

RECOMMENDATIONS IN CONNECTING WITH LATINO STUDENTS

TO SERVE YOU AS YOU SERVE YOUR STUDENTS...

WHAT I WISH MY STAFFWORKER KNEW ABOUT ME AS A LATINO/A AND THE QUESTIONS I WISH THEY WOULD ASK ME

1. My family and church life are very important to me. Family commitments/obligations cannot always be “rescheduled”, especially if everyone in my family is expected to be there. This has to do with how we view what “faithfulness” means in our family and church.
Questions to ask me:
 - a. *How are your parents and your siblings doing? How is your extended family?*
 - b. *What family events do you have coming up that you feel you need to attend?*
 - c. *What problems is your family facing that is affecting you personally?*
 - d. *Is there something I can do to help you serve your family/church better? How do I need to be more flexible regarding your family/church?*
 - e. *I'd love to meet your family and visit your church. When can we do this?*
 - f. *What IV events do you think we could invite your family to?*
 - g. *How are things at your church? How is God blessing you there? What are some ways you are committed there? What events do you feel you cannot miss?*
2. The Latino community is very diverse. Be careful not to assume that I know everything about every Latino ethnic group in this country. However, don't assume that if I don't know something about a specific Latino group, even if I am of that group, I am not really Latino or that I am uninformed.
Questions to ask me:
 - a. *I am trying to understand something about this particular Latino issue; do you know anything about it?*
 - b. *Do you know anyone who could help me or is there a book you would recommend?*
3. Although I may not speak Spanish, do not assume that I am not Latino. Also, it is inevitable that if I am not already in touch with my Latino identity, I will begin the journey during my time with InterVarsity. It is important that you know that what defines me as a Latino is: (a) **my heritage** is from a Hispanic country and (b) **I have chosen to identify** with that heritage.
Questions to ask me:
 - a. *What does it mean for you to be Latino? How are you growing in your identity as a Latino? What do you feel you need to continue to grow in this area?*
 - b. *Are there areas of staff work that are difficult because of cultural differences? How can I be a support to you?*
 - c. *Are there ways you think I may need to grow in my understanding of your Latino heritage? Is there a book you would recommend I read?*
4. We may differ in the way we view time, commitments and relationships. Don't assume I will be late for everything. However, if I am late, do not also assume it is because I do not respect or value our relationship.
Questions to ask me:
 - a. *Do you tend to be relational or task oriented? How do you view time?*
 - b. *Do you think we need to be more relaxed with being on time?*
 - c. *Being on time is necessary at certain events and meetings. How can we find a compromise that would meet both of our needs?*
5. I may have certain gifts as a Latino that can serve other students. Invite me to think carefully about how some of my unique ethnic gifts can be an asset to our chapter and campus.
Questions to ask me:
 - a. *What are some of your gifts you feel you are underutilizing in our chapter?*
 - b. *Are they related to your Latino heritage?*
 - c. *How can I help you function in these gifts?*
 - d. *You are great at _____ which we seem to be lacking in our chapter. Do you think you can help in this area?*

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6. I may have a high value for maintaining harmony and honoring those in authority over me to the extent that in times of conflict or difficulty I will not confront you. I may take on one of your assigned tasks out of a sense of duty even though I may feel uncomfortable with the assignment. However, my compliance may eventually grow into inner resentment causing emotional distance in our relationship. I may also have problems treating you like my “buddy” because of my view of how I should treat someone in authority over me—they are to receive my utmost respect, courtesy and compliance.

Questions to ask me:

- a. ***How are we doing in our relationship?***
 - b. ***Is there anything that I am asking of you that is making you feel uncomfortable?***
 - c. ***Do we need to change or modify anything? Its ok if we have to change something. We can try and approach this problem, task, or issue in a different way. Do you have any recommendations? I'd love to hear them.***
 - d. ***I sense your uneasiness in this assignment. How are you feeling about it? Would you rather not do it? I'm really interested in knowing how your feeling and what you're thinking?***
7. At times I may not always be willing to contribute in a bible study or large group discussion until I am invited to share my thoughts. Do not assume that because I am quiet I have nothing to say on the matter or that I agree with you or the rest of the group.

Questions to ask me:

- a. ***I'd love to hear what you think about this topic , verse or issue?***
- b. ***How do you think we should approach this training, conference, outreach, etc.? From your perspective is there another way you can think of to deal with this issue?***

8. I have emotions. Please do not be intimidated by how I express my emotions. Please do not assume interpretations of my emotions without first asking me about what is going on for me. Having emotions and expressing them is not immature. I may need to grow in my understanding of how my emotions affect other non-Latinos in group settings, but please do not assume that I am the one who has to change or be more self-controlled.

Questions to ask me:

- a. ***How do you express sadness, disappointment, anger, anxiety, etc.?***
 - b. ***I really sense(frustration, anger, anxiety, joy etc...) what is going on? Is there anything going on in our team (or in our relationship) that you want to talk about?***
9. I may be the first one in my family to attend college and my parents may not understand some of the pressures I am under or how to encourage me in my studies. Along with spiritual care, don't be afraid to provide academic encouragement, support and guidance as a way to help me do well in college.

Questions to ask me:

- a. ***How are you doing in your studies. How do you feel about the academic work your doing?***
- b. ***Is there anything we can do to help you in this class? Can we look at your schedule and see if there is anyway we can alleviate some of your IV responsibilities.***

10. I may have some core ethnic or cultural needs that are not being met in my IV chapter or Small Group.

Questions to ask me:

- a. ***Are there any ethnic or cultural needs you have as a Latino/a that are not being met in our chapter?***
- b. ***How can we help you to meet these needs?***
- c. ***Is there another group on campus you need to be connected with?***
- d. ***Can we look at your schedule and see where you can stay actively involved with IV but also get some of these other core cultural needs met that are an important part of your emotional and social health***