

Washington State Commission on
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2007 • 2012 Strategic Plan

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History

1971

Commission on Mexican American Affairs established.

The Commission on Hispanic Affairs (CHA) was created by a Governor's Executive Order and established in statute in 1971. As mandated by state legislature, the Commission's functions are to improve public policy development and the delivery of government services to the Hispanic community by providing advice to the Governor, state legislature, and local agencies on issues impacting the Hispanic community. The Commission is composed of 11 commissioners throughout the state but its administrative and legislative work is conducted in Olympia.

The Commission started out in 1971 as a strong grassroots movement to improve the conditions for Hispanics in the state of Washington. A substantial amount of community action leading to the creation of the Commission rose out of the Yakima Valley as well as other areas with high farmworker populations. During this time, a group of Hispanic community advocates saw the need to take its concerns to the state in order to advocate for community improvement.

The Commission represents a growing population with pressing needs, is supported by a grassroots movement, and works within the framework of state legislation. The Commission reports the needs of a large politically disenfranchised group to a governmental system that requires consistent and focused pressure with hard evidence (and financial support) to effect change. The Commission on Hispanic Affairs is dedicated to representing a population as wide and diverse as the Hispanic community while building strong relations with policymakers.

The Commission has been involved with many incredible positive accomplishments in three decades, and there can be no doubt that in terms of education, health care, farmworker protection, housing, and economic development the Hispanic community is significantly better off because of the work of the Commission. The agency continues to fight for a stronger voice, a more responsive government and better overall conditions for all Hispanics in Washington State. Improving the lives of Hispanics in the state will ultimately improve the well being of all the residents of Washington.

Legislation changed the name to Commission on Hispanic Affairs

1987

1993

Hiring power of the director is conducted by the governor.

CHA receives grant from Boeing.

1994

1996

CHA receives grant from Catholic Community Services

The Commission had a immigration specialist, public relation and outreach coordinator as part of their staff

1990's

2006

CHA is part of the news of KDNA radio every Thursday

Hispanic Legislative Day

2006

Yvonne Lopez – Morton, Chair
Ferry, Stevens, Pend Oreille, Lincoln, Spokane

Graciela Villanueva Lopez
Kittitas, Yakima, Klickitat

Gabriel Portugal, Vice Chair
Adams, Whitman, Tri-Cities

Rebecca Villareal
Clallam, Jefferson, Kitsap

Faviola Contreras
Okanogan, Chelan, Douglas, Grant

Félix L. Negrón
Grays Harbor, Thurston, Lewis

Lourdes Portillo Salazar
King

Victor Chacón
Adams, Whitman, Tri-Cities

Ruben Baca
Whatcom, San Juan Island, Skagit, Snohomish

Timothy R. Lopez
Pierce, Mason

Vacant
Clark, Pacific, Cowlitz, Skamania, Wahkiahum

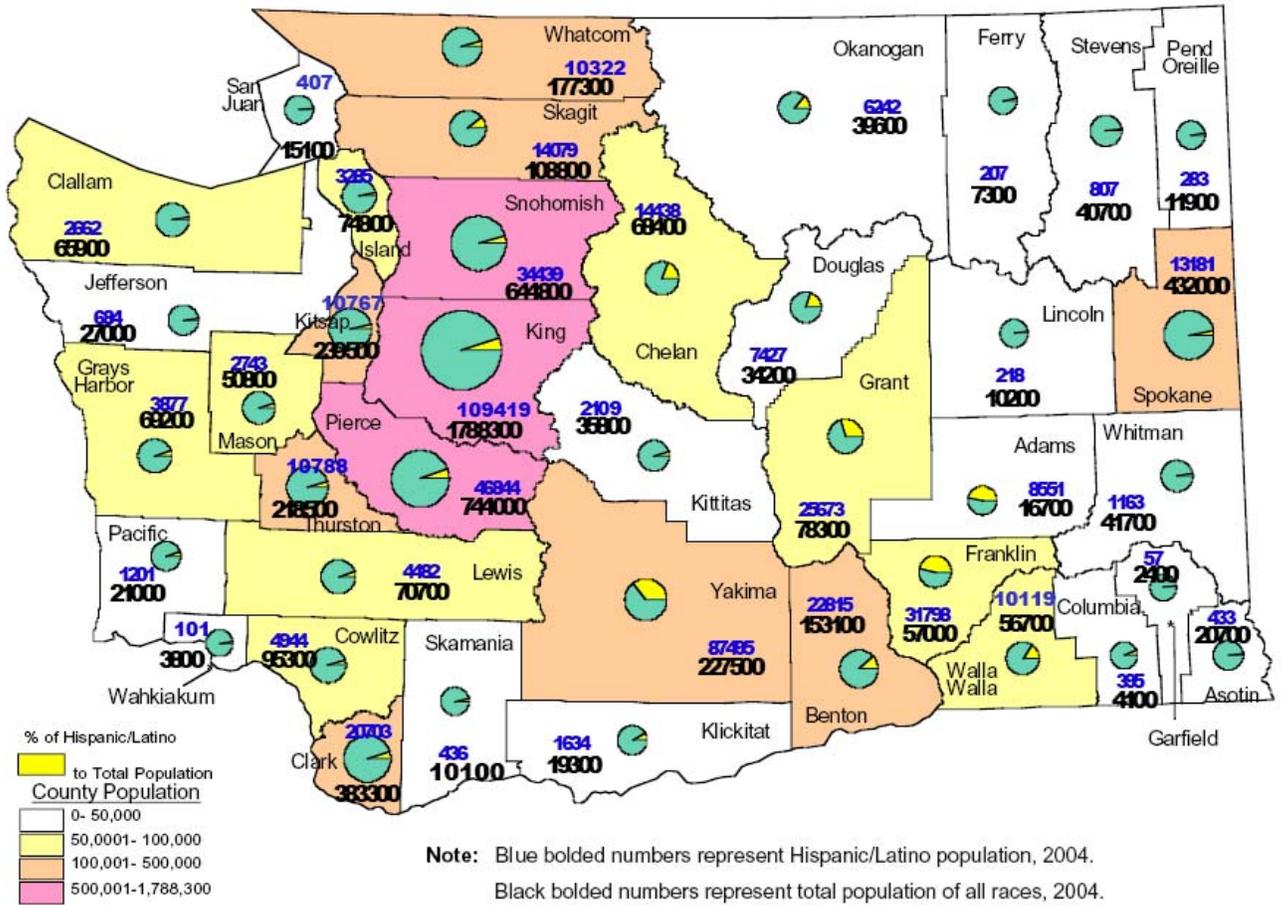
Justice/Equity Lourdes Portillo Salazar, Victor Chacón, Graciela Villanueva, Ruben Baca

Education Félix Negrón, Yvonne Lopez Morton, Lourdes Portillo Salazar, Faviola Contreras, Victor Chacón, Gabriel Portugal

Economic Development Rebecca Villareal (Chair), Félix Negrón, Ruben Baca, Graciela Villanueva, Gabriel Portugal

WASHINGTON STATE

Distribution of Hispanic/Latino to Total Population in Individual Counties



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2007 • 2012

Strategic Plan

May 26, 2006

Dear Governor Christine Gregoire & Legislators:

The Washington Commission on Hispanic Affairs (the Commission) is pleased to present its strategic plan, an on-going roadmap that bridges the cultural gap between Washington Hispanics and non-Hispanics. The strategic plan is designed to provide solutions and recommendations on issues that affect all Washington Hispanics. The Commission will work to provide all Washington Hispanics with the opportunity to contribute to the social, cultural, and economic development of the State and to foster life-long learning opportunities that will ensure a commitment to society through an educated and engaged citizenry.

The Commission's 2007-2012 strategic plan identifies and sets specific, tangible goals for implementation in 2006 as well as setting critical priorities for the future. These goals have been set to ensure cultural competence within state government, create an environment for institutional change, encourage community collaboration, analyze public policy, examine data driven research, and address other core values detailed within this document.

The Commission's role is sometimes misunderstood by state government and by the community. We hope that our strategic plan will reflect the many/different challenges the agency faces and at times conflicting roles. The Commission has the responsibility of representing the community and, at the same time, reflecting the wishes of the Governor. We need to do both and cannot afford to choose one or the other. With this in mind, we hope that this strategic plan places the Commission in a better position for improved communication and understanding and efficiency.

Respectfully Submitted,

Uriel R. Iñiguez, Executive Director

Yvonne Lopez Morton, Chair

Mission

The Commission on Hispanic Affairs represents Washington State's Hispanic community in order to empower Hispanics to exercise their right to equal opportunity in education, housing, health, and economic development. The Commission strives to define issues pertaining to the rights and needs of Hispanics to provide recommendations to the Governor, the Legislature, and state agencies.

Vision

The Washington State Commission on Hispanic Affairs is a vital agency of state government which improves the lives of Hispanics in the State of Washington. The Commission will influence policies, programs, and practices in the public and private sectors creating opportunities to contribute to the social, cultural and economic development of the State, and engender commitment to society through an engaged and educated citizenry.

Core Values

The success of the Washington Commission on Hispanic Affairs will be determined by the following factors:

- Building cooperation and understanding between Hispanic and non-Hispanic communities** - By providing Washington's Hispanics with information resources and by informing the Governor, Legislature, and state agencies about Hispanic issues throughout the State.
- Institutional Change** - By partnering with State agencies to assure equity and access to culturally competent programs and services, by reviewing state agency policies, practices, procedures, and by making appropriate recommendations to insure proper delivery of state services and resources throughout the communities.
- Strategic Planning** - By developing and maintaining a strategic plan that will set goals and define solutions which will directly impact and address the needs of the Hispanic community and the State. The strategic plan will be the roadmap that will guide the Commission in identifying future initiatives and goals.
- Collaboration with the Community** - By promoting community awareness and volunteerism as a way of preserving culture, unifying Hispanic residents and improving overall quality of life.
- Increasing cultural competence within State government** - By increasing the level of responsiveness among Hispanic constituents by encouraging the Washington Legislature to actively collaborate with the Commission regarding all significant Hispanic concerns/ issues.

•**Identifying Washington Hispanic issues and concerns through public policy analysis and data-driven outcome-based research** - By developing initiatives and procedures that will create awareness of issues to form the foundation for institutional and systemic change in Washington State Government.

•**Accountability** - By valuing transparent communication and accountability while promoting investment in positive relationships involving partners at all levels of government.

•**Commitment to honoring diversity and promoting justice and fairness throughout the local communities and State government** - By cultivating an understanding of the social, political, cultural, and economic influences. This will be accomplished through increasing awareness of the social and historical roots of cultural differences, while encouraging individuals of marginalized communities to become involved in the decision-making process.

•**Differing Ideologies** - By encouraging new ideas and supporting openness and acceptance of differing ideas or beliefs. The Commission respects the opinions of others and will provide a safe environment for all voices, voices, opinions, ideas and beliefs.

•**Professionalism** - By ensuring professional commitments and maintaining a high level of integrity for those who advocate for Washington Hispanic communities.

Authority

The Washington State Commission on Hispanic Affairs is governed by Chapter 43.115 RCW. Implementing regulations are contained in Chapter 322-12 WAC.

Commission Powers and Duties

The Commission advises the Governor, Legislature, and state departments and agencies regarding appropriate actions to ensure that state programs provide the assistance and opportunities needed by the Hispanic community. In addition, the Commission advises the above-mentioned entities on the development and implementation of comprehensive and coordinated policies, policies, plans, and programs focusing on the special problems and needs of Hispanics in the State of Washington. Washington.

The Commission has the power and the duty to examine and define issues pertaining to the rights of Hispanics and makes recommendations to the Governor, Legislature, and state agencies to pursue changes in programs and laws.

The Commission monitors legislation to assure equal opportunity and access to employment, education, health care, and public services.

The Commission establishes relationships with state agencies, local government, and private sector organizations that promote equal opportunity and services for Hispanics.

The Commission promotes the need for education and assists the Hispanic community by offering information and awareness training.

The Commission may accept gifts, grants, and endowments from public or private sources that are made for the use or benefit of the Commission. It may also use, without appropriation, the same or any income from the gifts, grants or endowments according to their term.

The Commission recommends potential commissioner candidates to the Governor for review and appointment. When a commissioner position is vacant, the Commission will recommend three candidates equally to the Governor for potential selection to the Commission.

Community

Relationships

Rights

Needs

Advise

Legislation

The dramatic growth of the Hispanic population in Washington State has been the catalyst for an increasing number of private and public agencies that reach out to the the Commission on Hispanic Affairs. This outreach continues to increase the expectations of the Commission, whose time is apportioned between its interagency and intergovernmental liaison functions, community outreach, and Commission administration. At the same time, state and community service providers are unable to provide the multi-level responses necessary to meet the growing needs of the Hispanic community. The Commission is often asked to assist in these situations; yet despite having a highly flexible, capable and cross-trained staff, the Commission is unable to meet the increased demand while fulfilling its constitutionally mandated duties. State and federal actions, welfare reform, crime, delinquency, education reform, and immigration issues will continue to increase the Commission's workload and demand on its time. With disparities and disproportions in healthcare, education, and economic development within the Hispanic community, it is critical that the Commission becomes more active in addressing these issues and seek additional resources to ensure these tasks are completed thoroughly and successfully.

The State's recent budget shortfalls have directly affected the the Hispanic community. For example, in recent years, Hispanic undocumented immigrant children have lost a significant portion of medical coverage as they were transferred from the state-funded medical assistance program to the Basic Health Program. On another front, legislators cited the economic downturn as justification to reform the unemployment system.

The reform significantly reduced unemployment benefits for seasonal farm workers by enacting a four-quarter averaging structure to determine benefits. Locally, schools do not have the funding necessary to implement programs that serve the English Language Learner (ELL) population. The lack of a comprehensive federal immigration reform package also continues to affect the state of state of Hispanics in Washington. Migration Information Source indicates that over 100,000 Hispanics in the State of Washington are undocumented (Passel, Jeffrey. [New Estimates of the Undocumented Population in the United States](#), Migration Information Source, May 22, 2002).

A large percentage of these Hispanics work in the agriculture, agriculture, service, and construction industries. Due to their their undocumented status, these laborers are more likely to to work in unsafe conditions, are more likely to work at or below the minimum wage, and are more like to experience experience discrimination at work. They are more fearful of of exercising their rights outside of work and are equally as likely (or more likely) to experience discrimination when seeking seeking or maintaining safe and habitable housing. In addition, addition, they are less likely to report being defrauded by a a predatory lender.

They are less likely to use traditional banking services, and as a as a result, are less likely to build the necessary credit for home home ownership.

Anti-immigrant sentiment, disguised as "national security," is is emerging in legislative proposals attempting to reduce the the rights of immigrants. For the last two years, legislators have have attempted to pass bills that require immigrants to present present documents when applying for a drivers license. Fortunately this legislation and a proposal to encourage the use the use of the Mexican "matricula consular" identification card card by municipalities did not pass .

The Commission wrote 26 Testimonies related to education, education, healthcare, economic development, farm worker worker rights and was instrumental in pushing for the passage passage of bill HB 3127 Parent advocacy. The Commission also worked with a community grassroots organization in drafting bill SB 6618.

Healthcare

Every day, thousands of Hispanic families find themselves without healthcare coverage in the state of Washington. It is It is estimated that as many as two out of every three Hispanics Hispanics across the nation lack any type of healthcare coverage, making Hispanics the largest uninsured population population group. Even though the Governor has made great great progress in the last few years to increase Medicaid coverage for immigrant children and expand the Basic Health Health Plan, there are still thousands of immigrant families losing their healthcare coverage or not being able to access any access any type of healthcare coverage every year.

The Legislature and Governor restored the Children's Health Health Program, designed for immigrant children in families with families with incomes below 100% of the federal poverty level, level, with an initial budgetary commitment to cover 8,800 children. (These families are not eligible for Medicaid because because of their immigration status.)

The federal poverty level, was restored in 2005. This program program was critical for these children, as they are not eligible eligible for Medicaid due to their immigration status.

Between 25,000 and 27,000 children are eligible for the program, but the 2005-07 Budget provided enough funding to funding to cover just 8,800 children by June 2007. Moreover, Moreover, this program is subject to an annual cap, resulting in resulting in an initial enrollment of 4,300 children until June 2006.

Since the State began accepting applications December 1, 1, applications for more than 14,857 children have been received, creating a waiting list of more than 10,000. Absent Absent budgetary action this session, the waiting list of children children needing coverage will only get longer. It is also time to time to consider whether this program should be caseload-caseload-driven so that funding is commensurate with demand, demand, as in all other health care programs for children.

According to information provided by Children's Alliance, as many as 28,000 immigrant families went without Medicaid coverage during the past two years. Criteria changes made to Maternity Support Services and Maternity Case Management services that overwhelmingly screened out Hispanic women from being eligible for these services. The result of this change was that as many as 80% of Hispanic women became ineligible for these services.

Farm workers who thin crops are more likely to have detectable levels of pesticide residues in their homes than other farm workers, and their children are more likely to likely to have detectable levels of pesticides in their urine (Coronado, Gloria, et al. Agricultural Task and Exposure to Organophosphate Pesticides Among Farm workers, and Environmental Health Perspectives, Vol. 112, No. 2, February 2004). Farm workers who believe they have been exposed to pesticides are less likely to seek health care out of fear of retaliation, lack of trust in doctors to diagnose pesticide exposure, and costs associated with health care (Washington State Dept. of Health, Division of Environmental Health, Office of Environmental Health Assessments, Summary Results of Yakima Farm worker Focus Groups About Pesticides and Health Care).

Concerns that have been brought to the attention of the Commission include:

- Workers being released to work too soon after the injury and not fully recuperated
- Employers not complying with doctor's orders on providing light duty work
- Workers facing termination of employment (or feeling threatened) if they do not perform the work being asked
- Workers sustaining permanent injury are being released from L&I coverage
- Workers not confident with the medical provider's assessments or diagnosis
- L & I taking too long to provide compensation and workers encountering numerous obstacles prior to receiving compensation
- Difficulty re-opening claims resulting in workers without medical coverage and inability to access additional treatment

In response to the disparities in healthcare, the Commission held a healthcare conference last fiscal year. The Commission partnered with the Commission on African American Affairs (CAAA), the Commission on Asian Pacific Islander American Affairs (CAPAA), Governors Office of Indian Affairs (GOIA), Health Link, and Health Choice Network to facilitate this conference. The purpose of the conference was to educate health care providers, health care recipients, and government health care agencies on health disparities impacting the ethnic communities.

The conference addressed changes in Medicaid, Medicare, and Basic Plan of Washington, language access in medical services, cultural views towards medicine, maternity support services, and L&I medical care coverage.

In addition, the conference explored why there is such a low number of Hispanic students pursuing a career in healthcare.

As a result of the conference fifteen legislative bills were introduced and four were signed by the Governor:

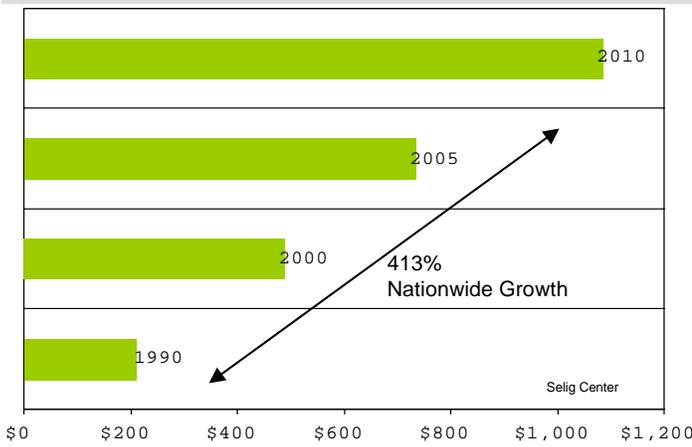
Economic Development

In 1998, 7.2% of state expenditures (\$122,849,917) went to minority and women owned businesses. Initiative 200 was passed in November of that year.

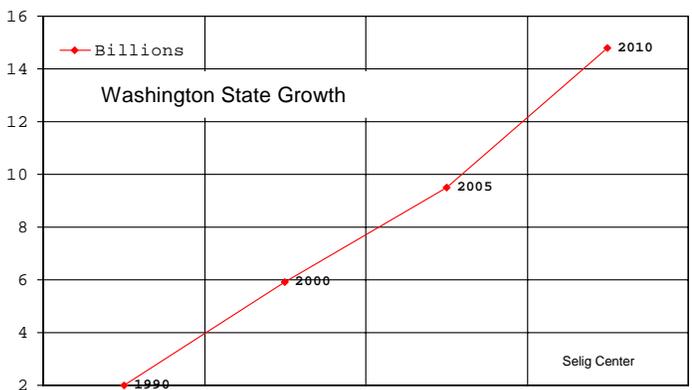
By 2002, only 1.5% of state expenditures (\$29,574,009) went to the OMWBE (Office of Women and Minority Business Enterprises).

According to a research report published by the University of Georgia Selig Center for Economic Growth, during the third quarter of 2005:

- Hispanics spending in the nation was \$212 billion in 1990, \$490 billion in 2000, \$736 billion in 2005. It is estimated to reach a trillion by 2010
- It is estimated that Hispanic buying power in the nation will grow 413% between 1990 and 2010
- Hispanic purchasing power in Washington State in 2005 was \$9.5 billion and continues to grow at a rapid pace
- From 1990 to 2005, Hispanic purchasing power grew 365.5% in Washington State



Hispanic-Owned Businesses in the Nation Total 1.6 Million Million and Generate \$222 Billion in Revenue



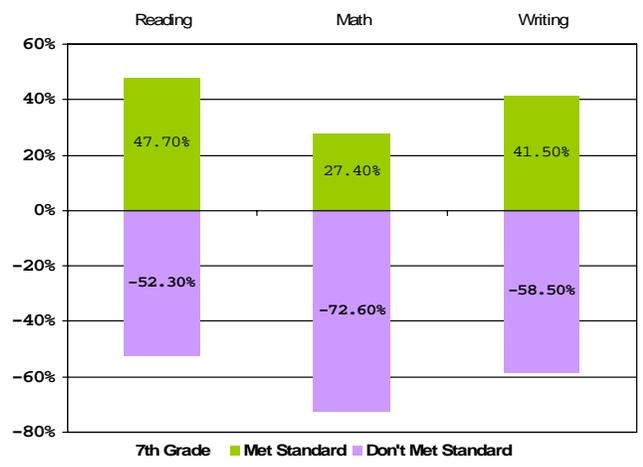
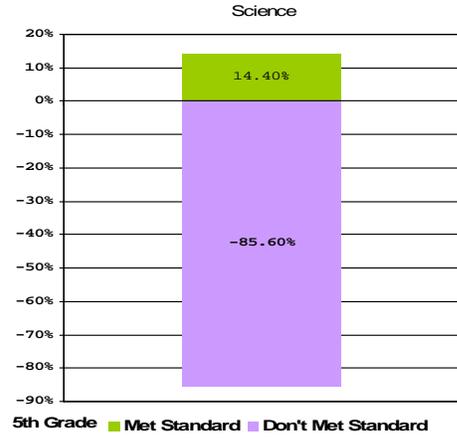
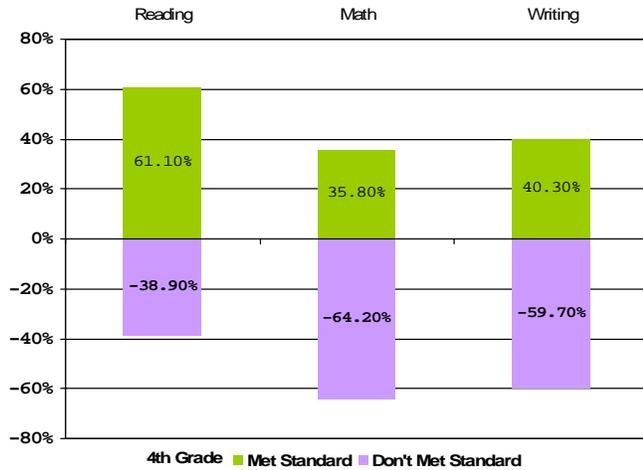
With the continued growth of the Hispanic population in the in the state, it is critical that initiatives be developed and and implemented so that Hispanics have equal access to the to the economic opportunities offered in the State of Washington.

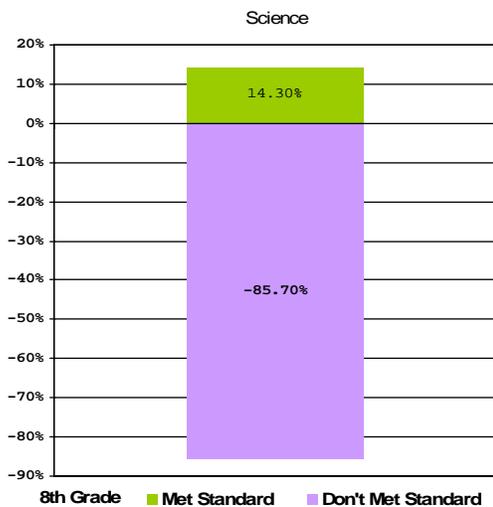
In response to the disparities in economic development, the development, the Commission held two economic development conferences last fiscal year. The Commission Commission collaborated with CAPAA, Small Business Administration (SBA), Washington Mutual, Cascadia Revolving Fund, OMWBE, and General Administration (GA). (GA). The purpose of the conference was to address access access to loans, contracts, education on rules and regulations, other markets, assistance with developing business plans, marketing plans, and sustainability for Hispanic small business owners. The effort required bringing together customers, vendors, service providers, new new business owners, and entrepreneurs that seek to develop business and/or expand their current business. Our goal is to hold two additional conferences next fiscal fiscal year and four during 2007-2009 bienniums. During 2005 Economic Development Committee accomplished the accomplished the following:

- Lead the first Hispanic business conference in Wenatchee Wenatchee and formed a workable steering committee that committee that included several agencies and the Hispanic Hispanic Chamber. Workshops were held both in English English and Spanish, with the majority attending the Spanish Spanish workshops. Fifteen resource tables that included included local, state, and federal agencies along with handouts both in English and Spanish were made available available to the business owners
- The committee was instrumental in getting the two local local Hispanic chambers working together in collaboration collaboration with other agencies in the Tri-Cities to organize organize and hold a successful Hispanic small business conference. The goal and expectation is for an annual chamber conference
- In September 2005, the Economic Development Committee partnered with agencies in Skagit County to hold to hold a small business conference
- The Economic Development Committee has created a a template that will assist Hispanic chambers statewide in in preparing and organizing conferences and/or events. The events. The template includes the essential tools required to required to hold a business conference (i.e. how to create create timelines, deadlines, and assigning responsibilities) responsibilities)

Education

The crisis of minority students' mass exodus from public education and the current WASL statistics will compound the compound the crisis facing the Hispanic students in the State State of Washington if adequate resources are not allocated allocated to reduce the achievement gap.





The conference will also evaluate and discuss strategies to to eliminate the achievement gap, provide better opportunities for access to higher education, identify and and secure funds to ensure Hispanic students have access access to higher education, provide mentorship opportunities, and open the door to better communication communication with legislators. The conference will recruit recruit and secure motivational speakers, local Hispanic leaders, and legislatures as conference speakers.

During the last fiscal year the Commission partnered with the with the Equal Opportunity Caucus, OSPI, Latino METT, Washington Learns, and the Federal Way School District. District. The Director did a presentation that was well received by the Washington Learns K-12 subcommittee. The The Commission collaborated with the other ethnic commissions to host an ethnic community forum The Commission, OSPI, and the Hispanic Think Tank co-hosted hosted a Latino Educational Conference in which the **“Washington State Education Plan for Hispanic Youth (PreK – 20)”** was updated.

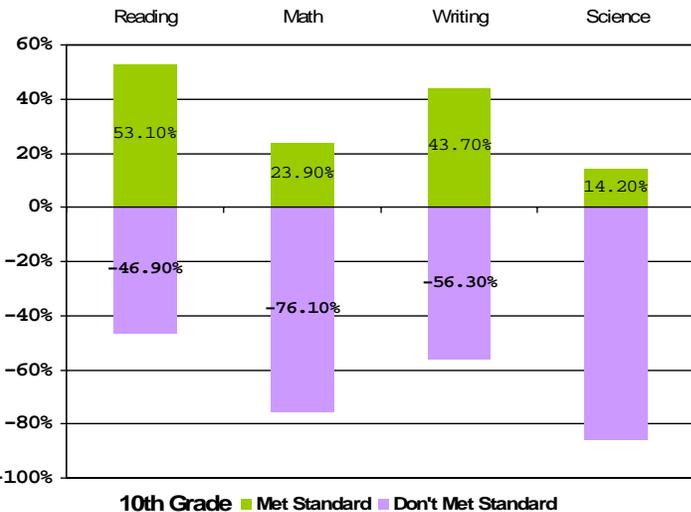
The Commission wrote 26 Testimonies related to education, education, healthcare, economic development, farm worker worker rights and was instrumental in pushing for the passage of HB 3127 parent advocacy. The Commission also worked with a community grassroots organization in in drafting SB 6618.

The Commission has been working closely with the Federal Federal Way school district on a mentoring program. The The Director is highly involved in the grassroots development development of this program and will continue to assist the the school district in making it a success.

Trends In Customer Characteristics

From 1990 to 2000, the population of the State of Washington grew by 21%. During that time, the Hispanic Hispanic population in Washington grew by 105%. The state state gained over 225,000 Hispanic residents between 1990 1990 and 2000. The Census Bureau estimates that there are over 517,055 Hispanics in Washington as of 2004, 8% of of the total population of the state (<http://factfinder.census.gov/>). The most recent statistics on statistics on student enrollment at the University of Washington show that 3.5% of all undergraduates at the university are of Latino origin. Additionally:

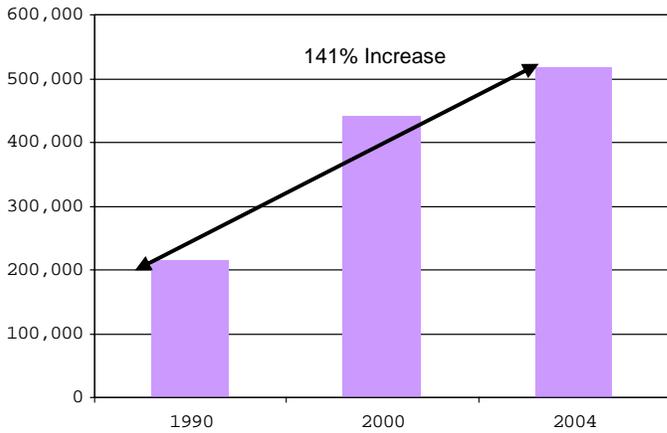
- Hispanics own 2% of businesses in Washington State
- The State of Washington has three Latinas elected representatives in its legislature
- The State of Washington has one appointed Hispanic Superior Court judge
- 80,000 Latinos live in Yakima County, accounting for 33.7% 33.7% of the total county population
- 90% of Mattawa residents do not speak English in their homes



In response to the disparities in education, the Commission Commission will continue to work with Washington Learns to to improve the education system for Hispanics. The Commission will collaborate with LEAP, OSPI, school districts districts and institutions of higher education. Currently the the Commission’s participation with these entities has been been very limited. LEAP’s annual conference is a two-day day retreat where Hispanic students from throughout the the state are brought to Olympia. The Commission’s goal is to to enhance its participation on events/conferences and and eventually become an equal partner with LEAP, school school districts, and institutions of higher education. Being Being located in Olympia gives the Commission better access legislators, thereby ensuring the success of this conference. Our participation will include scheduling legislator legislator meetings, facility arrangements, identifying and securing speakers, preparing information packets, drafting an drafting an agenda, and recruiting Hispanic students to serve serve as tour guides and mentors.

The conference will address the educational disparities (WASL) and will include educating school administrators, citizens, parents, legislatures, and students on the process of of the WASL and the consequences of failing this test.

Population



Census.gov

Top Hispanic Counties

Census 2000

Washington	441,509
King County	95,242
Yakima County	79,905
Pierce County	38,621
Snohomish County	28,590
Clark County	16,248
Spokane County	11,561
Kitsap County	9,609
Thurston County	9,392

Census.gov

Hispanics continue to face disproportionate barriers to equal access, education, safety, and housing in the State of Washington. For examples:

Mexican-born workers in Washington are significantly more likely to die at their place of employment than native-born workers. According to the Associated Press, a Press, a Mexican-born worker is four times more likely to die at his/her place of employment than a native-born worker. (Pritchard, Justin. Mexican Worker Deaths Rise Sharply. Associated Press, March 13, 2004). While the Mexican-born population grew by 50% in the last five years, years, the number of workplace fatalities for Mexican-born workers grew by two-thirds. In Washington, 53 Mexican-born workers died at work over the last five years, years, the 7th highest number for all states.

The annual graduation rate for Hispanic students in Washington is 54%, compared to 73% of White students. Hispanics make up 12.9% of the Washington State public school population. ospi.wa.gov

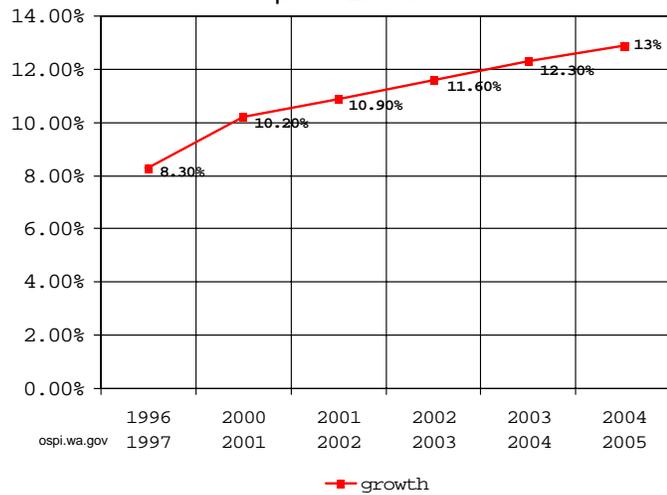
Only 35.8% of fourth grade Hispanic students met the 2004 2004 math standard for the Washington Assessment of Student Learning, compared to 67.0% of non-Hispanic White White students. For the tenth grade math standard, 23.9% of 23.9% of Hispanic students met the standard, compared to 52.4% of White students. For the tenth grade grade science standard, only 14.2% of Hispanic students students met the state standard, compared to 40.5% of white white student

(<http://reportcard.ospi.k12.wa.us/Reports/WASLTrend.aspx?px?&schoolid=1&reportLevel=State>, last checked on 5/16/04).

Hispanic Enrollment & Graduation Rates 2003-2004

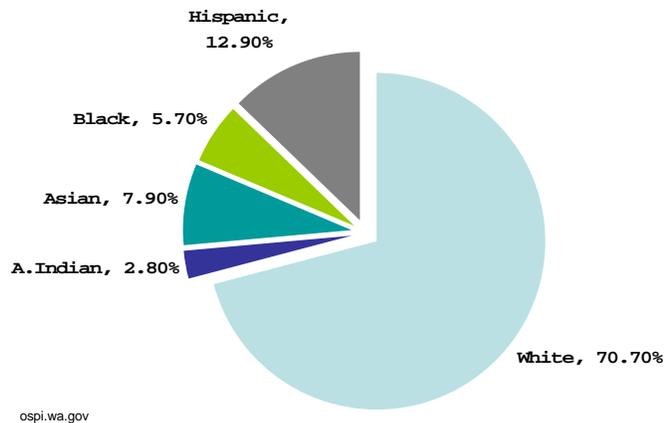
Total Enrollment	30,290
Graduation Rate	54%

Hispanic Enrollment



ospi.wa.gov

In the U.S 45 % of foreign-born Hispanics have a high school diploma compared to 74% of U.S.-born Hispanics



ospi.wa.gov

The Commission will not be impacted by the Civil Service reform of 2005. The Commission staff is currently comprised of two FTE exempt employees. The Commission experienced a reduction in its staffing, travel, and infrastructure in FY 2002 and 2003 and unfortunately its budget no longer provides for contracting services that were once included internally.

The staffing reductions eliminated the agency's legislative liaison position. This loss has significantly hampered the agency's ability to perform its most basic advisory function during the critical legislative session.

Due to the limited time that our volunteer commissioners have for performing advisory functions the Executive Director has been forced to take the role of the legislative liaison during session.

The Commission has been fortunate to have had a number of volunteers during the last fiscal year. The volunteers worked 3,304 hours (equivalent to nearly 2 FTE's) and were able to assist the staff in drafting advisories during the legislative session, assembling the annual report and the quarterly newsletter, etc. Without the numerous hours logged in by its volunteers, the Commission would not have accomplished its exceptional achievements.

Reduction in travel allotments have not yet affected the Commission's annual meeting schedule however, meeting reductions may be required in the future. One of the main objectives of the Commission is to identify community issues, which can best be accomplished by holding six yearly meetings throughout the state. Gathering information will be done through the community meetings as well as participating in various statewide organization meetings that have a vested interest in their Hispanic communities. If the travel budget reduces the level of travel, the entire travel allotment must be dedicated to the six yearly public meetings. The Commission will need to rely on creative and innovative strategies that will compensate for the absence of the Commission and staff around the state.

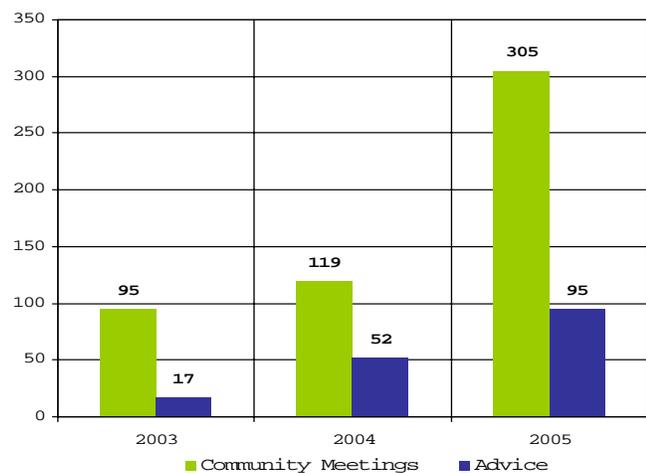
Performance Assessment

In FY 2003, the Commission participated in 95 community meetings and advised 17 policymakers and administrators. On a scale from 1 to 5 (with 1 being strongly agree), advice recipients rated the Commission a 2.3.

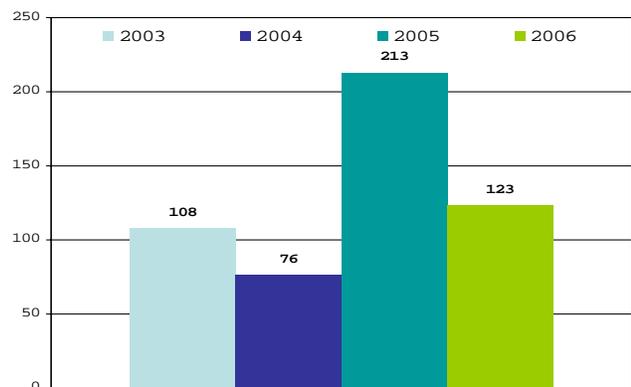
FY 2003 was the first calculation of the agency's current performance measures. They have set the benchmark for future performance.

In FY 2004 the Commission participated in 119 community meetings and advised 52 policymakers and administrators. In FY 2005, the Commission participated in 305 community meetings and advised 95 policy makers and administrators. On a scale from 1 to 5 (with 1 being strongly agree), advice recipients rated the Commission at 1.3, strongly agree. The Commission has also increased the number of attendees at the public meetings since 2003. In 2003, the Commission had a total of 108 attendees at the public meetings. In 2005, it had 213 attendees, an increase of about 100%. In 2006, the Commission already had 123 attendees and will hold three more community meetings this year.

Performance Measures



Public Meeting Attendance



This initiative will address justice and equity concerns and issues that affect the Hispanic community. Efforts will include necessary research and interviews, recommendations, report findings, monitoring legislation, and reviewing national trends and issues in collaboration with State agencies and community organizations.

This is in alignment with statewide results in improving the security of Washington's vulnerable children and adults and with cultural and recreational opportunities throughout the state with the ability of state government to achieve results efficiently and effectively.

Goal 1 – *The Commission's Justice and Equity Committee will partner with target State agencies to examine the concerns of adequate interpreting & translating services for monolingual Spanish speakers. It will raise awareness of the need for additional interpreting and translating services in the areas of health & social services, economic development, legal and criminal justice systems, and education. This will specifically increase the availability of more qualified state certified interpreters and translators in the areas noted above.*

Action Steps

- Identify agencies, schools, and municipalities in Washington with the greatest need for interpreting and translating services
- Provide feedback to state agencies, legislators, communities, and educational institutions
- Assist in developing implementation and evaluation strategies

Time Line

- First 6 months: identify, contact, and solicit assistance from appropriate agency(s) to provide statistical information on Spanish language services.
- Year 2: develop goals and processes for improving identified need
- Websites that have Spanish printed material will be identified and provided to social & health, economic development, legal, criminal justice and educational entities
- Year 3: submit recommendations to Governor in our annual report
- Year 4: request new statistical data on implemented changes from identified entities
- Year 5+ monitor outcomes

Goal 2 – *The Commission's Justice and Equity Committee will partner with the Washington State Criminal Justice Commission, selected Municipal and State Police Departments in larger cities such as Seattle, Spokane, Yakima, and other locales to promote gang-prevention strategies and training. We recommend that a State-wide report on Hispanic Gang Awareness be provided by the appropriate agency.*

Action Steps

- Develop partnerships with communities/ stakeholder on the issue of gang awareness
- Provide outreach to affected communities on issues of gang awareness and emphasize parent involvement
- Encourage reporting gang activity
- Encourage hiring of positive role model trainer(s) to facilitate training on issues of gang awareness
- Report findings related to on-going Hispanic gangs awareness issues
- Make reports/findings available for dissemination through State web resources

Timeline

- Year 1: request information on Hispanic gangs and trends from appropriate State agency and invite and gather information from subject matter experts
- Year 2: Compile best practices, recommendations/approaches that include programs such as GREAT, 2nd Step, Youth At Risk and law enforcement gang strategies
- Year 3: Submit recommendation to the Governor in our yearly report.
- Year 4+: Monitor outcome and support stakeholders

Goal 3 - *The Commission's Justice and Equity Committee will partner with the Washington State Human Rights Commission and the Association of Washington Cities to examine the benefits of community municipal advisory groups, community interaction councils, and local human rights commissions for the purpose of addressing issues of concern to Hispanics in Washington's communities.*

Resident Offenders By Hispanic Origin As Of September 30, 2005

OFFENSE	TOTAL	HISPANIC ORIGIN					
		HISPANIC		NON-HISPANIC		UNKNOWN	
		N	%	N	%	N	%
TOTAL	17019	1646	9.7	14598	85.8	775	4.6
MURDER 1	1147	101	8.8	1039	90.6	7	0.6
MURDER 2	580	74	12.8	498	85.9	8	1.4
MANSLAUGHTER 1	152	17	11.2	128	84.2	7	4.6
MANSLAUGHTER 2	33	4	12.1	27	81.8	2	6.1
VEH HOMICIDE	140	16	11.4	118	84.3	6	4.3
RAPE OF CHILD 1	798	68	8.5	682	85.5	48	6
RAPE 1	351	35	10	312	88.9	4	1.1
RAPE 2	166	20	12	138	83.1	8	4.8
RAPE OTHER	44	5	11.4	38	86.4	1	2.3
RAPE OF CHILD 2	289	34	11.8	235	81.3	20	6.9
VIO SEX, CHILD	625	69	11	505	80.8	51	8.2
IND LIBERTIES	92	12	13	75	81.5	5	5.4
NV SEX, CHILD	367	58	15.8	291	79.3	18	4.9
OTHER SEX CRIME	156	13	8.3	135	86.5	8	5.1
PN SEX	24	1	4.2	20	83.3	3	12.5
ROBBERY 1	1218	132	10.8	1041	85.5	45	3.7
ROBBERY 2	313	28	8.9	270	86.3	15	4.8
EXTORTION 1	6	.	.	6	100	.	.
EXTORTION 2	1	1	100
ASSAULT 1	508	74	14.6	418	82.3	16	3.1
ASSAULT 2	812	99	12.2	686	84.5	27	3.3
VEHICULR ASSAULT	61	6	9.8	53	86.9	2	3.3
ASSAULT OTHER	1562	124	7.9	1379	88.3	59	3.8
KIDNAP 1	41	12	29.3	26	63.4	3	7.3
KIDNAP 2	39	7	17.9	32	82.1	.	.
ASSAULT, DV	393	29	7.4	342	87	22	5.6
ARSON 1	32	1	3.1	26	81.3	5	15.6
ARSON 2	13	1	7.7	11	84.6	1	7.7
BURGLARY 1	171	18	10.5	146	85.4	7	4.1
BURGLARY 2	950	63	6.6	858	90.3	29	3.1
THEFT 1	383	19	5	345	90.1	19	5
AUTO THEFT	123	8	6.5	106	86.2	9	7.3
FORGERY	372	20	5.4	329	88.4	23	6.2
WELFARE FRAUD	1	.	.	1	100	.	.
OTHER PROPERTY	560	22	3.9	515	92	23	4.1
THEFT 2	199	14	7	179	89.9	6	3
DRUG CRIME	3043	366	12	2551	83.8	126	4.1
OTHER FELONY	267	20	7.5	238	89.1	9	3.4
UNKNOWN	987	56	5.7	799	81	132	13.4

Action Steps

- Develop partnerships between the Commission and the aforementioned groups to promote community involvement in areas of community resource development and community volunteerism
- Encourage outreach to Hispanic populations as part of leadership efforts in community building and civic collaboration
- Promote involvement of Hispanic populations in city government with the intent that such involvement constitutes healthy civic participation
- Identify key Hispanic leaders in communities who are able to voice issues of concern and promote the inclusion of Hispanic populations in community events and programs
- Participate in service organizations, foundations, community agencies, and neighborhood groups on issues of cultural competence (racial, ethnic, class)

Time Line

- Year 2: Compile best practices, recommendations/approaches that include programs such as GREAT, 2nd Step, Youth At Risk and law enforcement gang strategies
- Year 3: Submit recommendation to the Governor in our annual report.
- Year 4+: Monitor outcomes and support stakeholders

This collaborative effort will research identified topics, make recommendations, report findings, monitor the national trends and issues that have the potential to affect the Hispanic population of Washington and partner with other state agencies or community organizations to study issues relevant to the Hispanic communities. In addition, this committee will assist other Commission committees in identifying proper research methods and implementation of evaluation strategies (as needed), while providing editing and formatting support for other committee reports; other duties as assigned by the Governor, the Legislature, or Commission Chair.

This is in alignment with statewide result to improve the student achievement in elementary, middle and secondary school

Goal 1 - *Address the drop out rate among the Latino population in the State of Washington The Education Committee will partner with state agencies and organizations to find solutions to the Latino drop out rate.*

Goal 2 - *Increase the Latino parental involvement throughout the state of Washington. The Education Committee will collaborate with state agencies and organizations to increase parental involvement with Latino families in the school system.*

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| Action Steps | <ul style="list-style-type: none"> Request the Legislature to provide funding to conduct a study to assess the reasons as to why Hispanics have the highest rate of student drop out from high school Propose that the Legislature provides educational incentives for more bilingual and bicultural students to enter the education field Advise the Governor to provide the Latino community with early learning, K-12, and post-secondary education cultural systems so Latino students have a high expectation of success when transitioning from one step to the next Ask the Legislature to provide programs to close the achievement gap that causes Hispanic students to eventually drop from school Provide Latino communities with a specific targeted service that measures the ability of young Latino children to enter the school system. |
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| Action Steps | <ul style="list-style-type: none"> Propose and advocate the requirement of all families to volunteer 30-hours per year in their children's schools Partner with an agency/organization such as LEAP to develop a 101 Parental Involvement Workshop Work with LEAP, Bilingual Family Advocates, and Home Visitors to present and disseminate the 101 materials to families. |
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| Time Line | <ul style="list-style-type: none"> Meet with Governor's Policy Educational Director: August 2006 Meet with Legislator's Educational Committee Chairs: September 2006 and September 2007 Publish the Latino Educational Plan: December 2007 Publish the recommendations on the annual report: December 2006 and 2007. |
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| Time Line | <ul style="list-style-type: none"> Participation with LEAP in 2007 and 2008 conferences Development of the parent involvement workshop: January 2007 Each commissioner meet with at least one home Visitor in their area and distribute parent involvement materials: December 2007 |
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Goal 3 – Support the success of the WASL rates among the Latino population. The Education Committee will partner with state agencies and organizations to advocate and support the success of the WASL.

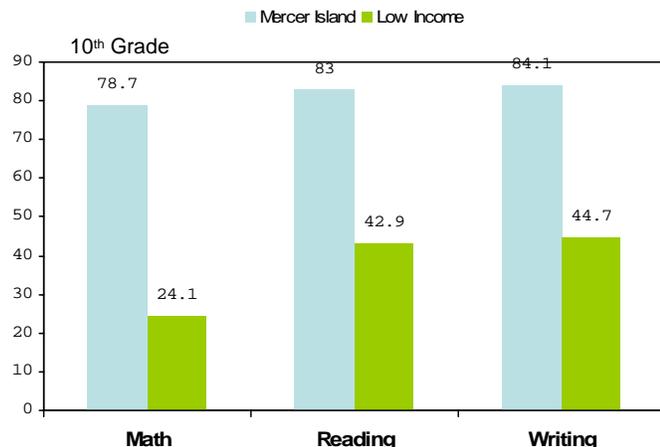
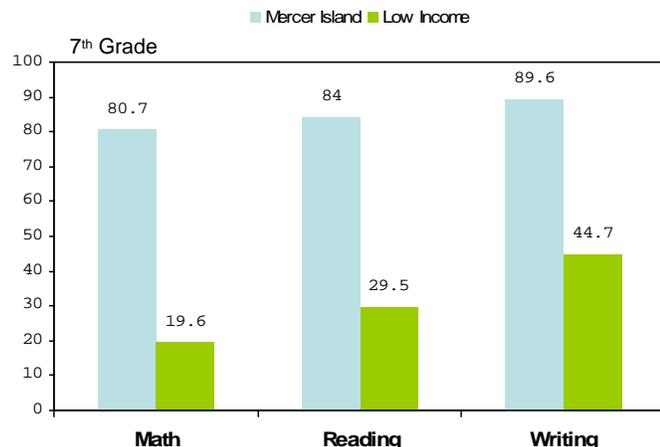
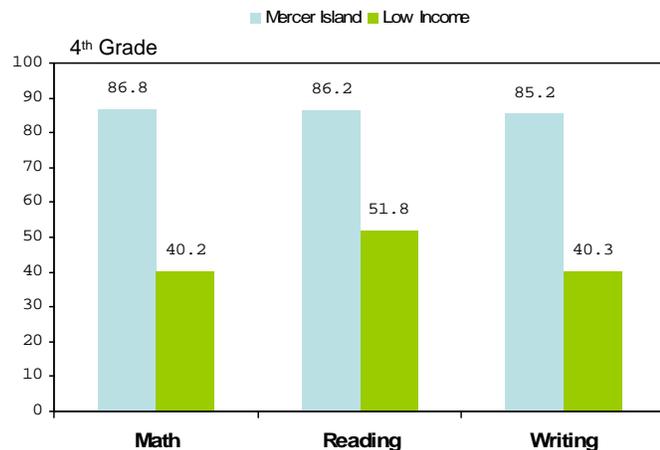
Percent of Students Passing the WASL by Grade Low Income Children compared to Students from Mercer Island 2002 -2003 Washington State University.

Action Steps

- Advocate for a state-wide educational structure especially at the middle and high school level that addresses standards-based curricula and methodology targeting WASL competencies
- Support recruitment and hiring of administrators, teachers of color and minority faculty who are able to use teaching strategies and assessment practices that target and take into account the WASL competencies
- Encourage the development of family and community partnerships that lend support to standardized-based learning environments, especially to Middle and High School students
- Encourage the development of educational programming that transcends traditional school subjects and promotes active learning and world-minded education, along the lines of the International Baccalaureate Organization's programs.

Time Line

- Possible legislation proposal will be outlined in our annual report published December 2006 and 2007
- Meet with the School Administrators organization: February 2007
- Each commissioner meet with at least one school administrator per year: 2007 and 2008
- Each commissioner meet with at least one University Administrator (Dean of Educational Department) each year: 2007 and 2008



Economic Development

The Commission's Economic Development Committee is comprised of commissioners, business owners, community leaders and other individuals from communities across Washington state. This committee is tasked with researching economic development and business-related issues that affect Washington's State Hispanic communities and reporting on related issues and challenges to the Commission.

This is in alignment with statewide result of improving the economic vitality of businesses and individual.

Goal 1 - The Commission's Economic Development Committee will give small business owners and those seeking to start a business the knowledge, tools and resources required to be successful.

Action Steps	<ul style="list-style-type: none"> Coordinate with selected Hispanic communities throughout the State and partner with local Hispanic Chambers and US Small Business Development Centers to provide business conferences in Spanish. These conferences should include business workshops and resource tables
Time Line	<ul style="list-style-type: none"> A minimum of three Commission sponsored conferences annually. The first in the winter months (February or March 2007), the second in the spring (April – June), and the third in the fall months (September – November 2008)

Goal 2 - The Commission's Economic Development Committee will encourage access to local and state government departments (Engaging the state government departments and local economic development councils).

Action Steps	<ul style="list-style-type: none"> Engage in conversations with the various city and county local agencies to determine the needs of the local Hispanic community. Take steps to provide opportunities (forums, round tables, discussions) to local Hispanic business owners and identify what services each agency can provide
Time Line	<ul style="list-style-type: none"> Ten city and county agencies will be contacted by the commission in FY 2007. In FY 2008, another 10 city and county agencies will be contacted

Goal 3 - The Commission's Economic Development Committee will provide financial literacy training to Hispanics.

Action Steps	<ul style="list-style-type: none"> Partner with the Department of Financial Institutions (DFI) for provision of consumer education on payday loans
Time Line	<ul style="list-style-type: none"> In partnership with DFI, the commission will record at least two radio spots and broadcast them at the Spanish radio stations. First radio spot will be recorded July 2006 and second radio spot will be recorded 2007

U.S. Average Annual Spending for Hispanic, 2003 Item	Average Spending Per Consumer Unit (dollars)
TOTAL ANNUAL EXPENDITURES	34,575
FOOD AT HOME	3,597
FOOD AWAY FROM HOME	2,120
ALCOHOLIC BEVERAGES	315
HOUSING	12,300
APPAREL & SERVICES	1,756
TRANSPORTATION	6,780
HEALTH CARE	1,439
ENTERTAINMENT	1,245
PERSONAL CARE PRODUCTS & SERVICES	490
READING	48
EDUCATION	477
TOBACCO PRODUCTS & SMOKING SUPPLIES	171
MISCELLANEOUS	419
CASH CONTRIBUTIONS	594
PERSONAL INSURANCE & PENSIONS	2,824

Goal Create open, ongoing, and effective communication between state government and the Hispanic community.

- Action Steps**
- Provide support for the Governor's External Affairs to diversify appointments on boards and commissions
 - Create and implement processes to collect community input on issues affecting Hispanics
 - Redesign the Commission's website to be more user friendly and with substantial information

Time Line

- A link from cha.wa.gov to the governors boards and commission website: December 2006

Goal Improve participation of Hispanics as voters and stakeholders in state government.

- Action Steps**
- Partner on voter education, registration and mobilization drives with organizations such as *Planned Parenthood Votes!*, *Washington* and other coalitions
 - Update legislative agenda and create partnerships/alliances in each agenda area
 - Partner and co-host a successful Hispanic Legislative Day
 - Provide educational materials, analysis and testimony on legislative proposals affecting Hispanics

Time Line

- Have a meeting with the staff of the Latino Voter Project by December 2006
- Meet with the Governor's legislative policy office prior to November of 2006 to discuss possible legislation.
- Continue participating in Latino Legislative Day meetings.



Mattawa Public Meeting April 15 2006



Hispanic Legislative Day February 2006



Mattawa Public Meeting April 15 2006

Committee Chairs will identify and appoint community representatives to serve on standing and Ad Hoc Commission committees. Participants will be selected based on experience, educational background and community involvement

Survey Washington's legislators annually to determine their priorities and their assessment of the needs of Hispanic constituents and create communications strategies to ensure that issues and concerns move freely between Legislators and Commissioners

Focus the Commission's efforts and resources on identifying Washington Hispanic leaders, especially those who promote the preservation of the Hispanic culture, challenge intolerance, encourage inclusiveness, and promote education and knowledge as a means for advancement of the Hispanic community

Continue to identify migrant worker issues such as housing, rights, and safety

Create strong partnerships with other ethnic, socio-economic, disabled, and other marginalized groups and participate in or host a human relations event

Promote institutional change by encouraging State agencies to annually review their policies and evaluate their impact on Hispanics

Develop relationships and form partnerships with national organizations such as the National Council of La Raza, the National Hispanic Council, Hispanic Caucus, Hispanic Business Magazine, etc. Provide consistent information on national issues, trends, legislation, patterns or events pertaining to Hispanics

Assist and determine best practices for designing and implementing culturally competent programs

Recruit and encourage young Hispanics to apply for public and private internships in partnership with higher education, businesses, and other opportunities

Work with local law enforcement officials, fire personnel, and other community safety organizations to implement procedures which will ensure the safety of the Hispanic community, invite law enforcement and safety agencies to all public meetings, and schedule an annual meeting to assess needs

Host and promote opportunities for bilingual Washingtonians to apply for positions in the critical professions such as health, law enforcement, courts, correctional facilities, IRS, etc.

Develop a process to collect relevant data to ensure that the Commission will always have the latest statistics relating to Hispanics

Continue to work with colleges to recruit and retain more Washington Hispanic high school graduates

Partner with other ethnic groups to encourage the Governor and/or Legislators to host special events which showcase accomplishments of the State's minority communities

Develop strong relations with both Spanish and English print and electronic media

Partner with minority groups (i.e. the Better Business Bureau and the Washington Department of Administration) to host a Business Owner Forum

Sponsor Hispanic leadership training that will provide the necessary resources to allow Hispanic community leaders to be effective and assist in the appointment of Hispanics to Washington Boards and Commissions

Develop an online resource guide useful for State agencies and Hispanic communities

Host a language access forum in Spokane

Website redesign will be launched December 2006

Cost Reduction Strategies

The Commission continues to streamline its operations by dividing select administrative tasks among the five co-located micro-agencies. The agency is promoting more commissioner interaction through monthly committee teleconferences which reduce the need for travel expenses.

Risk Management Strategy

The Commission has developed and instituted a detailed sexual harassment administrative policy. The Commission has also developed a specific overtime policy to address any disputes regarding hours worked. All incoming Executive Directors will be required to undergo the DOP HELP Training during their first three months of employment. The Commission will administer yearly performance reviews of the Director to identify any potential personnel problems. Finally, the Director will administer yearly performance reviews of staff to further identify potential personnel issues.

Risk, Obstacles, Opportunities Faced by Agency

There is only so much that two FTE's, interns and volunteer commissioners can accomplish. The Hispanic population in the state is currently over 500,000 and with estimates of reaching 1.5 million in the next 15 to 20 years. A primary obstacle to the Commission is the lack of realistic, flexible, and sustainable funding which will ensure the consistency necessary to maintain a full time permanent staff and provide opportunities for professional development along with the resources necessary for Commissioners to interact with the Hispanic communities throughout the State.

As the Hispanic population increased the demands on the agency increased. The Commission receives an average of 25 telephone calls per day and has seen the requests for the commission's presence at community meetings increased by 200%. This increase has placed a strain in the very small agency's travel budget. Without an increase resources for travel the agency will not be able to meet the demand by our constituents and the Office of the Governor to be visible in the community.

HISPANIC OR LATINO BY TYPE CENSUS 2000

Hispanic or Latino (of any race)	441,509	100.0
Mexican	329,934	74.7
Puerto Rican	16,140	3.7
Cuban	4,501	1.0
Other Hispanic or Latino	90,934	20.6
Dominican (Dominican Republic)	661	0.1
Central American (excludes Mexican)	12,126	2.7
Costa Rican	818	0.2
Guatemalan	2,773	0.6
Honduran	1,330	0.3
Nicaraguan	871	0.2
Panamanian	1,725	0.4
Salvadoran	3,987	0.9
Other Central American	622	0.1
South American	8,455	1.9
Argentinean	939	0.2
Bolivian	347	0.1
Chilean	1,229	0.3
Colombian	2,189	0.5
Ecuadorian	637	0.1
Paraguayan	46	0.0
Peruvian	1,942	0.4
Uruguayan	111	0.0
Venezuelan	528	0.1
Other South American	487	0.1
All other Hispanic or Latino	69,692	15.8
Spaniard	1,936	0.4
Spanish	13,150	3.0
Spanish American	781	0.2

Washington State Commission on Hispanic Affairs

Comisión de Asuntos Hispanos

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