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Management



Workshop: Guatemala-Diaspora Partnership for Development

July 30-31, 2010

Casa No'j - Casa de Cultura, 7A Calle 12-12, Zona 1
Xelaju, Quetzaltenango, Guatemala

I. BACKGROUND

The workshop "Guatemala-Diaspora Partnership for Development" took place in Quetzaltenango, Guatemala on July 30 and July 31 of 2010. Seventy-five Guatemalan immigrants, who are based in the United States, and locals from different areas of Guatemala participated in the workshop. Since 2007, the Center for International Migration and Integration (CIMI) has developed and carried out a total of six workshops, including "Guatemala-Diaspora Partnership for Development," to develop partnerships between Guatemalan migrants and their local counterparts who are conducting development projects in their communities of origin.

CIMI's workshop series stemmed from a request in 2004 from the Guatemalan Embassy in Israel. The embassy asked for assistance in developing policies to strengthen the relationships between Guatemalan immigrants (the Guatemalan Diaspora) and Guatemala. Through a workshop conducted by the American Jewish Committee (AJC) for Guatemala immigrant leaders CIMI connected with Aileen Josephs, then a board member of the AJC Chapter of Palm Beach County and Honorary Consul of Guatemala in Palm Beach County, who conducted extensive advocacy work on behalf of Guatemalan immigrants. Together, they began to work with Guatemalan immigrants in South Florida to develop what became a long-term Guatemala-diaspora initiative: The first two workshops (July 2007 and March 2008) took place in Florida, and participants consisted mostly of Guatemalan Diaspora leaders. The third workshop took place in Guatemala in response to participants' request to work with their Guatemalan counterparts. This workshop was critical, as it brought both sides of the equation together and enabled groups to work cooperatively on their development projects. The fourth workshop took place in Florida, where Guatemalan Diaspora leaders continued developing their projects and exploring different possibilities for social change in their home communities. The fifth and sixth workshops took place in Guatemala to allow more local Guatemalan counterparts to join the process and to follow up on existing projects in Guatemala.

Every workshop has added a layer to the participants' vision of Guatemala-Diaspora partnership and their capacity to pursue such partnership and, at the same time, has allowed new participants to join the series of workshops to develop new and/or to support existing Diaspora-Homeland projects. This workshop

***"I've met many leaders and
brothers who have migrated
and are our representatives in
the United States."***

*- Guatemala-Based Workshop
Participant*



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incorporated development organizations new to CIMI's work, which generated new ideas and methods for projects and also provided an opportunity for the participants to extend their networks further. The workshop benefitted from new facilitators as well, which brought a fresh perspective and additional expertise to the sessions.

To read more about previous workshops and other details about this initiative please go to <http://www.cimiglobal.org>.

Conceptual Basis

The linkage between migration and development is an increasingly examined international phenomenon. As the trends of each respond to the other, migration and development produce significant economic, social, and political impacts, both in migrants' countries of origin and destination. One concrete manifestation of this linkage is the now over 400 billion dollar global economy of *remittances*, the money immigrants send home, usually to their relatives. A typical remittance narrative may be exemplified by a Guatemalan immigrant parent, who has been working as a construction worker in Florida for ten years, making \$1000/month, and sending about \$200 to his wife and children in Guatemala, 15 times a year¹. This money may go toward building a new house for the family, paying for his child's schoolbooks, or covering his spouse's medical expenses.

Such individual money transferring is not the only way that immigrants are directing their resources (both human and financial) toward improvements back home. A growing number of migrants are conducting community development activities in their countries of origin at a group or organizational level. Often, individual immigrants donate to specific causes in their communities of origin (e.g. local school, orphanage, road conditions). They will often informally mobilize members of their communities in the country of destination to give small donations as well. Some of the most common models of more sophisticated US-based immigrant self-organization are ethnic organizations, faith-based associations, and hometown associations (HTAs).²

However, these associations and organizations often have limited capacity to implement successful development projects in countries of origin. While more and more development experts and donor agencies purport that diasporas can bring unique value to development work, they also cite migrant associations' low organizational capacity as a frequent barrier to achieving development goals, especially on a large scale. To highlight a representative statistic, overall HTA remittance flows to Central America account for approximately one percent of all transfers to that region. According to the International Fund for Agricultural Development, these funds could rise between three and five percent in ten years if their management and institutional capacity improves.³

¹ Bendixen and Associates. *Survey of Latin American Immigrants in the United States*. Publication. Inter-American Development Bank. Web. 30 Apr. 2008. Available online.

² Newland, Kathleen; Aaron Terrazas; and Roberto Munster. 2010. *Diaspora Philanthropy: Private Giving and Public Policy*. Washington, DC: Migration Policy Institute

³ Agunias, Dovelyn. 2006. "Remittance Trends in Central America." Migration Policy Institute, April. Available online.



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Over 11.5 billion USD were remitted to Central America alone in the year 2009. Guatemala received the most remittances of the Central American countries, over 3.9 billion.⁴ These numbers demonstrate that Guatemalan migrants are exerting outstanding energies for the benefit of those back home. If the fraction of those energies that are directed toward the *community* (rather than individuals) increased even slightly, the development impact could be considerable. There are, in fact, many examples of Guatemalan Diaspora-led and/or supported development projects in operation – some more effective and extensive than others. CIMI's Guatemala-Diaspora initiative thus aims to:

- a) Strengthen Guatemalan immigrants' understanding of the concept of Diaspora (in particular Diaspora's character as a connected, if not cohesive, community) and their personal identification with the Guatemalan Diaspora;
- b) Increase the number of Diaspora members and local counterparts mobilized around common development aims and involved in development-oriented partnerships;
- c) Increase existing Diaspora/counterparts' organizational and technical capacity and thus increase the development impact of their projects.

Funding

CIMI would like to express its appreciation to the Western Union Foundation, which provided the funding that enabled this workshop through its *Our World, Our Family*® signature program. This program's agenda is as follows: to support "initiatives to empower individuals, families and communities through access to better education and economic opportunity."

Partners and Presenters

CIMI works together with governmental, non-governmental, private and academic sectors to develop its workshops. CIMI implemented this workshop in partnership El Sol, Jupiter's Neighborhood Resource Center; and the Florida Institute of Management.



Organizations presented at the workshop include:

1. USAID Alianzas

The United States Agency for International Development's Guatemala program focuses on health and education initiatives and partners with the private sector. The program is interested in involving diaspora in its initiatives.

2. El Sol Jupiter Neighborhood Resource Center

The labor resource center for immigrant laborers has a hiring hall, provides legal and social services, and offers educational programs, including English classes, Plazas Comunitarias, and a financial literacy program.

3. Habitat for Humanity Initiative

Through a joint El Sol Jupiter Neighborhood Resource Center – Habitat for Humanity initiative, diaspora contribute their time to construction work in the US to go towards

⁴ "Remittances to Latin America and the Caribbean 2009." Map. *The Multilateral Investment Fund*. Available online.



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construction of houses for their families in Guatemala. The program provides a model that other countries and diasporas can replicate.

4. **Fondesol**

Fondesol is a nationwide Catholic microfinance organization, supporting small businesses in Guatemala that are established and run by Guatemlans living in poor, rural areas.

5. **The Guatemalan Ministry of Foreign Affairs (MFA)**

The MFA's Office of General Migratory and Consular Matters offers humanitarian and emergency help to migrants (in transit and in their destination countries) and to returnees. The office also runs a campaign to prevent migration.

6. **Grupo Golan**

Grupo Golan is a private security company, implementing an employment program that recruits and finds placements for Guatemalans, with a focus on deported migrants

7. **Centro de Formación y Atención a Migrantes**

The center of training and attention to migrants is a new initiative to support Guatemalan migrants who have been deported back to Guatemala with various types of assistance.

Participants

Seventy-five people participated in this workshop; they represented the following groups:

- Guatemalan immigrants living in Florida, Washington DC, and San Francisco, who are working on or are interested in working on Guatemala-Diaspora projects;
- Guatemalans living in Guatemala and collaborating with or interested in collaborating with Guatemala-Diaspora projects;
- Representatives from Guatemalan and American NGOs, involved in areas related to the projects;
- Governmental representatives from the Guatemalan Ministry of Foreign Affairs and a congresswoman from the department of Quiche;
- Volunteers from the United States interested in working on development projects with a Diaspora component;



Approximately one third of participants in this workshop attended the previous workshop in Guatemala (June 2009).

As is the case in all the workshops, it is worth noting that participants covered their own expenses, including most of those coming from the US, and in some cases found funds to help others come. These

"When I saw the countryside coming in on the plane, I was smiling because there is nothing like this...Everyday, I am so happy to be Guatemalan."

— A first generation Guatemalan participant, born in the US.



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expenses include transportation and stay in Xela. The vast majority of participants do not come from high-income households. Their effort and participation at their own expense demonstrates the level of commitment that most participants have to the issues facing their communities, their hopes and confidence in their projects, and their belief in the value of strengthening partnership between Guatemala and its Diaspora.

II. ABOUT THE WORKSHOP

Workshop Objectives

The workshop's objectives were as follows:

1. **Define the concepts of *Diaspora*, *Homeland*, and *Partnership* in the Guatemalan context and determine to what extent and in what ways these concepts are relevant to development work in Guatemala.**
 - Identify the cultural values, traditions and principles that can unify and inspire Guatemalans to work towards social change
2. **Build individual, organizational, and collective capacity to implement development projects in partnership.**
 - Learn how to organize efforts and obtain adequate funding for concrete projects that either sell products or provide a service to the community with the ultimate aim of economic development
 - Participate in professional trainings in networking and organizational development, popular education, and leadership and teamwork
 - Explore particulars of various relevant sectors or components of development work, e.g. microfinance, small businesses, agriculture, export programs, computers and internet, and return and reintegration
3. **Exchange ideas and network with the ultimate aim of building a wide and inclusive community grounded in shared goals.**
 - Share progress and challenges of current development projects as examples for group discussion, problem solving, and brainstorming
 - Engage in working group sessions to discuss current projects and plan potential projects for the future

Participant Aims

Participants' aims, as expressed in participant introductions, included the following:

- To become part of the established network and get to know more organizations
- To learn how to apply existing knowledge to implementation
- To learn to work with young people
- To help the community
- To understand the work diaspora is doing
- To help young women
- To share and improve projects
- To invite more people to come to these events
- To explore possible projects in the community
- To improve social investment
- To learn to be a leader
- To fulfill dreams for the future



Content

Facilitators assisted participants in shaping their own vision about diaspora for development work. This vision serves as a foundation on which to build meaningful, viable Guatemala-Diaspora partnerships and development projects.

In order to achieve the workshop objectives, the workshop sessions focused on three corresponding components: defining and understanding diaspora concepts, building capacity for projects, and forming networks.

1. Defining and Understanding Diaspora Concepts

Engaging diaspora populations can potentially bring a unique perspective and value to development work in the diaspora's countries of origin. Diaspora members usually have strong personal ties to their country and/or their community that can result in a strong commitment to contribute to their development. However, the key concepts underlying this workshop vary in definition across countries and contexts. In order for Guatemala-Diaspora partnership to have a significant, positive impact on development, the individuals involved need to have a clear, shared sense of what they mean by "diaspora," "partnership," and other relevant concepts.

The first day opened with introductions of these concepts. The session posed the questions: What is Diaspora? How does diaspora relate to development? What are the goals behind this Guatemala-Diaspora initiative? The second day, a facilitator led a

"We are happy to have these meetings because they fill our spirit. I can be closer with contacts to continue the struggle—it is a hard struggle, and the results are not always seen, but we believe that it is the way to become better and more productive people."
- Workshop Participant, who attended previous workshop



review session, in which participants voiced how they saw the concepts. Some of the ideas expressed in this session are as follows:

Diaspora

- Guatemalans on both sides – in Guatemala and in the Diaspora - have needs, and both sides need each other.
- Diaspora can provide an ideological change in their home communities.
- Diaspora are people who do not live in the country anymore ("are on the other side") but are still connected to and have knowledge about Guatemala.

Partnership

- Diaspora can make partnerships for the benefit of their communities in the US and at home
- Partnership is making a union with two people or a group that have a common interest
- Business ideas like export-import are an example of partnership; one side sends goods, one side consumes, and vice versa. They both gain.

2. Building Capacity for Transnational Projects

Diaspora and their counterparts' efforts to improve socio-economic conditions in their home communities can greatly benefit from increased organizational and technical capacity. The sessions listed below provided training on the fundamentals as well as space for sector-specific project/organization presentations and discussion.

Maximizing Business and Investment Potential of Migration

A session on micro-finance, remittances, and small business development focused on the business possibilities that arise from the connection between remittance senders and receivers. The session explored how to make the most of remittances' development potential and how to get involved in small businesses and micro-finance projects. The session included a presentation on Fondesol, a Guatemalan microfinance organization working in 19 of Guatemala's 22 departments.

A session on import-export projects examined how to take advantage of possible business opportunities provided by partnerships between people located in Guatemala and the US. Those who are already engaged in such partnerships discussed their strategies as well as the challenges they face in agriculture and in export of agricultural products. A Guatemalan women's jewelry cooperative, Native Sun/Cadisogua, gave a presentation on the progress they have made thus far in their work.

Community Empowerment

A workshop on popular education showed participants how to use participatory popular education techniques – based on the three elements of research, reflection, and action – for community development and social action, a technique that does not require literacy to replicate.



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An interactive workshop on leadership and teamwork drew out from participants their own ideas about the two concepts (especially examining the question, What qualities make a good leader?) and how to apply them to community work.

Technical Tools: of Computers and Internet

A presentation on using computers, internet, and video conferencing reviewed the specifics of computer and internet use, including how to utilize search engines, email, and Skype, in particular to search for relevant organizations or to communicate with partners in the US or Guatemala.

3. Building Community and Forming Networks

The workshop included sessions that highlighted the importance of community building and networking, exposed participants to various development organizations and initiatives, and allowed participants and presenters to exchange information and ideas, with the aim of extending the existing diaspora-homeland network established in previous workshops.

Project and Organization Presentations

The initiatives that were presented demonstrate various methods of realizing the development potential behind transnational ties between immigrants and their local counterparts and also ways to promote immigrants' wellbeing in the US or upon return to Guatemala:

- El Sol Jupiter Neighborhood Resource Center: A labor center that offers educational programs for immigrant workers, including Plazas Comunitarias and a Financial Literacy Program;
- Habitat for Humanity Housing Project Model: A model in which Guatemalans in the Diaspora contribute their work to go towards construction of houses for their families in Guatemala;
- USAID Alianzas: Health and education projects and partnership with private sector, including explanation of how to apply to participate and possibilities for incorporating the diaspora into Alianzas' work;
- SIRSEC Program: Employment program for deported migrants, including recruitment and placement, run by security company, Grupo Golan;
- Centro de Formacion y Atencion a Migrantes: Developing a support center for deported migrants that will help them in areas including information (database), employment, training, health and maintaining contact with family.



Workshop on Networking and Organizational Development

Participants learned about the importance of networking in developing one's organizations and projects as well as some important skills for networking, including introductions and making business cards.



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Marketplace of NGOs

Leaders of organizations and projects were given the opportunity to use the skills learned in the networking workshop and to share information informally with individual participants who were interested. For an hour and a half, participants walked around the room stopping to speak at different organizations' "stations" about their ongoing work and possibilities for collaboration.

Community Web Activity

The workshop concluded with an activity in which each participant expressed what they got out of the workshop and what step they would take next. A participant held onto a piece of yarn, and then after presenting threw the ball of yarn to the next participant and the next. The web of yarn provided a visual representation of the transnational community that had formed at the workshop as well as the connection between the community members' ideas and plans for the future.



Please find the detailed agenda in the appendix.

Language

The workshop was conducted in Spanish; translations were available for English speakers and presenters.

III. EVALUATIONS

"I liked a lot that there were different things from the workshop last year, but I have not forgotten the nucleus of previous workshops."

- Workshop Participant, who attended previous workshop

Some of the feedback that showed up repeatedly in participants' written evaluations is as follows:

Working on Projects

The workshop provided useful opportunities for group work, brainstorming, and comparing ideas. These sessions gave participants new ideas and helped them fortify existing ideas, especially by exposing them to perspectives on other projects. They also felt they

learned how to set and reach goals, work in teams (including better communication), lead projects, and use methods of popular education. Some participants would have liked a session on how to develop a project, plan the steps, and present it to others.

Resources

The workshop was helpful in identifying resources and programs (for example, Habitat for Humanity and USAID/Alanzas), especially those with which participants were not familiar before. The workshop provided an understanding of the different development entities and



sectors that exist. Some participants would have liked to learn more about how to take advantage of remittances for development as well as more concrete ways to research for grants (including inviting more donor organizations to the workshop).

Networking

Participants met a lot more people with whom they can collaborate, including people in more remote communities. They were able to use networking at the workshop to coordinate actions and improve or develop their projects. They thought it was useful to learn how to make a business card and then to follow through with their contacts. While most participants gave positive feedback about the number and types of organizations the workshop exposed them to, some would have liked more organizations to be present and would also like help following up with the contacts they made at the workshop.

Understanding and Motivation

Participants became more familiar with the difficulties that exist in different regions of Guatemala. They learned ways to collaborate across borders, partnering with diaspora. Through the workshop/s, diaspora has also helped some participants find new projects that benefit the communities in Guatemala. Participants felt encouraged and motivated by the workshop, with a better understanding of development possibilities and new hope to continue in their work.

***"It helped me discover values
that a lot of times we hide in
ourselves."
- Workshop Participant***

Knowledge and Capacity Building

Participants felt they gained more knowledge to share with their communities and their families. The workshop gave them information and tools to solve problems and work with their communities. For example, participants gained a sense of how to commercialize products and how to form long-term businesses, as well as how to utilize technology for networking.

General on the Workshop

The workshop content was relevant to participants, and many expressed the wish to have such workshops every six months (in Xela and/or in other areas of Guatemala) and to make the workshop/s longer. Some criticized that the timing did not always follow the times indicated on the schedule, and more recesses would have helped for participants' energy level. While some thought that the working group sessions were not as helpful, others requested more. Some participants wished that more time had been given to organizations and project leaders to present, while others wished for fewer, shorter presentations.

IV. OUTCOMES AND NEXT STEPS

Examples of several participants' proposed next steps:

- To maintain networks with everyone from the workshop in order to help each other with projects, and especially to reach out to the people in the Diaspora – Participant living in Guatemala;



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- To have a meeting with the Guatemalan consulate in San Francisco and do a presentation on the workshop content to see how these ideas can support the community in San Francisco – Diaspora member living in San Francisco;
- To work together with NGOs on migration issues and challenges – Representative of the Ministry of Foreign Affairs;
- To continue building the project of a center for deportees – The Centro de Formación y Atención a Migrantes – and to hold a workshop on employment for deported migrants in the Fall of 2010, together with Grupo Golan and with involvement from Ministry of Foreign Affairs. – Participant based in Guatemala, who has attended previous workshops;
- To work with immigrant workers at the labor center and educate them on how they can send money to their families to help in a more constructive way." – Representative of El Sol Jupiter Neighborhood Resource Center;
- To participate in advocacy efforts for positive legislation for Hispanics in the US – Diaspora member living in Washington D.C.

Outcomes of the workshop:

- Several participants indicated that they are interested in getting involved with USAID Alianzas through projects in education and/or health;
- Habitat for Humanity has planned to provide 20 roofs for families in Sololá, Guatemala;
- A diaspora organization in Florida that was established with the help of a previous workshop continues to participate in and gain from the subsequent workshops; this organization is managing and/or supporting about ten development projects in Guatemala;
- A group of students who have received scholarships funded by diaspora Guatemalans attended the workshop. There were also several participants who brought their children to the workshop. Thus, a second generation is being exposed to and becoming involved in diaspora for development work.

CIMI's Conclusions on the Workshop and the Guatemala-Diaspora Initiative:

The underlying concept and aim of the initiative is to maximize the development potential of migration through a two-way mutually beneficial relationship. CIMI often draws from the model of Israel-Jewish Diaspora partnership, which has evolved over decades. Historically, Jews gave large amounts of money to help Israel's development to centralized systems, which decided how to allocate the funding and without receiving much in return. However, in due course, this relationship has progressed to a much more two-way partnership between Israel and the Diaspora.

CIMI announced at the conclusion of the workshop, that this would be the last workshop for which CIMI would take the lead organizing and coordinating role, with the idea being that we have achieved our aim of planting and developing a complex concept of Guatemala-Diaspora partnership for development, a structure for pursuing the aims of that partnership and developing the capacity of leaders and organizations to continue this work more effectively. Accordingly, it is fitting that the role of coordinating similar workshops and/or other



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Guatemala-Diaspora partnership activities should be assisted by Diaspora leaders and local Guatemalans, to the extent that there is interest. Several agencies and individuals are more than capable of continuing this work, even if it takes different forms when organized by others. CIMI will play a supporting role as needed.

Cultivating mutually beneficial Country of Origin-Diaspora partnership is complicated and challenging, and requires continual energy and input from both sides to fulfill its potential. CIMI sees that there are definitely leaders in the Diaspora and in Guatemala, who have demonstrated vision, organizational capacity, and dedication throughout this initiative, including at the 2010 workshop. CIMI believes that the workshops have created layers of comprehension and a new, nuanced vision of what can be achieved by working together. Many participants also seem to have gained an understanding of their own, individual abilities to achieve improvements in their communities through projects in partnership. It is this underutilized idea of Country of Origin-Diaspora partnership for development that CIMI has promoted in this initiative and hopes to see develop even further under the strong leadership of those who have participated in CIMI's workshops.

An ongoing risk in these workshops is that the diaspora appears as the silver bullet to resolve development issues and to provide resources for local development. The workshop partners stress that this is not the case and strive to help participants develop a realistic and nuanced understanding of the added value of diaspora. Nonetheless, as in previous workshops, it was clear that some who attended the workshop had the expectation that the workshop would be focused on resources and would be an avenue to acquire funding for projects. Two sources of financial support were indeed explicated in this workshop: one via USAID Alliances support towards education and health projects, and the other direct support for building houses via Habitat for Humanity. It is critical to continually reiterate and find ways to effectively build appropriate expectations of diaspora partners.



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WORKSHOP AGENDA

July 30 – July 31, 2010

CENTRO CULTURAL CASA NOJ
7a calle 12-12, zona 1, Teléfono: 77683139
Xela, Guatemala

FRIDAY, JULY 30TH

8:30-9:00	<p>Introduction, Overview, and Goals</p> <p>Facilitators introduce the workshop and pose the questions: What is Diaspora? How can Guatemalans in Guatemala and abroad work together for development?</p> <p>FACILITATORS:</p> <ul style="list-style-type: none"> • <i>Rebecca Bardach, Director of the Center for International Migration and Integration (CIMI)</i> • <i>Aileen Josephs, Attorney and Honorary Consul of Guatemala in Palm Beach County</i>
9:00-10:15	<p>Participant Introduction and Presentation of Projects</p> <p>All participants introduce themselves very briefly. Several participants give brief presentations on their current projects and the Guatemala-Diaspora partnership component.</p>
10:15-11:15	<p>How Diasporas are Organizing to Help Themselves and their Home Communities Panel</p> <p>Presenters share how the following models of Diaspora-led projects can contribute to development in countries of origin:</p> <ul style="list-style-type: none"> • <i>El Sol Jupiter Neighborhood Resource Center: A labor center that offers educational programs, including: Plazas Comunitarias and Financial Literacy Program; Speaker: Jill Hansen, President of El Sol Jupiter Neighborhood Resource Center</i> • <i>Habitat for Humanity Housing Project Model: a model in which Guatemalans in the Diaspora contribute their work to go towards construction of houses for their families in Guatemala; Speakers: Dora Valdivia, Associate Director of El Sol Jupiter Neighborhood Resource Center and Consultant in Social Business</i> • <i>USAID Alianzas: Health and Education Projects and Partnership with Private Sector; Speaker: Tere Ligorria, USAID/Alianzas Chief of Party</i>
11:15-11:30	BREAK



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11:30-1:00	<p>Needs and Capacity Building in:</p> <ul style="list-style-type: none"> • Microfinance, Loans, Small Businesses, and Remittances • Development through Agriculture and Export Programs <p><i>Presentations and Discussion in Groups</i> Presenters briefly present to whole group the main components of their projects in the two sectors, including goals and challenges. Group then splits into two working groups to discuss more in depth. <i>Presenters:</i></p> <ul style="list-style-type: none"> • <i>Mynor Corzo, General Manager of Fondesol</i> • <i>Dora Valdivia, Associate Director of El Sol Jupiter Neighborhood Resource Center and Consultant in Social Business</i> • <i>Kristina Saltzman and Maria Telma Juarez Mendez, Representatives of a Transnational Project with a Women's Cooperative, Native Sun/Cadisogua</i> • <i>Roberto Monjaras, Roberto Tomás, Tranquilino González, Blanca Mendoza, Representatives of Iq Balam, Florida</i> • <i>Felix Perez Mendoza, Consultant of Conamigua in California and President of Maya Mam Organization in California</i>
1:00-2:00	LUNCH
2:00-3:00	<p>Working Groups Participants break into small working groups to discuss possibilities and to plan potential projects.</p>
3:00-4:30	<p>Networking and Organizational Development <i>Workshop</i> Professional facilitates working groups of 5-10 people about the importance of and steps to networking and organizational development. <u>FACILITATOR:</u></p> <ul style="list-style-type: none"> • <i>Ruby Ortiz, Director of the Florida Institute of Management and Professor at Florida International University</i>
4:30-5:30	<p>Marketplace of NGOs Organizations and project representatives in attendance set up small stations around the room to share information with participants in an open forum. It is recommended that organizations that are going to participate bring written information and brochures, and for those who have development projects, information about the location, type, and contact for the project.</p>
5:30-6:00	Conclusion and Discussion
6:30-8:30	DINNER AND CULTURAL EVENING



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SATURDAY, JULY 24

8:30-10:00	Popular Education Workshop and Presentation Facilitator discusses concept and practice of popular education, leads several popular education activities, and draws lessons from these activities for participants to use in the future. FACILITATOR: <ul style="list-style-type: none"> <i>Reca Fernandez, Popular Education Consultant</i> 	
10:00-11:00	Leadership and Teamwork Workshop Professional facilitates workshop on teambuilding and development of leadership skills. FACILITATOR: <ul style="list-style-type: none"> <i>Ruby Ortiz, Director of the Florida Institute of Management and Professor at Florida International University</i> 	
11:00-1:00	Working Groups and Presentations Participants break into small working groups from previous day to continue their discussion. Each group then presents their ideas to the larger group.	
1:00-1:30	LUNCH	
1:30-3:00 <i>Parallel Sessions; Participants Choose</i>	Return and Reintegration Professionals discuss how to address issues related to deportation, including employment opportunities, education certification, and family reunification for deportees. Presenters: <ul style="list-style-type: none"> <i>Cecilio Hernandez Batres, Representative of Grupo Golan, SIRSEC Program</i> <i>Guillermo Marizuya, Leader of Initiative for Deportees – Centro de Formación y Atención a Migrantes</i> 	Using Computers, Internet, and Videoconferencing Professionals present on how to use technology for diaspora-Guatemala communication and project management, and address the challenge of computer access. Facilitator: <ul style="list-style-type: none"> <i>Jose Gonzalez, Graduate of Business Administration Studies and certificate holder in International Business from Florida Atlantic University</i>
3:00-4:00	Government Involvement in Diaspora and Development Affairs Presentation Presentation and discussion on how government is and could be involved in diaspora and development affairs. Presenter: <ul style="list-style-type: none"> <i>Amanda Cordero, Director of Consular Affairs, Ministry of Foreign Affairs, Office of General and Migratory and Consular Matters</i> 	
4:00-5:00	Evaluation and Next Steps Discussion Group evaluates workshop in discussion, and participants complete written evaluation. Discussion about the future of Guatemala-Diaspora partnership and how to transfer more of the coordinating role for the workshops into the Guatemalan diaspora's communities' hands.	
5:00-6:30	DINNER	