NEWS AND PROFILES CONNECTING THE LATINO AMERICAN COMMUNITY IN MINNESOTA

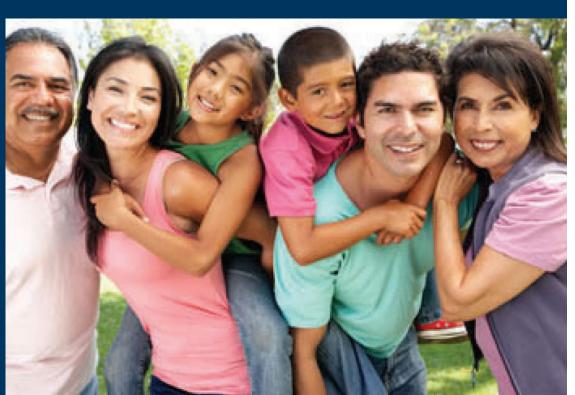






America Celebrates HISPANIC HERITAGE





Hispanic Heritage Month · September 15 - October 15 El mes de la herencia hispana · 15 de Septiembre - 15 de Octubre LATINO AMERICAN TODAY



History of National Hispanic Heritage Month

September 15 to October 15

Honors the histories, cultures, and contributions of U.S. citizens with roots in Spain, the Caribbean, Mexico, and Central and South America. This observance began as a week-long celebration in 1968 and was expanded to a full month by President Ronald Reagan in 1988. The dates are significant, falling on the independence days of five Central American countries – Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua – on September 15, with other independence days like Mexico's on September 16 and Chile's on September 18 also occurring during this period.

What it is:

- A period to recognize the diverse heritage, traditions, and achievements of Hispanic and Latino communities in the United States.
- A celebration of cultures from 20 Latin American countries and territories.
- An opportunity to acknowledge their significant contributions to American society and to build unity within the community.

Historia del Mes de la Herencia Hispana

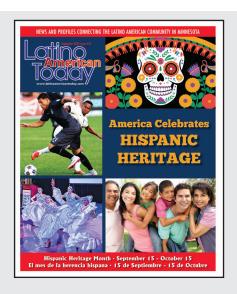
15 de Septiembre - 15 de Octubre

El Mes Nacional de la Herencia Hispana, que se celebra del 15 de septiembre al 15 de octubre, rinde homenaje a las historias, culturas y contribuciones de los ciudadanos estadounidenses con raíces en España, el Caribe, México y América Central y del Sur. Esta conmemoración comenzó como una celebración de una semana en 1968 y fue ampliada a un mes completo por el presidente Ronald Reagan en 1988.

Las fechas son significativas, ya que coinciden con los días de la independencia de cinco países centroamericanos (Costa Rica, El Salvador, Guatemala, Honduras y Nicaragua) el 15 de septiembre, y con otros días de la independencia, como el de México el 16 de septiembre y el de Chile el 18 de septiembre, que también tienen lugar durante este período.

Oué es:

- Un período para reconocer el patrimonio, las tradiciones y los logros diversos de las comunidades hispanas y latinas en Estados Unidos.
- Una celebración de las culturas de 20 países y territorios de América Latina.
- Una oportunidad para reconocer sus importantes contribuciones a la sociedad estadounidense y para construir la unidad dentro de la comunidad.



On The Cover:
El mes de la herencia hispana
Hispanic Heritage Month



Founded 2013

Member of

Minnesota Multicultural Media Consortium National Foundation of Hispanic Owned Newspapers Minnesota Newspaper Association

Published by

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FAMILY VALUES

Construyamos un mundo más humano a través de la solidaridad.



Por Pastor Saúl Carranza.

Una de las grandes paradojas de la humanidad es que la gran mayoría desea que la solidaridad funcione desde los otros hacia ellos. Pero, muy pocos están dispuestos a que funcione a la inversa. La solidaridad no es un valor para reclamar sino para otorgar y para usarlo sin esperar nada a cambio. El diccionario de la lengua española define solidaridad como: "Adhesión circunstancial a la causa o a la empresa de otros". La Biblia lo expresa de manera más sencilla. "Sobrellevad los unos las cargas de los otros, y cumplid así la ley de Cristo." Gálatas 6:2

La solidaridad es un valor esencial que permite a las personas

establecer lazos genuinos de empatía, apoyo y cooperación que se vuelve imprescindible para enfrentar los retos colectivos y personales, sobre todo cuando se atraviesan situaciones difíciles o adversas. Entender al otro, apoyarle para alcanzar sus metas y cooperar compartiendo recursos es nuestra manera de cumplir con el mandamiento de Jesús "amaos los unos a los otros".

Ser solidario va más allá de la ayuda de vez en cuando o de la misericordia; implica reconocer en la otra persona a alguien con quien compartimos una misma humanidad, una historia común y sueños similares. Es la capacidad de ponerse en el lugar de quienes enfrentan dificultades, comprender sus necesidades y actuar de manera desinteresada

para contribuir a su bienestar. Y por sobre todas las cosas entender que todos podemos pasar por situaciones adversas. En el lenguaje popular decimos: "hoy por ti mañana por mi" La Biblia "Feliz el que se acuerda del pobre y del débil, en el día malo lo salvará el Señor;" Sal 41:1

Acciones tan cotidianas como escuchar a una amiga en un momento complicado, colaborar en proyectos comunitarios, compartir recursos con quienes tienen menos o cuidar el ambiente son maravillosas manifestaciones de solidaridad. Vivir actuando asi produce satisfacción, enriquece la vida, nos hace más humanos y nos hace obedientes a la ley de Dios.

No es necesario realizar grandes gestos para ser solidario. Muchas veces basta con estar allí cuando alguien nos necesita, aunque no hagamos o no digamos nada. Basta con pequeñas acciones diarias: ofrecer una palabra de aliento, donar tiempo o recursos, ofrecer una sonrisa o elevar una oración por los que sufren. Una vida solidaria ayuda a otros y se contagia. Ser solidarios es el compromiso de construir un mundo en el que nadie se sienta solo o desamparado y un mundo donde las personas podrán ver que los buenos somos más.

Jesús dijo: "Un mandamiento nuevo os doy: Que os améis unos a otros" Juan 13:34.

Saúl Carranza es el pastor principal de la Iglesia "La familia de Dios" en Dayton MN.

Let's build a more humane world through solidarity.

By Pastor Saul Carranza

One of the great paradoxes of humanity is that the vast majority want solidarity to be from others towards themselves, but very few are willing to let it happen the other way around. Solidarity is not a value to be demanded but to be given and used without expecting anything in return. The Spanish dictionary defines solidarity as: "Circumstantial adherence to the cause or enterprise of others." The Bible expresses it more simply. "Carry each other's burdens, and in this way, you will fulfill the law of Christ." Galatians 6:2

Solidarity is an essential value that allows people to establish genuine bonds of empathy, support, and cooperation, which become indispensable for facing collective and personal challenges, especially when going through difficult or adverse situations. Understanding others, supporting them in achieving their goals, and cooperating by sharing resources is our way of fulfilling Jesus' commandment to "love one another."

Being supportive goes beyond occasional help or mercy; it involves recognizing in the other person someone with whom we share the same humanity, a common history, and similar dreams. It is the ability to put ourselves in the shoes of those facing difficulties, understand their needs, and act selflessly to contribute to their well-being. And above all, it means understanding that we can all go through adverse situations. In popular language we say: "you scratch my back and I'll scratch yours." The Bible says, "Blessed is he who considers the poor and the weak; in the day of evil the Lord will save him;" Psalm 41:1.

Everyday actions such as listening to a friend in a difficult moment, collaborating on community projects, sharing resources with those who have less, or caring for the environment are wonderful expressions of solidarity. Living this way brings satisfaction, enriches our lives, makes us more human, and makes us obedient to God's law.

You don't have to do anything grand to show solidarity. Often, just being there when someone needs us is enough, even if we don't do or say anything. Small daily actions are enough: offering a word of encouragement, donating time or resources, offering a smile, or saying a prayer for those who are suffering. A life of solidarity helps others and is contagious. Being supportive is a commitment to building a world where no one feels alone or helpless, and a world where people can see that there are more good people than bad.

Jesus said, "A new commandment I give unto you: That ye love one another" John 13:34. Saul Carranza is the senior pastor of The Family of God Church in Dayton, Minnesota.



5 Strategies to Make Development a Workplace Expectation



Marcia Malzahn

By Marcia Malzahn

In this article we share 5 strategies to make development a workplace expectation. If you want your company to experience continued success, you must develop your employees *continually*. But the effort must be reciprocated. Similarly, if you want to build a workplace where personal development is expected, you must create the infrastructure first. And hire employees who are willing to put in the effort. Are you hiring employees who want to develop? Do they take ownership of their own personal and career development? Or do they expect the company to automatically promote them, give them salary

increases, or increased responsibilities without their collaboration?

When we facilitate strategic planning sessions with our clients, we often ask them "who are the right people? The right people are those whose core values align with the company's core values. Then we address the company's top five core values. You don't create the core values, you *identify* them. They are already built in the company's culture. Does your company have a core value that reflects the expectation for employees to develop themselves? If yes, are you keeping your employees accountable to develop themselves? When this is not one of the company's core values, it will take time to incorporate it into the existing culture.

Businesses desire to experience sustainable success and the way to achieve that is through its employees. Therefore, ideally, businesses seek employees who are loyal, enthusiastic, learners, and take ownership of their own development. Without continued employee development the company does not evolve and remains stagnant. Employees leave when they lack support or development opportunities in their workplace.

Below are 5 strategies to make development a workplace expectation:

Incorporate employee development into your core values.

In this article, we assume that your company has shared its core values with employees. We also assume the core values are easily found within company literature or on your website. Therefore, we ask the question: What if one of your core values were "Employee Development"? But the description of this core value is not the typical "We provide opportunities for our employees to develop." What if instead it says, "We expect employees to take ownership of their personal and professional development"? This statement forces employees to reflect and decide if they can adhere to this core value before accepting a job.

Create the expectation through communication.

Even if this core value isn't formalized at your company, you can begin applying it by communicating with all staff. Communicating the vision and core values to the staff is one of the CEO's key responsibilities. There are multiple ways that leadership communicates the core values. They can be displayed in the company's conference rooms, the website, shared at staff meetings, and during one-on-one meetings. The point is that they should be recited and shared continually so everyone memorizes them. And ideally, they start demonstrating them. Creating the expectation is the first step to achieving results.

Provide the opportunities.

Once your company creates the expectation of employees taking ownership of their own development, the company must provide the opportunities. There are several ways in which the company meets their side of the commitment to develop their employees. The company must provide the support to allow for the time to attend webinars, seminars, conferences, or other activities. The business should finance these activities, including providing an executive coach for the potential successors to leadership roles.

The Human Resources department can also work with the managers to **create**Personal Development Plans (PDP) for high potential employees. All these efforts pay off in the end. Employees develop a sense of loyalty and see their future with the company. The probability of these employees leaving is much less than if they don't get any opportunities.

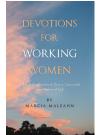
Make employees accountable.

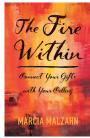
Once you provide the resources and tools to help employees develop personally and professionally, you can now make them accountable. The best way to do so is by incorporating all core values in the employees' job descriptions. Then you can hold them accountable by conducting a performance review. Whether the review is annual, quarterly, or monthly check-ins, that's how you bring accountability. Employees can collaborate with their manager and HR to develop their own training and development programs. They can also prepare for future higher responsibility roles by identifying and filling the gaps to get promoted.

Measure results.

Lastly, the company can require results based on all the investments made in each employee and measurable accountabilities. Results are not always money or production related. Sometimes the result is a better work environment where employees feel appreciated and valued. This in turn does result in increased productivity and ultimately revenues. Your company now can expect sustainable success by expecting employees to develop themselves continually.

I encourage you to put these 5 strategies to make development a workplace expectation into practice. Each step you take towards continued and sustainable success helps you achieve your company's long-term objectives.













Marcia Malzahn is also president and founder of Malzahn Strategic, LLC a management consulting firm for community financial institutions. You can contact Marcia for speaking engagements through her website at Crowning Achievements International or email her at mmalzahn@crowning-achievements.com.

Marcia is an inspirational keynote speaker and published author of five books: A daily devotional – Devotions for Working Women, The Fire Within – to help you find your purpose, friendship poems in The Friendship Book, also in Spanish El Libro de la Amistad (poemas de Amistad), and Bring YOUR Shoes to help emerging leaders with tools on how to lead. In her latest grandma baby book, Inside Your Mama's Tummy, Marcia inspires grandparents to form a bond with their grandchildren.

LUNES-VIERNES









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"Patapez," monumental alebrije by Alejandro Camacho. Photo by Aaron Johnson-Ortiz for the Minnesota Latino Museum.



"Osita Emilia," monumental alebrije by Miriam Salgado. Photo by Aaron Johnson-Ortiz for the Minnesota Latino Museum.





Artist Edgar Camargo with a hand-held alebrije.

ALEBRIJES KEEPERS OF THE ISLAND

"ALEBRIJES: Keepers of the Island," a breath-taking outdoor public art exhibition on Raspberry Island on the Mississippi River in Saint Paul, running from June I to October 26, 2025. The Minnesota Latino Museum will transform the island into a fantastical dreamscape of color, fantasy, and imagination. The immersive exhibit features I6 large-scale papier-mâché sculptures – 8 "Alebrijes Monumentales," monumental creations up to I6 feet tall; and 8 "Nahuales," colorfully-painted fauna, up to 4 feet tall, representing Mexican spirit animals.

Open Exhibit Dates

Sunday, June 1, 2025 to Sunday, October 26, 2025

Location for all events:
Raspberry Island, Saint Paul, MN 55107



Help Shape a Better Future for Minnesota's Youth

The Department of Children, Youth, and Families is looking for Qualified Individuals to conduct culturally responsive assessments for children in foster care.

We're especially looking for people with lived experience in marginalized communities — communities of color, LGBTQIA2S+, people with disabilities, and others.

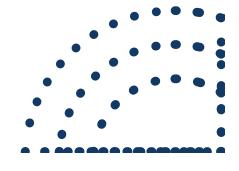
Why Apply?

- Advocate for youth and families
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Learn more or apply: https://tinyurl.com/dcyfqiprogram



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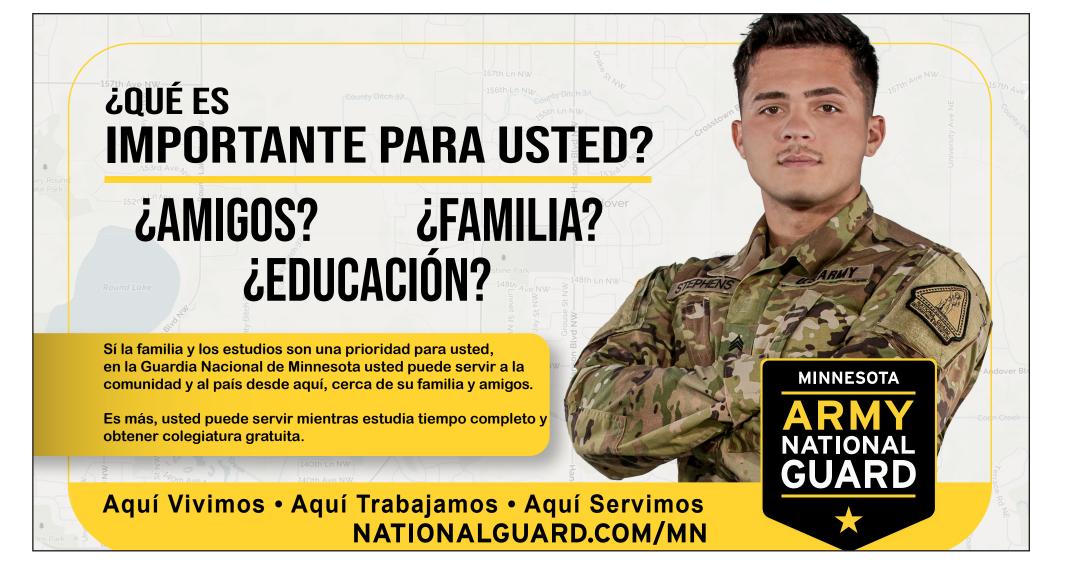
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DEPARTMENT OF HUMAN SERVICES

Encuentre los recursos en mn.gov/dhs/mental-wellness-es













Trade Schools offer a pathway to well-paying jobs with practical skills

Los latinos deberían trabajar más en el sector de los oficios, como la construcción, la carpintería, la fontanería, la electricidad y la calefacción, ventilación y aire acondicionado (HVAC). Ofrece una vía de acceso a empleos bien remunerados y con gran demanda, especialmente en el sector de la construcción, donde ya están muy representados, y puede ayudar a abordar la creciente escasez de mano de obra cualificada, al tiempo que ofrece oportunidades de promoción profesional y estabilidad económica.

Puntos clave:

• Gran demanda de trabajadores cualificados

El sector de la construcción, uno de los principales empleadores de trabajadores latinos, se enfrenta actualmente a una importante escasez de mano de obra cualificada, lo que lo convierte en un área primordial para aumentar la participación latina.

Oportunidades económicas:

Los empleos en oficios suelen ofrecer salarios y beneficios competitivos, lo que supone una fuente de ingresos estable para los trabajadores latinos.

• Diversas trayectorias profesionales:

Los oficios abarcan una amplia gama de especialidades como carpintería, fontanería, electricidad y calefacción, ventilación y aire acondicionado, lo que permite la progresión profesional y la especialización.

• Impacto en la comunidad:

Una mayor presencia latina en los oficios puede beneficiar a las comunidades locales al crear una mano de obra más diversa y apoyar los proyectos de construcción locales.

Retos a superar:

• Barreras lingüísticas:

El idioma puede ser un obstáculo importante para los trabajadores latinos que se incorporan a los oficios, lo que requiere acceso a formación y apoyo bilingües.

The statement "More Hispanics should go to trade schools" is supported by the argument that trade schools offer a pathway to well-paying jobs with practical skills, which can be particularly beneficial for Hispanic communities due to factors like potential financial constraints, a focus on immediate career opportunities, and a high demand for skilled labor in certain trades; however, it's important to consider individual career goals and ensure access to quality trade school programs for all demographics.

Key points supporting this argument:

• High-demand, good-paying jobs:

Many trade careers offer stable employment with competitive wages without requiring a four-year college degree, which can be particularly appealing to individuals facing financial barriers.

· Hands-on learning:

Trade schools provide practical, hands-on training that can be beneficial for learners who prefer a more active learning style.

• Faster career entry:

Trade school programs often have shorter durations compared to traditional college degrees, allowing individuals to enter the workforce sooner.

• Community needs:

Certain industries like construction, plumbing, and electrician work are in high demand in many communities and could benefit from a larger pool of skilled Hispanic workers.

Important considerations:

Access and awareness:

Efforts should be made to ensure Hispanic communities have access to quality trade school programs and are informed about the potential career paths available.

• Career counseling:

Guidance is crucial to help individuals choose trade paths that align with their interests and local job market needs.

Addressing stereotypes:

Combatting negative stereotypes associated with trade work can encourage more Hispanic students to consider these pathways.



Aguilar Productions Presents the 22nd Annual

Celebrating
National
Hispanic
Heritage
Month 2025



Thursday, September 25, 2025 • 6:00 to 8:30 pm

Location:

Saint Paul Neighborhood Network (SPNN) 550 Vandalia Street, Suite #170 Saint Paul, MN 55114 Go to www.aguilarproductions.com to register or email at aguilarproductions@msn.com for more information

Presenting:La Familia Latino Heritage Award 2025 Recipients

The award is presented to leaders in the community, education, business and the arts, who support, promote and contribute to the growth and success of the Minnesota Latino community!



Ray Rozales III Chief of Police North St. Paul, Minnesota



Elba Guille Garza Garza Legacy Group St. Paul, Minnesota



Rosa Tock
Executive Director
Minnesota Council
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LATINO AMERICAN TODAY

SEPTEMBER 2025

Prairie Splendor at Minnesota State Parks







The red of the grass made all the great prairie the color of wine stains, or of certain sea weeds when they are first washed up. And there was so much motion in it. The whole country seemed, somehow, to be running.

(Willa Cather, American novelist, 1873-1947)



All photos are from Glendalough State Park. The Goldenrod is on the west side of Sunset Lake Trail.

By Deborah Locke, Communications Specialist, MN DNR Photos courtesy of Minnesota DNR

When people consider fall color in Minnesota, their minds usually go to the red, orange and yellow colors of leaves. But what about the other fall colors – the wildflowers that dot the state's prairies, and the waves of tall grass that turn from green to deep red? What about fodder for other human senses, like the way a prairie wind feels?

Until you learn about them, it's easy to overlook these destinations even though some are only a couple of hours drive from the metro area. Minnesota state park staff know those prairies intimately and understand that there are no hard and fast rules that dictate when colors change or flowers bloom. Jeff Wiersma, Park Supervisor at Glendalough State Park near Bettle Lake, Minn., has managed the park for 27 years. He said the best time to see prairie fall color there is about a week before Labor Day until two weeks after the holiday.

"Unless there's an early hard frost, we should have good color until mid-September, just in time for the fall leaves to start taking over," he said. The tall grass starts to change color in late August followed later by bursts of red sumac.

Buffalo River State Park on the western border of Minnesota features the best of both prairie and hardwood forests, said Alex Hilterbrand, Assistant Park Supervisor. "You'll see not only some of the best-preserved bluestem prairie in Minnesota, but also a riparian forest along the Buffalo River." (Riparian forests grow on the banks of rivers, streams or other bodies

of water and are characterized by trees and shrubs that thrive in wet conditions.)

The park's River View Trail is a mix of oak, maple and basswood trees that create a bright contrast to the amber-colored prairie grasses, Alex said. Wildflower aficionados will feast on vistas of goldenrod, aster, clover, black-eyed Susans and gentians.

The online DNR Fall Color Finder gives visitors guidance on the beginning and end of peak fall color with updates occurring every Thursday through September.

For the best sweeping prairie view at Glendalough State Park, Jeff suggests Prairie Hill Trail for fall sunflowers, asters, goldenrod, sumac, and more. "Stand on a hill and you'll see color for as far as you can see," he said.

One other element stands out for its singular beauty: the sky. The aptly named Sunset Lake offers lovely sunset landscapes that beg for the lens of a camera. Important too is a fall wind that feels different from a wind at any other season, Jeff said. "You get that little chill in the fall," he said. The winds cross and can be loud or soft, the acres of grass sway, and the world appears in solid movement. "It can be amazing," Jeff said. "The prairie is in motion in a lot of ways."

Alex at Buffalo River State Park recommends a hike on Wide Sky Trail and a stop at trail marker G. The elevation isn't steep, but you'll get a panoramic view of the park's gentle, rolling landscape. Visitors are encouraged to stop, appreciate the view, and feel the wind at whatever speed it decides to move.

The fall color finder map can be found at **mndnr.gov/fallcolor**. It shows not only the current fall color at a Minnesota state park or recreation area, but a tool that let's the user compare today with the fall color status from a previous year.

To locate a state park, go to **mndnr.gov/parkfinder**. Park trails are shown on the park map; scroll down on the map page for a trail description. A \$7 daily permit may be purchased online or at the park visitor center and must be displayed on the vehicle dashboard. Annual permits are \$35 and may be used at all of Minnesota's 73 state parks and recreation areas. Always check the park website for visitor alerts before you leave home. Dress for the weather, wear sunscreen and comfortable shoes, bring insect spray, water and snacks.

Horario: 9 am a 8 pm



Mercado Central es un próspero mercado de 35 negocios en la esquina de Lake Street y Avenida Bloomington en Minneapolis. con el interes para fomentar el desarrollo empresarial de los latinos en Mineápolis.

Mercado Central siempre ofrece una amplia variedad de artículos cotidianos y artesanales para comprar, platos deliciosos e ingredientes frescos para tus comidas: además como una gran variedad de servicios que puede utilizar.









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