



NEW HORIZONS

The National Newsletter of HISPA

Developing Today's and Tomorrow's Hispanic/Latino Leaders

Issue 1

1st Quarter 2006

Message from the President

By Ivonne Diaz-Claisse
National President

The first two months of the year have been extremely productive for HISPA. I am pleased to announce that we have officially launched our new website: **hispa.org**, so please be sure to visit and register. You will notice that we created a new partnership with LATPRO which will provide new career planning benefits to our members. We also put together a new HISPA Book Scholarship Program to support those members that are currently attending an Educational Institution or are planning to do so in the fall. We held a two-day HISPA National Face-to-Face meeting in NJ defining our 2006 strategic goals, budget, and kicked off initiatives in support of determining the feasibility of a merger between HISPA and HACEMOS. This will include holding various HACEMOS/HISPA information sharing sessions to prepare for future merger decisions and other joint activities.

One of our most important current initiatives is partnering with HACEMOS on **2006 HACEMOS/HISPA High Technology Day** which will be held April 6. At least six HISPA Chapters will be participating in this great event by either hosting or collaborating with HACEMOS Chapters. Rolando Rodriguez, HISPA Community Service Chairperson, is our lead event coordinator joining others across the country to make this event successful. Our goal is to reach more high school students than ever before via our partnership and show them the wonderful opportunities that a career in technology can provide. I challenge all of you to become engaged at some level with this initiative, whether it is by participating as a speaker, volunteering your time during the on-going planning stages, or soliciting give-aways for the students. There is still time to join this great effort!



*Ivonne Diaz-Claisse, HISPA National President,
with Luis Alvarez, NUF President*

The last two months have also been filled with many networking opportunities. This year's HISPA NJ's Three Kings Event was attended by over 100 members/guests and provided a great opportunity to catch up with friends and expand our HISPA network.

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New Horizons

New Horizons, the national newsletter of HISPA, is published quarterly. Please send all articles and inquiries to Teresa Grado, Communications Director at tgrado@att.com.

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Visit us on the web at
<http://www.hispa.org>

HISPA CALENDAR OF EVENTS

MARCH 21, 2006

HISPA HGC Conference Call

APRIL 6, 2006

HACEMOS/HISPA High Technology Day (National Initiative)

APRIL 25, 2006

HISPA All Members Conference Call

JUNE 23-26 2006

HACEMOS Annual Conference, Houston, Texas. (All Members are encouraged to attend.)

ADDITIONAL HISPA NEWS AT:

<http://www.hispa.org>

Message From the President (continued from page 1)

HISPA NJ's leadership took the opportunity to acknowledge Susan Bailey, Global Network Maintenance VP and J. Michael Downey, Jr., Switched Access VP for their continuous support to HISPA's initiatives.

During the 4A Lunar Annual Event, 4A members celebrated the Chinese New Year. Luis Mercado, HISPA Professional Development Director, joined me in representing HISPA at this event. We enjoyed meeting many of the 4A organization members and learning more about their special celebration. During the event, 4A Leadership acknowledged Clayton Lockhart, AT&T VP Global Access Management Organization, with an award for his contributions to 4A. Clayton's support to 4A and HISPA are great examples of successful partnering between a corporation's Executive Leadership and that corporation's affinity groups. Congratulations to Clayton on a well deserved award!



(L-R: Attending 4A's Lunar Annual Event are Monica Straka, IDEAL; Norman Cousar, Alliance; David Lin, 4As; Ivonne Diaz-Claisse, HISPA and Betsy Dixon, AT&T Diversity Manager; and Cooper; guide dog)

HISPA NJ's "Brown Bag Lunch" with Mr. Luis Alvarez, the National Urban Fellows (NUF) Organization President, was a wonderful experience for HISPA members and other Business Resources Groups representatives. We learned about NUF, Mr. Alvarez's career within ASPIRA and NUF, and about some "tricks of the trade" for non-profit organizations. Mr. Alvarez is an inspirational role model, and we are extremely grateful for his interest in learning more about HISPA and for leading a great discussion with the attendees. I would like to encourage all of our members to visit www.nuf.org to learn more about Mr. Alvarez's amazing organization.

Looking back at the last two months, I believe the key element that has allowed us to accomplish so much in such a short period of time is how well our HISPA team works together toward our common goals. I would like to take this opportunity to acknowledge the HISPA Executive Council and Appointees for their contributions and dedication to our organization. Please feel free to share your chapter activity highlights and accomplishments so we can help "spread the word" about our mutual successes. **You are indeed what teamwork is all about!**

Con Cariño,

Ivonne

AT&T Sales Select Accounts Meeting & the BRGs: Partnering for Success

By Steven Estrada

As Vice President of HISPA I am very lucky to be given the opportunity to represent HISPA in the Business Resource Group (BRG) Council and to participate in the many events to which it is invited. Earlier this year, I was delighted to participate in a forum at the AT&T Sales Select meeting. The meeting was convened January 10th through 13th in Dallas, Texas and included Sales Select organizations from across the country including Signature Accounts, Sales Select, Enterprise and Government Solutions. The BRG Council was invited to attend the meeting January 11th and 12th and host a Trade Show booth. Once at the meeting, we were highlighted at a "Best Practices" meeting featuring several AT&T Sales Leaders. Each of us was named and our BRG association was given. Our introduction also included some highlights of how the BRGs help to support AT&T Sales.



(L-R: Mark Carden, LEAGUE; Jackie Bruce, WATT; Monica Straka, IDEAL; Simone DuBois, LEAGUE, Steven Estrada, HISPA; and Larry Uno, 4As)

Following the meeting a Trade Show was convened including most of AT&T's Product Houses, key vendors (Juniper, CISCO, Lucent, Polycomm, etc.), and a booth featuring the Business Resource Groups. There were multiple raffles that required each attendee to get his/her entrance ticket be checked off by each vendor. This ensured that each attendee visited the BRG booth where they were given information about our respective organizations as well as answers to any questions they may have had. This three-hour event allowed us to inform many AT&T personnel about the value we bring to the business and the importance of diversity.

AT&T understands the important role that the BRGs play in driving success in our business, and I was proud to represent HISPA and the BRG Council, demonstrating our commitment to the company.

Merger Brings New Guidelines

With the recent merger of SBC & AT&T, we gained not only a new company name (AT&T Inc.) but also new sets of operating guidelines for Employee-Initiated Organizations, or what we used to term Business Resource Groups. Below are the guidelines we must follow in order to operate as an Employee-Initiated Organization. Please familiarize yourself with these guidelines.

The Guidelines may be viewed at:

<http://intranet.sbc.com/SBCWIN/policies/emporgs.html>

Members on the Move

- ▶ Alex Carrasco promoted to Specialist, SRM Manager, A4 (HISPA of the Nation's Capital)
- ▶ Montse Salop promoted to Program Manager, NASA, B-Band (HISPA of the Nation's Capital).
- ▶ Steven Estrada awarded Leaders Council. He and his wife will travel to Las Vegas, Nevada March 24-28th for this special recognition (HISPA of the Nation's Capital and National Vice President).

CHAPTER NEWS

WASHINGTON, DC

The HISPANIC-DC chapter is busily making preparations to host area students at the HISPANIC/HACEMOS High Technology Day event scheduled to take place in the Oakton, VA facility of AT&T. The event, which highlights technology to Hispanic students, will be held nationwide and will be linked by video teleconference at the end of the program.

DC chapter members Alex Carrasco, Montse Salop and Steven Estrada also participated in LULAC's Legislative Awards gala on March 1st in Washington, DC. Award winners included Senator Ted Kennedy (D-MA), Senator John McCain (R-AZ) and Mayor Ross Anderson (Salt Lake City, UT).



L-R Steven Estrada, Senator Kennedy, Alex Carrasco, Estrada, Montse Salop, Senator McCain, Carrasco

NEW JERSEY

HISPA New Jersey held their Annual "Three-Kings Banquet" to celebrate 2005 accomplishments and recognize key members and supporters on Saturday, January 28, 2006. The event also served as a membership drive where current members were able to easily renew their memberships, and non-members learned about HISPA's mission and goals and can become new members.



HISPA-NJ Members enjoy the Three Kings Banquet



L-R Cesar Bocanegra (Ex-Officio President, Teri Grado (Communications Director), Mildred Medina (Finance Director), Ivonne Diaz-Claisse (President) and Luis Mercado (Professional Development Director) at the Three Kings Banquet in NJ.

CHAPTER NEWS CONTINUED...

NJ cont'd: As in past events, this year's banquet was a huge success -- great live music, food and lots of dancing. The atmosphere was electrifying and the energy kept rising as everyone moved to the beat. These were the comments heard during this year's banquet: "Super! Fantastic! Let's do it again."

We had approximately 100 persons in attendance. Awards were given to our most active members. A 50-50 raffle was held and the lucky winner took home \$196, however, donated \$50 back to HISPA. Free prizes were raffled as part of this festive occasion.

The Banquet was coordinated and planned by Isabel Cabrera and Mildred Medina and assisted by Rod Castillo and Carlos Morales (MC). Special thanks to Rod Castillo and Jim Charneco for taking the pictures. Rod put the pictures on our HISPA NJ website, <http://hispanj.home.att.net>, please take a look.

Special thanks to AT&T sponsor Clayton Lockhart, and to our external sponsor Martin Finkle, CEO for SCOTWORK Inc.

Thanks to everyone who made the 3-Kings Banquet a great success and for your continued support of HISPA's vision and mission.

MINNEAPOLIS

Minneapolis, HISPA's newest chapter, elected its first Executive Board. Newly elected officers include Russell Spartz, Chapter President; Nija Richie, Financial Director; and Heather Schuer, Secretary. Please join us in giving a warm, HISPA welcome to the Minneapolis Board and the newly minted HISPA-MN Chapter!!

KANSAS CITY

Kansas City members elected their 2006 Executive Board. New officers include Teri Grado, President; Catie Olivares, Vice President; Larry Stuck, Financial Director; and Steve Eagan, Director of Public Relations. Please join the KC Chapter in congratulating the newly-elected officials and welcome back those who continue to hold their previous positions.

EL PASO

Hurricane Katrina was one of the most destructive storms to ever hit the United States, causing widespread damage to the coastal regions for Alabama, Louisiana, Mississippi and a major humanitarian crisis. The subsequent flooding from the storm of most of New Orleans, a large part of which lies below sea level, resulted in flood damage, an immense evacuation, and major loss of life. Over a million people were displaced. The communities struck by Katrina were some of the poorest and most helpless in the nation. The widespread damage, in result, prompted a massive relocation all over the United States. El Paso mobilized for a possible influx of hundreds of victims of Hurricane Katrina. The local Salvation Army and the El Paso AT&T Business Resource Groups (HISPA, League, WATT) and the Pioneers joined forces to conduct an operation known to the locals as a "despensa." What is a despensa? It is a yearly collection of food items for the less fortunate. For 2005, the "despensa" consisted of numerous Thanksgiving Dinner items for the recipients, victims of hurricane Katrina. The operation successfully managed to obtain, mainly thru donations, enough food to distribute to 300 families. It all began with the donation of money and canned foods at the El Paso AT&T call center. Employees further contributed their Saturday to willingly setup, separate, and distribute the food items for the Thanksgiving dinner. It was a complete success and allowed our members a chance to help those rendered helpless.



Change is Positive

By Niurka Coy

I would like to take the opportunity to share some "Golden Nuggets" that I received from HISPA's most recent Brown Bag Lunch Event.

Our Guest Speaker was Pari Bajpay, Service Assurance Systems Engineering & Development, VP. Pari has been an active supporter of HISPA, and we were thrilled to have him join us!

After an engaging conversation on the outlook for the business and the SBC merger ("Change is a positive!"), Pari outlined what he termed the "Do's and Don'ts" of managing a professional career. His key points are outlined below.

- ▶ There are three kinds of people: 1) Those that make things happen, 2) Those who watch things happen, and 3) Those who ask, 'What happened?' Obviously, you definitely want to be viewed as a person who makes things happen. Use your Performance Review as a checkpoint for you. Examine what words you use to describe your accomplishments.
- ▶ Don't be Humble – Don't be afraid to take credit for your work.
- ▶ At meetings, periodically, take time to summarize the discussion and decisions made. It is useful to the team participants, and you will be seen as a leader.
- ▶ Know the value of your project. Determine how it is to be measured, and at the project's completion, express its value. Remind the team why the project was important!
- ▶ Be the spokesperson for the team.
- ▶ Thank the team profusely and publicly.
- ▶ Attire is important!
- ▶ Have a support group.
- ▶ Acknowledge mistakes.
- ▶ Work assignments are like a game of rummy: you are always deciding which 'cards' to keep and which to discard.
- ▶ Know the financials.
- ▶ Learn to get your point across effectively. Communication is key.
- ▶ Having an accent is a plus. (Imagine that!)

HISPA MISSION

To provide Hispanic/Latino Youth and Professionals the mentorship and resources to achieve personal and professional excellence thus enabling them to contribute to corporate, civic and community leadership.

- ▶ Have a career plan, it is important to have 3-year and a 5-year vision (even in times of change) and make sure your boss knows about it. But don't be pushy.
- ▶ Promotion is almost never deserved. Your past accomplishments make you eligible, but you must let people know that you are ready for the next step.
- ▶ Project Management is an important skill: in particular, the ability to sequence items and follow process.

These 'nuggets' are invaluable in these changing times and are applicable beyond AT&T.

Staying Connected

George Velez. America West Airlines and US Airways have merged and have relocated the "New" US Airways Corporate Office here in PHX, AZ. With the Merger, George is the Diversity Programs Advisor for the "New" US Airways.