TULSA POLICE DEPARTMENT PRESENTS:

Hispanic CULTURAL Intelligence

“Unity through Social Trust.”

PRODUCED BY: OUTREACH EDUCATION INITIATIVE
WHY SHOULD WE CARE

About cultural competence?

- Respond to Changing Demographics
- Secure our City’s Economic Health
- Increase Public Safety
- Build Strong mutually Beneficial Partnerships
PART 1: OUTCOMES
- Define “cultural competence” and related terms

PART 2: OUTCOMES
- Understand the demographic shifts of the Hispanic Community from the national to the local
- Explore infrastructure issues faced by the Hispanic Community and lack of social trust with Police

PART 3: OUTCOMES
- Explore Oklahoma’s “future” workforce & consumer data
- Discuss Educational “Obstacles” for at-risk Hispanic youth
**Cultural Competence / Cultural Intelligence**

<table>
<thead>
<tr>
<th>Drive</th>
<th>Knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DRIVE</strong></td>
<td><strong>KNOLWEDGE</strong></td>
</tr>
<tr>
<td>Interest, drive and confidence <strong>to adapt</strong> to multicultural situations</td>
<td>Understand how cultures are similar and different and acknowledge our biases</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Action</th>
<th>Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ACTION</strong></td>
<td><strong>STRATEGY</strong></td>
</tr>
<tr>
<td>Adapt when relating and working interculturally</td>
<td>Awareness and ability to <strong>plan</strong> for multicultural interactions</td>
</tr>
</tbody>
</table>

Consider your definition of cultural competence?
“All Hispanics are Latinos, but not all Latinos are Hispanics.”
"Hispanic" used to refer to anyone of Spanish-speaking origin or ancestry,

- Hispanics are considered an ethnic category rather than a racial group
- Nixon Administration introduced this government term for census purpose, in 1970

"Latino" is used to refer to anyone of Latin American origin or ancestry,

USE “Hispanic” for official, government supported funding requests and record keeping.
IMMIGRANT AND 1ST GEN BEHAVIORS / VALUES

Family and faith based with entrepreneurial work ethic

• Explorer and work to figure out how things work
• Views tend to be more conservative
• More formal and structured (children lower eyes in respect) + use of formal titles
• Time is relative: right now is - now or 30 minutes or “Why worry? – I’m not in control?”

(Familismo) – family vs. individual needs
(Respecto) - deference to authority
(Fatalism) - uncertainty is inherent in life
(Presentismo) Emphasis on present.
America’s “source” of immigrants, over the years

Mexico Ownership in the U.S. - 1840

Mexican territory seized by the U.S. in 1848
IMMIGRATION AT AROUND STATEHOOD

Fig. 1

Top five foreign-born populations by country of origin (in millions)

Pew Research Center: Hispanic Trends
REASONS FOR IMMIGRATING TO THE U.S.

- 1942 -1964: Bracero (*laborer*)
- 1954: Operation “WetBack”

1960s, - 50% of the men in the U.S. joined the low-skilled labor force; now only 10%.

Replacing the baby boomers through 2016 will generate 33.4 million low-skilled low wage job openings,

80% of indigenous peoples live in poverty, total economic collapse, high violence for food stuffs

**Federal Policy**

**Poverty & Starvation**

**Violence Against Children**

Mexico
Guatemala
Honduras
El Salvador
Venezuela

Guatemala
Honduras
El Salvador

DRUG & GANG related violence highest murder rate in the world, most undocumented minors in the U.S.
IMMIGRATION CHANGES OVER THE PAST 100+ YEARS

Top five foreign-born populations by country of origin (in millions)
CURRENT STATE OF AFFAIRS

57M Hispanics in the U.S. Currently

Largest Ethnic Minority

89% U.S. Citizens

Children Born of Immigrant Parents

Unauthorized Hispanic Immigrant Population in the U.S. - (unchanged since 2009)
8 million in 2014

What is the process for Legal Immigration?

www.pewhispanic.org
What Part of Legal Immigration Don’t You Understand?

Mike Flynn and Shibha Dalmia
Illustrated by Terry Colon

Opponents of illegal immigration are fond of telling foreigners to “get in line” before coming to work in America. But what does that line actually look like, and how many years (or decades) does it take to get through? Try it yourself!

**Immigration Process**

1. **United States Citizen**
   - Are you that relative’s parent, spouse, or minor child?
     - Yes
     - Adult children and siblings of U.S. citizens can apply for a green card.
   - No

2. **Lawful Permanent Resident**
   - Are you the spouse or child of a lawful permanent resident?
     - Yes
     - Spouses and minor children of lawful permanent residents can apply.
     - Wait time depends on home country.
     - Wait time: five to seven years.
   - No
     - Are you single?
     - Yes
     - Wait time for a single adult child of a lawful permanent resident: nine to fourteen years.
     - No
     - Are you skilled?
       - Yes
       - If you’re the child, are you a minor?
         - Yes
         - Wait time: six to ten years.
         - No
         - Your spouse is a citizen, too.
         - You’re out of luck.
       - No
       - Is your relative a U.S. citizen or lawful permanent resident?
         - Yes
         - Congratulations! You’ve found one of the easiest ways to become an American. There’s no annual cap on the number of spouses, minor children, or parents of U.S. citizens who can enter, and they generally can receive green cards.
         - After five years (three if you’re a spouse), a green card holder is eligible to become a citizen.
         - After you file your naturalization papers and endure six to twelve months of processing delays, you can take a language and civics test. Pass it, and you’re a citizen.
         - With a green card, you likely can become a citizen after six years.
       - No
         - Total time to become a citizen: from sixty to eighty years.

3. **Do you have family in the USA?**
   - Yes
     - Do you have a college degree in a specialty occupation?
       - Yes
       - Congratulations! You have the quickest way to get a green card, taking only two to three years. You have a job offer.
       - No
       - Is your employer willing to file the paperwork for your labor certification? And conduct a new job search for your position? And pay up to $10,000 in legal and other fees?
         - Yes
         - The wait time for a green card is typically six to ten years.
         - No
         - “Is he willing to apply for your temporary work visa (H-1)?”
           - Yes
           - Then you have a 50/50 chance of getting your H-1B, because these visas are capped at 65,000 per year, well below the total demand. They run out on the first day they become available. If you are lucky enough to get one, you can start working in the country and your employer can apply for your labor certification and green card.
           - No
           - Sorry, you’re out of luck.
   - No
     - Sorry, you’re out of luck.

(From is director of government affairs and Dalmia is a senior policy analyst at Reason Foundation. This chart was developed by Reason Foundation in collaboration with the National Foundation for American Policy.)
HISPANIC POPULATION IN OKLAHOMA

10% of Oklahoma is Hispanic (approx.) / Rank 25th in Nation

- 400,000 approx. / plus undocumented (2014)

85.2% growth increase from the 2000 census (largest segment growth)

- Average age of US born Hispanic is 15 and will be a significant part of Oklahoma's labor force a decade from now
HISPANIC POPULATION IN TULSA METRO

17% of Tulsa is Hispanic (approx.)

- 80,000 approximate number of Hispanic population

88% population growth since 2000.

- 3 out of every 4 new residents in Tulsa County since 2000 were of Hispanic origin

NOTE:

89% of Hispanic Kids are U.S. Citizens
With such a large demographic boom, Oklahoma is struggling to keep up with necessary infrastructure & to build Social Trust.

- Public Safety
- School Systems
Lack of Infrastructure in Public Safety:

- 911 calls dropped or lost due to Translation / Transfer issues
- Emergency Services (Police, Fire, EMSA) are not equipped to deal with the language barrier
Lack of Social Trust

Fear of Police:

- Cultural Misconceptions from home country
- Fear of deportation

What is the - 287g Program?
Hispanics are easy targets for criminal elements:

- Criminals know Hispanics won’t call police
- Multiple Fraud - insurance / drivers license
- Fear of the court house (paying tickets)
- Hoover Crips gang call Latinos “ATM’s”
  - Lack of documentation = money stored in homes and on person
PRODUCES VULNERABILITY

Hispanic Kids are Easy Targets

Gang Recruitment: Fastest growing in Tulsa County
- Revenge
- Drop-out rates
- Distrust of Police

Increased Incarceration: rates & taxpayer cost
- 12% and growing - average age 15
- Educate = $12K/student vs. Imprison = $40K/inmate

COMPOUNDED by Educational Obstacles.
OKLA. DISTRICTS DEMOGRAPHIC COMPARISON

OKC Hispanic Student population
- Hispanics make up 53% of student population

Union Public
- Hispanics make up 35% of student population

Tulsa Public Schools
- Hispanics make up 33% of student population

Quickly changing demographics are impacting ALL DISTRICTS - especially Graduation Rates!
Lack of Social Infrastructure in Our Public Schools

- High drop-out rates reported in 2012-2016: (Community Service Council): rates based on four-year cohort

Drop-out Rate for Latino Students
Current National average is 12%

BUT... between 7th and 9th grades they are most vulnerable
- Dr. Ronald Cox, OSU Center for Family Resilience

And the numbers continue to grow.....
TPS ELEMENTARY SCHOOLS

ARE Front Loaded:

34% of TPS Hispanics are not yet in high school

- Of the 52 Elementary Schools, 22 of them are over 40% Hispanic
- Population growth is attributed to births and not new immigrants.

– Jan Figart, Community Service Council
FIVE EDUCATIONAL OBSTACLES

1. Identity Crisis
2. Slow Acculturation Process
3. Limited Home Academic Assistance
4. Adult Responsibilities & Worries
5. Fear of Deportation for Family

BASED ON: GUARDIOLA’S THEORY & EMPIRICAL DATA - 2017
LEARNING BECOMES SECONDARY OVER SURVIVAL

MASLOW'S HIERARCHY OF NEEDS

Safety = Readiness to Learn

Self Actualization = Subject Matter comprehension

Physical Needs
- Breathing, food, water, sex, sleep, homeostasis, excretion.

Love/Belonging
- Friendship, family, sexual intimacy

Esteem
- Self-esteem, confidence, achievement, respect of others, respect by others.

Safety
- Security of body, of employment, of resources, of morality, of the family, of health, of property.

Love/Belonging
- Friendship, family, sexual intimacy

Esteem
- Self-esteem, confidence, achievement, respect of others, respect by others.

Safety
- Security of body, of employment, of resources, of morality, of the family, of health, of property.
**TULSA POLICE DEPARTMENT**

**Departmental Education**
- Cultural Intelligence
- Outreach Strategies
- Survival Spanish Law Enforcement
- At-Risk Latino youth Gang preventions and school retention
- Recruitment

**Community Education**
- Police Cultural Competency
- Informative Q&A
- At-Risk Latino youth Gang preventions and school retention
- Hispanic Youth Mentoring

**Media**
- Weekly (ongoing) T.V. and Radio
- Spanish Crime stoppers
- Spanish PIO
- Crime Prevention Tips
- Public Service Announcements
- TPD Spanish Information Posters / pamphlets

**Mass Media**
- Recruitment
- Training
- Monitoring

**TPD Hispanic Outreach Public Relations**

**Professional Development for Educators**

**Spanish Information Helpline**

**Police Hispanic Liaison**

**VIPS Spanish Interpreter Program**

**Liaison Work (cont.)**
- Hispanic Community Mtgs
- Churches
- Health Fairs
- School Parent Meetings

**Liaison Work**
- Greater Tulsa Hispanic Affairs Commission (City Hall)
- Tulsa Area Hispanic Resource Center
- Mayors and Police Community Coalition (MPACC)
- Tulsa Regional Chamber Mosaic Diversity
- TPS / Union /Jenks schools Advisor
- U.S. Attorney Office
- D.M.C program
- Community Action Project

**Presentations for Parents & Mentors**
Promising Strategies for working with 1st & 2nd Generation Hispanic Youth

**Professional Development**
Cultural Intelligence / Identifying At-Risk Latino youth / Educational Obstacles / Lowering drop out rates / Hispanic Gang Prevention / Mentoring

- Off. Guardiola
  (918) 591 - 4506
Committed to helping public safety agencies and education systems develop outreach strategies for 1st and 2nd generation Americans.

“Creating Unity through Social Trust”

Visit our website for additional resources or to DONATE

www.OutreachEI.org
THANK YOU!
Q&A