

# REPORT TO THE CHICAGO COMMUNITY TRUST

Inaugural Roundtable

Submitted November 21, 2016



## THE FUTURE OF LATINOS IN THE UNITED STATES: LAW OPPORTUNITY, AND MOBILITY

### INTRODUCTION

On June 6-7, 2016, with generous support from the Chicago Community Trust, Northwestern Pritzker School of Law, and Northwestern University's Office of the Provost, the **American Bar Foundation (ABF)** convened over 80 Latino leaders in the Midwest for our Inaugural Regional Roundtable.

The roundtable brought together members of the Latino community from Chicago and the Midwest, including law and non-law scholars, legal advocates, community leaders, politicians, media representatives, foundation representatives, and emerging leaders to imagine the different futures for Latinos that are possible by 2050. Small group and plenary discussions explored vitally important issues that will shape the prospects for Latinos in the region in coming years. Questions of immigration, education, economic opportunity, and civic and political engagement were central to the conversations that took place over the two-day event. The list of participants and the schedule of sessions are included as appendices to this report.

The roundtable is part of the broader research initiative, **"The Future of Latinos in the United States: Law, Opportunity, and Mobility."** This initiative is led by a group of nationally-recognized scholars under the direction of Rachel F. Moran, the inaugural William H. Neukom Fellows Research Chair in Diversity and Law at the ABF, and Dean Emerita and Michael J. Connell Distinguished Professor of Law at UCLA School of Law; and Robert Nelson, director emeritus and the MacCrate Research Chair in the Legal Profession at the ABF, and professor of sociology and law at Northwestern University.

In what follows, we present the objectives of the roundtable, provide an overview of the briefing materials and keynote speakers, detail the preliminary findings, and provide a conclusion with next steps.

### IN THIS REPORT:

2	Roundtable Objectives	7	Dissemination
3	Briefing Materials and Keynote Speakers	8	Next Steps
4	Methodology	9	Financial Report
5	Roundtable Findings	10	Appendices

## ROUNDTABLE OBJECTIVES

Within the overall mission of the American Bar Foundation to advance justice and the understanding of law and its impact on society, the Future of Latinos project is a nation-wide interdisciplinary research initiative devoted to understanding the current condition of Latinos in the United States, the structural barriers that impede full equality and integration for this continually growing population, and the sites of intervention that promise to be the most impactful in promoting opportunity through law and policy.

### RESEARCH QUESTIONS

- 1) What are the critical contingencies or uncertainties that will affect the future of Latinos in Chicago specifically and the Midwest more generally?
- 2) What are the key points of time between now and 2050 when we might observe these critical events?
- 3) What are the critical things we need to learn to make informed judgments about future trajectories?
- 4) How can what we learn be translated into an agenda for law and policy reforms of importance to Latinos and their future?

As part of the project, we have scheduled regional roundtables to take place across the United States, in each of the five major regions (the Northeast, the Southeast, the Midwest, the Southwest, and the West), with a culminating national summit in Washington D.C. The first of these roundtables took place in Chicago at the American Bar Foundation.



*Juan Salgado, President and CEO of El Instituto del Progreso Latino, attends the Inaugural Midwest Roundtable, June 7, 2016*

## BRIEFING MATERIALS AND KEYNOTE ADDRESSES

As an introduction to our proceedings, we invited these white paper authors and leaders in the community to deliver keynote presentations on the history of Latinos in the Midwest, Latino demographics in the Midwest, and a profile of the law and policy landscape in the Midwest. We distributed these white papers to our participants two weeks prior to the summit.

The **first presentation** was written and delivered by **Professor Lilia Fernández**, a professor of history at Ohio State University and a member of the Future of Latinos advisory council. Fernández provided an historical overview of the Latino presence in the Midwest, tracing the arrival of both Mexican-origin and Puerto Rican migrants, their participation in the labor force, and their eventual mobilization in pursuit of improved government services and enhanced political representation.

The **second paper**, authored by Future of Latinos Project Manager **Dr. Pilar Margarita Hernández Escontrías** and Northwestern University undergraduate **Simone Rivera**, provided a demographic and statistical snapshot of how the Latino population in the Midwest is faring with respect to immigration, educational access, economic participation, and political mobilization. At the roundtable, Latino Policy Forum Executive Director **Sylvia Puente** delivered a presentation on Latino demographic trends in Chicago and Illinois, with suggestions about how policy can either negatively or positively impact Latino economic and political growth.



*Lilia Fernández delivers the keynote on the history of Latinos in the Midwest.*

The **third paper** summarized the law and policy landscape in the Midwest and was written by **Ricardo Meza** (Officer at Greensfelder Attorneys at Law, former Executive Inspector General for the State of Illinois, and former Regional Counsel for the Mexican American Legal Defense and Educational Fund), and **Dr. Layla Suleiman González** (Director, Human Services Interdisciplinary Program, Loyola University Chicago). Meza and Suleiman showed that, despite the long presence of Latinos in the Midwest, it was not until the 1970s and 1980s that Latino lawyers and policy-makers began organizing for positive change and increased rights.

These papers provided our participants with the necessary foundation to engage in informed dialogue surrounding the most critical levers of change.

Cook County Commissioner and former Mayoral Candidate **Jesús “Chuy” García** led a final discussion on the second day of the event. García offered a series of realistic examples of how Latinos

can collectively mobilize to create a political voice that demands change, arguing that “the urgency of political mobilization has never been greater.”





## METHODOLOGY

Borrowing from an approach developed by the Hague Institute for International Law (HiiL) in their Law of the Future Project, we used a scenario-building methodology meant to generate creative insight and thoughtful engagement among individuals across sectors by organizing them into small groups. We found that HiiL's approach to conceptualizing the future was productive in that the institute grounded its discussions by defining parameters (global and national), objectives, and perspectives of the project. Given that our project is U.S.-based, our parameters were national and regional. The perspectives we incorporated were: law and non-law scholars, legal advocates, community leaders, politicians, media representatives, foundation representatives, and emerging leaders.

HiiL's methodology was innovative in that it asked participants and experts to produce "think pieces" rather than fill out surveys, which are traditional tools that researchers use in scenario-building exercises. These "think pieces" were short essays on a particular topic that then served as guiding documents to develop a list of questions and uncertainties that would affect the future. We drew from this concept by asking participants to consider two broad sets of possibilities for the future: 1) the **vicious cycle**, which details the ways in which law and policy can entrench inequality, thereby comprising the mistakes we cannot afford to make; and 2) the **virtuous circle**, or the processes which together operate to disrupt inequality and are opportunities we cannot afford to miss as we look to 2050, when Latinos will comprise 30% of the overall population of the United States. Our participants submitted their responses to us in advance of the roundtable and can be found on our password-secured website (for more information on HiiL's methodology, please see *HiiL Self Evaluation Report*, 2011 and Appendix B).

These "think pieces" served as points of departure for our small breakout groups in which participants explored the critical areas of intervention in four of the major policy areas we identified during our preliminary research: a) immigration; b) political participation and civic engagement; c) education; and d) economic opportunity (discussions detailed in the next section). Overall the methodology proved relatively successful, with participants agreeing that it provided a creative and interesting tool to imagine the different futures available to Latinos.

We also drew from Lewis D. Hopkins and Marisa Zapata's work (*Engaging the Future: Forecasts, Scenarios, Plans, and Projects*, 2007). This scenario-building methodology is geared toward practitioners and students, and it is unique in that the authors in the volume engage in "deliberative forecasting," which is an approach that centers reality in predictive discussions of the future. For this reason, we concluded our roundtable with a plenary on "Realistic Trajectories."

We assembled feedback from the breakout groups by having each group create a power point to summarize its discussion. When the entire roundtable reconvened, a group spokesperson presented the power point. In this way, we attempted to create a democratic process that would diversify the pool of people who spoke at the plenary sessions.



## ROUNDTABLE FINDINGS

The roundtable discussions yielded three kinds of insights: 1) how demographic change is complicating narratives about our shared democratic values; 2) which social and political dynamics will be critical in addressing emerging challenges; and 3) what sort of law and policy implications are most significant in the areas of immigration, education, economic participation, and civic and political engagement. While each small group was comprised of diverse voices with unique perspectives and approaches, there were several issues that all groups broached in each of our four policy areas.

When it came to **immigration**, all groups discussed the need to end the criminalization of immigrants and to interrogate the process of “crimmigration,” whereby migrants are immediately criminalized given their lack of documentation. Most groups discussed the “dangerous immigrant narrative” and argued that it must be abolished before we can move forward in any meaningful way. All groups also discussed how language representation and access to Spanish language resources were critical components of any successful immigrant rights movement. All groups pointed to the centrality of immigration reform in the coming years and identified the November election as a critical moment. At the local level, the emphasis was on incorporation and inclusion through policies that support access to driver’s licenses, strengthen local sanctuary ordinances, and improve the availability of social services. Some groups discussed larger structural issues and policies such as The North American Free Trade Agreement (NAFTA), which has created the economic conditions to necessitate migration into the United States. Possible repeal of the Deferred Action for Childhood Arrivals (DACA) was also of central concern to all groups.

With respect to **political participation and civic engagement**, several groups mentioned that voter ID laws restricted access to Latino political participation and called for greater attention to redistricting measures. All groups brainstormed on how to end Latino voter apathy, particularly in districts where Latinos comprise a majority of the population. For less advantaged Latinos who face barriers to political voice, there was a focus on enhancing civic education and promoting civic engagement, particularly among youth and students. In addition, participants identified the need to protect voting rights, to make the process of voting easier, to ensure fair redistricting measures, and to conduct outreach efforts in Latino communities. Campaign finance reform also was mentioned. For more privileged Latinos, there was an emphasis on promoting opportunities for political leadership.

Discussions of bilingual education dominated much of the conversation related to **educational attainment**. Several groups also mentioned the need to preserve and enhance public education and called for increased funding in lower-income areas. Privatization was seen as a main barrier to educational inequality. In addressing the needs of Latinos who find themselves marginalized by the public schools, participants emphasized the importance of K-12 policies that respect language and cultural difference, school finance reforms that promote greater resources for students with the most significant need, as well as teacher training and incentives to overcome the problems of low expectations for Latino students. As for more successful Latinos, there was a strong emphasis on access to higher education, through the reduction of barriers posed by high tuition and fees and through the availability of in-state tuition to undocumented students. Educators also commented on the striking lack of Latino administrators throughout Illinois’s K-12 schools, which have increasingly large Latino student populations.

Finally, the groups discussed **economic opportunity**, and all groups acknowledged that Latinos were particularly hard-hit by the recession and growing inequality nationwide. Several groups mentioned that gentrification was causing Latinos to abandon areas that were previously safe havens for immigrant communities, and called for rent control and affordable housing measures. In addressing the needs of less privileged Latinos, participants emphasized the need to improve the conditions for low-wage labor not only through minimum wage laws but also through enhanced labor and safety standards. The problems in low-wage work were linked to the difficulties of undocumented immigrants who are highly susceptible to exploitation.

In addition to work, there were concerns about the treatment of vulnerable Latino consumers who lack financial literacy and access to financial services. Some participants thought that government should play a role in addressing poverty in the Latino community through tax reform and enhanced investments in public infrastructure and job training. As for highly successful Latinos, there were calls for greater support of entrepreneurialism in the Latino community as well as the advancement of Latinos to the C-suite and to corporate boards. Few groups discussed the need for support of Latino entrepreneurs.

## VALUES

With respect to values, the participants typically used the terms “diversity,” “multiculturalism,” “cultural competency” and “equality” to identify principles of inclusion. There were far more phrases that marked dangers of exclusion and marginalization, such as the image of the “perpetual foreigner,” the “Latino threat,” the “Latino underclass,” and the perils of institutional racism. This disparity seems to be in keeping with our sense that participants found it easier to imagine the vicious cycle than the virtuous circle.

Interestingly, some of the contestations over values related to the challenges of diversity itself. Sylvia Puente of the Latino Policy Forum identified one of these issues in her opening remarks when she described the “Latino paradox,” evidence that the Latino community is experiencing the same sort of growing disparities in wealth, education, and income that mark the general population. That is, the most successful Latinos are making rapid advances, while the least advantaged sink deeper into immiseration. In addition, some participants noted the challenges associated with another form of internal diversity, the growing variety of national-origin subgroups in the Latino community. There were concerns that this range of subgroups would make it more difficult for Latinos to mobilize as a cohesive constituency. Finally, there were some who worried that the historical focus on black/white relations would delay recognition of the new forms of diversity that Latinos represent.

## CRITICAL DYNAMICS

Participants identified a number of dynamics that will shape the future of Latinos in the Midwest and the nation. A number of them indicated that the invisibility of Latinos in media, research, and policy-making was a serious obstacle to making positive change. To promote a dialogue at the national, state, and local levels, participants suggested that communities organize, build coalitions, and participate in movements that call attention to Latino concerns. Others identified the importance of the media, including social media, as a way to raise the visibility of Latino issues. Still others sought to hold officials accountable by conducting equity studies focused on Latinos and by creating repositories of relevant policies that would be a kind of “institutional memory” for advocates. Some participants expressed concerns that the focus on immigration has displaced other pressing issues, and some noted that the lack of outreach, particularly to undocumented immigrants, outside the Chicago area was a significant problem.

This last observation was consistent with our general sense that Chicago plays a unique leadership role for Latinos in the region because of the critical mass who have lived there for a significant period of time. The role of Latino activism in Chicago was captured by historian Lilia Fernández’s opening comments. Yet, despite the rapid expansion of Latinos into other parts of the state of Illinois, Chicago’s experience does not appear to have informed the strategies in other communities as fully as one might be hoped. If true, this is unfortunate because Illinois may soon assume the same kind of exceptional role that Chicago has played due to the growing dispersion of Latinos throughout the state. In fact, as the demographic white paper prepared by Dr. Pilar Escontrías and Simone Rivera shows, Illinois has a far larger Latino population than any other state in the Midwest.

## LAWS AND POLICIES

In commissioning a white paper by former MALDEF attorney Ricardo Meza and lawyer Layla Suleiman Gonzalez, we discovered how little has been told about the history of Latino legal activism in the Midwest. We also learned that MALDEF's Midwest office has had a succession of leaders, which in turn may have limited its ability to create some institutional memory of its past successes and failures. As a result, the white paper on the law and policy landscape was an especially useful contribution to understanding the Midwest experience.

The law and policy debates were revealing because they confirmed the dynamic of the “Latino paradox” in three of the four areas: education, economic participation, and civic engagement and political mobilization. In each of these areas, some recommendations were designed to advance the futures of privileged Latinos, while others were targeted at the underprivileged. The one exception was immigration, where nearly all of the focus was on the challenges facing the undocumented. There was almost no discussion of the globalization of the economy, the growing returns to capital investors (that is, global elites), and the rise of a transnational labor force that might organize for greater voice and opportunity. Here, then, due to pervasive anti-immigrant rhetoric, the vicious cycle seems to have eclipsed any capacity to imagine a virtuous circle or to acknowledge elements of the Latino paradox that cross-border labor flows might generate.

## DISSEMINATION

In developing a robust outreach and dissemination plan, we have already publicized the success of our roundtable on our ABF website, as well as through our various social media channels. The ABF has a donor/friend constituency of over 12,000. This constituency is made up of legal and wider communities nationwide. During the roundtable, we conducted several bilingual interviews with Latino leaders and scholars. We will upload these interviews and a bilingual promotional video onto YouTube shortly, as well as provide a link to the content on the ABF website and Future of Latinos website.

The three white papers can be found on our password-protected website. Following completion of our regional roundtables and national summit, we plan to publish these white papers and produce an edited volume on all roundtable proceedings, paying close attention to the regional variation on the future of Latinos in the United States.

## ACCESSING OUR WEBSITE

To access our Future of Latinos website, please visit [www.futureoflatinos.org](http://www.futureoflatinos.org). This is a password-protected site. Please use the following credentials:

**Username:** abfnvisitor

**Password:** futurodelatinos

Please note that if you have a personal WordPress account, you will need to log out of that account in order to enter our visitor account.



## NEXT STEPS

In this final section, we detail the aspects of the roundtable that we will critically review in anticipation of our next roundtables.

### GROUP SIZE AND COMPOSITION

The inaugural roundtable was very large, with 80 individuals in total participating over the course of 2 days. While this robust participation was exciting, we also found that it was difficult to allow the necessary time for all participants to express their views and suggestions. For future roundtables, we will consider making the overall participant list smaller so that each participant can participate more fully in the discussion.

While we extended invitations to many community activists, only 10 community activists were able to participate in our discussion. This is due in large part to the burdens placed on small non-profit organizations. Many of the representatives we invited were from local community service providers, which are often under-staffed and under-resourced. The majority of our participants were academics and members of the practicing bar. We hope that we will be able to accommodate more community activists by having our next roundtable take place on a Saturday/Sunday, rather than on a Monday/Tuesday.

### THE CHALLENGE OF IMAGINING NEW OPPORTUNITIES

The early sessions of the roundtable, in which participants were asked to consider key barriers to advancement, seemed to be easier for participants to engage on the issues. More difficult were the later sessions in which we asked participants to imagine new opportunities and to come up with recommendations for priorities. We attempted to urge small groups to come up with these plans, but we feel it was largely unsuccessful. So, we think we have a very useful map of the challenges we face in the four key areas on which we focused, and some good ideas for redressing those problems. But, this fell short of our ambition to develop plans for creating a reform agenda for law and policy in the region.

## APPENDIX A: PARTICIPANT LIST

**Cecilia Abundis**, Assistant Attorney General in Consumer Fraud Bureau, Illinois Attorney General's Office

**Alicia Alvarez**, Clinical Professor of Law for Community and Economic Development Clinic, University of Michigan Law School

**Nancy Andrade**, Lead Counsel, Commission on Hispanic Legal Rights and Responsibilities

**Xóchitl Bada**, Professor in the Department of Latin American and Latino Studies Program, University of Illinois-Chicago

**Jazmin Beltran**, Reporter, Univision

**Kristi Bowman**, Associate Dean for Academic Affairs and Professor of Law, Michigan State University College of Law

**Arianna Cisneros**, Program Officer in the Communities Program, McCormick Foundation

**Peggy Davis**, Chief Officer of Programs and Strategic Integration, The Chicago Community Trust

**Jesús del Toro**, Editorial Director, La Raza, ImpreMedia

**Jaime Dominguez**, Lecturer in the Department of Political Science, Northwestern University

**Kevin Escudero**, Presidential Diversity Postdoctoral Fellow, Brown University

**Lilia Fernández**, Associate Professor of History, The Ohio State University

**Wanda Figueroa-Peralta**, President and CEO, ASPIRA of Illinois

**Luis Ricardo Fraga**, Co-Director Institute for Latino Studies, Arthur Foundation Endowed Professor of Transformative Latino Leadership, Joseph and Elizabeth Robbie Professor of Political Science, University of Notre Dame

**Jesus "Chuy" Garcia**, Cook County Board Commissioner, 7<sup>th</sup> District

**Sonia Gonzales**, Executive Director, California Bar Foundation

**Michael J. Hernandez**, Partner, Franczek Radelet

**Lilian Jimenez**, Chief Policy Analyst, Cook County Commissioners

**Miguel Keberlein Gutierrez**, Director, Immigrant and Migrant Worker Unit of Legal Aid Foundation

**Guadalupe Luna**, Professor of Law, Indiana Tech Law School

**Honorable Patricia Mendoza**, Associate Judge, Circuit Court of Cook County, Illinois

**Ricardo Meza**, Officer, Greensfelder

**Alfonso Morales**, Professor in the Department of Urban & Regional Planning, University of Wisconsin-Madison

**Jesse Mumm**, Instructor, Northeastern Illinois University and DePaul University

**Jocelyn Munguía Chávez**, Co-Founder Fearless Undocumented Alliance, University of Illinois of Chicago-Illinois

**Amalia Pallares**, Director of Latin American and Latino Studies Program, University of Illinois-Chicago

**Sylvia Puente**, Executive Director, Latino Policy Forum

**Rachel Ramirez**, Senior Community Organizer, Reentry Project & Latino Organizing, Chicago Coalition for the Homeless

**Rafael Robles**, Berkshire Hathaway Home Services and Ranquist Development Group in Chicago

**Michael Rodriguez**, Assistant Professor of Sociology and Latina/Latino Studies, Northwestern University

**Jesse Ruiz**, Partner, Drinker Biddle & Reath

**Juan Salgado**, President and CEO, Instituto del Progreso Latino

**John Slocum**, Director of Migration, MacArthur Foundation

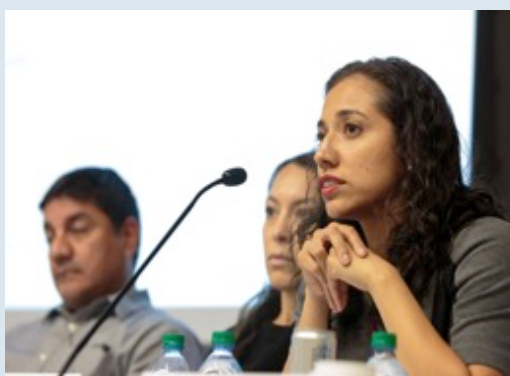
**Sonia Soltero**, Chair of the Department of Leadership, Language, and Curriculum, College of Education, DePaul University

**Layla Suleiman-González**, Director, Program in Human Services, Loyola University of Chicago

**Beth Swanson**, Vice President, Strategy and Programs, Joyce Foundation

**Thomas Thornburg**, Managing Attorney, Farmworker Legal Services of Michigan

**Daniel P. Tokaji**, Charles W. Ebersold and Florence Whitcomb Ebersold Professor of Constitutional Law, The Ohio State University



Images from Inaugural Roundtable,  
June 6-7, 2017, Chicago, IL



## APPENDIX B: SCENARIO-BUILDING METHODOLOGY

### BACKGROUND

Scenario building has become a common method in business, environmental studies, geography, and other fields for analyzing future trends and developing strategic responses to those trends.

We are borrowing from an approach developed by the Hague Institute for International Law (HiiL) in their Law of the Future Project to examine trends in international law and encourage strategic thinking by national justice systems participating in those trends. In the early 2000s HiiL invited experts in international law from around the world to provide think pieces about different alternative futures for international law. The experts then came together for two days to discuss possible futures. The time horizon HiiL used was 2030. HiiL plans to periodically revisit these discussions and revise the scenarios.

Our purpose is to think through with a group of experts and change agents the alternative futures of Latinos in Chicago, the Midwest, and the nation. We hope to use a relatively consistent framework for all our regional discussions and a national summit, while also allowing input that is unique to regional circumstances, power structures, and levers for change.

### SCENARIOS

Our plan is to ask participants to consider two broad sets of possibilities for the future: 1) the vicious cycle, which consists of mistakes we cannot afford to make, and 2) the virtuous circle, which consists of opportunities we cannot afford to miss. We will then ask each breakout group to select what it considers the most realistic scenario and offer proposals for action. In our final session, a panel elected by participants will review each group's analysis and select the most realistic scenario and the most promising proposals for action.

### TIMEFRAME

We are considering scenarios of change to the year 2050, when it is projected that the Latino population will reach 30% of the U.S. population. It may be helpful to think about intermediate time horizons, from the next census in 2020, to succeeding decades.

### MAJOR THEMES

In our review of the research and policy literature on Latinos, which led to the compilation of our very extensive annotated bibliography, we identified 9 major themes: immigration, political participation and civic engagement, civil rights, economic opportunity, families and family formation, education, health, criminalization of Latinos, and Latino news and media.

While any of these themes could be the focus of a research and policy program, to make this effort manageable we have selected four main themes on which to concentrate: immigration (or inclusion-exclusion); education; employment and economic opportunity; and political participation and civic engagement. We have selected roundtable participants with expertise in these fields, including lawyers and non-lawyers, academics and activists. And we have included other leaders from the worlds of government, business, the media, and philanthropy who necessarily engage with these themes.

## PLANS FOR JUNE 6 AND 7

In advance of the Roundtable we have solicited and distributed two paragraphs from participants about what they see as mistakes we cannot afford to make (that would constitute the vicious cycle) and the opportunities we cannot afford to miss (which will propel a virtuous circle). We have commissioned and distributed to participants three white papers/PowerPoints on the history of Latinos in the Midwest, the demographic and statistical profile of Latinos in the Midwest, and the law and policy issues that have confronted Latinos in the Midwest.

After introductions and keynote presentations, we will move to six pre-assigned breakout groups to begin the scenario planning process. Each breakout group will have a facilitator and a recorder. The breakout groups will select who will speak for their group in each of the four plenary sessions that will occur during day one and day two.

In breakout session one, groups will develop a scenario in the four main topical areas that represent the vicious cycle. The group and its selected spokesperson will summarize the scenario analysis in a PowerPoint that will be submitted to the Project Manager, who will compile the PowerPoints from all six groups. Then each group's spokesperson will present the scenario in Follow-Up Plenary One.

In breakout session two, groups will develop a scenario in the four main topical areas that represent the virtuous circle. Again the group and a new selected spokesperson will summarize the scenario analysis in a PowerPoint that will be submitted to the Project Manager, who will compile the PowerPoints from all six groups. Then each group's spokesperson will present the scenario in Follow-Up Plenary Two.

In breakout session three, groups will build from previous sessions to develop what they see as the most realistic scenario for the future and will offer policy proposals in the four policy areas that could be presented to a local, regional, or national policymaking body that would have significant resources to invest in the future. Again the group and a new selected spokesperson will summarize the scenario analysis and proposals in a PowerPoint that will be submitted to the Project Manager, who will compile the PowerPoints from all six groups. Then each group's spokesperson will present the scenario and proposals in Follow-Up Plenary Three.

In the Closing Plenary, a final panel made up of selected individuals from each breakout group will take on the role of the local, regional, and national policymaking body to offer their collective judgment on which of the scenarios and proposals is most realistic and most promising to produce effective change. The members of the final panel will be selected by their respective breakout groups during breakout session three.

Over lunch, these final panelists will deliberate about the likeliest trajectories in each of the four areas of law and policy that we have identified: immigration, education, economic participation, and civic and political engagement. In addition, the final panelists will consider the ways that these areas are apt to interact in shaping the future of Latinos in the Midwest. We ask that this group think about the issues from the standpoint of a national, regional, or local policymaker. The group need not reach consensus, but it will be important to identify the critical areas of disagreement, for example, about contingencies that are unknown or about the efficacy of different law and policy interventions. These lunchtime deliberations will be the basis for the presentations at the Closing Plenary session. We will leave it to the final panelists to decide how best to share their conclusions, but our goal is to ensure that the session covers each of the key policy drivers we have identified and how they interact. To make the session even more compelling, we have invited individuals involved in the policymaking process at the local, regional, and national level to comment on the closing presentations before we begin the question-and-answer session.

## GUIDELINES FOR SCENARIO DISCUSSIONS

Below is a conceptual table to guide discussions in breakout sessions one, two, and three.

Topics	Vicious Cycle	Virtuous Circle	Realistic Trajectory
Immigration			
Education			
Economic Opportunity			
Political Participation			

Facilitators will ask each member of the breakout group to give his or her views on key barriers/mistakes (breakout session one) and key levers/opportunities (breakout session two). Facilitators will note comments on white poster sheets, supplemented by post-it notes. The recorders will take notes of the comments.

We suggest the following three areas to ground the discussion:

### 1) Normative questions

- a) What are the values that shape each narrative?
- b) What are the sources of these values?
- c) How are these values developed and disseminated?

### 2) Institutional questions

- a) How are these values expressed in law and policy?
- b) Who are the key agents in determining how these values are translated into law and policy?
- c) How do laws and policies become locked in or change?

### 3) Impact questions

- a) How are values, laws, and policies experienced by individuals?
- b) How do individuals respond, if at all, to these experiences?
- c) How do we gauge the effect of any reactions individuals have and then adapt values, laws, and policies accordingly?

For each of the breakout sessions, but especially for breakout session three, in which groups are selecting the most realistic scenario and suggesting policy proposals, you should consider the following:

- 1) What are the critical contingencies or uncertainties that will affect these possible scenarios?
- 2) What are the key points of time between now and 2050 when we might observe these critical events?
- 3) What are the critical things we need to learn to make informed judgments about future trajectories?
- 4) What needs to happen next in order to make a future scenario more likely?

At the end of each breakout session the facilitator will recap the discussion of the group and the suggested scenario in a form that the recorder can translate into a short set of PowerPoint slides. These slides will be sent to the Project Manager and referred to when the group spokesperson presents a summary of the group's scenario analysis in the Follow-Up Plenary session.



## ROUNDTABLE SCHEDULE

### Day One:

8:30 a.m. – 9:00 a.m.:	Breakfast
9:00 a.m. – 9:15 a.m.:	<b>Welcome, Overview, and Introductions:</b>  <i>Peggy Davis (Chief Officer of Programs and Strategic Integration, The Chicago Community Trust) and Ajay Mehrotra (Director, The American Bar Foundation)</i>
9:15 a.m. – 10:15 a.m.:	<b>Keynote Presentations:</b>  <i>History of Latinos in the Region: Lilia Fernández, Associate Professor, The Ohio State University</i>  <i>Demographic Profile of Latinos in the Region: Sylvia Puente, Executive Director, The Latino Policy Forum</i>  <i>Law and Policy Landscape: Ricardo Meza, Greensfelder and Dr. Layla Suleiman González, Director of Program in Human Services, Loyola University Chicago</i>
10:15 a.m. – 10:30 a.m.:	Introduction to Scenario-building Method and Scenario # 1: The Vicious Cycle  <i>Rachel F. Moran and Robert L. Nelson</i>
10:30 a.m. – 10:45 a.m.:	Break and move to Breakout Session One
10:45 a.m. – 11:45 a.m.:	<b>Breakout Session One:</b> Part 1 of Scenario-building for the Vicious Cycle
11:45 a.m. – 12:00 p.m.:	Working Lunch
12:00 p.m. – 12:45 p.m.:	<b>Breakout Session One (continued):</b> Part 2 of Scenario building for the Vicious Cycle
12:45 p.m. – 1:00 p.m.:	Break and Preparation of Group Presentations
1:00 p.m. – 2:00 p.m.:	<b>Follow Up Plenary One:</b> Presentations of Group PowerPoints and Group Discussion
2:00 p.m. – 2:15 p.m.:	Break and return to breakouts
2:15 p.m. – 3:45 p.m.:	<b>Breakout Session Two:</b> Scenario-building for the Virtuous Circle
3:45 p.m. – 4:00 p.m.:	Break and Preparation of Group Presentations
4:00 p.m. – 5:00 p.m.:	<b>Follow Up Plenary Two:</b> Presentations of Group PowerPoints and Group Discussion
7:00pm:	<b>Dinner</b>

## ROUNDTABLE SCHEDULE

### Day Two:

9:00 a.m. – 9:10 a.m.:	Reconvene and Overview of Day 2
9:10 a.m. – 10:15 a.m.:	<b>Breakout Session Three:</b> Scenario-building of a Realistic Trajectory for the Future
10:15 a.m.-10:30 a.m.:	Break/Preparation of PowerPoints for Group Discussion
10:30 a.m. – 11:30 a.m.:	<b>Follow Up Plenary Three:</b> Presentation of PowerPoints on Realistic Scenarios
11:30 a.m.: - 12:15 p.m.:	Lunch/Deliberation by Final Panel
12:15 p.m. – 1:15 p.m.:	<b>Final Plenary:</b> Opinions on Scenarios and an Agenda for the Future and comments by Jesus “Chuy” Garcia, Cook County Commissioner for the 7 <sup>th</sup> District  <i>One presenter selected by each of the six groups to present at the final plenary</i>
1:15 p.m. – 1:30 p.m.	Wrap-up and Next Steps  <i>Rachel F. Moran and Robert L. Nelson</i>