

Stakeholder Analysis of Farmworker Housing in Florida

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Executive Summary

This research of farmworker housing in Florida began in response to a call for proposals from the State of Florida Division of Community Affairs in the spring of 2002. After proposing a study of the theory, practice, and stakeholder analysis of publicly supported housing in Florida, a team of researchers from the University of Florida began a short term study aimed at providing recommendations for future housing policy for seasonal and migrant farmworkers. The research team consisted of Allan Burns, Ph.D., Professor and chair of the Anthropology Department at UF, Joan Flocks, M.A., J.D., research assistant professor at in the Department of Health Policy and Epidemiology, UF, Ryan Theis, graduate student in the Department of Anthropology, and Doug Bagby, graduate student in Latin American Studies. The research team conducted telephone, face-to-face, and focus group interviews in May and June, 2002, with the assistance of Alayne Unterberger, M.A., and Ph.D. candidate in the Department of Anthropology, and Yvette Vasquez in the Central-west region of the state. The project used “Stakeholder Analysis” as a central organizing structure in the project, and analyzed the different interviews according to the differing perspectives of stakeholders in Florida’s farmworker housing arena. Likewise the project team reviewed literature on housing theory, migration, and housing policy, included here in the bibliography. Although this study took place over a relatively short amount of time, recommendations about future farmworker housing that were elicited and analyzed suggested paths of action. Among the policy recommendations of this report are that 1) Farmworker housing should be seen as part of a continuum of housing needs, from temporary shelter to home ownership, 2) the demographic picture of farmworkers in Florida varies considerably from populations of migrant workers to settled, family-oriented communities. One housing size does not fit all situations. 3) Farmworkers, their advocates, and housing providers all have important perspectives on how to improve housing. Bringing groups together as new projects are planned under the clear structure of a stakeholder analysis process can help local housing policy become more effective.

Stakeholder Analysis of Housing in Florida

The Farmworker Housing Project team decided on “Stakeholder Analysis” as the theoretical and methodological perspective to use in understanding the different perspectives on housing in Florida for seasonal and migrant farmworkers. Stakeholder analysis is a policy tool developed in the fields of environmental impact and development studies (Ramirez 1999) as a way to not only ensure that the different perspectives of users or clients are included in gathering information about policy, but also as an intervention tool that can be used to solve policy issues. We used stakeholder analysis as a data gathering and analytic tool, and did not use it as an intervention or problem solving mechanism. But our experience and that of policy makers and researchers who have used it before suggests that using a stakeholder approach would be a very fruitful step in the next step of producing good policy for farmworker housing in Florida.

The premise of Stakeholder Analysis is that different users, clients, or interested parties in a process such as housing come with their own experiences, expectations, cognitive maps, and styles for dealing with an issue. Stakeholder Analysis does not attempt to find the common denominator of the different interested parties, but rather looks for how the different perspectives are articulated. In other words, Stakeholder Analysis approaches policy as an arena where

players of different skills, interests, and hopes shape the process. In this sense, Stakeholder Analysis relies on extensive interviews for data collection, interviews that expect variation, differences, and even conflict. As Ramirez notes, Stakeholder Analysis is used

- empirically to discover existing patterns of interaction,
- analytically to improve interventions,
- as a management tool in policymaking, and
- as a tool to predict conflict. (Ramirez 1999:1)

In this study we focus on the first and third of these uses, but in our recommendations we argue for using this approach in all of these ways.

In our Stakeholder perspective, we describe farmworkers, farmworker advocates, housing officials, and other interested parties in terms of

- the importance *and* influence they have (Grimble and Wellard 1996);
- the multiple "hats" they wear and resulting perspectives on particular topics of interest.
- the networks and coalitions to which they belong (Freeman and Gilbert 1987).

Demographic Profile of Migrant and Seasonal Farmworkers (MSFW) in Florida

The state of Florida is known as a home base for farmworkers who migrate annually along the eastern migrant stream (which ranges from Florida to Maine) in search of agricultural employment. It is believed to host the fourth largest population of migrant and seasonal farmworkers and their dependents in the United States (Arrieta et al. 1998), estimated to number between 113,000 and 197,000 farmworkers per year. The smaller figure is cited by the Shimberg Center for Affordable Housing using data from the 1997 USDA National Agricultural Statistics Service Farm Labor Survey (FLS) and the 1997-1998 National Agricultural Workers Survey (NAWS) (Shimberg 2001). From a report prepared for the Migrant Health Program, a larger estimate of 197,182 represents workers in nurseries, greenhouses, and food processing in addition to field agriculture (Larson 2000).

The typical farmworker in Florida is male, between 26 and 45 years old, and of Hispanic/Latino ethnicity. Demographic estimates for gender, age, ethnicity, education, income, and household characteristics are shown on Table 1, comparing these variables between Florida and the U.S. Percentages for the United States are derived from 1997-1998 NAWS data (U.S. Department of Labor 2000), while those for Florida are derived from a subset of 1989-1995 NAWS data (Arrieta et al. 1998).

While Florida's demographic profile generally reflects national figures, some discrepancies are worth noting. In the United States, distribution of education is centered at 4-7 years, while in Florida, the distribution is bimodal, with a greater percentage in both the lowest range (0-3 years) and the highest range (greater than 12 years). Overall, Florida's farmworkers are more educated than the national average, with 65% having eight or more years of education (compared with 42% in the U.S.). Among farmworkers in both Florida and the U.S., 44% have a personal annual income of less than \$5,000. However, in Florida most of these farmworkers (19% of total MSFW) are at the upper end of this range, while in the United States most (20% of total MSFW) make less than \$500. In this case, it is the U.S. distribution that can be considered bimodal, with more farmworkers in both the lowest (20%) and highest (17%) income brackets than Florida.

Table 1: Demographic characteristics of migrant and seasonal farmworkers

		U.S.	Florida
Gender	Male	80%	82%
	Female	20%	18%
Age (mean years)	All	31.3	30.7
Ethnicity	Hispanic	90%	86%
	Non-Hispanic black	1%	9%
	Non-Hispanic white	7%	2%
	Asian	1%	1%
	Other	1%	2%
Education (years)	0 - 3	20%	27%
	4 - 7	38%	8%
	8 - 11	27%	41%
	12 +	15%	24%
Personal annual income	< \$500	20%	9%
	\$500 - \$999	3%	3%
	\$1,000 - \$2,499	8%	13%
	\$2,500 - \$4,999	13%	19%
	\$5,000 - \$7,499	16%	23%
	\$7,500 - \$9,999	13%	14%
	\$10,000 - \$12,499	11%	9%
	\$12,500 and over	17%	10%
Household characteristics	Married, with children	45%	39%
	Married, without children	11%	18%
	Single, without children	44%	43%

Eighty-one percent of all farmworkers in the United States were foreign-born, with the vast majority (95% of all foreign-born) from Mexico. The remainder originated from other parts of Latin America (2%), Asia (1%), and other countries (1%) (U.S. Department of Labor 2000). In Florida, 32% of farmworkers report Mexico as their permanent place of residence (Arrieta et al. 1998). While Mexican-born Hispanics generally represent the majority of farmworkers across the state, there is some variability by region. A report of farmworkers at 13 permitted housing sites in Southwest Florida (Figure 1, "SW" region) found that 65% were Mexican, and 26% Guatemalan (Roka and Cook 1998). At Farmworker Village, a USDA-subsidized housing project for farmworkers in Immokalee (also in the SW region), 62% of tenants were estimated to be Hispanic, and 35% were estimated to be Haitian. A housing authority official reported that after Haitians obtained amnesty in the mid to late 1980s, they became more prevalent in the workforce. Between 1989 and 1995, 6% of Florida's farmworkers reported Creole as their primary/first language (Arrieta, et al. 1998). Table 2 shows the ethnic breakdown of Hispanics in selected Florida cities with migrant and seasonal farmworkers, based on data from the 2000 U.S. Census (U.S. Census Bureau 2000).

Table 2: Hispanic populations in selected agricultural communities

	Total Population	Region	Hispanic/Latino	Mexican	Puerto Rican	Cuban	Other
Florida	15,982,378		16.8%	2.3%	3.0%	5.2%	6.3%
Dover	2,798	CW	50.9%	41.5%	1.3%	0.3%	7.8%
Homestead	3,909	SE	51.8%	22.8%	6.5%	6.8%	15.7%
Immokalee	19,763	SW	71.0%	57.5%	1.9%	0.2%	11.4%
Pierson	2,596	NE	62.4%	61.4%	0.2%	---	0.8%
Wimauma	4,246	CW	72.9%	66.3%	0.8%	0.1%	5.6%

Migration and accompaniment

Two demographic characteristics that are particularly relevant for housing are migration and accompaniment (whether a farmworker is accompanied by one or more family members). Patterns of migration create vacancies in housing units during a region's agricultural off-season, resulting in high tenant turnover. During the summer, when Florida's migrant farmworkers move north for employment, those who are housed in the private sector are often faced with the difficult decision between breaking a lease (and therefore losing their Florida home) and paying rent for a unit they will not occupy.

Accompanied farmworkers are those living with a spouse, children, or parents, or minor farmworkers living with a sibling (Shimberg 2001). Evaluating the proportion of Florida farmworkers who are accompanied (and whether there is a trend of increasing accompaniment) is important for determining both the amount and type of housing needed.

The term "seasonal farmworker" has been used by the Migrant Health Program to describe "an individual whose principal employment is in agriculture on a seasonal basis, who has been so employed within the last twenty-four months" (Arrieta, et al. 1998; Larson 2000). The National Agricultural Workers Survey (NAWS) defines a *migrant* farmworker as one who traveled more than 75 miles to obtain a job in U.S. agriculture (Labor 2000).

There is some inconsistency in the literature regarding the relation between these terms. Some studies treat the "seasonal" and "migrant" categories as mutually exclusive (Larson 2000; Shimberg 2001), while others consider migrant farmworkers as a subset (or migration as a demographic characteristic) of the seasonal farmworker population (Roka and Cook 1998). In a report of NAWS-derived data for the state of Florida, Arrieta et al. (1998) used a slightly different terminology, describing farmworkers as either migrant or "settled". Regardless of these discrepancies, the NAWS standard for defining farmworker migration (75 miles) is consistent enough across studies that proportions of migrant farmworkers (out of all farmworkers in the state of Florida) can be objectively compared.

Estimates of the percentage of Florida's farmworkers who are migrant vary, depending on the years and regions surveyed, and whether non-field workers were enumerated. Table 3 shows statewide estimates of migration from four sources.

Table 3: Statewide migration prevalence

Source	Survey year/s	% Migrant	Notes
Arrieta et al.	1989- 1995	68%	Derived from NAWS; includes nursery workers
Larson	1993 – 1998	62%	Derived from multiple databases; includes nursery and food processing workers
Roka & Cook	1998	90%	Southwest Florida only: Charlotte, Collier, Glades, Hendry, and Lee counties
Shimberg	1997	59%	Derived from NAWS and FLS

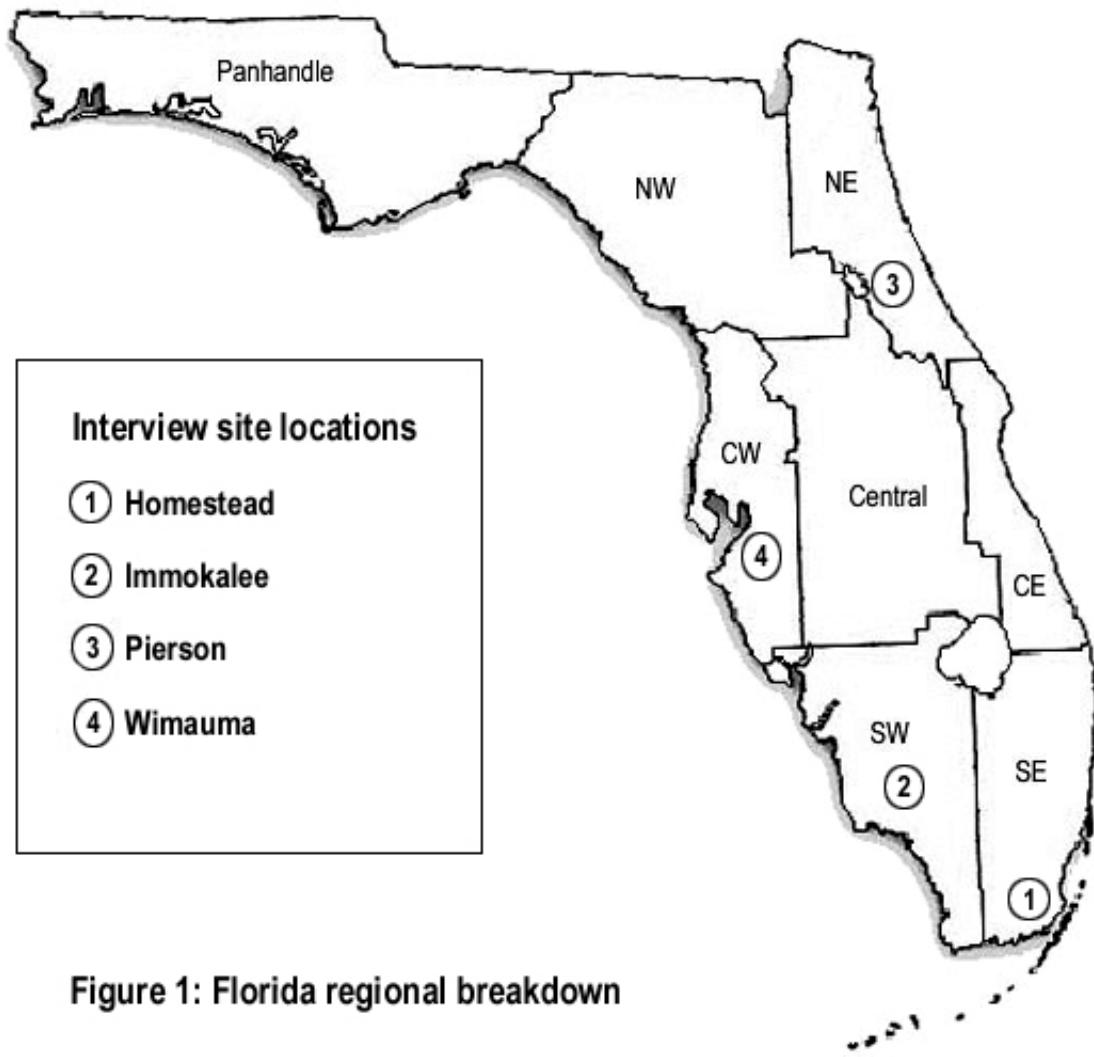


Figure 1: Florida regional breakdown

Regional breakdowns of migration prevalence were derived from reports by Larson (Table 4) and the Shimberg Center for Affordable Housing (Table 5), both of which provided total and migrant farmworker estimates by county. For this report, the state was divided into eight regions of counties (also shown on Figure 1) and interviewers focused on four of these regions:

- 1) Southwest: Charlotte, Collier, Glades, Hendry, and Lee;
- 2) Southeast: Palm Beach, Broward, and Dade;
- 3) Central-west: Citrus, Hernando, Pasco, Pinellas, Hillsborough, Manatee, and Sarasota;
- 4) Central-east: Brevard, Indian River, St. Lucie, and Martin;
- 5) Central: Sumter, Lake, Orange, Seminole, Polk, Osceola, Hardee, DeSoto, Highlands, and Okeechobee;
- 6) Northeast: Nassau, Duval, St. Johns, Flagler, Volusia, Clay, and Putnam;
- 7) North-central: Madison, Taylor, Hamilton, Suwannee, Lafayette, Dixie, Columbia, Gilchrist, Levy, Baker, Union, Bradford, Alachua, and Marion;
- 8) Panhandle: Escambia, Santa Rosa, Okaloosa, Walton, Holmes, Washington, Bay, Jackson, Calhoun Gulf, Gadsden, Liberty, Franklin, Leon, Wakulla, and Jefferson.

Table 4: Migrant farmworkers by region (Source: Larson 2000)

	Total MSFW	Migrants	% Migrants
SW	30,121	19,802	65.7
SE	34,605	21,828	63.1
CW	34,691	21,448	61.8
CE	19,948	12,331	61.8
Central	53,040	32,788	61.8
NE	7,523	4,650	61.8
NC	11,280	6,975	61.8
Panhandle	7,852	4,856	61.8
Total	199,060	124,678	62.6

Table 5: Migrant farmworkers by region (Source: Shimberg 2001)

	Total MSFW	Migrants	% Migrants
SW	18,535	10,948	59.1
SE	23,762	14,035	59.1
CW	13,897	8,208	59.1
CE	10,881	6,427	59.1
Central	31,919	18,855	59.1
NE	5,227	3,088	59.1
NC	5,352	3,124	58.4
Panhandle	3,934	2,323	59.0
Total	113,507	67,008	59.0

Because Larson included nursery, greenhouse, and food processing workers, overall numbers are higher than those in the Shimberg report, which used data collected on agricultural field workers only. However, when observed separately, both datasets show that migration prevalence is generally constant overall, with no particular region deviating greatly from the state average. There is considerable

discrepancy between the southwest Florida estimates by Roka & Cook (90%) and those by Larson (65.7%) and the Shimberg Center (59.1%). The definition of "migrant" used by Roka & Cook may have been more inclusive, as it did not specify the "75-mile" requirement used by NAWS.

Some housing providers interviewed for the present study indicated a trend away from migration. One housing authority official stated that families in particular are increasingly becoming seasonal or settled:

"Sixteen years ago 30% of the families shut down utilities during the summer and followed the crop north. Now only 8% of families do that."

This trend has been attributed to the availability of non-agricultural employment during the off-season. According to one farmworker advocate, 30% of the migrants in Immokalee are now seasonal "finding second jobs in construction and landscaping in nearby wealthier communities." The same stakeholder also noted this trend occurring in Volusia County, where a large proportion of workers are ferncutters. Farmworkers in Pierson, Florida, for instance, often find second jobs in construction (Orlando), landscaping (scattered through the region), the service industry (Daytona Beach), or factory work (Sanford). The stakeholder described finding a population of more than 300 former ferncutters now working in an aluminum factory in Sanford. In Dade county (southeast region), one housing provider described a trend away from migration as tomato field acreage and hourly wages for tomato harvesters increases.

It is generally viewed as positive that farmworkers are seeking primary or secondary employment in other industries, or year-round employment in agriculture as it leads to the economic benefits of full-time employment and provides farmworkers with the opportunity to exit from agricultural work. One farmworker advocate stated that this might be a direct consequence of the availability to some of decent, affordable housing:

"The stability of decent housing changes farmworkers into former farmworkers by stabilizing their living conditions. Since decent housing is such a scarce resource to farmworkers it has the potential of causing them to stop migrating and become year round residents."

The Shimberg Center for Affordable Housing estimates that 30% of migrant farmworkers and 56% of seasonal farmworkers are living in Florida with spouses, children, or parents. Overall, 41% of Florida's farmworkers are accompanied (Shimberg 2001). A Housing Assistance Council report of housing conditions found that children lived in 56% of farmworker housing units in Florida (Holden, et al. 2001). This may be directly related to settlement, as migration is easier for single, unaccompanied workers. Because Florida is a home base state for the eastern migrant stream, the proportion of settled, year-round farmworkers is expected to be greater, which opens opportunities for increasing family/household size. Larson found the mean number of farmworkers per household to be slightly higher among migrants than among seasonal farmworkers (2.26 vs. 1.83 respectively), suggesting that migrants are more likely to cohabit with other farmworkers, while settled farmworkers live with family who are either unemployed or employed in a non-agricultural sector (Larson 2000).

A regional breakdown of accompaniment prevalence is shown on Table 6. As with migration prevalence, the proportion of accompanied farmworkers in Florida is generally constant across all regions.

Table 6: Accompanied farmworkers by region (Source: Shimberg 2001)

	Total MSFW	Accompanied MSFW	% Accompanied
SW	18,535	7,534	40.6
SE	23,762	9,658	40.6
CW	13,897	5,647	40.6
CE	10,881	4,423	40.6
Central	31,919	12,972	40.6
NE	5,227	2,124	40.6
NC	5,352	2,212	41.3
Panhandle	3,934	1,598	40.6
Total	113,507	46,168	40.7

Roka and Cook found that 33% of farmworkers in the southwest region lived in a family household, which corresponds with the 41% accompaniment rate found for this region by the Shimberg Center. According to one grower, the proportion of accompanied farmworkers is far less in Wimauma (no more than 25%), an agricultural community in the central-west region.

The migrant/seasonal, accompanied/unaccompanied divisions among Florida farmworkers have ramifications for housing policy and are discussed later in this report. They are just some of the issues discussed by stakeholders interviewed.

Methodology

Stakeholder selection

The purpose of the current research is to collect data from stakeholders in Florida and make preliminary policy recommendations about farmworker housing on topics related to satisfaction at various levels in the current housing situation, best practices and the holistic relationship between farmworkers, migration and their housing needs. The research team did not seek to obtain data that were generalizable beyond the sample of selected stakeholders. Therefore, after considering factors such as regional diversity and specific topics, the team selected a purposive sample of stakeholders, which is particularly useful in research when investigating certain issues. A purposive sample allows researchers to learn in the field as they progress and select units of analysis that will provide the information they need (Bernard 1995:95).

As shown above, different regions in Florida are home to various combinations of migrant/seasonal and accompanied/unaccompanied farmworkers – often related to the types of industries within the region. Communities where farmworkers can find year-round employment are often more family-oriented than those areas where crops are harvested in a short season, although this is not necessarily always the case as farmworker families may also migrate. To reflect the diversity of farmworkers in the state, the team decided to focus stakeholder interviews in four regions they knew contained multiple types of farmworkers: 1) Southwest; 2) Southeast; 3) Central-west; and 4) Northeast. These four areas are home to migrant and seasonal, unaccompanied and accompanied farmworkers and stakeholders in these communities are familiar with this diversity. Since the research team already had contacts in these areas, entry was facilitated in the short term of the research period. The research team also interviewed stakeholders with particular expertise in farmworker housing who did not live in any of the four areas, but who operated at a more statewide level.

“Stakeholder” refers to a person, group or institution that has an interest in a particular activity, project or program. Primary stakeholders are those who are ultimately affected by the activity or project and secondary stakeholders are those with some intermediary role in it. Key stakeholders are those who can significantly influence an outcome. Both primary and secondary stakeholders may be key stakeholders. In the current research, the research team identified following types of stakeholders who were then interviewed in both individual and group settings: academics and researchers (including researchers at university centers and graduate students specializing in farmworker issues); county employees (including county code enforcement and health department inspectors); farmworker advocates (legal service attorneys, community-based farmworker organization staff); housing providers (administrators of employer housing, subsidized housing, and non-profit organization housing); religious leaders (priests, pastors, and mission administrators); service providers (case managers, a nurse and a homeless shelter director); and workers (a total of 19 workers living in private rental and owned housing, and 18 workers living in subsidized housing). In a few cases, the categories were not mutually exclusive – for example, some farmworker advocates also provide services for farmworkers. To simplify data analysis, however, each stakeholder was classified into only one category. Table 7 classifies these categories according to whether they are primary or secondary stakeholders. Table 8 provides a matrix classification of these stakeholder categories according to their relative influence on and importance in farmworker housing policy issues.

Table 7: Classification of stakeholders as primary or secondary.

Primary stakeholders:
Workers (W)
Secondary stakeholders:
County employees (CE)
Farmworker advocates (FWA)
Housing providers (HP)
External stakeholders:
Academics and researchers (AR)
Religious leaders (RL)
Service Providers (SP)

Table 8: Matrix classification of stakeholders according to relative influence and importance in farmworker housing policy issues (format adapted from Gavin and Pinder 2001)

High importance	W	HP
	AR RL SP	FWA CE
Low importance		
	Low influence	High influence

Table 9 presents a list of the stakeholders interviewed, including their title and organizational affiliation.

Table 9: List of Stakeholders Interviewed

<i>Academics and Researchers:</i>
Brad Guy , Interim Director, Center for Construction and Environment, Univ. of Florida, Gainesville
William O'Dell , Associate in Research, Shimberg Center for Affordable Housing, Gainesville
Fritz Roka , Assistant Professor of Economics, Southwest Florida Research and Education Center, Collier county
Alayne Unterberger , PhD Candidate in Anthropology, University of Florida, Gainesville
<i>County Employees:</i>
Bill Angulo , Director for Environmental Health, Pasco County Health Department
Nancy Frees , Health Center Administrator, Collier County Health Department
Elia Garza , Senior Clerk Coordinator, Collier County Health Department
Jim Hosler , Senior Planner, City-County Planning Commission, Tampa
Greg Rottler , Environmental Supervisor, Hillsborough County Health Department
<i>Farmworker Advocates:</i>
Alfredo Bahena , Health and Safety Coordinator, Hillsborough County Health Department
Lucas Benitez , Co-Director, Coalition of Immokalee Workers
Lisa Butler , Attorney, Florida Rural Legal Services, Immokalee
Francisco Garza , Organizer, Farmworker Association of Florida, Homestead
Arturo Lopez , Executive Director, Coalition of Florida Farmworker Organizations, Homestead
Margarita Romo , Director, Farmworkers Self Help, Dade City
Rob Williams , Attorney, Florida Legal Services, Tallahassee
<i>Housing Providers:</i>
Marvin Brown , Partner/Owner, JayMar Farms, Wimauma
Ed Carrera , Executive Director, Homestead Housing Authority
Joe Fritz , State Program Director, USDA, Gainesville
Steve Kirk , Executive Director, Everglades Community Association, Homestead
Patricia Lara , Complex Manager, New Hope Villas, Seville
Steve Mainster , Executive Director, Centro Campesino/Farmworker Center, Inc., Homestead
Florence and Dick Nogaj , Founders, Harvest for Humanity, Immokalee
Bonnie Raynaud , Property Manager, La Estancia, Wimauma
Fred Thomas, Jr. , Executive Director, Collier County Housing Authority, Inc., Immokalee
<i>Religious Leaders</i>
William Cruz , Pastor, President/CEO, Good Samaritan Mission, Balm
Padre Demetrio , Our Lady of Guadalupe Catholic Church, Wimauma
Juan Gomez , Pastor, Iglesia de Dios, Wimauma
Evan Jorn , Executive Director, Beth El Farmworker Mission, Wimauma
Ramiro Ros , Pastor, Beth El Mission, Wimauma
<i>Service Providers</i>
Javier Izaguirre , Lead Case Manager, Balm-Wimauma Area Housing Partnership
Lupe Lamas , Parrish Nurse, St. Joseph's Hospital and Catholic Charities, Dover
Ed Laudise , Executive Director, Immokalee Friendship House, Immokalee
<i>Workers</i>
11 Workers living in private rental and owned housing, Pierson
9 Workers living in subsidized housing, Seville
8 Workers living in private rental and owned housing, Homestead
9 Workers living in subsidized housing, Homestead

The research process involved some snowball sampling in that researchers asked stakeholders they interviewed to name others who also had expertise in the area. In this way an

extensive list of potential stakeholders was identified. Because of time limitations, the project team was not able to interview everyone on the expanded list, including some people recognized as having a high level of knowledge and experience. More research would be needed to collect data from these additional stakeholders. Table 10 presents the names gathered from the first round of stakeholder interviews. It is likely there are many other stakeholders in the state that can be added to this list.

Table 10: List of Additional Stakeholders

Dottie Cook	Nancy Mueller	Victor Straeker
Robert Emerson	Mike Ramsey	Lauretta Stephens
Alberto Garza	Anne Ray	Chris Talcott-Roberts
Ron Hammil	Luis Rodriguez	Bill Spikowski
Jim Harlow	Santos de la Rosa	Phicol Williams
Chip Hinton	Jamie Ross	Michelle Williamson
Bob Jensen	Greg Schell	
Alice Larson	Don Shea	

Interviews and focus groups

After conducting preliminary interviews with stakeholders who had statewide experience in farmworker housing, the research team identified four topics relevant to housing policy: Availability/Access, Affordability, Location, and Home Environment. The team then developed two approaches to elicit data on these topics – focus groups with farmworkers and personal interviews with all other stakeholders. The team designed a questioning guide to use with the focus groups (Attachment A) and an open-ended questionnaire to use with the personal interviews (Attachment B). Both instruments focused on the four topics identified above and were modified only slightly during the course of the research.

Focus groups are essentially group interviews, guided by a moderator using a predetermined set of questions or topics. They are an appropriate method to use with small groups (generally 6-10 people) of compatible people in an open, non-threatening environment. The project team felt that focus groups would be a good way to elicit data from as many farmworkers as possible within a limited time. The team conducted groups with male and female farmworkers living in both private and subsidized housing in order to gain better insight into the role subsidized housing plays in farmworkers’ lives. The team partnered with staff from the Farmworker Association of Florida, who organized and assisted with moderating the groups. Two groups were conducted in the Pierson/Seville area of Volusia County, and two groups were conducted in Homestead. A total of 37 workers participated in the four groups. Consent forms, approved by the University of Florida’s Institutional Review Board, were read aloud in Spanish before every group and all participating farmworkers signed individual forms (Attachment C). The focus groups were conducted in Spanish and researchers took notes, which were later summarized for analysis.

Personal interviews were conducted either in person or on the telephone by five researchers assigned to one or more of four regions described earlier. The same questionnaire was used for every interview, with some modifications made according to the type of stakeholder being interviewed. Researchers took notes during the interviews, which were later coded topically and analyzed. Interviews and focus groups were enhanced by ethnographic research, such as participant observation in neighborhoods, subsidized housing developments, and community meetings, whenever possible.

Findings

The following section presents the findings summarized from 33 stakeholder interviews and four focus groups with 37 workers. A brief discussion of each topic precedes the findings. During the course of interviewing, an additional topic emerged which had to do with barriers to construction of farmworker housing in the state. Many stakeholders had insight into these barriers and this information is also presented. Finally, specific stakeholder recommendations are presented.

These data on Florida farmworker housing policy provide a preliminary basis for further stakeholder analysis by identifying potential areas of concurrence and conflict among stakeholders.

Affordability

Affordability refers to farmworkers' ability to pay for housing in both the private and subsidized housing markets. Although non-farmworker stakeholders were not specifically asked questions related to affordability, many brought up the topic on their own. Farmworkers were asked "What are some ways that farmworkers pay for housing if the rent is too expensive?" and "How could housing for farmworkers be made more affordable?"

In general, all stakeholders who discussed affordability believed that rent was too high in both private and subsidized housing. There was little conflicting opinion. Farmworker advocates believed that high subsidized rent contributed to private landlords' ability to charge high rents at will. Housing and service providers believed that in many cases the requirements of asking for first/last month's rent and a security deposit made housing costs prohibitive. Farmworkers believed that their fluctuating financial situation made paying rent problematic. When asked about strategies to deal with high rents, farmworkers discussed various methods of self-help such as cutting back on other living costs and asking friends and relatives to help. A common theme among all stakeholders in the area of affordability was that high rent in the private market caused farmworkers to crowd together in small, substandard housing units, most often mobile homes or trailers. Many stakeholders throughout the interviews mentioned crowded conditions as a major problem.

***"If I had funds I would like to see people get more assistance to pay their rent. We have no rental assistance. They have to pay market rate or they can't stay. If we had funding from the government we would like to see Section 8 available. The farmworkers at our property make only \$12,000 a year, and this is well below poverty . . . especially if you are talking about sustaining a family with five kids on this salary, so without bringing in a couple of men to sleep on the floor, they cannot afford the rent by themselves."* - housing provider.**

Availability/access

Availability refers to whether there is enough housing for farmworkers in a particular region (private or subsidized) and access refers to whether farmworkers are able to take advantage of subsidized housing in their area. It is expected that there is regional variation on

these issues, and it is one area where differences between needs of migrant v. seasonal and accompanied v. unaccompanied farmworkers, discussed later in this report, are evident. Some housing providers believed that a reason for the shortage of subsidized housing is that potential housing providers were not able to access funding.

There was no consensus among or even within stakeholder groups as to whether homelessness is a problem among farmworkers and this may be an issue that varies according to region. Some stakeholders were quite certain that farmworkers were always able to find housing somewhere, while others were equally certain that farmworkers could be found sleeping in cars and groves in their community.

All stakeholder groups concurred that there is not enough subsidized housing available to farmworkers. Housing providers and religious leaders stated further that this lack of subsidized housing is what forces farmworkers into the private housing market, where problems were more likely to occur. Every stakeholder interviewed concurred that the main issue limiting farmworkers' access to subsidized housing was lack of documentation. There was no conflict on this point. County employees also believed that farmworkers might lack knowledge of how to access the system. Housing providers mentioned that administrative requirements other than documentation, such as background and credit checks, might prohibit access although to a much lesser extent than documentation requirements.

“(Housing) is very inadequate. Look at the Wimauma area, look at the housing they live in. People sleeping in cars, in places not fit for a dog to live in. The biggest problem is a lack of knowledge as to where to go to get funds for housing. As far as workers, their documentation is a problem. If they are not legal immigrants they are fearful about giving information. Often they don’t know where to go to get subsidized housing.” – housing provider

Location

There is no concurrence among stakeholder groups on the issue of where housing for farmworkers should be located. There is conflict on this issue within the group of housing providers. Farmworker advocates and religious workers and some housing providers concur that farmworkers want and should live close to a town, where they are close to services and can be part of a community. County employees and some housing providers believe that farmworkers want and should live close to their work – often isolated from a town – to cut down on transportation costs. Academics/researchers claimed employers, who may want farmworkers close to the worksite so that earnings can be maximized, often control this issue. Academics/researchers concurred that farmworkers themselves were the best informants on location. One stakeholder believed that location was not an issue, that farmworkers could drive where they wanted like everyone else, and that a real issue with location of subsidized housing was that it was difficult to assemble a large amount of land needed to construct a substantial development.

“Housing needs to be near the market and in town. I would like to see housing located where it can be seen. Farmworker housing should be a part of the community – not far away from it.” – farmworker advocate

Home environment

This topic refers to issues such as code enforcement and inspections, safety, housing conditions, regulations, structure and the types of housing farmworkers prefer in both private and subsidized housing. There was some conflict on the issue of code enforcement and health department inspections in private housing and labor camps. Most stakeholder groups felt strongly that the only way to improve substandard private housing was through strict code enforcement and inspection. In this way, they believed, landlords of substandard and illegal housing would be eventually driven out of business. Opinions as to whether code enforcement and health inspectors were doing an adequate job varied according to region.

Personal and property security was identified as an issue of concern in farmworker housing by academic/researchers, farmworker advocates, and service providers. Stakeholders in these groups believed that lack of personal and property security was linked to overcrowded conditions and a feeling of being disconnected from one's home environment. Virtually all stakeholders concurred that privately owned mobile homes and trailers were generally sites of the worst housing conditions. Many farmworkers stated that their first housing experience in Florida was an overcrowded trailer. County employees and farmworker advocates believed that unlicensed, employer-owned labor camps were sites of the worst farmworker housing conditions. Housing providers and service providers concurred that people take better care of housing that is in good condition.

There was some variation in opinion as to what type of housing unaccompanied farmworkers might prefer, although there was general agreement that no one really liked barracks style housing. There was more enthusiasm among stakeholders about dormitory/motel/apartment style housing for unaccompanied farmworkers. In one focus group, male farmworkers recalled that when they first came unaccompanied to the United States, their primary concern was earning a living, not where they would live, and county employee stakeholders concurred that unaccompanied farmworkers prefer housing that is inexpensive and easy to access.

For farmworker families, most stakeholders concurred that single-family residences provided the best home environment. Farmworkers said they preferred houses to apartments. Farmworkers and housing providers concurred that one of the biggest benefits to living in subsidized housing was the provision of on-site services such as health care and daycare. Farmworkers also mentioned facilities such as laundry rooms, community and recreational facilities. However, one group of farmworkers claimed there were too many regulations in subsidized housing. All stakeholder groups concurred that the most important things are that housing be structurally sound, clean, safe, and healthy.

“I thought it would be better here than in Mexico, but I was wrong. The material used to construct houses is better in Mexico. The houses here are full of creatures, like cockroaches. When I first came I lived in a trailer. When we moved to Pierson, there was no place to rent. Everyone I knew said they had the same experience. For five years, housing was a very bad experience. A lot of people cannot qualify for subsidized housing.” - farmworker

Barriers to building subsidized housing

In personal interviews, stakeholders were asked “What are the obstacles to building good housing for farmworkers in your area?” County employees, farmworker advocates and housing providers all mentioned issues related to the amount of funding available and the way funding is made available. Housing providers and religious leaders and service providers who had some experience in applying for housing funds also concurred that the high level of bureaucracy in the application stage made the process prohibitive. Some stakeholders believed that the state provided relatively little funding for housing compared to federal sources.

Housing providers, religious leaders and service providers concurred that an obstacle to building subsidized housing for farmworkers was NIMBYism - the lack of mainstream community support for such housing. Farmworker advocates and housing providers also discussed the need for local government support in areas with high farmworker populations.

“The basic obstacle is that you have to have some ongoing subsidy to rent the places out at a low enough level that people can afford it. That means the government needs to be involved. Private individuals learn that issue and realize that they cannot subsidize this forever, rents cannot pay for low-income housing. That puts you in the government arena, which means red tape competing for money, not enough money and too much red tape . . . We learned that government subsidy comes at a big price for those who want to build housing.” – religious leader.

“You need a degree just to get all this stuff done. Then the community comes up sometimes and says ‘not next door to my house – it’s going to bring down property values and turn it into a slum!’” – service provider

Stakeholder recommendations

There are many issues on which various stakeholders concur. These issues may be seen as building blocks on which to build statewide dialogue and progress in the area of farmworker housing. Only in a few cases was there conflict regarding an important recommendation. More often, some stakeholders felt a certain area was important while others did not even bring it up. Table 10 lists stakeholder recommendations, with those recommendations made by the widest variety of stakeholders listed first, and the categories of stakeholders making each recommendation. It notes the single case in which there was actually conflict within a stakeholder category as to the recommendation. This case pertained to the issue of promoting homeownership among farmworkers. One academic/researcher stakeholder and one housing provider did not believe that homeownership promotion was a worthwhile endeavor for farmworkers, although the majority of stakeholders in every category believed otherwise.

It should be noted that while a particular type of stakeholder may have discussed an issue during the course of an interview, he/she might not have framed it in the context of a recommendation. The recommendations below were generated primarily in response to the personal interview questions, “What is the state doing well with regards to housing for agricultural workers?” “What kinds of worker housing opportunities should state be investing in?” and “If you or the state had more resources to devote to worker housing in your area, what would you like to see done?” In focus groups, recommendations were generated in response to the question, “What is the one thing you would change about farmworker housing if you could?”

Table 11: Categorized Stakeholder Recommendations

Recommendations	Stakeholder categories making recommendation
<i>Highly recommended</i>	
Homeownership promotion and education	AR, CE (1 conflicting), HP (1 conflicting), RL, SP, W
Higher wages for farmworkers	AR, CE, RL, W
Increased investment at State level	FWA, HP, SP
Increased support at local gov't and community levels	CE, FWA, SP
Increased encouragement of employers to construct, and support decent farmworker housing.	FWA, HP, W
Enhanced services and programs in all subsidized housing - including youth and adult education programs – whenever possible.	AR, HP, RL
<i>Moderately recommended</i>	
Increased focus on unaccompanied worker housing Needs	FWA, HP
Improved farmworker education and empowerment on housing issues	AR, CE
Increased regulatory enforcement	CE, HP
Reconsideration of rules about documentation requirements in subsidized housing.	HP, W
<i>Singularly recommended</i>	
Alternative ways to deal with workers' fluctuating income/ability to pay rent	W
Cultural sensitivity training for subsidized housing Staff	W
Increased focus on family housing needs	FWA
Increase state level awareness of housing conditions	CE
Increased availability of other, mainstream subsidized housing opportunities to farmworkers	FWA
Incentives for potential housing developers to focus specifically on high need areas	HP
Improved security in housing	W
Improved existing housing	CE
Improved needs assessment	HP

Best practices

During the interviews, non-worker stakeholders were asked “Where are the best places for workers to live in your area?” “Why are these the best places?” and “Can you describe other examples of successful worker housing in the state or country?” Workers were asked “What is the best place you have lived in the United States?” “Why was it the best?” and “What do you like about the place you live now?” While it is recognized that personal and group interviews occurred only in four Florida regions and not everyone answered the questions by naming particular housing, certain developments were mentioned more than others. The developments most often mentioned was Everglades Farmworker Village, the largest farm labor housing project in the United States.

“The Everglades Community Association development is probably the best housing in the country. This has to do with funds available to build it and the management. This includes having members of the project on the board. They have access to the director. The tenants feel they have a say in community decisions.” – farmworker advocate

The second most frequently mentioned development was Jay Mar, an employer-owned project in Wimauma.

“There’s a grower that is known for excellent housing. It’s concrete block housing, apartment-style, each unit has a kitchen and two restrooms, maintained routinely by the management. Management has clear-cut guidelines that they expect from tenants about upkeep. It’s a two way street – tenants are expected to maintain good conditions as well, keep it clean.” – county employee

Other developments that were mentioned included: Farmworker Village in Immokalee, Westside Village in Plant City, and Grove Point in Ruskin. The factors mentioned as critical in a good housing development were: affordability, multiple types of housing to meet different needs of the population, provision of services, solid home construction, cleanliness, safety, and opportunities for farmworkers’ voices to be heard.

“Some developers put in a lot of amenities and make a project as expensive as possible with the result that a lot of people not doing farmwork full time want access and thus the definition of farmworker may be broadened. Simple projects that truly house workers are more successful.” – farmworker advocate

Conclusions

Substandard farmworker housing is often associated with unregulated private housing. All stakeholders would like to prevent deplorable housing conditions and those interviewed suggested a variety of preventative measures - from stricter county and public health enforcement to increased wages for workers. One stakeholder also emphasized the need to increase and improve existing housing stock.

“Just giving farmworkers more income may provide short-term relief. But if the stock and quality of housing stock doesn’t change, then increasing wages will just increase rental rates and the extra money will end up in landlord’s pockets.” – academic/researcher

One of the biggest barriers in Florida to increasing housing stock is the lack of local and state government support for developing farmworker housing. Closely related to this is the NIMBY (“Not in My Back Yard”) syndrome in local communities where everything from greenways to homeless shelters is rejected by established residents who are resistant to change. Some stakeholders believe that community support can be gained if local communities have actual experiences with farmworker housing and if housing is made to be part of the community – not hidden away on the outskirts of town.

“I think that anytime you get people inside of the communities themselves it is better. I think that housing should not be like reservations or anything, people should live within a community. It is

healthier to have a variety within the community instead of all the same people in one place.” – service provider

“Raise the awareness of existing neighborhoods and people in the area about the conditions farmworkers live in. Then put pressure on elected officials. A lot of people see the farmworkers in the area and are intimidated but if people knew the conditions they lived in there would be an uproar.” - county employee

In general, many experienced stakeholders believed the state should have an increased role in funding farmworker housing. They believe state funded projects could serve different needs than federally funded projects. For example, virtually every stakeholder discussed the inability of undocumented farmworkers to access subsidized housing. Some stakeholders felt that federally funded projects would not be able to change policies related to documentation, but that state-funded projects could. Since a large proportion of Florida farmworkers are undocumented, if the State chooses to ignore the issue of how to house these workers, they are not addressing farmworker housing needs and this will affect the agricultural industry.

“If we have housing we can get labor, without housing we cannot harvest our crops. That is the bottom line.”- housing provider

Many stakeholder recommendations about what kind of housing workers would like were basic – workers want housing that is decent, clean and sturdy. Beyond that, there was more conflicting opinion about areas such as location, structure, and the types of housing that best serve a particular demographic group. Although many stakeholders felt strongly that farmworker housing should be visible within communities and not isolated on a farm, this sometimes appeared to be more of a political consideration than a practical one. Other stakeholders felt that location was moot as long as farmworkers had access to adequate transportation.

The issue of what type of housing best serves particular demographic groups is related to the complex factors of migrant/seasonal and unaccompanied/accompanied workers. These demographic characteristics are particularly relevant in the area of farmworker housing policy. For example, patterns of migration can create vacancies in housing units during a region's agricultural off-season, resulting in high tenant turnover. During non-harvesting seasons, migrant farmworkers move north for employment and those who are housed in the private sector are often faced with the difficult decision between breaking a lease (and therefore losing their Florida home) and paying rent for a unit they will not occupy. Seasonal workers, who can sustain agricultural employment for nine or more months per year, and workers who supplement their agricultural work with other employment, are able to settle into communities. Clearly, different types of housing are needed for farmworkers engaged in these different employment patterns. Housing for migrant workers must be accessible – easy to move into and out without the burden of a twelve-month lease. Yet, this flexibility should not come at the cost of a decent housing environment.

Some stakeholders do not concur about the specific housing types for unaccompanied workers, but there is a general disregard for barracks-style housing. There is more debate about whether motel, dormitory, or apartment style is better. There is general concurrence that accompanied farmworkers and their families are best housed in multiple-bedroom, single-family units. The current ratio of accompanied-to-unaccompanied farmworkers suggests a sizeable population

of each category in Florida. For many policymakers, this indicates a need for housing that can accommodate both unaccompanied and accompanied farmworkers.

Although it may be tempting to make associations between migration and accompaniment patterns, the categories are not necessarily related. Many unaccompanied workers migrate, but some families also migrate. Furthermore, in some accompanied households, a few family members may migrate while others stay behind. Likewise, some unaccompanied workers find seasonal or year-round employment and settle into communities. This makes housing these diverse populations even more challenging. Housing providers who assume that migrant workers can be housed in units designed exclusively for single workers may find families crowding into small units. Likewise, housing providers that construct single-family residences for seasonal workers may find there is an entire population of unaccompanied seasonal workers in the community whose housing needs are unmet.

Some stakeholders recommended a paradigm shift as a way to begin dealing with these complex factors. Instead of viewing current farmworker populations as static entities to be addressed as they exist at a certain point in time, policymakers should consider farmworkers within a life cycle continuum involving multiple, shifting migration patterns. For example, one pattern may be – a young worker arrives unaccompanied and migrates north for several seasons until it is economically feasible to bring over another family member, such as his wife. The couple may continue migrating or have children. After having children, they may still migrate or, if one is able to find year-round employment, they may settle into a community, making Florida their permanent residence. Housing needs for this pattern also change over this time. The unaccompanied migrant worker and perhaps even his wife may be content with inexpensive motel or apartment style housing with flexible management. After they have children and settle in, however, their housing needs clearly change and they may look for a single-family residence to rent. Many stakeholders feel quite strongly that the end of this continuum should be a transition out of rental housing all together and into home ownership. Some stakeholders believed there needs to be more focus on housing provision at the beginning of the continuum – for unaccompanied, migrant workers and at the end of the continuum, for families seeking to buy their own homes.

The migration pattern above is by no means the standard – there are numerous variations and all are subject to factors ranging from the regions in which the home base is located, to shifting industry trends, and even weather patterns. One stakeholder suggested that the provision of decent, affordable housing itself could change a migration pattern, allowing farmworkers to stabilize their living conditions and become year-round residents and, eventually, move out of farmwork. Despite constant shifts, it is still possible to gauge these patterns, and stakeholders within every region are the prime resources.

More research is needed to complete this stakeholder analysis and move these observations into a plan of action. The research team recognizes the limitations of their research: there was little time to interview all important stakeholders, including some with a high level of expertise; data are not generalizable beyond the sample interviewed; and certain regions of the state were not covered. Regions that are often neglected when it comes to farmworker research and service provision are the North Central and Panhandle regions, where there are reports that the migrant populations are growing every year.

Stakeholder analysis is an important policy tool. The process lends voice to people not normally heard. In the current research, many stakeholders noted that the most important recommendations for farmworker housing policy should come from the workers themselves. There are few forums where this can occur – but stakeholder analysis can facilitate this.

It is the recommendation of this study that farmworker housing policy in Florida can improve by incorporating stakeholder analysis in the next step of improving housing: the design

and implementation of specific housing projects. Stakeholder analysis is not just a tool for gathering information; it is also a tool that can help mitigate conflicts, design creative alternatives to existing policies, and reflect the variety of needs of those who come to work as seasonal and migrant workers and who may later become permanent residents of communities. Stakeholder analysis as a policy implementation tool can also reflect the different housing needs according to the lifecycles of families and individuals who are part of the seasonal and migrant work force in Florida.

Similar to other rapid assessment and implementation projects in agriculture (farming systems theory, rapid rural appraisal, etc.), stakeholder analysis provides a clear blueprint for articulating the diversity of experiences, needs, and goals of farmworkers, housing providers, advocates, and community residents in Florida.

This study illustrates that Florida has several successful farmworker housing projects. But even these are seen differently by those who use the projects and those who either advocate for them or build them. Likewise, Florida has a wealth of talent in the area of housing, migration, and agriculture. That talent needs to be constantly tapped and used to improve living conditions for farmworkers in the state.

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Attachment A: Focus Group Questioning Guide For Workers in Subsidized and Private Housing

- Each group should have from six to ten Spanish-speaking workers.
- One group should consist only of workers who live in subsidized farmworker housing.
- One group should consist only of workers who live in private housing.
- Workers should be over the age of 19.
- Both men and women can be included.

Introduction

Focus Group Moderator:

Thanks for coming. Your assistance is important.

This is an informal discussion group. It will take about 1 ½ hours.

We want to learn your opinions about housing for farmworkers in your area.

We will use the information to make recommendations to the State of Florida about housing for farmworkers.

We would like your permission to tape record our discussion. No one will be identified in our notes. The information will only be used by people working on this project.

This is a discussion; so don't wait to be called on. Feel free to ask the group questions too, but please speak one at a time so I can get your opinions on the tape.

We are interested in all your ideas, comments and suggestions

There are no right or wrong answers - we want to hear everyone's opinions

We have a lot to cover so I might change the subject or move ahead, but let me know if you want to add something.

I will now read a form in Spanish that says you are giving us permission to interview you. I will then pass around copies of the form in English and Spanish. The English and Spanish forms say the exact same thing, but we need for you to sign the English form only. Only the people working on this project will see this form.

QUESTIONS

1. Please introduce yourself by telling us the type of work you do and how long you have done that type of work.

Focus Group Moderator: *We are interested in things like what kind of housing is available for workers in your area and what you think is the best kind of housing.*

2. Think back to when you first came to the United States. Before you moved into the first place you lived, what did you hope the place you would live in the U.S. would be like?

Go around the group and ask each person in a “round robin” for this question only.

3. What is the best housing you have lived in the United States?

Follow up: What made that place the best?

4. What do you like about the housing where you live now?

5. What are some of the obstacles of getting into subsidized housing in this community?

Follow up: How could those obstacles be changes?

6. What are some ways that workers pay for housing if the rent is too expensive?

7. How could housing for workers be made more affordable?

8. In the community where you now live, who knows the most about farmworker housing?

9. What is one thing that you wish you could change about housing for workers if you had the chance?

Go around the room and ask each person in a “round robin.”

If you have time, give a brief summary of the most important things that were discussed, then ask:

Does this describe what we have talked about?

Have we missed anything?

Thank you. Your opinions are very helpful.

Attachment B: Interview Guide for Stakeholders

Name: _____ Position: _____

Introduction

Purpose: To gain a better understanding of issues - such as housing availability, affordability, location, and home environment - in housing for Florida farmworkers in order to make policy recommendations to the state.

Availability/Access

What kind of housing for farmworkers is available in your area?

Follow-up for housing providers: What kind of housing do you provide?

Follow up for housing providers: In your experience, what kinds of workers make the best tenants? Why?

Follow up for housing providers: What is the best way to deal with high tenant turnover common in worker housing?

Do you think there is enough housing for workers in your area?

Where are the best places for workers to live in your area?

Follow up: Why are these the best places?

Follow up: Can you describe other examples of successful worker housing in the state or country?

What are some of the barriers that keep workers from applying for subsidized housing in your area?

What are the obstacles to building good housing for workers in your area?

Home Environment

In your opinion, what can be done about substandard worker housing in your area?

What are the regulations like in your area for worker housing?

Follow-up: How are regulations enforced in your area?

What kinds of housing do you think workers prefer?

Closing

What is the state doing well with regards to housing for agricultural workers?

What kinds of worker housing opportunities should the state be investing in?

Follow up: If you or the state had more resources to devote to worker housing in your area, what would you like to see done?

Are there other people you know with expertise in this area that we should talk to?

Attachment C: Informed Consent Form



UNIVERSITY OF FLORIDA

State of Florida Farmworker Housing Project

Please read this consent document carefully before you decide to participate in this study.

Purpose of the research study: This study is to recommend how to improve the design and construction of farmworker and seasonal worker housing in Florida. The study is funded by the State of Florida Division of Community Affairs. The goal is to describe successes and obstacles to good housing for migrant and seasonal agricultural workers.

Focus Group Discussion: We will discuss farmworker housing in a group setting. You as well as others interested in improving farmworker housing (farmworkers, advocates, city and county officials, housing developers) will discuss how to better design housing, how to improve services, and how to recommend changes in housing. We are interested in your ideas about the housing itself, how new housing fits into the community, and what obstacles are faced for all of you in this group in developing safe and useful communities.

Our group discussion will last about an hour and a half. We will take notes on the points you discuss, but we will not be recording your names or any information about you.

Risks and Benefits: Your participation will help develop better plans for new housing in the future. There are no risks involved in your participation, and you are free to decline to discuss any issue at any time. You may also leave the discussion and the room at any time.

Compensation: You will not receive compensation for your participation. The local group that recruited you will receive \$200 for their activities that benefit the entire community.

Confidentiality: Your identity will be kept confidential to the extent provided by law. We are not recording your name, other than on this form. This form will not be connected in any way to any notes that we take. Your name will not be used in any report.

Whom to contact if you have questions about the study: Dr. Allan F. Burns, Chair, Department of Anthropology, 1112 Turlington Hall, University of Florida, Gainesville, Florida 32611. Telephone (352) 392 2253 X205.

Whom to contact about your rights as a research participant in the study: UFIRB Office, Box 112250, University of Florida, Gainesville, FL 32611-2250; ph 392-0433.

Agreement:

I have read the procedure described above. I voluntarily agree to participate in the discussion and I have received a copy of this description.

Participant: _____

Date: _____

Principal Investigator: _____

Date: _____



UNIVERSITY OF FLORIDA

Proyecto de Vivienda para agricultores del estado de Florida

Por favor lea este consentimiento con detenimiento antes de tomar la decision de participar en este estudio

Proposito del trabajo de investigacion: Este estudio es para proveer recomendacion en como mejorar el diseno y la construccion de viviendas para agricultores y trabajadores de temporada en el estado de Florida. Este estudio esta financiado por la Division de Asuntos Comunitarios del estado de Florida. La meta del proyecto es describir los sucesos y los obstaculos de buenas viviendas para trabajadores migratorios y agncultores de estacion.

Discusion en Grupo: Discutiremos el tema de la vivienda en forma de grupo. Usted y otros participantes interesados en mejorar la calidad de vivienda para agricultores (activistas, oficiales de lei ciudad o del condado. desarrolladores de vivienda) discutirán como mejorar el diseno de las viviendas, como mejorar los servicios. y reccomendaciones para cambios en estas viviendas. Estamos interesados en sus ideas sobre las viviendas en si. tambien como nuevas viviendas se ajustarian a la comunidad, y que obstaculos enfrentarian todos ustedes en este grupo en desarrollar comunidades utiles y seguras.

Nuestra discusion en grupo durara alrededor de una hora y media. Tomaremos nota de los temas cfiscutidos. pero no revelaremos sus nombres o informacion.

Riesgos y Beneficios: Su participacion ayudara a desarrollar mejores planes para nuevas viviendas en el futuro. No hav riesgos envueltos en su participacion. y son libres de negarse a discutir cualquier asunto en cualquier inoniento. Tambien pueden sentirse en libertad de desalojar el cuarto en cualquier momento.

Compensacion: Usted no recibira compensacion por su participacion. El grupo local que les recluto recibira \$200 por las actividades que benefician a la comunidad en su totalidad.

Confidencialidad: Su identidad sera confidencial liasta el grado que provee la ley. Nosotros no tendremos su nombre anotado en otro lugar que no sea esta forma. Esta forma no estara relacionada en ningun momento a las notas que obtendremos de los grupos de discusion. Su nombre no sera usado en ningun reporte.

A quien puede contactar si tiene alguna pregunta sobre este proyecto: Dr Allan F Burns, Director del Departamento de Antropologia de la Universidad de Florida.
1112 Turiington Hall. University of Florida. Gainesville. Florida 32611. Telefono (352) 392-2253 x 205.

A quien puede contactar sobre los derechos que tiene usted como participante de este estudio: UFIRB Office.
Box 112250. University of Florida. Gainesville. FL 32611-2250: Telefono 352 392-0433.

Equal Opportunity Affirmative Action Institution