



2015-2016

Washington State
Latino-Hispanic
Assessment Report



Washington State Commission on Hispanic Affairs



Parents have a right to free, competent interpretation and translation services in schools

Parents play a vital role in students' success. All parents need information about their children's education in a language they understand.

Let's support our **children's education together!**

With an interpreter, parents and educators can have meaningful conversations in any language about important topics such as:

- Enrolling in school
- Grades, academic standards, and graduation
- School rules, including attendance and student discipline
- Access to programs or services that will benefit the child—including highly capable, advanced placement, English language learner programs, academic support, and services for students with disabilities
- Participation in school activities

Students have a right to a free and public education until age 21, regardless of immigration status.



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About the Artist



Enrique Wetzel, a native of Buenos Aires, Argentina, has made Seattle his home since 1988. He started as a professional sign maker in Argentina, continued that work in the United States, and developed his artistic style over many years of independent study and observation. His preferred medium is acrylic in a wide range of styles from realism to abstract to portrait, and his latest passion is art deco. He has exhibited his work in various Seattle venues since 2001 and had his first solo exhibit in 2005.



◀ “Red Circle” Cover Art (English)
 ▶ “My City” Cover Art (Spanish)



DISCLAIMER: We thank all the contributors to this report for their time and effort and unless otherwise indicated, the views and opinions expressed in their articles are those of the authors and do not necessarily reflect the official policy or position of the Commission on Hispanic Affairs.

Our achievements would not have been possible without strong partnerships with organizations, individuals, institutions, Legislators, state agencies, and our interns and volunteers: Gloria Pitkin, Osvaldo Guel, and Amairani Castaneda.

We'd like to acknowledge our partners that have worked with us over the past two years, particularly to all those who contributed in producing the Washington State Latino Health Report in 2014. We'd also like to thank our other strong partnerships with Bridge Latino, Washington State Coalition for Language Access (WASCLA), Everett School District, Hispanic Roundtable, Latino Community Fund, Office of the Education Ombudsman, State Farm, US Hispanic Leadership Institute (USHLI), Washington State Court Appointed Special Advocates (CASA), National Association of Latino Elected Officials (NALEO), Washington STEM, and Latino Civic Alliance.

We also to thank one pioneer who spent the majority of her life fighting to improve the lives of the Latino community, Lourdes Portillo Salazar. Lourdes' efforts were ones of courage and compassion. She worked diligently in her life to ensure better access for Latinos from all walks of life. She wanted to ensure that opportunities were always available to Latino community and through that endeavor she eliminated many barriers for our community. The Commission joins our community in mourning the loss of Lourdes Portillo Salazar and asks you join us in celebrating her memory and remarkable achievements she accomplished.

Thanks also to our radio stations: Radio Luz 1680AM, La Nueva 103.3FM, Radio KDNA 91.9FM, Radio El Rey 1360AM, and Radio KSVR 91.7FM. As well as our state agency partnerships: the Eastern Washington University, the Dept. of Social and Health Services, the Office of the Education Ombuds, the Office of the Attorney General, the Dept. of Labor & Industries, the Dept. of Health, the Human Rights Commission, the Dept. of Enterprise Services, the State Board for Community and Technical Colleges, the Dept. of Revenue, the Dept. of Financial Institutions, Heritage University, the Office of Superintendent of Public Instruction, the Office of the Insurance Commissioner, the Dept. of Ecology, the Dept. of Licensing, the Dept. of Services for the Blind, and the Office of the Secretary of State. We'd also like to thank Washington State University.

Lastly but not least, our thanks and gratitude to the Commissioners that we bid farewell during 2014-2016: Ricardo Espinoza, Raquel Ferrell-Crowley, Eliseo John Juarez, Eduardo Morfin, Jose Manuel Reta, Suzy Martinez, and Victoria Breckwich Vásquez. We appreciate all the work and effort that was put into the Commission by these volunteer Commissioners. Thank you for your dedication and tireless advocacy for our communities.

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I have had the privilege of serving on the Commission on Hispanic Affairs (CHA) since 2013 and the tremendous honor of currently serving as the Commission's Chair. The legislative mandate of CHA is to improve public policy development and the delivery of government services to the Hispanic community. As such, CHA has continued to build a Commission that represents the diverse Latino community of Washington State and ensuring that commissioners have both geographical representation as well as policy subject matter expertise and experience needed to address issues in our communities. It is our intent to move thoughtful policy in areas such as access to education, health impacts, economic development, language accessibility, environmental justice, civic engagement, criminal justice, and public safety.

I am proud of the work that CHA has accomplished these past years and am honored to work alongside my fellow volunteer Commissioners who give their time and effort to raise the voice of our community. CHA builds collaborative working relationships with state agencies, non-profit advocacy groups, elected officials, and Latino community leaders in addressing the issues that impact the Latino community.

These working relationships, partnerships, and opportunities to share our perspective and counsel as Commissioners to legislators and policy makers have contributed to the success of our community. This year CHA was an important voice in the passage and signing of HB 1541, the Education Opportunity Gap bill, which ensures the implementation of strategies to close the educational opportunity gap, based on the recommendations made by the Educational Opportunity Gap Oversight and Accountability Committee (EOGOAC).

CHA also pushed for the signing of the Police/Deadly Force Task Force bill, which establishes a joint legislative task force on the use of deadly force in community policing. The task force represents an ongoing opportunity to continue to seek solutions for police accountability, implicit bias training in the hopes to improve police and community relations. We believe that the signing of these two bills is a step in the right direction towards building equitable opportunities ensured by our government for our community.

CHAs strategic plan has developed community priorities based on Governor Inslee's Results Washington with a focus on issues that impact the Latino community. These priorities provide a framework for our work in the community and are made up of five key areas: education, economic development, public safety, health, and civic engagement. All of five of these areas have a direct impact on the growth and stability of our community.

Economic development, workforce opportunities, economic justice for our workers, and access to public contracting in particular are crucial to the financial growth and perseverance of our community. Latino workers continue to be the largest ethnic minority in Washington's workforce, however, only an estimated 3.7% of Hispanic employees in Washington State are in upper management positions. National data shows that bonding and insurance requirements, along with cash flow, are prevailing barriers to small minority business contractors. Lifting bonding requirements will create immediate opportunity for all Washington State small businesses, but most importantly to our disadvantaged businesses. It is by addressing each of these barriers that we can gain prosperity as community and build lasting power in Washington State.

According to the Selig Center for Economic Growth at the University of Georgia, the Latino buying power in Washington State totaled \$18.3 billion in 2014. Washington State has seen an increase in economic activity among Latinos as well as all immigrants which continues to build our economy. More than ever Latinos are spread throughout each of our state's thirty-nine counties, showing growth rates in key sectors and adding to the sustainable communities throughout Washington. As such, it is crucial that we look at the economic development outside of its traditional silo and instead view it through key intersectionalities that ensure that the Latino community can continue to prosper. We invite you to make use of this resource and hope you find it to be valuable and instructive.

We would like to thank all of our community partners for their collaboration and partnership in making our work possible. We could not do this work without your support.

A handwritten signature in black ink, appearing to read 'Andrés Mantilla'. The signature is stylized and fluid.

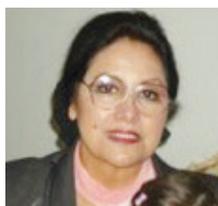
Andrés Mantilla
Chair, Washington State Commission of Hispanic Affairs



ANDRES MANTILLA
Chair

1st Term expires 08/01/2017

Andrés Mantilla is Senior Vice President for Ceis, Bayne, East Strategic designing and implementing creative community outreach and engagement strategy. Prior to joining CBE strategic, Mr. Mantilla served as Business Services Manager and Strategic Advisor to the City of Seattle's Office of Economic Development. He served on Mayor Greg Nickels' Community Outreach Team working on policy and engagement in Seattle's immigrant businesses and communities of color. Mr. Mantilla serves as the Chair for the Washington State Commission on Hispanic Affairs. He also serves of the Board of Directors for King County Conservation Voters, NARAL Pro-Choice Washington and on the Neighbor 2 Neighbor Board for The Seattle Foundation. He holds a degree from the University of California, Santa Barbara in Latin American Studies.



ANITA AHUMADA

1st Term expires 08/01/2017

Originally from Chile, Anita Ahumada acquired her formal education at the Universidad de Chile. She worked as a Social Worker in her native country until she moved to the U.S. in 1970. She worked for the Department of Corrections and served as a Court Interpreter. Anita was the first state employee to obtain Interpreter Certification granted by the Washington State Supreme Court. She co-founded the Language Interpreters Services and Translations (LIST) Office, a nationally recognized program which pioneered equal access to government programs for LEPs. She has also participated in providing language services for numerous Minority and Justice Community Forums under the leadership and guidance of Supreme Court Justice Charles Smith. Anita co-founded the Hispanic Coalition of Snohomish County where she served as Executive Secretary and Co-Director. Anita collaboratively coordinated sports clinics for Hispanic children; she also worked in securing subsidized housing for minority seniors, Hispanic women's health education, ESL classes, literacy programs, and voting education.



GLORIA OCHOA

2nd Term Expires 8/01/18

Prior to taking her position with the City of Spokane, she held a judicial services contract with the Spokane Tribe of Indians and served as Chief Judge for Spokane Tribal Court. Gloria commenced her career serving as a Deputy Prosecuting Attorney for Benton County and then transitioned into private practice where she held indigent defense contracts with several jurisdictions and focused her practice on State and Federal felony matters. Gloria is a member of the Hispanic Business Professionals Association and a member of the Inland Northwest Chamber of Commerce. She is a member of the Latina/o Bar Association's Judicial Evaluation Committee, the Spokane County Bar Association's Diversity Committee and Indian Law Section, and the Washington State Bar Association Lawyer's Fund for Client Protection Board. Gloria is on the Board of Directors for the Little Spokane River Estates Homeowner's Association



NORA CORONADO
Vice-Chair

1st Term expires 08/01/2018

Nora was born and raised in Moses Lake, WA. Her dad came to the U.S. from Mexico with his parents and siblings as migrant farmworkers. Nora has worked as a Research Interventionist and Hispanic Community Liaison at Group Health Research Institute. In this role, she is responsible for engaging research investigators from the 5 state WWAMI regions (Washington, Wyoming, Alaska, Montana and Idaho) who are interested in conducting health and behavioral health research with Latinos. Nora is PTA president of her son's school, school commission member and is also a member of the Governor's Interagency Council on Health Disparities. Nora has an MSW from the University of Washington and has completed her coursework for an MPH with an emphasis on maternal and child health, and a PhD in social welfare. Being on the commission seemed a natural fit.



FRANK LEMOS

1st Term expires 8/01/2018

Mr. Frank Lemos is the President of the National Minority Business Advisory Council. He is also President of LDC, Inc. and has more than three decades of experience serving in executive capacity providing consulting services in a number of different industries throughout the Pacific Northwest. He is a nationally recognized businessman who has served as a leading consultant in the professional construction consulting industry for over 25 years managing and/or consulting large regional and national engineering firms for over 12 years. Additionally, Mr. Lemos is a tireless servant leader who gives back to the community in leadership roles such as State Commissioner for Economic Development on the Washington State Commission on Hispanic Affairs, President of the National Minority Business Advisory Council, and Chair of the Washington State Office of Minority and Women's Business Enterprises Advisory Committee. He holds several advisory committee positions and is known nationally as a staunch advocate for policies and community action that supports job creation and fair and equitable public contracting opportunity in Washington State for disadvantaged businesses.



BRIAN MORENO

1st Term Expires 08/01/19

Brian Moreno is a partner with a McDonald's Licensee in Othello, Washington. A long-time resident of Tri-Cities, Brian was raised in Othello where his family relocated from Denver, Colorado. A second and fourth generation immigrant, his father came from Mexico while his great-grandparents emigrated from Poland. Volunteerism has been a part of his life since the Tri-Cities Hispanic Chamber of Commerce in 2005, to his board position now with the Washington Hospitality Association. He holds a bachelor's in business administration from Kaplan University. While at home, Brian enjoys studying physics, philosophy, and history. A family man of five, not including their four dogs and intermittent foster animals, his wife also volunteers as the director of Mikey's Chance Canine Rescue.





RICARDO SANCHEZ
1st Term Expires 08/01/17

Between September 2009 and December 2016, Ricardo Sánchez served as vice president for Communications and Educational Services at Sea Mar Community Health Centers. In 2006-2009, Ricardo served as associate director for the Washington State Higher Education Coordinating Board (HECB). He also served as state director of GEAR UP, a federally funded project administered by the HECB that helps low-income students prepare for college. In 1989-1996, Ricardo was director of communications for Washington State's Office of Superintendent of Public Instruction. He served also as the state superintendent's speechwriter and senior policy advisor.



SUZY MARTINEZ
1st Term Expires 08/01/17

Suzy Martinez has grown deep roots in the areas of social justice, education and mediation. She has worked with K-12th students and adults all over the United States, Mexico and Asia. She was trained in a methodology that accelerates the learning and retention process by utilizing classical music, the arts, dance, theater and reflection. In 1996 she incorporated her business, Expanded Connection, providing communication courses and cultural sensitivity curriculum to schools, non-profits, universities and businesses.



PAULA ARNO MARTINEZ
1st Term Expires 08/01/19

Paula Martinez is a Staff Attorney with Colectiva Legal del Pueblo in Wenatchee, WA. Paula practices immigration law, with a focus on immigrant survivors of domestic violence and other crimes. Paula's practice also includes deportation defense and family-based immigration. Previously, Paula also worked for Rios & Cruz in Seattle, and the Northwest Immigrant Rights Project in Granger, WA. Paula is originally from Houston, Texas with roots in South Texas. Her family is from Mexico and the Dominican Republic. Paula moved to Washington in 2012 after graduating from Thurgood Marshall School of Law at Texas Southern University and she is also a 2007 graduate of the University of Texas at San Antonio. Paula is a member of Kappa Delta Chi Sorority, Inc., a Latina-founded national sorority with an emphasis on serving the Latin@ community. Paula lives in Wenatchee, WA with her wife, Vanessa.



ALEX YBARRA
1st Term Expires 08/01/19

Alex was born and raised in Quincy Washington and is currently an Energy Analyst for Grant County Public Utility District (GCPUD). Prior to his 14 years at GCPUD he worked for 15 years at Rocket Research Company in Redmond Washington. Alex has been the Quincy School Board President for the last two years and has been on the school board for 5 years. He is also on the Washington State School Board Association (WSSDA) Board of Directors. Prior to being elected to the WSSDA Board, Alex served on the WSSDA Legislative Committee. Alex has a Bachelor of Science in Mathematics from Central Washington University and also earned a Master's of Business Administration. Alex has a daughter, Micaela Natalia, who is a junior in High School and a Running Start student. In his free time Alex is a coach for Quincy's Little Girl Softball program. Alex's mother and father were migrant workers from Saltillo, Mexico and Edinburg, Texas, respectively.



DAVID MORALES
1st Term Expires 08/01/17

He is a legal aid attorney in Yakima focusing on farmworker clients. He practices primarily employment rights and civil rights law. David has previous experience in immigrant rights, voting rights, and prisoner rights, having worked for Latino Justice, the Southern Poverty Law Center, the Mexican American Legal Defense and Education Fund, and Catholic Charities of San Antonio Immigration Services. David was appointed in August of 2014 to serve on the Commission. Aside from his work on the Commission for Hispanic Affairs, David is involved in various organizations dedicated to the betterment of the Yakima valley. He volunteers for the United Way of Central Washington. Further, he teaches for La Casa Hogar, a non-profit that aims to serve the Latino Community through education, health and civic programs. Additionally, he continues to be an active participant in the Yakima Valley Dream Team, a grass roots group created to advocate immigrant rights in Yakima. David moved to Yakima after graduating from Columbia Law School in 2012. He is a 2008 graduate of the University of California, Berkeley and spent a year with the Jesuit Volunteer Corps in San Antonio, Texas.

Staff



URIEL IÑIGUEZ
Executive Director

Mr. Iñiguez is an immigrant from Mexico; he was first appointed by Governor Christine Gregoire as Executive Director of the Commission on Hispanic Affairs in June 2005. Uriel was reappointed by Governor Inslee in January 2014 and also appointed to the Eastern Washington University Board of Trustees. Prior to his appointment as Executive Director, he worked for the Department of Corrections, and served as volunteer Commissioner for the Commission on Hispanic Affairs. During his tenure in the Department of Corrections, he held the positions of Community Corrections Officer, Prison Counselor, Regional Correctional Manager, Associate Superintendent, Field Administrator, and Management Services Chief. Mr. Iñiguez holds a BA in Human Resources Management from Eastern Washington University and a Master's degree in Public Administration from City University. Since his appointment as Director, Mr. Iñiguez has been instrumental in: Organizing the Healthcare, Economic and Educational Diversity Summits, Organizing the Hispanic/Latino Education Forum, Establishing a state wide Spanish radio program, Publishing four Hispanic/Latino Assessments in Spanish and English, Reinstating the Hispanic/Latino Legislative Day, Founder of the Latino Civic Alliance Organization, Developing a Parent training Educational Manual, Developing Parent Training Institutes on our Educational System, and, Developing a Latino Business Directory.



MYNOR LOPEZ,
Executive Assistant

Mynor is a proud Guatemalan-American born and raised in the Yakima Valley in the town of Granger, Washington. He graduated from Washington State University in 2014 with a bachelor's degree in Secondary Education with an emphasis in History. He has been involved in work with the Latino community through el Movimiento Estudiantil Chican@ de Aztlán (M.E.Ch.A) as well as working to coordinate the Children of Aztlán Sharing Higher Education (CASHE) Conference at Washington State University. Mynor believes that working to give a voice to the Latino community is paramount. Mynor continually returns to volunteer at Granger High School and support the students who attend the school. He has a strong drive to improve the educational outcomes of Latinos across the state and has worked to address the educational opportunity and achievement gap. He has worked with programs such as the Youth Experience Project to help develop critical educational curricula for students of color and traditionally underrepresented students.

6 The Commission and its Activities

The Washington State Commission on Hispanic Affairs (“CHA” or “the Commission”) was created by a Governor’s Executive Order and established in statute in 1971. As mandated by the state legislature, the Commission’s functions are to improve public policy development and the delivery of government services to the Hispanic community through the following means:

1. Identifying and defining issues concerning the rights and needs of Washington State’s Hispanic Community;
2. Advising the Governor and state agencies on the development of relevant policies, plans and programs that affect Hispanics;
3. Advising the legislature on issues of concern to the state’s Hispanic community;
4. Establishing relationships with state agencies, local governments, and members of the private sector.

The Commission strives to improve public policy development and the delivery of government services to the Latino community and it is to this end that the Commission and its 11 Commissioners spend a significant amount of time collaborating with agencies, serving on committees, advising educational agencies, and advising the legislature on identifying and establishing policies that meet and/or address the needs of the Latino community.

The following report will highlight the activities of the Commission over the past two years, identify the Commission’s priorities, specifically in the area of Economic Development, and speak to the work and dedication of the Commissioners of the Commission on Hispanic Affairs and its partners within the Latino community.

History of CHA

The Commission started out in 1971 as a strong grassroots movement to improve the conditions for Latinos in the state of Washington. A substantial amount of community action leading to the creation of CHA rose out of the Yakima Valley as well as other areas with high farm worker populations. During this time, a group of Latino community advocates saw the need to take their concerns to the state in order to advocate and lobby for community development. The official creation of CHA was part of a larger history of the Chicano movement that peaked in Washington in the late 60s and early 70s.

The Director of CHA has generally been identified as the official public figure of CHA. He is to a great extent the spokesperson or the reference point. Uriel Iñiguez is the fourteenth CHA Director, and has been serving as Director since 2005.

The eleven volunteer commissioners make up the official CHA board. They are appointed by the Governor with the goal of achieving a balanced representation of the Latino community of the state. The Commissioners represent their designated regions, interests, and expertise. The Commissioners select a chair to the meetings and has the authority to speak for CHA.

The current make-up of the Commission reflects a wide range of interests, generations, and ethnic backgrounds.



CHA has 11 commissioners who specialize in a variety of areas, especially higher education and K-12 education, economic development, health and human services, environmental health, civic engagement. Some commissioners are first generation immigrants, and some are second- or third- generation. We have a commissioner from Chile and others are of Mexican descent or first generation Mexican.

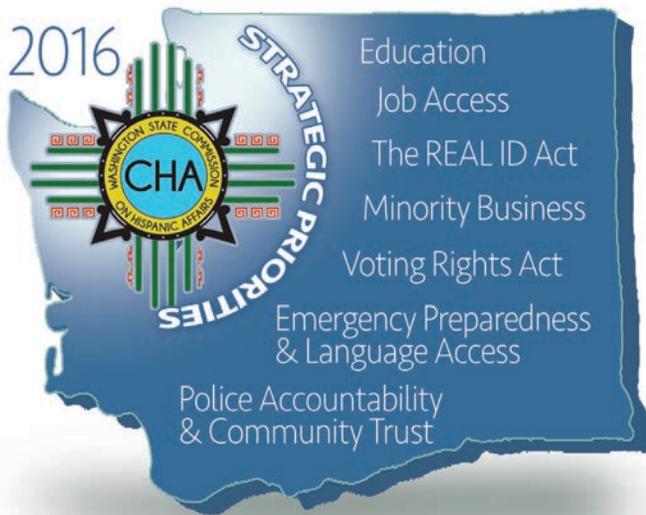
The different backgrounds of our commissioners bring different strengths to the table, and make for a dynamic team that draws upon those strengths to help one another effect change in the Latino community.

CHA Priorities

The Commission on Hispanic Affairs is excited to share with the community our report of the 2016 Legislative Session. Following the protracted session of last year, the assumption was that this year's 60 day session would be a quick and quiet one. That sentiment could not be further from the truth; not only did the session resume as a special session but this year's regular session has been considerably eventful with the passage of key legislation advancing meaningful

changes in the upcoming future for our community.

In preparation for the session, the Commission developed a list of strategic priorities based on the needs of the Latino community; for the purposes of legislation these priorities took the form of roughly 120 bills combined between all of CHA's commissioners. Areas of focus included: Education, particularly the educational opportunity gap; Emergency Preparedness & Language Access, in light of the devastating fires of last summer in Eastern Washington; Job Access; Police Accountability and Community Trust, including establishing a joint task force on community policing standards and legislation surrounding body cameras worn by law enforcement officers; Minority Business, specifically the creation of a Disadvantaged Business Enterprises Advisory Committee within the Transportation Commission; the REAL ID Act; and the Washington State Voting Rights Act. Throughout the course of the legislative process, which is contingent on six different legislative cutoffs, CHA's focus narrowed drastically from the initial hundred to 10 significant bills.



Of those bills, there were two that, after much dedication and effort, did not pass this year but that CHA will continue to advocate for in future legislation. The first is SB 6530, a bill regarding language access in emergency notifications, which our Commissioner Anita Ahumada advocated for tirelessly. Unfortunately, the bill lost impact after an amendment was placed to reduce the number of counties in which the bill could be implemented. The other was SB 6180, a bill that our Commissioner Frank Lemos has been working on for several years. This bill would have established a Disadvantaged Business Enterprise Advisory Committee within the Transportation Commission; however, after disagreements between the House and Senate regarding amendments made to the bill, the bill was unable to move successfully out of both chambers. While the Commission is disappointed with this year's outcome regarding these two bills, CHA is not deterred and will continue to advocate for this legislation again next session. The Commission would like to extend a special thank you to the legislators who sponsored these bills along with those who worked with CHA to move these bills forward and keep them alive this session.

Overall, this session leaves the Commission with much to be proud of; the hard work of our

commissioners, state legislators, and policy makers during this demanding session is well worthwhile in the passage of many valuable bills. CHA would like to celebrate the successful passage of 4SHB 1541, the Education Opportunity Gap bill, which implements strategies to close the educational opportunity gap, based on recommendations of the Educational Opportunity Gap Oversight and Accountability Committee (EOGOAC). After working on this bill for the last four years, the Commission is thrilled to it become law. Another bill that CHA is excited to announce the passage of is ESHB 2908, the police/deadly force bill, which establishes a joint legislative task force on the use of deadly force in community policing. This bill will have a major impact in addressing the concerns of the community and the needs of law enforcement agencies. Relating to criminal justice is also, SSB 6295, a bill clarifying the venue in which coroner's inquests are to be convened and the payment of relating costs. This bill was formed in response to the Antonio Zambrano-Montes case last year and CHA is pleased to see the bill signed into law by the Governor. Lastly, the Commission would like to applaud the passage of SSB 6519, the Telemedicine bill, which will expand patient access to health services via telemedicine. This bill will be particularly important to increasing health service access to the Latino communities that live in rural parts of the state. The Commission would like to extend a warm thank you to the sponsors and all those who helped in the passage of these bills.

2016 Legislative Session

Education

CHA's primary focus under Education this session was ensuring that recommendations from the Educational Opportunity Gap Oversight and Accountability Committee (EOGOAC) were passed via 4SHB 1541. Early on in the session there were concerns regarding a competing bill sponsored by Senator Litzow, SB 6244

which intended to close the education opportunity gap but disregarded essential recommendations from the EOGOAC regarding school discipline. Senator Litzow's bill, SB 6244 did not pass House of Origin cut-off and has been retained to the Senate Rules X file. 4SHB 1541 has been signed by the Governor and has been allocated \$1,242,000 from the general fund for the 2017 fiscal year. After working on this bill for the last four years as a part of the EOGOAC, the Commission is thrilled to see this bill become law.

Other priority bills under Education included support for the passage of Breakfast After the Bell legislation SHB 1295, which was amended in the Senate; a truancy reform bill, SB 5745, which did not pass House of Origin cut-off, however HB 2449, a different truancy reform bill received a partial veto and signature into law from the Governor; and the basic education funding bill, SB 6195, which was signed into law on February 29th, 2016.

Emergency Preparedness & Language Access

CHA's priority under Emergency Preparedness & Language Access was a bill Commissioner Anita Ahumada worked to create alongside Senator Hasegawa, which would provide notices of public health, safety, and welfare in languages other than English as represented by local demographic data. This bill was introduced as SB 6530 on January 25th. CHA provided testimony in support of this bill at its first hearing on February 2nd; Senator Roach, chair of the Senate Committee on Government Operations & Security, moved the bill directly out of Executive Committee that same day. During this hearing Senator Roach addressed some troubling concerns with the Emergency Management Department (EMD) regarding their performance in last year's wildfires. The EMD has since improved their relationship with CHA and has been responsive to recommendations made to help develop their outreach to LEP communities in times of emergency. In the course of being debated on the Senate floor, Senator Benton introduced an

amendment increasing the percentage needed to qualify a county to provide these multilingual notices, from 5% to 20%, drastically reducing the amount of counties that this legislation would impact. SB 6530 did not pass House of Origin cut-off and was retained in the Senate Rules X file.

There was a second attempt to revive this bill by inserting the language of SB 6530 into a bill sponsored by Senator Parlette, SB 6657. However, the language in SB 6657 is not as resolute as the language in SB 6530.

Job Access

CHA's priority bills under Job Access received comparatively little action this legislative session; SSB 5082, regarding the provision of career and technical education opportunities for elementary school students, did not move since the regular session of last year; HB 2543, which allows Permanent Legal Residents to qualify for employment as first responders, received support from CHA but as of March 8th was retained in the Senate Rules X file.

Police Accountability & Community Trust

There were many bills under Police Accountability & Community Trust that were priorities for CHA this session. Three have been signed into law by the Governor: SB 6295 regarding the venues available for coroner's inquests; HB 2362 a bill relating to video and/or sound recordings made by law enforcement or corrections officers; and HB 2908 establishing the joint legislative task force on community policing. The bills that did not pass were HB 1701 the Second Chance Employment or Ban the Box bill, which did not pass House of Origin cut-off; HB 1390 regarding Legal Financial Obligation reform, which was retained to the Senate Rules X file; HB 1041 and 1017 neither of which have moved since the 2015 legislative

session; HB 2907 reforming the statute regarding use of deadly force by a public officer or peace officer, died during House of Origin cut-off; and HB 2882, regarding the collection of data on occasions of justifiable homicide use of deadly force, while it was intended to be absorbed into HB 2908, it did not pass House of Origin cut-off making it unfeasible to integrate into HB 2908. CHA testified in support of both HB 2882 and HB 2908.

HB 2362 is a bill relating to video and/or sound recordings made by law enforcement or corrections officers. The bills establishes Public Records Act provisions governing requests for and disclosure of certain body-worn camera recordings made by law enforcement and corrections officers while in the course of their official duties. It requires law enforcement and corrections agencies that deploy body-worn cameras to adopt policies covering the use of body-worn cameras and establishes a task force to review and report on the use of body-worn cameras by law enforcement and corrections agencies. While generally speaking CHA has been supportive of HB 2362, CHA has expressed policy concerns particularly with Section 5 since the beginning of session. Commissioner Gloria Ochoa-Bruck has discussed these concerns with bill sponsor Rep. Hansen, Senate Leadership, and House Leadership. She has recommended a striking amendment to Section 5 of the bill regarding how local jurisdictions establish policies regarding the use of cameras. Without consistent policies across the state, the state will have diminished authority over how the use of camera bill is executed and likely face situations in which certain districts will be adversely impacting communities of color. HB 2362 passed both chambers with no Section 5 striking amendment. Rep. Holy cited CHA along with other organizations of color on the House floor in opposition of the bill. CHA wrote a letter to the Governor expressing CHA's concerns and requesting a veto of Section 5. The bill was signed into law by

the Governor. CHA hopes that their concerns will be addressed by the workgroup.

CHA will continue to recommend an amendment of RCW 9A.16.040, Justifiable Homicide or Deadly Use of Force to amend 9A.16.040(3) A public officer or peace officer shall not be held criminally liable for using deadly force without malice and with a good faith belief that such act is justifiable pursuant to this section.

Minority Business Access

The priority bills under Minority Business Access, more than any other category, caused much controversy and agitation for CHA this session. The dynamics of the legislative process in regards to these bills cannot be fully represented by the current status of the bills as there was much political movement obscured from public view. Of the five priorities two proved to be the focuses of this year's session. The first was HB 2129 which intended to amend RCW 39.08.010, lifting the current Washington State statute set at \$35,000 to the Federal Miller Act limit of \$150,000. Early on L&I expressed concerns about this bill stating it would bring up issues for revenue and lower the percentage of retention on public works. While these concerns were misinterpretations of the bill, they dominated the conversation around HB 2129 and influenced the Governor's policy office to push for HB 2933, Rep. Gregerson's small works roster bill as a viable alternative. HB 2933 did not address any of the issues that CHA was in support of in HB 2129. However, in an attempt for political compromise, CHA continued to passively support both bills. HB 2129 was referred to House Rules 2 but died in House of Origin cut-off after never being addressed on the House floor. HB 2933 the alternative, also died; the bill passed the House, was amended in the Senate, but never addressed again in the House.

The other bill that demanded the focus and attention of CHA this session was SB 6180 which intended to create a Disadvantaged Business Enterprise Advisory Committee within the Transportation Commission. This bill did not pass this year's legislative process and remains caught between political tensions. The bill passed out of the Senate with bipartisan support. Then amendments were made to the bill in the House changing the intent of the bill from a standing advisory committee to a 2.5 year, report producing committee which is of great concern to CHA. Other concerns that CHA has with the bill include, the addition of a sunset provision in December of 2018, the bill that originally passed out of the Senate did not have a sunset provision; and unlike other agencies, the Ethnic Commissions need to receive approval from the House and Senate leadership for their appointed committee members. The Senate refused to concur with the House amendments and returned the bill to the House for further consideration. CHA asked Rep. Reykdal to pull the bill to floor. CHA wrote an amendment for the House that would extend the sunset from 2018 to 2020 and asked Rep. Reykdal and Rep. Hudgins to sponsor the amendment. This amendment was put on the floor, then removed and replaced with an amendment by Rep. Moscoso. The House then insisted that the Senate concur. The House did not adequately address CHA's concerns and the bill was sent back to the Senate for further consideration. CHA is deeply disappointed with the outcome of this bill and will continue to work to pass a bill that holistically encompasses the implementation of a Disadvantaged Business Enterprise Advisory Committee within the Transportation Commission in future legislative sessions. After the continued work of many years, the Commission is aptly disappointed with the ultimate turn out of this bill.

In regards to the other three CHA priorities under Minority Business Access there was very little movement forward this session. HB 2822 was

dropped two weeks into the session by Rep. Santos which worked to develop a policy statement or a Governor's Executive Order, to be used by all state agencies, that would promote a clear understanding of Initiative 200 and state agency responsibility to the federal Civil Rights Act of 1964 specifically, Title VI. The bill had a Public Hearing where CHA signed in support but the bill never received any further action. SB 6393 which updates and modifies small works roster construction and limited public works requirements, received minimal action and was retained to the Senate Rules X file. Lastly, no action was taken this session, but CHA will continue to advocate for the amendment of RCW 49.60.400 to include anti-discriminatory language, to be in compliance with the Federal Civil Rights Act of 1964 specifically, Title VI.

The REAL ID ACT

CHA had two priorities relating to REAL ID legislation this year. The first was to address the concerns of Commercial Drivers' Licenses for legal residents and work visa holders via SB 6519. The other was to work with Legislators to insure legislation that is passed regarding REAL ID Act be the least impactful to the Latino community. Both of these priorities have been minimally addressed this session. SB 6519 did not pass House of Origin cut-off and is retained to the Senate Rules X file. REAL ID legislation had no action until the start of special session when two new bills were introduced relating to REAL ID legislation, SB 6678 sponsored by Senator King, and SB 6679 sponsored by Senator Benton..

Voters' Rights

In regards to Voters' Rights and civic engagement CHA had three priorities this session. The primary focus was on the Voting Rights Act bill HB 1745.

While, it did not seem likely to move very far this session there was a small window before the second Policy cut-off that it seemed possible that it could pass both chambers. This window quickly closed in the midst of the political tension surrounding the dismissal of the Department of Transportation Secretary, Lynn Peterson. The bill was pulled from the Senate Rules X file to consideration for third reading by the Lieutenant Governor Brad Owen, however, as predicted bill did not pass the legislative process this year. Another priority this session was HB 2682 regarding an auto-voter registration process for individuals who register for a driver licenses, the bill passed the House but never received a Public Hearing in the Senate. Finally, the Commission stated support for Free Voting legislation within the state of Washington, no action was taken this session on this issue. CHA will continue to advocate for legislation of these issues in future sessions.

Conozca su Gobierno con Uriel Iñiguez

In 2010 the Commission started the Conozca Su Gobierno (Know Your Government) radio program which airs on Tuesdays from 11 a.m. – 12 p.m. on Radio Luz KTNS 1680 AM (Seattle and Puget Sound and streamed by Radio KDNA 91.9 FM (Yakima Valley) and KSVR 91.7 FM (Skagit). Our Wednesday programs are from 10:30 – 11:00 a.m. with El Radio Rey is on 1360 AM (Seattle). Thursdays air from 10 – 11 a.m. on Radio La Nueva 103.3 FM and 92.1 FM (Wenatchee). The radio program has now expanded its broadcasting range over 5 different frequencies, covering about 70% of the state including online streaming. On the show, Executive Director Uriel Iñiguez brings on different state agency representatives to discuss important issues such as taxes, loans, car purchasing, driver's licenses, homeownership, consumer protection, educational issues and other subjects relevant for primarily Spanish-speaking Washington residents.

The purpose of the program is to assist other state agencies in their outreach to the Latino community.

Agencies each have one half hour to discuss anything they want to bring to the Spanish-speaking community and CHA staff moderate by asking clarifying questions and providing phone numbers and other resources for the listening audience. In continuing our efforts to connect the community to the Commission, the program encourages community members to call in with questions or concerns.

The Office of the Education Ombuds recently joined the radio program and the Commission would like to thank them. With just over \$49,000 raised in sponsorship to fund the production of this outreach program, we are very happy to congratulate our Gold Level sponsors for their continued support in this program: Department of Financial Institutions, the Attorney General's Office, and Eastern Washington University.

Activities in Economic Development

The Commission has worked tirelessly over the past four years to advocate for the needs of not only minority businesses, but for the economic well-being of the Latino community. Commissioners Frank Lemos and Andres Mantilla, in coordination with the Commission's staff have worked to increase accessibility to minority businesses across the state. Beginning in 2013, Commissioner Lemos has worked with the Office of Minority and Women's Business Enterprise to increase contracting opportunities and reduce institutional barriers for minority businesses. The Commission has advocated for a review of I-200 and its impact on minority business access in state contracting. All the while, the Commission has placed pressure on state agencies, legislators, and elected officials to ensure that access for minority businesses is on the forefront of the economic development agenda. The Commission's work has increased the availability resources for minority businesses across the state. Through its efforts:

- The Department of Financial Institutions, the Department of Revenue, and Department of

Enterprise Services now actively work to provide resources in Spanish for the Latino community and participate on the Commission's Spanish radio program.

- The pressure provided by Commissioner Lemos has led to Director of the Department of Enterprise Services requesting a formal opinion on I-200 from the Attorney General's Office.
- Commissioner Frank Lemos currently sits on the Governor's Business Diversity Subcabinet and sits on the Office of Minority and Women's Business Enterprise's (OMWBE) Advisory Committee.
- The Commission, through the efforts of Commissioners Lemos and Mantilla, hosts an annual, state-wide Minority Business Policy Workshop to inform the work of Minority Business stakeholders and develop the Minority Business Enterprise policy agenda for the year.

In the 2015 Legislative session the Commission advocated for HB 1044, HB 1255, & SB 5254, which increased OMWBE's regulatory control and allow for better representation of minority businesses in state contracting. Unfortunately none of these bills passed. In the 2016 Legislative Session, the Commission helped develop and advocate for SB 6180, which would create a Disadvantaged Business Enterprise (DBE) Advisory Committee to the Transportation Commission, and HB 2129, which would raise the state bonding statute from \$35,000 to \$150,000. Neither of these bills passed this legislative session and the Commission hopes to address these concerns in the next legislative session and ensure that the needs of the Minority Business community continue to be addressed.

Adiós, Uriel!



It has been my honor to serve as Director of the Commission on Hispanic Affairs for the last twelve years. I am proud to look back at all that we have been able to accomplish. I'd like to thank the commissioners for their time and help in serving the Latino community of Washington State.

I want to also extend a special thank you to those in the legislature that made many of these accomplishments possible. Thank you Representatives Lillian Ortiz-Self, Sharon Tomiko Santos and Frank Chopp; Senators Mark Schoesler and Barbara Bailey.

Thank you Governors Inslee, Gregoire and Locke, for allowing me to serve in this position. Thank you Attorneys General Bob Ferguson and Rob McKenna, Randy Dorn, Kelly Wicker and Fred Olson and others for your contributions to improve the lives of members of the Latino Community. I sincerely appreciate your continued efforts and willingness to work together on issues affecting our community.

[Continued on page 74]

7 Latino Economic Development in Washington State

By Commissioner Andrés Mantilla

The face of Washington State's economy continues to change and evolve. At the forefront of this transition are Washington's communities of color. Indeed, nearly one in six Washingtonians are either Asian or Latino¹ and the rate continues to grow.

Recent projections by the Washington State Economic and Revenue Council affirm that net migration is on the rise and that in fact migration will be the principal factor for state growth in population over the next five years.² Latinos are not just lead players in the demographic growth in our state but also represent a significant portion of the consumer spending pie. This mirrors buying power trends that are happening nationwide. Recent studies project that Latino buying power will reach \$1.7 trillion by 2020.³ It is clear that investing in strategies and programs that engage and enable Latino communities to thrive is not only inevitable given state trends it is also sound fiscal policy.

Below I have outlined some strategies that policymakers should consider to more thoroughly engage Latinos in our growing state economy.

1. Invest in Latino Workers: Strategies that invest in the Latino middle economy and in lower wage workers can further engage Latinos in the development of Washington's economy. The statewide increase of minimum wage in 2016 was an important first step in this engagement particularly for Latina women who in 2013 had the lowest earnings \$27,000.⁴ Yet wage increases are only one piece of the puzzle. Policymakers should look at comprehensive models that can benefit the Latino worker. Latinos were one of the segments most hurt by the recent Great Recession driving up rates

of unemployment and underemployment particularly among Latina women.⁵ Our state has the opportunity to lead on issues of paid family leave, improving worker protection programs that address workers' compensation and encouraging programs that promote economic stability for Latinos.

2. Invest in Latino Businesses: Nationwide Latinos own 2.3 million businesses. In Washington State, most are small business owners. Latinos are also more likely to be entrepreneurs and to start a business.⁶ Yet in Washington State too many minority businesses, particularly African-American, Latino and Native-American, are often left behind because of their ability to obtain financing, access to capital, and consistently struggle with cash flow issues ultimately having limited capacity for economic growth and wealth generation. A study from the Stanford Latino Entrepreneurship Initiative surmised that this new economic 'opportunity gap' accounted for \$1.38 trillion nationwide in lack of economic activity recent years.⁷ Policymakers should encourage culturally-competent, non-traditional community-based lending that is more flexible in credit requirements and interest rates. Policymakers should also work with agencies and economic entities to make sure that programs are adequately engaging minority communities on potential avenues for funds.



3. Invest and Protect in Latino Consumers: Even as Latinos were disproportionately affected during the Great Recession much of the recovery was driven by Latino consumers. Yet Latinos are often the most vulnerable consumers often being taken advantage of by payday lending schemes, or in their interaction with immigration notarios. Washington State has led on issues of consumer protection by establishing the Civil Rights Unit in the Attorneys General Office. This Unit should continue to monitor the egregious incidents of abuse and discrimination. As these programs and laws continue to evolve they should echo the changes in demographics and provide for culturally appropriate avenues for engagement. Increased standards in translations

and interpretation in industries such as healthcare, immigration, housing and banking is a step in the right direction.

Investing in Latino workers, businesses or in consumers is a sound investment in our state's future. Policymakers have an opportunity to utilize these efforts and leverage these correlations.

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- 1 American Community Survey, Washington State, Population by Race/Ethnicity, 2015
- 2 Washington State Office of Financial Management
- 3 Multicultural Economy Report from the University of Georgia's Selig Center for Economic Growth.
- 4 U.S. Census
- 5 U.S. Department of Labor, 2014
- 6 Three times more likely for Latinos overall. Six times more likely for Latina women. US Census Estimates 2015
- 7 'State of Latino Entrepreneurship,' Stanford Latino Entrepreneurship Initiative, 2015. <http://lban.us/wp-content/uploads/2015/11/Final-Report-.pdf>.

8a Small Business and Economic Development

By Commissioner Brian Moreno

The practice of economic development, as designed to benefit a people or sub-group of peoples, has yielded avenues with a multiplicity of results and consequences. In the narrowed spectrum of minority interests, economic development is tasked with niche policy-practices to optimize the potential reach and benefit.

There are several conditions which bear consideration when determining how best to implement a developmental vehicle, particularly the availability of social-capital. If the sine qua non is absent, the policy stands little chance of success.

Before engaging in a policy measure, one must first outlay the goals of economic development. Four accepted criterion are; self-sustaining growth, changes to available infrastructure, social / political / institutional modernization, and improvement in the human condition (Adelman, 2000). In isolation, or an amalgamation of the criteria, this scrutinizes our determination of what makes a good policy. These serve as the guiding principles to generate a pathway for stakeholders.

In terms of the minority stakeholder, there are also definitions unique to their status; origin and residency. In each classification is a set of unique conditions facing the individual. Policymakers would be cognizant of said requisites when introducing legislation as there may be wholesale consequences. These unique conditions have to be considered, above all else, before an official begins selecting the goals for its development policy. Beginning with the demographic and conditions for success narrows the scope of utility which ultimately raises its level of impact to the intended market.

Adelman also contends that the high-value associated with human resources, particularly social capital, are

paramount for a successful policy. Without backing of a representative body one cannot expect an optimal outcome. Policy-makers should align themselves with an agent or agency to appropriate support from those targeted in order to exact the desired result.

The purpose of a minority-facing policy is its ability to bring social equilibrium to a distressed population. Endogenous programs based on job creation or hiring of a particular labor-force, these tend to create exaggerated reports of actual benefit versus realized benefits to the intended market (Adelman, 2000). With that in mind policy-makers are urged to consider removing barriers to upward mobility before instituting incentives to hire.

One considerable warrant is the hiring of undocumented workers. Current immigration policies task employers to only hire those which can demonstrate material value via petition-based employment (<http://travel.state.gov>). This, in of itself, is insurmountable for any would-be employee outside of specialized trades, agriculture, or executives. With this first condition facing the minority worker, a chance to move upward and grow is immediately forfeited.

Documented workers still face the struggles of generational success. David North in his article "The Immigrant Paradox", offers unique insight about the struggles for modern immigrant families post-first generation. North points out that while the classical



model for foreign born families has not materially changed, what their children are able to achieve certainly has. The data shows that 2nd and 3rd generation children earn more, have higher completion rates in school, and are able to stay above the poverty-line (North, 2009). What is interesting, however, is that the fourth generation loses ground and begins slipping across the entire board (North, 2009). The implication of North's data is that while second-generation immigrants have an exponentially improved chance at success, the long-term sustainability of that success is somehow in jeopardy.

The role of legislators is to identify vehicles to further the opportunity for individuals to advance themselves. Removing societal barriers, arming them with appropriate social and education resources, these are two key policy measures which offer a pathway to success. In a complex world with sweeping changes in immigration patterns, technology, infrastructure,

policy-makers are warranted in seeking alternative policy decisions to bolster our nation through embracing diversity rather than walling it away.

Solomon Northrup wrote, in the context of the early American slave, "the child is father to the man". Northrup understood that a person removed of a home, even of the most modest means, stood marginal and defenseless against life's social and financial requirements.

CITATIONS:

Adelman, I. (2000). Fifty years of economic development: what have we learned?. ABCDE Europe. Retrieved from http://www-wds.worldbank.org/servlet/WDSContentServer/IW3P/IB/2004/04/27/000265513_20040427155913/Rendered/PDF/28737.pdf
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8b Apprenticeship and Economic Access for Hispanics in Washington State

By Daniel Villao

Registered Apprenticeship (RA) is transforming employment access into high quality careers and represents a critical tool to ensure that disadvantaged communities benefit from the economic value being generated by employers participating in Washington's booming economy.

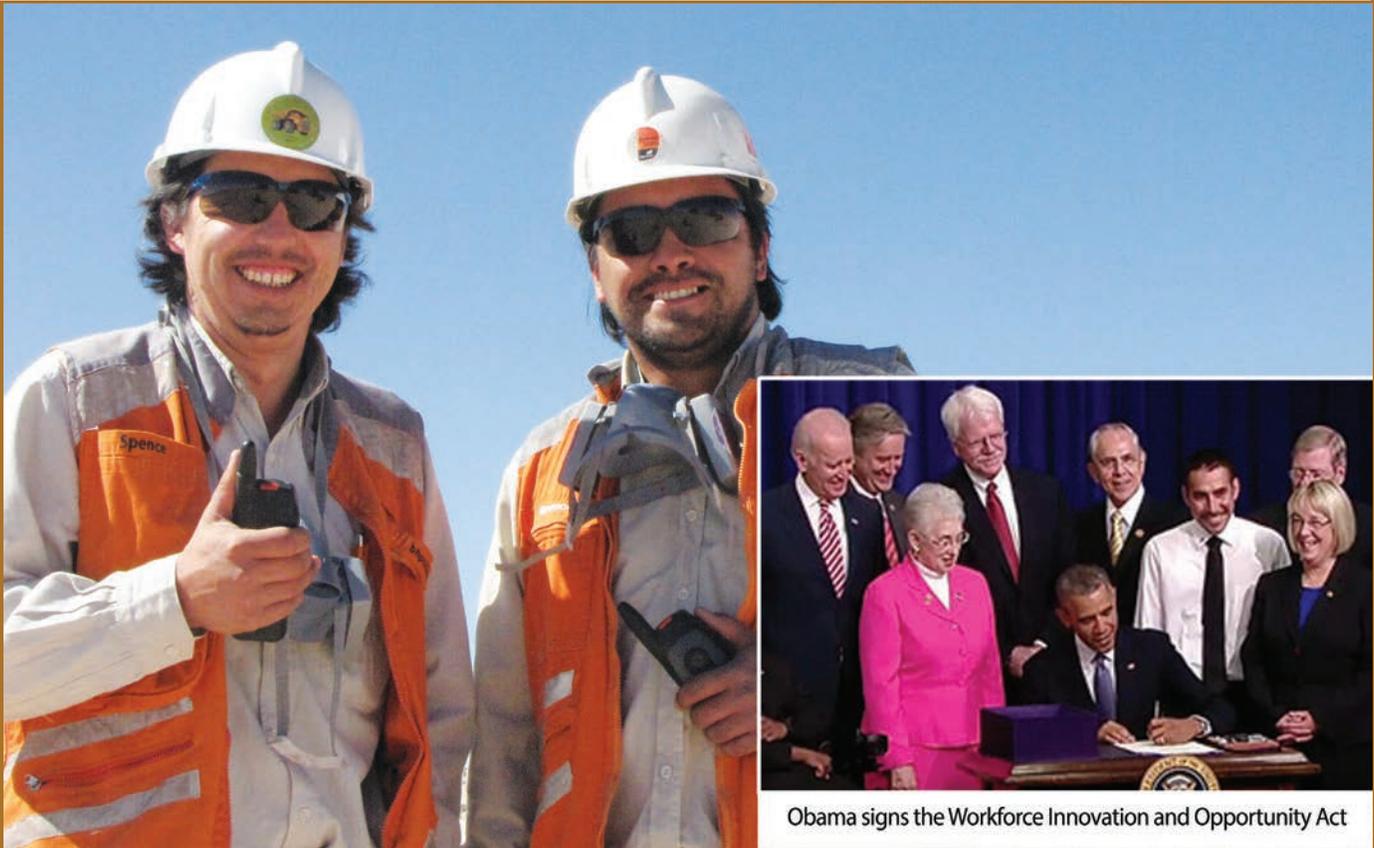
RA is an "earn while you learn" training model that serves an important role in meeting employer needs for skilled technical workers and offers additional opportunities to provide stable, high paying family transforming careers. RA produces a return of \$1.38 for each dollar invested by a company who participates while providing income for apprentices (see Table 1).¹

The construction industry is especially dependent on the existence of strong, local, and high quality apprenticeship programs, but in recent years employers of all kinds have recognized the value of RA in sectors as diverse as IT, healthcare, advanced manufacturing, finance and energy. This coupled with the redesign of other Federal Workforce development programs, most prominently the Workforce Innovation and Opportunity Act (WIOA), sets the stage for Washington State's fastest growing employable demographic, Latinos, to provide skilled workers to our evolving economy.

Latinos are the fastest growing population and "working age segment in Washington which position Latinos to be a valuable resource for employers in this emerging economy."² The US Department of Labor has demonstrated that participants in RA on average earn over \$300,000 dollars more in their lifetimes than employees without the technical skilled training and further denotes that for every dollar

invested in RA \$1.43 is returned to the employer through productivity.³ The Federal government has recognized RA as continued advanced education and RA now partners with the Department of Education through its Registered Apprenticeship College Consortium (RACC) to provide post-secondary technical education pathways. In addition, the US Department of Veteran Affairs (VA) has recognized RA as an authorized expenditure in the regulations governing the Post 911 GI Bill for Veterans.

Registered Apprenticeship programs enable employers to work with the registered apprenticeship system and identify the industry needs in quantity of employees as well as the skill and knowledge necessary for the future of their industry. Apprenticeship programs then supply the worker pipeline and ensure high skilled workers are equipped with the training necessary to succeed. WIOA has been redesigned to include direct engagement and recognition of RA, and the pre-apprenticeship training pipelines that support low-income, dislocated, youth, women and veteran workers that could transition into high wage jobs through RA. Examples of public policy supporting these efforts are already being modeled in western Washington but could expand into deeper engagement for Latinos of working age and change communities across the state as new industries and smaller employers begin to utilize RA.



Obama signs the Workforce Innovation and Opportunity Act

The state of Washington is leading the nation in innovative approaches to RA. This includes having received seed grants for the IT sector, advancing the fastest growing healthcare apprenticeship program in the country and positioning business to lead in advanced manufacturing and its related sector. Latino populations in the state should be informed and included by :

1. Encouraging High School Principals who review and measure High School Counselor performance evaluations to include RA along with placement in Community Colleges and Advanced Universities as a measurement in their performance reviews.
2. Encouraging the Washington State Apprenticeship Council to work with partners who can translate material and electronic media into Spanish and to work with English Language Learner providers to ensure Latinos have genuine access to the information and ability to participate in employment through RA.
3. Educate Employers statewide regarding the value of RA and the available and trainable workforce that exists in Washington State's Latino community.
4. Encouraging the use of RA in public procurement opportunities generated across the state with a specific focus on disadvantaged communities, including Latinos.
5. Support and incentivize employers who are committed to the development of new registered apprenticeship models and prioritize the employment of underemployed, youth and disadvantaged workers particularly those from the Latino community.

Provide specific support for the growth of Latino-owned businesses who can expand work in their communities through the inclusion of RA.

6. Provide technical assistance for communities that are interested in expanding the reach of RA to Latinos through NGO's and public/private partnerships.
7. Registered Apprenticeship, in the Latino community, translates into economic empowerment and family transforming career access. It is a tool that generates value to

business and local municipalities and can grow communities by generating work access for youth, women, veterans and others who have a willingness and capacity to work. It is funded through business

and its growth represents an opportunity to significantly leverage existing investments. It also offers Washington one of the most meaningful opportunities to lead over the coming years. It would be an injustice if the fastest growing working population in the state was excluded.

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**TABLE 1:
BENEFITS OF REGISTERED APPRENTICESHIPS BY TRADE, 2006**

TRADE	DURATION OF APPRENTICESHIP (YEARS) ¹	COSTS ² (\$)	BENEFITS ³ (\$)		NET BENEFITS ⁴ (\$)		BENEFIT-COST RATIO ⁵	
			EXCL. TAX CREDITS	INCL. TAX CREDITS	EXCL. TAX CREDITS	INCL. TAX CREDITS	EXCL. TAX CREDITS	INCL. TAX CREDITS
AUTOMOTIVE SERVICE TECHNICIAN	4	219,354	327,835	342,835	108,481	123,481	1.49	1.56
BRICKLAYER	4	202,530	270,729	285,729	68,200	83,200	1.34	1.41
CARPENTER	4	192,080	214,207	229,201	22,127	37,127	1.12	1.19
CONSTRUCTION ELECTRICIAN	5	275,424	338,040	353,040	62,616	77,616	1.23	1.28
COOK	3	77,601	119,703		42,102		1.54	
HEAVY DUTY EQUIPMENT MECHANIC	4	208,231	304,247	319,247	96,016	111,016	1.46	1.53
INDUSTRIAL MECHANIC (MILLWRIGHT)	4	246,061	298,493	313,493	52,432	67,432	1.21	1.27
INSULATOR	4	202,149	267,441	252,441	65,292	80,292	1.32	1.40
MACHINIST	4	184,956	283,669	298,669	98,713	113,713	1.53	1.61
MOBILE CRANE OPERATOR	4	248,068	256,318	271,318	8,250	23,250	1.03	1.09
MOTOR VEHICLE BODY REPAIRER	4	180,647	295,281	310,281	114,634	129,634	1.63	1.72
REFRIGERATION AND AIR-CONDITIONING MECHANIC	4	242,960	319,084	334,084	76,124	91,124	1.31	1.38
SHEET METAL WORKER	4	251,698	300,017	315,017	48,320	63,320	1.19	1.25
SPRINKLER SYSTEM INSTALLER	4	206,153	338,933	353,933	132,780	147,780	1.64	1.72
TOOL AND DIE MAKER	4	173,469	290,473	305,473	117,004	132,004	1.67	1.76
TOTAL	4	207,425	281,631	308,198	74,206	91,499	1.38	1.44

1. Source: Apprenticeship Survey (Q28)
 2. Represents the total per apprentice costs incurred over the apprenticeship period.
 3. Measured as the revenue generated by an apprentice.
 4. Benefits – Costs
 5. Benefits/Costs

Washington State Department of Labor & Industries (2006) Cost-Benefit analysis of apprenticeships. <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/Employers/Benefits.asp>



8C Wage and Benefits and Economic Advancement

By *Cariño Barragán Talancon (Casa Latina)* and *Nicole Vallesterro Keenan (Fair Work Center)*
 Acknowledgements: *Tam Huynh*

Latino men and women earn less than all other all census racial and ethnic groups in the United States. In the first quarter of 2016, the median weekly wage for a typical worker was \$830, whereas the median weekly wage for Latino workers was just 73% of the US median at \$612 per hour. In early 2016, Latina women were earning just \$574 per week – just under \$30,000 per year without accounting for seasonal adjustments.¹

When we look at per-capita income by race in Washington State, we get a much more dire picture. Per-capita income, as opposed to weekly earnings, provides an overall picture of income compared to the total population for that demographic group.

RACE	INCOME	INCOME
	WASHINGTON STATE	UNITED STATES
HISPANIC OR LATINO	\$15,453	\$16,367
ALASKAN NATIVE	\$18,878	\$17,324
ASIAN	\$32,261	\$32,404
BLACK OR AFRICAN AMERICAN	\$22,478	\$19,113
NATIVE HAWAIIAN/PACIFIC ISLANDER	\$20,068	\$20,638
WHITE (NON-HISPANIC OR LATINO)	\$33,551	\$31,402
2+ RACES	\$16,935	\$15,876

Source: Bureau of Labor Statistics

We believe Latinos have lower-median earnings due to the following:

- 1) Many Latinos work in high-violation industries and in sectors that are not protected by the same labor laws as other workers, such as agriculture; industries that often pay lower wages.
- 2) First-generation, Latino workers and undocumented workers are more likely to experience wage theft and other violations.
- 3) Immigration laws prevent many undocumented, Latino workers from advocating for their rights and simultaneously create barriers to obtaining higher-paying jobs.

Latinos represent more than 20% of the workforce in industries with widespread wage theft, workplace accidents, as well as relatively low wages. The top industries are janitorial, construction, and restaurants.

Latino, immigrant workers, many of whom have issues with their immigration status, seldom submit complaints about wage theft. In 2009, a study showed that it is commonplace for employers to retaliate against workers by cutting their hours, firing them, and in the worst cases, threatened with calling immigration authorities.²

The same study found that Latino workers experience more minimum wage and overtime pay violations than any other ethnic group. Most of the minimum wage violations occurred amongst undocumented workers at 37% compared with 21.3% for documented workers. Furthermore, 77.6% of Latinos reported widespread overtime pay violations, a stark indication of worker exploitation.³

Many agencies, including Washington State's Department of Labor and Industries, have missions to ensure every worker's rights are protected under law. Unfortunately, due to fear of retaliation or lack of information – many Latino workers are hesitant to speak out or to file a complaint with a government agency about their experiences.

Noticing the need to address the issue at a community level, a Seattle-based community organization called Casa Latina developed a program to help workers directly. In a normal year, they receive wage theft inquiries from 150 workers,

intake an average of 30 cases, and manage to recover money for about 25% of those cases using a variety of methods, including worker self-advocacy and mutual support, filing claims with Labor and Industries or the US Department of Labor, connecting workers to private attorneys, and taking direct action.

In the last 15 years, Casa Latina has assisted Latino workers, mainly janitors, construction workers, and restaurant workers (three high-violation industries) in recovering unpaid wages. Through this work, they have recovered over \$500,000 in unpaid wages for over 200 workers.

In March of this year they helped Israel Martinez, a cook with 12 years of experience in the restaurant industry, recover \$13,000 in unpaid, overtime wages through a negotiation with the restaurant owner. Martinez worked at El Borracho del Norte, located in Seattle's Ballard neighborhood where he would regularly work around 60 hours a week. By law, all hours over forty should be paid at an overtime rate (1.5 times the regular rate) but the employers were paying him the overtime hours at his regular rate.

Casa Latina's model works for immigrant workers because it is a place where workers will be spoken to in their own language. They have built trust within the Latino, immigrant community and will support the worker at every step of the way.

Yet, this is still not enough. Wage theft, workplace accidents and low-wages continue to plague our community. We need to understand these issues, even if we are not affected by them. We need to continue to provide education to workers about their rights and resources available to them.

And we need to work on expanding protections for low-income, Latino workers. For the last few years, the WA State Stop Wage Theft Coalition, co-founded by Casa Latina has gone down to Olympia to testify on four wage theft prevention bills which would ensure stronger protections for workers, yet our legislators have failed to pass these laws. We need to take a stand against these abuses. The legislature can do more, we can do more. We can ensure that Latino workers get the dignity and respect that they deserve.

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3. NELP Wage Theft Study



Computer Lab at Casa latina

8d Burgeoning Agricultural Industry, a Farmworker Rights Struggle in Washington State

By Eric Gonzalez Alfaro, Legislative and Policy Director Washington State Labor Council, AFL-CIO

Washington State is the leading apple producer in the nation. We take pride of our Washington-grown fruit; it brings joy when we happen to spot 40-pound cartons of Yakima and Wenatchee Valley warehouse pack-out in diverse regions of our nation, or around the world.

Despite the profound sense of home-state pride, there is an ugly side to what makes the agriculture sector in our state so profitable.

Agricultural work is exempt from important labor and collective bargaining laws. Farmworkers are not entitled to overtime pay¹ and, unlike other industries, are not protected under the National Labor Relations Act, which gives workers the right to bargain with their employers over wages and working conditions.²

Our agricultural industry relies heavily on farmworker labor. It employs more than 106,000 annual workers and an additional 42,000 for seasonal laborers.³ These laborers are responsible for planting, grafting, pruning, thinning and harvesting record-breaking quantities of crops, which often requires them to work six or seven days a week.

A recent report by the Washington State Employment Security Department revealed that a crop production farmworker's annual average income in 2013 was \$22,865⁴ (See Table 1) – below the Federal Poverty Level for a family of four.⁵

Persons in Family/Household	Poverty Guideline
1	\$11,670
2	\$15,730
3	\$19,530
4	\$23,550

Farmworker labor has an economic value that has not been properly rewarded. What's worse, an agricultural employer organization called WAFLA (formerly known as the Washington Farm Labor Association) is allegedly trying to drive wages even lower. In 2015, WAFLA urged its members to misreport the wage data they provide in the Washington State Agriculture Prevailing Wage survey administered by the Employment Security Department in an effort to pay farmworkers even less. This egregious attack on the livelihoods of thousands already struggling to get by, many of whom live paycheck to paycheck, is demonstrative of the imbalance in the worker-employer relationship in the agriculture sector.

This is exactly what motivated Washington dairy workers—along with the United Farm Workers union and the Washington State Labor Council (WSLC)—to push for a dairy safety bill that included anti-retaliation language.

It is the same reason why the WSLC—along with OneAmerica, the state's largest immigrant and refugee rights organization, and Columbia Legal Services—supported state legislation to improve workplace health and safety by limiting pesticide drift exposure, which can have a long-term neurological impact on the human body. A 2014 study by the University of California-Davis found that pregnant women living near areas where pesticides are applied have a 67% higher chance of having a child with autism or other

neurodevelopmental disorders.⁶ The bill would have modernized advance application communication between applicators and the workforce, neighboring farms and homes, and required anonymous pesticide use reporting to the Department of Health. Since 2002, more than 560^{7,8} cases of pesticide-borne illness have been reported in Washington, but the reality is that many will go unreported due to fear of retaliation.⁹

The same is true for wage theft in Washington. We have heard countless stories from workers who have been cheated out of their wages by their employer's intentional misreporting of hours worked or piece-rate work performed. In some cases, employers threaten laborers with immigration status as an intimidation technique to prevent these workers from taking action.

These practices are illegal and unethical. It is common knowledge that these techniques are rampant throughout the industry and they must stop.

These stories are why the WSLC has worked to pass the Wage Recovery Act, which would give vulnerable workers prompt access to known assets to make wage-theft victims whole. The legislation follows other state models that allow workers to have their wages recovered through liens on personal or real property.

It is why the WSLC also pushed legislation to eliminate workplace fraud through the intentional misclassification of workers as independent contractors. The bill would establish a simple, three-part test to make it clear who is a traditional employee

and who is a bona fide independent contractor, so that true employees are no longer misclassified and cheated out of minimum wage, overtime, workers' compensation, and unemployment insurance.

Farmworkers are subjected to harsh working conditions, including extreme heat and freezing temperatures, endangered by pesticide drift exposure, and are unsympathetically attacked by organizations that depend on their labor. Too often they are treated by employers as expendable profit margins, while employers are heavily subsidized by state and federal tax exemptions.

It is time for Washington state legislators to take the lead in providing farmworkers the appropriate tools and resources they need to collectively bargain and to be paid a fair wage, including extending overtime pay eligibility to farmworkers. There is no reasonable argument for continuing to exclude overtime pay for an entire labor workforce that puts food on our tables.

Farmworker rights fall short, and have fallen behind all other sectors by nearly a century's worth of progress for other workers. We can no longer delay strengthening the rights of farm laborers, the workforce behind Washington's thriving agriculture industry economy, so they have the same opportunities we have all have.

An investment in farmworker rights is the most important thing the Washington State Legislature could do to strengthen the agriculture sector.

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\$14.5 Million

0.4% **ECONOMIC DEVELOPMENT**
\$2.8 Million

0.1% **PROBLEM GAMBLING**
\$0.3 Million

9 Economics of Health Care for Hispanics in Washington State

By Commissioner Nora Coronado

The Affordable Care Act (ObamaCare)-HR3590- signed into law on March 23, 2010 will likely be remembered as landmark legislation. It has made health care accessible to the majority of people in this country especially to minorities and the working poor. Research indicates that those who are uninsured are less likely to receive preventive services, care for major health conditions and chronic illnesses.

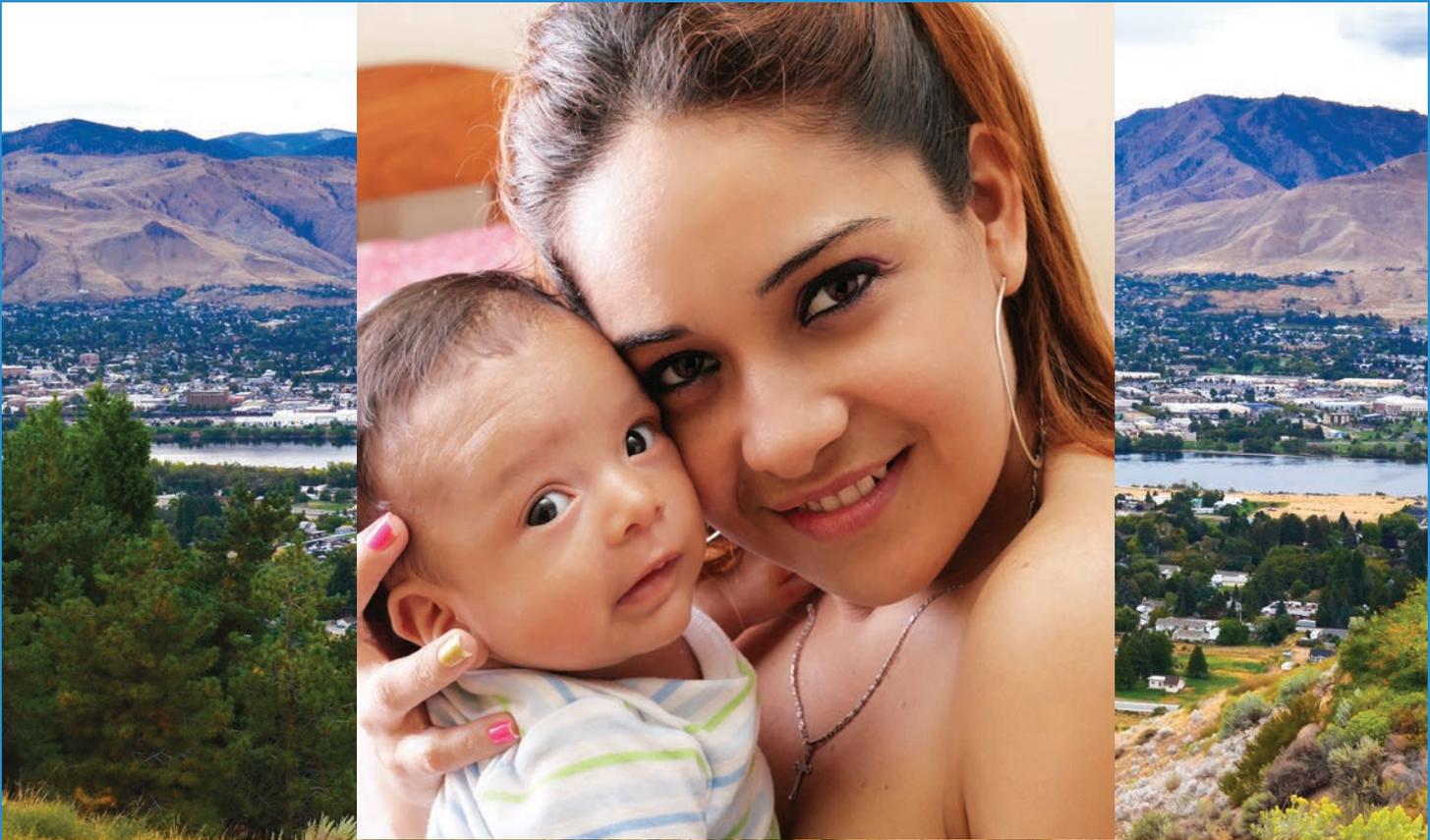
During its inception, preventive screening and immunizations began to be covered without charge to those with insurance. There is a large amount of literature that demonstrates that early screenings at recommended times prevents late care that can lead to poor health outcomes that may result in mortality. Research also indicates that minorities often do not get these recommended screenings. Evidence suggests that those who are uninsured or on Medicaid generally receive late stage care (Roetzheim, et al. 1999). Lack of insurance is costly to individuals and families financially both in terms of employment loss and potential individual health care debt leading many to forgo necessary medical care. In 2014, nearly 36% of low- and middle-income uninsured adults reported that they had problems paying medical bills. In the same year, nearly a third (32%) of uninsured adults said they were carrying medical debt which contributes to over half (52%) of debt collections actions that appear on consumer credit reports in the United States and to almost half of all bankruptcies in the United States. Those without insurance for an entire year pay for one-fifth of their care out-of-pocket. They are typically billed for any care they receive, often paying higher charges than the insured (Kaiser, 2015).

Another significant provision of the Act is that unmarried dependent children can remain on a parent's health insurance through age 26. There is evidence that generally adolescents and adults from the ages of

18-34 are more likely to be uninsured and are at risk of debt via health care costs (Kreidler, 2016).

According to the Centers for Medicare and Medicaid Services, our National Healthcare Expenditure reached \$3.207 trillion or roughly \$10,000 per person in 2015 (CMS.gov). Inequities in health care cost the U.S. approximately \$300 billion annually and \$1 trillion in indirect costs between 2003-2006 (LaVeist, et al, 2011). The good news is that nationally, since 2014, 20 million previously uninsured Americans have gained access to health care coverage through the Marketplace or Medicaid. However, in 2014 the number of uninsured nonelderly Americans was significant at 32 million, although representing a decrease of nearly 9 million since 2013 (Kaiser, 2015). Medicaid is the second common source of coverage following employer sponsored plans. Currently, Medicare is 3rd but is growing due to our aging population (IOM, 2010).

Medicaid has been shown to increase access to care, increase health care use and lower costs (Washington Health Alliance, 2015). Over 1 in 4 individuals who were uninsured went without healthcare because of cost (Kaiser, 2015). In 2014, 48% of uninsured adults said the main reason they were uninsured was because the cost was too high (Kaiser, 2015). Currently there are 31 states including Washington that have elected to expand their Medicaid programs but it still leaves approximately 3 million Americans in the 19 states



that have chosen not to expand Medicaid, uninsured (Levey, 2016). Medicaid Expansion opened eligibility to those who were non-disabled and not pregnant with incomes that fell up to 138% of the Federal Poverty Level (FPL). Because of that change, individuals that had According to the Centers for Medicare and Medicaid Services, our National Healthcare Expenditure reached \$3.207 trillion or roughly \$10,000 per person in 2015 (CMS.gov). Inequities in health care cost the U.S. approximately \$300 billion annually and \$1 trillion in indirect costs between 2003–2006 (LaVeist, et al, 2011). The good news is that nationally, since 2014, 20 million previously uninsured Americans have gained access to health care coverage through the Marketplace or Medicaid. However, in 2014 the number of uninsured nonelderly Americans was significant at 32 million, although representing a decrease of nearly 9 million since 2013 (Kaiser, 2015). Medicaid is the second common source of coverage following employer sponsored plans. Currently, Medicare is 3rd but is growing due to our aging population (IOM, 2010).

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90% Medicaid. Of the 169,182 enrolled in QHP 69% were subsidized. 9,741 Hispanics enrolled in QHP with 2,929 (2%) spoke Spanish as their primary language. Of the 1,522,342 Medicaid enrollees, 332,980 were of Hispanic origin.

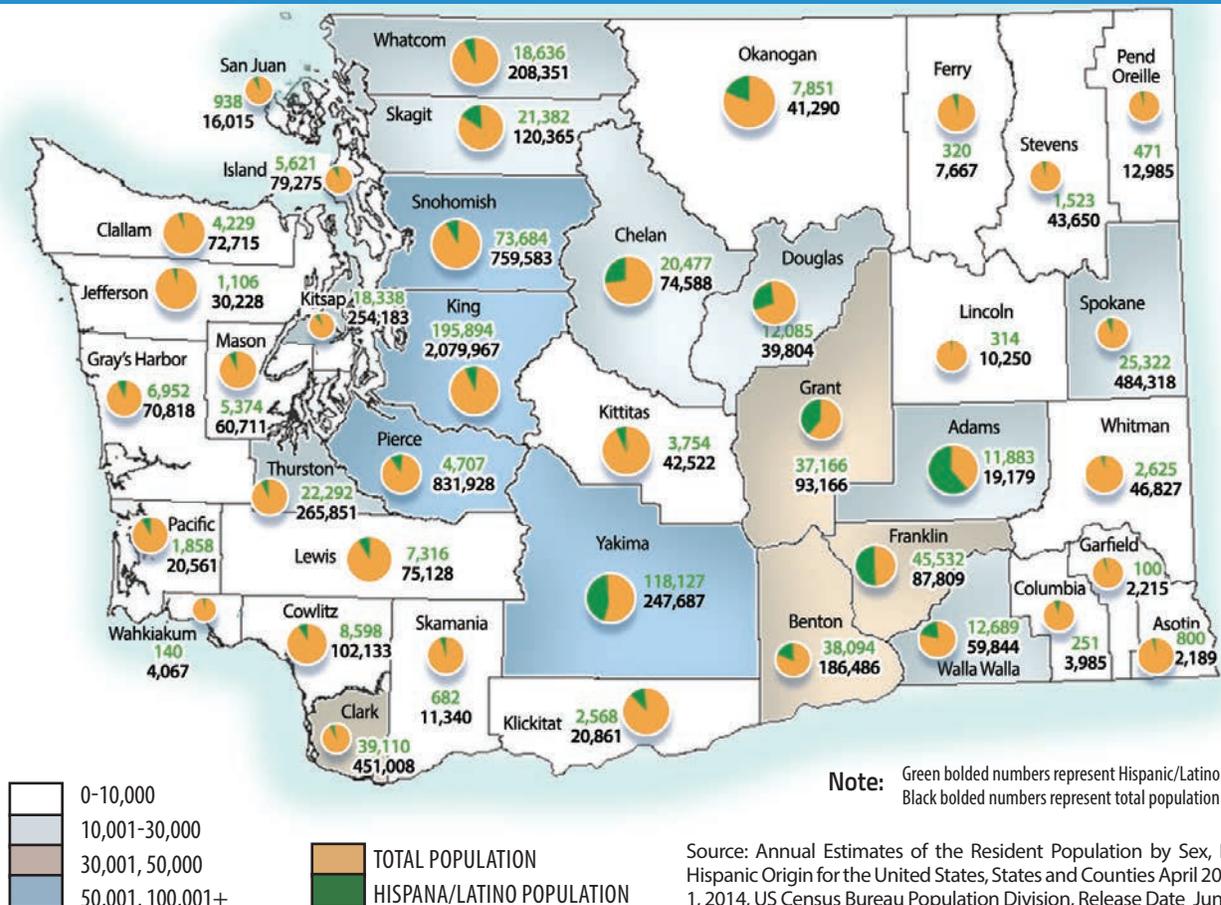
In Washington state, approximately 12% of the population is of Hispanic origin (WADOH, 2015). See Figure 1 depicting per cent Hispanic population for each county. We are a relatively young group with 39% under the age of 18. While 14% of Washington state residents are 65 and over, only 4% of Hispanics fit this category (WADOH, 2015). Unfortunately, 28% of Hispanics in Washington state live in poverty (Kaiser, 2014) as well as 38% of Hispanic children under the age of 5 (WADOH, 2015). All demographic groups urban, rural, young, elderly, and all races and ethnicities saw decreases in uninsured rates (Kreidler, 2016). Some

county level examples are: in 2012 (before ACA) 24.2% Yakima county community members were uninsured which decreased to 11.6% by 2014. Grant County with a population that is 40.4% Latino changed from 20.4% uninsured to 13.6% uninsured in 2 years. It still remains one of the largest uninsured counties along with Kittitas 14.5%, and Walla Walla 13.0%. There is still work to be done with 19 of 39 counties having over 10% of their communities uninsured (Kreidler, 2016). Hispanics continue to have a high uninsured rate of 19.2% compared to Caucasians at 7.4% (Kreidler, 2016). See Figure 2 for uninsured rates for Hispanics by county in Washington state.

Uncompensated Care:

Enrollment of individuals into healthcare through the Marketplace and Medicaid have markedly changed funding of uncompensated care. In 2013 Washington

FIGURE 1:
POPULATION IN WASHINGTON STATE



state and local governments provided 37% of uncompensated care funding. In one year, this had dropped from \$2.35 billion in 2013 to \$1.20 billion in 2014—a change of 51%. This trend is projected to continue (Kreidler, 2016). Washington state’s 25 Federally Qualified Health Centers (FQHCs) continue to serve as safety nets for our uninsured as well as to those who are insured and prefer to remain as consumers of their services. In 2012, FQHCs saw nearly 820,000 patients (Kaiser, 2014). More recent FQHC data from 2015 indicated that 35.9% of patients served were of Hispanic origin and 26.1% served in language other than English (HRSA, 2015).

Chronic Illnesses:

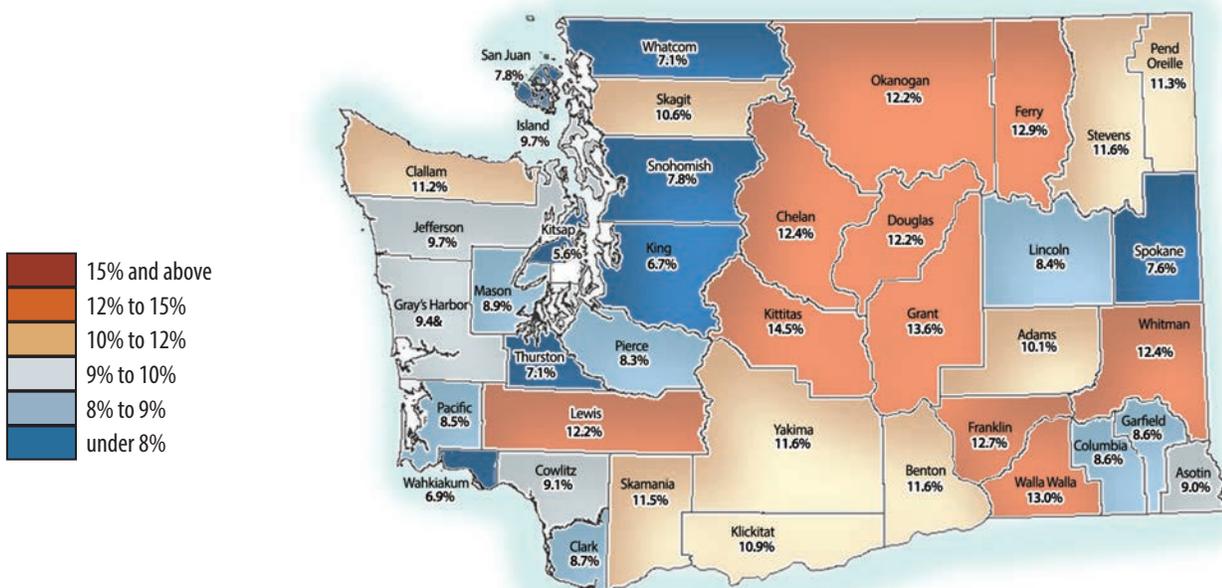
The Washington State Health Care Landscape (2014) report found that residents of Washington state are more likely to report poor mental health, asthma and incidence of invasive cancers. Diabetes is the seventh leading cause of death in Washington state affecting over half a million (Washington Health Alliance, 2015). According to WA Department of Health data (BRFSS, 2011-13; Healthy Youth Survey, 2014), Hispanics are more likely to experience obesity (33%); have high

cholesterol (37%); not having gotten a mammogram (35%); 43% youth reported risk for depression; 12% with diabetes and 48% reporting not seeing a primary care or dental provider in the past year. Each of these can lead to significant health care costs.

Organizational commitment to reducing health care disparities reduces health care expenditures.

Many agencies have begun to move to using an ‘equity lens’ when reviewing organizational policies and priorities. In Multnomah County, Oregon, The Equity and Empowerment Lens (with a racial justice focus) is a transformative quality improvement tool used to improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs. Closer to home, the city of Seattle has put into action the Race and Social Justice Initiative that applies the equity lens (RacialEquityToolkit). Under the Washington Health Care Innovations plan was devised with the goal of impacting health care service delivery and health outcomes. Under the auspices of this plan

**FIGURE 2:
MAP OF UNINSURED BY IN WASHINGTON STATE BY COUNTY - 2014**



was launched the Accountable Communities of Health (ACH) a 9 region partnership to improve the health of communities keeping health equity as a central focus (Health Care Authority, 2016; Health Care Innovation, 2014).

There is a recognition that effective interventions are most often 'multifactorial, targeting multiple leverage points along patient's pathway of care' (Chin, et al, 2012). In Washington state and in many areas of the country, there is a renewal of interest in community health workers and promotores as cultural agents who can impact health disparities. They can serve as leaders in providing culturally tailored interventions as members of a multi-disciplinary team of care providers. This model changes the way we view health care in that the patient is not being fit into the current system of care but that the system of care is adapting to our diverse populations and meeting them in their own environments.

Workforce:

Our nation continues to struggle with matriculating underrepresented minorities into the health professions. Of the 688,468 practicing physicians in 2012, only 5% were Hispanic and 4% were African-American. Among medical school graduates in the same year, the numbers continued to be dire with only 7% Hispanic and 7% African-American graduating (Huffington Post, 2015). Finding solutions to this challenge has increasing importance. Data from the 2014 U.S. Census Bureau, indicated that there were more than 20 million children under 5 years old living in the U.S., and 50.2 percent of them were minorities (US News, July 6, 2015).

A plethora of studies have consistently demonstrated that minority physicians are more likely to care for patients of their own race or ethnic group; practice in areas that are underserved or have health care manpower shortages; care for poor patients, patients with Medicaid insurance, or no health insurance; and care for patients who report poor health status and use more acute medical services

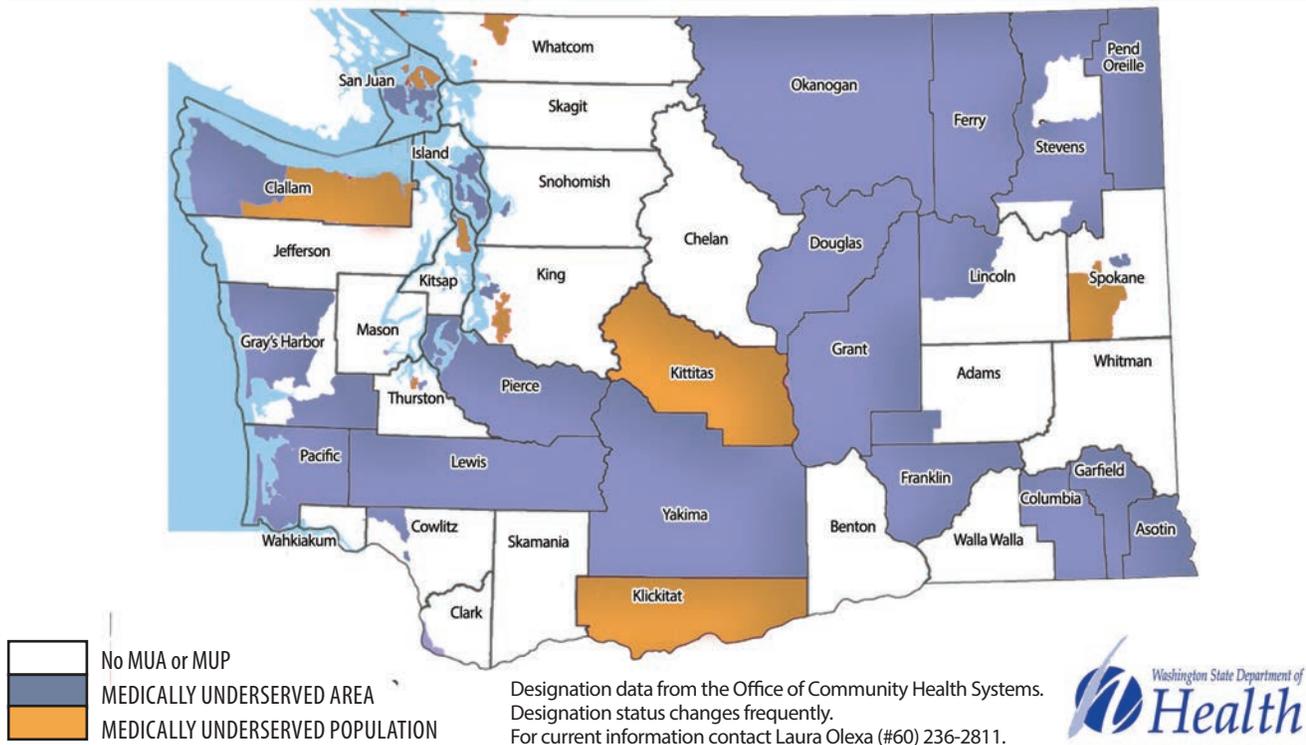
such as emergency rooms and hospital care (Keith 1985, Moy and Bartman 1995, Komaromy et al 1996, Cantor et al 1996, Xu 1997, Brotherton 2000, Murray-Garcia 2001, Rabinowitz 2000 in IOM, 2002).

The Institute of Medicine's report Unequal Treatment was noteworthy for bringing to light that several aspects of the patient-physician relationship contribute to racial and ethnic disparities in health care (IOM 2002). There is evidence that race/ethnic concordance (matching patient and provider) has been shown to impact outcomes of care according to research (Cooper, et al, 2003). Examples include, those with language concordance having better return rates and adherence to medical treatment (Manson, 1988 in Cooper and Powe, 2004); rating providers as more participatory and care more satisfactory; as well as better communication. This report also noted that African Americans and Hispanics receive a lower quality of healthcare across a range of disease areas (including cancer, cardiovascular disease, HIV/AIDS, diabetes, mental health, and other chronic and infectious diseases) resulting in poorer health outcomes and greater mortality.

In Washington state there are many areas of the state that do not have an appropriate number of providers to serve the community. Data indicate that in 2013 only 47% of primary health care needs were being met in our state. More alarming is that only 40% mental health care and 28% of dental needs were met (Kaiser, 2014). To reiterate, underrepresented providers are more likely to work in these underserved areas. See figure 3.

In Washington state, many of our leaders have recognized the value of attracting underrepresented minorities to STEM fields and ultimately to the health professions. The University of Washington's president, Dr. Ana Mari Cauce, has created 2 initiatives a Race and Equity Initiative and an initiative 'Improve Health around the World'. There are many examples of programming developed to encourage and support underrepresented minority (URM) students to consider the health professions as a viable career.

FIGURE 3:
MEDICALLY UNDERSERVED AREA & MEDICALLY UNDERSERVED POPULATION, JULY 20, 2016



The Robert Wood Johnson Foundation (RWJF) has supported a Summer Medical and Dental Education Program (SMDEP) that brings underrepresented and disadvantaged students from around the nation many whom are first generation college students to a 6 week resident program to take science classes, experience shadowing and meet other providers who 'look' like them. The University of Washington Schools of Medicine and Dentistry have supported

this program for over 25 years. The UW was also recently awarded a (HRSA) grant for a Health Professions Academy for URM college students. Yakima Valley Farmworkers Clinic works closely with Sollus Northwest Family Medicine Residency Program to train providers who they hope will eventually take positions in one of their clinics.

Policies:

Health Insurance for All: Washington state has shown commitment to healthcare for the poor and underserved and was one of the first to enact Medicaid Expansion. It should consider a Section 1332 "state innovation" waiver as California has done to offer health care to all in Washington state. This would allow undocumented and DACA (Deferred Action for Childhood Arrivals) to purchase health insurance. Cost benefit analysis to providing care for immigrants may serve as a starting point for this work.



Expand Outreach Efforts: As noted earlier, many of our counties continue to experience high uninsured rates for individuals who are eligible. Remaining uninsured may be due to a variety of issues including language, and knowledge barriers. Many of these folks are underrepresented minorities.

Lack of a Diverse Workforce: Efforts should continue to attract and graduate underrepresented minorities in the health professions fields recognizing that these efforts may begin when children are in elementary school. Funding programs that attract well qualified medical and dental students to the Northwest should be of consideration.

Support Education and Work of Community Health Workers/Promotores: Our state has many counties that will become minority-majority in the near future. The CHW/Promotores model is important to providing culturally appropriate services to Hispanics in our state. That being said, it has been difficult for promotores to receive training in their native

languages. Our state should support the education of CHW/promotores so they remain a viable option in providing health care education and services to their communities.

Labeling of Medications in Foreign Languages: California recently passed a law-AB 1073 requiring pharmacists to provide medication instructions in the 5 most common foreign languages including Spanish which was modeled after a New York law. The goal of this bill was to improve medical adherence which results in lessening morbidity and mortality rates. Nearly 25.1 million Americans report not being proficient in English (Zong and Batalova, 2015). Note how many in state have limited English proficiency.

Collecting data on Race Ethnicity and Language (REL): One of the mandates of the ACA is to collect REL data. Washington state would benefit by collecting race, ethnicity and language information on its often used surveys such as the Behavioral Risk Factor Surveillance System (BRFSS) and the Healthy Youth Survey (HYS).

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10 Language Access and Economic Development

By Gloria Pitkin De La Rosa

Language access continues to be one of the critical factors in economic development for Latinos. While the demographics for Spanish speaking Latinos are quickly changing, the relationship between language access and economic development remains firmly interconnected. Language access within economic development is not solely a means of practicality but rather has a foundation in line with the tradition of doing business; language access builds trust.

Language access continues to be one of the critical factors in economic development for Latinos. While the demographics for Spanish speaking Latinos are quickly changing, the relationship between language access and economic development remains firmly interconnected. Language access within economic development is not solely a means of practicality but rather has a foundation in line with the tradition of doing business; language access builds trust.

In the state of Washington 18.8% of the population speaks a language other than English at home.¹ At a national level, 73% of Latinos say they speak Spanish at home, making Spanish the most spoken non-English language in the U.S.² Nevertheless, the presence of Spanish is not mutually exclusive with English. Latinos, both Spanish speaking and non-Spanish speaking, speak varying levels of English even if not always at a high proficiency or with native fluency. The percentage of Latinos who speak English proficiently has risen substantially over the last decade. According to Pew Research Center, the share of those who speak only English at home or say they speak English “very well” in Latinos ages 18 to 33 has increased from 59% to 76% from 2000 to 2014. The development of these demographics is a consequence of the fact that there are more Latinos today that were born in the U.S. than Latinos that

arrived as immigrants.³ Cultivating language access within the field of economic development has less to do with translating merely for the sake of communication than it does with creating culturally competent spaces where the proper translation of materials or authentic interaction instills confidence to do business.

The buying power of Latinos has increased drastically over the course of ten years and is expected to continue to grow. This is primarily due to the development in Latino owned businesses. Between 2007 and 2012 the number of Latino owned businesses increased by 37.7% and within that same time frame, the number of total receipts increased by 255%.⁴ Latino owned businesses are thriving at levels never seen in this group before.

As of 2013 Latinos have the second highest buying power in the state of Washington. According to the Selig Center for Economic Growth at the University of Georgia, the Latino buying power totaled \$18.3 billion in 2014, an 806% increase since 1990.⁵ As the economic strength of Latinos continues to increase there will be a greater need for culturally competent outreach to minority businesses, which to be effective must include language access.

The Washington State Commission on Hispanic Affairs (CHA) conducted a survey of the Small Business Liaison Team made up of different state agencies working with or relating to the economic development of the state. The survey showed that 90% of the agency participants had a full time Spanish speaking staff member but of those agencies only 50% had a list of identified agency staff available to support non-English speakers, indicating that while most agencies have a full time Spanish speaking staff member only half of those agencies have a staff member whose specific role is to support non-English speakers. And while 90% of agency participants said that they translate materials in to Spanish, less than 50% include cultural competency requirements when contracting for professional communication services. So even though the majority of agencies are providing language translations few of them are including cultural competency requirements in their communication services. This indicates a gap where access has theoretically been made available through translation, but is not supported in a culturally competent manner.

In this survey one participant stated that language access in their agency had not been a priority until the administration of their agency changed; it was only then that the agency began to look at diversity and culture. This same participant stated "It was only until last year we got a Spanish translator in our area. It took 7 years after an assessment was done to get her." In an interview with Servando Patlan from Department of Enterprises, Servando reveals that one of the biggest barriers in reaching out to the Latino community is lack of trust implicit in the lack of language access; he says "The very first part of trust is showing that you care. And we [state agencies] show them a webpage in English, and we show them forms in English, that doesn't really say, I care." Language access alone cannot build a foundation of trust but it is a crucial step in the right direction. 66.7 % of the agency participants answered

that they saw an increase in participation from Latino business owners and/or the Latino community since conducting outreach/translating materials into Spanish.

Jobs lacking any form of paid leave or flexibility present challenges for any worker or family, but they are not uncommon among Latinos. Despite making up just 13.3 percent of the population [as of 2012], Latinos make up a quarter of all workers who lack both flexibility and any form of paid leave. This double whammy is only compounded when reminded of the type of work this group is more likely to have: low wage, working-class jobs.⁶

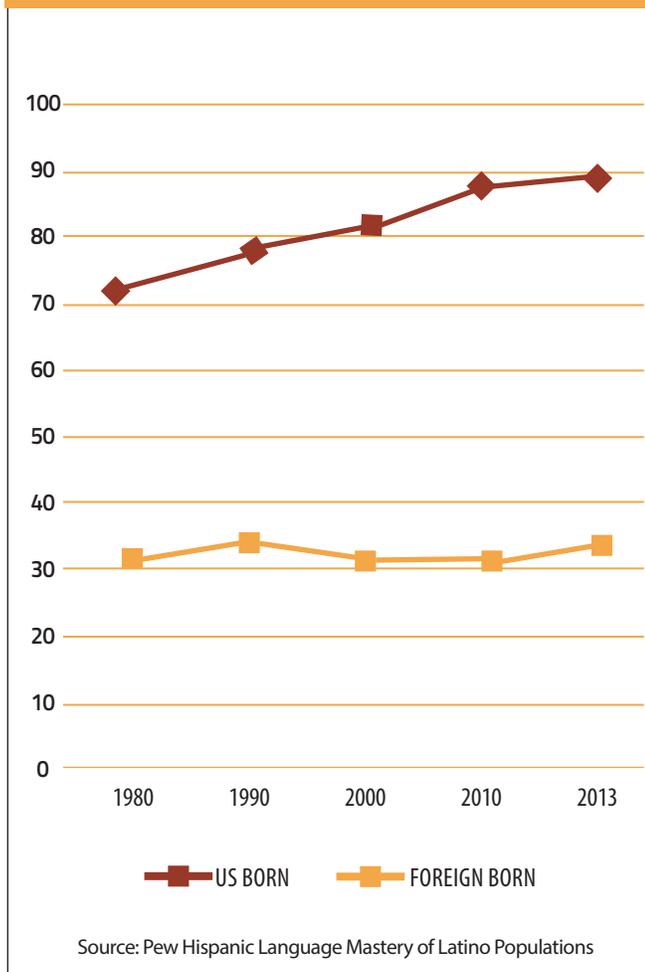
Not only is it not feasible for many Latinos to participate but often when they do they are met with ineffective translations or the absence of language access altogether, further reinforcing a relationship of distrust. Language access as an element of cultural competency is a vital to creating a position of economic success for Latinos in the state.

The participants in the CHA survey listed some best practices to be participation on Spanish speaking radio programs, translated materials, and face-to-face communication. One participant summarized it succinctly as, "The most effective outreach is building personal relationships, especially with the Latino/LEP business community." While another participant mentioned how offering evening classes to accommodate the Latino community has since increased enrollment. Servando Patlan in his interview stated how it took twelve months of consistently participating in the CHA radio program before listeners had the confidence call. He says "The value of the language of the translated materials – Spanish radio, translated documents and instructions – it ups the trust factor... The essence of all communication is the trust factor, once they know we care, that's when they are interested in our message." And while the investment might seem singular, Servando Patlan insists that it actually is not, there is an exponential factor he says, "Behind every one person you talk to is 10 people".

It is also known that much more work must be done surrounding equity in opportunity with state agency and university contracting with Hispanic/Latino small businesses. Currently the Office of Minority and Women’s Business Enterprise (OMWBE) is reporting an overall yearly inclusion of certified minority-owned businesses in Fiscal Year (FY) 2015 of 1.66%. This percentage represents all ethnic certified minority-owned business, Hispanic/Latino consist of a small portion of the overall ethnic minority certified businesses. The FY 2015 inclusion percentage of 1.66% is a far cry from the Results Washington overall ethnic certified minority-owned businesses goal set at 10%. A much needed improvement of outreach to the Latino community must take place to ensure greater participation in state contracting.

As the linguistic demographics of our state continue to develop and as the economic strength of Latino owned businesses continues to grow, it is imperative to include language access as a facet of cultural competency. As Servando so aptly states at the end of his interview “The basis of any business relationship is trust and that’s why language is important. It’s not that you will be doing business transactions in Spanish, it’s for building the trust in the relationship.” Language access is crucial to business because it fosters trust beyond translation; language access is part of creating culturally competent spaces and equitable footing for Latinos and other LEP communities to contribute to the thriving economy of Washington State.

**TABLE 1:
LANGUAGE PROFICIENCY AMONG LATINOS**



**TABLE 2:
GROWTH OF LATINO BUSINESS IN WASHINGTON**

	2007	2012	Percent Change
NUMBER OF LATINO OWNED BUSINESS	17,795	24,440	+37.7%
TOTAL RECEIPTS (\$1,000)	9,707,207	34,464,492	+255.0%

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Notes: There is a lack of disaggregated data and information on how the state performs outreach and is participatory with the Latino community. There is a disparity study in the next year to further cover this.

11a Compensating Teacher Quality in Early Learning - *Early Education*

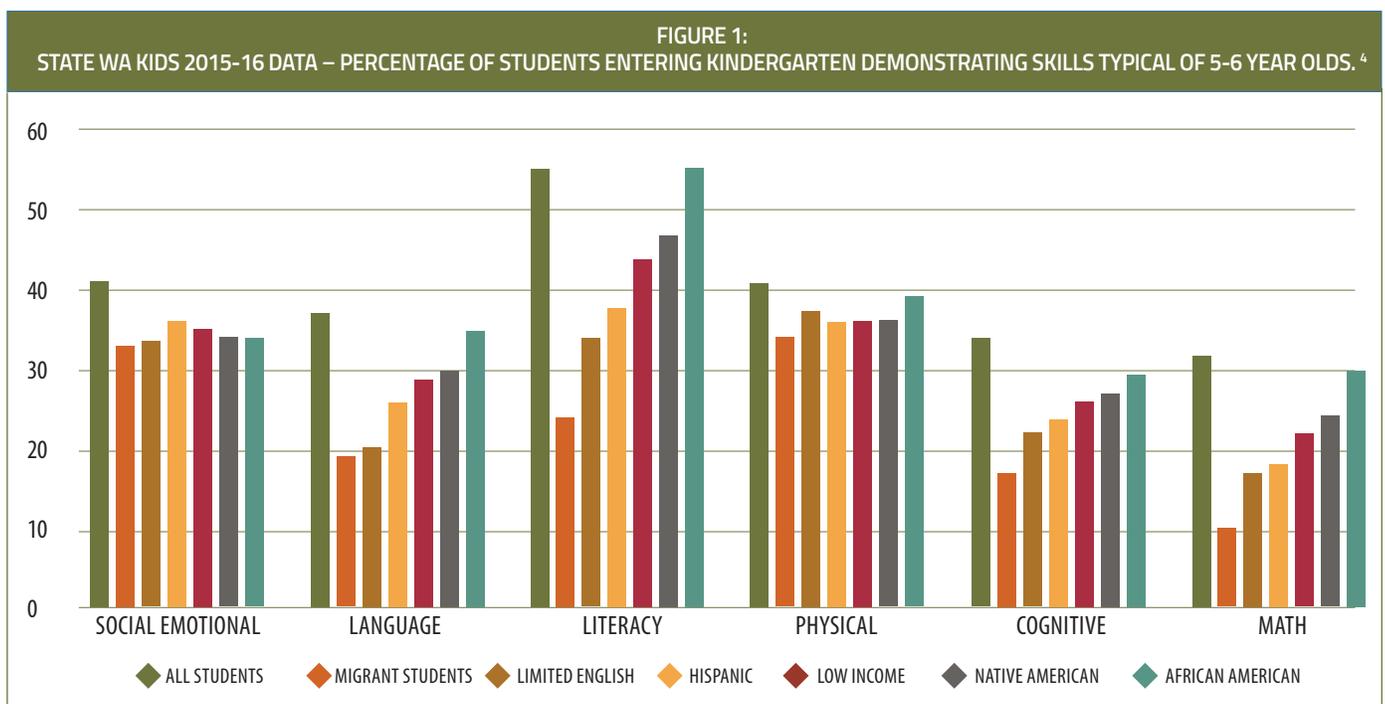
By Eleanor Altamura, Policy Associate.
 Edited by: Dan Torres, Community Momentum Director

“Parents cannot afford to pay, teachers and providers can’t afford to stay, help us find a better way.”
 – Worthy Wage Campaign Jingle, 1992

The goal of high-quality child care and preschool is to invest early in children and their families in order to improve child outcomes, school readiness, and to create a strong developmental foundation that can be built on for lifelong success. The Institute of Medicine has highlighted that all early childhood education (ECE) professionals need particular foundational knowledge and core competencies in order to deliver this goal of providing quality care and education.¹ “What science underscores is the important role played by the care and education workforce in children’s healthy development. It also points to the need for this workforce to be well-trained and well-compensated”; this is not a consistent reality across our system.²

The Importance of Early Learning

Providing quality child care, with qualified ECE professionals, is integral to the well-being of our society. Families can remain employed if there is affordable access to quality child care, with well-compensated qualified and highly-skilled ECE professionals. Washington’s Early Learning sector serves diverse children and families, and yet we need to do more to create an equitable system that supports the unique needs of all communities. Washington state’s pre-K program, the Early Childhood Education and Assistance Program (ECEAP), is praised as a high quality early learning program. In the 2014-15 school year, 39% of children served in this program were Hispanic/Latino.³





However, disaggregated Washington Kindergarten Inventory of Developing Skills (WaKIDS) data (Figure 1) shows a high need for intentional investments in early learning to address opportunity gaps faced by children of color, particularly in the areas of language, literacy, cognitive skills, and math. In order to support equity in our system, our workforce also needs to be representative of these children and families. We need to support our early learning workforce as an investment in the social and economic well-being of our state.

Why Now?

Important state investments in early learning have been made in the last few decades, coupled with much needed goals on what success looks like. Notably, the Early Start Act (HB 1491) was passed by the 2015 Washington State Legislature. This historic legislation invests over \$100 million into the expansion of high-quality care through Early Achievers (EA) Quality Rating Improvement System (QRIS) while providing continuity of care for families

that utilize Working Connections Childcare (WCCC). The increased emphasis on high quality translates to a need for a larger and more effective workforce at a time when we are already experiencing a shortage in early learning professionals:⁵

- 1. There is an early learning workforce shortage:** Affordable access to quality child care is essential for families to remain employed. We are currently experiencing an early learning workforce shortage in Washington State.⁶ Demand for a more qualified workforce is projected to increase dramatically within the next 6 years due to expanding services and higher quality requirements.
- 2. Lack of workforce retention and stability:** Low compensation is directly contributing to recruiting challenges and high turnover of early learning professionals. This creates instability for child care businesses and negatively effects child outcomes due to disruptions in the continuity of care. Additionally, the early learning field is losing money from scholarship and professional

development training that has been invested in developing high-quality professionals when they leave the field.

3. Subsidy rates are too low: Many child care businesses do not receive sufficient income/subsidy to cover the cost of providing quality services. Providers end up carrying the burden of making up funds to pay for the cost of quality. This issue is most challenging for providers, children and families with the highest need, creating greater inequities. This process results in less money that is able to be used to compensate qualified workforce.

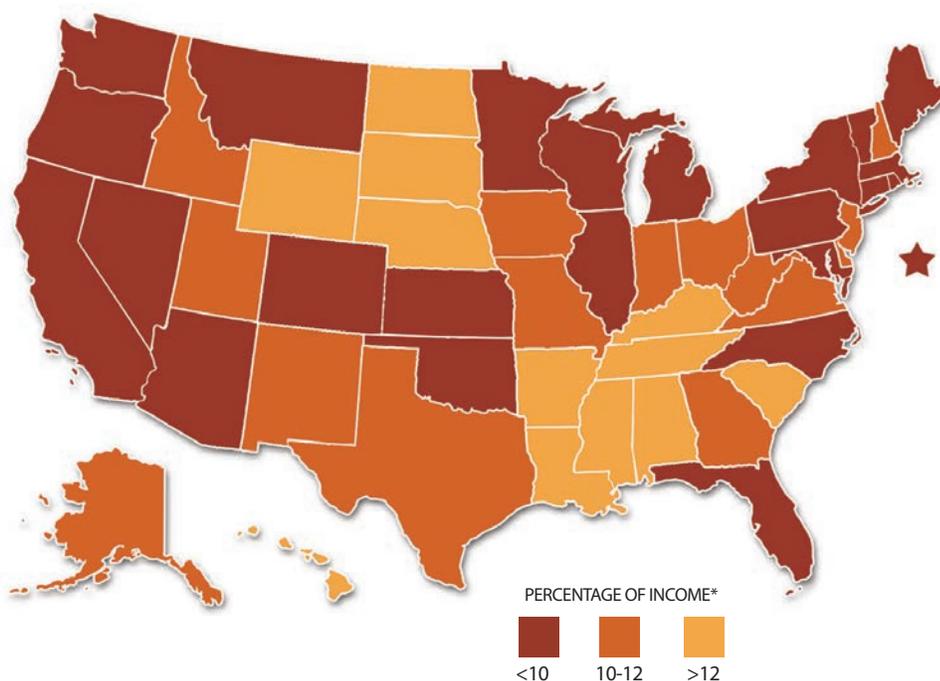
4. Poverty wages foster a reliance on public assistance: Despite the high cost of child care for families (Figure 2), early learning professionals are extremely underpaid for the skill and education needed to deliver high quality care and

education. Currently, much of our workforce earn poverty level wages and rely on public assistance to support their own families, creating a greater reliance on state funds that are allocated to costly public support programs.⁷

Washington's Early Learning Workforce

Despite the high cost of child care for families, early learning professionals are extremely underpaid for the skill and education needed to deliver high quality care and education. Teachers with comparable qualifications and experience in K-12 are paid significantly higher wages than ECE professionals. "In 2012, nearly one-half (46 percent) of childcare workers, compared to 25 percent of the U.S. workforce, resided in families enrolled in at least one of four public support programs"⁹ Low pay perpetuates poverty for the professionals in this sector and also directly impacts the quality of care for young children and their families.

FIGURE 2: PARENTS AND THE HIGH COST OF CHILDCARE 2015: WASHINGTON STATE'S PROFILE FROM CHILD CARE AWARE OF AMERICA (CCA).⁸



Washington

PERCENTAGE OF INCOME

Center | Home

Infant Care for Married Family
14.84% | 11.03%

Two Children for Married Family
26.01% | 20.12%

Infant Care for Single Parent
49.25% | 36.61%

Two Children for Single Parent
86.33% | 66.78%

Married Family with Two Children at the Poverty Line
92.05% | 71.20%

COST OF CHILDCARE

Center | Home

Annual Cost for Infant Care
\$12,733 | \$9,466

Annual Cost of Care for an infant and a 4-year-old
\$22,321 | \$17,267

Infant Cost in Center vs Public College Tuition
\$12,733 | **\$10,846**

Washington

In Washington, single parents pay 49% of their income for infant center care. Married families with children living in the property line pay 92% of their income for child care. The annual cost of infant care in a center is \$12,733 which exceeds the cost of a state four-year public college at \$10,846

Figure 3 highlights the drastic difference in average salaries between child care workers and kindergarten teachers in our state.

FIGURE 3:
WASHINGTON STATE'S PROFILE IN THE STATE OF THE EARLY CHILDHOOD WORKFORCE DEVELOPED BY THE CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT (CSCCE), UNIVERSITY OF CALIFORNIA, BERKELEY¹²

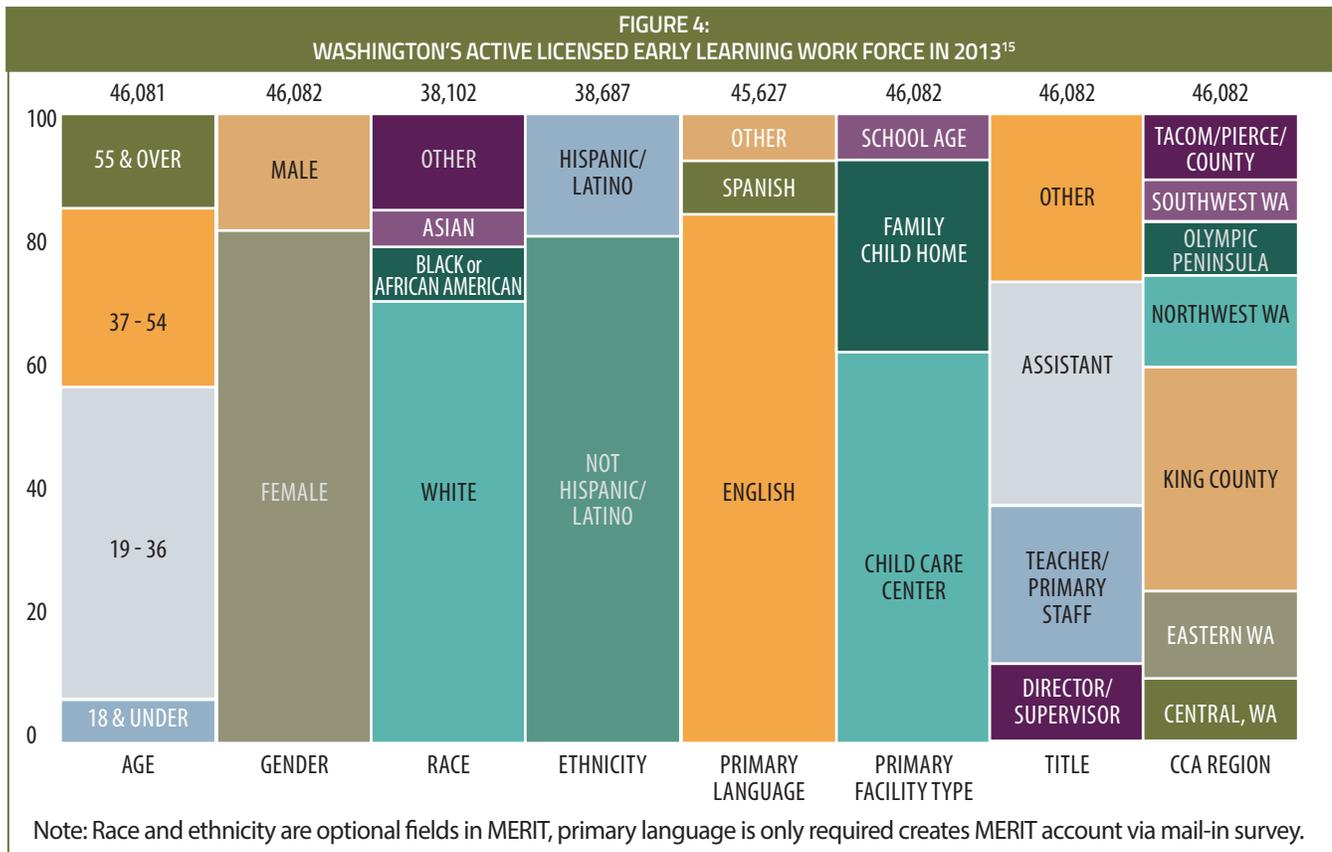
Childcare Workers	Preschool Teachers	Kindergarten Teachers ¹
\$11.36 MIN HOURLY WAGE	\$13.92 MIN HOURLY WAGE	\$25.94 MIN HOURLY WAGE

Compensation is defined as inclusive of pay and benefits, and should be based on the qualifications, competencies, and experience of the workforce. Compensation for the ECE workforce is deemed competitive in comparison to the compensation that equally qualified and highly skilled workers receive in comparable fields, such as K-12 education, nursing, and social work.¹⁰ The goal of this work is to increase both “the skills and the stability of the child care workforce” in order to

create a strong and sustainable early learning system for our children.¹¹

Figure 4 illustrates the significant percentage of the early learning workforce that is Hispanic or Latino. In the Family Home Child Care (FHCC) segment of our early learning sector in 2014, there were 1,192 (31%) Hispanic providers serving 7,881 children – 37% of whom were on subsidy.¹³ “The ethnicity of the active licensed workforce is significantly different in central and eastern Washington. In central Washington, 65 percent of the active licensed workforce self-identify as Hispanic and in Eastern Washington, 25 percent self-identify as Hispanic, as compared to the rest of the state at an average of 7 percent Hispanic.”¹⁴

Thrive Washington, DEL, and the Early Learning Action Alliance (ELAA) are all dedicated to supporting our early learning workforce in order



to sustain, strengthen, and expand our early learning system with a long term vision for improving child outcomes across Washington. However, there is insufficient workforce supports in place to sustainably achieve this goal. Solutions to address early learning workforce issues will be multifaceted and must address calculating subsidy rates to cover the true cost of quality, highlighting qualified workforce as an integral element of quality early care and education, providing incentives for workforce retention, and investing in competitive compensation for our workforce – a fundamental component in sustaining our growing system. We know that families, especially

the most in need, cannot afford to pay for the cost of quality, yet quality care has a huge positive impact on children’s early development.

There is no market solution available to solve the compensation failure in early learning. Funding/ financing for competitive compensation requires that we take a public-private approach and receive greater support from the state. We must fund the cost of quality in early learning if we are to meet the goals that we have collectively set for ourselves to support our youngest learners during their most important years of learning and development.

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Related State Initiatives:

- Pay parity (SEIU 925).
- SB 6455 (2015-16) Expanding the professional educator workforce...
- EHS child care partnerships.
- DEL Standards Alignment Project, developing a logical progression in standards between WAC licensing, Early Achievers QRIS, and ECEAP.
- ECEAP expansion planning.
- Early Achievers: Continuous quality improvement; Early Achievers school-age pilot.
- K-12 endorsement for early childhood B-3.
- Living wage initiatives.
- Raise Up Washington – Minimum Wage

National Attention

- Hilary Clinton’s proposed Respect and Increased Salaries for Early Childhood Educators (RAISE) initiative.
- ESSA Title II: strategies to recruit, develop, and retain teachers and leaders
- Child Care Fight for \$15
- The Teacher Salary Project
- Teach Strong

11.b b K–12 Education

By Gil Mendoza

Washington’s economic development is impacted by the rigor of the educational opportunities we provide to all students beginning in preschool through post-secondary education.

The Office of Superintendent of Public Instruction (OSPI) is the state agency responsible for ensuring the state’s school systems provide equitable access for all students to a rigorous educational experience which fosters critical thinking, content area knowledge, language development, healthy social interactions and civic responsibility. The Migrant and Bilingual Education Programs at OSPI put particular emphasis on promoting school environments that recognize language and cultural assets as valuable resources to learning that directly contribute to student success in college, career and life. As a result of Washington’s constitution and federal law, all children residing within our state have a right to a public education, grades kindergarten through twelve, until they graduate from high school or reach age 21.¹ Because of these federal and state protections, a child’s immigration status has no impact on their right to receive a public education.



Migrant Education in Washington State

Washington’s multi-billion dollar fishing and agricultural industries rely on seasonal and migratory workers who contribute to the production and harvesting of the variety of crops that are sold both in the United States and internationally. These seasonal and migratory efforts have an economic impact of more than \$10 billion in the state’s agricultural industry.² When migrant families follow the harvest seasons, their students may enroll later in school after the fishing season or fall apple harvest or leave before the school year has ended to harvest cherries, asparagus, strawberries, shellfish or products that support the floral industry. As the second largest migratory student serving state in the nation, OSPI’s Migrant education program has the responsibility to ensure Migrant students receive services under federal statute, Title I Part C. The academic and support needs of migrant students is the focus of the Title I Part C Migrant education program in Washington state. The program works to reduce the barriers migrant students must overcome by coordinating services with state, local, and other federal resources to ensure Migrant students have equitable access to academic opportunities and supports.

One of the program’s most recent efforts is the partnership with the Association of Washington School Principals, the College Assistance Migrant Program (CAMP) and four public universities to provide an opportunity for high school migrant

students to experience life on a university campus while simultaneously completing a week-long course of study through which students earn high school credits in math, science or high school and beyond planning. These events, entitled Dare to Dream, give migrant students access to experiences that enhance their self-advocacy and leadership skills and explore mathematical or scientific concepts in a university setting. The program model incorporates former migrant students who are now in college studying a variety of subjects and who serve as mentors during the academies. These college mentors serve as role models for Migrant high school students, encouraging them to achieve a high school diploma and consider post-secondary opportunities.

Bilingual Education in Washington State

In the 2015–16 school year, 111,325 students, approximately 10 percent of all public school students in Washington, were identified as English learners (ELs). While these students spoke 215 different home languages, Spanish was by far the most common, representing roughly two-thirds of the linguistic population. Enrollment of English learners was highest in urban areas along Interstate 5 and in areas like Yakima, a school district which is 76 percent Hispanic.³

Washington law directs that every eligible English Learner is entitled to a transitional bilingual instructional program in the student’s native language and in English, unless other criteria are met. Accordingly, Washington’s school districts—with the support of OSPI—initiate, maintain, and provide dual language programs. Such programs value a student’s culture, and they support the development of student literacy in both languages. They are most frequently offered in Spanish and English, and educational research studies conducted on these programs demonstrate that students who participate in dual language programs outperform those who do not.⁴

Dual language programs value bilingualism, biliteracy, and biculturalism. Students enrolled in these programs have the opportunity to understand and respect multiple viewpoints and cultures. Through linguistic and academic rigor, dual language programs seek to prepare students to graduate from high school fully Bilingual and Biliterate, signaling to employers and institutions of higher education their accomplishment as a Bilingual citizen.

Additionally, Washington is among 18 progressive states in the nation who recognize and value the role Bilingualism and Biliteracy play in our nation’s economic prosperity. Having residents who are Bilingual and Biliterate strengthens our role as a leader in economic and international trade initiatives. High school graduates who have attained a high level of proficiency in speaking, reading, and writing in one or more languages in addition to English can earn the Seal of Biliteracy in participating High Schools in Washington.⁵ Students who complete the requirements for the Seal may also earn competency credits for high school graduation and/or post-secondary education

Currently less than 10 percent of eligible ELs receive instruction through dual language program models. In 2015, the Washington State Legislature recognized the value and importance of supporting access to Dual Language programs by providing additional funding to launch the Dual Language Expansion Grant program in public school settings.

In addition to dual language models, approximately one hundred thousand English learners receive supports in English language development through other models. The end goal of these programs is to enable students to reach the same content area assessment standards as their English speaking peers. When students are English learners, by definition they are unable to access the school’s

curriculum with the same level of comprehension as their peer group. When English learners are compared to non-English learners there is often an achievement gap. To support these youth, additional language instruction is provided to help the students achieve English language development and college and career readiness.

OSPI recognizes that language is a valuable asset when working with both parents and students. Accordingly, OSPI facilitates a language access committee, which includes parents. The committee seeks to define the warmest and most welcoming way to interact with parents who are not proficient in English. The committee discusses translations and interpretations, means of making those translations

available, and ways to empower non-English speaking parents to express themselves.

The economic benefits of bilingualism and the role our Migratory work force plays in Washington’s and world markets is limitless. As Washington continues to expand into markets across the globe, the ability of our students to speak more than one language will make a difference in their future careers and opportunities. By supporting and enhancing the skills and abilities of multi-lingual students and families in Washington schools we strengthen our local communities and continue to make Washington a leader in the world’s economy.

**TABLE 1:
DEMOGRAPHICS OF K-12 EDUCATION 2014-2015 SCHOOL YEAR**

	HISPANIC	MIGRANT	TRANSITIONAL BILINGUAL
Enrolled in K-12 Education			
Number	233,616	19,909	113,325
Percentage	21.7%	1.9%	10.4%
Graduation Rate			
Adjusted 4-Year	69.6%	64.4%	55.8%

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11.c Higher Education and Economic Opportunity

By Ana Mari Cauce

The relationship between higher education achievement and economic security is well documented. Higher education is an obvious path to greater economic and social prosperity, both for the individual and society.

As lower- and semi-skilled middle class jobs decline in the U.S., higher education will only grow in importance as the pathway to social mobility. However, the growing Latinx population in Washington lags behind in college attendance and completion. This is both a symptom of existing systemic problems and a contributor to future ones, and must be addressed by higher education institutions, policymakers, and society if the Latinx community – and our state – are to be truly prosperous.

Enrollment of Latinx students in Washington state K-12 public schools is growing rapidly. Washington is on pace to have a majority-minority population by 2050, with Latinxs as the largest non-white group.¹ Yet, over 40 percent of Latinx students in Washington don't complete high school. Of Latinxs who take the ACT test (the group most likely to attend college), fewer than 50 percent score high enough to be considered college ready in English, and only 30 percent meet this standard in math or reading (see Table 1).² So it's not surprising

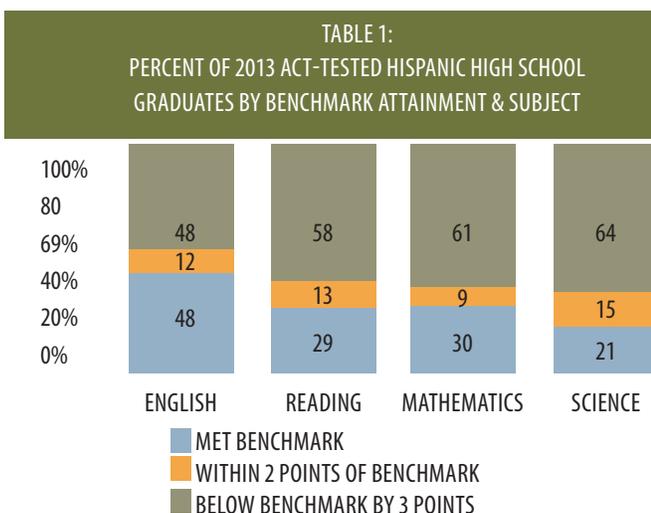
that less of those who do graduate from Washington high schools enroll in college within a year, compared to about two thirds for white or African American students, and nearly three fourths of Asian-Americans.³ Altogether, a quarter or fewer of Washington Latinx students enroll in post-secondary education following high school. This is simply far too low.

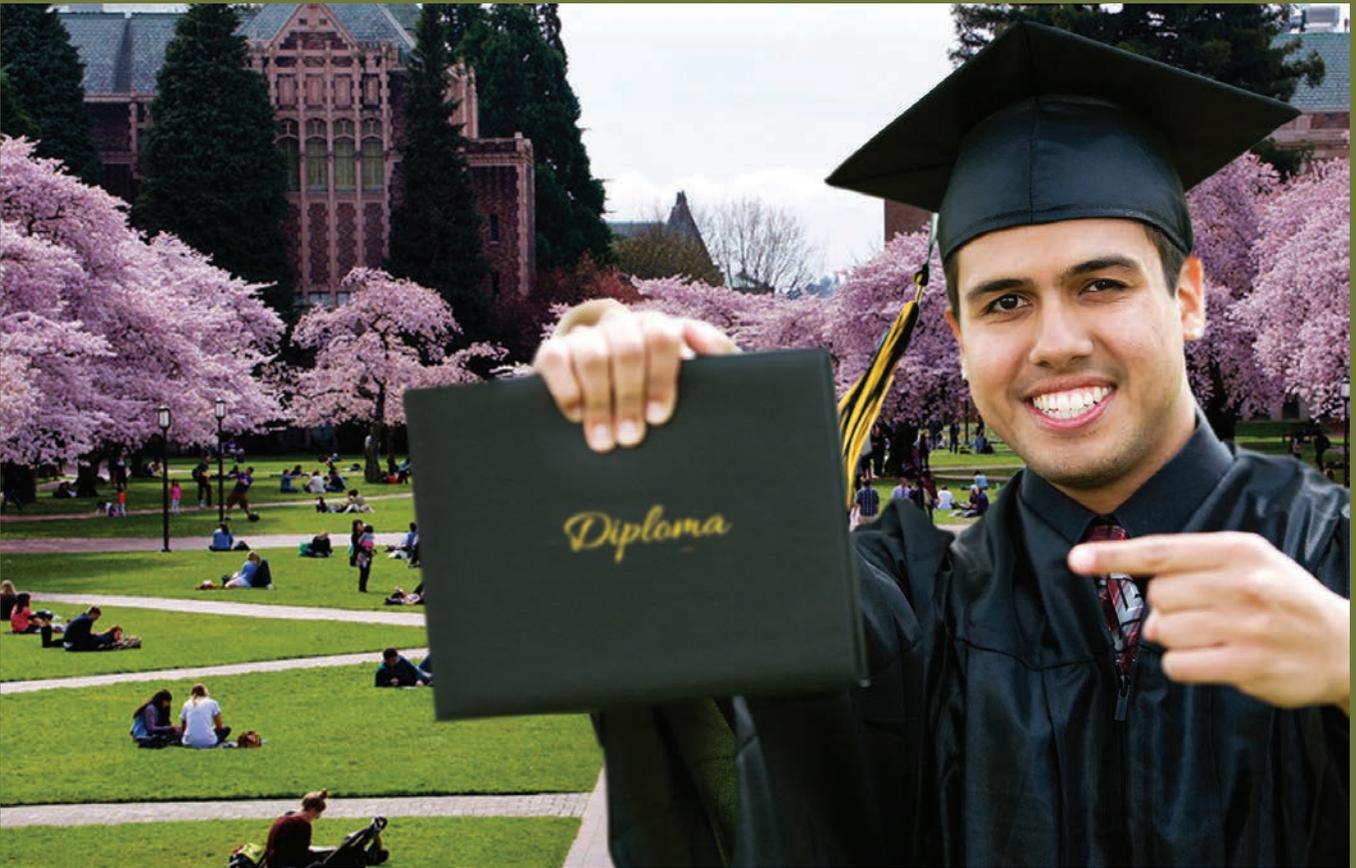
Even among those Latinx students who make it to a four-year college in Washington, just over 60 percent graduate within six years, about eight percentage points behind their white counterparts.⁴ For Latinxs who enter Washington public community and technical colleges, the three year graduation rate is below 20 percent.⁵ While it's true that not all community college students apply for their Associates degree, the number of Latinxs who exit community and technical colleges before completion is concerning, especially since this is the most typical pathway into post-secondary education for this group.

For Washington Latinxs, this leakage throughout the educational pipeline translates into higher unemployment and lower wages. Reversing this trend is critical, not only to the economic prosperity of this growing group, but for the economic sustainability of our entire state. This is not just a Latinx problem; it is a Washington problem, and a national one.

Strategies for closing the achievement gap

The educational achievement gap stems from a complex set of factors. Most importantly is the





lower socioeconomic status of Latinx and the fewer educational enhancement opportunities in their neighborhoods and schools. Cultural context also plays a role, such as language preference at home, the prevalence of traditional Latinx values – like the primacy of family – and immigration history. For example, in what’s known as the “Immigration Paradox,” Latinx children who arrived in the U.S. before their teens demonstrate better educational achievement than those who were born in this country.⁶ Finally, it’s important to note that Latinx is an umbrella term encompassing individuals from different countries or heritage with diverse demographic profiles. No single strategy will close the achievement gap because it is multi-determined.

Closing the gap will require patching the leaks in the P-20 educational pipeline. We must start early and ensure there are supports at every stage, especially school transition points – such as the transition from elementary to middle school or high school to college.

Additionally, we must smooth the path for community and technical college students to transfer to four-year colleges. Four-year colleges must do more to ensure that transfer students have a clear understanding of the transfer requirements, that the transfer process is not overly burdensome and that transfer students arriving on campus are not made to feel like second-class citizens. Community and technical colleges are vital for preparing Latinx students to earn a bachelor’s degree; in Washington, they are the most common pathway to college for this community.

Initiatives targeting college readiness or attendance for Latinxs, such as GEAR-UP, the Latino/a Educational Achievement Project (LEAP), or the Pacific Northwest Louis Stokes Alliance for Minority Participation are doing important work to increase Latinx student success. They are worthy of continued and heightened support. These programs play an important role both in getting – and keeping – Latinx students in college and in making sure they are competitive in highly

selective STEM programs. Yet, they typically focus on the high school years or beyond, by which point much of a student's educational future has already been determined.

Colleges and advocacy groups must engage with schools, families and communities throughout childhood and into adolescence and adulthood. The Road Map Project in South King County and South Seattle, with its holistic cradle-to-college and career approach that includes coordinated participation from business and industry, government, community, and educational partners, is a wonderful example of what is possible. Interventions lodged within schools or school systems, such as the Bridges to High School program, which begins in middle school, have demonstrated effectiveness in giving Latinx children and their parents the skills and habits necessary for school success. Successful models for increasing educational achievement amongst Latinx youth exist, but political will and funding (public and/or private) is required to enact them in the schools and communities most in need.

For Latinx youth considering college, it is important that college fairs and visits be held in the communities where they live. For parents who may not speak fluent English or be familiar with the college prep process, holding events on campus or far from their neighborhood or rural community can be a cultural and logistical barrier to engagement. Colleges should practice outreach in a culturally competent way, considering the family's role and the need for bilingual presentations that address not only the academic components of college, but how to apply for financial aid and concerns about student safety and urban living.

Moreover, colleges and universities must become more culturally hospitable and navigable for all Latinx students, but especially first-generation students. Many low income, first-generation students struggle to navigate the college experience without guidance or the expectations that non-first-generation students receive as a birthright. The "hidden curriculum," a

combination of a student (or parent's) familiarity with educational bureaucracy and a student's mastery of the study habits that underpin academic success, can be daunting. Four-year institutions have demonstrated success in holding summer bridge programs and by providing coaching and mentoring to first-generation students. Finally, colleges must do more to ensure cultural competency amongst faculty and staff, especially those involved in advising. Creating a more culturally literate and supportive environment can help ensure that Latinx students not only enroll, but complete their degrees.

Finally, policy, both state and national, can help determine the success of many Latinx students, particularly the undocumented. The 2003 passage of HB-1079 by the Washington Legislature was a positive step that enabled undocumented resident students to pay in-state tuition. Policies that push undocumented families and students further into the shadows will not just punish those students, they will damage everyone's economic prospects.

Creating access to higher education is essential to ensuring the economic success of Washington's Latinx population, both for the benefit of individuals, their families and communities and for the continued prosperity of our state and nation. Colleges and universities must do their part to improve real and equitable access, but it will take state and local governments, P-12 schools, NGOs and advocacy groups working together to ensure that our Latinx students are ready to succeed in college and beyond.

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10 reasons psychiatrists work at Western State Hospital

Washington's largest state mental hospital has immediate openings for psychiatrists

It's a great place to start, continue,
or put a capstone on your career

- Competitive base pay with \$10,000 recruitment incentive
- Excellent insurance and retirement benefits
- Work/life balance, including flexible schedules
- On-call work is voluntary and well-compensated
- Malpractice insurance
- Generous continuing medical education allowances
- Relocation assistance
- Opportunities for student loan repayment programs
- Close to world-class recreational and cultural events
- Opportunity to work on complex cases

12 The Benefits of Immigration and Immigration Reform to Economic Development

By Jorge L. Barón, Executive Director, Northwest Immigrant Rights Project

The United States continues to be engaged in an important debate about what our immigration policy should look be in this 21st century. Although there is intense debate about various immigration policies, there is one aspect of the discussion on which most experts tend to agree: the benefits to the economy of generous immigration policies.

When one considers immigration to the U.S. generally, the consensus about the positive economic benefits of immigration continues to hold steady. Respected organizations like the American Immigration Council and the Center for American Progress have conducted comprehensive reviews of the positive benefits of immigration for the U.S. economy.¹ They identify findings such as the fact that immigrants added \$1.6 trillion to the total U.S. gross domestic product (GDP) in 2013 or that 40 percent of Fortune 500 companies in 2010 were founded by immigrants or their children.² However, some of these views tend to be dismissed because these organizations are perceived as generally supportive of left-leaning causes. However, even organizations more likely to be associated with conservatism are part of this consensus. For instance, the Cato Institute has been a powerful voice regarding the positive impact of immigration to the U.S. economy. It recently concluded that “[b]y increasing both the supply and demand sides of the economy, immigration is a big win for Americans.”³

Of course the debates regarding immigration policy tend to focus more on specific changes to current immigration policy, but even in this area there’s substantial consensus among economic experts about the benefits of certain proposed changes to our immigration system. The most recent effort to

make a comprehensive revision of our immigration laws was the so-called “Gang of Eight” bill, S.744, that passed the Senate in June 2013 by a strong bipartisan margin of 68-32.⁴ This comprehensive reform bill would have, among other things, revamped the current legal immigration system and provided an opportunity for a substantial portion of the undocumented population to be able to pursue a pathway to legalization.

Of course the debates regarding immigration policy tend to focus more on specific changes to current immigration policy, but even in this area there’s substantial consensus among economic experts about the benefits of certain proposed changes to our immigration system. The most recent effort to make a comprehensive revision of our immigration laws was the so-called “Gang of Eight” bill, S.744, that passed the Senate in June 2013 by a strong bipartisan margin of 68-32. This comprehensive reform bill would have, among other things, revamped the current legal immigration system and provided an opportunity for a substantial portion of the undocumented population to be able to pursue a pathway to legalization.

A number of important entities analyzed the impact that S. 744 would have on the economy. Perhaps most prominent was the analysis conducted by



the nonpartisan Congressional Budget Office (CBO) and the Joint Committee on Taxation. That analysis concluded that the passage of S.744 would increase the real Gross Domestic Product (GDP) of the U.S. as a whole by 3.3 percent in 2023 and 5.4 percent in 2033, an increase of approximately \$700 billion in 2023 and \$1.4 trillion in 2033 in 2013 dollars.⁵

CBO also focused specifically on the impact of the legislation on the federal budget deficit, concluding that its passage would reduce the federal deficit by \$135 billion over the first 10 years and over \$600 billion in the subsequent 10 years (2024-2033).⁶

Not surprisingly given these national-level studies, the economic benefits of immigration and immigration reform at the state level have also been found to be quite positive. Focusing on our own State of Washington, research by the Partnership for a New American Economy found that between 2006 and 2010, there were 45,696 new immigrant business owners in the State, making up 15% of

total new business growth, a larger share than immigrants represent in the State's population.⁷ Moreover, immigrants composed 17% of the state's workforce in 2013, according to the U.S. Census Bureau, again a higher percentage than their share of the total population. And a very recent analysis found that immigrant-owned businesses in Washington State generated \$1.2 billion in business income in 2014 and that over 140,000 people in the State are employed at firms owned by immigrants.⁸

And, as is the case at the national level, analysis of state level data also demonstrate that reforms to our immigration policies would have a positive impact to the state economy. Some of the more recent research has been conducted to evaluate the potential impact of President Obama's executive actions on immigration, which he announced in November 2014. These reforms would have provided a temporary form of protection to certain undocumented individuals living in the U.S., including

the opportunity to qualify for work permits. Although these executive actions have been put on hold as a result of litigation, they remain a possible temporary, administrative fix that might be revived in future years. The analysis conducted by the Center for American Progress showed that, had the President's Executive Actions been allowed to move forward,

the cumulative increase in Washington State's GDP over 10 years would be nearly \$4 billion.⁹

While there are many other important reasons for reforming our immigration system, the positive impact on economic development of such reforms will continue to be compelling.



Immigrant families at sakuma strike 2013 CREDIT EDGAR FRANKS



Senate Gang of Eight

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13 Voting and Building a Community in Washington State

By Commissioner David Morales

What is home? For 13.5% of Washingtonians, home is a place somewhere outside of this Country. If we want to capture the complete human potential of what immigrants are capable of, we must assure that they can call Washington State their home.¹ In this country, a person is not completely at home until they realize the full potential of citizenship.

Strategies across the state to create a welcoming environment start with education. Nonprofits such as La Casa Hogar in Yakima work with immigrant families to provide early childhood education while teaching parents everything from basic reading and writing skills to English, GED, and citizenship programs.² As of early 2016, over 440 immigrants had become citizens through its citizenship program. In Seattle, El Centro de La Raza and Casa Latina provide a home for the Latino community to learn and develop their life skills³ Welcoming new Washingtonians does not end with educational services, the state can make major changes in outcomes by carrying out policies that minimize barriers for immigrants and Washington is on the cutting edge of such policies.⁴ In order to continue this growth, immigrants must not only learn to thrive in the economy but in civic life as well.

Embedded in our democracy is principle of citizenship, the concept that members of the national polity hold a bundle of rights that are equal to all others in the polity in terms of law, political power, and relationship to the state. To reach this concept of full citizenship we need to reverse the cycles of exclusion and bring about virtuous cycles of civic engagement that bring people into our polity.⁵ Laws and policies that expand voting rights will do just that.

Consider the case of the City of Yakima. In 2012 the ACLU fought for, and won, a change from at-large voting to districts in the City of Yakima. This enabled the city's 43% Latino population to elect representatives

of color for the first time. The result was a two year long movement to increase registration, inspire active citizenship, and get out the vote, culminating in the election of 3 Latinos to the 7 member council. The experience showed that elections are not about dividing our community as critics have charged, but welcoming in the excluded. Because of the sudden ability to campaign at the street level, a Latina was able to canvas and be elected in a majority white district. Turnout across the board increased, including Latino turnout in the areas where Latino candidates were not on the ballot. The groups that formed and became changed during the campaign are continuing their work to bring in our emerging electorate and create a united community.

The promise of citizenship in its totality is not fulfilled by simply being educated or having good job, it comes when people can hear their voices in the policies of the state and see themselves participating in decision making. Bringing this sense of belonging will require changes at the state level to the ways in which we govern our voting systems. Particularly, making it simpler to vote, allowing widespread dissemination of voting materials in various languages, and passage of the Washington State Voting Rights Act (WVRA). The WVRA will make it easier for smaller communities to be heard at the much more personal level of city government and it will encourage communities who have not participated in the democratic process to vote to elect candidates of their choice.



Civic participation is the most reliable indicator of the economic, social and safety of a neighborhood. It predicts whether a neighborhood is heavily involved in the criminal justice system.⁶ Economic status, at the individual and community level, is closely linked to turnout.⁷ Studies have shown that highest voter turnout occurs in neighborhoods where there is a social expectation that others will be voting as well.⁸ In other words, the saliency of a community is often expressed by whether its members feel that they can make a difference in policy.

If we want to work towards an inclusive community for all populations, we have to promote social policy aimed at inclusion and belonging. This includes access

to citizenship, reducing negative interactions with the criminal justice system, increasing educational attainment, increasing civic engagement and passing laws that will ensure that all people will be properly represented at the state and local level.

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TABLE 1:
POPULATION AND ELECTORATE IN THE UNITED STATES
AND WASHINGTON, 2014

	U.S.	Washington	Washington State Rank
TOTAL POPULATION (ALL AGES)			
ALL (THOUSANDS)	318,857	7,062	13
HISPANICS (THOUSANDS)	55,251	858	12
PERCENT HISPANIC	17.3	12.2	15
ELIGIBLE VOTER POPULATION (U.S. CITIZENS AGES 18 AND OLDER)			
ALL (THOUSANDS)	224,963	5,007	13
HISPANICS (THOUSANDS)	25,486	334	12
PERCENT HISPANIC	11.3	6.7	17
ELIGIBILITY OF HISPANIC POPULATION			
PERCENT OF HISPANIC POPULATION			
ELIGIBLE TO VOTE	46.1	38.9	35

Note: Percentages calculated before rounding.

Source: Pew Hispanic Research. (2016). Pew Research Center tabulations of the 2014 American Community Survey (1% IPUMS sample)

14 Equity and Economic Development

By E.J. Juárez

During the last census period Latino population in Washington State surged nearly 55% making Latinos the largest and fastest growing ethnic group in the state, representing over 12% of the population, or roughly 858,000 people.¹ This growth is also reflected in the vibrancy of our economy.

With the state's economy one of the fastest growing in the nation, small businesses are benefitting from our region's relatively robust recovery from the Great Recession and the state has added nearly 200,000 jobs since 2012.

However, despite Latinos operating roughly 18,000 businesses and generating over \$10 billion in revenue,² there are incredible barriers for Latino entrepreneurs and Latinos accessing living wage jobs in our state.

With disparities in representation in education, elected office, and health outcomes, the workforce in Washington is a racially-divided microcosm of the United States. However, the divide between Latinos accessing living wage jobs and wealth creation is dramatically lagging behind white households and single males in the state. In fact, wages for Latinos fell double-digits in the last decade in Washington, the only ethnic group to experience negative growth in average wage.³

Nationally, Latinos make up 16% of the workforce, but over 70% of farmworkers, 43% of construction and maintenance workers, and 43% of domestic workers. Additionally, one of the largest industries that employ minimum wage workers is the fast food industry where 20% of the industry is Latino.⁴

Because many minimum wage jobs do not provide sick days, health coverage, or retirement plans, increasing the earnings for these workers can make a huge difference for Latinos supporting families as the cost of living rises each year.⁵

The divide between the exploding wages in the tech industry centered around Seattle has disproportionately benefitted white men. It has also priced many Latino families out of the city with longer and longer commutes to their workplace. In Eastern Washington, Latinos have had relatively flat growth in homeownership, despite tepid housing market increases. The bottom line is that Latinos in Washington State are being left behind by economic policies that are not creating a level playing field for working families.

The consequences of lack of living wage jobs in Latino communities lasts beyond those currently working. 70.1% of Latinos ages 65 and older have incomes less than two times the supplemental poverty threshold, compared to 43.8 percent of whites. This means elderly Latinos are more likely to be economically vulnerable than whites. (AFL-CIO, 2016)

Economic policy that does not primarily address those workers that are most disadvantaged and most primed for benefit through action is not policy that ultimately improves the lives of Latinos.

We need to look more comprehensively at how drop-out rates for Latino kids and being career or college ready impact our economy. We must be clear that Latinos have the lowest median weekly earnings for full-time workers – wage and salary – in the country⁶ and craft policy to close the wage gap and gender gap.

Equity needs to be centered in economic policy. For Washington we can implement equity centered policy to



raise all Washingtonians starting with those that need it most. Here are three straightforward policies that would immediately bolster the Washington economy and lift Latino wages and employment.

Raise the Minimum Wage: One in four workers in Washington would benefit from a raise in the minimum wage. Wages in Washington have stagnated and are at a current 35 year low for low to middle income workers. Over 40% of Latino workers in Washington make less than \$13.50/hr.⁷ Raising the minimum wage is the fastest way to increase economic security and spur economic achievement for Latinos.

Require Fair Scheduling Statewide: Latinos make up a large percentage of low-wage jobs and often have unpredictable or erratic schedules that can change with little notice, making it difficult for working parents to anticipate their schedules and arrange for child care, attend school, and care for family members.

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Provide Early Childhood Education and Childcare: Investing in affordable, high-quality child care creates long-lasting structures that support both working parents and children. Often childcare can cost more than a month's rent in areas of the state, and parents struggle to get ahead and keep their jobs. Disparities in low-wage workers' children educational attainment begin with a strong start; we can address long term outcomes with investments at the beginning of life.

When we consider equity and targeting policy to address raising those most disadvantaged we can grow our economy and provide increased security to residents of Washington. Some of these policy proposals can be addressed at the municipal and county level. However, leadership from the legislature in passing a comprehensive package of economic bills that raise Latinos is necessary to ensure Latinos in every community benefit.

15 Why non-profits are essential for the growth of Latino entrepreneurs

By Pedro Gomez, Seattle Office of Economic Development

In Washington State, many Latino families face personal and systemic barriers to finding and maintaining living-wage employment. Obstacles like poor English language skills and low literacy levels make it difficult for people to find and retain steady employment.

Thousands of Latinos in Washington State struggle to survive on minimum wage. They work in the food service industry, retail, farms, and live paycheck to paycheck with very little opportunity for advancement. (See Table 1)

LABORERS & HELPERS	32.6%
OPERATIVES	14.9%
SERVICE WORKERS	12.8%
CRAFT WORKERS	10.9%
SALES WORKERS	6.7%

U.S. Census Bureau; American Community Survey, 2010, Job Categories by Sex, and Race/Ethnicity for Residence Geography, Total Population Universe: Civilian labor force 16 years and over, Table EEO-ALL04R; generated by John Smith; using American FactFinder; <<http://factfinder2.census.gov>>; (20 July, 2016).

Every year increasingly more low-income Latinos in Washington State are finding that the key to economic stability can come through owning their own business. They discover that they have an innovative idea and, like other entrepreneurs, they take the leap of faith. Unfortunately for them, innovative ideas alone will not withstand the challenges that come with being an entrepreneur. Without adequate business training and start-up capital, the leap of faith becomes a scary one.

Despite the fears and risk that comes with starting a business, Latinos are continuing to exercise their entrepreneurial spirit. In 2007-2012 our country suffered the worst economic downturn since the great depression. The great recession, as it is now

known, will forever be remembered as a time of pain and suffering. The massive 8 trillion dollar housing bubble finally burst and with it went America's vitality. People lost their homes and jobs. Many business owners had to fire employees, while others had to completely shut down. The country was on a downward spiral and no ending was in sight.

But, while America was suffering a massive blow to its economy, there was an interesting phenomenon occurring in the background. Latino immigrants were opening small businesses and creating jobs in record numbers, bringing back a little bit of hope to the neighborhoods they were serving and people they were employing. From 2007-2012 Latino owned small businesses grew by 46.9 percent compared to just 0.7 percent for non-Latino owned businesses.

Starting a business can be challenging for anyone, but it is especially challenging when you are living paycheck to paycheck and have no access to the resources. Without access to traditional bank loans or the training needed to launch a small business, individuals are trapped in low-wage jobs, cycles of generational poverty and economic dependence.

Fortunately for these entrepreneurs, there are non-profit organizations and other groups out there who understand the unique difficulties they have to face when opening a business. The City of Seattle, partners with these organizations in order to bring resources to those who need them. Most recently

the Office of Economic Development created a Mobile Business Consulting program that brought its partners to the South Park neighborhood in Seattle. It was able to offer the mostly-Latino small business owners one-on-one business consultations. Through these consultations, it was able to do an assessment of the businesses and help the owners determine what they needed to stay afloat and take their business to the next level.

Ventures, the partner in the Mobile Business Consulting program, is a non-profit that aims to empower individuals with limited resources to improve their lives through small business ownership. They equip low-income individuals with business training, support, financial education and access to capital. In the short time that Ventures has been in existence, they have provided 274 trainings, helped launch 2,150 businesses and have loaned out \$1,010,120 for people to launch their businesses.

Ventures equips over 800 low-income individuals each year with small business training, coaching, microloans, matched savings accounts, hands-on learning opportunities, legal counsel, and more. On average, revenues of businesses that they serve more than quadruple within the first eighteen months of working with them. More importantly, just over half (51%) of clients experience an increase in household income within 18 months of receiving services.

However, because of strong community need for their services, they currently only have the capacity to accept 50% of applicants into their programs. With minimal marketing (primarily word of mouth advertising), Ventures overfills its introductory business training courses. In Seattle during spring 2015, for example, 70 individuals in their target population attended their business training orientations when only 38 spots were available in the program.

Like Ventures, there are other incredible organizations doing important work. Such is the case with Craft3. Craft3 helps provide loans to people who are unable to access traditional sources of capital. SCORE offers start-up and existing businesses free and confidential one-on-one business consulting.

In order to help the Latino community grow in Washington State and help bring economic stability to those attempting to become entrepreneurs, we should be supporting non-profit organizations like those mentioned. These organizations have proven to be effective and could do a lot more if given the opportunity. The benefits to the community would be immense and the change that would come to the lives of these individuals and their families could be boundless.



Centro La Raza one of many Non-Profit agencies in the state of Washington

16 Youth Economic Development via Washington Business Week: 40 years of success

By Herman Calzadillas

In Washington, there is a growing gap between the number of open jobs and the number of skilled workers available. By the year 2020, 70% of jobs in Washington State will require post-secondary education (Carnevale, Smith, Strohl. 2013).

Reports also show that the job skills gap is much greater for youth who are low-income or live in underserved communities. According to the Washington Student Achievement Council, approximately 46% of Hispanic students did not enroll in a postsecondary program within five years of graduating from high school (Washington Student Achievement Council. 2013).

Meeting the community need:

All Washington Business Week (WBW) programs are designed to improve the educational and economic opportunities of low and moderate income families and to assist with the development of work and life skills that are essential to self-sufficiency and success in the workplace. In addition, WBW programs provide and promote financial literacy and education through a curriculum focused on the tenets and importance of good personal financial management. By delivering these programs and empowering students – along with the adults who support WBW programs – they become focused on their pursuit of academic and career goals. WBW helps strengthen the vitality of their communities and connects business and youth for the continued growth of our economy and expanded ability to competitively participate in the global marketplace on the future.

During the WBW Summer Programs, high school students live on a college campus for one week while learning the fundamentals of operating a business and the hard and soft skills they need in their education

and career. Students are divided into companies and each group assigned to a business professional volunteering their time. As the companies work through the curriculum, participants are challenged to act professionally, to step out of their comfort zone, and seek out leadership opportunities to accomplish their company goals. At the end of the week, each team presents their company financials to a mock Board of Directors and exhibits their product while vying for investors at a trade show.

Main program activities throughout the week include:

Mentorship – Community members, called Company Advisors or CAs, are knowledgeable business professionals who donate their time to guide and mentor participants through the challenging WBW curriculum. Company Advisors come from The Boeing Company, PEMCO Insurance, and many other corporations and small businesses.

Hard & Soft Skills – Students gain hard skills related to corporate and personal finance, marketing and promotion plans, customer focus, inventory management, public speaking, and professional business communication. Students also practice soft skills of leadership, teamwork, initiative, problem solving, building trust, and creativity.

College Preparation – WBW offers a college-level curriculum that requires students to self-motivate and work together to complete projects and meet deadlines. Students earn two college credits upon completion of the program.

Educational Seminars – Each day, students hear from business professionals addressing a variety of topics from career advancement to personal growth. Past seminars addressed lean business practice, entrepreneurship, business planning, personal finance, fiscal responsibility, and succeeding in the real world.

Evaluation and Demographics

WBW serves approximately 2,900 high school students annually through summer and in-school programs. In total, over 69,000 youth have gone through the programs since its inception. The target population is Washington high school students, aged 14-19. In order to reach underserved and low-income populations, the WBW establishes partnerships with other nonprofit organizations and high school educators and staff to identify low-income, underserved and underrepresented populations. Once identified, we provide financial assistance to every student who qualifies.

Last year, WBW gathered approximately 600 Washington state youth on four college campuses. 53% of participants received financial aid, and of those, 34% were very low income and received full scholarships to attend. Last year, 1% described their ethnicity as Hawaiian/Pacific Islander, 1% as American Indian, 4% as African American, 15% as Hispanic/Latino, 20% as Asian, 53% as Caucasian, 4% as Multi-Ethnic, and 2% described their ethnicity as other.

Washington Business Weeks evaluates and monitors our programs via administering pre- and post-program surveys to students. WBW collects post program surveys from parents, adult mentors, and volunteers. Survey results are evaluated each year by the program director, executive director, and Board of Directors to help monitor results.

Results include the following:

66% report that the experience helps them solidify their decision to attend post-secondary high school education. 71% report that they will work harder in

school because of the experience. 73% report they can better connect what they are learning in school and how that knowledge will apply in their future career, while 76% report that their experience will be helpful in choosing a career. 80% of students report that Washington Business Week will benefit them in their personal lives.

WBW programs are designed to help increase students' knowledge about business, personal finance, and gain confidence in their public speaking ability. Students also benefit from a greater understanding of corporate and business finance, how to work under tight deadlines in a diverse team environment, and exercise their ability to problem solve and use critical thinking skills.

Policy Recommendation:

Students can benefit from summer education and year round academic support. However the funding is limited and this hampers access to many students who can benefit the most from this experience. Washington needs to explore funding options that give students the opportunity to advance their education during the summer and support programs that are exciting students about their education and their future careers. Washington needs to recognize that learning extends beyond the 36 weeks of the academic year and partner with innovative programs such as Washington Business Week in helping students' bridge classroom work to the realities of the workplace.

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17 The H-2A Program and Economic Development

By Daniel Valdez

According to the U.S. Department of Agriculture, there were over 37,000 farms and ranches in Washington during 2012. Latinos operated nearly 2,400 of those farms and ranches, or about 6 percent, while Latino-operated farms accounted for almost 11 percent of the market value of all agricultural commodities produced during 2012.¹

There are many different crops grown in the state, but Washington is the national leader in the production of several labor-intensive crops. For example, Washington accounted for 57.0 percent of all apples, 50.9 percent of all sweet cherries, and 49.5 percent of all pears produced in the United States during 2013.²

The importance of labor-intensive crops means there is a high demand for agricultural workers in Washington. Figure 1 shows that the annual average for employment in agriculture increased from 69,676 individuals in 2005 to 88,125 individuals in 2014, which is an increase of 26.5 percent. On average, Latinos comprised over 40 percent of all agricultural workers during each year from 2005 through 2014. The average proportion of Latino farmworkers declined from 2005 through 2014, but the average number of Latino agricultural workers increased from 31,408 individuals in 2005 to 36,543 individuals in 2014. This is an increase of 16.3 percent, and it demonstrates the important and on-going role the Latino community plays in Washington’s agricultural economy.

In response to domestic labor shortages, employers may use the U.S. Department of Labor’s Temporary Agricultural Foreign Labor Certification (H-2A) Program. The H-2A program allows employers to hire foreign workers on a temporary basis to perform agricultural work when there are not

**FIGURE 1:
AVERAGE ANNUAL AGRICULTURAL EMPLOYMENT
FOR ALL WORKERS AND LATINO WORKERS IN
WASHINGTON*WASHINGTON STATE, 2005 THROUGH 2014**

YEAR	All workers	Latino workers	Percent Latino
2005	69,676	31,408	45.1%
2006	70,565	31,648	44.8%
2007	71,778	31,843	44.4%
2008	74,662	32,851	44.0%
2009	79,519	34,889	43.9%
2010	77,369	33,206	42.9%
2011	77,252	33,068	42.8%
2012	82,714	35,547	43.0%
2013	84,760	35,609	42.0%
2014	88,125	36,543	41.5%

*The data in this figure are derived from the following source: U.S. Census Bureau, Longitudinal Employer-Household Dynamics. “Quarterly Workforce Indicators.” <http://qwiexplorer.ces.census.gov/> (accessed July 12, 2016). The employment counts are the average number of individuals employed at the beginning of the quarter during each year for the following industry subsectors: Oilseed and Grain Farming; Vegetable and Melon Farming; Fruit and Tree Nut Farming; Greenhouse, Nursery, and Floriculture Production; Other Crop Farming; Cattle Ranching and Farming; Hog and Pig Farming; Poultry and Egg Production; Sheep and Goat Farming; Other Animal Production; Support Activities for Crop Production; Support Activities for Animal Production.
Source: U.S. Census Bureau, Longitudinal Employer-Household Dynamics

enough U.S.-resident workers available at the time employers need them. In order to use the H-2A program, employers must first demonstrate they are unable to recruit enough U.S.-resident workers by filing a job order through the federal Agricultural Recruitment System (ARS).

Employers who file job orders through the ARS must describe anticipated job duties and the conditions of employment. The language in agricultural job orders must also contain assurances that foreign workers will receive similar wages, similar benefits, and be



subject to similar employment standards as are U.S.-resident workers. The intent of these assurances is to prevent the use of foreign workers from lowering wages and employment standards for U.S.-resident workers.³

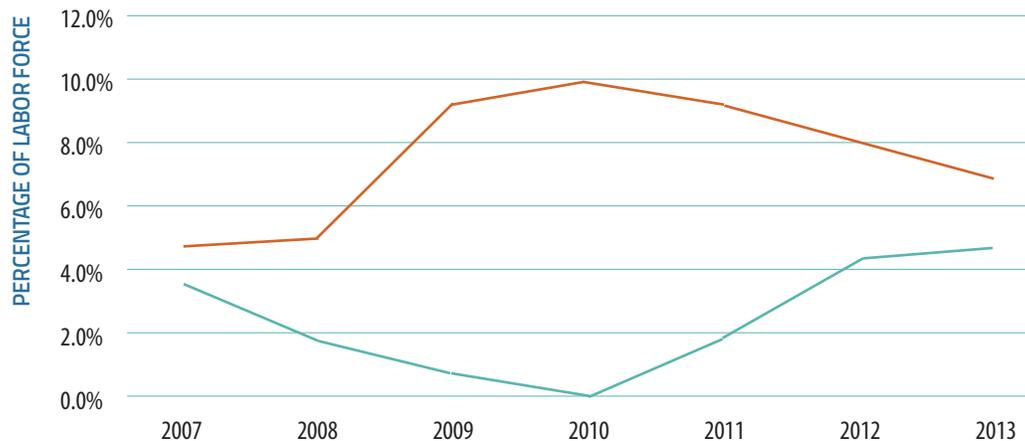
Employers in Washington increased their use of the H-2A program during the past decade. Figure 3 shows that there were 6,550 certified H-2A applications nationwide in 2006, but only 11 certified applications in Washington. By 2015, the number of applications reached 7,195 nationwide and 114 in Washington. Nationally, the number of applications increased by 9.8 percent, but in Washington the number of applications increased more than nine times from 2006 through 2015.

Despite the overall increase in H-2A applications, there was year-to-year variation in the number of H-2A applications in Washington. Note that this variation is consistent with employer-reported labor shortages presented in Figure 2. As shown in Figure 3,

the number of applications decreased each year from 2008 through 2011, which were years during which employers reported smaller labor shortages. Despite this year-to-year variation, it is clear that the use of the H-2A program is on the rise, both nationally and in Washington. National-level data indicate that the vast majority of H-2A visas are issued to Mexican citizens. For example, there were 108,144 H-2A visas granted in Federal Fiscal Year (FFY) 2015. Of the H-2A visas granted in FFY 2015, there were 102,174 visas issued to Mexican citizens, which is 94.5 percent of the national total. There were five other predominantly Spanish-speaking countries among the top ten in H-2A visas issued: Guatemala, Peru, Nicaragua, Honduras, Costa Rica and the Dominican Republic. Taken together, these six countries accounted for 105,353 of the H-2A visas issued in FFY 2015, or 97.4 percent of the national total.⁴

Guest worker programs like the H-2A program are controversial. Supporters see them as an engine of economic development because they provide foreign workers with opportunities they do not

**FIGURE 2:
ANNUAL AVERAGE UNEMPLOYMENT RATES AND REPORTED AGRICULTURAL LABOR SHORTAGES IN
WASHINGTON* WASHINGTON STATE, 2007 THROUGH 2013**



	2007	2008	2009	2010	2011	2012	2013
— WA UNEMPLOYMENT RATE	4.7%	5.0%	9.2%	9.9%	9.2%	8.1%	6.9%
— REPORTED LABOR SHORTAGE	3.5%	1.7%	0.7%	0.0%	1.8%	4.4%	4.6%

*The data in this figure are derived from the following sources: Washington State Employment Security Department. "2013 Agricultural Workforce Report," p. 18. <https://fortress.wa.gov/esd/employmentdata/docs/industry-reports/agricultural-workforce-report-2013.pdf> (accessed July 14, 2016); Washington State Employment Security Department. "Labor Force (LAUS)," <https://esd.wa.gov/labormarketinfo/labor-force> (accessed July 19, 2016).

Sources: Washington State Employment Security Department/LMPA; U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics

**FIGURE 3:
H-2A APPLICATIONS IN THE UNITED STATES AND WASHINGTON***

YEAR	UNITED STATES				WASHINGTON			
	Employer applications certified	Percent change	Workers certified	Percent change	Employer applications certified	Percent change	Workers certified	Percent change
2006	6,550	N/A	59,110	N/A	11	N/A	814	NA
2007	7,491	14.4%	76,814	30.0%	26	136.4%	1,688	107.4%
2008	7,944	6.0%	82,099	6.9%	34	30.8%	2,513	48.9%
2009	7,665	-3.5%	86,014	4.8%	30	-11.8%	1,882	-25.1%
2010	6,988	-8.8%	79,011	-8.1%	25	-16.7%	2,981	58.4%
2011	7,000	0.2%	77,246	-2.2%	18	-28.0%	3,182	6.7%
2012	7,836	11.9%	85,487	10.7%	33	83.3%	3,953	24.2%
2013	8,352	6.6%	115,957	35.6%	56	69.7%	6,196	56.7%
2014	9,152	9.6%	116,689	0.6%	82	46.4%	9,047	46.0%
2015	7,195	-21.4%	139,832	19.8%	114	39.0%	12,081	33.5%

*N/A means not applicable, as 2006 is the base year for comparison. U.S. DOL reports national data according to the federal fiscal year. Washington state data do not include applications submitted for sheepherder, goat herder and beekeeper jobs. The Washington State data were provided by the Washington State Employment Security Department's Workforce and Career Development Division. National data are available at: U.S. Department of Labor, Employment and Training Administration. "OFLC Performance Data." <https://www.foreignlaborcert.doleta.gov/performance/cfm> (accessed July 8, 2016).

Sources: Employment Security Department, Workforce and Career Development Division; U.S. Department of Labor, Office of Foreign Labor Certification, Fiscal Year Performance Summaries.

have in their home countries. Opponents see guest worker programs as an obstacle to economic development, arguing they drive down wages for U.S.-resident workers by making them compete with workers who are willing to accept lower wages and benefits.⁵

Though the H-2A program is controversial, it is clear that temporary foreign workers are an

increasingly important part of the agricultural workforce in Washington State and that a large majority of those workers come from Spanish-speaking countries. Determining the extent to which the H-2A Program enhances or inhibits economic opportunities for Latinos will require more systematic efforts to gather wage and benefit data from both farmworkers and their employers.

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2. These data are derived from the following source: U.S. Department of Agriculture, National Agricultural Statistical Service. "Current Press Releases: Washington." https://www.nass.usda.gov/Statistics_by_State/Washington/Publications/Current_News_Release/2015/VOP_2014.pdf (accessed July 8, 2016).
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[Advertising]



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18 Media Presence and Economic Development

By Tere Carral and Cody Beck

It's an exciting time for Hispanics in the United States. By some estimates, the minority group is poised to assume majority status in the coming decades and, with it, unprecedented influence over the domestic market.

They also boast an increase in spending power—doling out more than \$1.3 trillion on goods and services in 2015, with that number expected to grow to \$1.7 trillion by 2020.¹ However, as their voice becomes louder, we're learning that their 'voice' is different than that of the 'typical' American consumer. As such, savvy marketers will need to respond in kind. The relative growth of this group demographically and financially—coupled with the emergence of a new class of consumer, the Millennial—has created an even higher degree of diversity among the Hispanic market and now marketing to Latinos is as equally complex as it is financially rewarding.

Demographic shift and changing consumer behaviors

Since their population boomed in the 1990s, Hispanics have gotten the attention of retailers that recognized their rapid socioeconomic advancement coupled with their relatively fast population growth. In 2013, Hispanics constituted 17 percent of the nation's total population, up from 10.3% in 1995 and 11.9% in 2000.² Pew Research Studies indicate that the growth will continue and ten years from now Hispanics will comprise one in every five Americans—assuming majority status in 2044 according to current growth trends.³

The Hispanic population in Washington mirrors national growth trends and demographics. From 1990 to 2010, Latinos expanded from 4.4 percent of total population to 11.2 percent. Similarly, from 2010 to 2015, the Hispanic population grew by 16.4 percent from 755,790 to 879,410.⁴

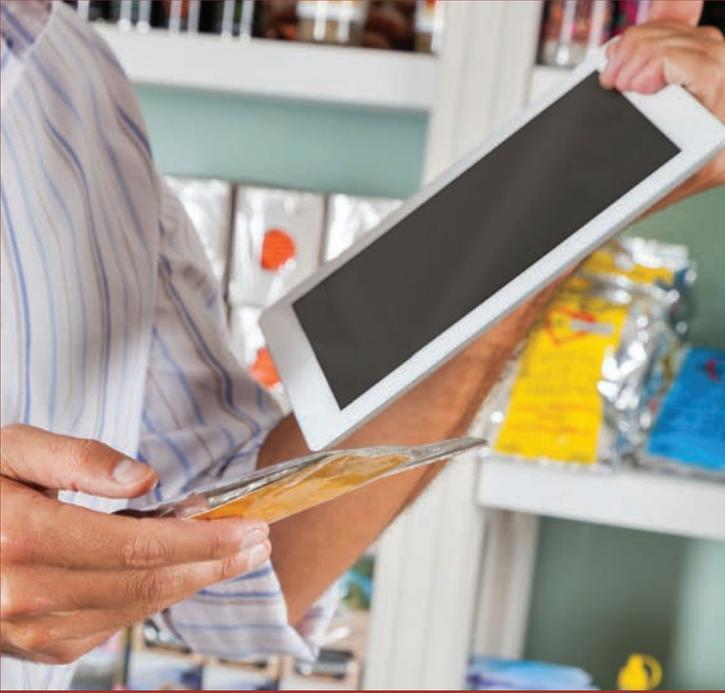
Despite the group's lower immigration numbers lately—predominantly due to slowing immigration from Mexico and lower birth rates—they still represent the largest ethnic minority in the country consistently prove to be an important market force thanks to their relatively high spending power and influence. Hispanic purchasing power in the United States has increased roughly 45% in the last five years thanks to increased rates of English-proficiency coupled with better access to education. These factors helped push Hispanic purchasing total to \$1.38 trillion as of 2015.⁵

Hispanics have proven that they are not afraid to spend what they earn. Between 2012 and 2015, Latino households represented around 40% of the growth in spending for household equipment such as televisions, computers, and telephones and roughly 25% of the growth in spending on new cars and trucks, demonstrating why they're often playfully been called "super consumers."^{6,7}

As the Hispanic population grows and matures, the available to them are changing in almost every way— they're experiencing increased access to education leading to more diverse positions in the labor force and the potential for more rapid accumulation of wealth. This socioeconomic shift is the predominant catalyst for the heightened influence of Hispanics in U.S. consumer markets. But what exactly differentiates a Hispanic consumer from a Non-Hispanic consumer?

Portrait of a Hispanic Consumer

Understanding the unique, cultural tendencies and preferences of Hispanic buyers will help in tailoring appropriate marketing for this audience. Here are



some key characteristics of the modern Hispanic consumer:

Hispanics are multilingual- An impressive 74% (36.7 million) of Hispanics speak some Spanish at home and approximately 23% speak exclusively Spanish at home.⁸ Therefore, Spanish-language ads are necessary to effectively market to a U.S. Hispanics. In fact, Nielsen's advertising effectiveness studies show that advertisers who translate English ads into Spanish receive an increase in general recall among Hispanics when compared to general market English-language commercials because the ads create a deeper personal connection with viewers.⁹

However, as proportionately more Hispanics are born in the country rather than immigrating here, the younger Latino community seems to be shifting towards English-dominant bilingualism. In fact, 62% of the Hispanic population either speaks English or is completely bilingual. Yet despite their growing inclination to speak English, 95% of Hispanics still agree that it is important to be able to speak Spanish so the group's bilingual tendencies will likely continue for some time.¹⁰

Hispanics are culturally sensitive- 85% of Latinos agree that their culture is important to them.¹¹ And Hispanic consumers have remained uniquely in-touch with their Hispanic heritage so they are highly critical of the portrayal of Hispanic culture in media. As we mentioned above, language is an important part of communicating in a culturally relevant way to Latinos. However, in a comScore study in 2011, it was found that ads created specifically for Hispanic consumers were 40 percent more persuasive than those simply adapted to the market and 3 times more effective than ads dubbed into Spanish. Preference for unique Spanish-language content over dubbed content shows that language is not the only aspect of culture that engages (or deters) Hispanic consumers.

For Latino audiences, an accurate portrayal of their culture involves going beyond just language to demonstrate values, priorities, and core beliefs that define the Hispanic population. Many brands find success with generic messages delivered in a natural mix English and Spanish while underscoring family and community values common amongst Hispanics. Others implement slang, Hispanic music, and popular fashion trends. Depicting Hispanic culture positively and accurately is crucial to ensuring that advertisements are relatable for Hispanics.

Hispanics are often collectivist- Hispanics tend to be highly group-oriented with a strong emphasis being placed on family as the major source of one's identity¹². Additionally, the decisions and behavior of the individual can often be based largely on pleasing the large community that they associate with. The sense of family belonging is more commonly reserved for family and close friends; however, the sentiment can extend to brands as well. As such, it is important for companies to foster trust and familiarity with Hispanic consumers. Because of their tendency to look to others to help guide decisions and opinions, consider reaching them through social networks such as Facebook and Snapchat, which facilitate collective sharing of information and communication among friends and family. Recommendations from close friends and family are highly-effective marketing strategies among Latinos. Brands may also look to hire recognizable Hispanic celebrities as models in their advertising (for things like sponsored Snapchat ads and Facebook banners) because the sense of familiarity with a celebrity incites a positive consumer response.

Hispanics respond well to TV and radio- Research has shown that Hispanics are voracious consumers of every media type, but seem to have a special affinity for radio and television.¹³ It is important to note that this trend is predominantly supported by the Hispanic Boomer and Gen-X populations (born between roughly 1946-1976), while Millennials have begun to stratify Hispanic media preferences with their rapid adoption of mobile and online media.

Hispanics shop more online- Hispanics spent an average of 6.4 hours shopping online per month (21% of their total time online) compared with 1.1 hours per month for non-Hispanics (5% of their total time online).¹⁴ They do not just buy more online, they're loyal and interact with brands at every step on the purchasing process via their cell phones at a higher rate than non-Hispanics:

- Banking or bill paying: U.S. Hispanics 64% vs. 57% Non-Hispanic

- Download coupon: U.S. Hispanics 25% vs. 17% Non-Hispanic
- Pay for physical goods via phone: U.S. Hispanics 24% vs. 13% Non-Hispanic
- Use loyalty program: U.S. Hispanics 19% vs. 13% Non-Hispanic

The fact that U.S. Hispanics are the greatest adopters of mobile financial resources represents a huge opportunity for brands to reach the minority group at scale and build consumer trust and brand awareness.

Media Preferences Amongst Hispanics

Because of this group's relative size, their presence can be felt in every form of media. They have proven to be highly-responsive to traditional methods of advertising such as TV and radio adverts—especially amongst Spanish-dominant Hispanics. In order to reach any part of this demographic outside of English-dominant Hispanics, brands and companies need to consider smaller subgroups of the Hispanic market (like Boomers and "Gen X-ers" who prefer TV/radio or internet-savvy Millennials) with a mix of Spanish and English-language content and continuously monitor the effectiveness of campaigns with analytics to determine the culturally-relevant content for advertisements

TV

Despite general market trends of lower viewership amongst major TV stations, Hispanics are watching more live TV than any other demographic. Hispanic households are typically larger than the average non-Hispanic household and often prefer to watch TV in large family groups. And because they watch more than 90% of their programming live, Hispanics are a prime group to reach through TV advertising in the age of ad-less video streaming and DVRs.

- 86% of Latino adults say that on a typical weekday they get their news from television, making it

more popular than the radio (56%), the internet (56%) or print newspapers (42%).¹⁵

- From 2013-2014, 92% of Univision's viewers in the 18-to-49-year-old demographic watched its programming live, compared with numbers around roughly 60% at most large English-language broadcasters.¹⁶
- In the Q1 2015, ad spending at Univision and Telemundo, the two biggest Spanish-language broadcasters, rose 11%, compared to a 12% drop in total TV ad bookings.¹⁷

Radio

Hispanics are super consumers of radio media and Spanish-dominant Hispanics and surprisingly, Millennials listen the most. There is a unique group of consumers that can be reached via radio advertisements: older, Spanish-dominant males.

- 97% of this Latinos listen to the radio at least once a week.¹⁸
- Since 2011, the weekly national Hispanic radio audience has grown 11% (from 36.5 million to 40.4 million).¹⁹
- Radio reaches almost 15 million Hispanic Millennials, compared to just 6.3 million of their Boomer counterparts.²⁰
- Language also plays a role in how Hispanics listen. Spanish-dominant radio listeners spend the most time tuning in among all U.S. adults 18-49. They spent an average of 13 hours and 12 minutes listening a week in 2015, compared with 11 hours and 48 minutes for English-dominant listeners.²¹
- A Nielsen report shows that the "super users" of Hispanic radio are an average of 39 years old, and skew slightly male (52 percent, versus 48 percent female). They spend approximately 18 hours and 45 minutes listening to radio each week and less than 8 hours online.²²

Internet/Apps

Use of mobile technology and the Internet has been on the rise since its introduction. While Hispanics have been slower to adopt them in the past, the emergence of a new, tech-driven group (called Millennials) coupled with higher education and income levels has made the importance of understanding digital advertising critical to reaching the younger Hispanic demographic.

- In 2015, 56% of Hispanic adults reported that they got their news each weekday on the internet, up from 37% in 2006.²³
- 45% of U.S. Hispanics prefer to use their mobile phones to go online over using a computer, compared to 38% of non-Hispanics.²⁴
- Even though Hispanics have fewer desktops than non-Hispanics, internet usage is still prevalent among Latinos because 83% of the Hispanic population has a smartphone.²⁵
- Hispanics spend 6 more hours a month on apps and the Internet via their smartphones (~49 hours vs ~43 hours for non-Hispanics).²⁶
- U.S born Hispanic consumers prefer to use their smartphones to make purchases online, whereas foreign-born Hispanic consumers use their tablets more often.²⁷
- Millennials are the most represented group on the most popular social platform, Facebook.²⁸

What is a Millennial?

According to a U.S Census Bureau, Millennials are individuals who are between the ages of 16 to 33 in 2016.²⁹ They are the first digital generation and they are game changers for Hispanic marketing. English is their dominant language and they hold American ideals and values, but they still speak Spanish and maintain pride and connection to their heritage. Most notably, they are highly tech-savvy, prefer visual content, and

use the Internet to inform purchasing decisions more than any previous generation. While Hispanic Millennials seem to follow most of the tendencies of other Millennial subgroups, they exhibit interesting deviations when it comes to what platforms they prefer to communicate on and what they use technology for.

Below are four key characteristics to understand where and how to reach out to U.S. Hispanic Millennials:

Millennials are mobile-friendly- 67 percent of Millennials reported that they use smartphones to access the Internet compared with 40 percent of Boomers. In 2008, Braguglia found that three quarters of smartphone users never leave home without their phone.³⁰ The mobile trend is consistent with Hispanic Millennials. A recent Pew Research Study showed that 83% of Hispanic Millennials sleep with their phones and 89% use social networking sites on a regular basis.³¹ The cell phone is no longer an accessory for this generation; it has become an integral part of their lives and the best way to reach them.

Millennial consumers let the Internet guide their purchases - 40 percent of Millennials access search engines like Google on their smartphones to research products and prices, compared with roughly 20 percent of Boomers.³² On top of that, 33 percent of Millennials report referring to blogs before buying, showing Millennials do not just use, but trust online reviews. And online coupons can attract purchases as well--88% of Millennials report using their phone to find coupons and deals online--higher than any other demographic.³³

Millennials stream a lot of videos—and Hispanic Millennials stream the most- Almost 60 percent of digital impressions rely predominantly on visual content, meaning video has emerged as the preferred digital marketing medium. Studies have shown that video marketing boosts peer-to-

peer sharing and brand-to-customer interactions. Hispanic Millennials spent an average of 317 minutes online per month, compared to the average of 213 minutes per month for the general market. YouTube was used by 82% of Millennials in 2014. The same study found that the video platform is especially popular amongst Hispanics with one in seven reporting using YouTube regularly, compared to one in five white Americans.³⁴

For Hispanic Millennials, Facebook is still king but they also use Instagram and Google+ as their main sources of news- Among all social media platforms, Facebook is the most widely used. In 2014, a US Census estimate determined there were 38.4 million Hispanics aged 18 or older in the United States and that 73% of them (28.03 million) of them were on Facebook in the same year.³⁵

Also, 57% of Latino millennials reported that they had used Google+ to get news in the past and a 45% of Latino Millennials say they use the platform on a daily basis, compared to 26% of Caucasian Millennials and 29% of African American Millennials.³⁶

*Data regarding specific subsets of the Hispanic population in consumer reports are very limited, especially research conducted within Washington state. The majority of research pertains to larger Hispanic subgroups like Millennials. Until more research is conducted within the Washington, national figures from National Censuses, journals, and studies will be used to gauge consumer tendencies among Hispanic Millennials.



Conclusion

As the Hispanic population continues to grow in the U.S., they will continue to become the most influential driving force of consumption in America. But as they grow in influence, they also grow in complexity. More than anything, Hispanics tend to keep close ties to their cultural roots and brands must realize that Spanish-language does not necessarily mean Hispanic-friendly. The age range, media preferences, and language-preferences among Hispanic subgroups are too large to

realistically create a one-size-fits-all media strategy for them. However, by understanding the desired media, language, and lifestyle preferences of the demographic they are trying to reach, brands can better reach this rapidly growing group. While Hispanics do consume English-language media, actively incorporating Spanish-language media has proven to help form the greatest connection with the largest number of Hispanic consumers.

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19a Community Contributions - South Park

By Paulina López

South Park is a vibrant multi-cultural/multi-lingual historical community with a very diverse background. And not just Hispanics, but also Italians, Japanese and more importantly, Native American. The Duwamish tribe historically lived here for many many years.

Nowadays, South Park is a multicultural neighborhood with a big voice. More than 4,700 people live, work, study, play, farm, and raise families in this community at the heart of the Duwamish Valley's industrial and manufacturing corridor. The South Park neighborhood occupies approximately one wedge shaped square mile of the western bank of the Duwamish River. The retail corridor runs along 14th Avenue from the river to Henderson, and there are many thriving businesses at the Cloverdale Business Park as well. Manufacturing, recycling, aerospace, and other industries support approximately 17,500 family wage jobs in South Park. This allows the neighborhood to reach out to a variety of different markets and enjoy the exclusive benefits from community involvement and self-improvement.

Tell us about your organization:

Immigrant families have found a home in South Park, and have shared in more than 100 years of community efforts to preserve and protect the neighborhood. Today the community is home to families, small business owners, artists, machinists, environmentalists, and civic leaders from many different cultural and ethnic backgrounds. South Park is one of Seattle's most interesting and diverse neighborhoods. Citizens of South Park identify themselves as many races, including an estimated 46% Latino or Hispanic of any color, 12% Asian, 4% African-American, 26% Caucasian, 1% Native American/Alaskan Native, and 5% who identify as biracial. Approximately 54% of the population speaks a language other than

English at home, and nearly one-third of households have at least one child 18 years old or younger.

I work for the Duwamish River Cleanup Coalition and we created the project Duwamish Youth Core which I coordinate. Through the different research we conducted in South Park, and in the Duwamish Valley in general, we realized that there were not enough opportunities for our youth to be involved in making changes, specifically those related to social, environmental and social justice issues. So we started thinking of ways to get the Youth involved in these initiatives, since we have a high percentage of youth living in the community. So we created the Duwamish Youth Core two years ago and so far, we have trained over 200 youth, giving them job skills in environmental justice topics and I have been very involved in doing community improvements. For example, in October 2016 ago we were able to reach out to about 80 homes and we were talking to community members about air pollution to try to convey to them how important it is to plant trees. We have a goal of planting 500 trees in South Park and Georgetown, so that will make a big impact in the community.

How is your community contributing to the cultural and economic development of WA state?

I think that we have a lot to offer. We have a lot of different cultural and ethnic background in South Park. On top of that, we have a lot to offer as it relates to our history. In talking about the economy, we have many



businesses that are currently owned and operated by people from Mexico, from Vietnam and from Egypt to name a few. I think we are bringing a lot of diversity in the economic market however, it has taken some years to realize that we are entrepreneurs in the Latino Community but that we also need education to help the economy and local businesses in particular. I think that we need to let the rest of Seattle know what South Park is all about and that it has taken a while--and a lot of hard work-- to get there.

I definitely think that one of the most exciting project has been the Duwamish River Cleanup. This is the only river in Seattle and I think that it is one of the very good examples of community involvement because there is no other river in Seattle that the community has been able to raise a voice over. This has been a great example of community involvement because now the cleanup has brought the river to the standards of what the community really wanted. So now I feel like the community has felt empowered and even if it is going to take 17 years to finalize the cleanup of the river, it will have the signature of the community members that were part of it and that have fought to have a clean river.

Another initiative that I want to mention is the South Park bridge. That is a good example, even though it took 4 years to give us the bridge back. It has taken a lot of effort knocking on doors, talking to the government officials and making it clear that we are part of Seattle, that we are part of the state. Everyone got together – King County, City of Seattle and the State of Washington to make this possible. South Park belongs to the city of Seattle and we were being treated as though we did not. This would have never happened in Magnolia or in Laurelhurst where people are more vocal. So I am very proud of this community's accomplishment because it was very community driven.

We are working right now in having a healthier community so we have many initiatives that promote health. One of them is the Clean Air Project which will be helping South Park and Georgetown get better air quality. As you know, South Park's zip code, 98108, is considered the most polluted zip code in the Seattle area, so taking an action on this issue is very important. And for the community this is very important as asthma rates are very high in our community. When

we are in a meeting and 80% of the people sitting there raise their hands because they have asthma, then we need to do something about this. Planting more trees, building green walls, teaching the community also how to improve indoor air quality by cleaning green or by having air filters or decreasing the amount of pollution on the roads by promoting the use of electric vehicles (less diesel, less carbon). We still have more years to go on this initiative, but we are to a good start by focusing on planting trees and conducting educational programs by ourselves.

What are the biggest challenges facing your community?

I think that public health is one of the biggest challenges facing South Park, but I also think that community ownership sometimes can be a challenge leading to lack of participation. Also sometimes government organizations don't think of a good community engagement plan, so that enhances the challenge. If they don't engage the community in a thoughtful way they will not have people making the decisions or raising their voices for important needs. For example, we work with the City of Seattle Mayor to increase the hours of operation of the South Park community center. Right now they are planning to build a new playground and the initial plan was to build it next to the highway (509). When I found that out I knocked on the door of Public Health and I requested their help. We were able to put together a panel of public health experts (doctors, etc.). They just did a recommendation saying that this park will potentially cause even more damage to the quality of life of the children that are affected. Things like that are important so that the challenges can become opportunities to improve our community.

Is there something that government organizations could do to help your community?

Where do I start? I think that there is so much they can do. First they need to work very closely with the community and work intentionally with highly affected communities and invest in them, especially

those that are the most harshly affected. If you know that the South Park/Georgetown/Duwamish Valley areas have poor health conditions, then invest in those communities. You might have opportunities to improve the issues by engaging and by opening up opportunities for work and investing in job training, so when you have projects in the community you can hire local people to work on those projects. That is why we are doing the Youth Corp. The City has so many projects about construction, about planting trees, etc. Ok, then hire our youth to do it, instead of bringing other people from outside of the city to do these tasks. Hire local and that way you are supporting the community that is impacted and vulnerable for so many years. So think about the local community and think about engaging with community leaders.

Something that is very important and that I am very grateful for is inviting people to come and visit and putting themselves in the shoes of someone in our community. So you can taste, smell and feel what it's like to be part of this community. I have intentionally organized meetings with important people in South Park, so that they can understand our issues. For example, for the playground I had the meeting right where we wanted to have the playground and they were asking to move because of the noise. And I said no, I want you to feel what our children will feel playing here. Why would this be OK for kids? It is noise pollution, it is air pollution – actions like that are important to make people realize the issues. So invest, and be present in the communities because South Park is beautiful and vibrant. I have been there for 12 years and I still have the hope that one day it will be up to the standards so I can feel proud that my children are growing up there. I am not giving up.

19b Community Contributions - Wenatchee

By Centro Latino

Wenatchee in general is a beautiful city with the exception of South Wenatchee. Poor lighting, abandoned cars, missing sidewalks, gangs, and absence of economic development projects by the city. The Wenatchee Valley is prioritized.

Tell us about your organization:

NW Family Services Institute provides affordable mental health services to all communities. Centro Latino supports and funds CAFE: The Community for the Advancement of Family Education. CAFE provides family education and information, promotes community participation, 7 scholarships on an annual basis, voting and citizenship and promotes youth leadership.

How is your community contributing to the cultural and economic development of WA state?

CAFE is intensely involved in establishing and collaborating with all agencies in community celebrations and organizing community events. We are the only Latino social agency in Wenatchee. Centro Latino is involved in beautifying South Wenatchee. We also spearheaded the establishment of the community center. Centro Latino assists individuals wanting to establish a business free of charge.

What are some exciting projects/initiatives that have been completed in your community over the last two years?

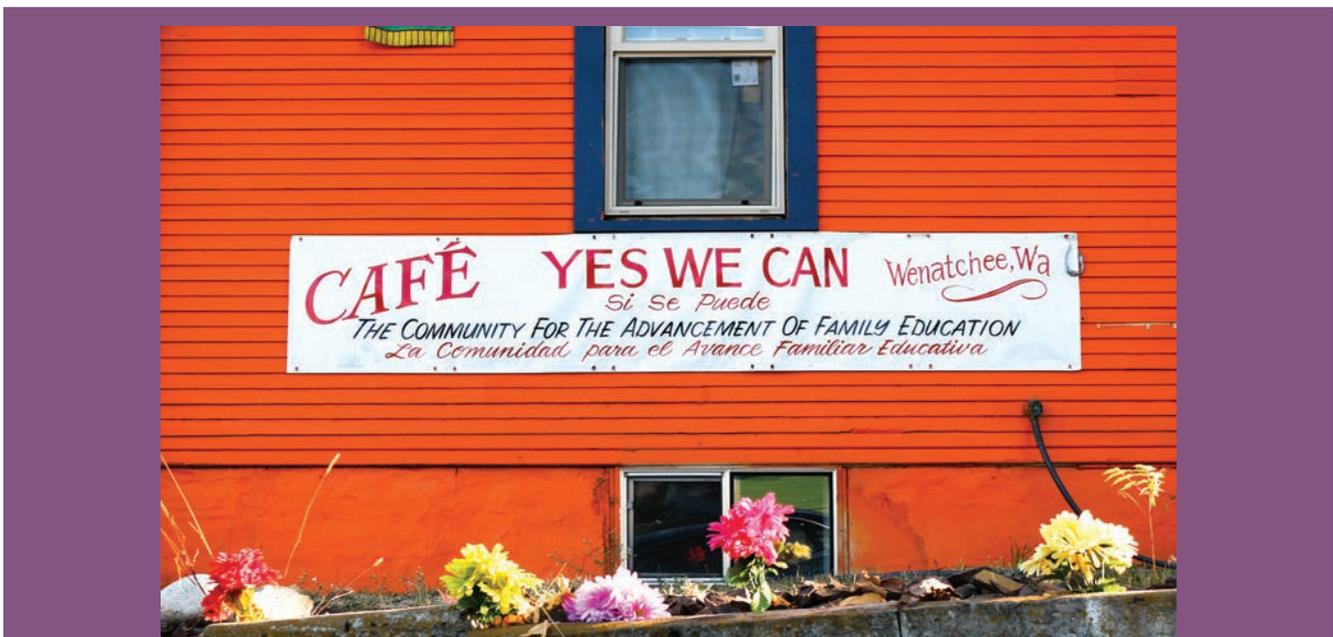
The beautification of South Wenatchee is the only project that started two years ago and is still in progress. The city has ignored this area

What are the biggest challenges facing your community?

- Lack of services to youth, elderly and their family
- No Latino representation from South Wenatchee
- Institutional racism

Is there something that government organizations could do to help your community?

- Decrease taxes to small businesses
- Funding for economic development projects
- Informational workshops on government organizations specifically on accessing government funding.





Dear Friends of CHA,

On December 15, 2016 I decided to leave the Commission on Hispanic Affairs. While I will miss the allies and relationships I have made during my time here, I look forward to the possibilities that lay ahead in my new role as Director of Community Relations for the Department of Labor & Industries (L&I).

During my 12-year tenure at the Commission, in association with 45 Commissioners and more than 20 state and federal agencies, I have overseen countless changes to the services available for members of our community. Driving many of these changes and communications to our community has been the radio program I developed. Utilizing this program, we've been able to facilitate a conversation between our community and these state agencies. It is my expectation that the radio program will continue to deliver on the

commitments to stakeholders and community members. I have offered to help during the transition period so that this vital service may continue.

Highlighting some of the essential things we've accomplished, we changed the way emergency response services are provided to non-English speakers. We authored five annual assessment reports to better inform decision makers about our current state of affairs. Working with the current and previous two secretaries of state, we increased voter participation among our community, offered clarity on questions about incorporating businesses and the procedures on how to start and operate a business in Washington State. We worked with the Department of Financial Institutions on improving payday lending practices to make sure accurate information and support are provided to our community. We collaborated with the current and two previous attorneys general to improve outreach and identify discrimination and worked with the Consumer Protection agency to address fraud.

We aided in the healthcare enrollment process, making sure non-English speakers have access and understand the process, troubleshooting and more. Through cultural competency training, we helped the Department of Social and Health Services understand our perspective on foster care and child protection issues particularly when immigration enforcement was involved. We developed a parent resource manual with the Office of Superintendent of Public Instruction, counseled on improving outcomes for migrant youth, helped draft the Every Student Succeeds plan for Washington and advocated for legislation to strengthen the office of Equal Rights.

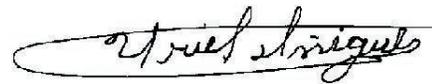
We reinstated Latino Legislative day and now thousands of Latinos come to the State Capitol each year to advocate for their issues. We passed legislation which gave undocumented students the opportunity to achieve higher education with the help of state financial aid. The first research conducted on education of Latinos took place during my tenure

which served as the foundation for reducing the Opportunity Gap and other education legislation. We worked with the legislature to establish the Office of the Educational Ombudsman to make certain our community was able to utilize services to improve relationships with their schools and increase enrollment and graduation rates for Latinos. We worked with higher education Institutions like Heritage University, Washington State University, Eastern and The State Board of Community & Technical Colleges to address educational disparities impacting Latino students.

Through community outreach, we worked with L&I and its providers to improve case management and customer service provided to non-English speakers. We partnered on international issues like ensuring workers receive medical attention even if they were to move outside of the United States. It is actions like these that make me proud to be able to continue the important work we set out to do at the Commission over to L&I.

Confidently, I leave the Commission in a better state than when I was first appointed. The current Commission is sought by the Legislature and major state agencies to advise on matters affecting our community. I extend my humble regard and gratitude toward those agencies and individuals I've had the pleasure to work with over the years, who have contributed largely to our joint successes. With this fantastic footing, I'm optimistic that the Commission will continue to grow and remain impactful on improving the lives of Latinos in Washington State.

Thank you for all of your support in these endeavors.

A handwritten signature in black ink, reading "Uriel Iniguez", enclosed within a horizontal oval shape.

Uriel Iniguez

7. Latino Economic Development in Washington State

ANDRES MANTILLA



Andrés J. Mantilla is Senior Vice President at Ceis Bayne East Strategic LCC where he heads all community engagement and outreach strategies for the firm. He brings extensive experience in community outreach and engagement, business-to-business relations and public policy. Prior to joining CBE Strategic, Andrés served as Business Services Manager and Strategic Advisor to the City of Seattle's Office of Economic Development where he guided the city's relationships with neighborhood business districts to form multi-year commercial revitalization strategies. Andrés currently provides minority business outreach, community engagement, facilitation services and government relations to a number of clients including the City of Seattle, King County, the Port of Seattle, Boeing and the Seattle Tunnel Partners. Andrés is Chair of the Washington State Commission on Hispanic Affairs advising the Governor and other policymakers on the impact of legislation and policy on communities of color. He is a 2017 German Marshall Memorial Fellow and holds a degree from the University of California, Santa Barbara in Latin American Political Studies and Spanish.

8.a Small Business / Contracting

BRIAN MORENO



Brian Moreno is a long-time resident of Eastern Washington living in Tri-Cities but working in Othello. His volunteerism includes tenure during the formative years of the Tri-Cities Hispanic Chamber of Commerce, activities with the US / Mexico Chamber of Commerce, and currently holds a position on the Washington Restaurant Association board. With a bachelor's in business administration, he focuses on developing leaders within entry-level job positions and getting them to their next career.

8.b Apprenticeship

COMMISSIONER DANIEL VILLAO



Mr. Villao most recently served as Managing Director of Intelligent Partnerships, Inc. a firm focused on client improvement through strategic planning, Labor Navigation™ and Diversity Design™ in the public and private sector. His work—recognized for its relevance and innovative modeling—has influenced policy and practice surrounding the impact of spending on small business, procurement development and disenfranchised worker access. Mr. Villao is also the lead author of “Beyond Green Jobs; Building Opportunity in Energy Efficiency” (UCLA Press, 2012), which has been recognized nationally. As a member of the National Board of Directors for the Association of Latino Professionals For America (ALPFA) he advocates to enhance opportunities for Latinos to gain access to university and professional networks and has played a pivotal role in the organization's evolution into the largest Latino professional and student business membership non-profit organization in the nation.

8. c Wages and Benefits

CARIÑO BARRAGAN



Cariño Barragán Talancon is Program Manager for the Worker Rights Enforcement Program of Casa Latina, an organization that has provided educational and economic opportunities to the Latino immigrant community in King County for more than 20 years. She also sits on the Washington State Labor Council Executive Board (which represents 400,000 works statewide) on behalf of the Labor Council For Latin American Advancement (LCLAA). Barragán's work includes education and outreach to Latino workers as well as running campaigns to raise public awareness about wage theft and to work with labor and community groups to support local and state policies that serve to better protect workers. She also coordinates a program that offers Latino immigrant workers direct support in their effort to recover unpaid wages. Through this program, hundreds of thousands of dollars have been recovered for workers. Examples of her other campaigns include supporting local immigration reform efforts such as ending the use of detainers and the effort to increase the minimum wage in Seattle.

8. d Agriculture Industry

ERIC GONZALEZ



Eric González Alfaro is the Legislative & Policy Director for the Washington State Labor Council, AFL-CIO. Eric recently served as staff lobbyist for Washington's largest immigrant and refugee rights organization, OneAmerica. Prior to OneAmerica, Eric served as the director of the Equal Justice Coalition, a nonpartisan grassroots organization working to increase federal, state, and local funding for Washington state civil legal aid programs. Because of his work, investments in legal aid increased, further enabling families in crisis avoid foreclosure, thwart fraudulent or predatory practices, protect people from domestic violence and maintain employment, healthcare and a livelihood. Eric began his professional career advocating for farm-worker rights, protecting workers from wage theft, retaliation and harassment, and pesticide exposure, as a staff member of Columbia Legal Services—Wenatchee. Eric is a first generation Mexican-American, first generation college graduate, and son of former migrant farmworkers. His upbringing is why he's dedicated his professional career to promoting social and economic justice, and to pursuing a lifelong goal: giving a voice to those in need.

9 HEALTH AND ECONOMIC DEVELOPMENT

NORA CORONADO



Nora Coronado is the Director of Community Partnership and Development in the Center of Health Equity, Diversity and Inclusion (CEDI). Her responsibilities include developing and strengthening partnerships throughout the WWAMI (Washington, Wyoming, Alaska, Montana, and Idaho) region which includes the Schools of Medicine, community based organizations and clinics and other strategic partners. She also partners with student organizations and professional groups to collaborate in developing mentoring and educational opportunities across our campuses. She is also developing connections with our alumni. Nora is of Mexican origin. Her father and his family immigrated into this country from Mexico as migrant farmworkers. She was born and raised in Eastern Washington where her family settled. She was the first in her family to obtain a college education. Nora also works with the University of Washington Latino Center for Health as the Coordinator of Community Partnerships, with the goal of growing research opportunities for those interested in Latino Health issues throughout the WWAMI region. For further information see Latinocenterforhealth.org. As a Commissioner for the Washington State Commission on Hispanic Affairs Nora's area of interest is in health inclusive of mental, physical and environmental health. Because of this role, she currently participates on the Governor's Interagency Council on Health Disparities; the Speaker of the House Task Force on Mental Health; and the Governor's Council on the Healthiest Next Generation. Nora has an MSW from the University of Washington and has completed her coursework for an MPH with an emphasis on maternal and child health, as well as coursework towards a PhD in social welfare. Being on the commission seemed a natural fit.

10. LANGUAGE ACCESS AND ECONOMIC DEVELOPMENT

GLORIA PITKIN



Gloria Pitkin De La Rosa is the Foreign Language Assistant at the French Ministry of Education (Ministère de l'éducation nationale, de la jeunesse et de la vie associative). Prior to that, she worked for nearly a year as the Legislative Session Intern at the Washington State Commission on Hispanic Affairs.

11.a Early Education

ELEANOR ALTAMURA



Eleanor worked in Washington's early learning system with Thrive Washington, the private partner to the state's Department of Early Learning, on early childhood education policy, specifically on workforce development in this sector. Prior to this, Eleanor completed a M.P.P at the Blavatnik School of Government at the University of Oxford, and a M.Sc. in Comparative Social Policy from the University of Oxford, where she was Bermuda's 2013 Rhodes Scholar. She earned my B.A. in Political Science and B.A. in Philosophy from Johns Hopkins University. Eleanor has conducted comparative research on early learning's impact on social mobility, as well as qualitative research on the evolution of racial politics across periods of rupture in Bermuda. She is committed to using informed, collaborative, and innovative approaches to address crosscutting social issues in order to dismantle systemic inequities across our society.

11.a Early Education

DAN TORRES

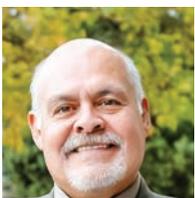


Dan works with communities across the state to influence the development of the early learning system to ensure all young children have a chance to succeed. His previous work was primarily in the child welfare field, first at Casey Family Programs and then at the Center for the Study of Social Policy. Early learning was always related to that, but he was thrilled to focus on it full time after joining Thrive in October 2012.

At Thrive, he works primarily on advancing racial equity in early learning and partnering with the state's 10 Early Learning Regional Coalitions to implement the Community Momentum strategy. Outside of work he enjoys spending my time testing out everything he learns about young children on his 3-year-old son, Devin, and infant son, Miles.

11.b K-12 Education

GIL MENDOZA



Dr. Mendoza is the Deputy Superintendent of K-12 Education at the Office of Superintendent of Public Instruction (OSPI). The Deputy Superintendent for K-12 Education has supervising responsibility for Teaching and Learning, Assessment and Student Information, Career and College Readiness, District and School Improvement, Special Programs and Federal Accountability, and Student Support. Prior to his appointment as Deputy Superintendent, Dr. Mendoza was the Assistant Superintendent of the Special Programs & Federal Accountability Division at OSPI. Prior to OSPI he was Superintendent of the Sumner School District from 2007-11. Before that he spent 13 years in administration with the Tacoma School District, one of Washington State's largest, urban districts, where he grew up. He has held numerous elected and appointed leadership positions in state professional organizations, including appointed assignments by two different governors to the Council on Vocational Education and the Professional Educator Standards Board. He graduated from Bellarmine Prep in Tacoma, received his Bachelor of Arts degree and teaching credentials in both basic and special education from Gonzaga University, a Masters in Education degree from the University of Washington, and his Doctorate in Educational Leadership from Seattle University. Dr. Mendoza served as a commissioned officer and captain in the United States Army, worked in the computer software services industry for once presidential candidate Ross Perot and also with the Washington State Department of Corrections.

11.D HIGHER EDUCATION

ANA MARI CAUCE



A member of the University of Washington faculty since 1986, Ana Mari Cauce became president in October 2015, having previously served as provost and executive vice president. As president, Cauce is leading the university in providing a leading-edge student experience, conducting research and scholarship that has a global impact, and infusing the entire university with a spirit of innovation, all in support of the UW's mission as a public university. She has earned awards both for her research into adolescent psychology and for her teaching, including a Distinguished Teaching Award, the UW's highest honor for faculty's work with students in and outside of the classroom. Raised in Miami after emigrating with her family from Cuba, Cauce earned degrees in English and psychology from the University of Miami, and a Ph.D. in psychology, with a concentration in child clinical and community psychology, from Yale University.

12. Immigration and Economic Development

JORGE BARON



Jorge L. Barón has served as the Executive Director of the Northwest Immigrant Rights Project (NWIRP) since April 2008, having previously worked as a staff attorney with the organization for two years. NWIRP is a nationally-recognized legal services organization dedicated solely to advancing and defending the rights of low-income immigrants. Jorge's passion for his work is firmly rooted in his own immigrant experience: he is originally from Bogotá, Colombia, and immigrated to the United States at the age of thirteen. Jorge is a graduate of Yale Law School and Duke University.

13. Voting Rights and Economic Development

DAVID MORALES



David Morales is a Legal Aid attorney in Yakima and a member of the Commission on Hispanic Affairs. He previously worked on voting rights cases with the Mexican American Legal Defense and Education Fund and Latino Justice. Since moving to Yakima he has been intimately involved in get out the vote efforts, campaigns, and preparing the Latino population for integration through citizenship and language acquisition.

14. Equity and Economic Development

EJ JUAREZ



EJ is the Executive Director of Amplify, an organization devoted to recruiting, training, and electing underrepresented communities' leaders to public office. He is a former member of the Commission on Hispanic Affairs and currently serves on the Washington state Commission for Judicial Conduct. He is an alum of Saint Martin's University and holds a masters degree in Cultural Studies from the University of Washington- Bothell. He lives in Seattle, WA.

15. Non-Profit Organizational Development/Economic Development

PEDRO GOMEZ



A former farmworker and undocumented immigrant from Mexico, Pedro Gomez was first appointed by Seattle Mayor Ed Murray to serve on the Mayor's External Affairs team where he focused on community engagement and outreach to the Seattle business community. He was then appointed by the Mayor to serve as a Small Business Advocate in the City of Seattle's Office of Economic Development. In his new role he is focused on guiding the City's construction mitigation process and helping small business owners adapt to the changing demographics of their neighborhoods. Pedro serves on the boards of the Seattle Accelerator YMCA and the Latino Education Achievement Program (LEAP).

16. Youth Empowerment

HERMAN CALZADILLAS



Herman Calzadillas is the Executive Director at Washington Business Week where he joined the team in 2010. Herman developed the WBW programs Manufacturing Week ('10), Energy Week ('11), and Agri-Business Week ('12). Herman holds a Bachelor of Arts ('97) from Washington State University and Masters of Education ('03) from the University of Washington. Herman has held various positions of educational promotion, program development, and leadership in higher education since 1996. His recent employment history includes twelve years at Lake Washington Institute of Technology as Director of International Programs and Outreach. Herman is married and has three children.

17. H-2A Program and Economic Development

DANIEL VALDEZ



Daniel Valdez is currently serving as the Ag/Foreign Labor Certification Coordinator at the WA State Employment Security Department. He has consistently been an integral member of WA State Employment Security Department's staff since 2007, having also worked as the Outreach and Readiness Coordinator, WorkSource Specialist, and MSFW Outreach Coordinator. David is an alumnus of Washington State University.

18. Media Presence and Economic development

TERE CARRAL



Tere Carral is the Founder and CEO of Bridge Latino, a Multicultural Marketing Agency in the Northwest. Tere was an Account Director with Esparza + working with Carmen Esparza before starting Bridge Latino in 2014. Tere works with clients like Emerald Downs and King County Toxic Waste Management. She is a Mexican-born MBA that has over 17 years of Marketing Management experience in both Mexico and in the US. Tere started her marketing career at Procter and Gamble where she managed brands like Downy, Mr. Clean and Ariel. She has also worked with companies like Cranium, The Schwan Food Company, and The Topps Company/WizKids, Inc.. As a consultant/business owner, Tere has worked with Gallo wines, Discovery Bay Games and with start up game companies.

18. Media Presence and Economic development

CODY BECK



Cody Beck is the Marketing Project Manager at Bridge Latino and started with the company in July 2016, He consistently cooperates with local businesses, NGOs, and government entities to organize and initiate marketing projects throughout the Greater Seattle area. His previous work experience includes working at small-medium marketing firms, but his interest in Hispanic culture and love for the language encouraged him to seek out a position in Hispanic marketing. Cody holds a Bachelor's degree in Asian Studies from the University of Washington in Seattle, WA.

COMMUNITY CONTRIBUTORS-WENATCHEE

JORGE CHACÓN



Jorge Chacón holds a master's in psychology from Western Washington University and works as a family counselor in Wenatchee. He's a Vietnam War veteran and a veteran of the Chicano activism in the '60's. For the past 40 years, he's been following the teachings of his grandmother and practices traditional healing primarily in Wenatchee and surrounding communities. Don Chacón is of the third generation in his family to practice the art of Curanderismo, but one of few traditional Mexican healers in the state.

COMMUNITY CONTRIBUTORS-SOUTH PARK

PAULINA LOPEZ



Paulina Lopez-Peters is a full time volunteer, organizer, advocate, and the mother of three boys under the age of ten. She originally comes from Ecuador, but has made Seattle her home over the past 13 years. Paulina demonstrates engagement in this community in the advocacy of multiple important civic policies in this area including access to a safe, clean environment for our families. Presently, she works for the Duwamish River Clean-up Coalition/TAG as the Community Engagement Manager where she oversees the Duwamish Valley Youth Corps Program. For the last 10 years she served as a volunteer President of the South Park Information and Resource Center, a grassroots community organization which endeavors to foster civic engagement in recent immigrant, with special focus on woman. Paulina has labored extensively to promote local social and environmental justice issues uniquely affecting our recent immigrant communities such as the Clean Up of the Duwamish River as well as Health Impact Assessments. Paulina has a passion for outreach and community involvement for underrepresented communities on issues that affect them as well the advocacy for human rights issues.

ALEX YBARRA



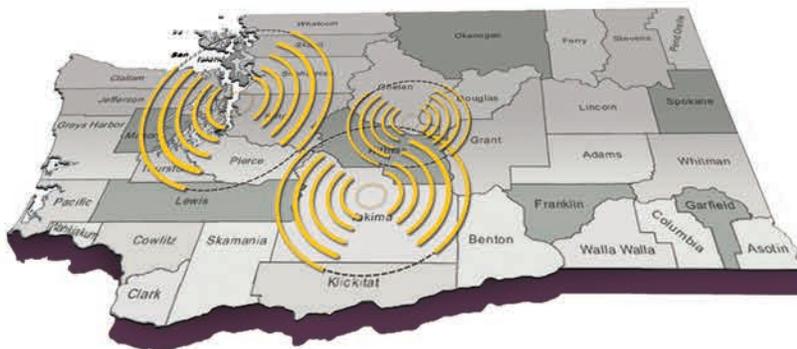
Alex was born and raised in Quincy Washington and is currently an Energy Analyst for Grant County Public Utility District (GCPUD). Prior to his 14 years at GCPUD he worked for 15 years at Rocket Research Company in Redmond Washington. Alex has been the Quincy School Board President for the last two years and has been on the school board for 5 years. He is also on the Washington State School Board Association (WSSDA) Board of Directors. Prior to been elected to the WSSDA Board, Alex served on the WSSDA Legislative Committee. Alex has a Bachelor of Science in Mathematics from Central Washington University and also earned a Master's of Business Administration. Alex has a daughter, Micaela Natalia, who is a junior in High School and a Running Start student. In his free time Alex is a coach for Quincy's Little Girl Softball program. Alex's mother and father were migrant works from Saltillo, Mexico and Edinburg, Texas, respectively.

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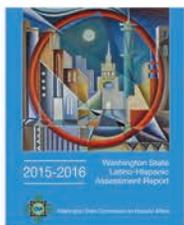
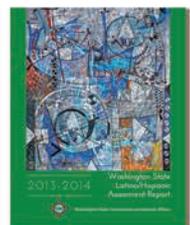
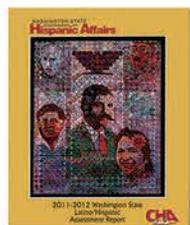
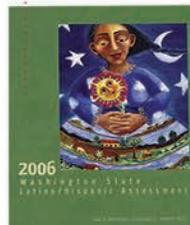
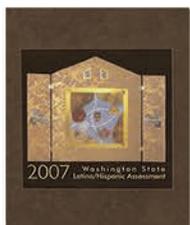
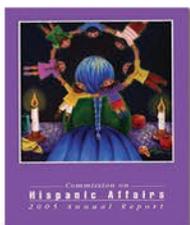
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