Centro Campesino
is proud to be a sponsor of the 2019 MAFO Conference

Affordable Housing Development
- Constructed over 510 single family homes
- Weatherized over 6,062 homes

Homeownership Solutions
- Graduated over 4,000 households in an "Essentials for First Time Homebuyer Program"
- Access to Down-payment assistance fund
- Foreclosure prevent on services
- Provide up to $50,000 for distressed homeowners

Property Management
- Manage 132 units (91 low-income, 31 senior citizens and 10 single family homes)
- Residential support for seniors on wellness, financial literacy, and identity theft prevention

Education/Workforce Development
- Increase educational attainment for 200 children annually
- Project based learning and Parent engagement
- Prepare adults to increase workforce skills and build assets

Community Revitalization & Leadership Development
- Community Engagement
- Parent leadership
- Youth Leadership
- Special Projects
- Youth STEAM Development

www.centrocampesino.org
facebook.com/ccfcfl.
@ccfc1972
May 5, 2019

Dear MAFO Conference Participant:

Welcome to the 30th Anniversary of the MAFO National Farmworker Conference.

It’s good to be back in the beautiful city of San Antonio, Texas.

In 1989, 30 years ago, MAFO had $26.80 in the bank to coordinate a regional conference in Austin, Texas on farmworker issues involving supplier states versus receiver states. But we did it!

Our first conference had a regional focus but, surprisingly, had national attendance. Since then, we have maintained a national focus with nation-wide attendance.

Although some of the questions on how to increase farmworker wages, increase safe, affordable housing, and improve overall working conditions for farmworkers remain the same, MAFO has not.

The vision, mission and questions now asked have evolved.

MAFO, with your help and input, will continue to evolve and adapt to changing political environments and other external factors that impact America’s farmworkers. MAFO will continue to evolve as a national partnership of farmworker and rural organizations.

Our Sunday roundtable kick-off discussion will focus on the past and present. You don’t want to miss this!

Monday, Tuesday and Wednesday morning features workshop leaders and speakers who will present ideas, fresh perspectives, innovative programs, practices and solutions that you can take back and implement in your organizations and communities.

Plus, we have some 30th anniversary special surprises.

The MAFO Board of Directors extends our most sincere appreciation for the support given by our conference sponsors, advertisers, exhibitors, and friends. Thanks, also, to the 2019 MAFO National Planning Council for their input in developing the conference agenda.

And as always, thank you for your participation in MAFO’s 30th Anniversary National Farmworker Conference, your support of farmworkers and rural communities, and your continued support of MAFO.

Sincerely,

Lupe Martinez  Heladio F. Zavala
Chairman of the Board  Chief Executive Officer

A National Partnership of Farmworker and Rural Organizations

www.mafofarmworker.com

P.O. Box 7569  |  St. Cloud, MN 56302  |  Phone: 320.251.1711  |  Fax: 320.203.8913  |  heladio.zavala@mafofarmworker.org

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www.lacooperativa.org

MAFO STAFF

Heladio (Lalo) F. Zavala
Chief Executive Officer
MAFO, Inc.
St. Cloud, MN
www.mafofarmworker.com

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PRAYER FOR THE FARMWORKER STRUGGLE

Show me the suffering of the most miserable;
So I will know my people’s plight.
Free me to pray for others;
For you are present in every person.
Help me take responsibility for my own life;
So that I can be free at last.
Grant me courage to serve others;
For in service there is true life.
Give me honesty and patience;
So that I can work with others.
Bring forth song and celebration;
So that the Spirit will be alive among us.
Let the Spirit flourish and grow;
So that we will never tire of the struggle.
Let us remember those who have died for justice;
For they may give us life.
Help us love even those who hate us;
So we can change the world.

Amen

Written by Cesar E. Chavez,
United Farm Workers Founder (1927–1993)
LIFETIME ACHIEVEMENT AWARD RECIPIENT

Mónica Ramírez

Mónica Ramírez is the daughter and granddaughter of migrant farmworkers. She was born, raised, and lives in a rural community in Ohio where her family settled out of the migrant stream. She is a long-time advocate, organizer, social entrepreneur, and attorney fighting to eliminate gender-based violence and secure gender equity. For over two decades, she has fought for the civil and human rights of women, children, workers, Latinos/as, and immigrants, specifically addressing the needs of farmworker women across the U.S.

In 2003, Mónica created the first legal project in the United States dedicated to addressing gender discrimination against farmworker women, which she expanded to create Esperanza: The Immigrant Women’s Legal Initiative of the Southern Poverty Law Center. In 2006, she launched a first of its kind national working group to address and prevent workplace sexual violence against farmworker women, which led to a national conference on this issue, the publication of a Best Practices Manual and helped inspire and inform the work of many advocates and lawyers around the country. Mónica served as a consultant on the documentary “Rape In the Fields” and she has written several groundbreaking reports on gender discrimination in the U.S. food industry, including “Injustice On Our Plates.”

She has founded and co-founded several other major initiatives, including the Bandana Project, Justice for Migrant Women and Alianza Nacional de Campesinas. In November 2017, Mónica wrote the “Dear Sisters” letter on behalf of Alianza that was published in TIME Magazine from farmworker women to women in the entertainment industry that sparked the creation of the global TIME’S UP movement. She is recognized as a thought leader and prominent voice in the Latinx community.

Mónica has received the Harvard Kennedy School’s inaugural Gender Equity Changemaker Award, the Feminist Majority’s Global Women’s Rights Award, and Forbes Mexico included her on its 2018 list of 100 Powerful Women. Mónica is a graduate of Loyola University Chicago, The Ohio State University’s Moritz College of Law, and Harvard Kennedy School.

LEADERSHIP, UNITY, AND PROFESSIONAL EXCELLENCE (L.U.P.E) AWARD RECIPIENT

Elva Macías

Elva Macías has served the State of Colorado and has been an advocate for the farmworker population for the past 18 years in the southeast area of the state.

Elva is a Labor & Employment Specialist II/Migrant Seasonal Farm Worker Outreach Worker for the Colorado Department of Labor & Employment (CDLE).

She assists migrants with all the necessary and required job services. But, Elva goes above and beyond her job description by assisting with the scheduling of doctor’s appointments, as well as appointments with the Department of Human Services. Elva provides clothing, dishes and whatever else is needed during the migrant’s seasonal stay.

During Elva’s career with CDLE, she has served on the boards of the High Plains Community Health Center, and the Prowers County Migrant Coalition. She has been recognized by partner agencies for her contribution to migrant families in the area of labor and employment services.

Elva’s father came to the United States in the 1950s and participated in the U.S. Department of Labor’s Bracero Migrant Program. Due to the assistance he received from the Bracero Program along with the assistance of one of the farmers he worked for, he was later able to bring Elva, her mother, and her siblings to Colorado where they have remained ever since.

Assisting the migrant population is Elva’s true passion.
PRESIDENT’S AWARD RECIPIENT

Ruben Ramos
Giving back to the community has always been one of Ruben’s most prominent passions. At only 15 years old, he volunteered at The Children’s Advocacy Center. A few years later he completed an internship at The Family Abuse Center. While attending the University of Texas at Arlington and working a full-time job, Ruben Chaired a task force which implemented the first Spanish-speaking Contact Crisis Line in Dallas, Texas.

Ruben is the Director of Marketing for Amerigroup where he oversees marketing and community outreach for 16 counties. Over the last couple of years, Amerigroup has ranked among the highest awarded managed-care health plans in Texas for their outreach and identification of children of migrant farmworkers. Amerigroup partners with national, regional and local organizations to develop community-specific approaches to improve health.

Ruben Ramos is a native Mexican, born in Cerritos, San Luis Potosi. He and his family migrated to the U.S. when he was only seven years old. Ruben grew up among one of the many low-income communities in Waco, Texas. Ruben is the first and only member of his family to receive a bachelor’s degree.

At age 33, Ruben decided to become a single foster parent, by choice. Ruben is currently raising a child on his own and striving to make a difference in his son’s life. His daily efforts are carried out in hopes of one day achieving permanent adoption.

GOVERNMENT EMPLOYEE LEADERSHIP (G.E.L.A.) AWARD RECIPIENT

Olga Ruiz
Olga Ruiz started her working career as a farmworker alongside her parents and siblings. At a very early age she learned the meaning of hard work. Being a former farmworker gives her the insight and passion that is needed to assist the farmworkers.

Today, Olga is the State Monitor Advocate for the Colorado Department of Labor and Employment, a position she has held for 10 years.

Olga is responsible for providing up-to-date information on labor laws and regulations to agricultural employers, service providers and farmworkers. She helps provide workshops to employers and training to outreach workers to guide them in providing the best possible assistance to the agricultural community. Olga has been recognized at the national level for her knowledge of regulations.

In her previous employment, Olga was “boots on the ground” dedicating 22 years of outreach to farmworkers and agricultural employers in the Northern Colorado area.

Olga has been married to her husband Noe for 30 years, has raised eight children, and is a proud grandma of nine. She enjoys jewelry making, reading and cooking. Olga is active in her church and is readily available to cook for church events.
### PAST LIFETIME ACHIEVEMENT AWARD RECIPIENTS

<table>
<thead>
<tr>
<th>YEAR</th>
<th>NAME</th>
<th>CITY AWARD PRESENTED</th>
<th>STATE REPRESENTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>Gil Apodaca</td>
<td>Albuquerque, NM</td>
<td>New Mexico</td>
</tr>
<tr>
<td>1995</td>
<td>Wendall Rollis</td>
<td>Miami, FL</td>
<td>Florida</td>
</tr>
<tr>
<td>1996</td>
<td>Chappy Pro</td>
<td>Albuquerque, NM</td>
<td>Florida</td>
</tr>
<tr>
<td>1997</td>
<td>Rebecca Harrington</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<tr>
<td>1998</td>
<td>Ed Gutierrez</td>
<td>Phoenix, AR</td>
<td>Texas</td>
</tr>
<tr>
<td>1999</td>
<td>Dolores Huerta</td>
<td>Atlanta, GA</td>
<td>California</td>
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<tr>
<td>2000</td>
<td>Oscar Villarreal</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<tr>
<td>2001</td>
<td>Maria Echaveste</td>
<td>Albuquerque, NM</td>
<td>California</td>
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<tr>
<td>2002</td>
<td>Luis Valdez</td>
<td>San Diego, CA</td>
<td>California</td>
</tr>
<tr>
<td>2003</td>
<td>Humberto Fuentes</td>
<td>Miami, FL</td>
<td>Idaho</td>
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<tr>
<td>2004</td>
<td>Raul Yzaquirre</td>
<td>San Antonio, TX</td>
<td>Washington, DC</td>
</tr>
<tr>
<td>2005</td>
<td>Eugenio (Gene) Ortega</td>
<td>Garden Grove, CA</td>
<td>New Mexico</td>
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<tr>
<td>2006</td>
<td>Ella Ochoa</td>
<td>Atlanta, GA</td>
<td>Nebraska</td>
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<td>2007</td>
<td>Mary Lou Mason</td>
<td>San Antonio, TX</td>
<td>Michigan</td>
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<td>2008</td>
<td>Raul Meyreles</td>
<td>Sacramento, CA</td>
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<tr>
<td>2009</td>
<td>Rafael Guerra</td>
<td>San Antonio, TX</td>
<td>Virginia</td>
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<tr>
<td>2010</td>
<td>Jaime P. Martinez</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<tr>
<td>2011</td>
<td>Baldemar Velasquez</td>
<td>San Antonio, TX</td>
<td>Ohio</td>
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<tr>
<td>2012</td>
<td>Francisco A. Cerda</td>
<td>San Antonio, TX</td>
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<td>2013</td>
<td>Bruce Goldstein</td>
<td>San Antonio, TX</td>
<td>Washington, DC</td>
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<tr>
<td>2014</td>
<td>Arturo S. Rodriguez</td>
<td>McAllen, TX</td>
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<tr>
<td>2015</td>
<td>Dr. Juan Andrade, Jr.</td>
<td>Albuquerque, NM</td>
<td>Illinois</td>
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<tr>
<td>2016</td>
<td>Moises Loza</td>
<td>Austin, TX</td>
<td>Washington, DC</td>
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<td>2017</td>
<td>Leander J. Foley, III</td>
<td>San Antonio, TX</td>
<td>Washington, DC</td>
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<tr>
<td>2018</td>
<td>Rose Garcia</td>
<td>Albuquerque, NM</td>
<td>New Mexico</td>
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<tr>
<td>YEAR</td>
<td>NAME</td>
<td>CITY AWARD PRESENTED</td>
<td>STATE REPRESENTED</td>
</tr>
<tr>
<td>------</td>
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<td>----------------------</td>
<td>-------------------</td>
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<tr>
<td>1999</td>
<td>Alicia Avila</td>
<td>Atlanta, GA</td>
<td>Kansas</td>
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<tr>
<td>1999</td>
<td>Victor Benavides</td>
<td>Atlanta, GA</td>
<td>Washington State</td>
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<tr>
<td>1999</td>
<td>Jesus Flores</td>
<td>Atlanta, GA</td>
<td>Texas</td>
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<td>2000</td>
<td>Dora Pineda</td>
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<td>2000</td>
<td>Linda Castaneda</td>
<td>San Antonio, TX</td>
<td>Idaho</td>
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<td>2001</td>
<td>Patricia Sena</td>
<td>Albuquerque, NM</td>
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<td>2001</td>
<td>Dalia Lynn Lopez</td>
<td>Albuquerque, NM</td>
<td>Georgia</td>
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<td>2001</td>
<td>Gerardo Aranda</td>
<td>Albuquerque, NM</td>
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<td>2002</td>
<td>Elaine Steinbacker</td>
<td>San Diego, CA</td>
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<td>2002</td>
<td>Eduardo Rodriguez</td>
<td>San Diego, CA</td>
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<td>Luvy Martinez</td>
<td>Miami, FL</td>
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<td>2003</td>
<td>Rosario Avila</td>
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<td>Rosalinda Rangel</td>
<td>San Antonio, TX</td>
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<td>2004</td>
<td>Carlos Pena</td>
<td>San Antonio, TX</td>
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<td>2005</td>
<td>Carmen Fontevila</td>
<td>Garden Grove, CA</td>
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<td>2005</td>
<td>Mario Galvan</td>
<td>Garden Grove, CA</td>
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<td>2006</td>
<td>Susana Marchan</td>
<td>Atlanta, GA</td>
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<td>2006</td>
<td>Genevieve Morales</td>
<td>Atlanta, GA</td>
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<td>2007</td>
<td>Yolanda Medina</td>
<td>San Antonio, TX</td>
<td>Arizona</td>
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<td>2008</td>
<td>Jesus Lopez</td>
<td>Sacramento, CA</td>
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<td>2009</td>
<td>Rosalinda Avila</td>
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<td>Mary Garcia</td>
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<td>2010</td>
<td>Roman Ramos</td>
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<td>Esperanza Gonzalez</td>
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<td>Irene Favila</td>
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<td>Lourdes Villanueva</td>
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<td>Alberto Alviso</td>
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<td>Victoria Mesa-Estrada</td>
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<td>Roldalfo Galvan</td>
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<td>2018</td>
<td>Ricardo Godina</td>
<td>Albuquerque, NM</td>
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### Past Government Employee Leadership (G.E.L.A.) Award Recipients

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>City Award Presented</th>
<th>State Represented</th>
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<tr>
<td>1992</td>
<td>Herman Acosta</td>
<td>Albuquerque, NM</td>
<td>Illinois</td>
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<tr>
<td>2002</td>
<td>Noemi Barry</td>
<td>San Diego, CA</td>
<td>Washington, DC</td>
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<td>2003</td>
<td>Amparo Prusia</td>
<td>Miami, FL</td>
<td>Washington State</td>
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<tr>
<td>2004</td>
<td>No nomination</td>
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<tr>
<td>2005</td>
<td>William Martinez</td>
<td>Garden Grove, CA</td>
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<td>2006</td>
<td>Jose Ybarra</td>
<td>Atlanta, GA</td>
<td>Washington State</td>
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<td>2007</td>
<td>Francisco Cerda</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<td>2008</td>
<td>Bill Tamayo</td>
<td>Sacramento, CA</td>
<td>California</td>
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<td>2009</td>
<td>Juan Jose Lopez</td>
<td>San Antonio, TX</td>
<td>Wisconsin</td>
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<td>2010</td>
<td>Pedro Narezo, III</td>
<td>San Antonio, TX</td>
<td>Florida</td>
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<tr>
<td>2011</td>
<td>Lorenzo Reyes, Jr</td>
<td>San Antonio, TX</td>
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<td>2012</td>
<td>Javier Riojas</td>
<td>San Antonio, TX</td>
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<tr>
<td>2013</td>
<td>Billy Green</td>
<td>San Antonio, TX</td>
<td>North Carolina</td>
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<td>2014</td>
<td>Rodney Klein</td>
<td>McAllen, TX</td>
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<td>2015</td>
<td>Lucila A. Rosas</td>
<td>Albuquerque, NM</td>
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<td>2016</td>
<td>Salvador Salinas</td>
<td>Austin, TX</td>
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<td>2017</td>
<td>Daniela Dwyer</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<tr>
<td>2018</td>
<td>Debra Finney</td>
<td>Albuquerque, NM</td>
<td>Arkansas</td>
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### Past President’s Award Recipients

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<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Organization</th>
<th>City Award Presented</th>
<th>State Represented</th>
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<tbody>
<tr>
<td>2007</td>
<td>David Hall</td>
<td>Texas Rural Legal Srs.</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<tr>
<td>2011</td>
<td>Luis Esparza</td>
<td>MET</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<tr>
<td>2012</td>
<td>Joseph C. Juarez</td>
<td>U.S. DOL</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<tr>
<td>2013</td>
<td>Jesus Morales</td>
<td>U.S. DOL</td>
<td>San Antonio, TX</td>
<td>Texas</td>
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<tr>
<td>2014</td>
<td>Ronald G. Gongleton</td>
<td>Texas Workforce Commission</td>
<td>McAllen, TX</td>
<td>Texas</td>
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<tr>
<td>2015</td>
<td>Julie Chavez Rodriguez</td>
<td>White House</td>
<td>Albuquerque, NM</td>
<td>Washington, DC</td>
</tr>
<tr>
<td>2016</td>
<td>Silvia N. Perez-Rathell</td>
<td>LULAC</td>
<td>Austin, TX</td>
<td>Washington, DC</td>
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<td>2017</td>
<td>Betty Velasquez</td>
<td>CO Dept. of Labor</td>
<td>San Antonio, TX</td>
<td>Colorado</td>
</tr>
<tr>
<td>2018</td>
<td>Courtney Arbour</td>
<td>Texas Workforce Commission</td>
<td>Albuquerque, NM</td>
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</tbody>
</table>
ON OUR COVER

THIS YEAR’S COVER is a representation of farmworker leaders, key phrases that are still relevant today and events that have had an impact on the lives of farmworkers, MAFO and the conference.

Who are these people, what’s in the picture and what do they represent?
Pictures from left to right and top down.

1. Top left: sun design on the 1989 cover represents the setting sun on the horizon. Many farmworkers work late into the evening or night. This sun was developed by the Texas Department of Agriculture.

2. Picture of the very young Dolores Huerta and Cesar Chavez.

3. An old hand-drawn picture (shown in green) of farmworkers in the field. Early MAFO logo used on letterhead and awards.

4. Arturo S. Rodriguez – President of the United Farm Worker Union for many years. He represented the UFW from 1994 until 2018 and was the 2014 MAFO Lifetime Achievement Award recipient.

5. Slightly above Arturo is the 1993 MAFO National Farmworker Conference in San Diego welcoming Cesar Chavez, first president of the UFW.

6. Picture below Cesar are farmworkers hoeing in the field.

7. The picture showing “WE SUPPORT FARMWORKERS” was taken on May 7, 1981 during the NATIONAL DAY OF MOURNING in Washington, DC. These delegates were members of the Minnesota Migrant Council, as well as of organizations from other states.

8. The Black Circle was a button worn during the National Day of Mourning. There was a black postcard sent to every congressional member, as well as to the president of the United States and other farmworker organizations and networks.


10. The Tejano, Dr. Juan Andrade, Jr. is President & Co-Founder of the United States Hispanic Leadership Institute, a well-known national Hispanic leader and 2015 MAFO Lifetime Achievement Award Recipient.

11. A picture of MAFO attendees during a previous opening plenary session

12. Dolores Huerta, American-Hispanic Leader and Activist and an iconic farmworker leader. Also, MAFO’s 1999 Lifetime Achievement Award recipient.

13. A mother, worker and a campesina caring for her child. The 2016 conference was devoted to “The Farmworker Woman.”

14. And last, “back in the day” Lalo Zavala, CEO, and Lupe Martinez, Board Chair.

15. MAFO’s 30th Anniversary commemorative button.

FOR A COMPLETE HISTORY OF MAFO, GO TO OUR WEBSITE AT WWW.MAFOFARMWORKER.COM
2019 AFOP National Conference

September 17-19, 2019

Hyatt Regency-Milwaukee | Milwaukee, Wisconsin

Congratulations MAFO!
All of us at Community Council of Idaho are excited to celebrate MAFO’s 30th anniversary! We serve farm working and low-income families across the state with the purpose of improving their social and economic status through workforce development, education, cultural awareness, well-being services, and legal services. We are grateful for MAFO’s support through the years.

“Alone we can do so little; together we can do so much.”
– Helen Keller
Eduardo Gutierrez
Eduardo Gutierrez has broad experience working at the senior executive level for private, public and philanthropic organizations.

Gutierrez worked for the Community Services Administration (CSA) where he became CSA’s Director of Farm Worker Programs, funding national, regional and community-based farmworker programs throughout the United States.

He worked for the U.S. Department of Labor and the Department of Energy in Washington D.C. In the private sector, he worked for the Levi Strauss Foundation and the Rockefeller Foundation’s Project Hope Initiative.

While working for the Rockefeller Foundation, Gutierrez became interested in the idea of developing community-based alternative educational programs for at-risk youth and dropouts. Subsequently, he founded the Student Alternatives Program, Inc. in 1990.

In 1998, Gutierrez was presented with the MAFO lifetime achievement Award in recognition of his service to farmworkers and their families. He later served as a member of the Region 19 Educational Services Center Board of Directors.

Gutierrez says when and if he retires, his goal is to learn how to play the guitar well and sing Bob Dylan, George Strait and Jose Alfredo Jimenez songs on weekends with the Chubasco Brothers.

Dr. Thomas Jones
Tom Jones has worked over the past 50 years alongside and on behalf of indigenous, impoverished, vulnerable and at-risk individuals, families and communities, as well as a diverse range of local, state, national and international organizations and networks. His work reflects a deep commitment to realizing a vision where the potential and sense of purpose for individuals, families and communities are encouraged and nurtured, where one can excel and thrive.

Tom began community organizing in Chicago in 1964. Based on his efforts he received a community scholarship to perform community outreach work while attending Indiana University.

Tom then began working with rural teen gangs in Southern Indiana and Northern Kentucky.

In spring of 1967 Tom became the first “field” worker for the Colorado Council of Migrant and Seasonal Farmworkers (Colorado Migrant Council).

He became the first “Itinerant Tutor,” (IT) traveling with migrant farmworkers for the next six years across nineteen (19) states, as well as their home base communities in Texas, New Mexico, Mexico, Louisiana, Mississippi, Alabama, Georgia and Florida.

Later, Tom served as national supervisor supporting the “Western IT” teams as they worked to support the families and build an expanding network of farmworker, rural and resident governed groups in over nineteen states. Tom was appointed director of the National Association of Farmworker Organizations (NAFO), the first national coalition of farmworker groups (migrant, seasonal, sharecropper, and tenant farmer).

Tom has also served as President, Enterprise Fund, President, Operation Smile, Director, Strategic Initiatives, World Vision International, Director, Civic Engagement, National Council on Aging, Executive Director, Time Share International and Director, Corporate Affairs, New Vision Renewable Energy.

Tom studied at Drake University, Chicago City College, Indiana University, University of Utah and received his doctorate from Northern Indiana University.
CONFERENCE SPEAKERS
SUNDAY ROUND TABLE DISCUSSION

Juan J. Gutierrez
Juan J. Gutierrez is the CEO and Chairman of the Board of Kemron Environmental Services, Inc., one of the largest Hispanic-owned environmental consulting firms in the U.S. The company maintains offices in the states of Georgia, Ohio, West Virginia and the Commonwealth of Virginia.

Prior to his acquisition of Kemron in 1983, Mr. Gutierrez served as President of InterAmerica Technologies Incorporated overseeing the operations of a small independent software vendor providing software/services to approximately 90 Members of the U.S. House of Representatives and 34 U.S. Senators, several governors and a large city mayor, as well as several Fortune 500 companies.

Juan is no stranger to the issues of migrant farmworkers. He directed the execution and delivery of national and regional training and technical assistance contracts in the areas of social services program management and administration, employment training, adult education and rural development. He developed and implemented a bilingual board of directors training project serving 35 migrant farmworker grantees located in 20 states.

At the age of 22, Juan served as Justice of the Peace Court, Hidalgo County, Texas, making him one of the youngest elected officials in the State of Texas. He holds a BA degree from Pan American University.

Gutierrez received the Hispanic Businessman of the Year Award from the National Hispanic Chamber of Commerce, as well as The Small Business Administration’s Lifetime Achievement Award.

Round Table Discussion, Sunday, 3:00 pm – 5:00 pm, Colonnade Ballroom

Francisco (Frank) Castellanos
Frank Castellanos has been a city manager for Weslaco, Texas, an interim city manager, an interim housing authority director, a workforce board director, a workforce board member, and a national board member of Rural Community Assistance Project, a national rural water, wastewater and community development corporation. He has also managed the economic development and workforce development strategies for various counties in Texas.

Before his retirement, Frank had a 35-year career as a public servant at the local, state and national levels. He served as the Deputy Director of the Housing Assistance Council in Washington D.C., and as the national director and lobbyist for the National Association of Farmworker Organizations (NAFO). Both organizations were recognized among the nation’s leaders in the provision of rural development strategies in the United States.

In retirement, Frank owned and operated Cast Consulting, LLC, a management, marketing, training and technical assistance firm. The Cast Consulting portfolio has included public nonprofits, legal firms, faith-based organizations, local governments, human resource business development and housing authorities.

Today, Frank serves as a management analyst in Texas for UMOS.

Castellanos is a Cum Laude Bachelor of Art graduate in Latin American Studies and Spanish from Pan American University, (now University of Texas Rio Grande Valley), and is a Certified Public Manager.

Round Table Discussion, Sunday, 3:00 pm – 5:00 pm, Colonnade Ballroom
CONFERENCE SPEAKERS
MONDAY OPENING PLENARY SESSION

Julian Alvarez III
Governor Greg Abbott appointed Julian Alvarez to the three-member Texas Workforce Commission (TWC) on February 22, 2016.

The Commissioner Representing Labor represents the interest of Texas workers with respect to TWC services and ensures that their concerns are considered in all Commission actions.

Prior to his appointment, Commissioner Alvarez served as President and CEO of the Rio Grande Valley Partnership fostering relationships and coordinating programs to advance regional economic development and employment opportunities.

Alvarez also served as a Texas Regional Director for the U.S. Senate and advised on legislative and policy issues related to South Texas. Alvarez previously served on the South Texas Drug Task Force as a state trooper for the Texas Department of Public Safety.

Commissioner Alvarez has served on the boards of Teach for America and the Border Trade Alliance, as well as on the Texas State Affordable Housing Advisory Committee and the Hidalgo County Metropolitan Planning Organization, to name a few.

Commissioner Alvarez earned a Bachelor of Science in Secondary Education from Texas A&M University in Kingsville.

Opening Plenary Session, Monday, 8:00 am – 10:20 am, Grand Ballroom C/D/E

Sindy Marisol Benavides
Sindy Marisol Benavides is a Honduran-American immigrant who has experienced the American dream, and now devotes her career to public service, ensuring that countless young people, women, and immigrants have the same opportunity.

Sindy is the Chief Executive Officer for the League of United Latin American Citizens (LULAC), the oldest Hispanic civil rights organization in the country.

She previously served as the Chief Operating Officer and National Director for Civic Engagement and Community Mobilization for LULAC, Vice President of Field & Political Operations for Voto Latino and as Northern Virginia Political Director for the 2012 Kaine for Virginia senatorial campaign. She has also been National Director of Community Outreach for the Democratic National Committee, and Latino Liaison and Director of Gubernatorial Appointments for Governor Timothy M. Kaine.

Sindy received her Bachelor of Arts from Virginia State University in Petersburg, Virginia, where she graduated Valedictorian of her class and studied Political Science with a minor in Spanish. She has also attended American University for her master’s degree in International Affairs and is working on submitting her substantial research paper.

She lives in Stafford, Virginia with her husband and two children warmly known as Peanut and Buttercup.

Opening Plenary Session, Monday, 8:00 am – 10:20 am, Grand Ballroom C/D/E
**CONFERENCE SPEAKERS**

**MONDAY OPENING PLENARY SESSION**

**Roberto Dansie, PhD**

Roberto Dansie is widely regarded as the most eloquent and accessible contemporary authority on cultural diversity.

He is a nationally renowned speaker and Clinical Psychologist. Each one of his presentations is like a Navajo sand painting, created for the specific healing of those who receive it.

Born to a healing tradition, by the age of 13 Roberto began his initiation in Native Medicine as assistant to his grandmother. His life service of healing trauma began when she introduced him to Toltec and Mayan medicines.

In 1981, Roberto won the World Championship of Martial Arts in Pusan, Korea. He has shared and taught these skills to youth and families throughout the world.

Early in his public health career, Roberto met with a public health crisis the world had never seen before: the emergence of HIV. He saw first-hand the immediate impacts of fear on public health, particularly in communities of color. Instead of giving into the fear, Roberto created an unusual program: the second needle exchange program in the nation.

Roberto founded his speaking, consulting, and community development company, Cultural Wisdom™. As a Toltec Tribal member with a professional background as executive director of rural, migrant, and Indian health organizations, Roberto has a unique perspective on rural health and communities of color.

Roberto is the recipient of several awards including: Humanitarian of the Year from The International Medical & Education Trust of Columbia Missouri University, the distinguished “Mounted Medallion Award” from The National Indian Health Board, The Cesar Chavez Award from National Migrant Education, and the Community Organizations Migrant Advocacy Award for Exemplary Dedication to IAACOMA.

Opening Plenary Session, Monday, 8:00 am – 10:20 am, Grand Ballroom C/D/E

**Lydia Camarillo**

Lydia Camarillo serves as the President of the Southwest Voter Registration Education Project (SVREP), the largest and oldest national nonprofit, nonpartisan organization of its kind, based out of San Antonio, Texas. Lydia plays a key role in developing and executing strategies for SVREP’s nonpartisan mobilization efforts.

Under Lydia’s and the SVREP’s President, the Latino participation in the democratic process has almost tripled from 1994 to today, from 5.4 million Latinos registered to vote to 14.3 million.

In September of 1999, President Clinton and Vice President Gore appointed Lydia to serve as Chief Executive Officer (CEO) of the 2000 Democratic National Convention. At the convention, the presumptive nominee garnered the third-largest political bounce at 24 points in the last 50 years.

Lydia was responsible for a $55 million budget, a staff of 350, 1,000 production team members and more than 10,000 volunteers. She also worked on the Gore Campaign as an official surrogate after her assignment as CEO of the Convention.

She serves as Chair of the Texas Latino Redistricting Task Force. She serves as Chair of the Texas Senate Latino Caucus and Mexican American Legislative Caucus Civic Engagement Taskforce. Lydia also serves on the board of directors for MPMC (MALDEF Building) and ACLU of Texas, Audit and Development Committees.

Lydia has a bachelor’s degree in Sociology from the University of California at Santa Cruz. She is the mother of two sons, Miguel and Antonio. She is a published poet and speaks widely on the Latino Vote, leadership and politics.

Tuesday Plenary Session, Tuesday, 10:15 am – 12:00 pm, Grand Ballroom C/D/E
Bruce Goldstein
Bruce Goldstein is the President of Farmworker Justice. He joined Farmworker Justice as a staff attorney in 1988, then served as Co-Executive Director starting in September 1995, and was named President.

At Farmworker Justice, Bruce has focused on litigation and advocacy on immigration issues and labor law, with a special emphasis on the H-2A temporary foreign agricultural worker program. Bruce's activities on “guestworker” issues have included litigation against private employers and the government, advocacy in administrative agencies and Congress, training of lawyers and paralegals, building nationwide coalitions, advising grassroots organizations, and testifying before Congress.

He has worked at the National Labor Relations Board, at a legal services office in East St. Louis, Illinois, and in private law practice concentrating in labor law, personal injury, and civil rights.

Tuesday Plenary Session, Tuesday, 10:15 am – 12:00 pm, Grand Ballroom C/D/E

Sister Norma Pimentel
Sister Norma Pimentel, Executive Director of Catholic Charities, oversees the charitable arm of the Diocese of Brownsville, Texas, providing oversight of the different ministries and programs in the areas of emergency assistance, housing assistance, military assistance, counseling, and pregnancy care.

Sister Pimentel was instrumental in quickly organizing community resources to respond to the surge of Central Americans seeking asylum in the United States and setting up the Humanitarian Respite Center in McAllen, TX.

Tuesday Plenary Session, Tuesday, 10:15 am – 12:00 pm, Grand Ballroom C/D/E

Teresa Romero
Teresa Romero is the third President of UFW. Previously, as Secretary-Treasurer and Chief Administrative Officer, Teresa, oversaw the complex financial management, administrative, staff recruitment, personnel, fundraising, IT, social media operations, field organizing, contract bargaining, legislative and legal affairs, and the far-reaching international initiatives at UFW.

Romero works closely with elected UFW member leadership as Chair of the UFW Audit and Finance Committee. She oversaw fundraising that collected $1 million to build the UFW's new state-of-the-art 10,294-square foot facility in Salinas serving the largest concentration of unionized farmworkers in the nation. Romero oversaw all aspects of the 2016 UFW convention. Before joining the UFW, she managed a construction company and a law firm that helped workers with immigration and workers' compensation claims. Romero was born in Mexico and is proud and grateful for her citizenship in the United States and her Mexican and Zapotecan heritage. She is admired by her peers for her work ethic, calm competence, organizational skills, ability to build relationships, and her Si Se Puede spirit.

MAFO Gala Keynote Speaker, Tuesday, 7:30 pm, Grand Ballroom

CONFERENCE SPEAKERS
TUESDAY BANQUET & GALA
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La Cooperativa’s Mission is to enhance the quality of life for California’s migrant and seasonal farmworkers and their families.
## CONFERENCE AGENDA AT-A-GLANCE

### SUNDAY, MAY 5
- **1:00 PM – 5:00 PM** | MAFO CONFERENCE REGISTRATION | ROOM
  - **3:00 PM – 5:00 PM** | ROUND TABLE — Sharing Our History: Farmworkers/Los Campesinos/Ios | Colonnade Ballroom

### MONDAY, MAY 6
- **8:00 AM – 5:00 PM** | MAFO CONFERENCE REGISTRATION | ROOM
- **8:00 AM – 5:00 PM** | EXHIBIT HALL OPEN | ROOM
- **8:00 AM – 10:20 AM** | OPENING PLENARY SESSION — 30th Anniversary of the National Farmworker Conference: Partnerships & Advocacy | Grand Ballroom – C/D/E
  - **10:30 AM – 12:00 PM** | Workforce Solutions | Tracking Rural Communities | Farmworker Housing Summit | Farmworker to Farmer | ROOM
    - **10:30 AM – 12:00 PM** | CyberCore—4 Future Workforce | Texas Trafficking: A Hard Look at What is Happening in Texas | Making It Happen: A Model Plan for Collaboration between Federal Agencies and Service Providers | Status of Housing in Rural America: Challenges & Opportunities | Grow with Us: Connecting Farmworker Organizations to USDA Programs for New Beginning Farmers | Ballroom Salon A/B Ballroom Salon C Ballroom Salon D Ballroom Salon E Ballroom Salon F/G
  - **1:30 PM – 3:00 PM** | Building Employer and Stakeholder Partnerships — Beyond the Placement | Off the Beaten Path: Agricultural Labor Trafficking in Texas | Role of Nonprofits in Economic Development, RD Lending & Other Opportunities | Rural Housing: High Needs Regions & Vulnerable Populations | Your Field — Your Future | Ballroom Salon A/B Ballroom Salon C Ballroom Salon D Ballroom Salon E Ballroom Salon F/G
- **6:00 PM – 9:00 PM** | MAFO BIENVENIDO RECEPTION Sponsored by UMOS | Colonnade Ballroom

### TUESDAY, MAY 7
- **8:00 AM – 2:00 PM** | EXHIBIT HALL OPEN | ROOM
  - **8:00 AM – 5:00 PM** | Workforce Solutions | Immigration | Thriving Rural Communities | Farmworker Housing Summit | Training/Education Solutions | ROOM
    - **8:30 AM – 10:00 AM** | Understanding the Challenges of H-2A Labor Certification | Giving Migrant Children a Head Start | US Department of Labor, Wage & Hour Division | Pre-Application & Occupancy Requirements | The Farm Bill and Opportunities for Latinx and New Farmers | Ballroom Salon A/B Ballroom Salon C Ballroom Salon D Ballroom Salon E Ballroom Salon F/G
  - **10:15 AM – 12:00 PM** | PLENARY SESSION — Federal Immigration Policies Impacting Farmworkers & Communities | Grand Ballroom C/D/E
- **6:00 PM – 7:30 PM** | MAFO GALA RECEPTION | Grand Ballroom
- **7:30 PM – 9:30 PM** | MAFO BANQUET AND GALA — National Farmworker Leadership Awards, Sponsored by The Coca-Cola Company and Amerigroup | Grand Ballroom

### WEDNESDAY, MAY 8
- **10:00 AM – 12:00 PM** | CLOSING PLENARY SESSION | La Joya Ballroom
HOTEL MAP WITH PLENARY AND WORKSHOP LOCATIONS

1ST FLOOR

GRAND BALLROOM

FOYER

LA JOYA BALLROOM

CLOSING PLENARY SESSION & EXHIBIT / COFFEE BREAK AREA

20TH FLOOR

HOTEL SUITES

ELEV.

BALLROOM FOYER

COLONNADE BALLROOM

MAFO BIENVENIDO RECEPTION & SUNDAY ROUNDTABLE

SERVICE AREA

ELEV.

FARMWORKER TO FARMER & TRAINING/EDUCATION SOLUTIONS TRACKS

FARMWORKER HOUSING SUMMIT TRACKS

THRIVING RURAL COMMUNITIES TRACKS

IMMIGRATION TRACKS

WORKFORCE SOLUTIONS TRACKS
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**SUNDAY, MAY 5**

**3:00 PM – 5:00 PM**

**ROOM**

**ROUNDTABLE DISCUSSION — Sharing Our History: Farmworkers/Los Campesinos**

*Colonnade Ballroom – 20th Floor*

**MODERATOR:**

Lupe Martinez, Chairman, MAFO; President/CEO, UMOS

**SPEAKERS:**

Eduardo Gutierrez, Founder of the Student Alternatives Program, Inc.

Amancio Chapa, Board Member of the Student Alternatives Program, Inc.

Tom Jones, Author, Advocate, Advisor

Juan J. Gutierrez, President and CEO of Kemron

Francisco Castellanos, Management Analyst, UMOS, Inc.

**MONDAY, MAY 6**

**8:00 AM – 10:20 AM**

**ROOM**

**OPENING PLENARY SESSION — 30th Anniversary of the National Farmworker Conference: Partnerships & Advocacy**

*Grand Ballroom C/D/E*

**MASTERTOF CEREMONIES:**

Lupe Martinez, Chairman, MAFO; President/CEO, UMOS

**SPEAKERS:**

Julian Alvarez III, Commissioner Representing Labor, Texas Workforce Commission

Sindy Benavidez, Chief Executive Officer, League of United Latin American Citizens (LULAC)

Dr. Roberto Dansie, Founder, Cultural Wisdom
Cyber Core-4 Future Workforce Education

Did you know...by 2019, there will be 6 million job openings for information security professionals—but only 4.5 million security professionals to fill those roles? It is time to bridge the confidence gap. Alamo Colleges has developed the Cyber Core-4 Pathway to help adult education students bridge the confidence gap and complete a suite of 4 CompTia Certificates in less than a year. Over 50 completed students later, it is time to share. Let’s bridge the cyber confidence gap together. Alamo Colleges will share the confidence gap and complete a suite of 4 Comptia Certificates to fill those roles? It is time to bridge the confidence gap. Alamo Colleges has developed the Cyber Core-4 Pathway to help adult education students bridge the confidence gap and complete a suite of 4 Comptia Certificates in less than a year. Over 50 completed students later, it is time to share. Let’s bridge the cyber confidence gap together. Alamo Colleges will share the confidence gap and complete a suite of 4 Comptia Certificates

PRESENTERS: Melissa Sadler-Nitu, Alamo Colleges; Don Graybill, College and Career Pathways Core-4 Cyber Future Workforce Education

Texas Trafficking: A Hard Look at What Is Happening in Texas

In Texas, everything is bigger. Unfortunately, that can mean our problems are Texas-sized as well. This seminar will focus on the current trends in human trafficking, how trafficking manifests itself in the state of Texas and what each of us can do about it. While the state has long been a leader in the fight against sex trafficking, it is time for Texas to begin to recognize the scope of our labor trafficking problem and to generate the innovative solutions that will be required to ensure that all Texans live free from exploitation.

PRESENTER: Kirsta Leeburg Melton, Deputy Criminal Chief, Office of the Attorney General of Texas, Human Trafficking and Transnational/Organized Crime Section

Making It Happen: A Model Plan for Collaboration between Federal Agencies and Service Providers

East Coast Migrant Head Start Project (ECMHSP) and Equal Employment Opportunity Commission (EEOC) will share the outreach model grown out of a need to provide crucial information and resources to the farmworker. By leveraging the access ECMHSP has to the farmworker community, EEOC was able to address and overcome barriers faced by governmental agencies’ efforts to reach this vulnerable and underserved population. Presenters will provide the framework for other federal agencies and service providers to duplicate as part of their outreach efforts.

PRESENTERS: Debra Finney, Outreach & Education Manager, Memphis District Office Equal Employment Opportunity Commission; Dr. Jose S. Villa, Chief Executive Officer, East Coast Migrant Head Start Project; Javier Gonzalez, Chief Operating Officer, East Coast Migrant Head Start Project

Status of Housing in Rural America: Challenges & Opportunities

A recent Research Report was commissioned by the USDA Rural Development to assess and understand the relative preservation and production needs for affordable rental housing in rural America. The premise of this report will be expanded to include the production of single-family housing. The roundtable discussion will be interactive with brief presentations on the status of housing in rural America. Participants will address the availability of funding resources, focusing on federal funding from USDA Rural Housing Service through its Rural Development Department. Discussion topics include:

- Multifamily rental housing funding sources, Section 514 Loan and Section 516 Grant Programs;
- Preservation of Section 515 multifamily rental housing with the options of prepayments and transfers of housing with expiring mortgage financing;
- Single home ownership using USDA Rural Development Section 502 Loans and USDA Guaranteed Loan Program.

MODERATOR: Sal Estrada, Deputy Director, Tierra del Sol Housing Corp.

PRESENTERS: Joyce Allen, Deputy Administrator, Multifamily Housing Programs; Mirna Reyes-Bible, Senior Finance & Loan Analyst, Multi-Family Housing/Preservation & Direct Loan Division, U.S. Department of Agriculture; Larry Anderson, Housing Consultant; Art Marrujo, Home Ownership Center Director, Tierra del Sol Housing Corporation; Tom Gours, Director of Home & Homelessness & Special Initiatives, Texas

Grow with Us: Connecting Farmworker Organizations to USDA Programs for New/Beginning Farmers

MODERATOR: Cynthia Cuellar, National Outreach Specialist, USDA Farm Service Agency

PRESENTERS: Bertha T. Venegas, State Outreach Coordinator, Natural Resources Conservation Service; Joel A. Garcia, District Director U.S. Dept. of Agriculture Farm Service Agency
### Monday, May 6

#### 1:30 PM – 3:00 PM

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#### Building Employer and Stakeholder Partnerships – Beyond the Placement

Personnel from the Colorado Department of Labor and Employment will share experiences in developing relationships with employer customers. This means developing trusted partners with the employer/customer that expands services from those of taking job leads, making placements, and monitoring for compliance, to convening and brokering partner services, to developing customized responses with employers to address changes in technology transfers, contractions and expansions, etc.

**Presenters:**
- Betty Velasquez, Sub Area Director, Southeast & South-Central Sub Areas, Olga Ruiz, State Monitor Advocate, Colorado Department of Labor & Employment

#### Off the Beaten Path: Agricultural Labor Trafficking in Texas

The Buffett-McCain Institute Initiative to Combat Modern Slavery is a multi-disciplinary program to combat forced labor in the agricultural sector in Texas. The program focuses on ending trafficker impunity, securing justice for victims, preventing forced labor, and increasing coordination through multi-sectoral partnerships. This workshop will highlight farms and packing sheds as sites of labor trafficking, and discuss the scope of the problem in Texas.

**Presenter:** Sarah Southey, Program Assistant, Buffett-McCain Institute Initiative to Combat Modern Slavery

#### Role of the Nonprofits in Economic Development & RD Lending & Other Opportunities

The impact of a nonprofit is frequently gauged by the reach and effectiveness of its services. But beyond their power to help and support a community, can these organizations provide fuel to rev a regional economy? In an environment where you may see the federal government potentially shrinking contract dollars, it’s going to be very important we look to all sectors for possible economic expansion. As nonprofits, how do we prepare ourselves to rev up local economies? This session will address strengths and weakness of nonprofits in addressing economic development, but will also explore new sectors for innovative nonprofit approaches for economic development.

**Presenters:**

#### Rural Housing: High Needs Regions & Vulnerable Populations

The Housing Assistance Council’s (HAC) mission includes a mandate to serve the rural poor. Many of the poorest rural Americans live in what HAC designates as high needs regions or areas having vulnerable populations. The workshop will have a Fannie Mae representative sharing their efforts to improve access to mortgage financing and to create affordable housing opportunities. They will present their Duty to Serve and their Plan for innovative Partnerships.

**Moderator:** Sal Estrada, Deputy Director, Tierra del Sol Housing Corp.

**Presenters:**
- Lance George, Director of Research & Information, Housing Assistance Corporation;
- Sam Lipshutz, Product Manager, Multifamily Affordable Initiatives, Fannie Mae

#### Your Field – Your Future

Overview of the upcoming trends based on the newly released Agriculture Census and how minorities will impact the future of farming.

Demystifying the USDA Farm to School program strategies and processes that support local food systems, agriculture producers and local communities which may impact minority farmers and ranchers. We will explore best practices and the benefits for farmers to connect with USDA Food and Nutrition Service programs, National School Lunch Program, Summer Feeding Program, and Child and Adult Care Programs to provide locally grown products.

**Moderator:** Cynthia Cuellar, National Outreach Specialist, USDA Farm Service Agency

**Presenter:**
- Wil Hundl, Jr., Regional Director, USDA National Agricultural Statistics Service (NASS); Samantha Benjamin-Kirk, Farm to School Regional Lead, USDA Farm to School Staff, Food & Nutrition Service
# MeToo, #TimesUp, What’s Next: Workplace Harassment Issues and Farmworkers

No workplace issue has stirred interest and dominated the national conversation like the stories behind the #MeToo and #TimesUp movements. They have begun to change the way we look at sexual harassment allegations and the people who make them. Sexual harassment against women and men continues to be a pervasive problem in agricultural labor. In this session you take a deep dive into some of the sexual harassment cases the U.S. Equal Employment Opportunity Commission has litigated on behalf of farmworkers. You will walk, step by step, through several sexual harassment scenarios, so you can ask yourself, “What can I do?”

**Presenters:**
- Debra Finney, Outreach & Education Manager, Memphis District Office
- Rodney Klein, Outreach and Training Manager, San Antonio District Office, Equal Employment Opportunity Commission

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**Enforcement and Employer Compliance in ICE Raids**

This workshop will focus on I-9 compliance and employer liability; worksite raids and best practices; rights and obligations of an employer during worksite enforcement actions; rights for employees; whether immigration status matters as it pertains to employer liability with respect to EEOC, wage discrimination, FMLA, workers comp, unions, etc.

**Presenters:**
- Lisa M. Sotelo, Partner, Elise Healy & Associates, PLLC
- Fred Gaona, Counsel, Gray, Reed & McGraw
- Jacob Monty, Monty & Ramirez, LLP

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**Curanderismo/Sobadoria**

The practice of Curanderismo, or Mexican-American Folk Medicine, is part of a historically and culturally important health care system deeply rooted in native Mexican healing techniques. Curanderismo blends religious beliefs, faith, and prayer with the use of herbs, massage, and other traditional methods of healing. Listen to a practitioner and learn the methods of curanderismo.

**Presenter:** Ari Marta Chagoya

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**Preservation of Rural Multifamily 515**

A fast-paced and comprehensive discussion of the opportunities and challenges of preserving USDA Section 515 properties. Learn how to preserve much-needed properties at risk of losing their affordability. Their small size and rural locations often make preservation actions unique, but achievable.

**Moderator:**
- Sal Estrada, Deputy Director, Tierra del Sol Housing Corp

**Presenter:**
- Larry Anderson, Housing Consultant

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**Partnership for Success**

Have an idea for a local or regional agricultural commodity project? Whether it is expanding or beginning the community’s farmers market, food hub or commercial kitchen, come join us in this session to learn about the various grant opportunities.

**Moderator:**
- Cynthia Cuellar, National Outreach Specialist, USDA Farm Service Agency

**Presenters:**
- Kim Harmon, Grants Management Specialist, Agricultural Marketing Service
- Americo Vega-Labiosa, Agricultural Marketing Specialist, US Department of Agriculture
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<tr>
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<td><strong>Giving Migrant Children a Head Start</strong></td>
<td><strong>US Department of Labor, Wage &amp; Hour Division</strong></td>
<td><strong>Pre-Application &amp; Occupancy Requirements</strong></td>
<td><strong>The Farm Bill &amp; Opportunities for Latinx &amp; New Farmers</strong></td>
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**Understanding the Challenges of H-2A Labor Certification:**
This session will provide a discussion on recent national workload trends in the H-2A temporary agricultural visa program, emerging initiatives at the Department of Labor designed to improve employer use of the program, and important application filing issues and best practices.

**Presenters:**

**Giving Migrant Children a Head Start**
The Migrant and Seasonal Head Start program provides child care and a comprehensive program of health, parent involvement, and social services for preschool children of low-income migrant and seasonal farmworkers. This workshop will provide information and insight on the Migrant and Seasonal Migrant Head Start Program funded by the Office of Head Start. The session will further provide information on the benefits to the migrant children, zero to five years (0 to 5) and to migrant families. An operational look at the East Coast Migrant Head Start Project, its partnerships with other service providers, its program successes and outcomes will also be shared with participants.

**Presenters:**
Dr. Jose S. Villa, Chief Executive Officer; John Menditto, General Counsel, Javier Gonzalez, Chief Operations Officer; Christine Alvarado, Chief Innovation Officer; Norma Lopez, Governance and Collaboration/Development Manager, East Coast Migrant Head Start Project

**US Department of Labor, Wage & Hour Division**
The Department of Labor’s Wage and Hour Division (WHD) is responsible for enforcing some of the nation’s most comprehensive federal labor laws that extend various protections to agriculture workers. In this session, the WHD will provide information on the FLSA (minimum wage, overtime pay, recordkeeping, child labor), Migrant and Seasonal Agricultural Worker Protections Act (MSPA), OSHA Field Sanitations Standards, and worker protections under the temporary guest worker program (H-2A).

**Presenter:**
Eden Ramirez, Targeted Enforcement Coordinator, U.S. Department of Labor, Wage and Hour Division, Southwest Region

**Pre-Application & Occupancy Requirements**
What is the current atmosphere for Farm Labor Housing? What are the demographics of workers and their housing needs? What are the basics of the USDA 514/516 Farm Worker Housing loan and grant program? What is the funding source and who can apply? Who can live in this housing? What is the funding availability? How can technical assistance help? How can you link with technical assistance provider?

**Moderator:**
Sal Estrada, Deputy Director, Tierra del Sol Housing Corp.

**Presenters:**
Mirna Reyes-Bible, Senior Finance & Loan Analyst, Multi-Family Housing/Preservation & Direct Loan Division, U.S. Department of Agriculture; Rose Garcia, Executive Director, Tierra del Sol Housing Corp.; Jo Untiedt, Farm Worker Housing Specialist, Community Resources & Housing Development Corporation; Jeanne Shaw, Tierra del Sol Corp.

**The Farm Bill & Opportunities for Latinx & New Farmers**
In this section we will talk about the work of NSAC and the provisions in the Farm Bill that aid beginning and socially disadvantaged farmers. We’ll cover the federal programs that aid beginning farmers and Latinx farmers to obtain federal resources for their operations as well as funds to carry on conservation practices on their lands. We also want to hear from you! Join us for a discussion around what your 2020 policy priorities are for sustainable agriculture and food systems.

**Presenters:**
Kelly Nuckolls, Policy Specialist; Esteban Arenas-Pino, Policy Fellow, National Sustainable Agriculture Coalition (NSAC)
Agricultural Workers’ Employment Rights: Ask the Feds
Several departments within the federal government address potential abuse and discrimination involving farmworkers. Representatives from the Department of Justice, Civil Rights Division’s Immigrant and Employee Rights Section (IER), the Department of Labor’s Wage and Hour Division, and the Equal Employment Opportunity Commission will discuss how these respective agencies act to protect farmworkers’ labor and employment rights.

PRESENTERS:
Jodi Danis, Special Litigation Counsel, U.S. Department of Justice, Civil Rights Division’s Immigrant and Employee Rights Section (IER); Eden Ramirez, Targeted Enforcement Coordinator, U.S. Department of Labor Wage and Hour Division; Krista Watson, Education and Training Manager, US EEDC

2020 Census: Developing Partnerships Nationwide
There is work to do in preparation for next year to ensure inclusion of priority hard-to-reach communities. Farmworkers.

PRESENTERS:
Raul E. Cisneros, Director of National Partnerships, U.S. Census Bureau; Ana Maria Leonard, Partnership Coordinator-2020 Census, U.S. Census Bureau - Denver Region

The Student Alternatives Program, Inc. (SAPI)
SAPI is a dropout recovery program in Texas with accelerated and compensatory instructional services for youth age 14-21. It provides educational alternatives which will enhance students’ ability to achieve higher levels of educational or vocational attainment through remediation and competency-based curriculums. SAPI works in cooperation with public, private, and governmental agencies.

PRESENTER:
Eduardo Gutierrez, Founder, The Student Alternatives Program, Inc.

USDA: 514/516 Application Process
This workshop will cover how to create a potential project; the basic assessment; and how to review site, zoning, utilities, architectural plans, construction costs, market study and operating budget.
A best practice model on net zero energy communities will be featured to demonstrate how farmworker housing can be affordable while reducing environmental impact and increasing occupant health and well-being, enabled by low income housing tax credits that are leveraged with USDA Section 514 loans.

MODERATOR:
Sal Estrada, Deputy Director, Tierra del Sol Housing Corp.

PRESENTER:
Jo Untiedt, Farm Worker Housing Specialist, Community Resources & Housing Development Corporation; Tom Andrews, Thomas Development Group

MSFW Pre-Apprenticeship: NFJP and LWDB Collaboration
The MSFW Pre-Apprenticeship program is a partnership with CareerSource Tampa Bay, the Florida Department of Education Farmworker Career Development Program, Hillsborough Community College, and local apprenticeship programs. This initiative targets USDOL-eligible MSFWs in an effort to increase the number of underrepresented populations in apprenticeships programs and provide opportunities for self-sufficiency through education, training, and career development.

PRESENTER:
Jim Haugli, State Director, Farmworker Career Development Program Career and Adult Education, Florida Dept. of Education
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### The Growing Need for Farm Labor

The United States Department of Labor Agricultural Recruitment System (ARS) can help agricultural employers meet the needs of workers. ARS can be matched against the pool of available workers who have the capabilities the employer needs. ARS can help employers locate and hire workers who need temporary agricultural jobs. The state workforce agencies are responsible for the operation of the ARS system in each state.

**PRESENTERS:**
- Juan Regalado, National Monitor Advocate, U.S. Department of Labor;
- Francisco Cerda, Texas State Monitor Advocate, Texas Workforce Commission

### Rights of U.S. and Guest Workers Under the H-2A Program

This workshop addresses the rights of U.S. and H-2A workers who work in agriculture as part of the H-2A program. It will include an overview of their legal protections (wage, housing and workplace safety rights, non-discrimination, contractual guarantees, etc.) and a discussion of how the public can assist workers with enforcing those rights. The workshop will also discuss proposed revisions to the H-2A program and their impact on workers’ rights.

**PRESENTERS:**
- Daniela Dwyer, Managing Attorney, Farmworker Program;
- David Mauch, Staff Attorney, Farmworker Program, Texas RioGrande Legal Aid (TRLA)

### Role of Nonprofits in Civic Engagement

This presentation will provide you with essential information about 1) Lobbying by a nonprofit; 2) Electioneering including dealing with requests by politicians for appearances at nonprofit sponsored events; 3) private sector requests to use nonprofit offices or events for distributing information regarding services and products.

**PRESENTER:**
- John Bauknecht, Corporate Attorney, UMOS, Inc.

### Guide to Personal Finance: Preparing for Retirement

What’s personal finance? Personal finance is about how we use our money. This includes spending it at the store, putting it away in a savings account, investing in a 401(k) and more. Understanding where our money goes is the key to successfully managing our personal finances. It’s important that we track how and why we are spending our money.

This guide will discuss how we use money and the different ways we can manage it.

**PRESENTER:**
- Guadalupe (Wally) Rendon, Member and Education/Outreach Representative, Educator Credit Union

### Developing Quality Re-entry Training

Quality Re-entry Training focuses on those who are incarcerated. This workshop will provide guidance and lessons learned in developing training, building quality employer partnerships, maximizing leveraged resources, and considerations of other necessary services for participants. Both rural and urban workforce solutions, examples and stories through the TechHire and Transitional Jobs programs will be shared.

**PRESENTERS:**
- Joni Theobald, TechHire Director;
- Natasha Chevalier, Transitional Jobs Regional Director, UMOS, Inc.

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**AGENDA AND WORKSHOP DESCRIPTIONS**

**TUESDAY, MAY 7**

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<tr>
<th>3:15 PM – 4:45 PM</th>
<th>BREAKOUT SESSIONS</th>
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<tr>
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**Ballroom Salon C**

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**Ballroom Salon D**

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**PRESENTER:**
- John Bauknecht, Corporate Attorney, UMOS, Inc.

**Ballroom Salon E**

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- Guadalupe (Wally) Rendon, Member and Education/Outreach Representative, Educator Credit Union

**Ballroom Salon F/G**

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**PRESENTERS:**
- Joni Theobald, TechHire Director;
- Natasha Chevalier, Transitional Jobs Regional Director, UMOS, Inc.
### TUESDAY, MAY 7

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<tr>
<th>Time</th>
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<tr>
<td>6:00 PM – 7:30 PM</td>
<td><strong>MAFO GALA RECEPTION</strong></td>
<td>Grand Ballroom</td>
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<td>Mariachi Las Coronelas: Vanessa del Fierro</td>
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<tr>
<td>7:30 PM – 12:00 AM</td>
<td><strong>MAFO NATIONAL FARMWORKER LEADERSHIP AWARDS BANQUET AND GALA</strong></td>
<td>Grand Ballroom</td>
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<td><strong>MASTER OF CEREMONIES:</strong></td>
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<td></td>
<td>Lupe Martinez, Chairman, MAFO; President/CEO, UMOS</td>
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<td><strong>KEYNOTE SPEAKER:</strong></td>
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<td>Teresa Romero, President, UFW</td>
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<td>9:00 PM – 12:00 AM</td>
<td><strong>DANCE:</strong></td>
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<td>DJ Solrac – Carlos Aguilar</td>
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### WEDNESDAY, MAY 8

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<tr>
<td>10:00 AM – 12:00 PM</td>
<td><strong>CLOSING PLENARY SESSION</strong></td>
<td>La Joya Ballroom</td>
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<td><strong>MODERATOR:</strong></td>
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<td>Dr. José Villa, MAFO Board Member</td>
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**WAIT FOR THE CLOSING GIVEAWAYS!**
- Prizes
- Cash giveaway
- And 2020 MAFO National Farmworker Conference FREE registrations

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Watch for Updates on the MAFO 2020 Conference

www.mafofarmworker.com
30th MAFO FARMWORKER CONFERENCE EXPERIENCE

QUILT RAFFLE

During the conference, you may purchase raffle tickets to win a beautiful quilt. There will be two quilts that will be raffled and you must be present to win. Tickets will be on sale at the conference.

This gorgeous quilt contains pictures of farmworkers throughout the years. It is a beautiful memento to honor the legacy of farmworkers.

This quilt honors the MAFO Conference 30th anniversary with every cover from each year’s program.

Help preserve the history and legacy of the farmworker. We need your stories to memorialize our history, contributions and experiences. We are utilizing Story Corps to collect oral stories. You simply download the free app to your phone, create an account and begin recording your stories. You may also visit the Story Corps room at the MAFO Conference and have your stories recorded. Even after the conference, continue to collect stories. Just make sure you use the hashtag #mafofarmworker.
ECMHSP proudly salutes…
MAFO’s 30th National Farmworker Conference!

East Coast Migrant Head Start Project (ECMHSP) is funded to serve 3,057 Head Start eligible children in 38 centers located from Lake Okeechobee, Florida, to Lake Erie, Pennsylvania. ECMHSP is also funded to serve another 88 Early Head Start eligible children in Florida. Services are provided both directly and contractually through three delegate agencies, via funds provided by ECMHSP.

Day in and day out, our centers open our doors to farmworker families, providing parents with a culturally-sensitive early learning environment for their young children.

But the needs of our parents go well beyond the care and education of their children. East Coast Migrant Head Start Project addresses other areas of need by providing advocacy, education, and immigration services.

To learn more about ECMHSP or to support our work, visit: www.ecmhsp.org

Dr. José Simón Villa, CEO
2301 Sugar Bush Rd. Suite 400
Raleigh, NC 27612
(919) 420-0334
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Heladio (Lalo) F. Zavala *  
Chief Executive Officer  
MAFO
Eloy Salazar
August 26, 1951 – January 24, 2019

MAFO BOARD MEMBER WILL BE MISSED

Eloy Salazar, a MAFO Board Member since 1985, passed away January 24, 2019 at his home surrounded by family. He was 67.

Eloy was known for his melodic mariachi voice, his love of the guitar, and his sense of humor. The team of Salazar and Lopez regularly entertained delegates at Monday night welcome receptions during MAFO conferences, often times late into the night. Dr. Roberto Dansie states, “He left passion, music, humor, hope, and love. Eloy loved to sing, ‘Un rinconcito en el cielo’ (In a little corner in heaven). He is now claiming his little corner.”

Eloy and his family migrated as farmworkers from Big Wells, Texas. His family later settled out in northern Illinois. Eloy worked as an Area Director at the Illinois Migrant Council and became Executive Director in 1985.

“He was a true friend and confidant of mine for 52 years,” says Arturo Lopez, Secretary of the MAFO Board. “He had a tremendous love of life.”

“Eloy was committed to serving farmworkers and others through hard work, perseverance and his gifts of music and laughter,” states Terri Bookless, MAFO Board Member.

Lupe Martinez, Chair of the MAFO Board of Directors states, “He will be missed. His presence commanded any room that he entered. When you heard his recognizable voice and laughter from afar, you knew Eloy was in the house.”

“We are fortunate to have known and worked with Eloy over the past 34 years,” says Lalo Zavala, CEO, MAFO. “He was a strong farmworker advocate, and his presence and input at board meetings were invaluable. His absence will be felt forever.”
2019 MAFO SPONSORS, EXHIBITORS, AND PARTNERS

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PLATINUM
UMOS

GOLD
The Coca-Cola Company
AmeriGroup

SILVER
Texas Workforce Commission

BRONZE
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MAFO
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Texas Dept. Housing and Community Affairs

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Colorado Department of Labor & Employment
Fannie Mae
Housing Assistance Corporation
U.S.D.A. National Agricultural Statistics Service (NASS)
U.S.D.A. Farm Service Agency (FSA)
U.S.D.A. Agricultural Marketing Service (AMS)
U.S.D.A. Natural Resources Conservation Service (NRCS)
U.S. Equal Employment Opportunity Commission
U.S. Department of Agriculture, Multifamily Housing Programs
Elise Healy & Associates, pllc
Office of Foreign Labor Certification, U.S. Department of Labor
U.S. Department of Labor, Wage and Hour Division, Southwest Region
National Sustainable Agriculture Coalition (NSAC)
U.S. Department of Justice, Civil Rights Division’s Immigrant and Employee Rights Section (IER)
U.S. Census Bureau
Community Resources and Housing Development
Welcome to the Lone Star State!

Texas Department of Housing and Community Affairs
Serving Texas and our farming communities

**Inspect**
TDHCA inspects farm labor housing for state standards.

**License**
TDHCA licenses temporary farm labor housing operators.

**Outreach**
TDHCA increases awareness of licensed farm labor housing.

This symbol means migrant farmworker housing is licensed in Texas.

TDHCA
Migrant Labor Housing Facilities

Please contact TDHCA at 833-522-7028 if migrant labor housing is being offered with unsuitable living conditions in Texas.
MAFO

2019 NATIONAL FARMWORKER CONFERENCE

Workforce Monitor Advocate:
101 E. 15th Street, Rm 202T Austin, Texas 78778-0001
512-475-1179
msfw.monitoradvocate@twc.state.tx.us
Congratulations to MAFO on the 30th Anniversary of the National Farmworker Conference.

Fannie Mae is proud to work with you to build stronger rural communities.

www.dutytoserve.com
The Coca-Cola Company is proud to support the 2019 MAFO National Farmworker Conference.
We Advocate for You

UMOS is recruiting qualified individuals to help advocate for migrant and seasonal farmworkers and other low-income populations through the following programs and services:

- Workforce Development: 414-389-6600
- Adult Basic Education: 414-389-6600
- Social Services: 414-389-6500
- Child Development: 414-389-6600

UMOS is an equal opportunity employer and service provider.

www.umos.org

Corporate Offices: 2701 South Chase Avenue • Milwaukee WI 53207 • 414-389-6000

FLORIDA • MINNESOTA • MISSOURI • TEXAS • WISCONSIN

UMOS is an equal opportunity employer and service provider.