

Nov/Dec 1999

Volume I, Issue 8

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So live your life that the fear of death can never enter your heart.

Trouble no one about their religion; respect others in their view, and demand that they respect yours.

Love your life, perfect your life, beautify all things in your life.

Seek to make your life long and its purpose in the service of your people.

– *Tecumseh, Shawnee Chief, 1768-1813*

Celebrating Diversity

– Deborah Jean Nells

As a Native American who has lived on and off the Navajo reservation, I have a rich awareness of cultural diversity. Within the Four Corners area, we are surrounded by a vast mixture of culture, traditions and languages, which makes this area unique. The different tribes that inhabit this area include the Navajos, Utes, Hispanics, and Anglos.

As a research coordinator for the DARE to be You program, I am in constant contact with the different tribes and have learned that each tribe may have different cultures, traditions and languages. However, we are all in agreement when it comes to living a harmonious, peaceful, successful and fulfilling lifestyle. In doing so, each tribe recognizes its own positive attributes, as well as others.

Living among different cultures has challenges, but as a person of good will, understanding and tolerance, it is possible to overcome

the obstacles of everyday life, as well as racial and cultural issues. Some think that racism is the biggest obstacle when living among so many different cultures, but at times I believe it is used as an excuse and can be blown out of proportion.

One way to overcome racism is to have children recognize their own positive attributes and the positive attributes of others through positive parenting. Recognize their beautiful faces, hands, minds and abilities, whether it be through sports, music, writing, or household skills.

Strengthening family systems is important whether it starts at a young age or later. Either way my message to you is “you and your children deserve the very best.” It is never too late to take the responsibility to make that happen. Taking that step may be hard but it is worth the effort.

On or off the Navajo reservation, I find no difference when it comes to the importance of strong family values. Family values begin at home. Whether a person lives in an area with a high crime rate or in an area filled with flowers and white picket fences, it is the responsibility of all of us to celebrate diversity and strengthen our family systems.

– *Deborah Jean Nells, of the Kiyaa’aanii/Hashlishnii clans, is a research coordinator with the Colorado State University Cooperative Extension DARE to be You program.*

Hispanics in Colorado

—Cathy Martinez

Since the Hispanic population is the largest minority population in the state of Colorado, it is imperative to include Hispanics in community programming. Cooperative Extension targets projects to the Hispanic community and has found these effective nontraditional outreach ideas.

Pre-planning

- Gain buy-in from the community before planning a program.
- Collaborate with community leaders, residents and other agencies in the planning.
- Involve Hispanic staff or volunteers in this planning process.

Initial Meeting

- Come to the meeting ready to hear the community needs. This meeting is the community's time to tell you what they would like.
- Gaining trust takes time. Because of a long history of exclusion of this community, it will take time for the community to give trust and become familiar with services.
- Get a core group of people from this meeting to work with you.

Programming

Make the group's suggestions and needs priorities. Building trust involves mutual respect.

—Cathy Martinez is the diversity resource leader for Colorado State University Cooperative Extension.

Diversity in Colorado

—Elizabeth Garner

Ethnic Diversity in Colorado

In 1990 the U.S. Census Bureau estimated Colorado's population at a little over 3.3 million. The demography section of the state's Division of Local Government forecasts that the population will increase to about 5.55 million by 2020. It projects that the White Non-Hispanic population will decrease from 81 percent to 75 percent of the total, while ethnic minority populations will show a steady to

increasing growth rate.

White Hispanic populations have grown at an increasing rate over the last 20 years and are forecast to increase from 12 percent to over 16 percent by 2020. Black and Asian/Pacific Islander populations are projected to increase from 4.3 percent and 2.4 percent to over 5 percent and 3 percent respectively by 2020. The American Indian population is projected to grow slightly and remain about 1 percent.

Household Characteristics

According to a Census Bureau report in *The Current Population Survey*, March 1998, the number of single mothers has remained constant over the last three years, while the number of single fathers has grown 25 percent. Men now comprise one-sixth of the nation's 11.9 million single parents.

Other survey highlights indicate that 69 percent of households are family households, which is down 2 percent since 1990. Fewer family households contain children under 18, and the growth of one-parent families is slowing. One-parent families comprise 27 percent of family households with children.

Grandparents and grandchildren co-residing are growing as a percent of all family households according to a Census Bureau report, *Co-resident Grandparents and Grandchildren*, May 1999. Almost 7.7 percent of all children in the United States lived in homes with a grandparent in 1997. Of these households, 75 percent of the grandchildren are living in homes maintained by the grandparent. The number of children under 18 living in a grandparent-maintained household increased from 3.2 percent in 1970 to 5.5 percent in 1997. Between 1992 and 1997 the greatest growth occurred among children living with grandparents with no parents present. The growing number of children being cared for by their grandparents has spurred policy debates on grandparents' rights and their access to assistance ranging

from health insurance to workplace policies affecting working grandparents who are caregivers. The issues are significant since children in grandparent-maintained families are more likely to be poor and without health insurance than other children.

Age

Colorado's population is aging and several of its counties are becoming retiree destinations. Colorado's Baby Boomers (born between 1946 and 1964) make up 31.4 percent of the population, above the national average of 28.5 percent. The median age in Colorado is 35.3, slightly above the nation's 34.9. One factor contributing to Colorado's aging population is the number of those 70 and older moving to the state. Between 1990 and 1997 the population age 70 to 74 grew by almost 20 percent. Changes in Colorado's age distribution suggests that state and local governments and other agencies will need to evaluate the availability of goods and services for this demographic group, as well as the resources they can provide.

Ethnic Distribution in Colorado

Ethnic distribution varies throughout Colorado. For example, the White Non-Hispanic percent of the population varies from as high as 98 percent of the population to as low as 18 percent of the population. White Hispanics are 13.63 percent of the state population but vary as a percent of total county population from over 75 percent to less than 1 percent throughout the 63 counties. Many of the high concentration White Hispanic counties are south of the Arkansas River, due in part that it belonged to Mexico prior to the Mexican American War in the mid 1800s. Additionally, government labor policies of the 1950s through 1970s brought many farm laborers from Mexico, who then settled in primarily agricultural communities.

The Black population is fairly concentrated in metropolitan counties with over 40 percent of the total Black population residing in Denver.

The Asian and Pacific Islander population is also concentrated in metropolitan counties. Most of the Native American population resides in the counties near three Native

American tribes or in the bordering counties. The ethnic composition of a county can be important to consider when designing programs and policies.

– Elizabeth Garner is the coordinator of the County Information Service for Colorado State University Cooperative Extension.

Percent of the Population in Colorado by Race in 1998 Source: U.S. Bureau of Census

County	White Non Hispanic	White Hispanic	Black	Asian/ Pacific Is.	American Indian	Total Pop.
Colorado	78.70%	13.63%	4.33%	2.41%	0.93%	3,970,971
Adams County	71.18%	20.76%	3.60%	3.47%	0.99%	323,853
Alamosa County	54.64%	42.34%	0.60%	1.32%	1.09%	14,448
Arapahoe County	83.33%	5.98%	6.34%	3.79%	0.56%	473,168
Archuleta County	70.66%	26.22%	0.35%	0.74%	2.04%	9,113
Baca County	92.03%	5.84%	0.02%	0.48%	1.63%	4,365
Bent County	65.13%	30.62%	2.31%	0.76%	1.18%	5,497
Boulder County	87.58%	7.61%	1.01%	3.17%	0.63%	267,274
Chaffee County	86.72%	10.48%	1.39%	0.42%	0.98%	15,075
Cheyenne County	95.78%	3.62%	0.00%	0.13%	0.47%	2,346
Clear Creek County	94.78%	3.78%	0.31%	0.66%	0.48%	9,001
Conejos County	34.45%	64.55%	0.19%	0.39%	0.43%	7,972
Costilla County	18.57%	78.85%	0.49%	1.35%	0.74%	3,641
Crowley County	64.90%	25.89%	6.13%	1.04%	2.04%	4,310
Custer County	94.87%	3.33%	0.00%	0.20%	1.59%	3,449
Delta County	87.75%	10.67%	0.44%	0.36%	0.78%	26,619
Denver County	56.13%	24.48%	14.76%	3.22%	1.40%	499,055
Dolores County	93.36%	3.68%	0.00%	0.05%	2.91%	1,822
Douglas County	93.95%	3.65%	0.79%	1.15%	0.45%	140,975
Eagle County	82.66%	15.87%	0.26%	0.62%	0.60%	33,538
Elbert County	95.52%	2.40%	0.64%	0.63%	0.81%	18,600
El Paso County	78.63%	9.28%	7.78%	3.41%	0.90%	490,378
Fremont County	83.19%	11.22%	3.94%	0.45%	1.21%	43,904
Garfield County	91.98%	6.46%	0.26%	0.57%	0.73%	39,301
Gilpin County	92.98%	4.66%	0.62%	0.57%	1.17%	4,188
Grand County	95.09%	3.64%	0.25%	0.60%	0.42%	10,050
Gunnison County	93.90%	4.13%	0.72%	0.60%	0.65%	12,456
Hinsdale County	98.10%	0.95%	0.27%	0.00%	0.68%	737
Huerfano County	53.65%	44.11%	0.70%	0.25%	1.29%	6,813
Jackson County	90.55%	7.49%	0.00%	0.07%	1.89%	1,535
Jefferson County	88.37%	7.85%	0.83%	2.35%	0.60%	501,591
Kiowa County	95.65%	3.61%	0.00%	0.00%	0.73%	1,633
Kit Carson County	91.62%	7.49%	0.18%	0.22%	0.49%	7,313
Lake County	71.37%	26.90%	0.27%	0.49%	0.99%	6,391
La Plata County	81.83%	12.02%	0.29%	0.70%	5.17%	40,413
Larimer County	89.22%	7.47%	0.69%	1.95%	0.67%	231,221
Las Animas County	49.56%	48.36%	0.24%	0.57%	1.28%	14,573
Lincoln County	87.33%	7.45%	3.68%	0.40%	1.13%	5,729
Logan County	89.81%	9.36%	0.18%	0.36%	0.29%	17,890
Mesa County	88.57%	9.22%	0.51%	0.94%	0.76%	112,891
Mineral County	94.24%	4.76%	0.00%	0.00%	1.01%	694
Moffat County	91.34%	7.27%	0.11%	0.47%	0.81%	12,535
Montezuma County	79.12%	9.72%	0.07%	0.36%	10.73%	22,465
Montrose County	85.71%	12.87%	0.36%	0.46%	0.59%	30,764
Morgan County	77.61%	20.51%	0.45%	0.53%	0.90%	25,087
Otero County	58.67%	38.41%	0.75%	0.89%	1.27%	20,671
Ouray County	94.54%	4.74%	0.00%	0.12%	0.60%	3,313
Park County	94.98%	3.25%	0.66%	0.31%	0.80%	13,399
Phillips County	94.84%	4.79%	0.00%	0.30%	0.07%	4,325
Pitkin County	93.59%	4.19%	0.36%	1.46%	0.40%	13,423
Prowers County	72.16%	26.36%	0.36%	0.32%	0.79%	13,729
Pueblo County	56.82%	39.22%	2.26%	0.81%	0.89%	134,867
Rio Blanco County	94.11%	4.53%	0.14%	0.43%	0.78%	6,265
Rio Grande County	54.55%	44.31%	0.12%	0.17%	0.85%	11,453
Routt County	95.99%	3.05%	0.07%	0.42%	0.46%	17,514
Saguache County	46.56%	49.95%	0.21%	0.35%	2.93%	6,076
San Juan County	79.25%	19.81%	0.19%	0.38%	0.38%	530
San Miguel County	95.68%	3.42%	0.15%	0.37%	0.39%	5,437
Sedgwick County	87.83%	9.74%	0.55%	1.26%	0.63%	2,547
Summit County	95.12%	2.92%	0.30%	1.03%	0.63%	18,749
Teller County	95.50%	2.81%	0.23%	0.56%	0.90%	20,606
Washington County	96.18%	3.28%	0.02%	0.20%	0.33%	4,576
Weld County	73.77%	23.80%	0.55%	1.16%	0.72%	159,429
Yuma County	95.71%	3.61%	0.02%	0.18%	0.48%	9,389

What Is Diversity?

– Pat Johnson and Chris Whaley

What is diversity? Diversity has been defined as valuing, celebrating and leveraging differences through actions, ideas, practices and policies.

Diversity has several dimensions. The human dimension is characterized by physical differences, personal preferences or life experiences. The cultural dimension is characterized by beliefs, values and personal characteristics. Systems diversity is characterized by organizational structure.

Most people relate to the human and cultural dimensions – race, sex, marital status, language, learning styles, religion and lifestyles. Less often, people think of systems diversity where teamwork, innovation, empowerment and positive leadership are framed.

Diversity weaves together two vital themes. The first is appreciating and valuing differences. Valuing differences calls us to be sensitive to unconscious behavioral patterns that may impede the inclusion and/or advancement of women and people who differ from us in ethnicity or culture.

Valuing differences also calls for celebration. Celebrating through appreciation, understanding and respect provides unique opportunities for learning. When we value differences, we devise new strategies to work more effectively with people who are different from us. Learning of others' strengths and interests will change behaviors that are counterproductive to embracing, valuing and creating true diversity.

The second vital theme of diversity is an understanding of the basic principles necessary to create an empowered person or institution. The essence of personal and organizational empowerment is the unlimited

potential of every individual to become more responsible and accountable. In your own work community:

- What are barriers to diversity?
- What strategies could be developed for their elimination?
- How can the quality of relationships be enhanced through valuing and respecting differences?

To achieve systems diversity, we must lay the foundation for the workplace of the 21st century where differences are recognized and valued.

– *Pat Johnson is a Cooperative Extension specialist in the Department of Human Development and Family Studies at Colorado State University. Chris Whaley is coordinator, Partners in Parenting.*

Building Community With Diversity

– Toni Zimmerman

We live in a society that seems to encourage diversity, multi-culturalism and acceptance. Yet, it inundates us with negative images of family-forms and individuals, stereotyped or marginalized. For example, a recent commercial negatively portrays dual

earner families by showing a woman with a cell phone, with her daughter asking to be her mother's client for the day so that she can have some attention. This is in contrast to much of the dual-earner research, which has found repeatedly that dual earners do not neglect their children or put work first. They put family first, they live balanced lives, and their children are healthy and strong.

Also, single mothers frequently report feelings of guilt and failure in home and work areas based on the negative images they receive.

In addition, we are rarely exposed to images of other marginalized groups or individuals, who remain invisible in our society. For example, gay and lesbian fami-

lies and couples are rarely portrayed as normal in written or visual media. Native American individuals and families are rarely seen in advertising or mainstream media. Consistently not seeing oneself, as an individual or as part of a family, may lead to feelings that one is not recognized or valued.

Because we are raised in a society that socializes us to forget about some people and see others in negative stereotypes, it is important to challenge our own thought-processes. If we want to build a community with diversity, we must begin by building acceptance of diverse forms of individuals, couples, families and children in our own minds. We can do this by reaching out in our own work to be inclusive, through examples given in class, policies affecting all people, or research that includes groups that are often ignored.

Let us challenge ourselves to take note of our own behaviors that are heavily influenced by society; to set goals in the new millennium for ourselves in our work, in our play, in our families – to be inclusive, to be considerate and thoughtful, and to think critically about changes we can make in our daily lives to impact the community in positive ways.

– *Toni Zimmerman is an associate professor in the Department of Human Development and Family Studies at Colorado State University.*

Single Parent Programs

– Cindy Ryk

A nontraditional-age student walked into my office recently and said, "My husband is leaving me and my two children and I don't know where to begin. I just know that now I will need to work." This is not an uncommon occurrence for me as the single-parent advisor for Front Range Community College. Our clientele, predominantly women, find themselves challenged to support themselves and their children after



being out of the workforce and/or school for quite some time. Former full-time parents, who must now support their families, need resources and support to succeed in the demanding work environment.

For over 20 years, Front Range Community College has responded to the need by offering single-parent programs through grant initiatives. We help students develop a clear education/career action plan while discussing solutions for potential barriers that may impede their success. Our job is to provide our students with the necessary information, resources and support so that they can attain their education and gain meaningful employment.

We refer students to several county programs aimed at assisting low-income families. Two programs that help single parents become economically self-sufficient are the local Project Self-Sufficiency and the federal Temporary Assistance for Needy Families (TANF).

While receiving financial assistance from TANF, single parents work with the county workforce center to develop a career action plan and the skills necessary to enter or reenter the workforce. Those who do not qualify for TANF may qualify to receive services from the Job Training Partnership Act program, which also provides services to update skills for employment.

Parents who suddenly find themselves single often have not needed such resources in the past and may not know where to begin. A centralized community resource center to identify the unique needs of single parents and refer them appropriately would enhance their chances for success as they strive to become contributing workforce citizens.

For information on single-parent programs throughout the state, call Caryll Cram, Colorado Community Colleges Occupational & Educational System, at 303-289-2243.

– *Cindy Ryk, M.Ed, is a senior counselor at Front Range Community College*

Diverse Seasonal Celebrations

– Patricia Santistevan

In early December, many people are preparing for holiday festivities and celebrations. In the spirit of the seasons, it is important to learn about, respect and appreciate diverse seasonal celebrations.

Hanukkah

December 3-11*



Around 165 B.C., Judah the Maccabee led his army to victory against the Hellenistic Syrians. It was a triumphant end to a period of oppression, violence and suffering. After the battle, the Jews made their way back to Jerusalem to rededicate the temple, but when the time came to light the Temple lamps, they found only enough oil to last a single day. Miraculously it lasted eight days. To commemorate this miracle, Jewish families light the candles of a menorah during Hanukkah.

Ramadan

December 9-January 9*



For Muslims, Ramadan is a time for inner reflection, devotion to God and self-control. During the daylight hours, Muslims totally abstain from food, drink, smoking and other pleasures. The celebration at the end of Ramadan is called “Eid-ul-Fitr” (the festival of fast breaking). It is a joyous occasion with strong religious significance. The giving of a special charity for this occasion is obligatory.

*Dates vary from year to year.

Las Posadas December 16-24

The Posadas, literally “inns”, is a Christmas tradition in Mexican and Mexican American communities. It is the reenactment of Joseph and Mary’s journey to Bethlehem in search of an inn. A procession of people, dressed as Mary and Joseph, journey from house to house singing litanies. They knock on door after door until finally one household welcomes them inside where a celebration usually takes place.

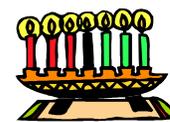
Christmas December 25



Most Christians hold this “festival of good cheer” to be the birthday of Jesus Christ. At first, Christ’s birthday was observed only in a religious way but gradually more activities came to be associated with the day. Christians around the world celebrate Christmas differently. In North America, customs include gift giving, lighting candles and decorating with evergreens. It is a family day in most communities.

Kwanzaa

December 26-January 1



Kwanzaa is an American holiday with its roots in African traditions. Everyone in the household participates in the Kwanzaa rituals. A candle in a seven-pronged candleholder is lit on each consecutive night symbolic of the seven principles: unity, self-determination, working together, sharing, purpose, creativity and faith.

– *Patricia Santistevan is multi-cultural education and training coordinator for the Human Rights Office, City of Fort Collins.*

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Sandy Tracy

*Special thanks to J.P. McNulty for his work with the
Family and Youth Institute. He now works for the Dean
of the College of Applied Human Sciences.*

Invitation to dialogue

What issues and concerns would you like to
see addressed?

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Mary Scott Lecture Series
Monday, February 21, 2000
Strengthening Family Systems Through
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Hosted by
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Next issue: Approaches to Parenting

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Celebrating Diversity