



VIRGINIA LATINO ADVISORY BOARD ***2017 Annual Report***

December 8, 2017

Office of Governor Terence R. McAuliffe

A complete copy of this report is found on our website at:
www.vlab.virginia.gov

Report prepared by members of the Virginia Latino Advisory Board

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2017 VIRGINIA LATINO ADVISORY BOARD MEMBERS

OFFICERS

Aida Pacheco	Board Chair (Mechanicsville, VA)
Christopher J. Falcon	Board Vice-Chair (Annandale, VA)
Diana C. Vall-Ilobera	Board Secretary and Chair, Civic Engagement Committee (Charlottesville, VA)
J. Michael Martinez de Andino	Chair, Healthcare Committee (Richmond, VA)
Jorge Yinat	Chair, Business Committee (Williamsburg, VA)
Eugene Chigna	Chair, Education and Workforce Development Committee (Richmond, VA)

CURRENT MEMBERS

Estuardo V. Rodriguez, Jr.	Business (Fairfax)
Zuraya Tapia-Hadley	Civic Engagement (Arlington)
Carolina Espinal	Civic Engagement (Arlington)
Julio Cesar Idrobo	Civic Engagement (Falls Church)
Louisa Meruvia	Civic Engagement (Vienna)
Gloria Peña Rockhold	Education & Workforce Development (Charlottesville)
Juan Espinoza	Education & Workforce Development (Blacksburg)
Vivian Sanchez-Jones	Education & Workforce Development (Roanoke)
Cecilia Barbosa	Healthcare (Richmond)
Sergio Rimola	Healthcare (Vienna)
Mercedes Santos-Bell	Healthcare (Chesapeake)
Cecilia Williams	Healthcare (Fairfax)
Victoria Marie Cartagena	Civic Engagement (Carrollton)
Karina Kline-Gabel	Education & Workforce Development (Harrisonburg)
Ana K. Solorio	Business (Richmond)

FORMER MEMBER

Juan Santacoloma*	Business (Chesterfield)
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* Former member that was active with VLAB for part of 2017

Dear Governor McAuliffe,

It has been my great privilege to serve as Chair of the Virginia Latino Advisory Board for two consecutive years during your term and to work with a team of stellar Latino leaders and advocates. It is also an honor to provide the 2017 Annual Report for your review. This report is the work of a tireless team and reflects a growing and vibrant Latino community that spans the Commonwealth. In the pages that follow, we hope you will find greater insight into the dynamics of this community and its leaders. We also hope that our Governor-elect, Ralph Northam, will consider our recommendations on how his new Administration can continue to play a leading role in the advancement of opportunities for Latino communities in Virginia.

As you may recall from our meeting with you in early 2017, we set a course to address a number of priorities through events led by our four committees: Civic Engagement, Healthcare, Business, and Education and Workforce Development. In this report, we offer an update on each committee's efforts, and recommendations for a new path forward in 2018.

The Board has worked very hard this year, and in less than a year, we successfully planned and executed three community forums, in addition to being actively involved in your yearly Latino Summit. Additionally, we met with the Asian American Board leadership, and look forward to endeavoring in joint efforts where we share common ground. Our collaborative effort with the Secretary of the Commonwealth resulted in exceeding the current record of 110 Latino appointments on Boards and Commissions!

As the Board, members of the Latino community, and proud Virginians, we continue to stand firmly committed to help provide resources that support the Latino community. Regretfully, there continues to be strong anti-immigrant rhetoric and threats to which Latinos in Virginia are not immune. DACA is threatened along with the Children's Healthcare Insurance Program, and other program initiatives that serve many of our immigrant population. The Board feels that the work to reach and engage the Latino community continues to be more important than ever, and call on the administration to provide additional staff support to address the issues of access and opportunity. The Board recommends the creation of a Community Relations and Outreach Liaison; a draft job description is included in this report.

We want to ensure that the next Administration continues to be an invaluable partner and resource to promote the cultivation of Latino contributions to the economic and intellectual competitiveness of the Commonwealth. Whatever you can do to help move forward our agenda during the transition is greatly appreciated; we strive to continue to build together a more inclusive and welcoming Commonwealth for all Virginians.

You have been an amazing and supportive Governor. We thank you for your support, and extend best wishes to you and your family for continued good health, prosperity, and success in all future endeavors.

Sincerely,

Aida Pacheco
Chair
Virginia Latino Advisory Board

EXECUTIVE SUMMARY

The Virginia Latino Advisory Board (VLAB) established four standing committees to focus on specific issues that correspond to the Governor's agenda. In 2017, VLAB met with the Governor's cabinet and state agency staff to improve our understanding of current initiatives and to explore ways to address the issues as they relate to the Latino Community. We also held three community forums, in Vienna, Virginia Beach, and Richmond. These meetings helped prioritize our recommendations and identified common threads among the focus areas.

This report is divided into two main sections: 1) 2017 Committee Activity Report (Progress and Challenges) and 2) 2018 Proposed Priorities and Recommendations. We look forward to our continued partnership with the Governor and his staff to implement the following priority recommendations:

CIVIC ENGAGEMENT

- Hire a Community Engagement Liaison to strengthen the relationship between the Governor's office and underrepresented communities.
- Build a diverse administration.
- Encourage and ensure a relationship with the Department of Elections.
- Continue to appoint Latinos on boards and commissions.

HEALTHCARE

- Strengthen connections between VLAB and Virginia government agencies working on health disparities.
- Improve data on Latino health and access to health care and education.
- Strengthen the pipeline for Latino students in healthcare professions.
- Strengthen access to healthcare and education.

BUSINESS

- Increase of multilingual, user-friendly access to VA government agencies to assist Latino business owners navigating the services and programs offered.
- Enhance the Department of Small Business and Supplier Diversity (DSBSD) Expenditures Dashboard to track expenditures by individual minority group.

EDUCATION AND WORKFORCE DEVELOPMENT

- Promote and enhance cultural competency training and language access at all levels of state government.
- Increase the number of government Latino employees.
- Target outreach efforts to the Latino Community on education system reforms and workforce development initiatives.
- Support the recommendations submitted by the Taskforce on Diversifying Virginia's Educators Pipeline.

2017 COMMITTEE ACTIVITY REPORTS

CIVIC ENGAGEMENT

In 2017, the Civic Engagement Committee continued its work to increase Latino involvement in government and develop connections between the government and Latinos. This mission includes connecting citizens with existing opportunities through various information-sharing strategies and identifying areas of need that the Governor may be able to address. The Committee also provided outreach to citizens who may not have previously engaged with these processes beforehand.

We focused on the following areas as the most relevant to build bridges with local communities:

- Host community forums around the state to increase civic engagement
- Increase Latino representation on statewide boards and commissions
- Recommend the hiring of a Community Engagement Liaison to strengthen the relationship between the Governor's office and underrepresented communities
- Expand online presence and develop media contacts

Below is a brief summary of activities in each of this committee's priority areas.

Host community forums around the state to increase civic engagement

In 2017, VLAB hosted three community forums in different areas of Virginia: Vienna (March), Virginia Beach (June), and Richmond (September). Each one featured distinguished speakers and discussed a variety of topics, including: healthcare enrollment; immigration concerns under the Trump administration; and how to get involved at the state and local levels of government.

The forums were a great success, with over 280 participants. For many attendees, this was their first time engaging with the Latino community or government in an organized way; and many expressed an interest in staying involved locally or joining a state board or commission. We distributed an evaluation and the majority of the feedback was very positive. Please see Appendix F-I for agendas, summary notes of roundtable discussions, and evaluation results from the last forum held in September 2017.

Increase Latino representation on statewide boards and commissions

As of September 2016, 77 Latinos had been appointed to boards and commissions during Governor McAuliffe's term in office. VLAB set a goal of increasing that number to 110 by the end of Governor McAuliffe's term, in order to beat the previous record; and we surpassed that goal! To date, over 110 Latinos have been appointed to boards and commissions during Governor McAuliffe's term in office.

To meet this goal, the Committee collaborated with the Secretary of the Commonwealth to host three informational conference calls during 2017, in which the Secretary of the Commonwealth and her staff explained the application process, highlighted boards of interest, and took questions. These calls were broadly advertised by VLAB and well-attended.

Additionally, VLAB members jointly vetted and nominated over forty individuals for consideration, highlighting either specific boards or the areas of expertise of applicants.

Finally, VLAB has continued to spread awareness and recruit more generally, providing the Secretary of the Commonwealth's office with over ninety individuals who are interested in learning more about boards or applying directly.

Recommend the hiring of a Community Engagement Liaison to strengthen the relationship between the Governor’s office and underrepresented communities

In our 2016 Report, we recommended hiring a Community Engagement Liaison within the Governor’s Administration to focus on the needs of underrepresented communities in the Commonwealth. Various Administration appointees have taken on similar tasks in the past; VLAB sought to expand the role by designating a specific person within the Administration to work with various communities.

With various shifts in the Administration during the last year, this position remains vacant. The focus instead shifted to developing a clear job description for the position for the subsequent Administration. We also met with the leadership of the Asian American Board who endorsed having this position filled. Please see Appendix A for a description of the role.

Expand online presence and develop media contacts

VLAB aims to act as a resource for Latinos in the Commonwealth, as well as a link between the community and the Governor’s Administration. In 2017, VLAB focused on strengthening ties to the Latino community by expanding its online presence. This included creating and updating a Facebook page regularly; ensuring the VLAB website was updated regularly; developing an email distribution list through the quarterly community forums; and emailing this distribution list periodically with upcoming events of interest and opportunities. An example, is the webinar held on June 14, “Leveraging Media to Impact Policy” – Presenter Estuardo Rodriguez. The session provided the basic "How-to" on media engagement.

Additionally, the Civic Engagement Committee has worked to develop a short auditory public service announcement (PSA) for distribution to radio stations. The Spanish-language PSA encourages Virginia residents to apply to Virginia boards and commissions and learn more about the Virginia Latino Advisory Board. The PSA is pending final revisions and legal authorization from the VLAB’s Counsel from the Attorney General’s office.

CHALLENGES

- 1. The lack of a Community Engagement Liaison or equivalent made it difficult to follow up with key Administration staff on Administration priorities that affect Latinos or conduct the level of community outreach necessary to ensure the community awareness of the Governor’s priorities and government resources and opportunities.**
- 2. Inconsistent lines of communication with the Department of Elections prevented us from sharing timely information to our community about elections.**

HEALTHCARE

During the past year, the Healthcare Committee prioritized work on the four recommendations established in 2016:

- Strengthen connections between VLAB and Virginia government agencies working on health disparities;
- Improve data on Latino health and access to health care and education;
- Strengthen the pipeline for Latino students in healthcare; and
- Strengthen access to healthcare and education.

We met with a representative of the Virginia Department of Health’s (VDH) Office of Health Equity, who also addressed a meeting of VLAB. In particular, she informed us about the Virginia Partners in Prayer and

Prevention program (Virginia P³), with the aim of promoting health by facilitating partnerships among “marginalized communities, faith and interfaith organizations and the state public health agency”¹. As follow-up, two members of the VLAB Healthcare Committee met with the District Director of Fairfax to discuss expansion of this model in the Latino community.

The VLAB Healthcare Committee also held a round table on health at each of the 2017 Community Forums of the Virginia Latino Advisory Board held in Arlington, Virginia Beach, and Richmond (please see attached summary report). This allowed committee members to learn more about health challenges faced by the Latino community and their recommendations, which included:

1. **Improve access to health care:** Reduce costs and increase number of health care clinics.
2. **Educate on how to navigate the health care system:** Improve education to help patients know where to get health care and to explain health insurance coverage, including dental health services. Educate patients to go to their doctor’s appointments and not worry about seeing a security guard (which sometimes increases fear of immigration concerns).
3. **Increase access to mental health care:** Current access to mental health care is limited and expensive; domestic violence results in emotional and mental health issues.
4. **Education for parents on health issues:** Improve preventive health education to help reduce obesity, diabetes and other illnesses; continual need to educate on childhood immunizations.
5. **Increase the number of bilingual health care professionals and those who assist health care professionals.**
6. **Improve health education through community outreach:** Following the example of the VDH’s Partners in Prayers and Prevention, introduce similar community programs in faith and other organizations with Hispanic or Latino participation to help increase health education in the Latino community.

BUSINESS

In 2017, the VLAB Business Committee set out to meet Latino business owners, entrepreneurs, and members of the business community. Our focused areas were to increase:

- multilingual access to state agencies and websites; and
- access to data on Virginia Latino-owned businesses and the amount of total SWaM spends awarded

During the course of three community forums and business breakout sessions beginning in March 2017 in Vienna, continuing in June 2017 in Virginia Beach, and culminating on September 2017 in Richmond, the Business Committee facilitated an open dialogue regarding the shared concerns and areas of opportunity for the business community.

Community leaders and business owners at the forums also shared concerns regarding heightened federal immigration enforcement. Attendees suggested that greater focus be given to the many contributions of the Latino business community, specifically, to the business owners that help stimulate the Virginia economy by

¹Virginia Department of Health. Office of Health Equity. Virginia Partners in Prayer and Prevention (P3). Accessed at <http://www.vdh.virginia.gov/health-equity/partners-in-prayer-and-prevention-p3/>

providing jobs and paying into the tax base. Attendees also voiced a need for greater access to measurable data to verify that Latino business owners are winning state-level contracts, specifically ones designated for Micro and/or Small Women and Minority (SWaM) businesses.

To that end, in October 2017, the Business Committee received data provided by the Virginia Department of Small Business and Supplier Diversity (DSBSD) in response to an inquiry by Roberto Quinones. The Committee was heartened to learn that there are 779 businesses currently certified with DSBSD that are owned and controlled by Hispanic individuals. Hispanic-owned businesses make up 5.12% of the total number of businesses (15,218) currently certified by DSBSD. Below is a breakdown of spend by Hispanic-certified businesses as a percentage of total minority certified businesses spends from FY13-FY17:

FY17- \$69.82 Million 22.9%
FY16 - \$120.33 Million 30.37%
FY15 -\$ 75.63 Million 24.17%
FY14 - \$38.84 Million 14.91%
FY13 - \$53.15 Million 19.23%

Another issue that resonated from the business community was concern over the future of DACA (Deferred Action for Childhood Arrivals) program. In Virginia, DACA has allowed more than 12,200 young people to live, go to school, and work legally in the United States.² Ending DACA would have a devastating impact on the Virginia GDP, and was a major concern to many business owners and students we spoke with during the course of our community forums.

The Business Committee and VLAB Chair Aida Pacheco were pleased to meet with the Secretary of Commerce and Trade and then with representatives of GO Virginia in April of 2017. The Committee left the meeting with a better understanding of the GO Virginia program. We are underrepresented on the regional councils and emphasized the importance to the Secretary and GO Virginia staff for the councils and local workgroups to be more inclusive and representative of all communities. We also recommended to the Secretary to invite VLAB to the table during initial deliberations of any future endeavors.

The Business Committee also discussed the topic of driver's licenses for non-U.S. Citizens or permanent residents. The Committee will review the legal presence requirements³ for obtaining a driver's license, as well as the economic impact prior to making any recommendations.

EDUCATION AND WORKFORCE DEVELOPMENT

During the past year, the Education and Workforce Development Committee met with the Secretaries of Administration, Commerce and Trade, and Education on the following priority recommendations:

- Support Deferred Action for Childhood Arrivals (DACA) status.
- Promote and enhance cultural competency training and language access at all levels of state government.
- Target outreach efforts to the Latino Community on education system reforms and workforce development initiatives

² U.S. CIS (www.uscis.gov) Number of Form I-821D, Fiscal Year 2012-2017 (June 30)

³ Va. Code (§46.2-328.1)

By coordinating meetings and taking a place at the table where important issues have been discussed, this committee was able to bring accountability for these recommendations to be followed and addressed. Below is a snapshot of the results from the meetings with the Secretariats and key agency staff:

- Data on Latinos in secondary and post-education was requested. The base line data will help the Board advise the Governor on strategies to help address the gaps. We received data on credential attainment from Virginia Community College System, and expect to receive the data from Department of Education by the end of this year.
- Staff from the Department of Education and the Secretary of Administration spoke at the Community forums.
- Many in our community are unaware of the services provided by our local workforce centers. The Secretary of Commerce and Trade and his Advisor committed to include VLAB as a resource to ensure representation on a steering committee involving an initiative on branding. There is a need to follow-up on this with the new administration in order to ensure our community has access and can benefit from this opportunity.
- We met with the Chair of GO Virginia's Board and staff to address the issue of a lack of representation on the regional councils and local workgroups.
- We maintain that the growth of the Latino, immigrant and refugee populations in the Commonwealth of Virginia, make it fundamentally necessary to create a more welcoming and inclusive environment. The hiring of minority teachers, effective training and support for educators and workforce practitioners continues to be essential in order to ensure that English-language learners have equal access to high quality education, training and employment opportunities. We were invited by the Secretary of Education, Dr. Dietra Trent, to serve on the Diversifying Virginia's Educators Pipeline Taskforce, and were actively engaged in the development of the recommendations presented to the Governor.
- As a result of attending the first Teacher of Color Summit, we raised the concern of a lack of Latino representation. As a result Dr. Stables responded that he would follow-up and make sure VLAB is used as a resource to help with promoting the event to augment Latino presence.
- The Secretary of Administration expressed support in using the Knowledge Center to include a foundational module on cultural competency training to newly hired government employees. We also discussed how the administration could encourage all state agencies to follow-up with more robust training on a continual basis. Staff was directed to identify existing curriculum. We also discussed the underrepresentation of Latinos and minorities in general in the government workforce, and staff was also directed to coordinate a date for VLAB to meet with HR agency staff on recruitment and outreach efforts, challenges, and how VLAB can be used as a resource to help address those challenges to increase the number of Latino employees.
- When threats to rescind DACA were made, the Governor immediately issued a public statement in support of DACA and the Dreamer; and VLAB posted a statement on its website that the Board "stands along with the Governor".
- To stay abreast of changes and reforms to the education system, and to voice concerns on how these reforms may impact the Latino community, members attended Board of Education meetings and met with our liaison at the Virginia Department of Education, Leah Walker on numerous occasions. (See attached VLAB's public comment made at one of the State Board of Education's meeting.) We also had Dr. Staples and Dr. Constantino speak at one of our Board meetings and Community Forums.
- Submitted to the Secretary of the Commonwealth a list of qualified Latinos to be considered by the Governor to serve on the Board for Workforce Development. We are hopeful that by the end of this year the announcement of appointments on this Board will include Latinos.

In addition to the references made above, VLAB organized quarterly community forums that consisted of having speakers from various important departments of education and workforce and the coordination of

roundtable discussions to allow community members and leaders to voice concerns, ideas and possible solutions to identified challenges related to these areas and how they affect the Latino community in the Commonwealth. As advisor to the Governor, incorporating the voice of the community the Board represents, helps to submit recommendations that are reflective of current concerns and needs. VLAB encourages citizens to become more involved in local government conversations motivating leaders to influence and become agents of change within their own immediate communities. To accomplish this, Latino community members have committed to supporting a sustained conversation on issues discussed.

CHALLENGES:

- 1. Understanding how to engage more Latino students in taking advantage of regional/local aid programs.**
- 2. There is a need to educate immigrant parents on access to loans, state, local, and federal resources.**
- 3. Consistency with asking the Virginia Department of Education for information to support our work.**
- 4. With the transition we are requesting a more consistent and involved staff member.**
- 5. The lack of a “resource hub” where Latinos can find information about resources, education, careers, etc., in one centralized site.**
- 6. Absence of a shared vision and mission to unify the Latino Community across the Commonwealth.**

2018 COMMITTEE PRIORITIES AND RECOMMENDATIONS

CIVIC ENGAGEMENT

In 2018, our priorities remain focused on increasing Latino representation at all levels of government decision-making. We recommend that the Governor-elect: hire a Community Engagement Liaison, or equivalent, to strengthen ties between underrepresented communities and the new Administration; build a diverse Cabinet which represents the diversity of Virginia; and ensure a consistent line of communication with and between the Department of Elections and various nonprofits organizations that register and turn out voters.

1. Hire a Community Engagement Liaison to strengthen a relationship between the Governor's office and underrepresented communities

A Community Engagement Liaison is key to VLAB's effectiveness as a board and the Administration's effectiveness at representing all voices in Virginia. The Liaison would work at the policy level within the Administration to ensure that underrepresented communities are considered when developing policy, strategy, and priorities. A full description of the Liaison's role can be found in Appendix X.

2. Build a diverse Administration

Virginia is increasingly diverse, and the Executive branch should represent all of its great residents. The Administration should reflect the diversity of the Commonwealth. The Governor should consider this at all levels of Executive branch appointments, including Cabinet members, Cabinet support staff, policy staff, and administrative staff.

While a Community Engagement Liaison will make great strides towards giving voice to minority perspectives, it is the responsibility of the entire Administration to represent the diverse population of the Commonwealth.

3. Encourage and ensure a relationship with the Department of Elections

Every year is an election year in Virginia. Currently, there are an estimated 100,000 eligible Latino voters who are not registered to vote. VLAB recommends that the administration prioritize registering and turning out Latino voters in 2018. To achieve this, VLAB offers to partner with the Department of Elections (DOE) and existing nonprofit organizations to identify the best path forward.

During roundtable discussions at our community forums across the state, it became clear that eligible Virginia voters were unfamiliar with the requirements to register to vote, and uninformed about upcoming local elections. VLAB hopes to partner with community organizations and DOE to change this.

VLAB is comprised of 21 members with a variety of backgrounds and areas of expertise; geographic diversity across the state; and a multitude of professional and personal connections that are available to assist in these efforts. It is VLAB's hope that VLAB can be used as a resource to assist in the DOE's efforts to increase civic participation.

4. Continue to appoint Latinos to boards and commissions

Representation matters at every level. VLAB worked with Governor McAuliffe's administration to increase the number of Latinos on state boards and commissions. VLAB hopes to continue this effort with Governor-elect Ralph Northam's administration.

HEALTHCARE

We appreciate the response provided by the Virginia Department of Health to the recommendations presented in VLAB's 2016 report. The challenges described in the 2016 report remain in 2017. We address each recommendation and note further challenges and priorities for 2018.

1. Strengthen connections between VLAB and VA government agencies working on health disparities

We note that the VDH Commissioner's Advisory Council on Health Disparity and Health Equity (ACHDHE) is chaired by a Latina with training in public health and look forward to collaboration with VLAB's healthcare committee in 2018.

We look forward to furthering contact with the Department of Medical Assistance Services, the Department of Health Professions and the Virginia Health Workforce Development Authority in 2018.

2. Improve data on Latino health and access to health care and education

We are encouraged by and supportive of VDH's leadership in developing an accessible source of data on the health of Latinos, drawing from data from multiple sources and agencies, as well as exploring health disparities and inequities in other populations. We believe that this will be a very useful resource to guide and monitor action aimed at improving population health. We will accompany progress on this initiative in 2018 and are available to advise on progress, as needed.

3. Strengthen the pipeline for Latino students in healthcare

We similarly appreciate VDH's acknowledgment of the importance of strengthening the pipeline for Latino students into STEM careers, especially the health professions. We hope to hear from other state agencies, such as the Department of Health Professions and the Virginia Health Workforce Development Authority, on initiatives to strengthen the pipeline for Latino students with interest in the healthcare professions.

4. Strengthen access to healthcare and education

We are concerned that another year has gone by without expansion of Medicaid and about the potential dismantling of FAMIS and its anticipated negative impact on the health of all children, including Latino/Hispanic children. On a positive note, we applaud the administration's initiative to fill gaps in mental health services through the Governor's Access Plan (GAP).

We commend also the development of resources to increase access to care and health education for Latinos and other populations, such as the Culturally and Linguistically Appropriate Health Care Services (CLAS). This is an especially important resource given that approximately 217,843 residents in Virginia whose language is Spanish or Spanish Creole speak English less than well⁴. This is nearly 30% of the approximately 732,000 Hispanics in Virginia⁵. Another useful resource for finding local resources is Virginia 2-1-1⁶, however its

⁴ Virginia Department of Health. Office of Health Equity. Culturally and Linguistically Appropriate Health Care Services. The Limited English Proficient Population. Accessed at <http://www.vdh.virginia.gov/omhhe/CLAS/leppopulation/>

⁵ Pew Research Center. Demographic profile of Hispanics in Virginia, 2014. Accessed at <http://www.pewhispanic.org/states/state/va/>

search functionality is limited in languages other than English. The VLAB Healthcare Committee recommends that the ability to search the website in Spanish and other languages be developed.

We applaud also the recent completion of the Guidelines for Healthcare Procedures in Schools, to guide the care of children with special health care needs in schools as well as the First Aid Guide for Child Care and School Emergencies⁷. We understand that the update to the Virginia School Health Guidelines (1999 edition) is being finalized and we look forward to this much-needed revision.

Summary

In addition to continuing the work on the four recommendations noted above, we learned from the various community forum meetings that there is an increased need for:

1. Increasing access to mental health assistance;
2. Assisting in educating parents on health issues and requirements for immunizations;
3. Increasing the number of bilingual health care professionals; and
4. Expanding health education through community outreach programs.

BUSINESS

We appreciate the response provided by the Virginia Department of Small Business and Supplier Diversity (DSBSD) to the recommendations presented in VLAB's 2016 report. Some of the prior challenges remain in 2017. Below are further challenges and priorities for 2018.

- 1. Increase of multilingual, user-friendly access to VA Government agencies to assist Latino business owners navigating the services and programs offered.**

We applaud the Department of Small Business and Supplier Diversity's (DSBSD) offering of seminars in Spanish, as well as the use of VLAB networks to advertise its programs. We ask that DSBSD and the State Corporation Commission continue to hire Spanish speaking staff to assist with the large Latino population, many of whom are still more comfortable speaking in Spanish than in English.

- 2. Enhance the DSBSD Expenditures Dashboard to track expenditures by individual minority group**

In 2018, we ask DSBSD to consider enhancing the Expenditures Dashboard on its website to show the percentage of state contracts awarded to each individual minority group under the MB (Minority business) category. The current Dashboard does not break down statistics by individual minority group. Increasing access to demographics and collected data will allow users to better track the number of Latino (and other racial minority) SWAM certified businesses that are current recipients of state government contracts.

⁶ Virginia 2-1-1. Accessed at <https://www.211virginia.org/consumer/index.php>

⁷ Virginia Department of Health. School Health Guidelines and Resources. Accessed at <http://www.vdh.virginia.gov/school-age-health-and-forms/school-health-guidelines-and-resources/>

EDUCATION AND WORKFORCE DEVELOPMENT

In 2018, our committee would like to continue our focus on promoting and enhancing cultural competency training and language access at all levels of state government, and targeting outreach efforts to the Latino Community on education system reforms and workforce development initiatives. Additionally, we will focus on increasing the number of government Latino employees to make state government more representative of its constituents; and help implement recommendations submitted by the Taskforce on Diversifying Virginia's Educators Pipeline. We will align the concerns and recommendations raised at the community forums to these priority areas.

1. Promote and support cultural competency training and language access at all levels of state government.

We will follow-up with the Secretary of Administration and the Director of the Knowledge Center who was assigned to work with us on implementing the recommendation to add a course on cultural competency.

2. Increase the number of government Latino employees

We will meet with the Secretary of Administration to schedule a meeting with human resource managers at respective state agencies to discuss ways to increase diversity in state government. We intend to reach out to the Asian American Board to join this endeavor.

3. Target outreach efforts to the Latino Community on education system reforms and workforce development initiatives.

We commit to maintaining closer cooperation with and remain abreast of developments within the Virginia Board of Education's initiatives, as well as any statistics, surveys and reports conducted by the Virginia Department of Education. We will rely on staff to help the Board understand the relevancy of the education reforms on the Latino Community. We will also count on staff to communicate to the Latino community information on the reforms, especially, the HS graduation requirements. By attending more Board of Education meetings and encouraging attendance at local board meetings, we will be able to create a stronger VLAB presence, and also continue to be informed of policy changes that the Board of Education may implement. By assigning VLAB members from the communities where board meetings will be held, we will be able to complete this strategy. By maintaining contact with our liaison within the Virginia Department of Education, and by requesting more information and data from their analysts, we will be able to create a concrete mission, avenue of advocacy, and better representation within the administration, local and regional school districts, and general assembly.

We will schedule a meeting with the Secretary of Commerce and Trade to discuss ways to educate the community on the workforce development initiatives, such as, FastForward Credentials, and to identify strategies to promote awareness and increase access to services and opportunities. Moreover, we want to make sure we are invited to have a seat at the table during the initial development of policy, new initiatives, and recommendations to address issues, and want to leave the meeting with assurance that there will be follow-up to any action items jointly identified.

4. Support the recommendations submitted by the Taskforce on Diversifying Virginia's Educators Pipeline.

Serve as a resource to the Secretary of Education to implement the recommendations of the Taskforce as it relates to the Latino community and students.

CONCLUSION

We thank the Governor for his steadfast support and commitment to the Latino community during the last four years. As VLAB, we hope to continue making progress on issues of key importance to Latinos in Virginia, but more importantly, to the Commonwealth at large. The issues discussed here are not only critical to Latinos, but to all Virginians, and we want to ensure the continued growth and positive development of our state. To that end, it is imperative to take action to promote civic engagement of Latinos; improve their access to quality education and workforce development programs; help Latino businesses; and improve access to quality health care and health education. We trust that these recommendations will assist the Governor as he ends his term, and we look forward to working with the transition and next administration in order to see some of these recommendations enacted.

ACKNOWLEDGEMENTS

The Virginia Latino Advisory Board would like to thank the following individuals who provided technical assistance and shared information that contributed to the continued development and implementation of the recommendations:

- **Nancy Rodrigues**, Secretary of Administration
- **Kelly Thomasson**, Secretary of the Commonwealth
- **Dietra Trent**, Secretary of Education
- **Todd Haymore**, Secretary of Commerce and Trade
- **Jaime Areizaga-Soto**, Deputy Secretary, Veterans and Defense Affairs
- **Traci Deshazor**, Deputy Secretary of Commonwealth
- **B. Hayes Framme**, Deputy Secretary, Commerce and Trade
- **Maribel Ramos**, Director, Virginia Office of Intergovernmental Affairs
- **Elizabeth Creamer**, Senior Advisor to the Governor for Workforce Development
- **Elizabeth Rafferty**, Advisor for Community Development, Secretary of Commerce and Trade
- **Kathy Dolan**, Director of Business Development and Outreach, SBSB
- **Tracey Wiley**, Director, Department of Small Business and Supplier Diversity
- **Dr. Marissa H. Levine**, State Health Commissioner, VDH
- **Rebecca Mendoza**, Director of Marketing & Enrollment Services Division, DMAS
- **Linda Nablo**, Chief Deputy Director, DMAS
- **Aaron Puritz**, Digital Strategy Lead, Office of the Governor, VITA
- **Dr. Steven R. Staples**, Virginia Department of Education, Superintendent of Public Instruction
- **Dr. Steven Constantino**, Virginia Department of Education, Chief Academic Officer and Assistant Superintendent for Instruction
- **Steven Valdez**, Governor's Advisory Board of Service & Volunteerism, Chair of Outreach Committee
- **Leah Walker**, Community and Minority Affairs Liaison, VDOE
- **Karen Reed**, Virginia Department of Health (VDH)

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APPENDIX A

Community Relations and Outreach Liaison – Summary of Position Role and Responsibilities

The creation of a Community Relations and Outreach Liaison position in the Governor's Office is critical to ensure that the voice and concerns of diverse populations in Virginia are being heard. The Liaison's primary responsibilities would include strengthening ties between the Administration and minority communities in Virginia. This individual would develop relationships with community leaders in the Commonwealth to identify areas where these communities and the Administration can partner to meet existing priorities. The Liaison would identify concerns that these communities may have in response to Administration initiatives and help proactively address and allay those concerns.

The liaison would also work on policy issues, and could be housed in an appropriate area of the Administration, such as, the Governor's Office of Constituent Services, with access to all branches of government. The Liaison would have a substantive role in developing the Board's focus areas in response to Administrative priorities and political realities and assist in connecting key government officials to appropriate related Board members to meet these goals.

This position differs in type and scope from the current structure and role, a staff member assigned to the board. The role of the current Governor's staff member assigned to the Board, is to handle organizational tasks singular to VLAB, such as scheduling, relaying communications, and following reporting requirements.

Purpose of Position:

The Liaison will work with minority communities, including organizations, residents and advocacy groups, and social services organizations to strengthen the partnership with the Governor, his/her administration and state agencies. The purpose of the Liaison is to provide partnership and outreach services to minority communities in Virginia so that they may increase their knowledge of and access to vital programs and services available to them by:

- Ensuring information on key Administration priorities are being disseminated to minority communities so they can better access state and other vital services available to them;
- Developing minority stakeholder and community engagement and communication strategies;
- Collaborating with bilingual radio stations and bilingual newspapers in Virginia to promote awareness and education activities, in coordination with the Governor's press office;
- Working closely with the various Virginia Boards and Commissions to provide information gathering forums/event so that the Administration and state agencies can better design resources and services to better serve minority communities;
- Representing the Governor and his/her Administration at various community events and meetings;
- Serves on committees as assigned and/or helps to identify minority representation on key initiatives;
- Coordinating and managing research, special projects and reports on behalf of the Board that includes the coordination of efforts with internal and external resources; and
- Helping staff to the Board manage and maintain current web content.

Committee on Healthcare Progress Update Obtained from the Fellows' Report⁸:

The Virginia Department of Health and particularly its Office of Health Equity (VDH-OHE) read with interest the Virginia Latino Advisory Board 2016 Annual Report, with particular focus on the 2016 Committee Reports and 2016 Committee Recommendations on Healthcare. VDH welcomes the report's focus on disparities, data and the workforce pipeline, three areas in which VDH-OHE has programmatic responsibilities. VDH appreciates the recognition given to our coordination with VLAB and the Advisory Council on Health Disparity and Health Equity (ACHDHE). We look forward to continued coordination as we work to continue to implement the report's recommendations.

Recommendations:

1. Strengthen connections between VLAB and Virginia government agencies working on health disparities.
 - The ACHDHE continues to have strong Latino input and representation with direct access to the State Health Commissioner.
2. Improve data on Latino health and access to health care and education.
 - VDH is working to create an accessible source of data on the health of Latinos in Virginia using data from multiple agencies.
 - The VDH data portal⁹ is a work in progress but provides visual and tabular forms of relevant health data.
 - Additional work can be done to ensure the Latino population has more visibility through such data which can better direct specific health improvement actions.
 - VDH believes such an effort could spur similar reports exploring health disparities and inequities across multiple populations.
 - While noting that many statewide surveys already incorporate Latino-specific questions, VDH also supports incorporating Latino-specific questions on statewide surveys when feasible and appropriate.
3. Strengthen the pipeline for Latino students in healthcare professions.
 - VDH also supports VLAB's recommendations to develop and expand upon existing efforts to strengthen the pipeline for Latino students, along with other students from underrepresented and vulnerable communities, into the healthcare professions.
 - VDH-OHE notes that while our office has some administrative responsibilities related to the J-1 Visa waiver program, it is a Federal program and VDH-OHE has a limited role in targeting applicants.
4. Strengthen access to healthcare and education.
 - Finally, VDH continues to encourage all appropriate efforts to strengthen access to health care and health education for vulnerable communities in Virginia.
 - VDH offers a website called 'Culturally and Linguistically Appropriate Health Care Services' (CLAS), which serves as a resource for any efforts that may involve Limited English Proficient members of the Latino community. CLAS ensures effective, equitable, understandable and

⁸ Note: All information from the healthcare update came from email correspondence with Dr. Marissa Levine, Commissioner, Virginia Department of Health

⁹ www.vdh.virginia.gov/data

respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy and other communication needs¹⁰.

VLAB Healthcare Committee Interfaith Health Ministry Initiative

The Health Department and VLAB values the spiritual, physical, and mental well-being of everyone in our community and recognizes the important role of the interfaith community to improve population health. On 8/31/2017 VLAB members Cecilia Ochoa Williams and Sergio Rimola met with Fairfax County Health Medical Director Dr. Gloria Addo-Ayensu and Patricia Garcia, former Community Outreach Manager, to discuss the implementation of health ministers in Hispanic faith congregations with the objective to improve the health and wellbeing of the Hispanic community focusing on education and prevention.

DRAFT Project Plan

- 1) Formation of Health Minister advisory committee in NOVA, with representation from VLAB, clergy, health department and other community leaders to work on framework, structure etc. Patricia Garcia is willing to serve in the committee.
- 2) Establish a Pilot program in NOVA.
- 3) Identified a faith leader preferable of Hispanic heritage to be a member of the advisory committee. (Dr. Gloria will reach out to Faith Community in Action in Fairfax VA, Sandy Chisholm, to help identify Hispanic faith leaders' <http://www.fairfaxcounty.gov/ncs/cic/cic-fcia.htm>)
- 4) <http://www.volunteerfairfax.org/individuals/bio%20Sandy%2010%2023%202012%20.pdf>
- 5) Identified 2 Hispanic Faith Congregations, work is in process (Dr. Rimola has engaged 2 potential faith community partners who may be interested in developing and piloting the health ministry framework).
- 6) Perform an assessment and survey of the interfaith community.
- 7) Meet with houses of worship interfaith leaders and with the advisory committee to outline the benefits of the interfaith health ministry framework.
- 8) House of worship leadership will nominate a designee from their congregation to serve as the interfaith health minister and Liaison.
- 9) The Fairfax County Health Department will provide population health training with a potential focus on focusing on chronic disease (Hypertension, Diabetes, Obesity, Heart disease) HIV awareness and stigma, Immunization prevention etc.

Goals

- To achieve a sustainable approach and a measurable outcome.
- To engage and collaborate with interfaith partners as trusted leaders who build bridges in the communities they serve.
- To heighten and leverage the awareness of interfaith partners of the factors that affect the health of their community and their neighbors.
- To forge trusted partnerships with interfaith partners to promote healthy behaviors and emergency preparedness.
- To support interfaith partners in meeting the needs of the whole person.

¹⁰ <https://www.vdh.virginia.gov/omhhe/CLAS/>

APPENDIX C

Data Request to the VCCS for the Virginia Latino Advisory Board

Data as of 10/30/2017

Workforce Credentials Summary

Hispanic Students who Earned Workforce Credential by FY					
FY16 Number of Students who Earned Credentials			FY17 Number of Students who Earned Credentials		
Non-credit	Credit	Total	Non-credit	Credit	Total
290	252	542	295	333	628

Hispanic Students at VCCS (2013-14 and 2016-17)

	Year					
	2013-14			2016-17		
	All Students	Hispanic Students		All Students	Hispanic Students	
	Sum	N	%	Sum	N	%
Blue Ridge	6,293	436	6.93	5,591	509	9.10
Central Virginia	6,731	185	2.75	5,692	188	3.30
Dabney S. Lancaster	1,872	36	1.92	1,879	43	2.29
Danville	6,041	137	2.27	4,812	207	4.30
Eastern Shore	1,142	82	7.18	929	109	11.73
Germanna	10,131	932	9.20	9,135	1,005	11.00
J. Sargeant Reynolds	18,408	880	4.78	15,028	915	6.09
John Tyler	13,980	916	6.55	13,930	1,057	7.59
Lord Fairfax	9,613	665	6.92	9,129	831	9.10
Mountain Empire	3,834	29	0.76	3,695	53	1.43
New River	7,038	205	2.91	6,406	229	3.57
Northern Virginia	77,332	13,901	17.98	74,283	15,603	21.00
Patrick Henry	4,490	166	3.70	3,059	217	7.09
Paul D. Camp	2,026	49	2.42	2,036	70	3.44
Piedmont Virginia	7,800	378	4.85	7,473	479	6.41
Rappahannock	4,887	188	3.85	4,654	174	3.74
Southside Virginia	8,249	184	2.23	5,301	126	2.38
Southwest Virginia	3,668	26	0.71	3,269	27	0.83
Thomas Nelson	16,212	994	6.13	13,121	995	7.58
Tidewater	42,442	2,884	6.80	34,396	2,827	8.22
Virginia Highlands	3,394	53	1.56	3,138	70	2.23
Virginia Western	12,849	375	2.92	10,802	439	4.06
Wytheville	4,594	135	2.94	3,654	132	3.61
VCCS	273,026	23,836	8.73	241,412	26,305	10.90

Source: M:\A_AB\data requests\Hispanic\Hispanic students and grads.sas

APPENDIX E

Recommendations Given to the State Board of Education

1. Revising Graduation Requirements

VLAB supports changes to graduation requirements proposed by the Virginia Department of Education. A reduction in the required number of verified credits associated with Standards of Learning (SOL) tests combined with an increased focus on skills, competencies, and experiences is a shift that will boost student engagement, increase their opportunities for success, and strengthen our workforce.

Recommendations:

- Communicate to all parties how the reduction of credits impact students.
- Develop or augment efforts to recruit minority teachers.
- Provide a flexible combination of graduation requirements that includes core academic knowledge, workplace skills, civic responsibility, and experiences that integrate key skills of 21st century education.
- Require one verified credit in each of the four core content areas (English, Mathematics, Science, and History/Social Science) in order to emphasize core academic skill development in diploma requirements.
- Allow for local award of verified credits in English, mathematics, and laboratory science according to board guidelines when a student does not pass an SOL test and meets board eligibility requirements.

2. Increasing Career Exposure, Exploration and Planning

VLAB also supports the Board of Education's proposal to provide elementary and middle school students with information about potential future career pathways. The development of an Academic and Career Plan Portfolio (ACPP) will be particularly helpful for recently arrived immigrant students in need of structured support as they adjust to life in the U.S.

Recommendations:

- Require schools to begin an Academic and Career Plan Portfolio (ACPP) in elementary school followed by additional support at the middle school level.
- Include considerations for developing an ACPP for ELs who arrive either in middle or high school with varied levels of exposure to formal education and career opportunities.
- The career planning initiative is a great way to ensure that every single child is exposed to skills beyond academic and "googleble" knowledge. However, how are you committed to ensure that children presenting behavioral difficulties in the schools due to mental health needs are going to be exposed to those same opportunities? If yes, please explain how that commitment will be demonstrated during the implementation of the career planning and one high school diploma initiatives?
- Partner with Latino or Latino serving community and faith-based organizations and businesses.

3. Improving EL Programs and Services

VLAB encourages the Board of Education to consider increasing the number of state funded teachers and other professional personnel designated specifically for supporting ELs. Increased SOQ staffing for EL programs along with high quality cultural competency training for all teachers and administrators will ensure that Virginia's increasingly diverse student population find success in our public schools.

Recommendations:

- Latino families, as all families in the commonwealth, support educational success for their children. Our Latino families would benefit from sustainable parent engagement initiatives where the goals are to educate families on these reforms and the impact on their children, how to navigate the school system, and how to best support their children. It seems that a holistic approach to educating families of immigrant students is key to the success of education reform in Virginia; a win-win situation not only to attain educational goals, but for business and economic development. This ties altogether to the notion of empowering immigrant families with knowledge with a direct correlation to positive outcomes and measurable metrics. Thus, what is the department's communication strategy to educate the Latino community, parents (especially non-English) and students on the reforms? One recommendation is to make key information available in other languages.
- Increase the number of state funded English as Second Language (ESL) teachers from the current rate in the SOQ of 17/1000 to 20/1000 to provide additional support to ELs.
- Require training for teachers and administrators on effective instruction for various groups of ELs. The training opportunities have to be effective, meaningful, and ongoing.
- Since Performance Based Assessments (PBAs) are often graded following a rubric, it is recommended that the board consider tailoring rubrics for ELs to the Can Do Descriptors. It is concerning that ELs will be graded on a rubric that measures content mastery without taking their language proficiency into account. It is imperative for the rubrics to be objective and consider ELs language proficiency to truly measure if the student mastered the standard based on what he "Can Do" following the WIDA Can Do Descriptors.
- How will local school districts who lack the resources be supported to ensure equitable access to a quality education? ELs vary drastically within neighboring counties. We were told that in some areas ELs do not have access to grade level curriculum, which is a violation of their Civil Rights. Accelerated Literacy students (students with limited skills in their first language) are not being provided with the support needed to be academically successful. These students should have access to grade level curriculum through differentiated instruction, and additional support from a reading coach as they are unable to read. Many ELs are even taking SOLs, despite the fact that they didn't take the actual class(es). It is recommended that local school districts are held to the standards for providing high quality equitable education, access to current and cultural sensitive materials and electives; and that "descriptive" guidelines are drafted on how counties should be providing services to ELs. Basically, VDOE needs to be more vigilant in "auditing" counties in regards to ESOL programs.

Other recommendations and comments:

- Consider implementing safeguards and a process for the Capstone Project to avoid bias in evaluation and grading. A suggestion is to have a committee review and grade as opposed to relying on one teacher's assessment.
- Parents as Educational Partners Program/Family and Community Engagement Program are needed in all schools. Through this program, parents are exposed to educational opportunities which assist them in understanding and navigating education in the United States.
- All psychologists, therapists, social workers, counselors MUST be trained on the challenges immigrants face in entering to this country. In addition, they must receive professional development on how to best serve this student population.



*Virginia Latino Advisory Board Community Forum
Construyendo Puentes de Progreso - Building Bridges to Progress
New York Life, 8075 Leesburg Pike, Suite 200, Vienna VA 22182*

AGENDA

- 5:00 p.m. Registration and Networking**
- 5:30 p.m. Opening Remarks - Aida Pacheco, VLAB Chair**
- 5:40 p.m. Guest Speaker - Sindy Benavides, Director of Civic Engagement & Community Mobilization, LULAC**
- 5:50 p.m. Plenary Session: Moderator, Dr. Sergio Rimola**
- ✚ Elena Rios, MD, President & CEO, National Hispanic Medical Association**
 - Implications of the ACA repeal and Next Steps for the Latino Community
 - ✚ Charlie Schmidt, Public Policy Council, ACLU of Virginia**
 - Here are the Facts: Impact of Recent Immigration Policies
 - ✚ Jorge Figueredo, Executive Director, Edu-Futuro**
 - What Now for Dreamers? Emerging Leaders Program
 - ✚ Beatriz Amberman, Vice-Chair, Virginia Latino Leaders Council**
 - Robust Civic Engagement = Thriving Communities
- 6:45 p.m. Roundtable Discussions and Moderators**
- | | |
|--------------------------------|----------------------|
| ✚ Health | Cecilia Barbosa |
| ✚ Business | Chris Falcon |
| ✚ Civic Engagement | Zuraya Tapia |
| ✚ Education | Mercedes Santos-Bell |
| ✚ Workforce Development | Aida Pacheco |
- 7:15 p.m. Highlights from Roundtable Discussions - Moderators**
- 7:40 p.m. Importance and Benefits of Engaging Media - Estuardo Rodriguez, Principal, Raben Group**
- 8:00 p.m. Closing Remarks – Chris Falcon, NoVA Community Forum Lead Organizer**

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“Creating opportunities for social and economic change through feeding, educating, and empowering the minds of the community.”

Bios of Guest Speaker and Panelists

Sindy Benavides currently serves as the National Director for Civic Engagement and Mobilization for the League of United Latin American Citizens, the oldest civil rights Hispanic organization in the country. She previously served as the Vice President of Field & Political Operations for Voto Latino and as Northern Virginia Political Director for the 2012 Kaine for Virginia Senatorial campaign. She has also served as the National Director of Community Outreach for the Democratic National Committee and Latino Liaison and Director of Board Appointments for Governor Timothy M. Kaine.

Dr. Elena Rios serves as President and CEO of the National Hispanic Medical Association, (NHMA), representing 45,000 Hispanic physicians in the United States, and serves as President of NHMA's National Hispanic Health Foundation affiliated with the Robert F. Wagner Graduate School of Public Service, New York University, to direct educational and research activities. Prior to her current positions, Dr. Rios served as the Advisor for Regional and Minority Women's Health for the U.S. Department of Health and Human Services Office on Women's Health from November 1994 to October 1998. In 1993, Dr. Rios was appointed to the National Health Care Reform Task Force as Coordinator of Outreach Groups for the White House. In 1992, Dr. Rios worked for the State of California Office of Statewide Health Planning and Development as a policy researcher.

Charlie Schmidt is the Public Policy Counsel for the ACLU of Virginia where he focuses on immigrant rights, criminal justice and policing reforms, and privacy and technology issues. Prior to this, he managed his own practice which focused on criminal defense, civil rights, and public advocacy. He regularly hosts legal aid and "Know Your Rights" workshops at public libraries and is an adjunct professor at Virginia Commonwealth University, where he teaches public policy and political theory.

Jorge Figueredo is Executive Director of Edu-Futuro, a non-profit organization that aims to empower under-resourced Latino and other immigrant youth through education, leadership development, and family engagement, so that they become the next generation of professionals who transform their communities. Mr. Figueredo was the Executive Director of the Hispanic Committee of Virginia, a local non-profit, which he transformed into a regional multi-million dollar organization. He conceptualized and founded Security One Bank (today known as John Marshall Bank) with 13 other members. He was also the director of the ACLU of Virginia's Racial Justice and Immigrant Rights Project. Most recently, he worked for The Centech Group, Inc., and the National Federal Contractors Association (NaFCA).

Beatriz Amberman, former Chair of VLAB, has devoted more than 35 years serving as a cultural and civic ambassador. Ms. Amberman founded the Hispanic Community Dialogue Organization in Hampton Roads to promote civic participation and deliberation of important issues impacting the community. She is a trained Court Certified Mediator by the Virginia Beach Social Services Department, and a moderator and facilitator by The Kettering Foundation, and the Virginia National Public Policy Institute. Ms. Amberman is Vice-Chair and founding member of the Virginia Coalition of Latino Organizations and the Virginia Latino Leaders Council. She is also a founding member of the Democratic Latino Organization of Virginia (DLOV), and member of the Virginia Beach Human Rights Commission.

VLAB Northern Virginia Community Forum – 3/9/17 Civic

Engagement Discussion

Major Take-Aways:

- Community members want to:
 - o Increase Latino voter participation
 - o See themselves represented in Government through appointments
 - o Feel connected to government through Spanish-language media outreach

Pressing Concerns:

- Voter registration for 2017 Governor's election and GOTV
- Increasing language resources provided by Government
 - o ex. Spanish language press releases; Spanish tweets
- How to institutionalize the progress the Governor has made
- Increasing outreach via social media
- Filling gubernatorial board positions with Latinos
 - o Try to appoint Latinos who work directly with community
- Respect for community

Brainstorming:

- Harness local support
- Develop public-private partnerships with Latino businesses
 - o Ex. supermarkets, bodegas, Laundromats, schools that can hand out voter registration instructions
- Ask AG to draft legal opinions on interpretation of laws such as DACA, define legal terms, etc. (He has already done some of this. What else to be done?)
- Mentorship programs

Health Discussion Topics

Discussed:

1. There is a decline in patients arriving for their appointments for medical services. Concern of potential detention or deportation – ICE.
2. Failure of patients obtaining needing documentation of prior medical condition by a provider in order to qualify for medical trials or services.
3. Need for affordable medical insurance and services
4. Need for more health-related job training and encouragement for individuals to enter into health-related jobs.
5. Need for education for parents for health issues and requirements for immunization.
6. Need for individuals who are bilingual and can assist health professionals; also need for health professionals who are bilingual.
7. Need for additional medical health clinics.
8. Increase use of prescriptions with “scripts” for easier instructions for patients.
9. Improve health literacy.
10. Need for health education for all ages; improved explanation of health insurance coverage.

11. Need for improved education outreach, community outreach, after Church outreach programs, use of TV, radio and newspapers to provide information to the community.
12. Need additional funding support to assist those who cannot afford medical services.
Example – California health professionals pay a required fee that are deposited into a fund, which is used to pay others who cannot afford medical services

Education Discussion Topics

Discussed:

1. There should be more efforts placed on hiring more Hispanics/Latinos to serve in key governmental positions. There are skilled and knowledgeable Hispanic/Latino individuals applying for these positions, but somehow they are not getting the jobs.
2. There is an increasing need to train, hire and retain teachers of color, especially Hispanic/Latino teachers. Also, more effective cultural competence training is needed.
3. There is a need for a more effective civic engagement school curriculum with the opportunity for students to engage in their communities as training platform. Civic engagement is something that must not only be taught at an early age, but also modeled through hands-on experiences, encouragement and available opportunities in the early education level.
4. We need to move toward educating the “dropout.” More opportunities should be available for students with a GED or, who for a variety of reasons, ended their education prematurely. These individuals should have access to programs (such as mentorship and training/educational goal guidance) and opportunities to obtain adequate training in areas of interest.
5. Utilize technological devices as part of public education to promote learning. Children are becoming attracted by and fascinated with technology at an earlier age. Therefore, there should be government funded educational programs focusing on the use of technology and technological devices (apps) to enhance young children’s learning capacity. The government should work in collaboration with experts in technology and education to achieve this.
6. The implementation of more effective methods to promote 2-years college careers in technology, such as cyber security, among students that may not desire to complete a traditional higher education career path. This can also serve as a motivator to prevent

high school dropouts, and to encourage individuals with a GED to continue their education.
7. A low number of Hispanic/Latinos are applying to cyber security and other technological training/careers: What are the barriers?
8. There is a need for one “centralized site” containing information about public education, college information (how to apply to college, scholarships, etc.), available governmental/non-governmental positions, resources and information about community events pertaining to the Hispanic/Latino community with the information available in English and Spanish.

Business Discussion

Topics Discussed:

What are the most pressing issues affecting the business community?

- Fear regarding current immigration changes are impacting business development, business start-ups, and economic development throughout the Commonwealth.
- Discussion on “how to” mitigate the potential impacts of fear related to business growth and development as a result of current immigration posture by the U.S. Government. Proposed idea: to hold a small business owner roundtable discussion with member of the state administration.
- Call for a more unified voice from the Latino community. Suggestions included promoting the contributions of the Latino business community, instead of only focusing on work stoppages.
- Latino leaders proposed the idea of implementing the concept of Inclusion vs. Diversity to ensure equal access to opportunities in government contracts.
- Attendees emphasized the need for access to data related to Latino-owned businesses and government contracts. Discussion on gathering and interpretation of data related to contracts awarded to SWaM Certified companies in Virginia.
- Discussed the Expenditures Dashboard on the Department of Small Business and Supplier Diversity (DSBSD) website. It gives the amount being awarded to minority businesses, but does not separate it out to just Latino-owned businesses.
- Requests for more user friendly contracting system for business owners to use in the bidding process. VLAB members have attended training seminars, and are happy to report there is Spanish language access being offered, but some of the content is high level and would like to see more programs on the basics.
- Need for more access to small business development initiatives throughout the Commonwealth and partnerships with the Small Business Administration.
- Empower Latino youth through youth business programs (i.e. junior achievement program)



*Virginia Latino Advisory Board Community Forum
Construyendo Puentes de Progreso - Building Bridges to Progress
St. Gregory the Great Catholic Church Paschal Hall, 5345 Virginia Beach Blvd*

AGENDA

4:30 p.m. Registration and Networking

5:15 p.m. Opening Remarks - Aida Pacheco, Chair, Virginia Latino Advisory Board

5:30 p.m. Plenary Session: Moderator, Beatriz Amberman

- + Christopher Lloyd, Senior Vice President and Director, McGuireWoods Consulting**
 - Engaging in Virginia's Economic Future: What it Means to You and for ALL Virginians
- + Tom Pruski RN, Heal the Sick Program, Institute for Community Engagement @ Wesley Theological Seminary**
 - How to Develop Closer Faith and Health Collaborative Partnerships
- + Charlie Schmidt, Public Policy Council, ACLU of Virginia**
 - Here are the Facts: Impact of Recent Immigration Policies
- + Steven M. Constantino, Chief Academic Officer/Assistant Superintendent for Instruction, Virginia Department of Education**
 - The Profile of a Virginia Graduate: Pathways for Latino Student Success

6:30 p.m. Break up into Focus Area

6:45 p.m. Roundtable Discussion and Facilitators

- | | |
|--|---------------|
| + Healthcare | Sergio Rimola |
| + Business | Jorge Yinat |
| + Civic Engagement | Chris Falcon |
| + Education &
Workforce Development | Maritsa Alger |

7:45 p.m. Highlights from Roundtable Discussion

8:10 p.m. Closing Remarks: Honorable Nancy Rodrigues, Secretary of Administration

- A Call to Action

ALL WELCOME TO THE RECEPTION!

Our Distinguished Panelists

Chris Lloyd leads the McGuireWoods Consulting infrastructure and economic development team where he specializes in site selection and economic development incentives negotiations. Chris has also worked closely with clients on numerous public-private partnership projects for transportation and other infrastructure as well as playing a leading role in the development and passage of Virginia's public-private partnership laws. Prior to joining McGuireWoods Consulting, Chris served for nearly five years in the Office of the Secretary of Commerce and Trade under Virginia Governors Allen and Wilder. In this position, he was responsible for legislative, budgetary, and regulatory coordination and development for the fifteen agencies within that Secretariat, which oversees the state's economic development programs.

Tom Pruski serves as lead faculty and curriculum manager for the health minister and faith community nurse certificates for the seminary. He directs the work of the Heal the Sick program of Wesley Theological Seminary in Washington, DC and works closely with partnering organizations to coordinate and develop faith community health networks, institutional, and congregational partnerships. Over 20 years, Tom has trained over 360 health advocates to lead a variety of congregational health ministries and wellness initiatives in their communities. Under Tom's leadership, the seminary now offers an online version of health minister certificate to a national audience.

Charlie Schmidt is the Public Policy Counsel for the ACLU of Virginia where he focuses on immigrant rights, criminal justice and policing reforms, and privacy and technology issues. Prior to this, he managed his own practice which focused on criminal defense, civil rights, and public advocacy. He regularly hosts legal aid and "Know Your Rights" workshops at public libraries and is an adjunct professor at Virginia Commonwealth University, where he teaches public policy and political theory.

Steven M. Constantino has a long and distinguished career in leadership and bringing innovation to educational and business organizations. He began his career as a teacher and now is the Chief Academic Officer, Virginia Department of Education and an adjunct lecturer at the School of Education, College of William and Mary where he teaches a doctoral level class in executive organizational leadership. Steve is internationally recognized for his work in family engagement and for his innovative, non-conventional, entrepreneurial and outlier approaches to leading organizations and acquiring impressive results. As a result of his experiences and his practical approach to engaging families, Steve has authored three books on the subject. His last book, *Engage Every Family: Five Simple Principles*, was released in 2016.

Nancy Rodrigues was appointed Secretary of Administration by Governor Terry McAuliffe in December 2013 after more than 30 years of public service. As Secretary, Ms. Rodrigues oversees four state agencies that together manage the Commonwealth's buildings and grounds, administer employee policies and benefits, oversee elections, work to improve management-employee relations in state government, and ensure constitutional officers are compensated for their services. Prior to her appointment, Ms. Rodrigues served as Secretary of the Virginia State Board of Elections under then Governor Tim Kaine, where she oversaw the 2008 President Election, the largest in Virginia history at the time. Ms. Rodrigues has received numerous prestigious honors in her career, including the Virginia Hispanic Chamber of Commerce Bridge Builder Award and the Portuguese American Leadership Council of the United States Leadership Award in Public Service. She lives on a farm in Surry County with her husband Michael, two spoiled cats and a pampered dog.

Business Roundtable - Notes

A business roundtable was conducted at the Virginia Latino Advisory Board (VLAB) Hampton Roads Community Forum held at Virginia Beach on June 8, 2017

The business roundtable was facilitated by Jorge Yinat, Ph.D., Chair, VLAB Business Committee. In attendance, more than 25 business owners, entrepreneurs, and community business leaders, and scholars (Hampton University – School of Business) to include representation from the local Hispanic Chamber of Commerce and the President of the Virginia Hispanic Chamber of Commerce.

The business roundtable was guided by a published agenda which allowed constructive participation of all attendees where dialogue and individual engagement was encouraged throughout the meeting. All attendees introduced themselves and presented their business activities, the facilitator then provided a community update of action items from prior year's forum, and the guided the discussion led by questions of interests resulted in a summary of topics and concerns as follows;

Questions / Concerns;

- Import / Export assistance - Importing from Latino countries when you reside in the U.S., how can government assist?
- The Business of Non-Profits - Many Latinos want to but are having a difficulty managing boards and getting funding; mostly because of the lack of "numbers" to show "how many" Hispanics live in the Hampton Roads area. Is there a place where those figures can be obtained in order to be used when putting together a grant request?
- Mortgage Business - a Latino loan officer - getting the Hispanic buyer to understand the importance of credit. Mortgage loan process education for the Hispanic community
- How to start a business to service the needs of the aging Latino population who needs assistance in Spanish?
- Food Vendors - Each city has their own rules, guidelines, regulations. This makes it difficult to move around to different areas for food vendors who want to participate in events or set-up a cart, trailer, or food truck in different locations.
- Resources for starting a business; need for information in Spanish - Yes, "it's there" but many people still don't know how to find it. "wouldn't it be nice if people could go to one website that could walk you through all the steps no matter which city you are registering in?"
- We need more grants to help business start-ups
- Education in Entrepreneurship (Olga Torres, local Hispanic Chamber of Commerce, mentioned the "Dreambuilder" program at ODU's Women's Business Center; it's already offered in English and men also have participated, but the Spanish version of it needs grant funding to get it started - contact Erika Small-Cisco for details).
- DOT - Minority Database needs to be updated. Some of the information there about contractors is no longer valid; some companies are no longer in business and are still listed.
- We need business incubators who will welcome Hispanic entrepreneurs in different cities; "not just one"
- Why is the Norfolk so much easier to deal with when you want to start a new business? What are they doing that the other cities are not?
- Hispanic businesses need to welcome the non-Hispanic consumer - what is keeping them from doing this? "Is it the language barrier alone, or are there other factors?"
- SWaM & other certifications - More Latino entrepreneurs need these in order to become more successful, and they need to understand that this is not only for businesses that are in construction. How do we get the word out? Definitely more education and access to information so that there is an incentive for them to participate in this process.

Education and Workforce Development Roundtable - Notes

1. Parent / Self-Advocacy
2. What do we want the Government to do?
 - a) Our Children are feeling the pressures of Political climate
 - Depression
 - Aggression
 - Fear
 - Bullying
 - b) Counselor Training
 - Cultural Sensitivity
 - c) Schools need to be “Safe”
3. Safety Plans for Children
 - Community / School Partnerships
4. Remove Barriers to help Latino Students Graduate
5. World Language Mastery/Valued by schools
6. New comers support for transitions _ for students and parents
7. Connection Hispanos
8. Are there programs working around the State?
9. ODU is creating a Website of resources
10. Definition of ID’s for acceptance in Education Systems
11. Vote in local Elections

Education and Equity

- ELL Program
- Parent English Classes
- Parent Education in school system navigation

Parents in Education Process

Solution – PEP Superintendent’s Memos online

Healthcare Roundtable – Notes

- We commented in the success of the Community Forum on June 8 and reviewed the VLAB Health Committee Progress Report.
- The Health care round table during the community forum unfortunately had only few participants, the most pressing concern of the participants was how to increase access to health care and improve education and prevention.
- We reviewed the information that was presented by Mr. Thomas Pruski with emphasis in the need for faith and health education among different groups, particularly in the Latino community.
- We recognized the ongoing success that the Health ministers program is having with faith based coalitions in partnership with the Virginia Department of Health. An example is the Partners in Prayers and Prevention, this program is the evolution and rebranding of Virginia congregations for million hearths program that was introduced to our committee by Karen Reed from VDH back of 3/10/2017.

The program facilitates partnerships between marginalized communities, faith and interfaith and the State public health agency.

Call of action: Health Ministers in the Hispanic Faith congregations

- Proposed formation of Interfaith community steering committee in Northern Virginia to promote the enrollment of Hispanic Churches in a similar program.
- Sergio agreed to set up a follow up meeting with Mr. Pruski and Patricia Garcia, the Community Outreach Manager from the Fairfax County Health Department to get some advice and collaboration.
- Cecilia also expressed concern in the health status and access of care for our Hispanic community with disabilities, and we agreed to discuss this in more detail during our next meeting.








Virginia Latino Advisory Board Community Forum

Construyendo Puentes de Progreso - Building Bridges to Progress

Hunton & Williams LLP, Riverfront Plaza, East Tower, 20th floor

AGENDA

- 4:30 p.m. Registration and Networking**
- 5:15 p.m. Welcoming Remarks – Michael Martinez de Andino, Hunton & Williams LLP**
- 5:20 p.m. Governor’s Video - Aida Pacheco, Chair, Virginia Latino Advisory Board**
- 5:30 p.m. Keynote Speaker – Honorable Nancy Rodrigues, Secretary of Administration**
o A Call to Action
- 5:45 p.m. Break up into Focus Area**
- 6:00 p.m. Roundtable Discussion and Facilitators**
- | | |
|---|----------------------|
|  Healthcare | Sergio Rimola |
|  Business | Jorge Yinat |
|  Civic Engagement | Louisa Meruvia |
|  Education & | Mercedes Santos-Bell |
|  Workforce Development | |
- 7:20 p.m. Highlights from Roundtable Discussion**
- 7:50 p.m. Guest Speaker: Juan Conde, Co-anchor of 8News**

ALL WELCOMED TO THE RECEPTION!

Our Distinguished Speakers

Nancy Rodrigues was appointed Secretary of Administration by Governor Terry McAuliffe in December 2013 after more than 30 years of public service. As Secretary, Ms. Rodrigues oversees four state agencies that, together, manage the Commonwealth's buildings and grounds, administer employee policies and benefits, oversee elections, work to improve manage-employee relations in state government, and ensure constitutional officers are compensated for their services. Prior to her appointment, Ms. Rodrigues served as Secretary of the Virginia State Board of Elections under then-Governor Tim Kaine, where she oversaw the 2008 President Election, the largest in Virginia history at the time. Ms. Rodrigues has received numerous prestigious honors in her career, including the Virginia Hispanic Chamber of Commerce Bridge Builder Award and the Portuguese American Leadership Council of the United States Leadership Award in Public Service. She lives on a farm in Surrey County with her husband Michael, two spoiled cats and a pampered dog.

Juan Conde has been a member of Richmond's media community since 1988. Juan began his career as a radio personality at WCDX-FM. In 1992, after hosting overnight and evening shows, he was promoted to morning drive and hosted one of Richmond's top-rated morning shows for seven years. It was during those years Juan began his relationship with WRIC, first as Weekend Weather Anchor, then as an Entertainment Reporter. In 1999, Juan joined the TV-8 family full-time as co-anchor of *8News at 6* and *8News at 11*, and now anchors *8News at 5* and *5:30* as well. Juan attended the College of William and Mary and Virginia Commonwealth University. He is a member of a number of professional and civic organizations. He spends his spare time with his family and enjoys golf.

VLAB Community Forum, Richmond, VA, September 26, 2017

Summary of Business Roundtable Notes

A business roundtable was conducted at the Virginia Latino Advisory Board (VLAB) Richmond, Business Community Forum held at Richmond, VA on September 26, 2017.

The business roundtable was facilitated by Jorge Yinat, Ph.D., Chair, VLAB Business Committee. In attendance, more than 20 business owners, entrepreneurs, and community business leaders, subject matter experts, and business scholars to include representation from the local Virginia Hispanic Chamber of Commerce. (see copy of sign-in sheet attached)

The business roundtable was guided by a published agenda which allowed constructive participation of all attendees where dialogue and individual engagement was encouraged throughout the meeting. All attendees introduced themselves and presented their business activities, the facilitator then provided a community update of action items from prior year's forum, and the guided the discussion led by questions of interests resulted in a summary of topics and concerns as follows;

Discussion Topics and Concerns;

- Business Education - The issue of business education was raised by several attendees.

Business owners, startups need to be educated on how to maneuver around the process of registering a business, growth opportunities, how to do business with the Commonwealth of Virginia. Unanimous comments included phrases like, "Latinos need to talk more business at the dinner table", and the

change of thinking of “Don’t just buy apple produce, buy apple stock” mentality. Furthermore, the Latino community should be

encouraged to adapt to the changing paradigms of “from using products, services, and information to producing products, services, and information”. Concluding thoughts on business education included, in final analysis, that there is direct correlation between business education and investments to bring about political influence because Latinos want a seat at the table to be able to collaborate, contribute, and be heard within the Commonwealth of Virginia.

- Language Barriers – Some Latino Business are operated by non-fluent English speaking ownership and staff. There is a perception of the commonwealth of Virginia Government

not sensitive to the needs of Latino Business owners. For example, contractor’s license exam is in English but there are no accommodations to prepare non English speakers to the program. Furthermore, language barriers between state employees and business owners are hindering the way Latino business owners use the commonwealth resources. Business and Latino leaders are requesting resources to address the language gaps.

- SWAM Certification – A web site all in English delays the certification process for businesses with limited knowledge of English but capable of competing for government

contracts based on qualifications. Business owners are requesting the SWAM certification website be available in multiple languages from the Small Business & Supplier Diversity (SBSD) agency.

- Business Capital - Access to business capital for small business startups and expansions.

Business leaders and owners request government to facilitate access to investment capital specially to Latino owned microbusinesses. SBA/SCORE is a resource to advise business owners on business planning, however, most in business community do not know SCORE is available in Virginia on how to access these resources. Business Panning was identified as a weakness across the Latino Business Community. One idea included the proposal of establishing an Angel Investment Group to provide investment capital accessibility for Latino business owners. Access to capital was also identified as a weakness. From the banking industry perspectives, credit ratings are interfering with banking’s ability to make small business loans. Further discussion revolved around SBA microloans programs for up to \$20,000.00. These loan programs are available to microbusiness owners as well as non-profit organizations.

- Real Estate - According to attendees from the Real Estate industry, Latinos are open to real estate investments and ownership. Latinos are engaged in the business of “flipping houses” but like to do business mostly with cash transactions. Latinos may have personal reasons for not establishing bank accounts for these transactions. These reasons may suggest the legal status of some Latinos as undocumented workers but otherwise contributing – tax paying residents of the Commonwealth of Virginia. The impact is that the uncertain future of DACA and other migration program appears to be detrimental to future business and real estate investments driven by the Latino community.
- Insurance industry - Attendees commented and observed that the Latino community is very driven in business achievements but often overlooks the legal consequences of having enough business insurance coverage. More business education related to insurance requirements is needed for Latino business owners.
- Latino Data - There was some discussion about the definition of Latino small businesses versus micro business for the purposes of tracking contractual data. The attendees agreed that a better job needs to be done at gathering demographical data to determine the amounts of contracts granted to Latino owned business within the Commonwealth.

The business roundtable discussion concluded with announcements of the next meeting date to be announced and an invitation to the Governor's Latino Summit scheduled to take place on October 10, 2017 in Northern Virginia. Then the meeting was adjourned to allow additional time for participants/attendees to network with other business owners, government officials, and entertain further business discussions within areas of interest. Copy of these notes will be distributed to all participants listed on the attached sign-in sheet.

Summary of Civic Engagement Roundtable Notes

- An established Agenda of concerned Issues/Topics, Solutions, and the answers to 3 basic questions.
- The Roundtable proceeded to have each attendee introduce himself, his affiliation, and reason for attending.
- The ground rules were explained and a timekeeper was designated. and a volunteer to take notes was identified. Emphasizes was made to **Focus on the topics discussed.**
- All attendees were asked to participate, include their opinión and become engaged.
- Notes were taken throughout the hour of discussion. Later, the highlights of the discussion needed to be reported to the rest of the Forum Group.

Charles Schmidt, a Public Policy Counsel at ACLU of Virginia, said "immigrants should make sure they know their rights." Everyone has rights, even the undocumented." "He said, "you have to know what those rights are." "People should take the time and make the effort to find out and ask," he said. He added, "They should look for workshops such as "Know your Rights". These workshops are done by his firm and are committed to helping those in need.

Committee's priority areas, the main challenges, and any efforts concluded up to date.

PRIORITY AREA TOPICS:

1. Increase Latino Representation on Boards and Commissions
2. Hire a Community Engagement Liaison to strength the relationship between the Governor's office and underrepresented communities.
3. Finding two local leaders to lead a local team.

CHALLENGES:

1. Finding the right people to join the Committees
2. The position was not filled and duties were distributed
There is no Budget for it.
3. Throughout the fóruns done in Virginia few would commit to lead a local team.

IN THE ROUNDTABLE DISCUSSION THE GROUP FOUND THESE TOPICS AS THE MOST IMPORTANT:

*Civic Education

*Voting Registration

*Media and Communication

*Cultural Unification

CIVIC EDUCATION

It was acknowledged by every attendee that the lack of Hispanic operational knowledge and education was clearly eminent as one of the top issues to be addressed.

Attendees claimed as evident that the majority of Hispanics do not read or make themselves aware of the functions of the Federal and local Governments nor, who their representatives are.

In addressing this issue our group thought that the Governor should take an active role in proposing to the Educational Department of Virginia the teaching of civics at the middle and high school levels as an extra curricular activity. And a refresher course in college so that students of voting age take this privilege and make it an action. The group thought, that Social Media should be used as a tool to teach about the functions of the Federal and local governments. Maybe encouraging local companies to be the official sponsors to do this.

Another answer found to solving the lack of education is to create Mock simulations of the activities of the local and Federal Government as a learning tool for high school and first year college students. A personal hands-on interaction between students and local and federal employees was suggested.

As a working tool, the National booklet used for US citizenship was identified. This would be an excellent tool to prepare, not only people wanting to become citizens, but to learn about the Government of the US History, the area of the Government.

This type of program can be run by any non profit organization as an extra curriculum activity for the community. It can be done in Churches, community Centers, School PTO's or other organizations that deal with the Community.

It was suggested that this booklet be presented to the Governor as a powerful tool to teach the Hispanic population throughout Virginia. The book can be obtained from the GSO Office Facilitators of the Federal Government. Office of Immigration and Naturalization Service.

Another suggestion for Education was the use of SOCIAL MEDIA. Teaching students by creating small home videos of history and facts about the people who represent their areas in the north such as, Supervisor Penny Gross represents Annandale and success fully cover everyone.

Maybe getting a Grant to activate a pilot program that is only in Spanish on CIVICS.

VOTING REGISTRATION:

Suggestions for getting more votes and getting them to register:

The production of flyers indicating what documents are needed to vote, polling locations and deadline dates to be placed in key locations: in Colleges, Churches, Community Centers, High Schools and areas where youth 18 and older meet throughout the Commonwealth..

Sport Clubs, Associations and Leadership Fairfax and Leadership Arlington can help identify participants, who need to register to vote. Other leadership associations in other areas of the state

Statistics need to be shown so that Hispanic people know the importance of their vote.

In coordination with the Virginia Voting Registrar's office, Professional and Youth groups should make a commitment to teach civics at their place of study.

Efforts should be made to send volunteers to the centers where people become US Citizens and register people there every month. A volunteer programs of registrants.

Another suggestion was to hold History lessons and Registering Voting Campaign three or four times a year. Also create workshops in places of worship after services on Sundays.

Internships for young adults in the Governor's Mansion and through the Local government, so that young leaders can have first hand look and experience in working for the government.

MEDIA & COMMUNICATIONS

It was discussed that Hispanics rarely use the media, TV, Radio to advertize or talk about voting and civic education.

Hispanics do not read, they listen to the radio and watch TV. It is essential that the Governor's office request PSA announcements and interact with TV STATIONS such as TELEMUNDO, UNIVISION, and other local TV Stations to show documentaries on voting rights, the functions of the local and Federal Government, how to register, the importance of registering, who our representatives are, how we can participate.

VLAB has been looking into radio stations that can transmit the need for Hispanics to participate in the different committees that exist within the Commonwealth.

CULTURAL UNIFICATION

According to the attendees Hispanics should unite as a whole instead of separating each other by country, this would have an impact on the outcome of issues by political authorities and the Hispanic community would benefit greatly.

Some discussion arose about this subject. Some of the attendees agreed that the Hispanic cultures from Mexico are very proud and do not want to join forces they prefer to fight their own battles alone.

Everyone was in agreement that a better job needs to be done to make all the Hispanic groups understand that united they make a tremendous force which can be powerful. Individual groups are small and do not have support, leverage, nor power.

The Civic Engagement and Education Committee roundtable discussion concluded with a request for team members of this particular group to commit firmly to gather more people, to find answers to the issues discussed and to continue fighting to get these items done with the assistance of the Governor.

We found a Chair, VCU's Patricia Michelin, who together with Leticia Austria from Sacred Heart Center and Daisy Maldonado of SCC will begin forums among people in Richmond so that we can make a commitment to get this segment going.

It was discussed and agreed that this group of people, who so kindly volunteered will meet again, and lead everyone who wants to join in making a difference in Richmond.

Then the meeting was adjourned to allow additional time for participants/attendees to network among themselves and share ideas.

Education and Workforce Development Roundtable Notes

The last educational and workforce development roundtable discussion facilitated by the Virginia Latino Advisory Board (VLAB) took place on September 26, 2017 in Richmond, VA. The educational and workforce development roundtable was facilitated by Mercedes Santos-Bell and Gloria Rockhold with the assistance of Victoria Cartagena, attendee from Hampton University Center for Hispanic Achievement and Training.

During this roundtable, information about VLAB's role was provided to attendees. It was explained to attendees that these community forums organized by VLAB are to serve as catalysts for change; to incite and support community leadership. Active participation by all attendees was encouraged during the roundtable discussion. Attendees had the opportunity to voice concerns and possible solutions and ideas. Also, a community pledge was integrated to identify community leaders within the group willing to continue the conversations on topics of interests.

Top Concerns:

- Parent/family education and engagement
- Hispanics/Latinos and STEM
- Hispanics/Latinos in Business
- Leadership Development (Specifically of our youth)

ESL

Areas of Concern:

- ❖ Education that would prepare students for high paying jobs. (STEM for HISPANICS/LATINOS).
 - Starting STEM in the elementary school level to help children who are younger be engaged in STEM programs.
 - More aggressive and effective ways to promote STEM among Hispanic/Latino families.
 - The need for parents to understand the importance of STEM; how can this positively impact their students' future. (Chesterfield has a model – specialty programs).
 - Career development.
- ❖ Parents need to be supportive of education –
 - Parent engagement
 - School Funding to help with starting programs for parent engagement and empowerment
 - Accessibility to resources and classes (location, time, and childcare can be barriers, how can they be addressed?)
- ❖ Hispanics/Latinos need to have business education and understand how taxes, funding and resources are available to them. Increase the access to loans and federal resources.
 - There is a lack of information in language that they can understand about the process, responsibilities and benefits of business ownership.
- ❖ Funding for co-op/internships (Tax breaks for corporations that hire interns)
 - There is a lack of adequate preparation in practical and career focused skills when students graduate with a higher education degree. High school students are not exposed to career paths.
- ❖ Students need information on scholarships –
 - More funding for college (Hispanic College Institute).
 - Where to find and how to access available funding.
- ❖ Drivers license –
 - Many Hispanics/Latinos cannot go to work or go to school because they do not have a license.
- ❖ Education on Computer Basics-
 - Hispanic/Latino students and parents are lacking in this area-perhaps because of lack of resources/access to obtain computers and training.
- ❖ Cultural Sensitivity-

- The need for breaking stereotypes; Hispanics/Latinos are often portrayed negatively in the media. This sends a negative message to our youth.
- ❖ Diversity in Staff and Leadership
 - More emphasis on diversifying the educational system
 - Counselors need to be culturally inclusive and competent
- ❖ Teach Latino Students about their importance –
 - Provide leadership training / Self Realization
 - No effective programs, focus or encouragement on these important developmental topics in school.
- ❖ Workforce Development
 - Training and education
- ❖ Education Reform –
 - Lack of Hispanic/Latino presence in school board meetings (local and state)

Possible Solutions Discussed:

- ❖ The development of a Resource Hub (Old Dominion University may be working on creating one; Hampton University is willing to assist in creating one)
- ❖ Promote unity
 - The community needs a vision and mission so there can be unity. This can be part of the community pledge for community leaders and members to continue the conversations. However, they may need support as they may have the desire, but lack the guidance and knowledge to do so.
- ❖ More positive representation in media outlets and leadership roles
 - Youth shall be able to see Hispanics/Latinos in positive and/or leadership roles
- ❖ Tax Breaks for companies:
 - Willing to address the issues of cultural inclusiveness, diversity in leadership etc.
 - Willing to collaborate with the DOE by providing internships to students.
- ❖ Empowerment
 - Parents: by promoting education about the educational system and the importance of parental engagement in their students' schooling.
 - Students: by incorporating a focus in leadership training and self realization in their school learning
- ❖ Put the solution into the providers of services
 - By requiring cultural sensitivity training and knowledge about available resources from those in governmental (local and state) positions having direct contact with minority populations (social workers, health clinics, etc.)
 - Look at the Promotores de Salud as a model

- ❖ Effective Communication targeted to the Hispanic/Latino Community
 - Marketing strategies that are more effective/successful in targeting the Hispanic/Latino community.
- ❖ Driver's license for undocumented students and workers:
 - The Governor is already aware of this, however it is not law that he can pass on his own.

Three community members/leaders committed to the community pledge:

Nury Moji (The Choice Group): 804 278-9151, Isabel Shealy (St. Christopher School): 804 282-3185 ext. 2388, and Jenny High (Go High Corp): jennyhigh@gohighcorp.org

Healthcare Roundtable Notes from 09/26/17

We had four main areas of concern:

- Obesity
- Diabetes
- Shortage in health providers
- We need more Latinos on health care force (bilingual)

Plan
 Start ministers of health: Increase medical information through churches, schools, community centers, and other public areas.

Several of the attendees shared their concerns

From Richmond, Henrico, Chester – County

- Wants to prepare the community for natural disasters.
- TB Program
- WIC Program
- Immunizations
- Environmental health
- She shared that in the counties mentioned above, there are seven health centers
- There is a big Spanish speaking population in those counties.
- There is a need for bilingual health social workers
- There is a not enough resources for parents' programs.
- There is a concern in adolescents' health.
- There is a need for facilitate health care coverage.
- There is a need for car seat parent's education.

From East Henrico

- There is a need for Spanish speaking outreach, family planning, and interpreters for patients.
- There is a need to educate people on family planning and birth control.
- There is a need for maternity service.

- West Henrico has a big Spanish population.

Chesterfield nurse

- Patients don't know where to go to get health care.
- There is a need for maternity care.
- There is a need for STD education.
- There is a need for TB program, and x-rays for TB
- There is a need for medical home care.
- There is a need for prenatal education.
- She shared that if they educate future mothers, the percentage of premature birth will decrease.
- There is a need for mental health resources.
- There is a need for car seat parent's education.
- She is concern of the undocumented patients: Big family size and very low income.

Other Responses and Concerns:

- Need for obtaining data of the Latino population.
- There is a need for Spanish interpreters.
- There is a need for social workers on helping patients on how to get service and how to navigate the system.
- Undocumented patients are afraid to go to their appointments because they fear deportation.
- They do not trust their physicians, they get scared when they see a security officer with a uniform, and they think they are immigration police.
- A woman who was four months pregnant was detained by the immigration police when she was taking her daughter to school.
- Nobody controls the Latino stores; 'PEOPLE CAN GO AND GET ANY MEDICINE THEY WANT/ OR NEED!!!
- There are many Latino grocery stores that are selling medicine from their countries of origin.
- Most of the medications they buy are medicine for hypertension, diabetes, as well as antibiotics, and birth control.
- *** Their excuse is that they do not have insurance, or medical insurance is very expensive.
- She asked the Board to help these stores to make the sale of these medications a legal activity.
- "We can't make legal an illegal activity"
- How about the side effects? How about if a patient is allergic to certain medications?
- There are no bilingual services
- There is a huge number of people without insurance.
- The county health care centers have a waiting list of 3 to 5 months.
- There is no dentist in this community.
- There are no medical forms in Spanish, and she works in a health care center:
- When they have an undocumented patient with no insurance, they referred them to a county clinic.

- There is a problem with transportation. She wanted to request more resources to provide home visiting programs from state of Virginia
- She shared two organizations that are successful: Healthy families and Families first.
- Expressed her concern about mental and emotional healing.

Central Virginia Community Forum – September 26, 2017

Your feedback is important to us. Please take a few minutes to complete the evaluation.

Name (Optional)

Affiliation: 14 Resident 7 Government 11 Community Partner 5 Other, please specify VCU Student, Hampton University, VT Student, Health Care Provider, VHC, Nonprofit, and The Community Law Project

Your knowledge increased as a result of participating in the Summit? Yes 18 No 0

Ratings	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
The objectives of the Forum were clearly stated.	2	0	0	13	26
<i>Comments:</i>					
<ul style="list-style-type: none"> ➤ Great discussion and engagement ➤ Education-Access-Mental Health-Social Connection 					
The objectives of the Forum were achieved.	1	0	3	17	20
<i>Comments</i>					
<ul style="list-style-type: none"> ➤ Quick and professional ➤ The issues highlighted – not enough time elaborating on solutions ➤ Depends on follow through after forum ➤ To reach churches to educate (Health) ➤ We need more support from Government- We will meet again and work hard 					
The registration process was handled effectively.	1	0	0	8	32
<i>Comments:</i>					
<ul style="list-style-type: none"> ➤ Well planned and executed 					
The location was convenient.	1	0	3	10	26
<i>Comments:</i>					
<ul style="list-style-type: none"> ➤ Advertisement after registration was mostly blank. ➤ The location was excellent (2) 					
The facility was comfortable and appropriate.	1	0	1	3	18
<i>Comments:</i>					
<ul style="list-style-type: none"> ➤ Wow ➤ Very beautiful, thank you 					

- ❖ Networking/advocates (5)
- ❖ Meeting and hearing about passionate leaders in the community.
- ❖ Structure of Diversity.
- ❖ Great attendance/new faces/high level of expertise.
- ❖ Hearing other's opinions and having a new perspective
- ❖ Small Groups, Discussion (2)
- ❖ The intelligent and educated participants who shared useful ideas.
- ❖ Closing speech by Mr. Conde.
- ❖ The fact that we are starting a discussion
- ❖ Meeting new people and heard their stories
- ❖ Breakout sessions
- ❖ Meeting community partners
- ❖ Talking about taking actions on the issues
- ❖ Networking-meeting new people & Various resources (3)
- ❖ Connections
- ❖ Open discussion and networking (2)
- ❖ The important dialogue and discussion! The passion!!
- ❖ The variety of people & areas of expertise
- ❖ Dialogue with persons from diverse perspectives (2)
- ❖ Effective communication
- ❖ Everybody's participation
- ❖ The Diversity of the Health Servers
- ❖ Everything is very interesante
- ❖ Participation, knowledge, caring
- ❖ The collaborative spirit
- ❖ Hearing the various ideas and perspectives of different folks. Hearing solutions and how to implement them
- ❖ Meeting amazing people!
- ❖ The passion and interest of everyone present
- ❖ Learning from other businesses and getting their perspective and ideas and how to better assist the Latino community here in Virginia

WHAT COULD BE DONE TO IMPROVE THIS FORUM?

- It would be beneficial to meet a couple

of times a year

- An agenda or template about how the roundtable will be run. This could be sent out beforehand.
- Follow up meetings/share list of attendees.
- More time (2)
- I hope the report out is professionally compiled to increase potential adoption
- Bring in cabinet level people that will be making the decisions.
- Stricker moderating in roundtable discussion
- Making the changes to benefit our community
- Provide a way for consistent communication (FB Group)
- Expand the efforts
- Split into multiple teams
- Specify parking/garage used
- Some type of organized way to filter a bit better all of the different ideas flowing!
- More people from the community – workers, mothers, students, DACH
- Questions circulated prior to forum
- We have a lot to talk about to make a difference
- To continue being realistic about the solutions
- More meetings to keep us engaged
- Expanding the reach of who are invited, perhaps sharing online for those who cannot make it
- The Governor should have been present
- Bring more representatives from the community, choose those looking to better themselves, get a loan, get help, and listen to their challenges

ADDITIONAL COMMENTS:

- The speaker identified many issues & problems, but zero solutions. He was all over many areas with a strong Marxist plea – maybe not best choice.
- On the areas discussed
- Thank you, this was very informative
- Great group! What an honor to participate!
- Possibly have registered participants and added a doc w/resources, contact info so they could have made this available for themselves and to everyone.
- Great forum. Thank you for including the Community Tax Law Project
- “Make connections” reach other’s information to put resources together
- We need additional support

APPENDIX J

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