

November 2003

Dear colleagues,

Not too long ago, the U.S. Census Bureau announced that Latinos are now the nation's largest minority group and that by 2050 they are expected to be 25 percent of the population--one in every four Americans. What do these numbers mean? How will our neighborhoods, businesses, schools, and governments change as a result of these demographic shifts? And, moreover, how might philanthropy and the nonprofit sector capitalize on these opportunities to build strong, prosperous, inclusive communities?

These were some of the questions that a group of funders in Colorado began exploring in 2001. Brought together by Hispanics in Philanthropy's (HIP) Funders' Collaborative for Strong Latino Communities, representatives of The Colorado Trust, the Daniels Fund, The Denver Foundation, First Data Western Union, Gill Foundation, the John S. and James L. Knight Foundation, Rose Community Foundation, and Mile High United Way commissioned a study of Latino assets and needs in Boulder County. The study sought to describe this fast-growing community, identifying factors and trends that might encourage and inform foundations, corporations and nonprofits to invest in strategies that strengthen Boulder's emerging Latino nonprofits and its leaders. Boulder exemplifies the changes taking place in many communities throughout America. The Colorado HIP funders and their national partners felt this study, "The New Latinos in Boulder," would be relevant and useful to other communities across the country as they grapple with both the challenges and opportunities of these shifts.

The Funders' Collaborative for Strong Latino Communities, an award-winning initiative of Hispanics in Philanthropy, is currently working in 13 sites in the US and two in Latin America. Its mission is to harness the talent, vision and energy of Latino nonprofits and, through sustained funding, training, and networking, enhance their ability to work collaboratively for the benefit of the entire community. Recognizing that the future will demand new, more complex and interdependent strategies, these nonprofits are partnering at the local, national, and transnational level. Understanding the transformations taking place both at home and abroad, more than 95 foundations, corporations and individual donors have come together in the last three years to pool their resources and ideas through this initiative.

The Colorado funders are pleased to present "The New Latinos in Boulder" as a point of departure for a fruitful discussion on Boulder's -- and, indeed, America's -- future.

We welcome your comments and partnerships in this ongoing endeavor,



Elsa Holguín
Rose Community Foundation
Vice Chair, Hispanics in Philanthropy-Colorado



Diana Campoamor
President
Hispanics in Philanthropy

Reflection, Action & **Expansion**

**Analysis of the Challenges and Opportunities for Development of the
Emerging Latino Community in Boulder County, Colorado**



*Prepared for the Hispanics in Philanthropy Funders' Collaborative for
Strong Latino Communities Colorado Committee*

Project Team:

Isabel López, Fernando Menéndez and Cecilia Sánchez de Ortiz

Principal Author:

Fernando Menéndez

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The New Latinos in Boulder

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INTRODUCTION

This report is intended to provide information and form the foundation for decision-making by Hispanics in Philanthropy Colorado (HIP Colorado) in its grantmaking and social investment to support strong Latino communities in Boulder County, Colorado. The study is a response to two key factors: the significant increase in the number of Hispanics in Boulder County over the last few years, and the small number of grant proposals generated from within that community as a result of a request for proposals issued by HIP.

The study, as conceived by HIP and the research team, is part of a three-phase process of (1) planning, (2) research, and (3) an organizational training and implementation phase designed to build the capacity of Latino-based organizations in Boulder County.

This study is the result of several months of information gathering that consisted of (1) numerous focus groups conducted with community residents, youth, leaders, educators, service providers, government officials, business people, religious leaders and others; (2) several hundred hours of interviews with over 40 individuals; and (3) an extensive literature review of studies, reports, articles, Internet sources and other sources of information on the status of Hispanics in Boulder County and throughout the nation.

IMMIGRATION: The Central Challenge

The study set out to document the growth and conditions of Boulder County's Latino population. The project team sought to learn what key issues and challenges the community faced. Almost immediately it became evident that the issue of immigration was of paramount importance for newcomer groups, the longstanding Latino population and the majority population throughout the county.

Moreover, within the emerging community the issue of immigration has reached a crisis point: without legal status and access to educational opportunities necessary to make social and economic advances, the Latino community is at risk of becoming a permanent underclass in Boulder County.

Significant Growing Pains

One significant fact is the spectacular growth in the Latino population from an estimated 15,000 to over 30,000 in less than a decade. These are official figures and reflect what interviewees say is an undercounting of a population that has gone to great lengths to remain hidden. Boulder's Latino population is predominantly (approximately two-thirds of all Hispanics) Mexican and Mexican-

American. Approximately 28 percent of the officially-counted Latinos in Boulder County are school-aged children enrolled in the public schools. The Latino community has tended to concentrate in Longmont, Boulder and Lafayette.

The growth of this population has been driven by two major factors:

- the expansion of Boulder's economy and the need for low-skilled labor to supplement and complement the lifestyle of a high-tech boom. Given Boulder's high educational levels (42% of residents cite bachelor and graduate degrees) there is a need for low-wage, unskilled labor to fill the jobs created in construction, hotels, restaurants, landscaping, child care, and other ancillary industries.
- the economic downturn being experienced in Mexico and Central America forcing families to leave their homes and seek better opportunities. During economic hard times many families diversify their risks in these countries by sending one or two family members abroad to work and send back income (remittances) to help support those at home. As economies stagnate at home, the migration becomes permanent as families reunify in the United States.

These factors have propelled a large number of predominantly Mexican workers to seek work in Colorado. The majority of these workers are unskilled workers without documentation. Many have entered the country on temporary visas and overstayed their legal status. These workers have gravitated to the Boulder areas based on well-established networks of friends and families who arrived before them from regions such as Durango, Zacatecas and Chihuahua.

Living and Working Under Conditions of Fear

The lack of documentation has compromised these workers in a number of significant ways. Without legal status they are often the victims of unscrupulous employers, landlords and merchants who exploit their labor and extort large sums for services. They are ineligible for government-provided services and often lack basic health care. Fear of being identified as undocumented and being handed over to law enforcement for deportation makes everyday matters, such as driving to work, a constant peril. Organizing to improve wages and working conditions is out of the question for fear of being turned over to the Immigration and Naturalization Service by employers. Without the proper credentials with which to purchase cars and other high ticket items, prohibitively high interest rates (verging on usury) are often charged to the undocumented.

Their legal status also places them in a position of a semi-permanent underclass living in the worst housing, taking the worst jobs, without health and other insurance, and having little or no access to education, and few opportunities for advancement. Language barriers and lack of access to affordable English-as-a-Second Language training are obstacles to better paying positions.

Since the events of September 11, 2001, the Hispanic population has also faced greater scrutiny from businesses required to prove legal status. Unemployment has increased within the population.

Without legal status many of the newcomers to Boulder have no means to redress grievances before the courts without endangering the future of their families in the United States. Boulder's Latino population lives in "Latino areas" and remains a hidden community of predominantly poor workers within one of Colorado's wealthiest counties.

Many of the Latino youth in Boulder County also experience a "bicultural" lifestyle. At home they may speak Spanish with family and relatives, while at school or work they live an "Anglo" existence. Many of these young people were born in the U.S. and are therefore, U.S. citizens, but do not or cannot participate fully in many aspects of community life for fear of exposing their parents' "illegal" status. The stress on this young population is enormous. Yet they remain the potential for advancement in their families and parents face the greatest challenge in seeing that their children obtain adequate education.

Naming Priorities: Pathways to Progress

As the team interviewed and conducted focus groups among the newcomer population and those working with the community, a number of priority areas developed as being most important for removing obstacles for Latino social and economic advancement. Topping the list were issues directly related to immigration: the need for language-appropriate services, learning English as a second language, access to drivers licenses, and access to public and other services.

Nearly as important were concerns about educational opportunities, both for adults to learn new skills and for the next generation to succeed in this society. Concerns about the quality and availability of housing, access to adequate health care and better opportunities for employment were seen as urgent necessities.

Social service, health and other providers say they have been caught unprepared and under-funded to cope with the increase in the size of their newcomer service populations. The nature of the issues such as language and legal status further complicate their ability to provide adequately.

Building on Community Assets

In spite of these enormous obstacles, this emerging Latino community enjoys some incredibly valuable assets that are based in their culture. Among these are an extremely strong work ethic which shows itself through very high labor force participation rates for men, women and, in some cases, teenaged children. Strong

families are major sources of employment information, transportation networks, child and elder care. The newcomer population has found ways to adapt its housing needs (often by doubling or even tripling household size to afford the high rents in the area, sometimes by migrating to areas with lower rents and commuting longer distances to where the jobs might be). Health care, while often inadequate and expensive, has been obtained through the use of a network of public clinics and some insurance. Transportation options have been created by an expansion of car-pooling, van services and other creative approaches. And, in the past few years, there has been a proliferation of mainly undercapitalized businesses that cater primarily to the emergent community.

Immigrants contribute significantly to the economic prosperity of the region both as producers and consumers. They also pay a significant share of their wages in taxes to federal, state and local authorities, yet they have no rights as citizens to either collect on their contributions whether directly (e.g. Social Security payments) or indirectly through the use of social services. The one area where they do benefit is through public education.

Faith is another area of the community's assets. Many families are deeply rooted in their faith, mostly Roman Catholic, and have revitalized attendance at many local churches. The churches also serve as major sources of information, job and food assistance, social services, recreation and counseling for a population that has few financial assets to meet needs beyond the basic levels.

Opportunities for HIP Colorado

Timing is extremely opportune for HIP Colorado and other foundations and private funders to make an impact through social investments. Strong partnerships at the funder level could be forged and focused on strengthening these communities and helping to nurture those new voices and organizations that seek to address the needs of the Hispanic community in Boulder County.

Among the ways HIP may seek to help are:

- Continuing to fund the existing organizations being fully aware that these organizations will need sustained leadership development and organizational development to be able to grow and meet the needs of the emerging community.
- Encouraging new start up organizations within the Latino community such as parent groups, church-based groups and other grass-roots initiatives.
- Supporting Latino-led projects within existing, larger organizations that serve the Latino community.

- Encouraging and developing new models of leadership and organizational development.
 - Establishing a Latino community center to house organizations, activities and events.
 - Making social capital (the informal networks of information and support) more visible.
 - Creating and convening statewide Latino advisory groups on immigration, health, education and other issues of concern to the community.
 - Convening a Hispanic Issues Forum involving all of those working closely with the Latino community.
 - Supporting the work of organizations focused on immigration issues, their social service components and their advocacy work where legally possible.
 - Developing a concentrated focus on education in the Latino community as a cornerstone for social and economic advancement.
-

NOTES FROM PROJECT TEAM

During the course of the research we assembled information and sought to refine and focus our findings. The base of this document is (1) a compilation of findings in the areas of population growth, nature of the newcomer, social and economic conditions; (2) as we met with different resource people, conducted focus groups and interviews we solicited information from them that added areas that most concerned them outside of the initial information and findings we were gathering; and (3) as we met and worked with the focus groups and individuals, we looked to them to highlight priority areas that most dramatically and critically affect the quality of life for Latinos in Boulder County.

An abstract or framework of the process would then look something like this:

Priorities:

Immigration
Employment
Education
Housing
Health care

Added areas of concern:

Language, economic development
Education of the dominant culture, accessibility
Family issues, basic needs, drivers licenses, community climate
Community participation, cultural life, child care, identification, collective services

Findings:

Growth, recent arrivals, age, inadequate education, lower paid jobs, lower income, Latino business growth, poverty and need for services, housing needs, health and social services burdened, lack of community-based language and cultural services

The New Latinos in Boulder

Background

HIP Colorado is a chapter of Hispanics in Philanthropy, a national organization formed to address Latino issues in organized philanthropy. In October 2001, HIP Colorado, a consortium of funders in the Denver Metro area, created the Funders' Collaborative for Strong Latino Communities. The Collaborative is a multi-year initiative committed to enhancing the capacity of Latino nonprofit organizations in being effective advocates for their constituencies and the greater Latino community.

Local Colorado funders of the initiative include:

- The Colorado Trust
- Daniels Fund
- The Denver Foundation
- First Data Western Union
- Gill Foundation
- The John S. and James L. Knight Foundation
- Mile High United Way
- Rose Community Foundation

The Collaborative will provide grants of up to \$100,000 over two years, but generally no more than 15 percent of an organization's operating budget, to small-to medium-sized Latino nonprofit organizations. The Collaborative defines a small to medium size nonprofit as one that has an annual operating budget of less than \$2 million.

To be considered for funding as a Latino-led organization, applicants must meet at least one criterion under "leadership" and at least one criterion under "mission" as listed below:

Leadership	Mission
A majority of board members are Latino.	A majority of people directly served by the agency are Latino.
The majority of the agency's senior management is Latino.	The mission statement specifically targets a Latino subgroup(s).
The agency's executive director is Latino.	

In December 2001, a request for proposals was issued to nonprofits. The Collaborative became concerned about the quantity and quality of proposals from Boulder County that met the criteria. Given the significant increase in the Latino population in Boulder (up 100 percent from approximately 15,000 in 1990 to an estimated 30,500 in 2000, according to the U.S. Census), the Collaborative needed more information about the changes in the community.

The Collaborative members wanted answers to a variety of questions including the following:

- How many Latinos are living in Boulder and in Boulder County?
- What are their income levels?
- Where are they working? Where are they living?
- What Latino and non-Latino organizations are serving the community?
- How are the education, health care, and social service systems coping with the dramatic increases in the population?
- What are the public policy issues that need to be addressed?

The groundwork had been laid by the Boulder County Latino Task Force, a coalition of Latinos in government, education, and social services. They had just released a Community Assessment Study of the Latino community, highlighting the contributions of Boulder County's Latino population and the various obstacles faced by the community regarding political, social and economic advancement. According to the study, particular areas of need were:

- Economic Development
- Housing
- Employment
- Cultural issues
- Political issues
- Education
- Community Participation
- Community Climate
- Health Care

Initially, the members of HIP Colorado sought to use the Community Assessment Study as a point of departure for making critical funding decisions in Boulder County, however, the group decided it needed more information before proceeding. Furthermore, HIP Colorado wanted to focus its funding strategies on Latino organizations that could meet the needs of the growing population. It hired three Colorado-based consultants to staff the assessment project. The team consisted of:

Isabel López, CEO of Lopez Leadership Services (Littleton, CO)

Fernando Menéndez, principal, Thinking Tools Group, Inc. (Boulder, CO)

Cecilia Sánchez de Ortíz, partner, Catalyst Resources, Inc. (Denver, CO)

Under the leadership of Isabel López the team met with local leaders, families, youth and service providers, and institutions to discuss ways that HIP Colorado could support local Latino/Hispanic organizations.

Specifically, the goals for this assessment study and analysis were:

- That the community and funders would gain better knowledge of Boulder's Latino community and the issues affecting that community.
- That recommendations be developed to help guide HIP Colorado toward more effective investments of its resources.
- That fundable programs, projects, and organizations be identified and developed.

Methodology

In order to deepen the analysis of the needs and assets of the Latino community in Boulder County the research team developed an analytical model that first sought to identify the formal sectors and networks that serve the community. These systems are the first to be affected by population increases and are usually on the front lines gathering data, studying data and serving the immediate and short-term needs of the population. Churches, in particular, because of their non-governmental status, are critically important to identifying and meeting the needs of undocumented newcomers.

Another group identified as the “known community,” consisted of advocates, activists and leaders whose work is directly related to the community. Many of these are active in the general community through their work or interaction with government or social service providers.

The final group identified represents a less encompassing but crucially important segment in need of its own voice. The “unknown” or “informal network” of individuals, friends and families that make up the community and who most often speak anonymously. This group includes documented, undocumented and citizens’ voices.

The approach taken to each of these sectors varied. For the formal sector the project team divided them into functional sectors:

- Education
- Service providers
- Government
- Health care providers
- Religious and faith-based groups
- Business

Data Research

During the initial phase of this project the research process consisted of the following:

- An extensive review of current quantitative data on the Latino population nationally and locally. This review included analysis of U.S. Census data as well as over 40 documents, databases, articles, and newspaper reports. The data is presented throughout the report in the appropriate sections.
- One-on-one interviews with over 40 individuals in sectors that interact with the community. These interviews varied in length from one to two hours.

- Data-gathering instruments for the collection of demographic and other data were created (see appendices) and the results appear throughout the findings section of this report.

The primary focus of the report was to concentrate on qualitative data that would either corroborate or refute the findings of other quantitative sources of data. Fully aware of the disparities between the majority general population and the population under study, the authors were more concerned with how abstract statistical data played out in the daily lives of the men and women who work and live in Boulder County's Hispanic community. This is, in fact, a richer and more complex reality that does not lend itself to generalization about the individuals and families within the larger community. It does however allow us to provide a context for analyzing trends that affect the community.

It remains for others to conduct the scientific data gathering that will give greater precision to some of the findings uncovered. For example, given the limitations of this study, it is not possible to declare with certainty that the figure of 30,500 Hispanics in Boulder County is accurate. It would be more accurate to say that the figure is approximate, fluctuates and tends upwards either through increased migration or birthrates. However, given all of the variables that conspire against an actual count, the team would urge some other institution or agency to begin compiling verifiable data to achieve a real number.

Focus Groups

A total of nine focus groups were conducted with a variety of sectors. Qualitative data gathering in the focus groups helped to complement and contrast the quantitative data. The focus groups helped clarify many issues, and added a number of significant themes and issues.

For each of these sectors the project team held focus groups of approximately two hours in duration and had them prioritize recommendations from the previously mentioned Community Assessment. The team also held individual interviews with approximately 40 people from these sectors which averaged one to one-and-a-half hours each.

One focus group was held with the "known community" and numerous interviews were also held with advocates, activists and others whose main focus of work is with the Latino community.

For the informal networks, two focus groups were held with Hispanic youth in Boulder and Lafayette. These focus groups stressed issues of concern to young people and gave the youth an opportunity to add their voices to issues that affect their parents, friends, and families as well as themselves. These focus groups provided useful insights into what it means to "straddle" two cultures.

Two monolingual (Spanish-speaking) focus groups were held in Boulder and Lafayette for family members and parents. Focus group participants were asked to prioritize what activities they believe should be worked on (see addendum). Facilitated discussions were then held with a view to draw out opinions and input based on priorities and additions.

During the focus groups, participants filled out demographic information and answered key questions. Using the Boulder County Latino Task Force Community Assessment, participants were asked to review and add to the following areas of the Assessment's recommendations:

- Economic Development
- Housing
- Employment
- Cultural issues
- Political issues
- Education
- Community participation
- Health care

Families were asked additional questions, such as:

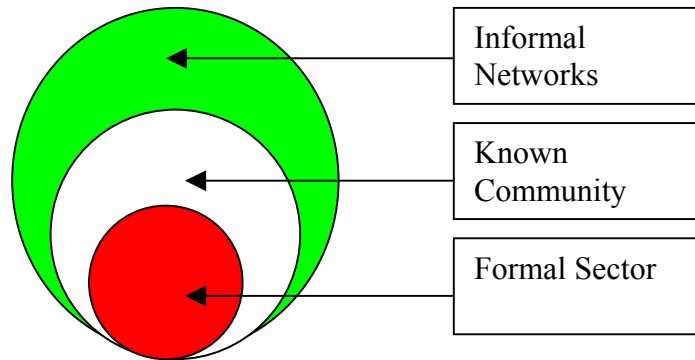
- Where do you go for help for yourself and your children? For health care? Cultural connections? Social needs? School? Legal aid?
- Do you have a bank account? How do you handle money transactions?

Providers, Government, Religious and Education focus groups were asked:

- How do the needs of Latinos differ from the rest of your clientele?
- What are your biggest challenges in serving the Latino community?
- What informal systems are in place?
- What do you perceive to be the strengths of the population?

Due to the many unsolicited responses regarding immigration, the project team subsequently asked key informants for greater detail about this issue.

Study Participants by Sector



Data review	Formal Sector	Known Community	Informal Networks
Literature review Data retrieval Newspapers Reports	Interviews Focus groups Prioritization sessions	Focus groups Prioritization sessions Some interviews	One on one interviews

About Boulder, Colorado

Boulder, the eighth largest city in Colorado, is the county seat for Boulder County. The city and county enjoy a dynamic economy supported by computer, aerospace, scientific and research firms. The University of Colorado, which includes a 143-acre research park, makes it a major source of scientific and engineering partnership with many of the county's firms. Boulder is also at the end of the "technology corridor" which stretches along US Highway 36 from Denver.

Major employers in Boulder include Ball Aerospace and Technologies, IBM, Longmont Foods, and Amgen. Federal research includes the National Institute of Standards and Technology (NIST), the National Center for Atmospheric Research (NCAR), and the National Oceanic and Atmospheric Administration (NOAA).

As a result of Boulder's economic boom in the 1990s and its desirable location along the foothills of the Rocky Mountains, the population increased from some 83,312 in 1990 to 94,673 in 2000. Boulder County (which includes the cities of Boulder, Longmont, Broomfield, Lafayette, Louisville and smaller towns such as Lyons, Nederland, Ward, Jamestown, Superior, Erie Niwot, Gunbarrel and Allenspark) has also seen an increase in population from 225,339 in 1990 to 291,288.

As a result of Boulder's high-tech economy and its university population (enrollment for 2001 was 25,035), the levels of educational attainment are higher than average with 42% of the city population holding a bachelor's or graduate degree. (Source: City of Boulder 2001 Summary of Information).

While median income in Boulder/Longmont is relatively high at \$74,000 compared to \$54,000 for Colorado and \$50,000 for the U.S., the Boulder/Longmont cost of living index is also high at 128 compared with Denver at 107.1, Minneapolis at 112.9 and San Diego at 127.3. The cost of residential housing in the city and county of Boulder are also quite high. The average price of a single family home in the city of Boulder is \$472,169 and \$343,000 in the county.

Boulder's ethnicity is predominantly white with 82.5 percent (county) and 86.2% (city) listed in census figures as "Caucasian." The Census also lists the county as having a 10.4 percent population of "Spanish origin" and the city of Boulder with 8.2 percent. The other ethnic groups listed are Asian/Pacific Islander with 3.1 percent county (4.1 percent city), African-American 3.3 percent (1.2 percent city), and American Indian with 0.7 percent county (0.3 percent city).

Longmont, north of Boulder with a population of 63,000, has also experienced dramatic growth in the past two decades. More than 10,000 new primary jobs have been generated in the past 15 years. Manufacturing accounts for 40 percent of all the wages paid in Longmont. The city counts some 175 primary employers including computer science, biotechnology, telecommunications and pharmaceuticals. Lafayette, with a population of 23,000, has also experienced rapid job and population growth over the last decade.

(Source: Boulder Economic Council / Boulder, Colorado Demographics, Front Range Community College, U of C Business Research)

FINDINGS

Boulder County’s Latino population has grown significantly during the last decade.

The population of Boulder County is approximately 292,000 (Source: U.S. Census 2000). Of that total, approximately 10.5 percent or 30,500 are Hispanic¹. This represents a 100 percent increase (up from 15,000 in 1990) in the number of Hispanic residents in the county over the last decade.

Boulder’s Hispanic community is predominantly Mexican and Mexican-American (approximately two-thirds of all Hispanics). The community has tended to concentrate in Longmont, Lafayette and Boulder. Other cities and towns, such as Louisville, Broomfield and Superior have also registered increases in Latino populations.

TABLE 1.

	<i>Total Latino</i>	<i>Mexican</i>	<i>Puerto Rican</i>	<i>Cuban</i>	<i>All others</i>
<i>Boulder County</i>	30,456 10.5%	21,773 7.5%	552 0.2%	312 0.1%	7,819 2.7%
<i>City of Boulder</i>	7,901 8.2%	5,577 5.9%	205 0.2%	134 0.1%	1885 2.0%
<i>Lafayette</i>	3,808 16.4%	2,803 12.1%	51 0.2%	19 0.1%	935 4.0%
<i>Longmont</i>	13,558 19.1%	10,253 14.4%	157 0.2%	47 0.1%	3101 4.4%
<i>Louisville</i>	950 5.0%	491 2.6%	34 0.2%	20 0.1%	405 2.1%

(Source: U.S. Census Bureau)

A number of observers and focus group participants have pointed out that Boulder’s *gente* are “invisible” or “very well hidden,” with a concentration of Boulder city’s Latino population living in trailer parks and other neighborhoods like San Juan.

¹ The terms “Hispanic” and “Latino” will be used interchangeably throughout this document. Hispanics are an ethnically and racially diverse population. In 2000, the Latino population of the U.S. was composed of the following groups: Mexican American, 66.1 percent; Puerto Rican, 9.0 percent; Cuban, 4.0 percent; Central and South American, 14.5 percent; and “Other Hispanic,” 6.4 percent.

The majority of Boulder County's Latinos are recent arrivals.

Studies estimate that approximately half of the Hispanic population has migrated to the Boulder County area since the mid-nineties. Of these 15,000, approximately 70 percent are a result of a migration from Mexico during the period of economic growth in Boulder County coupled with significant economic deterioration of the Mexican economy.

All signs point to this migration of newcomers being permanent. The increasing numbers of elderly, as reported by health and social service professionals, points to the reunification of families in the U.S. While the initial newcomers could be identified as predominantly male and young, more women have joined the migration as wives and significant others. Also the high birth rate among the population, and the increased school enrollment rates points to a population that has been here for some time and that intends to remain.

- Large numbers of Mexican immigrants in Boulder County have family ties to the Mexican states of Zacatecas (many come from the town of Fresnillo), Chihuahua, and Durango. Boulder's Sacred Heart of Jesus Roman Catholic Church reports that of the 700-plus Spanish-speaking parishioners the majority are from Zacatecas, Mexico, while the remainder are from Central and South America. (Source: *El pueblo católico*. Spanish language journal of the Archdiocese of Denver.)
- Many of the undocumented Latinos (estimates say about half) enter the country legally and overstay their visas and permits. Less than half the undocumented cross the country's borders clandestinely (Source: Published by the Cato Institute and the National Immigration Forum, Rocky Mountain News.)
- Daniel Griswold of the CATO Institute points out "Migration from Mexico is driven by a fundamental mismatch between a rising demand for low-skilled labor in the U.S. and a shrinking domestic supply of workers willing to fill those jobs. The Labor Department estimates that the total number of jobs in our economy that require only short-term training will increase from 53.2 million in 2000 to 60.9 million by 2010, a net increase of 7.7 million. Meanwhile, the supply of American workers willing to do such work continues to fall because of an aging workforce and rising education levels." (Source: The Wall Street Journal, October 22, 2002.)
- Boulder's high-tech, high-wage economy is highly dependent on a low-skill, low-wage support economy to provide products and services. The construction boom of the last decade, both residential and commercial throughout the county, translated into a huge demand for construction labor.

The expansion of restaurants, hotels and landscaping resulted in a shortage of labor that has in very large part been filled by Hispanic workers, both native born and foreign born. Many of these jobs are entry-level, low skilled, and low-wage. These jobs are not, contrary to rhetoric, replacing other workers in some zero-sum economy; instead, they are the result of a huge expansion in capital investments and economic growth experienced throughout Boulder County in the last decade.

- The growth of the new immigrant communities, new security measures since September 11th, and more INS agents in the region have increased the number of arrests of undocumented newcomers. Immigration and Naturalization Service arrests increased 32 percent in 2002 and 12-fold over the past three years in the region. INS reports 12,183 arrests in Colorado, Wyoming and Utah. Of those, 9,747 were made in Colorado. The Denver INS office reported that in 2001, there were 9,747 arrests made in Colorado, up from 957 in 1999. Denver INS Supervisory Agent Tony Ruoco, told the Summit Daily News, that one factor was Colorado's economy, which although it has slowed down with the rest of the country, is still sound and attracting thousands of immigrants a year. Some 53 percent of those arrested were detained after their criminal records were investigated or calls were made to local police for drug smuggling, robbery or domestic abuse. The second most common form of arrests were traffic violations cited by the Colorado Highway Patrol. In one recent case, 50 undocumented immigrants from different countries were arrested when they were found hiding in the back of a truck. (Source: *Summit Daily News*; Agencia EFE.)
- In the same report, Summit County Sheriff Joe Morales echoes the sentiments of several Boulder County law enforcement officials. Locally police agencies don't arrest specifically for INS violations, and in fact, they tend to look the other way. "A lot of these jobs," Morales said, "they're filling, people aren't beating down the door to get them. We're not getting pressure from the community saying, 'What are you going to do about these illegals?' In fact, it's the opposite. People are telling us this is an important part of our community and, 'Hey, why don't you give them a break?'" (Source: Summit Daily News, Frisco, Colorado. March 2, 2003.)

The Latino population is young.

- National data on Hispanic immigrants suggest that, on average, they are young, male and single. Of undocumented Mexicans, more than 80 percent are male, half are single (most of the married men leave their wives and children in Mexico), and most are young --- less than 20 percent of the workers are over 35, and they average 27. (Source: National Council of La Raza; U.S. Census.)
- Boulder County's Latino population is also young with the largest group represented by working-age adults. As the population has grown, a number of older members of the community have been added, as reported by health, mental health, social service and other providers who have seen increases in the number of elders served.
- Significantly, in the family focus groups conducted for this study, children far outnumbered adults: 12 adults attended the first focus group with 25 children; 14 adults with 20 children attended the second. School-aged children constitute nearly a third of the estimated Latino population (28 percent) and make up about 17 percent of countywide enrollment figures in the public schools.
- A large percentage of Boulder County's Latino youth population was either born or has grown up in the area. Many of the young people attending the focus group described themselves as "Mexican," "Latino" or "Mexican-American." Several young people spoke of being generally disconnected from the mainstream society. Most are bilingual with varying degrees of fluency in either English or Spanish.

The education of Boulder’s Latino community is inadequate to meet the challenges ahead.

“They say kids are the future. We need programs to support us.”

- **Youth focus group participant. December 17, 2002**

“...it is immoral what we do to kids who attend our schools and are undocumented. It’s something we don’t talk about here in Boulder County.”

- **Service provider focus group participant. January 30, 2003.**

Throughout the breadth of this study, the issue of education was cited repeatedly by all categories we interviewed as holding a critical key to the advancement of the Latino population. The requirement of learning and mastering English, the acquisition of new skills as the primary entryway for better paying jobs, the essential component to educational achievement and attainment among children all point to a desperate need to improve access to education at all levels, children as well as adult.

Most, if not all, of the focus group participants we met were literate (in Spanish) and numerate. Most had received basic education and many had attained some secondary education. A few had achieved higher levels of education in their home country but their qualifications did not transfer to the U.S. But, even if one generalizes from these findings that most newcomers possess some basic levels of education, we are still left with a language barrier and the requirements of a high-tech economy requiring ever-increasing levels of education and training.

One area where the newcomer population does have access to education is through the public schools, administered through the Boulder Valley School District and the St. Vrain School District:

- Boulder Valley School District reports a total countywide enrollment of 27,886 students for school year 2002-2003.
- In 2001, the Latino school population in the Boulder Valley School District was 3,581 students, or 12.8 percent -- about a 10 percent increase over 2000 when Latino students were 3,206 and 11.6 percent of the student population. (Source: Boulder Valley School District.)
- The St. Vrain Valley School District (which includes Longmont and Lafayette) had a total enrollment of 21,500 students in 2002-2003. Of these, 2,532 Hispanic children were enrolled in elementary schools and 2,471 Hispanic children were enrolled in secondary schools (Source: St. Vrain Valley School District, Daily Camera.com)

- The 8,584 Latino school-aged children in the Boulder public schools (both Boulder Valley and St. Vrain Valley) account for 28 percent of all Latinos counted by the U.S. Census and 17 percent of school enrollment.
- Hispanic students, who comprise the second largest population in both school districts, show significantly lower graduation rates than their peers. Higher in St. Vrain than in Boulder, with a four year average graduation rate of 69% in St. Vrain (1997-2000), and 58% in Boulder Valley (1996-1999).

TABLE 2.
High School Graduation Rates in Boulder Valley School District by Race

	<i>1995-1996</i>	<i>1996-1997</i>	<i>1997-1998</i>	<i>1998-1999</i>
<i>Native American</i>	44%	50%	79%	53%
<i>Asian</i>	75%	89%	91%	91%
<i>African-American</i>	71%	81%	67%	77%
<i>Hispanic</i>	57%	58%	58%	58%
<i>Caucasian</i>	88%	86%	88%	87%

Source: Boulder Valley School District

TABLE 3.
High School Graduation Rates in St. Vrain Valley School District by Race

	<i>1996-1997</i>	<i>1997-1998</i>	<i>1998-1999</i>	<i>1999-2000</i>
<i>Hispanic</i>	64%	69%	71%	71%
<i>Caucasian</i>	87%	91%	93%	94%
<i>Other</i>	85%	96%	84%	88%

Source: St. Vrain Valley School District

- The data on student dropout rates is no less encouraging. Hispanic students tend to drop out at higher rates, while Asian and white students are least likely to drop out.

TABLE 4.
Percentage Dropout Rates, Grades 7-12 in Boulder Valley School District by Race

	<i>1994-95</i>	<i>1995-96</i>	<i>1996-97</i>	<i>1997-98</i>	<i>1998-99</i>
<i>Native American</i>	3.2%	3.3%	7.3%	4.7%	2.7%
<i>Asian</i>	2.6%	1.1%	0.9%	2.1%	0.5%
<i>African American</i>	2.4%	2.2%	2.1%	3.9%	3.8%
<i>Hispanic</i>	6.9%	7.2%	8.0%	4.6%	6.4%
<i>Caucasian</i>	1.9%	1.5%	1.6%	1.7%	1.3%

Source: Boulder Valley School District

TABLE 5.
 Percentage Dropout Rate in St. Vrain Valley School District by Race

	<i>1996-97</i>	<i>1997-98</i>	<i>1998-99</i>	<i>1999-00</i>
<i>Hispanic</i>	5.5%	6.8%	7.1%	6.1%
<i>Caucasian</i>	2.0%	1.7%	1.7%	1.4%
<i>Other</i>	1.2%	2.5%	3.6%	3.3%

Source: St. Vrain Valley School District

- In the past few years, Boulder schools have been experiencing financial and other difficulties and a number of schools have been shut down and consolidated. This has raised issues of overcrowding and other concerns.
- The St. Vrain Valley School District is facing one of the worst school budget crises in state history. The District's deficit resulted from the use of inflated numbers to cover expense overruns for the past three years. St Vrain also overestimated reserves and underestimated salary costs, failed to consider the past year's summer salaries, undercounted 150 full-time employees, and neglected to add salary increases to the budget. (Source: The Jared Polis Foundation.)
- The St. Vrain School District is also proceeding with the construction of four of six new schools at this time with two more likely to be delayed by one year. The new facilities are to relieve overcrowding, as district schools are at 97% capacity, which includes a recording-breaking increase of 2,466 students for the last three years. In the fastest growing areas of the district (where many Hispanic families live), 14 schools are 100% over capacity. (Source: The Jared Polis Foundation.)

At the university level, the enrollment number for Hispanic students are considerably lower taking into account that the University of Colorado is a statewide school serving students from all over Colorado as well as a number of national and international students.

- The University of Colorado at Boulder had a total enrollment of 29,605 students in 2001. Of this number 1,429 were identified as Hispanic/Latino with 315 of these enrolled as new freshmen.

TABLE 7.
Fall 2001 Minority Enrollment (degree seeking only)

	<i>New Freshmen</i>	<i>Total Enrollment</i>
<i>American Indian</i>	37	187
<i>Asian American</i>	298	1,392
<i>African American</i>	73	433
<i>Hispanic/Latino</i>	315	1,429
<i>Total</i>	723	3,441

Source: *Just the Facts 2001-2002*, University of Colorado at Boulder

- The University of Colorado at Boulder's staff on the Boulder campus are distributed as follows:

TABLE 8.

	<i>Total</i>	<i>Minority</i>	<i>Non-Minority</i>
<i>Full and Part-time classified staff</i>	2,627	642	1,985
<i>Temporary Class. Staff</i>	232	63	169
<i>Total Classified Staff</i>	2,859	705	2,154
<i>Full- and part-time unclassified staff</i>	571	97	474
<i>Total</i>	3,430	802	2,628

- Of the 55 new faculty, seven hired in the fall of 2001 were identified as minority, although no breakdown was given.
(Source: *Just the Facts 2001-2002*, University of Colorado at Boulder)

- Front Range Community College, the largest two-year community college in the state has several campuses in Boulder County. It's enrollment reflects a larger number of Latino students:

TABLE 9.

<i>Ethnicity</i>	<i>Enrollment #s</i>	<i>Percentage</i>
<i>Unknown</i>	587	3.94
<i>Black</i>	198	1.33
<i>Hispanic</i>	1,473	9.89
<i>Indian</i>	194	1.3
<i>Asian</i>	607	4.07
<i>White</i>	11,837	79.46
<i>TOTAL</i>	14,896	100

- In the course of this study, the interviewers were unable to determine a number of key indicators, such as: literacy rates (both for English and Spanish monolingual populations). Focus group responses indicated that while Spanish was the primary language spoken at home, some mixture of Spanish- and English-speaking was a necessity for obtaining certain types of work and operating in the general community. The lack of available and accessible English as a Second Language (ESL) education was cited by many focus group participants as an obstacle to further economic and social advancement. A number of programs, such as CU's ESL program, were virtually unknown to most focus group participants.
- One business focus group participant observed that while many businesses needed low-wage, low-skilled workers, they did not have the in-house capacity to communicate with them, and therefore, those newcomers who are bilingual are advanced to higher line staff management position, for example, head housekeepers, or head line-managers.
- One promising finding is the development of school-site parent groups. These groups promote the engagement of families in school programs, serve as a gathering and distribution point for other school families, and work to strengthen the connection between home and school. The groups help parents become effective advocates and consumers of services for their children.

The majority of Boulder’s Latinos work in lower-paid jobs that are critically important to the county’s overall economy.

“...there are no jobs...everywhere jobs are scarce. After 9/11, people are harder on immigrants. Americans have also been affected so we are affected more.”

- **Parent focus group participant. February 6, 2003.**

“In some families, kids are working 40 hours a week.”

- **Youth focus group participant. December 17, 2002.**

The emergence of the Latino community has contributed significantly to the supply of manual labor needed in supporting industries in an otherwise high-tech, high-skilled and extremely well-paid economy.

The low wages of Latino workers have allowed them to compete for jobs in the construction, hotel, restaurant, landscaping and other ancillary industries. Low wages and an eagerness to take entry level jobs worked as a competitive advantage. While the wages are extremely low by Boulder, Colorado and national standards they remain relatively high in comparison to similar or even more arduous work in Mexico. That is, in part, why they continue to attract newcomers.

- National statistics indicate that Hispanics are generally employed in manual labor, service and support occupations. In 2000, Hispanics were almost twice as likely as whites to work in service occupations (19.4 percent and 11.8 percent respectively) and as operators and laborers (22 percent and 11.6 percent respectively). Moreover, 14 percent of Latinos were in managerial and professional occupations, compared to 33.2 percent of whites. In terms of Hispanic men and women, in 1999, almost half (46.9 percent) of Hispanic men 15 years old and over were employed in either precision production, craft, and repair occupations (18.6 percent); were executives, administrators, and managers (14.9 percent); or were in professional specialties (13.4 percent). (Source: U.S. Census Bureau.)
- Estimates vary but on average an immigrant worker makes in one hour of work in the U.S. what they would make in one day in Mexico. (Source: The Denver Post). Business focus group participants pointed out that even under an economic downturn, many working newcomers in Boulder county can expect to make \$60 a day for a 12-hour day as compared to \$7 in Mexico. (Source: Handbook of U.S. Labor Statistics. Sixth Edition. 2003). Family focus group members also pointed out that while incomes are considerably higher in the U.S., the cost of living is higher as well.

- Another point of reference is the hourly compensation costs in U.S. dollars for production workers in manufacturing. U.S. workers average \$20.32 an hour, while Canadian workers average \$15.64. In contrast, Mexican workers average \$2.34 an hour. (Source: Handbook of U.S. Labor Statistics. Sixth Edition. 2003.)
- While median income in Boulder County is estimated at \$87,000 (as compared to \$58,065 for Colorado and \$53,700 in the US), Latino median income is a fraction of that amount, with estimates in the \$20,000 to \$25,000 range. (Source: U.S. Census, Colorado by the Numbers.)
- Boulder County's employment picture has also soured in the last year and a half. Unemployment figures for the county rose sharply from 2.4 percent (4,425) in 2000, to 3.5 percent (5,944) in 2001 to nearly 5.1 percent or 9,944 jobs in 2002. (Source: Colorado Department of Labor and Employment.) While many of these jobs affected Boulder's larger employers the repercussions were felt throughout the local economy. Hispanic workers were also affected by cuts at Longmont Foods (from 1,050 to 800 employees) and Safeway (from 900 to 675). (Source: Comparison from Boulder Economic Council statistics for 2001 and 2002.)
- Employment opportunities have been limited to low-skilled, lower-paid jobs. The lack of English language and skills adequate to a highly technological society has meant a heavy concentration of Latino (mostly Mexican) workers in the lower-paying areas such as landscaping, construction, restaurant and factory work with a concentration of women in hotel work, housecleaning and child care work. These low paying, minimum-wage jobs are also affected by the sheer numbers of newcomers who drive down wages.
- Undocumented workers, who are unfamiliar with U.S. law, culture and traditions, are also the victims of fraudulent practices by some unscrupulous employers, landlords and salespeople. Focus group participants report paying premium prices for basic services, as well as exorbitant security deposits for apartments.
- The economic downturn that affected Boulder County's high-tech economy has had severe repercussions on the low-wage economy most newcomers depend on. With construction start-ups down, many entry-level jobs are disappearing. Statistics from the Home Builders Association of Metropolitan Denver show that Boulder and Broomfield counties had a 14 percent decline in housing permits from November 2001 to November 2002 (Source: Boulder County Business Report, February 21-March 6, 2002). Workforce Boulder reports that three to four contract day-labor centers have closed within the last six months.

- Drought conditions have had a negative effect on landscaping services throughout the county. A recent report from Colorado State University cites a decline in landscaping revenue and the industry now has 15,000 fewer jobs than it did in 2001 as businesses deal with fewer new homes being built as well as cutbacks in new lawns as homeowners dealt with watering restrictions. (Source: Boulder County Business Report)
- As layoffs and tightened budgets affected the majority population's ability to spend, a negative affect was felt by restaurants, child care providers, and housekeeping services. The hotel industry -- another source of employment among Latinos -- has similarly been adversely affected.
- The events of September 11, 2001 have also exacerbated Latino unemployment. In its efforts to screen undocumented foreigners residing in the U.S., businesses report receiving increased government reminders and warnings to scrutinize the legal status of their employees. This affects most heavily the large number of undocumented workers.
- For the first time, many Hispanic low-wage workers who traditionally relied on two, or in some cases even three low-paying jobs, to support themselves and their families, are experiencing unemployment. Among the undocumented this is compounded by the lack of access to unemployment insurance, even though they contributed through FICA and other taxes while working.
- Last year, Mexicans in America sent back about \$11 billion in remittances (money sent home) to their families. Western Union reports a slight decline in money order transfers from U.S. households to Mexico generally. This may be an indicator of declining income among the newcomer population. Most of the money traditionally goes through expensive telegram transfers or in cash by trucks for a 10 percent commission.

Boulder's Latino income is significantly lower than the general community

“Economic development would impact all regardless of status and greatly lift the economic status of the greater number.”

- **Known community focus group participant. February 5, 2003.**

Although nationally Hispanic median family income remains well below that of white families, it has increased since 1999. Real median household income for Hispanic married-couple families was \$37,132 in 1999, compared to \$59,697 for white non-Hispanic families and \$50,656 for black families. Between 1998 and 1999, real median family income levels increased 4.3 percent for Hispanic families, 2.5 percent for white non-Hispanic families, and 4.6 percent for Black families. (Source: National Council of La Raza.)

Annual real per capita income in Boulder County (2001) is \$40,840 (measured in constant 2001 dollars and calculated using Denver-Boulder Consumer Price Index, as reported by the U.S. Department of Labor, Bureau of Labor Statistics) (Source: U.S. Department of Commerce, Bureau of Economic Analysis)

The Colorado Department of Labor and Employment reports that jobs in the service sector in Boulder County have increased by 175 percent from 1985 to 1999. In 2000, nearly 1 in 3 employees in Boulder County was employed in the service sector. Retail jobs have increased nearly 53 percent. Latino workers are heavily concentrated in these sectors. The average wage paid in this industry sector is \$17,939. (Source: Colorado Department of Labor and Employment.)

Among the significant factors that may account for this lower income level among the Hispanic population nationally, as well as in Boulder County, are:

- Continuing immigration nationally (of the 24.6 million foreign-born in the U.S., 40 percent were Latino) brings in new waves of low-skilled, low-paid workers, overwhelming the statistical gains of longer-term Latinos who are improving their education and skills. (For example, Latino college enrollment increased from 411,000 in 1975 to 1.2 million in 1995.)
- Higher fertility rates among Mexican-Americans (one group among Latinos) in particular (4.4 children) results in lower per capita income than for other groups. Latino families with children had an average of 2.2 children and more than one quarter (29 percent) of these families had three or more children. Higher fertility rates translate into a younger average rate for the Latino population (about half of Latinos were under 26.5 years of age compared to 37.3 for whites), which means lower education attainment, less

work experience and consequently less skill and less income. The higher rates of fertility are also manifested in crowded housing (a typical Latino family consisted of 3.95 people compared with 3.2 people in all families), lower per capita income (more mouths to feed), and sending children to college less often.

- There is an inverse relationship between child bearing and rearing and income for women. Child bearing and child tending reduces a woman's availability for employment and her ability to accumulate work experience or education, and it reduces both parents mobility for seeking their best employment opportunities. Mexican-American women have a lower labor participation rate than other Latino groups and African-Americans. (Source: National Council of La Raza)

All of these factors weigh down Latino income figures and statistics.

- While newcomers may be poorer in *economic* capital and face obstacles in language fluency, making contacts, knowing how to use institutions, finding better jobs and getting promoted, they rely on enormous *human* and *social capital*—relying on well-established networks of friends and relatives who migrated before them. Focus group participants have described these newcomers as “extremely hard-working,” “determined,” “inventive,” “adaptable and creative.” They also pointed to the extensive networks of family, communal and mutual support that make the transition possible.
- The newcomer and emerging population is an extremely adaptable one. This is a function of an incredibly flexible and resilient informal network of social capital. Social capital is defined as well-established networks, following the footsteps of friends and relatives who migrated before them (Source: Griswold). The newcomer population has found ways to adapt its housing needs (often by doubling or even tripling households to afford the high rents in the area, sometimes by migrating to areas with lower rents and commuting longer distances to where the jobs might be). Health care, while often inadequate and expensive, is available through the use of a network of public clinics and some insurance. The clinics, such as Plan de Salud in Longmont, Clínica San Juan in Boulder and Clínica Campesina in Lafayette, are fast being stretched beyond their capacity to cope adequately with the increase in population. Child care is primarily a function of family support and other social capital networks. Transportation options have been created by an expansion of car-pooling, van services and other creative approaches. Most people in the community often worked two, and some even three jobs to generate income. And in the past few years there has been a proliferation of mainly undercapitalized businesses that cater primarily to the emergent community.

Boulder's Latino businesses are expanding to meet the needs of an underserved market.

*"All of us believe our families are huge consumers.
We buy clothes and gold."*

- **Business focus group participant. March 6, 2003.**

As the Latino population in Boulder County grows, there has been a proliferation of Latino-owned and Latino-focused small business. Boulder proper, Longmont, Lafayette and other cities and towns in the county are seeing an explosion of *panaderias* (bakeries), *carnicerias* (butcher shops), Spanish-language music and outlet stores and other shops that serve the growing Spanish-speaking market throughout the county. The lack of a major discount store within Boulder City proper has also created opportunities to serve the newcomer population in a variety of ways. Boulder County data for the year 2000 reports that approximately 811 (or 4.4 percent) businesses are Latino-owned. On further scrutiny, this figure seems extremely low.

- This development reflects national trends where Hispanics are making significant contributions to the overall economy. The number of Hispanic-owned businesses is rising dramatically. In 1992, roughly 860,000 U.S. firms were owned by Hispanics, an increase of 76.1 percent since the last U.S. Census business survey in 1987. These firms generated over \$76.8 billion in gross receipts in 1992, compared to \$32.8 billion in 1987. The projected buying power of the total Hispanic population for 2001 was estimated at \$452.4 billion, an increase of 118 percent since 1990.
- In Boulder County the increase in entrepreneurial activity reflects: (1) meeting the needs of a growing Latino market through groceries, restaurants, personal services, and language-appropriate services; and (2) catering to the needs of the Boulder population by work in construction, landscaping, housing, day care, manufacturing and other services.
- Many, if not most, of these new businesses are self-financed carrying little or no loans from traditional lending sources. Many are owner- or family-run and their low capitalization rates limit or prohibit their ability to expand and provide employment beyond close family circles. This reflects a national trend where some 2 million businesses are growing at double the rate of all firms in the economy – close to 11 percent a year – and are exceptionally able to put an underutilized labor force to work (Forbes, November 29, 1999). These small establishments face extraordinary capital constraints on their growth, because of old perceptions by lenders and equally antiquated lending

standards. Their net effect, however, is to confirm the economic principle that increases in population lead to wealth creation for the community at large.

- There is also a crucial issue of start-up capital – most immigrant owned businesses rely less on formal networks of capital (banks, for example). Focus group participants indicated that most owner-operated businesses are seldom started with bank loans, regardless of the race or ethnicity of the businessperson. The crucial information needed for assessing the prospects of the owner-operator is about the kind of person they are, and this sort of information is more available to the businessperson’s family and friends than to a bank. Therefore, most small businesses begin with capital supplied by the individual businessperson and those closest to them. The cost of knowledge - of each others character – necessary to raise financial capital, and to direct it to those individuals best able to put it to work successfully -- is the crucial variable.
- Boulder County’s highly regulatory climate also puts additional stress on the ability to start and operate businesses. Licensing, long waits and high costs for permits, and fees and other expenses discourage the creation of owner-operated and small businesses in the general population, not to mention its effects on those with fewer contacts, less fluency in language and acculturation to a regulatory environment.
- Many informal (i.e. cash only) Latino businesses and services operate within the community to meet the needs of the labor force, for example, through day care, transportation, and food services. As part of the informal service economy, these vital services are not reflected in statistical surveys.
- Business focus group participants pointed to the skewed perception of the Hispanic community that comes from amalgamating Boulder with Denver as a metropolitan area. Though Latinos are highly visible as part of Denver, there is no such perception about Boulder, consequently “no money (public or private) flows in this direction.” There is also a perception that the City of Boulder is doing “a horrible job” with regard to economic development, such as the loss of Sears and the constant problems with Crossroads Mall. When asked where Boulder’s Hispanic population is doing its shopping, answers ranged from Target, second-hand stores, food and clothing banks, and flea markets in Commerce City and Denver. In other words, the perception that Boulder’s Latinos are “invisible” is a lost market opportunity to supply its growing consumer needs.
- Latinos are more likely to be “un-banked’ than any other ethnic group, reports the National Council of La Raza. A 1992 nationwide study found that 92 percent of Latino households had no deposit account (savings or checking). By comparison, less than one-third (29 percent) of black households and 7

percent of white households were considered “un-banked.” Among Mexicans in the U.S., it is estimated (Source: The Economist, January 2003) that some 50 percent still lack bank accounts.

- The remittance issue is also a service that most U.S. banks would be eager to provide at a much lower cost, but only if these customers could provide the official identification required to open a bank account, which many undocumented newcomers lack. In 2001, the Mexican government began to issue a new, forgery-proof consular registration card, known as *matrícula consular*, proving residence in the U.S. Eighty banks now accept the registration cards across the country, including Well Fargo and Bank One in Boulder County, among others.
- As of the writing of this report, Gov. Bill Owens had signed House Bill 1224, also known as the Verifiable Identification Document Act, banning state agencies from recognizing valid Mexican IDs. However, private businesses may still choose to accept the *matrículas*, and police agencies may use the information in the cards to identify a person (Source: La Voz, May 28, 2003).

Boulder's Latino poverty rate is high and demand for public services is growing.

"Some organizations, more traditional in scope, serve 12-15 percent Latinos with their caseloads. The majority are experiencing 40-50 percent of their services being focused on Latino families."

- **Service provider focus group participant. January 30, 2003.**

National poverty rates for Hispanic families, working Hispanic families, and Hispanic children remain disproportionately high. In 1999, more than one-quarter of both Hispanic and black families lived in poverty (22.8 percent and 23.6 percent, respectively, while the poverty rate for white non-Hispanic families was 7.7 percent.

The data shows that poverty is three to four times as common among Hispanics as among non-Hispanic whites. People of Hispanic origin represent about 11.3 percent of the U.S. population, but constituted 23.4 percent of all people living in poverty. Finally, one-third (30.3 percent) of Hispanic children were poor in 1999, compared to 9.4 percent of white non-Hispanic children and 33.1 percent of black children.

- The Boulder County Community Action Program, a human services provider, serves approximately 490 people of whom 82 percent (or 404) are Latino; 14 percent (70) are Hmong; and 4 percent (16) are white.
- Boulder County Head Start reports that 58.3 percent (or 112) of its clients were Latino children. The next largest group is white with 21.4 percent (or 41).
- However, immigrant families use substantially fewer public services (largely due to Social Security) than do native families from the time of entry until about 12 years later, when their usage becomes equal to natives. After about two to six years immigrant families come to pay as much, and then substantially more, in taxes than native families. In other words, new immigrants contribute more to the public coffers than they take.

Studies, such as those conducted by the National Academy of Sciences, show that over 70 percent of undocumented immigrants have federal income tax withheld, and about 75 percent pay Social Security taxes – even though they can never collect on it. On the other hand, the proportion that uses public welfare services is small. And none can get access to Social Security and aid to the elderly. The NAS study found that the typical immigrant and his or her offspring will pay a net \$80,000 more in taxes during their lifetimes than they collect in government services. (Source: *Insight on the News*. Issue 11/26/02.)

- When we compute the average wages paid in key industries with high concentrations of Hispanic workers (for example, construction, restaurants, landscaping), larger household sizes (focus group participants report an average of 5-6 person per households), the high cost of living and housing in Boulder County and contrast this with the general population we conclude that a significant majority of Boulder County's Hispanic population lives near or below the poverty guidelines. Hispanics constitute approximately 10 percent of the county's population; they are by all available indicators disproportionately in the majority among the working poor.

Boulder's housing situation and land-use policies disproportionately impact the Hispanic population.

*"You need a job, you need education,
but most important,
you need a house to live in first."*

- **Youth focus group participant. January 10, 2003.**

Nationally, most Hispanics are renters, and Hispanics have relatively low homeownership rates overall. More than two-fifths (43.3 percent) of Hispanics were homeowners in 1997, which was much lower than the national average of 65.7 percent of all households. Hispanics are also less likely to participate in federal low-income housing programs. In 1997, approximately 19 percent of public housing renters were Hispanic, while 30 percent were non-Hispanic white and 48 percent were non-Hispanic black; similarly, roughly 15 percent of Section 8 tenant-based renters, and 11 percent of Section 8 project-based renters, were Hispanic. (Source: U.S. Census Bureau)

- The city of Boulder has 104,000 workers and 51,000 housing units. Under consideration by the Boulder City Council is a plan to reduce potential job growth and increase housing units through land-use modifications. (Source: Boulder County Business Report, March 3, 2003)
- Meanwhile, the Boulder County Housing Authority reports that while Hispanics make up approximately 10 percent of the county's population they constitute 44 percent of the total 269 units of available affordable/family, elder, farm worker and public family housing.
- Average rental costs in Boulder County are \$835 for a two-bedroom apartment excluding utilities. (Source: Apartment Association of Metro Denver)
- The median value of housing in the city and county of Boulder, as well as in Colorado, is generally high. In 2001, the average price of a home in Boulder County was \$343,000 (up from \$102,800 in 1990) and the average price of a single-family home in the city of Boulder was \$472,169 (up from \$122,700 in 1990). These figures reflect increases in population during extremely prosperous economic times fueled by high-tech industry. (Source: Daily Camera, Boulder County Assessor)
- Hispanic households are high-density. An overwhelming number of focus group respondents indicated there were as few as four and as many as six people residing in their homes.

- Large numbers of immigrants have responded to the high cost of housing in Boulder County by doubling or tripling households within one unit of housing. Many have migrated from the City of Boulder to areas like Longmont or Lafayette where housing is slightly more affordable.
- The resulting migration, as many focus group participants have pointed out, creates transportation challenges as many workers still have to commute to where the jobs and higher wages are located. This further raises questions about car purchases, driver's licenses, fuel costs and auto insurance.

Ordinarily an increase in newcomers to a city increases demand for great quantities of land and housing away from the affluent, either directly or through realtors, property developers, banks, landlords or other intermediaries seeking to cash in on the emerging and growing market of newcomers. Political decisions concerning land use in the city of Boulder have prevented this from happening and have contributed to the high cost of housing and the lack of affordable housing.

Boulder's high cost of housing is, in part, a result of political decisions to take land for development off the market, both residential and commercial. If a large portion of Boulder's land is kept off the market by the government, the price of the other land is going to be far higher than otherwise, and this in turn means higher prices for buying houses or renting apartments throughout the county.

To date, (according to *Quality of Life in Boulder County 2000*) about 4,700 acres of open space in Boulder County have been preserved through intergovernmental agreements involving the County and the cities of Lafayette, Louisville, Broomfield, Erie and Superior. Roughly 5,000 additional acres are being considered for joint purchases.

A study commissioned in 1999 by the Boulder Economic Council pointed out that "housing costs in many outlying towns of the county, which used to be bargains relative to the City of Boulder, are now approaching levels similar to those in the City." The study's authors noted that the trend of employees not being able to afford to live in Boulder had been exported to other towns, most notably Longmont, once considered the most affordable city in the county. (Source: Boulder Regional Economic Analysis, November 1999. RCC Associates.)

As the City of Boulder has succeeded politically in keeping more small houses or apartments from being built, the cost of housing has remained high and opportunity for affordable housing has meant the creation of surrounding communities that service Boulder's labor needs. Many of Boulder's Latino labor force commutes into the city to work in construction, landscaping, restaurant, house and office cleaning and child care, and then returns to homes in Longmont or Lafayette.

Boulder's Latino health and social support systems are burdened.

"People get sick. Latinos work the hardest jobs."

- **Youth focus group participant. December 17, 2002.**

"Mental health issues are grave in this community. Trauma is a major issue, families are traumatized."

- **Service providers' focus group participant. January 20, 2003.**

There are both hopeful and disturbing signs with regard to health among Hispanics.

- On the positive side, smoking, drinking, and illicit drug use are less prevalent among Hispanics than among non-Hispanics. Unfortunately, according to the Boulder County Sheriff's office, the primary causes of "jailable offenses" for which Hispanics are arrested and brought to county jail are an increase in drunken driving and domestic abuse.
- In 1997, 27.4 percent of Hispanics 12 years old and over smoked, compared to 30.5 percent of whites and 29.8 percent of Blacks. (Source: National Council of La Raza)
- The infant mortality rate for Hispanics was relatively low. In 1996, the infant mortality rate was 6.3 percent per 1,000 live births for Latinos, compared to 6.0 percent per 1,000 for white infants and 14.2 percent for black infants. (Source: National Council of La Raza)
- However, HIV/AIDS and diabetes are two of the most serious and troublesome health threats affecting the Latino population. Hispanics are disproportionately represented among reported cases of AIDS: while Hispanics constitute 10 percent of the total U.S. population, they account for 18 percent of the reported AIDS cases through December 1997, and although they are only 14.5 percent of the child population, Hispanic children accounted for 23.2 percent of all pediatric AIDS cases through December 1997. (Source: National Council of La Raza)
- The Boulder County AIDS Project (BCAP) reports that Latinos are disproportionately infected with HIV/AIDS. In 2001, 15 percent of active BCAP clients living with HIV/AIDS were Latino, while 10.4 percent of the Boulder population is Latino. BCAP's Latino Outreach Program reached over 2,600 individuals through its Youth, Men's, multicultural events, on-site testing and other programs and events. (Source: Boulder County AIDS Project)

- In addition, 10.6 percent of all Mexican-Americans have diabetes. On average, Hispanic Americans are almost twice as likely to have diabetes as non-Hispanic whites of similar age. (Currently there are not sufficient data on diabetes available to derive more specific estimates.)
- Sources such as *The New York Times* (Oct. 7, 2002) cite chronic illnesses like heart disease and diabetes are increasing rapidly among Latinos, as are socially transmitted diseases like AIDS and hepatitis. In the same article, the Times estimates that 30 to 37 percent of Latinos living in the U.S. are uninsured, the largest percentage of any group.
- A large percentage of Hispanics, especially children and those who are poor, lack health insurance coverage. In 1998, one-third (35.3 percent) of Hispanics, and 44 percent of Hispanics living below the poverty level, were not covered by health insurance. Furthermore, over one-quarter (30 percent) of Hispanic children lacked any form of health insurance, a rate higher than of either white (14 percent) or Black (19.7 percent) children. (Source: National Council of La Raza)
- The insurance status of Boulder County's Hispanic population is mixed. Many of those working for large firms such as Longmont Foods, Safeway and some of the larger landscaping services have access to health insurance. Those working in cash-only services, such as housecleaning and restaurant workers are usually not insured.
- The ability to secure employment with larger firms (for example, Longmont Foods, many of the hotel chains, supermarkets) brings with it the possibility of acquiring health insurance for one self and one's family. Plan de Salud in Longmont reports this to be the case with many Hispanic families of working age. However, as companies are pressured to check the documentation status of their employees, the number of those covered drops, as many undocumented workers quit or are dismissed for lack of proper identification.
- Child care, when available, has usually been handled through a combination of avenues. Focus group attendees report that childcare is usually handled by family members, extended family members, friends and occasionally through the use of unofficial, unlicensed day care providers. However, some of Boulder's providers such as Children's Alley report significant demand for slots for Hispanic children.
- In Longmont, Plan de Salud is the only provider currently accepting Medicaid. However, undocumented Latinos are not eligible for Medicaid. The Plan also sees paying patients on a sliding scale based on income from \$5 to \$30 a visit. The clinic has built relationships with a variety of special

providers like Rocky Mountain Cardiology, Western Nephrology (kidney patients), orthopedic clinics and prescription providers such as Associated Pharmaceutical in Ft. Lupton. Many of these providers will treat Plan de Salud patients in the office for free. The clinic is the only health center currently delivering babies in Longmont.

- In Boulder, many Hispanic newcomers receive basic health care through People's Clinic/Clinica San Juan. The recent merger of the clinic's facilities has increased the intake at the clinic and led to what many focus group participants said was a decline in the quality of services. Many cited longer waiting periods and fewer Spanish-speaking personnel who could understand their needs as well as a decline in or lack of quality care.
- Sources both in Longmont, Lafayette and Boulder report an increase in the number of clients seen for mental health services. Higher unemployment, financial problems, and fear of deportation are all contributing to an increase in psychological and physiological problems. Both mental health and religious counseling services also report domestic tensions and cases of domestic abuse.

Building on the Latino Community's Assets

“The immigrant community is almost totally self-organized.”

- **Religious focus group participant. February 6, 2003.**

“There are some federal funding opportunities with the Faith Based Initiatives...that may be an opportunity to really engage religious institutions into whole community initiatives.”

- **Religious focus group participant. February 6, 2003.**

While valuable outside assistance (for example, private and public funding) will be necessary in the development and social advancement of Boulder County's Latino community, the best of development efforts start from within the community with activities that are based on the capacities, skills and assets of Boulder's Latino population. In spite of many obstacles, Boulder County's Latino community has a solid set of assets from which to build its future.

As the study progressed the team identified several key stress points that are currently affecting those systems that serve the Latino community.

- The Latino population increase has placed an enormous stress on health and other service agencies working with the newcomer community. Surveys of City and County of Boulder service departments, for example, report a need to increase Spanish language capability.
- Beyond language, a number of focus groups participants mentioned the need to hire bicultural agents who will not only understand the language but who may also have a greater sense of cultural differences among the population served.
- Many of the social services and other agencies that were interviewed, both public and private, have at least some component of their work dedicated to serving the Hispanic population. The economic downturn has seen both reductions in funding and other resources as well as increased demands placed on agencies by the Latino population as it experiences increased unemployment, health and other needs.

While it is outside the scope of this report to discuss the organizational capacity of these groups, we can say that all of these service providers are grappling with the substantial increases in the size and diversity of the newcomer population. There are differences within the community itself with regard to first and other generation Latinos, language (some of the U.S.-born Latinos do not speak Spanish or do not speak it fluently), differences in income, education and other relevant factors. All of these differences present formidable obstacles to building bridges to the newcomer population.

So far, the newcomer population has not identified any of its informal, grassroots leadership and has not engaged in organization building. This is sure to change with

time. Parents of public school children have had some opportunities for involvement and participation in school-related issues. Religious and faith-based activities have created some space for the development of leadership and organizational skills. Nevertheless, to date, there has been no concerted effort to identify and develop indigenous, grassroots leadership, or to create organizational forms to focus the energies of the community.

Many of the organizations cited are struggling to provide quality services to increasing numbers with incredibly limited resources. The amount of volunteer and otherwise unpaid labor is inestimable and goes towards keeping the doors of these groups open to the community.

Additionally, the pool of individuals serving on boards, staffing and volunteering in these efforts is limited and critically overstretched. There are limited opportunities for many of these individuals to network, build cross functional relationships, work on collaborative projects, and develop their current and potential leadership skills much less create common cause around critical issues affecting the entire community. (Exception to the latter can be seen in coalition building and mobilizing efforts to halt recurrent “English Only” efforts.)

While stresses exist in most of the systems that serve Latinos, there are some remarkably strong assets that have been developed in the community over the past decades. Any comprehensive study of the Latino community must include the enormous assets that contribute to the quality of life within this newcomer community.

Among these assets are the family health care centers. Longmont’s Plan de Salud is part of the network of Plan de Salud del Valle, Inc. d/b/a Salud Family Health Centers (SALUD) which started as a migrant health center in 1970. SALUD’s goal is to provide quality, comprehensive primary health care services, and to improve the overall health of communities it services by reducing barriers to healthcare including: ability to pay, transportation and language.

Clients are screened at their first visit for ability to pay. Fees range from \$5 (\$2 if enrolled in the Child Health Plan) to full fee. Approximately 60 percent of Salud’s patients are uninsured, 25 percent enrolled in Medicaid, 10 percent are privately insured, and 5 percent are enrolled in Medicare. Staffing at the Salud Family health center includes two physicians, 2 mid-level providers, 1 center director, and a business manager.

In Longmont the center director is Dr. Greg Jaramillo. SALUD has experienced problems convincing new immigrants to seek health services. Because recent immigration laws stipulate that new immigrants cannot use social services for five years, many immigrants fear that they will be denied naturalization if they seek health services. (Source: Plan de Salud website.)

In Lafayette, Clínica Campesina Family Health Services is a federally qualified health center providing comprehensive, preventative health services, prescription services, and health education and promotion. Clínica handles approximately 60,000 primary care

visits per year. Clínica operates on a sliding-scale basis; fees range from \$5 to \$35 for reduced rates. About 60 percent of Clínica's patients are Hispanic, 36 percent Caucasian, 2 percent African American, 1 percent Asian and 1 percent Native American. Fifty-three percent of the clinic's patients are children; 4 percent are pregnant women but they make up 13 percent of the patient visits. Most of Clínica's adult patients are women; adult males are the least common patients.

Many in the community rely heavily on their faith as a source of comfort in a new land. However, the church serves another function as a major source of social capital. As a trusted, non-governmental body, it is a primary source of confidence, support and referral for jobs, health care providers, housing opportunities. In many ways, local parishes serve as clearinghouses of information and as a source of contacts to other newcomers. Boulder's Sacred Heart of Jesus Roman Catholic Church, for example, ministers to the spiritual as well as material needs of some 800 plus parishioners.

Working as a resource center for issues concerning the Latino community, Longmont's El Comité works with over 6,000 individual cases a year. El Comité provides a variety of services in the areas of education, health and social services, employment information, senior issues, housing, youth intervention, legal assistance and English/Spanish translation. In addition, El Comité advances the human rights of Boulder County's Latino population through advocacy, raising cultural awareness and community education.

The Boulder County Latina Women's League (BCLWL), founded in 1998, supports the needs of Latinas in Boulder County through scholarship programs, networking, social activities, and community service projects. The League includes members from business, education, government, health and mental health organizations, as well as other walks of life.

The mission of BCLWL is to create opportunities for Latina girls, adolescents, and women for educational and professional advancement. Membership in the League is open to those who -- regardless of age, national or ethnic origin, creed, disability, gender, or sexual orientation -- wish to promote the educational, personal, and cultural advancement of Latina girls and women in Boulder County.

Along with the Boulder County Latino Task Force (which provides coordination of Latino activities and advocacy), Centro Amistad (working with the immigrant population), Intercambio (English as a second language) and other small but dedicated organizations, these critical institutions provide an important base for addressing many of the issues outlined in this study.

While there are some Latino-focused and Latino-led organizations throughout the County, there are no grassroots organizations led by the newcomers themselves. This is a factor of the immigration status of many but it also points out that this is a community engaged in economic survival – they are simply too busy working to make a living for themselves and their families. Many established community organizations also cited the

need for recruitment and retention of Latinos representing the community on their boards and other governing bodies.

Parent groups are forming throughout Boulder County to help inform the Latino community of events happening within the schools and to help parents become better consumers and advocates of services for their children.

The Latino community also contributes many of its best qualities, strong family ties, a strong work ethic, remarkable resilience in the face of adversity, and an extensive network of social capital. There is also an overwhelming desire to provide the next generations of Latinos in Boulder County with the educational and other opportunities that will allow them to succeed. These qualities have served the Latino community well and have contributed the stability and structure that constitutes enormous potential for social and economic advancement over the long haul.

In truth, the key toward any viable and sustainable solution is in the ability to “locate all of the available local assets, to begin connecting them with one another in ways that multiply their power and effectiveness, and to begin harnessing those local institutions that are not yet available for local development purposes.” (Source: John P. Kretzman and John L. McKnight, *Building Communities from the Inside Out: A Path Towards Finding and Mobilizing a Community’s Assets*. 1993)



Recommendations

- **HIP Colorado should continue to fund the existing organizations being fully aware that these organizations will need sustained leadership and organization development to be able to grow and meet the needs of the emerging community.** Based on the current HIP criteria, organizations that are Latino-focused and Latino-led, are few and generally small. There is enormous potential for building the capacity of these organizations and for developing skills among current and potential leaders if HIP looks at projects that are led by Latinos and serve the community.
- **New start up organizations should be encouraged.** These start-ups will inevitably develop whether started by long-time Latino residents of Boulder or by newcomers. These organizations should be encouraged to develop and grow with full awareness that they will need adequate support – financial, human and organizational. These groups will also face obstacles beyond the usual organizational challenges. Parents groups, church-based and other grass-roots groups can and most likely will become a major source of new leadership for the community. Many of these groups will face the issue of documentation sooner or later.
- **The idea of Latino-led projects within existing, larger organizations that serve the population should be explored.** If HIP looks at existing organizations that serve the Latino population but are not currently led by Latinos, HIP can play a critical role in encouraging and promoting Hispanic individuals and families to organize within the larger organizations to exert leadership and learn organizational skills. Groups that are currently serving the Hispanic population can “help them help themselves” by creating internal teams and committees to develop the capacity for self-management of projects.
- **Other models of leadership and organizational development should be explored.** The experiences, necessities and capacities of this community are wide and varied. No one organizational or leadership model is going to appeal to rural immigrants from Fresnillo, urban immigrants from Mexico City, young people born and raised in Longmont, or other native Coloradans whose families have lived here for decades. The needs and organizational capacities of the community should be assessed, desired results for new organizations should be developed, and curricula and training methodologies that are relevant and appropriate should be designed. Whether training health outreach workers, legal intake workers, or community organizers a core group needs to be supported and encouraged so that they will become capable of adapting what they learn to the unique conditions that apply in Longmont, Lafayette, or Boulder. Cross-functional work should be encouraged so that the different areas of work can come to appreciate their

interconnection. **Careful thought should be given to creating a learning center for the advancement of Latino-led organizations.**

- **Establish a Latino community center.** One of the most significant challenges facing many Latino families is the absence of a community center or some other institution that recognizes the needs and assets of the community. Many focus group participants spoke of the need for such a place, especially for Latino youth. **A visible Latino presence in Boulder could be achieved through the establishment of a Latino Center**, that is, some office or civic center that might house Latino community-based organizations, social services, cultural and recreational facilities that would attract family and youth. Given adequate resources such a center could become the venue for meetings, training, ESL classes, and cultural events.
- **Make social capital visible.** During the course of this research the variety, richness and value of the Latino community's social and human capital became readily apparent. Doctors, educators, public officials and many others with a genuine respect for the hard work and values of the Latino community, and a real desire to serve became mightily visible. Professionals, activists and ordinary people within the community expressed an enormous desire to come together around a variety of issues to work and make improvements in the community. These individuals reflected Latino as well as the views of those in the majority population. Often one set of individuals or group is unaware of the other. Valuable resources are untapped because the different groups, individuals and regions (those in Longmont, Lafayette, Boulder and elsewhere) may not know of each other's good work.
- **HIP Colorado should convene and create statewide Latino advisory groups.** Such advisory groups should consist of health care professionals, educators, lawyers, businesspeople, and others with a pulse on the conditions and issues facing the Latino community. These advisories would inform HIP of new and current concerns. They could also become incubators for statewide initiatives to address a wide range of themes: for example, immigration, educational policies, health care, the status of Latina women, employment issues, and Latino business growth. There is a richness of experience, diversity of views and talent that needs to be tapped at a statewide level to provide analysis and leadership on the Latino reality in Colorado.
- **Convene a Hispanic issues forum.** One of the most valuable lessons of this study was the lack of an adequate forum for the discussion of issues among those working with and in the Hispanic community. Many focus group respondents pointed to the value of convening thoughtful discussion about the challenges facing the community and the assets that were not being sufficiently tapped within the Latino population. **The need to focus on the conditions of Boulder County's minority population and to create a Hispanic issues forum is critical.** Moreover, such a forum needs to take into account the multi-varied

nature of the community and the voices speaking for it. Traditionally government commissions and social service agencies have been charged with reporting and taking action on many of these issues. While this is still necessary, it will not be sufficient. The nature of this migration will require a broader scope of perspectives and actions. Churches, businesses, charitable foundations, investors, parent and community groups and others in Boulder County's civil society must be brought to the table. They may then begin sketching out a variety of concrete steps to mitigate the obstacles to, and increase the magnitude of, talents and assets of Boulder's emerging Hispanic community. HIP could play a critical role in bringing these wide-ranging forces to the table.

- **While it is outside of HIP's purview to advocate immigration policy it does seem that immigration is a major and critical concern of the community.** Organizations like Boulder's Centro Amistad are over-stretched and under-funded and should be supported for both their immediate social service component and the crucial advocacy work they try to undertake. Without resolving the issues of documentation faced by a major part of the population all other issues seem moot. Undocumented young people, who do exceptionally well in school, are barred from higher education because of their status. Workers without documents have limited incentives to learn new skills and find better paying jobs. The current situation depresses wages, promotes unacceptable working conditions and stunts skills and lives. Consolidating the work of groups like Centro Amistad, and encouraging other groups through training, technical assistance, and expansion of their capacity is critical to improve the situation of Boulder's Latino population.
- **Develop a concentrated focus on education in the Latino community.** The single most resounding area of work other than immigration singled out by almost every focus group and almost every interview concerned education. Parents, whether in interviews or focus groups, spoke of their hopes and aspirations for their children and cited education as the key to better incomes, housing, employment and quality of life. Statistically, one of the key factors contributing to lower incomes is the lack of education – the development of human capital.
 - Supplementing basic education for Hispanic children with after-school, tutoring and mentoring programs is one area that desperately needs support.
 - Support for scholarship programs such as those promoted by the Latina Women's League can make inroads to the low numbers of Hispanic women in higher education.
 - Literacy, ESL, and Life Skills in a New Country for adults is a crying need for both working and living in the larger community.
 - Promoting cultural understanding and education of the majority population about the contributions and traditions of the newcomer population is an essential task.

Form B Areas Prioritization

Every group was given a priority tally List B (appendix pg. 8) which listed the priority found in the Latino task Force report. The following chart outlines the responses.

	Youth 12/17/02	Youth 1/10/03	Families 1/26/03	Service 1/30/03	Educ. 2/4/03	Known 2/5/03	Relig. 2/6/03	Families 2/6/03	Govt. 2/6/03
Economic Development			3	1	1	6	0	0	0
*Housing			3	4	6	0	2	3	5
*Employment	2		10	6	2	1	1	10	6
Cultural				1	1	0	0	0	0
Political				1	0	1	0	0	0
*Education	1		4	6	9	5	5	8	3
Community Participation				0	2	0	0	0	0
Community Climate				1	1	1	0	1	0
*Healthcare			2	3	1	1	0	6	4
*Immigration	0	0	18	11	0	4	1	2	6
<i>Language</i>			6	0	1	0	0	0	0
<i>Identification</i>			2	0		0	0	0	0
<i>Recreation</i>			0	0		0	0	1	0
<i>Licenses</i>			3	0		0	0	0	0
<i>Know Your Rights</i>			0	0	1	0	0	0	0
<i>Ed. Dominant Culture</i>			0	0	6	0	0	0	0
<i>Family Issues</i>			0	0	0	0	4	0	0
<i>Basic Needs</i>			0	0	2	0	2	0	0
<i>Child Care</i>			0	1	1	0	0	0	0
<i>Collective Services</i>			0	0	2	0	0	0	0
<i>Accessibility</i>			0	0	4	0	0	0	0
<i>Sexuality</i>			0	0	1	0	0	0	0
<i>Disability</i>			0	0	1	0	0	0	0
<i>Youth Center</i>			0	0	0	0	0	8	0

* **BOLD** indicates a top priority (a list of 5)

Italics indicate a priority added to the original list

In assessing the data a special note is made that although immigration was not a survey response it was overwhelmingly a top priority.

Even in the three groups where immigration was not listed, the topic was broached either indirectly or directly. Some examples are:

Youth group 12/10/02 “There are language barriers and need training”

Youth group 1/10/03 “We need more jobs, not just cleaning yards or offices. They don’t have Social Security numbers.”

Education 2/4/03 During group discussion the observation was made that the general feeling was that government agencies were not responsive to immigrant rights.

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