

Virginia Hispanic Emphasis News

By: Brunie Piña-Noble

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Hispanic Emphasis Program

**USDA, RURAL DEVELOPMENT
VIRGINIA**

I am pleased to announce to you that I am your Hispanic Employment Program Manager. My goals are to serve you and the Spanish community throughout the state of Virginia to better understand our programs and to disseminate the employment opportunity information for Rural Development.

Brunie Piña-Noble

Hispanic Employment Program

HISTORY: On November 5, 1970, President Richard Nixon formally established "The Sixteen Point Program." The name of the Program highlighted the sixteen major employment issues presented in the original Presidential Directive. On January 23, 1973, the Program was renamed "Spanish-Speaking Program" to emphasize the bilingual skills, and on February 28, 1978, the Program was again renamed to what it's known today as "Hispanic Employment Program (HEP)".

AUTHORITY: The HEP is an integral part of the

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¿"Hispano"? ¿Latino?

What is it in a Name?

By: Rita González for Unity First News, September 1998



There has been great controversy over the correct terminology to refer to the ethnic group comprised of mainly Spanish speaking individuals; thus we tend to generalize under one particular nomenclature. While proper for the purpose of achieving effective communication, appropriately generalizing is a major challenge. Many resent the act of generalization, but oftentimes it is a necessary evil. Generalizing serves both a practical purpose and a conceptual purpose. The first enables us to communicate more clearly; the later enables us to make comparisons and contrasts in order to gain insight. Now, for the practical purpose of communication, how do we appropriately generalize, while maintaining a "politically correct" posture? What is it in a name anyway? Why the big deal?

First of all, we must recognize that when we refer to individuals of Spanish speaking background, either born in such a country or descendents of, we are not speaking necessarily of one unified people:

1. There is no one but many such countries and cultures in the United States, unique in their own right.

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Federal government-wide Equal Employment Opportunity Program under the authority of Executive

Order 11478 (1969). Also, the following executive orders and statutes apply to all Federal Employees and provide statutory basis for the HEP:

- ❖ Civil Rights Act 1964 (P.L. 88-352), as amended.
- ❖ Executive Order 11246, Sept 24, 1965.
- ❖ Equal Employment Opportunity Act (P.L. 92-261).
- ❖ Title 5, U.S. code 7201, 5 C.F.R. Part 720-2, Sept 19, 1979.

OBJECTIVES: The HEP was established to focus specific attention on the needs of Hispanic Americans in all areas of federal employment. The Program has three overall objectives:

- ❖ Eliminate discrimination practices and disparate treatment in the workplace;
- ❖ Ensure Hispanic Americans are represented throughout the workforce at all grade levels and occupations; and
- ❖ Provide information on employment, training, and educational opportunities to all individuals seeking such opportunities.

Program Emphasis:

- ❖ HEP works toward enhancing employment opportunities for Hispanic employees and individuals seeking Federal employment.
- ❖ HEP assists agency officials, managers and supervisors in their overall EEO responsibilities by implementing results oriented practices to ensure "equal access" to employment opportunities for Hispanic employees and applicants.
- ❖ HEP provides employment information, assistance, and referral services to Federal employees and applicants; and seeks special guidance from other specialists to address technical questions, issues, and concerns.
- ❖ HEP reviews and disseminates workforce profile information on the representation of Hispanics by grade levels, occupations, leadership positions, and other, at all levels of government.
- ❖ HEP monitors and reports to the legal authorities all prohibited employment practices which might

adversely affect the employment and career advancement opportunities of Hispanics.

- ❖ HEP organizes and sponsors special activities, such as forums, conferences and workshops, that are employment, training, and educational related in support of the agency.
- ❖ HEP does not seek preferential treatment for Hispanics but rather seeks to ensure "equal access" to all employment opportunities, e.g. hiring, promotion, training, education, awards, recognition.

Did you know? ¿Sabía usted?

That the following RD Forms are available in Spanish?

- ✓ RD Form 410-4S, Solicitud Uniforme para Préstamo Hipotecario Residencial (Uniform Residential Loan Application)
- ✓ RD Form 440-58S, Estimado de los Costos de la Finalización de Cierre (Estimate of Settlement Costs)
- ✓ RD Form 1910-5S, Solicitud de Verificación de Empleo (Request for Verification of Employment)
- ✓ RD Form 1927-16S, Aviso del Cierre del Préstamo (Notification of Loan Closing)
- ✓ RD Form 1940-16S, Pagaré (Promissory Note)
- ✓ RD Form 1940-41S, Declaración sobre Veracidad en Créditos (Truth in Lending Statement)
- ✓ RD Form 1940-43S, Aviso del Derecho a Cancelar (Notice of Right to Cancel)
- ✓ RD Form 1944-60S, Verificación por el Arrendador (Landlord's Verification)
- ✓ RD Form 1944-62, Solicitud de Verificación de Depósito (Request for Verification of Deposit)
- ✓ Formulario RD 3550-1A, Autorización para Suministrar Información (Authorization to Release Information)

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2. There are many of such individuals residing in the United States, either recently arrived or whose ancestry in the continent pre-dates British influence and/or U.S. citizenry.
3. Although "unified" by language and historic roots, regional differences abound in the Spanish language, influenced by pre-Columbus natives: Maya, Aztec, Inca, Arawac, Carib, Ciboney, etc.
4. Non-Spaniard immigrants greatly influenced regional cultural evolution, traditions and language (hence the Italian influence in Argentina, French, British, Dutch and African influence in the Caribbean, Asian in Central America, etc.

Because of their very distinct histories and ancestries, many individuals feel uncomfortable being referred to be a generic term - "Latino" or "Hispanic". "Hispanic" is the term of choice of the United States Government, a choice of term originated by Census Bureau. "Hispanic" defines the population in terms of its Iberian ancestry. The term "Latino" is the term of choice by the actual population, as it refers to the root of the language -Latin. It can also have broad applicability, inclusive of Brazilian, Portuguese and (sometimes) Italian descent.

Now what? We have established that generalization is important for communication. As an enabler, "Latino" has broader applicability and is better suited for use in non-government. "Hispanic" is the preferred term of "Government Language": "Hispanic Heritage Month", "Hispanic Employment Program". Neither term is intended to be pejorative; they are simply mechanisms for enabling communication. However, if you are dealing with individuals of such ethnic background (employees, employers, customers or neighbors), as a rule of thumb:

1. Listen to how people refer to themselves.
2. Individuals will normally refer to themselves in accordance with their country of origin: "Mexicano(a)" (a-denotes female gender), "Cubano(a)", Puertorriqueño(a)", Dominicano(a)".
3. When in doubt, ask.

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- ✓ RD 3550-2S Solicitud de Verificación de Regalo/ Carta de Regalo (Request for Verification of Gift/ Gift Letter)
- ✓ RD Form 3550-4S, Certificación de Empleo/ Asistencia de Pago (Employment Certification/ Payment Assistance)
- ✓ RD Form 3550-6S, Aviso de Peligro Especial de Inundación, Requisitos para la Compra de Seguro Contra Inundación y Disponibilidad de Asistencia Federal en Caso de Desastres Naturales (Notice of Special Flood Hazards, Flood Insurance Purchase Requirements, and Availability of Federal Disaster Relief Assistance)
- ✓ RD Form 3550-7S, Compromiso de Préstamo Hipotecario (Mortgage Loan Commitment)
- ✓ RD Form 3550-12S, Convenio de Reintegro de Subsidio (Subsidy Repayment Agreement)
- ✓ RD 3550-22S, Acuerdo de Asunción de Vivienda Familiar (Assumption Agreement Single Family Housing)
- ✓ Handbook Letter 2 (3550S), Pre-Eligible
- ✓ Handbook Letter 15 (3550S), Standardized Adverse Decision Letter
- ✓ Handbook Letter 3 (3550S), Waiting Period

POINT OF CONTACT

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CALENDAR OF EVENTS

HISPANIC EMPHASIS DISPLAY

STATE MEETING IN ROANOKE

JULY 8-12, 2002

Spanish pamphlets for our 502 and 504 Programs, Pre-qualification form in Spanish and more...

HISPANIC LUNCHEON (TBD)

[Puerto Rico](#)

Location: Puerto Rico is an island of 9,104 sq km between the Caribbean Sea and the North Atlantic Ocean, about 1,000 miles southeast of Miami, Florida. Was discovered on November 19, 1493.

Nationality: Puerto Ricans. Puerto Ricans considered themselves American but are fiercely proud of their island and their culture. They don't usually call themselves Americans or Americanos", but "*Puertorriqueños*" or "*Boricuas*". To most Puerto Ricans, "my country" means Puerto Rico, not the United States.

Official Language: Spanish and English. English is spoken for about 1/4 of the population with limited capabilities. English is required in all federal matters. Until 1930 U.S. authorities insisted upon making English the language of instruction in the schools, the intent being to produce English-speaking persons of american culture in the same way is done in the United States public schools. But strong resistance to the policy finally brought a change to the use of Spanish as the basic school language, English becoming a second language studied by all. In 1993 the pro-statehood governor, Pedro J. Rosselló, signed legislation restoring equal status to Spanish and English.

National Bird: Stripe-headed tanager Reina Mora"

National Flower: Puerto Rican hibiscus

National Symbol: While the coqui - a tiny frog found everywhere in the island - is only an "unofficial national symbol" its image figures prominently in Puerto Rican culture and heritage. It is not web-footed and has no swimming membrane between its fingers and toes. The name is derived from his cricket like *ko-kee* chirp. El Coqui can only survive in Puerto Rico until recently, that this frog ended up in the island of Hawaii, an island free of frogs and snakes.

People: The 3,937,316 million people that inhabit the island of Puerto Rico make it one of the most densely populated islands in the world. Puerto Ricans represent a cultural and racial mix. When the Spanish forced the Taíno people into slavery, the entire indigenous population was virtually decimated, except for a few Amerindians who escaped into the remote mountains. Eventually they inter-married with the poor Spanish farmers and became known as *jibaros*. Because of industrialization and migration to the cities,

When the United States acquired the island in 1898, American influence was added to culture.

Geography: Almost rectangular in shape, is the smallest and the most eastern island of the Greater Antilles. Puerto Rico is 111 miles from east to west and 35 miles from North to South. The territory is very mountainous, except in the regional coasts, but Puerto Rico offers astonishing variety: rain forest, beaches, caves, oceans and rivers. The largest mountain is Cerro La Punta (1,338m) in Jayuya.

National Forest: El Yunque. These 28,000 acres are all that remain of the rain forest that once covered much of the island. Puerto Rico also has some of the most important caves in the west hemisphere. Río Camuy runs underground for part of its course, forming the third largest subterranean river in the world.

Flora and Fauna: Several thousand varieties of tropical plants grow in Puerto Rico, including the kapok tree (Ceiba), the breadfruit, and the coconut palm. There are also tree ferns, orchids, and mahogany trees. Puerto Rico has no large wild mammals. Iguanas and many small lizards abound, and bats are present. Puerto Rico also has the Puerto Rican Parrot that lives only in a few hidden areas in the Forest.

Climate: Warm and sunny most of the year (80°F) Dozens of hurricanes have been recorded in the island's history, but probably the most destructive was San Ciriaco, which struck on Aug 8, 1899.

Government: Self-governing commonwealth in association with the United States. The chief of state is the President of the United States of America. The head of government is an elected Governor, elected by the voters to a four-year term.

Culture: Culture is somewhat complex - others will call it colorful. Christmas season is long, starting right after Thanksgiving day and officially lasting until Three Kings Day on January 6. Yet, this can extend until "Las Octavitas", eight days after Epiphany. The season combines delicious food, great music and festive merry-making. Friends often form "*parrandas*", "*asaltos*" or "*trullas*", a more joyful group than typical North American Christmas carolers.

Tourist: Take some time and travel to a tropical island. Puerto Rico enjoys year round summer temperatures. The peak tourist season is June and July and during Christmas season. For more information see: <http://welcome.topuertorico.org>

4. If you need to generalize, keep the conversation in context and be sensitive to innuendoes or associating negative connotations to a specific group (stereotyping).

How you generalize or how you refer to someone is more than semantics or political correctness. And it is certainly more than just a name. When you address someone using the appropriate name or title, you are acknowledging their culture, identity, and personal accomplishments. You achieve respect for individuality, a trait that should not be overlooked in achieving effective communication. As food for thought, hold the same amount of consideration for others as you would have afforded to yourself, should you be traveling abroad.....

QUESTIONS AND ANSWERS

Q: Can suggestions be made to this newsletter?

A: Yes. You may contact me by phone or you can e-mail me your suggestions/comments.

Q:

A:

Q:

A:

Q:

A:

Q:

A: