

Missouri



Governor's Commission on
HISPANIC AFFAIRS 

Annual Report 2004



Index

Foreword

Executive Order - Governor Teasdale

Executive Order - Governor Bond

Executive Order - Governor Holden

By-Laws

Organizational Chart

Economic Development Committee Report

Education Committee Report

Health & Social Service Committee Report

Hispanic Statistics

Region 7 Hispanic Commission Information

Commission Member Profiles

Contact Information

Acknowledgements



Foreword

March 11, 2005

Dear Fellow Missourians,

This report, prepared by volunteers and staff of the Missouri Department of Economic Development, will lead to a new understanding and heightened awareness of the Hispanic community and the challenges faced in Missouri. The Commission acts as an advisory board on Hispanic issues and challenges confronting Missouri and offers recommendations to the Executive offices of the state.

The report provides important information about – and confirms the strong presence of - the growing Latino population throughout the state of Missouri. It tells the story of a community that, until now, has been largely invisible to its neighbors and of the many challenges Latino immigrants face in becoming permanent residents of the state of Missouri.

The report also confirms that, because of its relative youth and high growth rate, Missouri Latinos will play an increasing role in shaping the future of the state. This is reaffirmed through their presence and participation in schools, the work force, and state and local governments. As commission chairman, I encourage all Missourians to read this report and adopt the recommendations set forth for both public and private sectors.

Respectfully,

Cristobal Medina
Chairman



**EXECUTIVE ORDER
79-26**

WHEREAS, as Governor of the State of Missouri, I Joseph P. Teasdale desire to enhance the quality of life in Missouri in all social, economic, cultural and educational aspects; and

WHEREAS, the Spanish-speaking residents of the state have special needs and concerns upon which Missouri should focus her attention.

NOW, THEREFORE, I, JOSEPH P. TEASDALE, GOVERNOR OF THE STATE OF MISSOURI, by virtue of the authority vested in me by the Constitution and laws of the State of Missouri, do hereby establish the Governor's Advisory Council on Hispanic Affairs, ad hoc.

FURTHER, the Council shall be comprised of fifteen members, appointed by the Governor, who shall be knowledgeable about and concerned with solving the problems of Spanish speaking people, one of whom shall elected as chairman by the members.

FURTHER, I declare that the Council shall perform the following functions:

1. To make recommendations to the various departments of state government on existing policies and programs relating to the needs of Spanish speaking people,
2. To advise the Governor's Council on Affirmative Action and the Human Rights Commission regarding the needs of Hispanic people in developing programs of those agencies,
3. To advise the Department of Social Services concerning the unique needs of Spanish speaking elderly,
4. To make recommendations to the General Assembly regarding legislation to establish curriculum programs for bilingual and bicultural studies,
5. To promote recruiting of teachers qualified to meet the special cultural needs of the Spanish speaking, and
6. To make such other recommendations to the Governor as the Council may, from time to time, desire regarding the needs of Spanish speaking people.

FURTHER, the Council is assigned for administrative purposes to the Department of Consumer Affairs, Regulation and Licensing, Division of Community and Economic Development.

FURTHER, this order shall be effective immediately and shall terminate on December 31, 1980, unless that date shall be extended by Executive Order prior thereto.

IN TESTIMONY WHEREOF, I hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, this _____ day of _____, 1979.

Joseph P. Teasdale

Attest:
SECRETARY OF STATE



**ORDEN EJECUTIVA
79-26**

MIENTRAS QUE, como Gobernador del Estado de Missouri, yo, Jose F. Teasdale deseo de encarecer en todo lo que es social, economico, cultural y aspectos educativos; y

POR CUANTO, que los residentes de habla hispana; de este estado tienen por virtud investida en mí, por la autoridad de la Constitución del Estado de Missouri; por esto establezco el Concilio Consejero del Gobernador; sobre Asuntos Hispánicos, ad hoc,

ENTONCES, yo, Jose P. Teasdale, GOBERNADOR DEL ESTADO DE MISSOURI, por virtud investida en mí, por la autoridad de la Constitución del Estado del Missouri; por esto establezco el Concilio Consejero del Gobernador; sobre asuntos Hispánicos, ad hoc,

ADEMÁS, el Concilio será compuesto de quince miembros, escogidos por el Gobernador, y que tendrán conocimiento de y concierne en resolver los problemas, de las personas de habla Hispánica, uno de ellos será elegido como presidente por los miembros.

ADEMÁS, yo declaro que el Concilio ejecute las siguientes funciones:

1. Que hagan recomendaciones, a los varios departamentos estatales; sobre los existentes asuntos y programas relacionados, a las necesidades de la gente habla hispana.
2. Que den consejo al Concilio del Gobernador, de Acción Afirmativa y la Comisión de Derechos Humanos; acerca las necesidades de la gente Hispánica en desarrollar programas de estas agencias.
3. Que den consejo al Departamento de Servicios Sociales concierne a las necesidades sin igual; de los ancianos que hablan español.
4. Que hagan recomendaciones a la Asamblea General sobre legislación para establecer programas de cursos de estudio bilingüe y bicultural.
5. Que fomenten el reclutamiento de maestros cualificados para las necesidades culturales especiales de las habla hispana.
6. Que hagan ciertas otras recomendaciones al Gobernador que el Concilio desea; de cuando en cuando sobre las necesidades de la gente de habla Hispánica.

ENTONCES, el Concilio está asignado al Departamento de Asuntos del Consumidor, Regulaciones y Licencias, División de Comunidad y Desarrollo Económico.

ENTONCES, esta orden será efectiva inmediatamente y será terminada, el treinta y un día, de diciembre de mil novecientos ochenta; solo que la fecha sea extendida por Orden Ejecutiva antes de esta.

EN TESTIGO DE QUE, he puesto mi firma y figurar el gran sello del Estado de Missouri, este día catorce de agosto mil novecientos setenta y nueve.



**EXECUTIVE ORDER
84-14**

WHEREAS, Spanish-speaking citizens of Missouri have special needs and concerns upon which the State should focus attention.

NOW, THEREFORE, I, CHRISTOPHER S. BOND, GOVERNOR OF THE STATE OF MISSOURI, by virtue of the authority vested in me by the Constitution and laws of the State of Missouri, hereby establish the Governor's Advisory Council on Hispanic Affairs, hereinafter referred to as "the Council," ad hoc, as follows:

1. The Council shall be comprised of fifteen members appointed by the Governor, each of whom shall be knowledgeable about and concerned with solving the problems of Spanish speaking citizens of Missouri. One of the members of the Council shall be elected as chairman by the members of the Council.
2. The Council shall perform the following functions:
 - a. Make recommendations to the departments of state government, through the Director of the Department of Economic Development or his designate, with respect to policies and programs relating to the needs of Spanish speaking citizens of Missouri;
 - b. Advise the Director of the Department of Economic Development or his designate, and the Human Rights Commission, regarding the needs of Hispanic citizens of Missouri;
 - c. Advise the Department of Social Services, through the Director Of the Department of Economic Development or his designate, concerning the unique needs of Spanish speaking elderly citizens of Missouri;
 - d. Make recommendations, through the Director of the Department of Economic Development or his designate, to the Department of Elementary and Secondary Education regarding education programs for bilingual and bicultural studies and recruitment of teachers qualified to meet the special needs of Spanish speaking citizens of Missouri; and
 - e. Make such other recommendations to the Director of the Department of Economic Development or his designate as the Council may from time to time desire regarding the needs of Spanish speaking citizens of Missouri.
3. The Council is assigned for administrative purposes to the Department of Economic Development.

This order shall be effective immediately and shall terminate on December 31, 1985, and shall supersede all previous Executive Orders pertaining to the same subject.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, on this 12th day of December, 1984.

[Christopher S. Bond's signature]
GOVERNOR

ATTEST:
[James C. Kirkpatrick's signature]
SECRETARY OF STATE



**EXECUTIVE ORDER
03-24**

WHEREAS, Spanish-speaking Missourians and Missourians who identify themselves as Hispanic make up a vibrant and growing segment of the population of this state; and

WHEREAS, economic development within the Hispanic community benefits both members of that community and all citizens of this state; and

WHEREAS, adequate means must be provided to ensure that Hispanic Missourians have a voice within state government; and

WHEREAS, members of the Hispanic community have unique concerns and needs with regard to the services provided by state government; and

WHEREAS, appropriate and additional means should be developed to ensure that government is responsive to the crucial issues facing the Hispanic community;

NOW, THEREFORE, I, Bob Holden, Governor of the State of Missouri, by the power vested in me by the Constitution and Laws of the State of Missouri, do hereby create and establish the Missouri Governor's Commission on Hispanic Affairs.

The purpose of the Commission on Hispanic Affairs ("Commission") shall be to serve as a statewide advisory body to the Governor and the General Assembly on issues of importance to the Hispanic citizens of Missouri. The Commission's responsibilities shall include, but not be limited to, gathering and disseminating information concerning matters relevant to economic, social, and cultural needs of Hispanic Missourians, monitoring legislative issues pertaining to the Hispanic community, making recommendations to state agencies and private-sector entities concerning issues relevant to Hispanic Missourians, and, where appropriate, recommending legislative initiatives to the Office of the Governor.

The Commission shall develop a unified plan of action to address specific issues of importance to the Hispanic citizens of the state. The Commission shall produce an annual report on the Commission's activities and accomplishments during the preceding year.

The Commission shall be composed of not more than fifteen citizen members appointed by the Governor and not more than seven ex officio members who are employed by and shall represent state agencies. All members of the Commission shall be legal residents of the United States and registered voters in the State of Missouri. The citizen members shall be selected with a view toward equitable geographic representation within the State of Missouri, a broad representation of national and ethnic backgrounds, and representation of persons who are fluent in the Spanish language. Not more than nine of the citizen members shall be from the same political party. One ex officio member of the Commission shall represent each of the following state Departments: Elementary and Secondary Education, Higher Education, Public Safety, Revenue, Health and Senior Services, Labor and Industrial Relations, and Economic Development. The ex officio members shall be designated by the Directors of their respective agencies.

The Commission shall, by majority vote, select one of its members to serve as its chairperson, who shall hold the position of chairperson at the pleasure of the Governor. The Commission may, by majority vote, select an additional member to serve as vice-chair if the Commission deems such a selection appropriate. The term of



office for citizen members of the Commission shall be three years, and no citizen member shall serve more than two such terms. All members of the Commission shall serve at the pleasure of the Governor and shall serve without compensation, except that the members may be reimbursed for reasonable and necessary expenses arising from commission activities or business. Such expenses shall be paid by the Department of Economic Development, to which the Commission is assigned for administrative purposes.

The Commission shall conduct not less than two meetings and not more than four meetings per calendar year. The chairperson of the Commission may establish subcommittees as necessary to further the objectives and responsibilities of the Commission, and those subcommittees may meet as often as necessary.

The Commission shall convene no earlier than January 1, 2004, and no later than March 1, 2004.

This Order shall be effective immediately and shall supersede all previous Executive Orders pertaining to the same subject.

Bob Holden
Governor

Attest:

SECRETARY OF STATE



By-Laws

ARTICLE I IDENTITY

These are the bylaws of the Missouri Governor's Commission on Hispanic Affairs ("the Commission" or "MGCHA"), a Commission formed as an Executive Order 03-24 with its principal place of business in Jefferson City, Missouri.

ARTICLE II PRINCIPAL OFFICE

The principal office of the Commission shall be located in the Missouri Department of Economic Development, 301 West High Street, Room 720-C, Jefferson City, Missouri. The Commission may have offices at other places as the Executive Committee may from time to time determine or as the affairs of the Commission may require.

ARTICLE III PURPOSES AND POWERS

Section 1. Purpose.

- a. The purpose of the Commission on Hispanic Affairs ("Commission") shall be to serve as a statewide advisory body to the Governor and the General Assembly on issues of importance to the Hispanic citizens of Missouri. The Commission's responsibilities shall include, but not be limited to, gathering and disseminating information concerning matters relevant to economic, social, and cultural needs of Hispanic Missourians, monitoring legislative issues pertaining to the Hispanic community, making recommendations to state agencies and private-sector entities concerning issues relevant to Hispanic Missourians, to advocate placement of more Latinos in position of influence/leadership roles and make recommendations to departments boards and commissions, and, where appropriate, recommending legislative initiatives to the Office of the Governor.
- b. The Commission shall develop a unified plan of action to address specific issues of importance to the Hispanic citizens of the state. The Commission shall produce an annual report on the Commission's activities and accomplishments during the preceding year.
- c. The terms "Latino" and "Hispanic" are used interchangeably by the U.S. Census Bureau to identify persons of Mexican, Puerto Rican, Cuban, Central and South American, Dominican, and Spanish descent; they may be of any race.

Section 2. Powers.

The powers of the Commission shall be consistent with those powers that are identified for a State Commission and any amendments thereto, including, but not limited to: public policy, regulation, legislative, and statutes.

1. Providing policy guidance and review for legislation in the state; coordinating activities with local Hispanic serving organizations; and providing advice and recommending variations to the Governor;
2. Making an annual report to the Governor, the General Assembly, the Director of the Department of



Economic Development and the state partners that shall be a public document, and issuing such other studies, reports or documents as it deems advisable to assist areas in carrying out the purposes of the MGCHA, as amended;

3. Identifying, in coordination with the appropriate state agencies, economic development, education, health, social services, and civil rights needs throughout the state;
4. Evaluate legislation concerning Hispanics;
5. To gather and disseminate information and conduct hearings, conferences, investigations, and special studies on issues and programs concerning Hispanic people;
6. To advise the governor, legislature, general assembly and state departments and agencies on, and assist in the development and implementation of, comprehensive and coordinated policies, programs, and procedures focusing on the special issues and needs of Hispanic people;
7. To propose new programs concerning Hispanic people to public and private agencies and evaluate for such agencies existing programs or prospective legislation concerning Hispanic people;
8. To establish advisory committees on special subjects or projects;
9. To apply for and accept federal funds granted by congress or executive order for all or any of the purposes of this commission as well as gifts and donations from individuals, corporations, private organizations or foundations, and to accept volunteer clerical or staff work;
10. To meet and exercise its powers at any place within the state;
11. To make bylaws for its own governance and procedure not inconsistent with the laws of this state;
12. Coordinate, assist, and cooperate with the efforts of state departments and agencies to serve the needs of Hispanic persons in the fields deemed priority of the commission;
13. Stimulate public awareness of the issues facing Hispanic persons by conducting a program of public education and encouraging the governor and the general assembly to develop programs to deal with these issues;
14. Cooperate with the Department of Education in advising and assisting school districts concerning Hispanic issues;

ARTICLE IV COMMISSION MEMBERSHIP

Section 1. Number. The Commission shall consist of fifteen (15) members appointed by the Governor; and not more than seven ex officio members who are employed by and shall represent state agencies.

Section 2. Composition. All members of the Commission shall be legal residents of the United States and registered voters in the State of Missouri. The citizen members shall be selected with a view toward equitable geographic representation within the State of Missouri, a broad representation of national and ethnic backgrounds,



and representation of persons who are fluent in the Spanish language. Not more than nine of the citizen members shall be from the same political party. One ex officio member of the Commission shall represent each of the following state Departments: Elementary and Secondary Education, Higher Education, Public Safety, Revenue, Health and Senior Services, Labor and Industrial Relations, and Economic Development. The ex officio members shall be designated by the Directors of their respective agencies.

Section 3. Terms of Office. Each member of the Commission shall serve for a term of three years. The term of office for citizen members of the Commission shall be three years, and no citizen member shall serve more than two such terms. All members of the Commission shall serve at the pleasure of the Governor.

Section 4. Removal and Resignation.

- a. Any member may be removed by the Governor with or without cause. A vote of the majority of the entire Commission may be taken to recommend removal of member to the Governor at any meeting of the Commission.
- b. Any member may resign at any time by giving written notice to the Executive Committee or the Chair of the Commission. Any such resignation shall take effect at the time specified in the member's written notice, and unless the resigning member otherwise specifies, the Chair's Executive Committee's or Commission's acceptance of the member's resignation shall not be necessary to make it effective.

Section 5. Compensation. Members will serve without compensation, except that the members may be reimbursed for reasonable and necessary expenses arising from commission activities or business. Such expenses shall be paid by the Department of Economic Development, to which the Commission is assigned for administrative purposes.

Section 6. Political Affiliation Required. Not more than nine of the citizen members shall be from the same political party.

ARTICLE V OFFICERS AND THEIR DUTIES

Section 1. Officers. The officers of the MGCHA shall be a Chair, a Vice-Chair, and a Secretary of the Commission. The Commission shall, by majority vote, select one of its members to serve as its chairperson, who shall hold the position of chairperson at the pleasure of the Governor. The Commission may, by majority vote, select an additional member to serve as vice-chair if the Commission deems such a selection appropriate. The term of office for citizen members of the Commission shall.

- a. The officers of the MGCHA, Chair, Vice-Chair, and Secretary of the Commission shall alternate from the three regions, Eastern, Western, and the Central.

Section 2. Duties of the Chair. The Chair shall preside at all meetings of the Commission and the Executive Committee. The Chair shall call or cause to be called all meetings of the Commission and the Executive Committee and establish or cause to be established agendas and matters of business. The Chair shall appoint members of all committees and act as coordinator of committees to prevent duplication of effort. The Chair shall perform such other duties as are incident to the Chair's office or properly required by the Commission.



Section 3. Duties of the Vice-Chair. The Vice-Chair shall assist the Chair in conducting Commission business. The Vice-Chair of the Commission shall perform the duties of the Chair, with all the power and authority of the Chair's office, in the Chair's absence or disability. Further, the Vice-Chair of the Commission shall have such powers and discharge such duties as may be properly assigned to the Chair, from time to time, by the Commission.

Section 4. Duties of the Secretary. The Secretary shall assist the Chair and Vice-Chair in conducting Commission business. The Secretary of the Commission shall keep records, take care of correspondence and other writing tasks, prepare meeting agendas, take minutes of all meetings, keep copies of the minutes of committees, keep records, provide proper notices in accordance with these bylaws, and ensure that a proper list of members is maintained.

ARTICLE VI MEETINGS

Section 1. Regular Meetings. Regular meetings of the Commission shall be conducted not less than two meetings and not more than four meetings per calendar year.

Section 2. Notice of Regular Meetings. Notice of all regular meetings of the Commission shall be given to each member in writing and delivered to him or her either personally or by mail or by electronic means a minimum of ten days prior to the date called for the meeting. Such notice shall include a tentative agenda and a description of any matter(s) that the members may be called to vote upon at the regular meeting.

Section 3. Special Meetings. Special meetings of the members may be called by the Chair or the Executive Committee, or by any other officer, upon written application of at least one-third of the members entitled to vote at the meeting, or upon request of the Governor.

- a. Notice. All members of the Commission shall be informed in writing of special meetings a minimum of forty-eight (48) hours in advance of the special meeting. Such notice shall include a description of the matter(s) for which the special meeting is called.
- b. Limitations. At any special meeting only business specified in the special meeting notice may be transacted.

Section 4. Meetings Open to the Public. All meetings of the Commission and its committees shall be open to the public. The MGCHA shall make available to the public, on a regular basis through its open meetings, information regarding the activities of the Commission, information regarding membership and, upon request, minutes of formal meetings of the Commission.

- a. Meetings or portions of meetings may be closed to the general public by the Chair of the Commission or a Committee Chair, but only in compliance with the exemptions granted by the open meetings provisions of section 610.025, RSMo.
- b. All meetings of the Commission shall be publicly announced in compliance with the open meeting provisions of section 610.020, RSMo.

Section 5. Meeting Minutes. Minutes of the Commission's meetings shall be taken and shall be distributed to all Commission members at or before the next regular meeting of the Commission.



Section 6. Quorum.

- a. Commission Meetings. Fifty percent (50%) of the appointed membership of the Commission shall constitute a quorum for any Commission meeting. When a quorum is present, a majority of the voting members present shall decide any question, including the election of officers. The Commission may take no formal action unless a quorum is present.
- b. Committee Meetings. Fifty percent (50%) of the membership of a committee shall constitute a quorum for any committee meeting. When a quorum is present, a majority of the voting members present shall decide any question, including the election of officers. Committee members may be counted in attendance at the committee meetings by appearing either in person or by electronic means.

Section 7. Action by Executive Committee. Unless otherwise provided in the bylaws, any action required or permitted to be taken at any meeting of the MGCHA may be taken without a meeting if written consents to such action are signed by all members of the Commission and the written consents are filed with the minutes of the proceedings of the Commission.

ARTICLE VII
EXECUTIVE COMMITTEE

Section 1. Members of the Executive Committee. The Executive Committee shall consist of three members and shall be composed of the Commission Chair, the Commission Vice-Chair, the Secretary, the Chairs of the four standing committees named in Article VIII of the bylaws, the appointed representative of the Elementary and Secondary Education, Higher Education, Public Safety, Revenue, Health and Senior Services, Labor and Industrial Relations, and Economic Development.

Section 2. Chair. The Chair of the Commission shall be the Chair of the Executive Committee.

Section 3. Meetings. The Executive Committee shall meet four times per year. The Chair of the Executive Committee may call additional meetings.

Section 4. Duties. The Executive Committee shall have the following duties:

- a. Conduct matters of routine business for the MGCHA when it is not feasible for the full Commission to be convened.
- b. Develop and recommend policies and procedures for the Commission and its committees. The Executive Committee, unless the Chair chooses to waive this requirement, shall also review any studies, reports, policy recommendations or other documents submitted by standing or special committees before such studies, reports, policy recommendations or other documents are brought before the full Commission.
- c. Recommend the appointment and/or dissolution of standing and special committees.
- d. Review periodically the progress of all standing and special committees.
- e. Perform such other duties or matters of business that are not explicitly vested in the other standing committees or that may be properly assigned to the Executive Committee from time to time by the Commission or the Chair of the Commission.



ARTICLE VIII STANDING AND SPECIAL COMMITTEES

Section 1. Committees. Standing or special committees may be appointed by the Chair of the Commission pursuant to the recommendations of the Executive Committee. The following committees are recognized as standing committees in these bylaws. The Committee Chair of each of the following shall serve as a member of the Executive Committee:

- a. Health & Social Services Committee. The Health & Social Services Committee shall be composed of five (5) members of the Commission, one of whom shall be appointed by the Commission Chair to serve as the Committee Chair. (See Organizational Chart) The Committee Chair may appoint a Committee Vice-Chair from the members appointed to the committee. The Health and Social Service Committee shall be responsible for addressing disparities facing Missouri Hispanic families.
- b. Education Committee. The Education Committee shall be composed of five (5) members of the Commission, one of whom shall be appointed by the Commission Chair to serve as the Committee Chair. The Committee Chair may appoint a Committee Vice-Chair from the members appointed to the committee. The Education Committee shall be responsible for cooperating with the State Department of Education at all levels, commencing with early childhood, elementary, secondary, and higher education in order to reduce disparities between Hispanic students and their peers and coordinating the functions and action steps to increase the achievement and attainment levels that will ensure educational proficiency for all Missouri Hispanic students.
- c. Economic Development Committee. The Economic Development Committee shall be composed of five (5) members of the Commission, one of whom shall be appointed by the Commission Chair to serve as the Committee Chair. The Committee Chair may appoint a Committee Vice-Chair from the members appointed to the committee. The committee shall be responsible for providing recommendations to the Governor that:
 1. address the pressing issues facing Hispanic businesses;
 2. will provide educational value to Hispanic businesses that will foster and nurture continued growth;
 3. will make government policies/programs more visible to Hispanic business persons;
 4. will open dialogue regarding legislation that affects Hispanic entrepreneurs.

Section 2. Committee Chairs and Members. The Chair of the Commission shall appoint the Chairs and members of any standing or special committees and the Chairs and members shall perform those activities for which they are appointed.

Section 3. Sub-Committees. Standing or special committees may create their own sub-committees as deemed necessary by the members of the committee. These committees will be able to recruit from their local areas and from throughout the state of Missouri to accomplish goals/mission/purpose.

Section 4. Committee Meetings. A standing or special committee shall meet as requested by the Committee Chair.

Section 5. Committee Recommendations. Reports, studies, recommendations and other documents resulting from the work of any standing or special committee require the approval of the Commission before they will be considered formal reports, studies, recommendations or other documents of the MGCHA.



ARTICLE IX
CONFLICT OF INTEREST AND CONFIDENTIALITY

Section 1. Voting Prohibited.

- a. MGCHA prohibits a member from voting on a matter under consideration by the Commission when:
 1. the matter would provide direct financial benefit to the member or the immediate family of the member; or
 2. the matter concerns any other activity determined by the Governor to constitute a conflict of interest;
- b. Commission's Policy. Members of the MGCHA are expected to avoid unethical behavior in the course of performing their official duties. The MGCHA not only expects its members to avoid impropriety, but also to avoid the appearance of impropriety whether or not any actually exists. Members must avoid:
 1. Using their position for private gain;
 2. Giving preferential treatment to any person or entity;
 3. Losing their independence or impartiality in making decisions; or
 4. Acting in any way that might erode public confidence in the integrity of the Commission;
- c. Abstention. Commission members should individually abstain from voting on issues and matters that will result in a direct or indirect conflict of interest. Abstentions, and the general reasons therefore, should be duly recorded in the minutes of the meeting.
- d. Compliance with State Law. Commission members shall comply with all relevant aspects of the laws of the state of Missouri with regard to conflict of interest.

Section 2. Confidentiality. All information, whether transmitted orally or electronically, or in writing, that is of such a nature that it is not, at that time, a matter of public record or public knowledge is deemed confidential by the Commission. Members shall not disclose confidential information obtained in the course of or by reason of his or her membership on the Commission to any person or entity not directly involved with the business of the Commission. Further:

- a. No member shall use confidential information obtained in the course of or by reason of his or her membership on the Commission in any matter with the intent to obtain financial gain for the member, the member's immediate family or any business with which the member is associated.
- b. No member shall disclose confidential information obtained in the course of or by reason of his or her membership on the Commission in any manner with the intent to obtain financial gain for the member or for any other person.

ARTICLE X
RECORDKEEPING

Section 1. Minutes and Actions of the Commission The Commission shall maintain, at its principal office, permanent records of the minutes of all formal meetings of the Commission and its committees, a record of all



actions taken by the Commission without a meeting, and a record of all actions taken by the standing and special committees of the Commission.

Section 2. Miscellaneous Records. A copy of the following records shall be maintained at the Commission's principal office:

- a. Bylaws and all amendments thereto;
- b. Resolutions of the Commission relating to the qualifications and rights of members;
- c. All written communications to all members within the past three years;
- d. A list of the names and business or home addresses of the members and officers currently serving on the Commission; and
- e. Any written reports, studies, recommendations, plans or other documents approved and adopted by the Commission in the course of carrying out its duties and purposes.

ARTICLE XI ALTERNATES

Members of the Commission may designate non-voting alternates to attend meetings on their behalf.

ARTICLE XII NON-DISCRIMINATION

The Commission shall not discriminate against any employee, agent or provider of consulting or contract services, or applicant for employment, agency or consulting or contract services on the basis of race, color, religion, sex, national origin, disability or veteran status. It shall be the policy and practice of the Commission to comply fully with federal and state laws, regulations and requirements in respect of non-discrimination, affirmative action, equal employment and civil rights.

ARTICLE XIII AMENDMENTS

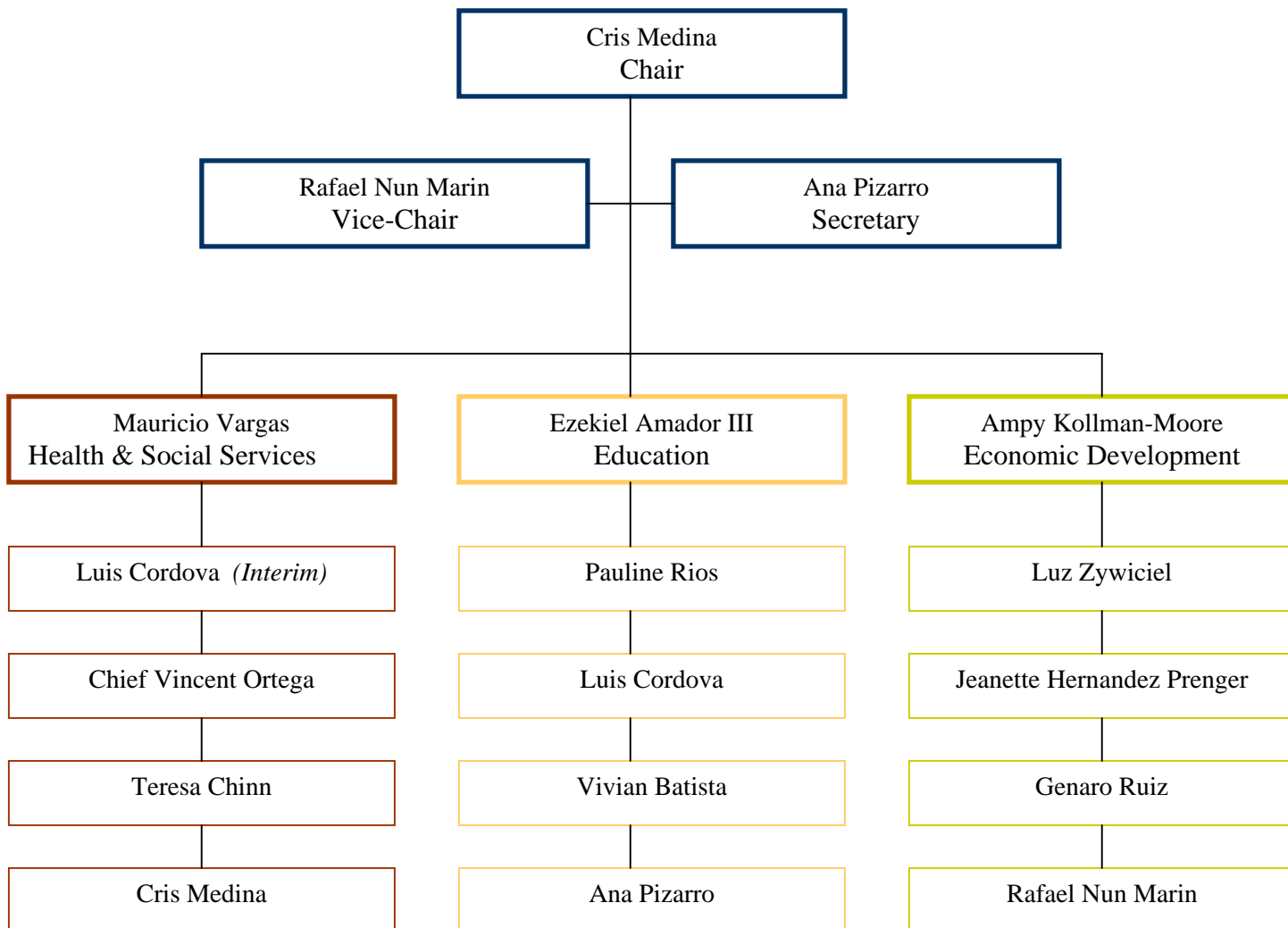
The bylaws may be amended at any regular meeting of the Commission with prior written notice having been given to all members of the Commission at least thirty (30) days in advance. Approval of any amendment to the bylaws requires two-thirds vote of the members present.

ARTICLE XIV SEVERABILITY

If any of the provisions of these bylaws shall be found void or unenforceable for whatever reason by any court of law or equity, it is expressly intended that such provision(s) be severable and the remainder of the bylaws shall remain in full force and effect.



Organizational Chart





Economic Development Committee Report

The Economic Development Committee shall be responsible for providing recommendations to the Governor that:

1. Address the pressing issues facing Hispanic businesses
2. Provide educational value to Hispanic businesses that will foster and nurture continued growth
3. Make government policies/programs more visible to Hispanic business persons
4. Open dialogue regarding legislation that affects Hispanic entrepreneurs

Economic Development Committee Activities:

Committee members examined the requirements of the State of Missouri's MBE/WBE Certification Program. This is a lengthy and labor-intensive process requiring a minimum of 21 documents. All materials are available only in English. After meeting with the administrators of the office of Equal Opportunity we learned of the limited opportunity to participate in the State's procurement.

As an alternative to MBE/WBE Certification, the committee is exploring establishing a "classification" for Hispanic owned businesses. The criteria are being developed to be less complex than the state's certification program, but will provide some basic information that can offer a brief summary of particular business history and operational capabilities.

Working with Kevin Wilson, Director of the SBDC's Empowerment Zone, the Economic Development Committee would like to offer the Fast Track version in Spanish of the first module in the Take Charge of your Business Workshop series, "Listening to your Business". Once the materials have been developed in Spanish, a pilot session will be held in St. Louis and then offered in other areas of the State of Missouri.

Several committee members participated in the Hispanic Expo 2004. The first Hispanic Business Exposition held in the St. Louis area in November of 2004. We gathered learning's and best practices to assist similar efforts throughout the state.

Working with the Hispanic Chamber of Commerce of Metropolitan St. Louis, the Kansas City Chamber and other Hispanic organizations, in cooperation with the Cherokee Place Business Incubator, the International Institute of Metropolitan St. Louis and SCORE, "Counselors to America's Small Business", are testing a program called "How to Start a Business" workshops. The program consists of 8 one-hour modules, taught in Spanish, using SCORE's materials, and taught by Hispanic professionals in the St. Louis area.

Topics Include:

- Introduction & Checklist to Start a Business
- Writing your Business Plan
- Developing a Marketing Plan
- Legal Structure
- Licenses, insurance, taxes
- Financial Planning
- Loans and Investments
- Computers and Internet

The learning's from this pilot, which started on February 1, 2005 and ended on March 22, 2005, will be made available to the Commission to encourage the creation of similar programs in various cities throughout the state of Missouri.



Education Committee Report

The Education Committee shall develop a unified plan of action to address specific issues of importance to the Hispanic citizens of our state. As part of the Commission's annual report on the Committee's activities and accomplishments during the preceding year, the education committee plans to develop a plan regarding the following issues: Instate Tuition, After School Tutoring Funds, and ESL (English as a Second Language) concerns.

This plan will identify issues that have risen over the past year. As we research these issues and prioritize them we will make recommendations while offering solutions to these matters. We also understand that the issues are great in number and in scale, so we look to this initial report as a conduit from what has been researched and suggested, to what future solutions can develop.

Access to Higher Education for All Missourians:

During the last several years this topic has been at the forefront of many discussions throughout the state. How will Missouri be able to compete in this global economy as well as compete regionally? How can we accomplish this by accessing higher education for all students in the state of Missouri? One of the mechanisms is to lower the economic barrier of higher education and support legislation which would facilitate access to higher education to U.S.-raised immigrant students.

- Opening up the doors to higher education to all students, regardless of their immigration status.
 - Each year, a number of immigrant students, who have been raised in the U.S., graduate from U.S. high schools and are filled with uncertainty. These immigrant youth have a limited future so long as they cannot regularize their immigration status. Under current law, there are very few mechanisms, if any, for students who were brought to this country as children to legalize their immigration status and pursue their education. The results are tragic, both for the children and for the rest of Missouri, who are deprived of the future these students could lead.

Our recommendation is to support SB 296 in the Missouri state Senate. It is critical to the development of Missouri's pool of human capital.

Elementary and Secondary (K-12):

Throughout the state we find that one of the issues that is most prominent at the elementary and the secondary level is after school tutoring for children and parents, parent involvement and engaging the parent.

- After school tutoring for children and parents. Concentrate on appropriating money to communities that could support a program and are in need.
 - After grade 3 many parents are no longer able to help their children with schoolwork due to language barriers. This is where we begin to see a lot of the issues that arise with our students later on in the higher-grade levels and contribute to a high drop out rate. The Missouri Department of Elementary and Secondary has money to use for after school programming. We will work with this department to concentrate on appropriating money to communities that could support a program and are in need.



- Parent Involvement
 - As the Latino student population increases, Latino parents will play a larger role in ensuring that the nation’s public schools are successful. Many of these parents are immigrants who hold high hopes for their children’s education.¹ Unfortunately, Hispanic parents are often underrepresented in parental involvement programs.² Moreover, immigrant parents are undemanding and seldom critical of the schools their children attend.³ Thus, it is vital that new models of parental involvement are identified and used in schools, including models that utilize community-based organizations with a track record of providing services to Latinos.⁴
 - *Engaging Mexican Immigrant Parents in their Children’s Education: A Guide for Teachers*, by the Colorado Statewide Parent Coalition with support from The Colorado Trust, highlights the differences between the education systems in Colorado and Mexico, the cultural strengths of Mexican immigrant families and practical ways to engage them in the education process. The template may also be useful to those in other states interested in creating such a document for immigrant parents in their communities.⁵

ESL – English As a Second Language

In this section we would like to reiterate issues and to identify as future projects to undertake: High-School Dropout Rates, MAP, ESL teachers, special education, and Spanish education translators.

• High-School Dropout Rates:

High School Dropout Rates	1999-00	2000-01	2001-02	2002-03	2003-04
All Students	4.5%	4.2%	3.7%	3.4%	3.9%
Asian	2.7%	2.5%	1.6%	1.4%	1.5%
Black	6.5%	6.2%	5.8%	5.4%	6.2%
Hispanic	8.6%	7.1%	5.9%	5.2%	6.0%
American Indian	3.4%	5.1%	4.8%	3.9%	4.5%
White	4.1%	3.8%	3.3%	2.9%	3.4%

¹ Ruiz de Velasco, Jorge, Michael Fix, and Beatriz Chu Clewell, *Overlooked and Underserved: Immigrant Students in U.S. Secondary Schools*. Washington, DC: Urban Institute, December 2000.

² National PTA Quick Facts, *Hispanic Outreach Initiative*. Washington, DC: National PTA, 2003 (available on the web: <http://www.pta.org/aboutpta/pressroom/quick.asp>)

³ *Overlooked and Underserved*, op. cit.

⁴ State of Hispanic America 2004: *Latino Perspectives on the American Agenda*, NCLR, February 2004, www.nclr.org : 23

⁵ Colorado Trust, <http://www.coloradotrust.org/index.cfm>



Missouri Public School Accountability Report 2003-04 School Year ⁶

Public School Enrollment, K-12 (Includes Students in State-Operated Schools)					
	1999-00	2000-01	2001-02	2002-03	2003-04
Total Enrollment	895,624	892,975	890,200	893,571	893,270
Asian	1.1%	1.2%	1.2%	1.3%	1.4%
Black	17.3%	17.4%	17.5%	17.7%	17.8%
Hispanic	1.6%	1.8%	2.0%	2.3%	2.5%
American Indian	.3%	.3%	.3%	.3%	.4%
White	79.7%	79.3%	79.0%	78.4%	77.9%

Limited English Proficiency (LEP) Students

1999-00	2000-01	2001-02	2002-03	2003-04
1.1%	1.3%	1.5%	1.7%	2.1%

Limited English Proficient (LEP) Statewide Census Results

School Year	Public School	Non Public	Spanish Language	Total LEP Enrollment
2001-2002	11,537	-	5098	11,537
2002-2003	13,121	-	6264	13,121
2003-2004	14,855	-	7545	14,855
2004-2005	18,745	-	10,107	18,745

Statewide, Spanish LEP (Limited English Proficiency) enrollments now stand at 10,107 students, more than doubling in the last five years.

- *MAP: It would be beneficial if these students could take the exam in Spanish.*
- *ESL Teachers: There is actually a huge shortage on ESL teachers nationwide. The Department of Education would send interested teachers back to school to receive their certification in ESL but they have not had to many interested individuals. Same shortage they have with Special education teachers.*
- *Spanish Translators: There is not enough qualified staff that is properly trained or educated enough to perform these functions, which is a problem that exists everywhere in the union.*
- *Special Education: There is actually a policy that states that a LEP student must be in the United States for 3 years before they can be tested unless they have a note from a medical professional stating a possible diagnosis. This is done because many students struggle not because of language but because of not being in school. Because of this their minds take a little longer to learn. But this is not necessarily a disability.*

⁶ Missouri Public School Accountability Report 2003-04 School Year,
http://www.dese.state.mo.us/commissioner/statereportcard/studentperformance.html#High_School_Dropout_Rates



DESE has the opportunity to provide leadership to ensure that federal monies are used most effectively to educate children who need to learn English. Here, input from the Latino community and organizations like LULAC-NESC, Kansas City, which have experience and have been able to engineer good results, might prove to be a productive collaboration.⁷

Please see additional resources:

Christina Vasquez Case, Rex Campbell: "**A Study of Minorities in Selected Non-Metropolitan Communities in Missouri**," Final Report to the Missouri Department of Social Services, from the Department of Rural Sociology, University of Missouri Columbia. (PDF format, 66 pages, 242 Kb.)

Sylvia R. Lazos Vargas, School of Law & Stephen C. Jeanetta, Community Development Extension Program, University of Missouri-Columbia: **Cambio de Colores. Immigration of Latinos to Missouri**, MU Extension, University of Missouri-Columbia, 2002. Foreword by Dr. Manuel Pacheco. (Available online for download, or from Extension Publications, phone 1-800-292-0969.)

Sylvia Lazos: "**Cambio De Colores (Change of Colors): Legal and Policy Challenges as Latinas/os Make Their Homes in Missouri**"

A presentation about a thorough evaluation of the *Cambio de colores* 2002 conference.

Dolores Arce-Kaptain: "**Driver's Licenses and the Latino Immigrant. A National Issue Agenda**"

A presentation-primer on a very important issue affecting newcomers.

Online documents available at the University of Missouri:

- Andes, Luanne S.
"A Guide to Parenting Education Resources for Hispanic/Latino Families II", Parentlink.
- Wirth, Jim
"The Story of the Hispanic/Latino Experience in Southwest Missouri: Surveys of Latino Adults, Latino Youth, and Non-Hispanic Service Providers/ Community Residents", University of MO Outreach & Extension, Alianzas Project Surveys of the Southwest Region of Missouri, Springfield, MO, 2002. (PDF format, 104 Kb, 53 pp.)
- Office of Social and Economic Data Analysis (OSEDA)
"Missouri Hispanic Population Doubles from 1990 – 2000", Trendletter, April, 2001.
- OSEDA Regional Profiles:
 - 2000 Missouri Hispanic Population: Much Younger than Rest of Missouri
 - Racial identification of Hispanics
 - Hispanic population change
- **Latinos in Missouri**, Occasional Paper Series of the Department of Rural Sociology, University of Missouri-Columbia.

Gina López

A Synopsis of Literature on Immigration, School of Social Work, University of Missouri-Columbia, 2002.

⁷ Sylvia R. Lazos Vargas, School of Law & Stephen C. Jeanetta, Community Development Extension Program, University of Missouri-Columbia: *Cambio de Colores. Immigration of Latinos to Missouri*, MU Extension, University of Missouri-Columbia, 2002. Foreword by Dr. Manuel Pacheco : 43



Health & Social Service Committee Report

The Health and Social Service Committee shall develop a unified plan of action to address the health disparities and other issues of importance to the Hispanic residence of Missouri. As part of the Commission's annual report on the Committee's activities and accomplishments during the preceding year, the Health and Social service committee plans to develop a plan regarding the following issues:

- *Increase bilingual certification for professionals*
- *Reduce health disparities among Limited English Proficient (LEP) persons*
- *Allow permanent residents to apply for police officer positions in Missouri*
- *Create an interpreters bill to meet the needs of LEP persons in state government*
- *To ensure that Latino Missourians have an adequate voice within state government*

Increasing bilingual certification for professionals:

Spanish speaking Missourians and Missourians who identify themselves as Latinos make up a vibrant and growing segment of the population of this state.

National figures indicate that Latinos are the largest and fastest-growing group in the United States representing approximately 39.9 million. In the State of Missouri between 1990-2000, the Latino population almost doubled by 92 % (Census 2000). These figures are conservative figures since the census has failed to contact all Latinos living in Missouri who for personal reasons would not participate in the Census Bureau interview count.

There has been an increase of Latino presence in 110 of the 115 counties in the state. Latino presence in small cities such as Joplin, Branson, Springfield, Columbia, Jefferson City and Warrensburg have doubled or tripled since 1990. The most dramatic growth occurred in a number of rural counties such as McDonald, Barry and Sullivan due in part because of the major meat processing plants located in these areas. With the Latino population increase comes needs such as health care that includes mental health, substance abuse, medical, social services, and other humanitarian assistance.

It is for this reason that Missouri government should consider supporting a certification process that would increase professional certification in this state for nurses, doctors, psychologist, and to meet the mental health needs of the Latino community and other disenfranchised Limited English Proficient (LEP) groups. Some Spanish speaking professional live and work in Missouri who come with advance degrees, certifications and professional degrees from their country of origin (Colombia, Argentina, Mexico, Spain, etc.). Lets find a way to capitalize on their abilities to help reduce disparities in the state of Missouri.

Our recommendation is to support efforts to change the current certification policy to consider reciprocity licensure and certification from professionals of other states and countries to practice in the medical, mental health, education and substance abuse field in Missouri. Our committee is prepared to meet with state certification boards to discuss and create a plan that will reduce the disparities of LEP persons. We believe that by increasing certification options for those who have professional training in their native homeland we can reduce disparities here in the state of Missouri.



Reducing health disparities among Latino LEP persons:

Because members of the Latino Community have unique concerns and needs with regards to state government social services, appropriate means should be developed to ensure that state government is responsive to the crucial issues facing the Latino community.

Luis Cordova is a Master Level Missouri Substance Abuse Certified Counselor II (CSAC II) and one of six certified Spanish-speaking bilinguals in the state. He has seventeen years working in the mental health, and social service field. He states, “ Many of our state, private, and federally funded mental health and substance abuse centers are not adequately prepared to treat clients seeking services”. Health service providers lack translators and seldom make an attempt to hire professionals that are multilingual. They lack cultural competence and sensitivity to the values and traditions of the Latino community as well as other ethnic immigrant LEP persons. Service providers make little or no effort to adequately provide services in a language that is sensitive to the ethnic and cultural roots of our community. This was evidenced by a study (conducted by student in a master level program as part of his thesis) to identify how many bilingual and bicultural state funded mental health providers were currently serving LEP persons in the state. One was identified in the Kansas City, Missouri area (the Mattie Rhodes Arts and Counseling Center). This service provider is the only bilingual Missouri certified mental health center in the entire state who provides mental health and substance abuse services to mainly Spanish speaking persons in Missouri.

Our recommendation is to conduct a meeting with all state social service agency heads to present our concerns and discuss methods to aggressively promote and practice cultural diversity in state operated facilities. We recommend creating strategies that include a cultural diversity plan specifically meeting the needs of LEP persons in the state of Missouri.

Increase Spanish-speaking police officers in the Kansas City Police Department

Deputy Chief Vincent Ortega, from the Kansas City, Missouri Police Department remarks that the shortage of bilingual police officers in the Kansas City, Missouri Police Department is a problem when dealing with communications directives in the field to LEP persons. “ We feel that if we can hire qualified bilingual police officers, we can create a better atmosphere on the streets and in the Latino community,” states Ortega. The Los Angeles Police Department, Los Angeles, California has been successful in drafting and passing a bill that allows Permanent Residents to apply for the police officer position. Currently, Missouri Revised Statutes, Chapter 84, Section 84.4570, requires that an applicant have a U.S. citizenship as one of the conditions of employment in becoming a sworn police officer.

Our recommendation is to partner with the Kansas City Missouri Police Department and other interested legislators to support this bill. The Kansas City Missouri Police Department has agreed to draft a bill to change the status so that a non-citizen who is a permanent resident alien in accordance with the requirements of the United States Immigration Service and has applied for citizenship can become a police officer. The Kansas City Chief and the department’s lobbyist staff have supported and will support our committee with moving this forward.

Language barriers, legal, discrimination and prejudice are some of the most profound issues facing Spanish-speaking Latinos in the state of Missouri (Springfield survey 2004).

Creating an interpreters bill to help meet the needs of LEP person in the state of Missouri especially in state government.



“Too often I have been witness to situations where LEP persons’ rights have been violated, and mental health and substance abuse providers turning people away from services because they cannot communicate with the patient”, states Cordova, one of six certified bilingual Missouri Certified Substance Abuse Counselor in the state. Barriers in service can be grouped in several dimensions that include:

- Lack of staff who can communicate in another language other than English
- System discrimination as it relates to language and access to mental health, health and substance abuse services
- Lack of information in a language specific to LEP persons.

The need for more interpreters in mental health, health, and in courts is a priority item for the Latino community. The effort to help reduce disparities between the Spanish speaking and LEP communities in Missouri begins by creating a system of care that is user friendly for those Missourians who are LEP. Because of the language barriers, LEP persons are less likely to access services. We believe that in reducing disparities we need to reduce the incident rate of illnesses that may cost Missourians more money in the long term. Prevention to eliminating or controlling an illness is key to reducing higher cost for mental health, health, and substance abuse related illnesses. Addressing the issues before they get into larger problems is good fiscal management.

The Health and Social service committee will work on drafting legislation to require state government agencies to adequately provide necessary communication assistance for LEP persons. We have the support from the Latino and LEP communities in the state and this will be a key objective in drafting this legislation. Other national support and partnership include the Latino Commissions from Iowa, Nebraska, and Kansas.

There are many issues affecting Latino families in Missouri. Families report difficulties enrolling their children in schools, children and family members suffer from mental illnesses and substance abuse addiction. Other families are fighting to keep their children from joining gangs, a subculture some youths feel comfortable associating with.

Ensure that Latino Missourians have an adequate voice within state government.

The system of care needs to be tailored to the increasing needs of specific immigrant populations that are LEP. Through various methods of communication and meetings, the Governor’s Commission on Hispanic Affairs Health and Social Service committee identified concerns and needs that were expressed by our Latino and LEP communities. The concerns include but are not limited to the following:

- Limited access to linguistically and culturally appropriate services
- System discrimination due to exclusion on language specific barriers
- Need for state agencies to have interpreters or hire professionals that are bi/multilingual to assist with communication with LEP persons
- Education and Prevention programs for LEP persons on specific issues (i.e., diabetes, family planning and reproductive health, obesity, nutrition, HIV/AIDS, dental health. Mental health, vision care, and orthopedics) affecting Latino communities in Missouri
- Education and services in Spanish and for LEP persons for (screenings for breast, cervical, prostate, colon cancers; guidance and supportive services and community facilitation-s such as walking trails



and farmers markets—for healthy nutrition and physical activity; immunizations; community anti-smoking campaigns etc.). Prevention is the key to reducing higher health and mental health cost in the state of Missouri

The Missouri Governor’s Commission on Hispanic Affairs was established to assist and advise the Governor on matters concerning the growing number of Spanish speaking Missourians. The Commission was created to ensure that members of the government are responsive to the crucial issues facing the Hispanic community. The Commission was also created to address policy issues that directly affect the well being of Hispanics in the State of Missouri. The Governor’s Commission on Hispanic Affairs Health and Social Service committee represents that voice from the Latino community as well as LEP persons. As first responders to the issues and challenges facing our Latino communities and LEP persons, we would like to see the leadership commitment of this Governor of this Great State of Missouri.

We need a Governor like our President that will promote an aggressive agenda to help the uninsured workers get access to affordable health insurance and access to quality language and culturally appropriate services. We ask that as Governor, you continue what President Bush has outlined, an agenda that promotes an era of ownership among all Hispanics.

President Bush knows and understands the Hispanic community better than any other President before him. He has appointed more Hispanics to the highest levels of government than any other President before him. President Bush had the courage to address the immigration issues and propose a common sense approach to help the most vulnerable in our community. We now need our Governor to continue that legacy.

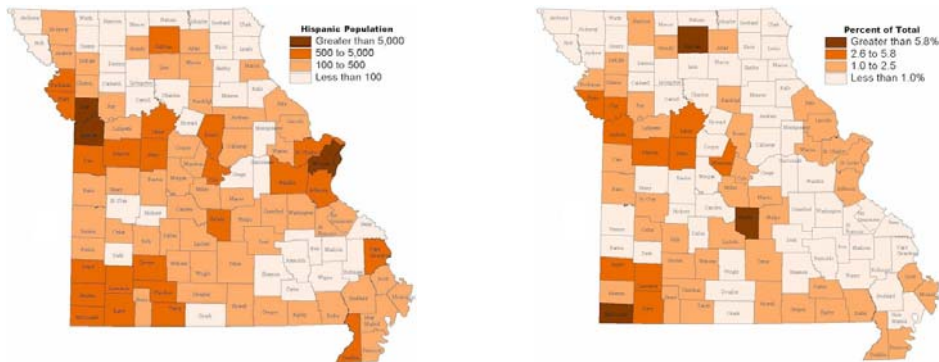


Hispanic Statistics

Hispanic Statistics in the US:

- Hispanics are the largest and fastest-growing group in the United States. Mexicans are the largest Hispanic group.
- Latinos in the US are 39.9 million (July 1, 2003) accounting for half of the 9.4 million added to the nations population since the 2000 Census. Growth rate is 13,0 percent over that 39-month period; almost four times that of the total population (3,3 percent) (Census bureau)
- Hispanic population of the U.S. will increase by almost 25 million people by 2020, and second-generation Hispanics will account for 47 percent of that growth. (Pew Hispanic Center)
- For the first time, second- and third generation Hispanics account for most of the growth in the Hispanic population, replacing new immigrants, who fueled the growth in the past (Pew Hispanic Centre)
- Over three-fourths of Hispanics speak a language other than English at home; the majority (nearly 99%) speaks Spanish. Among Hispanics, approximately 2 in 5 speaks English less than 'very well'. (Census Bureau)
- Half of the Hispanic population aged 25 and over (52% in 2000) has at least a high school diploma, 1 in 10 has earned a bachelors degree or higher. (Census Bureau)

Hispanic Statistics in Missouri:



Population

- The Latino population almost doubled in Missouri (92%) in the period 1990-2000. Additionally, the estimated Missouri Latino population for the year 2003 is 130,928, up from 118,592 in the 2000 census. (Census Bureau)
- The Latino population has increased in 110 of the 115 counties in the state. Latinos come to Missouri to work. Overwhelmingly, newcomers have steady job and pay taxes, and an increasing number buy cars and homes: they are the net Missourians. (Census Bureau)
- Kansas city ranks eleventh nationally among the fastest growing Latino populations residing in urban centers.
- Meatpacking rural counties – Sullivan, McDonald, Pettis, Lawrence, Saline and Jasper- experienced from a 4 to 20-fold increase in Latino population. (Guadalupe Centre)
- Small cities, such as Joplin, Branson, Springfield, Columbia, Jefferson City and Warrensburg have doubled or tripled their representation of Latinos. (Guadalupe Center)
- Some of the most dramatic Hispanic population growth occurred in a number of rural counties such as McDonald County, Barry County, Sullivan county, etc. These counties have all attracted Hispanic workers during the last part of the 1990s as a result of major meat processing plants located in the county. (Oseda trend letter)



Demographics

- In 2000, nearly 70 percent of the Missouri Hispanic population was young adult and children, ages 0 – 34. In contrast, only 47.9 percent of the non-Hispanic Missouri population was comprised of children and young adults. (Springfield Survey)
- The reason for the change in age is that the Hispanic people who moved to Missouri during the 1990s were generally younger than the Hispanic population that was already there. (Oseda)
- Most Hispanics came to Missouri from another country (58% with 52% coming directly from Mexico) or from another city and state within the US (40%, most from Texas and California) (Springfield Survey)
- The most reported work is working in a poultry plant, in manual labor or service work. Some Hispanics have their own business. (Springfield Survey)
- Religion is primarily Catholic followed by Baptist. (Springfield Survey)

Businesses

- Between 1992 and 1997 there was an 85,3% increase in Hispanic owned firms and a 121.3% increase in gross sales by those firms. ('97 Economic Census)
- The largest concentrations of Hispanic-owned businesses are located in the Kansas City and St. Louis metropolitan areas. ('97 Economic Census)
- Most Hispanic-owned businesses are concentrated in two main industry groups – services (39.0%) and industries not classified (22.9%). Other sectors include construction (12.0%) and retail trade (11.4%)
Although the trade sector has fewer firms, in terms of gross sales they have a large impact on Missouri's economy in terms of total sales and receipts.
(See table below, '97 Economic Census)

Industry	Percent of All Firms	Hispanic Firms	Sales and Receipts (\$1000s)
Agriculture, Forestry, Fishing & Mining	0.6	26	D
Construction	12.0	493	83,231
Manufacturing	2.7	113	39,879
Transportation, Communications & Utilities	4.7	193	14,499
Wholesale Trade	2.0	82	79,880
Retail Trade	11.4	470	78,888
Finance, Insurance & Real Estate	4.5	184	D
Services	39.0	1,604	237,875
Industries Not Classified	22.9	942	45,124

D - Withheld to avoid disclosing data for individual companies; data included in higher-level totals.

Issues

- The greatest issues facing Hispanics are language barriers, legal and documentation issues, getting jobs and not being accepted, prejudices and discrimination. (Springfield Survey)



Region 7 Hispanic Commission Information

(Iowa, Kansas, Missouri, & Nebraska)

Name	Year established	Agency	Commission Members	Staff	Budget	Latino Population
Iowa Division of Latino Affairs	1974	Department of Human Rights	9	3 FTE 2 interns	\$420,847	82,473
Kansas Hispanic & Latino American Affairs Commission	1974	Department of Human Resources	7	2 FTE 3 interns	\$183,841	188,252
Nebraska Mexican American Commission	1972	Independent State Agency	10	3 FTE	\$195,798	94,425
Missouri Governor's Advisory Commission on Hispanic Affairs	2004	Department of Economic Development	15	1/10 FTE		118,592

*=Information by US Census 2000

Findings: Although Missouri has the second largest Latino Population in the four state area as indicated in the chart above it is evident that Missouri lags behind in both staffing and resources when compared to other states in Region 7.

Recommendation: The Missouri Governor's Advisory Commission on Hispanic Affairs strongly recommends the state of Missouri make this Commission a standing Commission not an Executive Order, with funding to support the office. A Budget of \$200,000 for the Commission would be comparable to the level of funding currently being provided by the surrounding states of Iowa, Kansas, and Nebraska.



Commission Member Profiles

Name: **Genaro Ricardo Ruiz**
Currently living in: Kansas City
Born in: Kansas City, MO
Degree in: Bachelor of Arts in Spanish from University of Missouri in Kansas City, attended La Universidad Veracruzana in Veracruz, Mexico for a semester
Current position: Manager of Business and Economic Development for the Hispanic Economic Development Corporation (HEDC).
Other: Coordinator/Director at COHO (Coalition of Hispanic Organizations) Serves on the KC Care Link Advisory Committee and the Big Brother/Big Sister Hispanic Advisory Committee. Used to be member of Neighborhood Tourism and Development Fund Committee for Kansas City, board member of Cabot Westside Clinic and Board member of Guadalupe Centers. Was elected Jackson County 1st Ward Committeeman.



Name: **Thomas Baca**
Currently living in: Milan, MO
Born in: Tularosa, New Mexico
Degree in: B.S. in Agriculture from New Mexico State University
Current position: Communications and public affairs manager at Premium Standard Farms' processing facility.
Other: Formed the Milan Centro Latino in 2000; a non profit organization that provides interpretation/translation services and other assistance.



Name: **Vincent M. Ortega**
Currently living in: Kansas City, MO
Degree in: B.S. in Criminal Justice at Park College, Masters in Public Affairs in Park University
Current position: Deputy Chief
Other: Instrumental in establishing the National Bone Marrow Donor Registry for minorities in the Greater KC Area, Board Member of the Coalition of Hispanic Organizations of Missouri and Kansas, Board Member of the Guadalupe Center, Inc, Past President of the Kansas City Chapter of the Latino Peace Officers Assn., Member of the Hispanic Police Commanders' Association, Member of the Metropolitan Chiefs and Sheriffs Association, Member the Missouri Peace Officers Association





Name: **Ezekiel A. Amador III**
Currently living in: Kansas City, MO
Born in: Kansas City, MO
Degree in: Bachelors degree in International Business from Florida International University in Miami. Also completed extensive coursework in Spanish and history at the national university in Mexico City.
Current position: Technology Support Specialist I at Weyforth-Haas Marketing.
Other: Has working knowledge of Spanish and his Private Pilot License.



Name: **Vivian L. Batista**
Currently living in: Springfield, MO
Degree in: Graduate of the National University of Mexico in Mexico city, Mexico.
Current position: Deputy State Director of the League of United Latin American Citizens (LULAC) and is chairperson for Education for Grupo Latino Americano. She also is a loan officer at Mac-Clair Mortgage in Springfield, Missouri.
Other: Fluent in Spanish, Italian, French and English.



Name: **Luis M. Cordova**
Currently living in: Warrensburg, MO
Born in: Mexico
Degree in: Bachelor in Addiction Counseling from Ottawa University in Kansas. Masters degree in Elementary and Secondary Education from K-State University with a multicultural emphasis in urban settings.
Current Position: Director Substance Abuse program, Mattie Rhodes Center





Name: **Beatriz Calmet-Chinn**
Currently living in: Columbia, MO
Born in: Lima, Peru
Degree in: Studied industrial Engineering in Lima, and Business Administration at Columbia College



Name: **Ampy B. Kollman-Moore**
Currently living in: Wildwood, MO
Born in: Cartagena, Colombia
Degree in: B.S. degree from the Colombo-American Cultural Institute, Executive Masters degree in International Business from ST. Louis University.

Current Position: Providing International Business Consulting services to companies in the US and Latin America through her practice as Ampy Kollman-Moore, LLC.

Other: Used to be President of Latin American Operations at Mallinckrodt, Was honored with the Outstanding Alumni Award, has community involvement which ranges from Committee Chairperson for Fair Saint Louis creating the multi-cultural entertainment Global Village in 2002, Board of Directors for the International Institute of Metropolitan St. Louis, to the Advisory Board for the Boeing Institute for International Business at Saint Louis University. Board Member and Business Development Committee Chair for the Hispanic Chamber of Commerce of Metropolitan St. Louis.



Name: **Luz Maria Zywiciel**
Currently living in: St. Charles
Degree in: Bachelors degree in International Relations and Masters degree in Marketing
Current Position: President and Co-founder of AVANZA Hispanic Marketing Specialists.

Other: First female Executive Director for the Hispanic Chamber of Commerce of Metropolitan St. Louis as well as on the board of directors for The Hispanic Alliance for Career Enhancement (HACE).





Name: **Pauline E. Rios**
Currently living in: Kansas City, MO
Degree in: Bachelor of Science degree from Central Missouri State University, graduate of the UMKC Women's leadership Institute and of the Kaufmann Entrepreneur Institute
Current Position: Safe City Initiative Program Manager, City of Kansas MO and owner of BRAVA Enterprises. She also does a column for the Kansas City Hispanic News as Dear Nana, a Hispanic version of Dear Abby.



Other: Served as a board member with over 50 various organizations, such as MANA de Kansas City, Project AIM, LULAC of Kansas City, reStart, Inc., Inroads K.C., Hispanic Chamber of Commerce of GKC., Girl Scouts of Mid-Continent Council, UMKC Women's Center, and The Urban League, just to name a few. Is recipient of numerous awards and recognitions and is proud to be honored by the Kansas City Star as their "Community Star".

Name: **Rafael Nun Marin**
Currently living in: St. Charles, MO
Born in: San Juan, Puerto Rico.
Degree in: Bachelor in Business Administration from World University in Puerto Rico and Master in Business Administration from University of Colorado at Denver.
Current Position: President of the Hispanic Chamber of Commerce. Is also Business Owner and President of Nun Better Corporation, a Consulting and General Business Corporation. Bank Manager US Bank at Gravois Plaza.



Other: Retired of the army in July 2000 after serving Active duty with the Army, the Puerto Rico and Colorado National Guard for over 21 years.

Name: **Cristobal Medina**
Currently living in: Kansas City, MO
Current Position: Executive Director of the Guadalupe Centers, Inc. Also shareholder in his family's business, El Taquito Inc. and La Fonda En Taquito Restaurante, a successful tortilleria and family restaurant.



Other: His family's companies have received awards from the Hispanic Chamber of Commerce, recognition from the Kansas City Business Journal and the Kansas City Minority Business Award.

His personal honors include: Humanitarian of the Year-Hispanic Chamber of Commerce, 1989; Ingram's Magazine's 100 Most Influential Kansas Citians, 1992, 1993, and 1994; Celebration of the Leadership Award-Kansas City Consensus, 1988; Who's Who of Hispanic Americans, 1993 and 1994; National Council of La Raza Delegation member to President Carlos Selinas de Gotari and State of Mexico for NAFTA, 1992; United States President's National Service Award, 1995; Kansas City Mexican-American Softball Hall of Fame inductee, 1995; Hispanic Heritage Month Special Recognition Award, 1997; Up and Comers Award presented by KC Business Journal, 1995; Reconocimiento "OHTLI" presented by the Mexican Government, October, 1998.



Name: **J. Mauricio Vargas**
Currently living in: Jefferson City, MO
Born in: Sonsonate, El Salvador
Degree in: Bachelor of Arts from Quachita Baptist University, Arkadelphia AR and MRE from New Orleans Baptist Theological Seminary.
Current Position: Multicultural Church Planting Strategist for Missouri Baptist Convention



Other: Has served as: Migrant Director, Refugee and Resettlement Director, Language Ministries Director, Interfaith Witness Director, West Central Team Leader. Has been honored by the North American Mission Board with the Kaleidoscope Award and the Interfaith Witness of the Year Award. Reverend Vargas has also received the Peace & Justice Award, Church Planter Award, and he was named Teacher of the Year in Greensboro, North Carolina. As a resident of Jefferson City, Missouri, he has served with the following groups: Jefferson City Strategic Planning 2000, Jefferson City Multicultural Forum, Jefferson City Census Committee 2000, Jefferson City Chamber of Commerce Committee Forum. Mr. Vargas has served as board member of the Missouri School of Religion, Missouri De Colores, and Missouri MC+Kids Coalition. Rev. Vargas is also a member of the YMCA and the United Way.

Name: **Jeanette Hernandez Prenger**
Currently living in: Kansas City, MO
Born in: Portugal on the US military base in Azores
Degree in: Data Processing, Central Missouri State University
Current Position: President and founder of ECCO Select.



Other: Very active in the community through her involvement in charities and professional organizations. She is Chair of Hispanic Chamber of Greater Kansas City. An elected board member (2004) of the United States Hispanic Chamber of Commerce, Jeanette is honored to have been appointed to the Regulatory Fairness Board of the U.S. Small Business Administration in 2002 and was recently appointed to the Missouri Governor's Commission on Hispanic Affairs. She serves on Mayor Barnes Fairness in City Contracts committee and is on Congressman Graves Women's Advisory Council. A strong believer in giving back to the community, Jeanette sits on the Executive Board of Hope House, a shelter for abused women and their children, and she and her husband, Kevin, are active with in the Big Brothers/Big Sisters program as a Big Couple. Other charities that Jeanette champions are the March of Dimes, the Liver Foundation, and the American Diabetes Association. Professionally, Jeanette was honored as one of the top 25 'Women who mean Business' in Kansas City in 2004 and as the Humanitarian of the Year by the Hispanic Chamber of Commerce of Greater Kansas City (2003) and as MED Week's 2002 Business of the Year. ECCO Select has also been acknowledged by Ingram's as the 8th Fastest Growing Company in Kansas City, and has been in the Top 10 numerous times for the Kansas City Business Journal's Top Minority Owned Business as well as the named the Top Woman Owned and Top IT Staffing Company.

Name: **Ana Iris Pizarro**
Currently living in: St. Louis, MO
Degree in: Undergraduate and graduate degree from St. Louis University School of Social Work.
Current Position: Employed at Catholic Family Services-Hispanic Center, former Catholic Community Services.



Other: Is an active member with many social service boards and groups such as the Salvation Army Harbor Light Center, Refugee and Immigrant Consortium, Inter-faith Task Force on Immigration, MO-Instate Tuition Coalition and the Advisory Council for the Eastern Region for the Office of Minority Health.



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