

# LULAC National Convention & Exposition

Milwaukee, WI | July 10-13, 2019



90 Years of Transforming  
Communities Through Service

**Presented By:**

**Charter**  
COMMUNICATIONS

*League of United Latin American Citizens*

Charter Communications  
is proud to support  
the League of United  
Latin American Citizens  
and its steadfast  
commitment to the  
Latino community.

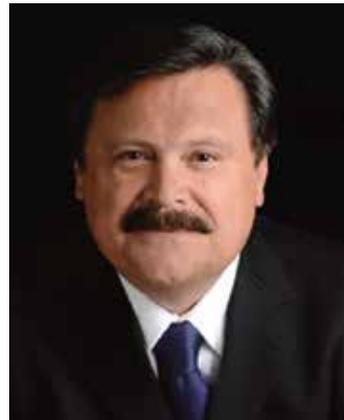
Congratulations to this  
evening's honorees.

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## Dear LULAC Familia and Friends,

Welcome to LULAC's historic 90th year anniversary convention. For nine decades, LULAC has been at the forefront of the civil rights movement in America. I am often asked, "Domingo, why did you join LULAC in 1984?" My response is because when the farmworkers were being abused, LULAC was there. When schools were segregated, it was LULAC that fought for justice in Mendez-vs-Westminster in 1945 which went all the way to the U.S. Supreme Court and became the first successful federal school desegregation decision in the nation. It was LULAC that helped launch Head Start for millions of children while countless other projects award scholarships for thousands of worthy students every year.



Today, it is LULAC that is fighting and stopping attempts to suppress our votes in Texas, Kansas, and Arizona. It was LULAC that in May of 2019, canvassed the U.S. Capitol and called on every Congressional Representative and Senator to get billions of dollars in help to Puerto Rico and other areas impacted by natural disasters.

Over the years many Hispanic organizations have come and gone, but LULAC has remained. It is the shield that perseveres and protects our Raza in America. Today, LULAC'ers are helping refugees on the border. LULAC is fighting to bring deported veterans home and helping make sure that those veterans who served our country receive the care and services they were promised.

Our days are not always filled with the bounty of chorizo and menudo and many times we endure hardship which our ancestors referred to as "las vacas estan flacas." Yet, we overcome the obstacles, the internal differences, and united --- come back stronger! Today, LULAC stands ready to pass the torch of social justice to a new generation of leaders. Men and women who will lead the organization into the 21st Century. I invite you to join us in this wonderful journey ahead.

God Bless our LULAC Familia.



Domingo Garcia  
LULAC National President



90 Years of Service

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- Hispanic Network Magazine
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- Univision Communications Inc.

#LULAC2019 #TogetherWeRise #TransformingCommunities



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Sindy Benavides  
LULAC CEO

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Lupe Martinez  
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Chair



Hon. Tony Evers  
Governor, Wisconsin



Hon. Tom Barrett  
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Hon. Martha Barcena  
Coqui  
Mexan Ambassador  
to the U.S.



# LULAC National CEO Welcome



Dear LULAC Members & Friends,

**M**y warmest thank you for supporting LULAC at our 90th National Convention and Exposition. I am elated to celebrate our anniversary and honor the legacy of leaders who have transformed our country--one community at a time.

After 9 decades of service, LULAC's founding purpose remains the same: to protect and defend Latinos across the U.S. and Puerto Rico. We know that there are many opportunities and challenges still ahead. Today, more than ever, I want to express my gratitude and thank you for your courage, your thoughtful investment of time, energy and resources. We have come together as a united community to empower the next generation of advocates. And what a generation of leaders it is --- as we work together to achieve an intersectional movement impacting communities beyond the surface and empowering our full potential.



The LULAC National Convention draws over 15,000 participants each year including top thought leaders from the government, business, non-profit, and the Latino community. LULAC's workshops and seminars address the most pressing issues for Latinos including technology, education, health, economic development, immigration, civil rights, political engagement, and the environment. In conjunction with the convention, the LULAC Youth and Collegiate students hold tracks to enhance the skills of our emerging leaders. At this year's Convention, we are very excited to host a Presidential Town Hall, an important pathway into the 2020 national elections to outline and set the stage towards positioning our communities of color towards a better and brighter future.

Thank you for helping support our critical mission of advancing the economic condition, educational attainment, political influence, housing, health, civil rights and technology of the Latinx population in the United States. Our LULAC past provides us a proud legacy upon which to build for the next millennium. Let us celebrate that history and challenge ourselves to now set our sights on the future where we will continue to harness potential and ensure that our communities understand their power to organize and advocate for a more equitable future. Our goals are to grow and expand our mission to ensure that LULAC remains relevant to those we serve daily. This is a job neither you nor I can do alone which is why LULAC exists and must endure.

As we consider what is possible, I invite you to join with us, get to know your fellow LULAC members, their lives and their experiences. As importantly, we invite you to continue living out the LULAC spirit of service: "All for One, and One for All."

Together We Rise,

Sindy M. Benavides  
LULAC National Chief Executive Officer





## Tony Evers

Office of the Governor | State of Wisconsin



July 10, 2019

Dear LULAC Members & Convention Attendees,

It is with great enthusiasm that I welcome you to the great state of Wisconsin for your 90<sup>th</sup> LULAC National Convention! From our gorgeous Milwaukee lakefront to the green rolling hills and lush forests of Northern Wisconsin, you will find Wisconsin is a perfect place to start a business, work, meet and relax.

LULAC has a long-storied history of serving our nation's Hispanic community. From providing legal and financial assistance in *Mendez v. Westminster* that led to the desegregation of schools, to LULAC's "Little Schools of the 400" which served as the model for today's Federal Head Start Program, to your efforts right here in our state to defend voting rights, LULAC has played an essential role in forming important policy and legislation.

From my time as State Superintendent of Public Instruction, I have worked with LULAC to ensure access to a quality education for all of Wisconsin's children. As Governor I am committed to serving all Wisconsinites as highlighted in my legislative agenda.

It is for our strong immigrant heritage that Wisconsin has been able to thrive. Just as Milwaukee is known as the "City of Festivals," we embrace our diversity. From Mexican Fiesta and our other ethnic festivals, to Pridefest and more, we welcome diversity and the many benefits it brings.

Once again, I welcome you to Wisconsin and look forward to meeting with you at the Wisconsin Celebration!

Sincerely,



Governor Tony Evers  
State of Wisconsin

Office of the Governor ♦ PO Box 7863, Madison, WI 53707  
(608) 266-1212 ♦ [www.evers.wi.gov](http://www.evers.wi.gov)



Welcome to the LULAC 90<sup>th</sup> National Convention and Exposition in Milwaukee!

Congratulations to LULAC, its leadership, membership, and partners on 90 years of championing civil rights for Hispanic Americans throughout the United States. It is no secret, that collaboration and community are essential to LULAC's DNA. AT&T is proud to be a part of that longstanding history of working together on priorities affecting Hispanic Americans. Now more than ever, we must come together and support each other, as Latinos are at the center of a political shift and digital revolution.



It is an honor for AT&T to serve as the 2019-2020 LULAC Corporate Alliance (LCA) Chair. We look forward to partnering with our fellow corporate LCA members to help usher in a new era of leadership, growth, and engagement for the Latino community.

We are in an era where it is easy to feel outraged, fatigued, and overwhelmed by the challenges facing our community- but when 60% of all Latinos are millennials and that number is still growing, that means our collective power is not only palpable, but inevitable, and undeniable. LULAC's legacy will be carried on by the largest and most mobilized generation of leaders yet. This conference will enrich those who experience it, as LULAC provides unparalleled opportunities for Latinos. I encourage you to actively partake in all networking opportunities, panels and conversations over the next few days.

I look forward to contributing to LULAC's mission and learning from its unmistakable impact on all Latinos and deepening our partnerships for lasting change.

Gracias y Adelante,

A handwritten signature in blue ink that reads 'Celeste Carrasco'.

**Celeste Carrasco**

Director of Federal Public Affairs





July 10, 2019

Hola, amigos:

On behalf of AARP, I congratulate LULAC on 90 years of making a positive impact in the Latino community. That is an amazing milestone, and we at AARP join them in celebrating its impressive accomplishments.

We are proud to call LULAC an esteemed partner, and we stand alongside them to ensure many more years of important and meaningful work. In particular, we look forward to joining LULAC in its unwavering commitment to tackling issues of importance to the Latino community and improving the lives of people 50-plus and their families.



We are here at this conference to help change the way we think about aging through the Cincuentaños™ movement. As we continue empowering our Latino community to live with more *salud, dinero y amor*, we also encourage everyone to never stop growing, learning, dreaming, and inspiring each other as they age.

We can all play a role in shaping a new culture that celebrates life at any age - because it's not about aging – it's about living! I invite you to learn more about the Cincuentaños movement by visiting [www.aarp.org/cincuentaneros](http://www.aarp.org/cincuentaneros), and I encourage everyone to embrace and share the essence of this movement!

¡Deseándole a todos mucha salud, dinero y amor, para que vivan sus vidas “sin cuenta”!

Yvette Peña  
AARP, VP Multicultural Leadership, Latino Audience Strategy



“The business opportunity available through Herbalife Nutrition – owning and operating my own small business – has been rewarding in so many ways because my nutrition club is making a positive impact in my community.”

– Carmen Mireles

Herbalife Nutrition independent distributor

Learn how Herbalife Nutrition is supporting Latino entrepreneurs at [IAmHerbalifeNutrition.com](https://www.IAmHerbalifeNutrition.com)



# BUILDING BETTER COMMUNITIES. ONE PARTNERSHIP AT A TIME.

Greetings LULAC Conference Attendees!

Welcome to Milwaukee and to the League of United Latin American Citizens' 90th Annual National Convention and Exposition!

On behalf of Herbalife Nutrition, thank you for your commitment to issues important to Latino families and their communities. LULAC remains one of the leading voices for civil rights and justice issues, and we are honored to support this tireless work to empower the Latino community.

Herbalife Nutrition believes in providing economic opportunities by supporting our entrepreneurial small business owners – we are proud to be a part of the solution.

Our partnership with LULAC reflects our shared dedication to supporting Latino entrepreneurs and leaders. Over the past few years, Herbalife Nutrition has partnered with organizations that promote Latino leadership development, community organizing, civic engagement, and youth empowerment through scholarships focused on education and professional development. Through our relationships and corporate responsibility, we encourage generations of leaders and support their commitment to improving their communities.

We look forward to our continued partnership with LULAC and, together, further empowering the Latino community.

From all of us at Herbalife Nutrition, best wishes for an enjoyable and productive event and continued success with goals for your local communities.



Sincerely,

A handwritten signature in black ink that reads "Casey Hernandez Rosen".

**Casey Hernandez Rosen**

Vice President, Communications Content Strategy,  
Herbalife Nutrition





## **OUR MISSION**

To improve the lives of  
the world's 1 billion smokers  
by eliminating cigarettes.



Our mission at JUUL Labs is to improve the lives of the world's one billion adult smokers by eliminating cigarettes.

Companies like ours must step up with meaningful measures to limit access and appeal of vapor products to youth.

That's exactly what we've done, and we will do more to combat underage use to preserve the harm-reduction potential of vapor products for the 34 million adult smokers in the United States.\*

But don't take our word for it — look at our actions:

---

**PROBLEM**

Flavored vapor products help adult smokers switch, but some flavors may appeal to youth.

**ACTION**



We stopped the distribution of non-tobacco and non-menthol-based flavors to traditional retail and currently only sell those products on our ecommerce platform, where we use two-factor authentication, 21+ third-party age verification, and bulk-purchasing limits.

**PROBLEM**

Some retailers violate our policies by selling to youth and allowing bulk purchases.

**ACTION**



We expanded our secret-shopper program to 2,000+ stores per month and impose penalties on retailers that receive FDA CMPs.

**PROBLEM**

Social media may influence youth usage of vapor products.

**ACTION**



We exited our U.S. Facebook and Instagram accounts and aggressively pursue take downs of third-party content that target youth.

**PROBLEM**

Despite access restrictions at retail, youth still may find ways to obtain and use our products.

**ACTION**



We are developing technologically-based solutions to stop youth use, including end-to-end product traceability to identify where youth are purchasing our products illegally and next-generation product with user-level access restrictions.

In addition to these actions, JUUL Labs advocates for raising the minimum-purchasing age for tobacco and vapor products, including our own, to 21+ nationwide.

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\*<https://www.cdc.gov/media/releases/2018/p1108-cigarette-smoking-adults.html>  
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All events (unless noted otherwise) will be held at the Wisconsin Convention Center

## Tuesday, July 9

	<b>Pre-Convention Activities</b>	
7:00 am to 6:00 pm	FTI Command Center.....	202E
8:30 am to 5:00 pm	<b>LULAC Federal Training Institute Forums</b>	
	EPA Forum.....	202A
1:00 pm to 5:00 pm	SEPM Forum.....	202B
1:00 pm to 5:00 pm	LULAC National Convention Registration.....	First Level
3:30 pm to 5:00 pm	FTI Meeting/Networking Event.....	202E

## Wednesday, July 10

7:00 am to 12:00 pm	LULAC National Convention Registration & Credentials.....	First Level
2:00 pm to 5:00 pm	LULAC National Convention Registration & Credentials.....	First Level
8:00 am to 2:00 pm	Youth: Marquette University Visit.....	Marquette University
	Location: 1250 W Wisconsin Ave, Milwaukee, WI 53233	
	Events open to all youth	
	Sponsored by: EmpowerMe Foundation, Marquette University, Papa John's	
8:30 am to 9:00 am	FTI: Check in.....	202C
9:00 am to 10:15 am	FTI Opening Ceremony and Plenary Session.....	202C
	Leaders, Leaders, Leaders! Are you ready to be one? Do you have what it takes?	
	A panel of corporate and federal government leaders will share their views on leadership styles, trait and skills needed in their business environment.	
9:30 am to 4:30 pm	WeRun National Campaign Training Institute.....	101D
	Sponsored by Univision Communications	
9:30 am to 4:30 pm	Milwaukee's 1st Annual Grassroots Organizing Institute.....	102C
	Presented by Southside Organizing Center	
10:00 am to 12:00 pm	<b>LULAC Opening Press Conference &amp; Tyson Foods Donation</b>	
	Featured speakers: LULAC National President Domingo Garcia; Sindy Benavides, LULAC Chief Executive Officer; Nora Venegas, Director of Federal Government Relations at Tyson's Food Inc.; Wisconsin Representative JoCasta Zamarripa, Alderman Jose Perez	
	Emcee: Lupe Martinez, President & CEO of UMOS & Chair of LULAC National Convention Committee	
	Location: UMOS Corporate Headquarters, 2701 S. Chase Avenue, Suite B, Milwaukee, WI 53207	
10:30 am to 4:00 pm	<b>FTI: Young Professional &amp; Collegiate Symposium</b> .....	201CD
	Sponsored by: Central Intelligence Agency	
10:30 am to 4:00 pm	<b>Veterans Symposium; Veterans Claims Clinic</b> .....	201A
10:30 am to 12:00 pm	FTI: FEMA Emergency Preparedness through Youth Leadership.....	101B
10:30 am to 11:45 am	FTI: The Feedback Dilemma.....	202A
10:30 am to 11:45 am	FTI: SES-100: A Few Exceptional Leaders for our Nation's Senior Executive Service (SES).....	202B
10:30 am to 11:45 am	FTI: Trust at Work.....	202C
10:30 am to 11:45 am	FTI: C Happens: Prevent and Resolve Conflict.....	202D
12:00 pm to 2:00 pm	<b>Hispanics in the U.S. Workforce</b> .....	103B
	Presented by: Bread for the World (RSVP Required; By Invitation Only)	
12:00 pm to 2:00 pm	<b>FTI: Young Professional &amp; Collegiate Symposium Luncheon</b> .....	Marquette Hall, Room 100
2:00 pm to 3:00 pm	<b>Opening Assembly &amp; Committee Assignments</b> .....	101B
2:00 pm to 3:15 pm	FTI: SES-101: It's NOT a Mystery! – There is a Blueprint for Entry into the SES.....	202A
2:00 pm to 3:15 pm	FTI: Cross-Cultural Communications: Why it Matters to Each of You.....	202B
2:00 pm to 3:15 pm	FTI: Unleashing Intergenerational Collaboration.....	202C
2:00 pm to 3:15 pm	FTI: Project Management Principles for Better Results.....	202D
2:15 pm to 3:15 pm	Youth: Are you Really Safe in the Water?.....	203B
	Featuring: American Red Cross	
2:15 pm to 3:15 pm	Youth: Careers in Exploring the Outdoors.....	203C
	Featuring: National Park Service	
2:25 pm to 3:00 pm	Youth: Youth Council Advisor 101 Training, Part 1.....	203D
	Speaker: Vice-President for Youth Joél-Léhi Organista	
3:00 pm to 4:30 pm	Hate Crimes and Hate Incidents.....	203B
	Featuring: Anti-Defamation League (ADL)	
3:30 pm to 4:30 pm	<b>Youth Opening Session: Welcome to LULAC Youth Convention</b> .....	203C
	Speakers: President for Youth Lindsey Luis, Vice-President for Youth Joél-Léhi Organista, Melissa Cossio, LULAC Program Coordinator	
3:30 pm to 4:45 pm	FTI: Developing your ECQ's.....	202A





All events (unless noted otherwise) will be held at the Wisconsin Convention Center

Wednesday, July 10

- 3:30 pm to 4:45 pm FTI: A World of Differences: How Bias in People and Systems Can Be Overcome ..... 202B
3:30 pm to 4:45 pm FTI: One-on-One with Your Workshop Presenter..... 202C
4:40 pm to 5:40 pm Youth: Youth Board and Members Town Hall ..... 203C
6:00 pm to 7:00 pm Wisconsin Celebration Reception ..... Potawatomi Hotel & Casino
7:00 pm to 10:00 pm Wisconsin Celebration ..... Potawatomi Hotel & Casino
Featured speakers: Governor of Wisconsin Tony Evers; Milwaukee Mayor Tom Barrett; Chris Abele, Milwaukee County Executive; Carlos Gomez, NY Mets & Former Brewers All-Star; Wisconsin Representative JoCasta Zamarripa; Representative John Delaney
Sponsored by: Charter Communications, Froedtert, Milwaukee Area Technical College, Northwestern Mutual, UMOS, Rockwell Automation
Entertainment: JonCarlos & Gabriella
Location: Potawatomi Hotel & Casino, Event Center, 1721 W Canal Street, Milwaukee, WI 53233

Thursday, July 11

- 7:00 am to 12:00 pm LULAC National Convention Registration & Credentials..... Level One
2:00 pm to 5:00 pm LULAC National Convention Registration & Credentials..... Level One
7:00 am to 9:00 am Defenders of Freedom Breakfast ..... Ballroom D
Featured speakers: Domingo Garcia, LULAC National President; Tulsi Gabbard, U.S. Representative, Hawaii-2nd District; Mary M. Kolar, Secretary-Designee of the Wisconsin Department of Veterans Affairs; Eugene Manzanet, Chair of the Latino Veterans Memorial Committee; Lawrence Romo, American GI Forum National Commander; Queta Rodriguez, USMC Captain Ret. & LULAC Veterans Affairs Committee Member; and Vietnam Commemoration Event
Sponsored by: Denny's, T-Mobile
8:30 am to 12:00 pm National Stage.....Ballroom AB
The LULAC National Stage highlights issues impacting Latinx communities across America while providing solutions and a vision for the future. Through dialogue, remarks, and audience engagement, the goal is to amplify awareness and take action.
Democracy & Voting: Emilia Gutierrez, Politics and Government Outreach Manager, Facebook; Sindy Benavides, Chief Executive Officer, LULAC; Luis Vera, General Counsel, LULAC; Joe Henry, Special Advisor to the National President on Civic Engagement & Elections
Census: Luis Rosero, Vice President of Government Affairs at Comcast NBCUniversal Telemundo; Angela Manso, DC Director of Policy & Legislative Affairs, NALEO Educational Fund; Tom A. Saenz, President & General Counsel, MALDEF; Representative, U.S. Census Bureau
Presented by Comcast NBCUniversal Telemundo
Equality: Jonathan Greenblatt, National Director & CEO of the Anti-Defamation League (ADL); Dr. Alan Curtis, President and CEO of the Eisenhower Foundation; Vanessa Gonzalez, Executive Vice President, The Leadership Conference on Civil and Human Rights; Nadim Damluji, Global Public Policy and Government Affairs, Starbucks Coffee Company
Education: Dr. Jill Biden, Former Second Lady of the United States; Anthony Chavez, The Education Trust-West; Amy Mizialko, President of the Milwaukee Teachers' Education Association
Health: C. Alicia Georges, National Volunteer President, AARP; Anna Maria Chávez, Executive Vice President & Chief Growth Officer, National Council on Aging
9:00 am to 4:00 pm FTI: Young Professional & Collegiate Symposium ..... 201CD
9:00 am to 10:15 am FTI: Fighting Fair: Building Your Team's Capacity to Navigate Conflict ..... 202A
9:00 am to 10:15 am FTI: New Perspectives to Mature your Diversity and Inclusion Program..... 202B
9:00 am to 10:15 am FTI: Leadership Skills for the Younger Boss-How to Motivate & Sheppard an Experienced Workforce ... ..... 202C
9:00 am to 10:15 am FTI: SES-102: Tell Us Your Story of Accomplishment – in a Paragraph! It's not Easy..... 202D
9:30 am to 10:00 am LULAC & Airbnb Press Conference..... 102E
Announcement of New Partnership: Entrepreneurship Opportunities in the Latino Community
Sindy Benavides, LULAC Chief Executive Officer; Janaye Ingram, Director of National Partnerships, Airbnb; Maria Cuba, Global Diversity Lead for Experiences, Airbnb
10:00 am to 11:00 am Ribbon-Cutting Ceremony & Exposition Opening ..... Third Level
10:00 am to 8:00 pm Exposition, Job, College, and Health Fair Opens ..... Third Level
LULAC Tech Lounge Presented by AARP
Entertainment: La Z 93.7 and La Grand 104.7
10:00 am to 12:00 pm Soccer Clinic ..... Third Level, Sports Pavilion
Sponsored by: Garcia Youth Soccer, LLC
10:30 am to 11:45 am FTI: Ethics and the Challenge of Right vs Right Decisions..... 202A
10:30 am to 11:45 am FTI: That Might Be What You Heard, but That's Not What I Said: The Power of Effective Listening..... 202B



All events (unless noted otherwise) will be held at the Wisconsin Convention Center

## Thursday, July 11

10:30 am to 11:45 am	FTI: You May Not Have the Authority, But You Do Have the Influence.....	202C
10:30 am to 11:45 am	FTI: Federal Employment Process for Veterans, Transitioning Military Service Members, and Spouses..	202D
12:00 pm to 2:00 pm	<b>Unity Luncheon</b> .....Ballroom D Sponsored By: AT&T, Coca-Cola, Comcast NBCUniversal Telemundo, ExxonMobil Corporation, JUUL Labs, Wells Fargo Featured speakers: Julián Castro, Former Secretary of Housing and Presidential Candidate; Dr. Eve Hall, CEO of NUL Milwaukee; U.S. Census Director Dr. Steve Dillingham; Lt. Governor of Wisconsin Mandela Barnes; Wisconsin Representative JoCasta Zamarripa; Michelle Hernandez de Fraley, Army Colonel Ret.	
12:00 pm to 2:00 pm	<b>FTI: Young Professional &amp; Collegiate Symposium Luncheon</b> .....	Third Level, EXPO
2:00 pm to 4:00 pm	Soccer Clinic .....	Third Level, Sports Pavilion
	Sponsored by: Garcia Youth Soccer, LLC	
2:00 pm to 3:15 pm	FTI: The Management Tune -Up: Lift Practices that Catapult the Success of Your Team .....	202A
2:00 pm to 3:15 pm	FTI: Mystery, Magic, or Mastery: Developing Business Acumen .....	202B
2:00 pm to 3:15 pm	FTI: Kindness, not Metrics .....	202C
2:00 pm to 3:15 pm	In Depth: Census 2020 Make Yourself Count.....	101C
2:00 pm to 3:15 pm	LULAC's New Education Agenda: Bringing Latinx to the Forefront in Leadership, Equity and .....	101D
2:00 pm to 3:00 pm	<b>Education Press Conference</b> .....	102E
	Sponsored and Presented by: Ford Motor Company Fund	
2:00 pm to 3:00 pm	Youth: Staying Safe, Healthy and Strong in the Face of Adversity .....	203D
	Featuring: Planned Parenthood	
2:00 pm to 3:00 pm	Youth: The Greater the Struggle the Greater the Victory.....	203B
	Featuring: From the Barrio Foundation	
2:10 pm to 4:15 pm	Youth: Youth Council Advisor 101 Training, Part 2 .....	101B
	Speakers: Vice-President for Youth Joël-Léhi Organista	
2:30 pm to 5:00 pm	<b>Women's Hall of Fame Pinning Ceremony (By Invitation Only)</b> Featured Guests: Zuraya Tapia-Hadley, Manager of Public Policy at Facebook, Jose Estrada, Director of Public Affairs at Walmart, Michael Sheppard, Managing Partner at IronwoodDrive Sponsored by: Walmart	
3:00 pm to 4:30 pm	Education: Ford Driving Dreams - Best Practices.....	203C
	Sponsored and Presented by: Ford Motor Company Fund	
3:15 pm to 4:15 pm	Youth: The Importance of Empathy in Human Rights and Education.....	203B
	Speakers: Angelita Baeyens, Programs Director of Advocacy & Litigation Featuring: Robert F. Kennedy Human Rights	
3:15 pm to 4:15 pm	Youth: Sembrando Poder: Raíz Organizing .....	203D
	Speakers: Melissa Garcia, Associate Director, Raíz Program, Jose Alfaro, Raíz Program Manager Featuring: Planned Parenthood	
3:30 pm to 4:45 pm	FTI: Strengths versus ECQs/Competencies .....	202A
3:30 pm to 4:45 pm	FTI: Leading others through TRUST .....	202B
3:30 pm to 4:45 pm	FTI: One-on-One with Your Workshop Presenter.....	202C
3:30 pm to 4:45 pm	LULAC Young Adults: National Convention Plenary.....	102C
3:30 pm to 4:45 pm	LULAC Platform Session: Puerto Rico .....	102AB
3:30 pm to 4:45 pm	Using Technology to Manage your Money Successfully.....	101C
	Sponsored by: Master Your Card	
3:30 pm to 4:45 pm	Health Policy Spotlight.....	101D
4:00 pm to 5:30 pm	Education Committee Round Table: LULAC's New Education Agenda .....	103B
	Bringing Latinx to the Forefront in Leadership, Equity and Innovation	
4:30 pm to 5:30 pm	<b>Corporate Alliance Reception (By Invitation Only)</b> .....	
6:00 pm to 8:00pm	Expo Art Exhibit and Jazz Concert.....	Third Level, EXPO
6:00 pm to 8:00 pm	<b>Presidential Town Hall (RSVP Required)</b> .....	Ballroom AB
	Featuring: Julián Castro, Former Secretary of Housing, Representative Beto O'Rourke, Senator Bernie Sanders, Senator Elizabeth Warren Sponsored by: Univision Communications (Doors close at 5:45 p.m.)	



All events (unless noted otherwise) will be held at the Wisconsin Convention Center

Thursday, July 11

- 8:00 pm to 10:00 pm Youth and Young Adults Awards Banquet .....Ballroom D
Featured speaker: Senator Bernie Sanders, Representative Beto O'Rourke
Sponsored by: National Education Association (NEA), Univision Communications
10:00 pm to 11:00 pm Youth After Hours Mocktail Celebration.....Ballroom D, Pre-Function
Sponsored by: NCTA - The Internet & Television Association

Friday, July 12

- 7:00 am to 12:00 pm LULAC National Convention Registration & Credentials..... Lower Level
2:00 pm to 5:00 pm LULAC National Convention Registration & Credentials..... Lower Level
7:30 am to 9:00 am LNESB Breakfast (By Invitation Only).....Ballroom D
Presenting Sponsor: Nissan North America
Sponsors: Shell Oil Company, ExxonMobil Corporation, McDonald's
7:30 am to 9:00 am AIPAC & LULAC Unity Breakfast and Roundtable (by Invitation only, RSVP Required) ..... 103B
8:00 am to 9:00 am Youth: Latino Listening Session..... 203B
Featuring: National Education Association
8:00 am to 9:00 am Youth: LGBTQ Issues.....203D
Featuring: Human Rights Campaign
9:00 am to 9:30 am Immigration Press Conference..... 102E
Featured Speakers: Domingo Garcia, LULAC National President, Sindy Benavides, LULAC National Chief Executive Officer
9:00 am to 12:00 pm FTI: Wisconsin Youth Symposium ..... Third Level, EXPO
Presented by Rockwell Automation
Sponsored by Johnson Controls, Milwaukee Public Schools, American Petroleum Institute, Central Intelligence Agency
9:00 am to 12:00 pm FTI: Train the Trainer "Cultivating Talent for Tomorrow"..... 202C
9:00 am to 10:15 am FTI: Stories to Impress: Performance Language and You ..... 202A
9:00 am to 10:15 am FTI: Building Your Leading People Competency..... 202B
9:00 am to 10:15 am FTI: You want Me to Work with Who?.....202D
9:00 am to 12:00 pm National Stage.....Ballroom AB
The LULAC National Stage highlights issues impacting Latinx communities across America while providing solutions and a vision for the future. Through dialogue, remarks, and audience engagement, the goal is to amplify awareness and take action.
Environment: Derek Walker, Vice President for US Climate at Environmental Defense Fund; Mark Magaña, President & CEO of GreenLatinos; Lindsey Luis, LULAC Youth President; Diana Perez, Washington State Director, LULAC
Technology: Tony Waller, Sr. Director, Constituent Relations, Walmart; Laura Marquez, Head of Latino Community Engagement, Google; Celeste Carrasco, Director of Public Affairs, AT&T; Natasha Duarte, Policy Analyst, Center for Technology & Democracy; Alejandro Roark, Executive Director, Hispanic Technology & Telecommunications Partnership; Sindy M. Benavides, LULAC National CEO
Immigration Townhall: LULAC National President Domingo Garcia; Bamby Salcedo, Transgender Activist; Krish O'Mara Vignarajah, President & CEO of the Lutheran Immigration & Refugee Service
9:30 am to 10:30 am Raising Our Voices: Drivers Licenses for all Wisconsin Residents ..... First Level, Palm Garden
Location: First Level, Palm Garden (5th Street Entrance)
10:00 am to 8:00 pm Exposition, Job, College, and Health Fair Opens ..... Third Level
LULAC Tech Lounge Presented by AARP
10:00 am to 12:00 pm Baseball Clinic: Learn to Play the Clemente Way ..... Third Level, Sports Pavilion
Featured Coach: Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente
10:30 am to 11:45 am FTI: Becoming a Superhero: Agents for Change..... 202A
10:30 am to 11:45 am FTI: You May Not Have the Authority, But You Do Have the Influence..... 202B
10:30 am to 11:45 am FTI: Dynamic Interviewing Techniques.....202D
12:00 pm to 2:00 pm Wisconsin Youth Symposium Luncheon .....Hilton City Center, Crystal Ballroom, 5th Floor
12:00 pm to 2:00 pm Women's Hall of Fame Luncheon ..... Ballroom CD
Sponsored by: Geico, Herbalife Nutrition, PepsiCo, Target
Featured Speakers: Lourdes Galvan, LULAC National VP of Women; Marianne Williamson, Author, Presidential Candidate, Activist; U.S. Treasurer Jovita Carranza; Senator Tammy Baldwin (via video); Sindy Benavides, Chief Executive Officer, National LULAC
1:00 pm to 3:00 pm Baseball Clinic: Learn to Play the Clemente Way ..... Third Level, Sports Pavilion
Featured Coach: Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente
2:00 pm to 2:45 pm Youth: Youth Closing Session..... 203C

All events (unless noted otherwise) will be held at the Wisconsin Convention Center

## Friday, July 12

2:00 pm to 3:15 pm	FTI: Leadership Skills for the Younger Boss – How to Motivate and Sheppard an Experienced Workforce ..... 202A
2:00 pm to 3:15 pm	FTI: What is all the fuss about Project Management?..... 202B
2:00 pm to 3:15 pm	FTI: One-on-One with Your Workshop Presenter.....202C
2:00 pm to 3:15 pm	Positively Impacting Our Communities Through Leadership and Social Media..... 102C Powered by Walmart
2:00 pm to 3:15 pm	Mujeres Poderosas .....101D Featured Speakers: Alyssa Ramirez, Partnerships Manager, Airbnb; Maria Cuba, Global Diversity Lead, Airbnb All session attendees will be entered into a raffle to win a \$100 coupon towards an Airbnb Experience of your choice! Sponsored by: Airbnb
2:00 pm to 5:00 pm	Accelerating Nuestra Causa: LGBTQ 2020+..... 201B
2:00 pm to 2:45 pm	Know Your Rights Across the Country (With Promising Practices Information for Institutions to Adopt)
	2:45 pm to 3:25 pm - The Equality Act & Other Advocacy Efforts for LGBTQ Communities
	3:25 pm to 3:35 pm - BREAK
	3:35 pm to 4:15 pm - Queer Allyship; Support Beyond the Rainbow Profile Picture
	4:15 pm to 5:00 pm - Latinx LGBTQ Narratives; Then & Now
2:00 pm to 3:30 pm	<b>LULAC National: Presidential Address – State of the League LULAC National Platform</b> ..... 102AB
3:00 pm to 4:00 pm	<b>Youth: Youth Candidate Forum</b> ..... 203C
3:30 pm to 5:30 pm	<b>LULAC Members Training</b> ..... 102AB Membership Growth & Organizing, Fundraising, Communications Presented By: Randy Parraz, National Organizing Director and Sr. Adviser to the National President, LULAC
3:30 pm to 4:45 pm	The Future of Immigration ..... 101C
3:30 pm to 4:45 pm	Environment Refugees: Anticipating the Effect of Climate Change Migration ..... 101B
3:30 pm to 4:45 pm	Digital Skills for Everyday Tasks..... 102C Sponsored by: Grow with Google Presenter: Sixcia Devine, Author and Grow with Google Trainer
3:30 pm to 4:45 pm	10 Things You Must Know Before Starting a Business; First Steps Primeros Pasos.....101D Sponsored by: Multicultural Institute
4:00 pm to 5:00 pm	Youth: Youth Elections ..... 203C
5:30 pm to 7:00 pm	<b>LULAC LGBTQ Equality Reception</b> ..... First Level, Palm Gardens Sponsored by: Nissan North America, Hilton Worldwide, Human Rights Campaign
7:00 pm to 10:00 pm	Presidential Reception..... Ballroom CD Pre-function <b>Presidential Awards Banquet</b> ..... Ballroom CD Sponsored by: Facebook, Ford Motor Company, Walmart Featured Speakers: Hon. Martha Bárcena Coqui, Mexican Ambassador to the United States; Ruben Garcia, Director of Annunciation House and Ohlil Award Winner; Hon. Carmelo Rios, Puerto Rico Senate Majority Leader & NHCSL President; President Bukele of El Salvador (Invited); Senator Catherine Cortez-Masto (Invited); Attorney General Xavier Becerra (Invited); Heavyweight Champion Andy Ruiz, Jr. (Invited)

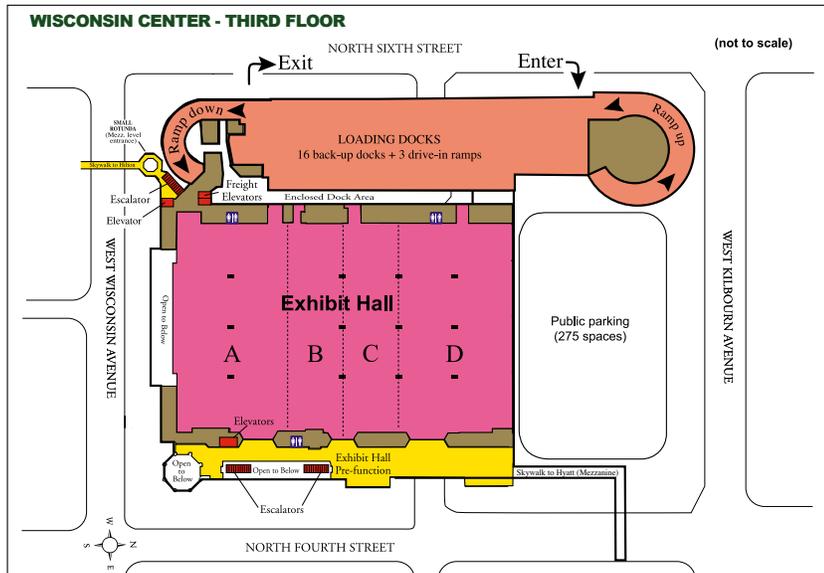
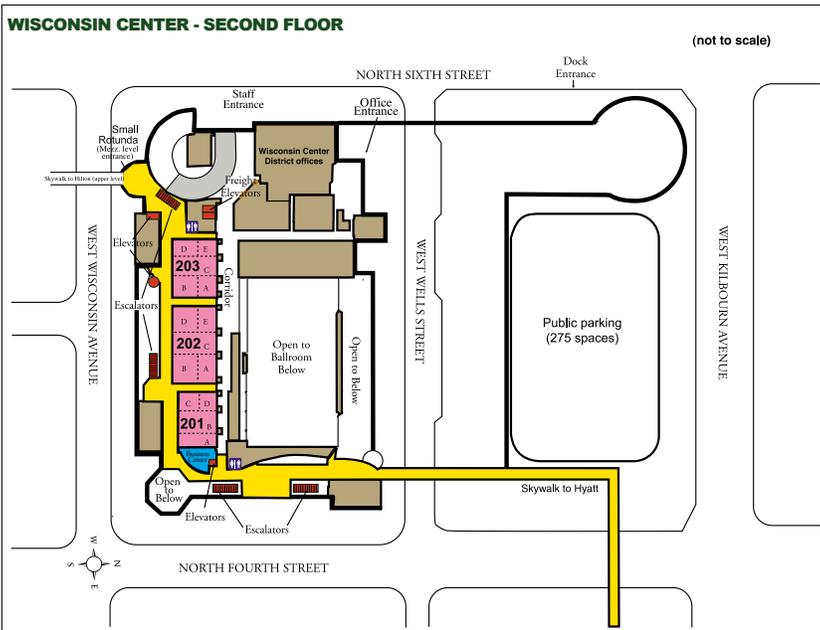
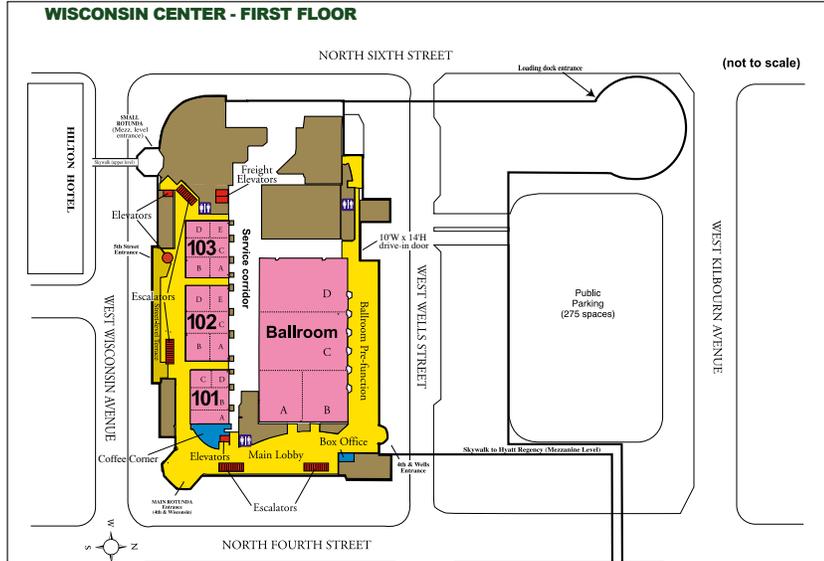
## Saturday, July 13

8:00 am to 9:30 am	<b>Breakfast for LULAC General Assembly and Officers</b> .....Ballroom D
8:00 am to 10:00 am	Youth: Talent Show Rehearsal (Open to Participants)..... Third Level, EXPO
10:00 am to 1:00 pm	Baseball Clinic: Learn to Play the Clemente Way ..... Third Level, Sports Pavilion Featured Coach: Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente
9:30 am to 11:30 pm	2020 FTIP Initiative..... 202E
9:30 am to 12:30 pm	<b>LULAC General Assembly</b> ..... Ballroom C
9:30 am to 12:30 pm	<b>LULAC Voting</b> .....Ballroom AB
10:00 am to 3:00 pm	<b>Exposition, Job, College, and Health Fair Opens</b> ..... Third Level, EXPO LULAC Tech Lounge Presented by AARP Entertainment: Roberto Pulido & Frankie Caballero Presented by AARP
1:15 pm to 2:30 pm	Youth: Talent Show and Open Mic..... Third Level, EXPO
3:00 pm to 10:00 pm	<b>Milwaukee Brewers Cervceros Day Tailgate</b> *Additional Tickets Required for Brewers Baseball Game Speakers: Chevrolet, Caesar's Sponsored: MillerCoors, Geico, Chevrolet, Caesar's Entertainment

# Convention Center and Floorplan Layout



All events (unless noted otherwise) will be held at the Wisconsin Convention Center





All events (unless noted otherwise) will be held at the Wisconsin Convention Center

<u>Organization</u>	<u>Booth</u>	<u>Organization</u>	<u>Booth</u>
AARP	D3	National Education Association	E2A
Air Force Reserve	C4A	National Institute of Mental Health	B13A
AirBnb	C2	National Oceanic and Atmospheric Administration (NOAA)	E1
All of US Research Program	V2	National Parks Services	D3A
American Federation of Teachers	F4	NBCUniversal Telemundo Comcast	B4
American GI Forum	E2	Planned Parenthood Federation of America	B15A
American Kidney Fund	C7A	Service, Employment, and Redevelopment National (SER)	F13
American Red Cross	C7	Social Security Administration (SSA)	E9A
American Red Cross	V5	Southeastern WI Regional Planning Commission	B6A
Andriusis Law Firm, LLC	E7A	The Lighthouse Group at Morgan Stanley	E1A
AT&T ACCESS	F2A	Thrift Savings Plan	B13
Backpack Full of Cash	E4	Transportation Security Administration (TSA)	B12
Center for Disease Control and Prevention - Westat	B14/A17	U.S. Census Bureau	E9
Center for Responsible Lending	C5A	U.S. Coast Guard	F10
Central Intelligence Agency (CIA)	B7A	U.S. Department of Veteran Affairs Mobile Health Unit	V4
CUNA Mutual	F11	U.S. Department of Veteran Affairs	B9A
Defense Contract Management Agency (DCMA)	E8A	U.S. Federal Bureau of Prisons	D1A
Defense Counterintelligence Security Agency (DCSA)	E8	U.S. Fish & Wildlife Service	B11A
El Conquistador Latino Newspaper	B1	U.S. Food and Drug Administration - Office of Communication & Project Management	F8
Environmental Defense Fund (EDF)	D2A	U.S. Food and Drug Administration - Office of Regulatory Affairs	C3A
Federal Aviation Administration	B10A	U.S. Food and Drug Administration - Center for Tobacco Products	C6A
Federal Deposit Insurance Corporation	B12A	U.S. Marshals Service	F7
Federal Emergency Management Agency (FEMA)	B11	U.S. Secret Service	C6
Froedtert and The Medical College of Wisconsin	F15A	UMOS	D6
GEICO Corporate	C2A	United Healthcare Community Plan	B14A
General Motors - Safe Kids Worldwide	E4A	University of Wisconsin - Milwaukee	F11A
La Gran D 104.7 FM / La Z 93.7 FM	A2	University of Wisconsin - Parkside	F6A
LNESC	F4A	USDA APHIS	B8A
LULAC Council 346	E10A	VA.gov The Center for Minority Veterans	F12
LULAC National	F1	Visit Dallas	E5
LULAC Store	A1	Walden University	F9A
LULAC 354 / Alpha Sigma Omega Latina Society/Omega Delphi Phi Fraternity	F6A	Wells Fargo	D2
LULAC WI	C4	Western Union	C1
Milwaukee Area Technical College (MATC)/ PBS	F10A	Wisconsin American Cancer Society Cancer Action Network	E7
Milwaukee Institute of Art & Design (MIAD)	F12A	Wisconsin Hispanic Scholarship Foundation, Inc.	F6
Milwaukee Public Schools	F13A		
Morgan Stanley	F9		



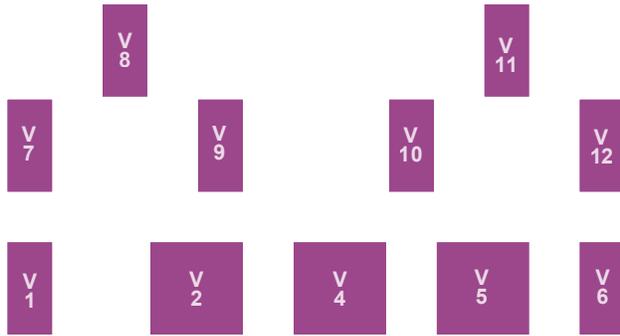


All events (unless noted otherwise) will be held at the Wisconsin Convention Center

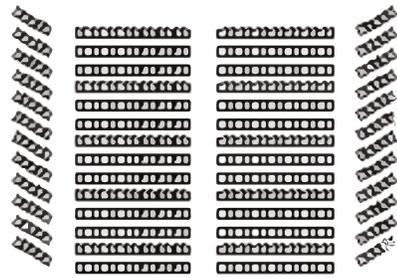
# LULAC National Exposition Map

## July 11-13, 2019

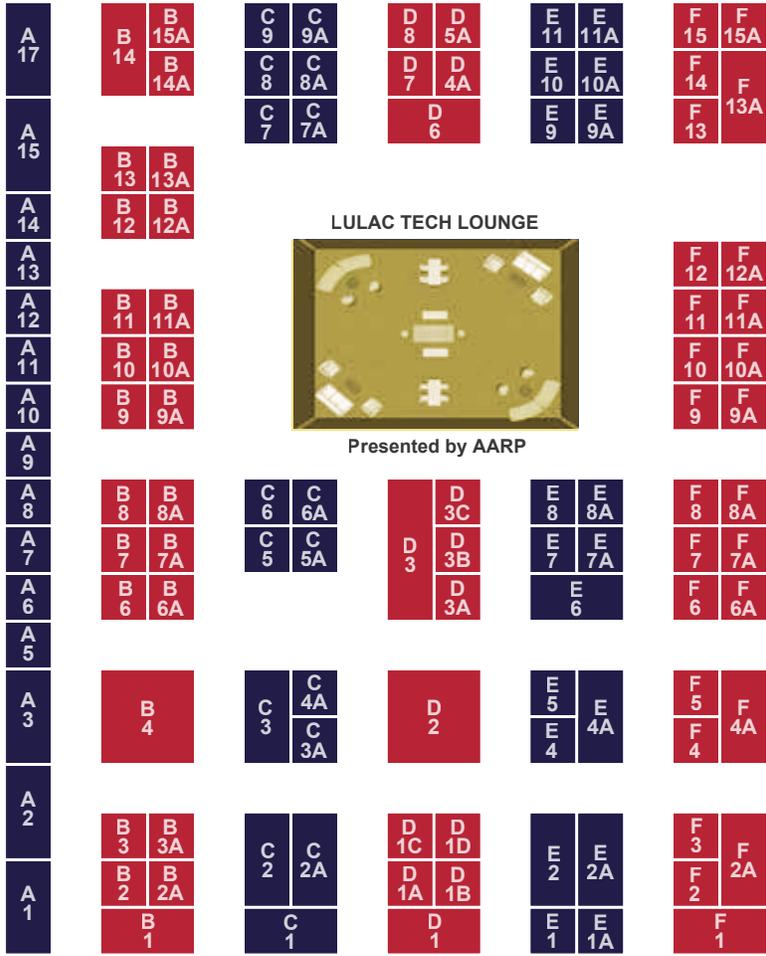
### Wisconsin Center, Milwaukee, WI



### STAGE



FREEMAN SERVICE CENTER



# Art & Culture

# Sports

**A B C D E F**

**ENTRANCE**



**Differences reveal our spark.**  
The power of diversity of thought  
and diversity of talent is vital to  
our competitive advantage in the  
marketplace. Walmart honors the  
contributions of Latinas to the  
Nation.





Dear LULAC Members and Friends,

Welcome to the 90<sup>th</sup> LULAC National Convention!

Wells Fargo is proud to support this milestone LULAC convention. We are honored to work with LULAC to help develop programs that address important needs in the Hispanic community.

As members of the largest and oldest Hispanic membership organization in the country, LULAC members make a difference in communities across our nation. Likewise, the team at Wells Fargo is making an impact in communities across the country. In 2018, Wells Fargo donated more than \$444 million to nearly 11,000 nonprofits, focused on affordable housing, financial health, workforce development, and job creation. We are on track to do even more this year. In fact, Wells Fargo is pursuing a goal of increasing the number of Latino homeowners by lending \$125 billion for home purchases over 10 years.

Wells Fargo will continue to work with LULAC to empower the Latino community. Wells Fargo was the first major bank to accept the matriculated card and other forms of identification to help Latino families manage their finances. Wells Fargo's support to LULAC and other Latino organizations has also helped hundreds of legal permanent residents apply for U.S. citizenship. And last year, Wells Fargo called for a solution to provide certainty and protection for Dreamers.

Our company's Latino workforce is more than 45,000 team members strong and growing. In fact, Wells Fargo has been ranked as one of the Top 50 Companies for Latinas by Latina Style magazine. Wells Fargo is pleased to be part of LULAC's important efforts. We at Wells Fargo look forward to a continued strong partnership with LULAC and its members across the nation.

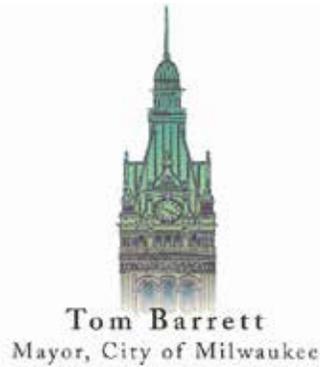
Sincerely,



Eric Hoplin  
Head of External Relations  
Government Relations and Public Policy



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July 10, 2019

GREETINGS!

On behalf of the City of Milwaukee, I would like to extend a warm welcome to all attendees of the 90<sup>th</sup> Annual League of United Latin American Citizens National Convention and Exposition held July 10-13, 2019.

Milwaukee's exciting attractions and lively downtown area, combined with its renowned warmth and hospitality, assure all participants of a memorable visit. Be sure to take in the beauty of Milwaukee's lakefront, our award-winning RiverWalk and our breathtaking County Parks. You will want to check out the exciting new \$524 million Fiserv Forum, which is the spectacular home to the Milwaukee Bucks. Along beautiful Lake Michigan, the magnificent kinetic "wings" of the lakeside Milwaukee Art Museum welcome all to experience its world-class collections.

You will find lively entertainment, acclaimed brewery tours and a delicious array of dining options throughout the City. Don't miss out on the opportunity to take a ride on "The Hop" to visit the Milwaukee Public Market in the Historic Third Ward, featuring everything from locally made chocolates to spices, wine and seafood. The unique neighborhoods of Old World Third Street, Walker's Point, Brady Street and Dr. Martin Luther King Jr. Drive all invite you to experience the City's rich cultural tradition and diversity.

I hope you have the opportunity to explore Milwaukee and see all our City has to offer. Best wishes on a successful convention and exposition!

Sincerely,



Tom Barrett  
Mayor

---

Office of the Mayor • City Hall • 200 East Wells Street • Milwaukee, Wisconsin 53202  
(414) 286-2200 • fax (414) 286-3191 • [mayor@milwaukee.gov](mailto:mayor@milwaukee.gov)

**CHARLES E. SCHUMER**  
NEW YORK

Democratic Leader

## United States Senate

WASHINGTON, DC 20510-3203

July 12, 2019



Dear Friends:

Please accept my warmest greetings as you gather with the League of United Latin American Citizens for its 2019 National Convention and Exposition. I am grateful for the opportunity to recognize and celebrate LULAC's 90 years of service to the Latino community.

Since its founding, LULAC has worked tirelessly to advance the economic condition, educational attainment, political influence, housing, health, and civil rights of Hispanic Americans. With approximately 132,000 members across the United States and through community-based programming, operating at more than 900 councils nationwide, LULAC has improved the lives of thousands of individuals nationwide. I commend LULAC for its dedication and unwavering commitment to these noble and necessary endeavors.

I especially appreciate LULAC's efforts in bringing together Latino advocates, public officials and policy makers to examine the issues affecting the Latino community. LULAC has dedicated an enormous amount of time and energy to ensuring all Hispanics have full access to the political process. Through voter registration drives, citizenship awareness sessions, and education programs, LULAC has led the fight for Hispanic political representation and awareness. Hispanic Americans are an integral part of New York and the United States, and it gives me great pleasure to recognize LULAC for its work in improving the lives of individuals in the Latino community.

Again, thank you for your hard work and dedication. It is my hope that the League of United Latin American Citizens will continue these efforts for many years to come. I look forward to congratulating you on further milestones. Best wishes for an enlightening and successful event!

Sincerely,



Charles E. Schumer  
United States Senator





Nancy Pelosi  
Speaker of the House



June 19, 2019

Dear Friends:

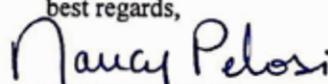
On behalf of the United States House of Representatives, it is a pleasure to send warm greetings to the dedicated members, leaders and advocates participating in League of United Latin American Citizen's 2019 National Convention and Exposition. For 90 years, LULAC has proudly led the charge, "transforming communities through service."

LULAC's decades of devoted service have helped advance the lives of Latinos and Latinas across the United States. Through your determined advocacy for equal opportunities for the Latino community and your steadfast pursuit of justice and equal rights for all, your work stands as a shining example of the vital impact that committed leadership and activism can have on the strength and well-being of American families.

America has long stood as a beacon of hope, opportunity and freedom to immigrants from around the world. This proud heritage has strengthened our communities and our democracy, and in the process made America more American. House Democrats are acting boldly to honor our responsibility to the immigrants who enrich our nation with their talents, imagination and determination to pursue of the American Dream. This month, we passed the Dream and Promise Act to allow courageous Dreamers and TPS and DED recipients to contribute fully to our communities while providing a pathway to citizenship. LULAC's tireless advocacy was essential to ensuring this legislation passed the House. Now, your continued energy and activism is needed to guarantee that it gets a vote in the Senate.

Our fellow Americans in Puerto Rico continue to struggle to rebuild their homes, their businesses, and their lives more than a year and a half after Hurricane Maria. House Democrats are proud to have secured critical disaster funding to provide robust, urgently-needed relief for these struggling families. We will continue to work to protect the people of Puerto Rico and ensure that they receive the assistance they need now and throughout the long road to recovery.

Many thanks for your effective leadership on behalf the Latino community as we work together to build a brighter future for all Americans. Please accept my gratitude and best wishes for a successful and productive event.

best regards,  
  
NANCY PELOSI  
Speaker of the House



## SON EXCELENTES LÍDERES

Women are a critical part of AT&T's success and growth. The women of AT&T constantly embody our spirit of service and are able to make a positive difference in the lives of our customers, friends, neighbors and partners.

AT&T is a proud sponsor of the League of United Latin American Citizens.





TAMMY BALDWIN  
UNITED STATES SENATOR

June 2019



Sindy M. Benavides  
League of United Latin American Citizens (LULAC)  
1133 19th Street NW, Suite 1000  
Washington, D.C. 20036

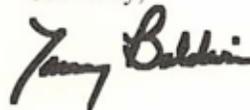
Dear LULAC members, staff and convention attendees:

It is my privilege to welcome you to Wisconsin and congratulate you on 90 years of service to the Latinx community!

Throughout my career, I have seen the impact of LULAC's important work as the oldest and most widely respected civil rights organization serving the Latinx community in the United States. Your history of ensuring people in the Latinx community have access to basic rights like education and health care is inspiring. You also deserve to be very proud of your work to encourage voter participation, as civic engagement is now more important than ever. I also applaud the leadership of LULAC councils throughout the country in supporting youth and raising scholarship dollars for higher education. I commend your tireless advocacy for social justice for Hispanics and other groups that are disenfranchised.

As a U.S. Senator who values diversity and inclusion, I am grateful to know we are working together toward justice and equality for all. Best wishes on a successful convention. I look forward to many more years of LULAC's success in empowering and supporting the Latinx community.

Sincerely,



Tammy Baldwin  
United States Senator

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SOC and the 90th LULAC National Convention and Expo present:

## Milwaukee's 1st Annual Grassroots Organizing Conference

**Wednesday, July 10, 2019**

**9:30 am to 4:30 pm**

Wisconsin Center  
400 W. Wisconsin Ave.  
Milwaukee, WI 53203

**Featuring Milwaukee's Legacy Latin@x Migrant Farm Workers/Civil Rights Leaders!**



Dr. Tony Báez



Christine Neumann-Ortiz



Jesus Salas

### GRASSROOTS ORGANIZING CONFERENCE OFFERINGS:

Session I: Historical & Current Efforts

Session II: Bootcamp Basics

Lunch: \$10 lunch voucher included & Resource Fair

Session III: Core Principles

Session IV: Action Planning

FREE access to numerous LULAC Convention offerings (July 10-13): expo center; college, career, job and health fairs; soccer and baseball clinic; youth and collegiate symposium; seminars and workshops; and more.

For details visit [www.LULAC.org/convention](http://www.LULAC.org/convention)

***Space is limited! Register online now: [www.SOCgoMKE.mivoz.com](http://www.SOCgoMKE.mivoz.com)***

**Special Offer:** 50% discount for SOC Leaders & LULAC members (some scholarships available)

**\$99 preregistration by 6/30/19 (\$49.50 with 50% SOC & LULAC discount)**

**\$124 preregistration beginning 7/01/19 (\$62 with 50% SOC & LULAC discount)**

**\$149 same day registration if space available (\$74.50 with 50% SOC & LULAC discount)**

Contact SOC for conference sponsorships packages including: event sponsors, exhibitor booths, ads, resource tables, and customized packages at (414) 672-8090 or [SOC@SOCmilwaukee.org](mailto:SOC@SOCmilwaukee.org).

## National Executive Committee



**Domingo Garcia**  
National President



**Roger C. Rocha, Jr.**  
Immediate Past  
National President



**Lindsey Luis**  
National Youth  
President



**Paul Martinez**  
National Treasurer



**Lourdes Galván**  
National Vice  
President for  
Women



**Joél-Léhi Organista**  
National Vice President  
for Youth



**Andres Rodriguez**  
National Vice  
President for Young  
Adults



**Elia Mendoza**  
National Vice  
President for Elderly



**Ralina Cardona**  
National Vice  
President for the  
Northeast



**Gabriel Rosales**  
National Vice  
President for the  
Southwest



**David Hernández**  
National Vice  
President for the  
Farwest



**Jose Lopez**  
National Vice  
President for the  
Midwest



**Ivonne Quinones**  
National Vice President  
for the Southeast

### State Directors

Richard Estrada  
Rey Hernandez  
Yvonne Gonzalez Duncan  
Jose Alanis  
Patricio Provitina  
Mari Corugedo  
Dr. Maggie Rivera  
Wanda Gordils  
Mike Reyes  
Madaí Rivera  
Raysa Ortiz  
James Fukuda  
Dennis Montoya, JD  
Aureo Cardona  
Alicia Pagan  
Cecilia Giron Mendoza  
Jennie Rivera  
Lupe Torres  
Antonella Packard  
Bob García  
Diana Perez  
Eileen Figueroa

Arizona  
Arkansas  
California  
Colorado  
D.C.  
Florida  
Illinois  
Indiana  
Iowa  
Kansas  
Massachusetts  
New Jersey  
New Mexico  
New York  
Ohio  
Oregon  
Puerto Rico  
Texas  
Utah  
Virginia  
Washington  
Wisconsin

### Past National Presidents

Ruben Bonilla  
Tony Bonilla  
William Bonilla  
Oscar Moran  
Belen Robles  
Rick Dovalina  
Hector Flores  
Rosa Rosales  
Margaret Moran  
Roger Rocha, Jr.

### Appointments

Roman Palomares  
Lena Levario, Esq.  
Luis Vera, Jr., Esq.  
Hector Flores  
Randy Parraz  
David Cruz  
Connie Martinez  
Ray Mancera  
John Mireles  
Emma Lozano  
Jose Rivera  
Regla Gonzalez  
Joe Henry  
Jolie Contreras  
Luis Nuño Briones

*Chief of Staff*  
*National Legal Advisor*  
*General Counsel*  
*Sr. Advisor to Natl. President*  
*National Organizing Director*  
*Communications Director*  
*National Secretary*  
*Parliamentarian*  
*National Chaplain*  
*National Chaplain*  
*Sergeant-at-Arms*  
*Special Assistant to Natl. President*  
*Advisor to Natl. President*  
*Immigration Committee Chair*  
*National Historian*



## **AARP + LULAC. PARTNERING TO ADVANCE AND EMPOWER LATINOS.**

There is strength in numbers; and when that strength is fueled by our common commitment to the well-being of Latino communities across America, the result is a better tomorrow for us all.

**AARP congratulates LULAC on 90 years of service, and all the lives impacted with the improvement of opportunities for Hispanic Americans.**



To learn more about AARP visit [SoyAARP.org](https://SoyAARP.org)



# LULAC National Team



**Sindy Benavides**  
CEO



**Lisa Smith**  
Comptroller



**Maritza Bosques**  
Office Operations  
Manager



**Jorge Trasmonte**  
Director of  
Technology



**Lupe Morales**  
Director of  
Membership  
Services



**Beatriz Paz**  
National Event  
Planning Manager



**Enid Jimenez**  
Receptionist-  
Accounting Clerk



**Karla Maldonado**  
Accounting Clerk



**Angelica Mercado**  
Corporate  
Development  
Associate



**Itzel Hernandez**  
Executive Assistant



**Melissa Cossio**  
Program  
Coordinator



**Francisco Ramirez**  
**Rueda**  
Expo Supervisor



**Tanya Mendez**  
Programs Coordinator



**Priscilla Garcia**  
Membership Assistant



**Diego Tum-Monge**  
Communications &  
Marketing Associate



**Carlos Caceres**  
Policy &  
Legislation  
Advocate &  
Programs Intern



**Ainslee Preciado**  
National Events  
Intern



**Jebraune Chambers**  
Policy & Legislation  
Advocate & Programs  
Intern



**Rachel Simoneau**  
Policy & Legislation  
Intern



**Laura Pinedo**  
FTI Intern



**Fiorenza Herrera Diaz**  
FTI Intern





**Roman Palomares**  
Chief of Staff



**Sara E. Clemente Sosa**  
Director of Federal Affairs,  
Federal Training Institute



**Silvia Perez-Rathell**  
Chief Development  
Officer



**David Cruz**  
Publicity/  
Communications  
Director



**JudeAnne Heath**  
Senior Director of  
Community Affairs  
and Projects



**Myrna M. Rivera**  
Human Resources  
Officer



**Luis Nuño Briones**  
Layout/Publishing



**Jasmine Morales**  
Education & Youth  
Program Intern



**Sandra Caraveo**  
National Program  
Manager



**Jennifer Reyes**  
Education & Youth  
Program Intern



**Rebecca Diaz**  
FTI Intern



**Norma Garza Reyes**  
Democracy Change  
Agent Intern



**Milena Duarte**  
Development Intern



**Nicole Morales**  
Development Intern



**Julio Mauricio  
Ramirez**  
Finance Intern



**Theodore Walker**  
Equality Champion  
Intern



**Natalia Lopez**  
Education and  
Youth Programs  
Intern



**Kylee Marie Smith**  
Democracy Change  
Agent Intern

## National Staff:

- **José Ignacio Gaona**, National Policy Manager
- **Randy Parraz**, National Organizing Director/Sr. Advisor to National President

## National Volunteers:

- **Cynthia Rodriguez**, Intern, Spring 2019
- **Sara Hallock**, Intern, Spring 2019
- **Karina Castillo**, Intern, Spring 2019
- **Itzel Astorga**, Policy and Legislation Intern, Summer 2019
- **Carlos Suber**
- **Christian Trasmonte**
- **Rafaela Schwan**
- **Carmen Trasmonte**
- **Carmen Lerma**



Bienvenidos!

Welcome to Milwaukee, Wisconsin and the 90th LULAC National Convention and Exposition.

I was honored when asked by LULAC National President Domingo Garcia and LULAC CEO Sindy Benavides to chair this year's convention. I was also delighted that my home town was selected to be the 2019 host city. Milwaukee is home to a vibrant Latino community, and we welcome you with open arms.



This year's LULAC convention features over 15,000 participants, top leaders from government, business and the Latino community, workshops, special events, leadership development, youth and young adult tracks and a three-day exposition. The convention will also feature a special night with 2020 presidential candidates during LULAC's Presidential Town Hall on Thursday evening.

The City of Milwaukee features history and heritage with an energetic and ever growing Latino population. On land, Milwaukee features the Brewers and the Bucks professional sports teams, museums and music, dining and dancing, and 1400 acres of parks with plenty of sights to see and explore. On the water, Milwaukee features family fun with beaches, boat tours, sailing and surfing: something for everyone.

I want to thank LULAC National for their intricate planning down to the last detail. I also want to thank our national co-hosts and LULAC Wisconsin Councils for their efforts to make you feel warm and welcomed. We invite you to take part in the "Wisconsin Celebration" event on July 10th from 7:00 p.m. to 10:00 p.m. at the Potawatomi Hotel and Casino.

We hope you enjoy the 90th LULAC Convention and Exposition and we hope you enjoy all the sights and sounds Milwaukee has to offer.

Sincerely,

*Lupe Martinez*  
LULAC National Convention Chair





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The Coca-Cola Company  
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the 90th LULAC National  
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MILWAUKEE, WI 53202  
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## Congress of the United States House of Representatives

June 26, 2019

Dear LULAC Member and Convention Attendees,

It is my pleasure and great honor to greet and welcome members and attendees to the League of United Latin American Citizens (LULAC) National Convention and Expo conference and celebration of LULAC's 90<sup>th</sup> anniversary in Milwaukee, Wisconsin.

This conference is expected to draw over 15,000 participants and will include seminars and workshops offering professional development with a focus on highlighting top issues of concern to the Latino community as well as training opportunities and the election of LULAC's national officers. I applaud LULAC for its strong leadership and focus on education, civil rights, health, and employment for Hispanics. LULAC councils and LULAC National Educational Service Centers provide approximately a million dollars in scholarships to Hispanic students each year. LULAC Institute programs include citizenship and voter registration drives, education and health events and programs that empower and engage the Hispanic community at the local, state and national level.

I am so proud that I was able to assist in bringing the 2019 LULAC National Convention to Milwaukee. This premier event will provide all members and attendees with a number of opportunities to participate, gain resources and provide a venue for our nation to hear their voices. This is also an opportunity for out of state visitors to experience the rich and diverse Latino culture, and our mid western hospitality.

Thank you for your dedication to the betterment of the Hispanic community and for **highlighting** their accomplishments and providing a platform to lift up the needs of **Hispanics in Wisconsin**.

Sincerely,

Gwen Moore  
Member of Congress



GM/MK

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Facebook Congratulates LULAC for  
Celebrating **90 Years of Service**



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## *¡Muchas Gracias!* 2019 FTI Planning Committee

### Federal Training Institute Mission Statement

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

### 2019 Federal Training Institute Committee

- Keishla Acevedo Nazario, USDA
- Oliver C. Allen Jr., Training & Development Strategies LLC
- Virginia Andreu, EEOC
- Carmen Andujar, OPM
- Linda Bacelis-Bush, Prospanica Milwaukee
- Karen Basnight, VA
- Amneris Caba, NOAA
- Dwayne Campbell, VA
- Carmen Cantor, Department of State
- Karina Castillo, FTI Intern, University of CA, Irvine
- Win Cayo, GSA
- Luis R. Clemente, Roberto Clemente Foundation
- Sara E. Clemente, LULAC
- Laura Colón-Marrero, DOJ
- Roberto Contreras, USDA
- Mario Cortez, Prospanica Milwaukee
- Aixa Crespo, BOP
- Rebecca Diaz, FTI Intern, University of Florida
- Zoila Diedrich, Prospanica Milwaukee
- Edgar Delgado, GSA
- Brenda J DePuy, DePuy HR Associates, FTI Advisory Board
- Norma Fuentes, FBI
- Andrés González, Froedtert & MCW.
- Migdalia González, HUD
- Ariel Guerrero BOP
- Gloria Gutierrez-Soto, Prospanica Milwaukee
- Kyle D. Haile, VA
- Kimberly Helm, FEMA
- Keyla Hernandez-Ulloa, FCC
- Fiorenza Herrera, Federal Affairs Intern, Swarthmore College
- Eduard Jimenez, Prospanica Milwaukee
- Tiffany Koehler, VA
- Becky A. Kelly Bell, USDA
- David Lorenzo, BOP
- Johnny Lorenzo, BOP
- Glorimar Maldonado, OPIC
- Samantha Maldonado, Prospanica Milwaukee
- Jesus Maldonado Reyes, Prospanica Milwaukee
- Patrick S. Malone, American University, FTI Advisory Board
- Joseph Mancias, Retired SES, FTI Advisory Board
- Charmaine McDaniel, DEA/DOJ
- Lorena McElwain, USDA, FTI Advisory Board
- Elimar C. Medina, Census
- Ana Monserrate, SSA
- Eda Negrón-Oliver, Retired BOP
- Alba Nuñez, OPM
- Bernard Oliver, Retired Army
- Heidi Ortiz, DOL
- Jimmy Ortiz, USPS
- Nelson Ortiz, BOP
- Ruven Ortiz, GSA
- Jacqueline Padrón, OPM
- Ana Peña, FAA
- Jacqueline Pérez, BOP
- Laura Pinedo, FTI Intern, Cal State University, Fullerton
- Lawrence President, OPM
- William Ramirez, BOP
- Melanie Rivera, CEO Breaker28 LLC.
- Myrna Rivera, LULAC
- Victor Rivera Collazo, Retired Army, Roberto Clemente Foundation
- Sara A. Rosario Nieves, SRN Strategies
- Alesia Rose, CIA
- Belén Sánchez Leos, DOL
- Elmer Sena, BOP
- Feli Sola- Carter, Retired SES, FTI Advisory Board
- Zina B. Sutch, OPM
- Ana H. Valentin, NOAA
- Jeffrey Vargas, CEO Generationology
- Liset Vazquez, Prospanica Milwaukee
- Denise Viera, DOJ
- Sherri Watkins, DOC/NOAA



All events (unless noted otherwise) will be held at the Milwaukee Convention Center

# FTI Agenda

## FEDERAL TRAINING INSTITUTE (FTI)

### Tuesday, July 9

7:00 am to 6:00 pm	Federal Training Institute (FTI) Command Center .....	Room 202E
8:30 am to 5:00 pm	FTI EPA Forum	
1:00 pm to 5:00 pm	FTI SEPM/NCHEPM Forum .....	Room 202B
1:00 pm to 5:00 pm	LULAC National Convention Registration.....	First Level
3:30 pm to 5:00 pm	FTI Networking Event.....	Room 202E
	<i>An excellent networking opportunity and it is open to all FTI attendees.....</i>	

### Wednesday, July 10

8:30 am to 9:00 am	FTI Registration/Check in .....	Room 202C
9:00 am to 10:15 am	FTI Opening Ceremony & Plenary Session.....	Room 202C
	<b>Leadership Panel</b>	
	What is a Leader? Do you have what it takes? This will be a comprehensive panel about leadership styles, do's and don'ts, and best practices.	
	Welcome Remarks: <b>Sara E. Clemente</b> , Director of Federal Affairs, LULAC	
	Moderator: <b>Samantha Maldonado</b> , Prospanica Milwaukee Chapter President	
	Panelists: <b>Carmen Cantor</b> , Director, HR/CSHRM, U.S. Department of State	
	<b>Andres E. Gonzalez</b> , Chief Diversity Officer of Froedtert & the Medical College of Wisconsin	
	<b>Colonel Michelle Hernández de Fraley</b> , Former Superintendent of the Puerto Rico Police	
	<b>Lorena McElwain</b> , Chief of Staff, Office of the Assistant Secretary for Civil Rights, United States Department of Agriculture	
	<b>Jeffrey Vargas</b> , CEO Generationology LLC	
10:30 am to 4:00 PM	FTI: Young Professional & Collegiate Symposium.....	Room 201CD
	The symposium is designed to familiarize attendees with the student pathway programs, scholarships, internships, educational opportunities, career opportunities, pay and benefits and recruitment incentives. The attendees will also have the opportunity to meet with representatives from the Federal Government who will share information on student opportunities in their respective agencies.	
	Moderators: <b>Laura E. Colón-Marrero</b> M.P.A., EEO Director, U.S. Department of Justice	
	<b>Heidi Ortiz</b> , Hispanic/Special Emphasis Employment Program Manager, U.S. Department of Labor	
10:30 am to 4:00 pm	Veterans Symposium; Veterans Claims Clinic.....	Room 201A
	This workshop will provide attendees with information on programs, benefits and services offered by the Department of Veterans Affairs to Veterans and their families. Special emphasis will be given to the following programs:	
	<i>A Compensation and Pension Claims Clinic - Veterans Benefits Administration (VBA)</i>	
	<i>Symposium:</i> A Veterans claims clinic will be conducted by the Milwaukee Regional Benefits Office. The Claims Clinic is for active duty military personnel in the process of discharging from the military and Veterans. Those attending will be able to file disability claims, submit evidence, speak with a claims processor and ask general questions about the claims and appeals process.	
	Moderator: <b>Dwayne E. Campbell</b> , Hispanic Veterans Liaison, Center for Minority Veterans, U.S. Department of Veterans Affairs	
	<b>Roman Palomares</b> , Chairman, LULAC Veterans Affairs Committee	
	Speakers: <b>Kyle D. Haile</b> , Milwaukee Benefits Regional Office, Veterans Service Representative	
	<b>Tiffany Koehler</b> , Director, Wisconsin Department of Veterans Affairs	
10:30 am to 12:00 pm	FEMA Emergency Preparedness through Youth Leadership.....	Room 101B
	Disasters impact all segments of society and emergency preparedness is a shared responsibility among everyone. It calls for the involvement of every person — youth, parents, and community members — to help keep the Nation safe from harm and create resilient communities. Youth who take ownership of emergency preparedness actions will build a sense of self-empowerment and will be better equipped	



*¡Bienvenidos a Milwaukee familia LULAC!*

*¡Es un gran honor organizar la 90ª convención nacional anual en la ciudad de los festivales! Una ciudad que celebra su diversidad étnica. Somos el hogar de muchos jugadores valiosos (MVPs), pero no solo en el mundo de los deportes. Tenemos muchos MVPS que hacen de nuestra comunidad un lugar mejor, nuestros miembros. Sin los actos incansables y desinteresados de nuestros miembros voluntarios, no tendríamos los éxitos que hemos tenido.*

*Milwaukee es una de las ciudades más segregadas del país, pero no cuando se trata de establecer asociaciones en la comunidad. Un punto culminante en la convención de este año: la construcción de puentes.*

*Actualmente enfrentamos muchas injusticias que afectan a nuestra comunidad: niños han sido secuestrados de los brazos de su madre, el trato inhumano en la frontera, la indiferencia por la vida humana en los campos de detención, el veterano indocumentado sacrificado que es deportado; ahora más que nunca debemos unirnos y educarnos para el futuro de nuestra gente. Somos una minoría creciente que pronto será la mayoría.*

*Por lo tanto, nuestra convención nacional es una herramienta poderosa para ampliar nuestro conocimiento sobre temas clave que afectan a nuestras comunidades. Es una oportunidad para construir nuestra base de miembros, asociaciones, recursos y nosotros mismos en general por el bien de la liga. Tenemos el poder de ser el cambio que deseamos ver en el mundo. El futuro está en nuestras manos. La comunión enciende la pasión. La comunicación abre puertas.*

*¡Por una convención exitosa y otros 90 años de impactar vidas!*



Welcome to Milwaukee LULAC family!

It is a great honor to be hosting the 90th annual national convention in the city of festivals! A city that celebrates its diverse ethnic melting pot. We are home to many MVPs, but not just in the world of sports. We have many MVPS who make our community a better place, our members. Without the tireless and selfless acts of our volunteer members, we would not have the successes that we have had.

Milwaukee is one of the most segregated cities in the country but not when it comes to building partnerships in the community. A highlight at this year's convention: Building Bridges.

We are currently facing many injustices that affect our community: children have been taken from their mother's arms, inhumane treatment at the border, disregard for human life in detention camps, the sacrificed undocumented veteran who is deported; it is now more than ever that we need to unite and educate ourselves for the future of our people. We are a growing minority who will soon be the majority.

Therefore, our national convention is an empowering tool to broaden our knowledge on key issues that affect our communities. It is an opportunity to build our membership base, partnerships, resources, and ourselves overall for the good of the league. We have the power to be the change we wish to see in the world. The future is in our hands. The fellowship ignites passion. Communication opens doors.

Here's to a successful convention and another 90 years of impacting lives!

*Eileen Figueroa*

State Director, LULAC Wisconsin  
President, LULAC WI Council 340

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to respond appropriately during an emergency event. Prepared youth of today will become the positive influencers, educators and leaders of the future.

While youth may face specific challenges, they also have the resiliency to overcome the impacts of a disaster. By preparing youth to quickly adapt to and recover from emergencies, we help build more resilient communities before, during, and after disaster. Additionally, youth can bring fresh ideas and unique perspectives to preparedness planning efforts that are valuable to their families, friends, and communities.

This workshop will review:

The importance and benefit of involving youth in emergency preparedness efforts;

Strategies for encouraging youth to take action and help them understand the hazards and risks that can affect their community;

How to link youth preparedness to established family and community programs, especially in communities where English may not be the first language spoken (or understood) among adults;

How to identify opportunities to embed youth in preparedness planning, emergency exercises, and peer education activities;

How youth leaders can establish partnerships with other community leaders that place a high priority on youth preparedness;

How to access resources (both English and Spanish) for youth;

Examples of youth who have taken action to increase their preparedness, and the results of these efforts.

Workshop participants will benefit from hearing from volunteer organizations and emergency preparedness experts from the government sector that have worked with youth to prepare for and respond to emergency situations. Participants will have the opportunity to network with other community leaders for youth who want to be directly involved in disaster preparedness efforts.

Please join us in working with our youth to lead our communities and become better prepared.

Moderator: **Kimberly Helm**, Community Partners Specialist, Federal Emergency Management Agency (FEMA)

Speaker/s: **Mary Jean (MJ) Erschen-Cooke**, Founder and Coordinator, Wisconsin's READY Program

**Amy Pifine**, Regional Preparedness Liaison, Federal Emergency Management Agency, Region V

**Gabriel Garriga**, Community Preparedness Program Specialist, Federal Emergency Management Agency, Region V

10:30 am to 11:45 am **The Feedback Dilemma .....Room 202A**

No one wants it, no one wants to give it. It's a loaded word, and one that has the capacity to strike fear in the heart of both the recipient and the deliverer. But it's more than the interplay of minds, language, and egos. The ability of leaders to foster organizational environments conducive to regular feedback isn't easily cultivated. But failure to do so threatens our ability to achieve organizational objectives. In a time of leading amidst more complexity than ever, leaders and managers must uncover the secrets to making feedback work at all levels.

Moderator/s: **Eduard Jimenez**, Prospanica Milwaukee

**Ruven Ortiz**, Client Communications Specialist, U.S. General Services Administration

Speaker: **Patrick Malone**, Ph.D., Director, Key Executive Leadership Programs, American University

10:30 am to 11:45 am **SES-100: Wanted – A Few Exceptional Leaders for our Nation's Senior Executive Service (SES)..Room 202B**

It's a fact. The successful delivery of our nation's Federal Governmental services relies on the replenishing of executive leadership within the normal rotation of our two million staffed federal workforce. Come and learn first-hand about the service from current and former senior executives, the required qualifications, and how to prepare to be competitive for selection. Get a sense of the challenges in becoming a one of a kind applicant. This is also a blueprint for your advancement in federal service. Come and ask your "burning" questions from faculty who serve or have served in the Senior Executive Service. \*

\***Note:** SES-100 is the first of three sessions in this track with an overview of the Senior Executive Service for all interested in learning about the Service. Session. SES-101 is primarily for GS-14/15 and leads one through the Senior Executive Service Executive Core Qualifications and leadership characteristics, traits, and experiences one needs for successful competition for selection into the Senior Executive Service, and SES-102 guides you in preparing your application and for an interview.

Moderators: **Carmen Cantor**, Director, HR/CSHRM, U.S. Department of State

**Edna Gomez Velez**, Administrative Support, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture

Speakers: **Joseph Mancias, Jr.**, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

**Lorena McElwain**, Chief of Staff, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture



We're putting the needs of people, communities and the planet at the heart of how we work today, to help build a better tomorrow.





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- Felicita “Feli” Sola-Carter**, Former Assistant Deputy Commissioner & Deputy Chief Human Capital Officer, Social Security Administration
- 10:30 am to 11:45 pm **Trust at Work** .....Room 202C  
 The latest research validates that trust is crucial to successful leadership. This session is exploring the Dimensions of Trust based on *The Thin Book of Trust* by Charles Feldman. The topic will explore the critical need for trust in the workplace, the four dimensions of trust, and the elements of trust credibility and respect from the DePuy coaching model: Leading from the Middle. We will explore self-trust, how to build trust, and how to restore trust when it is lost.  
 Moderators: **Roberto Contreras**, Civil Rights Director, Food and Nutrition Service, United States Department of Agriculture  
**Mario Cortez**, Prospanica Milwaukee  
 Speaker: **Brenda DePuy**, President, DePuy HR Associates
- 10:30 am to 11:45 pm **“C” Happens: Prevent and Resolve Conflict** .....Room 202D  
 Conflict (“C”) happens! Wherever two or more people come together, there is bound to be conflict. It is an innate and unavoidable part of our existence. Those who can effectively manage conflict will build and enhance workplace relationships. However, managing conflict is not an easy endeavor, and it takes unique skills. This presentation is designed to give individuals some practical solutions for preventing and resolving conflict. Participants will get an understanding of self-awareness/self-control, how to prevent destructive responses, be able to identify types of conflict and how to foster constructive responses to conflict, as well as learn their primary style for handling conflict. Participants will learn solution building techniques for finding common ground. If conflict is left unchecked or unresolved, it can lead to lost production, absenteeism, attrition, and even law suits. Dealing with conflict is important for every organization no matter what the size.  
 Takeaways:  
 Participants will learn the appropriate strategies for minimizing conflict  
 Participant will gain a better understanding of the benefits and consequences of conflict  
 Participants will learn their conflict management style  
 Moderators: **Charmaine McDaniels**, EEO Program Manager, Drug Enforcement Administration  
**Gloria Gutierrez-Soto**, Prospanica Milwaukee  
 Speaker: **Oliver C. Allen Jr.**, CEO, Training & Development Strategies, LLC
- 12:00 pm to 2:00 pm Lunch
- 12:00 pm to 2:00 pm FTI: Young Professional & Collegiate Symposium Luncheon
- 2:00 pm to 3:15 pm **SES-101: It’s NOT a Mystery! – There Is a Blueprint for Entry into Room the SES** .....202A  
**the Senior Executive Service (SES)**  
 Interested in becoming a SES member? Learn about the experiences that you will need that make up a successful framework. Learn what you will need to stand out in a competitive field and uncover the process to become a member of the Senior Executive Service Corps. Gain an overview of the Executive Core Qualifications (ECQs), which define the competencies needed to build a federal corporate culture that strives for results, serves customers, and builds successful teams and coalitions within and outside the organization.  
 Moderator: **Edgar Delgado**, Zonal Contracting Officer, Center for Brokering Services- Public Building Services, U.S. General Services Administration  
 Speakers: **Joseph Mancias, Jr.**, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security  
**Lorena McElwain**, Chief of Staff, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture  
**Felicita “Feli” Sola-Carter**, Former Assistant Deputy Commissioner and Deputy Chief Human Capital Officer, Social Security Administration
- 2:00 pm to 3:15 pm **Cross Cultural Communications: Why It Matters to Each of You** .....Room 202B  
 Cross cultural communications is a critical skillset that sets apart leaders from managers. This workshop will provide you a thorough understanding of how to recognize when communication breaks down due to cross cultural communication mistakes. Win Cayo will provide you some real world examples of cross cultural communication failures made by some of the largest global companies in the world. Join this workshop and expect an interactive session about cross cultural communications.  
 Workshop Learning Objectives. Participants who attend this workshop will:  
 Understand the meaning of “culture”;  
 Find tangible tools to help recognize different communication styles across cultures;  
 And learn how to work collaboratively among your work teams and with people in your personal life



# Thanks for making a difference in our community

Bank of America recognizes the delegates and community leaders attending the 2019 LULAC National Convention.. Community leaders like you are a vital resource and inspiration to us all. Thanks to you, progress is being made and our community is becoming a better place to live and work.

Visit us at [bankofamerica.com/Local](https://www.bankofamerica.com/Local).

**BANK OF AMERICA** 

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- Moderators: **Linda Bacelis-Bush**, Prospanica Milwaukee  
**Edgar Delgado**, Zonal Contracting Officer, Center for Brokering Services- Public Building Services, U.S. General Services Administration  
 Speaker: **Win Cayo**, Project Manager, U.S. General Services Administration
- 2:00 pm to 3:15 pm    **Unleashing Intergenerational Collaboration** .....Room 202C  
 The most valuable currency in today’s multigenerational workplace is collaborative intelligence. This workshop will help individuals from all generations better understand how to deploy intergenerational collaborative understanding in designing, developing and deploying major programs, projects, and initiatives. Workshop Learning Objectives - Participants who complete this workshop will:  
 Understand the science of collaboration;  
 Learn intergenerational collaboration insights and tactics that they can immediately use in the workplace; and Master how to create and employ an “intergenerational collaboration culture”.  
 Moderators: **Karina Castillo**, Federal Affairs Intern, University of California, Irvine  
**Laura Pinedo**, Federal Affairs Intern, California State Fullerton  
 Speaker: **Jeffrey Vargas**, President/CEO, Generationology LLC
- 2:00 pm to 3:15 pm    **Project Management Principles for Better Results**.....Room 202D  
 In this workshop, attendees will learn the principles of Project Management Institute: Body of Knowledge (PMBOK). Attendees will apply the principles of the PMBOK as a guide to present a real world project plan in their workplace.  
 Benefits:  
 Understand the principles of project management based on the PMBOK  
 Learn how to apply basic project management tools such as project charter, project management plan, and risk management plan; and  
 Present the project planning and implementation to leadership.  
 Moderators: **Mario Cortez**, Prospanica Milwaukee  
**Belen Sanchez Leos**, Occupational Safety and Health Specialist, DOL  
 Speaker: **Ana Valentin**, Enterprise Service Program Manager, National Oceanic and Atmospheric Administration
- 3:30 pm to 4:45 pm    **Developing Your ECQs**.....Room 202A  
 Roll up your sleeves and let’s get to work! Using an ECQ outline format, you will develop an ECQ story in class. We will work a one-page story in class in a guided effort and then evaluate it using a checklist, so bring note paper or a computer. Also ensure to bring your resume or performance accomplishment with you for inspiration. This will function as one and a half session.  
 Moderator: **Ana Valentin**, Enterprise Service Program Manager, National Oceanic and Atmospheric Administration  
**Rebecca Diaz**, Federal Affairs Intern, University of Florida  
 Speaker: **Brenda DePuy**, President, DePuy HR Associates
- 3:30 pm to 4:45 pm    **A World of Differences: How Bias in People and Systems Can be Overcome**.....Room 202B  
 In this workshop, participants will explore why differences are important in the workforce with particular focus on how those differences are witnessed, experienced and perceived. Further, the participant will get an opportunity to examine briefly their own experiences with respect to such differences. A brief overview of traditional, and Federal Government organizational systems and the potential for subjectivity in such systems. Participants will be exposed to various experimental studies conducted on this topic with a focus on results. Additionally, participants will engage in discussion and dialogue based on research and best practices as to how bias impacts organizational systems and how individual bias can be overcome from an individual, systems, and cultural perspective. This workshop will dive deeper into the brain functions of both System 1 and System 2 thinking during decision making and what is perceived as good judgement.  
 Moderators: **Keishla Acevedo-Nazario**, Equal Opportunity Assistant, Office of the Assistant Secretary for Civil Rights U.S Department of Agriculture  
**Samantha Maldonado**, Prospanica Milwaukee  
 Speaker: **Zina B. Sutch**, Ph. D., Deputy Associate Director, OPM/ Outreach, Diversity Inclusion
- 3:30 pm to 4:45 pm    **One-on-One with Your Workshop Presenter** .....Room 202C  
 Do you need some clarification on a subject discussed during the workshop or would like to further chat with the workshop presenter? The One-on-one with the presenters will allow you with the opportunity to do so while serving as an excellent networking opportunity. This activity is only for FTI attendees.  
 Speaker/s: **FTI Workshop Presenters**



# BUILDING BETTER COMMUNITIES.

ONE PARTNERSHIP AT A TIME.

Herbalife Nutrition is committed to helping people live healthy, active lives, and we recognize and honor success. That's why we're proud to support the 90th LULAC National Convention and Expo. We're continuously inspired by LULAC's hard work and dedication on behalf of the Latino community.

Learn how Herbalife Nutrition is supporting Latino communities at [lamHerbalifeNutrition.com](http://lamHerbalifeNutrition.com)





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## Thursday, July 11

- 7:00 am to 9:00 am Defenders of Freedom Breakfast ..... Ballroom D
- 9:00 am to 4:00 pm FTI Young Professional & Collegiate Symposium ..... Room 201CD  
 The symposium is designed to familiarize attendees with the student pathway programs, scholarships, internships, educational opportunities, career opportunities, pay and benefits, and recruitment incentives. The attendees will also have the opportunity to meet with representatives from the Federal Government who will share information on student opportunities in their respective agencies.
- 9:00 am to 10:15 am Fighting Fair: Building Your Team’s Capacity to Navigate Conflict ..... Room 202A  
 Leaders know that teams that consistently win over time have honed their skills in navigating conflict. Yet leaders and managers are often too busy fighting fires to think about the key practices we need to model and develop in our teams preemptively. We are so caught up in this, that we’re unprepared for tricky conflicts when they arise. To get in front of these challenges, and to support our employees in their own leadership development, we need to determine the key practices that we should develop in our teams and build margin to develop those practices before we need them.  
 This session focuses on simple practices to add to your management toolkit in order to:  
 Build your team’s capacity to give and receive tricky feedback;  
 Navigate differences in work style, personality, and communication styles;  
 Raise reservations and ask tough questions of each other and the work, and Troubleshoot team member lapses in judgment and trust.  
 With a focus on practical, evidence-based practices proven to have the best chance of building trust across diverse teams, this workshop will leave participants with clear takeaways they can apply immediately to improve their team collaboration moving forward.  
 Moderator: **Gloria Gutierrez Soto**, Prospanica Milwaukee  
**Fiorenza Herrera**, FTI Intern, Swarthmore College  
 Speaker: **Melanie Rivera**, CEO, Breaker28, LLC
- 9:00 am to 10:15 am New Perspectives to Mature your Diversity and Inclusion Program ..... Room 202B  
 Conducting the same diversity and inclusion activities year after year often do not create the sustainable change needed to really move the needle. Creating a diverse workforce and a culture of inclusion requires shifts in thinking and viewpoints that can only come with intentional strategies and communication. This session will equip you with new perspectives on how to lead your Diversity & Inclusion (D&I) program efforts by utilizing a holistic approach that will help you effectively build and mature your D&I program. Participants will learn about a D&I maturity model, a holistic D&I framework, a model to develop your D&I business case, and successful practices researched from across different industries to enhance your D&I program.  
 Moderators: **Jesus Maldonado-Reyes**, Prospanica Milwaukee  
**Eda Negron-Oliver**, FTI Volunteer, Retired U.S. Bureau of Prisons  
 Speakers: **Jacqueline Padrón**, Diversity Program Manager, Outreach, Diversity and Inclusion, Employee Services, U.S. Office of Personnel Management  
**Zina B. Sutch**, Ph.D., Deputy Associate Director, Outreach, Diversity and Inclusion, U.S. Office of Personnel Management
- 9:00 am to 10:15 am Leadership Skills for the Younger Boss – How to Motivate and Sheppard an Experienced Workforce ..... Room 202C  
 In the private sector nearly 40% of bosses are younger than the people that they lead. In more and more federal agencies, a new generation has started securing major leadership positions. This workshop will provide younger leaders with the information and skills they need in order to effectively motivate and shepherd experienced workers. Workshop Learning Objectives - Participants who complete this workshop will:  
 Learn how to become a strategic intergenerational leader;  
 Secure an understanding of the tactical steps to gain “buy-in and support” from experienced workers; and  
 Learn the professional development formal and informal experiences that will enhance leadership capacity.  
 Moderator: **Ana Valentin**, Enterprise Service Program Manager, National Oceanic and Atmospheric Administration  
 Speaker: **Jeffrey Vargas**, President/CEO, Generationology LLC
- 9:00 am to 10:15 am SES 102: Tell us Your Story of Accomplishment – in a Paragraph! ..... Room 202D  
**It’s not Easy!**  
 This session provides you guidance for preparing your application. You’ll hear from former and current Senior Executives who have served on the Office of Personnel Management’s SES Qualification Review



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For many years, we have supported LULAC in its efforts to build brighter futures, create pathways for developing the next generation of leaders, and its commitment to represent those values that unite us as one community.



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Board. They will also share what to expect during an interview by senior executives. You will be asked to share stories about you! Specifically stories that include what challenges you have undertaken and solved, factual stories about yourself, and stories including why you are ready to be a member of the Senior Executive Service. This session provides a glimpse on the journey your stories may take to eventually be presented to OPM's SES Quality Review Board of Career Senior Executives for certification. This is the final step for selection once nominated by your department or agency. This session is about tooting your own horn to hear the sweet music.

Speakers: **Joseph Mancias, Jr.**, Former Senior Management Counsel to the Director, U.S. Citizenship and Immigration Services, Department of Homeland Security

**Lorena McElwain**, Chief of Staff, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture

**Felicita "Feli" Sola-Carter**, Former Assistant Deputy Commissioner and Deputy Chief Human Capital Officer, Social Security Administration

Moderator: **Keyla Hernandez**, Associate Division Chief, Federal Communications Commission (FCC)

10:30 am to 11:45 am **Ethics and the Challenge of Right v Right Decisions** .....Room 202A

All too often in today's world we are faced with 'right v right' decisions. How do we handle this challenge? This session introduces participants to the question of ethics and the challenges of leading with integrity. It begins with the premise that the most precious thing you have is your reputation for treating people fairly, and for creating meaningful change. Attendees are exposed to cases and conceptual models that help leaders make sense of these quandaries to arrive at informed, sound decisions.

Moderator: **Keishla Acevedo-Nazario**, Equal Opportunity Assistant, Office of the Assistant Secretary for Civil Rights U.S Department of Agriculture

Speaker: **Patrick Malone**, Ph.D., Director, Key Executive Leadership Programs, American University

10:30 am to 11:45 am **That May Be What You Heard, but that's Not What I Said:** .....Room 202B

**The Power of Effective Listening**

Listening is the cornerstone of communication and is one of the most important skills we have, but also one of the most neglected. The efficacy of our listening can have a major impact on our jobs, our communities, and our relationships with others. Because listening has such a pervasive impact on our lives, everyone can benefit from the enhancement of this critical skill. This presentation provides participants with insights on the importance of effective listening, explores barriers to effective listening, introduces characteristics of effective listening, and helps them to assess their strengths and challenges in their individual listening tendencies.

Moderator: **Linda Bacelis-Bush**, Prospanica Milwaukee

Speaker: **Becky A. Kelly Bell**, PhD, Alternative Dispute Resolution Specialist, USDA/FSIS

10:30 am to 11:45 am **You May Not Have Authority, but You DO HAVE INFLUENCE!** .....Room 202C

What makes it challenging to intervene when you observe or experience rude, uncivil or harassing behavior? What can you do as a bystander to stop that behavior? Although employees don't have the authority that supervisors do, they can make a big difference preventing and eliminating harassment in the workplace. Rather than dwelling on legal standards and what not to do, this training will focus on what to do – the words and actions that promote respect and fairness, and employees' responsibility for contributing to respect in the workplace.

Moderator: **Amneris Caba**, EEO & Diversity Specialist & HEPM, National Oceanic and Atmospheric Administration

Speaker: **Virginia Andreu**, Attorney, Equal Employment Opportunity Commission (EEOC)

10:30 am to 11:45 am **Federal Employment Process for Veterans, Transitioning Military** .....Room 202D

Service Members and Spouses

The Federal Government is interested in hiring spouses and parents of veterans and military personnel. The government has established a number of special programs (called authorities) to encourage you to become part of the federal workforce. The Federal Government offers a superb compensation package with good salaries; regular pay raises; health-benefits, and more. So, if you are going to compete with many others for a federal job, you need to know what special authorities you can use to land that perfect job. Come and learn about these many benefits and opportunities.

Moderator: **Ana Monserrate**, Team Lead, Center for Programmatic Training, Social Security Administration

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

**Heidi Ortiz**, Hispanic/Special Emphasis and Veterans Employment Program Manager, U.S. Department of Labor

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- 12:00 pm to 2:00 pm      Lunch
- 12:00 pm to 2:00 pm      FTI: Young Professional & Collegiate Symposium Luncheon
- 2:00 pm to 3:15 pm      **The Management Tune-Up: Light-Lift Practices That Catapult .....Room 202A**  
**The Success of Your Team**  
 As a manager and leader, it's easy to run our teams on cruise control: to stop doing the intentional and high-impact management practices that give everyone a chance to succeed and ensure our teams continue to win. This practical session will focus on practices that separate excellent managers from mediocre ones, with a focus on easy-to-start, light-lift practices that make the biggest difference in hiring, developing, and retaining a high-performing team. Topics covered include:  
 Building a culture of high-performance through clear delegation, and accountability to ambitious goals and established roles;  
 Building rigor into your check-ins and quarterly step backs, to ensure real progress on the projects that matter most;  
 Being intentional about the feedback you give and how you develop missing skills in your team;  
 Creating momentum on your team to bounce back from setbacks quickly, to unlock discretionary effort when you need it most; and  
 Strategies for developing will and skill in your low performers, when termination is not an option.  
 Newer managers will leave this training with a canon of the exact practices to follow in order to shore up their team for success; seasoned managers will get 201-level strategies to go deeper in developing people and offloading greater amounts of their work.  
 Moderator: **Liset Vazquez**, Prospanica Milwaukee  
 Speaker: **Melanie Rivera**, CEO, Breaker28, LLC
- 2:00 pm to 3:15 pm      **Mystery, Magic, or Mastery: Developing Business Acumen .....Room 202B**  
 Change: Done it! People: Led them! Results: Got those! Coalitions: Of course! Business Acumen: Wait... What's that? Unfortunately, many people, particularly in government, struggle with understanding and demonstrating business acumen. What is Business Acumen? How does it relate to other leadership skills and the ECQs required to advance to senior leadership roles? How do you develop it? How do you measure it? How can you highlight your business acumen even when you have never worked in information technology, human resources, or financial management?  
 Through presentation and exercises this workshop will:  
 Remove the mystery by helping you better understand business acumen,  
 Share the magic by highlighting how your experiences relate to this elusive arena, and  
 Promote mastery by showing you how to develop new skills in this area.  
 Moderator: **Kimberly Helm**, Community Partner Specialist, Federal Emergency Management Agency  
 Speaker: **Denise Viera**, Senior Advisor, US DOJ/ Office of Justice Programs
- 2:00 pm to 3:15 pm      **Kindness, not Metrics. ....Room 202C**  
 Kindness opens the door to a workplace of trust and teamwork. Its positive impact on self and others is well-established, allowing for greater contributions in an impersonal world often marked by cynicism and doubt. This session focuses on establishing an understanding of the concepts of kindness and compassion and how one can harness their intellectual and emotional skills to find happiness and create relationships marked by empathy and caring. The result is better organizational performance.  
 Moderator: **Gloria Gutierrez-Soto**, Prospanica Milwaukee  
 Speaker: **Patrick Malone**, Ph.D., Director, Key Executive Leadership Programs, American University
- 3:30 pm to 4:45 pm      **Strengths versus ECQs/Competencies .....Room 202A**  
 Using the framework of Strengths Finders, you will explore the differences between Strengths and Competencies, how this informs your career decisions, and ways marketing of yourself. A competency is not a strength and you'll find out why it matters. You will learn to play to your strengths and then focus on competency development as a career strategy. Participants may choose to take the Top 5 Strengths survey offered online by Gallup for \$20 prior to the class, but is not a requirement. We will explore a self-assessment of strength areas and identify the 27 Competencies for ECQs in relationship to your experiences.  
 Moderator: **Roberto Contreras**, Civil Rights Director, Food and Nutrition Service, United States Department of Agriculture  
 Speaker: **Brenda DePuy**, President, DePuy HR Associates
- 3:30 pm to 4:45 pm      **Leading Others through TRUST .....Room 202B**  
 Trust is the new currency in today's global market. Creating and establishing trust is essential in the development of a successful team and organization. Participants will learn the how to develop and learn trust, teamwork, and behaviors that lead to high-trust teams and organizations.



# Empowering entrepreneurs in the Latinx community

We are proud to partner with the League of United Latin American Citizens to expand economic opportunities for the Latinx community across the country through home sharing and hosting local Airbnb Experiences.

Airbnb Experiences are activities designed and led by inspiring locals. By hosting local experiences on our platform, hosts can earn extra income by showcasing their hobbies, skills, or expertise to welcome travelers from around the world.

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Teams and organizations that are successful operate with high trust and outperform teams or organizations with low trust. This course will help organizations create a high-trust culture of collaboration and engagement. Many companies from Forbes to Franklin Covey consider Trust world. How can you establish Trust? This session is based on Franklin Covey's book *The Speed of Trust*, and will discuss the framework, language and behaviors necessary to lead and establish high trust relationships, teams and organizations.

Moderator: **Samantha Maldonado**, Prospanica Milwaukee  
 Speaker: **Migdalia Gonzalez**, Senior Training Specialist, HUD

3:30 pm to 4:45 pm

**FTI - One-on-One with Your Workshop Presenter** .....Room 202C  
 Do you need some clarification on a subject discussed during the workshop or would like to further chat with the workshop presenter? The One-on-one with the presenters will allow you with the opportunity to do so while serving as an excellent networking opportunity. This activity is only for FTI attendees.  
 Speakers: **FTI Workshop Presenters**

## Friday, July 12

9:00 am to 12:00 PM

**FTI - Wisconsin Youth Symposium** .....Room 201CD  
 The key objective of this event is to provide participants with information that may help reduce dropout rates, address current issues that may affect their future, and provide them with motivation and tools to help them continue their education. We know that once students learn more about the endless opportunities to succeed before them, their lives may be changed.  
 This symposium empowers students with information about leadership, diverse opportunities that exist within the Federal Government (civilian and/or armed forces), while also focusing on leadership skills, academic and professional goals. Throughout the day, attendees will interact with representatives from different agencies at the Expo.  
 Representatives will provide guidance regarding scholarships, internships and employment opportunities for current high school students.

9:00 am to 12:00 pm

**FTI - Train the Trainer, Cultivating Talent for Tomorrow** .....Room 202C  
**“Effectively Guiding Students towards their Ideal Federal Career”**  
 Join seasoned Federal recruitment experts from the U.S. Office of Personnel Management and other agencies in this deep-dive into Federal careers and employment. This session is beneficial for Career Services professionals, college staff and/or other individuals assisting students in securing future employment. The information received will be of benefit and can assist students/clients seeking guidance on first steps to get into the Federal Government, or experienced professionals looking for a career change, as they may not know where to begin.  
 This exciting, interactive session will offer an overview of the Federal competitive civil service hiring process; an understanding of what types of jobs are available; practical tips on guiding students in Federal career exploration, and simplify the Federal application process. Attendees will learn several ways in which the Federal Government hires and will receive a primer on searching and applying for Federal jobs using the USAJOBS website. In addition, participants will learn more about the Pathways Programs for students and recent graduates, including how interns are hired. You will leave the session better prepared to guide your students as they navigate the Federal employment process.

Moderators: **Laura E. Colón-Marrero** M.P.A., EEO Director, U.S. Department of Justice  
**Heidi Ortiz**, Hispanic/Special Emphasis Employment Program Manager, U.S. Department of Labor

9:00 am to 10:15 am

**FTI - Stories to Impress: Performance Language and You** ..... Room 202A  
 This highly interactive workshop encourages participants to think about their accomplishments from a performance perspective, and to elevate how those accomplishments are communicated by integrating scope and impact to articulate results. The ability to convey information in this manner can make a difference when conveying accomplishments, in personal (resume writing, interviews, executive core qualifications, elevator speeches) and professional settings (responding to audits, program accomplishments, annual narratives, award nominations, etc.). Participants will have an opportunity to document and discuss their own accomplishments at increasingly higher levels of performance, highlighting entrepreneurship, problem-solving and technical credibility.

Moderators: **Linda Bacelis-Bush**, Prospanica Milwaukee  
**Roberto Contreras**, Civil Rights Director, Food and Nutrition Service, United States Department of Agriculture  
 Speaker: **Lorena McElwain**, Chief of Staff, Office of the Assistant Secretary for Civil Rights, United States Department of Agriculture



**Innovation  
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## **BRINGING LATINO COMMUNITIES TOGETHER.**

The long history of working with and for our Latino communities is what makes us proud to partner with LULAC. Thanks to the League of United Latin American Citizens, we all have an organization that is dedicated to educate and celebrate Latinos across the country. And that is something Nissan stands behind.



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- 9:00 am to 10:15 am **Building Your Leading People into Competency** .....Room 202B  
 Building your people into competency is one of the biggest barriers to moving into the SES. IF you have not built this competency well, you will not succeed in gaining entrance into the SES. Yet, it is one of the most elusive of traits to garner. What experience, training, and skills do you need? How do you get them and then to market them? Wherever you're starting from, come prepared to discuss/write a short statement on this area and we will explore further in class.  
 Moderator: **Eda Negron-Oliver**, FTI Volunteer, Retired U.S. Bureau of Prisons  
 Speaker: **Brenda DePuy**, President, DePuy HR Associates
- 9:00 am to 10:15 am **FTI - You Want Me to Work with Who?** .....Room 202D  
 In today's workplace, employees and leaders are tasked with more work, access to less; an overload of information; and a workforce made of different generations and opinions. Without strong and effective relationships, organizations cannot operate. One key factor to creating cohesive teams is based on a simple phrase: Emotional Intelligence (EI). Emotional Intelligence (EI) competencies are the heart of effective workplace relationships and productivity. How can we build better relationships even when we do not see eye to eye with someone? The ability to build effective teams and relationships is critical in the leadership journey, however it is one of the most difficult challenges we face when working with others. How can you establish Trust without understanding Emotional Intelligence? Come and find out more.  
 Moderator: **Amneris Caba**, EEO & Diversity Specialist & HEPM, National Oceanic and Atmospheric Administration  
 Speaker: **Migdalia Gonzalez**, Senior Training Specialist, HUD
- 10:30 am to 11:45 am **FTI - Becoming a Superhero: Agents for Change** .....Room 202A  
 What do you feel when you face change? Do you feel fear, or fierce? Change can be scary, intimidating, exciting and empowering - sometimes all at once. How can you develop the ability to lead others through change and be repeatedly poised to "save the day"? This workshop will give you guidance and exercises for increasing your mental flexibility and resiliency so you can better manage change and avoid your personal kryptonite. Then tools for enhancing strategic thinking and developing longer term organizational visions will be provided to help you unleash your change agent superpowers.  
 Moderators: **Keishla Acevedo-Nazario**, Equal Opportunity Assistant, Office of the Assistant Secretary for Civil Rights U.S Department of Agriculture  
**Liset Vazquez**, Prospanica Milwaukee  
 Speaker: **Denise Viera**, Senior Advisor, US DOJ/ Office of Justice Programs
- 10:30 am to 11:45 am **You May Not Have Authority, but You DO HAVE INFLUENCE!** .....Room 202B  
 What makes it challenging to intervene when you observe or experience rude, uncivil or harassing behavior? What can you do as a bystander to stop that behavior? Although employees don't have the authority that supervisors do, they can make a big difference preventing and eliminating harassment in the workplace. Rather than dwelling on legal standards and what not to do, this training will focus on what to do – the words and actions that promote respect and fairness, and employees' responsibility for contributing to respect in the workplace.  
 Moderator: **Gloria Gutierrez-Soto**, Prospanica Milwaukee  
 Speaker: **Virginia Andreu**, Attorney, Equal Employment Opportunity Commission (EEOC)
- 10:30 am to 11:45 am **Dynamic Interviewing Techniques** .....Room 202D  
 First impressions do count, and so do the following 30 minutes during your job interview! Naturally, interviewers will form first impressions when they meet you, so you need to pay attention to how you present yourself from the very first moment you enter the interview. However, once the interview starts the emphasis is not just on what you bring to the table as far as experiences and skills. Interviewers will pay much attention to how you present the information. You must present your experiences in an organized and engaging manner. In this workshop, you will learn how to prepare for behavioral interviews, and will practice answering questions using the STAR method to ensure you cover relevant and impactful details and leave out the fluff.  
 Moderator: **Alesia Rose**, Hispanic American Outreach Program Manager, CIA  
**Zoila Deidrich**, Prospanica Milwaukee  
 Speaker: **Felicita Sola Carter**, Senior Executive (Retired) and Consultant
- 12:00 pm to 2:00 pm Lunch
- 12:00 pm to 2:00 pm FTI: Wisconsin Youth Symposium Luncheon, *Sponsored by: Rockwell Automation*
- 2:00 pm to 3:15 pm **Leadership Skills for the Younger Boss – How to Motivate and Shepherd an Experienced Workforce** .....Room 202A



**The diverse backgrounds and perspectives of our team are our greatest strength in supporting the guests and communities we serve.** We are proud to partner with LULAC in their longstanding dedication to strengthening Hispanic communities.

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In the private sector nearly 40% of bosses are younger than the people that they lead. In more and more federal agencies, a new generation has started securing major leadership positions. This workshop will provide younger leaders with the information and skills they need in order to effectively motivate and shepherd experienced workers. Workshop Learning Objectives - Participants who complete this workshop will:

- Learn how to become a strategic intergenerational leader;
  - Secure an understanding of the tactical steps to gain “buy-in and support” from experienced workers; and
  - Learn the professional development formal and informal experiences that will enhance leadership capacity.
- Moderator: **Fiorenza Herrera**, FTI Intern, Swarthmore College  
 Speaker: **Jeffrey Vargas**, President/CEO, Generationology LLC

2:00 pm to 3:15 pm **What Is All the Fuss about Project Management?.....Room 202B**

Never worked on a team? Don't want to work on a team? Do you have to work on a project where you don't know or like the people involved? This session is a basic introduction to Project Management (PM). Familiarize yourself with the nuts and bolts of each role, terminology and structure in PM. You will understand a review of common management processes that may be used to improve performance: personally and professionally. You will be able to take control of your many tasks, workload and projects by managing your demands on your time. Doing so is key to your continued success in your career growth. As a leader, you must learn to balance the “fires”, learn to balance work and personal life, and learn when to say no. Managing all your “projects” is key your ability to lead others.

Moderator: **Ana Monserrate**, Team Lead, Center for Programmatic Training, Social Security Administration  
 Speaker: **Migdalia Gonzalez**, Senior Training Specialist, HUD

2:00 pm to 3:15 pm **One-on-One with Your Workshop Presenter.....Room 202D**

Do you need some clarification on a subject discussed during the workshop or would like to further chat with the workshop presenter? The One-on-one with the presenters will allow you with the opportunity to do so while serving as an excellent networking opportunity. This activity is only for FTI attendees.

Speakers: **FTI Workshop Presenters**

## Saturday, July 13

9:00 am to 11:30 pm **2020 FTIP Initiative.....Room 202E**



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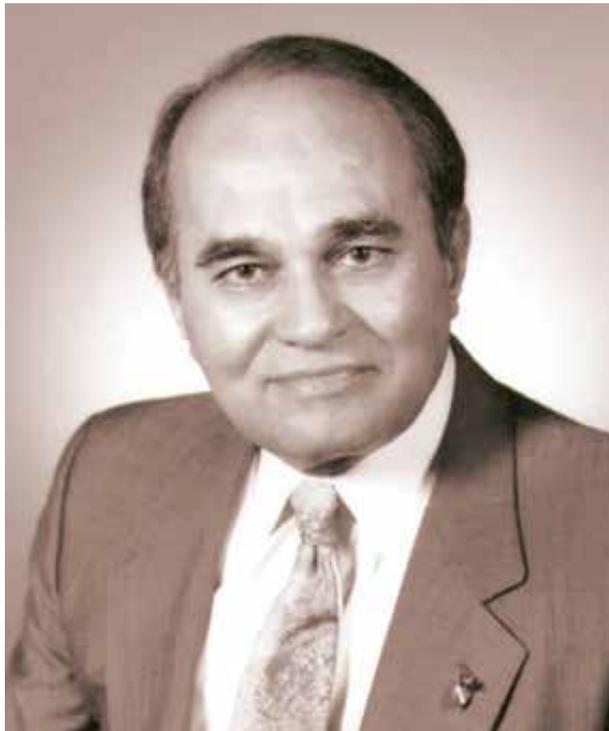
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*June 27, 1935 - June 22, 2019*



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# Driving a Brighter Future

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# LULAC AGENDA

## 90<sup>TH</sup> LULAC NATIONAL CONVENTION & EXPOSITION AGENDA

### Tuesday, July 9 Pre-Convention Activities

- 8:30 am to 5:00 pm LULAC Federal Training Institute Forums ..... First Level
- 1:00 pm to 5:00 pm LULAC National Convention Registration..... First Level

### Wednesday, July 10

- 7:00 am to 12:00 pm & LULAC National Convention Registration & Credentials ..... First Level
- 2:00 pm to 5:00 pm
- 8:00 am to 2:00 pm Youth: Marquette University Visit  
**Location:** 1250 W Wisconsin Ave, Milwaukee, WI 53233  
 Events open to all youth  
**Sponsored by:** EmpowerMe Foundation, Marquette University, Papa John's
- 9:30 am to 4:30 pm WeRun National Campaign Training Institute..... 101D  
 The WeRun National Campaign Training Institute is meant to empower and teach our Latinx community on how to successfully run a political campaign. WeRun will be broken down into key sessions that explain each part of running a political campaign, including: Branding Yourself, Building your Team, Fundraising, and more!  
**Featured Speakers Include:** Wisconsin Representative JoCasta Zamarripa; Emily Gutierrez, Facebook; Human Rights Campaign; Wisconsin Progress  
 Sponsored by Univision Communications
- 9:30 am to 4:30 pm Milwaukee's 1st Annual Grassroots Organizing Institute..... 102C  
 Presented by Southside Organizing Center  
 Featuring Milwaukee's Legacy Latin@x Civil Rights Speakers: Dr. Tony Baez; Christine Neumann-Ortiz; Jesus Salas
- 10:00 am to 12:00 pm LULAC Opening Press Conference & Tyson Foods Donation  
**Featured speakers:** LULAC National President Domingo Garcia; Sindy Benavides, LULAC Chief Executive Officer; Nora Venegas, Director of Federal Government Relations at Tyson's Food Inc.; Wisconsin Representative JoCasta Zamarripa; Alderman Jose Perez  
**Emcee:** Lupe Martinez, President & CEO of UMOS & Chair of LULAC National Convention Committee  
**Location:** UMOS Corporate Headquarters, 2701 S. Chase Avenue, Suite B, Milwaukee, WI 53207  
 Food Donation to Second Harvest Food Bank and other Community Food Banks
- 10:30 am to 4:00 pm Veterans Symposium; Veterans Claims Clinic..... 201A  
 Every thing you wanted to know about filing a Service-Connected Claim and also you can get an update if you have filed a claim with the VA
- 12:00 pm to 2:00 pm Hispanics in the U.S. Workforce ..... 103B  
**Presented by:** Bread for the World (RSVP Required; By Invitation Only)  
 What makes for a good job? The U.S. workforce is changing. Hispanics will account for one out of every two new workers entering the workforce by 2025 in our country. Join Dulce Gamboa and Bread for the World for a conversation around job policies. We want to hear from you about the opportunities and challenges that our community face to access quality jobs. Bread for the World is a collective Christian voice urging our nation's leaders to end hunger and poverty at home and abroad.  
 Presenter: Dulce Gamboa, Senior Catholic Latino Associate, Bread for the World
- 2:00 pm to 3:00 pm Opening Assembly & Committee Assignments ..... 101B
- 3:00 pm to 4:30 pm Hate Crimes and Hate Incidents ..... 203B  
**Featuring:** Anti-Defamation League (ADL)  
 Hate crimes are message crimes that are intended to intimidate not just the victim but also the victim's entire community. Extremism and hate crimes are on the rise; targeting many communities including Muslims, Jews, LGBTQ, Latinos and African-Americans. This workshop will allow participants to learn the definitions and differences between hate crimes and hate incidents, learn





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# LULAC Agenda - Wednesday/Thursday, July 10/11



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about the federal and state hate crime laws, identify bias indicators and best practices in responding and reporting hate crimes.

Presenter: Miriam Zeidman, ADL Midwest Civil Rights Area Counsel

4:30 pm to 6:30 pm Film Screening: **BACKPACK FULL OF CASH** narrated by Matt Damon .....203D  
Want to find out how charter schools, vouchers and testing are impacting our children and our democracy? Join filmmaker Sarah Mondale for a screening of the Spanish-subtitled documentary “Backpack Full of Cash” which explores the privatization of America’s public schools, a trend that profoundly affects LatinX communities. Screening followed by Q&A with the filmmaker.

Presenter: Sarah Mondale, Filmmaker

6:00 pm to 7:00 pm Wisconsin Celebration Reception ..... Potawatomi Hotel & Casino

7:00 pm to 10:00 pm Wisconsin Celebration..... Potawatomi Hotel & Casino

Featured speakers: Governor of Wisconsin Tony Evers; Milwaukee Mayor Tom Barrett; Chris Abele, Milwaukee County Executive; Carlos Gomez, NY Mets & Former Brewers All-Star; Wisconsin Representative JoCasta Zamarripa; Representative John Delaney

Sponsored by: Charter Communications, Froedtert, Milwaukee Area Technical College, Northwestern Mutual, UMOS, Rockwell Automation

Entertainment: JonCarlos & Gabriella

Location: Potawatomi Hotel & Casino, Event Center, 1721 W Canal Street, Milwaukee, WI 53233

## Thursday, July 11

7:00 am to 12:00 pm LULAC National Convention Registration & Credentials ..... Level One

2:00 pm to 5:00 pm LULAC National Convention Registration & Credentials ..... Level One

7:00 am to 9:00 am Defenders of Freedom Breakfast ..... Ballroom D

**Featured speakers:** Domingo Garcia, LULAC National President; Tulsi Gabbard, U.S.

Representative, Hawaii-2nd District; Mary M. Kolar, Secretary-Designee of the Wisconsin Department of Veterans Affairs; Eugene Manzanet, Chair of the Latino Veterans Memorial Committee; Lawrence Romo, American GI Forum National Commander; Queta Rodriguez,

USMC Captain Ret. & LULAC Veterans Affairs Committee Member; and Vietnam

Commemoration Event

**Sponsored by:** Denny’s, T-Mobile

8:30 am to 12:00 pm National Stage ..... Ballroom AB

The LULAC National Stage highlights issues impacting Latinx communities across America while providing solutions and a vision for the future. Through dialogue, remarks, and audience engagement, the goal is to amplify awareness and take action.

8:30 am to 9:00 am Democracy & Voting

**Spotlight:** Emilia Gutierrez, Politics and Government Outreach Manager, Facebook

**Presenters:** Sindy Benavides, Chief Executive Officer, LULAC

Luis Vera, General Counsel, LULAC

Joe Henry, Special Advisor to the National President on Civic Engagement & Elections

9:00 am to 9:40 am Census

**Presenters:** Luis Rosero, Vice President of Government Affairs at Comcast NBCUniversal Telemundo

Angela Manso, DC Director of Policy & Legislative Affairs, NALEO Educational Fund

Tom A. Saenz, President & General Counsel, MALDEF

Representative, U.S. Census Bureau

Presented by Comcast NBCUniversal Telemundo

9:45 am to 10:15 am Equality

**Presenters:** Jonathan Greenblatt, National Director & CEO of the Anti-Defamation League (ADL)

Dr. Alan Curtis, President and CEO of the Eisenhower Foundation

Vanessa Gonzalez, Executive Vice President, The Leadership Conference on Civil and Human Rights

Nadim Damluji, Global Public Policy and Government Affairs, Starbucks Coffee Company

10:15 am to 11:00 am Education

**Spotlight:** Dr. Jill Biden, Former Second Lady of the United States

**Presenters:** Anthony Chavez, The Education Trust-West

Amy Mizialko, President of the Milwaukee Teachers’ Education Association

11:00 am to 11:45 am Health

**Presenters:** C. Alicia Georges, AARP’s National Volunteer President

Anna Maria Chávez, Executive Vice President & Chief Growth Officer, National Council on Aging



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All events (unless noted otherwise) will be held at the Wisconsin Convention Center

- 9:30 am to 10:00 am LULAC & Airbnb Press Conference..... 102E  
Announcement of New Partnership: Entrepreneurship Opportunities in the Latino Community  
Sindy Benavides, LULAC Chief Executive Officer; Janaye Ingram, Director of National Partnerships, Airbnb; Maria Cuba, Global Diversity Lead for Experiences, Airbnb
- 10:00 am to 11:00 am Ribbon-Cutting Ceremony & Exposition Opening..... Third Level
- 10:00 am to 8:00 pm Exposition, Job, College, and Health Fair Opens..... Third Level  
LULAC Tech Lounge Presented by AARP  
Entertainment: La Z 93.7 and La Grand 104.7
- 10:00 am to 12:00 pm Soccer Clinic..... Third Level, Sports Pavilion  
**Sponsored by:** Garcia Youth Soccer, LLC
- 12:00 pm to 2:00 pm Unity Luncheon..... Ballroom D  
**Sponsored By:** AT&T, Coca-Cola, Comcast NBCUniversal Telemundo, ExxonMobil Corporation, JUUL Labs, Wells Fargo  
Featured speakers: Julián Castro, Former Secretary of Housing and Presidential Candidate; Dr. Eve Hall, CEO of NUL Milwaukee; U.S. Census Director Dr. Steve Dillingham; Lt. Governor of Wisconsin Mandela Barnes; Wisconsin Representative JoCasta Zamarripa; Michelle Hernandez de Fraley, Army Colonel Ret.
- 2:00 pm to 4:00 pm Soccer Clinic..... Third Level, Sports Pavilion  
Sponsored by: Garcia Youth Soccer, LLC
- 2:00 pm to 3:15 pm In Depth: Census 2020 Make Yourself Count ..... 101C  
Join us for a panel conversation on the upcoming 2020 Census; the historical impact and involvement of the Latino community with the census; how certain census questions effect our community (e.g. race and ethnicity question); and what we can expect as a community and as activists for the 2020 count.  
**Moderator:** Joe Henry, Special Advisor to the National President on Civic Engagement & Elections  
**Presenters:** Sergio Lopez, Senior Associate of National & State Partnerships, Education Trust; Roberto Ramirez, Branch Chief, Ethnicity and Ancestry Statistics Branch, Population Division, U.S. Census Bureau; Luis Rosero, Vice President of Government Affairs, Comcast NBCUniversal; Matthew Spence, Branch Chief, Foreign Born Population Branch, U.S. Census Bureau
- 2:00 pm to 3:15 pm LULAC's New Education Agenda: Bringing Latinx to the Forefront in Leadership, Equity and Innovation . 101D  
LULAC has a unique opportunity to lead the Latinx agenda to make a positive impact in our communities. With a renewed education vision, in an ever-changing digital world, LULAC is ready to carry the torch and pass it forward to the current and next generation of leaders that was ignited 90 years ago when it was founded in 1929 to fight for issues of civil rights, equity, education, immigration, economic empowerment and social justice. In this workshop, we have invited LULAC education committee and a special guest to highlight how we are prepared to take our history to build a legacy for the future based on three overarching pillars: Leadership, Equity, and Innovation.  
**Moderator:** Caroline Sanchez Crozier, LULAC Education Chair, CEO, CSC Consulting Group  
**Presenters:** Anthony Chavez, External Relations Manager, The Education Trust-West  
Jesse Ruiz, Illinois Deputy Governor for Education  
Velma Ybarra, LULAC Education Vice Chair, Former Director of Bilingual Education & Career and Technology Education  
Luis Chavez, Equity Subcommittee Chair, Senior Director, Career Ladders Project California Community Colleges
- 2:00 pm to 3:00 pm Education Press Conference ..... 102E  
**Sponsored and Presented by:** Ford Motor Company Fund
- 2:30 pm to 5:00 pm Women's Hall of Fame Pinning Ceremony (By Invitation Only)  
**Featured Guests:** Zuraya Tapia-Hadley, Manager of Public Policy at Facebook, Jose Estrada, Director of Public Affairs at Walmart, Michael Sheppard, Managing Partner at IronwoodDrive  
**Sponsored by:** Walmart
- 3:00 pm to 4:30 pm Ford Driving Dreams Best Practices Workshop ..... 203C  
**Sponsored and Presented by:** Ford Motor Company Fund  
The Ford Driving Dreams Grants (FDD) program is a grants-based initiative by the Ford Motor Company Fund in partnership with LULAC. The mission of this unique education program is to mitigate the high school dropout rate in the Latino community through innovative services. Two awardee sites will be featured in this workshop to highlight the innovative strategies LULAC councils





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are using to engage their students. They will emphasize the importance of educational partnerships, mentors, and curriculum development in advancing educational attainment. Workshop participants will gain insight into the best ways to work with youth and how to successfully apply for and properly manage a FDD program. Discussions will include, student incentives, recruiting volunteers, lessons learned during their program, and the impact of the program on the students.

- 3:30 pm to 4:45 pm LULAC Young Adults: National Convention Plenary ..... 102C
- 3:30 pm to 4:45 pm The Untold Story of Puerto Rico Continues..... 102AB  
 On September 20th, 2017 Puerto Rico was devastated by Hurricane Maria, a category 5 hurricane with winds reaching up to 175 mph. While Puerto Rican emergency officials reported a minimal amount of deaths caused by the storm, the reality was vastly different. Join us and hear from Puerto Rican leaders on the reality the island is facing in the aftermath of Hurricane Maria. Panelists will cover the impact of the hurricane on health issues, the economy, and on the tourism industry. Additionally, learn what steps have been taken to improve the situation and what still needs to be done to fully recover.  
**Master of Ceremony:** Wilson Roman, Representative (District 17), PR House of Representative  
**Moderator:** Regla Gonzalez, Special Assistant to National President, LULAC  
**Presenters:** Jose Enrique Melendez, Representative at Large, PR House of Representatives  
 Carmelo Rios, Puerto Rico Senate Majority Leader & NHCSL President  
 Annabel Guillen, President of Igualdad, Federal Affairs Advisor, Puerto Rico Senate
- 3:30 pm to 4:45 pm Using Technology to Manage your Money Successfully ..... 101C  
**Sponsored by:** Master Your Card  
 Card payments continue to expand in the world, and becoming the preferred payment method due to convenience, safety, speed and value to consumers and businesses. This workshop will help you understand how to use payment technology to save time and money, as well as the different payment methods and how to use them responsibly.  
**Presenter:** Mercedes Garcia, Vice President Community Relations, Global Policy Affairs, Mastercard
- 3:30 pm to 4:45 pm Health Policy Spotlight ..... 101D  
 In addition to suffering from health disparities, the Latinx population often report poor communication with their health care providers. We will discuss and spotlight a variety of health issues including rising health disparities and how we can ensure our communities gain access to proper care and resources as well as preventative programs our community can access  
**Presenters:** Norma Cuellar, Ph.D., RN, FAAN, President, National Association of Hispanic Nurses  
 Tony Wafford, President & CEO, I Choose Life
- 4:00 pm to 5:30 pm Education Committee Round Table: LULAC's New Education Agenda  
 Bringing Latinx to the Forefront in Leadership, Equity and Innovation..... 103B  
 Join us for a historical moment and movement building to advance educational equity and justice through a triad of focus areas: Equity, Leadership and Innovation. Participate in building our new platform as the newly launched LULAC National Education Committee has begun to outline a framework for action. We aim to intentionally draw together LULAC members, educational and community leaders and other key stakeholders from across the country with diverse experiences and expertise to build on our shared commitments, priorities and Call to Action! It is time for LULAC to courageously build and assert its legacy after 90 years of work to lead a deeper examination, facilitate critical conversations and co-build an action plan for success that meets the current and future challenges and generations.  
**Committee Chairs:** Caroline Sanchez Crozier, LULAC Education Chair  
 Velma Ybarra, LULAC Education Vice Chair,  
 Luis Chavez, Equity Subcommittee Chair, Senior Director, Career Ladders  
**Special Guests:**  
 Anthony Chavez, Cesar Chavez Grandson & External Relations Manager, The Education Trust–West  
 Maggie Rivera, Ed.D., LULAC Illinois State Director & CEO, Illinois Migrant Council  
 Jesse Ruiz, Illinois Deputy Governor for Education  
 Nancy Vera, Ph.D., LULAC Member & AFT Corpus Christi President
- 4:30 pm to 5:30 pm Corporate Alliance Reception (By Invitation Only).....
- 6:00 pm to 8:00pm Expo Art Exhibit and Jazz Concert .....Third Level, EXPO

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# LULAC Agenda - Thursday/Friday, July 11/12



All events (unless noted otherwise) will be held at the Wisconsin Convention Center

- 6:00 pm to 8:00 pm Presidential Town Hall\* (RSVP Required)..... Ballroom AB  
**Featuring:** Julián Castro, Former Secretary of Housing; Representative Beto O'Rourke, Senator Bernie Sanders; Senator Elizabeth Warren  
 Sponsored by: Univision Communications  
 \*Doors Close at 5:45 pm
- 8:00 pm to 10:00 pm Youth and Young Adults Awards Banquet..... Ballroom D  
 Featured speaker: Senator Bernie Sanders; Representative Beto O'Rourke  
 Sponsored by National Education Association (NEA), Univision Communications
- 10:00 pm to 11:00 pm Youth After Hours Mocktail Celebration..... Ballroom D, Pre-Function  
**Sponsored by:** NCTA - The Internet & Television Association

## Friday, July 12

- 7:00 am to 12:00 pm LULAC National Convention Registration & Credentials..... Lower Level
- 2:00 pm to 5:00 pm LULAC National Convention Registration & Credentials..... Lower Level
- 7:30 am to 9:00 am LNESB Breakfast (By Invitation Only)..... Ballroom D  
**Presenting Sponsor:** Nissan North America  
**Sponsors:** Shell Oil Company, ExxonMobil Corporation, McDonald's
- 7:30 am to 9:00 am AIPAC & LULAC Unity Breakfast and Roundtable (by Invitation only, RSVP Required)..... 103B
- 9:00 am to 9:30 am Immigration Press Conference ..... 102E  
**Featured Speakers:** Domingo Garcia, LULAC National President, Sindy Benavides, LULAC National Chief Executive Officer
- 9:00 am to 12:00 pm Wisconsin Youth Symposium ..... Third Level, EXPO  
 Presented by Rockwell Automation  
 Sponsored by Johnson Controls, Milwaukee Public Schools, American Petroleum Institute, Central Intelligence Agency
- 9:00 am to 12:00 pm National Stage ..... Ballroom AB  
 The LULAC National Stage highlights issues impacting Latinx communities across America while providing solutions and a vision for the future. Through dialogue, remarks, and audience engagement, the goal is to amplify awareness and take action.
- 9:00 am to 9:45 am Environment.....  
**Moderator:** Lindsey Luis, LULAC Youth President  
**Presenters:** Derek Walker, Vice President for US Climate at Environmental Defense Fund  
 Mark Magaña, President & CEO of GreenLatinos  
 Diana Perez, Washington State Director, LULAC
- 9:45 am to 10:45 am Technology .....  
**Spotlights:** Tony Waller, Sr. Director, Constituent Relations, Walmart  
 Laura Marquez, Head of Latino Community Engagement, Google  
**Moderator:** Celeste Carrasco, Director of Public Affairs, AT&T  
**Presenters:** Alejandro Roark, Executive Director, Hispanic Technology & Telecommunications Partnership (HTTP)  
 Natasha Duarte, Policy Analyst, Center for Technology & Democracy  
 Sindy Benavides, Chief Executive Officer, LULAC National
- 11:00 am to 12:00 pm Immigration Town Hall:  
**Presenters:** Domingo Garcia, LULAC National President  
 Bamby Salcedo, Transgender Activist  
 Krish O'Mara Vignarajah, President & CEO of the Lutheran Immigration & Refugee Service
- 9:30 am to 10:30 am Raising Our Voices: Drivers Licenses for all Wisconsin Residents  
**Location:** First Level, Palm Garden (5th Street Entrance)
- 10:00 am to 8:00 pm Exposition, Job, College, and Health Fair Opens..... Third Level  
 LULAC Tech Lounge Presented by AARP
- 10:00 am to 12:00 pm Baseball Clinic: Learn to Play the Clemente Way ..... Third Level, Sports Pavilion  
**Featured Coache:** Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente  
 Bring your baseball souvenirs and get them signed after the clinics by members of the Major League Baseball alumni!



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All events (unless noted otherwise) will be held at the Wisconsin Convention Center

12:00 pm to 2:00 pm	Wisconsin Youth Symposium Luncheon ..... Hilton Milwaukee City Center ..... Crystal Ballroom, 5th Floor
12:00 pm to 2:00 pm	Women's Hall of Fame Luncheon ..... Ballroom CD <b>Sponsored by:</b> Geico, Herbalife Nutrition, PepsiCo, Target <b>Featured Speaker:</b> National VP for Women, Lourdes Galvan; Marianne Williamson, Author, Presidential Candidate, Activist; U.S. Treasurer Jovita Carranza; Senator Tammy Baldwin (via video); Sindy Benavides, Chief Executive Officer, LULAC National
1:00 pm to 3:00 pm	Baseball Clinic: Learn to Play the Clemente Way ..... Third Level, Sports Pavilion <b>Featured Coach:</b> Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente
2:00 pm to 3:15 pm	Positively Impacting Our Communities Through Leadership and Social Media..... 102C Powered by Walmart Sponsored by Walmart, Positively Impacting Our Communities through Leadership and Social Media Workshop will help attendees learn how to leverage new and emerging social media platforms to create impact and bring change to their own communities. Husband and wife duo Juan Alanis and Anjelica Cazares of the leading U.S. Hispanic lifestyle blog Juan of Words, will guide this session providing their experience on working with brands such as Walmart and its campaign #MejorContigo, and offering key takeaways for novice and experienced social media users alike that can be put into practice immediately after the session. <b>Presenters:</b> Juan Alanis, Co-founder, Big Oak Tree Media/Digital Influencer Anjelica Cazares Founder, Crafty Thrifter/Co-founder, Juan of Words
2:00 pm to 3:15 pm	Mujeres Poderosas ..... 101D <b>Sponsored by:</b> Airbnb Do you want to start your own business? Have a skill or passion that you want to use to make money? Hear from a panel of women entrepreneurs who have used Airbnb Experiences to do just that! Airbnb and LULAC are launching a new partnership to expand entrepreneurship and empower Latinas—Mujeres Poderosas! All session attendees will be entered into a raffle to win a \$100 coupon towards an Airbnb Experience of your choice! <b>Presenter:</b> Alyssa Ramirez, Partnerships Manager, Airbnb; Maria Cuba, Global Diversity Lead, Airbnb
2:00 pm to 5:00 pm	Accelerating Nuestra Causa: LGBTQ 2020+ ..... 201B
2:00 pm to 2:45 pm	Accelerating Nuestra Causa: LGBTQ 2020+ ..... 201B Know Your Rights Across the Country (With Promising Practices Information for Institutions to Adopt) This workshop aims to discuss the current lack of federal protections for LGBTQ people and how they can find resources in their own states. <b>Presenter:</b> Human Rights Campaign
2:45 pm to 3:25 pm	The Equality Act & Other Advocacy Efforts for LGBTQ Communities This workshop is an opportunity for LULAC members to learn about different ways they can bring LULAC-style advocacy to LGBTQ issues, such as The Equality Act. <b>Presenter:</b> Human Rights Campaign
3:25 pm to 3:35 pm	BREAK
3:35 pm to 4:15 pm	Queer Allyship; Support Beyond the Rainbow Profile Picture This workshop's goal is to educate attendees on the ways that they can support and fight for the LGBTQ community in more profound and helpful ways. <b>Presenter:</b> Eddie Martinez, Executive Director at the Latino Equality Alliance
4:15 pm to 5:00 pm	Latinx LGBTQ Narratives; Then & Now This workshop is going to be an opportunity for a LULAC member to tell a personal story about his experience as a gay Latino man, as well as an opportunity for a scholar on the Latinx perspectives of the AIDS Crisis. <b>Presenter:</b> Dr. Jesus Ramirez-Valles, Director of the Health Equity Institute
2:00 pm to 3:30 pm	LULAC National: Presidential Address – State of the League & LULAC National Platform..... 102AB
3:30 pm to 5:30 pm	LULAC Members Training ..... 102AB Membership Growth & Organizing, Fundraising, Communications <b>Presenter:</b> Randy Parraz, National Organizing Director and Sr. Adviser to the National President
3:30 pm to 4:45 pm	The Future of Immigration..... 101C The immigration workshop will cover a breadth of immigration policy areas, particularly the Dream Act and TPS. Come learn of its current effects on our country and what we can anticipate and how to prepare for future immigration policy and rhetoric.





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# LULAC Agenda - Friday/Saturday, July 12/13



All events (unless noted otherwise) will be held at the Wisconsin Convention Center

- Moderator:** Sara Walker, Familia Latina Unida, Council 5294  
**Presenters:** Elvira Arellano, Immigration Activist, Founding Member Familia Latina Unida  
 Pastor Emma Lozano, Founder and President, Centro Sin Fronteras and co-Founder, Familia Latina Unida  
 Voces de la Frontera (Invited)  
 Milwaukee Teachers' Education Association (Invited)
- 3:30 pm to 4:45 pm Environment Refugees: Anticipating the Effect of Climate Change Migration ..... 101B  
 Join us in a discussion about the impact of the environment on migration. Natural disasters along with climate or environmental change displace populations and play a role in migration patterns. We will discuss these patterns and expand on the potential risks of becoming a refugee and what it means for U.S. immigration.  
**Presenters:** Mark Magaña, President & CEO of GreenLatinos  
 Diana Perez, Washington State Director, LULAC; Ricardo Lopez, President, Sustainable Solutions71
- 3:30 pm to 4:45 pm Digital Skills for Everyday Tasks..... 102C  
**Sponsored by:** Grow with Google  
 Make the most of your time by managing your work in Google Sheets and creating a meeting agenda in Google Docs that drives your project forward. We'll also explain more about the Grow with Google Partner Program, which provides these lessons and more with qualifying organizations so they can share with local communities. \*Computers or devices are strongly encouraged.  
**Presenter:** Sixcia Devine, Author and Grow with Google Trainer
- 3:30 pm to 4:45 pm 10 Things You Must Know Before Starting a Business; First Steps Primeros Pasos ..... 101D  
 This workshop provides you with an overview on how to evaluate your entrepreneurial readiness. We will discuss legal, regulatory, financial and marketing aspect to think about before starting a business. Each participant will walk away with a check list of items for future reference.  
**Presenters:** Nelson Soler, President and CEO, Multicultural Entrepreneurial Institute, Inc.  
 Tammi Cledenning, Lead Economic Development Specialist, WI US Small Business Administration Office  
 Yolanda Ruiz, Senior Stakeholder Liaison, Internal Revenue Service  
**Sponsored By:** Multicultural Institute
- 5:30 pm to 6:30 pm LULAC LGBTQ Equality Reception .....First Level, Palm Gardens  
**Sponsored by:** Nissan North America, Hilton Worldwide, Human Rights Campaign
- 5:30 pm to 7:00 pm Presidential Reception .....Ballroom CD Pre-function
- 7:00 pm to 10:00 pm Presidential Awards Banquet ..... Ballroom CD  
**Sponsored by:** Facebook, Ford Motor Company Fund, Walmart  
**Featured Speakers:** Hon. Martha Bárcena Coqui, Mexican Ambassador to the United States; Ruben Garcia, Director of Annunciation House and Ohtli Award Winner; Hon. Carmelo Rios, Puerto Rico Senate Majority Leader & NHCSL President; President Bukele of El Salvador (Invited); Senator Catherine Cortez-Masto (Invited); Attorney General Xavier Becerra (Invited); Heavyweight Champion Andy Ruiz, Jr. (Invited)

## Saturday, July 13

- 8:00 am to 9:30 am Breakfast for LULAC General Assembly and Officers ..... Ballroom D
- 10:00 am to 1:00 pm Baseball Clinic: Learn to Play the Clemente Way ..... Third Level, Sports Pavilion  
**Featured Coach:** Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente
- 9:30 am to 11:30 pm 2020 FTIP Initiative..... 202E
- 9:30 am to 12:30 pm LULAC General Assembly ..... Ballroom C
- 9:30 am to 12:30 pm LULAC Voting..... Ballroom AB
- 10:00 am to 3:00 pm Exposition, Job, College, and Health Fair Opens.....Third Level, Expo  
 LULAC Tech Lounge Presented by AARP  
**Entertainment:** Roberto Pulido & Frankie Caballero Presented by AARP
- 1:15 pm to 2:30 pm Youth: Talent Show and Open Mic.....Third Level, Expo
- 3:00 pm to 10:00 pm Milwaukee Brewers Cervenceros Day Tailgate  
*\*Additional Tickets Required for Brewers Baseball Game*  
**Speakers:** Alma L. Crossley, Director of Corporate Diversity at Chevrolet  
 Fred Keeton, Owner & Principal at Keeton Iconoclast Consulting LLC  
**Sponsored:** MillerCoors, Geico, Chevrolet, Caesar's Entertainment





Dear LULAC Youth, Guests and Sponsors:

As your National Youth President, I am pleased to present to you our 90th LULAC National Convention in the City of Festivals Milwaukee, Wisconsin. The state of Wisconsin, also known as America's Dairyland, is set to welcome you to our convention. As you come with us, I invite you to reminisce upon your own and others past experiences about why we are all here today.

Nosotros somos el producto del sacrificio que nuestros antepasados hicieron por nosotros.

LULAC was formed in 1929 and in its 90 years of service to the Hispanic community it has focused on education, economic, political, health, housing and civil rights in this country. LULAC was founded at a moment in time where Hispanic leaders in our country were tired of the prejudice and inequality Hispanics faced by being denied fundamental human and civil rights. Thus, LULAC has been an organization that empowers its members, from the youth to the elderly, by providing life-changing opportunities.

Como una comunidad, tenemos la responsabilidad de ayudarnos unos a otros y recordar que permanecemos enfocados para un fin común que es el éxito de nuestra comunidad Hispana.

Youth are not only the leaders of tomorrow, but also the leaders of today. In relation to LULAC's immense success throughout the years, a major driving force has been the youth members that have been vocal and inspiring in their battles for equity. LULAC has mentored and provided Youth with leadership opportunities that I, myself have been humble and proud to have taken, because without I would not be the person I am today. I am a first generation, daughter of immigrant parents, fulfilling my dream of going to college largely due to the support of the LNES program and LULAC. Like many others, I thank you today for supporting our efforts.

As this event progresses you will experience a variety of opportunities, I urge you to fully learn what you can from this convention by diligently participating. By gathering what you learn in this multitude of opportunities available during the convention go and share them with your communities, spread the message LULAC holds so dearly and empower those around you.

One for All and All for One,

*Lindsey Luis*

LULAC National Youth President

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All events (unless noted otherwise) will be held at the Wisconsin Convention Center

## Youth Agenda

### Tuesday, July 9

1:00 pm to 5:00 pm LULAC National Convention Registration & Credentials ..... First Level

### Wednesday, July 10

7:00 am to 12:00 pm LULAC National Convention Registration & Credentials ..... First Level

2:00 pm to 5:00 pm LULAC National Convention Registration & Credentials ..... First Level

### Marquette University Visit - Events open to all youth.

8:00 am to 9:00 am Marquette University Breakfast.....Marquette University

**Featuring:** Marquette University

**Location:** The Commons, Marquette University, 721 N 17th Street, Milwaukee, WI 53233

9:00 am to 10:00 pm Admissions Presentation.....Marquette University

**Featuring:** Marquette University

**Location:** Alumni Memorial Union, Marquette University  
1442 W Wisconsin Ave, Milwaukee, WI 53233

10:00 am to 11:00 am Marquette University Campus Tour .....Marquette University

**Featuring:** Marquette University

11:00 am to 12:00 pm Financial Aid Presentation & Student Panel

**Featuring:** Marquette University

**Location:** Alumni Memorial Union, Marquette University  
1442 W Wisconsin Ave, Milwaukee, WI 53233

12:00 pm to 2:00 pm Lunch at Marquette .....Marquette Hall, Room 100, 1217 W Wisconsin Ave, Milwaukee, WI 53255

**Featured speaker:** Joe Villmow

**Sponsored by:** Papa John's

### Wisconsin Center - Events open to all youth.

9:30 am to 4:30 pm WeRun National Campaign Training Institute..... 101D

9:30 am to 4:30 pm WeRun Organizing Institute..... 102C

12:00 pm to 2:00 pm Lunch On Your Own

2:15 pm to 3:15 pm Are You Really Safe in the Water? .....203B

**Speakers:** Rodney T. Marshall, Programs Manager

**Featuring:** American Red Cross

**Description:** An informative and entertaining presentation from the American Red Cross. Programs Manager Rodney Marshall tests the knowledge of LULAC Youth attendees on the importance of swim and water safety. How much do you know? Attendees get to prove their knowledge and have a chance at winning gifts and prizes.

2:15 pm to 3:15 pm Careers in Exploring the Outdoors.....203C

**Speakers:** Dr. Lavell Merritt, Jr., Recruitment Program Manager, NPS

Rodrigo Otárola y Bentín, Deputy Director, MANO Project

**Featuring:** National Park Service

**Description:** The National Park Service (NPS) Youth Program Division and Hispanic Access Foundation (HAF) will conduct outreach and recruitment aimed at the attendees to the LULAC Conference with the goal of educating participants of the many opportunities to visit, learn from ..... and gain internships/employment within the National Park Service.

2:25 pm to 3:15 pm Youth Council Advisor 101 Training, Part 1.....203D

**Speakers:** Vice-President for Youth Joél-Léhi Organista

**Description:** LULAC's National Vice President of Youth, Joél-Léhi Organista, will facilitate this session to provide adult advisors and allies of LULAC youth with resources to increase their knowledge and skills in empowering youth, supporting LULAC youth councils, creating meaningful partnerships, and much more.



# Youth Agenda

All events (unless noted otherwise) will be held at the Wisconsin Convention Center

- 3:30 pm to 4:30 pm      Opening Session: Welcome to LULAC Youth Convention .....203C  
*Speakers:* President for Youth Lindsey Luis, Vice-President for Youth Joél-Léhi Organista
- 4:30 pm to 6:00 pm      Backpacks Full of Cash Screening ..... 203E  
*Directed by:* Sarah Mondale  
*Narrated by:* Matt Damon
- 4:40 pm to 5:40 pm      Youth Board & LULAC Youth Members Town Hall.....203C
- 7:00 pm to 10:00 pm      Wisconsin Celebration..... Potawatomi Hotel & Casino  
*Featured speakers:* Governor of Wisconsin Tony Evers; Milwaukee Mayor Tom Barrett; Chris Abele, Milwaukee County Executive; Carlos Gomez, NY Mets & Former Brewers All-Star; Wisconsin Representative JoCasta Zamarripa; Representative John Delaney  
*Sponsored by:* Charter Communications, Froedtert, MATC, Northwestern Mutual, UMOs, Rockwell Automation  
*Entertainment:* JonCarlos & Gabriella  
*Location:* Potawatomi Hotel & Casino, Event Center, 1721 W Canal Street, Milwaukee, WI 5323311

## Thursday, July 11

- 7:00 am to 12:00 pm      LULAC National Convention Registration & Credentials ..... First Level
- 2:00 pm to 5:00 pm      LULAC National Convention Registration & Credentials ..... First Level
- 7:00 am to 9:00 am      Defenders of Freedom Breakfast ..... Ballroom D  
*Featured speakers:* Domingo Garcia, LULAC National President; Tulsi Gabbard, U.S. Representative, Hawaii-2nd District; Mary M. Kolar, Secretary-Designee of the Wisconsin Department of Veterans Affairs; Eugene Manzanet, Chair of the Latino Veterans Memorial Committee; Lawrence Romo, American GI Forum National Commander; Queta Rodriguez, USMC Captain Ret. & LULAC Veterans Affairs Committee Member; and Vietnam Commemoration Event  
*Sponsored by:* Denny's, T-Mobile
- 8:30 am to 12:00 pm      National Stage ..... Ballroom AB  
The LULAC National Stage highlights issues impacting Latinx communities across America while providing solutions and a vision for the future. Through dialogue, remarks, and audience engagement, the goal is to amplify awareness and take action.  
Democracy & Voting: Emilia Gutierrez, Politics and Government Outreach Manager, Facebook; Sindy Benavides, Chief Executive Officer, LULAC; Luis Vera, General Counsel, LULAC; Joe Henry, Special Advisor to the National President on Civic Engagement & Elections  
*Census:* Luis Rosero, Vice President of Government Affairs at Comcast NBCUniversal Telemundo; Angela Manso, DC Director of Policy & Legislative Affairs, NALEO Educational Fund; Tom A. Saenz, President & General Counsel, MALDEF; Representative, U.S. Census Bureau  
Presented by Comcast NBCUniversal Telemundo  
*Equality:* Jonathan Greenblatt, National Director & CEO of the Anti-Defamation League (ADL); Dr. Alan Curtis, President and CEO of the Eisenhower Foundation; Vanessa Gonzalez, Executive Vice President, The Leadership Conference on Civil and Human Rights; Nadim Damluji, Global Public Policy and Government Affairs, Starbucks Coffee Company  
*Education:* Dr. Jill Biden, Former Second Lady of the United States; Anthony Chavez, The Education Trust-West; Amy Mizialko, President of the Milwaukee Teachers' Education Association  
*Health:* C. Alicia Georges, National Volunteer President, AARP; Ana Maria Chavez, Executive Vice President & Chief Growth Officer, National Council on Aging
- 10:00 am to 11:00 am      Ribbon-Cutting Ceremony & Exposition Opening..... Third Level
- 10:00 am to 8:00 pm      Exposition, Job, College, and Health Fair Opens..... Third Level  
LULAC Tech Lounge Presented by AARP  
*Entertainment:* La Z 93.7 and La Grand 104.7
- 10:00 am to 12:00 pm      Soccer Clinic..... Third Level, Sports Pavilion  
*Sponsored by:* Garcia Youth Soccer, LLC
- 12:00 pm to 2:00 pm      Unity Luncheon..... Ballroom D  
*Sponsored By:* Airbnb, AT&T, Coca-Cola, Comcast NBCUniversal Telemundo, ExxonMobil, JUUL Labs  
*Featured Speakers:* Julián Castro, Former Secretary of Housing and Presidential Candidate; Dr. Eve Hall, CEO of NUL Milwaukee; U.S. Census Director Dr. Steve Dillingham; Lt. Governor of Wisconsin Mandela Barnes; Wisconsin Representative JoCasta Zamarripa
- 2:00 pm to 4:00 pm      Soccer Clinic..... Third Level, Sports Pavilion  
*Sponsored by:* Garcia Youth Soccer, LLC
- 2:00 pm to 3:00 pm      The Greater the Struggle the Greater the Victory.....203B  
*Speaker:* Dr. Robert Renteria, Civic Leader & Author  
*Featuring:* From the Barrio Foundation, www.fromthebarrio.com  
*Description:* Born into poverty from Barrio of East LA, raised in a broken home by a single mom. Surrounded by bullying, gangs, violence, drugs and abuse. Dropped out of school and was making terrible life choices. Turned his life around by honorably serving our country as a non commissioned officer in the U.S. army



All events (unless noted otherwise) will be held at the Wisconsin Convention Center

for over seven years. Later became Executive Vice President of a publicly traded Company on the New York Stock Exchange NYSE. Then CEO of his own company and now working with millions of people around the world. Dr. Renteria believes that the two greatest days in your lives are the day you where born and the day you realize why you where born.

- 2:00 pm to 3:00 pm **Staying Safe, Healthy and Strong in the Face of Adversity** .....203D  
**Speakers:** Maria Barker, Director of Latinx Programs and Initiatives  
 Juan Daniel Herrera, Bilingual Youth Health Care Educator  
**Featuring:** Planned Parenthood  
**Description:** Recognizing a healthy relationship is of the utmost importance, especially as young .... people face increased adversity in areas such as depression, suicide, and abuse. Many of us do not .... recognize an unhealthy relationship because we have been surrounded by unhealthy relationships all of our lives and we may see it as normal to continue to perpetuate this behavior. Come .....participate in an interactive conversation about your thoughts and ideas and walk away with the skills needed to recognize a healthy relationship.
- 2:10 pm to 4:15 pm **Youth Council Advisor 101 Training, Part 2**.....203C  
**Speakers:** Joél-Léhi Organista, LULAC National Vice-President for Youth  
**Description:** LULAC’s National Vice President of Youth, Joél-Léhi Organista, will facilitate this session to provide adult advisors and allies of LULAC youth with resources to increase their knowledge and skills in empowering youth, supporting LULAC youth councils, creating meaningful partnerships, and much more.
- 3:15 pm to 4:15 pm **The Importance of Empathy in Human Rights and Education** .....203B  
**Speakers:** Angelita Baeyens, Programs Director of Advocacy & Litigation  
**Featuring:** Robert F. Kennedy Human Rights  
**Description:** Angelita Baeyens will explore the importance of empathy for human rights, education and for working in the field. She will discuss the work RFK Human Rights is currently doing and their education program “Speak Truth to Power,” as well as draw from first-hand experience working with victims of serious human rights abuses and the courageous human rights defenders on the frontlines. Angelita will also discuss the various challenges and opportunities to effect positive change in our own communities.
- 3:15 pm to 4:15 pm **Sembrando Poder: Raíz Organizing** .....203D  
**Speakers:** Melissa Garcia, Associate Director, Raíz Program, Jose Alfaro, Raíz Program Manager  
**Featuring:** Planned Parenthood  
**Description:** Melissa Garcia and Jose Alfaro will explore the meanings of reproductive rights and reproductive justice. They will introduce Planned Parenthood’s Raíz Program and discuss the program’s impact within the Latinx community and also its history and present day challenges. Furthermore, they will explain the importance of advocating for reproductive justice as a Latinx community.
- 6:00 pm to 8:00 pm **Presidential Town Hall**..... Ballroom AB  
**Featuring:** Senator Bernie Sanders, Julián Castro, Former Secretary of Housing and Presidential Candidate, Senator Elizabeth Warren  
 (Doors close at 5:45 p.m.)
- 8:00 pm to 10:00 pm **Youth & Young Adults Awards Banquet** ..... Ballroom D  
**Featured speaker:** Senator Bernie Sanders; Representative Beto O’Rourke; Representative Ben Ray Lujan (Invited), Daniel Alvarenga, Journalist (Invited); Dolores Huerta (Invited)  
**Sponsored by:** Univision Communications
- 10:00 pm to 11:00 pm **“After Hour” Youth Mocktail Reception** ..... Ballroom D, Pre-Function  
**Sponsored by:** NCTA - The Internet & Television Association

## Friday, July 12

- 7:00 am to 12:00 pm **LULAC National Convention Registration & Credentials** .....Lower Level
- 2:00 pm to 5:00 pm **LULAC National Convention Registration & Credentials** .....Lower Level
- 8:00 am to 9:00 am **Latino Listening Session** .....203B  
**Featuring:** National Education Association
- 8:00 am to 9:00 am **LGBTQ Issues** .....203D  
**Speaker:** Alyssa Cortes, Southern Nevada Regional Organizing Lead  
**Featuring:** Human Rights Campaign
- 9:00 am to 12:00 pm **FTI Wisconsin Youth Symposium** .....201CD
- 9:00 am to 12:00 pm **National Stage** ..... Ballroom A  
 The LULAC National Stage highlights issues impacting Latinx communities across America while providing solutions and a vision for the future. Through dialogue, remarks, and audience engagement, the goal is to amplify awareness and take action.



# Youth Agenda

All events (unless noted otherwise) will be held at the Wisconsin Convention Center

**Environment:** Derek Walker, Vice President for US Climate at Environmental Defense Fund; Mark Magaña, President & CEO of GreenLatinos; Lindsey Luis, LULAC Youth President; Diana Perez, Washington State Director, LULAC

**Technology:** Tony Waller, Sr. Director, Constituent Relations, Walmart; Laura Marquez, Head of Latino Community Engagement, Google; Celeste Carrasco, Director of Public Affairs, AT&T; Natasha Duarte, Policy Analyst, Center for Technology & Democracy; Alejandro Roark, Executive Director, Hispanic Technology & Telecommunications Partnership; Sindy M. Benavides, LULAC National CEO

**Immigration Townhall:** LULAC National President Domingo Garcia; Bamby Salcedo, Transgender Activist; Krish O'Mara Vignarajah, President & CEO of the Lutheran Immigration & Refugee Service

10:00 am to 8:00 pm	Exposition, Job, College, and Health Fair Opens.....	Third Level
10:00 am to 12:00 pm	Baseball Clinic: Learn to Play the Clemente Way .....	Third Level, Sports Pavillion
	<b>Featured coaches:</b> Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente	
	Bring your baseball souvenirs and get them signed after the clinics by members of the Major League Baseball alumni!	
12:00 pm to 2:00 pm	FTI: Young Professional & Collegiate Symposium Luncheon.....	Hilton Hotel
	.....	Crystal Ballroom, 5th Floor
1:00 pm to 3:00 pm	Baseball Clinic Learn to Play the Clemente Way .....	Third Level, Sports Pavillion
	<b>Featured coaches:</b> Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente	
2:00 pm to 2:45 pm	Closing Session: See you next year!.....	203C
3:00 pm to 4:00 pm	Youth Candidate Forum.....	203C
4:00 pm to 5:00 pm	Youth Elections .....	203C
7:00 pm to 10:00 pm	Presidential Awards Banquet .....	Ballroom CD
	<b>Sponsored by:</b> Facebook, Ford Motor Company Fund, Walmart	
	<b>Featured Speakers:</b> Hon. Martha Bárcena Coqui, Mexican Ambassador to the United States; Ruben Garcia, Director of Annunciation House and Ohtli Award Winner; Hon. Carmelo Rios, Puerto Rico Senate Majority Leader & NHCSL President; President Bukele of El Salvador (Invited); Senator Catherine Cortez-Masto (Invited); Attorney General Xavier Becerra (Invited); Heavyweight Champion Andy Ruiz, Jr. (Invited)	

## Saturday, July 13

8:00 am to 10:00 am	Talent Show Rehearsal (open to participants) .....	Third Level
10:00 am to 1:00 pm	Baseball Clinic: Learn to Play the Clemente Way .....	Third Level, Sports Pavillion
	<b>Featured Coach:</b> Luis Roberto Clemente, son of the late Hall of Famer Roberto Clemente	
10:00 am to 3:00 pm	Exposition, Job, College, and Health Fair Opens.....	Third Level
	Entertainment	
1:15 am to 2:30 pm	Talent Show & Open Mic .....	Third Level





## **CELEBRATING THE POTENTIAL OF OUR COMMUNITY**

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**GENERAL MOTORS**



# 2019 LULAC National Convention Rules

*Adopted by the LULAC National Board of Directors*

1. Only delegates, or alternates replacing a delegate, wearing their certified badges, will be allowed in the voting section. All other persons shall be seated in an observation area designated by the Presiding Officer or Election Judge. The only exception to this rule shall be to accommodate a physically challenged delegate or alternate who desires to be seated in a special area.
2. A member in good standing has the right to ask that non-members be removed from the election area. This shall include the news media.
3. An Election Judge shall be appointed by the National President to conduct the elections. The Election Judge shall be appointed prior to the start of the National Convention.
4. The Election Judge shall appoint at least three (3) Official Observers for all elections for the purpose of:
  - a. serving as counters, as necessary; and
  - b. being present at the time of electronic voting system installation and testing. Testing will include a sample test vote. The Election Judge will report the results of the sample test vote to the National Assembly.
5. Elections shall be by electronic ballot, including voting on amendments, resolutions and runoffs. If electronic ballot is unavailable, then a hand count shall be held row by row.
6. No delegate or alternate may have more than one (1) vote in any one (1) election.
7. Voting in absentia shall not be allowed.
8. A candidate not previously announced, as per the LULAC National Constitution, may run from the floor provided that a written certification endorsement by the total accredited delegations of a minimum of five (5) councils, including the candidate's home council, is made to the Election Judge prior to or at the time of nomination.
9. Each candidate has the right to appoint one (1) observer/counter for the purpose of verifying the count and, if they wish, may be present for the electronic sample test ballot.
10. Each candidate shall have three (3) minutes for speeches. No speeches by unchallenged candidates shall be allowed.
11. In elections in which more than two (2) candidates are involved, and no one (1) candidate receives 50 percent plus 1 majority of the certified votes, the two (2) candidates receiving the highest number of votes shall immediately go into a runoff. No speeches shall be allowed in runoff elections.
12. Challenges to any election must be made issued to the Election Judge before the next election is started. It shall take a two-thirds (2/3's) vote to overturn any final ruling made by the Election Judge or by the National Legal Advisor.
13. The order of elections shall be as follows:
  - a. National President
  - b. National Vice President for Women
  - c. National Vice President for Youth
  - d. National Vice President for Young Adults
  - e. National Vice President for the Elderly
  - f. National Treasurer
  - g. National Vice President for the Southwest
  - h. National Vice President for the Midwest
  - i. National Vice President for the Farwest
  - j. National Vice President for the Southeast
  - k. National Vice President for the Northeast
  - l. National Vice President for the Northwest
  - m. 2022 Convention Site
14. Presentation of Constitutional Amendments shall follow the procedures set forth in Article XIV, Section 2. Amendments from the floor shall not be allowed. Discussion on amendments shall be limited to three (3) speakers for and three (3) speakers against with each speaker having two (2) minutes.
15. All Resolutions shall follow the same procedure established for Amendments. Resolutions from the floor may be permitted but must be type written and submitted in the form provided for in the LULAC website and submitted by a local council in good standing. Resolutions being submitted from the floor must be presented to the Resolutions Committee not later than 5 pm on the Friday before the National Assembly is Convened. The Resolutions Committee shall read the resolved portion of each resolution and make its recommendation to the General Assembly. Discussion on each resolution shall be limited to two (2) speakers for and two (2) speakers against with each speaker having two (2) minutes. Speaker must announce if he/she is speaking in favor or against the resolution in question.
16. Any issue not covered by these Convention Rules will be determined by the proper provisions within the LULAC National Constitution, By-Laws & Protocol, and Robert's Rules of Order (revised) in that order.
17. These adopted 2019 Convention Rules may be changed by a two-thirds (2/3's) vote of the General Assembly.
18. Delegates, Alternates and Guests must always maintain proper decorum. Whistling and whistles are not allowed.
19. Any individual(s) disrupting the National Assembly business or election proceedings as determined by the Presiding Officer or Election Judge, or that uses profanity or verbally threatens or attacks another member on or near the voting floor will be removed from the voting floor by the Sargeant at Arms and charges to discipline the member(s), including expulsion for "actions contrary to the principles of LULAC" may be brought against the member(s) by the Presiding Officer, the Election Judge or any Certified Delegate at the October National Board of Directors meeting. Charged member(s) rights and appeals shall be those outlined in the LULAC constitution such as in Article IV, Section 1. b. (8).



All events (unless noted otherwise) will be held at the Wisconsin Convention Center

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

## The Awards

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

- Man of the Year
- Woman of the Year
- Council of the Year
- Raymond Tellez Award for Education
- Felix Tijerina Award for Service to the League
- Aztec Award for Civil Rights
- J.C. Martínez Award for Membership and Expansion
- Cesar Chávez Award for Leadership and Community Service
- Dr. Anita Del Rio Award for Latina Leadership and Women's Advocacy
- Senior Award, presented by National VP for the Elderly
- John Arnold Humanitarian and Community Service Award
- Cresencio Padilla Award for Volunteerism

## Criteria for Council of the Year Award

1. Council must be chartered and in good standing in the League.
2. Council must have been awarded Council of the Year at the District and State levels.
3. Council must have sponsored a LULAC Youth Council in the past year.

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

## Criteria for Man of the Year Award

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

## Criteria for Woman of the Year Award

1. Nominee must be a member of a chartered LULAC Council in good standing in the League.

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

## Criteria for LULAC Special Awards

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

# LEGISLATIVE PLATFORM



## AFFIRMATIVE ACTION

LULAC believes in equal opportunity for Hispanics across education, employment and contracting, and firmly opposes any form of discrimination. LULAC remains committed to fighting against efforts to overturn decisions targeting affirmative action programs across the country.

LULAC will work to ensure that information on affirmative action is up to date with changes from the Office of Personnel Management (OPM). OPM will provide LULAC with pertinent data impacting affirmative action policies. If such data is not received LULAC will request such information from the Hispanic Senior Executive Service members and/or submit Freedom of Information Act requests.

## CENSUS AND DATA COLLECTION

Based on the 2017 Census American Community Survey, approximately 56 million Latinos reside in the United States. According to the Pew Research Center, the 2010 Census underestimated the increase of Hispanic residents and the overall count exceeded by 1.9% in Hispanic population growth. Due to a range of demographic shifts across the nation, LULAC urges local, state, and federal government agencies to employ and train staff to serve the growing and diverse populations our country has to ensure localities and states receive accurate federal funding and congressional representation through an accurate count in 2020.

As a national partner, LULAC supports the efforts of the Census Bureau to obtain an accurate count in 2020. LULAC encourages that the Bureau create community-based partnerships to reach hard-to-count populations to reach a most accurate count. LULAC firmly believes that the Census Bureau should provide materials – both in print and online – in Spanish, award stipends to community-based organizations who commit to assisting with the Census count outreach, and ensure that the citizenship question is removed from any future Census form.

## CHILD WELFARE

LULAC calls on Congress to reform the existing child welfare system. LULAC supports the process

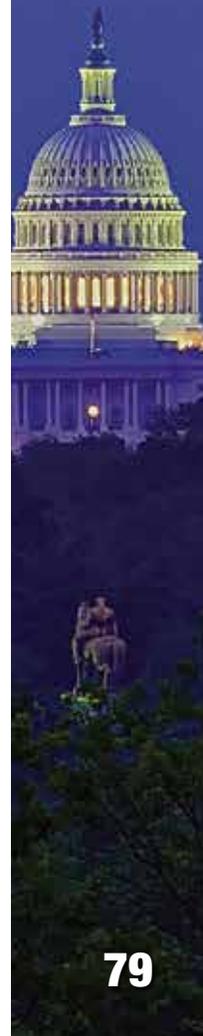
for investigating cases of racial profiling and discrimination in the child welfare system by the U.S. Justice Department and Department of Health and Human Services. Additionally, LULAC encourages Federal and State protections for victims of child abuse in the education system.

## CITIZENSHIP AND VOTING

LULAC strongly encourages the active civic participation of all eligible Latinos at all levels of government and at all times of the year - not only during election years. By registering to vote, voting, participating in town halls and community involvement, Latinos have the power to directly transform their respective communities. Additionally, LULAC encourages all eligible immigrants to become US citizens and demands that the Citizenship and Immigration Services streamline and expedite the processing of citizenship applications pending in a backlog for up to two years or more. LULAC aims to assure that voters' rights are safeguarded on election-day by preventing voting rights violations, such as intimidation at the polls, unworkable voting equipment, and other civil rights violations by providing voter protection hotlines with assistance in English and Spanish.

LULAC stands against photo ID laws, signature matching, and gerrymandering of congressional districts and believes the full intent of Section 5 of the Voting Rights Act of 1965 should be restored. As an organization LULAC believes and supports: automatic voter registration, same day voter registration, expansion of absentee ballots, early voting options and accessible polling locations for individuals with disabilities and various language needs.

LULAC opposes any efforts to repeal birthright citizenship, stripping citizenship from U.S.-born children of immigrants or amend the 14th amendment in any form that aims to restrict the rights of Americans. LULAC also strongly believes that all the rights and protections afforded to U.S. citizens in the contiguous United States should also apply to those on living in U.S. Territories such as Puerto Rico.





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## CRIMINAL JUSTICE REFORM

LULAC advocates for the reform of the criminal justice system. LULAC supports the repeal of legislation harmful to Latinos and minorities, advocates for the elimination of the death penalty, and the collection of data of Hispanics/Latinos in the state and federal prison systems. LULAC supports reducing funding for the prison industrial complex. Additionally, LULAC supports to reduce the disproportionate number of Latinos who are incarcerated and reform of the court system to ensure fair sentencing guidelines are in place to protect all regardless of race or socio-economic background. LULAC opposes the incarceration of youth in adult prisons and supports preventive education and social programs to reduce incarceration and recidivism.

## DISCRIMINATION AND RACIAL PROFILING

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

LULAC strongly supports efforts to build trust and cooperation between law enforcement agencies and the Latino community. In addition, LULAC supports legislative efforts aimed at de-militarizing local and state law enforcement agencies and equipping law enforcement officers with body cameras. In cases involving police brutality, excessive force, and/or lethal force, LULAC calls for independent investigation to review cases for potential civil rights violations.

## ECONOMIC OPPORTUNITY

LULAC urges companies and government agencies to embrace diversity in all aspects of business, through employment, promotion,

and contracting (including federal and state contracting), as well as supporting representation of Hispanics at all levels, from day-to-day management and governance to the boardroom. LULAC encourages the expansion of programs and policies that provide funds to stimulate business, job growth and training, and opportunities for venture capital.

LULAC supports the implementation of the Community Reinvestment Act by commercial banks and savings associations to promote economic stimulus to low-income minority communities. LULAC encourages the federal government to reform the federal tax code to address the financial challenges regarding our federal budget and subsequent funding for programs and services that are important to the Latino community.

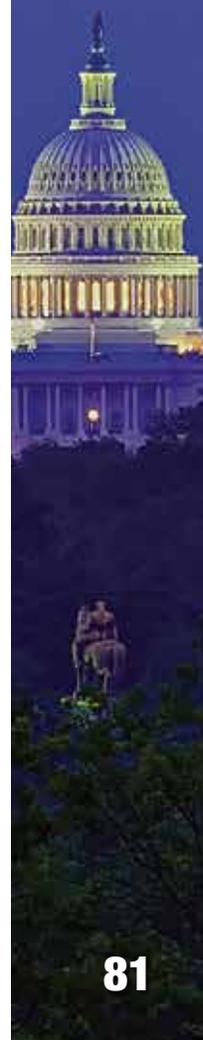
Furthermore, LULAC supports financial education efforts aimed at improving the economic security and stability of the Latino community. LULAC works to promote financial literacy, savings and investments. We oppose all forms of predatory financial practices including subprime mortgages, payday loans, usurious bank fees, high cost auto loans and pyramid schemes.

## EDUCATION

LULAC is deeply committed to advocating for our educators, community members, students, and families who champion all students including immigrants and their educational undertakings.

LULAC supports Dreamer students who were brought here as children by their parents. Our aim is to create and support a realistic path for the aspiring Dreamers and immigrants who call America home and ensure legislation will be fair to ensure these new Americans can positively contribute to our country and preserve family unity.

LULAC urges Congress to show bipartisanship to fix immigration legislation to ensure our Latino youth are safe and demonstrate resilience in all academic endeavors. LULAC demands Congress to be purposeful with increasing funding to implement targeted programs and school curricula reflecting culturally relevant teaching and learning methods grounded in research to encourage Latino students to remain in school. LULAC backs legislation providing students with disabilities



**Together,** we empower the next generation  
of **thinkers, makers** and **innovators.**



the tools, resources, and guidance to succeed academically and socially.

LULAC encourages to increase curriculum development in STEM to meet the incoming demand in a larger STEM workforce and growing the Latino pipeline from Early Childhood Education. Congress should increase funding for curriculum development in STEM to provide students the knowledge and skills needed for these expanding occupational fields. STEM pathways in K–12 should include targeted outreach to Latinos to introduce students and educators to computer science and other subjects to spark an interest in STEM.

LULAC promotes legislation and policy decisions targeted at closing the achievement gap currently existing at all levels of education. Most students aspire to a post-high school academic goal. To help them meet those aspirations, educational planning, monitoring, and interventions must be aligned to their aspirations, begin early, and continue throughout their educational careers. LULAC urges Congress to increase funding to implement targeted programs to encourage Latino students to remain in school and fulfill their academic and professional ambitions.

LULAC endorses efforts at the state level to ensure Latino students have access to a high-quality education that prepares them for college and career readiness by engaging parents about college and what it means to be college ready. Parent involvement is critical for Latino student success. We also believe districts should increase Latino representation among teachers through intentional, targeted recruitment, retention and leadership development efforts.

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

LULAC defends the use of research-based assessment of and for student learning. Federal requirements must be limited to age-appropriate assessments that create a fair and fearless

environment for academic improvement. In addition, LULAC supports efforts to ensure that students, families, and teachers have the support system, training exposure, and adequate resources needed as states continue to administer new assessments.

LULAC affirms school discipline practices that will reinforce Latino values of respect, consideration, determination, and problem-solving that will encourage them to enjoy learning in a safe environment.

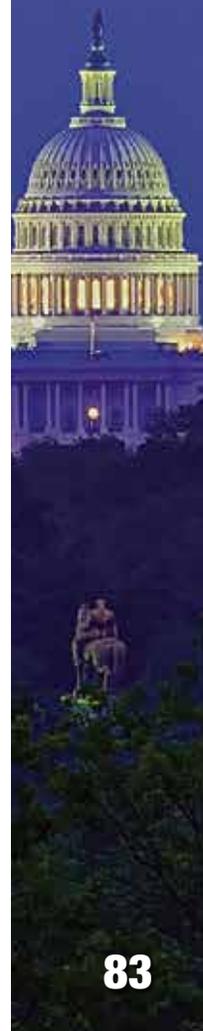
## ENVIRONMENT, CLIMATE AND ENERGY

LULAC believes in protecting the environment, climate and the promotion of renewable energy sources of our communities and overall planet. Through partnerships with the Environmental Defense Fund and Energy Foundation, LULAC has advocated for environmental sustainability and clean energy across the local, state and national levels.

LULAC supports and advocates for the expansion of efforts of “green jobs,” recycling, and through the creation and sustainability of rooftop and community gardens. LULAC opposes the practice of disposal of nuclear, chemical waste or other toxic waste in or near Hispanic communities. LULAC supports the Clean Air Act and similar legislation that aims to reduce emissions that are harmful to all. LULAC also supports efforts to strengthen existing legislation to protect water sources from pollution, protect communities from exposure to toxic chemicals, and increase oversight on companies taking part in activities which may endanger natural resources. LULAC expresses support for the Clean Power Plan and the Clean Water Rule and legislation that aims to curtail emissions that contribute to climate change.

## ENGLISH PLUS

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





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preserved. LULAC supports increasing programs and funding for English as a Second Language for adult students.

## FOREIGN RELATIONS

LULAC urges the strengthening of partnerships with Latin American countries. We urge the U.S. government to include Latin American nations as partners for the war on terrorism and the creation of multilateral agreements on cross-border issues as health, labor, education, immigration, environment and sustainable economic development. LULAC supports efforts to renegotiate trade agreements to raise the standards of living for the labor force and protect our environmental standards so as to reduce displacement of workers and consequent mass migration. LULAC supports efforts to grow sustainable economic development programs in Latin America and the Caribbean, along with social development programs.

## GENDER EQUITY

LULAC strongly supports gender equity through established programs, campaigns and supporting legislation. LULAC affirms its support through the expansion of leadership development programs for women of all ages. Through active programs and campaigns such as Mujeres Poderosas, the Latina Entrepreneur Academy, and TECHNOLOchicas LiFT program, LULAC strives to develop women leaders across all industries. Additionally, LULAC strongly supports programs and legislation that aim to close the gender wage gap, promote equal pay, and family-centered policies that encourage women to join and remain in the labor force.

## HATE CRIMES

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

## HEALTH

LULAC is committed to addressing the health disparities prevalent across the Latino community. LULAC deeply advocates for access to affordable, accessible, and universal health care to address the broad range of issues that impact Latinos such as reproductive health, prenatal care, substance abuse, and mental health.

LULAC is committed towards ensuring that those who are eligible for health insurance under the Affordable Care Act, are enrolled in a medical insurance plan. LULAC supports the Medicare for All program that would provide all individuals residing in the United States and U.S. territories with free health care including primary care and prevention, dietary and nutritional services, prescription drugs, emergency care, long-term care, mental health, dental, and vision care. LULAC advocates for an increased awareness of preventative and proactive health care through patient education programs focusing on preventing diseases disproportionately impacting Latinos, such as diabetes, obesity, coronary diseases, hypertension, and HIV/AIDS. LULAC opposes any legislation or litigation aimed at repealing the protections and health benefits expanded under the Affordable Care Act.

## HISPANIC REPRESENTATION

LULAC promotes public service and strongly urges the Administration to review and update Executive Order 13171 to ensure that the federal government reflects the most current demographic and statistical information of Hispanics at all levels of the federal government. LULAC urges local, state, and federal agencies to increase their outreach to Hispanic organizations, i.e. LULAC and others, since they are the ones that can supply the agencies with qualified applicants. We urge the administration to work closely with Hispanic members of Congress to develop strategies that will increase the representation of Latinos in the local, state and federal government. LULAC urges the US Senate to provide a level playing field for Hispanic judicial nominees to ensure that Hispanic representation in the judicial system increases proportionally to the numbers of Latinos in the





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general population.

LULAC supports the Office of Personnel Management's Federal Diversity Office, which seeks to develop a government-wide strategy to support Federal agencies in improving outreach to and hiring of diverse groups of candidates including Hispanics.

LULAC strongly advocates increasing Hispanic-oriented programming that share the portrayal of a range of narratives related to Hispanic-American experiences. Beyond increasing the representation of Latinos in the media, we are also advocates for ensuring more Latinos have access to contribute their talents to the journalism and broadcasting sector.

## HOUSING

LULAC supports efforts to build, maintain, and increase access to affordable housing for Latino families. LULAC opposes all forms of housing discrimination and calls for stronger enforcement of fair and equal opportunity housing laws and the elimination of predatory housing lending practices. LULAC supports foreclosure intervention programs and efforts.

In addition, LULAC supports the development of more housing for the elderly; the creation of additional emergency shelter to permanent housing for victims of domestic violence; the development of integrated permanent supportive housing for people with disabilities; and an increase in funding for programs and services to end homelessness.

## HUMAN TRAFFICKING

LULAC supports state and federal efforts to combat international and domestic trafficking of human beings and the full implementation of the Victims Protection Act (TUPA) of 2000. LULAC actively promotes awareness of human trafficking through a partnership with Polaris, aimed at empowering women in difficult circumstances and for others to learn to recognize signs of human trafficking and how to report it.

## IMMIGRATION

LULAC seeks the end of the codification of policies that separate families at any border, repeal of the 'Muslim ban' and other racially coded executive orders, and the full restoration of rights for those seeking asylum; protection of all state and local jurisdictions that have sanctuary and community-trust policies. LULAC firmly opposes family separation practices and believes in addressing the underlying conditions that exacerbate separation. LULAC is a strong proponent of ending the "zero-tolerance" immigration prosecution policy that has led to thousands of children being taken from their parents. LULAC calls on Congress to: reunite families as quickly as possible; shelter all individuals in humane and sanitary conditions; and provide trauma informed care for refugees, asylum seekers, and families currently separated or to those recently reunited.

LULAC advocates for clean, stand-alone legislation that would provide a pathway to citizenship for individuals brought to the United States as children (Dreamers) and recipients of Temporary Protected Status (TPS). Through partnerships with organizations like DreamActivist.org LULAC has and will continue calling for negotiations to create a permanent TPS solution. LULAC supports legislation that grants licenses to all individuals regardless of immigration status such as supporting the issuance of a driver's license upon passing a criminal background check, endorsement by a citizen, or requiring a pledge by immigrants to apply for legal residency.

LULAC supports allowing immigrants who review their status through any administrative action program like the Deferred Action for Childhood Arrivals (DACA) or Temporary Protection Status (TPS) to sit for professional and technical trade licensing exams and receive licensure upon passing. States should not bar the credentialing of immigrants and should work towards allowing immigrants to fully contribute their educational skills and entrepreneurial talents within the parameters of state and local professional, commercial, and business licensing schemes. Geographic location or a person's ability to prove residency should also not impede their ability to obtain credentials and identification.

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## LAW ENFORCEMENT

LULAC seeks to establish accountability for law enforcement officials engaging in misconduct, discrimination, and utilizing intimidation tactics to terrorize Latinos and communities of color. LULAC opposes the continued enforcement of the Secure Communities Act on people with less than a felony charge. LULAC does not honor the detainer policy in the Secure Communities Act. LULAC encourages State, County, and local law enforcement officers to be trained on the appropriate enforcement intended by the secure communities Act.

## LGBT

LULAC supports efforts to dismantle discrimination against LGBTQ Latinos. LULAC's support extends to various pieces of legislation aimed at addressing LGBTQ equality in and outside of the United States including the passing of the Equality Act. LULAC has actively worked alongside LGBTQ organizations including the Human Rights Campaign to educate the Hispanic community on the benefits of the Equality Act for more than just the LGBTQ community. LULAC seeks to keep healthcare and worker protections in place for individuals based on sexual orientation, gender identity, first language, and HIV status. In addition, LULAC opposes the ICE detention of vulnerable populations like LGBTQ immigrants. LULAC also condemns the passing of harmful religious exemption legislation.

## PUERTO RICO

LULAC reaffirms its strong support to fellow U.S. citizens who reside in Puerto Rico regarding their legitimate right as U.S. citizens to be able to vote in Presidential elections, as well as for their corresponding voting members of Congress.

## SENIORS

LULAC strongly advocates for programs and legislation that protect the quality of life of Latino seniors, fair cost housing, transportation for those with special needs, homecare, employment opportunities, medical care and treatment services and health coverage, and the prevention of elderly abuse and fraud. LULAC additionally seeks to reduce the costly price of prescription medication

and a streamlined system of Medicare prescription drug coverage.

## SOCIAL SECURITY

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

## TECHNOLOGY

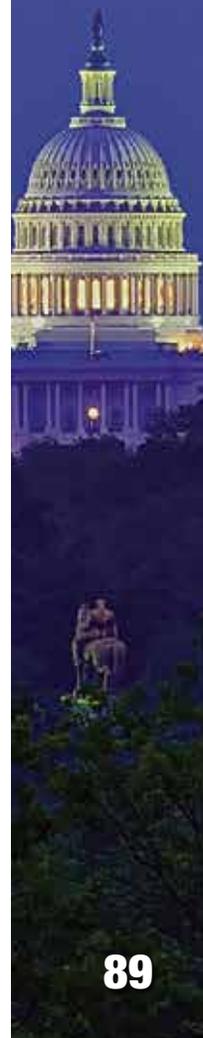
LULAC strongly believes that universal broadband access is the key to empowering Latinos to advance their education, careers and quality of life. A home broadband connection is vital to the economic success of Latinos.

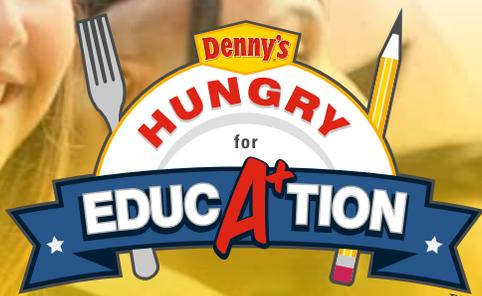
LULAC supports the preservation of a free and open Internet that does not inadvertently shift the massive costs of increasing access, capacity and bandwidth to low-income communities. LULAC strongly supports modifications of the Lifeline program and insists that the plan not only focus on rural communities but also prioritize urban communities where high numbers of Latinos reside. In addition, LULAC fully supports the expansion and modernization of programs like E-rate.

## VETERANS

LULAC will establish a close working relationship with the Veterans Administration (VA) to assure delivery of an improved quality of care and services for Hispanic Veterans. This relationship should include effective communication, exchange of ideas and information, identification of emerging needs, and a continuous reevaluation of existing VA programs. LULAC shares a common goal with the VA of more uniform, efficient, and effective programs that assure a seamless continuum of care and services for Hispanic Veterans at all levels of the Federal and State Government.

LULAC will coordinate with the VA on more meaningful outreach and innovative strategies to provide a positive experience for our Hispanic Veterans. The strategies should include pilot programs, grant opportunities, and updates to VA programs and services. LULAC will also identify





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emerging and/or unmet needs of Hispanic Veterans and their families and engage the VA with reciprocal discussions and deliberations on potential responses and solutions.

LULAC will work closely with the membership to encourage talented candidates to apply for critical staff positions at VA facilities by disseminating VA job announcements in social media and at LULAC events.

LULAC strongly supports legislation to bring back our Green Card Veterans that have been deported to different countries. LULAC through its Veterans Affairs Committee will continue to advocate with other Veteran organizations in promoting different initiatives that will help all Green Card Veterans attain their citizenship.

## WORKERS' RIGHTS

LULAC strongly supports the right of all to organize under the law and form labor unions dedicated to reaching equality, and social and economic justice. LULAC supports all workers, regardless of age, sex, race, nationality or creed, to improve their working and living conditions.

LULAC urges Congress to pass legislation that protects farm workers from employer abuse and guarantees safe working conditions, housing, and access to training for farm workers. LULAC opposes the expansions to the H-2A and H-2B visa

programs that do not provide adequate housing, health & safety protections, and labor rights to workers.

LULAC supports the continuation and expansion of the National Farmworkers Job Program. LULAC urges Congress to pass legislation that protects workers from the exploitation of the H-visa program, protects domestic workers from employer abuse and guarantees safe working conditions as well as the same rights afforded to workers in other industries.

Lastly, LULAC strongly supports the elimination of child labor and supporting education efforts such as partnerships with the International Labor Organization's (ILO) international programs to eliminate child labor across the U.S. and worldwide. LULAC opposes the exploitation of children working under low-wages and hazardous conditions. LULAC opposes any and all exploitation of minors; psychological, physical, political, or sexual.

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

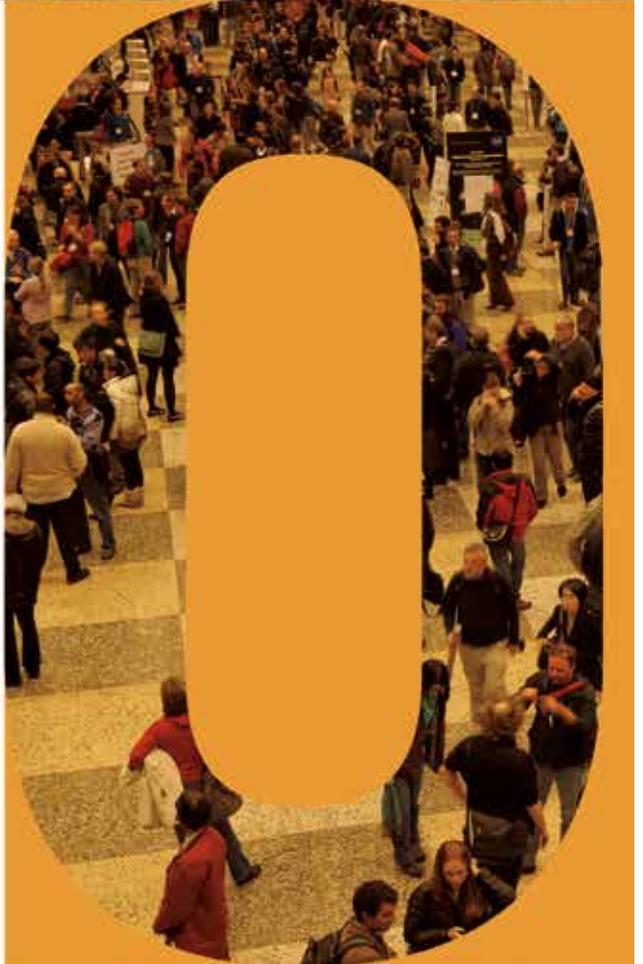
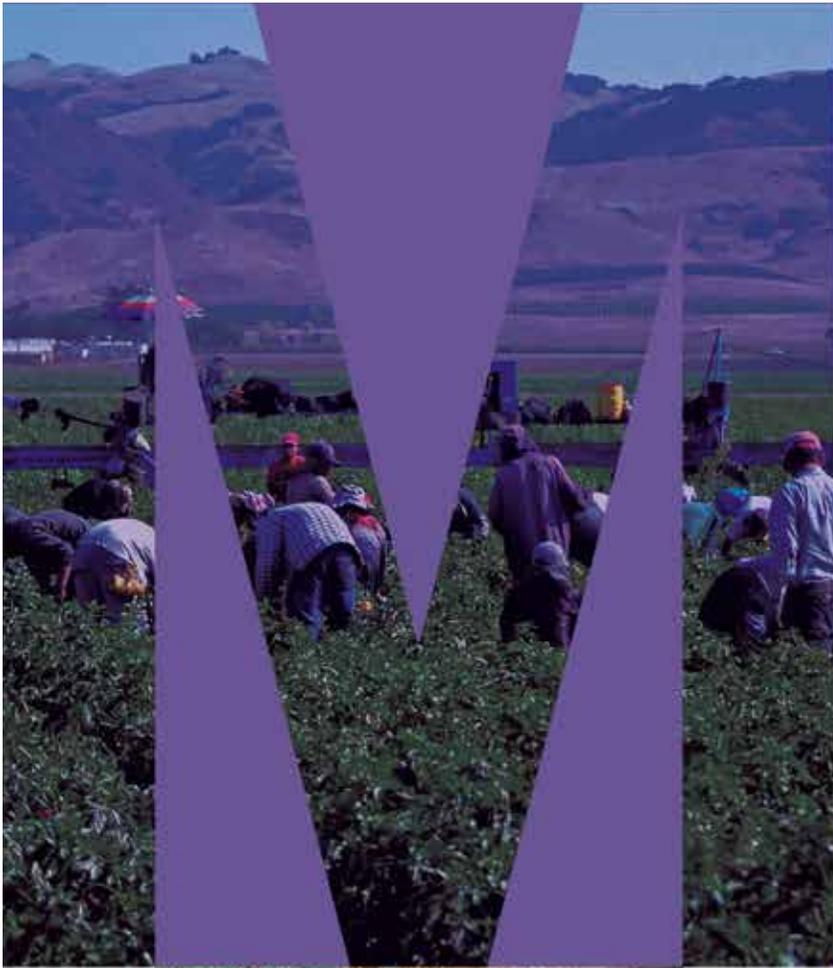


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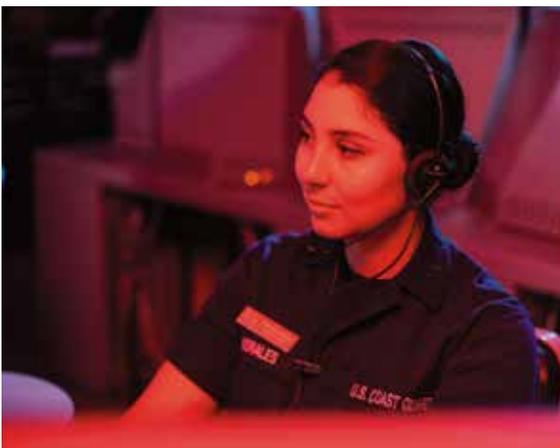
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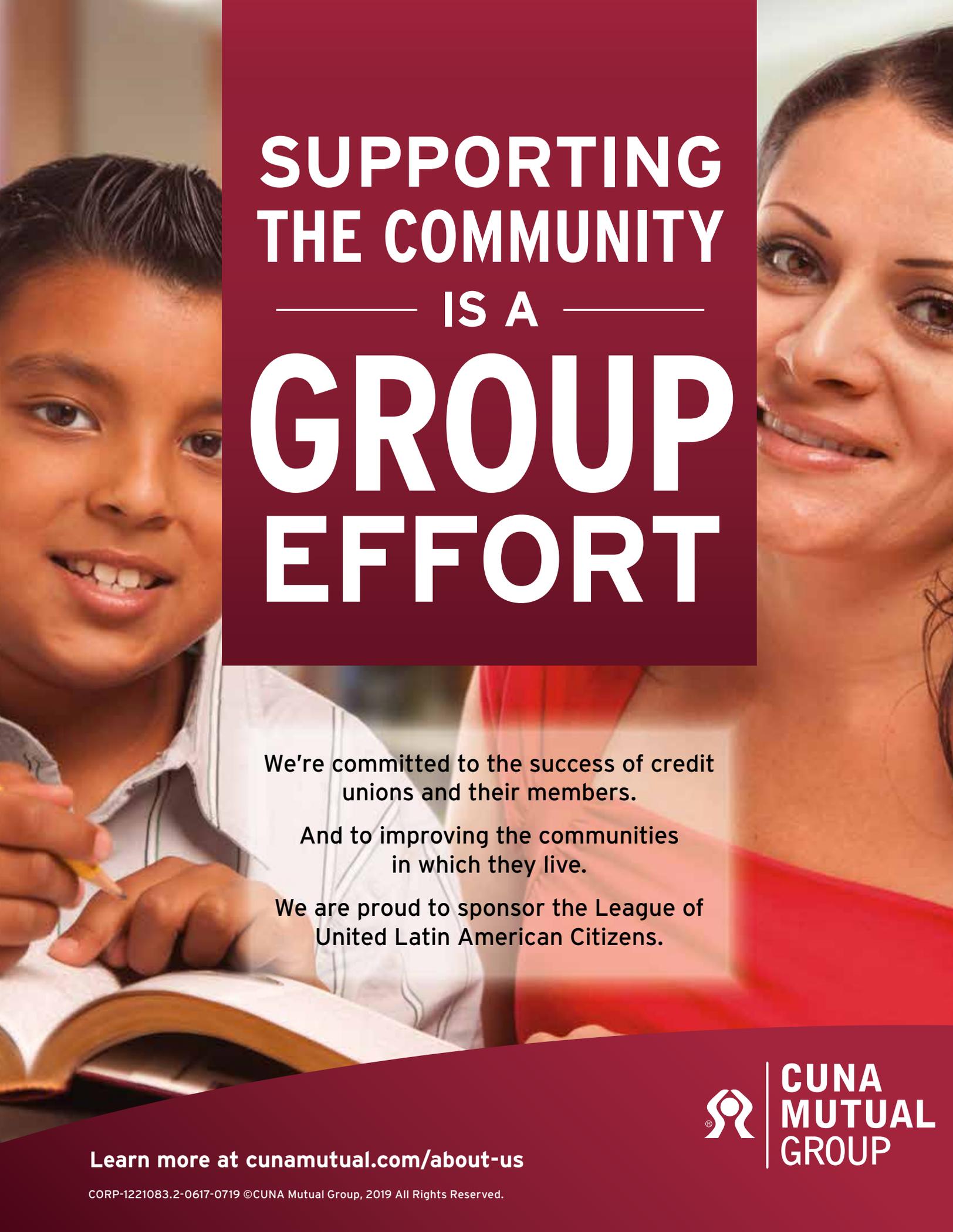



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\*Source: Money Magazine, "Best Colleges for Your Money 2018"

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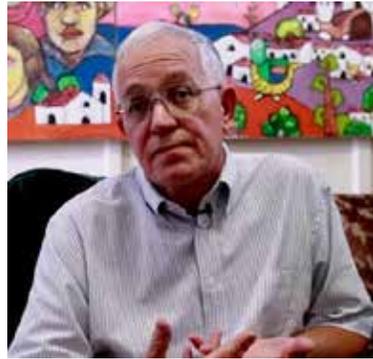




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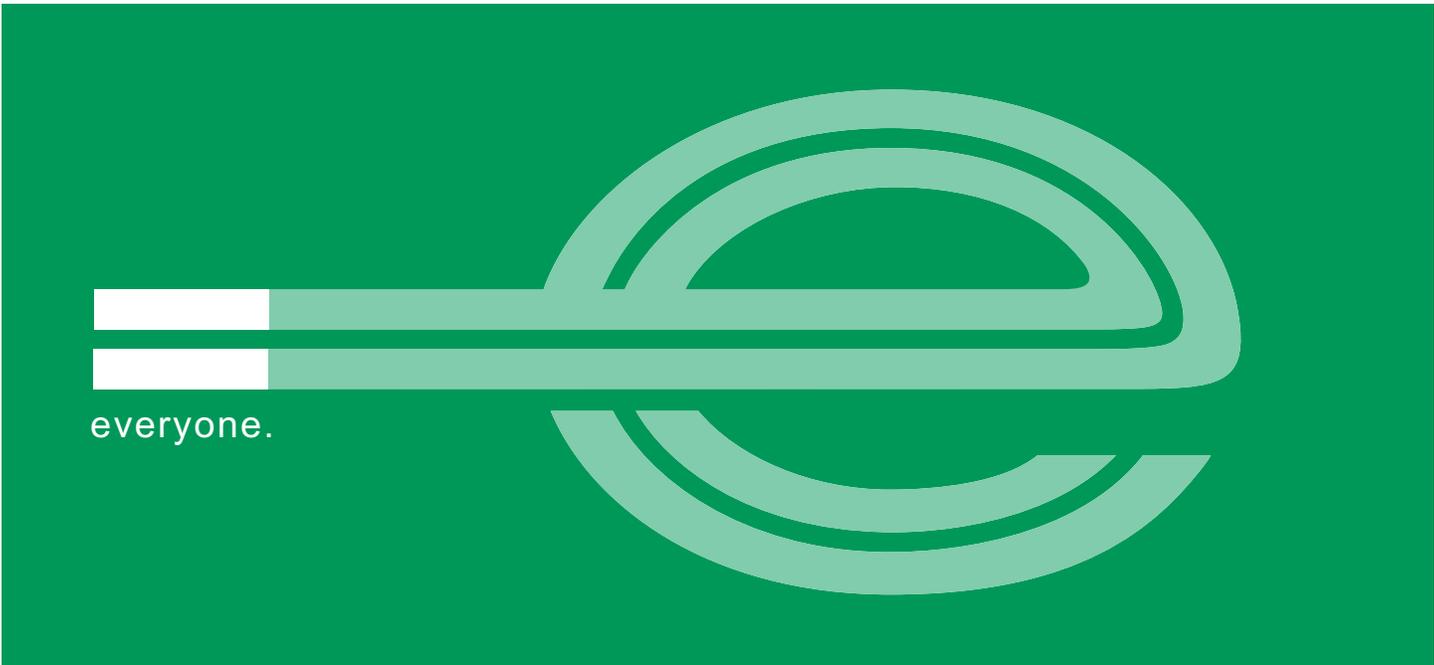
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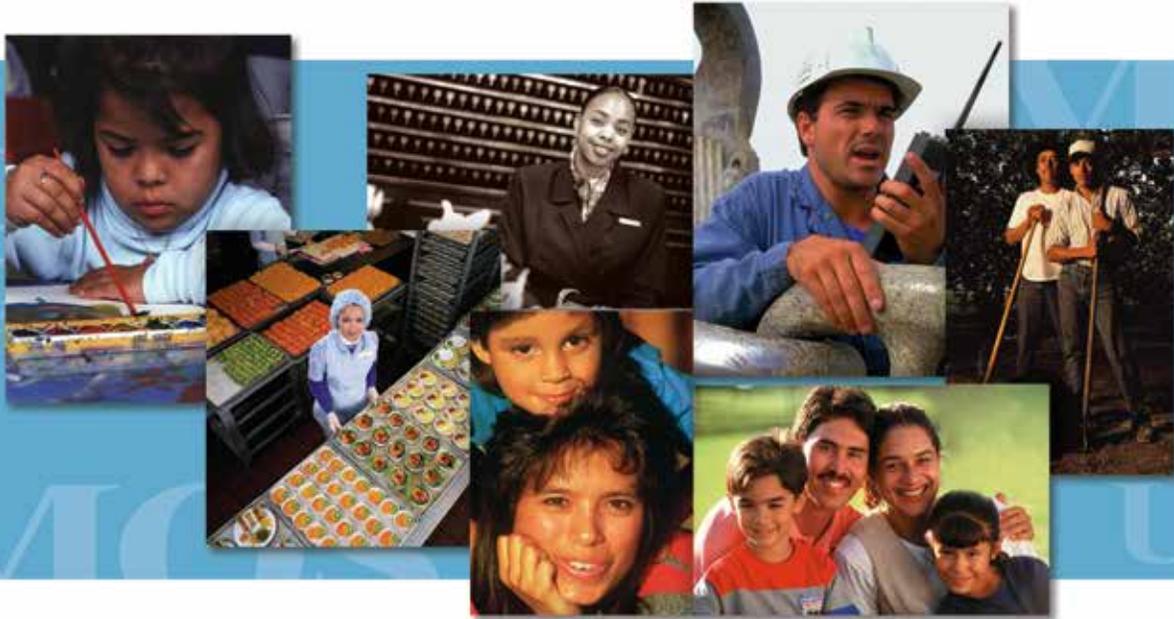




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