

La VOZ DE

Informando a
la Comunidad

Austin

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Inside this Issue

**New CMAS
Associate
Director**


**El 16 de
Septiembre**

**The Touch
of a Teacher**

**Diversity in
the City of
Austin
Workforce**

**En Palabras
Hay Poder**

**Calendar of
Events**



**An Interview with
Dr. Victor Saenz**
Assistant Professor
The University of Texas
at Austin

Page # 5

New Associate CMAS Director



Domino Rene Pérez is the new Associate Director of the **Center for Mexican American Studies** at **The University of Texas at Austin**.

As the Associate Director, **Domino Rene Pérez** will be charged with faculty development efforts and other duties as required by CMAS. **Dr. Perez** is also an Associate Professor in the Department of English, where she specializes in Chican@ Literature, American Literature, Popular Culture, Cultural Studies, and Film.

Perez has been the recipient of the Raymond Dickson Centennial Endowed Teaching Fellowship (2006), the US-Mexico Relations/Borderlands Research Award (2006), a Dean's Fellowship (2005) in The College of Liberal Arts, and the Harry Ransom Research Center Fellowship (2004). She recently completed a book on the US/Mexican transnational folkloric figure *La Llorona*, the weeping woman. **Perez** is currently at work on a project about Mexican American masculinity in literature and film.



If you are interested in block walking, phone banking, staffing an informational booth, or helping out in any other way in preparation for the November election, please contact **Daniel Llanes**, 512.431.9665. Bilingual volunteers are particularly needed. This program is sponsored by the National Council of La Raza and Southwest Key Programs.

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El 16 de septiembre

Editorial



Alfredo R. Santos c/s
Editor & Publisher

Muy buenas tardes si acaso usted esta leyendo esto en la tarde. Y por supuesto, muy buenos dias if you are reading this in the morning. Lo importante es that you are reading. Tengo muchas cosas que decir este mes asi es que voy a empezar con el contenido de este ejemplar de **La Voz de Austin**.

As you will notice in this edition of **La Voz**, there are many activities going on in Austin around the traditional celebration of the 16th of September. Yes, I know, some of you are tired of the same old things at these 16th of September celebrations, but hay que recordar the first time you went and how you felt. Asi que, hay que darle chansa a los demas to experience what you and I felt the first couple of times we went.

Es más, now that I am older and hopefully wiser, I have come to learn that the 16th of September that we celebrate as Mexican Americans was not suppose to have happened on the 16th of September.

Many years ago while in an exchange program with the Rotary Foundation in **Querétaro, Mexico**, no platicaron la historia de **La Corregidora, Josefa Ortiz de Dominguez**. She was the wife of the **Miguel Dominguez**, the Corregidor of Querétaro. (Sort of like a magistrate)

Doña Josefa was a member of literary society where people came together to discuss litera-

ture and the works of the Enlightenment which at the time were banned by the **Roman Catholic Church**. These meetings were attended by many educated people include a priest named **Miguel Hidalgo y Costilla**.

Doña Josefa was a member of literary society where people came together to discuss literature and the works of the Enlightenment which at the time were banned by the **Roman Catholic Church**. These meetings were attended by many educated people include a priest named **Miguel Hidalgo y Costilla**.

It was in this "literary society" meetings that the idea of ending the rule of the Spanish began to get traction. Recall that in the early part

of the 19th century, (the 1800's) the ideas of democracy and freedom together with the new experiment called the **United States of America**, inspired many people around the world to wonder why they had to live under the rule of a king or queen. People began to question their place and treatment in society and they were ready for change. (Barack Obama was of course not the first to propose the idea of change)

As the mood in **Querétaro** and other places in **Mexico** began to change, there were a number of priests who sensed that the time was right to become a part of history. **Miguel Hidalgo y Costilla** was one of them. Plans had be made to gather weapons and supplies and transport them for an

uprising on December 8, 1810 right before the celebrations would be getting underway for **El Dia de La Virgen de Guadalupe**.

But **Doña Josefa** and her group were betrayed and her husband, **El Corregidor de Querétaro** was furious that his wife would be involved in such activities. After having her locked in her room, he prepared to round up the would be revolutionaries, including **Father Miguel Hidalgo**.

Doña Josefa managed to smuggle a note out of her room with the help of a maid. The note was **Father Hidalgo** warning him that they had been discovered and that the soldiers were coming for him. An ally of **Doña Josefa** rode into the night and it was he who delivered the somber news to **Father Hidalgo** in **Dolores, Guanajuato** telling him what had happened.

Knowing that time was short, **Father Hidalgo** made the snap decision to go to the church at 2:00am and ring the bell to call the people to the church where he would give his famous **Grito de Dolores** and ignite the **Mexican War of Independence**.

The struggle to free **Mexico** from the rule of **Spain** would take 11 years and cost many lives. **Father Hidalgo** would not live to see **Mexico** free, but his words, actions and spirit live on today. And it is this that many Mexican American celebrate each 16th of September.

Looking back, all of what I have just shared with you was unknown to me until I went to college. As a high school student in the 1960s in **Uvalde, Texas**, I never once learned about this history in



school. When I did learn about it as a college student at the **University of California at Berkeley** during the years of the **Chicano Movement**, I was amazed, surprised and actually very proud.

I was proud to learn that we, my ancestors, had in fact pulled off an amazing feat by beating the Spaniards who for 300 years had ruled **Mexico**. (1521 to 1821).

Pues, mi intención era nada más dar un breve reporte del contenido de **La Voz**, pero se me fue la onda and I told you a longer story. Asi es que, I invite you to check out the various stories and articles in the following pages. I believe that you will find the story about **Juan Garza** on pages 6 and 7 especially compelling.

The story and data on the **City of Austin** is to serve as background information for those who plan on becoming involved in future discussions about diversity in the city. We of course welcome letters to the editor.



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"Fiesta Musical" Television Show
 with Host Isidoro Lopez and Co-
 Host Sylvia Lopez Public Access
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 16

Special Benefit Performance for Latinitas Magazine

In support of Latinitas (www.latinitasmagazine.org) first magazine issue in print, former Kumbia Kings front man Nando will be joined by Solja Kingz and Corpus Christi sweethearts La Conquista for an all-ages free show on Sunday, Sept 14th at 6pm at the Mexican American Culture Center downtown.

"Nando y Solja Kingz" (www.myspace.com/nandoysoljakingz) was recently created by Fernando "Nando" Dominguez in the wake of a fall-out with Cruz Martinez and his group, Los Super Reyes. Their debut album will hit stores October 4, 2008

An express version of Teen Latinitas is scheduled for publication and distribution on Oct 9th with the assistance of local Spanish-language weekly, El Mundo. A glossy version of Teen Latinitas in its entirety is scheduled for publication January 2009. The first digital magazines for young Latinas, Latinitas and Teen Latinitas magazines are published monthly in English and Spanish and are viewed by over 30,000 readers a month. Magazine content is generated in Latinitas' 25 after school programs in Austin and El Paso, a teen reporter intern program, workshops, camps and media conferences. Latinitas programs serve girls ages nine to 18.



Univision Radio Presents 2008 Fiestas Patrias

This year's Fiestas Patrias celebration will coincide with Hispanic Heritage month and the 198th anniversary of the Independence of Mexico on Sunday, September 14th at the Travis County Expo Center. The event couples Festival de la Salud with family entertainment to educate, empower and entertain Austin's Hispanic community. Sponsored by UNIVISION Radio and the American Heart Association, over 45,000 people are expected to attend this year's family festival. Festivities will begin at 12 noon and continue throughout the day.

Fiesta de Independencia celebration

The **Fiesta de Independencia** celebration, co-Sponsored by the **City of Austin, Consul General de Mexico** and the **Fiesta de Independencia Foundation**, will be held on Monday, September 15th, 2008 at the **Mexican American Cultural Center**, 600 River Street from 7:00 p.m.-10:00 For more information please call: (512) 478-6222.

Small and Minority Business Resources to educate certified businesses regard- ing City contracting procurement cycle

The City of Austin's Small and Minority Business Resources Department (SMBR) will host "I'm Certified...So What's Next?" at 5:30 p.m. Wednesday, Sept. 10, 2008, at the Waller Creek Building, 625 E. 10th St.

This workshop will give small minority-owned and women-owned business enterprises (MBE/WBEs) an opportunity to discover the next steps after certification. SMBR will walk business owners through the City procurement cycle while introducing them to roles that other City departments play in the process.

"Vendors want to know what happens once they become certified," SMBR Director Stephen Elkins said. "This workshop will pick up where our 'Certification 101' workshop leaves off by explaining the roles that Compliance, Purchasing, and Office of Land Management play in upholding our MBE/WBE Ordinance.

Our goal is to empower the MBE/WBE businesses by showing them how things such as: keeping their e-mail address current on the system, attending Pre-bid conferences and setting their e-mail filters so that they will receive City bid notices impact their opportunities with the City."

SMBR assists small minority-owned and women-owned businesses as they pursue contracting opportunities with the City of Austin; encourages MBE/WBEs to participate in City contracts; and oversees the City's MBE/WBE & DBE (Disadvantaged Business Enterprise) contracting goals in the areas of construction, professional services, commodities, and non-professional services.

For more information visit www.cityofaustin.org/snbr or call (512) 974-7677.

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La Voz de Austin is looking for people who would like to work as writers and in marketing selling ads. If you know of anyone, call (512) 944-4123 and ask for Alfredo Santos c/s



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A Glimmer of Hope Foundation is requesting proposals for funding from nonprofit organizations working with disadvantaged youth (25 years and under) and Seniors in East and South Austin. Other areas (zip codes) that are eligible include: 78751, 78752, 78757, 78758. For more information and grant guidelines, please visit, www.aglimmerofhope.org or call 328-9944. Deadline for submission is September 30, 2008 - 5:00pm



**THE CAMPAIGN TO MAKE
 POVERTY HISTORY**

An Interview with:

Dr. Victor Saenz

Assistant Professor at The University of Texas at Austin

The following interview with **Dr. Victor Saenz** is the first in a series we hope to bring our readers this year from **The University of Texas at Austin**. Too often, high school students and even community college students do not have the opportunity to meet professors they may some day be taking classes from. We hope our readers find these interviews informative and enlightening.

La Voz: Dr. Saenz, how long have you been teaching at **The University of Texas at Austin**?

Dr. Saenz: My faculty appointment at **UT-Austin** began last fall (2007), so I am beginning my second year of teaching here. I am a faculty member in the Higher Education Administration program within the Department of Educational Administration (in the UT College of Education), and I am also an affiliate faculty member with the **Center for Mexican American Studies**. It's great to be back at **UT-Austin** in a very different capacity than when I left it almost ten years ago. It's interesting how things have come full circle in my life yet again. My father graduated from **UT-Austin** in 1965, so it was almost destined that his first-born son would also come to **UT**, which I did in the early 90s for my bachelors degree and again in the late 90s for my masters degree. Now I'm back in an entirely new role, serving as an assistant professor. The cycle continues...

La Voz: Is this your first academic position after having received your doctorate?



Dr. Saenz: It is my first tenure-track faculty appointment, although I did have a postdoctoral scholar position at **UCLA** for two years prior to coming here. My assignment at **UCLA** was with the **Higher Education Research Institute (HERI)**, which has conducted many national surveys of college students over the last forty years. At **HERI** I managed two of these survey administrations and I also served as director of research for the Institute. My experiences and training at **UCLA** have significantly shaped my research interests in access and diversity issues in higher education.

La Voz: Where did you earn your Ph.D.?

Dr. Saenz: I earned my Ph.D. in late 2005 from **UCLA**, in the **Graduate School of Education & Information Studies**.

My specialization was in the Higher Education & Organizational Change doctoral program, which emphasizes training in student assessment, college impact, access & diversity, and other areas related to higher education.

La Voz: Share with our readers if you will what your educational journey has been like beginning with high school.

Dr. Saenz: My educational journey has been a productive one, to be sure. From grade school to graduate school, I am a proud product of public education. I graduated from

La Joya High School in the **Rio Grande Valley** at the top of my class (out of 400) in 1992. That summer, I enrolled at **UT-Austin** as a mechanical engineering major, eventually switching to Mathematics and Mexican American Studies (an unlikely combination). After finishing my BA degree in 1996, I returned to **La Joya High School** to teach Algebra. The next year, I was admitted to the **LBJ School of Public Affairs** at **UT-Austin**, and I finished my masters degree in public affairs in 1999. In the summer of 2001, my wife and I moved to **Los Angeles** so that I could enroll in my doctoral program at **UCLA**. I defended my doctoral dissertation in September of 2005 (Title, "Breaking the Cycle of Segregation: Examining Students' Pre-College Racial Environments and Their Diversity

Experiences in College). My educational journey continues to this day as a professor, as every day in the classroom presents an opportunity to engage with others in the learning process. That is the educational philosophy that I abide by, that learning is a lifelong endeavor.

La Voz: When did you decide that you wanted to go after the Ph.D.?

Dr. Saenz: It's hard to say the exact moment as I think I always had that goal growing up. My father finished his masters degree around the time I was born, and both my parents always stressed education...so having high educational aspirations was a given for me and my siblings from very early on.

As a young kid, I didn't really know what it meant to get a PhD, only that it would take years and years of school (which isn't something that a kid in grade school would look forward to, believe me). The route to the PhD began to come into focus when I first arrived at **UT-Austin** as an undergraduate. It was my interactions with faculty and graduate students that first exposed me to the various routes to the PhD as well as the discipline and commitment needed to achieve it. What I learned from those early mentors is that earning a PhD means you are committing to a lifelong learning process as a scholar and researcher.

La Voz: What were your parents thoughts at the time?

Dr. Saenz: My parents have always been supportive of my educational choices, even if it meant moving across the country

Continued on page 13

The Touch of a Teacher

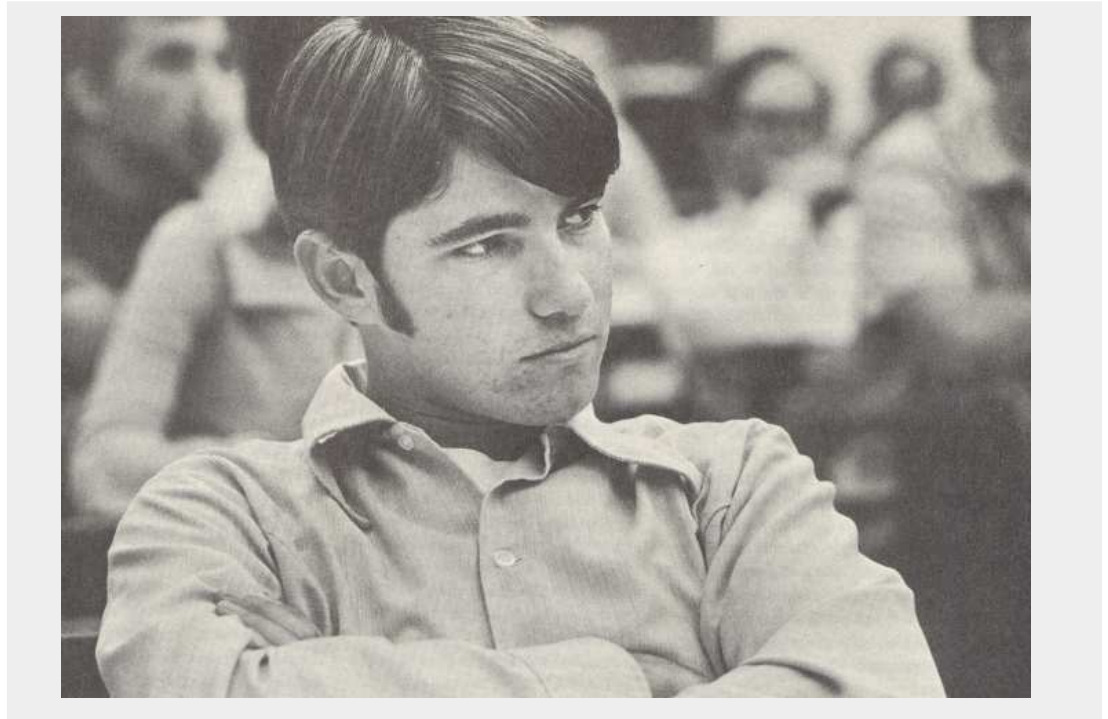
How a little time in the life of a child can make all the difference in the world

In a few weeks Texas schools will open their doors for the 2008-2009 academic year. Most students will begin the term with new clothes and all the nervousness that comes from advancing to the next grade. But not all the children will begin the new school year at the same time. Those that have spent the summer up North with their parents who work in the agricultural fields will not be arriving until mid September or even October.

The story you are about to read concerns one of these students. It was written by his fifth grade teacher. If you are a teacher, you may have had a student like **Juan Garza** in your class. Or maybe you knew a student like him when you were going to school.

Juan's letter came today and now that I have read it, I will place it in my cedar chest with the other things that are important in my life. The letter started out with: *"I wanted you to be the first to know.*
...

I smiled as I read the words he had written and my heart swelled with a pride that I have no right to feel. I have not seen **Juan Garza** since he was a student in my class some 17 years ago. It was early in my teaching career. I had only been teaching two years but from the first day that he stepped into my classroom, I disliked **Juan**.



Teachers are not supposed to have favorites in a class, but most especially they are not to show a dislike for a particular child. I thought I was quite capable of handling my personal feelings along that line until **Juan** walked into my class.

I'm sorry to say it, but **Juan Garza** was one student I disliked. First of all he was dirty. Not just occasionally, but all of the time. Second, he smelled. He smelled like the crops he and his family were picking. And of course the smell varied with whatever was being harvested. His hair hung low over his ears and he actually had to hold it out of his eyes as he worked on assignments in class.

By the end of the first week of school, I knew he was hopelessly behind all the others. And not only was he behind, but he was also just plain slow. As each day passed, I began to withdraw from him. While I didn't actually ridicule the boy, my

attitude was obviously apparent to the rest of the class for he quickly became the class goat, the outcast, the unlovable, the unloved.

He knew I didn't like him but he didn't know why. He also knew that other teachers in the school didn't like him either. As the days rolled on we made it through the fall festival, Halloween and Thanksgiving. By the time the Christmas season arrived I knew **Juan** was going to have to repeat the entire school year.

To justify holding him back, I went to his cumulative folder from time to time.

To justify holding him back, I went to his cumulative folder from time to time. He had very low grades for the first four years but no grade failures. How he made it... I do not know. I closed my mind to the per-

sonal remarks that had been written by other teachers over the years. Remarks like:

1st grade - Juan shows promise but has a poor situation at home.

2nd grade - Juan could do better, but his mother is terminally ill. He receives little help at home.

3rd grade - Juan is a pleasant boy, but misses too many days of school. Mother passed away at the end of the school year.

4th grade - Very slow but well behaved. Show some talent for art. Father absent often. Believed to be working in California.

Well they passed him four times, but he will certainly repeat the fifth grade. "Do him good," I said to myself.

The day before the holidays arrived we had a school Christmas party. Teachers always get gifts, but for some reason this party seemed bigger and more elaborate than ever. There wasn't a student who hadn't brought me a gift. And each unwrapping brought squeals of delight as the students tried to guess who it was from.

Juan's gift wasn't the last one I picked up . . .

Juan's gift wasn't the last one I picked up. In fact, it was somewhere in the middle of the pile. It's wrapping was accomplished with a brown paper bag. For decorations he had colored Christmas trees and bells all around it and used masking tape to hold it together. The tag said: For **Miss Johnson** from **Juan**.

The class was completely silent as I began to unwrap **Juan's** gift. As I removed the last bit of masking tape, two items fell out and onto my lap. One was a gaudy rhinestone bracelet with several stones missing. The second item was a bottle of dime store cologne that was half empty. I could hear the snickering and whispers of the other children. At first I was embarrassed. Then I thought no . . . there is no reason for me to be embarrassed.

I looked at Juan and said "Isn't this lovely?"

I looked at **Juan** and said "Isn't this lovely?" I placed the bracelet on my wrist and asked him to help me fasten the clasp. There were a few oohs and aahs as I dabbed the cologne behind my ears. I continued to open gifts until I reached the bottom of the pile. We drank our refreshments and played games until the bell rang signaling the end of school for the holidays. Everyone gathered their belongings and filed out of the room with shouts of Merry Christmas. Everyone except **Juan**. He stayed behind.

With just us in the room, **Juan** walked toward my desk clutching his books. "You smell just like my mom," he said softly. "Her bracelet looks real pretty on you too. I'm glad you like it." Then he quickly left the room.

I locked the door to my classroom, sat down at my desk and wept quietly. When the tears stopped I resolved to make up for the way in which I had been treating **Juan**. For months I had deliberately deprived him of a teacher who truly cared.

Beginning in January, I stayed after school every afternoon with **Juan**. We did extra problems in math. We did extra work in reading and spelling. Slowly but surely, he started to improve. By April, he was really moving along. Even the other students noticed that something was very different about **Juan**. Only once did I panic when

What a surprise. I sent him a card of congratulations and a small pen and pencil gift. **Juan Garza**, I wondered what he would do after graduation?

Four years later, **Juan's** second letter came. It had a postmark from **Ann Arbor, Michigan**:



he missed several days of school. It turned out that had to go work in the fields.

When the school year ended Juan had one of the highest averages in the class.

When the school year ended **Juan** had one of the highest averages in the class. And even though I knew he would be leaving for **California** to work in the strawberry fields, I believed that he had found a new confidence and outlook on who and what he could be.

I continued to teach and never again heard from **Juan** . . . until seven years later. He wrote me a letter from **Watsonville, California** that started out:

Dear Miss Johnson,

I wanted you to be the first to know, I will be graduating from high school next month, second in my class.

Very truly yours,

Juan Garza.

Dear Miss Johnson,

I wanted you to be the first to know that I was informed I'll be graduating first in my class. The University has not been easy. Although I received a small scholarship from the farmworkers union, I had to work part-time all four years to help cover the costs. But I loved every minute of it.

Very truly yours,

Juan P. Garza

Juan is graduating from college? I thought back for a moment at how quickly the years had passed and the fact that he still remembered me. I also recalled that Christmas party. I decided to send him a nice pair of sterling silver monogram cuff links and a card. I was so very proud of him. The **University of Michigan at Ann Arbor** is one of the best schools in the world. He was doing good, very good!

Today, I received **Juan's** third letter with a postmark from the **Boston** area. Like his other letters he started it with:

Dear Miss Johnson,

I wanted you to be the first to know, that as of this writing I am now Juan P. Garza, M.D.. How about that! Harvard was hard but I have no regrets. I will be returning to California to do a residency at UCLA and work on pesticide issues as they effect farmworkers.

And I am going to be married in July . . . the 27th, to be exact. I wanted to ask you if you could come and sit where Mom would sit if she were here. I'll have no family present as Dad died last year. It would mean a lot to me. I can send you the plane tickets.

Very truly yours,

Juan

I'm not sure what kind of gift one sends to a doctor upon completion of medical school. I'll have to think about it for a moment. But my note cannot wait.

Dear Juan,

Congratulations. You did it by yourself in spite of those like me, and not because of me. This day has come for you. God Bless you.

I'll be at that wedding with great joy.

Very truly yours,

Miss Johnson

We know there is a **Juan Garza** in every school in America. We know there are students who cry out for teachers who truly care. Look carefully and you might be able to find a **Juan Garza** in your school. But an equally important question is whether or not there is a **Miss Johnson** in every school. Where are the **Miss Johnson's**? Just a little time, a little more caring, that's all some children need.

This story was adapted from an anonymous letter that passed out many years ago at a teacher conference. The original author is to be commended for an excellent story structure.

Diversity in the City of Austin

What Does it Look Like?

Over the last couple of weeks there has been a growing concern about a "rift" between African Americans and Latinos in Austin, Texas. This "rift" began when a group of 10 Latinos wanted to meet with **Marc Ott**, the new city manager of Austin. **Mr. Ott** informed the group that he would not have an opening in his schedule until November.

The group feeling the need to meet sooner, approached several city council members to express the same concerns they had wanted to share with **Mr. Ott**. The group of 10 then got their meeting with the city manager but things did not go well. According to the *Austin Chronicle*, the group, **Sam Guzman, Gus Garcia, Paul Saladaña, Eliza May, Carmelo Macias, Andy Ramirez, Andy Martinez, and Gonzalo Barrientos**, among others wanted to discuss the recent firings of two Hispanics, issues related to diversity in city government and the state of minority contacts.

The *Austin Chronicle* stated that the group also wanted to submit a list of Hispanic Quality of Life priorities for the 2008-2009 budget and wanted **Mr. Ott** to commit to quarterly meetings with them. **Ott** resisted what has been widely characterized as political strong arm tactics by the various newspapers in Austin and it is here that the "rift" began to take on a life of its own.

After the *Austin American Statesman* published a front page story on the meeting on August 23rd. (See image to the right.) the letters to the editor and the blog world began to light up. When another publication, *NOKA, the Observer* came out on August 28 with a headline, *Hispanics Hammer City Manager*, it only added fuel to the perception of a "rift."

Austin City Councilmember Mike Martinez, together with **Mayor, Will Wynn** and other city council members called a press conference to try and quell the "rift." **Martinez** stated at this press conference, "An issue has arisen where it appears some folks would like to see our community divided." **Mike Martinez** is correct, there are those who would like to see African Americans and Latinos fighting in public and making fools out of themselves. There are those who believe that by showing African Americans and Latinos engaged in "rift" it will further demonstrate that these two groups are just not ready to participate fully in the civic affairs of the city. As this "rift" continues to play out, *La Voz de Austin* believes that what is said and done should be based on facts and not inuendo. In order to have a good discussion about diversity and related issues we thought it would be wise to examine the numbers with respect to diversity in the City of Austin. On this page and the two that follow, are some of the numbers with respect to diversity in the **City of Austin** workforce. In subsequent issues of *La Voz de Austin*, we will examine other data sets.



Table # 1

Number of City of Austin Employess by Race/Ethnicity

| GROUP | NUMBER |
|-----------------------|--------|
| White | 7,336 |
| Black | 2,262 |
| Hispanic | 4,134 |
| American Indian | 57 |
| Asian American | 320 |
| Other | 36 |
| TOTAL | 14,145 |

Source: City of Austin, Department of Human Resources

Table # 2

Percentage of City of Austin Employess by Race/Ethnicity

| GROUP | NUM | PERCENT |
|-----------------------|--------|---------|
| White | 7,336 | .518% |
| Black | 2,262 | .159% |
| Hispanic | 4,134 | .292% |
| American Indian | 57 | .004% |
| Asian American | 320 | .022% |
| Other | 36 | .002% |
| TOTAL | 14,145 | 100% |

Source: City of Austin, Department of Human Resources

Table # 3

City of Austin Employees by Race/Ethnicity and Gender

| GROUP | GENDER | |
|-----------------------|--------|--------|
| | Male | Female |
| White | 4,973 | 2,363 |
| Black | 1,381 | 881 |
| Hispanic | 2,457 | 1,677 |
| American Indian | 38 | 19 |
| Asian American | 168 | 152 |
| Other | 15 | 21 |
| TOTAL | 9,032 | 5,113 |

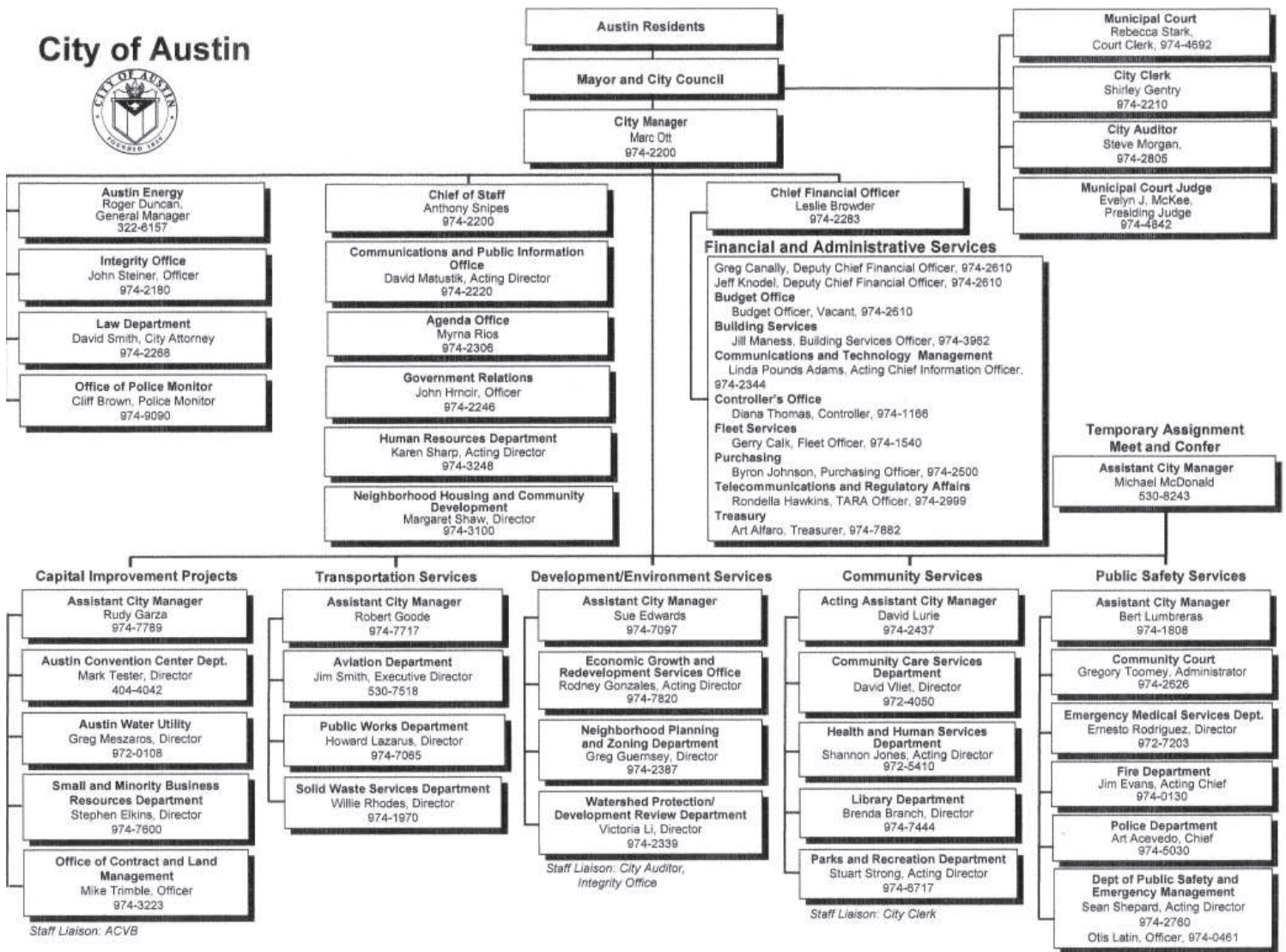
Source: City of Austin, Department of Human Resources

City of Austin Employees

by Department, Title, Length of Service, Annual Salary, Ethnicity and Gender

| Department Name | Last | First | Title | Length of Service | Annual Salary | Ethnicity | Gender | |
|-----------------|--------------------------------|----------------|----------|--------------------------------|---------------|--------------|------------------------|---|
| 1 | Management Services | Ott | Marc | City Manager | 0 | \$242,008.00 | Black | M |
| 2 | Emergency Medical Services | Racht | Edward | EMS System Medical Director | 12 | \$216,424.00 | White | M |
| 3 | Austin Energy | Duncan | Roger | General Mgr Electric Utility | 18 | \$211,473.60 | White | M |
| 4 | Austin Energy | Mccluskey | Michael | AE Chief Operating Officer | 22 | \$188,094.40 | White | M |
| 5 | Austin Energy | Overton | Kerry | Dep GM, Shared Services | 8 | \$188,094.40 | Black | M |
| 6 | Management Services | Edwards | Sue | Assistant City Manager | 14 | \$181,313.60 | White | F |
| 7 | Management Services | Garza | Rudy | Assistant City Manager | 8 | \$181,313.60 | Hispanic | M |
| 8 | Austin Energy | Goode | Robert | Assistant City Manager | 0 | \$181,313.60 | White | M |
| 9 | Management Services | Lumbreras | Humberto | Assistant City Manager | 2 | \$181,313.60 | Hispanic | M |
| 10 | Management Services | McDonald | Michael | Assistant City Manager | 1 | \$181,313.60 | Black | M |
| 11 | Police | Acevedo | Art | Chief Police | 1 | \$177,049.60 | Hispanic | M |
| 12 | Financial Services | Browder | Leslie | Chief Financial Officer | 3 | \$173,264.00 | White | F |
| 13 | Fire | Parrish | Paul | Physician | 2 | \$172,224.00 | White | M |
| 14 | Austin Energy | Mele | Cheryl | Sr VP, Electric Svc Delivery | 16 | \$170,996.80 | White | F |
| 15 | Community Care Services | Glenn | Lisa | Dir, Senior Medical | 13 | \$169,665.60 | White | F |
| 16 | Austin Energy | Hart | Claire | Sr VP, Finance&Corporate Svcs | 10 | \$168,542.40 | White | F |
| 17 | Austin Energy | Kirksey | Matthew | Sr VP, Power Production | 22 | \$168,542.40 | White | M |
| 18 | Law | Smith | David | City Attorney | 11 | \$167,835.20 | White | M |
| 19 | Watershed Protection | Hsu | Victoria | Dir, Wtrshd Prot & Dev Rev | 2 | \$162,052.80 | Asian/Pacific Islander | F |
| 20 | Office of Director/Public Wrks | Lazarus | Howard | Dir, Public Works | 0 | \$162,011.20 | White | M |
| 21 | Community Care Services | Ramos | Alina | Physician | 18 | \$161,075.20 | Hispanic | F |
| 22 | Management Services | Snipes | Anthony | Chief of Staff | 0 | \$160,014.40 | Black | M |
| 23 | Aviation | Smith | James | Exec Dir, Aviation | 23 | \$159,910.40 | White | M |
| 24 | Convention Center | Tester | Mark | Dir, Convention Center | 0 | \$159,910.40 | White | M |
| 25 | Health & Human Services | Lurie | David | Dir, Public Health | 11 | \$159,411.20 | White | M |
| 26 | Community Care Services | Vander Straten | David | Medical Director | 3 | \$158,986.88 | White | M |
| 27 | Austin Water Utility | Meszáros | Gregory | Dir, Austin Water Utility | 0 | \$158,017.60 | White | M |
| 28 | Health & Human Services | Huang | Philip | HHSD Medical Director | 0 | \$157,996.80 | Asian/Pacific Islander | M |
| 29 | Police | Carter | David | Assistant Police Chief | 22 | \$156,686.40 | White | M |
| 30 | Community Care Services | Vliet | David | Ofcr, Medical Chief Executive | 6 | \$156,353.60 | Black | M |
| 31 | Community Care Services | Kenneally | Gaila | MuniProg, Professional | 2 | \$156,000.00 | White | F |
| 32 | Community Care Services | McCreight | William | MuniProg, Professional | 8 | \$156,000.00 | White | M |
| 33 | Community Care Services | Prescott | Alice | MuniProg, Professional | 0 | \$156,000.00 | White | F |
| 34 | Health & Human Services | Dooley | Linda | Physician | 25 | \$153,400.00 | White | F |
| 35 | Financial Services | Canally | Gregory | Dep, Chief Financial Officer | 7 | \$152,505.60 | White | M |
| 36 | Financial Services | Knodel | Jeffrey | Dep, Chief Financial Officer | 21 | \$152,505.60 | White | M |
| 37 | Community Care Services | Zachary | James | Physician | 1 | \$152,110.40 | White | M |
| 38 | Community Care Services | Escamilla | David | Physician | 9 | \$151,049.60 | Hispanic | M |
| 39 | Emergency Medical Services | Rodriguez | Ernesto | Dir, Emergency Medical Svcs | 2 | \$151,008.00 | Hispanic | M |
| 40 | Human Resources | Rodgers | Cathy | Dir, Human Resources | 28 | \$149,136.00 | White | F |
| 41 | Austin Energy | Wood | David | Dir, Trans&Distrib Engr Constr | 16 | \$147,617.60 | White | M |
| 42 | Community Care Services | Thant | Le | Physician | 11 | \$147,513.60 | Asian/Pacific Islander | F |
| 43 | Austin Water Utility | Moheet | Perwez | Dep Dir, Austin Water Utility | 29 | \$145,953.60 | Asian/Pacific Islander | M |
| 44 | Community Care Services | Bezerra | Herminio | Physician | 4 | \$145,288.00 | Hispanic | M |
| 45 | Watershed Protection | Pantalion | Joseph | Assistant Director | 10 | \$144,622.40 | Hispanic | M |
| 46 | Community Care Services | Nepustil | Ivan | Physician | 1 | \$144,601.60 | White | M |
| 47 | Community Care Services | Birdwell | Larry | Physician | 9 | \$143,873.60 | White | M |
| 48 | Neighb Housing & Community Dev | Shaw | Margaret | Dir, Community Development | 2 | \$143,000.00 | White | F |
| 49 | Austin Energy | Oskoui | Arastou | Dir, AE Engineering&Tech Svcs | 14 | \$142,708.80 | Asian/Pacific Islander | M |
| 50 | Police | Adickes | Jeffry | Assistant Police Chief | 21 | \$142,438.40 | White | M |
| 51 | Police | Eells | Albert | Assistant Police Chief | 24 | \$142,438.40 | White | M |
| 52 | Police | Holt | Samuel | Assistant Police Chief | 28 | \$142,438.40 | Black | M |
| 53 | Police | Robinson | Patti | Assistant Police Chief | 21 | \$142,438.40 | White | F |
| 54 | Solid Waste Services | Rhodes | William | Dir, Solid Waste Services | 18 | \$140,587.20 | Black | M |
| 55 | Community Care Services | Haslund | Karen | Physician | 0 | \$138,299.20 | White | F |
| 56 | Community Care Services | Stenzel | Loretta | Physician | 0 | \$138,299.20 | White | F |
| 57 | Community Care Services | Wohl | Eric | Physician | 0 | \$138,299.20 | White | M |
| 58 | Austin Energy | Baker | John | Ofcr, Chief Strategy | 14 | \$138,008.00 | White | M |
| 59 | Library | Branch | Brenda | Dir, Libraries | 31 | \$137,342.40 | White | F |
| 60 | Law | Kennard | Karen | First Assistant City Attorney | 3 | \$136,968.00 | Black | F |

Source: City of Austin, Department of Human Resources



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City of Austin Employment Overview

by Department/Office, Race/Ethnicity and Gender

| Department | Number of Employees | White | | Black | | Hispanic | | American Indian | | Asian Pacific Islander | | Other | |
|-----------------------------------------------------|---------------------|-------|-----|-------|-----|----------|-----|-----------------|----|------------------------|----|-------|---|
| | | M | F | M | F | M | F | M | F | M | F | M | F |
| 1. Austin Energy | 1,586 | 685 | 218 | 122 | 97 | 240 | 156 | 3 | 2 | 37 | 22 | 3 | 1 |
| 2. Austin Water Utility | 998 | 383 | 106 | 146 | 25 | 241 | 62 | 4 | 3 | 17 | 9 | 1 | 1 |
| 3. Aviation | 341 | 78 | 46 | 51 | 37 | 73 | 36 | 1 | 1 | 9 | 9 | 0 | 0 |
| 4. Community Care Services | 433 | 37 | 115 | 8 | 44 | 26 | 183 | 0 | 0 | 5 | 14 | 0 | 0 |
| 5. Convention Center | 370 | 96 | 41 | 53 | 21 | 105 | 45 | 0 | 0 | 4 | 3 | 0 | 0 |
| 6. Small and Minority Business | 28 | 1 | 0 | 5 | 7 | 4 | 9 | 0 | 0 | 2 | 0 | 0 | 0 |
| 7. Economic Development | 45 | 10 | 19 | 2 | 1 | 5 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| 8. Emergency Medical Services | 449 | 259 | 110 | 6 | 10 | 35 | 22 | 3 | 0 | 0 | 2 | 0 | 0 |
| 9. Financial Services | 350 | 70 | 73 | 35 | 39 | 53 | 74 | 0 | 0 | 2 | 3 | 0 | 1 |
| 10. Fire | 1,130 | 797 | 68 | 58 | 4 | 167 | 16 | 7 | 1 | 8 | 2 | 2 | 0 |
| 11. Fleet Services | 183 | 92 | 7 | 22 | 7 | 42 | 9 | 2 | 0 | 1 | 1 | 0 | 0 |
| 12. Health and Human Services | 877 | 66 | 178 | 145 | 164 | 106 | 200 | 1 | 0 | 4 | 9 | 2 | 2 |
| 13. Human Resources | 103 | 15 | 33 | 1 | 16 | 7 | 27 | 0 | 0 | 2 | 2 | 0 | 0 |
| 14. Law | 82 | 25 | 37 | 3 | 5 | 1 | 7 | 2 | 0 | 0 | 0 | 0 | 1 |
| 15. Library | 374 | 80 | 141 | 15 | 16 | 33 | 69 | 2 | 2 | 4 | 12 | 0 | 0 |
| 16. Management Services | 30 | 2 | 7 | 4 | 2 | 8 | 6 | 0 | 0 | 0 | 1 | 0 | 0 |
| 17. Mayor and Council | 36 | 9 | 11 | 0 | 4 | 3 | 8 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18. Municipal Court | 84 | 36 | 27 | 5 | 19 | 14 | 70 | 0 | 0 | 1 | 3 | 0 | 0 |
| 19. Neighborhood Housing & Com. Development | 70 | 12 | 22 | 2 | 12 | 8 | 11 | 1 | 1 | 0 | 0 | 0 | 0 |
| 20. Neighborhood Planning and Zoning | 72 | 27 | 26 | 2 | 4 | 5 | 4 | 0 | 1 | 2 | 1 | 0 | 0 |
| 21. Office of the City Auditor | 29 | 8 | 10 | 1 | 3 | 3 | 2 | 0 | 0 | 1 | 1 | 0 | 0 |
| 22. Parks and Recreation | 2,019 | 513 | 470 | 168 | 131 | 437 | 252 | 11 | 16 | 2 | 5 | 5 | 9 |
| 23. Police | 2,176 | 1,054 | 278 | 161 | 117 | 334 | 197 | 2 | 1 | 20 | 8 | 0 | 0 |
| 24. Public Information | 16 | 5 | 4 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25. Public Safety & Emergency Mgmt | 112 | 48 | 15 | 12 | 3 | 31 | 1 | 1 | 0 | 0 | 1 | 0 | 0 |
| 26. Public Works | 717 | 171 | 91 | 105 | 29 | 206 | 87 | 2 | 3 | 13 | 10 | 0 | 0 |
| 27. Solid Waste Services | 474 | 54 | 29 | 196 | 26 | 132 | 31 | 2 | 0 | 1 | 3 | 0 | 0 |
| 28. Watershed Protection and Development Review 352 | 122 | 84 | | 23 | 13 | 74 | 22 | 1 | 0 | 9 | 4 | 0 | 0 |

SOURCE: City of Austin, Department of Human Resources

NOTE: Some departments/offices were omitted because they were very small and there were space considerations related to constructing this page.

Linda's Monthly Column



Linda Medina, M.Ed

This monthly was sponsored by the Greater Austin Hispanic Chamber of Commerce Education Foundation.



Surviving High School 101

High School can be one of your most exciting times you experience. Make it right! Make it positive! You will encounter new situations such as driving, graduating, making career choices, and many more things that will affect you for the rest of your life!

Here are some reminders as you go through your 1st month of school:

1. **Eat Healthy:** Start your day off right by eating a nutritious breakfast and not only will you be less likely to crave fattening snacks during the day, you will also have the energy to accomplish mental and physical tasks. Your body and grades will reflect the change!
2. **Sleep well:** Get 8 hours of sleep. As a teen you need more sleep than children or adults. Sleep, like diet and exercise, is important for our minds and bodies to function normally.
3. **Stay Active:** Join clubs and organizations to help you develop new skills, make friends, and get experience that looks good on resumes and college applications.
4. **Home Study Area:** Set-up a place in your home where you can have your "own" time. Make sure that nothing distracts you. Stay away from a television or kindly ask your family members to lower the volume. Get into a study mode and you will achieve more!
5. **Keep Things in Perspective:** Setting goals that are unrealistic sets you up for failure. While it's good to set high goals for yourself, be sure not to overdo it. Set priorities that fit your lifestyle, you'll have a better chance of achieving your goals.

Remember, school is a time to make friends and try new things, but it's also a place to learn skills like organization and decision making that will come in handy for the rest of your life! Best of luck from me to you!

Have questions? Contact me: queridalinda512@yahoo.com

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Continued

An Interview with Dr. Victor Saenz

to pursue a PhD. My siblings and I were fortunate to grow up in a home environment that was nurturing of our goals and dreams. Indeed, my parents are the epitome of what supportive and engaged parents should be for all children.

La Voz: How have your brothers and sisters done in college?

Dr. Saenz: My little brother is also at UT graduate and he has a masters degree kinesiology, my sister is working on her masters in education, and my other brother is about to finish his first degree. My wife's family is even more accomplished academically, which is all the more impressive given that her parents immigrated to the US from Mexico just before she was born. She recently earned her masters degree in playwriting from UCLA (and a BA in theatre from UT), and all three of her sisters are college graduates. Needless to say, higher education is a big deal in both of our families, and we continue to pass on these values to the current generation of nieces and nephews in our respective families.

La Voz: Tell us something about where you grew up.

Dr. Saenz: I grew up in a small ranching community just outside of Rio Grande City, TX, a historic town along the South Texas border. This area is one of the poorest regions of the state, and I am truly proud to have grown up in this community full of humble and hard-working folks. I was baptized there, I played Little League baseball there, I have tons of family/friends there, and this community will always be my "home". Austin, however, is my adopted home town. I've lived here for over 11 years of my adult life, and I am especially proud to be a South Austinite.

La Voz: Was there a professor or adult who provided you with guidance or advice over the years?

Dr. Saenz: Several folks had a strong positive influence in guiding me through my



pursuit of an academic career. As an undergraduate student at UT-Austin in the early 1990s, I had the good fortune to interact with such professors as David Montejano, Ricardo Romo, Gilberto Cardenas, Neil Foley, Martha Menchaca, and many graduate students as well, all of whom played critical roles in socializing and preparing me for a possible academic career.

I remember very distinctly being singled out by David Montejano once in his Texas History course.

I remember very distinctly being singled out by David Montejano once in his Texas History course...he asked me to share my paper with the class on South Texas boss politics. It was such a simple gesture on his part to highlight my work in front of my peers, but it reaffirmed my confidence in my academic abilities and proved to be a key turning point in motivating me to pursue graduate studies. In graduate school, I was fortunate to have come across some great mentors as well, including my co-chairs Sylvia Hurtado and Mitch Chang at UCLA. I am truly blessed to have crossed paths with so scholars.

many great mentors, and I feel it is my duty to pass on as much of this good will as I can to then next generation of **La Voz:** What are some of your current research interests here at UT Austin?

Dr. Saenz: My research focuses on issues of access to higher education, especially for under-served or under-represented student populations, and coming back to Texas has reaffirmed my commitment to study these issues.

This summer, I've been working on a research project in the Rio Grande Valley focused on the topic of college readiness.

This summer, I've been working on a research project in the Rio Grande Valley focused on the topic of college readiness. My research team and I conducted 23 focus groups with over 120 community members including parents, students, educators, and business leaders, and our interviews focused on how engaged the community is around the issue of college readiness.

One of our key preliminary findings is that all parents and students uniformly expressed a strong expectation to go to college, however many parents conceded that they do not get enough actionable information about how to prepare their children to be college ready.

Another research area I've been focused on is the "vanishing" Latino male in higher education. Relative to their female peers, Latino male students are vanishing from throughout the American education pipeline, a trend this is especially evident at the secondary and post-secondary levels. But the question of why Latino males are "vanishing" from the higher

education pipeline is complex, and I've been exploring some of the social-cultural factors, peer dynamics, and labor force demands that are conspiring to affect this trend.

La Voz: Tell us what "Boy Code" is all about.

Dr. Saenz: The "boy code" is a set of behaviors and rules of conduct that are inculcated into boys by our society, behaviors such as being strong, tough, and independent. For Latino males, the "machismo" archetype only serves to reinforce these codes through a culturally-infused set of norms. In my research on Latino males, I begin to explore whether the "boy code" helps to explain why Latino males are struggling to keep up with their Latina female counterparts, in terms of high school graduation, college enrollment, and degree attainment.

La Voz: When you look back to your time as an undergraduate student, does it seem that time has gone by quickly?

Dr. Saenz: Yes, and no. Being back at UT-Austin has certainly made me nostalgic for my days as an undergraduate. In some ways, it feels like the UT campus has come a long way in terms of embracing the goal of diversity as an institutional missions, yet we still have a long way to go before our state flagship universities will mirror the demographics of the state population.

La Voz: Let us ask you some light questions.

- Favorite Food:** Fajita combo plate at Taqueria Arandas.
- Sport:** I am a golfer, and I like to go fishing on the Laguna Madre
- Favorite color:** Brunt Orange
- Most recent accomplishment:** Completing my first year as a faculty member at UT-Austin

Calendar of Events

- September 9, 2008** Professor Angela Valenzuela will deliver her first public presentation since her return from Mexico where she was studying on a Fulbright Fellowship. The title of the talk is: "The Coyolxauhqui Journey: Immigration, Generational Detachment and Getting (Re)membered in Mexico" It will be held in the Texas Union in the Santa Rita Room (3.502) from 12:00m to 1:30PM. For more information please call: (512) 471-4557
- September 9, 2008** UT Austin Community Awards Ceremony at the Mexican American Cultural Center, 600 River Street in Austin, Texas. 6:00pm-8:00pm Guest Speaker will be William Powers, President of The University of Texas at Austin.
- September 9, 2008** Cesar Chavez and the Common Sense of Nonviolence, a presentation by Dr. Jose Antonio Orosco who is an Associate Professor at Oregon State University. The presentation begins at 7:00pm at Resistencia Book Store in Austin, Texas (1801-A South First Street. For more information please call: (512) 416-8885
- September 10, 2008** The City of Austin's Small and Minority Business Resource Department will host a workshop titled: "I'm certified . . . so what's next?" at 5:30pm at the Waller Creek Building 625 East 10th Street in Austin, Texas. For more information please contact Blender Hill at (512) 974-7677
- September 10, 2008** Risas y Sonrisas - Fall Scholarship Fundraiser with a performance by the Latino Comedy Project. Event will be held at Boyd Vance Theatre George Washington Carver Museum & Cultural Center 1165 Angelina Street in Austin, Texas from 6:30pm to 9:30pm. Hosted by the Young Hispanic Professional Austin Association. For more information please call: (512) 916-3916
- September 12, 2008** Red Salmon Arts & the Indigenous Cultures Institute present a reading & book signing of *Diadema* (Florincanto Press), a novel by Xicanindio author Carlos Aceves (El Paso, Tejas). **7pm** he presentation begins at 7:00pm at Resistencia Book Store in Austin, Texas (1801-A South First Street. For more information please call: (512) 416-8885 Visit www.carlosaceves.com for information on Carlos Aceves.
- September 12-13, 2008** Fiestas Patrias en Austin. 30th Annual Diez y Seis de Septiembre Celebration at Fiesta Gardens in Austin, Texas
- September 13, 2008** Michael Salgado will be playing at the Cotton Gin Club in Maxwell, Texas
- September 14, 2008** Puerto Rican Folkloric Dance extends an invitation to the public to join in a celebration of its 11th birthday as a company. There will be a free performance. Event time: 2:00 to 5pm at 701 Tillery Street in Austin, Texas.
- September 14, 2008** Fiesta Patrias Celebration at the Travis County Expo Center. Sponsored in part by Univisión and the American Heart Association, this year's event is expected to draw over 45,000 people. Doors open at 12:00 noon.
- September 14, 2008** Benefit performance for Latinitas Magazine at the Mexican American Cultural Center by former Kumbia Kings front man Nando and Solja Kingz. The public is invited. 6:00pm.
- September 15, 2008** Fiesta de Independencia Celebration with the Consul General de Mexico will be held at the Mexican American Cultural Center from 7:00pm to 10pm. The public is invited.
- September 15-12, 2008** The Back & Latino Playwrights Conference. A workshop and showcase of the work of student and professional Black & Latino guest directors/artists. Texas State University in San Marcos, Texas. For more information please call: (512) 245-2147
- September 25, 2008** 10th Annual Community Service Awards sponsored by the Greater Austin Hispanic Chamber of Commerce. 701 East 11th at the Sheraton Austin Hotel beginning at 11:00am. This year's guest speaker will be Eduardo J. Sanchez, M.D., M.P.H. Vice President and Chief Medical Officers for Blue Cross/Blue Shield of Texas. For more information please call: (512) 462-4305

To get your events listed in *La Voz de Austin* please call: (512) 944-4123

Word Power

En Palabras Hay Poder

No one can ever argue in the name of education that it is better to know less than it is to know more. Being bilingual, trilingual or multilingual is about being educated in the 21st century. We look forward to bringing our readers various word lists in each issue of *La Voz de Austin*.

Nadie puede averiguar en el nombre de la educación que es mejor saber menos que saber más. Siendo bilingüe o trilingüe es parte de ser educado en el siglo 21. Esperamos traer a nuestros lectores de *La Voz de Austin* una lista de palabras en español con sus equivalentes en inglés.

¿Oyes, ya votaste?

Hey, did you vote?

¿Como que no vas a votar?

What do you mean you are not going to vote?

¿Por que no vas a votar?

Why aren't you going to vote?

¿No estas registrado?

You are not registered?

Pues, registrase!

Well, register!

¿No sabes como?

You don't know how?

¿Pues, cuantos años tienes viviendo aquí en Austin?

Well how long have you been living in Austin?

¿Donde naciste?

Where were you born?

Pues to eras ciudadano!

Well you are a citizen!

¿Entonces que vas hacer?

So what are you going to do?

Como que no sabes?

What do you mean you don't know?

¡Pues hay que votar!

Well you need to vote!

¿Ya tenemos que dejar de andar con que no se?

We need to get over that thing that we don't know.

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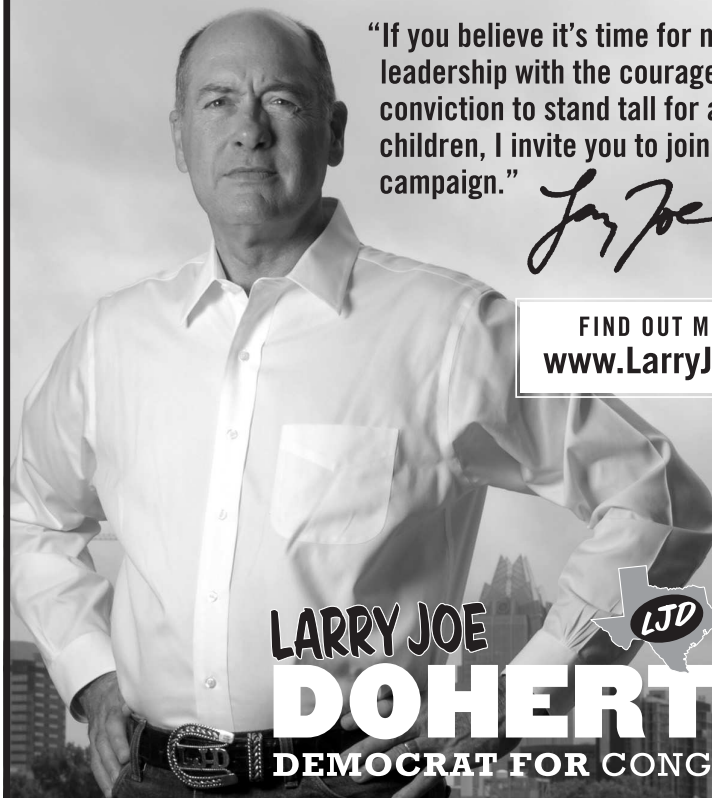
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