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Commentary/Comentario

On Immigration, Senators Have the Last Word

David Torres

Sometimes downtrodden, other times moderately hopeful, the much-delayed immigration reform has been, in contemporary U.S. history, an episode of highs and lows that, if it did not carry with it the lives of millions of human beings, would be nothing more than a minor, anecdotal blip in history.

But it turns out that over the last three decades, the promise of immigration reform has been the most concrete foothold for hundreds of thousands of working families who persist in believing that, even today, something good is just around the corner, something that will fully integrate them into this American social experiment for which they have literally sacrificed everything—from the



Photo/Photo: America's Voice

abandonment of their countries of origin, to the impossibility of returning to see their loved ones over the course of decades. Sometimes even, they will never get to see—or embrace—they again.

That is why when new hopes for an immigration reprieve surge, as with the recent 220 to 213 vote in the House of Representatives

to approve the Build Back Better (BBB) Plan, something changes in the immigrant's psyche that keeps him from lowering his guard in this endeavor to be considered, finally, as subject to the full rights of their adopted country.

And although this piece of legislation only provides initial work permits and protection from deportation for 10 years, just the possibility of working without fear of being expelled from the country restores a moment of serenity. That, always with the intention of not forgetting that the original battle was and still is the migration regularization of more than 11 million undocumented people, so that they can subsequently obtain a path to citizenship.

Incomplete as it is in the interests of those millions of undocumented immigrants and their allies, the BBB's approval has now

moved on to the Senate, for both debate and a subsequent vote, in the middle of a cloud of speculations and discouraging scenarios—like the foolish posture of Democrats Joe Manchin (WV) and Kyrsten Sinema (AZ), as well as Senate aide Elizabeth McDonough. But that does not stop being a political impasse that gives rise to a new chance for hope.

There are complaints, of course. Especially toward the group that has promised the most, but also demonstrated its weakness, the Democrats, when it comes to making what was so hoped for, finally a reality. Also pointed to is the recalcitrant and hypocritical Republican block, which not only opposes any immigration benefit for political-ideological reasons, but has also been capable of exalting the most anti-immigrant and racist U.S.

“

What should be prioritized is not who wins more applause from their respective followers, but who is capable of truly and viscerally understanding what it means to migrate in this 21st century.

president in recent history for four years (2016-2020).

But beyond the mutual accusations, what should be prioritized is not who wins more applause from their respective followers, but who is capable of truly and viscerally understanding what it means to

See Torres on page 21

Los Senadores, en Inmigración, Tienen Ahora la Palabra

David Torres

Algunas veces alicaída, otras veces medianamente esperanzadora, la postergada reforma migratoria ha representado para la historia contemporánea de Estados Unidos un episodio de altibajos que, si no arrastrara consigo las vidas de millones de seres humanos, no sería más que un tema menor del anecdotario americano.

Pero resulta que durante las tres últimas décadas, la promesa de una reforma migratoria ha sido el asidero más concreto de cientos de miles de familias trabajadoras que persisten en creer que, ahora sí, la próxima es la buena, la que los integrará de lleno al experimento social estadounidense por el que han sacrificado literalmente todo; desde el abandono de sus países de origen, hasta la

imposibilidad de volver a ver a sus seres queridos durante décadas. En ocasiones, incluso, jamás los vuelven a ver, ni abrazar.

Por eso cuando surgen nuevas esperanzas de un alivio migratorio, como el reciente voto en la Cámara Baja que aprobó el Proyecto Para Una Mejor Reconstrucción (BBB), por 220 a 213, algo se vuelve a mover en la psique del inmigrante que le impide bajar la guardia en su empeño por ser tomado en cuenta alguna vez como sujeto de plenos derechos en este su país de adopción.

Y aunque esta pieza legislativa solo proveería en una primera instancia permisos de trabajo y protecciones contra la deportación durante 10 años, la sola posibilidad de trabajar sin el temor a ser expulsado del país hace retomar momentáneamente la serenidad.

Esto, siempre con la intención de no olvidar que la lucha original era y es la regularización migratoria de más de 11 millones de indocumentados para que puedan tener posteriormente una vía a la ciudadanía.

Incompleta en muchos sentidos para los intereses originales de esos millones de indocumentados y sus aliados, la aprobación de la ley BBB ha pasado ahora al Senado igualmente para su debate y posterior votación, en medio de una nube de especulaciones y escenarios desalentadores —como la necia postura en contra por parte de los demócratas Joe Manchin (WV) y Kyrsten Sinema (AZ), así como de la asesora del Senado, Elizabeth McDonough—, pero que no deja de ser un impasse político que da un nuevo impulso a la esperanza.

“

Lo que se debería priorizar no es quién gana más aplausos por parte de sus respectivos seguidores, sino quién es capaz de entender verdadera y esencialmente lo que significa emigrar en este Siglo XXI

Hay recriminaciones, por supuesto. Sobre todo hacia la parte que más ha prometido, pero que más ha demostrado debilidad, como los demócratas, a la hora de concretar lo definitivo, lo tantas veces esperado. También se señala directamente al recalcitrante e hipócrita bloqueo republicano, que no solamente se opone a cualquier beneficio migratorio por cuestiones político-ideológicas, sino que incluso ha sido capaz de encumbrar durante cuatro años (2016-2020) al expresidente más antiinmigrante y racista que haya tenido Estados Unidos en su historia reciente.

Pero más allá de las acusaciones mutuas, lo que se debería priorizar no es quién gana más aplausos por parte de sus respectivos seguidores, sino quién es capaz de entender verdadera y esencialmente lo que significa emigrar en este Siglo XXI, que prometía ser un escenario económico y político diferente, apoyado por la tecnología, la que supuestamente ayudaría a

El Semanario THE WEEKLY ISSUE

Hablamos tu Idioma



Ivana Farbman

EL ENEMIGO EN CASA

VIOLENCIA DOMÉSTICA

En este episodio comenzamos a hablar de una situación que atraviesan miles de personas, y la mayoría de ellas son mujeres que lo sufren desde edades en algunos casos muy tempranas. Nos acompaña Sonia Rossi, Licenciada en Trabajo Social, con ella empezaremos abordar esta gran problemática.

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The 'Shining City on a Hill' Is Ready to Ignite

Michael Winship

I'm beginning to think that when it comes to saving the United States and our fragile democracy, perhaps the only answer is to hit the off button and reboot.

Or maybe administer a high colonic.

Lame jokes aside, an enormous change is necessary and here in our current crazy situation, I'm sometimes uncertain as to whether we'll ever get back to the real world and common sense without the defibrillating shock of some awful defining event.

Because the problem is huge. And terrifying. Truth is, we're broken. There's a chance to fix things, yet it's a sad reality that Republican leadership lusts for power above all but lacks any decent ideas, practical programs, or the skills or incli-

nation to govern. There's no moral compass or even a decent sense of humor among them. They want to create an authoritarian state in which they rule, no matter the will of the public. Any and all dissent will be quashed.

This is serious. We have one of our two major political parties running on nothing but prejudice, malice, insults, fear, disinformation, and bad, sometimes violent behavior. And doing quite well.

Look back at the insurrection of January 6, at how so many Republicans initially made public comments denouncing the attack but within days had reversed their stance, suddenly declaring that the assault on the Capitol was a legitimate expression of outrage or even just a tourist visit. Fearful of offending their deranged former president and his followers, they backed down like the cowards they are.

Observe House Minority Leader Kevin McCarthy blab-a-thon, nonsensically bloviating for eight and a half hours on the House floor to stall the inevitable vote on Biden's Build Back Better bill. And he was one of those pleading with Donald Trump on January 6 to call off the crazies rampaging through the Capitol, only to change his tune. His rambling rant sounded, as per [The New York Times](#), "like a Mad Libs of Republican attacks."

As McCarthy spoke, many of the more extreme and reckless GOP members sat behind him nodding in approval, including Louie Gohmert of Texas, Georgia's Andrew Clyde, and North Carolina's Madison Cawthorn, who thoughtfully brought along a paper cup into which he could spit his masticated chewing tobacco. Classy. (Full disclosure: my Texas Granddaddy Lloyd chewed, but kept a

tin can on the floor of his car next to the gas and brake pedals, never carrying it into the marble halls of a government building.)

Listen to [Senator John Kennedy of Louisiana](#) a few days ago, red-baiting Soviet Kazakhstan-born Soule Amarova, Cornell economist, American citizen and Joe Biden's candidate to be the next comptroller of the currency. "I don't know whether to call you professor or comrade," Kennedy brayed. This from an Oxford graduate, a Phi Beta Kappa at Vanderbilt who decided a while back that cornpone-laced derision and right-wing flimflam were the proper path to power.

Or goofy-as-a-fox Senator Ted Cruz of Texas singlehandedly blocking the nomination of more than 50 Biden appointments because he felt like it, while simultaneously attacking Big Bird and Sesame Street, allegedly for

“

We must fight back, with our own votes and our voices raised in protest and in a concerted effort to keep speaking truth. We must register voters and make sure they get to the polls.

spreading horrifically liberal or socialist ideas. (Another full disclosure: I was employed as a writer by Sesame Workshop off and on for seven years and it was some of the most fun and fulfilling work I've ever done, but about as political as a set of Legos.)

Socialism—a concept that, when asked, I'd bet few if any of

See [Winship](#) on page 17

This Is What Trans Solidarity Really Means

Cassandra Roxburgh

My own private vigil for Transgender Day of Remembrance this year was laden with profound pain and sorrow. Numerous beautiful souls, each with such untold potential ahead of them, had their lives cruelly ended by bitter hatred. This sadness quickly gives way to vitriolic anger. There is a seeming futility to commemorating TDOR—because each year, we learn that *this year* was the deadliest on record for trans people. It is an anger directed at the systemic violence we still experience simply for choosing to exist.

Transgender Day of Remembrance is an annual observance on Nov. 20 that honors the memory of the transgender people whose lives were taken in acts of anti-transgender violence. The day is preceded by Transgender Awareness Week, which is aimed

at bringing attention to the transgender community through the sharing of our stories and experiences, through educating the public about transgender people, and through advocacy around issues of prejudice, discrimination, and violence that affect the transgender community.

This all sounds good on paper. But does it do anything? I don't know.

It is hard to feel hopeful about the future when 2021 was, in fact, the deadliest year on record for transgender people. [Transrespect versus Transphobia](#), a research project run by Transgender Europe, reported that at least 375 transgender people have been murdered this year—a 7% increase over its 2020 report. Most of this data was collected from countries with an established network of trans and LGBTQIA+ organizations that conduct monitoring.

But these numbers are a small glimpse into the reality of transphobic violence. Many hate crimes and murders go unreported, meaning the actual number of trans people killed each year is almost undoubtedly higher than what is recognized every November. Crucially, [the U.S. media frequently misgenders and deadnames transgender murder victims](#), despite the growing volume of [media guides and best practices](#) that offer [reporters tools](#) for accurate reporting on trans and nonbinary people. Even after death, transgender people

are still stigmatized, with their murders being trivialized.

Transrespect's report indicates that one in four trans people killed this year was killed in their own home. Furthermore, 96% of those killed globally were trans women or transfeminine people. Most victims were Black, and many were migrants or sex workers. This illuminates the intersections of misogyny, racism, xenophobia, and classism that often contribute to instances of transphobic violence.

This data simply proves what trans people like me already know all too well: Transgender people still experience disproportionate amounts of violence. In my social circle, I have yet to find a transgender person who has not experienced some form of violence this year. Personally, I have experienced my fair share—with the majority taking the form of death threats and the threat of sexual assault.

The horrific thing is that this physical violence is only one facet of our lived experience. We must deal with discrimination and transphobia daily. In the United States, 2021 saw a record number of anti-trans bills introduced in state legislatures. Texas, in particular, sought to control transgender people at every possible level of society. The debate over [allowing trans youth to play sports](#) attracted so much media attention that it nearly overshadowed the more insidious attempts at [outright deny-](#)

[ing transgender people](#) (including minors) access to health care.

Transgender people are faced with numerous obstacles when trying to access gender-affirming health care, thanks to a [cis-normative](#) regulatory environment that attempts to arbitrate gender identity by confining trans and nonbinary people within a fixed binary structure. In the U.S., and where I live in South Africa—not to mention numerous other nations—adults are often required to “prove” that we are transgender before gaining access to lifesaving care, such as hormone replacement therapy.

Medical professionals often require us to undergo psychiatric counseling before we can gain access to HRT. This widespread practice runs counter to international best practices established by the [World Professional Association for Transgender Health](#), stating that self-identification is sufficient for starting HRT or other aspects of a clinical transition.

Both the violence we face and the institutional discrimination we encounter are tied to—and create a feedback loop with—the an-

See [Roxburgh](#) on page 18

“

The horrific thing is that this physical violence is only one facet of our lived experience. We must deal with discrimination and transphobia daily.



Commentary / Comentario

Delaying Justice for Missing and Murdered Indigenous People

Wendelin Hume

No one knows just how many Indigenous girls or women go missing each year.

There are estimates. In 2019, 8,162 Indigenous youth and 2,285 Indigenous adults were reported missing to the National Crime Information Center, or NCIC, out of a total of 609,275 cases. But crimes against Native individuals often go unreported, and with American Indian and Alaskan Native cases, race is sometimes ignored or misclassified as white.

The Centers for Disease Control and Prevention estimate that Native American women are murdered at a rate three times that of white American women.

I almost became part of statistics like these. As a child, I was attacked by a person who targeted and typically killed isolated rural children. I know firsthand that the threat of being attacked and "disappearing" is real. And as a scholar who studies tribal justice and has tried to draw attention to the problem of missing and murdered Indigenous people, I find the lack of reliable data particularly frustrat-



Photo: University of North Dakota

ing. It is hard to call media attention to the seriousness of an issue that cannot be clearly measured.

Furthermore, as the recent case of Gabby Petito demonstrates, U.S. media tends to provide more compassionate coverage when the victim is a young white female – a phenomenon former PBS anchor Gwen Ifill called "missing white woman syndrome."

So how can researchers and Native communities convince the media to pay attention to missing Indigenous people? And how can they convince authorities to investigate these cases?

Scarcity of reliable data

The Missing and Murdered Indigenous Women movement

started in Canada with the first official gathering in 2015. MMIW is a loose coalition of groups throughout Canada and the U.S. that seeks to draw attention to the disproportionate violence experienced by Indigenous women.

Since databases often list more missing Native American males than females, the MMIW movement is now typically referred to as the Missing and Murdered Indigenous People (MMIP) movement. Beginning in 2021, May 5 is now recognized in the U.S. as Missing and Murdered Indigenous Persons Awareness Day.

After suffering massive historical trauma, including through forced relocation and forced assimilation, many Indigenous people do not trust authorities. As a result, they do not report the crimes that are taking place. Crimes that do not get reported typically do not get counted.

Problems of jurisdictional authority further complicate the issue of poor data. Even if a Native family decides to report a loved one missing, do they report it to federal, state, tribal or local authorities? Since tribal communities are often treated as sovereign nations, state

or local authorities might not take action on the case. However, tribal authorities may lack the resources required for a missing person investigation. And, since the missing person is typically not somewhere on the reservation, tribal authorities may lack legal authority to conduct an off-reservation investigation or to arrest non-tribal individuals.

Finally, even if a missing person report does make its way to a law enforcement agency that can handle the case, if the missing person is a child, law enforcement agents can use their discretion to declare the person a runaway. If a child is officially classified as a runaway, there is no amber alert and typically no media coverage. The crucial window of time to locate the victim immediately following the crime is often lost.

Historic and contemporary disregard

Missing person cases involving people of color in the U.S. are less likely to be solved than cases involving white victims.

U.S. attorneys declined to prosecute two-thirds of the Indian country sexual abuse and related cases referred to them between 2005 and 2009. This was partially due to jurisdictional disagreements between the FBI and the Bureau of Indian Affairs, and perhaps difficulty in obtaining evidence in violent crime cases as well as a perceived lack of victim credibility due to the interracial nature of many of the crimes. The fact that many crimes in Native communities are not even investigated makes that ratio even more striking.

I believe there are many factors, both historical and current, for the lack of attention paid by police and media to missing Indigenous people.

Historically, Indigenous people, like many people of color, were not thought of as fully human by the white colonizers. Tribal people were considered to be animalistic and heathen, and Indigenous women were, and still are, thought to be sexually promiscuous.

This feeling of superiority over another race led to a willingness by the colonizers to kill Indigenous people, force them into slavery, remove them from desired lands and later place their children in boarding schools where they were stripped of their language and culture and sometimes died.

In an 1886 speech, Theodore Roosevelt, who would go on to become U.S. president, said, "I don't



The Centers for Disease Control and Prevention estimate that Native American women are murdered at a rate three times that of white American women.

go so far as to think that the only good Indians are the dead Indians, but I believe nine out of every 10 are." This historic dehumanization of Indigenous people is still evident today in violence against Native American people.

Native Americans, both male or female, are more than twice as likely to be victims of violent crime than the general population. Native Americans between the ages of 18 and 24 have the highest per capita rate of violent crime of any racial or age group in the U.S.

The majority of violence experienced by Native Americans is committed by someone of another race. This interracial violence rate is much higher for Native Americans (70%) than for white (38%) or Black victims (30%). Also, about 90% of Native American rape victims have assailants of another race – typically white.

According to CDC data, Native Americans are also more likely to be killed by U.S. police than any other ethnic group group – and twice as likely as white Americans.

Search for justice

Grassroots Native-led efforts, particularly over the past five or six years, are starting to bring national attention to the issues of crime and violence that affect Indigenous people.

In 2019, the Trump administration formed the Task Force on Missing and Murdered American Indians and Alaska Natives, which became known as Operation Lady Justice. In April 2021, Secretary of the Interior Deb Haaland, a member of the Pueblo of Laguna, created a Missing and Murdered Unit within the Bureau of Indian Affairs to improve collaborative efforts among law enforcement agencies. Previously, as a Representative from New México, she sponsored the Not Invisible Act in 2019 to improve intergovernmental coordination and consult with tribes to establish best practices to lessen the number of missing Indigenous people.



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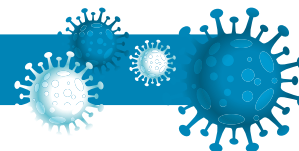
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'Millions of Workers Don't Have Access to Paid Sick Leave'

By Rae Ellen Bichell

Economists and public health experts alike say paid sick leave is an essential tool — like testing, masks and vaccines — in the effort to prevent covid-19 infection and keep workplaces safe.

Yet the U.S. is in the midst of another covid holiday season, and federal laws that offered covid-related paid sick leave to workers have expired. Colorado, Los Angeles and Pittsburgh are among a small number of places that have put in place their own covid protections, but many sick workers across the country must wrestle with difficult financial and ethical questions when deciding whether to stay home.

"Millions of workers don't have access to paid sick leave, and we're still in a pandemic," said Nicolas Ziebarth, a labor economist at Cornell University.

The U.S. is one of only a few industrialized nations that have no national paid sick leave policy. By contrast, Germany, Ziebarth's homeland, has had one for nearly 140 years.

The coronavirus pandemic led to short-term change. The Families First Coronavirus Response Act mandated paid sick leave nationally, a first in U.S. history, according to Ziebarth. The law included about two weeks of full pay for employees who were quarantined or seeking medical attention for covid-like symptoms and additional weeks at partial pay to care for a child stuck at home because of covid.

But the paid sick leave mandate consistently applied only to employers with 50 to 499 employees and lasted just nine months, expiring at the end of 2020. After that, employers could decide whether they wanted to continue offering paid sick leave in return

for tax credits, though those expired at the end of September.

About 5% of U.S. employees used the federal covid sick leave protection, Ziebarth and his colleagues wrote in the journal PNAS, and it appears to have helped flatten the curve of the pandemic initially. But it wasn't enough. The number of people who were sick with any kind of illness but couldn't take time off went from about 5 million per month before the pandemic to 15 million in late 2020 — even with the federal leave in place.

People with the lowest incomes are the least likely to be covered by paid sick leave, said Dr. Rita Hamad, a social epidemiologist and family physician at the University of California-San Francisco. "We're just left with whatever patchwork of employer and state policies that existed before, which leave the most vulnerable people least covered," she said.

The Build Back Better Act, which is up for a vote in the Senate after passing the House on Nov. 19, may grant some paid medical and family leave so workers can deal with longer-term illnesses or caregiving, but it does not include time off for recovering from short-term illness.

Jared Make, vice president of A Better Balance, a national legal nonprofit advocating for worker rights, has been pushing federal, state and local lawmakers for years to expand paid sick leave and has drafted model legislation. He said 16 states, Washington, D.C., and about 20 localities have permanent paid sick time laws. One of the most generous, New Mexico's, will take effect in July. Colorado, Massachusetts, Nevada, New York and the District of Columbia provide covid-specific emergency sick leave, as do Pittsburgh and a few cities in California, such as Los Angeles, Oakland and Long Beach.



"It is a glaring gap, in our opinion, that the federal government hasn't continued some form of even covid-19 emergency sick leave. It's obviously a huge shortcoming given where we are in the pandemic."

Jared Make, A Better Balance

In some places, employers are taking the initiative to address the problem. A recent Kaiser Family Foundation (KFF) survey of about 1,700 employers from across the nation found that 37% of workers work in a place that expanded or started paid leave, either to recover from an illness or to help a relative

See **Workers** on page 20

'Millones de Trabajadores No Tienen Acceso a Licencias por Enfermedad Pagas'

Por Rae Ellen Bichell

Tanto economistas como expertos en salud pública dicen que la licencia por enfermedad con goce de sueldo es una herramienta esencial, tanto como las pruebas, las máscaras y las vacunas, en el esfuerzo por prevenir la infección por covid-19 y mantener seguros los lugares de trabajo.

Sin embargo, Estados Unidos se encuentra en medio de otra temporada navideña con covid, y las leyes federales que ofrecían a sus trabajadores licencias pagas por enfermedad vinculadas a esta infección han expirado.

Colorado, Los Ángeles y Pittsburgh se encuentran entre una pequeña cantidad de lugares que han implementado sus propias protecciones contra covid. Pero alrededor del país, muchos trabajadores enfermos deben lidiar con difíciles cuestiones financieras y éticas al decidir si quedarse o no en casa.

"Millones de trabajadores no tienen acceso a licencias por enfermedad pagas y todavía estamos en una pandemia", dijo Nicolas Ziebarth, economista experto en el mercado laboral de la Universidad Cornell.

Estados Unidos es uno de los pocos países industrializados que no tiene una política nacional de licencia por enfermedad paga. Por el contrario, Alemania, la patria de Ziebarth, ha tenido una durante casi 140 años.

La pandemia de coronavirus provocó un cambio a corto plazo. Según explicó Ziebarth, el Families First Coronavirus Response Act ordenó una licencia por enfermedad con goce de sueldo a nivel nacional, la primera en la historia del país.

La ley incluyó aproximadamente dos semanas de pago completo para los empleados que fueran puestos en cuarentena o que buscaran atención médica por síntomas similares a los de covid, y semanas adicionales con

pago parcial para cuidar a un niño en cuarentena debido al virus.



"En nuestra opinión, es una brecha evidente que el gobierno federal no haya continuado con alguna forma de licencia por enfermedad de emergencia, ni siquiera por covid-19. Obviamente, es una gran deficiencia dado el punto en el que nos encontramos en la pandemia."

Jared Make, A Better Balance

Pero el mandato de licencia por enfermedad paga solo se aplicó consistentemente a los empleadores con 50 a 499 empleados, por solo nueve meses, y expiró a fines de 2020. Después,

los empleadores pudieron decidir si querían seguir ofreciendo la licencia por enfermedad con goce de sueldo a cambio de créditos fiscales, aunque éstas expiraron a finales de septiembre.

Alrededor del 5% de los empleados en el país utilizaron esta protección federal, escribieron Ziebarth y sus colegas en la revista PNAS, y parece haber ayudado inicialmente a aplanar la curva de la pandemia. Pero no fue suficiente. La cantidad de personas que estaban enfermas, con cualquier enfermedad, pero que no podían tomarse un descanso pasó de unos 5 millones por mes antes de la pandemia a 15 millones a fines de 2020, incluso con la licencia federal vigente.

Las personas con los ingresos más bajos son las que tienen menos probabilidades de contar con licencias por enfermedad pagas, dijo la doctora Rita Hamad, epidemióloga social y médica de familia de la Universidad de California-San Francisco. "Nos

quedamos con cualquier mosaico de políticas estatales y de empleadores que existían antes, que dejan a las personas más vulnerables menos cubiertas", expresó.

La Ley Build Back Better, que fue aprobada en la Cámara de Representantes el 19 de noviembre y espera el voto del Senado, puede otorgar algunos permisos médicos y familiares pagos para que los trabajadores puedan lidiar con enfermedades de más largo plazo o con el cuidado de un ser querido, pero no incluye tiempo fuera del trabajo para recuperarse de una enfermedad de corto plazo.

Jared Make, vicepresidente de A Better Balance, una organización legal nacional sin fines de lucro que aboga por los derechos de los trabajadores, ha estado presionando a los legisladores federales, estatales y locales durante años para que amplíen la licencia por enfermedad con goce de sueldo y ha redactado una legislación modelo.

Vea **Trabajadores**, página 21

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Etching the Pain of Covid Into Memorial Tattoos

By Heidi de Marco

It was Saturday morning at Southbay Tattoo and Body Piercing in Carson, California, and owner Efrain Espinoza Diaz Jr. was prepping for his first tattoo of the day — a memorial portrait of a man that his widow wanted on her forearm.

Diaz, known as “Rock,” has been a tattoo artist for 26 years but still gets a little nervous when doing memorial tattoos, and this one was particularly sensitive. Diaz was inking a portrait of Philip Martin Martinez, a fellow tattoo artist and friend who was 45 when he died of covid-19 in August.

“I need to concentrate,” said Diaz, 52. “It’s a picture of my friend, my mentor.”

Martinez, known to his friends and clients as “Sparky,” was a tattoo artist of some renown in nearby Wilmington, in Los Angeles’ South Bay region. A tattoo had brought Sparky and Anita together; Sparky gave Anita her first tattoo — a portrait of her father — in 2012, and the experience sparked a romance. Over the years of their relationship, he had covered her body with inter-

twining roses and a portrait of her mother.

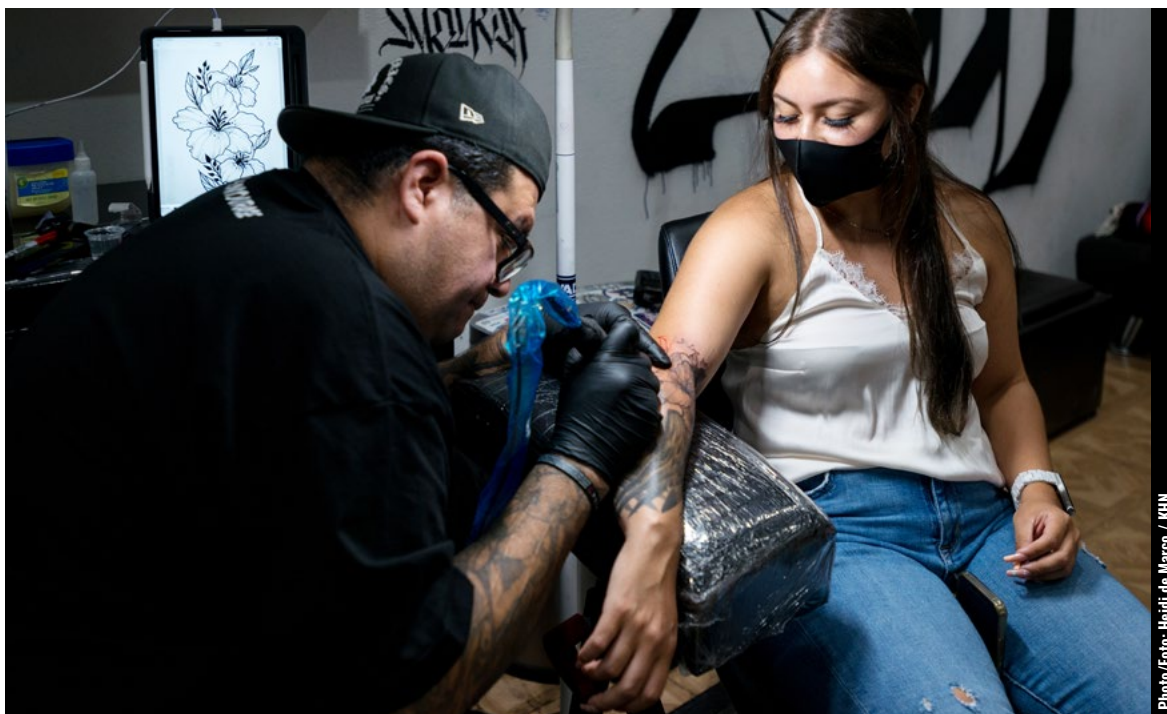
Now his widow, she was getting the same photograph that was etched on Sparky’s tomb inked into her arm. And this would be her first tattoo that Sparky had not applied.

“It feels a little odd, but Rock has been really good to us,” Anita Martinez said. Rock and Sparky “grew up together.” They met in the 1990s, at a time when there were no Mexican-American-owned tattoo shops in their neighborhood but Sparky was gaining a reputation. “It was artists like Phil that would inspire a lot of us to take that step into the professional tattoo industry,” Rock said.

After Sparky got sick, Anita wasn’t allowed in her husband’s hospital room, an isolating experience shared by hundreds of thousands of Americans who lost a loved one to covid. They let her in only at the very end.

“I got cheated out of being with him in his last moments,” said Martinez, 43. “When I got there, I felt he was already gone. We never got to say goodbye. We never got to hug.”

“I don’t even know if I’m ever going to heal,” she said, as Diaz began



Juan Rodriguez, owner of FTF Tattoo, in Pacoima, California, said there’s been an increase in requests for memorial tattoos due to the pandemic. / Juan Rodriguez, dueño de FTF Tattoo, en Pacoima, California, dijo que hay un aumento de pedidos de tatuajes conmemorativos debido a la pandemia.

sketching the outlines of the portrait below her elbow, “but at least I’ll get to see him every day.”

According to a 2015 Harris Poll, almost 30% of Americans have at least one tattoo, a 10% increase from 2011. At least 80% of tattoos are for commemoration, said Deborah Davidson, a professor of sociology at York University in Toronto who has been researching memorial tattoos since 2009.

“Memorial tattoos help us speak our grief, bandage our wounds and open dialogue about death,” she said. “They help us integrate loss into our lives to help us heal.”

Covid, sadly, has provided many opportunities for such memorials.

Juan Rodriguez, a tattoo artist who goes by “Monch,” has been seeing twice as many clients as before the pandemic and is booked months in advance at his parlor in Pacoima, an L.A. neighborhood in the San Fernando Valley. Memorial tattoos, which can include names,

portraits and special artwork, are common in his line of work, but there’s been an increase in requests due to the pandemic. “One client called me on the way to his brother’s funeral,” Rodriguez said.

Rodriguez thinks memorial tattoos help people process traumatic experiences. As he moves his needle over the arms, legs and backs of his clients, and they share stories of their loved ones, he feels he is part artist, part therapist.

Healthy grieverers do not resolve grief by detaching from the deceased but by creating a new relationship with them, said Jennifer R. Levin, a therapist in Pasadena, California, who specializes in traumatic grief. “Tattoos can be a way of sustaining that relationship,” she said.

It’s common for her patients in the 20-to-50 age range to get memorial tattoos, she said. “It’s a powerful way of acknowledging life, death and legacy.”

Sazalea Martinez, a kinesiology student at Antelope Valley College in Palmdale, California, came to Ro-

“

“I don’t even know if I’m ever going to heal, but at least I’ll get to see him every day.”

Anita Martinez

driguez in September to memorialize her grandparents. Her grandfather died of covid in February, her grandmother in April. She chose to have Rodriguez tattoo an image of azaleas with “I love you” written in her grandmother’s handwriting.

The azaleas, which are part of her name, represent her grandfather, she said. Sazalea decided not to get a portrait of her grandmother

See Memorial on page 20

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Grabando el Dolor de Covid en Tatuajes Conmemorativos



Foto/Photo: Heidi de Marco/KHN

Sobre la mesa hay una imagen de Philip Martin Martínez. Anita Martínez eligió el mismo retrato de su esposo que está grabado en su tumba. / A stencil of Philip Martin Martínez sits on Efrain Espinoza Díaz Jr.'s table. Anita Martínez chose the same portrait of her husband that is etched on his tomb.

Por Heidi de Marco

Era un sábado por la mañana en Southbay Tattoo and Body Piercing, en Carson, California, y su propietario, Efrain Espinoza Díaz Jr. se estaba preparando para el primer tatuaje del día: el retrato conmemorativo de un hombre que su viuda quería en su antebrazo.

Díaz, conocido como "Rock", ha hecho tatuajes durante 26 años, pero todavía se pone un poco nervioso cuando son conmemorativos; y éste era particularmente sensible. Díaz estaba creando un retrato de Philip Martin Martínez, un colega artista del tatuaje y amigo, que murió por covid en agosto, a los 45 años.

"Necesito concentrarme", dijo Díaz, de 52. «Es una foto de mi amigo, mi mentor".

Martínez, conocido por sus amigos y clientes como "Sparky", era un artista del tatuaje de renombre en la cercana Wilmington, en la región de South Bay en Los Ángeles. Un tatuaje había unido a Sparky y Anita; Sparky le hizo a Anita su primer tatuaje, un retrato de su padre, en 2012, y la experiencia disparó un romance.

A lo largo de los años de su relación, había cubierto el cuerpo de Anita con rosas entrelazadas y un retrato de su madre.

Ahora, su viuda estaba "imprimiendo" en su brazo la misma fotografía que estaba grabada en la tumba de Sparky. Iba ser el primer tatuaje que no le hacía el mismo Sparky.

"Se siente un poco extraño, pero Rock ha sido muy bueno con no-

sotros", dijo Anita Martínez. Rock y Sparky crecieron juntos". Se conocieron en la década de 1990, en un momento en que no había tiendas de tatuajes propiedad de mexicanos-estadounidenses en su vecindario, pero Sparky estaba ganando reputación. "Fueron artistas como Phil los que inspiraron a muchos de nosotros a dar ese paso en la industria del tatuaje profesional", dijo Rock.

“

"Ni siquiera sé si alguna vez voy a recuperarme, pero al menos podré verlo todos los días".

Anita Martínez

Después de que Sparky se enfermó, a Anita no le permitieron entrar en la habitación del hospital de su esposo, una experiencia de aislamiento compartida por cientos de miles de estadounidenses que perdieron a un ser querido por covid. La dejaron entrar solo al final.

"Me engañaron para no estar con él en sus últimos momentos", dijo Martínez, de 43 años. "Cuando entré, sentí que ya se había ido. Nunca llegamos a decirnos adiós. Nunca llegamos a abrazarnos".

"Ni siquiera sé si alguna vez voy a recuperarme", dijo, mientras Díaz comenzaba a esbozar los contornos del retrato debajo de su codo, "pero al menos podré verlo todos los días".

Según una encuesta de Harris de 2015, casi el 30% de los es-

tadounidenses tienen al menos un tatuaje, un aumento del 10% con respecto a 2011. Al menos el 80% de los tatuajes son conmemorativos, dijo Deborah Davidson, profesora de sociología en la Universidad de York en Toronto, quien ha estado investigando los tatuajes conmemorativos desde 2009.

"Los tatuajes conmemorativos nos ayudan a expresar nuestro dolor, poner una venda en nuestras heridas y abrir un diálogo sobre la muerte", dijo. "Nos ayudan a integrar la pérdida en nuestras vidas para ayudarnos a sanar".

Lamentablemente, covid ha brindado muchas oportunidades para estas conmemoraciones.

Juan Rodríguez, un tatuador que se hace llamar "Monch", ha estado recibiendo el doble de clientes desde antes de la pandemia y tiene reservas con meses de anticipación en su salón en Pacoima, un vecindario de Los Ángeles, en el Valle de San Fernando.

Los tatuajes conmemorativos, que pueden incluir nombres, retratos y obras de arte especiales, son comunes en su campo de trabajo, pero ha habido un aumento de pedidos debido a la pandemia. "Un cliente me llamó de camino al funeral de su hermano", contó Rodríguez.

Rodríguez cree que los tatuajes conmemorativos ayudan a las personas a procesar experiencias traumáticas. A medida que pasa la aguja por los brazos, las piernas y la espalda de sus clientes, y ellos comparten historias de sus seres queridos, siente que es parte artista y parte terapeuta.

Los dolientes sanos no resuelven el duelo separándose del difunto, sino creando una nueva relación con ellos, dijo Jennifer R. Levin, terapeuta en Pasadena que se especializa en duelo traumático. "Los tatuajes pueden ser una forma de mantener esa relación", dijo.

Es común que sus pacientes, que van de los 20 a los 50 años, se hagan tatuajes conmemorativos, dijo. "Es una forma poderosa de reconocer la vida, la muerte y el legado".

Sazalea Martínez, una estudiante de kinesiología en Antelope

Valley College en Palmdale, California, fue al negocio de Rodríguez en septiembre para conmemorar a sus abuelos. Su abuelo murió de covid en febrero, su abuela en abril. Eligió que Rodríguez le tatuara una imagen de azaleas con la frase, "Te amo", escrita con la letra de su abuela.

Las azaleas, que son parte de su nombre, representan a su abuelo, dijo. Sazalea decidió no hacerse un retrato de su abuela porque esta última no aprobaba los tatuajes. "El

Vea **Conmemorativos**, página 22

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State News / Noticias del Estado

Denver Public School District Discussions Begin for New Strategic Plan

COLORADO

By Melanie Asmar

Denver Public Schools' strategic plan expired last year with most of its goals unmet. Now, Colorado's largest school district is on the path to create a new plan under a new superintendent that will be shaped by hundreds of hours of community feedback.

The plan will guide a district recovering from two school years interrupted by the pandemic and grappling with a host of long-standing issues, including a stated commitment to equity that hasn't erased racial disparities in student discipline, test scores, and graduation rates.

The strategic plan will be shaped by the results of a listening tour undertaken by Superintendent Alex Marrero during his first 100 days, a process that yielded a mix of positive and negative feedback, as well as other documents, including a report commissioned by education advocacy group RootED that found more frustration among parents, students, and teachers.

“Many times, we raise our voices so that they can listen to us, but they just ignore us, and at the end people get tired and no longer want to raise their voices again.”

The next step is for a committee of district staff, parents, and community members to come up with six to nine recommendations by mid-December for what the strategic plan should focus on. Another committee will make those recommendations more concrete and actionable by May, said Marrero, who started as superintendent in July. Strategic plans often act as guiding documents, with academic targets districts want to hit and strategies to get there.

The plan's strategies will tie back to new goals adopted by the school board earlier this month. An overarching goal sums up five more specific ones. It says, “The Denver Public Schools will provide students with racial and educational equity to obtain the knowl-

edge and skills necessary to become contributing citizens in our complex world.”

“The first sentence made me catch my breath,” said Maria del Carmen Salazar, an education professor at the University of Denver and co-chair of the committee coming up with strategic plan recommendations. Salazar is a Denver Public Schools graduate who often tells people she succeeded despite her education in a district she said was once a “dropout factory.”

“As I was reading [the board's new goals, which it calls ‘ends statements’], I thought to myself, ‘This is it,’” Salazar said. “This is the promise of public education. It will dismantle the poison of white supremacy and low expectations for children who look like me.”

Three-quarters of Denver students are students of color and nearly two-thirds come from low-income families. While graduation rates and test scores have improved over the last 15 years, wide gaps persist between white students and Black and Latino students.

The district's previous strategic plan included lofty goals, such as that 80% of third-graders would



While graduation rates and test scores have improved over the last 15 years, wide gaps persist between white students and Black and Latino students. Aunque las tasas de graduación y los resultados de los exámenes han mejorado en los últimos 15 años, siguen existiendo grandes diferencias entre los estudiantes blancos y los negros y latinos.

be reading on grade level by 2020. But the district failed to reach most of them. For example, under more rigorous state tests rolled out midway through the previous strategic plan, just 38% of third-graders were reading on grade level in 2019.

Marrero's vision for the new strategic plan is that it be largely informed by the feedback gathered during his listening tour. In the first 100 days of his superintendency,

See Plan on page 16

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Comienzan las Discusiones para un Nuevo Plan Estratégico

COLORADO

Por Melanie Asmar

El plan estratégico de las Escuelas Públicas de Denver expiró el año pasado con la mayoría de sus objetivos sin cumplir. Ahora, el distrito escolar más grande de Colorado está en camino de crear un nuevo plan bajo un nuevo superintendente que será moldeado por cientos de horas de comentarios de la comunidad.

El plan guiará a un distrito que se está recuperando de dos años escolares interrumpidos por la pandemia y que está lidiando con una serie de problemas de larga data, incluyendo un compromiso declarado con la equidad que no ha borrado las disparidades raciales en la disciplina de los estudiantes, los resultados de las pruebas y las tasas de graduación.

El plan estratégico se elaborará a partir de los resultados de una gira de escucha emprendida por el superintendente Alex Marrero durante sus primeros 100 días, un proceso que arrojó una mezcla de comentarios positivos y negativos, así

como de otros documentos, entre ellos un informe encargado por el grupo de defensa de la educación RootED que constató una mayor frustración entre padres, alumnos y profesores.

“Muchas veces alzamos la voz para que nos escuchen, pero simplemente nos ignoran, y al final la gente se cansa y ya no quiere volver a alzar la voz”.

El siguiente paso es que un comité formado por personal del distrito, padres y miembros de la comunidad presente entre seis y nueve recomendaciones para mediados de diciembre sobre los aspectos en los que debería centrarse el plan estratégico. Otro comité hará que esas recomendaciones sean más concretas y factibles para mayo, dijo Marrero, que

Vea Plan/Esp, página 23

State News / Noticias del Estado

Study Offers Views on Quality and Equity in Education

COLORADO

A year-long community research initiative led through the PEACE Collective reveals that Brown, Black, and Indigenous students and their families in Denver Public Schools (DPS) care deeply about quality and equity in public education and envision a school district that offers equal access to everything that they need to thrive.



“Every student must get the resources, opportunities and skills that they need not only to survive but to thrive.”

Dr. Brenda Allen,
University of Colorado
Denver

RootED Denver commissioned the study to examine and report the perspectives of students and families throughout DPS on what quality and equity mean to them.

It found: “To be culturally responsive and just, the DPS system must acknowledge, account for, and address differential experiences and needs based on racial and socioeconomic injustice.”

The researchers, who mirror the ethnic diversity of the district, collaborated to determine how the inquiry would be conducted, and then finalized the questions to gain the most insight from the community.

Participants were recruited through community organizations that include: Colorado Youth Congress, FaithBridge, Project VOYCE, Transform Education Now (TEN), and Young Aspiring Americans for Social and Political Activism (YAASPA). YAASPA led the coalition in executing the study.

This project is timely, in light of the district's efforts to develop a new strategic plan, which involves community input and asks community members about characteristics of a DPS graduate, the meaning of educational equity, and actions the district should

See [Equity](#) on page 23

Un Estudio Revela las Opiniones Sobre la Equidad en la Educación

COLORADO

Una iniciativa de investigación comunitaria de un año de duración, dirigida a través del Colectivo PEACE, revela que los estudiantes morenos, negros e indígenas y sus familias en las Escuelas Públicas de Denver (DPS), se preocupan profundamente por la calidad y la equidad en la educación pública y desean ver un distrito escolar que ofrezca acceso equitativo a todo lo que necesitan para prosperar. RootED Denver encargó el estudio para examinar e informar las perspectivas de los estudiantes y las familias de las DPS sobre lo que significan para ellos la calidad y la equidad. Encontró que: “Para ser culturalmente receptivos y justos, el sistema de las DPS debe reconocer, dar cuenta y abordar las diferentes experiencias y necesidades basadas en la injusticia racial y socio-económica.” Los investigadores, que reflejan la diversidad étnica del distrito, colaboraron para determinar cómo se llevaría a cabo la investigación y luego finalizó las pre-

guntas para obtener la mayor comprensión de la comunidad. Los participantes fueron reclutados a través de organizaciones comunitarias, incluidas: Colorado Youth Congress, FaithBridge, Project VOYCE, Transform Education Now (TEN), and Young



“Todos los estudiantes deben obtener los recursos, las oportunidades y las habilidades que necesitan no solo para sobrevivir, sino para prosperar.”

Dra. Brenda Allen,
Universidad de Colorado-
Denver y Campus Médico
de Anschutz

Aspiring Americans for Social and Political Activism (YAASPA). YAASPA lideró la coalición en la ejecución del estudio. Este proyecto es oportuno, a la

Vea [Equidad](#), página 20

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State News / Noticias del Estado

DCPA Celebrates the Holiday Season with Camp Christmas

COLORADO

If ever there was a King of Christmas, it might just be Lakewood's very own Lonnie Hanzon. But instead of donning a crown, Hanzon takes on the role of Camp Director as the Denver Center for Performing Arts (DCPA) Off-Center's *Camp Christmas* opened at Heritage Lakewood Belmar Park.

What started three years ago in Aurora's Stanley Marketplace can no longer be contained within four walls. Instead, local artist and designer Hanzon utilized Belmar Park's historic structures along with six acres of outdoor space to create a whimsical winter wonderland unlike any other.

An internationally-noted visual installation artist, Lonnie's studio is located in a non-descript house that belies the bubbling creativity just inside. From animated Christmas window displays in storefronts along Larimer Square to spectacular outdoor lighting displays at the Houston Zoo, Lonnie is no stranger to Christmas and *Camp Christmas* in Lakewood gives him ample space to pull out all the bells, whistles, tinsel and...glitter.

"We are preparing hundreds of thousands of lights, a mile of garland, hundreds of bows, and countless baubles and attractions for camp goers to enjoy," said Hanzon. "The place will be glistening and glowing."

"I hope campers will come to re-unite with loved ones, remember Christmas pasts, re-ignite their love for the season, and renew their Christmas spirit."

Infused with a "Forget your troubles. Come on, get Campy" attitude, the entirety of the experience will invite crowds to check their worries at the gate before immersing themselves in the fun and frivolity of the season. Imagine a 150-pound gingerbread mini replica of the camp, a 6' decorative camel piled sky high with a load of presents, a herd of giant sheep that light up from within, the return of the incredibly popular "Pink Room" and extraordinary Christmas lights adorning every tree and structure.

In addition to the visual splendor filled with unlimited photo ops, *Camp Christmas* is largely interactive. As Campers move throughout the experience, they will enter five structures to see indoor displays and also use a *Camp Christmas*



Guests can use an all-new audio tour in English or Spanish to guide them through the "Camp Christmas" experience. / Los visitantes pueden utilizar un nuevo recorrido de audio en inglés o español para guiarse por la experiencia.

Digital Field Guide to collect Merry Badges that reward their engagement. Campers can use an all-new audio tour in English or Spanish to guide them through the experience. Plus, 23 "pun" trees will be displayed throughout, so that children of all ages can test their wit and wisdom.

And no outdoor holiday experience would be complete without two full bars and a specialty hot chocolate stand offering a variety

of magical seasonal drinks for the young and young at heart.

Those who just want a glimpse of the experience can enter the Visitor Center for a free taste of the installation that gives guests an appreciation of the origins of Christmas some 5,000 years ago. "The free Camp History Museum in the Visitor Center," said Charlie Miller, Curator of DCPA Off-Center, "show how, throughout history, people have come together to celebrate, finding warmth and light in the coldest and darkest time of the year."



Camp Christmas at Heritage Lakewood Belmar Park in Lakewood, Colorado. / *Camp Christmas/Campamento de Navidad en Heritage Lakewood Belmar en Lakewood, Colorado.*

brate, finding warmth and light in the coldest and darkest time of the year."

Added Miller: "We are so excited to bring *Camp Christmas* to its new home at Heritage Lakewood Belmar Park. The festival grounds and historic buildings provide the perfect foundation for Lonnie to build upon, and I can't wait for his over-the-top vision come to life and for Campers of all ages to experience the magic."

The one-of-a-kind lighting display runs through January 2 with both daytime and evening admission. Heritage Lakewood Belmar Park is located at 801 S. Yarrow Street just off of Wadsworth Boulevard in Lakewood, Colorado. Tickets start at \$10 and include admission and amusement rides. To purchase tickets, call 303-893-4100 or visit denvercenter.org.

Please contact COLOR about upcoming community forums on the "Know Your Rights" training for immigrant families and the "What's At Stake?" information sessions regarding your health care coverage.

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La DCPA Celebra las Fiestas con el Campamento de Navidad



Los animados escaparates navideños en las tiendas Campamento de Navidad/Camp Christmas en Heritage Lakewood Belmar en Lakewood, Colorado. / Animated Christmas window displays at Camp Christmas at Heritage Lakewood Belmar Park in Lakewood, Colorado.

COLORADO

Si alguna vez hubo un Rey de la Navidad, ese podría ser el propio Lonnie Hanzon de Lakewood. Pero en lugar de ponerse una corona, Hanzon asume el papel de director del campamento, ya que el "Campamento de Navidad" (Camp Christmas en inglés) del Centro de Artes Escénicas de Denver (DCPA) abrió sus puertas en el parque Heritage Lakewood Belmar.

Lo que empezó hace tres años en el Stanley Marketplace de Aurora ya no puede quedar entre cuatro paredes. En su lugar, el artista y diseñador local Hanzon, utilizó las estructuras históricas del Parque Belmar junto con seis acres de espacio al aire libre para crear un caprichoso país de las maravillas de invierno como ningún otro.

El estudio de Lonnie, un artista de instalaciones visuales de renombre internacional, se encuentra en una casa indescriptible que oculta la burbujeante creatividad de su interior. Desde los animados escaparates navideños en las tiendas de Larimer Square hasta los espectaculares despliegues de iluminación exterior en el zoo de Houston, Lonnie no es ajeno a la

Navidad y el Campamento de Navidad en Lakewood le ofrece un amplio espacio para desplegar todas las campanas, silbatos, oropeles y... purpurina.

"El lugar brillará y resplandecerá", dijo Hazon. "Espero que la gente venga a reencontrarse con sus seres queridos, a recordar pasados navideños, a reavivar su amor por la temporada y a renovar su espíritu navideño".

Con una actitud de "olvida tus problemas. Vamos, alégrate", toda la experiencia invitará al público a dejar sus preocupaciones en la puerta antes de sumergirse en la diversión de la temporada.

Imagínese una réplica en miniatura de pan de jengibre de 150 libras del campamento, un camello decorativo de 6 pies apilado hasta el cielo con una carga de regalos, un rebaño de ovejas gigantes que se iluminan desde dentro, el regreso de la increíblemente popular "Habitación Rosa" y extraordinarias luces navideñas que adornan cada árbol y estructura.

Además del esplendor visual, lleno de ilimitadas oportunidades fotográficas, el Campamento de Navidad/Camp Christmas es en

Vea **Navidad**, página 23



Camp Christmas/Campamento de Navidad en Heritage Lakewood Belmar en Lakewood, Colorado. / Camp Christmas at Heritage Lakewood Belmar Park in Lakewood Colorado.



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State News / Noticias del Estado

New México School District Focuses on Teacher Wellness

NEW MEXICO

On a sunny day in early November, teacher Trish Curran wasn't corralling elementary physical education students as she normally would be. Instead, she was educating her colleagues at Taos Municipal Schools in New Mexico, on the benefits of walking.

"If nothing else, we're spending our work time just rejuvenating a little bit," Curran said. The point of the walking session she was leading at this wellness retreat for school staff members was connection, she said. "Connecting your feet with the earth and your moment with the mountain or catching up with colleagues you work with but never see."

Despite having had a knee replacement a couple of years ago, Curran walked briskly around the track outside Taos Middle School, which has a view of the Sangre de Cristo Mountains and Taos Pueblo to the northeast. About 10 of her colleagues, forgoing jackets to bask in the fall sunshine, walked in groups of two or three at varying paces around the oval loop.

Technically, it was a normal districtwide professional develop-



In view of the Sangre de Cristo Mountains, teachers, cooks and custodians connected over fresh air and the simple act of walking. / A la vista de las montañas Sangre de Cristo, profesores, cocineros y vigilantes conectaron por el aire fresco y el simple hecho de caminar.

ment day: one without students, where school staff members are expected to come and learn something new, refine existing skills or plan upcoming lessons. But with teachers and custodians walking the track together in one session, and counselors and administrators learning about homeopathic remedies side by side in another, it was obvious that this had little in common with traditional professional development days.

Instead, the event, "Reconnect and Reinvent," was meant as a re-

treat, a chance for educators and other school staff members to step away from their daily responsibilities and focus on themselves. It was the second of its kind, following one in August.

Jennifer St. Clair, who works in Santa Fe Public Schools, another district 70 miles southwest of Taos, didn't attend the retreat. But she knows why such events exist.

"This year is in a class of its own in terms of difficulty and low morale," said St. Clair, a 29-year veteran teacher. Between asking stu-

dents to wear their masks properly for the 100th time and constantly worrying about close contacts with people who later tested positive for Covid-19, the year has left teachers "hanging by a thread," St. Clair said.

The well-being of educators everywhere has been stretched to its limits over the last year and a half, both teachers and experts say. And continued high-stress working conditions appear to be accelerating teacher turnover.

The need to improve wellness support for teachers is urgent. Right now, teachers experience symptoms of depression at almost three times the rate of the general population, according to a study, "Job-Related Stress Threatens the Teacher Supply," published in June by the nonprofit Rand Corp. Virtual instruction, child care and health are among the pandemic-era issues that are likely responsible for an increase in teachers' desires to leave their jobs, the study said.

In Santa Fe, the district provides workers with an employee assistance program, a benefit that many other large employers offer. The district tailored its program to address additional stresses faced by school employees, offering services and supports that range from drop-in meditation breaks and tips to reduce Zoom exhaustion to short-term counseling, said Sue O'Brien, the student wellness director at Santa Fe Public Schools.

"Everyone from the school site to administration, you know, I'm worried about people," she said. It's "critical for us to take care of the adults who are working with and for our children and their families."

Despite the efforts, some teachers said the unprecedented challenges of this year have not been addressed. St. Clair, the 29-year veteran, said, "There's a huge disconnect between the administration who are acting like it's a normal year and requiring the same things. Our teachers really feel like the administration is completely ignoring the crisis in our schools this year."

Experts say teachers who are taking care of themselves are better prepared to take care of students. If educators aren't reflecting on their own well-being, "ultimately, there may actually be harm done to young people," said Karen VanAusdal, senior director of practice at the Collaborative for Academic, Social and Emotional Learning (CASEL), a national nonprofit working to expand social-emotional learning in classrooms.

"I think there is some individual responsibility to attend to our own well-being, but I think it's not enough just to say that self-care is the answer for teachers," VanAusdal said. "I think it also needs to be built into the structures and systems around adults."

Mark Richert, social-emotional learning coordinator for Taos Municipal Schools, explained that he had worked with a number of community organizations to plan the day's retreat as part of a broader effort to strengthen the connections between the town and its schools.

"It was all about creating groups of employees, and giving them a shared learning experience that they might first apply to their own life [and] somehow maybe to their family lives," said Richert.

Richert doesn't expect the staff retreats to be a universal cure for what ails his district. Taos lost 62 staff members last school year — 41 resigned and 21 retired — out of roughly 280 employees. That left them scrambling to replace nearly a quarter (22 percent) of their workers. The district still needs to fill 16 teaching positions and hire a number of educational assistants, substitute teachers, custodians and other staff members.

"Well-being is having enough adults to create a safe environment and few enough students in the class to do the same and an education system whose success is not dependent on unpaid teacher overtime," read one anonymous comment that Richert shared from the first teacher retreat he organized earlier in the year. "Until these types of systemic problems are addressed, no amount of essential oils, herbs, yoga, [or] improv medicine will really address the fundamental unwellness of any of our staff."

Richert agrees that systemic issues are the root cause of much of teachers' unwellness. But, he said, something needs to be done for educators to address their mounting stress.

"The challenge is, does the school system — whether it's Taos, the state of New México, the American education [system] — share that value?" Richert asks of the need to lessen stressful conditions in schools.

"We're short-staffed, we're filling in for absentee teachers and we're all saying yes because we know how hard it is," said Christine Autumn, a Taos teacher. "We know it isn't fair



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El Distrito Escolar de NM Se Centra en el Bienestar de los Profesores

NEW MEXICO

Por William Melhado

En un día soleado de principios de noviembre, la profesora Trish Curran no estaba acorralando a los alumnos de educación física de primaria como haría normalmente. En su lugar, estaba educando a sus colegas de las Escuelas Municipales de Taos, en Nuevo México, sobre los beneficios de caminar.

"Al menos, estamos pasando nuestro tiempo de trabajo rejuveneciendo un poco", dijo Curran. El objetivo de la sesión de cami-



"Es maravilloso tomarse un descanso de nuestra jornada habitual", dijo un profesor al reflexionar sobre las diversas sesiones ofrecidas durante un retiro de bienestar para profesores en Taos, N.M. / "It's wonderful to take a break from our regular day," a teacher said, reflecting on the various sessions offered during a teacher well-being retreat in Taos, N.M.

Foto/Photo: Kelli Johansen for The Hechinger Report

nata que dirigió en este retiro de bienestar para los miembros del personal de la escuela fue la conexión, dijo. "Conectar tus pies con la tierra y tu momento con la montaña o ponerte al día con los compañeros con los que trabajas pero nunca ves".

A pesar de haber tenido un reemplazo de rodilla hace un par de años, Curran caminó energicamente alrededor de la pista fuera de Taos Middle School, que tiene una vista de las montañas Sangre de Cristo y Taos Pueblo al noreste. Una decena de sus compañeros, que renunciaban a las chaquetas para disfrutar del sol

“

"Nos falta personal, estamos supliendo a los maestros ausentes y todos decimos que sí porque sabemos lo difícil que es. Sabemos que, en cierto modo, no es justo, pero si no lo hacemos nosotros, ¿quién lo va a hacer?"

Christine Autumn,
Maestra

Vea [Profesores](#), página 19

Rep. Stansbury, Dolores Huerta Discuss Build Back Better Act



U.S. Representative Melanie Stansbury (right) hosted a "Fight for Farmworkers" discussion last week with labor rights activist and United Farm Workers co-founder Dolores Huerta.

from CAMP and the Young Farmers Coalition to discuss how the Build Back Better Act and bipartisan infrastructure bill will help invest in our communities, rural development, address hunger and create good-paying jobs," said Rep. Stansbury. "In New México, agriculture is fundamental to our culture and ways of life, and I am proud that the Infrastructure and Build Back Better bills will invest in our

rural communities, farmers, and workers. We must get the Build Back Better Act across the finish line in the Senate to get the job done, and as Dolores Huerta has taught us, *Si se puede!*"

"What would we do without farmworkers to feed us? What would we do without construction workers to build our buildings?" said Dolores Huerta. "We have to respect the people that work with

their hands—not only the people who build our buildings, but the construction workers and the carpenters. You know how important they are, and that they also should have good union jobs, and why we're happy that New México is a union state."

Rep. Stansbury and Dolores Huerta later heard from community

See [Huerta](#) on page 17

NEW MEXICO

U.S. Representative Melanie Stansbury (N.M.-01) hosted a "Fight for Farmworkers" discussion last week with labor rights activist and United Farm Workers co-founder Dolores Huerta, students from the College Migrant Assistance Program (CAMP) at the University of New México, and the Young Farmers Coalition. During the community discussion, Rep. Stansbury and Huerta highlighted investments in the Build Back Better Act and the bipartisan Infrastructure Investments and Jobs Act that protect farmworkers, invest in union jobs,

promote food access, and sustain robust economic development for rural communities.

Among other historic investments, the Build Back Better Act includes meaningful deportation protections and work permits for nearly 1 million undocumented farmworkers nationwide, invests \$10 billion in programs to address child hunger that will provide school meals to more than 44,000 students in New México during the school year, and invests billions in small farmers. The bill also protects workers' rights to organize and invests in union jobs.

"It was an honor to sit down with Dolores Huerta and youth leaders

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ONE ALBUQUE RQUE arts & cultura

he visited 68 of Denver's more than 200 schools, and had more than 100 meetings with about 2,000 people. He prioritized meeting with historically underrepresented groups, including Black and Latino families, LGBTQIA+ groups, and families of students with disabilities.

About 10,000 staff, family members, and students in the 90,000-student district completed a survey that asked the same three questions Marrero asked in his meetings: What's going well? What needs improvement? And what advice do you have for me?

A 94-page report sums up what he heard. Much of it was positive,

especially from students and families. A top theme was an appreciation for the district's teachers and staff, Marrero said.

"From the family and student surveys, it is important to note that one of the most frequent responses to the question about need for improvements was 'nothing / everything is fine / generally content,'" the report says.

That's different from a report commissioned by local advocacy group RootED based on 200 survey responses and interviews with 92 Black, Latino, and Indigenous parents, students, alumni, and educators. Brenda Allen, a professor emerita of communication at the

University of Colorado Denver and another co-chair of the committee coming up with strategic plan recommendations, was one of the researchers who analyzed the responses.

She said the tone from participants was a combination of frustration and fatigue with not feeling valued by the district, as well as a sense of resilience and hope that things will improve. Participants spoke of the need for the district to hire and retain more educators of color, provide culturally relevant curriculum, and cut off the school-to-prison pipeline.

"Many times we raise our voices so that they can listen to us, but they just ignore us, and at the end people get tired and no longer want to raise their voices again," one anonymous participant is quoted as saying in the RootED report. "There is no point."

Similar themes — especially the need to diversify the district's

teaching force, which is mostly white — came up in the listening tour report, even if the overall tone was more positive.

Students said teachers sometimes fail to honor their preferred pronouns or special education plans, and teach outdated curriculum. Parents raised concerns about inequitable school funding and poor district communication. Educators asked for better working conditions.

"Tasks should be reduced to what is really necessary," one anonymous teacher is quoted as saying, "valuing quality instruction and equitable outcomes."

The committee that will make strategic plan recommendations was instructed to read both reports, along with other documents, including a report summarizing 22 interviews with community "thought leaders" commissioned under former Superintendent Susana Cordova, who resigned last year.

The committee's recommendations are due Dec. 14. Three subcommittees will make two to three recommendations each. The three subcommittees are focused on student experience and achievement, equity and excellence, and operational effectiveness.

Allen is heading up the equity and excellence subcommittee. She said she's cautiously optimistic the process will lead to a strategic plan capable of changing the experience for students of color. If she were to interview them again 10 years from now, Allen said she hopes she'd hear a "sense of thriving, a sense of being valued, and a sense of being treated with dignity."

Melanie Asmar Senior Reporter, Chalkbeat Colorado. This story was originally published by Chalkbeat.

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Torres/Esp

resolver en mucho los problemas más apremiantes del planeta.

Sin embargo, ya hemos visto que no, que este siglo ha sido la paradójica plataforma en la que se han exacerbado aún más las distancias entre quienes lo tienen todo y los que no tienen nada; un siglo en el que millones de seres humanos se siguen desplazando por todo el planeta en busca de refugio, mientras asquerosamente se convierte en noticia más importante la fortuna del hombre más rico del mundo; un siglo en el que las fórmulas para acabar con la pobreza chocan con las fórmulas perversas para seguirla manteniendo igual o tornarla peor; un siglo, en fin, en el que un vi-

rus mortal ha dictado la pauta para la movilidad o el estancamiento de la sociedad mundial.

No se sabe si la voluntad final del Senado estadounidense se encamine hacia la postura histórica de beneficiar, ahora sí, a millones de inmigrantes indocumentados que han demostrado con creces lo que significa su fuerza laboral, social, cultural, económica, histórica, lingüística, fiscal y política. Lo que sí se sabe es que mientras el Senado siga siendo un obstáculo para los inmigrantes y se oponga a su inclusión plena en el país, las fuerzas antiinmigrantes se seguirán acomodando y fortaleciendo con el único fin de satanizar, insultar y ata-

car un fenómeno como el migratorio que no les da la gana estudiar ni entender, pero del que también son y han sido parte, lo acepten o no.

Y eso, en resumidas cuentas, puede convertirse en el preámbulo de otra barbarie en contra de la democracia, que tan buen resultado da al ala más antiinmigrante de Estados Unidos.

David Torres es Asesor en Español de América's Voice.

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Conmemorativos



Foto/Photo: Heidi de Marco/KHN

El retrato tatuado de Philip Martin Martínez en el brazo de Anita. Ella eligió ponérselo en el antebrazo para poder verlo todos los días. / The tattooed portrait of Philip Martin Martínez on Anita's arm. She chose to get it on her forearm so she could see it every day.

'te amo' es algo simple y me reconforta", dijo. "Me va a dejar sanar y sé que ella lo habría entendido".

Los ojos de Szalea se llenaron de lágrimas cuando la aguja se movió por su antebrazo, trazando la letra de su abuela. "Todavía está súper fresco", dijo. "Básicamente me criaron. Impactaron en lo que soy como persona, por lo que tenerlos conmigo será reconfortante".

Heidi de Marco es Reportera y Productora for California Healthline. Esta historia fue producida por Kaiser Health News, que publica California Healthline, un programa editorialmente independiente de la California Health Care Foundation.

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And the next time there's a close election, it will be easier to achieve their goals. That's what this is all about."

the GOP screamers actually could define, and yet they use accusations of socialism as if the real or imagined advocacy of such a thing would create chaos, Bill Murray-style: "Human sacrifice, dogs and cats living together... MASS HYSTERIA!"

They willfully refuse to learn or understand the actual meaning of socialism (or communism for that matter) much the same way they reject the notion of critical race theory (CRT). Contrary to their ravings, it's not being taught in public schools—it's just being misused by them as a hot button, another way of Republicans twisting respectable and respected academic work into knots, using it to scare white people and roil their bigoted rage.

Sadly and to a shocking degree, they're achieving success with these tactics and inching us closer to the edge of a cliff -- a flailing republic plummeting into dictatorship. (Add to the aforementioned roster of reprehension Georgia's

Marjorie Taylor Greene and Lauren Boebert of Colorado—the Doublemint Twins of xenophobia. This past week's edition of hate speech featured Boebert's attack on Minnesota's Muslim congresswoman Ilhan Omar and her subsequent attempts at a half-hearted apology.)

"Trickle down" may be disastrous as economic theory (as in, "Don't pee on my leg and tell me it's raining") but works really well when you apply the same tactic to perpetrate prejudice. As Rep. Alexandria Ocasio-Cortez noted during the recent debate over the House censure of Arizona Republican Congressman Paul Gosar—for threatening her and President Biden with assassination in a crude Twitter attack -- "As leaders in this country, when we incite violence with depictions against our colleagues, that trickles down into violence in this country, and that is where we must draw the line, independent of party or belief. It is about a core recognition of human dignity and value and worth."

Sure, it's not all about Trump: before him, there were plenty of dimwits filled with hatred from head to toe. But he's the enabler supreme, his incendiary words and deeds giving a blank hall pass to every two-bit reactionary who cares more about Fox News, reality TV and trashing anyone considered to the left of Czar Nicholas I. He is the alpha and omega to every angry, dissatisfied, powerless white person who clings to race as the mark of their superiority no matter the circumstances.

And all of this despite an incumbent president who for all his faults actually is trying to govern, attempting things that would help Americans regardless of race, religion, political stance or gender identification, aiming at the most progressive agenda since LBJ's

Great Society. And doing this in the face of our ongoing fatal pandemic, a volatile economy and a constant drumbeat of sneers and jeers.

So do not be fooled or lulled into complacency by the GOP's buffoonish behavior. Words and actions that just a few years ago would have been ridiculed, their proponents ridden out of town on a rail, are standard operating procedure now. And echoed by their voters.

We must fight back, with our own votes and our voices raised in protest and in a concerted effort to keep speaking truth. We must register voters and make sure they get to the polls. We must attend the public meetings of councils and school boards to make sure each crazed accusation from the right is met with honesty, sobriety and facts.

Make no mistake—their non-sensical statements often are a smokescreen for the concerted campaign to not only suppress the vote of the majority who oppose them but to create a system where election results are determined and even overturned by partisan hacks changing election laws, gerrymandering districts and filling election boards as well as the offices of state attorneys general and secretaries of state.

According to Monday's *Washington Post*, "A year after local and state election officials came under immense pressure from Trump to subvert the results of the 2020 White House race, he and his supporters are pushing an ambitious plan to place Trump loyalists in key positions across the administration of U.S. elections.

The effort goes far beyond the former president's public broadsides against well-known Republican state officials who certified

President Biden's victory, such as Georgia Secretary of State Brad Raffensperger and Arizona Gov. Doug Ducey. Citing the need to make elections more secure, Trump allies are also seeking to replace officials across the nation, including volunteer poll watchers, paid precinct judges, elected county clerks and state attorneys general, according to state and local officials, as well as rally speeches, social media posts and campaign appearances by those seeking the positions...

"The attacks right now are no longer about 2020," said Colorado Secretary of State Jena Griswold (D). "They're about 2022 and 2024. It's about chipping away at confidence and chipping away at the reality of safe and secure elections. And the next time there's a close election, it will be easier to achieve their goals. That's what this is all about."

With intemperate, toxic words and actions designed to bring down democracy and create a dictatorship, Republicans and their followers would restore to power an incompetent tyrant and cause our complete collapse. The famous "shining city on a hill" will be in ruins.

Pay attention. I'm not kidding.
This is no joke.

Michael Winship is the Schumann Senior Writing Fellow for Common Dreams. Previously, he was the Emmy Award-winning senior writer for Moyer's & Company and BillMoyers.com, a past senior writing fellow at the policy and advocacy group Demos, and former president of the Writers Guild of America East.

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Huerta

members who shared their concerns, questions, and priorities for workers' rights and environmental justice.

The Economic Policy Institute has projected that the Build Back Better Act will support 2.3 million jobs per year.

for the first five years by investing in working families and addressing the costs that hold communities back. Included in the estimate are the bill's investments in work permits, deportation relief, and program supports for undocumented immigrants and farmworkers. In New Mexico, an estimated 60,000 undocumented immigrants are essential to communities and the

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“What would we do without farmworkers to feed us? What would we do without construction workers to build our buildings? We have to respect the people that work with their hands... You know how important they are, and that they also should have good union jobs.”

Dolores Huerta

workforce but have been excluded from most federal programs.

The Build Back Better Act also provides critical financial relief for farmers in need, investing \$12 billion in debt relief for farmers in need and for USDA to tailor its programs to support new and existing farmers through outreach, education and technical assistance. The bill also invests in land grant institutions and 19 Minority-Serving Institutions in New México like the University of New México. New

México State University, and Tribal Colleges and Universities.

The Build Back Better Act is financed by closing corporate tax loopholes, lowering the cost of prescription drugs, and increasing tax enforcement on the wealthiest Americans.

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ti-trans moral panic that has overtaken the media. In the U.K., liberal media companies, like the BBC, offer an uncritical platform to gender-critical feminists, colloquially known as “trans-exclusionary radical feminists,” or TERFs, to peddle anti-trans rhetoric that inaccurately casts trans women as sexual predators. TERFs argue that trans women are men pretending to be women to gain access to women-only spaces in order to assault them, despite overwhelming evidence that shows trans people are more likely to be the victims of sexual assault than they are the perpetrators. This particular form of cognitive dissonance also ignores the fact that many modern feminist movements support the inclusion of trans women.

It’s hard to peer into all this and not feel hopeless. The question is: What do we do about it? What do we do after corporations post “Black trans lives matter” on Twitter, then do nothing to create trans-inclusive workplaces? What do we do after a major media organization posts an article casting trans women as sexual predators? Or, better yet, what do we do when we read about the local trans man crowdfunding for top surgery, or the trans woman who is about to be homeless because she lost another job?

The answer is mutual aid and trans solidarity. Neoliberal spaces are often eager to describe trans solidarity as placing pressure on legislators to create bills that entrench trans rights. However well-intentioned, this is not a reliable solution, as these bills are often drafted with little input from transgender people, and the introduction of such bills can spark a backlash that can manifest as harassment or even increased violence.

Instead of relying on support from exclusionary institutions, grassroots mutual aid and trans solidarity groups can be far more effective. Historically, these groups, like BreakOUT! in New Orleans or Trans Women of Color Solidari-

ty Network in Seattle, have been better able to assess the needs of their local transgender communities, with input from those communities, and then utilize local resources to meet those needs. This ensures that transgender people have a support network within their communities, helping to counter the social and economic ostracization that further marginalizes trans people, especially trans women of color. Imagine the power these trans solidarity groups could have if they had the resources to unite and mobilize for trans liberation across the country—and the globe.

Half the battle for trans liberation is changing the cultural landscape. Most people in the U.S. support (at least some) trans rights, yet transgender people remain excluded in society—from laws to housing to employment to health care. Anti-trans groups—which likely represent only a small segment of any population—are able to dominate the conversation when the rest of society remains silent and complacent. A chorus of affirming voices—led by and following the leadership of transgender people—can drown out that misinformation. But until those voices ring out loud and clear, we will continue to see headlines like “This Year Is the Deadliest Year for Transgender People” and “New Anti-Trans Bill Passed.”

If we can win the culture war, the war in the courtrooms and the legislative halls will be easy. Because the strength and tenacity of transgender people *does* need to be celebrated. Real solidarity and mutual aid do this by centering the needs of transgender people. Justice will continue to elude us until all transgender people can live our lives safely and to our fullest.

Cassandra Roxburgh is a journalist covering LGBTQ issues and climate rights. She is based in Cape Town, South Africa. Originally published by YES! Magazine.

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otoñal, caminaban en grupos de dos o tres a distintos ritmos por el circuito oval.

Técnicamente, era un día normal de desarrollo profesional en todo el distrito: uno sin estudiantes, donde se espera que los miembros del personal escolar vengan a aprender algo nuevo, a perfeccionar las habilidades existentes o a planificar las próximas lecciones. Pero con profesores y conserjes caminando juntos por la pista en una sesión, y consejeros y administradores aprendiendo sobre remedios homeopáticos codo con codo en otra, era obvio que esto tenía poco en común con los días tradicionales de desarrollo profesional.

En cambio, el evento, "Reconectar y Reinventar", estaba pensado como un retiro, una oportunidad para que los educadores y otros miembros del personal escolar se alejaran de sus responsabilidades diarias y se centraran en sí mismos. Era el segundo de este tipo, tras el celebrado en agosto.

Jennifer St. Clair, que trabaja en las Escuelas Públicas de Santa Fe, otro distrito a 70 millas al suroeste de Taos, no asistió al retiro. Pero sabe por qué existen estos eventos.

"Este año está en una clase propia en términos de dificultad y baja moral", dijo St. Clair, una maestra veterana de 29 años. Entre pedir a los alumnos que se pongan bien la mascarilla por centésima vez y preocuparse constantemente por los contactos estrechos con personas que luego dieron positivo en el Covid-19, el año ha dejado a los profesores "pendiendo de un hilo", dijo St. Clair.

El bienestar de los educadores de todo el mundo se ha puesto al límite durante el último año y medio, dicen tanto los profesores como los expertos. Y las continuas condiciones de trabajo de alto estrés parecen estar acelerando la rotación de los profesores.

La necesidad de mejorar el apoyo al bienestar de los profesores es urgente. Ahora mismo, los profesores experimentan síntomas de depresión casi tres veces más que la población general, según un estudio titulado "Job-Related Stress Threatens the Teach-

er Supply", publicado en junio por la organización sin ánimo de lucro Rand Corp. La enseñanza virtual, el cuidado de los niños y la salud son algunos de los problemas de la época de la pandemia que probablemente sean responsables del aumento de los deseos de los profesores de dejar su trabajo, según el estudio.

En Santa Fe, el distrito proporciona a los trabajadores un programa de asistencia a los empleados, una prestación que ofrecen muchos otros grandes empleadores. El distrito adaptó su programa para abordar las tensiones adicionales a las que se enfrentan los empleados de las escuelas, ofreciendo servicios y apoyos que van desde descansos de meditación sin cita previa y consejos para reducir el agotamiento de Zoom hasta asesoramiento a corto plazo, dijo Sue O'Brien, la directora de bienestar estudiantil de las Escuelas Públicas de Santa Fe.

"Todos, desde el centro escolar hasta la administración, están preocupados por la gente", dijo. Es "crítico para nosotros cuidar de los adultos que están trabajando con y para nuestros niños y sus familias."

A pesar de los esfuerzos, algunos profesores dijeron que no se han abordado los retos sin precedentes de este año. St. Clair, veterana de 29 años, dijo: "Hay una enorme desconexión entre la administración que está actuando como si fuera un año normal y exigiendo las mismas cosas. Nuestros profesores realmente sienten que la administración está ignorando completamente la crisis en nuestras escuelas este año."

Los expertos dicen que los profesores que se cuidan a sí mismos están mejor preparados para cuidar a los alumnos. Si los educadores no están reflexionando sobre su propio bienestar, "en última instancia, puede haber realmente un daño a los jóvenes", dijo Karen VanAusdal, director senior de la práctica en la Colaboración para el Aprendizaje Académico, Social y Emocional (CASEL), una organización nacional sin fines de lucro que trabaja para ampliar el aprendizaje socio-emocional en las aulas.

"Creo que existe cierta responsabilidad individual para atender a nuestro propio bienestar, pero creo que no basta con decir que el autocuidado es la respuesta para los profesores", dijo VanAusdal. "Creo que también hay que incorporarlo a las estructuras y sistemas que rodean a los adultos".

Mark Richert, coordinador de aprendizaje socio-emocional de las Escuelas Municipales de Taos, explicó que había trabajado con una serie de organizaciones comunitarias para planificar el retiro del día como parte de un esfuerzo más amplio para fortalecer las conexiones entre el pueblo y sus escuelas.

"Se trataba de crear grupos de empleados y darles una experiencia de aprendizaje compartida que pudieran aplicar primero a su propia vida [y] de alguna manera tal vez a sus vidas familiares", dijo Richert.

Richert no espera que los retiros para el personal sean una cura universal para lo que aflige a su distrito. Taos perdió 62 miembros del personal el año escolar pasado - 41 renunciaron y 21 se jubilaron - de los aproximadamente 280 empleados. Eso les dejó luchando para reemplazar casi una cuarta parte (22%) de sus trabajadores. El distrito to-

davía necesita cubrir 16 puestos de profesor y contratar a varios asistentes educativos, profesores sustitutos, conserjes y otros miembros del personal.

"El bienestar consiste en tener suficientes adultos para crear un entorno seguro y suficientes alumnos en la clase para hacer lo mismo y un sistema educativo cuyo éxito no dependa de las horas extras no remuneradas de los profesores", rezaba un comentario anónimo que Richert compartió del primer retiro de profesores que organizó a principios de año. "Hasta que no se aborden estos tipos de problemas sistémicos, ninguna cantidad de aceites esenciales, hierbas, yoga, [o] medicina improvisada abordará realmente el malestar fundamental de cualquiera de nuestro personal".

Richert está de acuerdo en que los problemas sistémicos son la causa fundamental de gran parte del malestar de los profesores. Sin embargo, dijo, hay que hacer algo para que los educadores puedan hacer frente a su creciente estrés.

"El reto es si el sistema escolar -ya sea Taos, el estado de Nuevo México, el [sistema] educativo estadounidense- comparte ese valor". se pregunta Richert sobre la necesidad de disminuir las condiciones de estrés en las escuelas.

"Nos falta personal, estamos supliendo a los maestros ausentes y todos decimos que sí porque sabemos lo difícil que es", dijo Christine Autumn, una maestra de Taos. "Sabemos que, en cierto modo, no es justo, pero si no lo hacemos nosotros, ¿quién lo va a hacer?".

Ayudar a otros profesores en este momento caótico es razón suficiente para presentarse a un evento destinado a ayudar a mejorar el bienestar, dijo Curran, el profesor de educación física que dirige los ejercicios de pista. No es para complacer a nadie en la administración o incluso para los estudiantes exactamente. En cambio, dijo Curran, "lo hacemos por los demás".

Esta historia sobre el bienestar de los profesores fue producida por the Santa Fe Reporter y The Hechinger Report, una organización de noticias independiente y sin ánimo de lucro centrada en la desigualdad y la innovación en la educación.

Traducido por Juan Carlos Uribe-The Weekly Issue/El Semanario.

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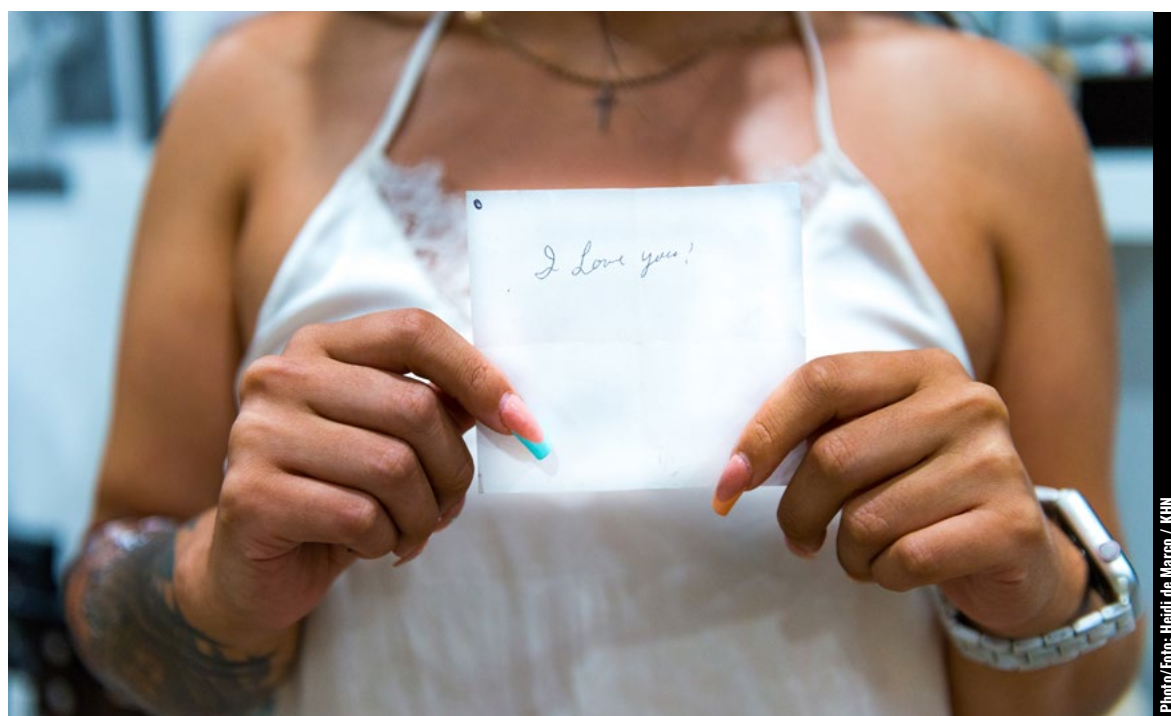
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Photo/Foto: Heidi de Marco / KHN

Sazalea Martinez, a kinesiology student at Antelope Valley College in Palmdale, California, holds a handwritten note from her grandmother with the phrase "I love you." / Sazalea Martinez, estudiante de kinesiología en el Antelope Valley College en Palmdale, California, sostiene una nota escrita por su abuela que dice "Te amo".

because the latter didn't approve of tattoos. "The 'I love you' is something simple and it's comforting to me," she said. "It's going to let me heal and I know she would have understood that."

Sazalea teared up as the needle moved across her forearm, tracing her grandmother's handwriting. "It's still super fresh," she said. "They basically raised me. They impacted who I am as a person, so to have them with me will be comforting."

Heidi de Marco is a Reporter and Producer for California Healthline. This story was produced by Kaiser Health News, which publishes California Healthline, an editorially independent service of the California Health Care Foundation.

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Workers

recover from one. Meanwhile, 1% of workers had their paid sick leave reduced or eliminated.

Still, calls to A Better Balance's free legal help line have skyrocketed since the pandemic began, Make said. "Many workers are either risking their job, or they have no choice but to go to work when they're sick, and it's a real public health concern."

In August, local public health departments in California asked state leaders to extend paid sick leave to all workers, saying that failing to do so discouraged people from getting a covid vaccine and disproportionately affected disadvantaged communities.

Many people who have avoided vaccination are afraid they'll suffer side effects that will force them to miss work for a day or two, which they can't afford, Hamad said.

But without federal funds to reimburse employers, California and other states would have to find money to pay for sick leave — and there's little enthusiasm among lawmakers for passing the costs on to businesses.

"It is a glaring gap, in our opinion, that the federal government hasn't

continued some form of even covid-19 emergency sick leave," Make said. "It's obviously a huge shortcoming given where we are in the pandemic."

Colorado, which is experiencing a covid surge, passed last year what Denver-based Make considers the strongest covid sick leave protections of any state. The law, which allows any employee to earn up to six days of paid sick leave per year and takes effect fully in January, says that when local, state or federal officials declare a public health emergency, employers must supplement workers' accrued leave so an employee can take up to two weeks of paid sick leave for, in this case, covid-related reasons. The emergency leave provision won't expire until at least February.

However, some employers aren't complying. As of early November, Colorado's Division of Labor Standards and Statistics was looking into complaints related to the sick leave law that were filed against 71 employers, according to outreach manager Eric Yohe. That represented about 8% of all its wage complaints under inves-

tigation. Yohe said his division had already restored paid time off for "a good number" of employees under the new law.

Colorado's leave law still has limitations. Workers don't get "refills" of covid leave if they get sick again or a relative gets sick — just 80 hours total from January 2021 until the public health emergency ends. And the law allows some workplaces to force employees to use their paid time off instead, as long as they notify employees in advance and offer at least two weeks of PTO to full-time employees.

Jamie Bradt, a special-education teacher at a high school in Mead, Colorado, found herself in that situation this month after testing positive for covid. Bradt, who is fully vaccinated, thought she could tap into state-sanctioned covid sick leave. But her employer, St. Vrain Valley Schools, told her she would have to use her PTO, which she had been saving up for about decade.

"It is so frustrating that I'm being punished for accruing my leave," said Bradt, who was isolating at home. The district did not respond to questions.

Policies that push employees to work when they're sick are counterproductive, said Barbara Holland, an adviser at the Society for Human Resource Management, a national trade group. "It's a communicable disease," she said. "You don't want them showing up in the workplace."

Since the federal provisions expired, Cristina Cuevas and her colleagues at a Minnesota school have been required to use their accrued sick and vacation time if they come down with covid.

Recently, a co-worker of Cuevas' went to work sick, assuming it was a cold. "She actually had covid the whole time," Cuevas said. The school had to shut down briefly, Cuevas said, and several students got sick.

Rae Ellen Bichell is a Colorado Correspondent for Kaiser Health News, based in Longmont. California Healthline, correspondent Rachel Bluth contributed to this story.

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Trabajadores

Make dijo que 16 estados, Washington, DC, y alrededor de 20 localidades tienen leyes permanentes de tiempo por enfermedad remunerado. Una de las más generosas, la de Nuevo México, entrará en vigencia en julio. Colorado, Massachusetts, Nevada, Nueva York y el Distrito de Columbia ofrecen licencias por enfermedad de emergencia específicas para covid, al igual que Pittsburgh y algunas ciudades de California, como Los Ángeles, Oakland y Long Beach.

En algunos lugares, los empleadores están tomando la iniciativa para abordar el problema. Una encuesta reciente de KFF con alrededor de 1,700 empleadores de todo el país halló que el 37% de los empleados trabajan en un lugar que expandió o comenzó a ofrecer licencias pagas, ya sea para recuperarse de una enfermedad o para ayudar a un familiar a recuperarse de una. Mientras tanto, al 1% de los trabajadores se les redujo o eliminó la licencia paga por enfermedad.

Aún así, las llamadas a la línea de ayuda legal gratuita de A Better Balance se han disparado desde que comenzó la pandemia, dijo Make. "Muchos trabajadores están arriesgando su trabajo o no tienen más remedio que ir a tra-

bajar cuando están enfermos, y es un verdadero problema de salud pública".

En agosto, los departamentos de salud pública locales en California pidieron a los líderes estatales que extendieran la licencia por enfermedad paga a todos los trabajadores, diciendo que no hacerlo desanimaba a las personas a recibir una vacuna contra covid y afectaba desproporcionadamente a las comunidades desfavorecidas.

Muchas personas que han evitado la vacunación temen sufrir efectos secundarios que las obligarán a faltar al trabajo durante uno o dos días, algo que no pueden permitirse, dijo Hamad.

Pero sin fondos federales para reembolsar a los empleadores, California y otros estados tendrían que encontrar dinero para pagar las licencias por enfermedad, y hay poco entusiasmo entre los legisladores por pasar los costos a las empresas.

"En nuestra opinión, es una brecha evidente que el gobierno federal no haya continuado con alguna forma de licencia por enfermedad de emergencia, ni siquiera por covid-19", dijo Make. "Obviamente, es una gran deficiencia dado el punto en el que nos encontramos en la pandemia".

Colorado, que está experimentando un aumento de casos de covid, aprobó el año pasado lo que Make, con sede en Denver, considera las protecciones de licencia por enfermedad por covid más sólidas que cualquier otro estado.

La ley, que permite a cualquier empleado ganar hasta seis días de licencia por enfermedad con goce de sueldo por año y entra en vigencia por completo en enero, dice que cuando los funcionarios locales, estatales o federales declaran una emergencia de salud pública, los empleadores deben complementar la licencia acumulada de los trabajadores para que el empleado pueda tomar hasta dos semanas de licencia por enfermedad paga por, en este caso, motivos relacionados con covid. La disposición de licencia de emergencia no vencerá al menos hasta febrero.

Sin embargo, algunos empleadores no la cumplen. A principios de noviembre, la División de Normas y Estadísticas Laborales de Colorado estaba investigando las quejas relacionadas con la ley de licencia por enfermedad que se presentaron contra 71 empleadores, según Eric Yohe, gerente de alcance. Eso representó alrededor del 8% de todas sus quejas salariales bajo investi-

gación. Yohe dijo que su división ya había restablecido la licencia remunerada para "un buen número" de empleados bajo la nueva ley.

La ley de licencias de Colorado todavía tiene limitaciones. Los trabajadores no reciben "recargas" de la licencia por covid si se enferman de nuevo o un familiar se enferma: solo 80 horas en total desde enero de 2021 hasta que finalice la emergencia de salud pública. Y la ley permite que algunos lugares de trabajo obliguen a los empleados a utilizar su tiempo libre remunerado (PTO), siempre que notifiquen a los empleados con anticipación y ofrezcan al menos dos semanas de PTO a los empleados de tiempo completo.

Jamie Bradt, maestra de educación especial en una escuela secundaria en Mead, Colorado, se encontró en esa situación este mes después de dar positivo para covid. Bradt, que está completamente vacunada, pensó que podría aprovechar la licencia por enfermedad por covid sancionada por el estado. Pero su empleador, St. Vrain Valley Schools, le dijo que tendría que usar su PTO, que había estado guardando durante una década.

"Es tan frustrante que me estén castigando por acumular mi licen-

cia", dijo Bradt, que estuvo en cuarentena en su casa. El distrito no respondió a las preguntas.

Las políticas que obligan a los empleados a trabajar cuando están enfermos son contraproducentes, dijo Barbara Holland, asesora de la Society for Human Resource Management, un grupo comercial nacional. "Es una enfermedad contagiosa", dijo. "No quieres que se presente en el lugar de trabajo".

Desde que expiraron las disposiciones federales, Cristina Cuevas y sus colegas en una escuela de Minnesota deben usar su tiempo acumulado por enfermedad y vacaciones si contraen covid.

Recientemente, un compañero de trabajo de Cuevas fue a trabajar enfermo, asumiendo que era un resfriado. "De hecho, tuvo covid todo el tiempo", dijo Cuevas. La escuela tuvo que cerrar brevemente y varios estudiantes se enfermaron, contó.

Rae Ellen Bichell es corresponsal para Kaiser Health News, en Longmont, Colorado. La corresponsal de California Healthline, Rachel Bluth, colaboró con esta historia.

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Torres

migrate in this 21st century, which promised to be an entirely different economic and political scenario, supported by technology, which supposedly would help to resolve many of the most pressing problems on the planet.

However, we have already seen this was wrong; that this century has been the paradoxical platform in which the distance between those who have everything and those who have nothing has been exacerbated; a century in which millions of human beings continue to be displaced all around the planet, searching for safety, while the fortune of the richest man in the world, disgustingly, becomes more important news; a century in which the formulas to end poverty collide with the perverse formulas to continue maintaining it, or making it even worse; a century, ultimately, in which a deadly virus has set the tone for the mobility or stagnation of societies worldwide.

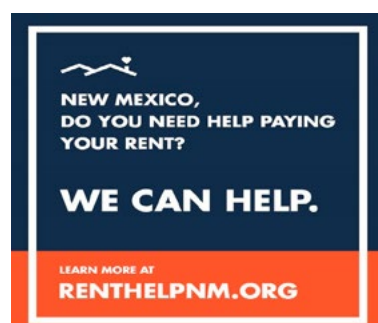
It is not yet known whether the final will of the U.S. Senate will lean toward the historic posture of benefiting, even now, millions of undocumented immigrants who have demonstrated their labor, social, cultural, economic, historic, linguistic, fiscal, and political

power—in spades. What is known is that while the Senate continues to be an obstacle for immigrants, and opposes their full inclusion in this country, anti-immigrant forces will continue to rearrange and fortify themselves, with the only goal of demonizing, insulting, and attacking a phenomenon like the migratory one that they don't feel like studying or understanding, but from which they also are and have been sprung—accept it or not.

And that, to summarize, could become the preamble of another barbarism against democracy, which worked so well for the most anti-immigrant sector of the United States.

David Torres is a Spanish-language Advisor at América's Voice.

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comenzó como superintendente en julio. Los planes estratégicos suelen actuar como documentos de orientación, con objetivos académicos que los distritos quieren alcanzar y estrategias para conseguirlos.

Las estrategias del plan se vincularán a los nuevos objetivos adoptados por el consejo escolar a principios de este mes. Un objetivo general resume otros cinco más específicos. Dice: "Las Escuelas Públicas de Denver proporcionarán a los estudiantes equidad racial y educativa para que obtengan los conocimientos y habilidades necesarios para convertirse en ciudadanos que contribuyan a nuestro complejo mundo".

"La primera frase me hizo recuperar el aliento", dijo María del Carmen Salazar, profesora de educación de la Universidad de Denver y copresidenta del comité que elabora las recomendaciones del plan estratégico. Salazar es una graduada de las Escuelas Públicas de Denver que a menudo dice a la gente que tuvo éxito a pesar de su educación en un distrito que, según ella, fue una "fábrica de abandonos".

"Mientras leía [los nuevos objetivos de la junta, a los que llama 'declaraciones de fines'], pensé: 'Esto es todo'", dijo Salazar. "Esta es la promesa de la educación pública. Desmantelará el veneno de la supremacía blanca y las bajas expectativas para los niños que se parecen a mí".

Tres cuartas partes de los alumnos de Denver son estudiantes de color y casi dos tercios proceden de familias con bajos ingresos. Aunque los índices de graduación y los resultados de los exámenes han mejorado en los últimos 15 años, persisten grandes

diferencias entre los estudiantes blancos y los negros y latinos.

El anterior plan estratégico del distrito incluía objetivos ambiciosos, como que el 80% de los alumnos de tercer grado leyeran al nivel del grado en 2020. Pero el distrito no logró alcanzar la mayoría de ellos. Por ejemplo, según las pruebas estatales más rigurosas que se pusieron en marcha a mitad del plan estratégico anterior, sólo el 38% de los alumnos de tercer grado estaban leyendo al nivel del grado en 2019.

La visión de Marrero para el nuevo plan estratégico es que se basa en gran medida en los comentarios recogidos durante su gira de escucha. En los primeros 100 días de su superintendencia, visitó 68 de las más de 200 escuelas de Denver, y tuvo más de 100 reuniones con alrededor de 2.000 personas. Dio prioridad a las reuniones con grupos históricamente subrepresentados, como las familias negras y latinas, los grupos LGBTQIA+ y las familias de estudiantes con discapacidades.

Alrededor de 10.000 empleados, familiares y alumnos del distrito de 90.000 estudiantes completaron una encuesta en la que se formulaban las mismas tres preguntas que Marrero hizo en sus reuniones: ¿Qué va bien? ¿Qué necesita mejorar? ¿Y qué consejos tiene para mí?

Un informe de 94 páginas resume lo que escuchó. La mayor parte fue positiva, especialmente por parte de los estudiantes y las familias. Un tema principal fue el aprecio por los profesores y el personal del distrito, dijo Marrero.

"De las encuestas a las familias y a los estudiantes, es importante señalar que una de las respuestas más frecuentes a la pregunta sobre la necesidad de mejoras fue 'nada

/ todo está bien / generalmente contento'", dice el informe.

Esto difiere de un informe encargado por el grupo de defensa local RootED, basado en 200 respuestas a encuestas y entrevistas con 92 padres, estudiantes, ex alumnos y educadores negros, latinos e indígenas. Brenda Allen, profesora emérita de comunicación de la Universidad de Colorado en Denver y otra copresidenta del comité encargado de elaborar las recomendaciones del plan estratégico, fue una de las investigadoras que analizó las respuestas.

Dijo que el tono de los participantes era una combinación de frustración y fatiga por no sentirse valorados por el distrito, así como un sentido de resiliencia y esperanza de que las cosas mejoren. Los participantes hablaron de la necesidad de que el distrito contrate y retenga a más educadores de color, que ofrezca un plan de estudios culturalmente relevante y que elimine la vía de la escuela a la cárcel.

"Muchas veces alzamos la voz para que nos escuchen, pero simplemente nos ignoran, y al final la gente se cansa y ya no quiere volver a alzar la voz", se cita a un participante anónimo en el informe de RootED. "No tiene sentido".

Temas similares -especialmente la necesidad de diversificar el personal docente del distrito, que es mayoritariamente blanco- surgieron en el informe de la gira de escucha, aunque el tono general era más positivo.

Los estudiantes dijeron que los profesores a veces no respetan sus pronombres preferidos o los planes de educación especial, y enseñan un plan de estudios anticuado. Los padres expresaron su preocupación por la desigualdad en la financiación de las escuelas y

la escasa comunicación del distrito. Los educadores pidieron mejores condiciones de trabajo.

"Las tareas deberían reducirse a lo realmente necesario", se cita a un profesor anónimo, "valorando la calidad de la enseñanza y los resultados equitativos".

El comité que hará las recomendaciones del plan estratégico recibió instrucciones de leer ambos informes, junto con otros documentos, incluido un informe que resume 22 entrevistas con "líderes de pensamiento" de la comunidad, encargadas por la ex superintendente Susana Córdova, que dimitió el año pasado.

Las recomendaciones del comité deben presentarse el 14 de diciembre. Tres subcomités harán de dos a tres recomendaciones cada uno. Los tres subcomités se centran en la experiencia y el rendimiento de los estudiantes, la equidad y la excelencia, y la eficacia operativa.

Allen dirige el subcomité de equidad y excelencia. Dijo que es cautelosamente optimista de que el proceso conducirá a un plan estratégico capaz de cambiar la experiencia de los estudiantes de color. Si tuviera que entrevistarlos de nuevo dentro de 10 años, Allen dijo que espera escuchar un "sentido de prosperidad, un sentido de ser valorado y un sentido de ser tratado con dignidad".

Melanie Asmar Reportera Senior, Chalkbeat Colorado. Esta historia fue publicada originalmente por Chalkbeat.

Traducido por Juan Carlos Uribe-The Weekly Issue/El Semanario.

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Teacher

on some level, but if we don't do it, then who's going to do it?"

Helping other teachers through this chaotic time is reason enough to show up for an event meant to help improve well-being, said Curran, the phys ed teacher leading the track exercises. It's not to please anyone in admin or even for the students exactly. Instead, Curran said, "We're doing it for each other."

This story about teacher wellness was produced by the Santa Fe Reporter and The Hechinger Report, a non-profit, independent news organization focused on inequality and innovation in education. Read the full article [here](#).

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take to improve education for students.

"Wellness—physical and psychological—and family circumstances all play a role in student outcomes," said Dr. Brenda Allen, one of the researchers who is Professor Emerita and former Chief Diversity Officer for the University of Colorado Denver and Anschutz Medical Campus. "If the school system isn't intentional and specific about addressing these going forward, there is potential for continued intergenerational challenges and disparities. Every student must get the resources, opportunities and skills that they need not only to survive but to thrive."

The report calls on DPS leaders to "take immediate action so that this generation of students, and subsequent generations, experience a quality, equitable education." It makes ten recommendations, including ensuring consistency across and within DPS schools for equitable, quality education, and improving parent/family communication, support, and opportunities for learning and growth.

The report's Primary Researchers included: Maria del Carmen Salazar, Ph.D., University of Denver, antwan jefferson, Ph.D., University of Colorado Denver, Brenda J. Allen, Ph.D., University of Colorado Denver, Howard University, Jesús Rodríguez, Ph.D., University of Colorado Boulder and Tracie Trinidad, MNM, University of Denver. Contributors included Janiece Mackey, Ph.D and Stacey Adimou.

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Hume

And in October 2021, President Joe Biden proclaimed Oct. 11 to be Indigenous People's Day, a day to acknowledge the atrocities of the colonizers while also recognizing ongoing contributions of Native people.

While thousands of unsolved cases of missing and murdered Native Americans await justice, perhaps now there will be understanding and a commitment to address this ongoing tragedy.

Wendelin Hume is an Associate Professor of Criminal Justice, University of North Dakota. Originally published at [The Conversation](#).

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Navidad

gran medida interactivo. A medida que los visitantes se mueven por la experiencia, entrarán en cinco estructuras para ver las exposiciones interiores y también utilizarán una Guía de Campo Digital del Campamento de Navidad para recoger insignias "alegres" que recompensan su compromiso.

Los visitantes pueden utilizar un nuevo recorrido de audio en inglés o español para guiarse por la experiencia.

Aquellos que sólo quieran echar un vistazo a la experiencia pueden entrar en el Centro de Visitantes para ver un avance gratuito de la instalación que ofrece a los visitantes una apreciación de los orígenes de la Navidad hace unos 5.000 años.

"El Museo de Historia del Campamento gratuito en el Centro de Visitantes muestra cómo, a lo largo de la historia, la gente se ha reunido para celebrar, encontrando calor y luz en la época más fría y oscura del año", dijo Charlie Miller, conservador del DCPA Off-Center.

"Estamos muy contentos de llevar el Campamento de Navidad a su nuevo hogar en el parque Heritage Lakewood Belmar", añadió Miller. "Los terrenos del festival y los edificios históricos proporcionan la base perfecta para que Lonnie construya sobre ellos, y no puedo esperar a que su visión exagerada cobre vida y que los campistas de todas las edades experimenten la magia".

El espectáculo de iluminación, único en su género, se prolongará hasta el 2 de enero, con entrada tanto diurna como nocturna. El parque Heritage Lakewood Belmar está situado en el 801 S. Yarrow Street, justo al lado de Wadsworth Blvd. en Lakewood, Colorado. Las entradas cuestan a partir de 10 dólares

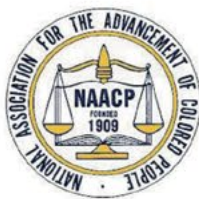
10 dólares e incluyen la entrada y las atracciones. Para comprar las entradas, llame al 303-893-4100 o visite denvercenter.org.

Traducido por Juan Carlos Uribe-The Weekly Issue/El Semanario.

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Substance Use Prevention Program
Empowering Healthy Choices



EL MENTOL NO ES REFRESCANTE. LA EQUIDAD EN LA SALUD SÍ LO ES.

Por décadas, la industria del tabaco se ha dirigido a las comunidades negras, latinas, LGBTQ+ y a los jóvenes con productos de tabaco con sabor como los cigarrillos mentolados, beneficiándose a expensas de la vida y la salud de las personas. Los niños de Denver no pueden esperar que se tome acción a nivel federal o estatal.

Esta es una lucha para proteger a los niños, para fomentar la equidad en la salud y para salvar un sinnúmero de vidas. Es una lucha en la que todos estamos comprometidos a ganar.

Exijamos equidad en la salud. Salvemos vidas. El Consejo de la Ciudad de Denver debe acabar con la venta de productos saborizados de tabaco ahora mismo.

FlavorsHookKidsDenver.org

PAGADO POR TOBACCO-FREE KIDS ACTION FUND