



2019 Emerging Opportunities Program Application

Submit Application to: EOPapplications@cityofmadison.com

Deadline: 12:00 pm CST (noon) on October 16, 2018

Late applications will not be accepted

Please limit your proposal and responses spaces provided in this form. Any materials submitted in addition to this application form will not be considered in the evaluation of the proposal. *Do not attempt to unlock or alter this form.*

If you need assistance with this proposal or are unclear about how to respond to any questions listed below, please contact CDD staff at 266-6520.

Agency or Group:	Centro Hispano Inc.	Amount Requested:	\$20,000
Title of Proposal:	[Re]Generacion: Integrating a Youth-Led Approach to Strategic Planning at Centro Hispano of Dane County		
Project Type	Capacity Building		
Project Description:	Latinx youth in Dane County, WI struggle with issues relating to their identity, immigration status and family stability especially over the last few years. The [Re]Generacion Program is a successful 10-week program founded by youth for youth. The program focuses on leadership development of traditionally "at-risk" youth through thought-provoking dialogue and activities focused on community & cultural empowerment at Centro. This project proposal seeks funding to support [Re]Generacion youth as equitable partners, alongside full-time youth and adult agency staff, in the implementation of Centro's strategic priorities over the next year.		
Contact Person:	Nina Gehan	Email	nina@micentro.org
Address:	810 West Badger Rd Madison WI 53713	Telephone:	6084424026
Is this Group a 501 (C) (3)?	Yes or No Y	If no, applicant will need to secure a fiscal agent with 501 (C) (3) status	
Applicant Organization founded (Year):	1983		
Name of Fiscal Agent (if Applicable):		Fiscal Agent Phone:	
Fiscal Agent Contact Person:		Fiscal Agent Email:	

Contact Us! CDD staff are committed and willing to help interested groups understand and work through program requirements. Call Nancy Saiz at 266-6520 or check out the staff directory on our website for a list of staff, their focal areas, and contact information.

1. Project Description

a. What is the goal of your project? (500 characters)

[Re]Generacion is focused on the prevention of at-risk behavior & recidivism for Latinx high school age youth. The program is supplemented by wraparound support provided by a caseworker meant to strengthen the family. The main goals of this project are to strengthen youth's cultural identities, further engage youth in social justice issues, and motivate youth to participate in their community through participation in Centro's strategic planning process.

b. Intended Service Population: (500 characters) Describe the intended service population that will be impacted by this project (e.g., location, ages, ethnicities, income ranges, English language proficiency etc.). Fifty low-income bilingual Latinx youth (ages 13-18) each year, majority from Madison, lacking a sense of belonging in their schools & struggling to find support in navigating their future aspirations. [Re]Generacion is meant to be a valuable resource that nourishes and makes youth feel a part of a collective, more confident in navigating the US educational system, and resolving and speaking out about social & personal challenges that could distract them from their academic obligations.

c. Project Design: (5000 characters) Describe your proposed project activities. How will these activities help you accomplish your stated goals? Include information about key parts of your project that help us understand how you will accomplish your goals and how these funds would be used.

Latinx under the age of 30 are one of the fastest growing segments of the Dane County populations. In Madison, Census statistics estimate the Latinx population is now the largest group of color in the city. On a national and local level, young Latinx face countless barriers to achieving academic, professional and personal success. Dropout rates are alarmingly high – 28% of Latinx students (16-24) permanently drop out of public high school and more than 33% are unemployed according to the National Council of La Raza. Latinos who are employed are concentrated in low-wage jobs. This is evident in Dane County where unemployment rates for Latinx are low (3.2%) but the per capita income for Latinx and African American families is comparable (\$14,000). With the recent removal of DACA, many Latinx youth find their lives and families have been turned upside down.

The [Re]Generacion program is a 10-week program offered annually to approximately 50 at-risk Latinx youth ages 13-18. The program has a strong record of success supporting youth and providing a solution-oriented space where Latinx high school students become engaged around the social and personal issues affecting their lives. Youth are referred to the program directly by school staff and also by the Madison Municipal Courts, & restorative justice team at the YWCA. The program is now peer-lead, under the leadership of youth facilitator staff members who they themselves have sought support in the past at Centro. Students are encouraged to remain within [Re]Generacion beyond programming (and most do!) where they take on the role of mentor for new youth coming through the program.

Curriculum: The curriculum is based upon youth's needs and interests and is developed by co-facilitators and grad student mentors.

Program Structure: At the beginning of each weekly meeting with high school youth, [Re]Generacion starts programming with a unity clap, the same concept used during the farmworkers rights movement when Filipino and Mexican migrant workers would band together despite the language barriers. Afterwards, the group recites the In Lak'ech poem, a poem dedicated to the Mayan philosophy of mutual love and respect for one's self and others. After a check-in of everyone's week, the group engages in workshops and activities throughout the year, including field trips to culturally relevant locations and events, inviting guest speakers who interact with students around advocacy and self-expression including through the visual and performing arts (i.e. film, murals, poetry, theatre), hosting dialogues on different themes, from school climate to socio-political issues, taking part of volunteering events together as a group, and planning out

and being active in additional community events as well. At the end of each meeting the group ends the meeting with another unity clap as to establish an end to the meeting.

Youth-Led Projects - Every Spring [Re]Generación youth engage in a group project including the planning and implementation of the annual In Lak'ech Youth Conference at Centro where topics discussed during the year are expanded on during an all-day session. In 2017 participating youth created action plans for ways to improve school climate. In 2018, the youth who attended the conference explored traditional Son Jarocho dance from Oaxaca Mx as a means of resistance and community strength.

Since the inception of [Re]Generacion two years ago, the number of youth attending programming has only increased and to date it is oversubscribed averaging approximately 100 youth annually. It has become evident that [Re]Generacion meets an important need for Latinx youth and has now become an integral part of Centro youth programs.

In 2019 our goal is to prioritize the voice of [Re]Generacion facilitators and youth in strengthening Centro's strategic direction. Current youth facilitators (n=4) are part-time, each 10 hours a week. Funding would be used to support increased staff time for [Re]Generacion facilitators to engage in the implementation of Centro's strategic priorities over the next year. Current identified priorities for Centro over the next 5 years include the need to update agency values, the promotion of accurate public opinion by both adult and youth staff (explore creative ways to do this), and building staff capacity to ensure a strong organization (what are the needs for youth & adults). Youth facilitator staff will take part in moving forward each of the above priority areas as part of a Youth Design Team (that includes Juventud, Escalera, [Re]Generacion staff). Work towards moving each of these priority areas will be presented at the 2019 In Lak'ech Youth Conference for feedback, and discussion from [Re]Generacion youth. The Youth Design Team will be responsible for producing visual signals to support agency values in everyday practice, and track knowledge, attitudes and practice among their youth team members and across Centro staff.

d. Proposed Timeline for Implementation

Activity	Estimated Start and Completion Dates
Agency Values Clarification through a Youth Lens	February - March 2019
Formation of Youth Design Team	March - April 2019
Youth Design Team Meetings	April - June 2018
In Lak'ech Youth Conference Feedback Session	June 2019
Centro All-Staff Design Team Meetings	July - September 2019
Track community and staff feedback	February - December 2019

2. Applicant Organization or Group: (2500 characters) Briefly describe the structure of your organization. Include information about your board and/or volunteers. Please describe any successes you have had that relate to the proposed project. (10 Pts)

Centro Hispano of Dane County was founded in 1983 by a group of community volunteers (including Ilda Thomas, who served as the agency's first executive director) to meet the emergent needs of Cuban refugees recently settled in Madison. However, as the Latino community in Dane County grew and diversified over the years, so did Centro's programs and services. In 2006, Centro Hispano became the owner of an 18,000 square foot facility at 810 West Badger Road in the heart of Madison's southside.

Our mission is Empowering Youth, Strengthening Families, Engaging the Community in such a way that Dane County will be a community where Latino families can aspire upward, to reach their personal goals and dreams because they feel engaged and strengthened with the tools for success. From the strong

foundation Ilda Thomas and others gave the agency, Centro has grown to have 22 paid staff and an operational budget of over \$1.3 million annually. The agency serves 2,500 families and sees approximately 5,000 individual client visits through its programs and services each year. We have a strong and diverse Board of Directors and work with over 2,000 volunteers a year.

In the summer of 2011, New Routes for Adolescents Program, a precursor to [Re]Generacion, received the Family Strengthening Award (FSA) from the National Council of La Raza. The FSA is awarded to programs that demonstrate a comprehensive approach to family strengthening which incorporates all members of the family and address education, housing, employment, health, or advocacy issues, whether through direct efforts or through partnerships with other organizations and through its participation in NCLR programs. The development of the program to become peer-led adds another level of innovation to an already impactful program.

3. Alignment: (2500 characters) Briefly describe how your proposed project aligns with City, neighborhood or community based planning processes, data, or reports. (10 Pts)

The [Re]Generacion program is founded on the core principles identified by MOST as most effective for out-of-school time programming centering on youth of color. Core principles include social justice and equity as essential values for creating youth-based solutions that will impact the future direction of Latinx youth in Madison. Through civic engagement the proposed project looks to further involve youth voice in the strategic direction of the largest social service provider for Latinx in the area. As one of the few local youth-led initiatives, [Re]Generacion programming is unique and impactful for Latinx youth, as it is directly based and responsive to the needs of the young people it serves. Youth facilitator staff - now in college majority Dreamers -are a product of Centro programming. They know the history of the community in Madison through their lived experience and are highly familiar with Centro as an organization. At the core of [Re]Generacion is the need to foster positive youth development that allow youth the opportunity to drive the process, have their voices shape programming, for them to take initiative, and be assertive and creative in sharing their voice. This proposed project amplifies youth voice at an organizational level at Centro Hispano.

An added value of [Re]Generacion is also in the wrap around support youth receive from a General Support Specialist case manager at Centro, ensuring families are meaningfully engaged as needed in the lives of youth. As such [Re]Generacion youth are wonderful ambassadors to the impact of holistic services for Latinx youth and can speak to the impact of Centro as an organization. [Re]Generacion provides the opportunity to build youth capacity while strengthening the bond between youth and parents. When youth feel they have a strong parental support, high educational aspirations and have families who encourage them to communicate, they are less likely to engage in less positive behaviors (Davalos, Chavez & Guardiola, 2005).

4. Community Engagement: (2500 characters) Briefly describe how residents and the community who may benefit from this project have been involved in the development of this proposal. (10 Pts)

[Re]Generación was created as a by youth, for youth program where the four youth co-facilitators are Latinx Dane County high school graduates who have experience with the school system and community issues. [Re]Generación also includes an adult mentor, typically a UW-Madison Education graduate student that supported youth with the vision, workshops, and structure of the group. The role of the [Re]Generación mentor is to listen and support the youth co-facilitators in the execution of the program and also connect the program to outside resources. It is important to note that the mentor should not be considered superior to the youth co-facilitators or the lead of the program. The four youth co-facilitators work in a team to effectively meet the goals of [Re]Generación. All decisions in the group are discussed with all co-facilitators and once

everyone agrees, a final decision is made. Each co-facilitator has different tasks that they are responsible for and while these may change from time to time, co-facilitators must be in constant communication with the team about their individual tasks.

5. Collaboration: (2500 characters) Briefly describe any collaboration or coordination with other organizations or service providers in the development of this proposal. (5 Pts)

[Re]Generacion is a referral site for youth from the Madison Municipal Courts, Dane County social work staff, & restorative justice teams at the YWCA. The program is peer-led, under the leadership of youth facilitator staff members who they themselves have sought support in the past at Centro and works in collaboration with Centro's Escalera High School Program, a school-based program at Centro targeting career-readiness as well as with Centro's General Support Program and Immigration services.

6. Funding: (5 points)

a) Has your organization received funding from the City of Madison Community Development Division, City of Madison CDBG office, Community Resources, or the Emerging Opportunities Program in the last 5 years? (Please note: Amount and frequency of funding will be considered in scoring this criteria)

Yes No

b) What other funding do you anticipate pursuing if the project is expected to continue? (500 characters)

Blackhawk Church Advent Conspiracy
 United Way By Youth for Youth
 American Family Dream Foundation

7. Budget (5 points):

a. Summarize your project budget by estimated costs, revenue, and fund sources.

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED	AMOUNT OF NON-CITY REVENUES	SOURCE OF NON-City FUNDED PORTION
A. Personnel Costs (Complete Personnel chart below)				
1. Salaries/Wages (show detail below)	48,048	20,000	28,048	Fundraising/ Municipal Court DOJ
2. Fringe Benefits and Payroll Taxes	9,117		9,117	Fundraising/ Municipal Court DOJ
B. Program/Project Costs				
1. Program/Project supplies and equipment	1,971		1,971	Fundraising/ Municipal Court DOJ

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED	AMOUNT OF NON-CITY REVENUES	SOURCE OF NON-City FUNDED PORTION
2. Office Supplies	1,250		1,250	Fundraising/ Municipal Court DOJ
3. Transportation	1,200		1,200	Fundraising/ Municipal Court DOJ
4. Insurance				
5. Other (explain)				
C. Space Costs				
6. Rent/Utilities/Telephone	800		800	Fundraising/ Municipal Court DOJ
7. Other (explain):				
D. TOTAL (A + B + C)	62,386	20,000	42,386	

Explanation of "Other" expenses: (500 characters)

b. Personnel Chart: List all paid staff that will be working on the proposed program/project.

Title of Staff Position	F.T.E.*	Proposed Hourly Wage*
[Re]Generacion Youth Facilitator	0.5	\$16.50
[Re]Generacion Youth Facilitator	0.3	\$16.50
[Re]Generacion Youth Facilitator	0.3	\$16.50
[Re]Generacion Youth Facilitator	0.3	\$16.50
		\$
TOTAL	1.4	

*FTE = Full Time Equivalent (1.00, .75, .50, etc.) 2080 hours = 1.00 FTE Please identify FTE that will be spent in this project.

-SIGNATURE PAGE-

City of Madison Contracts:

The following information is provided in order to outline city requirements that will apply if your proposal is funded. All allocated funds will be administered through contracts with the City of Madison, Community Development Division. If funded, the City of Madison reserves the right to negotiate the final terms of a contract with the selected organization. If funded, applicants will be required to attend a **mandatory meeting** on contracting requirements. City purchase of service contracts include requirements regarding non-discrimination, consideration of vulnerable populations along with specific requirements in the following three areas:

1. Affirmative Action:

If funded, applicant hereby agrees to comply with City of Madison Ordinance 39.02, an Affirmative Action Plan with the City Department of Civil Rights (DCR) or an exemption if allowed by City DCR. For more information on these requirements, please visit the Department of Civil Rights website: <http://www.cityofmadison.com/dcr/programsCCP.cfm>.

2. Insurance

If funded, applicant agrees to secure insurance coverage in the following areas to the extent required by the City Office of Risk Management:

- Commercial General Liability
- Automobile Liability
- Worker's Comp
- Professional Liability

The cost of this coverage can be considered in the request for funding. The Certificate of Insurance that will be required at the time of contracting is available on the City of [Madison Risk Management website](#).

A sample contract that includes standard provisions may be obtained by contacting the Community Development Division at (608) 266-6520.

3. Signature:

(Any applications submitted without a signature will be considered incomplete and will not be considered for funding.)

Applicant Signature:

Enter Name: Karen M Coller

Date: 10/16/2018

By entering your initials in the box,

KMC

You are electronically signing your name and agreeing to the terms above.