

Hispanic Workers

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"I want you to create a small place on your farms for us," Mino said. "If you are my friend, you are my family now."

Mino also pointed out that Hispanics usually feel strong ties to their home countries, and that managers should recognize and respect this by taking an interest in their food and culture and by helping them stay updated on what's happening at home.

"Don't take away the only things I bring with me — my traditions and my pride," Mino said.

The same principles apply to the religious beliefs which many Hispanics hold dear.

"Talk with (your employees.) Find out what things are important to them."

Managers who are sensitive to employees' beliefs will discover that one or two days in the year are considered too sacred for many Hispanics to be comfortable working. One of them is Good Friday.

Mino advised against giving or loaning money to workers.

"Give recognition without money," he said. Bosses can give better support by encouraging them set up bank accounts so they can wire money more inexpensively to family members, and by helping

them with the legalization process. By assisting in these ways, employers can help Hispanic workers save "thousands of dollars," Mino said.

The two-day conference also featured Jorge Estrada of Leadership Coaching International, Inc. speaking on developing supervisors from within; Tom Maloney of Cornell on cultural dimensions; Richard Stup, Penn State Dairy Alliance, on ex-

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Conference participants discuss Hispanic cultural issues.

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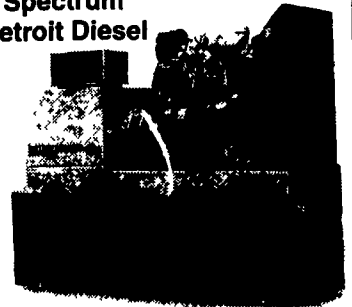


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