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**LEADERS OF
TOMORROW**



Hispanic Advocacy and Community Empowerment through Research



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ABOUT US

Leaders of Tomorrow

2018 was the second year of HACER's Leaders of Tomorrow (LOT) program. This program is a four day summer camp at Macalester College for Latino and Latina teenagers. Through a variety of speakers and activities, the program aims to increase the participants' confidence, leadership skills, and college readiness.

HACER's Mission

HACER works in concert with Latino communities to access, generate, and disseminate credible and relevant research in order to inform institutional decisions and public policy.

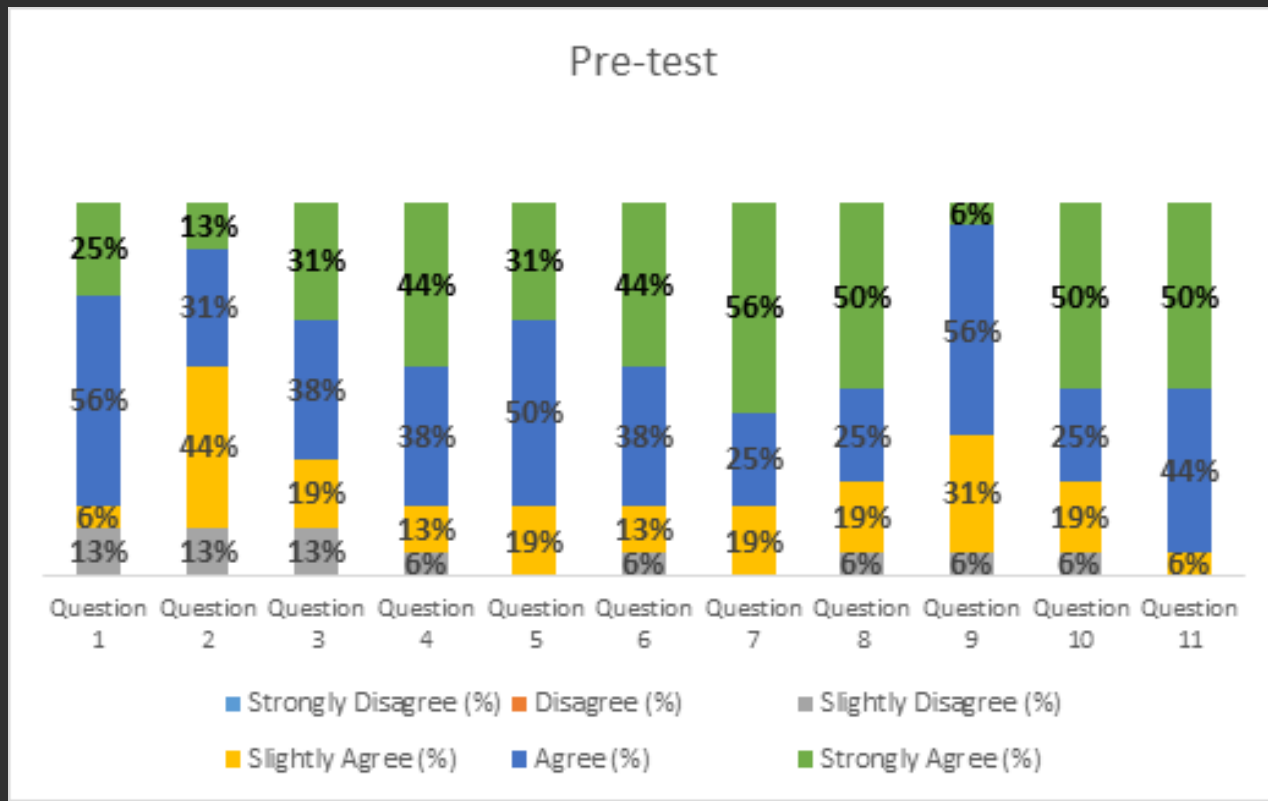
BEFORE THE PROGRAM

At the beginning of the program, HACER asked all the campers to take a short survey in order to determine their initial skills and experiences with leadership. The first 11 questions were asked on a scale of “Strongly disagree”, “Disagree”, “Slightly disagree”, “Slightly agree”, “Agree”, “Strongly agree”. The last five were open-ended questions about the participants' plans for after high school, their previous experience with leadership training, and their desire to be leaders.

QUESTIONS

1. I am confident about my leadership skills.
2. I feel comfortable working with groups of people I do not know well.
3. I know how I like to lead and can bring that style into everything I do.
4. I am comfortable expressing my cultural identity when I lead.
5. I have unique skills and assets I bring as a leader.
6. I know I can have an impact on how I am educated through school.
7. I am aware of all my options after high school.
8. There is nothing stopping me from achieving what I want.
9. I am confident about my next step after high school.
10. My education is giving me the skills I need for the future.
11. My actions have an impact on the community.
12. What are your plans for after high school?
13. Why did you choose this option?
14. Are you open to exploring other options?
15. Please tell us about any leadership trainings you have had before.
16. Are you interested in becoming a community leader?

PRE-TEST RESULTS



The majority of respondents agreed to at least some extent with all of the statements. There were no “Disagree” or “Strongly disagree” answers to any of the questions. The most disagreement seemed to come from the questions that asked about leadership abilities, specifically the first three questions.

Additionally, 14 out of the 16 participants responded that their plans for after high school were to attend a four year college. When asked if they were interested in becoming a community leader, all the participants expressed that they were, and many expressed this very enthusiastically. One participant wrote, “Yes, I really would like to help, and work with people in order to create a deep understanding of different cultures”. Another said, “Yes, it is important to represent and inspire other Latinos in my community”.

AFTER THE PROGRAM

After the camp ended, HACER followed up with the participants by asking them to complete an online survey that asked about their thoughts on specific activities and aspects of the program. Only seven of the participants completed this survey, but their responses showed that they generally really enjoyed the program and gained a lot from it. HACER asked the participants how they felt about specific activities and speakers, and nearly all of the responses were positive for every activity and speaker asked about. For example, all but one of the respondents agreed that the campus tour was helpful to have on the first day and everyone agreed that the bonding activities were helpful and made them more comfortable. Additionally, all the respondents strongly agreed that learning about how to build a resume and send a professional email was helpful, and everyone agreed that the student panel with Latino college students or alumni was important to have. The resume workshop and student panel are two activities that would likely be beneficial to re-implement in future programs.

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Many of the respondents expressed that the camp was different than they expected, in a good way. One participant wrote, "I honestly thought that it would be really boring but it turned out to be the complete opposite", and another reported, "I expected to not like the camp, I thought I was going to be alone. But I'm glad it was different and I made friends and learned a lot". All of the respondents expressed that they felt more prepared to go to college after attending the LOT camp, for reasons including learning more information about college and becoming more aware of the opportunities available to them. The respondents also overall felt more prepared as leaders. One responded, "In this awesome program we developed our leadership skills through many fun and academical activities. This types of well-prepared activities and workshops gave me more confidence and it motivated me more". Another said, "I feel like I can finally use my voice to help people and make connections with people to create change". Participants were also asked about their favorite parts of the program. The most common answer to this question was meeting new people, but other responses included the group activities, learning how to write a resume, and the workshop with Adriana Cerrillo on community advocacy and organizing. As for things they would like to change about the program, the responses included having more freedom, going on a field trip, and that they would like it to be longer.

Based on the responses received on the post-test survey, these participants overwhelmingly loved the program, learned new skills, and gained confidence.

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"THIS PROGRAM HELPED MY VOICE BE HEARD, IT HELPED ME GROW AS A PERSON, AND AS A LEADER, GIVING ME MORE CONFIDENCE OF MYSELF. IN THIS PROGRAM THERE ARE GREAT LEADERS THAT ACTUALLY BELIEVE US. IN OTHER WORDS IT MOTIVATED ME MORE."

"IT GAVE ME MORE CONFIDENCE AND IT MOTIVATED ME MORE. IT SHOWED ME HOW GOOD OF A LEADER EVERYONE CAN BE. IN THIS PROGRAM I LEARNED A LOT. HOW TO BE BRAVE, ABOUT COLLEGE, HOW TO BE PREPARED INTO THE REAL WORLD, AND MANY OTHER IMPORTANT THINGS. THROUGH THIS OPPORTUNITY, I GOT THE CHANCE TO EXPRESS MYSELF, SHARE AND LISTEN TO OTHER PEOPLE'S STORIES. I HAD AN AWESOME EXPERIENCE IN THIS SUMMER PROGRAM. I LEARNED A LOT THROUGH MANY FUN ACTIVITIES, NEXT TO MANY GREAT LEADERS. I THINK THIS PROGRAM OFFERS A LOT, ITS A GREAT WAY TO GROW AS A LEADER. ITS A WAY TO LET OUR VOICES BE HEARD. I WOULD LOVE TO BE PART OF THIS PROGRAM AGAIN IF I HAD THE OPPORTUNITY. I FEEL LIKE I AM A BETTER LEADER AFTER THE LEADERSHIP ACTIVITIES."