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**Latino
American
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**LOS LÍDERES HISPANOS
DEL FUTURO...
LA CLASE DEL 2018**

Latino Future Leaders...Class of 2018

Minnesota's Graduation Gap: Latinos Still Lag Behind!



By MPR

Minnesota's graduation rates for students of color are still far behind those for white students. For example, just over half of American Indian and Alaskan native students got a diploma in four years. About two-thirds of black and Hispanic students did. The rate for white students is 87 percent.

"We can't leave this up to schools alone," said University of Minnesota professor Michael Rodriguez. "The graduation rate should also be an indicator of the quality of our health care systems, our transportation systems, our em-

ployment opportunities, our affordable housing availability—not just school quality."

This year, racial gaps slowly inched closed statewide—black students made the most progress. Hispanic students actually fell a little further behind. Minneapolis followed the same pattern, with Hispanic students dropping almost 7 percentage points. That's compared to last year when the district celebrated a double-digit gain for Hispanic students.

Gaps widened for all racial groups in St. Paul. That may be due to a school curriculum still geared toward a so-called "mainstream," said Theresa Battle, St. Paul's assistant superintendent for high schools.

"It may not reflect, or it does not reflect, all of the different cultures and racial groups we have within St. Paul," Battle said. "So our teachers always have to supplement all their materials to make sure that the students' culture and their experiences are reflected."

St. Paul officials did cheer their overall rate of 76.5 percent, a 1.5 point gain and an all-time high for the district.

One place where gaps closed significantly was Rochester. Although black and Hispanic students still graduate at lower rates than white students in the district, the disparities improved by double digits.

Superintendent Michael Muñoz credits a combination of things — including identifying struggling students early, in-school support staff and new career-oriented courses. The district opened a career center on a community college campus this year.

"We had a small percentage of kids that we just didn't have the right type of programming that matched their interest," Muñoz said. "So I think having something that lets them grab on to and be engaged in school is going to motivate them to want to stay in school."



On The Cover

Los líderes hispanos del futuro
La clase del 2018

Latino Future Leaders...Class of 2018

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Future Latino Leaders

Congratulations to Autam Mendez - Cretin - Derham Hall High School a finalists for the Winfield Award



Autam Mendez

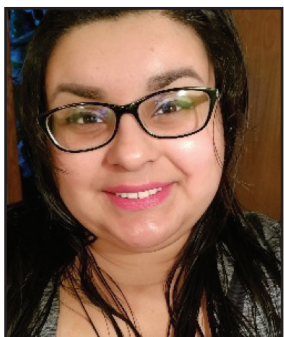
Ten Saint Paul Public Schools student athletes are finalists for the Dave Winfield Award. The Winfield Award is given to one outstanding female and one outstanding male student athlete in Saint Paul each year.

Manuel Hernandez received his Bachelor of Science (BS) in Criminal Justice from Metropolitan State University. He is a recipient of a scholarship from the Mexican Counsel, is a member of the Minnesota National Guard and a graduate of the St. Paul Police Reserves. Manuel hopes to address the gap between the Latino community and police officers.



Manuel Hernandez

Jaisy Neomi Fuentes graduated with a Bachelor of Science (BS) in Family Social Science from the University of Minnesota Twin Cities. Jaisy's goals includes securing a position in child protective programs, family shelters, or community advocate programs.



Jaisy Neomi Fuentes

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Feliz Día del Padre



Por Saúl Carranza

Hace algún tiempo la casa de un amigo mío fue asaltada. Los ladrones entraron, amarraron a todos los que estaban adentro y comenzaron a saquear la casa. Mientras los ladrones buscaban las cosas de valor alguien logró soltarse y llamar a la policía. El lugar fue rodeado y todos los asaltantes apresados. Todos los miembros de la pandilla eran menores de edad. Cuando la policía llamó a la familia de los adolescentes se dieron cuenta que únicamente llegaron mamás. Ni un solo padre de familia se hizo responsable por aquellos jóvenes.

Aunque reconocemos la admirable labor que algunas madres cumplen al criar a sus hijos siendo padre y madre. También es necesario reconocer que muchos de los males de nuestra sociedad se deben a la carencia de una figura paterna que ejerza autoridad, modele amor, enseñe buenas costumbres y provea lo esencial para la familia. No es el concepto machista de que solo un varón puede dirigir a la familia. Es el concepto bíblico que el fundamento de la familia es un varón y una mujer comprometidos para formar esa familia con amor.

La paternidad verdadera es acompañar a los hijos en la aventura de la vida. Ser parte de sus victorias y sus fracasos. Es manifestar el amor con palabras

y con hechos. No es buen padre aquel que solo provee las cosas materiales, pero no está dispuesto a aportar tiempo de calidad para sus hijos. El niño se desarrolla en lo físico, pero también en lo intelectual, social y espiritual. Un padre sabe apoyar a sus hijos en cada una de sus necesidades. Pero por sobre todas las cosas está dispuesto a predicar con el buen ejemplo. Es aquel que hace que la palabra “papá” suene dulcemente cuando confiadamente la pronuncian sus hijos.

Es quizás por la tremenda responsabilidad dada a los padres que cuando Dios se identifica a si mismo en relación con sus criaturas lo hace llamándose “Padre”. Porque es modelo de amor, es modelo de provisión, de entrega y sacrificio. Cuando en el mes de junio decimos Feliz día del Padre. Enviamos ese saludo respetuoso a aquel que, con sacrificio, con responsabilidad y con valor ha apoyado a sus hijos en la infancia, la adolescencia, la juventud y sigue ayudándoles en la edad adulta. Aquel que cerca o lejos ha dado ejemplo de honradez, trabajo y amor. A usted padre valiente, que se levanta cada día con la meta de dar lo mejor para sus hijos le decimos Feliz día del Padre. Dios lo bendiga.

Saúl Carranza es originario de Guatemala y pastor de la Iglesia Cristo Para Todas Las Naciones en Crystal, MN.

Tel. 763-245-2378, correo electrónico: saulcarranza@yahoo.com

Happy Father's Day

By Saúl Carranza

Some time ago a friend's house was stormed. The thieves entered, tied up all who were inside, and began looting the house. While the thieves were looking for valuable things someone managed to break loose and call the police. Surrounded the place and all the assailants arrested. All members of the gang were minors. When the police called the teenager's family, they realized that only moms arrived. Not a single dad took responsibility for those young people.

Although we recognize the admirable work that some mothers fulfill when raising their children being father and mother. It is also necessary to recognize that many of the ills of our society are due to the lack of a paternal figure who exercises authority, model love, teach good customs and provide what is essential for the family. It is not the macho concept that only a male can lead the family. It is the biblical concept that the foundation of the family is a man and a woman committed to forming that family with love.

True fatherhood is to accompany the children in the adventure of life. Be part of their victories and their failures. It is to manifest love with words and deeds. It is not a good father who only provides material things, but, is not willing to provide quality time for his children. The child develops in the physical, but also in the intellectual, social and spiritual. A parent knows how to support their children in each of their needs. Above all else, he is ready to preach by good example. He is the one who makes the word “daddy” sound sweetly when confidently pronounced by his children.

It is perhaps because of the tremendous responsibility given to parents that when God identifies himself in relation to his creatures he calls himself “Father.” Because He is a model of love, it is a model of provision, of surrender and sacrifice. When in the month of June we say Happy Father's Day. We send that respectful greeting to those who, with sacrifice, with responsibility and with courage, have supported their children in childhood, adolescence, youth and continue to help them in adulthood. He who near or far has given an example of honesty, work and love. To you courageous father, who gets up every day with the goal of giving the best for his children we say Happy Father's Day. God bless you.

Saúl Carranza is originally from Guatemala and pastor of the Church Christ for All Nations in Crystal, MN.

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La Familia Latina



By Senator Carla Nelson

Family. Too little government policy respects and reflects families, their structure and their values. Government is big, families are small by comparison. Family resources are limited, government resources can seem unlimited. Sadly, this power dynamic can even be present in our early childhood thru high school education system. Republican education initiatives are attempting to make our education systems more responsive to the needs and desires of families. Among the legislative ideas that we are promoting this year are:

- *A new tool that will allow parents to more easily learn about and compare schooling options.* The legislation would require the state's Department of Education to summarize the most important data that we have on schools (currently hidden in hard to find places on MDE's website) in an easily understandable fashion. This new system would allow parents to find what they need to know about schools – and how well they are doing – in one convenient location.
- *Expanded access and funding for internet-based educational resources and instruction.* Minnesota's communities and schools have much to offer but, it would be foolish of us to ignore the great educational resources present throughout the rest of the world by ignoring the power of the internet.
- *Parental involvement in the good and bad things that happen in the lives of their children.* When something bad has happened in school and a parent's student is disciplined, some schools are not involving parents in that discipline process. This is not acceptable. Parents are the first and fundamental shapers of their children. Schools and students need parental support in order for discipline to be successful.

Senator Carla Nelson (R) - E-12
Finance Committee Chair Minnesota
Senate

• *Improved access to higher education for high school students.* Minnesota's Post Secondary Enrollment Options (PSEO) program allows students in their last three years of high school to take free college courses that count for both high school and college credit. But, getting to the college campus for PSEO course can be expensive and difficult. We are proposing that low-income students be reimbursed for transportation costs of using public transit, their family car or car-sharing services like Uber.

While these four pieces of legislation are our most recent initiatives, they join a long line of our family-oriented education initiatives. Last year, for instance, we passed important laws to increase Early Learning Scholarships – that allow parents to choose their pre-kindergarten or childcare center. We also passed laws to promote the preparation and employment of teachers of color and to promote early literacy for student who are struggling to become proficient readers.

While major education initiatives must wait until our next big budget year (2019), we look forward to working with and behalf of families – and those that want to further empower them. Until then, thanks for your support. Have a wonderful summer.

Comcast NBCUniversal Awards \$45,000 in Scholarships to Twin Cities Area High School Seniors



Comcast Twin Cities has awarded \$45,000 in scholarships for the 2018-19 school year to 41 graduating high school seniors as part of the company's annual Leaders and Achievers® Scholarship Program. The program, funded by the Comcast Foundation, is a one-time, \$1,000 scholarship awarded to the best and brightest high school seniors for their community service, academic performance and leadership skills.

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Are You a Candidate to Be a Successor? Part I



Marci Malzahn

Succession planning is a topic that everyone is talking about in America. And rightly so. Waves of experienced workers, middle managers, and executive level leaders are exiting the workforce daily and many companies don't have the successors identified nor ready to take the reins. Most of the conversations I'm hearing about this topic are focusing on how to plan for the transition, who is leaving which jobs, and even trying to identify the successors. But I'm not hearing much about what the next generation of workers and leaders are doing to prepare *themselves* to take charge and lead companies into the future.

If you are a Gen X or a Millennial, what are you doing to prepare yourself and be "the chosen one" when the time comes in your organization to choose a successor? Are you taking the responsibility to develop yourself as a leader and your own skills to be an excellent candidate? Are you initiating the conversations at your workplace about succession planning in your area of expertise? Have you thought about what leadership roles you want to take in your career in the future or soon?

I'm dedicating this article to the younger generation of workers and up and coming leaders. I want to give you ideas on how to prepare to be the candidate that is at the right place and at the right time. I want you to become the obvious candidate to take the positions that are opening up.

Because there are a lot of things you can do to prepare, I'm splitting this article into two parts. In Part I, I will share about things you can do by yourself. In Part II, I will share how you can develop yourself with the help of others and by helping in the community.

Part I – What you can do by yourself

Get to know yourself as a person. For you to create a career path and know which field to focus on, you need to get to know yourself well as an individual. You can take assessments such as the Meyers Briggs personality assessment to learn about your personality, the Strengths Finder 2.0 to learn about your top five talents, and the Emotional Intelligence (EQ) 2.0 assessment to learn about your own emotional intelligence quotient. There is no right or wrong. Knowing yourself well will help you be more successful.

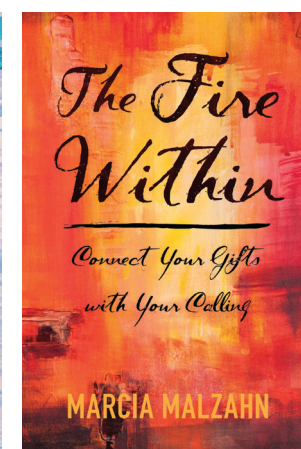
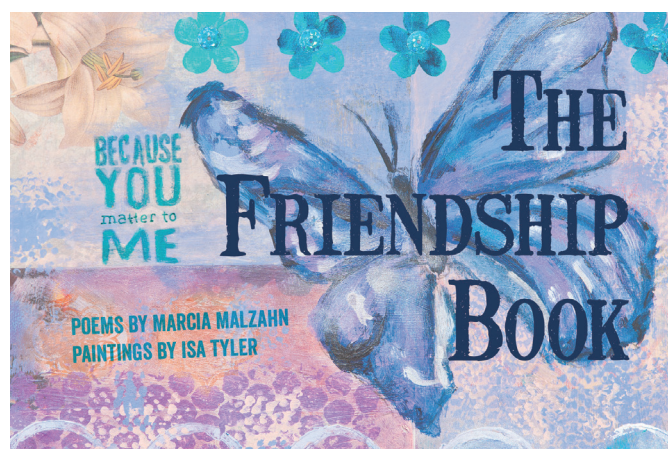
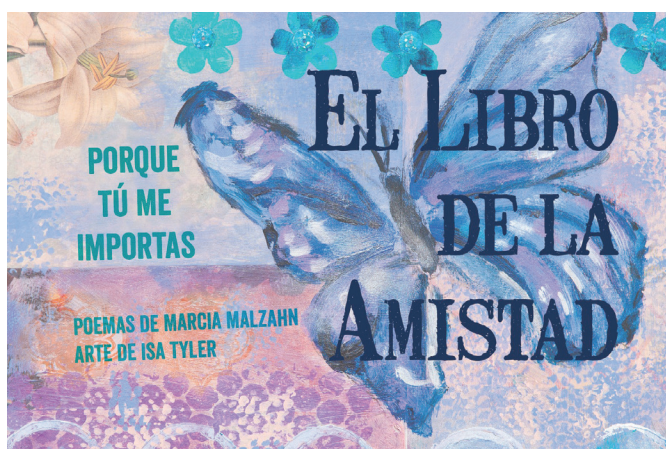
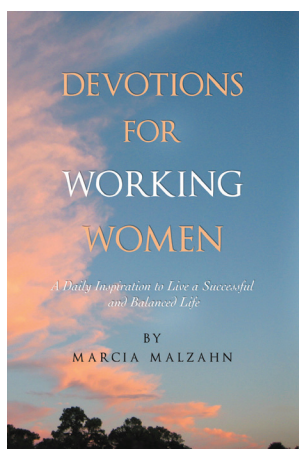
Create a plan. Take charge of your own career. Create a career plan based on your discoveries from the assessments and by also writing down the jobs you may enjoy doing.

Obtain additional education if needed. If you are still in college, please finish your college degree. If college is not for you, I recommend you get a trade certification on something that will help you obtain a job and pay your bills later. You are competing with the highest educated generation!

Develop yourself as a leader. If you are interested in working in a leadership position in your organization, then you must take that into consideration when you plan your career path. Take the initiative to attend leadership development conferences, read self-help books on leadership, and work with your mentor on leadership opportunities.

In Part II I will share about how you can get involved in your community and ask others for help.

Marci Malzahn is president and founder of Malzahn Strategic (www.malzahnstrategic.com), a community bank consultancy focused on strategic planning, enterprise risk management and talent management. Marci is also an author and professional speaker focusing on leadership, banking, and inspirational topics. You can contact Marci for speaking engagements through her website at www.marciamalzahn.com or email her at marcia@marciamalzahn.com. You can purchase Marci's books at www.Amazon.com.



Popular Expanded Hours and Interpreters Make DNR Info Just a Call Away

Have a question for the Minnesota Department of Natural Resources in the evening or on a Saturday? Need an interpreter? No problem.

The DNR Information Center has extended its phone hours so that anglers, campers and other outdoor enthusiasts in Minnesota can call until 8 p.m. on weekdays and 9 a.m. to 1 p.m. on Saturdays. And, they now offer live interpreter services in more than 200 languages and dialects.

“It’s important to help our customers when and how it’s convenient for them,” said DNR Commissioner Tom Landwehr. “Being an angler myself, I appreciate being able to call after work or on the weekend, and we know others do too.”

The phone interpreter service makes it easy and fast for non-English speakers to get the information they need. They simply request an interpreter and staff create a three-way conversation to have their questions answered.

“We want to break down barriers so all Minnesotans feel comfortable asking for the information they want, whether in English or in their native language,” Landwehr said.

Customer service improvements have accompanied the rollout of longer hours.

“We’ve implemented changes allowing us to answer calls more quickly and transfer callers to any other DNR staffer around the state if we can’t answer their questions,” said Ann McBurney, Information Center supervisor. “That’s much friendlier than asking people to make another call, or to wait for a call back.”

To reach the Information Center, call 888-MINNDNR (646-6367) or send email to info.dnr@state.mn.us. For more information and to see a new video promoting extended hours, go to www.mndnr.gov/info.



¿Tiene preguntas sobre recursos naturales?

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They're the Real Thing Bison Viewing at Minnesota State Parks

By Deborah Locke, DNR Information Officer



Imagine a park visit that teaches about the largest mammal in North America while at the same time, shows what pre-settlement Minnesota looked like.

Imagine this park visit as a way to bring to life old movies about the American plains. Also, think of it as a way to welcome back a species of animal that nearly went extinct, and is protected at last.

Thousands of American Plains bison, also known as buffalo, once lived throughout Minnesota except for the heavily forested northeast corner. Today the Minnesota Bison Conservation herd numbers 128 bison, which is an approximate number because calves are born in the spring and more may be on the way. There are 104 bison at Blue Mounds State Park in

the southwest corner, 15 bison at Minneopa State Park near Mankato, and 9 bison at the Minnesota Zoo.

When you visit and hopefully catch a glimpse of this magnificent animal, consider this. What you see isn't just an ordinary bison. These Conservation herd animals have been genetically bred to reduce cattle DNA and eliminate all trace of cross-breeding. Today there are about 500,000 bison in North America, and only one percent of the 500,000 bison have no evidence of cattle DNA. Minnesota state park bison are among that small percentage. It means that what you look at here is the real thing.

"We're proud of the progress made in returning bison to Minnesota," said Erika Rivers, DNR Parks and Trails Director. "Our park visitors gain a lot through their introduction to these magnificent animals at the same time the ecosystem benefits from their presence."

Bison graze on the prairie which helps to create and protect prairie land, said Ed Quinn, DNR Program Supervisor. Today's state park herds move over 330 acres at Minneopa State Park and 533 acres at Blue Mounds State Park. They eat grass, weeds and leafy plants which promotes new growth and effects the type and lengths of grass and other vegetation. Their droppings fertilize the soil. Their habit of "wallowing" or rolling in dirt gives the animals relief from biting flies and helps them shed fur.



You may note that any bison you see in a Minnesota state park appear quite content, but know that they are unpredictable and can charge without warning. An adult bison can run up to 35 miles per hour, and they are surprisingly agile. It's best to admire them through the lens of binoculars.

Starting this summer at Blue Mounds State Park, you can take a guided 90-minute truck tour (similar to a safari truck) into the expansive park in search of bison. The truck seats 12 and is wheelchair accessible. To make a reservation and learn about ticket costs, call 507-283-6051.



Fun Facts about Bison

- Bison are the largest mammal in North America; bulls weigh up to 2,000 pounds and stand 6 feet tall; females weigh up to 1,000 pounds and reach a height of 4-5 feet. Calves weigh 30 to 70 pounds when they are born.
- The scientific term for the American bison is: bison bison. A subspecies is the American Plains bison, which is known as the bison bison bison.
- A "buffalo" is native to Africa and Asia. Buffalo and bison are not the same animal.
- The only place in the U.S. where bison have lived continuously since pre-colonial times is Yellowstone National Park.
- Bison calves are orange red in color and earned the nickname "red dogs."
- Bison were extremely important to the Plains Indians who relied on them for food, clothing, fuel, tools and shelter.
- The average lifespan is 10-20 years. Female bison start breeding at the age of two; for males, the prime breeding age is 6-10 years.
- Their eyesight is poor, but their senses of smell and hearing area excellent.

From the U.S. Department of the Interior www.doi.gov/blog/15facts-about-our-national-mammal

Summertime Barbecues

By award-winning author and chef Amalia Moreno-Damgaard (AmaliaLLC.com)



Chef Amalia in the kitchen

Summertime is for having fun in the sun in the company of family and friends enjoying delicious foods.

Every summer I look forward to the endless possibilities of preparing the season's harvest quickly and easily using herbs and spices to enhance the flavor of grilled meats and vegetables. One advantage of cooking outdoors is that the whole experience can happen on your deck or at the picnic table making cleanup easier.

In many countries and in the United States people venture outside as soon as the weather is pleasant and look for parks with gathering spaces with grills and benches to celebrate birthdays and other special events. This is such a great way to connect with nature in a wholesome and inexpensive way.

When was the last time you and your family organized a family reunion in a pot luck fashion? What a great opportunity to enjoy a variety of foods under the sun! Minnesota has many picturesque places and lakes to enjoy the warm weather which can be conducive to turn a party into a fiesta. Think food, cool drinks, music, and dance.

Marinating chicken, meats, and other proteins is a time saver and a flavor booster. For best results, immerse your proteins in a Ziploc bag with plenty of the sauce you are using and marinate in the refrigerator for 2-3 days. Then complement your menu with grilled corn, grilled vegetables dressed with herbs and lemon juice, leafy greens salads, and light fruit desserts. I can't think of a healthier way to embrace nature! Below is a recipe to get you started.

Ensalada Al Flash

By Chef Amalia Moreno-Damgaard

Serves 4

1 avocado, pitted, in cubes
1 vine ripened tomato, diced
1 head of romaine, torn into small pieces

½ cup shaved red onion
1 bunch parsley leaves, roughly chopped
Dressing: the juice of 2 lemons (or limes),
2 tbsp olive oil, salt and pepper

Prepare the vegetables and combine in a bowl.

Toss with the dressing right before serving.

About Amalia

Amalia Moreno-Damgaard is an award-winning author and chef born and raised in Guatemala City. Amalia creates awareness about Latin culture's nuances through consulting, bilingual speaking and writing, and healthy culinary experiences. Her book *Amalia's Guatemalan Kitchen-Gourmet cuisine with a Cultural Flair* is a nine-time award-winner and best seller. Learn more about Amalia and her upcoming events at AmaliaLLC.com.



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Comcast Volunteers to Help Clean, Paint, and Restore at a Variety of Project Sites During Comcast Cares Day 2018



Neighborhood House, St. Paul

On Saturday, April 21, more than 2,000 local Comcast employees and their families, friends and community partners will “make change happen” as they volunteer at more than a dozen project sites across the metro area as part of the 17th annual Comcast Cares Day. This year’s volunteers will also be part of a significant milestone of Comcast Cares Day – reaching 1 million volunteers since the program began in 2001.

Comcast Cares Day is more than just a day – it is a celebration and opportunity to spotlight our year-round commitment to volunteerism that began with our founding 55 years ago. From using technology to create positive change, such as teaching digital literacy skills and wiring community centers and libraries, to mentoring youth, to beautifying parks, Comcast NBCUniversal employees volunteer on this day, and throughout the year, to make a lasting impact. This year, the company expects more than 100,000 volunteers to participate in some- 1,000 projects across the country and around the world. To date, volunteers have contributed more than 5 million volunteer hours at 8,800 projects.

Comcast Twin Cities volunteers in their signature green-and-white T-shirts will work on a wide array of projects, including painting, general clean-up and maintenance, re-furbishing storage spaces, sorting and organizing donations, and more. (Due to recent weather conditions, some Twin Cities Comcast Cares Day outdoor projects have been moved to Saturday, May 19.)

“As we celebrate our 17th annual Comcast Cares Day, we are delighted to partner with a variety of great organizations to give back to the Twin Cities community,” said J.D. Keller, regional vice president, Comcast Twin Cities Region. “It’s humbling and inspiring to see how we can drive positive change when our employees, their family and friends, and our agency partners rally together to make a lasting difference in our communities. I am very thankful for the participants who help to make this effort a success today and throughout the year.”

Greater Twin Cities United Way has played a key role in helping Comcast coordinate its many volunteer project locations across the Twin Cities, working with organizations like Phyllis Wheatley Community Center, Pillsbury United Communities, The ARC Minnesota, Neighborhood House and many more.



Phyllis Wheatley Community Center, Minneapolis

“We are thrilled to be partnering with Comcast and its employee volunteers to help give back to the Twin Cities community on both Comcast Cares Day and all year long,” said Sarah Caruso, president and CEO of Greater Twin Cities United Way. “The good work of Comcast’s dedicated employees will make a lasting impact for years to come.”

The Comcast Foundation will also provide grants to local community partner organizations across the country on behalf of everyone who volunteers on Comcast Cares Day. The grants will help Comcast’s community partners continue their mission of serving the community throughout the year. To date, the Comcast Foundation has awarded more than \$22 million in grants to local non-profit organizations who have served as partners on Comcast Cares Day.



Pillsbury United Communities, Minneapolis

Teaching the Whole Family to Camp, Paddle, Mountain Bike, and Fish



Fishing in Fort Snelling

By Deborah Locke, DNR Information Officer

Registration has started for the “I Can!” programs at Minnesota State Parks. Beginners of all ages are encouraged to sign up and learn outdoor skills that can be enjoyed for a lifetime. The programs, that provide the equipment you’ll need, start in June and go through the end of August. They include:

“I Can Camp” – learn how to set up a tent and how to safely build a campfire. You’ll learn how to cook using a camp stove. The tents can accommodate up to two adults and three children. The cost is \$60 for a one-night program, and \$85 for a two-night program.

“I Can Paddle!” – You could start with a canoeing or kayaking lesson on a Minnesota lake or river (prices vary), or opt for a sea kayaking adventure on Lake Superior (\$35 for ages 12-18, \$45 for adults).

“I Can Mountain Bike!” – You will learn riding techniques as you explore mountain bike trails with guides from the Cuyuna Lakes Mountain Bike Club (\$15 for ages 10-15, \$25 for adults).

“I Can Fish!” – You can show your kids how to cast into a lake or river, and the excitement when you feel a tug on the line. The cost is \$7 per person and children under age 12 can participate for free.

The “I Can!” programs include the Archery in the Parks programs, which are free and for which no reservations are needed.

“We provide all the gear along with friendly instructors who can show you how to use it,” said Erika Rivers, director of Minnesota State Parks and Trails. “Our goal is to make it easy for busy families to discover the fun of spending time outdoors together.”



Archery classes held at Jay Cooke State Park near Cloquet

For more information about any of the programs—including program dates, times, locations, and minimum age requirements—visit www.mndnr.gov/ican or contact the DNR Information Center at info.dnr@state.mn.us or 888-646-6367 (8 a.m.-8 p.m. Monday through Friday, 9 a.m.-1 p.m. Saturday).

To register, visit www.mndnr.gov/reservations or call 866-857-2757 (8 a.m.-8 p.m. daily, except holidays). The “I Can!” programs received a Government Innovation Award in 2015. More than 15,400 people have participated in these programs since they were first offered in 2010.

“Si no eres un pez, debes llevar chaleco salvavidas.”

Este mensaje es cortesía del Consejo Nacional de Navegación Segura – ¡póntelo!

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