

83rd LULAC National Convention & Exposition

Orlando, Florida | June 25 — June 30, 2012



America's Latino Community
Center Stage



Disney's Coronado Springs Resort



League of United Latin American Citizens



601 E Street, NW
Washington, DC 20049

T 202-434-2277
1-888-OUR-AARP
1-888-687-2277
TTY 1-877-434-7598
www.aarp.org

Dear Friends,

On behalf of AARP, I would like to congratulate LULAC on its 2012 National Convention and Exposition. AARP is proud to work with LULAC, the oldest Latino civil rights organization in the United States, to support the needs of Latino seniors, families and communities across this nation.

LULAC and its remarkable staff have worked tirelessly to provide a real and enduring voice for Latinos. AARP share your values by advocating for and working on behalf of the 50+ population; our partnership with LULAC provides a necessary platform to ensure our parents, grandparents and families enjoy lifelong health and financial security. Working together to ensure that Latinos have a voice in the future of programs such as Social Security and Medicare allows both LULAC and AARP to continue their legacy as dedicated servants to the health and well-being of the Latino and 50+ communities.

Tu Voz es Tu Derecho is AARP's new campaign that asks you to speak up, to make your voice heard on Social Security and Medicare. On June 27th, we will host an interactive town hall during the LULAC conference, and I invite you to join us.

LULAC has been an integral part of this effort as we continue to solicit your opinions to ensure the Latino community continues to have a voice in the discussion on your health and financial future.

Congratulations LULAC on your continued successes and look forward to our continued collaboration in the future.

Sincerely,

Lorraine Cortes-Vazquez
Executive Vice-President, Multicultural Markets & Engagement

HEALTH / FINANCES / CONNECTING / GIVING / ENJOYING

Robert G. Romasco, President
Addison Barry Rand, Chief Executive Officer



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Monday



Margaret Moran
LULAC National
President



Kathy Castor (D-FL)
U.S. House of
Representatives

Tuesday



Lisa J. Pino
U.S. Department of
Agriculture



John Miller
President & CEO
Denny's



John U. Sepulveda
Assistant Secretary
Department of
Veteran Affairs

Tuesday



Elizabeth Montoya
Office of Personnel
Management



Diana Bilivar
Vice President, Orlando
Hispanic Chamber of
Commerce

Wednesday



Alejandro Mayorkas
Director, U.S.C.I.S.



Leon Rodriguez
Director of Civil Rights,
U.S. Dept. of Health &
Human Services



Wade Henderson
President & CEO,
Leadership Conference
on Civil Rights

Thursday



Dr. Jill Biden



Eric Holder
Attorney General of
the United States



Miguel Romero
Secretary of Labor,
Puerto Rico



Alaya Daoud
Singer



Dr. Ricardo Rosselló
Puerto Rico

Thursday



Guad Venegas
Telemundo's Mun2



Maria Marin
Motivational Speaker
& Author



Hilda Solís
Secretary, U.S.
Department of Labor



Thomas A. Saenz
President, MALDEF



Michael Strautmanis
Deputy Assistant to
President Obama

Friday



Olga Tañón
Singer



Bill Nelson (D-FL)
U.S. Senate



Jesse & Joy
Singers



Tito Nieves
Singer

Saturday



Mariachi Cobre
Singers





CITY OF ORLANDO



GREETINGS,

As Mayor of the City of Orlando, it is my pleasure to welcome you to the "City Beautiful" and to the League of United Latin American Citizens (LULAC) 83rd National Convention and Exposition.

Orlando is a City on the rise.

I encourage those of you visiting Orlando to experience all of the things that make Orlando one of the fastest growing, most business-friendly and quality of life-centered cities in our nation.

Underneath a skyline that has doubled in just the last five years, our dynamic, bustling Downtown is alive with fine dining, exciting night life, fabulous shopping, year-round outdoor activities, arts and culture, professional sports and abundant parks.

Our vibrant and diverse culture is evidenced by the many distinctive neighborhoods that dot our City. I invite you to walk our red brick, tree lined streets, visit our beautiful historic districts or our Downtown Arts District and take in Orlando's crown jewel, Lake Eola Park.

Again, welcome to Orlando! We are happy to have you here and hope you enjoy taking part in the wonderful experiences that can only be found here.

Best wishes for a productive conference and continued success. I hope you enjoy your time here and I hope you visit Orlando again soon.

Sincerely,

Buddy Dyer
Mayor

OFFICE OF THE MAYOR

ORLANDO CITY HALL • 400 SOUTH ORANGE AVENUE • PO Box 4990 • ORLANDO, FLORIDA 32802-4990



Dear LULAC Members and Friends:

Dear LULAC Brothers, Sisters, Friends, and Associates:

We are excited at the opportunity to welcome our LULAC members and community partners to the 83rd Annual LULAC National Convention, Exposition and Job Fair held at the Disney Coronado Springs Resort. This year's theme America's Latino Community - Center Stage, brings a week-long conference that will feature seminars, workshops and town halls. Expert panelists will discuss the effect that issues like immigration reform, education, health care, broadband, housing, and veteran affairs have on the Latino community. Each year LULAC councils have the opportunity to bring the annual convention to their state. Florida LULAC has put a lot of effort into bringing this event to Orlando, and we are excited at the many opportunities it has to offer.



LULAC has an 83 year tradition of convening annual conventions that are committed to bringing community leaders, and policy makers together for viable dialogue that will bring positive change for Latinos. Cabinet secretaries, elected officials, academic experts, and respected business and community leaders will be present to address LULAC members. Separate tracks for the Youth and Young Adults will provide emerging leaders with forums on community service, leadership development, career opportunities and advocacy training. The convention will also host the Federal Training Institute—an intensive and structured career development program for government employees and job seekers looking for opportunities in the Federal sector.

In addition to the valuable information, the 2012 National Convention includes an Expo where 300 corporate partners, government agencies, colleges and universities, labor unions, armed forces, and non-profit organizations will display their products and services while recruiting Latinos for employment at the career fair.

Commitment to family is at the core of every LULAC gathering. In that vein, families will not want to miss the excellent free entertainment that will be provided at the Concierto de la Gente on Saturday and the free health screenings at the health fair.

At this year's Concierto de la Gente, we will be driving a voter registration initiative to register Latinos to vote. We have the ability to impact our community only if we take advantage of our power to vote! Our policymakers will create legislation that eradicates the disparities in our communities if we make ourselves count. The first step to achieve change is through voter registration. As you know Florida is home to millions of Latinos. At 4.2 million, Florida's Latino population is the third largest in the nation. This diverse Latino community is re-defining the social, political and cultural landscape of the I-4 corridor and creates the ideal setting for the LULAC National Convention. It's important to remember that four years ago, Florida was instrumental to the election of President Obama. Because Latinos come out to register and to vote, politicians acknowledge that the Latino community is a force in the political arena. As we approach the coming elections, there is varying sentiment on whether we have made progress and many don't feel the sense of hope that motivated us to register and vote in record numbers in 2008. The Latino community realizes what Cuban Americans have known for a long time. Cuban Americans in Florida are taken seriously by politicians because they have demonstrated they are active players in the political arena. Now is not the time to turn away on the progress we've made.

A LULAC National Convention is a time to see familiar faces and longtime friends and celebrate our diverse culture as a united community. It's also an opportunity to learn about how we can overcome health, education, economic disparities and achieve comprehensive immigration reform for a people who have earned every right to be part of this country's greatness. Finding commonalities in bringing people together is how LULAC was created. It's hard to imagine where LULAC would be today had our founding fathers chosen to focus on their differences rather than what they shared in common. We are an organization that has persevered despite challenging times that included efforts to disenfranchise our voice. We are still here because we evolved and were always on the right side of history. As Latinos take center stage in the political arena we must take advantage of every opportunity to affect change with the issues that most impact us, and understand that our success only comes as a people united for equality.

I hope you enjoy the convention.

Sincerely, *Margaret Moran*

Margaret Moran, LULAC National President





Dear Friends,

Welcome to Orlando!

On behalf of Ford Motor Company Fund and Community Services, the philanthropic arm of Ford, I am pleased to salute LULAC on its 2012 National Convention & Exposition.

At Ford, we are proud of our relationship with LULAC spanning over three decades. We have been thrilled to witness LULAC's many accomplishments as it continues to enhance opportunities for the people who live and work in the communities where we do business. Our partnership with LULAC enables us to promote understanding and opportunity within the Latino community. We are particularly proud of the LULAC Ford partnership with local LULAC Councils through Ford Driving Dreams through Education, a signature program that provides local solutions that help students stay in school.

Our Executive Chairman, Bill Ford, is committed to the promotion of diversity because he understands the importance of leveraging diverse ideas, experiences and strengths toward a greater end. At Ford, that greater end is to build innovative products and a stronger company, while making the communities around us a better place to live. We believe great things happen when we work together toward the shared goal of improving our nation, one community at a time.

We congratulate LULAC on 83 years of success and look forward to a continued partnership.

Sincerely,

Jim Vella
President
Ford Motor Company Fund & Community Services





ARMY STRONG.

A MESSAGE FROM THE U.S. ARMY – Mr. Mark S. Davis

On behalf of all of the brave men and women, Soldiers, civilians, and family members, who make up the U.S. Army, I would like to congratulate LULAC as we celebrate their 83rd National Convention. This event brings together many of our best and brightest Latino leaders who are committed to strengthening the community and ultimately strengthening America – a goal the U.S. Army shares with LULAC.

This year's conference theme, "America's Latino Community Center Stage," is representative of LULAC's 82 years of hard work and dedication. As a nation we have adapted to overcome adversity, and LULAC has been at the forefront of ensuring that American Latinos are afforded the same opportunities as their peers.

At the center of these efforts has been a push to ensure our country's Latino students receive a quality education and pursue college degrees. The LULAC National Education Service Centers (LNESEC) work tirelessly across the country to help students achieve their academic goals. The U.S. Army is especially proud to offer our free web-based tool, March2Success, at all LNESEC locations, helping students strengthen their academic skills and prepare for standardized tests and college entrance exams.

The U.S. Army looks forward to a continued partnership with LULAC and LNESEC over the coming years, challenging students to strive for excellence and to work together to achieve mutually beneficial goals. The U.S. Army prides itself on being an organization that fosters diversity of thought and cultivates our Soldiers' extraordinary abilities through education - traits that are shared by this organization.

The U.S. Army applauds the work of LULAC and is proud to be your partner. We look forward to a productive and enjoyable week as we work together to create a stronger future.

In partnership,

Mark S. Davis

Director, Army Marketing and Research Group





250 S. Wacker, Suite 800
Chicago, IL 60606

311 10th St.
Golden, CO 80401

3939 W. Highland Blvd
Milwaukee, WI 53208

June, 2012



Dear LULAC Members and Friends,

On behalf of the MillerCoors family, it is my pleasure to extend a warm welcome to each one of you who are attending and participating at the 83rd Annual League of United Latin American Citizens National Convention & Exposition, the largest gathering of LULAC delegates and Hispanic Leaders in America.

At MillerCoors, we are creating America's best beer company. We recognize that our partnership and alliance with LULAC helps us better understand and connect with the growing multicultural consumer base. MillerCoors has been a long standing partner and an avid supporter of LULAC's reach history of advocacy in civil rights, education, and economic development to continue to improve the quality of life of Hispanic Americans.

We at MillerCoors, look forward to continuing our partnership with LULAC to find ways to foster the development of programs that improves opportunities for people so that our combined efforts result in empowering the Hispanic community and the next generation of leaders.

Our best wishes for a very successful 83rd National Convention.

Sincerely,

Jose R. Ruano
Manager Multicultural Relations
MillerCoors LLC





Bright House Networks is proud to support the League of United Latin American Citizens (LULAC) 83rd Annual National Convention and Exposition in Orlando, Florida.

The LULAC Convention is an exciting gathering of thousands of leaders and members of the community from across the country, all working to achieve the goal of improving their communities, workplaces, and schools.

Bright House Networks strongly believes in giving back to the communities we also call home, and for many years has been investing and partnering with diverse organizations in support of education, youth, and many other causes. At Bright House Networks, our customers are our priority, and that's why we strive to provide the best products and services to satisfy the needs of all of our customers while continuing to be a dedicated corporate partner working towards the betterment of our community.

Bright House Networks values diversity and inclusion – and our most powerful resource is our employees. Many of our employees come from diverse backgrounds and cultures, and their shared experiences help create a dynamic and rewarding workplace. From hiring to training, our approach to diversity encourages achievement and creates a sense of loyalty and commitment.

We are proud to partner with LULAC to highlight the value of diversity and inclusion, and strengthen LULAC as an organization.

Bright House Networks looks forward to continuing our long-lasting partnership with LULAC, so our efforts can transcend in empowering and supporting our community.

We look forward to a successful convention.

Best regards,

Steve Miron
CEO





83rd LULAC National Convention Agenda

Orlando, Florida

June 25-30, 2012



Diamond Sponsors



The Walt Disney Company



Presidential Sponsors



Ford Motor Company



ARMY STRONG.



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LNESC
National Park Service
U.S. Postal Service





All events will be held at the Disney Coronado Springs Resort unless otherwise noted

Monday, June 25

LULAC Federal Training Institute Pre-Conference Meetings

- 8:00 am - 5:00 pm U.S. Department of Veteran Affairs Cancun
- 10:30 am - 11:00 am Press Conference: National Convention Overview Coronado N
- 1:00 pm - 5:00 pm U.S. Department of Agriculture Durango 2
- 1:00 pm - 5:00 pm U.S. Department of Health & Human Services Durango 1
- 1:00 pm - 5:00 pm LULAC National Convention & Federal Training Institute Registration North Registration
- 6:00 pm - 8:00 pm **Opening Reception** Fiesta 6
Margaret Moran, LULAC National President; Congresswoman Kathy Castor; Art Otero, Vice Mayor of Kissimmee; Orlando Commissioner Samuel B. Ings, Mayor Pro Tem, District 6

Tuesday, June 26

- 7 - 12, 2 - 5 pm LULAC National Convention & Federal Training Institute Registration North Registration

LULAC Federal Training Institute

- 9:00 am - 10:15 am FTI: Plenary Session - Navigating a Federal Career – Is there an ideal career path? Fiesta 6
- 9:00 am - 10:15 am FTI: Community Briefing: Find and Apply for Federal EmploymentDurango 1-2
- 10:30 am - 11:00 am Press Conference: Diversity in the Federal Government Coronado N
- 10:30 am - 11:45 am FTI: Community Briefing: Writing an Effective Resume Durango 1-2
- 10:30 am - 11:45 am FTI: Introduction to the Senior Executive Service (SES) Monterrey 1
- 10:30 am - 11:45 am FTI: Employment of Veterans in the Executive Branch: Roles and Responsibilities Coronado F-G
- 10:30 am - 11:45 am FTI: Becoming a Trusted Leader Coronado D-E
- 10:30 am - 11:45 am FTI: Leading Change and Achieving Results: EEO Processing Cancun
- 2:00 pm - 3:15 pm FTI: Community Briefing: Veteran’s Symposium I- Veterans Health Administration Durango 1-2
- 2:00 pm - 3:15 pm FTI: Diversity and Productivity: The Ideal Partnership Monterrey 1
- 2:00 pm - 3:15 pm FTI: Leadership 21-Adding Value Coronado F-G
- 2:00 pm - 3:15 pm FTI: The Door to Hiring & Advancing People with Disabilities in Government..... Coronado D-E
- 2:00 pm - 3:15 pm FTI: When I say “Change”, “You Say Why?!!!” Managing ChangeCancun
- 3:30 pm - 4:45 pm FTI: Community Briefing: Veteran’s Symposium II- Benefits AdministrationDurango 1-2
- 3:30 pm - 4:45 pm FTI: Introduction to the Senior Executive Service (SES)..... Monterrey 1
- 3:30 pm - 4:45 pm FTI: Conflict Resolution Coronado F-G
- Noon - 1:45 pm **Diversity Luncheon**..... Coronado Ballroom K-L
LULAC National President Margaret Moran; Lisa J. Pino, Acting Deputy Assistant Secretary, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture; Elizabeth A. Montoya, U.S. Office of Personnel Management; John Miller, President & Chief Executive, Denny’s.
- 5:30 pm - 7:30 pm **Opportunity Reception: Honoring Our Armed Forces** Fiesta 6
John U. Sepúlveda, Assistant Secretary for Human Resources & Administration, U.S. Department of Veteran Affairs; Diana Bolivar, Hispanic Chamber of Commerce of Metro Orlando

Wednesday, June 27

- 7 - 12, 2 - 5 pm LULAC National Convention Registration & Credentials North Registration
- LULAC Federal Training Institute**





CONGRESSMAN DANIEL WEBSTER
8TH CONGRESSIONAL DISTRICT OF FLORIDA

June 25, 2012

League of United Latin American Citizens
1133 19th Street, NW, Suite 1000
Washington, DC 20036

Dear LULAC Friends,

It is my pleasure to welcome you to Central Florida for the 83rd Annual League of United Latin American Citizens National Convention and Exposition. I know you will enjoy your stay in our beautiful city of Orlando.

Central Florida offers numerous industry strengths, a dynamic educational system, and transportation infrastructure that will provide an ideal setting for convention participants to collaborate on important issues facing our nation. It is my pleasure to welcome the LULAC conference to our area, and to recognize the increasing leadership and contribution of the Latino community in Florida and throughout the United States.

Thank you for visiting our great state of Florida. It is my honor to serve the people of Central Florida as their representative in the United States Congress.

Your servant,

Daniel Webster
Member of Congress



All events will be held at the Disney Coronado Springs Resort unless otherwise noted

Wednesday, June 27

9:00 am - 10:30 am	Our Voice, Our Secure Retirement: A Town Hall Discussion by Latino Leaders on Social Security & Medicare Hosted by AARP (In Spanish) Fiesta 5-6
9:00 am - 11:45 am	FTI: Community Briefing: Veteran's Symposium III-VA for Vets Yucatan 1-3
9:00 am - 10:15 am	FTI: Senior Executive Service 101: Preparing for the Next Step! Cancun
9:00 am - 10:15 am	FTI: Conflict Resolution Coronado F-G
9:00 am - 10:15 am	FTI: EEO and the Special Emphasis Program Manager Coronado M
9:00 am - 10:15 am	FTI: Communication Styles at Work Baja
10:00 am - 11:00 am	Ribbon-Cutting Ceremony and Exposition Opening Veracruz Foyer
10:00 am - 5:00 pm	Exposition, Job & Health Fair Open Veracruz
10:30 am - 11:30 am	Jobs & the Economy Cancun
10:30 am - 11:30 am	Building Healthy Neighborhoods Coronado M
10:30 am - 11:45 am	FTI: Community Briefing: Veteran's Symposium IV- Cemetery Administration Yucatan 1-3
10:30 am - 11:45 am	FTI: Diversity and Productivity: The Ideal Partnership Fiesta 7-8
10:30 am - 11:45 am	FTI: Senior Executive Service 102: Preparing for the Next Step!..... Monterrey 1
10:30 am - 11:45 am	FTI: Generational Truths Every Leader Needs to Know Monterrey 3
11:00 am - Noon	Citizenship Naturalization Ceremony Durango 1-2 Margaret Moran, LULAC National President; Alejandro N. Mayorkas, Director, United States Citizenship and Immigration Services
12:00 pm - 1:45 pm	Partnership Luncheon Coronado Ballroom J-L Leon Rodriguez, Director, Office of Civil Rights, U.S. Dept. of Health & Human Services; Wade Henderson, President & CEO, Leadership Conference on Civil Rights
2:00 pm - 3:15 pm	FTI: Community Briefing: Find and Apply for Federal Employment Yucatan 1-3
2:00 pm - 3:15 pm	FTI: Senior Executive Service Coaching and Roundtable Discussion Monterrey 1
2:00 pm - 3:15 pm	FTI: Management Directive (MD)-715 Coronado D-E
2:00 pm - 3:15 pm	FTI: Branding Yourself: How to Create a Professional Portfolio Coronado F-G
2:00 pm - 3:15 pm	FTI: Leading Change and Achieving Results: EEO Processing Coronado M
3:30 pm - 4:45 pm	FTI: Community Briefing: Writing an Effective Resume Yucatan 1-3
3:30 pm - 4:45 pm	FTI: Senior Executive Service 103-Coaching and Roundtable Discussion Monterrey 1
3:30 pm - 4:45 pm	FTI: EEO and the Special Emphasis Program Manager Coronado F-G
2:00 pm - 2:30 pm	National Assembly Fiesta 5-6
2:45 pm - 4:15 pm	Latinos Living Healthy Town Hall (sponsored by Office of Minority Health) Fiesta 5-6 Dr. Howard Koh, Assistant Secretary for Health, U.S. Dept. of Health & Human Services; Lisa Pino, Acting Deputy Assistant Secretary, Office of the Assistant Secretary for Civil Rights, USDA
2:30 pm - 3:30 pm	Latinos & The Obama Administration (Hosted by the White House) Baja
2:30 pm - 3:30 pm	Google 201: Online Tools for Non-profits & Small Businesses Durango 2
2:30 pm - 3:30 pm	Fueling the Future: America's Energy Options (Sponsored by AREVA) Monterrey 2
2:30 pm - 4:00 pm	Labor Unions Roundtable Monterrey 3
6:00 pm - 10:30 pm	Florida Celebration (Buses depart Coronado Porte Cochère at 5:45 pm) World Showplace, Epcot® Eugene Campbell, Vice President, Domestic Minority Business Dvypmt., Walt Disney Parks & Resorts





All events will be held at the Disney Coronado Springs Resort unless otherwise noted

Thursday, June 28

7 - 12, 2 - 5 pm	LULAC National Convention Registration & Credentials North Registration
7:30 am - 9:00 am	Community Service Breakfast Coronado Ballroom K-L Second Lady, Dr. Jill Biden
10:00 am - 7:00 pm	Exposition, Job & Health Fair Open Veracruz A-C
8:30 am - 4:30 pm	FTI: Hispanic Employment Program Symposium: “Agents for Change” Yucatan 1-3
9:15 am - 10:15 am	Working with Communities of Faith (In Spanish)..... Monterrey 1
9:15 am - 10:15 am	What Does the Civil Rights Data Collection Reveal About the Educational Opportunities for Latino Students in the U.S. and in Florida? Coronado M
9:15 am - 10:15 am	Latinos for a Secure Retirement: Increasing Pension Savings Cancun
10:30 am - 11:00 am	Press Conference: Education: Ready, Set, Go! Coronado N
10:30 am - 11:30 am	Alzheimer’s: The Hidden Risks for Latinos Cancun
10:30 am - 11:30 am	Pell Grants in Danger: The Consequences of the Federal Budget Plan Coronado M
10:30 am - 11:30 am	Young Adults Track: Sustaining a Successful LULAC Council Monterrey 2
10:30 am - 11:30 am	Business Track: Young, Mobile and Growing: The State of Hispanic Consumers Baja Sponsored by Nielsen
10:30 am - 12:00 pm	The Ramifications of State Policies on Federal Immigration Town Hall Durango 1-2 Florida State Representative Darren Soto; Gary Mead, Executive Associate Director, Enforcement and Removal Operations, ICE, DHS
12:00 pm - 2:00 pm	Unity Luncheon Coronado Ballroom J-L Eric Holder, Attorney General of the United States; George Sheldon, Acting Assistant Secretary, Administration for Children and Families, U.S. Department of Health & Human Services; Miguel Romero, Secretary, Department of Labor & Human Resources, Puerto Rico
2:00 pm - 3:20 pm	FTI: Find and Apply for Employment in the Federal Government Coronado E-F
2:00 pm - 3:00 pm	Partnerships among National Puerto Rican Organizations Durango 1
2:00 pm - 3:00 pm	HUD y Latinos... Siempre Unidos (Hosted by LULAC Housing Task Force) Monterrey 2
2:00 pm - 3:00 pm	Business Track: Turn Key Franchising (Sponsored by 7-Eleven)..... Monterrey 1
2:30 pm - 3:30 pm	Modern Slavery: A Violation of Human Rights Baja
2:30 pm - 3:30 pm	Financial Literacy: Wallet Wise Training Cancun
2:30 pm - 3:30 pm	Media / Messaging / Social Tools: How To Make a Council Successful..... Coronado M
3:30 pm - 5:00 pm	Women’s Hall of Fame Pinning Ceremony & High Tea Tupperware Headquarters*
5:30 pm - 11:00 pm	Youth Awards Banquet (Buses depart Coronado Porte Cochère at 4:45 pm) Universal Studios* Guadalupe “Guad” Venegas of Telemundo’s Mun2; Dr. Ricardo Rosselló, Duke University Singer Alaya Daoud

Friday, June 29

7 - 12, 2 - 5 pm	LULAC National Convention Registration & Credentials North Registration
7:30 am - 9:00 am	LULAC National Educational Service Centers Breakfast Coronado J-L LULAC/FTI Youth-Collegiate Federal Career and Recruitment Forum
8:00 am - 12:00 pm	Youth Collegiate Forum College Administrators & Staff Coronado D-E
8:00 am - 12:00 pm	High School Grade 9-11 Group 1 Fiesta 3-4





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Friday, June 29

8:00 am - 12:00 pm	High School Grade 9-11 Group 2	Yucatan 1
8:00 am - 12:00 pm	College, University and Rising Seniors Grade 12.....	Yucatan 2
9:00 am - 10:30 am	The Future Is in Your Hands Town Hall	Durango 1-2
9:15 am - 10:15 am	Charter Schools: Private education choice for public school students	Cancun
9:15 am - 10:15 am	Civitas: LULAC Council Free Website Training	Baja
10:00 am - 4:00 pm	Exposition, Job & Health Fair Open	Veracruz A-C
10:30 am - 11:00 am	Press Conference: Hispanic Voter Turnout	Coronado N
10:30 am - 12:00 pm	The Future of Puerto Rico Town Hall	Durango 1-2
	Michael Strautmanis, Deputy Assistant to the President & Counselor for Strategic Engagement to the Senior Advisor, The White House	
10:30 am - 11:30 am	The New Debate on Violence Against Women	Cancun
	Lynn Rosenthal, Advisor on Violence Against Women, The White House	
10:30 am - 11:30 am	Raising for Good: LULAC Council Funding Strategies	Coronado M
10:30 am - 11:30 am	Facebook: How to use Facebook for your non-profit (Sponsored by Facebook)	Baja
Noon - 2:00 pm	FTI Youth Career Opportunities Luncheon	Fiesta Ballroom 5-6
Noon - 2:00 pm	LULAC Women's Luncheon	Coronado Ballroom J-L
	Hilda L. Solis, Secretary, U.S. Department of Labor; Adriana Vieco, U.S. Dept. Department of Justice; Maria Marin, Orgullosa Spokesperson for The Procter & Gamble Company	
2:30 pm - 3:30 pm	Civil Rights Training: Advocating for Yourself.....	Cancun
2:30 pm - 3:30 pm	Filling the Tech Void: Employment opportunities for Latinos in Emerging Tech Fields	Baja
2:30 pm - 3:30 pm	LULAC & LGBT Equality: History in the Making	Yucatan 1
2:30 pm - 3:30 pm	Ford Driving Dreams through Education: Best Practices (Sponsor by Ford).....	Coronado F-G
3:30 pm - 4:30 pm	LULAC National Assembly: Legislative Platform	Durango 1-2
6:00 pm - 7:00 pm	Presidential Reception	Ballroom Foyer
7:00 pm - 11:00 pm	Presidential Awards Banquet	Coronado Ballroom H-L
	Thomas A. Saenz, President & General Counsel, Mexican American Legal Defense and Educational Fund (MALDEF); Olga Tañón, seven-time Grammy Award-winning Merengue & Latin Pop Artist Musical Performance by the US Army Latin Ensemble Band	

Saturday, June 30

8:00 am - 4:00 pm	LULAC General Assembly & Election of Officers	Fiesta 5-6
5:00 pm - 7:00 pm	LULAC President's Celebration	Casitas Courtyard
	U.S. Senator Bill Nelson (D-FL)	
7:30 pm - 11:00 pm	Concierto: Voces Unidas por America	Coronado Ballroom H-L
	Tito Nieves; Jesse & Joy; Mariachi Cobre	





Exhibitors

Company	Booth	Company	Booth
7-Eleven, Inc.	312	National Library of Medicine	1019
AARP	811	National Museum of the American Latino	420
Air Force Reserve	917	Naval Intelligence	1128
Air National Guard	1032	NBC/Telemundo	719
ALBA – American Latino Benefit Association	429	NIH	1124
Albuquerque Hispano Chamber of Commerce	416	NYC & Company	422
American Cancer Society Cancer Action Network, Inc.	323	Office of the Comptroller of the Currency	1224
American Federation of Teachers	818	Orange County Health Department	427
American Petroleum Institute	519	PepsiCo	609
Army Contracting Command	1218	Pew Campaign on Human Health and Industrial Farming.	316
AT&T	909	Pfizer INC	517
Be the Generation Bridge	318	Procter & Gamble Company	309 & 425
Bright House Networks	301	Salsa Y Salud	329
Centers for Disease Control	1023	Selective Service System	1121
Centers for Medicare & Medicaid Services (CMS)	1022	Social Security Administration - Recruitment	1232
Central Intelligence Agency (CIA)	933	Social Security Administration	1133
Coldwell Banker	521	Springfield College	324
Cox Media Group	629	Strategic Systems Programs	1026
Denny's Restaurants	411	Students First	325
Defense Logistics Agency	1029	Texas LNECS	317
DHS - Employment Verification	1226	Toyota	617
DHS - Immigration and Customs Enforcement (ICE)	1220	Transportation Security Administration	1125
DOC/NOAA	1118	Tupperware Brands	423
Edward Sanchez Cosmetics	328	University of Central Missouri	326
Education Dynamics	524	University of South Florida	327
Enterprise Rent-A-Car Company	310	U.S. Air Force	509
Fannie Mac - Making Home Affordable Program	833	U.S. Army	801
Federal Highway Administration	1216	U.S. Census Bureau	924
Federal Aviation Administration	1117	U.S. Coast Guard	919
Federal Bureau of Investigation	1222	U.S. Department of Agriculture - Food and Nutrition Service	825
Federal Bureau of Prisons	1127	U.S. Department of Agriculture	823
Federal Deposit Insurance Corporation (FDIC)	1017	U.S. Department of Education	1018
Fifth Third Bank	841	U.S. Department of Interior	1033
Food & Drug Administration	1228	U.S. Department of Justice - DEA	1129
Food & Drug Administration-Office of Women's health.	1025	U.S. Department of Labor - EBSA	926
Ford Motor Company	701	U.S. Department of Labor - ODI	928
General Motors	1001	U.S. Department of Labor - Office of the Job Corps	932
Generation Opportunity	322	U.S. Department of State	927
Hilton Worldwide	618	U.S. Department of Veterans Affairs	828
Hispanic Chamber of Commerce of Metro Orlando	528	U.S. Dept. of Veterans Affairs-National Cemetery Admin.	826
Hispanic Medal of Honor	832	U.S. Environmental Protection Agency	925
Internal Revenue Service	1123	U.S. Environmental Protection Agency	923
LULAC National Booth	601	U.S. Marine Corps	817
LULAC NY	424	U.S. Marshals Service	1027
LULAC Women's Commission	426	U.S. Navy	417
Manheim	620	U.S. Nuclear Regulatory Commission	1021
McDonalds	717	U.S. Office of Personnel Management	929
Microsoft	623	U.S. Postal Service	1028
MillerCoors	500	U.S. Secret Service	1119
Motel 6 / Accor North America	209	Walgreens Wellness Bus and Booth	740
National Center for Missing & Exploited Children	321	Walmart Stores, Inc.	411
National Credit Union Administration	1024	The Walt Disney Company	300
National Education Association	1126		



EXPO LATINO

COMMUNITY SHOWCASE 2012



WED 10-5, THU 10-7, FRI 10-4

45' x 30'
Army Flight Simulator
 1041

50' x 20'
Fifth Third Bank
 841

50' x 30'
Veterans Mobile Health Unit
 639

70' x 40'
Walgreens Wellness Bus
 437

40' x 20'
LULAC Center Stage
 139

Social Security	1133
U.S. Department of Defense	1129
Federal Reserve	1128
DHS - Everif	1127
Office of the Inspector General	1125
IRS	1122
Federal Reserve	1122
Selective Service	1121
DHS - Immigration	1220
U.S. Army	1119
U.S. Secretariat	1218
Federal Reserve	1117
Federal Reserve	1216

Department of Defense	1033
Naval Intelligence	1128
U.S. National Archives	1027
NIH	1124
Trans Department	1124
CDC	1122
U.S. Nuclear	1021
National Transportation	1019
Federal Reserve	1017

CIA	933
U.S. Office of Strategic	929
U.S. Department of State	927
EPA	925
U.S. Coast Guard	919
U.S. Air Force	917

Farm Bureau	833
U.S. Department of Agriculture	829
USDA	827
U.S. Food & Drug Administration	825
U.S. Department of Justice	823
U.S. Marine Corps	817

LULAC	733
Department of Health & Human Services	729
Department of Education	727
U.S. Department of Education	725
U.S. Department of Education	723
U.S. Department of Education	820
U.S. Department of Education	719
McDonald's	717

20' x 20'
 Cox Media
 629

20' x 20'
 Microsoft
 623

20' x 20'
 TOYOTA
 617

529 528

527 526

523 522
 Coldwell Banker
 521 520
 API
 519 518
 Pfizer, Inc.
 517

ALBA
 429 528

Orang
 427 526
 Procter & Gamble
 425 524
 Tupperware
 423

20' x 20'
 U.S. Navy
 417

20' x 20'
 Salsa Y Salud
 329

LULAC
 426
 LULAC
 424
 NYC & Company
 422
 National Hispanic
 321 420
 Texas
 317

20' x 20'
 U.S. Navy
 417

Edward
 328

Unive
 326

20' x 20'
 Exhibitor Lounge
 113

30' x 30'
AT&T
 909

20' x 20'
AARP
 811

20' x 30'
 PepsiCo
 609

30' x 30'
U.S. Air Force
 509

40' x 30'
Wal-Mart
 413

20' x 20'
 Denny's Restaurants
 411

20' x 30'
 Procter & Gamble Company
 309

7' x 312
 Enter
 310
 Motel
 209
 Wait
 306
 Wait
 304
 Wait Disney
 300
 Wait Company
 300

30' x 30'
General Motors
 1001

40' x 30'
U.S. Army
 801

20' x 20'
 Ford Motor Company
 701

30' x 30'
LULAC
 601

40' x 30'
MillerCoors
 500

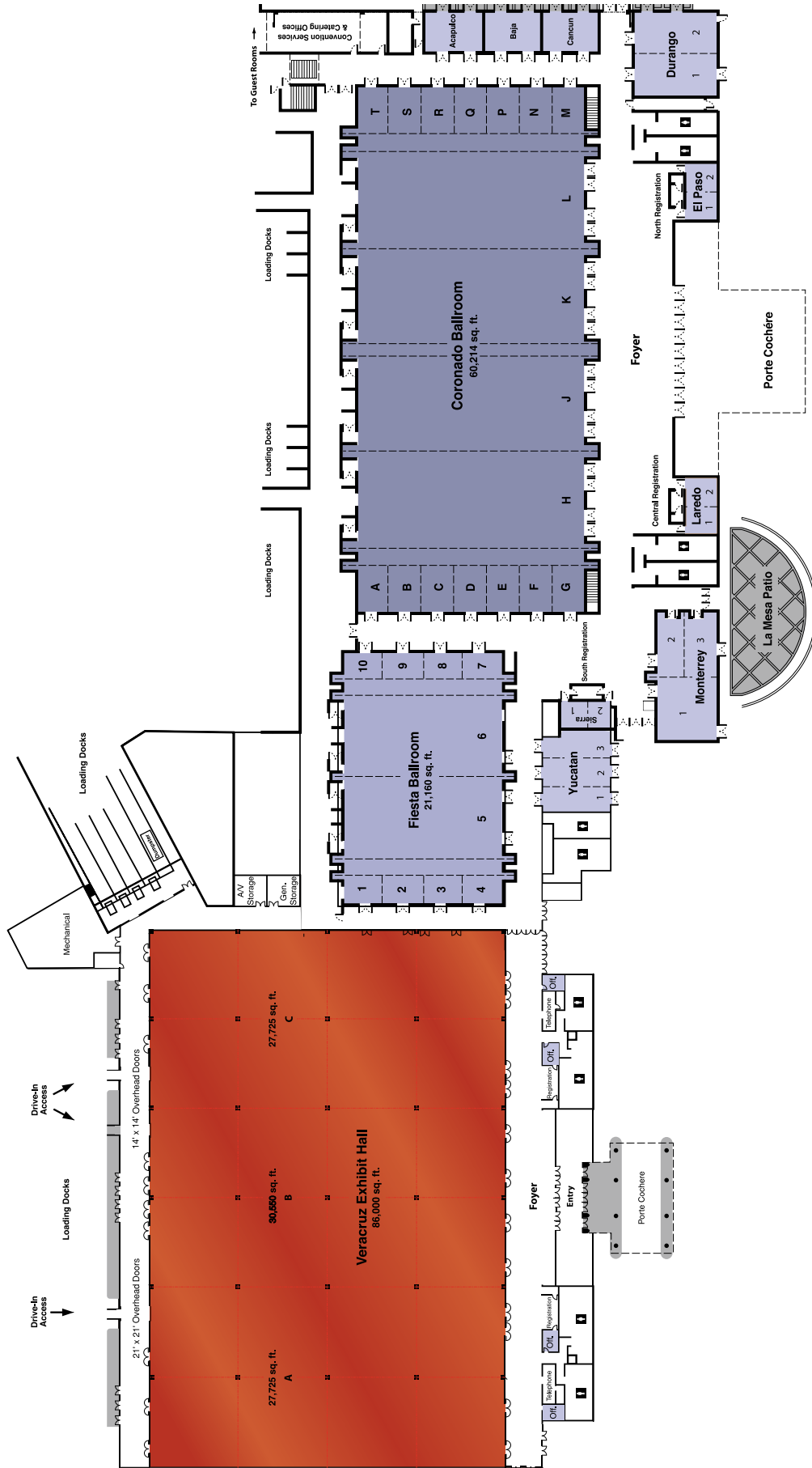
20' x 20'
 Bright House Networks
 301

50' x 10'
 Hargrove Service Center





Convention Center Layout





All events will be held at the Disney Coronado Springs Resort unless otherwise noted

Monday, June 25

LULAC Federal Training Institute Pre-Conference Meetings

8:00 am - 5:00 pm	U.S. Department of Veteran Affairs	Cancun
10:30 am - 11:00 am	Press Conference: National Convention Overview	Coronado N
1:00 pm - 5:00 pm	U.S. Department of Agriculture	Durango 2
1:00 am - 5:00 pm	U.S. Department of Health & Human Services	Durango 1
1:00 pm - 5:00 pm	LULAC National Convention & Federal Training Institute Registration	North Registration
6:00 pm - 8:00 pm	Opening Reception	Fiesta 6



Opening Remarks: LULAC National President, Margaret Moran

Guests Speaker: Congresswoman Kathy Castor

Kathy Castor is the Tampa Bay area's voice in the U.S. Congress. She is serving her third term representing Florida's 11th Congressional district, which includes Tampa, St. Petersburg and parts of Hillsborough, Pinellas and Manatee counties. She was originally elected in 2006 and re-elected by voters in 2008 and 2010. Castor is the first woman to represent Hillsborough and Pinellas counties in the U.S. Congress. Castor focuses on issues vital to Tampa Bay area families and businesses and is committed to building a stronger economy. She works on initiatives that create jobs, improve schools, provide access to affordable health care, and protect consumers and the environment.

Special Guests: Art Otero, Vice Mayor of Kissimmee; Commissioner Samuel B. Ings, Mayor Pro Tem, District 6



Tuesday, June 26

7 to 12, 2 - 5 pm	LULAC National Convention & Federal Training Institute Registration	North Registration
	LULAC Federal Training Institute	

9:00 am - 10:15 am	FTI: Plenary Session - Navigating a Federal Career – Is there an ideal career path?	Fiesta 6
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There are at minimum three bodies of knowledge that transcend specific job occupation classification that once acquired generally provide an individual that “extra” quality hiring officials notice. A cautionary note – no amount of knowledge or skill has value without successful performance. The first is typically a technical knowledge set required for a job. A second is generally specific to your organization's operations and culture. The third is leadership at every grade level – from singularly leading a task force of one, to leading teams, branches, divisions, departments etc. Leadership typically begins with the tactical and with experience; and successful performance rises to the strategic level and typically into leadership positions with high GS grades or Senior Executive Service (SES) positions. So, if you've been in the federal public service family for a month or 20 years, “Where are you on your journey?” As Alice, in the story of Alice in Wonderland, asks the Cheshire cat in a tree, “Where am I?” With a smile, the cat replies, “Where do you want to be?”

Facilitator: Ms. Sara E Clemente Sosa, LULAC Director of Federal Affairs

Presenter: Ms. Kimberly Holden, Deputy Associate Director for Recruitment and Hiring, Office of Personnel Management (OPM)

Panelists: Mr. Gilbert Camacho, Associate Director for Human Capital Systems Human Capital and Resources Management, U. S. Department of Health and Human Services; Ms. Lorena Carrasco,





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Director, Diversity & Inclusion, Commodity Futures Trading Commission; Michelle A. Arias, Acting Director, Office of Recruitment, Examination & Employment, Bureau of Human Resources, U.S. Department of State; Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer, Social Security Administration; Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

9:00 am - 10:15 am FTI: Community Briefing: Find and Apply for Employment in the Federal Government Durango 1-2

It's a New Day for the Federal Service! Are you interested in pursuing one of the many exciting, challenging and rewarding careers in the Federal Government? Attend this workshop to learn how to get started, as it is designed to highlight the steps to finding and applying for Federal jobs and provide you with an excellent foundation to consider a career with the Federal government. This session will provide participants with information on how to navigate the government's official jobs website, USAJOBS. Participants will learn how to navigate the site and search for jobs, including tailoring the search to particular types of jobs and specific geographic areas. They will also learn about the various special hiring programs with the Federal Government and what jobs are in high demand, as well as resume and other Federal application process tips.

Facilitator: Ms. Alfrida Coombs, Departmental Hispanic Employment Program Manager, Office of the Secretary, Office of Civil Rights, U.S. Department of Transportation

Presenter: Ms. Julie Saad, Program Analyst, Student Programs, Recruitment and Hiring, Employee Services Division, Office of Personnel Management

10:30 am - 11:00 am Press Conference: Diversity in the Federal Government Coronado N

Welcome Remarks: LULAC National President, Margaret Moran

Guest Speakers: Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer, Social Security Administration; and Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

10:30 am - 11:45 am FTI: Community Briefing: Writing an Effective Resume Durango 1-2

The Federal Government is streamlining the application process in order to make it easier and faster for candidates to apply for jobs. Job seekers will be able to apply for positions using a resume and an optional over letter. This workshop will provide participants with information on how best to write a resume that highlights strengths and accomplishments. You will learn what information to include on your resume, tips to market yourself how to describe your experience. You will also learn how to communicate veteran-specific information on your resume. Participants will leave this session armed with information to craft an effective resume.

Facilitator: Ms. Julie Saad, Program Analyst, Student Programs, Recruitment and Hiring, Employee Services Division, Office of Personnel Management

Presenter: Ms. Monica Butler, Human Resources Specialist, Washington Services Branch, Division of Human Resources Solutions, Office of Personnel Management

10:30 am - 11:45 am FTI: Introduction to the Senior Executive Service (SES) Monterrey 1

What is the Senior Executive Service? Are you interested in becoming an SES? Come and learn first-hand about the how and why of the SES. What experiences do you need? What traits do you have? These will be addressed by providing you an overview on the Executive Core Qualifications (ECQs). The Executive Core Qualifications (ECQs) define the competencies needed to build a federal corporate culture that drives for results, serves customers, and builds successful teams and coalitions within and outside the organization. The Executive Core Qualifications are required for entry to the Senior Executive Service and are used by many departments and agencies in selection, performance management, and leadership development for management and executive positions.





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Facilitator: Ms. Marisela Rosales, Recruiter/SEPM Manager, U.S. Department of Labor

Presenter(s): Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer; Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

10:30 am - 11:45 am FTI: Employment of Veterans in the Executive Branch: Agency Roles and Responsibilities Coronado F-G

This presentation explains the initiative, its goals, and the impact on Federal Agencies, hiring managers and HR professionals. It also addresses the specific roles and responsibilities of the Council on Veterans Employment, Veteran Employment Program Office, the U.S. Office of Personnel Management, and the Departments of Labor, Defense, Veterans Affairs, and Homeland Security.

Facilitator: Mr. Felipe Garcia-Santos, Regional Veterans Employment Coordinator (RVEC), Region 11 (Florida & Puerto Rico), U.S. Department of Veterans Affairs

Presenter: Mr. Hakeem Basheerud-Deen, Deputy Director, Veterans Services, U.S. Office of Personnel Management (invited)

10:30 am - 11:45 am FTI: Becoming a Trusted Leader Coronado D-E

Globalization, the pending retirement wave, increased utilization of technology, and a universally accepted mantra of “do more with less – and do it faster, more efficiently and effectively” is causing agencies to fundamentally question how they identify and train their leaders of tomorrow. What got us here won’t get us there; the role of a leader is transforming and strategic leadership is the calling of tomorrow. Involve yourself in this session and gain a greater understanding of the five stages of strategic leadership and learn how to immediately apply them into your daily life. Let this learning engagement help you identify how to transform yourself and unleash you as a forward thinking results-driven strategic leader.

Facilitator: Ms. Cristina Bartolomei, EEO Specialist, Hispanic Employment Program Manager, LEP Initiatives, Office of Civil Rights, U.S. Department of Commerce

Presenters: Mr. Jeffrey Vargas, Chief Learning Officer, Commodity Futures Trading Commission; Mr. Sean M. Clayton, Acting Deputy Assistant Regional Commissioner for Management and Operations Support, Social Security Administration (invited)

10:30 am - 11:45 am FTI: Leading Change and Achieving Results: EEO Processing Coronado M

The U.S. Postal Service’s EEO department strategically transformed its methodology and approach to EEO complaint processing. In 2004, the agency created the National EEO Investigative Services Office (NEEOISO). NEEOISO successfully operates as the only EEO Shared Service Center in the federal sector implementing aggressive, operational and business objectives to centralize EEO complaint processing. It incorporates tried and true best practice techniques, as it delivers on its self-imposed, high quality standards. This workshop will briefly explain how the Agency streamlined its overall federal EEO complaint and investigative processes.

Facilitator: Ms. Elaine Westley, EEO Manager, Federal Women’s Program and Hispanic Employment Program Manager, Department of Justice, Drug Enforcement Administration HQDEA

Speaker(s): Mr. William ‘Randy’ Caldwell, CEBS, SPHR, CCP, Executive Manager, National EEO Services, United States Postal Service; Ms. Vickye R. Byron, SPHR, GCDF, Manager, EEO Services, United States Postal Service





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Noon - 1:45 pm

Diversity Luncheon

Coronado Ballroom K-L

Sponsored by Denny's Corporation



Master of Ceremonies: Lydia Guzman, Bright House

Opening Remarks: LULAC National President Margaret Moran

Sponsor Remarks: John Miller, President & Chief Executive, Denny's Corporation;

Guest Speakers: Lisa J. Pino, Acting Deputy Assistant Secretary, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture; Elizabeth A. Montoya, U.S. Office of Personnel Management

2:00 pm - 3:15 pm

FTI: Community Briefing: Veteran's Symposium I - Veterans Health Administration

Durango 1-2

VHA is home to the United States' largest integrated health care system consisting of 152 medical centers, nearly 1,400 community-based outpatient clinics, community living centers, Vet Centers and Domiciliary. Veterans attending this session will be provided information on basic eligibility for VA healthcare, how to enroll in VA healthcare (DD214), covered healthcare services, priority groups, co-payments, Operations Iraq Freedom/Operation Enduring Freedom benefits, mental health services, Vet Centers, VA special programs, patient education classes, MyHealthyVet, and ChampVA.

Facilitator: Mr. Dwayne E. Campbell, Hispanic Veterans Liaison, Center for Minority Veterans, U.S. Department of Veterans Affairs

Presenter(s): Mr. Edwin Johnson, Minority Affairs Specialist and the Integrated Health Services Care Representative, Orlando VA Medical Center, U.S. Department of Veterans Affairs

2:00 pm - 3:15 pm

FTI: Diversity and Productivity: The Ideal Partnership

Monterrey 1

Until recently, the battle cry on diversity had been limited to recruiting and hiring diverse candidates, analyzing representation rates, and either handling or avoiding EEO complaints. However, that's not enough. In order to ensure that a diverse workforce is productive, leaders must understand the elements of the diversity their employees bring, as well as the effects of such diversity in today's workplace culture and in people's careers. This presentation combines research results, humor, and storytelling to illustrate the consequences of having a diverse workforce and provides food for thought on how to ensure it remains productive.

Facilitator: Ms. Ana Valentin, Survey Statistician, NOAA Fisheries Statistics Division, U.S. Department of Commerce

Presenter: Ms. Maria Mercedes Olivieri, Diversity Consultant & Trainer, Former Assistant Director for Federal Diversity, Office of Personnel Management

2:00 pm - 3:15 pm

FTI: Leadership 21-Adding Value

Coronado F-G

Leadership 21 is designed to provide you with the opportunity to examine competencies associated with leadership and to apply those competencies to your current work assignment. In today's organizations leadership is needed at all levels and by all employees. Gone are the days when leadership was the exclusive domain of a chosen few in executive positions. The constant change and evolving dynamics of the modern organization requires a much different approach. The new leadership approach and demands mean that you and your peers must step up as "corporate citizens," and be leaders within your own work areas in a variety of ways.

Leadership is everyone's responsibility. It's the behavior each of us exerts when we take responsibility for our actions and their consequences. It is through this model that you demonstrate value. You demonstrate more than technical competence - more than traditional skills and abilities. VALUE. Value that enhances your organization's ability to achieve more, to be more effective and to realize mission possibilities that are not possible without leadership at all levels. It challenges you to look at your own capabilities and contributions for the value you are adding to mission accomplishment at your organization.





Dear Convention Attendee,

On behalf of the 83rd LULAC National Convention & Exposition Host Committee, we would like to extend a warm welcome to Central Florida. This year’s host committee, which includes LULAC members from across the state, has worked hard to put together an exciting convention that is sure to inform, engage and entertain you throughout the week.

We have put together a host committee this year that includes our most active members from throughout state. Florida now has the third highest population in the nation and is home to over 4.2 million Latinos who make up 22.5% of the state. Our growing Latino community is having a profound impact on the state—enriching its economy, diversifying its culture, alerting its political landscape and making the state a center of media, entertainment, trade and the arts. We are proud to be the “Gateway to the Americas” for much of the United States.

This year’s LULAC National Convention & Exposition, themed “America’s Latino Community Center Stage” promises to be one of the most exciting to date. Unique to this convention, will be the opportunity for our attendees to attend to evening events at two of the best world class attractions we have in central Florida. Our Florida celebration will take place at Walt Disney World’s Epcot on Wednesday evening and the Youth Awards Banquet will take place at Universal Studios. Both events promise to be unique, fun and exciting activities that you will not want to miss.

The 83rd LULAC National Convention will feature speakers from across the country, top-notch entertainment and the LULAC Expo Latino—a free, family friendly Expo with over 200 companies ready to hire, a health fair providing numerous preventive care tests (mammogram, cardiovascular, and diabetes) and a consumer expo with all the latest products to sample free of charge!

Again, welcome to Central Florida. With over 50 million visitors coming to our region every year, our host city has something to offer everyone. We hope to see you again soon!

Thank you,



Jose A. Fernandez
Chair of the 2012
LULAC National Convention
Host Committee



Juan Carlos Lizardi Valdes
Co-Chair of the 2012
LULAC National Convention,
LULAC National Vice President
for the Southeast



Edna E. Canino
Co-Chair of the 2012
LULAC National Convention

2012 Convention Committee:

- Dr. Lydia Medrano
- Matilda Garcia
- Yanidsi Velez
- Victor Valdes
- Roberto Canino
- Alberto Collazo
- Tina Vargas
- Anita de Palma
- Edwin Rivera



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It can help you become a more confident informal or formal leader, assume greater leadership responsibilities, seize leadership opportunities, and assess your leadership competence and potential. Through this, it is believed that you will increase your personal job satisfaction and value to the organization.

Facilitator: Ms. Cristina Bartolomei, EEO Specialist Hispanic Employment Program Manager, LEP Initiatives, Office of Civil Rights, US Department of Commerce

Presenter: Ms. Vilma Colon, Former Division Director, General Services Administration

2:00 pm - 3:15 pm FTI: The Door to Hiring & Advancing People with Disabilities in the Federal Government Coronado D-E

This workshop presented by the US Department of Health and Human Services (DHHS), Diversity Outreach Opportunities and Recruitment Division (DOOR) representatives will provide valuable information on vehicles you may use to employ people with disabilities and create career paths that may help them advance to leadership positions within the Federal government. The workshop will be an open forum and overview of Schedule A hiring; Reasonable Accommodations and Language Access; Training Resources for Persons with Disabilities; Internship, and Employment Opportunities within the Federal government.

Facilitator: Ms. Virginia Andreu, Attorney, United States Equal Employment Opportunity Commission.

Presenter(s): Ms. Crystal Williams, Departmental Hispanic Employment Program Manager, U.S. Department of Health and Human Services

2:00 pm - 3:15 pm FTI: When I say "Change", "You Say Why?!!!" Managing Change: Understanding Your Change Style Preference Coronado M

Do any of these responses resonate? How can you effectively deal with and lead a workforce through change if you get these responses?

During this interactive workshop attendees will learn about personal change style preferences and more importantly shed some light on how others around them approach change. This basic understanding is the foundation for effective change management. As a senior leader in any organization, your ability to effectively lead and manage change is critical to leadership effectiveness. This workshop will give you the tools to build your change management skills.

Facilitator: Ms. Cristina Bartolomei, EEO Specialist Hispanic Employment Program Manager, LEP Initiatives, Office of Civil Rights, US Department of Commerce

Presenter: Ms. Anita Hinton, Leadership Instructor, Central Intelligence Agency/Center for Leadership Development

3:30 pm - 4:45 pm FTI: Community Briefing: Veteran's Symposium II-Veterans Benefits Administration Durango 1-2

This workshop will provide attendees with information on Veterans Benefits Administration (VBA). VBA is responsible for administering the VA's programs that provide financial and other forms of assistance to Veterans, their dependents, and survivors. Major benefits offered to Veterans by VBA include Veterans' compensation, pension, survivors' benefits, rehabilitation and employment assistance, education assistance, home loan guaranties, Dependency and Indemnity Compensation, life insurance coverage, memorial benefits, markers/headstone, medallion benefit, and burial flag.

Facilitator: Mr. Dwayne E. Campbell, Hispanic Veterans Liaison, Center for Minority Veterans, U.S. Department of Veterans Affairs

Presenter(s): Mr. Ernest Houston, Veterans Service Center, St. Petersburg VA Regional Office, U.S. Department of Veterans Affairs





Margaret Moran
National President



Rosa Rosales
Immediate Past
National President



Sandra Jurado
National Youth
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Roger C. Rocha
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Women



Ana Valenzuela Estrada
National Vice President
for Youth



Manuel Rendon
National Vice
President for Young
Adults



Berta Urteaga
National Vice
President for the
Elderly



**Esther Degraives-
Aguñaga**
National Vice
President Northeast



Baldo Garza
National Vice
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Southwest



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National Vice
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Oscar Moran
Mario Obledo
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Belen Robles
Pete Villa

Appointments

Manuel Escobar, Esq
Luis R. Vera, Jr., Esq.
Connie Martinez
Patricia Roybal Caballero
Toula Politis Lugo
Mike Lopez
Cynthia T. Molina
Elsie Valdes
Luis Nuño Briones
National Legal Advisor
General Counsel
National Secretary
Parliamentarian
National Chaplain
Chief of Staff
Natl. Special Asst. for Dev.
Sr. Policy Adv. to Natl. President
National Historian

FTI/LULAC Agenda - Tuesday/Wednesday, June 26/27



All events will be held at the Disney Coronado Springs Resort unless otherwise noted

3:30 pm - 4:45 pm **FTI: Introduction to the Senior Executive Service (SES)** **Monterrey 1**
Repeated from Tuesday from 10:30 am to 11:45 am

Facilitator: Ms. Jacqueline Padrón, Diversity and Inclusion Program Manager, Office of Human Resources Management, U.S. Department of Agriculture

Presenters: Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer; Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

3:30 pm - 4:45 pm **FTI: Conflict Resolution** **Coronado F-G**
The objective of this training session is to improve understanding and awareness of conflict resolution strategies and increase the use of these strategies when feasible and appropriate. Attendees will learn to anticipate and prevent destructive conflict; plan an appropriate strategy and set the plan in motion.

Facilitator: Ms. Glorimar Maldonado, Chief of Staff, White House Initiative on Educational Excellence for Hispanics, U.S. Department of Education

Presenter: Mr. Ray Wilson, EEO Specialist, US Army, Fort Gordon

5:30 pm - 7:30 pm **Opportunity Reception: Honoring Our Armed Forces** **Fiesta 6**

Sponsored by: U.S. Department of Defense

Master of Ceremonies: Department of Defense representative

Opening Remarks: LULAC National President Margaret Moran

Guest Speaker: Diana Bolivar, Hispanic Chamber of Commerce of Metro Orlando

Keynote Speaker: John U. Sepúlveda, Assistant Secretary for Human Resources & Administration, Department of Veteran Affairs



John U. Sepúlveda was nominated by President Obama to serve as the Assistant Secretary for Human Resources and Administration for the Department of Veterans Affairs, unanimously confirmed by the Senate, and sworn in by the Secretary of VA, Eric K. Shinseki, on May 20, 2009. Currently, Mr. Sepúlveda plays a leading role in Secretary Shinseki's efforts to transform VA into a 21st-century organization. He oversees VA's unprecedented employee-focused initiative called ADVANCE, which provides a corporate approach to strategic human capital management, to effectively advance VA's transformation.

Wednesday, June 27

7 - 12, 2 - 5 pm **LULAC National Convention Registration & Credentials** **North Registration**

9:00 am - 10:30 am **Our Voice, Our Secure Retirement: A Town Hall Discussion by Latino Leaders on Social Security & Medicare** **Fiesta 6**
Hosted by AARP



This interactive town hall will gather 50+ community members, families and LULAC community advocates from across the U.S. and Puerto Rico to discuss the current and future state of Social Security and Medicare for Latinos. Sharon Miranda of Univision will moderate a discussion offering Latinos reliable information about the long-term financial challenges facing these programs. Experts will provide attendees with straightforward information about the proposals that are being debated in Washington and on the campaign trail. The audience will be invited to use electronic voting tools to share their ideas directly with their members of Congress and the presidential candidates. The town hall will be conducted in Spanish with English subtitles.

La Liga de Ciudadanos Latinoamericanos Unidos y AARP presentan un encuentro interactivo con la comunidad de la tercera edad, familias y defensores comunitarios de LULAC de EE. UU. y Puerto Rico para hablar sobre el estado actual y futuro del Seguro Social y Medicare. Sharon Miranda, Univision,





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FTI/LULAC Agenda - Wednesday, June 27

All events will be held at the Disney Coronado Springs Resort unless otherwise noted

moderará un debate en el que se ofrecerá a los latinos información de confianza acerca de los retos a largo plazo que afrontan estos programas. Expertos ofrecerán a los asistentes información clara sobre las propuestas que actualmente se están debatiendo en Washington y en la campaña electoral. Se invitará a la audiencia a utilizar herramientas electrónicas de voto para compartir sus ideas directamente con los miembros del congreso y los candidatos presidenciales. El debate será conducido en español con subtítulos en inglés.

Welcoming Remarks / Bienvenida: Lorraine Cortés-Vázquez, Executive Vice President, Multicultural Markets and Engagement, AARP

Moderator / Moderador: Sharon Miranda, Anchor, Univision

Featured Speakers / Oradores: Cristina Martin Firvida, Director of Government Relations for Economic Security, AARP and Victoria Funes, Associate State Director, AARP Florida

9:00 am - 11:45 am FTI: Community Briefing: Veteran’s Symposium III-VA for Vets Yucatan 1-3

This workshop will provide attendees with information on programs geared to assisting veterans and/or employees charged with informing, and assisting the veterans seeking employment. It will also provide information on the many programs that the United States Department of Veteran’s has offer to veterans. Special emphasis will be given to the VA for Vets program.

VA for Vets facilitates the reintegration, retention and hiring of Veteran employees at the Department of Veterans Affairs (VA). At this session, Veterans will learn about VA’s careers, search tools for Veterans seeking employment at VA, career development services for Veterans employed by the VA, military skills translation, career matching services, and coaching and reintegration support for military service members.

Facilitator: Mr. Dwayne E. Campbell, Hispanic Veterans Liaison, Center for Minority Veterans, U.S. Department of Veterans Affairs

Presenter: Mr. Felipe Garcia-Santos, Regional Veterans Employment Coordinator (RVEC) Region 11 (Florida & Puerto Rico), U.S. Department of Veterans Affairs

9:00 am - 10:15 am FTI: Senior Executive Service 101: Preparing for the Next Step! Monterrey 1

Interested in becoming a SES member? Join us in both sessions of a two-part workshop: Preparing for the Next Step, sessions (SES 101 & SES 102) to help you acquire the knowledge to stand out in a competitive field. One sure way to accomplish this task is by executing successful Executive Core Qualifications (ECQ). Well written ECQs can mean the difference between of being referred for an interview with a federal review board or not!

This interactive workshop will afford the opportunity to begin crafting ECQ’s and how to follow the Office of Personnel Management’s Challenge/Context/Action/Results Model. To accomplish this, the presenter will provide attendees with expert advice on how to present your qualifications in writing; the do’s and don’ts when addressing the ECQ’s and writing samples of ECQ’s.

Facilitator: Ms. Jacqueline Padrón, Diversity and Inclusion Program Manager, Office of Human Resources Management, U.S. Department of Agriculture

Presenter (s): Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

9:00 am - 10:15 am FTI: Conflict Resolution Coronado F-G

The constructive handling of disagreements is essential to personal satisfaction and organizational effectiveness. Improved skill in managing interpersonal differences will enrich your work relationships and career. In this session attendees will learn to anticipate and prevent destructive conflict; plan an appropriate strategy to address conflict and set the plan in motion.



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Facilitator: Ms. Ana Valentin, Survey Statistician, NOAA Fisheries Statistics Division, U.S. Department of Commerce

Presenter: Mr. Ray Wilson, EEO Specialist, US Army, Fort Gordon

9:00 am - 10:15 am FTI: EEO and the Special Emphasis Program Manager Coronado M

This workshop will provide a better understanding of the role of SEPMS in providing equal opportunities on the workplace and in creating EEO model agencies. The workshop will focus on various elements to include: the duties of the SEPMS and specific activities that may be used to identify barriers; develop and implement special program initiatives.

Facilitator: Ms. Alicia Rodriguez, Training Coordinator, Office of the Assistant Secretary for Civil Rights Training Division, U.S. Department of Agriculture

Presenter: Ms. Virginia Andreu Rosario, Attorney, United States Equal Employment Opportunity Commission

9:00 am - 10:15 am FTI: Communication Styles at Work Baja

Nothing is more important than the ability to successfully interact with others. Your success may depend to a large degree on how well you interact with others on a daily basis. Because each interaction has the potential of working for or against you in achieving the results you desire, knowing how to communicate effectively in your day-to-day interactions with others is the key to increasing a leader's ability to achieve personal and organizational success.

The overview will show how to identify and understand communication habits. Participants will also gain valuable insight into their interpersonal strengths, then learn and practice individually tailored strategies for more effective communication.

Facilitator: Ms. Sara A. Rosario Nieves, Diversity Programs Coordinator, Human Resources Division, U.S. Census Bureau

Presenter: Ms. Vilma Colon, Former Division Director, General Services Administration

10:30 am - 11:45 am FTI: Community Briefing: Veteran's Symposium IV- National Cemetery Administration Yucatan 1-3

This workshop will provide attendees with information on the National Cemetery Administration (NCA). NCA is responsible for providing burial benefits to Veterans and eligible dependents. NCA manages 123 cemeteries nationwide and providing grave markers worldwide. The Veterans attending this session will learn about the major benefits offered to Veterans by NCA to include: memorial benefits, markers/headstone, medallion benefit, and burial flag.

Facilitator: Mr. Dwayne E. Campbell, Hispanic Veterans Liaison, Center for Minority Veterans, U.S. Department of Veterans Affairs

Presenter: Ms. Eugenia L. Simmons, Florida National Cemetery, U.S. Department of Veterans Affairs

10:30 am - 11:45 am FTI: Diversity and Productivity: The Ideal Partnership Fiesta 7-8

Repeated from Tuesday from 2:00 pm to 3:15 pm

Facilitator: Mr. Ismael Martinez, Director, Office of Equal Employment Opportunity, National Archives and Records Administration

Presenter: Ms. Maria. Mercedes Olivieri, Diversity Consultant & Trainer, Former Assistant Director for Federal Diversity, Office of Personnel Management





Photo by Luis Enrique Niño

FTI Members

(L-R) *First Row:* Alfrida Coombs, Virginia Andreu-Rosario, Sherri Watkins, Julie Saad, Sara E Clemente, Ana Vivas, Felicita Sola-Carter, Ana Valentin

Second Row: Joseph Mancias, Jacqueline Padron, Crystal Williams, Sara Rosario Nieves, Kimberly Castillo, Cristina Bartolomei

Federal Training Institute Mission Statement

The LULAC Convention hosts the LULAC Federal Training Institute (FTI), an intensive and structured career development program for government and public sector employees. In partnership with the Office of Personnel Management (OPM) and other Federal agencies, the FTI offers workshops and plenary sessions that enable mid and senior level government employees to enhance their leadership skills and develop the Executive Core Qualifications required for entry to the Senior Executive Service.

Active 2012 FTI Planning Committee Members

- Ora Alger, Department of Ed
- Edward Allen, NOAA
- Virginia Andreu-Rosario, EEOC
- Miguel Aviles, DoD
- Josue Barrera, Department of State
- Cristina Bartolomei, DOC
- Hakeem Basheerud-Deen, OPM
- Dexter Brooks, EEOC
- Vickye Byron, USPS
- Dwayne Campbell, VA
- Lorena Carrasco, CFTC
- Wendy Carrasco, USDA
- Kimberly Castillo, FAA
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- Alfrida Coombs, DOT
- Victor Estrada, NAVSEA
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- Tina James, DoD
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- Maritza Kikani, BOP
- Johnny Lorenzo, BOP
- Glorimar Maldonado, Dept. of Ed
- Joseph Mancias, LULAC
- Ismael Martinez, NARA
- Deshan Mingo, OPM
- Esteban Morales, DOL
- Jessica Norris, State Dept.
- Felipe Nuno, AFRC
- Maria Mercedes Olivieri, LULAC
- Padron Jacqueline
- Pizarro-Hyman Noemi
- Sharon Ribas, DOI
- Alicia Rodriguez, USDA
- Gaby Romero, DoD
- Sara Rosario Nieves, Census Bureau
- Julie Saad, OPM
- Felicita Sola-Carter, LULAC
- Ana Valentin, NOAA
- Jeffrey Vargas, CFTC
- Veronica Villalobos, OPM
- Sherri Watkins, NOAA
- Elaine Westley, DEA
- Crystal Williams, HHS



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10:30 am - 11:45 am FTI: Senior Executive Service 102: Preparing for the Next Step! Monterrey 1

This session is the continuation of SES 101. This interactive workshop will afford the opportunity to continue crafting ECQ's and share them with Presenters and attendees for constructive advice and improvement of the written ECQs presented. Remember, well written ECQs can mean the difference of getting to the interview with a federal review board or not!

To accomplish this, the presenter will recap/summarize what was discussed in the SES 101 and continue providing attendees with expert advice on how to present your qualifications in writing; the do's and don'ts when addressing the ECQ's and writing samples of ECQ's.

Facilitator: Ms. Jacqueline Padrón, Diversity and Inclusion Program Manager, Office of Human Resources Management, U.S. Department of Agriculture

Presenter(s): Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer; Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

10:30 am - 11:45 am FTI: Generational Truths Every Leader Needs to Know Monterrey 3

Learn the characteristics of the four generations currently in the workplace. Identify your own strengths and weaknesses in the face of "truths and myths" about each of the four generations. Improve your power to communicate and successfully influence others through understanding motivation techniques in cross-generational communications, Identify strategies on how to navigate organizational culture driven from a generational perspective to improve negotiating skills as well as team productivity.

Facilitator: Ms. Ana Valentin, Survey Statistician, NOAA Fisheries Statistics Division, US Department of Commerce

Presenter(s): Mr. Jeffrey Vargas, Chief Learning Officer, Commodity Futures Trading Commission; Mr. Sean M. Clayton, Acting Deputy Assistant Regional Commissioner for Management and Operations Support, Social Security Administration (invited)

10:00 am - 11:00 am Ribbon-Cutting Ceremony and Exposition Opening Veracruz Foyer



Opening Remarks: LULAC National President Margaret Moran

Sponsor Remarks: Marlin Hutchens, Market Vice President, Walgreens; Roger Guzman, Senior Manager, Corporate Affairs-Constituent Relations, Walmart

Guest Speaker: Diana Bolivar, Vice President, Hispanic Chamber of Commerce of Metro Orlando

10:00 am - 5:00 pm Exposition, Job & Health Fair Open Veracruz A-C

10:30 am - 11:30 am Jobs & the Economy Cancun

In October of 2011, President Barack Obama said that, "Without a doubt, the most urgent challenge that we face right now is getting our economy to grow faster and to create more jobs." This statement is especially true for the country's largest minority group. Latinos comprise 16% of the U.S. population, 11% of that population is unemployed and over a quarter of it is living in poverty. In order to ensure long-term economic stability for the U.S., we have to prioritize investments that will provide equality and quality in education, job training and job opportunities for Latinos.

Moderator: Alejandra Y. Castillo, National Deputy Director, Minority Business Development Agency (MBDA)





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Panelists: Ismael Ortiz, Jr., Deputy Assistant Secretary Policy, Veterans' Employment & Training Services, U.S. Department of Labor; Jorge Silva-Puras, U.S. Small Business Administration (SBA) Region II Administrator; Jesse Salazar, Director of Government Relations at the U.S. Hispanic Chamber of Commerce

10:30 am - 11:30 am Building Healthy Neighborhoods Coronado M
 Neighborhood conditions where minorities live often contribute to injuries, child development issues, infectious and chronic diseases, including obesity, hypertension, substance abuse, and asthma. Studies have estimated that environmental conditions can affect life expectancy of residents by over a decade. Strategic planning of communities can improve quality of life by providing safe housing, safe places to participate in physical activities, reliable and safe means of transportation, and access to grocers and health care resources. It is also necessary to address the issue of environmental protections and regulations in many areas where there are large Latino populations. Many environmental factors and pollutants contribute to poor health conditions. This workshop will discuss effective advocacy efforts to facilitate sustainable, healthy community growth by influencing urban planning, social programs in rural areas, and legislation.

Moderator: Celinda Pena, Senior Advisor, Office of the Director, The National Park Service, U.S. Department of the Interior

Speakers: Victor M. Mendez, Federal Highway Administrator, U.S. Department of Transportation; Lisa Garcia, Senior Advisor for Environment Justice, U.S. Environmental Protection Agency; Rebecca Miles, Professor PhD Program Director Research Associate, Center for Demography & Population Health, Florida State University, College of Social Sciences & Public Policy

11:00 am - Noon Citizenship Naturalization Ceremony Durango 1-2



Welcome Remarks: Margaret Moran, LULAC National President

Special Guest: Alejandro N. Mayorkas, Director, United States Citizenship and Immigration Services, U.S. Department of Homeland Security

12:00 pm to 1:45 pm Partnership Luncheon Coronado J-L
Sponsored by: AARP, Comcast/NBCUniversal/Telemundo, U.S. Army, Toyota, Pfizer



Master of Ceremonies: Idamis Toledo, Bright House Networks

Keynote Speaker: Leon Rodriguez, Director, Office of Civil Rights, Health & Human Services

Guest Speaker: Wade Henderson, President & CEO, Leadership Conference on Civil Rights

2:00 pm - 3:15 pm FTI: Community Briefing: Find and Apply for Employment in the Federal Government Yucatan 1-3
 Repeated from Tuesday from 9:00 am to 10:15 am

Facilitator: Ms. Julie Saad, Program Analyst, Student Programs, Recruitment and Hiring Employee Services Division, Office of Personnel Management

Presenter: Mr. Andrew Grebe, Management Analyst, Student Programs, Recruitment and Hiring Employee Services Division, U.S. Office of Personnel Management

2:00 pm - 3:15 pm FTI: Senior Executive Service Coaching and Roundtable Discussion Monterrey 1
 This workshop provides employees interested in moving into the SES ranks an opportunity for more direct, give-and-take interaction with experienced managers in leadership positions. The





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participants will participate in an informal exchange of information with senior managers regarding SES competencies, performance expectations as a senior leader, and maximizing career opportunities to enhance their skills. This workshop is limited to a small group of attendees and participation will be based on a first come, first serve basis.

Facilitator: Ms. Jacqueline Padrón, Diversity and Inclusion Program Manager, Office of Human Resources Management, U.S. Department of Agriculture

Coaches: Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer, Social Security Administration; Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security; Mr. Gilbert Camacho, Associate Director for Human Capital Systems, Human Capital and Resources Management, U. S. Department of Health and Human Services; Ms. Lorena Carrasco, Director, Diversity and Inclusion, Commodity Futures Trading Commission

2:00 pm - 3:15 pm

FTI: Management Directive 715

Coronado D-E

The objective of MD-715 is to ensure that all employees and applicants for employment enjoy equality of opportunity in the federal workplace regardless of race, sex, national origin, color, religion, disability or reprisal for engaging in prior protected activity. MD-715 is a management tool to ensure that policies, practices and procedures are conducted in a discrimination free manner.

This workshop is a hands-on introduction to EEOC Management Directive 715 (MD-715) and an introduction to the tools provided to complete the MD-715. Participants will become familiar with the six essential elements of a model EEO program and learn to identify and eliminate program deficiencies. Participants will also be introduced to the Barrier Analysis process. Course topics include: Six Essential Elements of a Model EEO Program, Identifying and Eliminating EEO Program Deficiencies, Using MD-715 Parts G & H, and Introduction to the Barrier Analysis Process (Trigger Identification, Barrier Identification, Action Plan Development and Follow-Up).

Facilitator: Ms. Crystal Williams, Departmental Hispanic Employment Program Manager, U.S. Department of Health and Human Services

Presenter: Mr. Dexter Brooks, Director, Federal Sector Programs, Office of Federal Operations, United States Equal Employment Opportunity Commission

2:00 pm - 3:15 pm

FTI: Branding Yourself: How to Create a Professional Portfolio

Coronado F-G

This workshop identifies the value and the positive impact a professional portfolio can exhibit on an individual's knowledge, skills, experiences, and accomplishments. The workshop provides the fundamental components and illustrates how to create a professional portfolio. Participants will learn organizational strategies and presentation skills to market their abilities to a perspective employer and remain competitive among other candidates. Participants are encouraged to bring their resume to this interactive and informative workshop.

Facilitator: Ms. Alfrida Coombs, Departmental Hispanic Employment Program Manager, Office of the Secretary, Office of Civil Rights, U.S. Department of Transportation

Presenter: Ms. Kimberly Castillo, Hispanic Employment Program Manager, Office of Civil Rights, Federal Aviation Administration, U.S. Department of Transportation

2:00 pm - 3:15 pm

FTI: Leading Change and Achieving Results: EEO Processing

Coronado M

The U.S. Postal Service's EEO department strategically transformed its methodology and approach to EEO complaint processing. In 2004, the agency created the National EEO Investigative Services Office (NEEOISO). NEEOISO successfully operates as the only EEO Shared Service Center in the





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federal sector implementing aggressive, operational and business objectives to centralize EEO complaint processing. It incorporates tried and true best practice techniques, as it delivers on its self-imposed, high quality standards. This workshop will briefly explain how the Agency streamlined its overall federal EEO complaint and investigative processes.

Facilitator: Ms. Alicia Rodriguez, Training Coordinator, Office of the Assistant Secretary for Civil Rights Training Division, U.S. Department of Agriculture

Presenter(s): Mr. William 'Randy' Caldwell, CEBS, SPHR, CCP, Executive Manager National EEO Services, United States Postal Service; Ms. Vickye R. Byron, SPHR, GCDF, Manager, EEO Services, United States Postal Service

2:00 pm - 2:30 pm **LULAC National Assembly** **Fiesta 6**

2:30 pm - 3:30 pm **Latinos & The Obama Administration (Hosted by the White House)** **Baja**

2:30 pm - 3:30 pm **Google 201: Online Tools for Non-profits & Small Businesses** **Durango 2**
 Overview of Google products, with deeper dive on 2-3 products or tools that are free for nonprofits or small business, and how they can help drive efficiency and scale (e.g. Gmail, Docs, Analytics, Hangouts, YouTube)

Speakers: Googlers Hector Mujica, Eliana Murillo, and Erica Swanson

2:30 pm - 3:30 pm **Fueling the Future: America's Energy Options (Sponsored by AREVA)** **Monterrey 2**

We all want a cleaner future, but how do we get there? We may have to abandon some current energy sources for cleaner alternatives. Can these alternatives provide enough power to keep pace with our skyrocketing consumption? Come explore some existing clean energy technologies as well as innovations that will fuel our future. Open discussion is part of this energetic workshop!

Panelists: Curtis Roberts, AREVA Inc.; Teresa Weinmeister, AREVA Inc.; Michael Hernández, Clean and Safe Energy Coalition

2:30 pm - 4:00 pm **Labor Unions Roundtable** **Monterrey 3**

2:45 pm - 4:15 pm **Latinos Living Healthy Town Hall (sponsored by the Office of Minority Health)** **Fiesta 6**

The United States, home to over 50 million people identifying themselves as Latinos, currently spends about \$2.6 trillion a year on health care costs. Obesity related ailments account for an estimated 21% of this price tag. By the year 2030, nearly half of all Americans will be 30 or more pounds over a healthy weight, qualifying them as obese. Nearly 40% of Hispanic children and adolescents are overweight and obese, compared to less than 30% of white youth. As the nation's largest, fastest growing, and most under-insured population, Latinos will bear a substantial burden in realizing their right to a healthy life. This town hall forum will address the multiple factors that will contribute to the reversal of health disparities and the improvement and effective advocacy that can benefit the health outcomes among Latino communities. School environments, access to nutritious affordable foods, access to opportunities for physical activity, and access to quality health care will prove pivotal in reversing the obesity epidemic, the chronic diseases, and the sky-rocketing health care costs that have resulted from the current trends. The Latinos Living Healthy Town Hall will draw from the expertise of key speakers in each of these areas and foster meaningful discussion on how advocates from the local to the federal levels can affect real world change in their communities.

Panelists: Dr. Howard Koh, Assistant Secretary for Health, U.S. Department of Health and Human





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Resources; Lisa J. Pino, Acting Deputy Assistant Secretary, The Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture, Tres Bailey, Director of Agriculture and Food, Federal Government Relations, Walmart; Jessica Donze Black, MPH, RD – Manager, Kid’s Safe and Healthful Foods Project, The Pew Health Group; Sinsi Hernandez-Cancio, Director of Health Equity, FamiliesUSA

3:30 pm - 4:45 pm FTI: Community Briefing: Writing an Effective Resume Yucatan 1-3
Repeated from Tuesday 10:30 am session

3:30 pm - 4:45 pm FTI: Senior Executive Service 103-Coaching and Roundtable Discussion Monterrey
This workshop provides employees interested in moving into the SES/leadership ranks an opportunity for more direct, give-and-take interaction with experienced managers in leadership positions. Participants will engage in an informal exchange of information with senior managers regarding SES competencies, performance expectations as a senior leader, work life balance, and maximizing career opportunities to enhance their skills. This workshop is limited to a small group of attendees and participation will be based on a first come, first serve basis.

Facilitator: Ms. Jacqueline Padrón, Diversity and Inclusion Program Manager, Office of Human Resources Management, U.S. Department of Agriculture

Coaches: Mr. Gilbert Camacho, Associate Director for Human Capital Systems Human Capital and Resources Management, U. S. Department of Health and Human Services; Ms. Lorena Carrasco, Director, Diversity and Inclusion, Commodity Futures Trading Commission; Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer, Social Security Administration; Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

3:30 pm - 4:45 pm FTI: EEO and the Special Emphasis Program Manager Coronado F-G
Repeated from Tuesday 9:00 am session

6:00 pm - 10:30 pm Florida Celebration (Buses depart Coronado Porte Cochère at 5:45 pm) World Showplace, Epcot®
Eugene Campbell, Vice President, Domestic Minority Business Development, Walt Disney Parks & Resorts

Thursday, June 28

7 - 12, 2 - 5 pm LULAC National Convention Registration & Credentials North Registration

7:30 am - 9:00 am Community Service Breakfast Coronado Ballroom K-L
Sponsored by Cox Media

Master of Ceremonies: Johanna Usma, Bright House Networks

Keynote Speaker: Dr. Jill Biden

Dr. Jill Biden, wife of Vice President Joe Biden, wears many hats: she is a mother and grandmother, she is a life-long educator, she is a proud Blue Star mom, and an active member of her community. As Second Lady, Jill works to bring attention to the sacrifices made by military families, to highlight the importance of community colleges to America’s future, and to raise awareness around areas of particular importance to women, including breast cancer prevention. Jill also continues to teach English full-time at a community college in Virginia.





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8:30 am – 4:30 pm

FTI: Hispanic Employment Program Symposium: “Agents for Change”

Yucatan 1-3

Welcome: Sara E. Clemente, LULAC Director of Federal Affairs, National Council of Hispanic Employment Program Managers Executive Board

Leadership

Keynote Address: Ms. Vilma Colon, President, Transition Matters Inc.

Model Hispanic Employment Program (HEP)

An interactive presentation on the critical elements in a Model HEP needed to improve the representation of Hispanics Americans in Federal government. Identify strategies to effective outreach, recruitment, hiring, career development, and retention of Hispanic Americans at all levels in the Federal workforce.

Presenter: Mr. Ismael Martinez, Director, Office of Equal Employment Opportunity, National Archives and Records Administration, and National Chairperson for the National Council of Hispanic Employment Program Managers.

U.S. Department of Education’s College Finder and College Navigator

The U.S. Department of Education’s College Finder and College Navigator search engines are available for recruiters to assist in identifying a school’s student population, location, degree programs, demographics, and much more. Both resources are great tools to conduct targeted outreach and recruitment efforts.

Presenters: Ms. Glorimar Maldonado, Chief of Staff, White House Initiative on Educational Excellence for Hispanics, U.S. Department of Education; Ms. Ora Alger, Diversity Program Manager, Equal Opportunity Employment Services, U.S. Department of Education

Management Directive 715

MD 715 sets forth guidance for agencies regarding their affirmative employment programs under Title VII of the Civil Rights Act and the Rehabilitation Act. The primary goal of MD 715 is to improve the policies, practices, and procedures that may artificially limit employment opportunities and assist agencies in recruiting, hiring, developing, and retaining a high-performing workforce that draws upon the greatest pool of talent.

Presenter: Mr. Dexter Brooks, Director, Equal Employment Opportunity Commission Federal Sector Programs

Veteran Employment & People with Disabilities Initiatives

President Obama launched the Veterans Employment Initiative in November of 2009, when he issued Executive Order 13518. The order created the Council on Veterans Employment to advise and assist the President on improving employment opportunities for veterans in the Federal Government. The initiative is administered by the U.S. Office of Personnel Management. Learn about strategies identified in the Council’s FY 2010 to FY 2012 Strategic Plan; it maps a comprehensive assault on barriers to veterans’ employment in the areas of leadership commitment, skills development, marketing employment opportunities for veterans, and creation of a single-source information gateway for disseminating veterans’ employment information.

Presenters: Mr. Hakeem Basheerud-Deen, Deputy Director, Veterans Services, U.S. Office of Personnel Management; Mr. Felipe Garcia-Santos, Regional Veterans Employment Coordinator- Region 11, U.S. Department of Veterans Affairs; Ms. Crystal Williams, Departmental Hispanic Employment Program Manager, U.S. Department of Health and Human Services





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Hispanic Employment: Today's Challenges and Successful Practices

Participate in interactive and dynamic small group discussions on the challenges related to Hispanic outreach, recruitment, hiring, advancement, and retention. Learn about other agencies' successful practices and develop potential solutions with the help of colleagues from around the country. This is an excellent leadership networking opportunity.

Presenter: Ms. Jacqueline Padrón, Diversity and Inclusion Program Manager, U.S. Department of Agriculture

Speed Mentoring (Networking)

Modeled after speed dating, speed mentoring is a relatively new concept that focuses on quick-hit information, time-efficient networking and the methodical pursuit of a mentor. Rather than meeting a potential future spouse, participants meet future potential mentors and protégées, allies and sources of information to help participants make the most of their career. Speed Mentoring is becoming increasingly more popular in the Federal government in support of the agencies Succession Planning and Employee Career Progression plans. Speed Mentoring provides networking opportunities for mentors and mentees to interact and exchange successful testimonies!

Presenter: Ms. Kimberly Castillo, National Hispanic Employment Program Manager, U.S. Department of Transportation, and First Vice Chairperson for the National Council of Hispanic Employment Program Managers

Mentors: Mr. Gilbert Camacho, Associate Director for Human Capital Systems Human Capital and Resources Management, U. S. Department of Health and Human Services; Ms. Lorena Carrasco, Director, Diversity and Inclusion, Commodity Futures Trading Commission; Mrs. Felicita Sola Carter, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer, Social Security Administration; Mr. Joseph Mancias, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security; Isabel Colon, CBS, Regional Director, Employee Benefits Security Administration, U.S. Department of Labor

9:15 am – 10:15 am

Working with Communities of Faith

Monterrey 1

Communities of faith are an integral part of the Latino community, especially when faith leaders are committed to educating and encouraging congregants to engage in community service and civic participation, voter registration efforts, and immigration-related work. Latino faith communities engage in the national policy discourse in a myriad of ways from providing shelter, food or clothing to advocating and educating and mobilizing neighborhoods. At this workshop, faith leaders will discuss the ways they are working to address the aforementioned social issues. Attendees will have the opportunity to engage in a dialogue with these faith leaders and learn how they can get involved in these efforts.

9:15 am – 10:15 am

What Does the Civil Rights Data Collection Reveal About the Educational Opportunities for Latino Students in the U.S. and in Florida?

Coronado M

In March of 2012, the U.S. Department of Education unveiled the results from its 2009-2010 Civil Rights Data Collection (CRDC), a source of information about access to college-ready coursework, teacher equity, retention, bullying and harassment, discipline, and more, covering 85% of the nation's students. By way of introduction to this data, this session will aim to answer, "What does the CRDC reveal about the educational opportunities for Latino students in the U.S. and in Florida?" Join us to: receive an introduction to this data; be introduced to the tool from which you can find about your own children's schools; and learn about what to do in the face of disparate treatment.

Panelists: John DiPaolo, Chief of Staff, Office for Civil Rights, U.S. Dept. of Education; Jim Ferg-Cadima, Regional Counsel, Mexican American Legal Defence and Educational Fund (MALDEF)





All events will be held at the Disney Coronado Springs Resort unless otherwise noted

9:15 am – 10:15 am **Latinos for a Secure Retirement: Increasing Pension Savings** **Cancun**

This seminar will cover the outreach and policy changes necessary for strengthening our pension system to facilitate asset building in the Latino community. Expert speakers will highlight the obstacles and challenges preventing Latinos from accumulating savings and make recommendations for increasing pension assets. At this seminar, the Latinos for a Secure Retirement coalition will release a new report on Latinos and retirement savings.

Moderator: Hector Sanchez, Executive Director, LCLAA

Panelists: Jeff Cruz, Executive Director, Latinos for a Secure Retirement Coalition; Karen Richardson, Director, Institute for Latino Studies at the University of Notre Dame; Marta Amieva, Vice President, Fidelity Management & Research Company; David John, Senior Research Fellow, Heritage Foundation

10:00 am – 7:00 pm **Exposition, Job & Health Fair Open** **Veracruz A-C**

10:30 am – 11:00 am **Press Conference: Education: Ready, Set, Go!** **Coronado N**

Welcome Remarks: LULAC National President Margaret Moran; LULAC National Executive Director Brent Wilkes

Guest Speaker: Joe Avila, Community Outreach Manager, Ford Motor Company Fund and Community Services

10:30 am – 11:30 am **Alzheimer's: The hidden risks for Latinos** **Cancun**

Alzheimer's disease often comes as a surprise to the patient, to family members and to friends. It is not a common sign of aging, but a type of dementia that impacts the individual's thinking, memory and behavior. For Latinos, the risk of developing Alzheimer's is the highest when compared to other ethnic groups and is increased among those individuals battling heart disease and diabetes; both risk factors for Alzheimer's. With the proper knowledge, our community can understand the risk factors associated with Alzheimer's and take timely preventative measures before conditions have the chance to worsen. With this workshop, the audience will have the opportunity to learn the warning signs, know their risk and learn about ways they can bring awareness to this disease that kills over 80,000 people a year.

Moderator: Berta Urteaga, LULAC National VP for the Elderly

Panelists: Sharon Melton, Director of Programs and Services, Alzheimer's Association of Central & North Florida; Eileen Poiley, M.S., Education Director, USF Health Byrd Alzheimer's Institute

10:30 am – 11:30 am **Pell Grants in Danger: The Consequences of the Federal Budget Plan for Latino Access to Higher Education** **Coronado M**

It is well documented that more than at any other point in our nation's history, it is necessary to obtain education beyond a high school diploma to achieve a reasonable standard of living. It is also widely acknowledged that one of the biggest barriers to achieving that higher education is the prohibitive cost. The Pell grant, a financial assistance program aimed at low-income students pursuing higher education, has helped to allay that obstacle since its creating in 1965. During academic year 2007-2008, more than 39% of Hispanic undergraduate students received Pell awards, representing 20% of all Pell recipients that year. The federal budget passed in the House in March of 2012 jeopardizes the future of Pell, and the educational prospects of thousands of Latino students. Join our conversation with members of the House Budget committee and higher education experts to learn about possible changes to Pell program funding and the implications for Latino students.

Panelists: Gerri McCormick, Outreach Representative, Florida Department of Education; Jen Mishory, Deputy Director, Young Invincibles; Griselda Macias, Griselda Macias, Higher Education Project Coordinator Education Trust





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10:30 am – 11:30 am Young Adults Track: Sustaining a Successful LULAC Council Monterrey 2

A workshop geared towards identifying the struggles that young adult councils encounter throughout the school year and how to resolve them. Implementing tactics on increasing and strengthening membership and effective fundraising methods.

Panelists: Manuel Rendon, LULAC VP of Young Adults; LULAC Young Adult Representatives

10:30 am – 11:30 am Business Track: Growing State of Hispanic Consumers Baja

Sponsored by: Nielsen

Come learn more about how your company can better target this ever growing consumer base, with more than 52 million strong and representing the majority of population growth over the next five years, Latinos have become prominent in all aspects of American life. A growing, evolving population, Latinos are a fundamental component to future business success, with a buying power of \$1 trillion in 2010 that is projected to grow 50 percent to \$1.5 trillion in 2015.

10:30 am – 12:00 pm The Ramifications of State Policies on Federal Immigration Town Hall Durango 1-2

According to the Supreme Court, the federal government has the sole constitutional authority to regulate immigration. However, due to the complexities of immigration reform, various states have begun challenging this by drafting their own pieces of legislation. Experts will discuss the impact of state immigration legislation on federal immigration policy and will discuss their social, educational, and economic ramifications. Attendees will be able to engage in a dialogue with immigration experts and join a call to action to stay at the forefront of the immigration debate.

Moderator: Chris Espinosa, Director of Advocacy, Hispanic Federation

Panelists: Florida State Representative Darren Soto (D-49); Gary Mead, Executive Associate Director, Enforcement and Removal Operations, ICE, DHS, Hector Sanchez, Executive Director, Labor Council for Latin American Advancement

12:00pm – 2:00 pm Unity Luncheon Coronado Ballroom J-L

Sponsored by: Univision Communications, Inc.

Master of Ceremonies: Ilia Calderón, Co-anchor, Noticiero Univision Edición Nocturna

Welcome Remarks: LULAC National President Margaret Moran

Sponsor Remarks: Ivelisse R. Estrada, Senior V.P. Corporate and Community Relations, Univision Communications Inc.



Keynote Speaker: Eric Holder, Attorney General of the United States

Eric H. Holder, Jr. was sworn in as the 82nd Attorney General of the United States on February 3, 2009 by Vice President Joe Biden. President Barack Obama announced his intention to nominate Mr. Holder on December 1, 2008. In 1997, Mr. Holder was named by President Clinton to be the Deputy Attorney General, the first African-American named to that post. Prior to that he served as U.S. Attorney for the District of Columbia. In 1988, Mr. Holder was nominated by President Reagan to become an Associate Judge of the Superior Court of the District of Columbia. Mr. Holder, a native of New York City, attended public schools there, graduating from Stuyvesant High School where he earned a Regents Scholarship. He attended Columbia College, majored in American History, and graduated in 1973. He graduated from Columbia Law School in 1976. While in law school, he clerked at the N.A.A.C.P. Legal Defense Fund and the Department of Justice's Criminal Division. Upon graduating, he moved to Washington and joined the Department of Justice as part of the Attorney General's Honors Program. He was assigned to the newly formed Public Integrity Section in 1976 and was tasked to investigate and prosecute official corruption on the local, state and federal levels. Prior to becoming Attorney General, Mr. Holder was a litigation partner at Covington & Burling LLP in Washington. Mr. Holder lives in Washington with his wife, Dr. Sharon Malone, a physician, and their





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three children.

Guest Speakers: George Sheldon, Acting Assistant Secretary, Administration for Children and Families, U.S. Department of Health & Human Services; Miguel Romero, Secretary, Department of Labor & Human Resources, Puerto Rico

Pathways Programs: Recruiting and Hiring Students and Recent Graduates into Federal Careers

Presidential Executive Order 13562 created the Pathways Programs to recruit, hire, develop, and retain students and recent graduates. The Executive order established two new programs and modified another: 1) Internship Program, 2) Recent Graduates Program, and 3) Presidential Management Fellows (PMF) Program. These programs offer clear paths to Federal internships for students from high school through post-graduate school and to careers for recent graduates, and provide meaningful training and career development opportunities for individuals who are at the beginning of their Federal service. With final regulations now published, learn how your agency can effectively utilize these programs after they become effective on July 10, 2012.

Presenter: Ms. Julie Saad, Program Analyst, Student Programs, U.S. Office of Personnel Management

2:00 pm – 3:20 pm FTI: Find and Apply for Employment in the Federal Government Coronado E-F
Repeated from Tuesday from 9:00 am

Facilitator: Ms. Julie Saad, Program Analyst, Student Programs, Recruitment and Hiring Employee Services Division, Office of Personnel Management

Presenter: Mr. Andrew Grebe, Management Analyst, Student Programs, Recruitment and Hiring Employee Services Division, U.S. Office of Personnel Management

2:00 pm – 3:00 pm Partnerships among National Puerto Rican Organizations Durango 1

2:00 pm – 3:00 pm HUD y Latinos...Siempre Unidos (Hosted by LULAC Housing Task Force) Monterrey 2
This forum will focus on the significance and critical importance of the Department of Housing and Urban Development to the continued advancement of the Latino community. The conversation will cover the broad range of subject areas and industries HUD encompasses and the positive impact they have had on the development of social, economic and civic advancement in Latino communities.

Panelists: Adolfo Carrion, President, Metro Futures, LLC, Former White House Director of Urban Affairs and Former Director of HUD NY/NJ Regional Office; James Fukuda, Developer, Housing & Urban Development; Jose Garza, Executive Director, East Harlem Capital Business Corporation, Former Director of LULAC Housing and Former President of The National Hispanic Housing Coalition.

2:00 pm – 3:00 pm Business Track: Turn Key Franchising (Sponsored by 7-Eleven) Monterrey 1
This seminar will focus on owning a franchise. It will detail the responsibilities of the company and the responsibilities of the business owner.

Panelists: Ron Grafton and Doug Stevens, 7-Eleven, Inc.

2:30 pm – 3:30 pm Modern Slavery: A Violation of Human Rights Baja
As the U.S. approaches the 150th anniversary of the Emancipation Proclamation, human trafficking provides modern day slaves for prostitution and forced labor services and is driven by a \$32 billion a year international market. Factors such as poverty, political conflict, population displacement, a lack of educational and economic opportunity, discrimination, corruption, weakened legal systems and a lack of expertise among government officials lead to conditions that make human trafficking possible.





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Internationally, there are an estimated 12.3 million adults and children in forced labor conditions at any time, and within the U.S., more than 100,000 children are the victims of commercial child prostitution. During this workshop, expert panelists will offer insight into how this human rights atrocity is affecting our communities, the programs available to combat it, and what you can do to raise awareness.

Panelists: Ana Luisa Cody, Manager, External Affairs & Special Projects National Center for Missing and Exploited Children; Angie Salazar, Special Agent, Section Chief, Immigration and Customs Enforcement, U.S. Department of Homeland Security Investigations, Human Trafficking; Giselle Rodriguez, State Outreach Coordinator, Florida Coalition Against Human Trafficking

2:30 pm – 3:30 pm Financial Literacy: Wallet Wise Training (Sponsored by Ally Financial) Cancun
This session will train LULAC Councils on the Wallet Wise program with a focus on budgeting, credit, mortgages, banking and automotive loans. An expert trainer will educate participants on the best techniques for conducting financial literacy workshops in their respective communities. LULAC Councils can earn up to \$400 for conducting sessions.

Speaker: Jacqueline J. Howard, Community Relations Ally Financial, Ally Bank

2:30 pm – 3:30 pm Media/Messaging/Social Tools: How To Make a Council Successful Coronado M
Attendees will be provided with the tools for working with different types of media, such as local and national press, and social media. Attendees will also learn from experts what national issues are getting media attention, what broadcasters are looking for in a spokesperson, as well as, one-on-one media training.

Panelists: Nancy Montoya, LULAC Member; Monica Trasandes, Director of Spanish-Language Media, GLAAD (Gay & Lesbian Alliance Against Defamation)

3:30 pm – 5:00 pm Women's Hall of Fame Pinning Ceremony & High Tea Tupperware Headquarters
Sponsored by: Tupperware Brands

5:30 pm to 10:00 pm Youth Awards Banquet (Buses depart Coronado Porte Cochère at 4:45 pm) Universal Studios
Sponsored: by Comcast/NBCUniversal/Telemundo, McDonald's, The Coca-Cola Company
Sponsor Remarks: Representative from Comcast/NBCUniversal/Telemundo; Modesto Alcana, VP Revenue Operations Universal; Gus Viano, Director of Diversity & Inclusion, McDonald's; and Frank Ros, Vice President, Hispanic Strategies, The Coca-Cola Company



Master of Ceremonies: Guadalupe "Guad" Venegas of Telemundo's Mun2

Guest Speaker: Dr. Ricardo Rosselló, Duke University

Special Guest: Singer Alaya Daoud





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Friday, June 29

7 to 12, 2 – 5 pm	LULAC National Convention Registration & Credentials	North Registration
7:30 am – 9:00 am	LULAC National Educational Service Centers Breakfast	Coronado Ballroom J-L
	LULAC/FTI Youth-Collegiate Federal Career and Recruitment Forum	
8:00 am – 12:00 pm	Youth Collegiate Forum College Administrators and Staff	Coronado D-E
8:00 am – 12:00 pm	High School Grade 9-11 Group 1	Fiesta 3-4
8:00 am – 12:00 pm	High School Grade 9-11 Group 2	Yucatan 1
8:00 am – 12:00 pm	College, University and Rising Seniors Grade 12	Yucatan 2
9:00 am – 10:30 am	The Future Is in Your Hands Town Hall	Durango 1-2
	<p>Since our founding, LULAC has spearheaded voter registration drives to mobilize the Latino community to vote. Poll taxes, literacy tests, and unfit polling sites were ever present challenges that were designed to deter our community from voting. This workshop will highlight important topics such as the history of voting rights, Latino demographics, the potential of the Latino vote, voter protection and suppression, voter registration, and GOTV. Expert panelists from Vota Por Tu Futuro and Latinos for Democracy will provide insight on these key topics. LULAC Councils should get involved with the LULAC's campaign, "The Future Is in Your Hands: Vote!" and participate in a grassroots effort to register friends, family, co-workers, and community members, to vote in the upcoming election.</p> <p>Moderator: Homan Machuca, Presenter, Telenoticias Xtra, Senior Reporter, Telenoticias Orlando & Election 2012 team contributor</p> <p>Panelists: LULAC National President Margaret Moran; Hector Sanchez, Executive Director, Labor Council for Latin Admerican Advancement; Jose Calderon, President, Hispanic Federation; Maribel Nuñez, LULAC member, Councils of the Inland Empire; Brent Wilkes, Executive Director, LULAC National</p>	
9:15 am – 10:15 am	Charter Schools: Private Education Choice for Public School Students	Cancun
	<p>Hosted by: LULAC's Education Committee</p> <p>This workshop will provide parents and educators with general information on charter schools. Charter schools are independently operated public schools that must meet or exceed all academic standards for their respective State. The panel composed of educators will present a regional perspective on charter schools' curricula, teaching philosophies and what steps to undertake should you want to open a charter school. Please join us and learn the benefits of enrolling a child in a charter school.</p> <p>Moderator: LULAC Education Committee member Adrian Rodriguez</p> <p>Panelists: LULAC Education Committee members; Dr. John Arnold; Dr. Fernando Delgadillo; Rudolfo Hernandez; Cindy Lopez; and Eduardo LaGuerre.</p>	
9:15 am – 10:15 am	Civitas: LULAC Council Free Website Training	Baja
	<p>The possibilities to enhance your supporter base are endless with the power of online social networking. During this session, LULAC councils and members will learn how to use Civitas, a social networking tool that helps to build and strengthen your supporter base; allowing them to organize and express their support in online and offline communities. Councils and members will be able to</p>	





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create blogs, interactive profiles, organize events, post online media and stay connected with other Council members.

Speaker: Deirdre Hannigan-Monro, Vice President of Client Services & Co-Founder, Plus Three

10:00 am – 4:00 pm **Exposition, Job & Health Fair Open** **Veracruz A-C**

10:30 am – 11:00 am **Press Conference: Hispanic Voter Turnout** **Coronado N**

10:30 am – 12:00 pm **The Future of Puerto Rico Town Hall** **Durango 1-2**

The town hall on the Future of Puerto Rico will focus on the political and economic future of the island of Puerto Rico. Both topics are significant to LULAC as we have 2,500 members located on the island and a large number of councils here in the U.S. that trace their roots back to the island. While the report on the President’s Task Force on Puerto Rico Status was the framing document that guided last year’s conversation, we would like to continue to use this document as a guide and focus on the advancements that have been made with respect to the ongoing work of the Economic Working group to improve the vitality of the island, the energy and environmental sectors, the health infrastructure and the Task Force’s continuing work in Vieques.



Keynote Address: Michael Strautmanis, Deputy Assistant to the President and Counselor for Strategic Engagement to the Senior Advisor, The White House

Michael Strautmanis is the Deputy Assistant to the President and Counselor for Strategic Engagement to the Senior Advisor Valerie Jarrett. In this role, Michael is responsible for coordinating communication and engagement strategies. In addition, he will serve as a senior advisor to the President’s Council on Jobs and Competitiveness. Formerly, Michael was the Chief of Staff to the Senior Advisor for the offices of Public Engagement and Intergovernmental Affairs.

Moderator: William Ramos, Director of Intergovernmental Affairs, Office of the Secretary, U.S. Department of Commerce

Panelists: James Albino, Domestic Policy Council, The White House; Alejandra Castillo, Minority Business Development Agency Department of Commerce; Claudia Gutiérrez, Research Scientist, U.S. Environmental Protection Agency; Maximiliano Trujillo, President, Tonio Burgos and Associates

10:30 am – 11:30 am **The New Debate on Violence Against Women** **Cancun**

In 1994, the Violence Against Women Act guaranteed women and girls new legal protections that have gone a long way to help ensure their safety. In April of this year, nearly 20 years after the original passage of this law, its reauthorization is causing new divergence between the Senate and the House of Representatives. Currently, domestic violence costs the U.S. \$8 billion a year in lost productivity and health care costs, and 3 women die in the United States each day as a result of domestic violence. This workshop will offer insight into how the law, and its possible revisions, affect the safety of American women.

Keynote Speaker: Lynn Rosenthal, Advisor on Violence Against Women, The White House

Lynn Rosenthal is the White House Advisor on Violence Against Women. From 2000-2006, Ms. Rosenthal served as the Executive Director of the National Network to End Domestic Violence (NNEDV) where she represented 54 state and territorial coalitions whose collective membership included more than 2,000 local domestic violence programs. Ms. Rosenthal played a major advocacy role in the reauthorization of the Violence Against Women Act in 2000 and 2005 and has assisted states and local communities with implementation of this groundbreaking federal legislation. She partnered with The Allstate Foundation to develop a highly successful national initiative to promote economic empowerment for survivors of violence.

Panelists: Rita Smith, Executive Director, National Coalition Against Domestic Violence; Teresa





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Niño, Director of External Affairs, Centers for Medicare and Medicaid Services, U.S. Department of Health and Human Services

10:30 am – 11:30 am Raising for Good: LULAC Council Funding Strategies Coronado M

This introductory session will help demystify fundraising and share strategies to recruit the funds necessary to complete the important work of your non-profit community-based organization or LULAC council. Identifying the strengths of your organization, your connections and capacity to execute are crucial in order to develop a successful fundraising plan. We will discuss how you should incorporate your friends, colleagues and family into your fundraising plans, how to make a successful pitch and the follow-up necessary to maintain long-term donor relationships.

Presenter: David M. Pérez, Director of Development, LULAC National Office

10:30 am – 11:30 am Facebook: How to use Facebook for your non-profit (Sponsored by Facebook) Baja

Facebook for Causes: how to use Facebook for your non-profit organization to engage supporters and inspire advocacy. Susan Gonzales will provide tips and tricks on how to maximize your organization's presence on Facebook and share examples of causes that are doing this effectively.

Speaker: Susan Gonzales, Head of Community Engagement, Facebook

Noon – 2:00 pm FTI Youth Career Opportunities Luncheon Fiesta Ballroom 6

Noon – 2:00 pm LULAC Women's Luncheon Coronado Ballroom J-L



Sponsored by: Chevrolet, PepsiCo, and The Procter & Gamble Company

Master of Ceremonies: Johanna Usma, Bright House Networks

Welcome Remarks: LULAC National President Margaret Moran

Sponsor Remarks: Alma Crossley, Director of Corporate Diversity, Chevrolet; Lupe DeLaCruz, Senior Director, PepsiCo Government Affairs, PepsiCo; and The Procter & Gamble Company

Keynote Speaker: Hilda L. Solis, Secretary, U.S. Department of Labor

Secretary Hilda L. Solis was confirmed as Secretary of Labor on February 24, 2009. Prior to confirmation as Secretary of Labor, Secretary Solis represented the 32nd Congressional District in California, a position she held from 2001 – 2009. In the Congress, Solis' priorities included expanding access to affordable health care, protecting the environment, and improving the lives of working families. A recognized leader on clean energy jobs, she authored the Green Jobs Act which provided funding for "green" collar job training for veterans, displaced workers, at risk youth, and individuals in families under 200 percent of the federal poverty line.

Guest Speakers: Adriana Vieco, Department of Justice; Maria Marin, Orgullosa Spokesperson for The Procter & Gamble Company



2:30 pm – 3:30 pm Civil Rights Training: Advocating for Yourself (Hosted by LULAC's Civil Rights Committee) Cancun

LULAC receives many requests for assistance in the prevention and resolution of conflicts involving Latinos and immigration agencies, employers or co-workers, and health & nutrition service providers. Notable experts will be on hand to discuss our fundamental civil rights and will provide resources on how and where to file civil rights complaints. For those individuals that have experienced civil rights violations when seeking assistance in health, education, employment and/or immigration services, they will be given the opportunity to learn about key conflict prevention and resolution strategies. Other options such as filing complaints with appropriate agencies, utilizing the court, or using mediation will also be provided as an alternative approach.

Moderator: Baldomero Garza, LULAC National Vice President for the Southwest and Chair, LULAC National Civil Rights Committee





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Panelists: Lisa J. Pino, Acting Deputy Assistant Secretary, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture; Kareem W. Shora, JD, LL.M., Senior Policy Advisor, Section Lead, Community Engagement Section, Office for Civil Rights and Civil Liberties, U.S. Department of Homeland Security; Armando E. Fernandez, Program Analyst, Outreach Unit, Director's Office, Office of Federal Contract and Compliance Programs, U.S. Department of Labor

2:30 pm – 3:30 pm Filling the Tech Void: Employment Opportunities for Latinos in Emerging Tech Fields Baja

According to the United States Department of Labor Hispanics face an unemployment rate of 11.5%, three percent higher than the national average unemployment rate. During times of economic downturn one of the industries that continue to have job growth is Technology. Survey findings from the Pew Hispanic Center confirm that only 45% of Latinos have a broadband connection at home. The Federal Communications Commission has taken the lead with the Connect to Compete Initiative to create broadband opportunity as well as to provide training to the most underserved areas of our nation. How can we Latinos take the lead and prepare ourselves for the jobs of the future and ensure that we become a competitive work force in the technology field?

Keynote Speaker: Anna M. Gomez, Deputy Assistant Secretary for Communications and Information and Deputy Administrator, National Telecommunications and Information Administration, U.S. Department of Commerce

Anna Gomez joined the National Telecommunications and Information Administration in February 2009. In her role at NTIA, Gomez handles a wide range of communications and Internet policy issues with a particular focus on spectrum management, public safety communications, and NTIA efforts to expand broadband access and adoption for all Americans. She previously served as Acting Administrator of the agency through June 2009, overseeing NTIA's enhanced TV Converter Box Coupon Program during the nation's successful transition to digital broadcasting.

Moderator: Maria Cardona, Principal, Dewey Square Group

Panelists: Cesar Beltran, Vice President, Information Technology, East Region, Time Warner Cable; Jason Llorenz, Executive Director, Hispanic Telecommunications and Technology Partnership (HTTP); Chanelle Hardy, NUL Senior Vice President for Policy & Executive Director, NUL Policy Institute, National Urban League

2:30 pm – 3:30 pm LULAC & LGBT Equality: History in the Making Yucatan 1

This session will set the background on LULAC's ground breaking LGBT advocacy since 2006 LULAC's work in this area today. Panelists will provide an overview of the recent research on effective messaging on LGBT issues in Latino communities and innovative campaigns on immigrant rights, marriage, and *familia*, making use of both social media and traditional media. The strategies shared will empower LULAC members and partners to make presentations and have discussions with council members to advance equality for all including our LGBT Latino sisters and brothers.

Moderator: Jesse Garcia, Founding Member, Dallas Rainbow Council, LULAC #4871

Panelists: Monica Trasandes, Director of Spanish Language Media, Gay & Lesbian Alliance Against Defamation (GLAAD); Raul Hinojosa, Jr., President, LULAC 4871, The Dallas Rainbow Council; Edward Sanchez, President, Houston Rainbow Council

Arianna Inurritegui-Lint, East Co-Chair, Trans-Latin@ Coalition

Jack Harrison, Policy Analyst, National Gay and Lesbian Task Force Foundation

2:30 pm – 3:30 pm Ford Driving Dreams through Education: Best Practices Coronado F-G

Sponsored by: The Ford Motor Company

The Ford Driving Dreams through Education program is an initiative funded by the Ford Motor Company Fund and managed by LULAC. The mission of this unique education program is to mitigate





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the high school dropout rate in the Latino community through innovative services. The first ten sites were launched in 2010-2011 school year, two of these sites have been awarded an extension in their funding and will share their best practices with the 2011-2013 sites and the eight newly granted 2012-2014 program sites. Workshop participants will gain insight into the best ways to work with youth and how to properly manage a program. Discussions will include the importance of educational partnerships, mentoring students, curriculum development, student incentives, recruiting volunteers, lessons learned during their program, and the impact of the program on the students.

Moderator: Elena Segura, Education Program Coordinator, LULAC

Panelists: LULAC members Judy Morales & Aurelio Salazar

3:30 pm – 4:30 pm **LULAC National Assembly: Legislative Platform** **Durango 1-2**

6:00 pm – 7:00 pm **Presidential Reception** **Ballroom Foyer**

7:00 pm – 11:00 pm **Presidential Awards Banquet** **Coronado Ballroom H-L**

Sponsored by: AT&T, Bright House Networks, Ford Motor Company, Southwest Airlines, Walmart, Walt Disney Parks & Resorts



Welcome Remarks: LULAC National President, Margaret Moran

Sponsor Remarks: Efrain Fuentes, Director, Diversity Programs, Walt Disney Parks & Resorts; Walmart Representative; Norelie Garcia, Associate Vice President, Federal Public Affairs, AT&T; Joe Avila, Hispanic Community Outreach, Ford Motor Company; Iris Gonzales, Corporate Director, Multicultural Strategies, Bright House Networks; and Southwest Airlines

Guest Speaker: Thomas A. Saenz, President & General Counsel, Mexican American Legal Defense and Educational Fund (MALDEF)

Special Presentation: Olga Tañón, seven-time Grammy Award-winning Merengue & Latin Pop Artist

Musical Performance by: The US Army Latin Ensemble Band



Saturday, June 30

8:00 am – 4:00 pm **LULAC General Assembly & Election of Officers** **Fiesta 6**

5:00 pm – 7:00 pm **LULAC President's Celebration** **Casitas Courtyard**

Sponsored by: Anheuser Busch

Special Guest: Senator Bill Nelson (D-FL)

7:30 pm – 11:00 pm **Voces Unidas: Concierto De La Gente** **Coronado Ballroom H-L**

Sponsored by: Caesars Entertainment, Comcast/NBCUniversal/Telemundo; Goya; MillerCoors LLC; Walmart

Sponsor Remarks: Walmart, Jose R. Ruano, Manager Multicultural Relations, MillerCoors LLC; Comcast/NBCUniversal/Telemundo; Syddia Lee-Chee, Goya

Special Performances by: Tito Nieves; Jesse & Joy, Mariachi Cobre



Jesse & Joy



Tito Nieves



Mariachi Cobre





League of United Latin American Citizens



Awesome LULAC Youth Members and Sponsors,

Welcome to the 83rd Annual National Convention in the magical world of Disney. All the hard fundraisers throughout the year have paid off, your here! Many thanks to our fabulous sponsors for their dedication and support. The National Youth Board and I welcome you. We are extremely proud of what we've accomplished this year. LULAC Youth are more active than ever and continue expanding throughout the nation demonstrating to be extraordinary leaders in various areas.

I challenge everyone to gather all the leadership skills and advocacy training we learn this week and take it back to our community a step even further. take the challenge to do something big for our community, remember that before we can change the world, we must start in our communities. America's future success depends upon our ability to address the challenges of the future and we must make sure that our community and all the Latino Youth are educated in what we learn here. I truly believe our generation will achieve the kinds of things our parents could only dream of, so let's make our parents proud.

We learn in LULAC that education is powerful, the more educated we are the better leaders we can become; encourage friends and family to continue an educated path in life. Let's not forget that many youth don't have the same opportunities, we must continue encouraging congress to pass the DREAM act.

LULAC Youth is no longer just a club at school to form part of, we remain one of the most powerful Latino organizations in the nation. Our minds are far more Intuitive, our capacity for learning remains exhaustive, and our hunger for knowledge continues to evolve. Let's start to feel proud of our accomplishments in every medium possible: tweet, share on FB, or blog about it, the Internet is a powerful window to the world and we must embrace it.

The moments you dedicate in this organization will pay off greatly at te end. We will face new challenges together as one organization in the near future, and the youth will remain the driving force to make the change happen. Take advantage of all that we have to offer in this convention and share back to your community. More importantly, enjoy!

All for one, one for all.

Sandra Jurado
National Youth President

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Ana Estrada Valenzuela
Vice President for Youth

LULAC Youth Convention Program

June 24-30, 2012
Orlando, Florida



Sandra Jurado
National Youth President

Youth Pre-Conference (Pre-registration is required)

Preconvention (Disney's Coronado Springs Resort)

Sunday, June 24

2:00 pm - 5:00 pm	Youth and Advisors Arrive (Hotel Check In)	Disney Coronado Hotel
5:00 pm - 7:00 pm	Dinner	Disney Coronado Hotel
7:00 pm - 9:00 pm	Ice Break Activity	Disney Coronado Hotel

Monday, June 25 (University of Central Florida)

7:00 am - 8:00 am	Breakfast	Disney Coronado Hotel
8:00 am - 4:00 pm	Special Orlando Field Trips.....	Orlando
4:00 pm - 6:00 pm	Check in to University of Central Florida Dorms	UCF
6:00 pm - 8:00 pm	Dinner/Ice Break Activity	UCF
8:00 pm - 10:00 pm	Return to University Dorms	UCF
10:30 pm	Lights Out	UCF

Tuesday, June 26

7:00 am - 8:00 am	Wake Up Calls.....	UCF
8:00 am - 9:00 am	Breakfast.....	Cafeteria
9:00 am - 11:30 am	Community Service Project.....	Orlando
Noon - 1:15 pm	Lunch	UCF
1:45 pm - 4:15 pm	Tour of University & Admissions Workshop	UCF
5:00 pm - 7:00 pm	Dinner	Planet Hollywood
7:00 pm - 9:00 pm	Explore Orlando Downtown	Downtown Disney
9:30 pm - 10:30 pm	Return to University Dorms	Bus
11:00 pm	Lights Out	UCF

Wednesday, June 27

7 - 12, 2 - 5 pm	LULAC National Convention Youth Registration.....	North Registration
7:15 am - 8:00 am	Wake Up Calls (Pre-Conference Participants Only).....	UCF
8:00 am - 9:00 am	Breakfast (Pre-Conference Participants Only)	Cafeteria
9:00 am - 10:00 am	Travel to Disney Coronado Springs (Pre-Conference Participants Only).....	Bus
10:00 am - 11:00 am	Ribbon-Cutting Ceremony and Exposition Opening	Veracruz Foyer
10:00 am - 12:00 pm	Exposition, Job Fair, and College Fair Open	Veracruz A-C
Noon - 1:45 pm	Partnership Luncheon	Coronado J-L
	Wade Henderson, President & CEO, Leadership Conference on Civil Rights; Director Leon Rodriguez, Office of Civil Rights, Health & Human Services	





All events will be held at the Disney Coronado Springs Resort unless otherwise noted

2:00 pm - 4:30 pm	Leadership Training (Presented by Mr. Cardona)	Durango 340
4:45 pm - 5:15 pm	Google 101	Durango 340
6:00 pm - 10:30 pm	Florida Celebration (Buses depart Coronado Porte Cochère at 5:45 pm).....	World Showplace, EPCOT

Thursday, June 28

7 - 12, 2 - 5 pm	LULAC National Convention Registration & Credentials	North Registration
7:30 am - 9:00 am	Community Service Breakfast	Coronado Ballroom K-L
	Speaker: Dr. Jill Biden	
9:15 am - 11:45 am	Showcase of the Stars Workshop (Sponsored by McDonald's).....	Fiesta 5-6
Noon - 2:00 pm	Unity Luncheon	Coronado Ballroom J-L
	Emcee: Iliá Calderón, Co-anchor, Noticiero Univision Edición Nocturna; Eric Holder, Attorney General of the United States; George Sheldon, Acting Assistant Secretary, Administration for Children and Families, U.S. Department of Health & Human Services; Miguel Romero, Secretary, Department of Labor & Human Resources, Puerto Rico	
2:15 pm - 3:00 pm	Zumba Fitness Session	Fiesta 6
2:15 pm - 3:00 pm	Rising Seniors Grade 12: LULAC Youth to Young Adult Transition	Monterrey 3
5:30 pm - 10:00 pm	Youth Awards Banquet and Dance (Buses depart Coronado Porte Cochère at 4:45 pm)... Emmcee: Guadalupe "Guad" Venegas of Telemundo's Mun2 Speakers: Dr. Ricardo Rosselló, Duke University Special guest: Singer Alaya Daoud <i>*LULAC Youth will have exclusive access to park rides following the awards ceremony*</i>	Universal Studios

Friday, June 29

7 to 12, 2 - 5 pm	LULAC National Convention Registration & Credentials	North Registration
7:30 am - 9:00 am	LULAC National Educational Service Centers Breakfast	Coronado J-L
	LULAC/FTI Youth-Collegiate Federal Career and Recruitment Forum	
8:00 am - 12:00 pm	High School Grade 9-11 Room 1	Fiesta 1-4
8:00 am - 12:00 pm	High School Grade 9-11 Room 2.....	Yucatan 3
8:00 am - 12:00 pm	College, University and Rising Seniors Grade 12.....	Yucatan 2
Noon - 2:00 pm	FTI Youth Career Opportunities Luncheon	Fiesta Ballroom 5-6
2:00 pm - 5:00 pm	LULAC Youth National Assembly & Elections	Monterrey1-3
6:00 pm - 7:00 pm	Presidential Reception.....	Ballroom Foyer
7:00 pm - 11:00 pm	Presidential Awards Banquet..... Special Guest: Candido Morales, Ohtli Awards presentation Thomas A. Saenz, President & General Counsel, MALDEF	Coronado Ballroom H-L

Saturday, June 30

8:00 am - 4:00 pm	Free Park Day	Universal Studios
5:00 pm - 7:00 pm	LULAC President's Celebration	Casitas Courtyard
	Senator Bill Nelson (D-FL)	
7:30 pm - 11:00 pm	Voces Unidas: Concierto De La Gente	Coronado Ballroom H-L
	Tito Nieves; Jesse & Joy; Mariachi Cobre	





All events will be held at the Disney Coronado Springs Resort unless otherwise noted

LULAC, within its membership, will bestow seven national awards presented during the Presidential Banquet at the LULAC Convention. These awards are the highest honor bestowed by LULAC and are given to those individuals whose achievements and community service most exemplify the ideals of the League. The recipients of these prestigious awards are selected by an awards committee which is appointed by the national president. The awards committee reviews the nominations of LULAC Councils and selects the recipients based upon established criteria.

The Awards

The following awards have been established by the awards committee and will be presented at the convention:

- Man of the Year
- Woman of the Year
- Council of the Year
- Raymond Telles Award for Education
- Felix Tijerina Award for Service to the League
- Aztec Award for Civil Rights
- J.C. Martínez Award for Membership and Expansion
- Cesar Chavez Award for Leadership and Community Service
- Dr. Anita Del Rio Award for Latina Leadership and Women's Advocacy
- Angie Garcia Service to the Elderly Award
- John Arnold Humanitarian and Community Service Award

Criteria for Council of the Year Award

1. Council must be chartered and in good standing in the League.
2. Council must have been awarded Council of the Year at the District and State levels.
3. Council must have sponsored a LULAC Youth Council in the past year.
4. Council will receive special consideration for participation in the LNESCS scholarship program.

5. Council must have participated in humanitarian and civic causes that have made an impact on LULAC and the community.
6. Council must have proof of all LULAC and community-related awards and recognition it claims, i.e., newspaper clippings, scrapbook, award letters, etc.
7. Council must have letters from its District and State Directors certifying that it was selected at the respective conventions.
8. The period of consideration for Council of the Year shall be one year prior to the National Convention. Achievements and activities prior to the period for which the nomination is made will not be considered.

Criteria for Man of the Year Award

1. Nominee must be a member of a chartered LULAC Council in good standing in the League.
2. Nominee must be in good standing in the League.
3. Nominee must have been selected as Man of the Year at the Council, District, and State levels.
4. Nominee must have contributed talent, skills, and time to the betterment of LULAC and the community.
5. Nominee must provide proof of involvement in LULAC and the community, including newspaper clippings, award letters, etc.
6. Nominee must have letters from his Council President, District, and State Directors, certifying that he was selected at their respective conventions.
7. The period of consideration for Man of the Year shall be one year prior to the National Convention. Achievements and activities prior to the period for which the nomination is made will not be considered.

Criteria for Woman of the Year Award

1. Nominee must be a member of a

chartered LULAC Council in good standing in the League.

2. Nominee must be in good standing in the League.
3. Nominee must have been selected as Woman of the Year at the Council, District, and State levels.
4. Nominee must have contributed talents, skills and time to the betterment of LULAC and the community.
5. Nominee must provide proof of involvement in LULAC and the community and include newspaper clippings, scrapbook, award letters, etc.
6. Nominee must have letters from her Council President, District and State Directors certifying that she was selected at their respective conventions.
7. The period of consideration for Woman of the Year shall be one year prior to the National Convention. Achievements and activities prior to the period for which the nomination is made will not be considered.

Criteria for LULAC Special Awards

- Membership
 - Loyalty
 - Service
 - Achievements
 - Awards
 - Contributions
 - Leadership
 - Recognition
 - Actions
 - Projects
 - Accomplishments
 - Volunteerism
1. Any LULAC member in good standing is eligible to be nominated for a LULAC Special Award.
 2. Any member of LULAC can nominate a LULAC member for a LULAC Special Award.
 3. Nomination and questionnaire forms must be submitted to the LULAC National Office prior to the National Convention.





Proposed for Review by the National Board of Directors.

1. Only delegates, or alternates replacing a delegate, wearing their certified badges, will be allowed in the voting section. All other persons shall be seated in an observation area designated by the Credentials Committee. The only exception to this rule shall be to accommodate a physically challenged delegate or alternate who desires to be seated in a special area.
2. A member in good standing has the right to ask that non-members be removed from the election area. This shall include the news media.
3. An Election Judge shall be appointed by the National President to conduct the elections.
4. The Election Judge shall appoint a Time Keeper and three Official Counters for all elections.
5. Elections shall be by stand up, show of hands, or roll call vote. The head of each delegation shall announce his/her council's vote and the Election Judge shall repeat the vote to the floor.
6. No delegate or alternate may have more than one vote in any one election.
7. Voting in absentia shall not be allowed.
8. A candidate not previously announced, as per the LULAC National Constitution, may run from the floor provided that a written certification endorsement by the total accredited delegations of a minimum of five councils, including the candidate's home council, is made to the Election Judge prior to the time of nominations for the office in question.
9. Each candidate has the right to appoint one counter. However, the only official count for any election shall be that recorded by the three Official Counters.
10. Each candidate shall have five minutes for speeches which shall follow the closure of nominations for the office in question.
11. In elections where candidates are running unopposed their elections will be combined and held by acclamation. In elections in which more than two candidates are involved, and no one receives 50 percent plus 1 majority of the certified votes, the two candidates receiving the highest number of votes shall immediately go into a runoff. No speeches shall be allowed in runoff elections.
12. Challenges to any election must be issued to the National Legal Advisor immediately after the outcome is announced and before another election has begun. It shall take a two-thirds vote to overturn any ruling made by the National Legal Advisor.
13. The order of elections shall be as follows and will be conducted after resolutions/amendments are voted on.
 - National President
 - Southwest VP
 - Southeast VP
 - Northwest VP
 - Northeast VP
 - Farwest VP
 - Midwest VP
 - VP for the Elderly
 - VP for Women
 - VP for Young Adults
 - VP for Youth
 - Treasurer
 - 2015 Convention Site
14. First reading of all Constitutional Amendments and Resolutions will be presented immediately after the Assembly is convened.
15. The presentation of Constitutional Amendments from the floor shall not be allowed. Discussion on Constitutional Amendments shall be limited to 3 speakers for and 3 speakers against with each speaker having two minutes.
16. All resolutions must be type written and submitted in the form provided for in the LULAC website and submitted by a local council in good standing. Approved State resolutions must be submitted to the National Office within five days of passage. The Resolutions Committee shall read the resolved portion of each resolution and make its recommendation to the assembly. Discussion on each resolution shall be limited to two speakers for and two speakers against with each speaker having two minutes. A speaker must announce if he/she is speaking in favor of or against the resolution in question.
17. Resolutions from the floor shall be accepted. The resolution from the floor must be type written and submitted by using the form provided in the LULAC website and signed by the total registered delegation of the offering council. The written resolution from the floor must be presented to the Resolutions Committee and the State Director or his/her designee be notified. The Resolution Committee Chair shall read the resolution in its entirety and call for a vote. The same time limit, number of speakers, and announcement as in rule 16 shall apply to this rule.
18. Any issue not covered by these Convention Rules will be determined by the proper provisions within the LULAC National Constitution, By-Laws & Protocol, and Robert's Rules of Order (revised) in that order.
19. These adopted 2012 Convention Rules may be changed by a two-thirds vote of the assembly.
20. Delegates, alternates and guests must maintain proper decorum at all times. Whistles are not allowed. Individuals intentionally disrupting election proceedings as determined by the Convention Chair will be expelled from the floor.
21. Any individual that uses profanity, verbally threatens or attacks another member on or near the voting floor be removed from the voting floor and that charges to expel the member for "actions contrary to the principles of LULAC" be brought against the member by the presiding officer at the next National or Executive Board meeting.





Convention

In 2011, the League of United Latin American Citizens celebrated 82 years of advocacy and service to Latinos across the United States and Puerto Rico. LULAC National President Margaret Moran was re-elected as the organization's national leader at LULAC's largest annual membership gathering. The



2011 National LULAC Convention ribbon cutting in Cincinnati, Ohio.

82nd Annual Convention and Exposition took place from June 27 to July 2, 2011 in Cincinnati, Ohio. Under the banner of *Bridging the Gap: Expanding the Latino Agenda into New Frontiers*, the convention was a tremendous success and served as an ideal setting for addressing the critical issues that impact our community the most. Among the topics addressed, workshop attendees discussed many issues, from immigration reform and education to health care and civil rights.

LULAC brought together more than 19,000 attendees from across the nation for this event. The Opening Reception set the tone for the convention, as LULAC National President Margaret Moran, Mayor Mark Mallory, Ohio State Representative Alicia Reece, and writer Maria Antonieta Collins expressed a warm welcome to all. This marked the beginning to a convention filled with thought-provoking ideas, inspiring many to join forces and continue working towards the fulfillment of the LULAC mission.

In fact, as the Ribbon-Cutting Ceremony concluded on Wednesday, LULAC opened its Exposition hall to the community of greater Cincinnati, where more than 130 booths provided each and every attendee the opportunity to learn. Networking with representatives from fortune 500 companies, meeting government agency representatives, visiting the AARP Wellness Bus, checking personal health at the Cardiovascular Mobile Health Unit and receiving free services at the Mobile Mammography bus provided all participants with countless opportunities to empower themselves with critical knowledge, all at no cost.

Additionally, each day of the convention, LULAC embraced a theme. Important values like diversity, opportunity,

partnership, community service and unity were addressed by high-ranking officials such as Secretary of Health and Human Services Kathleen Sebelius, U.S. Secretary of Labor Hilda Solis, Deputy Director for OPM Christine Griffin, Assistant Secretary of the Office of Fair Housing and Equal Opportunity for HUD John Trasviña, Associate Attorney

General and Co-Chair of President's Task Force on Puerto Rico Thomas Perrelli and Secretary of Labor for Puerto Rico Miguel Romero. The youth of LULAC welcomed Melissa "Crash" Berrera, Comedian Alex Reymundo and NFL Hall of Fame legend Anthony Muñoz as special guest speakers at their Annual Youth Banquet, an event that never fails to uplift everyone in attendance.

In an effort to continue the empowerment of Hispanics within the federal government, the Federal Training Institute (FTI) workshops played a key role in advancing this important initiative. The LULAC Federal Training Institute Committee (FTI), headed by Sara E.

Clemente, provided a learning environment within the Convention, aimed both at providing resources for current employees, as well as assisting those individuals seeking opportunities within the federal government. All registered attendees participated in several seminars and workshops led by top federal employees, where they had the opportunity to grow professionally and expand their networks. With numerous booths in the free expo hall accompanying the successful seminars, the general public received a clear and



(L-R) Brent Wilkes, LULAC National Executive Director; Christine Griffin, Deputy Director, U.S. O.P.M.; Margaret Moran, LULAC National President and Sara Clemente, LULAC National Director of Federal Affairs.

direct look at how to access federal employment and how to improve one's self as an evolving leader.

Keeping with LULAC's commitment to diversity and





inclusion, LULAC was honored to collaborate with Unid@s, the national Latina/Latino lesbian, gay, bisexual and transgender (LGBT) human rights organization. Throughout the first few days of the week, Unid@s conducted their national assembly, addressing such challenges as transgender empowerment, bullying of Latino and gay youth, and sexual health issues that

many people were naturalized at one time. In fact, as a sign of appreciation from the community and Mayor Mallory, for all that LULAC accomplished, July 2nd was declared to be the official Margaret Moran Day in the city of Cincinnati.

In addition to the convention center, LULAC took advantage of the wonderful downtown sites in Cincinnati to

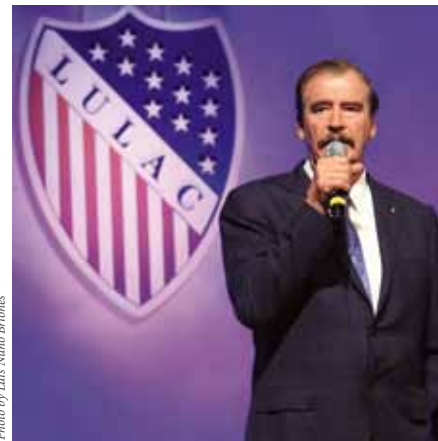
host a few main events. One of these was the Opportunity Reception held at the Freedom Center; a breathtaking museum depicting the emotional and physical struggles that many slaves experienced on the journey to freedom, it served as the perfect conduit to connect guests to the issues to be covered during the week with the hope that together, as Latinos, we can continue to bridge the gaps among us.

In fact, at the Presidential Banquet, Former President of Mexico Vicente Fox delivered a moving speech tackling the obstacles that the average Latino strives

to overcome. Former President Fox, and his wife Marta Sahagun Fox, not only participated in the closing Gala of the convention, but they also helped to celebrate the beginning to a new year for LULAC. Filled with the passion to create and sustain alliances across borders, these two leaders succeeded in encouraging Latinos to unite their voices and advocate for each other's needs.

After an eventful week, the national convention formally

closed with a thrilling Cincinnati Reds baseball game, where local Hispanic baseball players were honored on the field by President Margaret Moran and actor Tony Plana.



Former President of Mexico Vicente Fox

in the fresh air and sunny weather, LULAC members said their goodbyes and congratulated each other on a job well done. Full of outstanding speakers, top-rate entertainment, free workshops, an expo hall open to the public, and a high energy around current Latino issues, the 82nd Annual LULAC National Convention was a landmark event for the LULAC membership and a huge accomplishment for all those who are working to change the status of Latinos in this great nation.



Unid@s, the National Latina/o Human Rights Organization Asamblea at the 2011 LULAC National Convention.

affect the Latino LGBT community across the United States. In an effort to bridge the gap not, only among Hispanics, but also amongst LGBT Hispanics, this year's partnership between LULAC and Unid@s reinforced that, through similar national dialogues and alliances, change can and will be made to achieve one common goal—full equality for all Americans.

During the free community workshops featuring expert panelists, LULAC sought to increase the empowerment and advancement of the Hispanic community. By connecting members with top leaders in various policy fields, LULAC hosted more than 30 exciting and enlightening conversations through workshops and seminars throughout the week. Focusing on important subjects such as education, health, energy, technology, immigration, and fundraising, LULAC reinvigorated everyone present with the energy, passion and skill sets to continue the work beyond Cincinnati and into their own communities.

Some of the premier workshops featured speakers addressing timely issues, such as the Puerto Rico Town Hall and the Immigration Roundtable. Members of the White House, such as Associate Attorney General Thomas Perrelli and White House immigration policy advisor Felicia Escobar conversed with attendees regarding the challenges Latinos are facing and solutions that are possible.

A longtime priority for LULAC, the 2011 convention proudly hosted a Naturalization Ceremony for 93 future United States citizens. Bringing together former residents of 43 nations, the ceremony was led by Alejandro Mayorkas, Director of U.S. Citizenship and Immigration Services. For Mayor Mark Mallory and the Cincinnati community, this event marked a historic day for all, as it was the first time so





New LULAC Washington Office:

The LULAC National Office has moved to 1133 19th Street, NW, Suite 1000 in Washington, DC. The new space has 13,212 square feet which is more than 3 times the size of our previous space and was secured with assistance from LULAC Corporate

in large part due to the support from Yum! Brands, a member of LULAC's Corporate Alliance.

For the past 83 years, LULAC has been committed to advancing the economic empowerment, educational attainment, civic



Photo by Luis Nunez Briones

Ribbon-cutting at the grand opening and reception of LULAC's new office in DC

Alliance Chair Emilio Gonzalez of Verizon. We moved in on August 1, 2011 and the lease expires on January 30, 2016.

The space features an office for our National President for when she comes to Washington, a larger conference room, a technology center, a large kitchen and a smaller conference room as well as 33 offices. AT&T provided LULAC with a \$200,000 grant to enable us to make improvements to the space and to help us cover the additional rent from what we had been paying at the old offices. In addition, LULAC has sublet space to the Hispanic Federation, Emily Gantz McKay and SER Jobs for Progress

California Regional Office

LULAC is pleased to announce the expansion of the national organization with the opening of a new regional office in California. In order to manage the national expanding programs in the region and help LULAC better serve its members in the California area as it has served the Latino community for the past 83 years, the regional office will enable LULAC to achieve a long-standing objective to establish a regional office in the Farwest. The opening of new LULAC regional office was

engagement, health and civil rights of Latinos through community-based programs operating at more than 900 LULAC councils nationwide. With over 135,000 members throughout the United States and Puerto Rico, LULAC continues to fight tirelessly for the betterment of Hispanic Americans in issues that impact our community the most. "California will allow us to continue our work seeing as the Golden State has and will continue to play a pivotal role in the struggle for Latino civil rights," said National LULAC President, Margaret Moran. It was here 66 years ago that a California LULAC Council successfully sued to integrate the Orange County School System, which was segregated based on the notion that Mexican

children were "more poorly clothed and mentally inferior to white children". This groundbreaking decision, *Mendez v. Westminster School District*, formed the basis for the better-known *Brown v Board of Education* Supreme Court decision which summarily outlawed racial segregation in U.S. education.

California is an ideal place for LULAC's expansion. According to the U.S. Census Bureau, 38% of the Golden State's 37 million residents are Hispanic. Nearly half of the State's children are Latino, many of whom are underserved and live in poverty. LULAC's presence in California will undoubtedly be a decisive force for change in not only addressing discrimination, debilitating poverty, educational inequalities and immigration issues but also helping to provide sound solutions for remedying them.

LULAC celebrated its 83rd anniversary with the LULAC National Legislative Conference and Awards Gala:

Renewing America's Promise at the Hyatt Regency Hotel in Washington, D.C. The Annual Legislative Conference provided an opportunity for LULAC members to meet with Members of Congress and have a meaningful exchange regarding the impact that today's policies have on the Latino community as



Opening of new national regional office in Sacramento, California





a whole. The troubled economy, high unemployment rates, health disparities and educational inequalities provided the backdrop for LULAC to lay out its legislative agenda for overcoming those challenges. At the Awards Gala, a Legislative Awards were presented to key leaders who have served the

technology centers and 14 LULAC National Educational Service Centers in 35 states, the District of Columbia and Puerto Rico; and finally, the Hispanic Federation's brick and mortar presence of 100 community-based organizations. Their ability to work closely with community leaders provides these organizations with the strategic advantage of understanding the needs and concerns of the Latino community.

The initiative invited all LULAC members to participate. Additional resources will be focused on targeted counties within key election states and prioritized according to Latino demographic growth and the number of Latino citizens of voting age. The voter registration and mobilization effort focuses on counties where the Latino vote can make a difference and areas where there is a significant density of union activity. The campaign includes voter registration, education, advocacy against voter suppression legislation, public service announcements, and an

online voter registration website and a get-out-the-vote campaign. Our shared vision of ensuring that all Latinos maximize their role in representative government combined with our established records of representing Latino interests made this partnership a seamless collaboration. LULAC's focus on recognizing the unique needs of our community, with a focus on working families, has ensured an increase in Latino civic engagement and the beginning of a successful voter registration initiative. This first election cycle is the first year of a four-year commitment made by the organizations to commit to collaboration on a joint civic engagement program.

Selma to Montgomery March

The Nation's Most Respected Latino Civil Rights Organizations LCLAA, LULAC, NCLR, and Hispanic Federation, joined the 47th Anniversary of the Reenactment of the march from Selma to Montgomery, Alabama.



Selma to Montgomery March 2012, Maggie Rivera, LULAC National President Margaret Moran and Dolores Huerta.



Honoree Richard J. Durbin, U.S. Senator for Illinois during the LULAC Legislative Gala.

Hispanic community; the Honorable Richard Durbin, Assistant Majority Leader, and the Honorable Jorge A. Santini Padilla, Mayor of San Juan, Puerto Rico. The Presidential Award was presented to Joaquin Avila, Esq., Director of the National Voting Rights Advocacy Initiative at Seattle University School of Law.

Members of Congress in attendance included, The Honorable Steny H. Hoyer, Democratic Whip; The Honorable John D. Dingell; The Honorable Lloyd Doggett; The Honorable Al Green; Delegate Eleanor Holmes Norton; The Honorable John Lewis; The Honorable Ben Ray Lujan; The Honorable Lucille Roybal Allard; The Honorable Sheila Jackson Lee; The Honorable Joe Baca; and The Honorable John Conyers.

In February, LULAC along with the Hispanic Federation and the Labor Council for Latin America Advancement (LCLAA) announced a partnership in an unprecedented non-partisan effort to increase voter registration and mobilize the Latino vote. The campaign's goal is to register 200,000 voters and mobilize at least 100,000 Latinos to polls in the November 2012 elections. The combined group effort will be known as **Latinos for Democracy** which is part of **Movimiento Hispano**, which also includes curtailing voter suppression, educating voters about key Latino issues and facilitating Latino immigrants to become citizens.

The effort calls upon the extensive resources and contacts of the three leading organizations, including: LCLAA's network of 2.1 million Latino Trade union members organized into 51 chapters in 23 states; LULAC's network of 135,000 grassroots volunteer members organized into 900 councils, 56 community





LULAC councils from Dallas, Texas to Chicago Illinois and Washington, D.C. formed caravans to participate in the anniversary of this historic occasion. In front of the AFL-CIO headquarters in Washington, DC, a delegation of Latino leaders, policymakers, and stakeholders boarded a bus routed to Selma, Alabama in order to participate in the reenactment of the historic civil rights march of 1965. The Latino delegation marched alongside civil rights leaders and demanded the repeal of Alabama's anti-Latino legislation, HB 56.

On March 7, 1965, 600 protesters were assailed by state troopers and local police with tear gas and clubs as they attempted to cross the Edmund Pettus Bridge over the Alabama River into Montgomery. Due to the police force brutality, over 50 people were hospitalized. Since that fateful day, which came to be known as "Bloody Sunday", thousands convene to retrace the steps of history by marching across the Edmund Pettus Bridge. That day, a group of unarmed men and women bravely stood their ground against blatant discrimination. Unfortunately, 47 years after "Bloody Sunday" we are still experiencing civil rights violations.

The LULAC National President Margaret Moran, LULAC National Executive Director Brent Wilkes, LULAC Past National President Hector Flores and LULAC National Vice President for the Midwest Maggie Rivera among others marched to bring attention to the Jim Crow style laws still in place 47 years after Bloody Sunday that degrade immigrant men, women and children. They marched, with sister organizations and the African American community, to make clear that although the Hispanic community is diverse and disagreements over comprehensive immigration reform and the Dream Act exist, we will not turn our backs and ignore the plight of the undocumented.

LULAC held the 2012 National Women's Conference at the Hilton Post Oak in Houston, Texas from April 13-14th. It was entitled, "Honoring Our Past, Celebrating Our Present, and Envisioning Our Future," and events focused on bringing awareness to key issues that have the most impact on women's lives and calling on women from across the country to lead. The conference convened a variety of panel experts to lead educational workshops on civic engagement, education, health, human trafficking, and social media. Ivette Mayo, President of Yo Soy Enterprises motivated attendees, while Justice Eva Guzman of the Texas Supreme Court and political commentator Maria Cardona provided a key note address at the luncheon on Saturday. A special performance by Irma Infante, the daughter of Latin legend Pedro Infante was one of the many entertainers featured during the conference. A key workshop entitled, Federal Resources for Women in Business, was also made available to the community. In conjunction with the American Heart Association and the American Diabetes

Association, the women's conference featured a wellness presentation and exhibit with live entertainment presented by Salsa y Salud and the Houston Dynamo cheerleaders. The event was coordinated by the LULAC National Vice President for Women, Regla Gonzalez and members of the LULAC National Women's Commission.

Health

LULAC National has been working on its Latinos Living Healthy: Addressing Childhood Obesity initiative since 2009 thanks to the support of the Robert Wood Johnson Foundation. This initiative mobilized grassroots networks of Latino community advocates to become vocal and vibrant participants in the public health policy process. Through local advocacy efforts, LULAC created environmental changes in Latino communities to improve health outcomes. The LULAC National Office has been working in partnership with following five LULAC councils to implement the *Latinos Living Healthy* obesity prevention initiative through education and advocacy at the state and national level: Illinois McHenry County LULAC Council #5260; Massachusetts LULAC Chapter # 12117; Texas Social Work Student Council #4810; Wisconsin Women's Council LULAC Council # 325; and Puerto Rico Fondo Council LULAC Council # 14919.

The LULAC councils worked with the national office to develop and carry out a series of workshops, advocate meetings, briefings, health fairs and awareness building activities. Advocate teams have been provided with resources such as a tool kit, advocacy trainings, webinars, briefings, and face-to-face meetings with their Members of Congress to build their capacity around health, nutrition and childhood obesity. The councils engaged in local health advocacy activities that focused on removing obstacles that hinder access to healthy food options; develop safe spaces where communities exercise/play; and strengthen the Latino community's voice in local and federal debates around health, nutrition and childhood obesity.

The health activities that were featured during the 2011 LULAC National Convention include a series of health workshops and a health press conference. The topics addressed at the workshops were childhood obesity, the affordable care act & health disparities, and utilizing social media to raise health awareness. The health press conference alerted media outlets about LULAC's health priorities and its work on childhood obesity. In addition to describing the Latinos Living Healthy: Addressing Childhood Obesity initiative as supported by the Robert Wood Johnson Foundation, LULAC highlighted key partnerships with the National Park Service and USDA's, Food & Nutrition Services. Through the





partnership with the National Park Service (NPS) LULAC is working to address the importance of the use national parks as safe spaces to do physical exercise. In addition, the USDA FNS partnership, allows LULAC to educate LULAC health advocates and members on programs that are available to the community to address hunger.

The Latinos Living Healthy information digest was launched as an e-newsletter to share health policy information with health advocates and the entire LULAC network. The goal of the information digest is to educate health advocates on national as well as local health discussions, provide health facts and statistics as it pertains to the Latino community, highlight models for what is working at the community level to create healthy communities, and provide information on funding opportunities. A twitter account was also set up to inform LULAC health advocates about LULAC's health activities through a different mechanism. The Latinos Living Healthy twitter handle is: @lulacvghhealthy.

LULAC Latinos Living Healthy Festivals

On October 22, 2011, LULAC announced a community health education initiative focused on healthy food options,



The first LULAC National Health Fair in San Juan, Puerto Rico.

the importance of physical activity and raising the awareness of the health disparities faced by Latinos. The launch of the program was celebrated with the first *Feria Familiar* (family health festival) in San Juan, Puerto Rico. The day long festival drew 12,000 attendees from university associations, 55+ exercise groups, youth sports clubs, public housing residents, faith-based organizations, health practitioners and public sector employees from across Puerto Rico. Workshops convened community health professionals, health care advocates, faith and community leaders, service providers and social workers to discuss public health issues of particular importance to the Latino community, resources available

to community members and strategies to lead healthier lives. The festival exposition included over 70 exhibitors, 20 mobile health units and 11 featured expo vehicles. Exposition



The second LULAC National Health Fair in Washington, D.C. on 5 de Mayo.

pavilions showcased free health clinics, opportunities for physical activity, healthy cooking demonstrations from celebrities, including Puerto Rico's Chef Piñeiro, samples of nutritious foods, a farmers market, and more. Health screenings include blood pressure readings, flu vaccines and dental exams among other services vital for health and wellness. The festival was made possible with the collaboration of State Director Ivonne Quiñones Lanzo, Past State Director Haydee Rivera, Special Assistant Elsie Valdes and Puerto Rico Secretary of Sports and Recreation Henry Newman and with the generous \$500,000 grant from the Walmart Foundation.

The *National Cinco de May Festival de Salud*, in partnership with the Maru Montero Dance Company (MMDC), was an outstanding success—taking place on May 5, 2012 at the Sylvan Theater on the National Mall in Washington, D.C. The festival drew 12,000 participants comprised of university associates, exercise groups, sports clubs, local residents, faith-based organizations, schools, health professionals, and public sector employees from across Washington, DC and its neighboring communities.

Free health screenings, sports clinics, healthy cooking demonstrations, health education, nutritious food samples, cultural performances, an attempt to break the Guinness World Record for the largest Zumba class, and a world class performance by Salsa King Luis Enrique were among some of the highlights of the day's activities. Special guest appearances by top Administration officials included: U.S. Secretary of Labor Hilda Solis, U.S. Treasurer Rosie Rios, Under Secretary Ed Avalos of USDA, Assistant Secretary for Women's Health at HHS Dr. Nancy Lee, Sam Kass of the First Lady's Let's Move! Initiative, Mayra Alvarez at the Office of





Health Reform at HHS, Teresa Niño from the Centers for Medicare and Medicaid Services, and Celinda Peña from the National Parks Service. Our sincerest gratitude goes out to our sponsors who helped and contributed to the endorsement of the healthy lifestyle campaign and they include: Walmart, PepsiCo, McDonalds, AARP, Univision, and El Zol.

This health fair presented a unique opportunity to bring the Latino community together to celebrate Hispanic culture while raising awareness on the importance of incorporating health, nutrition, and fitness into our everyday lives. These two health festivals are only the start in a series that will continue to empower Latino families with the knowledge and resources they need to make healthier choices across the U.S. and Puerto Rico.

Education

With a generous grant from the Bill and Melinda Gates Foundation, LULAC's national advocacy department now has one and a half full-time staff dedicated to its education reform policy team.



Previously led by Iris Chavez, Liliana Rañón took the lead as the LULAC National Director of Policy and Legislation in 2012. Amaris Kinne worked closely with LULAC's state educational advocacy teams and LULAC state education committees in Texas, Florida and New Mexico as part of the Campaign for High School Equity (CHSE) coalition. The state teams identified policy priorities from the CHSE platform that were most relevant to each community. These priorities included the common core academic standards recently adopted by over 44 states, expanded learning, community investment and resource equity, and effective teachers and leaders. The state teams developed a policy agenda for the upcoming state legislative sessions and planned convenings of community members to learn about education reforms specific to their states. New Mexico held its pilot convening on November 30th, with approximately 50 persons in attendance. The Texas state team held the last of a series of *Fair Funding Now!* roundtables in Houston, at the LULAC regional directors meeting on December 3rd. The information and advocacy on the project will continue as the LULAC Texas team convenes parent advocacy training workshops across the state in 2012. LULAC Texas presented information regarding the education team's *Fair Funding Now!* work to over 100 people at the LULAC Texas Women's Conference and MASBA Conference, both in January 2012. In addition, LULAC Texas held the first of several education advocacy trainings in Austin on January 27th.

The LULAC Education Advocacy Program: Promoting High School Success has educated hundreds of key community leaders on federal education public policy and state education

policy. These teams educate their elected officials on the importance of real high school education reform placing value on accountability among schools for student success and providing support services necessary to achieve that success. LULAC members visited state capitals and federal government officials, engaged in communications and media strategies, and invited the elected officials to community programs and events to dialogue around these important issues. To support these goals, LULAC National held a media spokesperson training in Orlando at the end of January for education advocates from Florida and Texas.

The widely popular LULAC Education Newsletter was distributed to LULAC's 20,000 e-members on a bi-monthly basis to keep members informed on the most up to date education policy issues in Washington, DC, community solutions for quality education programs and emerging policy issues in which LULAC advocates could get involved.

In April, the leadership of LULAC and 9 other leading civil rights organizations, representing communities of color, met with Bill Gates at his foundation headquarters in Seattle to reaffirm a commitment to address the unequal American public education system, which does not provide high-quality education to students of color and youth from low-income neighborhoods. In a holistic partnership, incorporating programs and advocacy coalitions, LULAC will continue to move the needle forward to ensure that quality education of all Latino students is a basic civil right.

Education Programs

LULAC's education programs continue to equip Latino students from all corners of the United States with the tools to succeed in college, career and life. LULAC and LNESc jointly conducted the ¡*Adelante!* America Program, with sponsorship from the AT&T Foundation. The program mentors Latino high school students with the goal of preparing them for college and the workforce. This initiative guides Latino students and provides them with a positive alternative to gangs, violence, and dropping out of school. The program served 1,000 students over the last three years through regularly scheduled youth groups and helped an additional 3,000 who attended peer-led leadership conferences. The program was conducted at the following LULAC National Educational Service Centers (LNESc) sites: East Los Angeles, CA; Pueblo, CO; Chicago, IL; and El Paso, Texas. Additionally, LULAC Councils and partner sites included San Benito County, CA; Tucson, AZ; the Spanish Community of Wallingford, CT; La Casa de Amistad, South Bend, IN; Adelante, Inc., Toledo, OH; and Latin America United for Progress, Holland, MI.

LULAC and the Ford Motor Company Fund have joined together for the third year of an initiative called Ford Driving Dream Dreams through Education. This combined effort





has already impacted the lives of more than 500 students throughout the United States. In addition to students' participation, the Ford Driving Dreams through Education Program (FDD) has developed 86 adult mentors/tutors and engaged with more than 40 parents, 27 community leaders; and over 300 community members who have participated in events sponsored by the FDD initiative. This year we launched a website www.LULAC.org/Ford to feature a program description of each of the winning program sites. Councils can use this website to update blogs, pictures, videos, calendar with upcoming events, and testimonies from individuals that



Ford Driving Dreams Through Education Program Participants in Santa Ana, California.

have been touched by the program. An important finding showed that more than 60% of high school students enrolled in these programs who participated in tutoring/mentorship initiatives spearheaded by LULAC increased or maintained their GPA. The councils convened for a best practices sharing session to educate other LULAC councils on successful strategies to prevent the dropout rate. In 2011, 20 councils received \$10,000 sub-grants from the Ford Motor Company Fund to implement an innovative locally-driven dropout prevent program. The new round of 10 council grants will be announced at the 2012 LULAC National Convention.

The 2010-2012 FDD Program sites include LULAC Cesar E. Chavez Council #1086 (Mesa, Arizona), LULAC #1083 (Phoenix, Arizona), LULAC Salinas Council #2055 (Salinas, California), Santa Ana LULAC #147 (Santa Ana, California), Midwest City LULAC #19002 (Midwest, Oklahoma), Central Texas LULAC #4734 (Temple, Texas), Collin County LULAC #4537 (Plano, Texas), Greater Houston LULAC Council #4967 (Houston, Texas), LULAC Council for Justice, Equality and Business Development #4782 (Farmers Branch, Texas) and Milwaukee LULAC #326 (Milwaukee, Wisconsin).

The 2011-2013 FDD Program sites include Anaheim LULAC #2848 (Anaheim, Calif.), East Aurora LULAC #5218 (Aurora, Ill), LULAC Council #5006 (Michigan City,

Ind.), Davenport LULAC #10 (Davenport, Iowa), LNES / LULAC Council #9607 (Kansas City, Kansas.), Bronx LULAC Council #23044 (Bronx, NY), LULAC Syracuse Council #204558 (Syracuse, NY), LULAC Cincinnati Council #39004 (Cincinnati, Ohio), LULAC Council #39000 (Dayton, Ohio) and LULAC #4692 (Victoria, Tex.).

Empower Hispanic America with Technology

The LULAC Community Technology Centers served over 100,000 community members last year alone. Since the program launch in 2004, LULAC Technology Centers have become involved in various LULAC activities including, but not limited to, attendance at the National Convention, collaboration in the LULAC AARP programs, Voter Registration, housing workshops, DTV Transition, ¡Adelante! America, Smart Edge, and Digital Connectors Programs. Many of these centers have developed a strong partnership with our local LULAC Councils to work collaboratively to improve the well-being of Latinos.



LULAC has completed its second year of the *Entre Comadres* program. The second year of the partnership began with two Life Improvement workshops. In April and May, Maria Antonieta Collins presented the Life improvement seminars in Los Angeles and Houston. Both events had over 100 attendees and were very well received by the community. *Entre Comadres* was able to provide computer literacy assistance to over 15,000 community members.

LULAC continues to be a leader in the broadband adoption movement through its work with the Broadband Opportunities Coalition (BBOC) and the U.S. Department of Commerce National Telecommunications and Information Administration's Broadband Technology Opportunities Program (BTOP) grant awarded under the American Recovery and Reinvestment Act. LULAC launched its bilingual *Cambia Tu Futuro* public awareness campaign to promote broadband adoption among Hispanic households. The PSA has been in rotation during the past year with partners such as, Comcast, Univision, AT&T, Time Warner Cable, and HULU en Español, who have donated over \$6 million in in-kind PSA air time. We have also developed radio and print PSAs and launched a website that provides information in English and Spanish on how to get connected to the Internet and how to navigate online tools for education and employment. Visit www.cambiatufuturo.org to get connected today!

During December 2011, LULAC hosted two open house events in Kansas City, MO and Waukesha, WI with Time Warner Cable funded tech centers. LULAC hosted broadband awareness community events with community tech centers





in Los Angeles and Chicago. LULAC has partnered with Facebook, Microsoft and Google to ensure resources are provided to LULAC councils to become effective advocates and community service providers to Latinos across the United States. Microsoft provided a \$2.3 million investment in LULAC's community technology center network through a donation of essential computer software to ensure that the centers provide the latest certification and digital literacy training to Latino children, youth, working adults and retirees.

On May 30th, LULAC National Executive Director Brent Wilkes joined Federal Communications Commission Chairman Julius Genachowski and Mexican billionaire Carlos Slim to announce the multilingual Connect2Compete (C2C) program, supported by Cox Communications, at the Horace Mann Middle School in San Diego, CA. They announced a national effort to close the broadband adoption gap. C2C is piloting their program with 39,000 eligible students in San Diego, and includes monthly broadband service and discounted computer offerings for these children and their families. This is a program LULAC has worked with a number of broadband providers, such as Comcast and Time Warner Cable, to feature a low cost home broadband connection for low income Latinos.

Economic Empowerment

LULAC continued its every popular financial literacy train-the-trainer program with a new corporate partner, Ally Financial. The next generation of the former program known as SmartEdge was launched by Ally and has been named Wallet Wise. With support from Ally Financial, LULAC trained a series of councils across the nation in the new financial literacy curriculum, which is available online and through in-person workshops. Ally provides each council with a stipend for a completed training that educates low and moderate income people in the target markets.

LULAC & Ally provided LULAC councils with a required train-the-trainer session, workbooks and a PowerPoint presentation for each individual course that can be used to guide the lessons. The training topics include budgeting, banking and investing, credit, mortgages and auto finance. The classes were taught to groups of 30 or more unique participants per class. Since the inception of the new partnership, LULAC has held 5 train-the-trainer workshops certifying over 45 Wallet Wise Instructors and conducted 20 workshops per month. Over the past year, this program invited LULAC councils from the following areas to participate: Phoenix, AZ; Tucson, AZ; Los Angeles, CA; Oakland, CA; Riverside, CA; Sacramento, CA; San Diego,

CA; San Francisco, CA; San Jose, CA; Santa Ana, CA; Denver, CO; Atlanta, GA; Chicago, IL; Indianapolis, IN; Baltimore, MD; Boston, MA; Cambridge, MA; Detroit, MI; Minneapolis, MN; Kansas City, MO; St. Louis, MO; Camden, NJ; Edison, NJ; Newark, NJ; New York, NY; Charlotte, NC; Portland, OR; Philadelphia, PA; Dallas, TX; Houston, TX; Salt Lake City, UT; Seattle, WA; Washington D.C.; and Milwaukee, WI.

Housing

Through a partnership with Bank of America, in 2011 and 2012, LULAC educated a total of 117 families about the foreclosure process and established partnerships with 4 local HUD-certified non-profits in major Latino markets. The Bank of America Foundation awarded LULAC National a grant with the purpose of educating the Latino community about the benefits of green and sustainable communities and affordable housing. Through in-person workshops and webinars, the program has increased the level of understanding and awareness regarding sustainable, green and smart community development strategies among Latino community leaders, grassroots advocates and community organizers. Through this series of sessions, LULAC promotes sustainable growth to encourage regions to strategically plan their communities to promote a green and healthier environment and improve the quality of life for the long-term.

The League of United Latin American Citizens is the nation's largest and oldest civil rights volunteer-based organization that empowers Hispanic Americans and builds strong Latino communities. Headquartered in Washington, DC, with 900 councils around the United States and Puerto Rico, LULAC's programs, services and advocacy address the most important issues for Latinos, meeting critical needs of today and the future. Join the movement today by visiting www.LULAC.org/





AFFIRMATIVE ACTION

LULAC supports equal opportunity for employment, promotion and contracting, and opposes discrimination of any form in the workplace and supports affirmative action as a set of positive steps that employers use to promote equal employment opportunities. LULAC remains committed to fighting efforts to overturn decisions that have upset affirmative action programs across the country.

LULAC will ensure that information on affirmative action will be updated to reflect the latest changes from the Office of Personnel Management. OPM shall provide LULAC with pertinent data affecting affirmative action policies. If such data is not received LULAC will request such information from the Hispanic Senior Executive Service members and/or using Freedom of Information Act requests.

CENSUS AND DATA COLLECTION

Based on the 2010 Census, over 50 million Latinos reside in the United States. According to the Pew Hispanic Center, the majority of states underestimated the increase of Latino residents, and, overall, the Hispanic population count was 1.9% higher than expected. Because of these major demographic shifts, LULAC urges local, state and federal government agencies to employ and train staff to serve this growing and diverse population.

As a national partner, LULAC supports the efforts of the Census Bureau to obtain an accurate Census count. LULAC encourages the Bureau to reach out to community-based organizations between decennial census counts in order to build and maintain trust with hard-to-count populations, such as Latinos, whom are wary of giving personal information to the Bureau. In addition, LULAC strongly urges the Census Bureau to emphasize in all materials – both print and online – that all

information gathered is completely confidential.

LULAC also proposes that the Census Bureau provide stipends to community-based organizations who commit to assisting with the Census count outreach, as partners need more than co-branded materials to reach hard-to-count populations.

Furthermore, LULAC encourages the Bureau to produce both Spanish language materials, as well as English language materials marketed towards Hispanics. Coupled with ongoing education campaigns, and easy-to-read information online, LULAC believes that the Bureau can succeed in reducing the undercount of hard-to-count populations and achieve a more accurate snapshot of the United States of America.

LULAC advocates for more attention to be paid to the undercount, as each resident left out of the Census count negatively affects every aspect of daily life in the United States. Overcrowded emergency rooms, underfunded public schools, missing sidewalks, inadequate roads, and other public resources are direct results of disproportional federal funding allotments from decennial census undercounts.

Lastly, LULAC urges the Census Bureau to establish a system to assess the persistent underrepresentation of Hispanics in the Bureau, as well as identify effective strategies to increase future problem-solving capacities. LULAC strongly supports a standardized review of the Bureau's managers and supervisors based, in part, on their performance with respect to EEO issues, such as hiring a diversified work force, including Hispanics.

CHILD LABOR AND THE EXPLOITATION OF MINORS

LULAC strongly supports ending child labor through education by supporting the International Labor Organization's (ILO) international programs to eliminate child labor worldwide. LULAC opposes the exploitation of children working anywhere for low wages and under

hazardous conditions. LULAC deplors any and all exploitation of minors, whether psychological, physical, political, or sexual.

CHILD WELFARE/FOSTER CARE

Recognizing that children and youth from communities of color are disproportionately represented in the child welfare system, and who experience a high propensity of entrance into the juvenile and criminal system, LULAC calls on Congress to reform the child welfare system. LULAC is opposed to legislation that will proliferate the entrance of children and youth from communities of color into the juvenile and criminal systems, and supports the process for investigating cases of racial profiling and discrimination in the child welfare systems by the U.S. Justice Department and Department of Health and Human Services.

CITIZENSHIP AND VOTING

LULAC promotes active participation of all eligible Latinos in the democratic process by registering to vote and voting, and encourages all legislative, judicial and educational efforts to promote voter participation and advocacy. LULAC encourages all eligible immigrants to become US citizens and demands that the Citizenship and Immigration Services streamline and expedite the processing of citizenship applications pending in a backlog for up to two years or more. LULAC aims to assure that voters' rights are safeguarded on election-day by preventing potential voting rights violations, such as intimidation at the polls, unworkable voting equipment, and other civil rights violations.

CRIMINAL JUSTICE REFORM

LULAC advocates reform of the criminal justice system to reduce the disproportionate number of Latinos who are incarcerated. LULAC supports reform of the court system to ensure fair sentencing guidelines that do not discriminate among race or socio-economic backgrounds.





LULAC opposes the incarceration of youth in adult prisons and supports preventive education and social programs to reduce incarceration and recidivism. LULAC supports the repeal of legislation harmful to Latinos to redress disparate treatment of minorities, such as the elimination of the death penalty. LULAC also supports ensuring that statistical data of inmates in the state and federal prison systems is gathered for Hispanics/Latinos, of any race.

DISCRIMINATION AND RACIAL PROFILING

LULAC denounces any form of discrimination on the basis of national origin, race, religion, language, sexual orientation, age or disability. LULAC strongly condemns racial profiling, and supports a strong statutory definition of racial profiling along with the institution of data collections systems by law enforcement. LULAC is concerned with the growth of hate groups and encourages Congress to strongly monitor agencies and their enforcement of hate-crime laws. LULAC opposes any effort to amend the US Constitution in any manner that reduces protection of any individual's rights on the basis of national origin, race, religion, language, sexual orientation, age or disability.

DRIVER LICENSES

LULAC supports legislation to grant licenses to immigrants under any status. LULAC supports innovative provisions for the issuance of a license such as passing a criminal background check, endorsement by a citizen, or requiring a pledge by immigrants to apply for legal residency.

ECONOMIC OPPORTUNITY

LULAC urges companies and government agencies to embrace diversity in all aspects of business, whether employment, promotion, or contracting, as well as to support representation of Hispanics at all levels, from day-to-day management and governance to the boardroom.

LULAC encourages the expansion of programs and policies that provide funds to stimulate business, job growth and training, and opportunities for venture capital.

EDUCATION

LULAC believes that universal and quality public education is the foundation for lifelong success, and strongly opposes any measure that denies education as a fundamental right, including that of immigrant children. School curricula and textbooks should reflect culturally based teaching methods grounded in research. LULAC supports legislation and policy decisions targeted at decreasing the Hispanic dropout rate and closing of the achievement gap. LULAC urges Congress to increase funding to implement targeted programs to encourage Hispanic students to remain in school.

Federal funding for LULAC National Education Service Centers (LNESC) should be continued so as to address the specific needs of our community, as well as to expand into geographic areas not currently served. Federal funding for Head Start, Migrants and Seasonal Head Start, Gear Up, TRIO, Women, Infants, and Children (WIC), HEP-CAMP, Title I and Title III programs should be increased and access should be expanded to ensure high participation of Latino children. LULAC supports increased funding for Title I, Title III and Title VII programs to address adult basic educational programs and bilingual education. LULAC also supports an effective and appropriate bilingual education program for all English language learners.

LULAC strongly opposes vouchers and any other funding method that will limit public education resources. All Latinos should have access to safe, quality and desegregated public education. Public schools should be improved and rehabilitated, and be provided with adequate funding to do so. LULAC supports full-funding of the Elementary and Secondary Education Act, and urges Congress to reauthorize ESEA with community

input and with fidelity to its original civil rights intentions. LULAC supports an increase in funding for Hispanic Serving Institutions (HSIs) of higher education. LULAC supports an increase in the number of Latino educators at all levels of education, administrators and school board members, as well as teacher training and development programs to encourage Latinos to become teachers.

LULAC will fight against harsh discipline practices and zero tolerance policies that remove students from the classroom and keep them from learning.

LULAC membership advocates that scholarship awards be provided to qualified persons regardless of their citizenship status.

ENERGY SECURITY

LULAC dramatically supports increasing federal funds spent on the development of clean, renewable, and environmentally friendly energy sources. LULAC opposes drilling for oil on federal lands, especially in those areas deemed necessary to the ecological well-being and quality of life of its inhabitants and neighbors.

As a means to promote energy security, LULAC supports and advocates for the expansion of efforts to curb abuses to the environment through the "green jobs," recycling, and through the creation and sustainability of rooftop and community gardens. LULAC recommends that "green jobs" create employment opportunities for Latino families. Educational and technical support must be provided to include the development of green jobs for Latinos.

ENGLISH PLUS

LULAC strongly opposes all legislation that designates English as the official language of the United States or of any individual state. LULAC supports bilingual education to ensure English proficiency while encouraging students to retain proficiency in their native language. English language acquisition is imperative, but bilingualism and





multilingualism are assets to be valued and preserved. LULAC supports increasing programs and funding for ESL for adult students.

ENVIRONMENT

LULAC opposes the practice of locating environmentally damaging or dangerous sites in Hispanic and other disadvantaged communities, and opposes the disposal of nuclear, chemical waste or other toxic waste in or near Hispanic communities. LULAC encourages the clean up of “brownfields” (contaminated sites) in Hispanic neighborhoods. LULAC supports the Clean Air Act to reduce emissions that are harmful to Latinos of all ages and opposes any effort to loosen its regulations placed on the coal-burning power plants in the United States.

FARMWORKERS, MIGRANT AND SEASONAL WORKERS

LULAC urges Congress to pass legislation that protects farm workers from employer abuse and that guarantees safe working conditions, housing, and access to schooling and training for farm workers. LULAC opposes legislation that may be considered for passage by Congress that relates to new guest worker programs that do not meet these criteria.

LULAC opposes the expansion of agricultural guest worker programs that do not provide adequate labor rights protections, health benefits and housing. LULAC supports a national holiday honoring Cesar Chavez and commemorating the contributions of farm workers to the United States. School curriculum should include a historical perspective of the farm worker struggle and community service in his honor. LULAC supports the continuation and expansion of the National Farmworkers Job Program.

LULAC urges Congress to pass legislation that protects female domestic workers from employer abuse and that guarantees safe working conditions as well as the same rights afforded to workers in other industries.

FOREIGN RELATIONS

LULAC urges a strengthening of partnerships with Latin America. We urge the US government to include Latin American nations as partners for the war on terrorism and the creation of multilateral agreements on such important cross-border issues as health, labor, education, immigration, environment and sustainable economic development. Although LULAC supports trade and economic integration with Latin America, it is imperative that trade agreements should be equitable and balanced. LULAC supports efforts to renegotiate trade agreements to raise the standards of living for the labor force and protect our environmental standards so as to reduce displacement of workers and consequent mass migration. LULAC supports efforts to grow sustainable economic development programs in Latin America and the Caribbean, along with social development programs.

HATE CRIMES

LULAC urges Congress to pass laws that provide stronger sentencing and more aggressive prosecution for hate crimes. The federal government’s role should be expanded in the prosecution of hate crimes by being allowed to assist state and local efforts to prosecute a broader scope of hate crimes.

HEALTH

Universal health care is a priority for Latinos and it should include affordable and accessible primary, preventive, and emergency room health care that is administered in a culturally competent and linguistically appropriate manner. Latino mothers should have access to pre-natal care, health and nutrition education, and access to healthy foods, anti-hunger programs, and medical services. Latino children and adolescents must have access to immunizations, medical services, prescription medications, health education on topics such as substance abuse, body image and mental health, and should have access to safe spaces for physical

fitness. LULAC urges pharmaceutical companies and medical research facilities to increase the inclusion of Latinos in their clinical trials and focus groups in order to better provide accurate health information for this population group.

LULAC urges greater awareness among health care providers of the disparities in the health care system so as to eliminate bias and stereotyping of Latino patients. Information on how to provide medical care services to Latinos in a manner that is both culturally competent and linguistically appropriate, including the utilization of translation services should also be included. LULAC advocates for patient education programs to increase patients’ knowledge about the *Affordable Care Act* and its benefits to encourage uninsured and/or underinsured Latinos to enroll into a medical plan, seek routine medical services, and/or treat chronic diseases at the onset rather than at later stages of the disease. It is crucial to educate, train and build the capacity of health care providers on the benefits of the ACA and the impact that it will have on patients, their medical care, and on the medical health care system. LULAC advocates for an increased awareness on preventative and proactive health care. Patient education programs should focus on preventing diseases disproportionately affecting Latinos, such as diabetes, obesity, coronary diseases, hypertension, Alzheimer’s and HIV/AIDS, and about ways to prevent the onset of these diseases by seeking routine medical care.

LULAC also urges an expansion of insurance coverage for children in poverty, as well as increased funding for programs to promote self-esteem and prevent teen pregnancy. LULAC supports guidelines that improve the nutritious quality of meals served in schools and that provide increased eligibility access to Latino children in poverty. Because of the disproportionate number of Hispanics who are uninsured and under-insured, LULAC is committed to working with the Latino community to ensure





that those who are eligible for health insurance under the *Affordable Care Act*, are enrolled in a medical insurance plan. Due to the different trends and gaps in medical care expenses, such as prescription drug coverage, and to the differences in treatment options for patients with pre-existing conditions, LULAC calls for an increased need to educate Latino communities about the new benefits provided under the *Affordable Care Act*. LULAC supports the expansion of state and federal funding for programs focused on mental health and mental disabilities. LULAC supports parity for Medicare Part D, for residents of Puerto Rico.

LULAC calls for a Public Health Plan that would include parity for mental health, employer mandates and coverage of all legal immigrant residents. LULAC is committed to addressing the environmental injustices that poor Latino families face which prevent them from having complete access to healthy and nutritious foods, safe spaces for physical exercise, and from being able to access medical services in a facility in their neighborhood.

HISPANIC REPRESENTATION

LULAC promotes public service and strongly urges the Administration to review and update Executive Order 13171 to ensure that the federal government reflects the most current demographic and statistical information of Hispanics at all levels of the federal government. We urge the administration to work closely with Hispanic members of Congress to develop strategies that will increase the representation of Latinos in the local, state and federal government. LULAC urges the US Senate to provide a level playing field for Hispanic judicial nominees to ensure that Hispanic representation in the judicial system increases proportionally to the numbers of Latinos in the general population.

LULAC supports the Office of Personnel Management's Federal Diversity Office, which seeks to

develop a government-wide strategy to support Federal agencies in improving outreach to and hiring of diverse groups of candidates including Hispanics.

HOUSING

LULAC supports an increase in the nation's stock of affordable housing. The federal government should increase resources to build, rehabilitate and preserve housing for low and extremely low income households in both the rental and purchase markets. In addition, LULAC supports the development of more housing for the elderly; the creation of additional emergency shelter to permanent housing for victims of domestic violence; the development of integrated permanent supportive housing for people with disabilities and an increase in funding for programs and services to end homelessness. LULAC also supports investments in green affordable housing.

LULAC supports increasing services and affordable housing units for America's rural poor. It strongly encourages the development of housing options for migrant farm workers and their families.

LULAC supports the improvement in the quality of life of residents of the Southwest border colonias, including access to such basic amenities as electricity and potable water. LULAC opposes all forms of housing discrimination and calls for stronger enforcement of fair housing laws and the elimination of predatory lending practices. LULAC seeks higher funding to increase the capacity of Hispanic organizations to conduct fair housing education and enforcement activities.

LULAC supports foreclosure intervention programs and efforts to help stop foreclosures. LULAC calls for the creation of programs to help tenants of foreclosed rental properties remain in their homes.

IMMIGRATION

LULAC opposes any legislation that threatens the rights of immigrants, criminalizes them or those who

provide them assistance, and harms Latino communities. Legal residents and naturalized citizens should have the same benefits due native-born citizens. LULAC opposes the militarization of the border and vigilante attacks on immigrants, as well as the mistreatment of immigrants in the United States regardless of their status. LULAC supports comprehensive immigration reform that provides an avenue for undocumented workers to legalize their status and expands the number of legal immigrants allowed into the U.S. to meet our needs. LULAC opposes any efforts to construct a border wall.

LULAC will continue strong opposition to the harsh and inhumane treatment of documented and undocumented persons in private prisons, detention centers, and makeshift holding centers. In addition, LULAC strongly opposes the holding of documented and undocumented minors in any facilities, be it public or private that separates them from their parents and/or caretakers.

LULAC supports strong family reunification standards and fair and balanced immigration processes to take into account future flows of workers. Though LULAC does not support guest-worker programs, should they pass, LULAC endorses full worker protections including the right to organize and to apply for citizenship on their own right without depending on their employer. LULAC opposes the use of local law enforcement in immigration enforcement.

LULAC strongly supports the passage of the DREAM Act. LULAC urges all states to pass laws that allow undocumented immigrant children who have completed high school, are of good moral character, and reside in the state to be admitted to colleges and universities as residents and eligible for in-state tuition. LULAC also urges the federal government to grant these students citizenship after they graduate from college or university.

LAW ENFORCEMENT

Taser Guns were classified by the United Nations Committee Against Torture (CAT) on Friday November





23 rd 2007 as a “Form of Torture” and “Can even provoke Death.” The Use of these weapons provokes extreme pain that can go as far as causing death. Reliable studies and recent facts occurring in practice have revealed “the consequences to the physical and mental state of the persons targeted are of a nature to violate” the provisions of the United Nations Convention against Torture. Over 300 people have been killed by police Taser since their use began in the year 2000; most of the victims of Taser torture and death are Hispanics and people of color. National LULAC opposes Taser use by Police Officers and Law Enforcement personnel and calls for Tasers to be removed from use by Police Officers and Law Enforcement agencies all together.

MEDIA

LULAC strongly advocates increasing Hispanic-oriented programming that includes positive portrayals of Latinos and that recognizes their contributions to the cultural breadth of our country. We are also advocates for ensuring more Hispanics are placed in high-level positions among the leading broadcast networks.

PUERTO RICO

LULAC reaffirms its strong support and will continue to fully and actively support these and any other efforts by their fellow United States citizens who reside in Puerto Rico regarding their legitimate right as U.S. citizens to be able to vote for the President and Vice President of the United States of America, as well as for their corresponding voting members of Congress.

SENIORS

LULAC strongly advocates for programs and legislation to protect the quality of life of Latino seniors, for fair cost housing, transportation for those with special needs, in homecare, employment opportunities, access to medical care and treatment services and health coverage, and the reduction of elderly abuse and fraud. LULAC

seeks a reduction of costly prescription drugs and a streamlining of Medicare prescription drug coverage.

SOCIAL SECURITY

LULAC opposes the privatization of Social Security and any tax cut plan that would compromise its future stability. Individual accounts and tax cuts should not be substituted for Social Security’s currently defined system. LULAC supports stronger benefits for lower income groups, women, and the disabled.

TECHNOLOGY

LULAC strongly believes that universal broadband access is the key to empowering Latinos to advance their education, careers and quality of life. A home broadband connection is vital to the economic success of Latinos.

We advocate for online content that assists consumers with important priorities, such as educational attainment, homeownership, health resources, and worker’s rights, among others. The content needs to be meaningful to our communities and provide useful and culturally relevant support. We request that government agencies modify their websites to address the concerns and needs of the growing Latino population.

LULAC supports the preservation of a free and open Internet that does not inadvertently shift the massive costs of increasing access, capacity and bandwidth onto the backs of consumers who can ill afford it in these dire economic times.

As a high percentage of computers in America are infected with malware and spam, LULAC encourages our legislative leaders to refocus their online security efforts to fight these security threats.

LULAC strongly supports modifications of the Lifeline program and insists that the plan not only focus on rural communities but also prioritize urban communities where high numbers of Latinos reside.

WOMEN’S RIGHTS

LULAC strongly supports legislation

that would guarantee pay equity for women, strong penalties for sexual harassment, and support for women who file complaints against their employers. LULAC supports the expansion of leadership development programs for women of all ages and encourages more Latinas to run for public office. LULAC strongly supports programs to protect women and their children from domestic violence and sexual abuse, and strong penalties for abusers that include but are not limited to community service, appropriate time in jail and mandatory anger management training. LULAC is concerned with the ongoing findings that Hispanic women fare worse in health and health care than other populations of women and strongly encourages better access to health benefits, literacy, and improved doctor-patient relationships.

WORKER’S RIGHTS

LULAC strongly supports the rights of working men and women to organize under the law and form labor unions dedicated to continuing the struggle for equality, social and economic justice. LULAC supports extending the benefits of a bountiful society to all workers, without regard to age, sex, race, nationality or creed, and to improve the working and living conditions of all workers worldwide.

(Endnotes) The terms “Hispanic” and “Latino” are used interchangeably by the U.S. Census Bureau and throughout this document to refer to persons of Mexican, Puerto Rican, Cuban, Central and South American, Dominican, Spanish, and other Hispanic descent; they may be of any race.





The Department of Homeland Security (DHS) has a vital mission: to secure the nation from the many threats we face. This requires the dedication of more than 230,000 employees. Our duties are wide-ranging, but our goal is clear – keeping America safe. A safe and secure homeland means more than preventing terrorist attacks from being carried out. We must also ensure that civil rights and civil liberties remain secure.

The DHS Office for Civil Rights and Civil Liberties (CRCL) supports the Department as it secures the nation while preserving individual liberty, fairness, and equality under the law. CRCL integrates civil rights and civil liberties into all of the Department's activities:

- Promoting respect for civil rights and civil liberties in policy creation and implementation by advising Department leadership and personnel, and state and local partners.
- Communicating with individuals and communities whose civil rights and civil liberties may be affected by Department activities, informing them about policies and avenues of redress, and promoting appropriate attention within the Department to their experiences and concerns.
- Investigating and resolving civil rights and civil liberties complaints filed by the public regarding Department policies or activities, or actions taken by Department personnel.
- Leading the Department's equal employment opportunity programs and promoting workforce diversity and merit system principles.

Public engagement with diverse American communities whose civil rights may be affected by DHS activities is a priority for CRCL. Our Community Engagement Section responds to community concerns and provides information on DHS programs, activities, and issues. Currently, the Section holds regular roundtable meetings in 13 metropolitan areas: Washington, DC (national and local); Atlanta, Boston, Chicago, Columbus, Denver, Detroit, Houston, Los Angeles, Minneapolis, Portland (Maine), Tampa/Orlando, and Seattle. In 2012, the Section plans to expand its reach by establishing new roundtables in New York City and Phoenix. These roundtables bring together American Arab, Muslim, South Asian, Middle Eastern, Sikh, Somali and Latino community leaders with Federal, State and local government representatives; some meetings are broader and include many immigrant communities and others with frequent DHS contacts.

In order to help improve DHS policies and programs and to ensure that we are staying true to our mission, CRCL regularly reviews and assesses information concerning abuses of civil rights, civil liberties, and profiling on the basis of race, ethnicity, or religion, by employees and officials of the Department of Homeland Security. CRCL investigates complaints in areas such as: disparate treatment and impact, abuse of authority/color of law, conditions of detention, discrimination, and due process.

For more information, visit www.dhs.gov/crcl, or contact us at CommunityEngagement@dhs.gov.



Follow CRCL on Facebook at: [facebook.com/CivilRightsandCivilLiberties](https://www.facebook.com/CivilRightsandCivilLiberties).



THE FUTURE
IS IN YOUR HANDS
VOTE
NOVEMBER 6

LULAC Announces 2012 Voter Registration Campaign

LULAC is committed to ensuring that Latino issues are an integral part of the upcoming general election. Registering to vote and voting is the only way to ensure that we have elected officials who will advocate for the Latino community.

Get involved! For more information please contact, Ulises Gonzalez, LULAC's Civic Engagement Manager at ugonzalez@LULAC.org or 916-551-1330.

www.LULAC.org/vote





The Government of Mexico

Would like to congratulate

Edna Canino



for receiving the "*Ohtli Award*" during the
2012 LULAC National Convention

The "*Ohtli Award*" is bestowed to renowned Latino leaders who have distinguished themselves for their contributions to the advancement and empowerment of Mexican communities abroad.



- ★ **20,000 Attendees!**
- ★ **300 Exhibitors!**
- ★ **Entertainment!**
- ★ **Raffles & Giveaways!**
- ★ **Concert Tickets!**

The League of United Latin American Citizens
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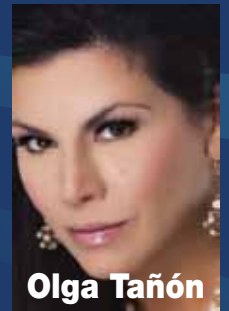
Tito Nieves



Jesse & Joy



Mariachi Cobres



Olga Tañón

Wednesday 10am-5pm • Thursday 10am-7pm • Friday 10am-4pm

www.LULAC.org (877) LULAC-01