

STAYING CONNECTED NEWSLETTER

2009 Accomplishments

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2009 was a great year for LCE. We sponsored and participated in many events, including:

- Cinco de Mayo celebration at the Columbia Tower with Governor Christine Gregoire and Mayor Greg Nickels;
- LCE continued hosting Spanish Speaking Lunch to teach and learn Spanish on Tuesdays and to practice conversational skills on Thursdays;
- LCE collaborated with several affinity groups to put on the Affinity Group Summer Picnic in Lincoln Park;
- We began publishing LCE's quarterly newsletter;
- LCE partnered with the Seattle Department of Transportation (SDOT) in coordinating a City of Seattle services and job opportunities booth at the Hispanic Seafair festival;
- We enjoyed the Noon Concerts with several Latino bands, including Pedrito Vargas y su grupo Ashe, Carlos Cascante, and Jovino Santos Neto;
- LCE presented the art exhibit "Arte para Todos" in the Seattle City Hall Art Gallery
- LCE's Virginia Wehr (SCL) and Enrique Garcia (SDOT) performed a traditional Mexican dance at SCL's Latino Heritage Celebration that took place in the Bertha Knight Landes room;
- The Latino Heritage Celebration and Latino Heritage Award ceremony were a success at the Aquarium; Mayor Nickels presented the 2009 Latino Heritage Award to Estela Ortega, executive director of El Centro de la Raza;
- From September 24–27, 2009 several Latino films were presented at the Seattle International Latino Film Festival;
- To celebrate El Día de los Muertos there was an ofrenda (altar dedicated to the spirits of the dead) exhibit at the Seattle Center Center House. El Centro de la Raza hosted an ofrenda exhibit with a brunch and reception;
- LCE held a "novena" celebration for Christmas (more information below);
- Several LCE members participated in SPU's Hispanic Or Latino Affinity Group (HOLA) service delivery workshop: Working with Immigrants and Refugees;
- On December 10, LCE hosted a Latino Cultural Awareness Training at Garfield Community Center (more information on page 3);

A big Thanks! To everyone who participated and helped LCE have such a fruitful year!

Latino City Employees promotes professional and educational training in City government among Latino City employees

"Novena" Celebration

Members of the new LCE Board gathered on December 18, 2009 to celebrate LCE's accomplishments and to participate in a Colombian style "novena".

The "novena" is a Christmas holiday tradition that starts on December 16 and involves nine (9) days of prayer ritual, focused on the days prior to Jesus' birth and culminating with his arrival at the manger in Belen. This practice is more common in South American countries like Venezuela, Colombia, and Ecuador. In

other countries, such as Mexico, the "novena" is called "posadas".

Friends and families gather around the "pesebre" (nativity scene) each night to pray and sing "villancicos" (Christmas carols). After taking turns reading the prayers in Spanish, we shared a potluck dinner and danced until mid-night. The novena has not only the "pesebre" as a central figure, but also all of our children, who love praying the novena and signing.



Latino Cultural Awareness Training

Latino City Employees (LCE) sponsored a "Latino Cultural Awareness Training" on December 10, 2009 with Guadalupe L. Martinez, M.A.I.S. leading the workshop.

Guadalupe (or Lupe, as she would like us to call her) is the chair of the Student Success Department at Clackamas Community College in Oregon. She has developed and taught courses in Human Development, Intercultural Communication, Latino Leadership, and Multicultural Issues.

The Latino Cultural Awareness training highlighted the history of Latinos in the U.S. from pioneers to immigrants to our current demographics. Attendance included employees from various City departments (Human Services, SDOT, SPU, DON, Parks, Arts & Cultural Affairs, DEA, DoIT)

representing different ethnicities and backgrounds.

This was a very interactive workshop. In the morning, Guadalupe led the participants through a series of exercises focusing on the importance of communication and how we identify ourselves. Perhaps the most challenging and thought provoking exercise was the "Bafa-Bafa" cultural simulation. We were divided into two groups, each representing a different "imaginary" culture (Alpha and Beta). The Alphas were a patriarchal, relationship-based culture, while Betas were highly competitive trading individuals with their own "trading language." First, we had to interact within our own group, learning the rules of our new culture, and then we took turns visiting and being visited by the other culture. We experienced feelings of isolation, alienation, confusion, and frustra-

tion. Through this simulation, we were able to explore our own cultural perceptions and biases, how we judge and see others.

The training also touched on the impetus of migration for Latinos, current demographics, and how we are so similar that even we cannot tell which country we originate from (that is, unless we hear each other's Spanish, and sometimes then it's hard to figure out each others' national origin). After lunch, Lupe walked us through the "legacy of prejudice", helping us recognize that we have our own set of preconceptions within the Latino culture and ethnic groups.

This workshop was effective in challenging our perceptions and bringing awareness to the differences as well as similarities in the Latino communities within the U.S.

The "Closing Opportunity Gaps in Washington's Public Education System" report is available on our webpage at: [\(link\)](#)



Recipe corner: Argentinean Chimichurri sauce

Chimichurri is a spicy dipping sauce that is also used to marinate meat. Although both Argentina and the Dominican Republic claim to be the country of origin of this delicious sauce, this is the Argentinean version of the recipe. It's truly delicious and very easy to prepare!

Ingredients:

- 2 garlic cloves, finely minced
- 1 teaspoon coarse salt
- 1/2 cup fresh parsley, chopped (about 1 small bunch)
- 1/4 cup water
- 2 green onions, finely chopped
- 1 tablespoon red pepper, finely

diced

- 1 tablespoon dried oregano
- 1 tablespoon paprika
- 1 teaspoon bay leaf, very small flakes (laurel)
- 1 teaspoon fresh ground black pepper
- 1/4 cup red wine vinegar
- 1/4 cup olive oil

Directions

1. Sprinkle salt on garlic and mash to form a paste. This can be done in a mortar and pestle or on a cutting board with the side of a knife.
2. In a bowl, combine garlic paste, parsley, water, onion, red pepper,

oregano, paprika, bay leaf, and pepper; let sit 30 minutes.

3. Add vinegar to bowl and let sit another 30 minutes. Add oil, cover, and refrigerate overnight to allow flavors to develop.

Enjoy!



LCE's 2010 Leadership Team

In late 2009 LCE held elections for the incoming 2010 leadership team. Welcome our new leaders!



Sonia Palma
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Luis Hillon
Co-chair
SPU
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Carmen Valerio
Treasurer
DoIT
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Irene Gomez
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Sandra Pinto de Bader
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Recommended book of the quarter: "Distant Neighbors: a portrait of the Mexicans" by Alan Riding. Do you want to recommend a book? Email Sandra Pinto de Bader

Upcoming events

LCE Membership Meeting
First Thursday of the month
Noon—1:00 pm
SMT 2750

Spanish Speaking Lunch
Learning Spanish: Tuesdays
Conversational Spanish: Thursdays
Noon—1:00 pm
2nd floor, Columbia Tower
Tables outside the Complete Office Solutions store.

Dancing for Health
Wednesdays, Noon—1:00 p.m.
SMT 4540

Gonzalo Rubalcaba
March 25—28, 2010
Cuban Pianist
Dimitriou's Jazz Alley
Shows at 7:30 p.m. and 10:00 p.m.

Sense Us 2010
March 4—April 30, 2010
Latino Art Exhibit
ArtXchange Gallery
512 First Ave. S.
Seattle, WA 98104

Live Music with Miho & Diego
April 1, 2010 (First Thursday)
ArtXchange Gallery
512 First Ave. S., Seattle, WA 98104

Paradise Lost - Theater
March 19—April 25, 2010
Directed by Dámaso Rodriguez
Intiman Theater
201 Mercer Street, Seattle Center

Israel James Hunter
Senior Recital - Jazz, Latin Jazz and the music of Son Jarocho
March 28, 2010, 6:00 p.m.
Cornish College of the Arts - Poncho Hall
710 E Roy Street, Seattle
Free - open to the public

For additional information on all LCE events, visit our website:
http://inweb.ci.seattle.wa.us/LCE/LCE_Events.htm

Seattle Office for Civil Rights: equal rights and social justice for all



By Julie Nelson
Director, Seattle Office for Civil Rights

The Seattle Office for Civil Rights (SOCR) has a dual mission:

1. To help individuals by enforcing anti-discrimination laws; and
2. To fight for race and social justice within City government and across our community.

In other words, to *use* the system to remedy injustice, and to *change* the system to create justice.

SOCR enforces the City's civil rights laws. When someone files a charge of illegal discrimination with our office, we conduct an investigation and issue a finding based on the evidence. Whenever possible, we work to negotiate a settlement among the parties.

SOCR investigates more than 200 cases a year. About 25% of all cases end in charging parties' receiving a settlement. In 2009,

charging parties received a total of \$86,167 as a result of settlement negotiations. All our services are free; language interpreters are available on request.

The City's civil rights laws offer protection to individuals who have been discriminated against – but they provide little help if your situation is not covered by the law or if you experience subtler, more systemic forms of bias. That's why SOCR also tackles the larger social justice issues – through the Race and Social Justice Initiative as well as our other policy and outreach work.

The Race and Social Justice Initiative (RSJI) is a citywide effort to end institutionalized racism and race-based disparities in City government and our community. In 2009, Seattle City Council unanimously passed a resolution of support for the Initiative. Seattle's new Mayor Mike McGinn also has strongly endorsed the Initiative, and is using it to shape Mayoral priorities such as his Youth and Families Initiative. RSJI focuses on three areas:

- Eliminate race-based disparities in the broader community.
- Strengthen the way the City engages the community and provides services.
- End racial disparities internal to the City by improving workforce equity, increasing City

employees' knowledge and tools, and increasing contracting equity.

RSJI has resulted in significant policy and program changes within City government. New outreach and public engagement strategies have resulted in better communication with City residents, and all City departments now provide translation and interpretation services for non-English speaking customers. City departments also have begun using racial equity tools to assess and change City programs and policies.

SOCR's Policy and Outreach unit conducts outreach throughout the city to ensure that people who live and work in Seattle know about SOCR's services. We analyze policies and make recommendations to the Mayor, City Council and departments. We also provide technical assistance to City government and the general public in areas such as disability access and immigrant / refugee rights.

SOCR also staffs four City commissions – the Human Rights Commission, Women's Commission, LGBT Commission and the new Commission for People with Disabilities.

You can visit the web to learn more about [SOCR](http://www.seattle.gov/civilrights/) at <http://www.seattle.gov/civilrights/> and [RSJI](http://inweb/rsji/) at <http://inweb/rsji/> or call our office at 206-684-4500.

SOCR works to use the system to remedy injustice, and to change the system to create justice.

LCE Leadership Team contact information:

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