Diversity. Embraced by Oscar Mayer.

We have a long history of embracing diversity in all we do. We believe the success of our business is enhanced through a wide range of points of view, backgrounds, genders, races, ages and cultures.

Through efforts such as our Diversity Councils, we are championing diversity in our workplace and our community each and every day.

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Supporting a Healthy Community

Did you know St. Mary’s Hospital and St. Mary’s Care Center provide over $47 million in free health services annually?

One year, for example:

- More than 210,000 in our community benefited
- 78 percent of the services went to the poor
- $13.9 million in free health care was provided to 6,985 individuals who could not afford it
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Statistics based on 2010 data.
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Our ingenuity is sparking a whole new generation of powerful brands and products that offer excellence and innovation.

Join our dynamic team—our members are located all over the world! Headquartered in Madison, Wisconsin, Spectrum Brands is a global consumer products company and a leading supplier of batteries, shaving and grooming products, personal care products, small kitchen appliances, specialty pet supplies, lawn and garden and home pest control products, personal insect repellents and portable lighting. Spectrum Brands’ products are sold by the world’s top 25 retailers and are available in more than one million stores in more than 120 countries around the world. Spectrum Brands generates annual revenue from continuing operations in excess of $3.2 billion.

www.spectrumbrands.com
Madison is home to world-class educational institutions, a healthy and varied business sector and some of the country’s most expertly run not-for-profits. As the Madison Area Diversity Roundtable we are part of that community and seek to share our vision and passion with greater Madison. Launched in December 2005, the Roundtable’s purpose is to improve diversity and inclusionary practices internally as well as outreach efforts in greater Madison. For decades Madison has been recognized as one of the best places to live, work, play and learn in the United States—all welcome accolades that have spurred more growth and along with it a natural expansion of our demographics, attracting not just new residents from the region but people from across the globe. The face of our current and future workforce is changing, and this richness in diversity is no longer limited to equal employment opportunities for all. Diversity in today’s most productive and successful workplaces represents a full spectrum of human attributes and ideas that grow businesses and benefit the communities they serve. As Madison grows and prospers, we must continue to recognize and celebrate our individual and collective heritage through the wide variety of community offerings, such as social gatherings, professional networks and media coverage. Spectrum Magazine is a result of Madison Area Diversity Roundtable partnerships and the incredible collaboration that occurs around Dane County. Our purpose is to educate, motivate and inspire everyone to seek out the richness of Madison as well as identify opportunities for continued enhancement.
SHARING STORIES THAT MATTER AND SUCCESSES THAT INSPIRE

THE BEAUTY OF THE CAPITAL CITY HUES is that it is Madison’s — and perhaps Wisconsin’s — only African American, Latino, Asian American and Euro-American owned, produced, written and read bi-weekly newspaper. It truly is a vertically-integrated company that has a strong foundation of relationships and history in many of Madison’s communities of color. Its unique style reports the news from the viewpoint and perspective of the people it covers. The Capital City Hues is a blending of the voices of the diverse communities that call the Madison area home to present unique perspectives on politics, the arts, education and more. It reflects the Beloved Community that was and still is the Dream of Dr. Martin Luther King Jr. In the words of President Barack Obama, “Yes We Can” shape the future of our community and the relationships we have with each other. Sí Se Puede!

As its name implies, The Capital City Hues believes and knows that while all of us are unique, we are also equal and bound together by history and destiny. We are committed to presenting honest and factual information and commentary about the issues that affect communities of color in Dane County. In our humble and unique way, we seek to help the Dane County area confront the issue of race and its impact on the quality of all of our lives. The Hues recognizes and celebrates our differences while always being aware of the common foundation of humanity we share.

At a Glance
Name: The Capital City Hues
Publisher: Jonathan Gramling
Managing Editor: Heidi Manabat
Years in Business: Since March 2006
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I AM HONORED TO WELCOME YOU TO THE LATEST EDITION of Spectrum Magazine. I am pleased that Spectrum is able to highlight the great strides our community has made in its celebration of diversity. There are many stories to tell, stories of challenges and achievement, stories of leaders both young and old and stories of neighborhoods where families work together for the good of all. Madison is a city that embraces diversity and cultures from around the world. We see our city as a dynamic place, where the inherent worth of each individual is esteemed and fostered, enabling every man and woman to reach his or her full potential. By listening to each other and learning from each other, we can better understand how to work together. We have steps to take and challenges to face. I look forward to continuing to work with Madison Area Diversity Roundtable members and other leaders in the community to face those challenges head on. We have a great challenge in this community. We must make sure that every adult has a job that sustains the family. We must make sure that every child learns and can choose the career of their dreams. Our goal is to make everyone a contributor to our society. My job as mayor is to continue to solve these problems. I know that working together, we can make an incredible difference.

By County Executive Joe Parisi

I’VE LIVED IN DANE COUNTY MY ENTIRE LIFE, watching our diversity grow and change. I still remember my parents’ stories from the old Greenbush Neighborhood in Madison, at that time a lively mix of ethnic, religious and socioeconomic backgrounds. That same energy is alive and well today in many communities throughout Dane County and is something we support and celebrate.

As Dane County Executive, my goal is to give all families in Dane County the opportunity to succeed and thrive. From our county Office of Equal Opportunity to the Dane County Office of Arts and Cultural Affairs, from our support for children and families through Dane County Human Services to our latest work to address racial disparities to my recently created Office of Jobs and Prosperity, we have the tools to lift everyone up. And Dane County has a wealth of other resources that bring us all together. We have natural resources like our lakes and extensive trails. And for those who live in exciting urban settings, you are never more than a ten-minute drive away from the picturesque rural landscapes that are home to our $3 billion per year agriculture industry.

While we still have much to learn from each other, Dane County has a strong foundation in which to overcome our challenges. The qualities that bring us together, the character of people who live here, and the resources we have at our disposal are second to none. This edition of Spectrum Magazine highlights these strengths, and provides us with more reasons to celebrate one of Dane County’s greatest assets—our diversity. I hope you enjoy it.
Year after year, the University of Wisconsin–Madison is near the top of all the lists:

#2
Total research expenditures among U.S. public universities

#4
For producing CEOs

#5
Number of doctorates granted among U.S. public universities

#8
For producing volunteers for the Peace Corps

#9
Kiplinger’s 100 best values in public colleges

#10
U.S. News & World Report’s best public institutions

In all we do, we are guided by the Wisconsin Idea, the principle that what is learned and discovered on campus should benefit the state and beyond, from work in agriculture and the arts to engineering and life-saving medical advances.
THE MADISON METROPOLITAN SCHOOL DISTRICT, and increasingly by extension, the school districts surrounding it, has struggled to defend its relative success. Up until the last twenty years or so, Madison’s schools were recognized among the best in the nation with high rates of National Merit Scholars, college readiness, accomplished graduates and parental and community approval ratings. Many of those same measures of success are true today.

But for those very same two decades many supporters of the public schools, especially administrators, have found themselves on the proverbial horns of a dilemma. Public pronouncements of achievement and educational excellence exposed areas where that achievement was not universal. And at the same time they belied the yearly whittling away of resources due to rising costs, state budget cuts and the pressure of unpopular property tax hikes. By acknowledging the mounting challenges and the shrinking distance from meat to bone in school budgets did school supporters raise legitimate concerns of an erosion of excellence in Madison’s schools? By pointing to equally legitimate examples of continued excellence did administrators and others call into question the severity of the threat to that excellence by reduced tax support? And even today is it easy to imagine parents and teachers, administrators and staff considering the degree of difficulty of the discussion and wondering, if only it was that easy?

The statistics would suggest the current public school population is the most difficult to educate in several generations. There are more special-needs kids, more behavior issues and way more poor children. There are stresses in the home and in the larger society that have been transferred to the schools by both accident and design. I don’t know if it’s possible to determine the extent to which the growing diversity of the student population is relevant to these issues and others. But given the purpose of this magazine, the serious and necessary and longterm purpose of this magazine, I am willing to speculate in the hope of provoking more robust civic deliberation and response. Here, in no particular order, are what I believe to be facts.

Statistics and perception suggest Madison’s schools are not viewed as extraordinary as they once were, and that’s being used as an argument by some companies, entrepreneurs and families to consider living elsewhere. There is a general misunderstanding of the issues facing Madison’s schools. And this would be a good place to point out unequivocally that these issues migrated to suburban schools years ago and are every bit as important to Verona and Middleton and Sun Prairie and Oregon and on and on as they are to Madison. The differences are simply a matter of degree. Our schools look different than our populations in general. There are parents of color who believe their kids are treated differently than white kids, including different expectations of accomplishment. Race is an issue. It shows up in many different ways but it is talked about most often as an achievement gap. The Schools of Hope project started more than fifteen years ago to engage the citizens of Madison in their public schools. It quickly became a vehicle to address the achievement gap. It exists today, and it’s grown to other school districts. There is enough evidence to say it has made the schools better. But it has not been enough. Not that anyone ever argued it would be. And there are two new projects in the works, one that explicitly addresses the issue of race in education, and another that eventually will have to confront it.

There are two new projects in the works, one that explicitly addresses the issue of race in education, and another that eventually will have to confront it. The first is for a single-gender charter school for boys and girls called Madison Prep. The second is a broad community engagement effort called Planning for Greatness. Both are explicit examples of a desire to successfully educate all of our children with the support of a knowledgeable and committed community.

They are two of the most well researched, far reaching and potentially divisive proposals greater Madison has ever faced. And the extent to which we engage with them, work with them, treat them with respect and thoughtful deliberation, is the extent to which we will be proud of our schools and the success of our students.

Neil Heinen is editorial director of Madison Magazine and WISC-TV3.
No Place Like Home

North, south, east and west, passionate people are helping their neighborhoods thrive

BY LAURA SALINGER

ONE OF MADISON’S MOST CHARMING ATTRIBUTES is its neighborhoods, each with a personality all its own. The artsy and eclectic storefronts of near-west Monroe Street and near-east Williamson Street, the funky and functional community gathering space at Warner Park Community Recreation Center on Madison’s north side, Villager Mall on the south side are just a few of the nearly two hundred pockets of living, working and playing that make up the fabric of our city. Couple that with community initiatives, including the Neighborhood Indicators Project, which works to better...
understand and target resources, and our neighborhoods have the people and support they need to be great.

**It Takes a Village**

Madison’s north side is a diversity-rich neighborhood of more than 22,000 residents and more than 500 businesses. It is home to the tireless staff and community activists involved in the Northside Planning Council, who tackle neighborhood issues, and Madison’s collegiate baseball team, the Mallards, who energize the summer with entertaining ballgames at the infamous Duck Pond.

Near Community GroundWorks—twenty-six acres of urban property that houses community gardens, an organic farm, and restored prairie and woodlands—lives the Sato family. They are proud proponents of the north side—commending the livability, closeness of resources and diverse population.

Near dusk at the Sato family home in early fall, lights begin to flicker on and children retreat inside. It is not your typical neighborhood scene, however, at Troy Gardens Cohousing. While residents each have their own units, they live in almost a modern village setting, stepping out the door into a large shared green space and literally into their neighbors’ front lawns.

Winner of a 2007 Livable Communities Award, Troy Cohousing is modeled after a development first created in 1970s Denmark that strives to re-create the neighborhoods of yesteryear, balancing both community and privacy.

“We love the land, we love the people,” says Serena Sato, a fair trade advocate working at the nonprofit SERRV. “We all really help each other here. It’s really something very special.”

Serena met her husband, Sataro, in Japan, where she was teaching conversational English. Sataro, the son of a silversmith and nurse who grew up in the prefecture Chiba just east of Tokyo, was Serena’s student. Their first child, Keizan, now nine, was born in Tokyo. They soon decided, however, it was time for a change and headed to Madison for the schools and living environment.

After several years of apartment living, they found Troy Gardens Cohousing, where artist Sataro has become the neighborhood jack-of-all-trades and stay-at-home dad for Keizan and Yaoki, age six. From Japan to here, he has found his home. “I think we fell in love with this community,” he says.

**The Women Allies of the South Side**

Madison’s south side is home to rich diversity—in its people, its businesses, its organizations and its personality. At the heart is the Villager Mall on Park Street, which, among longtime resident community organizations, now boasts a facility that houses one of Madison’s oldest civil rights nonprofits in the Urban League of Greater Madison, an updated Planned Parenthood health clinic and a new library.

Several miles to the south and the west is one of the city’s most notorious but perhaps most misunderstood neighborhoods, Allied Drive, an area that has been challenged by high poverty rates, crime and property degradation. The city of Madison and community organizations have stepped in with a number of neighborhood initiatives that have made a difference. Yet, it is often the Allied residents who make the most difference. Allied is currently home to at least two women with the grit, heart and determination to fight for a safe and healthy environment for all.

It doesn’t take much time with Selena Pettigrew to understand that she is a...
woman of action. President of Allied-Dunn’s Marsh Neighborhood Association and employee at the Allied Boys and Girls Club, Pettigrew says she gets tired of all the talking at meetings and just wants to get to work. She developed a neighborhood watch program—complete with a phone tree and orange vests—and is determined to make the neighborhood safer.

“The neighborhood officers can’t do it themselves,” she says. “They need the help of the neighbors.”

Fellow resident Sina Davis is right there with Pettigrew. From a very dark and rough past in Chicago, Davis has come a long way in bettering herself and has now moved on to strengthening the community. Davis and Pettigrew were recently the “sisters” for an eight-week program targeting girls, ages ten to thirteen called Girls Empowered by Motivated Sisters; last year Davis founded a mother’s support group. At election time, these women are knocking on doors and shouting through the bullhorn (literally) to get out the vote. They want people to know that while the negative incidents in Allied often colors people’s perception of the neighborhood, there are many change makers.

“I wholeheartedly know that the work we do in Allied is making a difference,” Pettigrew says. “You can’t close your eyes on Allied anymore.”

Though the area is referred to as a disenfranchised and isolated neighborhood, the allies of Allied are changing that. With a mention of Joann Kelley’s name, Pettigrew smiles and says, “You mean my sister Jo?” Indeed. Vice president of Dunn’s Marsh Neighborhood Association, Kelley and her partner, Sunshine Jones, have lived in a neighboring community of Allied for some fifteen years. “We moved to Madison very intentionally” after the pair decided they wanted a child, she says. “We thought Madison could be a place to move to for the possibility of support.” They chose Dunn’s Marsh because of its diversity of race and class, bus and bike access and green spaces.

Committed to the south and southwest side, they and the Allied women have been building a bridge between the two neighborhoods, and if Allied needs election day door-knockers or community supporters, Jones and Kelley are there. Some may say they are unlikely allies—two Black women and a white gay couple—but the beauty is, truly, none of them see it that way.

“We’ve got each other’s backs,” Kelley says. “We are always working for the good of the whole community.”

**A Leader in the West**

Shiva Bidar-Sielaff has been making her mark on the Madison community since she and her husband, Madison West High School alumnus Alex Sielaff, moved to the near-west side in the late 1990s. Born in Iran, raised partly in Spain and having obtained her BA in Belgium and MA in Monterey, California, Bidar-Sielaff may
embody an international persona, but she is truly a passionate voice for the Madison community.

A city alder for District 5 and director of community partnerships and interpreter services at UW Health, Bidar-Sielaff has been a longtime advocate for the Latino community and healthcare access initiatives. Dubbed a “rising star” in the council for her proactive approach to important city initiatives, she has seen her grassroots community work and efforts with organizations like the Latino Health Council gain her recognition as a 2010 City-County MLK Jr. Humanitarian award winner and a YWCA Woman of Distinction.

A dynamic and energetic force, Bidar-Sielaff is also a loyalist to her near-west side neighborhood, which she says is one of the most walkable and child-friendly in the area. Take in a Badger game at Camp Randall, dine at her favorite restaurant, Lombardino’s, or visit one of the city’s oldest and largest community gardens in the Eagle Heights neighborhood, which hosts a diverse group of gardeners. Bidar-Sielaff is a proud proponent of them all.

There is also a new playground to visit, thanks to her help in securing city funds along with the work of neighbors, the school district, the parks division and the neighborhood association. Bidar-Sielaff’s pride and joy is the new Olive Jones Park, which she calls “creative, free-flowing and crazy modern.” Before, Bidar-Sielaff says park gathering spaces were somewhat lacking. The park, adjacent to Randall Elementary on Regent Street, is important, she says, because it provides neighborhood cohesiveness and promotes healthy alternatives for children.

“It gets the kids out to play, instead of staying in front of the TV,” she says. “It brings families together and it also attracts families into the neighborhood.”

**Proud on the East Side**

From the state-of-the-art Goodman Community Center tucked into the heart of the near-east side to the blooms of Olbrich Botanical Gardens, which features a traditional Thai pavilion, Madison’s east side has no shortage of community gathering spaces.

The Wil-Mar neighborhood is also a historic hotbed of social justice activism, home to both longtime activists and new transplants like Sol Kelley-Jones. With community organizing in her blood (as the daughter of aforementioned Joann Kelley and Sunshine Jones), Kelley-Jones became a known LGBTQ equal rights activist at just ten years old when she spoke out against AB 104, an anti-same-sex-marriage bill. It is something, she says, she was compelled to do because of her life experience. Now just a tender twenty-five, Kelley-Jones embodies the vibrant and energetic passion of a young woman on a mission. By day, she is a counselor for Youth Services of Southern Wisconsin—a taxing job working with young people involved in the juvenile system. Outside of work, her creative nature shines, but always with an emphasis on giving back to and bettering community for all.

Kelley-Jones has taken her theatrical skills to the east side, merging them with her social justice mission to achieve a whole new level of entertainment and education. The Broom Street Theater—Madison’s near east avant garde theater fostering “artistic freedom, growth, and expression through non-traditional experimental and/or original artistic forms”—featured Kelley-Jones’ play, _the birds that are your hands: how to start a fire under siege_. A multimedia production tackling the tales of those living in Israel/Palestine and along the U.S./Mexico border, Kelley-Jones’ production used multiple storytelling mediums to create a global message of social justice. Her theatrical debut, however, began twelve years ago with Proud Theater, which she
The Wil-Mar neighborhood is also a hotbed of social justice activism, home to both longtime activists and new transplants. Co-founded at age thirteen with Callen Harty, an accomplished local playwright and activist. Offering a safe space for LGBTQ youth to express themselves and strut their proud theatrical skills, this award-winning youth theater program meets every Wednesday near Madison East High School and culminates in a youth-written performance that tackles the realities faced by LGBT youth today.

“It’s most likely fair to say that the Madison community hasn’t seen the end of Sol Kelley-Jones and her community organizing endeavors. Her goal is to use theater as a tool to allow others to heal, self-actualize and work for social justice. “My passion is providing a platform and carving out spaces for the voices of people who have been systematically silenced and marginalized,” she says. “I see what a tool theater and art can be for creating change.”

At a Glance

Name: La Movida Radio and Voz Latina Newspaper
Owners: Luis and Lupita Montoto
Years in Business: Since 2000
La Movida by the numbers: WLMV-AM, 5,000 Watts, 1480AM
Voz Latina by the numbers: 32,000 readers, bimonthly print
Contact: La Movida Radio
Midwest Family Broadcasting
730 Ray O Vac Drive
Madison, Wisconsin 53711
(608) 441-3754 lamovidaradio.com

“It’s not just a radio station,” says Luis. “It’s a way of life.”

“We want our listeners to have fun and listen to great music, but it’s more than that, we give them news, education, information,” says Lupita. “We clarify misconceptions. We create awareness of the richness of Latino culture,” Luis adds.

La Movida 1480AM seeks to address the spectrum of issues facing today’s Latino community. In partnership with Mid-West Family Broadcasting since 2002, the media company offers an authoritative voice on pertinent issues such as immigration, health care and cultural assimilation. They have worked in collaboration with organizations such as the Centro Hispano of Dane County, the Catholic Multicultural Center, Madison Police Department, Madison Metropolitan School District (MMSD), the Latino Health Council, and others to reach and inform the public.

Luis, originally from Texas, and Lupita, from Mexico, married and moved to Wisconsin in the late ’90s and founded La Movida Radio and Voz Latina Spanish Newspaper in 2000. Both perform on air and have been a dynamic force enriching the entire community.

“IT’S NOT A RADIO STATION, IT’S A WAY OF LIFE”

LUIS AND LUPITA MONTOTO PIONEERED South Central Wisconsin’s Latino media scene, but it’s about so much more than entertainment. Through La Movida 1480AM radio and Voz Latina Spanish Newspaper, the Montotos’ mission is to inform and inspire both the Latino and non-Latino communities in the Madison area.

“We want our listeners to have fun and listen to great music, but it’s more than that, we give them news, education, information,” says Lupita. “We clarify misconceptions. We create awareness of the richness of Latino culture,” Luis adds.

The Latino population in Southern Wisconsin is estimated at over 45,000, and Dane County is growing at a rate of 1,500 Latino residents per year. In addition to musical programming that spans Mexican, tropical and pop genres as well as talk radio, La Movida 1480AM seeks to address the spectrum of issues facing today’s Latino community. In partnership with Mid-West Family Broadcasting since 2002, the media company offers an authoritative voice on pertinent issues such as immigration, health care and cultural assimilation. They have worked in collaboration with organizations such as the Centro Hispano of Dane County, the Catholic Multicultural Center, Madison Police Department, Madison Metropolitan School District (MMSD), the Latino Health Council, and others to reach and inform the public.

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“We want our listeners to have fun and listen to great music, but it’s more than that, we give them news, education, information,” says Lupita.
Food Adventures

If you want your pick of international cuisine, there is no better place to head than Park Street—a noted corridor into downtown Madison awash in a huge variety of ethnic restaurants that are affordable, adventurous and pleasing to the palate. BY LAURA SALINGER
On the Block

On just a block and a half alone, Park Street boasts Cantonese/Mandarin, Sichuan (Szechuan), Peruvian and Japanese cuisine. Inka Heritage, an intimate and classy restaurant tucked into the 600 block, serves up everything from ceviche to causa, traditional mashed potato cakes, to traditional and creatively prepared seafood and meat dishes. Peruvian cuisine draws on diverse food influences including Incan, Spanish, West African and Asian and does not disappoint.

Ichiban, at 610 S. Park St., is definitely an adventure for the senses. An airy space with multiple dining rooms soaked in color, this Sichuan restaurant offers the well-known kung pao and General Tso dishes but does not shy away from traditional dishes like duck tongue and braised frog legs. Bartender Pak Wejaki also recommends the drink menu of sake, plum wine, tapioca smoothies and “more than twenty-five other drinks that other people don’t have.”

Family-run restaurants Orient House, serving Cantonese and Mandarin cuisine, and Edo, specializing in Japanese cuisine including sushi, round out this international-food-laden block.

cont. on p.19

Doctor’s Orders

HEALTHY LIVING STARTS AT HOME—AND IS A LOT OF FUN WHEN IT EXTENDS THROUGHOUT THE CITY

By Katie Vaughn

AS A PEDIATRICIAN at Group Health Cooperative of South Central Wisconsin, Dr. Mala Mathur knows that healthy habits are best started at a young age and at home. She works with children and their families to lead healthy, active lives.

While the message—getting proper nutrition and adequate exercise—may sound simple, it’s crucial. And sometimes it’s helpful for kids to hear it from her, not their parents.

Mathur emphasizes healthy nutrition from prenatal care through childhood, the teenage years and beyond, placing importance on a diet rich in fruits and vegetables. More and more, she also encourages children to decrease the amount of time they spend in front of screens—televisions, computers and video games. “We talk about that a lot,” she says. “A lot of parents don’t know how to limit that.”

When kids turn off the technology, they’re able to spend more time being active. Mathur recommends at least an hour a day of physical activity, but it doesn’t have to be structured. And it shouldn’t be limited to just the youngest members of a family. “I really encourage parents to be active,” she says. “Being a role model is important.”

Mathur often steps outside to play soccer with her three kids. “It gives me more exercise and we get to spend time together,” she says. And her family is taking up skiing to stay active during the winter months. They also participate in a CSA, or community-supported agriculture, which allows them to try different locally grown produce. And they take advantage of the city’s many lakes and parks. “Madison has a tremendous amount to offer,” Mathur says. “It’s a wonderful place to raise a family and be active together.”
I DON'T CONSIDER MYSELF to be a nontraditional father, but that's what they label me.

In my opinion, I am nothing if not traditional—I coach my daughter's soccer team, work on school projects with her, take her and her friends to the mall and am strict about homework, TV time and vegetable eating.

But as society sees me, I'm still a nontraditional father. My daughter's biological father abandoned her when she was one and a half years old. Soon after, I came into her life. She's now fourteen. My daughter, Briana, is half Puerto Rican and half Cuban and has much darker skin, features and hair. I am blonde and blue-eyed. My roots, my customs and—some people would say—my accent are one hundred percent Sheboygan, Wisconsin. If you saw us together you might think that we don't look at all like father and daughter, as some less-than-tactful people have randomly mentioned to us.

But we most definitely are.

For the past six-plus years, I have been editor-in-chief of The Madison Times, the only weekly newspaper in Madison focusing on positive stories in the African American and Latino communities (as well as other multicultural communities). My job requires me to be constantly out and about in the minority communities, and I most often have Briana with me. Whether it's the Juneteenth Festival at Penn Park, the Centro Hispano annual banquet, Dane Dances, the NAACP Freedom Fund Banquet, Africa Fest, the Dia de los Ninos celebration, the Madison Martin Luther King Jr. Day festivities or dozens of other events, I am always visible in the community with Briana by my side. In fact, if she's not with me, people ask, “Where's Briana?” before they even say “hi” to me.

I'm fortunate that The Madison Times has given us an opportunity to be together as father and daughter as we learn more about Madison's constantly growing racial and social diversity. I am also fortunate that the minority communities we spend so much time in make Briana and me feel very warm and loved—like family.

“That's a wonderful, amazing thing you have done being such a great father. How lucky she is to have you in her life!” someone will inevitably tell me at an event. Those in the social work professions will list off the numerous dismal statistics around fatherless children who are at a dramatically greater risk of drug and alcohol abuse, mental illness, suicide, poor educational performance, teen pregnancy and criminality.

And I usually just nod and smile. Who has time to explain the million different reasons why I am the lucky one?

Because being a father to Briana has made me the person I am today. She has taught me more about life and love and true happiness than I have learned anywhere else. Her existence in my life has made me a more responsible and compassionate person. I do not want to even think about where I would be as an adult without her. And my heart is truly empty when she is away (which happens more and more as she gets older).

Yet I'm still seen as a nontraditional father, which is OK with me, because in so many ways we no longer live in a “traditional” world. The world has changed immensely. And blood means absolutely nothing when it comes to what it takes and what it means to be a father.

As all fathers know, being a dad can be tough. But it's more than worth it. Every day is a new adventure, a new chance to learn and grow. And every night right before we go to sleep, Briana and I say a little prayer and she smiles at me and says, “Te quiero tanto.” “I love you so much.” And I can't help but think about how lucky I am to be a father. “Traditional” or not.

A. David Dahmer is editor-in-chief of The Madison Times Weekly Newspaper.
True Mexico

Some of Madison’s Mexican restaurants may not look especially glamorous from the outside. It is a good time for that old adage—don’t judge a book by its cover—to come into play: these eateries offer some of the best values, biggest flavors and most authenticity in Madison.

The motto at El Pastor, at 2010 S. Park St., is to make food that Mexicans will eat daily, and their signature dish is tacos al pastor, made with pork marinated in sweet and sour chile pepper and spices. “It’s food with tradition,” says owner Lino Ruiz. “We make everything from scratch, including tortillas.”

At 1033 S. Park St. sits a small pink house called Taqueria Guadalajara. Replete with authentic Mexican food and a newly expanded dining area, this is a great place to brush up on your Spanish. And from huaraches (large oval-shaped tortillas topped with Mexican fixings and choice of meat) to menudo (a traditional Mexican soup with tripe), you’ll eat well, too.

A Signature Dish

Taj Indian Restaurant, at 1256 S. Park St., offers bold flavors in true Indian form. Their dining room is awash in deep colors and Indian décor, while the scent of traditional Indian spices waft in the air. Manager Anita Kumar asserts, “everything is authentic and fresh here,” including Indian bread made daily in their clay oven. Their lunch buffet is an outstanding value ($7.95). But don’t let the price fool you. One of Taj’s most popular dishes, chicken tikka masala, is a frequent Taste of Madison winner, and their curry dishes are noteworthy.

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“Everyone brings different experiences to the work environment.”

SHARING WISDOM: Alfonso J. Studesville leads a Wiser Older Workers class.

DIVERSITY IN THE WORKPLACE—supporting it, understanding its challenges and benefits and increasing it—has long been a hot topic among governments, job creators and the workforce. Yet diversity in the workplace doesn’t just reflect a color of skin, ethnicity or cultural background. In this time of rapidly changing technology and work practices, age is now a major diversity factor in the workplace. As the Silent Generation or Traditionalists, Boomers, Gen-Xers and Millennials increasingly share the workplace, more and more people are talking about the
importance of bridging generations, attitudes and styles.

Molly Foley of Next Generation Consulting, a market research firm helping companies become great places to work and communities great places to live, has a good grasp on generational divides in the workplace. A key component to Foley’s job is “helping companies manage this multigenerational workforce and build stronger teams that have better synergy with each other.”

It is all about building bridges. “We typically start with getting people to understand where the different generations most often collide,” Foley says. “Why are there conflicts between the generations? First is understanding the differences in the generations.”

Coming of age during World War II, the Silent Generation (or Traditionalists) often head to work with a committed work ethic and stern respect for authority, says Foley. The Boomers—who came of age with the Vietnam War and the assassinations of Dr. Martin Luther King Jr. and John F. Kennedy—often feel it is important to speak one’s mind and question authority if something isn’t right. Gen-Xers are the first large group of latchkey kids who grew up in the stranger-danger era. They can bring a lot of independence and creativity to the workplace, but also some skepticism. Millennials came of age during the digital era and 9/11 and tend to be very social and globally connected.

No one fits in a box, of course, but understanding unique characteristics within each generation can really aid a workplace, says Foley. “You have to understand what respect means to each of your team members, understand how they define their own work ethic and understand their preferred use of technology,” she says.

So, is multigenerational diversity of benefit to workplaces? “It is absolutely a benefit,” Foley says. “Everyone brings different experiences to the work environment. If you only have one type of voice, then you are only going to see an issue from one side.”

The Power of Wisdom

It isn’t always easy to be the older worker. Barbara Sullivan held her last job for twenty-nine years; she is now one year unemployed. “The average new hire is twenty to thirty-five years old,” Sullivan says. “So many people are looking for that up-and-coming person that is fresh out of school.” But Sullivan and her fellow advisory committee members for the support group Wiser Older Workers (WOW) say that workplaces are missing out if they don’t understand the value of, well, the wiser older worker.

“Without experience, you don’t have wisdom,” says WOW advisory committee member Marv Schrader. “We’re mature. We know how to be on time. We know how to go above and beyond to get the job done.”

Each Friday, WOW meets at Madison College (the Commercial Avenue campus) to convene groups of older workers who are looking to get back in the job market. They offer each other support during a time that can be isolating for some, and they bring in a number of well-known speakers to address multiple topics related to getting back to work.

Sullivan, Schrader and Ken Dahl credit WOW and Madison College’s School of Online and Accelerated Learning (home to the WOW group) with giving older workers hope and teaching them new and improved skills for seeking work. Marjorie A.E. Cook, senior advisor at the School of Online and Accelerated Learning, says networking, credentialing and creating ageless resumes are some of the ideas the program passes along. “Eight hundred people have gone through our academies in the last two years,” Cook says. “We want to provide educational opportunities for anyone who needs them.”

If anyone can put to bed the idea that older workers are of less value, it is Cheryl Rosen Weston. A lawyer by training and senior lecturer of law at UW–
Madison, Weston is also the CEO of The Douglas Stewart Company. She has been named “Entrepreneurial Woman of the Year” by the National Association of Women Business Owners, and her company has been the Milwaukee Business Journal’s #1 woman-owned business for revenue for subsequent years. Weston has headed up The Douglas Stewart Company, a distributor and marketer of school supplies, computer and educational products and consumer electronics, since 1999, and business has tripled under her watch.

So what does Weston value in her workforce? “I like people who care about their communities and who think their children matter,” says Weston, who shared her upcoming plans to make cupcakes for her grandson’s birthday. “Those are people I want to be with all day.” As a cancer survivor, she also adds, “People handle illness in very different ways, but a lot of people facing a serious illness feel a great need to keep some sense of normalcy in their lives, so feeling welcome and supported in the workplace for those who want to keep working is good for the employee, the employer and the entire workplace community.”

Outside of work, Madison’s older workers find community in a variety of places. For women of color, the intergenerational Wisconsin Women of Color Network offers a number of events and educational opportunities for a diverse and community-minded group of women. According to WWOCN, their goal is to “assist women of color in accessing educational resources, health care, social services and political participation; promote leadership, cross-cultural awareness and spiritual and

Nancy Christy Heinen is the founder of Meaningful People, Places & Food, a consulting firm specializing in the areas of food and inclusive hiring. She co-authors a monthly column in Madison Magazine called Genuine Articles.
economic well-being, thus enriching the lives of women of color, their families and their communities.” WWOCN also maintains a scholarship fund to support women in pursuit of their education and economic independence.

Young and Up-and-Coming
When the economy is tight, not only older workers find the job market challenging. Forbes has noted, however, that some cities have much brighter prospects for younger workers than others. Madison recently ranked third in Forbes’ “America’s Best Cities for Young Professionals.” Citing lower-than-average unemployment rates and a reasonable cost of living as well as a large college-educated demographic, Madison was commended for its diverse work opportunities at key economic drivers—the Wisconsin state government and UW–Madison—as well as growing health, biotech and advertising sectors. Mix in great livability factors and Madison continues to be an attractive place for many young professionals.

“Madison is a great place for young professionals because it has the best of the best when it comes to quality of life and work opportunities,” says Molly Lahr, former executive director of the Madison Area Growth Network (MAGNET). “Madison is sandwiched between large business hubs like Minneapolis, Milwaukee and Chicago, yet this community holds a nostalgia and energy that attract the best and brightest.”

The “best and brightest” are also out to better their community. In 2009, Dane County became one of about twenty-five communities to found a Habitat Young Professionals (HYP) group. Since then, HYP of Dane County has raised over $116,000, recruited a diverse group of some fifty young professionals and logged thousands of hours of community service work. They recently sponsored their first house build on Madison’s north side. “It is a really great outlet for young people new to the area or those that want to volunteer,” says HYP president Anna Kamperschroer.

If it’s a cultural experience you’re after, Madison area young professionals are also finding connectedness in music. Club 201, Madison Symphony Orchestra’s cultural club for young professionals ages twenty-one to thirty-nine, meets four times each season for classical music in Overture Hall followed by post-concert parties at Madison’s best nighttime venues.

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The energy in the room is electric as out and allied professionals from across a diverse range of industries mix and make connections with others who share the vision of OPEN, the Out Professional and Executive Network. The occasion is OPEN’s Second Annual Dinner, and it’s a celebration of community that’s providing an opportunity for Madison’s LGBTQ professionals to be leaders by simply bringing their full, best selves to work and to life, as the evening’s keynote speaker Paul Wesselmann often describes it. But why, some may ask, is an organization like this even necessary in a place like Madison?

To answer that, let’s pretend just for a moment that this is your first day on a new job. Now, let’s say that until you understand the climate of your office it is absolutely critical that no one know you are straight. Think for a moment about what hiding this piece of your identity would involve. To start with, you couldn’t talk about your spouse. In fact, it would be best to leave your wedding ring at home, too, just to be safe. And while you’re
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at it ... it’s probably a good idea to not talk about your kids or what you did over the weekend, either, because you never know where those conversations may lead. It really isn’t so easy to hide, is it?

A Harvard University study published last fall in the American Journal of Sociology found that gay men in the Midwest and the South need to do exactly that. The study concluded that if an applicant’s resume indicated that he is openly gay, he would become forty percent less likely to be granted a job interview than his heterosexual counterparts. Clearly there is work to be done.

In 2008 a group of LGBTQ leaders came together to forge OPEN’s vision of a vibrant community, one in which these and other leaders and professionals are a significant catalyst for strengthening the economy of the capital region. Three years into their mission and you can already see the emerging footprints that OPEN is leaving for the current and next generation. Through networking events, a mentoring program, corporate and community outreach and well-developed programming, OPEN is fostering connections that can easily be missed as a result of being a minority that is too often invisible in plain sight.

OPEN charter member and president and CEO of Dean Health System Craig Samitt put it well when he said, “For me OPEN helped open my eyes to a reality which I had always presumed but could not clearly see—which is that Madison has a tremendous array of talented LGBT professionals and executives who play a critical leadership role in our community.”

To learn more about OPEN and find their calendar of events, visit openmadison.org.

Patrick Farabaugh is publisher of Our Lives Magazine.
PERSPECTIVE  By Steve King

The Business Case for Diversity

For an organization looking to innovate and grow, diversity is a clear asset

THE VAST MAJORITY of organizations started their diversity programs based on the overwhelming evidence that minorities were routinely discriminated against in our workplaces. This was driven initially by legal necessities born out of the Civil Rights movement and action in Washington. Today, the landscape of diversity programming continues its rapid evolution away from the social justice rationale that is linked with legalistic phrases like “affirmative action” and toward more bottom line-oriented words such as “innovation” and “creativity.”

Let’s be clear, though. The cultural and institutional biases that led to the social justice approach are still very much with us. They may have lessened, but it’s clear from the data that the playing field is anything but level. Even with respect to gender diversity, equal pay for equal work is still a goal, not a reality. What’s also clear is that the twentieth-century approaches have not been as successful as we would have liked them to be, and the twenty-first century has arrived with a pace of change that has knocked many organizations off their game plans.

So, given the lackluster results, what should organizations do to not only kick-start their diversity and inclusion programs, but move the needle on the results dial? The keyword in the answer is “innovation.” As it turns out, the mindset—the subconscious biases—and organizational cultures and structures born of those biases are one of the root causes that prevent not only progress on diversity but also innovation and creativity.

As an organizational development professional, I have often used Myers-Briggs or some other type of personality instrument to help team members working together understand themselves and each other better. The underlying premise is always that no type is better than another, but that diversity of types is key to effective teams. That same logic extends to all types of diversity, not just the personality kind. In his book The Difference, Scott Page gives a hard look at the evidence of how diversity affects outcomes. The conclusion is clear: diversity pays off. Groups, teams, organizations … you name it, they all tend to produce better and more innovative results when they harness the power of diverse thinking.

But you can’t just throw a group of “diverse” backgrounds into a room and expect this “synergy of diversity” (stay tuned, I may try to copyright that phrase!) to manifest itself by the power of some invisible hand. That will work almost as well as it does in economics. It needs to be a guided process where individuals really learn about how the brain functions when making decisions and, most importantly, how the wiring unconsciously stifles open-mindedness in the process. And they will need to engage in some rewiring that will most likely involve working through uncomfortable situations.

The diversity and inclusion programs that have been born of the “right thing to do” approach have not failed, but we are definitely acknowledging that these programs have struggled to keep their momentum and the “dominant” majority group continues to consciously or subconsciously stifle progress.

Let’s be clear on this point as well. The social justice rationale for diversity ought to be compelling enough to spur anyone into action regardless of the business case rationale. Ensuring that everyone has an equal footing when it comes to decisions about critical life issues such as hiring, promotion and college admission are essential to the realization of our Declaration of Independence values. But as the collective “we” continues to struggle with how to do this effectively, let’s give some well-earned consideration to the business case approach that resides with innovation. The same mindset that leads to better innovation and creativity will help us better do things like care for patients and lure new customers, and it will help us all move that proverbial dial forward on social justice in society.

Steve King is the organizational development manager at St. Mary’s Hospital and serves as an alder on Madison’s Common Council.
Andy Choi
Andy is a reporter and anchor for WISC-TV3. He is honored to tell the stories that shape the lives of those in southern Wisconsin. Recently, the Radio and Television Digital News Association recognized Andy’s work with a National Edward R. Murrow Award.

Laura Salinger
Laura is a freelance writer based in Madison. She has contributed to numerous Madison-area publications including The Capital City Hues, Asian Wisconsin Monthly Magazine and The Madison Times. In 2009, she was lead writer for the debut issue of Spectrum, as she is again with this issue.

Larry Chua
Larry is a Madison-based freelance photographer. His images have appeared in The Clarion, Madison Magazine and corporation artwork displays worldwide. He is also an IT consultant with experience in software development and consulting. Check out his images at iloominIMAGES.com.

Maria Guerrero
A reporter and anchor for WISC-TV3, Maria was born in Juarez, Mexico, and raised in Lufkin, Texas. She earned her bachelor’s degree in mass communication at Louisiana State University and a minor in international studies with a concentration in Latin America.

Charlotte Deleste
A St. Louis transplant, Charlotte worked in television in Minnesota, Pennsylvania and Milwaukee before settling in Madison with her husband and two boys. She is working to open a respite care facility for special-needs children called Gio’s Garden.

Jessica Strong
Jessica graduated from the University of Minnesota in 2009 with degrees in journalism and African American studies. She currently writes for UMOMA Magazine. One of her career goals is to write stories dedicated to empowering marginalized communities.

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“Madison boasts quite a number of events and celebrations that could rival those of any city.”

A World of Celebrations

Whether you’re dancing, eating, chatting or learning, Madison celebrations bring together people from many different backgrounds to appreciate culture and diversity by Laura Salinger

For its size, Madison boasts a number of big-city amenities. It also has quite a number of events and celebrations that could rival those of any city—and they don’t just happen when it’s warm outside.

In January, a number of organizations plan a plethora of high-profile activities commemorating Martin Luther King Jr. Day. The MLK Jr. City-County Observance, the Women in Focus “I Have a Dream” Ball and a free community dinner all to celebrate Dr. King and his timeless messages. A longtim, dedicated volunteer group, the King...
Coalition, plans city and county events. “For a community of our size, I think we really have a wide array of activities that commemorate the holiday and Dr. King’s legacy,” says King Coalition co-chair and Urban League of Greater Madison senior vice president Edward Lee. “The holiday gives us the opportunity to celebrate how far we have come, but also really look at how far we need to go.”

A powwow can be a visually stunning and thunderous spiritual experience. Madison is home to several powwows each year where visitors experience firsthand the beauty and power of Native cultures. UW–Madison’s Native American student group Wunk Sheek hosts a large on-campus powwow each year, and former Wunk Sheek member Nicole Soulier, raised on the Bad River reservation in northern Wisconsin, has helped revive Madison College’s annual Powwow, held in the spring. “People put on powwows for different reasons; most of the time it is for a celebration,” Soulier says. “Here, it is a celebration of the culture, tradition and education. It gives students a sense of belonging.”

“It is a celebration of the culture, tradition and education,” says Soulier. “It gives students a sense of belonging.”

Voted one of the ten best Juneteenth celebrations in the nation by USA Today, Madison’s Juneteenth Celebration has drawn up to 15,000 people of all backgrounds to commemorate the end of slavery and our country’s rich African American history. Juneteenth celebrates the day that Union soldiers landed in Galveston, Texas, in 1865 (more than two years after President Lincoln’s Emancipation Proclamation), declaring the last of some 250,000 remaining slaves free. Event co-organizer Annie Weatherby-Flowers has been involved in the event since “it was a conversation over lunch,” she says. “Juneteenth celebrates a connection between all Black people, no matter where you live.” An annual parade kicks off the event, and the remaining festivities in Penn Park on Madison’s south side feature food, music, dance and storytelling. When asked what the day means to her, Weatherby-Flowers says she often remembers this quote from Maya Angelou: “Bringing the gifts that my ancestors gave, I am the dream and the hope of the slave.”

In the heart of one of Madison’s most historic neighborhoods sits the Italian Workmen’s Club on Regent Street. In the early 1900s, new immigrant Italians/Sicilians, Jews and African Americans settled in the Greenbush neighborhood. The Workmen’s Club was formed as a place for Italian men to gather, share in their heritage and find community. Today, their signature annual event—Festa Italia in Fitchburg in June—draws
some 10,000 people to enjoy traditional Italian food, watch dance performances and learn the history of Greenbush. “It is sort of like a reunion of the old Greenbush and Italian community,” former club president and member Frank Alfano says. But, primarily, he adds, “we are known for good food.”

Africa Fest is a veritable cultural hub “to educate and showcase to the community the kaleidoscope of African cultures and values through dance, music, art and foods.” That, in a nutshell, sums up the day in August filled with songs, crafts, storytelling, traditional African dishes and demonstrations, including occupational skills and a real-life African village display.

“Viva Mexico! Viva Mexico! Viva Mexico!” Voiced three times in succession, these are the words that La Movida radio host Lupita Montoto proudly proclaims to open the festivities of Festival Viva Mexico. Since 2002, the Madison area community has come together with WLMV–La Movida 1480AM and Mid-West Family Broadcasting in September to celebrate Mexico’s independence from the Spanish empire. “The Mexican population is the biggest Latino population in the U.S.,” Montoto says. “There are so many young families who don’t have the opportunity to celebrate. We want to show them how the traditions and cultures can stay alive. We also want to show the community how people in Mexico celebrate our independence.” Festivities include a car parade, folkloric performances, music and traditional Mexican fare.

Members of Madison’s Latino community throw more than one independence bash in September—and the community loves coming out for both. The Mexican and Central American Independence Festival at Warner Park is one more chance to relax, celebrate and give back (proceeds benefit a scholarship fund). Enjoy live music and entertainment, cultural and folk dancers, food and more authentic, family friendly activities.

In simple terms, Dashain—arguably Nepal’s most important celebration and certainly the biggest—is a joyous tradition rejoicing in that age-old idea of good overcoming evil. Each year in October, the Nepali American Friendship Association (NAFA) of Madison celebrates Dashain with traditional food, dress and performances in a colorful and friend-filled event open to the public, and most recently welcoming new Bhutanese refugees.
Traditionally a nine-day event, festivities begin with planting barley and corn shoots. The sprouts from the shoots will later adorn people's hair, and red tika (raw rice and red powder) is placed on the forehead by a senior elder. “The reason to celebrate this event in Madison is to preserve our cultural heritage, maintain friendship among our community members and provide an opportunity for others to learn about our culture,” says NAFA president Ayodhya Batajoo.

Every autumn, the Madison Area Chinese Community Organization (MACCO) celebrates Full Moon Day (also known as the Mid-Autumn Festival, the Lantern Festival or the Moon Festival). Some 3,000 years old, this harvest ritual is one of the most important traditional events for the Chinese. The focal point of the celebration is family. “The Full Moon Day is a traditional Chinese holiday for families to get together,” says MACCO president Yishu (Sue) Jiang. “It’s about families, no matter where they are.” Generally held at Madison’s Eagle Heights Community Center, this event features food (including mooncakes, of course), cultural performances and traditional Chinese riddles.

Each year, the Friday and Saturday after Thanksgiving, the Southern Wisconsin Hmong Association hosts a Hmong New Year Celebration at the Alliant Energy Center. Historically, the New Year is one of the culture’s most important celebrations in that it gives thanks to ancestors and spirits and welcomes in a new beginning. Madison’s fete features traditional ball tossing (pov pob), cultural performances, a flea market and traditional food. In the evening, celebrants welcome in the New Year with song and dance.
Personal Expression

For four dancers of color, diversity is naturally in step with the art they create  

BY KATIE VAUGHN

Chris Walker
Assistant professor, UW–Madison Dance Department

Why I dance: “I first started to dance as a way of securing my sense of place in the community,” says Walker. Growing up on Jamaica’s north coast, he was teased for looking different than his peers, so he turned to elders and learned traditional stories, music and dances.

Career highlight: Walker is one of the youngest dancers and choreographers at the National Dance Theatre Company of Jamaica, as well as the founder of VOICES, a dance company that fuses Caribbean dance with contemporary styles. Yet he considers inspiring students his greatest accomplishment.

Diversity’s role in my work: “It can’t be separated from the work that I do. Diversity plays a huge role in my work because I recognize the differences between myself and the person next to me, but I respect those differences. It makes me connected to my identity.”

What’s next: In February 2012, Walker performs in the department’s faculty concert and offers his annual Moonshine production, which melds dance, music, spoken word and other art forms.

Li Chiao-Ping
Artistic director, Li Chiao-Ping Dance

Why I dance: “I was born a mover! This is how I explored the world,” she says. “I do it because it’s something that I’m really passionate about and one can have longevity in it; I still continually learn and grow through my involvement.”

Career highlight: Li points to both solo dances and multimedia works as her favorite projects. “I am also very happy with my latest intergenerational work, The Knotcracker,” which she presented for a second time in December 2011. “It’s serious fun!”

Diversity’s role in my work: “Themes about diversity play a large role in my work,” she says. “As someone who has experienced prejudice and discrimination in my life, issues of equity, tolerance and respect are very important to me. My approach to art making is also diverse and it is this complexity that adds richness to my work.”

What’s next: Li is working on more screen dance, or dance for camera, with footage of beautiful Wisconsin landscapes and beginning an ambitious new project featuring music by Stravinsky.

Rachelle Butler
Core dancer, Madison Ballet

Why I dance: “It’s a freedom, a way to release your soul and everything going on in your life,” says Butler. “It helps when you’re in a piece you can really relate to—you translate everything you’ve been through into the character.”

Career highlight: Butler’s first performance back with Madison Ballet in 2008 was a challenging but memorable Cassini Pas de Deux choreographed specifically for her and her partner. “The last day was the most incredible feeling, a this-is-exactly-why-I-dance moment,” she says.

Diversity’s role in my work: Butler has always looked up to female African American dancers, and realizes how challenging it can be to find a place within a company. “It makes me a stronger dancer. There’s just a little more strength behind the struggle,” she says. “I’m conscious of it—but it uplifts me.”

What’s next: Butler will perform in Madison Ballet’s annual production of The Nutcracker in late 2012, and she hopes to dance with the company at Concerts on the Square this summer.
Juan Carlos Diaz Velez

Principal dancer,
Kanopy Dance Company

Why I dance: Diaz Velez left Guadalajara, Mexico, at age sixteen to dance professionally. After ten years, he left the demanding profession to study physics. Since moving to Madison, he performs regularly with Kanopy Dance. “Now that I’ve gone back to some dancing, I’ve found a nice balance,” he says.

Career highlight: Diaz Velez considers a 1996 cultural exchange trip to Asia, India and the Middle East a highlight. His group held workshops, took classes and performed for dancers in different communities. “It was a very wonderful experience,” he says.

Diversity’s role in my work: “Usually the characters or roles I perform, I sort of become absorbed in them,” he says. For Kanopy’s Planet Dance show in the 2009–2010 season, Diaz Velez created a piece combining ballet, modern, flamenco and Mexican dance styles. “It was fusing together aspects of my past,” he says.

What’s next: Diaz Velez will play a role in Kanopy upcoming productions—Baba Yaga in February and Cassandra in April—and works in the 2012–2013 season.
LAST SUMMER, The Capital City Hues held a five-year anniversary party in front of the City-County Building on Martin Luther King Jr. Boulevard. We celebrated the communities of color of Madison through food, performances and awards in a festival-style atmosphere.

Perhaps six hundred people came, and it was a special time. We created large banners depicting the different communities of color in Madison, and the event was planned by members of the African American, American Indian, Asian American and Latino communities. It was truly a multicultural event where no ethnicity was in the majority and everyone felt that it was their event. It was a celebration of all of us.

Sometime after the event, I ran into a dear friend of mine who wasn’t able to make the celebration but had heard about it. This friend has been a long-time educator who has always adhered to the values espoused by Dr. Martin Luther King Jr. She said to me, “Jon, you know the only place you could have held the festival is in Madison.” She then walked away and left me to ponder what she meant. She is good at making me wonder and ponder.

I wasn’t sure what to make of her remarks at first. During the stolen moments of my day, I would come back to the remark and, of course, ponder. Was it a statement about The Hues or was it a statement about the community in which we live? While I still ponder it from time to time, I do believe it was a remark about the community we live in.

Madison is a place like any other city in America. People work hard to make their living, raise their children as best they can and enjoy the many amenities the city has to offer. And like any other city in America, it hasn’t become the Beloved Community of Dr. King’s dream. It has its racial downsides and difficulties like any other community in America.

But with its world-class university, seat of state government and forward-thinking community, Madison is a place where dreams are possible. Point to any place on the world map and there is a high probability that someone from that corner of the world lives in Madison. And while people are proud of their own cultural and racial identities, many Madisonians are also eager to learn from and get to know people outside of their own cultural communities.

That is probably what The Capital City Hues celebration last summer reflected best. We are free to move around and grow. It is not the perfect place where one will readily find all of the shops, services and entertainment that suits one’s particular cultural needs—although I venture the thought that Madison has as many different kinds of ethnic restaurants as most large cities in America. But Madison is what one makes of it. It is a lump of clay that its citizens take part of to fashion a place or community that is conducive to their dreams and ambitions. Madison is what one makes of it. It is a smorgasbord of cultures, activities and resources that one can pick and choose from to create a life that meets one’s tastes and desires.

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Scoring Big

The Southside Raiders football team teaches boys valuable lessons on and off the field  BY ANDY CHOI

THE DREAM BEGINS along the sidelines of Madison’s Penn Park. Cleats pivot through blades of grass slowly losing their summertime green. Shoulder pads engulf young athletes anxious to make highlight reel hits. Helmets house the wide-eyed gaze of competitors looking for the end zone.

While a touchdown is the short-term destination, every boy on this field dreaming of gridiron glory knows the prize of success goes beyond the goal line.

“We’re providing kids a place where they can showcase their talents and keep them engaged in a positive activity,” says Wayne Strong, co-director of Madison’s Southside Raiders youth football program. “We want to keep these kids off the streets.”

The program is comprised of five teams, grades four through eight. About 150 players and cheerleaders suit up and practice three days a week at Penn Park, where the team hosts Saturday home games, and travel to various road games around Dane County. The squads are part of the Dane County Area Youth Football League.

Forty-one seasons of hard-fought yards have given generations of boys playing Raider football an outlet to grow into determined young men capable of success on and off the field. The group stands for much more than just football. Strong, a Madison Police lieutenant, says in an area of Madison challenged by gangs and crime, the team is a positive alternative for kids—especially for the predominately African American members in the program.

“We welcome all children [to the team],” says Strong. “But we tell our young Black players, ‘You have a greater statistical chance of being incarcerated, a greater chance of not graduating.’ We don’t sugarcoat it.”

Strong says the real emphasis for the Raiders is scoring in the classroom. “Letting these kids know that it’s okay to excel in academics is key. That’s the only sure way to know they’re going to make it.”

As Raiders of past and present reflect on what the team has meant to them, all of them are learning that the X’s and O’s of football are merely guides for future success in the game of life.

Wayne Strong

Andy Choi is a reporter and anchor at WISC-TV3. Catch his complementary news segment on the Southside Raiders on Monday, December 19, 2011.

Stepping Up

While Perry Williams founded Krucial Impak seven years ago, early 2012 is especially significant for the hip-hop dance crew. The team traveled from Madison’s south side to St. Louis in October to try out for America’s Got Talent, and this month they find out whether they’ll soon be heading to Las Vegas to appear on the television show. Either way, Williams, twenty-four, couldn’t be prouder of the six-member team that ranges in age from fourteen to nineteen and practices twice a week at the Boys and Girls Club. “I always call the members my little brothers and sisters,” he says. “In practice, I’m their coach. Outside of practice, I’m their friend.” — Katie Vaughn
Always Learning

Lifelong and creative learning are at the heart of many programs that keep us on our educational toes. Here are just a few that are making a difference in our schools, on campus and in the community.

BY LAURA SALINGER

WHEN HE’S NOT BUSY educating the Spanish-speaking community on the news and health issues at Wisconsin’s first-ever twenty-four-hour Spanish language radio station, La Movida, or entertaining Mexican music lovers with his afternoon radio show, “La Tarde Arde” (“The Afternoon is on Fire”), Diego Campoverde-Cisneros is helping Latino youth who are questioning their sexuality, while also helping parents understand questioning youth.

Campoverde-Cisneros knows this narrative well. Born and raised...
in Cuenca, Ecuador, he always knew he was different and lived what he calls a double life as a gay youth in a non-accepting culture. Now, openly gay, he is an outspoken advocate for LGBTQ education and outreach. Together with Vera Court and Bridge Lake Point Neighborhood Center’s Latino resource family coordinator Baltazar De Anda-Santana, Campoverde-Cisneros has helped create a safe space for LGBTQ youth and their parents to learn and understand together.

Alianza Latina, or the Latino Alliance, hopes to help “Latino youth between fifteen and eighteen discuss their issues and concerns, and to learn as well,” Campoverde-Cisneros says. “The Latino community is still having these taboos and misunderstandings about homosexuality and the LGBTQ community. Parents are still struggling with this. Education is the key. I think we have changed people’s mentality a little bit, but we need to do a little bit more.”

Closing the Gap
The Madison Metropolitan School District (MMSD) is responsible for the education of nearly 25,000 students that are diverse in race and income level. MMSD has consistently shown academic success with Madison students surpassing state peers in the number of students testing advanced in language arts, math, science and social studies and a 95.8 percent daily attendance rate (compared to a statewide average of 94.4 percent).

Like many other school districts, however, a persistent achievement gap between low-income and/or minority students is a problem that educators and the district continue to address. Madison has a number of programs that work to reverse the lower proportionate number of minority and/or low-income students who go on to college.

A flagship college preparation program in Madison is Pre-College Enrichment Opportunity Program for Learning Excellence (PEOPLE), administered by UW–Madison’s School of Education. PEOPLE boasts ninety-nine percent of their participating students graduating high school and over ninety percent going on to higher education. What began with just sixty-six high school students in Milwaukee in 1999 has
since expanded to reach thousands of students, some starting in elementary school. The program—described as a pre-college pipeline for low income students and students of color (who are often the first of a family to attend college)—tackles the economic, academic, psychological and cultural barriers that some students face in their journey to higher education. They do so by providing multi-faceted, hands-on programming that collaboratively works with not only the students, but their families, teachers and counselors.

Online testimonials point to the enduring success of the program and what it has meant for past students. “The PEOPLE program has been one of the best experiences I’ve ever had,” says 2006 Memorial High School graduate Ashley Brown. “If you get them, you have to take advantage of them.”

Girls Matter
With the motto, “girls are trying to tell us something, it’s time we listen up,” Girls Inc. at the YWCA Madison tackles the physical, intellectual, and emotional challenges that young girls face today. Designed for girls ages nine to eighteen, Girls Inc. Madison provides after-school enrichment programming and community events for low-income girls or girls of color at three Madison locations with the ultimate goal of inspiring girls to be strong, smart and bold. Using research-based education programs, Girls Inc. encourages girls to take risks and tackle their challenges.

“I think navigating female adolescence is always challenging, that is only compounded by poverty and racism,” says Girls Inc. director Martha Lemnus. “What’s unique about Girls Inc. is, in addition to regular after-school programming, we also offer research-based Girls Inc. curricula.”

Riding the Wave
The first-ever university program focused on hip hop and spoken word, First Wave at UW–Madison brings a dynamo crew of artists together for a college experience that not only doesn’t shy away from hip hop and spoken word but embraces it, understanding the cultural and artistic importance of an urban arts education.

Described as groundbreaking, First Wave is not your average college diversity program. Winner of the 2009 Wisconsin Governor’s Award in Support of the Arts, First Wave brings spoken word and hip-hop artists to UW on a full-tuition scholarship. But the community also benefits with truly stellar and powerful on-campus performances by First Wave students. They also take their acts on the road to schools and community organizations.

In a program testimonial, playwright, actor and spoken word artist Danny Hoch says, “The First Wave program is unique in this country, probably in the world, because you’re not really going to find a program ... at a major university that embraces hip-hop culture, that embraces spoken word, that embraces hip-hop theater and really acknowledges the power that all these art forms are having.”
A Second Chance

Sometimes a traditional classroom or education doesn’t work for students but that doesn’t mean it’s all over. Since 1972, Omega School has served people who have been unsuccessful in a traditional school setting by providing learners of all ages with a much-needed second chance. By giving students one-on-one tutoring, a homey environment and individualized instruction, Omega School has helped teens and adults—from age seventeen to their oldest graduate at eighty-six—obtain their GED/HSED. The main goal is to overcome the obstacles that prevented these students from graduating high school in the first place, while providing a launching pad for further opportunities.

At the helm of Omega School is executive director/principal Oscar Mireles, who is known for his caring yet no-nonsense approach. Named the 2011 Literacy Advocate of the Year by Wisconsin Literacy, Mireles and his staff serve approximately four hundred students a year. “A GED is a first step, it serves as an access point to employment, or to go on to (higher education), or to gain an apprenticeship,” Mireles says. “It’s a first step but it’s a big step.”

Never Too Old for College

It would be hard to find an idea that better embraces the concept of lifelong learning than the motto of the Grassroots Leadership College: “We are all learners, teachers and leaders.” Simply put, the College trains and builds community leaders. The general semester program, workshops and other learning opportunities cultivate a diverse group of participants who become integral community players.

To date, the Grassroots Leadership College has been able to support more than five hundred community leaders and there are currently more than 120 different community projects that have originated from the twelve-year-old nonprofit. One of the most recent from Sister House, an innovative program supporting women transitioning from prison, jail or AODA, is the opening of Madison’s first Oxford House for Women. Oxford Houses are models of transitional housing that provide comprehensive help for women returning to their communities.

“I think it’s really important to have a lot of folks out there doing organizing and being leaders in their community,” says executive director Amy Mondloch. “We are able to provide a positive learning place for people of all different backgrounds. We really become a stronger community when those kinds of connections are made.”

Young At Heart

Nothing says inter-generational learning more than the renowned Grandparent’s University at UW–Madison. Co-hosted by the Wisconsin Alumni Association and UW Extension Family Living Programs, this award-winning summer institute exemplifies the very idea of lifelong learning while also nurturing the extraordinary grandparent-grandchild bond and exposing children to higher education at a young age.

Together, grandchildren and their family elders can major in and earn degrees in artists books, astronomy, engineering, limnology, nursing, veterinary medicine and social robotics, to name a few. They stay at the dorms together and eat at the cafeterias for the full college experience. Originating at UW–Madison in 2001, this trademarked program has gained in popularity and spread to other learning institutions nationwide and in Canada.

Nancy Cross Dunham has taken her grandchildren to Grandparent’s University for three years and next summer will be her fourth. While she lives nearby to her grandchildren, she says, “This is a way to really get some quality, concentrated time together.” She says it is not only the kids that learn, but the grandparents as well. “I can’t speak highly enough of it. It is one of the best programs I have taken part of.”
ANY OF US HAVE BEEN LUCKY ENOUGH to have a teacher who changed our life and ignited a passion to learn. A teacher who believed in us more than we believed in ourselves.

For Joe Gothard, the former principal of La Follette High School and the newly hired assistant superintendent of secondary schools for the Madison Metropolitan School District, that teacher was Deloris “Lois” Bell. “Her belief in me helped me through challenging times as a youth,” he says. “Her impact on my life remains close to my heart.”

The two first met at Sennett Middle School in 1983, Bell in her tenth year of teaching and Gothard an academically and socially challenged sixth grader. “Joe was really struggling with his identity,” Bell says. “Since he was a mixed kid, I think he found it very difficult to engage socially with other kids at first.”

Bell, who retired in 2009 after thirty-six years, told Gothard, “You are who you are and you can’t change that, but you can change how you respond to who you are.” She saw a surge in Gothard’s academic confidence during his seventh- and eighth-grade years. But academics weren’t his only area of improvement: “We would read about Black historical figures and we discussed issues surrounding race,” she says. “That’s when I think he became more comfortable in his own skin.”

Paying it Forward
As head principal at La Follette from 2007 to 2011, Gothard set as one of his goals bringing light to the systemic injustices in the education system that continue to disproportionately affect students of color. In addition to mentoring partnerships with community organizations to support those students, he helped start a restorative justice youth court program in 2008. The program, still in place today, gives students who’ve committed various in-school offenses the chance to take responsibility for their actions and serves as an alternative to suspension and arrest.

Burnett Reed, a 2011 La Follette graduate and a participant in the program first as a defendant and then as a jury member, recalls Gothard’s support in both instances. “He was there to talk to me during my sentence and even came to celebrate with me after I completed it,” Reed says. “He also supported the program in general and made sure that it was running smoothly.”

While Reed didn’t take to his principal immediately, Gothard worked hard to establish a relationship. “I made a decision that I would never give up on him,” he says. “I could be disappointed, I could be heartbroken, but at the end of the day, I was going to do whatever I could to help pick him up and make sure that he was moving forward.”

That relationship grew closer each year, and now Reed is pursuing a criminal justice degree at Bryant & Stratton College in Milwaukee. “I was able to confide in him and trust him with personal information even when we had disagreements,” Reed says. “I knew in my heart that he really believed in me and wanted to see me go far in life.”
Looking Ahead

In his new role, Gothard works to provide schools with support and information to help the district confront issues. “In my role, a lot of what I do rests on how this decision or that program can help close the achievement gap, so it’s part of everything that I do,” says Gothard. “So I’d like to think that I’m a part of a team that is trying to figure out how we can do a better a job of this.”

After discovering that only seventy-seven of the 1,720 African American students in the district took the ACT college entrance exam during the 2009–2010 school year, Gothard and the district have worked to develop a system called EPAS (Educational Planning and Assessment System) to ensure that every junior has access to the test. The program, which will take effect in the 2012–2013 school year, is backed by the Urban League, which is offering prep classes for interested students.

Gothard’s academic journey isn’t over, either. He’s pursuing a doctorate in education leadership at Edgewood College, but is content with his current role within the district.

“I know that this position will open doors for my future success,” Gothard says. “But right now I’m happy to serve in this position.”

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- Top Ten Best Places to Work 2010 (Madison Magazine and WISC-TV3)
- Top Small Workplace 2009 (Wall Street Journal and Winning Workplaces)
NUESTRO MUNDO indeed sees the world as ours. Madison’s free public charter school strives to be both diverse and inclusive. “The idea was to be able to offer bilingual education but in an environment where Spanish-speaking kids didn’t have to be alone or separate from the rest of the school,” says principal Silvia Romero-Johnson.

Some 291 students attend the dual language immersion (DLI) elementary school on Madison’s far east side.

By the time Nuestro Mundo’s kindergartners are in their forties, the Latino population in the United States will have tripled, from 46.7 million in 2008 to 132.8 million in 2050, according to the U.S. Census Bureau.

As this minority becomes a majority, the school’s unique approach to teaching Spanish is garnering support and interest.

Nuestro Mundo’s DLI program follows the “90/10 model.” Kindergartners receive ninety percent instruction in Spanish, ten percent in English. The percentage of English increases every year, evening out in fourth grade.

Each class is composed of half Spanish-speaking, half non-Spanish-speaking students.

“There has been a waiting list for years,” Romero-Johnson says. “District administrators know that the demand is there.”
Demand Leads to Expansion
Nuestro Mundo’s DLI formula is now used at non-charter elementary schools across Madison’s four attendance areas: Sandburg, Glendale, Chavez, Midvale and Leopold.

Some schools have already held lotteries because of waiting lists.

“Yes, I would say it’s a success story,” says Susan Abplanalp, Madison schools deputy superintendent, of Nuestro Mundo and the decision to expand DLI.

“We decided to start to offer dual language immersion programs instead of English as a Second Language] because of the success rate they have in helping children get proficiency much quicker,” she says.

What’s Next?
Nuestro Mundo’s first students are now seventh graders at Sennett Middle School, which offers DLI. In 2013, this class will attend La Follette High School, which doesn’t offer DLI.

“What we want to do is make sure students are able to continue to learn and continue to sustain what they’ve learned in a K–8 program,” Abplanalp says. “So we want to offer something; we just don’t know what it is.”

The district isn’t currently expanding to more elementary schools but will eventually add DLI at more middle schools.

In its eight years, Nuestro Mundo has become a beacon in dual language education as the next generation emerges with a greater understanding and appreciation for the world around them.

Maria Guerrero is a reporter and anchor at WISC-TV3. Don’t miss her complementary news segment on dual immersion programs on Wednesday, December 14, 2011.
I HAVE VISITED WISCONSIN PRISONS at least fifty times to see relatives or to give a keynote speech.

The first time I walked into a prison visiting room I was appalled by the sea of youthful offenders consuming space in that room, eighty percent of whom were young Black men looking much like your son or my son. That was at the Green Bay Correctional Institution probably about 1985. The same scenario existed during the last time I visited a prison in New Lisbon Correctional Institution some twenty-six years later. It is a mind-boggling experience with a dominating thought of what a waste of manpower and talent.

Every Black family in America has somebody in the prison system. It is destroying our culture.

In October, I attended the graduation ceremonies of a class of 452 recruits—including my great-nephew—at the impressive Great Lakes Naval Training Center in Illinois. This was a joyous occasion for him and his classmates on one of the biggest campuses in the world—an institution graduating about 40,000 recruits a year. This visit clarified my often-conflicted thinking about the military system.

The race demographics at Great Lakes were vastly different from Wisconsin prison demographics—with only a scattering of baby-faced Black men and women. Other demographics from both institutions are virtually the same: mostly men between the ages of eighteen and twenty-eight, unfocused, uneducated, undisciplined, irrational mindsets, testosterone-filled, high-energy and susceptible to whatever their environment presents them.

At Great Lakes, one’s personal freedoms are put on hold, just as in prison—no cell phones, e-mail or personal belongings, no drinking, no smoking, no drugs. Security is high. Recruits are required to get permission to do everything. They can’t leave the base. They choke down meals much to their dislike. They are required to follow instructions, good or bad, and to wear uniforms.

But it occurred to me that the primary difference was purpose. Great Lakes has purpose, purpose for achievement.

The prison system has purpose, the purpose of punishment. Great Lakes positively affects the mindset of the recruits, at a time when they can be changed. The prison system, with a sixty percent recidivism rate, does not. Not all, but most prisoners learn how to be more cunning in prison. Most are released with a sense of hopelessness, lack of direction and family support, and numerous serious but repairable mental health issues.

Military strategies used for boot camp could be applied to the prison system and benefit both the prisoner and the larger society. Not all offenders would be eligible, just as some military recruits are rejected. There are other fine differences that expert strategists and large conceptual thinkers could work out. I wish that some governor or congressperson would propose this idea. I wish that counties, cities and state legislatures would think in this direction. We have applied the military structure to fire and police departments. It’s not such a far-fetched idea.

Our nation, burdened with the largest prison system in the world, could use much of the prison population for our crumbling infrastructure, new energy systems and technology, social justice programs, public art and festivals and health issues. We need to give a purpose to the ridiculously vast prison system other than punishment.

Purpose can make a big difference in life, between success and failure, between hope and despair, between a prison system that is way too costly to sustain and one that has meaning.

Milele Chikasa Anana is publisher of UMOJA Magazine. This column is excerpted from the November 2011 issue.
AN INTERESTING THING HAPPENED when the Madinah Academy of Madison, a private school offering preschool through third-grade education grounded in Islam—was unable to open its doors for a new school year because of a September 3 fire at its facility.

A call went out, originating from UW–Madison’s Lubar Institute for the Study of Abrahamic Religions, to area faith congregations with a request for help. The response was overwhelming as churches, synagogues and mosques stepped up...
with generous offers of temporary housing for the school, manpower and donations.

Pastor Alex Thornburg of Westminster Presbyterian Church and the church’s council offered up use of their facility after receiving a call for help from Temple Beth El Rabbi Jonathan Biatch. While Westminster was one of many organizations to offer space, Westminster proved to be a great location for the suddenly homeless school. The Madinah Academy opened just over a week after the fire.

While the nation has often reeled from post-9/11 backlash unfairly targeting and scapegoating peaceful Muslim communities, Madison’s faith community countered that response with one of goodwill. “We share with Muslims, as well as Jews, this sense of hospitality,” Thornburg says. “It's rooted in our scripture and shared with other religions.”

Thornburg is also quick to point out that the Madinah Academy is not the only one benefiting.

“We are going to learn from a different culture,” he says. “We are going to learn from Muslims which we didn’t get as much opportunity to do before. We are excited for the opportunities for us to interact and develop a relationship.”

**Leading the Way**

In keeping with its welcoming and progressive traditions, Wisconsin in 1998 became the first state in the nation to proclaim an Interfaith Awareness Week. Local city and county leaders soon followed suit and signed proclamations declaring a week in mid-December the official observation time. The week deliberately coincides with Human Rights Day (December 10), created by the United Nations more than sixty years ago. The idea is to honor religious freedom and bridge religious traditions statewide.

From early to mid-December every year, a forty-foot tree adorned with ornaments and mementos of all stripes graces the state capitol rotunda and reaches up to the decorative ceiling. The building’s second-floor rotunda—filled with displays featuring a variety of worldwide religions, including Muslim, Buddhist, Christian, Wiccan, Jewish and more—is a reminder that Madison is home to many religious traditions and welcomes them.

Numerous other events and activities mark Interfaith Awareness Week in Madison, including open houses, interfaith dialogues and a special celebration. Co-organized by the Reverend Father John-Brian Paprock, priest of the Holy Transfiguration Orthodox Mission in Madison and director of Inroads Interfaith Ministry, the capitol celebration features notable speakers and performances for people of all faiths.

“We learn about each other in the spirit of cooperation, the spirit of community,” says Paprock, whose own congregation is largely Ethiopian and Eritrean. “It is fundamental to humanity that we find ways to work together. It is a spiritual truth in all religions: we are better when we work together. Although religion has historically
been at the crux of many conflicts, it is fairer to say it is a pathway to peace.”

**Partners in Change**

For more than three decades, Madison-Area Urban Ministry has linked together area faith and community organizations to promote social justice and work toward alleviating racism and poverty. What started as an experimental urban ministry in the early 1970s has grown into an organization with nearly a hundred partners—from Catholic to Muslim to Buddhist to Jewish—that provides programming to aid struggling community members and their families.

At its crux is ministry to former prisoners, supporting their return to their communities in a healthy and successful way while also reaching out to the children of incarcerated adults. According to MUM, Wisconsin leads the way nationwide for minority and teenage incarceration. The negative effects on families and communities can be huge, but MUM and its partners are working to make a difference.

Mentoring Connections pairs a caring adult mentor with a child (age four to seventeen) of an incarcerated parent. Numerous prisoner re-entry programs, including Circles of Support and Journey Home (a United Way initiative aided by MUM staff), work toward creating a healthy and successful transition into the community. MUM also operates an emergency food pantry, a micro-loan fund to get community members back on their feet, and popular dialogue forums that allow the public to come together in a safe space and discuss issues pertinent to the health of the community. Topics have included gay marriage and, most recently, the lessons to be learned from the Georgia prison strikes. “Our goal with the dialogues is to bring people together, to share information and to engage in a community conversation about issues important to our community, issues that relate to the overall strength of the community while remaining focused on our mission and historical areas of work: racism, economic justice, fair and affordable housing, criminal justice system reform and access to quality education for children and adults,” says MUM executive director Linda Ketcham. In addition, MUM serves as a fiscal agent and incubator for a number of community and neighborhood initiatives.

By partnering with numerous faith communities, organizations and businesses, MUM has been integral to creating change in the Madison community. “We continue to live out our mission statement, which is to stand with the poor and hurting,” says Ketcham.

Ketcham embraces the notion of radical hospitality—reaching outside one’s own circles to help those who are different, excluded or marginalized.

“We often silo ourselves with people who are like us—whether it is religion, race or neighborhood,” she says. “By reaching out across religions, we start to build relationships. We have a shared narrative of welcoming the stranger.”

**Uniting for Community**

Although they hail from different Christian denominations, over fifteen Madison-area churches led by African American faith leaders have joined together to form the African American Council of Churches (AACC). Led by Faith Community Baptist Church’s pastor David Smith, the council’s motto is “United Together, Commissioned to Go, Anointed to Serve.” Since 2004, the council has brought faith leaders together to tackle the needs of their faith communities and the broader community with the main goals of “uniting, perfecting and mobilizing.”

“I think the biggest thing we do is advocate for families and people who are facing problems in our community,” Smith says. “The important thing is that we reach outside of our own walls to reach the larger community.”

Member leaders meet monthly for a pastor’s council, and an annual convocation draws member churches together to unite and define goals. Ministries include the Witness Project, a culturally relevant and community-based cancer education program, and a week of prayer and education on the healing of AIDS/HIV.

Smith says the group is now working on future plans to create a centralized food pantry and possibly even a credit union to promote business and financial stability in the community. At the end of the day, it is about coming together across denominations to promote community well-being because, as Smith says, “The church is a beacon in our community ... and it is important for the churches to lead the way.”
AKE A LOOK AT THE CITY’S FAITH SPACES, and it is clear that Madison has long been a place where tolerance and inclusion are welcomed and encouraged. There’s the new, traditional temple at the revered Deer Park Buddhist Center, set in the rolling hills just south of Madison, and the 154-acre Irwin A. & Robert D. Goodman Jewish Community Campus, which opened in 1999 just fifteen minutes from downtown. And Mt. Zion Baptist Church, a mainstay in Madison since 1911 and the community’s largest Black church, upgraded its facility with a new sanctuary in 2004. Now it has plans on the horizon to create a Community Life Center with a gym, food pantry, library and social services center.

The American Hindu Association of Madison also has a vision to create a gathering space. Since 1998, AHA has provided spiritual, social and educational opportunities for the area’s Hindu population. Yet this group of devotees has, until recently, convened at private homes or at rented space in a yoga studio. They now plan to construct what would be the first authentic Hindu temple and cultural center in Madison built from the ground up. AHA is well on its way with the recent purchase of 7.5 acres off Fish Hatchery Road in Fitchburg. Once a farm, the new property is a wooded plot on what feels like a small country road. Just on the outskirts of Madison, the property is both scenic and convenient.

The farmhouse and newly renovated barn are currently the gathering places, where
the group conducts regular weekly puja, bhajans, Hinduism-focused discussions and celebrations. Sketches for a grander temple dot the interior. “Our goal is to definitely have a full-scale temple,” says AHA board member Amit Mangar, who adds that their plan is to have a facility much like the renowned Hindu Temple of Wisconsin in Pewaukee. Plans for the new temple and cultural center include a main altar area, a concert hall, kitchen, offices, a library and computer room and a multipurpose hall for cultural activities and access to the wider community for events and Hindu festivals. Although it has been years in the making, Mangar says, “The temple won’t happen overnight, but we know it will happen.”

Building Bridges

JAIME DUBON IS HELPING BETHEL LUTHERAN REACH OUT TO THE LATINO COMMUNITY

By Laura Salinger

Dubbed a “citywide church with a worldwide ministry,” Bethel Lutheran is welcoming of diversity in all its forms. In an effort to reach out to an ever-diversifying community, this downtown Madison church has offered Latino Ministries—with services in Spanish—for nearly a decade. Bethel has recently added a new face to its Latino Ministries with interim pastor Jaime Dubon.

Dubon has many plans for his new congregation, including furthering the work of former pastor Pedro Suarez and continued outreach to the Latino community. “The Latino congregation is very diverse in terms of nationality and socioeconomics. I hope to connect the community,” he says. “I also want to build more bridges between the Anglo population and the Latino community.”

An El Salvador native, Dubon has lived a life that many couldn’t even imagine. Born in a Catholic family, he was raised just north of San Salvador in the rural municipality of El Pajonal during the height of El Salvador’s civil war. Before the infamous assassination of Archbishop of San Salvador, Oscar Romero, was the murder of Dubon’s own pastor and Romero’s friend Rutilio Grande. In the years following the tragedy, Dubon would suffer the disappearance of his father and the murders of two of his brothers.

Dubon, who would often hide in the hills from El Salvador’s death squads, eventually moved to San Salvador and, despite continued danger, found solace with a Lutheran congregation. “The Lutheran church filled this emptiness I had in my own life,” he says.

He served as a lay leader for the Lutheran church in El Salvador from 1987 to 1991, studied at Chicago’s Lutheran School of Theology and was ordained in El Salvador in 1994. Later he served as an associate pastor at Resurrection Lutheran Church in San Salvador, led the Department of Theology at El Salvador Lutheran University and eventually served St. Andrew’s Church in West Chicago. This father of four says he is now eager to serve Madison.
Just as the diversity of the Madison region has grown, so have the media, which highlight its rich cultural activity. For more than twenty years The Madison Times has reported on the area’s growing racial and social diversity. From the increase in the racial and ethnic populations to gay- and gender-rights issues, The Madison Times has recorded their history and growth in Madison. It is this rich blending of cultures and ideas which makes Madison a special place.

What has twenty years of community coverage taught us about our city? Foremost Madison is experiencing change. The city is not perfect. Surrounded by beautiful lakes, positioned around a world-class university and anchored with the eye-catching state Capitol building, it still has cold winters and traffic congestion.

Additionally the city and surrounding region are experiencing transitions that have engulfed other areas of the country. As larger numbers of people question and opt out of our traditional public institutions, the process of reaching a civic consensus is complicated. While the region has welcomed its growing cultural diversity, it is experiencing growing pains in dealing with the employment and educational challenges of the incoming population. In many ways the community is at a crossroads. Either we soar higher or we lose ground. Our community challenge is to invest resources in our neediest citizens while also maintaining the qualities that got us designated as one of the best places to live in America.

Issues such as urban sprawl, crime and increased taxes cannot be viewed as separate and unrelated. Local leadership must involve and create regional solutions, which address issues such as housing, transportation and increased cultural diversity in ways that don’t just move the issues from one area to another.

Increasingly, public/private partnerships will be the norm, not the exception. As an example, the Madison Urban League has launched two innovative community initiatives; creation of an all-boys and another all-girls charter school for low-income youth as well as a low-income neighborhood project coordinating services for children and adults. Both were seeded with private donations and based on a public/private model.

As the diversity of the community has changed so have its expectations. The threshold of how we define quality of life has risen, encompassing an inclusion of and respect for the regions many varying social and ethnic communities. While problems exist, Madison and its surrounding regions bring a large playbook of strengths to address our challenges. Local leadership, political and otherwise, understands real solutions rarely come from the top. They recognize that the critical risk-takers and expertise are at the periphery.

And despite the educational challenges facing Madison and the surrounding districts, the quality of public education in the region remains among the best in the nation. Equally important, the area has an increasing population of young, intelligent and forward-looking citizens who are proactive and willing to create a future filled with opportunities. They possess sensitivity and vision, and the skills to enhance our community.

More so than most other communities, Madison offers an opportunity for community engagement even for its newest members. This is a place with a colorful past and a progressive future. The potential to succeed or fail is in our hands. As that future occurs, The Madison Times will be there to record the events and people who make our community one of the most livable in the country.

Ray Allen is publisher of The Madison Times
Aces of Activism

At the helm and behind the scenes, formidable figures work for the common good by Laura Salinger

Dr. Patricia Tellez-Giron, an associate professor at UW–Madison’s Department of Family Medicine in the School of Medicine and Public Health, is a well-known advocate for the Latino community in the greater Madison area. Tellez-Giron’s work does not go unnoticed: In 2008 the university recognized her as an Outstanding Woman of Color and in 2011 Dane County and the city of Madison recognized her with the coveted Martin Luther King Jr. Humanitarian Award. These are but a few accolades this Mexican native has earned for her tireless

“You teach them … to use those gifts and pass them down somehow in the community.”
Patricia Tellez-Giron
commitment to health education and advocacy within the Latino community.

Tellez-Giron co-chairs the Latino Health Council, which organizes a slew of community health initiatives. “The Latino Health Council has been so important for the healthy growth of our community,” Tellez-Giron says. “Many of our families, when they come to our country, have to focus on survival—finding a job, finding housing. Health then falls to the bottom of the list. We had to find a way to reach out to people and push health further up their list. If they don’t have their health, they can’t have those other things.”

One of the Latino Health Council’s biggest events, in partnership with the Latino Children and Family Council, is the annual Latino Health Fair. Nearly seven hundred people attend for preventable disease screenings and to be connected with community health services. With an audience of more than 40,000, the Latino Health Council also airs Nuestra Salud, a monthly Spanish health education radio program. Other important initiatives include a Latino Health Teen Bash, a Latino Mental Health Summit and a Latino Chronic Disease Summit.

**The Children’s Cheerleader**

The Boys and Girls Club of Dane County strives to “fuel kids with the inspiration to dream and the skills to achieve when they are most impressionable.” It’s a lofty goal, but for CEO Michael Johnson, it’s attainable. He knows firsthand how one can grow up in a tough environment and still come out on top.

Raised in a single-parent household in Chicago public housing, where only four males from his eighth grade class survived, Johnson says the Boys and Girls Club in his childhood neighborhood helped save his life. “Even though I stayed in poverty all my life, the Boys and Girls Club was my sanctuary,” he says. “It kept me off the streets, it kept me safe.”

With a number of degrees under his belt, including an MBA in global management, Johnson has served as the Philadelphia deputy recreation commissioner, executive director of Lutheran Child and Family Services of Indiana and Kentucky, and executive director for the

Monsanto Family YMCA. If he has a passion for anything, however, it is for once again returning to his roots. “I am honored to be in this position,” Johnson says. “I get up every single day, excited to come to work, excited to work with kids, excited to work for more resources.”

**The Change Agent**

Renee Moe is one busy woman. That doesn’t mean that, for even a second, she doesn’t exude excitement about the work and successes of the United Way of Dane County, which has deep roots in the community going back nearly ninety years.

As vice president of resource development and marketing, Moe is a strong proponent of the United Way’s Agenda for Change, a strategic plan that’s working to strengthen Dane County communities. The agenda focuses on key factors such as eliminating the achievement gap, decreasing homelessness, preventive health, early childhood and kindergarten
“United Way is the place that can bring together all the different segments of our community,” Moe says.

readiness, fostering independence for seniors and people with disabilities, reducing violence and forging strong partnerships with nonprofits and volunteers. “I think United Way is the place that can really bring together all the different segments of our community—nonprofits, business, government and grassroots leaders—and create change,” Moe says.

Moe’s parents met in Taiwan—her mother’s native home and her father’s Air Force base—and the family eventually moved from Germany to Okinawa, Japan, and then to rural Wisconsin.

Building Stronger Connections

CUNA Mutual Group is pleased to join with you in building bridges throughout our community.
Although raised in a predominantly white community, she credits her background with helping her understand diverse communities. “One thing that’s cool about being a mixed-race kid is you enter the world knowing there are a lot of different viewpoints.”

After attending UW–Madison, interning with the United Way, and meeting her husband doing volunteer work—the couple now has a baby and two-year-old at home—Moe has risen through the ranks at United Way and has a basic yet important viewpoint on the roots of community development. “It is about valuing that every single one of us is of value to everyone,” she says.

**The Trusted Teacher**

The Goodman Community Center serves what executive director Becky Steinhoff calls “a community incredibly rich in racial and socioeconomic diversity.” At the heart of the center’s work are the people—staff, volunteers and community members.

Howard Hayes has been working with kids at the center for fifteen years and has seen the facility blossom, the programming more than double and the neighborhood grow and change. Yet none of this has shifted his key focus: the kids. Starting as a volunteer and now an after-school teacher who also heads up the teen center, Hayes is a bundle of energy with the singular purpose of helping kids succeed. His hard work and dedication have improved the lives of children from single-parent families, those living in poverty and those who didn’t get a head start in education.

“My ultimate goal is to help them to be able to love themselves, in a whole way,” Hayes says. “The hardest part is trying to help them find out who they are. You are really trying to give them affirmation for who they are and help them understand their unique gifts. You teach them, then, to use those gifts and pass them down somehow in the community.”

**The Future Finder**

Since 1983, Centro Hispano of Dane County has been working to create strong Latino families in the community. Centro’s director of programs, Mario Garcia Sierra, knows what it means to be given an opportunity to succeed.

Born in rural Guatemala, he and his parents moved to Guatemala City and his family worked hard to give him educational opportunities. He came to school at UW–Madison with the purpose of returning to Guatemala to work on economic development. Yet he saw a need here, especially among Latino youth. Now he is hoping to pass on opportunities to Latino children in Dane County.

“My vision is that we can be the...
“Young Latinos have the potential to be the future doctors, attorneys or whatever they want to be,” says Garcia Sierra. “It’s really about having the belief that they can achieve anything.”

leading agency in serving Latino youth and families by providing the space and right environment so that youth and families can thrive,” he says. “Young Latinos have the potential to be the future doctors, attorneys or whatever they want to be. It’s really about having high expectations and the belief they can achieve anything they want. So many people talk about the achievement gap. I always say it is an opportunity gap. We bring opportunities.”
THE CITY OF MADISON and Dane County were a different place twelve years ago.

While it was not surprising to run into one or two students of Latino descent within the halls of the University of Wisconsin–Madison and in our public schools, the past decade has been largely significant in the continued demographic expansion of what has now become the fastest-growing minority group in the nation.

According to statistics published by the U.S. Census Bureau last March, more Latinos have continued to make Madison and the greater Dane County area their home. Officially, more than 336,000 Latinos now live in Wisconsin, an increase of almost 180,000 new residents over the last decade. And according to estimates reported by the Associated Press and the Wisconsin State Journal, Latinos now account for six and seven percent of the total population of the county and city, respectively, while by some estimates there are 45,000 Latinos who now call Dane County home.

The continued influx of Latinos has been more than obvious in Madison, a city now adorned by the cultural diversity and folkloric flavor that have been brought by immigrants in recent years. Take, for example, the pageantry and reverence that are part of the annual Mexican Independence event, Festival Viva México, a celebration customarily attended not only by Latinos and non-Latinos from Madison and neighboring communities, but by people who hail from other parts of the state of Wisconsin and from out of our immediate region.

Or consider the ever-growing presence of informational and entertainment-focused events like the annual Hispanic Heritage Luncheon, Latino Health Fair, Latino Kids’ Day and Fiesta Hispana, all of which have sprung up to satisfy the demand for Latino-oriented programs.

We cannot ignore the noteworthy increase in Latino-owned businesses and restaurants that has been seen in the past decade. It has become clear from a financial standpoint that Hispanic purchasing power is now significant enough to be taken seriously by local decision makers.

Those who have arrived in Madison and Dane County have come here not only in search of a better way of life for themselves and their families, they have also come here to become contributors to our society at large.

Let me state that our community is completely family-oriented. That is, we have made and continue to make decisions based on what we think and feel is best for our loved ones. Many of us, young and old, strive to become better educated and search insatiably for more instructional opportunities.

Latinos are bound by the cultural and social traditions that have originated in their countries but are more than willing to adjust to their new surroundings by learning the English language and informing themselves of our laws, so as to become properly integrated into our community.

The Latino community should serve as an inspiration to all. We represent the spirit upon which this nation was built: immigrants who have come from faraway lands looking for a better life, eventually becoming tremendous success stories in their own right.

We represent the spirit upon which this nation was built: immigrants who have come from faraway lands looking for a better life, eventually becoming tremendous success stories in their own right.

This is what has transpired over the past decade. And, if there is anything gratifying that we should take from it all it is that this significant demographic boom speaks well of what Madison and Dane County stand for in terms of tolerance and willingness to evolve.

In the past decade, our local Latino community has flourished. Let us all wonder what the next ten years will bring us as a whole, when the children of these immigrants grow up to be productive members of our community.

Indeed, Madison and Dane County will be different once more.

Lupita Montoto is co-founder of La Movida Radio and Voz Latina Spanish newspaper.
MAZING WHAT FRUSTRATION CAN DO, especially if one channels it in the right direction.

I had plenty of it, and little did I know that it would grow into something like this.

Having a special needs child with a rare and uncontrollable form of epilepsy, who’s also on the autism spectrum and has myriad other health issues, is no walk in the park for the child, parents or caregivers. Regardless of what you deal with in life, everyone needs a little time to recharge. Finding that time and the right people to help you do it can be very difficult; multiply that challenge by ten for special needs families.

It’s called respite care. When we applied for it, my son, Gio, was having more than thirty seizures a day. An agency told us he wasn’t “disabled enough” and therefore didn’t qualify immediately for the hours he deserved and we needed; we were placed on a waiting list for that specific care.

My husband and I found out there were many families in the same boat struggling to find that little bit of peace and

Cultivating Hope

Gio’s Garden is a growing resource for special needs families BY CHARLOTTE DELESTE

PHOTOGRAPH BY JOHN URBAN

CARING AT THE CORE.
Kids like Gio Giordan are at the heart of the city’s new respite center.

Gio’s Garden is a growing resource for special needs families BY CHARLOTTE DELESTE

PHOTOGRAPH BY JOHN URBAN

CARING AT THE CORE.
Kids like Gio Giordan are at the heart of the city’s new respite center.
GIVE

Every Child Counts

For thirty-five years, Cora White has served some of our population’s most silent strugglers

BY LAURA SALINGER

A SINGLE PARENT OF THREE, Cora White fell into fostering by accident when she took in her sister’s child and the social worker suggested she would be a quality foster parent. Discovering she had a knack for reaching children with her loving yet no-nonsense attitude, White continued to take in more and more foster kids.

Her journey changed with a last-minute arrival one Christmas Eve. Surrounding the Christmas tree were gifts for her children and foster children, yet there were none for the fifteen-year-old boy coming to her home. “That was when I decided that every child should have gifts of some kind on Christmas morning,” she says.

That was 1988 and that’s when White founded Partners in Foster Care Inc. The initial goal was to make sure every foster care child would have presents on Christmas, but the organization soon morphed into much more. Now named the Foster Care Children and Family Fund, White’s nonprofit has raised money for respite camps and started college funds for foster kids, and she works globally with orphanages, including her namesake “The Mom Cora Blessing Home” in southern India. Her latest endeavor has helped twenty female orphans in Trinidad become entrepreneurs by opening a sewing shop.

For White, it comes down to giving every child a chance at success. “Kids need to know, someone needs to show them, that they can really do anything they set their minds to doing.”

Our hope is to provide the care that those kids receive at home so parents have nothing to worry about.

relaxation, and a chance to reconnect with themselves, their significant others and their other children.

With these other parents, we discovered the system to get this needed service is not easy to navigate and the demand for respite is extremely high while the supply is low. Wait lists can last years. Gio has been on one list since November 2008. Finding qualified caregivers/babysitters to help is difficult. Trust plays a huge factor.

This is how Gio’s Garden was formed. Our goal is to help alleviate some of the stress in the already strained and overworked system by opening a respite center for special needs children ages birth to six. Why that age range? Those are the children falling through the cracks. As children get older, the more hours they qualify for. In our journey, we discovered age six seems to be the magic number, but there are too many families who need that help “yesterday” and for more than just a couple hours a day. It’s too easy for parents to run themselves into the ground. I’ve done it myself. I’ve seen my own mother do it with my sister, who has very low-functioning Down syndrome. It’s real and it’s not fair.

When Gio’s Garden opens, parents will be able bring in their children for a few hours a week so they can do whatever it is they want to do: sleep, grocery shop in peace, go on a DATE with their partner, spend time with their other children who aren’t getting a whole lot of attention or catch up with friends. Our hope is to provide the care that those kids receive at home so parents have nothing to worry about. Our goal is to raise $250,000 to help us open and stay open for just one year. We are at $225,000 thanks to some very generous donors—and we have some very exciting plans in the works that we hope to share very shortly. Check giosgarden.org or our Facebook page for updates.

While we realize we can’t help everyone, we know we will make a difference in the lives of some.

Charlotte Deleste is the morning co-anchor at WISC-TV3.
January

Kids in the Rotunda
The Atwood Players present African tales and folklore stories through Anansi the Spider. overturecenter.com

I Have A Dream Banquet and Ball
Women in Focus’s annual scholarship fundraiser features a social hour, dinner and dancing. womeninfocus.net/dream.htm

32nd Annual Tribute and Ceremony Honoring Dr. Martin Luther King Jr.
This annual Capitol Rotunda gathering, broadcast live on Wisconsin Public Radio and Television, celebrates the life and achievements of Dr. Martin Luther King Jr. wpt2.org/blackhistory/index.cfm

February

Circle of Women
Celebrate the power of philanthropy at the YWCA’s Circle of Women event. Hear from guests who have benefited from the support of the YWCA network. This event was created to promote philanthropy and networking among women across social, ethnic, economic, educational and cultural backgrounds. ywcamadison.org

Business Women’s Expo
This day-long event is designed for professional women and women business owners. Great networking opportunities for those in, and getting in the business. mcwproductions.com/index.html

March

International Festival
Come for free, family-friendly fun featuring international dance, music, food and crafts at Overture Center. overturecenter.com

Community Tot Shabbat
This is a great way to meet other Jewish families and see how congregations celebrate Shabbat with their youngest members. jewishmadison.org

“A sampling of Madison’s multicultural happenings and celebrations

Martin Luther King Jr. Youth Recognition Breakfast
Students from middle and high schools across Dane County are recognized for academic accomplishments and volunteer service. Organized by the King Coalition and the Urban League. ulgm.org/mlk

Jones-Robinson Scholarship Dance
This benefit raises money for students from single-parent households who want to further their education and includes dancing, a DJ and a cash bar. More info: Johnny Winston, Jr., 347-9715

Alpha Kappa Alpha Sorority’s Men Who Cook Annual Event
Join male community leaders who cook—a main dish, side dish and dessert—for a great cause. People’s choice and chef’s choice awards will be given, and proceeds benefit scholarships. More info: Frances Huntley-Cooper, 274-3619

“If you can’t fly then run, if you can’t run then walk, if you can’t walk then crawl, but whatever you do you have to keep moving forward.”
– Martin Luther King Jr.
**April**

**AIDS Network Red Ribbon Affair**
This annual event features cocktails, hors d’oeuvres, dinner, a silent auction and entertainment benefiting the AIDS Network. aidsnetwork.org

**Earth Day Celebration**
This interfaith and multicultural ecospirituality event is sponsored by Circle Sanctuary Nature Preserve. circlesanctuary.org

**Madison College Powwow**
Celebrate with the Native American community at this social gathering and traditional way of connecting featuring Native American dancing, drumming, arts and crafts. matcmadison.edu/about-powwow

**YMCA Activate America Healthy Kids Day**
A free and fun-filled day of events and activities promotes healthy living for kids and families. The Madison Area YMCA focuses on nutrition, physical activity, safety and fun! madisonymca.org

**El Dia de los Ninos/Latino Health Fair Celebration**
This children’s and Latino health fair includes entertainment, kids’ activities and more. More info: Shiva Bidar-Sielaff, sbidar_sielaff@uwhealth.org

**May**

**6th Annual All-City American Indian and Alaskan Native Graduation Celebration**
This ceremony honors all American Indian and Alaskan Native students graduating from kindergarten, 5th, 8th and 12th grades and all post-secondary certificate and degree programs from public and private educational institutions in Dane County. More info: Melissa Greendeer, mgreendeer@lssaa.wisc.edu

**June**

**Festa Italia**
Enjoy traditional Italian food and dance, and learn about the city’s Greenbush neighborhood. festaitaliamadison.com

**Streetball at the Lake**
Kick off the summer streetball season at Olbrich Park. Info: Boyce Hodge, 516-5613

**Hammer with a Heart**
This great volunteer event offers free home repair for lower-income homeowners in Dane County. projecthomeowi.org

**Go Red for Women**
Celebrate women and learn the risks of cardiovascular disease. Learn how race and ethnicity can be factors affecting the suffering and survival of heart attacks or strokes. heart.org

**African American Student Recognition Program**
This program, held at Madison College’s Truax Campus, is sponsored by the Madison chapter of Links, Inc. madisonlinksinc.org

**Spring Fashion Show for All Abilities**
This is a community awareness event promoting accessibility and calling for respect and courtesy for all persons in the community, specifically in a retail setting. cow.waisman.wisc.edu/fashionshow.html

**Juneteenth Day**
This annual celebration of African American heritage and emancipation includes a parade, entertainment, kids’ activities, health screenings and information booths. cityofmadison.com

**MAGNET’s Annual Professional Golf Outing**
Join the Madison Area Growth Network for an afternoon of golf, networking and fun. Proceeds go to MAGNET to improve programming and opportunities for the organization. madisonmagnet.org

**Capitol City Band**
For 40-plus years, Capitol City Band has played the classics. Conductor Jim Latimer leads some of the area’s finest musicians in a 12-concert series at Rennebohm Park. mmqcb.org
Hava Nagila Jewish Community Picnic
This event features Jewish community information, food, hayrides, inflatable play structures, swimming and more. 278-1808.

National Women’s Music Festival
This festival celebrating women musicians includes workshops, crafts marketplace, films, networking and conferences. wiaonline.org

July

Wisconsin Capitol Pride Week
This annual pride parade and gathering celebrates the LBGTQ community. wisconsincapitolpride.org

Dane County Fair
This annual tradition comes complete with carnival rides, an exhibit hall and food and drink. danecountyfair.com

La Fete de Marquette
Celebrate Bastille Day with French music and culture. wil-mar.org/la-fete-de-marquette/

August

Streetball & Block Party
Come out to with the family to celebrate good times in the neighborhood at Penn Park in south Madison. More info: Boyce Hodge, 516-5613

ACT 10 Ride
This three-day, three-hundred-mile ride through thirteen counties is the tenth annual fundraiser for the AIDS Network. aidsnetwork.org

Sixth Annual Kidlinks Africa Alive Festival
Enjoy entertainment for the whole family and an opportunity to help children orphaned by AIDS. kidlinksworld.org

Troy Gardens Savor the Summer Festival
Come to the beautiful north side to celebrate the summer with music, kids’ activities, food and more! troygardens.org

Africa Fest
This community-based cultural and educational event devoted to grassroots cultural heritage celebrates African achievement. africanassociation.org

Dane Dances
Free Friday night dances held on Monona Terrace’s rooftop celebrate the summer and diverse musical groups within the city. Groups ranging from jazz ensembles to salsa bands perform. danedances.org

Dane County Paint-a-thon
This volunteer event offers free exterior home painting for lower-income homeowners. projecthomewi.org

Bayview Triangle Ethnic Fest
Madison’s continually evolving Greenbush neighborhood celebrates its tradition of ethnic diversity with food, music and dancing from around the world. bayviewfoundation.org/ programsandservices/ethnicfest.html

Annual 100 Black Men Backpacks for Success Picnic
Students receive more than 2,000 backpacks filled with school supplies and a picnic lunch. 100blackmenmadison.com

September

Rhumba 4 Rainbow
Madison’s premier salsa event and charity fundraiser to prevent child abuse includes a salsa dance contest, spectacular Latin floor show, food and prizes. rhumba4rainbow.org
20th Annual OutReach Awards Banquet
Join OutReach to celebrate the achievements and outstanding contributions of LGBTQ community members. lgbtoutreach.org

3rd Annual Celebrate South Madison Festival
Workshops, music, food, arts and crafts, kids activities and more. ulgm.org

Center Hispano of Dane County Annual Banquet
This gala awards scholarships to Latino youth in the Dane County area. Enjoy live music and dining while networking with other Latinos in the area. micentro.org

Madison Hmong New Year
This program celebrates the passing of the old year and welcoming the new with song and dance. Also enjoy guest speakers, a culture show, food, a flea market, traditional ball tossing, competitions and more. alliantenergycenter.com

Full Moon Day
The Madison Area Chinese Community Organization hosts this harvest ritual annually with food, cultural performances and traditional Chinese riddles. madisonchinese.org

Madison World Music Festival
Enjoy multiple days of free performances, workshops and lectures by artists from all over the world. uniontheater.wisc.edu

Mexican and Central American Independence Festival
Live music, folk dancers, food and more authentic, family friendly activities celebrating history, community and culture. Proceeds go to a scholarship program for high school students of Latino heritage.

October

Dashain
Join the Nepali American Friendship Association of Madison to celebrate the idea of good overcoming evil—with traditional food and performances. nafa-online.org

Black Women’s Expo and Job Fair
Hosted by Genesis Enterprise Center and UMOJA Magazine, activities address education, entrepreneurship, finance, health, community leadership and more. 255-5842; gecmadison.com

December

Winter Solstice Pageant
Music, storytelling, costumed Yuletide characters, a charity food drive and world peace meditation are part of this event. circlesanctuary.org/wintersolstice

Sixth Annual Community Kwanzaa Celebration
Come learn about the history of Kwanzaa and celebrate with other community members with musical entertainment and dancing. olbrich.org
While this is not an all-inclusive list, we hope it provides a representation of resources in the Madison area.
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<tr>
<th>Organization</th>
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<tr>
<td>Wil-Mar Neighborhood Center</td>
<td>605-257-4576 Madison, WI 53703</td>
<td>608-252-8335</td>
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<td>Wisconsin Organization for Asian Americans</td>
<td>608-231-2171 Madison, WI 53703</td>
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<td>Community Partnerships, Inc.</td>
<td>608-250-6634 Madison, WI 53703</td>
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<td>Disability Rights Wisconsin</td>
<td>608-267-0244 Madison, WI 53703</td>
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<td>Hancock Center for Dance/Movement Therapy</td>
<td>608-251-2098 Madison, WI 53703</td>
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<td>Independent Living Council of Wisconsin</td>
<td>608-256-9257 Madison, WI 53703</td>
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<td>Family Voices of Wisconsin</td>
<td>608-239-1364 Madison, WI 53705</td>
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<td>Wink Sheek</td>
<td>608-262-5169 UW-Madison, Red Gym, 716 Madison, WI 53706</td>
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<td>Women In Focus Inc.</td>
<td>PO Box 4401 Madison, WI 53744</td>
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<td>Women's Network</td>
<td>608-255-9809 Madison, WI 53706</td>
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<tr>
<td>Access to Independence</td>
<td>608-242-8484 3810 Milwaukee St., Madison, WI 53714</td>
<td>accesssteind.org</td>
</tr>
<tr>
<td>Arc Wisconsin</td>
<td>608-222-8907 Madison, 2800 Royal Ave., Ste 209 Madison, WI 53713</td>
<td>arc.wisc.edu</td>
</tr>
<tr>
<td>Autism Society of Wisconsin</td>
<td>920-558-4602 1477 Kenwood Dr., Menasha, WI 54952</td>
<td>asw4autism.org</td>
</tr>
<tr>
<td>Chrysalis, Inc</td>
<td>608-256-3102 Madison, WI 53703</td>
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<tr>
<td>Common Threads Family Resource Center</td>
<td>608-838-8999 9797 Zigglebow Rd., McFarland, WI 53558</td>
<td>commonthreadsmadison.org</td>
</tr>
<tr>
<td>Community Living Alliance</td>
<td>614 MaArthur Rd., Madison, WI 53714</td>
<td>claranet.org</td>
</tr>
<tr>
<td>Partnership, Inc.</td>
<td>1334 Dewey Ct., Madison, WI 53703</td>
<td>community-partnerships.org</td>
</tr>
<tr>
<td>Disability Rights Wisconsin</td>
<td>181 W. Madison, Ste 700 Madison, WI 53703</td>
<td>disabilityrightswi.org</td>
</tr>
<tr>
<td>Hancock Center for Dance/Movement Therapy</td>
<td>16 North, Hancock St., Madison, WI 53703</td>
<td>hancockcenter.net</td>
</tr>
<tr>
<td>Indepedent Living Council of Wisconsin</td>
<td>201 W. Washington Ave. Ste 110 Madison, WI 53703</td>
<td>il-wisconsin.net</td>
</tr>
<tr>
<td>Integrated Community Work, Inc.</td>
<td>608-276-9400 Madison, WI 53704</td>
<td>icwinc.org</td>
</tr>
<tr>
<td>Movin' Out</td>
<td>608-251-4446 600 Williamson St., Madison, WI 53703</td>
<td>movin-out.org</td>
</tr>
<tr>
<td>Three Gaits</td>
<td>608-877-9086 Madison, 3741 Hwy. 138 W Stoughton, WI 53589</td>
<td>3gaits.org</td>
</tr>
<tr>
<td>United Cerebral Palsy of Dane County</td>
<td>608-273-4434 Madison, WI 53713</td>
<td>ucp.dane.org/ncp/UCP/UCP-CLAF/152</td>
</tr>
<tr>
<td>VSA Arts Wisconsin</td>
<td>608-241-2311 Madison, WI 53704</td>
<td>vsawis.org</td>
</tr>
<tr>
<td>Wheelchair Recycling Program</td>
<td>608-243-1785 Madison, WI 53718</td>
<td>wrp.org</td>
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<tr>
<td>EDUCATION</td>
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<tr>
<td>AVID /TOPS Program</td>
<td>608-204-9722 x123 Madison, WI 53714</td>
<td>avidtops.org</td>
</tr>
<tr>
<td>Abundant Life Christian School</td>
<td>4901 E Buckeye Rd., Madison, WI 53716</td>
<td>alcis.us</td>
</tr>
<tr>
<td>Blessed Sacrament Elementary</td>
<td>2121 Hollister Ave. Madison, WI 53726</td>
<td>school.blsacrament.org</td>
</tr>
<tr>
<td>Capitoland Christian School</td>
<td>3651 Maple Grove Dr. Madison, WI 53719</td>
<td>capitoland.com</td>
</tr>
<tr>
<td>Eagle School of Madison</td>
<td>5454 Gunflint Tr. Madison, WI 53711</td>
<td>eagleschool.org</td>
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<tr>
<td>Eastside Evangelical Lutheran School</td>
<td>608-244-3045 Madison, WI 53704</td>
<td>eastsidelutheran.org</td>
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<tr>
<td>Edgewood Campus School</td>
<td>608-663-4100 Madison, WI 53711</td>
<td>icwinc.org</td>
</tr>
<tr>
<td>Edgewood High School</td>
<td>829 Edgewood College Dr. Madison, WI 53711</td>
<td>edgewoodhs.org</td>
</tr>
<tr>
<td>First Wave</td>
<td>414-788-8833 UW-Madison 239 Red Gym, Madison, WI 53706</td>
<td>firstwave.org</td>
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<tr>
<td>Horizons School of Madison</td>
<td>5606 River Rd. Waunakee, WI 53597</td>
<td>madisonfarmersmarket.org</td>
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<td>The Literacy Network</td>
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<tr>
<td>Madison Academy of Madison</td>
<td>608-274-9985 1325 Greenway Cross Ste 104 Madison, WI 53713</td>
<td>madisonaac.com</td>
</tr>
<tr>
<td>Madison Chinese Language School</td>
<td>608-825-9136 PO Box 5037 Madison, WI 53705</td>
<td>mcts-wisc.org</td>
</tr>
<tr>
<td>Madison Country Day School</td>
<td>608-850-6000 5606 River Rd. Waunakee, WI 53597</td>
<td>madisoncountryday.org</td>
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<tr>
<td>Madison Metropolitan School District</td>
<td>608-663-1879 545 W Dayton St. Madison, WI 53703</td>
<td>madsenbks.com</td>
</tr>
<tr>
<td>Nuestro Mundo Community School</td>
<td>4201 Buckeye Rd. Madison, WI 53716</td>
<td>nuestrohandmundo.madison.wi.us</td>
</tr>
<tr>
<td>Omega School, Inc.</td>
<td>608-256-4650 835 Badger Rd. Madison, WI 53713</td>
<td>omegaschool.org</td>
</tr>
<tr>
<td>Pre-College Enrichment Opportunity Program for Learning Excellence (PEOPLE)</td>
<td>608-262-7415 240 Middleton Building 1305 Lind Dr. Madison, WI 53706</td>
<td>peopleprogram.wisc.edu</td>
</tr>
<tr>
<td>Wingra School</td>
<td>608-238-2525 718 Gilmore St. Madison, WI 53711</td>
<td>wingraschool.org</td>
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<td>ESL CLASSES</td>
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<td>608-238-2525 718 Gilmore St. Madison, WI 53711</td>
<td>wingraschool.org</td>
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</table>
Mercado Marimar
608-260-8924
2102 S. Park St.
Madison, WI 53713

Oriental Food Mart
608-255-0326
1206 S. Park St.
Madison, WI 53715

Rising Sons Laotian & Thai Deli
608-661-9347
617 State St.
Madison, WI 53703

Super Tienda Latina
608-221-2203
6005 Monona Dr.
Monona, WI 53716

Tobacco Deals and Halal Meat Market
608-244-0484
2618 E. Washington Ave.
Madison, WI 53704

Yue-Wah Oriental Foods
608-257-9338
1675 Highland Ave.
Madison, WI 53713

LATINO SERVICES

LGBTQ RESOURCES

AIDS Network
608-252-6540
600 Williamson St.
Madison, WI 53703
aidsnetwork.org

Alianza Latina
(located at Bridge Lake Point Neighborhood Center)
608-441-0991
1917 Lake Point Dr.
Madison, WI 53713
blncenter.org

Fair Wisconsin
608-441-0143
203 S. Paterson St. Ste 200
Madison, Wisconsin 53703
fairwisconsin.com

GSA for Safe Schools
gsaforsafeschools.org

Open Professional & Executive Network
PO Box 1646
Madison, WI 53701
openadmissions.org

Our Lives Magazine
PO Box 1202
Madison, WI 53701
ourlivesmagazine.com

Outreach, Inc.
608-255-8582
600 Williamson St.
Madison, WI 53703
lgbtoureach.org

Proud Theater
608-222-9086
proudt heater@gmail.com

TRANSLATION SERVICES

Allegro Translations
608-826-5003
7601 Gander Way
Madison, WI 53719
allegro-translations.com

The Geo Group
608-220-1000
6 Odana Ct. #201
Madison, WI 53719
thegeogroup.com

UW Health Interpreter Services
608-262-9000

MEDI A

Asian Wisconzine, LLC
608-320-1533
303 Whispering Pines Way
Madison, WI 53713
asianwisconzine.com

Capital City Hues
608-241-2000
PO. Box 9712
Madison, WI 53725
capitalcityhues.com

Club Today Not Tomorrow (Club TNT)
PO Box 2397
Madison, WI 53701
clubtnt.org

La Comunidad News
608-237-1557
315 W. Beltline Hwy.
Madison, WI 53713
lacomunidadnews.com

La Movida
608-273-1000
730 Rayovac Dr.
Madison, WI 53711
lamovida radi o.com

Let’s Go To Church
Gospel Radio Show
Sundays, 7–9 a.m
608-321-1670
AM1670 WTDY

The Madison Times
Weekly Newspaper, Inc.
608-270-9470
315 W. Beltline Hwy. Ste 120
Madison, WI 53713
themadisontimes.com

Our Lives Magazine
PO Box 1202
Madison, WI 53701
ourlivesmagazine.com

Outreach
608-255-0326
118 S. Bedford St.
Madison, WI 53703
wort-fm.org

REHABILITATION/STAFFING

Wisconsin Division of Vocational Rehabilitation
608-261-0050
201 E. Washington Ave.
Madison, WI 53707
dwrd.state.wi.us/dvr

SENIOR SERVICES

Coalition of Wisconsin Aging Groups
608-224-0606
2850 Dairy Dr. Ste 100
Madison, WI 53718
cwagwisconsin.org

Colonial Club Senior Activity Center
837-4611
301 Blankenheim Ln.
Sun Prairie, WI 53590
colonialclub.com

East Madison Monona Coalition for the Aging
608-223-3100
4142 Monona Dr.
Madison, WI 53716
emmc.org

Fitchburg Senior Center
608-270-4290
5310 Lacy Rd.
Fitchburg, WI 53711
city.fitchburg.wi.us/departments/seni orcenter

Grandparent’s University
608-262-2551
650 N. Lake St.
Madison, WI 53706
uwalumni.com/grandparents

Home Health United—Meals on Wheels
608-276-7598
4639 Hammersley Rd.
Madison, WI 53713
homehealthunited.org

Madison Senior Center
608-266-6581
312 W. Mifflin St.
Madison, WI 53703
cityofmadison.com/seni orcenter

Monona Senior Center
1011 Nichols Rd.
Madison, WI 53716
[phone number]

Northwest Dane Senior Services, Inc.
608-767-3757
1940 Blue Mounds St. Ste 2
Black Earth, WI 53515
wdss.org

RSVP of Dane County
608-238-7787
517 N. Segoe Rd. Ste 300
Madison, WI 53705
rsvpdane.org

South Madison Coalition of the Elderly
608-251-8405
128 E. Olin Ave. Ste 110
Madison, WI 53713
smcelder.com

Theater Bus, Inc.
608-257-0003
517 N. Segoe Rd. Ste 200A
Madison, WI 53705
madstage.com/Companies/theaterbus.html

West Madison Senior Coalition
608-238-7368
517 N. Segoe Rd. Ste 309
Madison, WI 53705
westmadisonseni orcoalition.org

VISUALLY IMPAIRED SERVICES

Braille Library and Transcribing Services
608-233-0222
517 N. Segoe Rd. Ste 200
Madison, WI 53705
bltsinc.org

Volunteer Braillists & Tapers
608-233-0222
517 N Segoe Rd. #200
Madison, WI 53705
vbt.org

WAGS
608-250-9247
338 Dewey Ct.
Madison, WI 53703
wags.net

Wisconsin Council of the Blind & Visually Impaired
608-255-1166
754 Williamson St.
Madison, WI 53703
wcbblind.org

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Electricity and natural gas power our lives. We use them every day without a thought of where they come from. But, if there is a problem, you want help right away. That’s why we have a call center, right here in Madison. And as Madison becomes more diverse, so do we! Call us today, and we can speak with you in English, Spanish and Hmong. Making energy easier to talk about, it’s just part of the power of working together.

Lub zog ntawm kev sib koom tes ua ke


La fuerza de trabajar juntos

La electricidad y el gas natural producen la energía en nuestras vidas. Los usamos todos los días sin pensar de dónde viene. Pero, cuando surge algún problema, uno necesita ayuda inmediata. Por eso tenemos un centro de llamadas aquí en Madison. ¡A medida que Madison se hace más diversa, nosotros también! Llámenos hoy, podemos comunicarnos con usted en inglés, español y hmong. Hacer que el tema de la energía sea más fácil de entender, es solo parte de la fuerza que nos dá el trabajar juntos.