

ADELANTE *FORWARD*

A multicultural magazine dedicated to the health, education, and welfare of Mid-Michigan area residents.
Una revista multicultural dedicada a la salud, a la educación y al bienestar de los residentes del área de Mid-Michigan.

WINTER 2022



Driving with Purpose



Community
MENTAL HEALTH
CLINTON • EATON • INGHAM

Together we can.

Búsqueda laboral de técnicos residenciales especializados en alivio

Descripción del puesto: como técnico residencial especializado en alivio, asistirá en el cuidado personal, el tratamiento y las actividades diarias de personas con enfermedades mentales o discapacidades intelectuales en el entorno de un hogar.

Ofrecemos:

- \$14.39 por hora.
- Horario flexible, hasta 19 horas por semana.
- Oportunidades de crecimiento: trabajo de medio tiempo o de tiempo completo con beneficios.
- Capacitación constante en el trabajo para obtener experiencia laboral y aprender nuevas habilidades.

Requisitos:

- Título de escuela secundaria o examen de desarrollo de educación general (GED).
- Examen toxicológico previo a la contratación.
- Verificación de antecedentes penales/huellas dactilares.
- Revisión del historial de manejo del estado de Michigan.

Para postularse: envíe su curriculum vitae a mckittri@ceicmh.org o llame al 517-899-8085.



Now hiring relief residential technicians

Job description: as a relief residential technician, you will assist in the personal care, treatment and daily activities of individuals with mental illness or intellectual disabilities in a home setting.

We offer:

- \$14.39/hour
- Flexible schedule, working up to 19 hours per week
- Opportunities to grow into a part or full-time position with benefits
- On the job training to gain work experience and learn new skills

Requirements:

- High school diploma or GED
- Pre-employment drug screen
- Criminal background check/fingerprinting
- State of Michigan driving record review

To apply: send resumes to mckittri@ceicmh.org or call 517-899-8085.



CHILDREN AT THE BORDER NEED YOUR HELP!

Many unaccompanied children are fleeing to the United States for a safer future. Samaritas' Refugee Foster Care program helps these children unite with relatives in the US or supports them on their way to independence and adulthood.

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¡LOS NIÑOS EN LA FRONTERA NECESITAN TU AYUDA!

Muchos niños no acompañados están huyendo a la frontera de los EE.UU. por un futuro salvo. El programa para El Cuidado Temporal de Refugiados de Samaritas ayuda estos niños reunificarse con familiares en los EE.UU. o los apoya en su camino a la independencia y la edad adulta.

How You Can Help

Loving families are needed in Mid, West, and SE Michigan! Could you welcome a child into your home and give them the chance of a bright future?

Transitional Foster Care: Welcome a youth into your home temporarily while Samaritas works to unite them with relatives or sponsors in the US. (Only in the Lansing and Ann Arbor areas.)

Long-Term Foster Care: Welcome a youth without parents/guardians in the US into your family, guiding and supporting them as they prepare for adulthood.

Rent-a-Room: Rent a room in your home to a youth (17+) who is preparing for independence.

Como Puedes Ayudar

Se necesitan familias amorosas en las partes de medio, oeste y sureste de Michigan! ¿Podrías darles la bienvenida un niño a tu hogar para darles un futuro resplendente?

El Cuidado Temporal Transitorio: Abre tu casa para darle la bienvenida a un niño mientras Samaritas trabaja para unirlo con familia o un patrocinador en los EE.UU. (En las áreas de Lansing y Ann Arbor y sus alrededores.)

El Cuidado Temporal De Largo Plazo: Ofrece la bienvenida a un niño sin padres o guardianes en los EE.UU. a tu familia, guiándolo y apoyándolo mientras se preparan para ser adultos.

Renta-un-Cuarto: Renta un cuarto a un joven (17+) mientras se paran para la independencia.

Contact **Samaritas** to learn about ways that you can help these children today!
RFCinfo@samaritas.org

Conéctate con **Samaritas** para aprender las formas que puedes ayudar estos niños hoy! **RFCinfo@samaritas.org**

Conducir con propósito en Dean Transportation



RENA WELLS

Durante más de 50 años, Dean Transportation ha estado respondiendo a la llamada de los necesitados.

Ya sea que se trate de transportar de manera segura a los estudiantes hacia y desde la escuela o proporcionar servicios de autobuses de lujo a equipos deportivos, escuelas, turistas y corporaciones, Dean se compromete a proporcionar a las comunidades un transporte confiable y conectar a las personas con un propósito.



PABLO
FAJARDO

Un miembro del equipo de Dean que ejemplifica esta misión es Rena Wells. Conductora de autobús escolar en Lansing durante 37 años, Wells ha conducido con orgullo la misma ruta durante toda su carrera transportando a estudiantes de primaria y secundaria. Todos esos años en la misma ruta también la han convertido en un nombre familiar entre las familias de la comunidad, por lo que no es raro que Wells reciba mensajes de texto de padres que la solicitan como conductora de autobús de sus hijos.

Cuando se le preguntó qué es lo que más le gusta de ser conductora de autobús escolar, Wells dijo que son los niños. Además de ser parte de sus vidas, Wells dijo que está abrumada por el amor que recibe a cambio: desde flores y tarjetas hasta un simple "gracias", hacen todo lo posible para hacerle saber cuánto la aprecian por llevarlos a la escuela de manera segura.

Wells también es muy apreciada por sus compañeros del equipo de Dean. Ella es alguien a quien los compañeros de trabajo pueden recurrir para cualquier cosa y a quien cariñosamente llaman "la reina".

No solo es conductora de autobús escolar, sino que Wells también es una empresaria y está profundamente involucrada en su comunidad. Ha sido propietaria y ha administrado un negocio de limpieza durante 10 años. Además, trabaja en estrecha colaboración con el Banco de Tierras del Condado de Ingham y la Autoridad de Desarrollo de Vivienda del Estado de Michigan, y también es parte de Minority Business Enterprise y el Great Lakes Women's Business Council.

Cuando no está trabajando, a Wells le gusta trabajar en el jardín, ir de compras, viajar y ver boxeo. El lema de su vida es "Tómalo como viene".

Dean es una de las principales compañías de autobuses escolares de la nación; sin embargo, es

más que la compañía de autobuses escolares amarillos. Dean Trailways también es la principal compañía de servicio y turismo de Michigan. Es por eso que Dean se compromete a construir una cultura de cuidado, compasión y seguridad enfocada en su familia de empleados.

Cuando se le preguntó qué cosas son más importantes para él en la vida, Pablo Fajardo dijo que su familia, su fe y su carrera en Dean.

"Es trabajo, pero no lo es", dijo Fajardo. "Es más agradable que cualquier cosa que haya hecho".

Fajardo se unió al equipo Dean Trailways como piloto de autocar en 2014. Desde entonces, ha sido ascendido a entrenador en la carretera para todas las nuevas contrataciones. Encuentra satisfacción en cada viaje y dijo que una gran parte de eso se debe a que está proporcionando recursos vitales para su comunidad mientras representa a una gran compañía.

La primera presentación de Fajardo a Dean se produjo años antes de que comenzara a trabajar para la compañía cuando tuvo la oportunidad de conocer a Kellie Dean, presidenta y CEO de Dean Transportation. Dijo que se conmovió por la misión de Kellie Dean de ayudar a los niños, especialmente a aquellos con necesidades especiales, que atina cerca de casa. El nieto de Fajardo nació con una discapacidad auditiva. Inmediatamente se conectó con la visión y la misión de Dean y supo en ese momento que era la compañía para él.

Las historias de éxito como las de Fajardo y Wells hacen de Dean lo que es hoy y sirven como ejemplos vivos de la Diferencia de Dean: Conectar a las personas

con el propósito al proporcionar oportunidades de carrera gratificantes.

DEAN

Connecting People to Purpose

Driving with Purpose at Dean Transportation



For more than 50 years, Dean Transportation has been answering the call of those in need. Whether it's safely transporting students to and from school or providing luxury charter coach services to sports teams, schools, tourists and corporations, Dean is committed to providing communities with reliable transportation and connecting people to purpose.



One member of the Dean team who exemplifies this mission is Rena Wells. A school bus driver in Lansing for 37 years, Wells has proudly driven the same route her entire career transporting elementary and high school students. All those years on the same route has also made her a household name with families in the community, which is why it's not uncommon for Wells to receive texts from parents requesting her as their kids' bus driver.

When asked what she loves most about being a school bus driver, Wells said it's the children. In addition to getting to be a part of their lives, Wells said she's overwhelmed with the love she gets in return — from flowers and cards to a simple “thank you,” they go out of their way to let her know how much they appreciate her for getting them to and from school safely.

Wells is also held in high regard by her fellow Dean team members. She is someone co-workers can turn to for anything and who they affectionately call “the queen.”

Not only is she a school bus driver, but Wells is also an entrepreneur and deeply involved in her community. She has owned and managed a cleaning business for 10 years. In addition, she works closely with the Ingham County Land Bank and the Michigan State Housing Development Authority, and she is also a part of Minority Business Enterprise and the Great Lakes Women's Business Council.

When not working, Wells enjoys yardwork, shopping, traveling and watching boxing. Her life's motto is “Take it as it comes.”

Dean is one of the top school bus companies in the nation; however, it's more than the yellow school bus company. Dean Trailways is also Michigan's premier charter and tour company. That's why Dean is committed to building a culture of care, compassion and safety focused on its family of employees.

When asked what things are most important to him in life, Pablo Fajardo said his family, his faith and his career at Dean.

“It's work, but it's not,” Fajardo said. “It's more enjoyable than anything I've ever done.”

Fajardo joined the Dean Trailways team as a motor coach driver in 2014. Since then, he has moved up to an on-the-road trainer for all new hires. He finds satisfaction in every trip and said a big part of that is because he is providing vital resources for his community all while representing a great company.

Fajardo's first introduction to Dean came years before he started working for the company when he had the opportunity to meet Kellie Dean, president and CEO of Dean Transportation. He said he was moved by Kellie Dean's mission to help kids — especially those with special needs, which hit close to home. Fajardo's grandson was born with a hearing impairment. He immediately connected with Dean's vision and mission and knew right then it was the company for him.

Success stories like those of Fajardo and Wells make Dean what it is today and serve as living examples of the Dean Difference: Connecting people to purpose by providing rewarding career opportunities.

DEAN

Connecting People to Purpose

DEAN

A Year of Good Health!

January - Set New Goals

The beginning of a new year can be a great time to set new health goals for yourself and your family. Take the month of January to think about your new goals, how to achieve them, what supports you will need (for example, talking to family or friends about your new goals) and creating tactics for avoiding setbacks. Just get started!



February - Eat Healthy/Be Active

Although the weather may be cold outside, don't let that stop you from being active outdoors. Find fun ways to stay active during the winter months by trying new things like ice skating or sledding with your kids, or take a quick walk outside most days of the week. Also, choose more fruits and vegetables at meal and snack time to keep you from eating unhealthy junk food.



March - Wash Hands Often

The winter weather may be ending and the temperatures rising, but keeping your hands clean all year will help you to avoid getting sick and spreading germs to others. Wash your hands frequently with soap and clean running water for at least 20 seconds. If soap and water are not available, use a hand sanitizer that contains at least 60% alcohol.

April - Get Check-ups & Vaccines

Exams and screenings can help find health problems early or before they start. In addition, vaccinations are safe and effective, and help to protect you, your loved ones and your community against vaccine preventable diseases. Schedule a visit with your health care provider today to make sure you are up-to-date on your vaccines.



May - Make Time to Sleep Well

Make sure you get enough sleep - 10 to 12 hours of sleep each night for children, and adults need 7 to 8 hours of sleep. When adults and children are well rested, they are more alert and ready for a more productive day to work and learn.

June - Be Smoke Free

Avoid smoking and breathing other people's smoke. If you smoke, quit today. If you need help quitting smoking, call **1-800-QUIT-NOW** or talk to your healthcare provider for more tips and resources.



July - Practice Safety at Home

Injuries from falls and fires can occur in and around your home. Use step stools instead of furniture when hanging decorations or doing home maintenance projects. In addition, keep candles away from children, pets, walkways, trees and curtains. Avoid injuries and burns at home from fireworks, by attending professional community firework events.

August - Protect Against the Sun

While summer means fun in the sun, make sure you're not getting too much. Avoid the consequences of overexposure to the sun like sunburns, premature aging of the skin, wrinkling and skin cancer, including melanoma by practicing proper sun protection. Wear clothing and hats to protect exposed skin, and apply sunscreen when outdoors.

September - Get Kids Ready for School

What happens before a child arrives at school sets the stage for making them ready to learn at school. Good health leads to top performance in the classroom. Adopt healthy, regular habits and routines to be a good role model to your children, so that they can succeed this school year.



October - Play it Safe on Halloween

Prepare your trick or treater with safety items such as flashlights, reflective tape or strips applied to costumes and candy bags. Make sure you and your children walk on sidewalks and with a large group or responsible adults. Make sure costumes fit well to avoid blocked vision and to help prevent trips and falls. Eat only factory-wrapped treats. If you have any doubts about the safety of a treat, throw it out.

November - Handle/Prepare Food Safely

As you prepare holiday meals, keep your friends and family safe from foodborne-related illness. Wash your hands and surfaces often. Avoid cross-contamination by keeping raw meat, poultry, seafood and eggs (including raw meat juices) away from ready-to-eat foods and eating surfaces. Cook foods to their proper temperature, and then refrigerate them promptly after eating.

December - Manage Stress

The start of the holiday season can be filled with many fun, activities, and a lot of over-commitments to family and friends. This can cause stress for some people. Remember to not let this take a toll on your health. Make sure to balance work, home, and holiday fun by keeping a positive attitude and getting plenty of rest.

2022 *¡Un año de buena salud!*

Enero - Establecer nuevas metas

El comienzo de un nuevo año puede ser un buen momento para establecer nuevas metas de salud para usted y su familia. Aproveche el mes de enero para pensar en sus nuevas metas, cómo alcanzarlas, qué apoyos necesitará (por ejemplo, hablar con familiares o amigos sobre sus nuevas metas) y crear tácticas para evitar contratiempos. ¡Solo comience!

Febrero - Comer sano/Estar activo

Aunque el clima puede ser frío afuera, no deje que eso le impida estar activo al aire libre. Encuentre formas divertidas de mantenerse activo durante los meses de invierno probando algo nuevo como patinar sobre hielo o andar en trineo con sus hijos, o dar un paseo rápido afuera la mayoría de los días de la semana. Además, elija más frutas y verduras a la hora de la comida y la merienda para evitar que coma comida chatarra poco saludable.

Marzo - Lávese las manos con frecuencia

El clima invernal puede estar terminando y las temperaturas aumentando, pero mantener las manos limpias todo el año le ayudará a evitar enfermarse y propagar gérmenes a otros. Lávese las manos con frecuencia con jabón y agua corriente limpia durante al menos 20 segundos. Si no hay agua y jabón disponibles, use un desinfectante de manos que contenga al menos un 60% de alcohol.



Abril - Obtener chequeos y vacunas

Los exámenes y evaluaciones de detección pueden ayudar a detectar problemas de salud temprano o antes de que comiencen. Además, las vacunas son seguras y efectivas, y ayudan a protegerlo a usted, a sus seres queridos y a su comunidad contra las enfermedades prevenibles por vacunación. Programe una visita con su proveedor de atención médica hoy para asegurarse de que esté al día con sus vacunas.

Mayo - Haga tiempo para dormir bien

Asegúrese de dormir lo suficiente - 10 a 12 horas de sueño cada noche para los niños, y los adultos necesitan de 7 a 8 horas de sueño. Cuando los adultos y los niños están bien descansados, están más alertas y listos para un día más productivo para trabajar y aprender.

Junio - Esté libre de humo

Evite fumar y respirar el humo de otras personas. Si fuma, deje de fumar hoy. Si necesita ayuda para dejar de fumar, llame al **1-800-QUIT-NOW** o hable con su proveedor de atención médica para obtener más consejos y recursos.



Julio - Practique la seguridad en el hogar

Las lesiones por caídas e incendios pueden ocurrir dentro y alrededor de su casa. Use taburetes en lugar de muebles cuando cuelgue decoraciones o haga proyectos de mantenimiento del hogar. Además, mantenga las velas alejadas de niños, mascotas, pasarelas, árboles y cortinas. Evite lesiones y quemaduras en el hogar por fuegos artificiales, asistiendo a eventos profesionales de fuegos artificiales comunitarios.



Agosto - Protéjase contra el sol

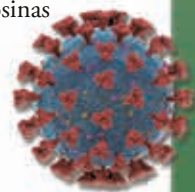
Si bien el verano significa diversión bajo el sol, asegúrese de no obtener demasiado. Evite las consecuencias de la sobreexposición al sol como quemaduras solares, envejecimiento prematuro de la piel, arrugas y cáncer de piel, incluido el melanoma, practicando una protección solar adecuada. Use ropa y sombreros para proteger la piel expuesta, y aplique protector solar cuando esté al aire libre.

Septiembre - Prepare a los niños para la escuela

Lo que sucede antes de que un niño llegue a la escuela prepara el escenario para prepararlo para aprender en la escuela. La buena salud conduce al máximo rendimiento en el aula. Adopte hábitos y rutinas saludables y regulares para ser un buen modelo a seguir para sus hijos, para que puedan tener éxito este año escolar.

Octubre - Juegue a lo seguro en Halloween

Prepare su truco o golosina con artículos de seguridad como linternas, cinta reflectante o tiras aplicadas a disfraces y bolsas de dulces. Asegúrese de que usted y sus hijos caminen por las aceras y con un grupo grande o adultos responsables. Asegúrese de que los disfraces se ajusten bien para evitar la visión bloqueada y para ayudar a prevenir tropiezos y caídas. Coma solo golosinas envueltas de fábrica. Si tiene alguna duda sobre la seguridad de una golosina, deséchela.



Noviembre - Manipule/Prepare los Alimentos de Manera Segura

Mientras prepara las comidas navideñas, mantenga a sus amigos y familiares a salvo de las enfermedades relacionadas con los alimentos. Lávese las manos y las superficies con frecuencia. Evite la contaminación cruzada manteniendo la carne cruda, las aves de corral, los mariscos y los huevos (incluidos los jugos de carne cruda) lejos de los alimentos listos para comer y las superficies de alimentación. Cocine los alimentos a su temperatura adecuada y luego refrigere inmediatamente después de comer.

Diciembre - Manejar el estrés

El comienzo de la temporada navideña puede estar lleno de mucha diversión, actividades y muchos compromisos excesivos con familiares y amigos. Esto puede causar estrés para algunas personas. Recuerde no dejar que esto perjudique su salud. Asegúrese de equilibrar el trabajo, el hogar y la diversión navideña manteniendo una actitud positiva y descansando lo suficiente.

CONSTRUCTION INSPIRED BY A COMMITMENT

We are building the next generation of medicine in Lansing. Our all-new health care campus, including a 240-bed state-of-the-art hospital, will advance patient care, comfort, safety, and convenience. From the cancer-fighting expertise of Karmanos to a modern heart and vascular institute to luxurious labor and delivery suites to an ER that reinvents the patient experience, we're bringing our best close to you.

Visit mclaren.org/lansing for a preview.

WE'RE MOVING - SPRING 2022



DOING WHAT'S BEST.

CONSTRUCCIÓN INSPIRADA POR UN COMPROMISO

Estamos construyendo la siguiente generación de medicina en Lansing. Nuestras nuevas instalaciones para el cuidado de la salud, incluyendo un hospital con los últimos avances con 240 camas, evolucionarán el cuidado, bienestar, seguridad y conveniencia de los pacientes. Desde la especialización de la lucha contra el cáncer de Karmanos, a un instituto moderno en cardiología y vascular, a habitaciones de lujo para parto y alumbramiento, hasta sala de emergencias que reinventa la experiencia del paciente, traemos lo mejor cerca de usted.

Visite mclaren.org/lansing para vista previa.



NOS MUDAMOS - PRIMAVERA 2022

 **McLaren**
GREATER LANSING

HACIENDO LO MEJOR.

Early Learning is Critical to Student Outcomes

A child's education can be the gateway to finding future independence. Children with disabilities can have larger challenges, especially if they are not identified at a young age. Early identification helps educators and families find educational options to support the youngest learners and their families.

Thousands of children with disabilities are served annually through programs and services offered in partnership with local school districts and Ingham Intermediate School District. In Michigan, eligible infants, youth and young adults can receive early intervention and/or special education services from birth through age 26.

Visit www.inghamisd.org or call 517.244.4514 for more information.



Ingham ISD

This information was brought to you by Ingham Intermediate School District, a regional educational service agency.

El aprendizaje temprano es crítico para los resultados del estudiante



La educación de un niño puede ser el acceso para encontrar la independencia futura. Los niños con discapacidades pueden tener mayores retos, especialmente si no se les identifica a temprana edad. La identificación prematura ayuda a educadores y a familias a encontrar opciones educativas para apoyar a los estudiantes más pequeños y sus familias.

Se atienden anualmente a miles de niños con discapacidades a través de programas y servicios ofrecidos en asociación con distritos escolares locales y el Distrito Escolar Intermedio de Ingham. En Michigan, los bebés, jóvenes y adultos jóvenes elegibles pueden recibir intervención temprana y/o servicios de educación especial desde el nacimiento hasta 26 años de edad.

Visite www.inghamisd.org o llame al 517-244-4514 para más información.





MICHIGAN STATE UNIVERSITY
PROGRAMS FOR

(CHILDREN ^{DNA} YOUTH

SPARTAN YOUTH PROGRAMS (SYP)

Looking for fun programs or summer camps? Browse the SYP website for activities and programs for pre-kindergarten children through 12th grade students.

spartanyouth.msu.edu

GIFTED AND TALENTED EDUCATION (GATE)

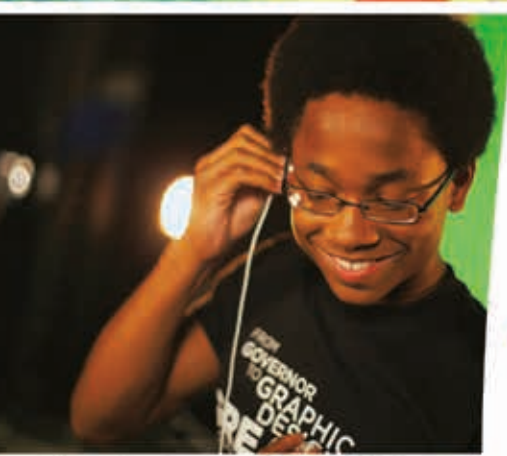
Is your middle or high schooler looking for an academic challenge? Learn about the GATE accelerated courses and summer programs.

gifted.msu.edu

MSU SCIENCE FESTIVAL

Are you curious about the science behind everyday things? Be inspired, annually in April, by over 200 different events for learners of all ages. All events are free.

sciencefestival.msu.edu



MICHIGAN STATE UNIVERSITY
PROGRAMAS PARA

NIÑOS Y JÓVENES

PROGRAMAS PARA JÓVENES (SYP, SIGLAS EN INGLÉS)

¿Busca programas divertidos o campamentos de verano? Vea el sitio de SYP para actividades y programas para niños de pre-kínder hasta estudiantes del grado 12.

spartanyouth.msu.edu

EDUCACIÓN DOTADA Y DE TALENTO (GATE, SIGLAS EN INGLÉS)

¿Está buscando un reto académico su estudiante de escuela secundaria o media superior? Aprenda acerca de los cursos acelerados y programas de verano de GATE.

gifted.msu.edu

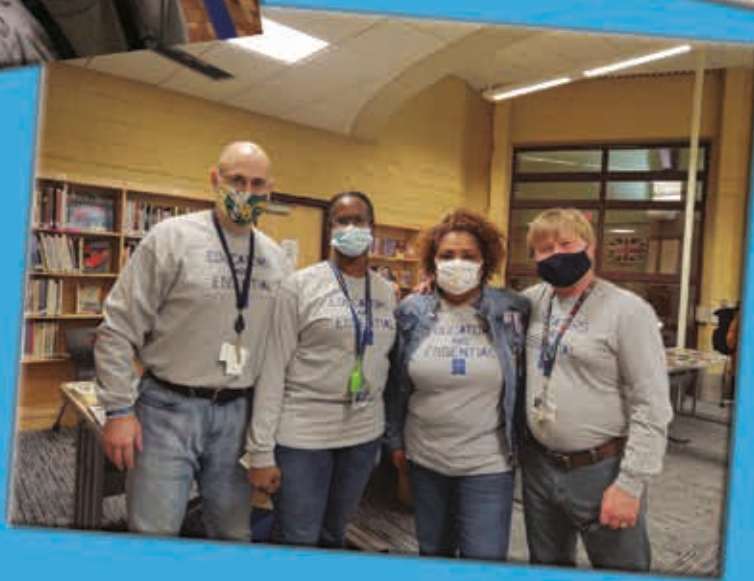
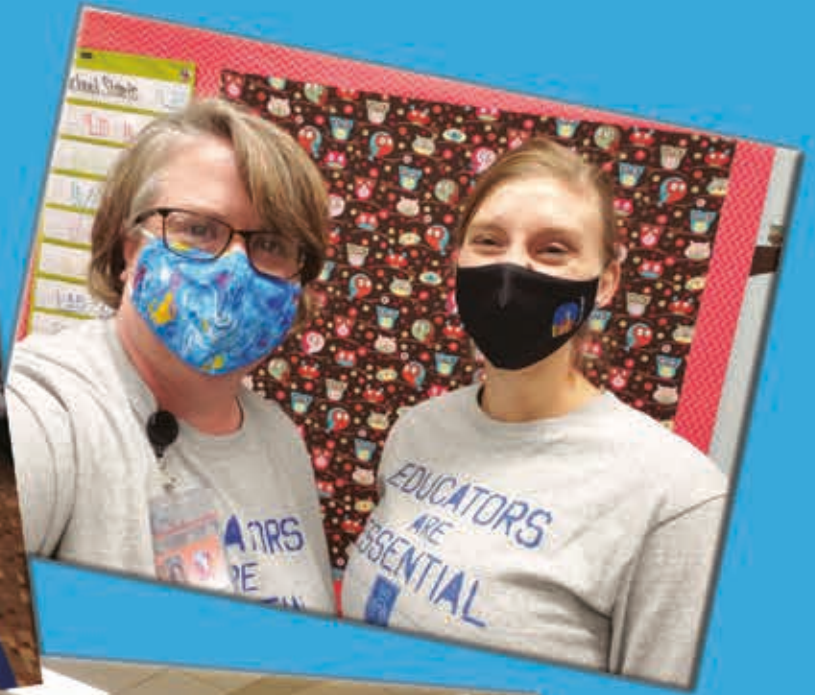
FESTIVAL DE CIENCIA DE MSU

¿Tienes curiosidad por la ciencia detrás de las cosas cotidianas? Inspírate, anualmente en abril, con más de 200 eventos diferentes para estudiantes de todas las edades. Todos los eventos son gratis.

sciencefestival.msu.edu



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Latinx Programming

LÍNEA ABIERTA

Weekdays at 3 p.m. | 102.3 FM & AM 870

National live talk and call-in program hosted by **Samuel Orozco** and **Chelis López**.

PULSO DE LA TARDE

Weekdays at 4 p.m. | 102.3 FM & AM 870

Daily news produced by **Radio Educación** in Mexico City. Hosted by **Alexia Cervantes** and **Francisco Muñoz Flores**.

LATINO USA

Saturdays at 9 a.m. & Sundays at 4 p.m. | 102.3 FM & AM 870

A window on cultural, political, and social ideas impacting Latinx people and the nation. Hosted by **Maria Hinojosa**.

ALT.LATINO

Sundays at 2 p.m. | 102.3 FM & AM 870

A spotlight on the world of Latinx arts and culture through music, stories, and conversation. Hosted by **Felix Contreras**.

THE LATIN ALTERNATIVE

Sundays at 3 p.m. | 102.3 FM & AM 870

Latin alternative rock, funk, hip-hop, and more. Hosted by **Josh Norek** and **Ernesto Lechner**.

FIESTA!

Sundays at 4 p.m. | 90.5 FM

Latinx concert music and artistically significant compositions from Latin America, Spain, and Portugal. Hosted by **Elbio Barilari**.



PODCAST

¿Qué Onda Michigan?

News that focuses on the people and the issues **most important to Michigan's Latinx community.**



Hosted by **Michelle Jokisch Polo**

New episodes Fridays at 3PM ET

Free on the NPR One App, Spotify, npr.org, at wkar.org and podcast services.



NOTICIAS

Local and State News in Spanish



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WKAR.ORG/NOTICIAS

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Latinx Programming

LÍNEA ABIERTA

Lunes-viernes, 3 p.m. | 102.3 FM & AM 870
Programa nacional de entrevistas en vivo dirigido por **Samuel Orozco** y **Chellis López**.

PULSO DE LA TARDE

Lunes-viernes, 4 p.m. | 102.3 FM & AM 870
Noticiero producido por **Radio Educación** en Cd. México. Dirigido por **Alexia Cervantes** y **Francisco Muñoz Flores**.

LATINO USA

Sábados, 9 a.m. & domingos, 4 p.m. | 102.3 FM & AM 870

Un vistazo a las ideas culturales, políticas, y sociales que impactan a la gente Latina y a la nación. Dirigido por **María Hinojosa**.

ALT.LATINO

Domingos, 2 p.m. | 102.3 FM & AM 870
Un enfoque en el mundo de las artes y cultura latina a través de música, historias, y conversación. Dirigido por **Felix Contreras**.

LA ALTERNATIVA LATINA

Domingos, 3 p.m. | 102.3 FM & AM 870
Música alternativa Latina (rock, funk, hip-hop, y más). Dirigido por **Josh Norek** y **Ernesto Lechner**.

¡FIESTA!

Domingos, 4 p.m. | 90.5 FM
Música latina de concierto y composiciones artísticas importantes de América Latina, España, y Portugal. Dirigido por **Elbio Barilari**.



PODCAST

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LANSING BWL 1st STEP



Congratulations to the Lansing-area high school seniors who took their **1st STEP** along the path of career development. Hamadi Ali (Eastern), Fedarain Bills (Everett), Malik Darnell (Waverly), Jordan Guzman (Waverly), Sahnya McKinley-Stigler (Everett), Jemaria Morgan (Sexton), Jobeen Mustafa (Sexton), Sahand Mustafa (Sexton), Anyssa Saldivar (MI Great Lakes Virtual Academy) and Carlos Solis-Pilar (Waverly) were all selected to be the 13th class of **1st STEP** participants.

1st STEP (School to Training and Employment Program) was created by the **Lansing Board of Water & Light** in partnership with several Lansing area organizations and high schools. In addition to several local Lansing area school districts, the BWL's partners include: Lansing Community College (**LCC**), **Capital Area Michigan Works!**, **Dean Transportation** and **International Brotherhood of Electrical Workers (IBEW) Local 352**.

On Dec. 8, **BWL** had the privilege of taking all of our **1st STEP** finalists on tours of our Haco Customer Service Center, John Dye Water Treatment Plant and REO Town Cogeneration Plant (*thanks so much to **Dean Transportation** for providing a luxurious motor coach for the circuit*). After the tours and lunch, the students underwent an intensive battery of job interviews that led to the selections mentioned above.

LANSING BWL 1st STEP

Our mission in **1st STEP** is to partner with local schools and offer high school seniors a “paid work-based learning experience” and opportunities for potential entry into a skilled workforce in the utility industry. Upon successfully meeting their graduation requirements, and completion of **1st STEP**, students are awarded a \$2,000 scholarship to attend the Michigan-based college of their choosing.

This year’s class of student/employees will start work in late January 2022, working at the **BWL** in the morning and attending class in the afternoon. They will receive intensive safety training, then work closely with an assigned mentor who will help them develop real-world job skills. The jobs they will undertake include helper positions in **BWL**’s water and electric production plants, Customer Service and Information Technology departments, Safety and Water Distribution department.

More than 10 dozen student/employees have completed **1st STEP** in its first 12 years, and the **BWL** has paid almost \$200,000 in scholarship money. In addition, dozens of former **1st STEP** participants have returned to the **BWL** for employment, making the program one of our more reliable talent pipelines.

For more information about **1st STEP** call 702-6072, or visit our website at lbwl.com

Thanks again to our partners!



Multicultural Healthcare: Together We Thrive!

This one-day forum will bring together individuals, community leaders, and health care experts to discuss individual and community health and wellness. Attendees can expect an exciting and informative forum with engaging and timely conversations surrounding the importance of culturally responsive care and services for communities across Michigan.

Join us for a day featuring:

- Keynote presentations offered by Dr. Herbert Smitherman, who will address the social determinants of health and co-morbidities, and by Dr. America Bracho, who will speak to Transforming Health Care in Communities;
- A panel discussion on the Future of Healthcare and what this could mean for you;
- Ask the Doctor: A panel discussion of medical professionals who will answer your questions and share information on brain health, mental health, heart disease, diabetes and other co-morbidities;
- Awareness, education and knowledge of the resources available in your neighborhood and community;
- Learning about your body, finding ways to feed your mind and how even minor behavior changes can have a dramatic impact on your health.

Free health screenings and lunch will be provided. Event partners include the Lansing Latino Health Alliance and the Capital Area Health Alliance. All are welcome to attend this free event.

Tuesday, March 29, 2022 | 9:30 a.m. - 4 p.m.

Kellogg Hotel and Conference Center

219 S Harrison Road | East Lansing, MI 48824

For more information or to register,
visit aarp.cvent.com/health329

Atención médica multicultural: ¡Juntos prosperamos!

Este foro de un día reunirá a individuos, líderes comunitarios y expertos en el cuidado de la salud para hablar sobre la salud y el bienestar individuales y comunitarios. Los asistentes pueden esperar un foro fascinante e informativo con conversaciones interesantes y oportunas sobre la importancia de la atención y los servicios culturalmente sensibles para las comunidades de todo Michigan.

Acompáñanos durante un día con:

- Discursos principales ofrecidos por el Dr. Herbert Smitherman, quien hablará sobre los determinantes sociales de la salud y las comorbilidades, y por la Dra. America Bracho, quien hablará sobre la transformación del cuidado de la salud en las comunidades;
- Un panel de debate sobre el futuro de la atención médica y lo que esto podría significar para ti;
- Pregúntale al médico: un panel de debate entre profesionales médicos que responderán tus preguntas y compartirán información sobre la salud cerebral, la salud mental, las enfermedades cardíacas, la diabetes y otras comorbilidades;
- Conciencia, capacitación y conocimiento sobre los recursos disponibles en tu vecindario y comunidad;
- Aprendizaje sobre tu cuerpo, cómo encontrar maneras de alimentar tu mente y cómo incluso los cambios menores en el comportamiento pueden tener un impacto drástico en tu salud.

Se ofrecerán exámenes de salud gratuitos y almuerzo. Todos pueden asistir a este evento gratuito.

Tuesday, March 29, 2022 | 9:30 a.m. - 4 p.m.

Kellogg Hotel and Conference Center

219 S Harrison Road | East Lansing, MI 48824

For more information or to register,
visit aarp.cvent.com/health329

Celebrating the lives of John Lewis and Ruth Bader Ginsburg

The College of Agriculture and Natural Resources at Michigan State University commemorates these leaders for their contributions to equity and social justice in our disciplines and in our communities.

“Fight for the things that you care about, but do it in a way that will lead others to join you.”

— Ruth Bader Ginsburg



“You have to tell the whole truth, the good and the bad, and maybe some things that are uncomfortable for some people.”

— John Lewis



Office of Diversity, Equity and Inclusion
College of Agriculture and Natural Resources
MICHIGAN STATE UNIVERSITY

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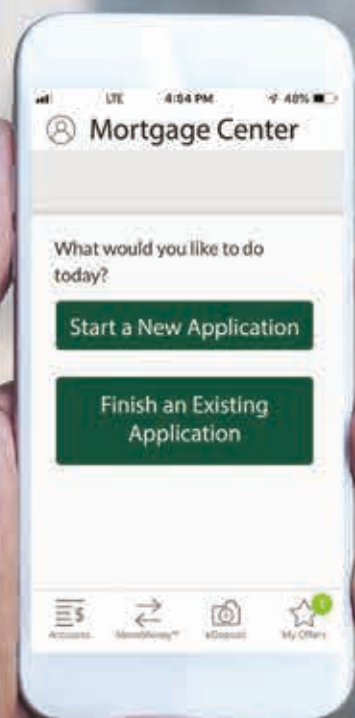
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Ellery Sosebee, Chief

*"If you can't **fly** then **run**,
if you can't **run** then
walk, if you can't **walk**
then **crawl**, but whatever
you do you have to **keep**
moving forward."*

- Martin Luther King Jr

The Time
is **Now.**



LAFCU

Diversity Equity Inclusion

LISTENING ALLOWS FOR CULTURAL UNDERSTANDING



01/22

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LUCERO Program

Latinos Unidos con Energía,
Respecto y Orgullo

LUCERO is a Support Services program designed to assist in the recruitment, retention, graduation and transferring of Lansing Community College students.

The focus of the LUCERO Program is to create a positive connection for Latino students with each other and with LCC and to develop exceptional academic, leadership and professional skills while learning about and celebrating diversity and culture.

Students can request additional information about the many benefits and opportunities for LUCERO students at LCC.

Visit us at lcc.edu/diversity for more information.



Connect with a coordinator

Sandra Etherly-Johnson
Coordinator for Diversity and Inclusion
Cesar Chavez Learning Center
517-483-9803 · johns512@lcc.edu

Cesar Chavez Learning Center
Arts and Sciences Building, Room 1313
lcc.edu/diversity

Lansing Community College is an equal opportunity educational institution/employer.



CESAR E. CHAVEZ
LEARNING CENTER

LUCERO Program

LUCERO está fundado en los siguientes valores centrales:

- 1 **Comunidad y Cultura** - Valoramos y celebramos las experiencias culturales, familiares y regionales dinámicas de nuestros estudiantes Latinx
- 2 **Equidad** - Promovemos el diálogo, respeto e inclusividad para avanzar acceso equitativo a oportunidades educativas
- 3 **Centrado en los Estudiantes** - Promovemos la experiencia estudiantil íntegra al afirmar sus identidades interseccionales y atender a sus metas, necesidades e intereses cambiantes
- 4 **Éxito** - Apoyamos a estudiantes de manera reflexiva que hacen uso de sus competencias existentes para definir y alcanzar el éxito
- 5 **Crecimiento** - Nos inspiramos mutuamente a honrar el pasado, transformar el presente y juntos definir el futuro
- 6 **Responsabilidad** - Tomamos responsabilidad en evaluar y comunicar el progreso hecho en lograr nuestra misión y valores centrales. También estamos comprometidos al mejoramiento continuo



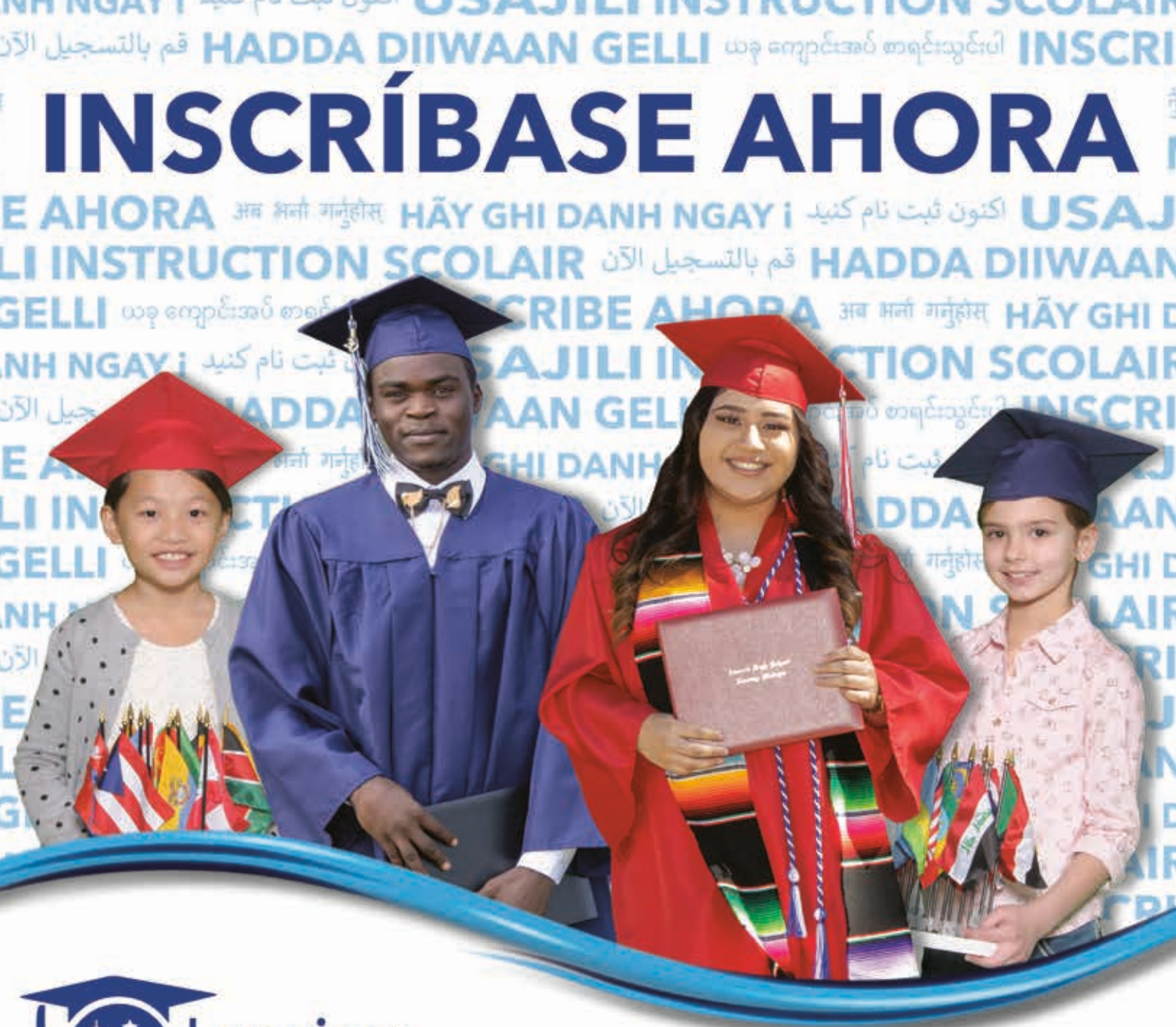
Lansing Community College is committed to providing equal employment opportunities and equal education for all persons regardless of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, military status, veteran's status, or other status as protected by law, or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position or that is unrelated to the person's ability to participate in educational programs, courses, services or activities offered by the college.

ENROLL NOW



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you in person or online!**



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PATHWAY PROMISE BOND 2016

The Lansing School District is nearing completion on the projects that were outlined in its 2016 Pathway Promise Bond Proposal!

Take a look at some of our most recent projects!



Attwood

New floors, ceilings and classroom furniture



Dwight Rich

New auditorium



Eastern High School

New stadium



Everett High School

New cafeteria



North

New entrances



Pattengill



Sexton High School

New cafeteria



Wexford

New roof

Thanks again, Lansing, for supporting the Lansing School District!



Lansing
Pathway Promise

CHRISTMAN
SINCE 1894



**Barton
Malow**

To see more of what we've been up to visit us online!



www.lansingschools.net



PATHWAY PROMISE BOND 2016

¡El Distrito Escolar de Lansing está casi finalizando los proyectos establecidos en la propuesta de fondos de 'Pathway Promise 2016'!

¡Vea algunos de nuestros proyectos más recientes!



Attwood

Nuevos pisos, techos y muebles para aulas



Dwight Rich

Nuevo auditorio



Eastern High School

Nuevo estadio



Everett High School

Nueva cafetería



North

Nuevas entradas



Pattengill



Sexton High School

Nueva cafetería



Wexford

Nuevo techo

¡Gracias Lansing otra vez por apoyar al Distrito Escolar de Lansing!



Visítenos en línea para ver las actualizaciones!

OUR KIDS. OUR COMMUNITY. OUR PROMISE. OUR FUTURE.



LANSING PROMISE



At the Lansing Promise We Believe.

We Believe in the inherent worth of every young person in this city.

We Believe in the power of education to transform lives and to uplift communities.

And We Believe in the wise words of Mr. César Chávez, "To make a great dream come true, the first requirement is a great capacity to dream; the second is persistence."

At the Lansing Promise we imagine a community where every young person has the **opportunity to dream**, the **ability to thrive**, and the **love, support** and **investment** needed to **build a brighter future**. A brighter future for themselves, their family, and their community.

The Lansing Promise is place-based a scholarship program offering tuition assistance for post-secondary (college or skilled trades) education to all eligible high school graduates within the Lansing School District boundaries. The Promise provides tuition assistance for up to 65 credits at Lansing Community College or the equivalent dollar amount toward tuition and fees at Michigan State University or Olivet College.

Since 2012, funds from community-minded donors and socially-minded investors have made the future of Lansing brighter, by giving the hope of an education and career to students who may not have otherwise set foot in a college classroom or trades program. Because of this groundswell of community support, our students are able to explore their dreams, change the trajectory of their lives, and ultimately become the leaders of the future. And we're just getting started.

You can help. Join the movement and together we'll raise up the next generation.

For more information visit www.LansingPromise.org

200 N. Foster Avenue • Lansing, MI 48912 • Phone: (517) 512-3616 • Email: info@LansingPromise.org

NUESTROS/AS NIÑOS/AS. NUESTRA COMUNIDAD. NUESTRA PROMESA. NUESTRO



LANSING PROMETER



Creemos en la Promesa de Lansing.

Creemos en el inherente valor de cada persona joven en esta ciudad.

Creemos en el poder de la educación para transformar vidas y para levantar comunidades.

Y Creemos en las sabias palabras del Sr. César Chávez "Para hacer realidad un gran sueño, el primer requisito es una gran capacidad para soñar; el segundo es persistencia".

En la Promesa de Lansing imaginamos una comunidad donde cada joven tiene la oportunidad de soñar, la capacidad para prosperar, y el amor, apoyo e inversión necesarios para construir un brillante futuro. Un brillante futuro para ellos mismos, su familia y su comunidad.

La Promesa de Lansing es un programa de becas basado en el lugar donde se ofrece asistencia de matrícula para postsecundaria (universidad u oficios calificados) educación para todos los graduados elegibles de la escuela secundaria dentro de los límites del Distrito Escolar de Lansing. La Promesa proporciona asistencia de matrícula para hasta 65 créditos en 'Lansing Community College' o la cantidad en dólar equivalente al importe para enseñanza y honorarios en la Universidad Estatal de Michigan State (MSU) o el Colegio Olivet .

Desde 2012, los fondos de donantes con mentalidad comunitaria e inversionistas con mentalidad social han hecho el futuro brillante de Lansing, al dar esperanza de educación y carrera para estudiantes que probablemente no tendrían otra manera de poner pie en un aula universitaria o programa de oficios. Debido a este movimiento de apoyo comunitario, nuestros estudiantes pueden explorar sus sueños, cambiar la trayectoria de sus vidas y, en última instancia, convertirse en los líderes del futuro. Y apenas estamos empezando.

Usted puede ayudar. Únase al movimiento y juntos levantaremos a la próxima generación.

Para más información, visitar www.LansingPromise.org

200 N. Foster Avenue • Lansing MI 48912 • Teléfono: (517) 512-3616 • Correo electrónico: info@LansingPromise.org

INSPIRE COMMUNITY

A Special Thank You to the more than 50 volunteers coming together to build and distribute 500 Holiday Meals for Our Community!



**Lansing School District Food Service
Website**

lansingsd.sodexomyway.com



Now Hiring!

Looking for extra income?

Looking for extra work that won't interfere with your child's home time?

The Food & Nutrition department is currently hiring several part-time help positions. The position is challenging and fast paced! Your day will fly by. Shifts are between 2-5 hours each day and can be on an 'as needed' basis, if you prefer. Shifts start around 9 a.m. and end around 2 p.m.

Apply online- <https://us.sodexo.com/careers>

Search Lansing MI or call our office (517) 755-2750



**10 CENTS
A MEAL**
FOR MICHIGAN'S KIDS & FARMS



WE PROUDLY SERVE FOOD GROWN BY MICHIGAN FARMS

10 Cents a Meal is a state program that supports Michigan economy by directing more money - including federal dollars – to Michigan's food and farming businesses. Lansing School District has participated since January 2021. It provides match incentive funds to Lansing School District for participating in USDA Child Nutrition programs to purchase and serve Michigan-grown produce for kids' meals and snacks.



Since September 2021, Lansing schools has purchased over \$20,000 in local produce.

Local Wellness

The Lansing School District continues to be committed to health & well being of all students and staff.

A copy of the local wellness policy can be found on the District's webpage.

This document guides Lansing Schools efforts in establishing a school environment that promotes student's health, well-being and ability to learn.

Content of the Wellness Policy includes specific goals for nutrition promotions, education, physical activity and other school-based activities that promote student wellness.

The Wellness committee is asking for community input. If you are interested in participating please contact the Food & Nutrition Department at **517-755-2755**.

HAPPY
New Year



What a special year
it's going to be.
Come celebrate with us!

50TH ANNIVERSARY



DRIVES JOBS
DRIVES ECONOMY
DRIVES COMMUNITY
DRIVES YOU

FELIZ

Año Nuevo



Será un año especial.
¡Venga a celebrar con nosotros!

50º ANIVERSARIO

CATA

GENERA EMPLEOS
IMPULSA ECONOMÍA
CONDUCE A LA COMUNIDAD
LO CONDUCE A USTED



Sparrow Commits to \$800M Capital Improvement Plan

Sparrow Health System has made an unprecedented commitment to healthcare in the Lansing area.

The health system's Board of Directors has approved an \$800 million capital improvement plan that includes construction of a five-story patient tower at Sparrow Hospital and other major projects that reflect Sparrow's investment in improving access and quality of care in Mid-Michigan.

In creating the plan, Sparrow relied on feedback from our physicians and caregivers, who have been asking for more Emergency Department space and other features.

The plan is indicative of the important commitment that guides Sparrow as the region's only community-owned, community-based, community-governed health system. It includes hundreds of millions of dollars in new investment by Sparrow into the Lansing-area economy and shows the importance we place, as the area's largest private employer, on keeping jobs in the region and promoting potential employment growth. Sparrow already provides millions of dollars in wages every other week to families throughout the region.

This is Sparrow's largest commitment ever to improving access and quality of care in Mid-Michigan and the single most sizable investment in the Michigan Avenue corridor by any entity. What's more, these are local dollars reinvested locally, not sent to an out-of-town corporate office.

The plan is really about improving access to care for the community. Sparrow is bringing the care the community needs in the most easily accessible facilities and locations – including private rooms, video visits, innovative emergency care, and primary care relationships near people's homes and places of work.

This will also further solidify Sparrow's downtown campus as unique, with the renovation of our Level 1 Trauma Center, expansion of Labor and Delivery, our Herbert-Herman Cancer Center, Sparrow TCI, and our joint venture in pediatrics with University of Michigan Health. Sparrow's downtown location is comprehensive site that can take care of all of your healthcare needs.

In the following months, we'll discuss more specifics about these projects, such as an expanded breast clinic. We will also kick off a capital fundraising campaign in which we will involve community members in these important projects.

Highlights of the plan include

- **Construction of a five-story Sparrow Hospital patient tower, directly north of the current West Tower**





Improvements, New Space and Reduced Wait Times

This major new construction will create 112 new private rooms in order to meet current patient demand and our goal of having all-private rooms to improve their experience. The new inpatient space will also reduce wait times in the Sparrow Hospital Emergency Department.

- ***Sparrow Surgery Center***

The plan also includes our investment in a planned outpatient surgery center on E. Michigan Avenue. Preliminary work has already begun on the facility.

- ***Sparrow Emergency Center Okemos***

A new medical office building in Meridian Township would encompass a Freestanding Emergency Department, the only one of its kind in the area.

- ***Sparrow Hospital Emergency Department expansion***

The Emergency Department is often the patient's gateway to the hospital and Sparrow has the only Level 1 Trauma Center in the region. The new tower project will allow us to add additional square footage that will permit us to redesign our layout and improve patient flow.

- ***Community Hospitals***

The plan provides tens of millions of dollars in new investment in our important Community Hospitals – Sparrow Carson, Sparrow Clinton, Sparrow Eaton, and Sparrow Ionia.

- ***Ambulatory Centers***

The plan includes capital for new ambulatory sites, representing the importance of outpatient care and of addressing the growing needs in our outlying areas and suburbs.

Adelante and the Lansing Latino Health Alliance

The recommended theme for the current edition of **Adelante** is “Moving Forward,” a subject that reflects and emphasizes the name of the magazine in English. Having made it through 2020 and 2021, individuals, businesses, organizations seem to feel the need to “move forward.”

While experiencing the ups and downs of matters related to pandemic, economy, health, education, community, well being and the national and state political divide, “Moving Forward” emerges as one of many positive ways to reestablish personal, organizational and community stability. Thanks to the different opportunities that vaccines, social distancing and other means have presented — regardless of the politicization, we now can put ourselves in the position of “moving forward.”

The Lansing Latino Health Alliance (**LLHA**) takes this opportunity to report on some of its activities and accomplishments in the last few months in our efforts to assist in the process of “moving forward.”

Immunization Clinic

In partnership with Walgreens Pharmacy, **LLHA** sponsored in October an immunization clinic at Cristo Rey Church in Lansing and offered vaccinations at no charge to combat Flu, Pneumonia, Shingles and COVID-19.

Health Status

LLHA has continued to collaborate with the Ingham County Health Department on a three-year project to address disparities that characterize the health status of Latino population and other minority communities in the area. **LLHA** originally expected to have community members actively involved prior to the end of 2021. Owing to changes in health department personnel assigned to the project, the timetable had to be modified, and the new schedule extends direct community involvement in that portion of the project into 2022.



Hispanic Symposium

The Hispanic Christmas Symposium took place in December at “The View” in Lansing. A **LLHA** representative participated on the planning committee of this important annual community event, now in its 37th year.

Multicultural Health Forum

The AARP of Michigan will sponsor a Multicultural Health Forum March 29, 2022, at the Kellogg Center on Michigan State University. **LLHA** is actively represented in the planning and organization of this major event.



ADELANTE FORWARD



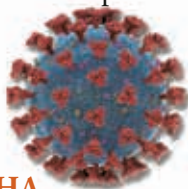
y La Lansing Latino Health Alliance

El tema recomendado para el número actual de Adelante es “Seguir adelante” (“Moving forward”), un tema que refleja el nombre de la revista en inglés. Habiendo sobrevivido 2020 y 2021, las personas, las empresas y las organizaciones parecen sentir la necesidad de “seguir adelante”.

Al experimentar los altibajos de la pandemia, la economía, la salud, la educación, el bienestar y la división política nacional y estatal, “Seguir adelante” surge como una de las muchas formas positivas de restablecer la estabilidad personal, organizativa y comunitaria. Gracias a las diferentes oportunidades que nos han brindado las vacunas, el distanciamiento social y otros medios -- independientemente de la politización, ahora podemos ponernos en la posición de “seguir adelante”.

La Lansing Latino Health Alliance (LLHA) aprovecha esta oportunidad para informar sobre algunos logros y actividades en los últimos meses para ayudar en el proceso de “seguir adelante”.

Clinica de inmunizacion



En asociación con Walgreens Pharmacy, **LLHA** patrocinó en octubre una clínica de inmunización en la Iglesia Cristo Rey de Lansing y ofreció vacunas gratuitas para combatir la gripe, la neumonía, el herpes zóster y el COVID-19.

Estado de salud

LLHA ha continuado colaborando con el Departamento de Salud del Condado de Ingham en un proyecto de tres años para abordar las disparidades que caracterizan el estado de salud de la población latina y otras comunidades minoritarias en el área. **LLHA** originalmente esperaba que los miembros de la comunidad participaran activamente en una parte del proyecto durante los últimos meses de 2021, pero debido a los cambios en el personal del Departamento de Salud asignado al proyecto, se tuvo que modificar el cronograma de actividades, y el nuevo plan programa la participación directa de la comunidad en durante el año 2022.



Simposio Hispánico

El Simposio Hispánico de Navidad se llevó a cabo en diciembre en “The View” en Lansing. Un representante de **LLHA** participó en el comité de planificación de este importante evento anual de la comunidad, que ahora cumple 37 años en reunir a la comunidad latina.

Foro de salud multicultural

La AARP de Michigan patrocinará un Foro de salud multicultural el 29 de marzo de 2022 en el Centro Kellogg de la Michigan State University. **LLHA** ha participado activamente en la planificación y organización de este importante evento.



Lansing Community College - Library Renovation



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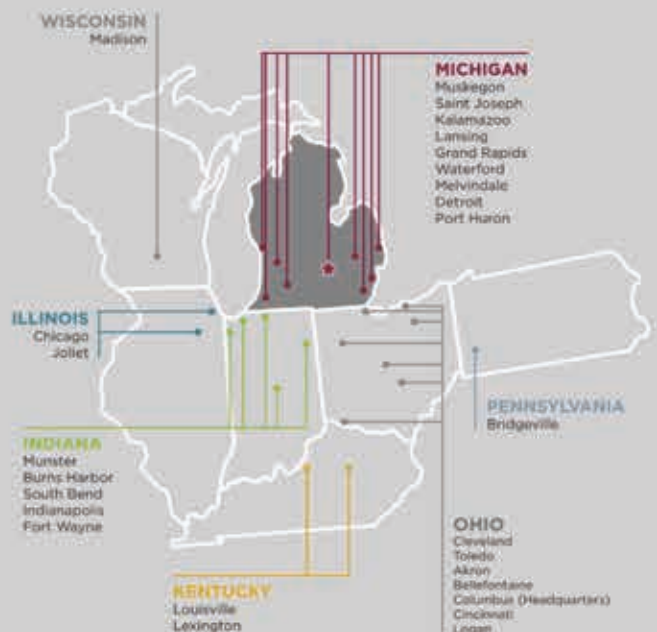


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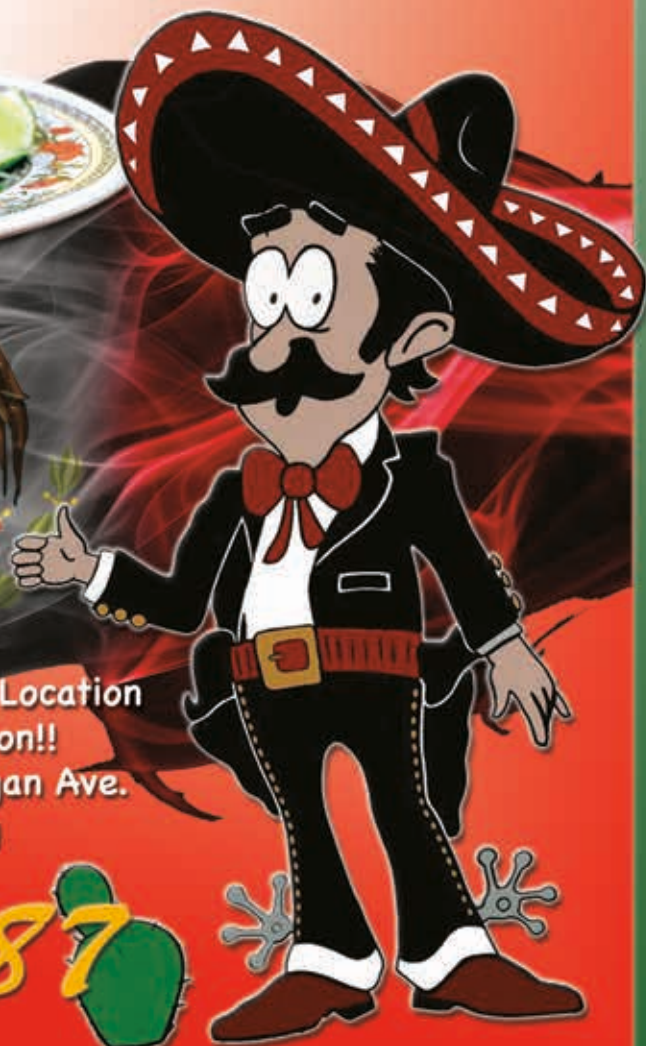
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Research with Latino Communities

Services and policies are most effective when informed by good research. The Julian Samora Research Institute (JSRI) was established by the Michigan State University Board of Regents in 1989 to address the absence of systematic information and knowledge on Latino issues in the Midwest and in the nation. JSRI's current mission is the generation, dissemination and application of knowledge for the improvement of Latino communities in the Midwest and across the Nation. To achieve its purpose, its work is guided by a strategic plan that emphasizes research in health, entrepreneurship and gaps between service delivery systems and Latino communities, while supporting students, scholars and communities. Concerns of Latino communities are addressed through a mix of activities grounded in the generation of knowledge in critical areas such as history, demography, education, employment and others.

The namesake of the Institute, Dr. Julian Samora, believed that universities should not be ivory towers, but should be engaged in addressing community needs. Dr. Samora received his doctorate in sociology and anthropology in 1953 from Washington University in St. Louis. He was a visiting professor at Michigan State University in 1955, and an assistant professor from 1957 to 1959, when he left for a position at the University of Notre Dame. The recipient of numerous awards, at UND he achieved the rank of Professor of Sociology and Anthropology, served the department in several administrative roles until he retired in 1985 and served on numerous consultancies, national



Sally Fernandez, distinguished alumna & Dr. Rubén Martínez

commissions and regional and local boards and committees. Dr. Samora was a pioneering and key figure in the development of Mexican American Studies, and was active with the Institute in its early years, delivering lectures and continuing his scholarship.

He passed in 1996.

At its founding, JSRI's scholars focused on five critical issues: employment development, education, political empowerment, health and family welfare, and cultural awareness and enrichment. These issues are as relevant today as they were three decades ago. The Latino population has significantly increased in the Midwest and United States and is projected to reach 31% of the total U.S. population by 2060. As their population numbers grow, Latinos continue to face increased economic, political, and social challenges. Over the past several years, JSRI's research has emphasized health disparities, business ownership and entrepreneurship, and gaps in services to Latino communities.

In its early years, JSRI was central to the development of the Midwest Consortium for Latino Research, worked with the Mexico-U.S. Consortium for academic cooperation, the Council on Western Hemispheric Studies, the Michigan Educational Opportunity Fund and the Michigan Nutrition Network. Its researchers, including students, have produced a substantial body of scholarship on Latino communities and the societal factors that influence their wellbeing. This was accomplished by engaging and collaborating with communities, often with the assistance of scholars at MSU interested in Latino populations. For example, JSRI the series of statewide summits organized by JSRI at the turn of the second decade identified and prioritized the challenges facing Latinos in Michigan, including education, immigration rights, health and health care, civic engagement, media portrayal of Latinos, economic development, jobs and employment, statewide advocacy network, gender relations and civic rights and discrimination issues.



Dr. Samora, circa 1950s



Honorary Doctorate recipient Baldemar Velasquez delivers a presentation

JSRI has worked closely with community, state and non-profit organizations on these critical issues. **JSRI** collaborated with the Detroit Hispanic Development Corporation, El Centro Multicultural la Familia in Pontiac, El Concilio in Kalamazoo, Michigan Hispanic Chamber of Commerce in Detroit, Farmworker Legal Services in Kalamazoo, the Peace Education Center in East Lansing, The Consulate of Mexico in Detroit and many other public and community organizations and agencies. It was instrumental in the establishment of the North Central Education/Extension and Research Activity (NCERA 216) through the North Central Regional Association (NCRA) of State Agricultural Experiment Station Directors. NCERA 216 is an interstate initiative across the 12 Midwestern states that encourages and fosters multidisciplinary research, education and outreach efforts on Latinos and immigrants in the Midwest. The initiative, established in 2009, creates and maintains regional linkages among researchers and outreach specialists, promotes community development and obtains funding for single and multistate projects related to Latinos and immigrants. The initiative continues its work today with scholars, community leaders and others sharing research results and knowledge of Latino and immigrant community needs and effective practices in the Midwest.

Of critical importance to the Institute is the preservation of the history and experiences of Latinos in the Midwest through exhibition and symposium series at the Michigan State University Museum and through oral history research projects with the goal of documenting the Latino experiences in Michigan. To make results accessible, articles are published in **NEXO**, the Institute's research newsletter, and as online publications, including demographic reports that can be used by community-focused organizations to write competitive proposals. Several reports have shed light on the many contributions by and challenges facing Latino communities in Michigan and the Midwest.

In 2010, in collaboration with the Center for Economic Analysis at MSU, **JSRI** published the results

of a quantitative study of the economic and fiscal contributions of Michigan's Latino population to the state's economy. The study showed that Latino workers, not including migrant farmworkers, contributed \$25.2 billion to the state's output and \$23.2 billion in secondary impacts for a total contribution of \$48.4 billion to the state's output. Since then, the Latino population in the state has increased by more than 125,000 persons, who increase this population's contribution more than ever before.

In a 2015 report titled ***LATINOS 2025: A Needs Assessment of Latino Communities in Southeast Michigan***, **JSRI** scholars presented quantitative and qualitative results that included demographic, educational, economic, health, civic engagement and immigrant profiles. It offered 47 recommendations for addressing the challenges facing Latino communities across the seven counties comprising Southeast Michigan. The recommendations are relevant for the rest of the state.

Another report provides findings from a survey of Extension employees relative to their capacity to serve Latino communities. Results from the survey showed a willingness on the part of the majority of survey participants to serve Latino communities, but they also reported a lack of resources and support to be able to do so.

JSRI scholars also collaborated with colleagues in the College of Veterinary Medicine on a major project focused on reducing the incidence of mastitis on dairy farms in Michigan, Pennsylvania and Florida. **JSRI** scholars led the evaluation component of the project and emphasized the important role of milkers (mostly Latino immigrants) in containing mastitis and the cultural lag that occurred as a result of the shift from family to corporate farms.

Research on Latino communities is essential for targeting challenges that must be addressed by systematic approaches. This is especially important because of the gaps that persist between these communities and public and non-profit organizations and agencies, from workers in the state's agricultural fields to seniors living alone on limited fixed incomes in urban centers.



Dr. Samora wearing his Orden Mexicano del Aguila Azteca medallion



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The Future of Public Education *Increasing the Value of Teachers*

Yvonne Caamal Canul, Former Superintendent

Author of *The Leadership Passcode: Unlock the Heart of School Leadership*

The pandemic has taught us much. What we once thought was a normal life – grocery shopping, visiting friends, eating at restaurants, and kids in school – has dramatically changed over the last two years. These changes are a forewarning of what the future holds as they reshape our expectation of normalcy, and more importantly for educators, what this future might look like for the teaching profession.

We are learning one glaring reality, made even more evident by the pandemic's impact on education – we need teachers! We already knew the teaching profession was in a recruitment decline over the past several years. This reality was exacerbated with the advent of the quarantine, all-remote instruction and shifting policy decisions.

At this point we have to ask ourselves, “Why would anyone want to be a teacher?”

Skyrocketing college debt, low entry pay and little chance of significant monetary advancement, uncertain physical security, onerous accountability and a huge shift in the joy of engaging with students, not to mention the need to find a second job in the summer months when school is not in session, just to make ends meet.

Teachers and schooling are stabilizing ingredients in our society. The pandemic brought that fact to us front and center. Now is the time to significantly change the way we value teachers in order to assure a high quality, durable public education system, which is the hallmark of a successful democracy.

The sad reality however, is that we have never truly placed a high value on the teaching profession, equating it to baby-sitting, part-time work and not as complicated as being an engineer or architect. Perhaps this notion stems from the fact that the vast majority of teachers are women and women's work has historically been considered to be more avocational than vocational. Or, because teachers are viewed by many to work fewer hours and only when students are in session, leaving June, July, and August for cutting hay.

Times have changed and so must the way we compensate the professionals that have long been in the shadow of those in careers that also require a college education and specialized certification.

Consider the following suggestions:

- *A compensatory structure for teachers that does not rely on an outdated industrial model of hourly line workers.*
- *Providing enough compensation to recruit and retain teachers for the hours they actually work.*
- *Paying teachers what other professionals with commensurate educational training and certification earn.*

The Hours a Teacher Works

In states such as Michigan, teachers are responsible for providing 1098 instructional hours with students over a period of typically 36 weeks. However, we know that teachers work far more than the 1098 hours, or roughly 30 hours/week with students. It takes much pre-planning and preparation to organize learning for a classroom of 25+ students on a daily basis, each with different learning styles. Even free-market leaning American Enterprise Institute acknowledged this actuality in a 2011 white paper written by Biggs and Richwine in which teachers reported working a mean of about 43.7 hours a week. In comparison, other college-degree professionals reported a mean of 44.8 hours/week. Most recently, the Bureau of Labor Statistics reported similar work hours as reported by teachers.

So, what does this mean in terms of creating a new salary structure?

Michigan's current average starting salary is \$36,599 for 1098 hours of instruction during 36 weeks of the year, which translates to 30 hours/week at about \$33/hr. However, as noted, teachers work beyond the actual hours of instruction. If we were to use the reported hours/week of work at \$33 hourly, a starting salary would equate to about \$48,840 for the same weeks of work.

A New Salary Structure

We can continue to tinker with the edges of teacher remuneration or we can consider an entirely new salary structure for the future. A new compensation structure that would extend pay to a full 8-hour day (beyond student contact hours), during 245 days of the year during which teachers would engage in planning, preparation, research on best practices, collaboration, professional development and tutoring – all which are needed to maximize student learning, engagement and achievement.

Even with this new structure, extending the working hours from 1098 to 1960 and using \$33/hr. as our base salary, an annual starting salary would be \$64,680 — still lower than the starting salaries of other professionals with a Bachelor's degree requirement, as demonstrated in the chart:

Petroleum Engineering	\$87,989
Computer Programming	\$86,098
Computer Engineering	\$85,996
Computer Science	\$85,766
Electrical, Electronics, & Communications Engineering	\$80,819
Operations Research	\$80,166

The National Association of Colleges and Employers 2021 Salary Survey Report compares average starting salaries of professions requiring the same certification.

Compensation for Education & Certification

When a teacher graduates from college, s/he receives a provisional teaching certificate and must continue college study in order to obtain the permanent teaching certificate. Most teachers finish their Master's Degree at this point since the hours needed for permanent certification are substantial enough to warrant completing the next degree step. The national average for careers with Master's Degrees is \$77,844; for teachers it's \$15,000 less. But, it doesn't stop there. Teachers are required to continually update their practice through approved professional learning options with no salary adjustment.

The Need to Change is Immediate

We now find ourselves with fewer teachers than needed not only for a school year, but on a daily basis as well. School districts, in an attempt to mitigate this shortage, have increased substitute teacher pay to as much as \$300 a day. The message this sends to current practitioners is unfortunate. The current law does not require substitutes to have either a teaching certificate or a college degree and new legislation is being developed that would further reduce those requirements. This does nothing to improve the real value of teachers nor motivate others to become teachers and is a trend that could be subjecting students to what amounts to an ad hoc education.

In order to recruit college graduates and fill the teaching pipeline, it's important to remember that while people do go into teaching because it is their passion to work with children and prepare future generations, they also have to consider the economic reality of being a teacher.



Increasing the Value of Teachers

The current structure implies that teachers only work when they are in front of students and do nothing beyond as professionals.

It is time we recognize that there is a national need for teachers and that it is high time we create salary structures and work environments that honor them as the essential professionals they are.

LOOKING BACK, MOVING FORWARD.

The Mosaic Multicultural Unity Center presents an exhibit that centers the experiences of MSU students during the uncertainty of the past year to envision a better future. **We invite you to visit.** MSU Student Union, second floor.



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