

# CIEN CENAS

2017



During the season of Día de los Muertos in Mexico and the autumn harvest, we invite you to remember and celebrate the courage of migrant workers. This year we focus on migrant women and their stories.

**Join hundreds of supporters and friends and host a cena—a special dinner—in your home to support CDM!**

**To host a cena, contact CDM:  
info@cdmigrante.org  
1.855.234.9699**

# WELCOME!

On behalf of all of us at Centro de los Derechos del Migrante, Inc. (CDM), I would like to extend a warm welcome to CDM's annual Cien Cenas – or 100 Dinners – celebration.

Year after year, Cien Cenas has raised crucial funding and awareness in support of migrant workers' rights. Cien Cenas is also an opportunity to recognize the contributions of individuals like you, who make our work possible.

Since 2005, CDM and the migrant workers we serve have been fortunate to count on the generosity of thousands of volunteers and donors who invest their talents, money, time, and energy into CDM's programs. We're so grateful for all that you do!

In this packet, you will find tips and resources for hosting a successful Cena. **We hope you'll join us this fall by organizing a Cena in your community!**

Please feel free to reach out to us by sending an email to [info@cdmigrante.org](mailto:info@cdmigrante.org) or by calling us toll-free at 1.855.234.9690.

With gratitude,



Rachel Micah-Jones  
*Executive Director*

# OUR WORK

**Every year, hundreds of thousands of women and men leave their homes in Mexico to travel to the United States for work, risking their health, safety, and sometimes their lives in order to provide for their families.**

Migrant workers are often employed in low-wage, high-risk jobs. They routinely suffer recruitment and workplace violations, including wage theft, intimidation, hazardous working condition, and labor trafficking.



Many migrants are unaware of their rights before traveling to the United States to work, while many more do not complain about abusive workplace environments due to well-founded fears of employer retaliation and/or deportation. Moreover, the thousands of migrant workers who return to their communities in Mexico each year face substantial barriers to accessing justice.

# OUR WORK, *continued*

At CDM, we work to address the myriad injustices that migrant women and men face during their recruitment and employment. As a transnational migrant workers' rights organization headquartered in Mexico City, with offices in Juchitán, Oaxaca and Baltimore, Maryland, **CDM works on both sides of the U.S.-Mexico border to help migrant workers identify, address, and prevent abuse.**

Our innovative, comprehensive approach to improving workplace and recruitment conditions for low-wage migrant workers includes conducting pre-departure know-your-rights trainings in migrant-sending communities; supporting migrant worker organizing and leadership development; providing critical legal services to workers whose rights are violated; and leading worker-driven advocacy campaigns for labor and immigration policy reform.



# CIEN CENAS

Our annual Cien Cenas campaign coincides with the fall harvest and with Día de los Muertos (Day of the Dead), a Mexican holiday that falls on November 1st and 2nd. On Día de los Muertos, we remember and reconnect with our ancestors. The season is a fitting backdrop for Cien Cenas, in which we honor workers' contributions and sacrifices.



This year, on CDM's 12th anniversary, we celebrate twelve years of workers' courage, contributions, and hard-won victories. **We honor those men and women who have suffered abuses, and we recognize the grave challenges they continue to face.**

# ORGANIZING

*a Día de los Muertos-themed*

# CENA

*Día de los Muertos* is a holiday celebrated in Mexico as we settle into the fall and prepare for the winter ahead. It is also becoming increasingly popular to celebrate the holiday in the U.S. and other countries throughout the Américas.

**This holiday, which coincides with the Catholic feast days called All Souls' Day and All Saints' Day, fuses indigenous beliefs and traditions of honoring deceased loved ones.**



# FOOD FOR THOUGHT

A vibrant display of various food items in a market or grocery store. The background is filled with shelves of jars, likely containing salsas or sauces, and bags of beans. In the foreground, there are several items: a jar of 'La Fina Chile' seasoning, a large bag of yellow cornmeal, a bag of red beans, a bag of green beans, a bag of red chilies, and a bag of yellow cornmeal. There are also some fresh produce items like garlic and herbs.

**Food is an important part of any Día de los Muertos celebration.**

In the following pages, we've shared some classic recipes from central and southern Mexico, reprinted with permission from *Decolonize Your Diet: Plant-Based Mexican-American Recipes for Health and Healing*, by Luz Calvo and Catriona Rueda Esquibel. Many thanks to Luz, Catriona, and their publisher, Arsenal Pulp.

**¡Provecho!**

# CLASSIC GUACAMOLE



1 fresh serrano chile, stems and seeds removed and minced  
1/4 white onion, minced  
4 ripe avocados, peeled, seeded, and cubed  
1/4 cup chopped cilantro  
1 tsp lime juice  
1/2 tsp sea salt  
1/8 tsp white pepper

The name comes from the Nahuatl words *aguacatl* (avocado) and *molli* (paste). Guacamole brings together avocado's rich creaminess with the zest of lime juice and the slight kick of chile. Serve it as an appetizer or snack, add to dishes as a condiment, or smear on a tortilla for a quick, light meal.

Using a *molcajete* or a small salad bowl and fork, mash chile and onion to break down slightly. Add cubes of avocado and smash, leaving some chunks. Gently stir in remainder of ingredients. Taste and adjust seasonings, if necessary. Makes 2 cups.

# ENMOLADAS

## *Tortillas Smothered in Pumpkin Mole*

- 1 white onion, peeled and quartered
- 4 whole, unpeeled garlic cloves
- 6 dried ancho chiles, stems and seeds removed
- 3 whole cloves
- 5 whole allspice berries
- $\frac{1}{4}$  cup roasted peanuts
- $\frac{1}{2}$  tsp ground cinnamon
- 1 15-oz can pumpkin puree
- 3 cups vegetable stock
- 1 small (about 1 oz) cone *piloncillo*
- $1\frac{1}{2}$  tsp sea salt, or more to taste
- about 2 tbsp extra virgin coconut oil, for griddle
- 12-18 corn tortillas
- 12 oz queso Oaxaca, torn into strips  
[or 2 cups finely diced roasted pumpkin, for filling]
- 1 Pickled Red Onion
- $\frac{1}{4}$  cup cilantro leaves

In even the smallest open-air markets in Mexico, vendors sell a dozen different mole pastes: yellow, red, green, brown, and black. From the Nahuatl word molli, meaning sauce or paste, mole is made of chiles, spices, seeds, and nuts. The chocolate-based mole of Puebla is best known outside of Mexico, but the varieties are truly endless. In this dish, tortillas are smothered in a pumpkin sauce spiced with peanuts, ancho chiles, and allspice.

On a dry griddle on medium heat, toast onions and garlic until charred on most sides. Allow garlic to cool and then snip ends and squeeze out roasted cloves. On same griddle, toast ancho chiles for about 1 minute per side, taking care not to burn. Put chiles in a bowl and cover with boiling water. Use a small plate to keep chiles submerged for 30 minutes. Drain chiles, reserving liquid. Remove and discard stems and seeds. Put chiles in a blender.

# COLORFUL FRUIT SALAD

- 1/4 cup lime juice
- 1/4 cup water
- 2 tbsp raw local honey
- 3 basil leaves, including thick stems
- 1/8 tsp sea salt
- 6 red prickly pear fruits (tunas), peeled and cut into rounds
- 1/2 Mexican papaya, peeled, seeded, and cut into bite-sized wedges
- 1/2 pineapple, peeled, cored, and cut into bite-sized wedges
- 1 tsp chia seeds (optional)
- 6 basil leaves, sliced into thin ribbons

This bright salad is a bowl full of sunshine and color. It's a quick and easy snack, dessert, or potluck contribution that will make everyone smile. We always make extra, because it seems to inspire a lot of nibbling in the kitchen.

In a small saucepan on medium heat, combine lime juice, water, honey, basil leaves with stems, and salt. Bring to a simmer and cook for 5 minutes, allowing mixture to reduce. Remove from heat and cool to room temperature. Remove basil leaves. Arrange fruit on a serving platter. Drizzle with honey-lime syrup and sprinkle with chia seeds. Garnish with basil leaves. Makes 6 servings. If prickly pear fruits are not available, use 1 pint fresh strawberries, hulled and sliced.

*Makes 6 servings.*

# ENGENDERING EXPLOITATION

Justice for Migrant Worker Women was born of a collaboration between CDM and the University of Pennsylvania Transnational Legal Clinic. Together, we envisioned a comprehensive, cross-sector, cross-visa study of U.S. labor programs that allow U.S. employers to recruit foreign workers for temporary employment, focusing especially on the impact of these programs on migrant women. The research conducted for this effort reflects substantial desk research combined with in-depth interviews. The study is also informed by questions, conversations, and intakes with thousands of workers that CDM has reached through legal services, community outreach, and policy advocacy over the past twelve years.

The worker stories shared here are just two narratives collected through qualitative interviews with migrant worker women. The interviews were developed in collaboration with migrant worker women leaders belonging to the CDM-supported Comité de Defensa del Migrante in a series of workshops and focus groups conducted in July and August of 2016. Comité leaders also led efforts to identify interview subjects, and some participated in interviews themselves. Interviewees were asked about their experiences in labor recruitment, during employment in the U.S., and afterwards. They also shared their resilience strategies and provided recommendations for the future of these programs and migrant workers' rights.





# WORKER STORIES

Each year, hundreds of thousands of people from Mexico migrate to the United States to work in low-wage, high-risk jobs. Some of these migrant workers travel to their workplaces in the U.S. through formal channels with guestworker visas, including H-2A (agricultural work) and H-2B (non-agricultural work) visas, while others arrive as undocumented workers. These workers migrate for many reasons – but primarily to pursue better opportunities for themselves and their families. Regardless of how they arrive to work in the United States, migrant workers face abuses during their recruitment and employment that seriously impact the financial well being of their families.

As you host your cena, we invite you to read the following testimonies of the women who have bravely decided to share their stories with you. By hosting these dinners, we publicly honor them and their families. We celebrate their courage and their contributions, and we seek to understand their ongoing struggles.

*More of their stories are available online [here](#) and [here](#).*

# DARIA'S STORY



Visa: H-2B

Country of Origin: Mexico

Position: Vegetable Packer

Duties: Sort and pack cucumbers

Ratio men/women in workplace: 30:70

Daria had to fight to find a recruiter that would give her the opportunity to work in the United States. Recruiters charged money for the opportunity to work, so Daria had to take out loans. She landed an agricultural position, but soon found that opportunities for men and women were not equal at her worksite; while men were sent to harvesting jobs with H-2A visas, women like Daria were given H-2B visas and were assigned to sorting vegetables. Immediately, Daria found that her work, and pay, did not meet expectations. Earning 10% less per hour than promised, Daria and her female colleagues also only worked three to five hours per week – a far cry from the forty hour workweek described. When work was scarce, Daria watched as the company supervisor would come by and pick up the men for work, leaving the women behind to clean their dormitories. The company took her passport from her, retaining it until the end of the season.

Daria's worksite was so remote that she and her colleagues had no choice but to live in company-provided farmworker housing, for which they paid monthly rent. The dormitories were poorly equipped for mixed-gender living. To reach the bathrooms, for example, Daria and the other women would have to walk through the men's dormitories. The bathroom itself, shared by both men and women, was a common room of stalls, with only a door to the outside. This experience made Daria excruciatingly uncomfortable, especially when some of the men had been drinking.

Far from town, and with no telephone, Daria and her female co-workers had little communication with their families or with the outside world. They were always waiting for work. The stress and isolation finally took its toll, and one day, Daria collapsed, unconscious. At the hospital, she was diagnosed with deep emotional distress. Eventually, she found strength in a church group, whose members prayed with her and gave her encouragement.

# ADARELI'S STORY



Visa: H-2B

Country of Origin: Mexico

U.S. State of Employment: Louisiana

Position: Chocolate Packer

Duties: Sort and pack chocolates on assembly line

Ratio men/women in workplace: 10:90

Growing up, Adareli never understood why anyone would want to leave her hometown in Hidalgo, Mexico to work in the United States. It wasn't until she graduated from high school and struggled to find employment that she considered migrating. The recruitment process was competitive and difficult, and especially so for women: while men in her community were able to apply for both H-2A and H-2B jobs in different industries, women were only offered H-2B factory work. Her local recruiters argued that women's physical limitations disqualified them from certain jobs.

When Adareli arrived at the factory in Louisiana, she found that her supervisors did not respect her and her colleagues' dignity as women or human beings. Her male counterparts would earn more, carrying and stacking boxes, while women packed chocolates on assembly lines. In the words of her boss, H-2B workers' only role was to work - the company would not tolerate complaints or illnesses. Having paid transportation and visa costs, Adareli continued working to pay back her debts. On her fourth season of work, Adareli and seventy colleagues implemented a work stoppage, demanding fair labor standards. Afterwards, the working conditions mildly improved; nevertheless, Adareli's fear of retaliation was realized when the company decided not to hire her or her coworkers again.

Adareli has dedicated much of her time and energy to fight for workers' rights and transparency in recruitment. She wishes that recruiters would be up front with migrant workers about employment terms, and that employers would give women an equal chance to prove their abilities. She advocates for greater job mobility, arguing that migrant workers should be able to switch employers to escape exploitative working conditions and seek fair employment in the U.S.



# HOW YOUR DONATION MAKES A DIFFERENCE

This year, we aim to raise \$20,000 to sustain our transnational Migrant Women's Project (ProMuMi) and empower migrant worker women. **Join us in the fight for migrant women's rights!**

Your donation makes a difference.

\$500 will facilitate the participation of a migrant woman leader in the next nationwide meeting of our workers' Migrant Defense Committee, or Comité. Through our work with the Comité, we empower migrant women to lead the charge for stronger worker protections across low-wage, high-risk industries, from caregiving to seafood processing.

\$3,000 will underwrite ten know-your-rights workshops in indigenous migrant-sending communities in Oaxaca's Mixteca region. Our trademark know-your-rights trainings empower migrants to know their rights in the U.S. workplace and equip them with tools to prevent abuse, like [Contratados.org](https://www.contratados.org), our award-winning 'Yelp for migrant workers.' They include critical information for migrant women on issues like gender-based discrimination and sexual harassment.

\$5,000 will cover the design and publication of know-your-rights materials for au pairs on [Contratados.org](https://www.contratados.org). Each year, the J-1 Exchange Visitor Program draws more than 300,000 participants for work in myriad low-wage sectors, including childcare and domestic work. Yet many J-1 au pairs work in isolation and do not know their rights to fair wages and working conditions.

# MANAGING DONATIONS

While your cena will provide a fun and inspiring occasion for gathering with your friends and family members, we ask that you keep in mind that the cena is also a critical opportunity to help us sustain our work. **As a result, properly managing the donations you receive is an important task for hosts.**

## **Ways to donate:**

*The best way for your guests to make donations is online. Go to [www.cdmigrante.org/donate/cien-cenas-english/](http://www.cdmigrante.org/donate/cien-cenas-english/) and click on the orange “Donate to Cien Cenas” button. Donors can give to CDM with a credit or debit card, PayPal account, check, or cash.*

*Guests can also write us checks. Hosts can collect cash or checks and completed donation forms and mail them to:*

**Centro de los Derechos del Migrante, Inc.  
10 E North Avenue, #9  
Baltimore, MD 21202**

**Please ask any guests who choose to make donations with cash or a check to complete a donation form** (included below) so that we can keep a record of their donation and properly thank them and provide a donation receipt for a tax purposes (for donations made in the U.S. only).

Questions? Please contact [info@cdmigrante.org](mailto:info@cdmigrante.org) or call 1.855.234.9699.

**Thank you for all of your support!** We hope you have a wonderful cena.



# MAIL-IN DONATION FORM

## Donor Information

Full name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_  
STREET APARTMENT/UNIT #

CITY STATE ZIP CODE

Phone: \_\_\_\_\_  HOME  CELL  WORK

Email: \_\_\_\_\_

## Donor Information

I donated to CDM via PayPal on \_\_\_\_\_  
DATE

Enclosed is a check for \$ \_\_\_\_\_

I left a \$ \_\_\_\_\_ cash donation with \_\_\_\_\_  
NAME OF HOST/HOESSE

## Acknowledgment Information

Please use the following name(s) in all acknowledgements:

\_\_\_\_\_

Please send my donation receipt via:  EMAIL  MAIL

Mail this form to:

**Centro de los Derechos del Migrante, Inc.**  
**10 E. North Avenue, #9**  
**Baltimore, Maryland 21202**

Thank you for supporting CDM  
in the fight for justice for  
migrant workers!

CDM is registered as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. Your contribution may be tax-deductible to the extent allowed by law. Our tax identification number is 20-2588279. Our audited financial statements are available upon request.