



# THE DAIRY CULTURE COACH

*Helping You Manage Your Multicultural Team for Success*

Back to School Issue



September 2015  
Volume 3, Issue 2

## So You Want to Learn Spanish...

**A**nybody can learn Spanish. It's not *that* hard. And many people agree that the rules of the language are more straightforward than the rules of English! But learning a language takes time and dedication. Dairy farmers are dedicated to their work, but that means that they don't always have time to devote to extra things....like learning Spanish.

So what's a busy dairy manager to do? There are many options these days that vary greatly in required time and cost. Some things to consider are how well you are able to stick to a plan and motivate yourself to study (after a long day of work), how much money you are willing and able to spend, and what your end goal is.

**Are you self-motivated?** If so, you may be able to benefit greatly from using a computer-based resource. Rosetta Stone is a popular software program that utilizes "technology-based language immersion." Instead of just reading lessons, Rosetta Stone incorporates pictures and audio. You may be asked to choose the picture that correlates with the audio, or to say a sentence out loud to check your pronunciation. Levels 1-5 cost \$499,

but sometimes go on sale for a significant discount. Besides buying the CDs, you can also opt for an instant download or an online subscription.

([www.rosettastone.com/learn-spanish](http://www.rosettastone.com/learn-spanish))

Another option is Duolingo, a free language-learning platform that you can use on your computer or mobile device. Like Rosetta Stone, it integrates audio, pictures and words to teach you Spanish. Duolingo encourages you to practice daily, allows you to set goals for how much you study each day, and sends you reminders when you forget. ([www.duolingo.com](http://www.duolingo.com))

**Or do you need accountability?** If you know that you will need somebody else to encourage and motivate you, look for a weekly class in your area. BOCES and Community Colleges are good options.

**Looking for adventure?** Then look into an immersion program. There are language schools throughout Central America where you can spend anywhere from a few days to a few months studying Spanish. This is certainly an expensive option, but prices are often more reasonable than you might (*cont' on page 2*)

## In this issue:

So You Want to Learn Spanish...	2
Bunker Silo Safety Reminders	2
<i>Consejos de Prudencia con los Silos Horizontales</i>	2
The What, Why and How of Recycling	3
<i>El Qué, Por Qué y Cómo de Reciclar</i>	3
School Systems in Central America	4

## Language Vocabulary

Word - Palabra

Sentence- Frase

To Write - Escribir

To Spell - Deletrear

To Say - Decir

To Speak - Hablar

To Listen - Escuchar

To Understand - Entender or  
Comprender

To Learn - Aprender



The view of a volcano outside of Antigua, Guatemala. Source: Libby Eiholzer



(cont' from page 1) think. One such example is Máximo Nivel, which has schools in Guatemala, Peru and Costa Rica. A week of Spanish classes for 6 hours a day is \$180/week in Antigua, Guatemala (plus housing, food, airfare, etc.) In addition to Spanish classes, Máximo Nivel offers volunteer packages where you can volunteer in the local community during your stay.

([www.maximonivel.com](http://www.maximonivel.com))

**What's Your End Goal?** Do you want to gain a basic level of competency in order to communicate with your employees on a daily basis? Or are you looking to refine your already decent Spanish so that you can have more in-depth conversations? Are you hoping to really get a handle on grammar and the written word so you can translate SOPs and other farm documents? The higher your goal, the more time and energy you will need to devote to reaching it.

People often ask me my opinion on different services or methods of learning. "Does Rosetta Stone really work?" is a common question. I'm certainly not here to endorse any

specific program, but I will tell you that to really become proficient, you need to practice continually. Not once a week or once a month, but every day. The more you practice, the better you will get!

Another piece of advice is that you shouldn't be afraid to speak with your Spanish-speaking employees and coworkers in Spanish! While it's normal to feel self-conscious when you are beginning to learn a new language, conversation really is the best way to improve. Besides, you will learn a lot more dairy farm specific vocabulary at work than you ever could in a classroom!

**Surround yourself with Spanish.** Following a structured language learning plan and speaking on a regular basis will help you learn, but the more practice the better, I say! You can listen to podcasts in Spanish, watch TV shows and movies in Spanish (with English subtitles) or listen to music in Spanish. There are many free options for all of the above.

## Bunker Silo Safety Reminders

## Consejos de Prudencia con los Silos Horizontales



As bunker silos start to fill over the coming weeks, it's important to keep safety in mind. *Mientras los silos horizontales llenan durante las semanas que vienen, será importante recordar la seguridad.* Source: Libby Eiholzer

With corn silage harvest almost upon us, it's a good time to remember a few key safety tips for those that help cover the bunker silo:

1. **Keep away from the side walls whenever possible.**
2. **Don't wear shoes with slippery soles.**
3. **Watch out for each other and don't fool around.**
4. **Watch out for extra truck traffic around the bunk and stay out of their way.**

Como ya está llegando la cosecha de milpa, es buen tiempo

para recordarse sobre unos consejos claves para la seguridad para los que ayuden en cubrir el silo horizontal:

1. **Manténgase lejos de los lados del silo siempre cuando sea posible.**
2. **No calce zapatos con suela resbalosa.**
3. **Cuide los compañeros de trabajo y no hagan payasadas mientras que están trabajando encima del silo.**
4. **Observe el tráfico de camionetas alrededor del silo y manténgase fuera de su paso.**



## The What, Why and How of Recycling

**What?** Used materials can be processed for use in creating new materials. In order to do this those materials need to be sorted separately at your home.

**Why?** It's good for the environment. It reduces the amount of waste that goes into landfills. And it reduces the amount of garbage that you (or your employer) has to pay to get removed.

**How?** Instead of throwing everything away, separate out materials that are recyclable beforehand. Depending on where you live, you may have to separate them by material, or you may be able to put them all together. Ask your employer or land lord what the specific regulations are for recycling in your neighborhood. *It's important to always rinse out containers with food in them before recycling.*

### Always accepted for recycling:

- 5 cent returnable: Aluminum cans that have a 5 on the lid as well as most plastic soda and water bottles can be returned to grocery stores for 5 cents. (Examples: Pepsi, Mountain Dew, most beers, etc.).
- Steel cans: soup, veggies, coffee containers.
- Newspapers and magazines.

### Usually accepted for recycling:

- Corrugated cardboard
- Paper and paperboard: office paper, cereal boxes, non-Styrofoam egg cartons. Sometimes not paper cartons lined with plastic or wax (e.g. paper milk cartons).
- Plastics: milk jugs, shampoo bottles, etc. Most places accept plastics labeled 1 and 2, and many more accept plastics labeled 1-7.
- Glass: Jelly jars, pickle jars, etc. Colored glass is occasionally not accepted. Light bulbs, ceramics and mirrors are NEVER accepted.

**¿Qué?** Materiales usados pueden ser procesados para el uso en crear materiales nuevos. Para hacer eso, es necesario

## El Qué, Por Qué y Cómo de Reciclar

separar estos materiales en su casa.

**¿Por Qué?** Es bueno para el medioambiente. Reduce la cantidad de basura que se termina en los vertederos. Y también reduce la cantidad de basura que usted (o su empleador) tiene que pagar para remover de su residencia.

**¿Cómo?** En vez de tirarlo todo, separe los materiales que son reciclables de antemano. Dependiendo en donde vive, es posible que tendrá que separarlos por material, o que los podrá poner juntos todos los materiales reciclables. Pregunte a su empleador o al propietario de su casa sobre las regulaciones específicas para reciclar en su vecindad. *Hay que siempre enjuagar los recipientes con sobras de comida antes de reciclarlos.*

### Siempre aceptado para reciclar:

- Retornables de 5 centavos: Latas de aluminio, botellas plásticas de agua y aguas gaseosas y botellas de vidrio de cerveza que tienen un 5 marcada en la tapadera o en la etiqueta pueden ser retornadas por 5 centavos en los supermercados. (Por ejemplo: Pepsi, Mountain Dew, cervezas).
- Latas de acero: sopas, verduras, café.
- Periódicos, revistas.

### Normalmente aceptados para reciclar:

- Cartón ondulada.
- Hojas de papel y cartulina: hojas de oficina, cajas de cereales, cartones de papel para huevos. A veces no se puede reciclar los cartones con plástico o cera (cartones de papel de leche).
- Plástico: galones de leche, botellas de champú, etc. La mayoría de los lugares aceptan plásticos con los números 1 y 2, y muchos aceptan los números 1 a 7.
- Vidrio: Frascos de jalea o encurtidos, etc. A veces no aceptan vidrio de colores. NUNCA aceptan bombillas, cerámicos ni espejos.



The triangle symbol is used to mark recyclable materials. Se usa el símbolo del triángulo para marcar materiales reciclables. Source: <https://pixabay.com/en/recycle-bin-container-recycling-24543/>



## School Systems in Central America

**H**ow many years of schooling have your employees received? The answer to that question depends on many variables. In general, those that grow up in rural areas of Mexico or Guatemala or who do not have adequate financial resources tend to achieve lower levels of education.

Education is free and compulsory through 9th grade in Mexico and through 6th grade in Guatemala. The school systems are organized as follows:

Primaria (primary school): grades 1-6.

Secundaria (middle school): grades 7-9. (Called *Básico* in Guatemala).

Preparatoria (high school): grades 10-12, prepares a student for college or to work in a specific trade. (Called *Diversificado* in Guatemala).

Universidad (college): Number of years depends on the degree.

A common misconception: An *Escuela* is a public school. A

*Colegio* is a private school, not a college.

Despite free and compulsory public school, many children have a hard time completing even primary school. While the education is free, school uniforms, books, supplies, and transportation to school are not free and can pose a challenge to many families. As a result, only 81% of the Guatemalan population and 95% of the Mexican population is literate. (Literacy being defined as those age 15 and over who can read and write). There is no standardized testing across the educational system in either country, and there isn't even a unified national curriculum in Guatemala.

Keep in mind the varied educational backgrounds that your employees are coming from and don't take anything for granted. Be patient and understanding of those that have difficulty with reading, writing and math.

Sources:

[www.cia.gov/library/publications/the-world-factbook/geos](http://www.cia.gov/library/publications/the-world-factbook/geos)

[http://www.avivara.org/images/Education\\_Assessment\\_Systems\\_in\\_Latin\\_America.pdf](http://www.avivara.org/images/Education_Assessment_Systems_in_Latin_America.pdf). "Educational Assessment Systems in Guatemala". Guillermo Ferrer.

### **NWNY Dairy, Livestock & Field Crops Team**

Serving Genesee, Livingston, Monroe,  
Niagara, Orleans, Ontario, Seneca, Wayne,  
Wyoming and Yates Counties.

**Check out our website!**  
**www.nwnyteam.org**



Stay tuned for the next issue of The Dairy  
Culture Coach in December!

Through educational programs and other teaching opportunities, the NWNY Team seeks to build producers' capacities to:

- Enhance the sustainability of their businesses
- Enhance profitability and other aspects of economic performance of their businesses
- Practice environmental stewardship
- Enhance employee well-being and satisfaction
- Provide safe, healthy agricultural products in ways that are safe to farm owners and employees and their families and neighbors
- Provide leadership for enhancing relationships between the agricultural sector and the general public

We look forward to working with you in your farming and ag-related ventures in NWNY. Together we can keep the agricultural economy competitive, maintain a comfortable standard of living and be conscientious stewards of our natural environment.

**Newsletter Editor: Libby Eiholzer**  
**Phone: 607-793-4847**  
**E-mail: geg24@cornell.edu**