factory meat and poultry processing (include food pr)</td>
<td>34.2</td>
</tr>
<tr>
<td>Cleaning services</td>
<td>8.2</td>
</tr>
<tr>
<td>Schools, Community Services, Other</td>
<td>3.1</td>
</tr>
</tbody>
</table>
Importance of motive for decision to leave their country (% of resp.)

- Work Availability
- Being with Family
- Good Earnings
- Welcoming Community
- Better Education for Children

Categories:
- Not Important
- Little Importance
- Important
- Very Important
Probability of staying in this community (% of respondents)

I would like to:

- Stay some time
- Gauge the situation - don't know yet
- Leave
- Leave to other US city
- Other
Change in their quality of life (% of respondents)

Compared to before, my quality of life has...

- Improved
- Stayed the same
- Worse
- Other

Change in percentage distribution.
## Well-being (satisfaction with life)

<table>
<thead>
<tr>
<th>Questions/statements</th>
<th>Overall</th>
<th>Integrated</th>
<th>Separated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life is close to my ideal</td>
<td>4.59</td>
<td>4.91</td>
<td>4.39</td>
</tr>
<tr>
<td>Life conditions are excellent</td>
<td>4.94</td>
<td>5.12</td>
<td>4.77</td>
</tr>
<tr>
<td>Satisfaction with life</td>
<td>5.61</td>
<td>5.72</td>
<td>5.63</td>
</tr>
<tr>
<td>I have gotten important things in my life</td>
<td>4.82</td>
<td>4.95</td>
<td>4.78</td>
</tr>
<tr>
<td>Would not change my life conditions</td>
<td>4.13</td>
<td>4.27</td>
<td>3.96</td>
</tr>
</tbody>
</table>

Scale of response between 1 & 7;  
1 is strongly disagree  
4 is neutral  
7 is strongly agree
## Acculturation

<table>
<thead>
<tr>
<th>Categories</th>
<th>Overall</th>
<th>Integrated</th>
<th>Separated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latino Acculturation</td>
<td>3.41</td>
<td>3.5</td>
<td>3.4</td>
</tr>
<tr>
<td>(mean of 12 questions)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anglo Acculturation</td>
<td>2.05</td>
<td>3.1</td>
<td>1.6</td>
</tr>
<tr>
<td>(mean of 12 questions)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Language use; Linguistic proficiency; Use of electronic media.

Scale of response between 1 - 4;
Acculturation Groups

- **High**
  - English (mean) > 2.5
  - Spanish (mean) > 2.5
  - N = 96; 22%

- **Low**
  - English (mean) < 2.5
  - Spanish (mean) > 2.5
  - N = 335; 75%

- **Integration**
  - N = 4; 1%
  - English (mean) > 2.5
  - Spanish (mean) < 2.5

- **Assimilation**
  - English (mean) < 2.5
  - Spanish (mean) < 2.5
  - N = 8; 2%

- **Separation**
  - N = 8; 2%

- **Marginalization**
  - N = 335; 75%
  - English (mean) < 2.5
  - Spanish (mean) > 2.5
About their employment…mobility findings (means)

<table>
<thead>
<tr>
<th>Categories</th>
<th>Overall</th>
<th>Integration</th>
<th>Separation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age (yrs)</td>
<td>37.5</td>
<td>36.4</td>
<td>38.2</td>
</tr>
<tr>
<td>Educational level (Yrs)</td>
<td>5.9</td>
<td>8.6</td>
<td>4.8</td>
</tr>
<tr>
<td>Length of residence in the community (Yrs)</td>
<td>6.7</td>
<td>6.9</td>
<td>6.6</td>
</tr>
<tr>
<td>Length of current job (Yrs)</td>
<td>3.9</td>
<td>3.5</td>
<td>3.9</td>
</tr>
<tr>
<td>Currently working (%)</td>
<td>58</td>
<td>63</td>
<td>55</td>
</tr>
<tr>
<td>Monthly salary ($)</td>
<td>1,732</td>
<td>2,028</td>
<td>1,640</td>
</tr>
<tr>
<td>Unemployment length (Months)</td>
<td>23</td>
<td>25</td>
<td>21</td>
</tr>
<tr>
<td>Last year HH income earnings ($)</td>
<td>17,275</td>
<td>21,326</td>
<td>15,669</td>
</tr>
</tbody>
</table>
Community Climate & the Context of Reception

Three groups of items measure context of reception:

- Social Cultural Environmental (12 items)
- Language (5 Items)
- Racism & Discrimination Stresses (8 items)
<table>
<thead>
<tr>
<th>Questions/statements</th>
<th>Mean score for:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Overall</td>
</tr>
<tr>
<td>Valued as a member of the community</td>
<td>5.23</td>
</tr>
<tr>
<td>People being willing to help me</td>
<td>5.25</td>
</tr>
<tr>
<td>Services available for me in the community</td>
<td>4.97</td>
</tr>
<tr>
<td>Community values newcomers</td>
<td>4.67</td>
</tr>
<tr>
<td>Community is a cold, uncaring place</td>
<td>4.13</td>
</tr>
<tr>
<td>Feel uncomfortable living in this community</td>
<td>2.90</td>
</tr>
<tr>
<td>Feel accepted in the community</td>
<td>5.00</td>
</tr>
<tr>
<td>Need to change to fit into the community</td>
<td>3.94</td>
</tr>
<tr>
<td>Community is an unfriendly place</td>
<td>3.28</td>
</tr>
</tbody>
</table>

Scale: 1 – 7; Code: 1 Strongly disagree; 2 Disagree; 3 Disagree more than agree; 4 Neither agree or disagree; 5 Slightly agree; 6 Agree; 7 Strongly agree
## Racism and discrimination context

<table>
<thead>
<tr>
<th>Questions/statements</th>
<th>Mean scores for:</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Overall</td>
<td>Integrated</td>
<td>Separated</td>
<td></td>
</tr>
<tr>
<td>Negative relations between different ethnic groups in the community</td>
<td>4.43</td>
<td>4.62</td>
<td>4.32</td>
<td></td>
</tr>
<tr>
<td>Community people don't respect my culture</td>
<td>3.48</td>
<td>3.60</td>
<td>3.38</td>
<td></td>
</tr>
<tr>
<td>No close friends in the community</td>
<td>3.55</td>
<td>3.09</td>
<td>3.76</td>
<td></td>
</tr>
<tr>
<td>People have stereotypes about my culture</td>
<td>4.49</td>
<td>3.76</td>
<td>4.73</td>
<td></td>
</tr>
<tr>
<td>Skin color affects being member of the community</td>
<td>3.39</td>
<td>3.29</td>
<td>3.48</td>
<td></td>
</tr>
<tr>
<td>Community members have negative attitudes towards newcomers</td>
<td>4.01</td>
<td>3.83</td>
<td>4.09</td>
<td></td>
</tr>
<tr>
<td>Community treats newcomers negatively</td>
<td>3.74</td>
<td>3.55</td>
<td>3.81</td>
<td></td>
</tr>
<tr>
<td>Treated rudely for being a newcomer</td>
<td>3.00</td>
<td>2.74</td>
<td>2.96</td>
<td></td>
</tr>
<tr>
<td>Discriminated for being a newcomer</td>
<td>3.03</td>
<td>2.88</td>
<td>2.93</td>
<td></td>
</tr>
<tr>
<td>Expected to behave in a certain way due to race/ethnicity</td>
<td>3.66</td>
<td>3.36</td>
<td>3.63</td>
<td></td>
</tr>
</tbody>
</table>

Code: 1 Strongly disagree; 2 Disagree; 3 Disagree more than agree; 4 Neither agree or disagree; 5 Slightly agree; 6 Agree; 7 Strongly agree
## Language pressures context

<table>
<thead>
<tr>
<th>Questions/statements</th>
<th>Mean scores for:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Overall</td>
</tr>
<tr>
<td>Community lacks respects to newcomers</td>
<td>3.43</td>
</tr>
<tr>
<td>Pressure to learn English</td>
<td>5.29</td>
</tr>
<tr>
<td>Difficult to understand people speaking English</td>
<td>4.84</td>
</tr>
<tr>
<td>Own language makes it hard to fit in community</td>
<td>4.43</td>
</tr>
<tr>
<td>Treated unfairly/rudely due to poor English language ability</td>
<td>3.29</td>
</tr>
<tr>
<td>Discriminated in the community due to poor English language ability</td>
<td>3.47</td>
</tr>
<tr>
<td>Bothered by speaking English with Spanish accent</td>
<td>3.29</td>
</tr>
<tr>
<td>Feels comfortable around people who speak English only</td>
<td>3.87</td>
</tr>
</tbody>
</table>

Code: 1 Strongly disagree; 2 Disagree; 3 Disagree more than agree; 4 Neither agree or disagree; 5 Slightly agree; 6 Agree; 7 Strongly agree.
Regression Analyses

Earnings
Social Networks and Employment
Job Satisfaction
Wellbeing
## Factor affecting Household Income of Latinos

<table>
<thead>
<tr>
<th>Variable</th>
<th>Beta</th>
<th>Significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bicultural</td>
<td>0.089</td>
<td>*</td>
</tr>
<tr>
<td>Age</td>
<td>0.169</td>
<td>***</td>
</tr>
<tr>
<td>Mobility</td>
<td>-0.047</td>
<td>*</td>
</tr>
<tr>
<td>Anglo Acculturation</td>
<td>0.181</td>
<td>***</td>
</tr>
<tr>
<td>Racism &amp; Discrimination</td>
<td>-0.065</td>
<td>*</td>
</tr>
<tr>
<td>Social – Bonding</td>
<td>0.058</td>
<td>**</td>
</tr>
<tr>
<td>Social – Bridging</td>
<td>0.117</td>
<td>**</td>
</tr>
<tr>
<td>Gender - Female</td>
<td>-0.174</td>
<td>***</td>
</tr>
</tbody>
</table>

Acculturation (Anglo and Bicultural, and Social Capital have a Positive effect on Earnings.

On dimension of Context Of Reception, Racism and Discrimination, and being a woman have a negative impact on earnings. Mobility (moving) has a negative effect.

F = 5.053; Sig < .000; Adj $R^2$ = .120; N = 444; * Only significant variables reported
Effect of social networks on employment (in Sedalia)

Compared to Poultry processing:

- **Those who obtain information from employers are:**
  - 12% more likely to work in construction;
  - 44% more likely to work in industrial sanitation;

- **Those who obtain information from friends are:**
  - 12% less likely to work in Latino shops/markets;
  - 85% more likely to work in industrial sanitation

- **Those who obtain information from family are:**
  - 21% more likely to work in Latino shops/markets;
  - 61% more likely to work in restaurants
Implications and recommendations for local effects of networks:

- Social networks are organized around specific industries, i.e.,
  - family sources tend channel Latinos to family-oriented or family-run businesses;
  - friends sources tend to channel Latinos to the default industry.

- Communities might use networks analysis in order to:
  - Improve the effectiveness of outreach programs
  - Design targeted programs to improve Latinos’ human capital and thus improving the chances of economic integration
Factors Affecting the Job Satisfaction of Latino/a Immigrants in the Midwest
Purpose

- In response to calls for more research on immigrant workers, we seek to explore the effects of...
  - Psychosocial
  - Environmental
  - Work-related factors

...on Latino immigrants’ job satisfaction
Significant individual predictors of Latino/a immigrant workers’ job satisfaction were:

- Ethnic identity
- Anglo oriented acculturation
- Perceived discrimination and racism in the community
Results, cont’d

- Latino acculturation, perceptions of the community related to social relations and language pressures, job tenure, hours worked, and salary had not significant effects on Latino immigrant workers’ job satisfaction.

- Economic factors are not primary source of Latino immigrants’ job satisfaction.
Implications

- Promote strong levels of ethnic identity in immigrant workers
- Anglo acculturation—emphasis on language usage and fluency—has positive effect on Latino’s career development.
  - Provide opportunities for English language acquisition
  - Courses need to be accessible (location, time)
  - Language CDs that can be used at home
Implications, cont’d

- Discuss differences between urban and rural living to prepare newcomers
- Educate members of receiving community about Latino and immigrant cultures
- Help newcomers identify discrimination and to develop effective strategies for responding to these situations
Wellbeing – Impact of Social Networks

And other factors…
Influences on well-being

- Positive influences on well-being:
  - Using family and friend networks, belonging in religious groups, socio-environmental context; alternative sources of income, family giving fist lodging, length of residence, government programs, and cultural capital

- Negative influences on well-being:
  - Mobility, being female, and non-properly documented worker.
Implications and recommendations for social networks on well-being

- The impact of social networks is positive due to the ability to provide material and emotional support;
  - Allows extended job search by providing temporary shelter

- The impact of the context might be ambiguous:
  - Negative to neutral socio-environmental context might reduce participation in network and its benefits;

- The positive impact of government programs point to fact that alternatives should be found to help more people access this.
What is your overall impression of the research?

Forum Findings From Research on Latinos in Missouri
How do these findings affect your thinking about how to work with newcomers in your community?

Forum Findings From Research on Latinos in Missouri
What kind of strategies would you suggest to facilitate integration based on the information in this presentation?

Forum Findings From Research on Latinos in Missouri
What are the questions you have that remain unanswered?

Forum Findings From Research on Latinos in Missouri
We appreciate your comments. If you want more information about the project please fill out the information sheet and drop in box.
For more information…

Cambio Center
http://cambio.missouri.edu

Project Site
http://www.cambio.missouri.edu/Assets/

Contact
- Steve Jeanetta at jeanettas@missouri.edu
- Corinne Valdivia at valdiviac@missouri.edu
THANK YOU!

Cambio Center
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Project Site
http://www.cambio.missouri.edu/Assets/
The Latino population more than doubled from 1990 to 2007, from 1.7 to 4.1 million, growing twelve times faster than the total population. Latinos are over 6.2 percent (2007) of the people, up from 2.9 percent in 1990. Every Midwest state has seen its population of Hispanics grow at least 100 percent in that period. Latinos come to the Heartland to work. They are workers, income earners and therefore pay taxes, and an increasing number buy cars and homes: they constitute most of the new Midwesterners. In five states, the Latino population has grown more than 200 percent: Indiana, Iowa, Minnesota, Nebraska and South Dakota. In absolute numbers, the states with greater growth are Illinois (one million), Indiana (216K), Michigan (201K), Minnesota (152K), and Kansas (150K).

Understand before acting
Think about the next generation, *every child*
What’s in a Number?

Splitting the change to help answering those questions...

Population Changes in Missouri:  
2000-2008  
(in thousands)

<table>
<thead>
<tr>
<th>Age group</th>
<th>Total pop change</th>
<th>Non-Hispanic</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to 19</td>
<td>-11.5</td>
<td>-42.8</td>
<td>31.3</td>
</tr>
<tr>
<td>20 to 44</td>
<td>-28.1</td>
<td>-52.6</td>
<td>24.5</td>
</tr>
<tr>
<td>45 to 64</td>
<td>304.7</td>
<td>292.5</td>
<td>12.1</td>
</tr>
<tr>
<td>65 +</td>
<td>49.8</td>
<td>46.7</td>
<td>3.1</td>
</tr>
<tr>
<td>All ages</td>
<td>314.9</td>
<td>243.8</td>
<td>71.1</td>
</tr>
</tbody>
</table>

Source: Missouri Census Data Center