Hispanic Dairy Labor and Culture

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Hispanic Dairy Labor and Culture

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Common Sense People Skills Go a Long Way!

Hispanic Dairy Labor and Culture

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- Understanding others teaches us about self
- General Characteristics but Diversity as well
- Hispanic represents many diverse groups
- Strong Family Values and Traditions exist
- Stereotyping is often wrong and degrading
- Many Hispanic Employer Resources exist
- Integration into culture can be challenging

Hispanic or Latino Cultural Heritage?

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- Hispanic inclusive of Spanish-heritage.
- Hispanics can be from numerous European, African and Native American ancestries.
- Latin America has many countries and subcultures within each country
- Hispanics, Latinos, Chicanos, Mexicans, Norte Americanos--Different preferences?
- By 2050, 1 in 4 Hispanic; 1 in 9 today
- Hispanics will be largest minority in 2010.

Latinos and Language

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- Spanish is the common language but other languages and dialects exist.
- Spanish is relatively easy to learn compared to English and relatively easy to speak.
- Although most speak well, some have little formal education to support reading / writing.
- Language is the major unifying factor
- Language can be their major barrier in US

Latinos and Religion

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- Over 90% of Latinos are Roman Catholics

- Jesus Christ, the Virgin Mary and Catholic saints are fused with deities and rituals of Indian and African populations.

- Mexican-heritage families implore Our Lady of Guadalupe and honor December 12th-VID

Latinos and Religion

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- Church rituals are important in daily lives.
- Priests rank high in where to go for help

Mexico--Los Mexicanos

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- Mexico represents the largest dairy labor source from Latin America into the USA
- 63% of Hispanics in US are Mexican.
- The majority of these persons are male but some come with families.
- Evidence of Mayan or Aztec heritage exist
- Cinco de Mayo is a national holiday.
- Independence Day is September 15th

Mexico--Los Mexicanos

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Time Has a Different Meaning

"Elasticity" of 9 am ~ mas or menos

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Speed and Efficiency give way to enjoying the day to day aspects of life and people.

Mexico and Family Traditions

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- Strong "extended" family ties exist that includes uncles, aunts, cousins and others.
- Children are a most treasured resource and parents tend to nurture and share in their joy.
- Parents tend to satisfy kids (interdepence), not push developmental goals (individuation).

Mexico and Family Traditions

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- Kids can amuse themselves for hours without toys and are full of laughter with the simple pleasures in life of family and friends.

Mexico and Family Traditions

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The pinata is important at all celebrations.

Soccer often more important than other sports.

Mexico and Family Traditions

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- Male dominance is common but changing.
- Siblings share close emotional ties
- Normal for close physical contact when sitting or talking even for papa and grown son.
- Mother is usually a Most Important Person
- Padrino-Madrina (Godparents) very close
- 15th B-day, Quinceanara, coming out/of age--bigger celebration than wedding.

Mexico and Family Traditions

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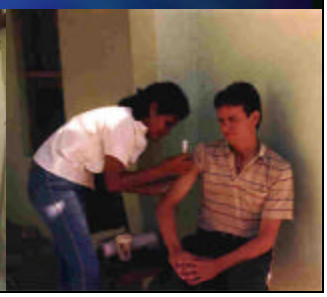
- Fun-loving but death a matter of fate???
- Singing and Guitar-playing is everywhere.
- Medical--herbs, prayer, neighbors, priest, Dr.



Mexico and Family Traditions

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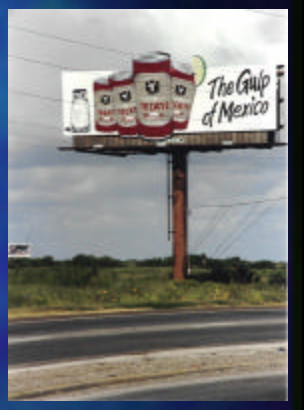

- Extended family celebrations which include choices of beverages. Typically evening meal is eaten late.
- Music, mariachis and world famous cuisine which differs from what we refer to as Mexican food.

Mexico and Family Traditions

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- Foods typically include tortillas, beans and rice.

- Goats, chickens and pigs are often used over larger meat animals due to lack of refrigeration.

Work Ethic in Mexico is Relative

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- Like US, work ethic varies widely
- Heat of the afternoon is difficult

Dairy Background and Skills Vary

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- Many have experience with cows and crops.
- Dairies range from old to state of the art.
- Various levels of education and experience.

Stereotyping of Hispanics

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- All employees are not the same and have distinct characteristics.

- It is convenient and easy to stereotype a group of persons but exceptions do exist.

- Often there are as many differences within an ethnic group than between groups.

Some things may not be better or worse but just different--ethnocentricity can be barrier.

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Children are a MOST Treasured Resource!

They Love to Laugh

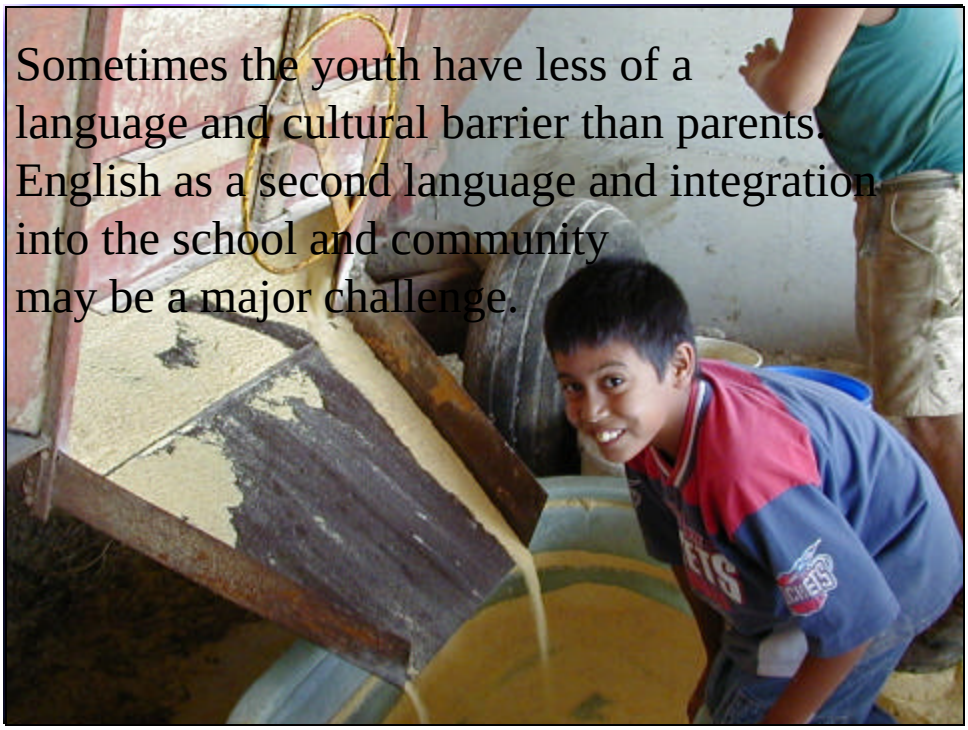
They Love to Joke

They Love to Talk

and Be Talked To...

Tractor and machinery skills may vary--
typically quite handy. Farm safety
instruction a must for any employee
or kids on the farm.

The family can be a valuable asset
as calf feeders, milkers or other jobs
Families
seem
to like to
work and
stay together
if they can.
Proper training
and instruction
with respectful
feedback is
essential with
any employee
to obtain a job
well done.



Many Hispanics Feel Discriminated & Disrespected

- Language
- Culture
- Barriers
- Educational Needs
- Child-Rearing
- "Not Lazy"
- Respect Differences
- Extended Families
- Church Center

Surname System

- Maria Ana Alonzo Gonzalez marries
- Lorenzo Francisco Ortiz Rodrigues

- Their daughter:
- Aracely Tatiana Ortiz Alonzo

What is Your Preference?

- Inter vs Independence
- Collective vs Individual
- Cooperation vs Competition
- Being vs Doing
- Saving Face vs Being Direct
- Interpersonal vs Task Oriented
- Relaxed vs Sensitive Time Mgt
- Agrarian vs Urban Mode
- Patriarchal vs Democratic Family Structure
- Relaxed vs Achieved Youth
- Extended vs Nuclear Family
- Spiritual vs Empirical Beliefs

California Hispanic Dairy Labor Experience

- Dairy Labor $/hour (Reed, 91)

.	Union	Non-Union
Herdsman	$11.45	$8.50
Milker	$10.28	$7.11
Feeder	$9.50	$6.50
Maint.	$10.17	$6.22

- **South San Joaquin Valley Dairy Labor Costs 1990-99**
- **Hispanic employees are 75% of hired labor force from $6-$11/hour**
- **Tom Shultz University of California, Coop Extension**

- Documentation and turnover problems decreasing
- Many employees progress well into more skilled jobs
- Eventually bring families
- Housing on dairy decreasing

Hispanic Dairy Labor Resources

- Simplified Dairyman's Spanish, Utah State 435-797-2157, $5
- Cornell University Milking Procedure Video
- Hoard's Dairyman
- Babcock Institute CD
- Spanish-English CD
- Learn-to-Speak Spanish Software
- Community College Training Programs

- Immigration and Naturalization Service
- National Migrant Education Hotline

- Internet Sites:
  - babcock.cals.wisc.edu/glossary.htm
  - freetranslation.com; systransoft.com
  - University of California Ag Labor site: cnr.berkeley.edu/ucce50/7grisha.htm