



2009 • 2015 Strategic Plan



History

1971

Commission on Mexican American Affairs established.

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

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

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

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

1987

Legislation changed the name to Commission on Hispanic Affairs

1993

Hiring power of the director is conducted by the governor.

1994

CHA receives grant from Boeing.

CHA receives grant from Catholic Community Services

1996

Staffing Peak: The Commission had an immigration specialist, a public relation mgr. and an outreach coordinator as part of their staff

2002

Budget Reduction Staff reduced from 5 FTE's to 1.8

2006

CHA & Radio KDNA partnership established; part of news program every Thursday

Hispanic Legislative Day Reinstated

Published CHA Assessment Report

2007

Redesigned Website & created Database

Implemented new Public meeting format

2008

Achievement Gap Study Appropriation

Lourdes Portillo Salazar, *Chair*
King

Ty Cordova, *Vice Chair*
Pierce

Jorge Chacón
Okanogan, Chelan, Douglas

Bob Cepeda
Ferry, Lincoln, Pend Oreille, Spokane, Stevens

Henry Cruz
Clallam, Jefferson, Mason, Kitsap

Vacant
Kittitas, Yakima

Rosalba Pitkin
Cowlitz, Clark, Skamania, Klickitat

Félix L. Negrón
Grays Harbor, Thurston, Lewis, Pacific

Victor Chacón
Whitman, Walla Walla, Columbia, Garfield, Asotin

Gabriel Portugal
Franklin, Grant, Benton, Adams

Lillian Ortiz-Self
San Juan, Whatcom, Skagit, Snohomish

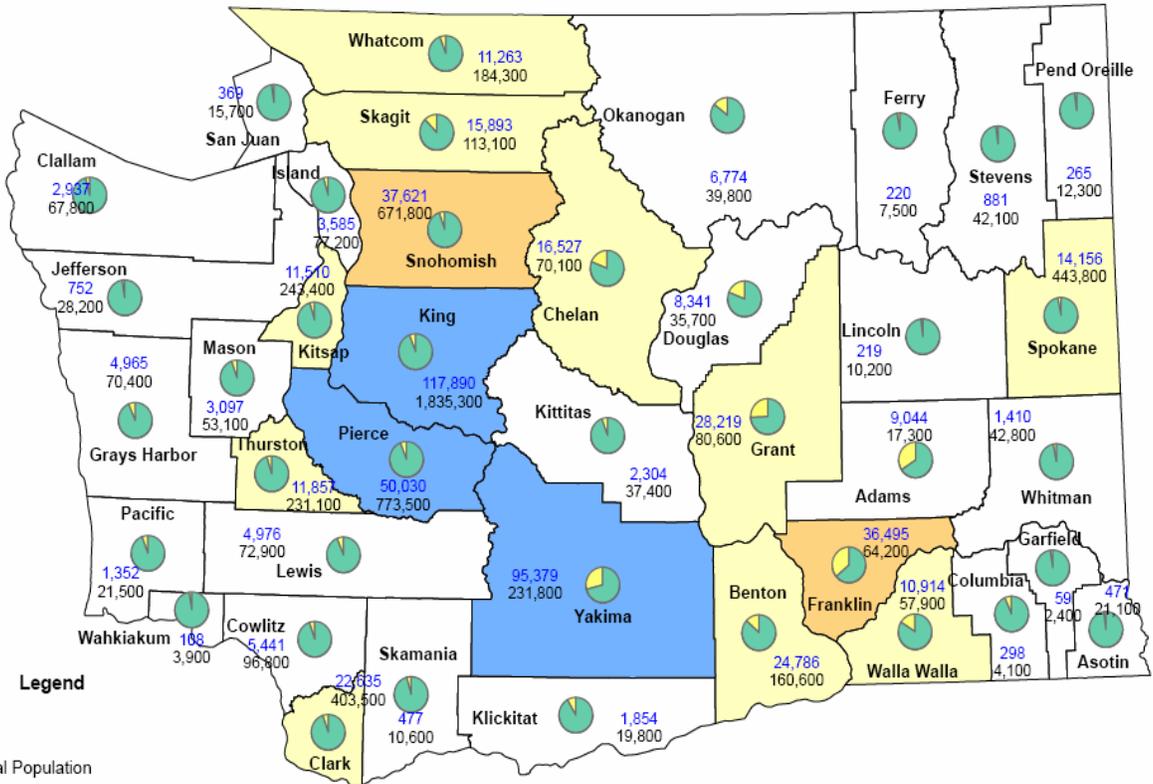
Justice/Equity Committee Lourdes Portillo Salazar, Henry M. Cruz, Gabriel Portugal, & Ty Cordova

Education Committee Félix Negrón, Lourdes Portillo Salazar, Victor Chacón, Jorge R. Chacón, Lillian Ortiz-Self, & Rosalba Pitkin

Economic Development Ty Cordova, & the WALOBO Group

Staff Uriel Iñiguez and Alicia Luna

Washington State, 2006: Distribution of Hispanic/Latino Population by County



Legend

-  Total Population
-  Hispanic/Latino Population
-  0 - 10,000
-  10,001 - 30,000
-  30,001 - 50,000
-  50,001 - 120,000

Note: Hispanic is an ethnic category; Hispanics may be of any race.

Blue numbers represent Hispanic/Latino population
 Black numbers represent total population of all races

Map design by WA Commission on Hispanic Affairs
 Produced by WA Office of Financial Management
 4-16-07

2009 • 2015

Strategic Plan

Index

Logic Model	Pg. 2
Mission Statement	Pg. 3
Statutory Reference	Pg. 4
Appraisal of External Environment	Pg. 5
Trends in Customer Characteristics	Pg. 7
Strategy and Capacity Assessment	Pg. 9
Justice & Equity- Goals & Strategies	Pg. 11
Education – Goals & Strategies	Pg. 12
Economic Development – Goals & Strategies	Pg. 14
Other Objectives	Pg. 15
Assessment of Internal Capacity	Pg. 16

May 26, 2008

Dear Governor Christine Gregoire & Legislators:

As the new Chair of the Commission, I have undertaken a position of leadership and management that is challenging me to be both a leader and a manager – “To do what is right” and “To do it right”. Like my fellow Commissioners, I am unconditionally committed and passionate about the work that we do. I genuinely enjoy working with and for the community. I specifically value the opportunity of being able to participate in the change process, whether it is enhancements in local communities through established channels of communication with local government or working with Legislators and the Governor to institute new policies/laws that are equal and just for all.

It is clear that our duty is to be a “working” commission, consequently, we are held accountable for community involvement and for establishing first-class working relationships with community organizations, community leaders and city officials. This is expressed and demonstrated at our public meetings where our mission is to address issues that are affecting our Hispanic communities; issues such as Education, Access to Justice, Immigration, Farm Workers, Pesticides and Healthcare. Education undeniably is our priority mandate; it includes Parent Outreach, WASL, and Early Learning. Our Strategic Plan outlines several goals and commitments that we have aspired to fulfill during the year, yes, all this in addition to our regular day jobs--evidence of the hard work each and every one of the Commissioners, your representatives, is willing to execute. They truly are the hardest working group of people I have ever worked with. Their efforts to reach out to the community have been extremely successful.

This year the Commission has greatly increased awareness of the issues faced by Hispanics/Latinos in Washington State. As an advocate for Latino issues the Commission has continually demonstrated immense support for organizations with the same focus. In 2007 alone, the Commissioners attended 336 community meetings to discuss the issues at hand. The Commission also heard your concerns and gave advice to our Legislators, state agencies, and the Governor on over 230 occurrences. In addition, the Commission stirred great interest in Hispanic communities; we had spectacular turnout of community members at our public meetings. Our public meeting attendance for the year was over 330 members; a 400+% increase as compared to attendance in 2004! We couldn't have done it without the great community support. We sincerely hope that your support will continue to intensify.

I know that I will continue to meet this dual challenge during the year ahead because I can rely on the continued support of my fellow Commissioners, committee chairs and those who serve along with them, and our committed corps of volunteers who contribute their “free” time professionally. This dynamic motivates me to serve this organization, to serve the Commission and the Washington State Hispanic communities with pride. I am sincerely grateful to CHA staff, volunteers, and those wonderful Commissioners and good friends that left us during the year. We will sincerely miss them, at the same time; I look forward to building and being part of the new team with those that remain and with those newly appointed.

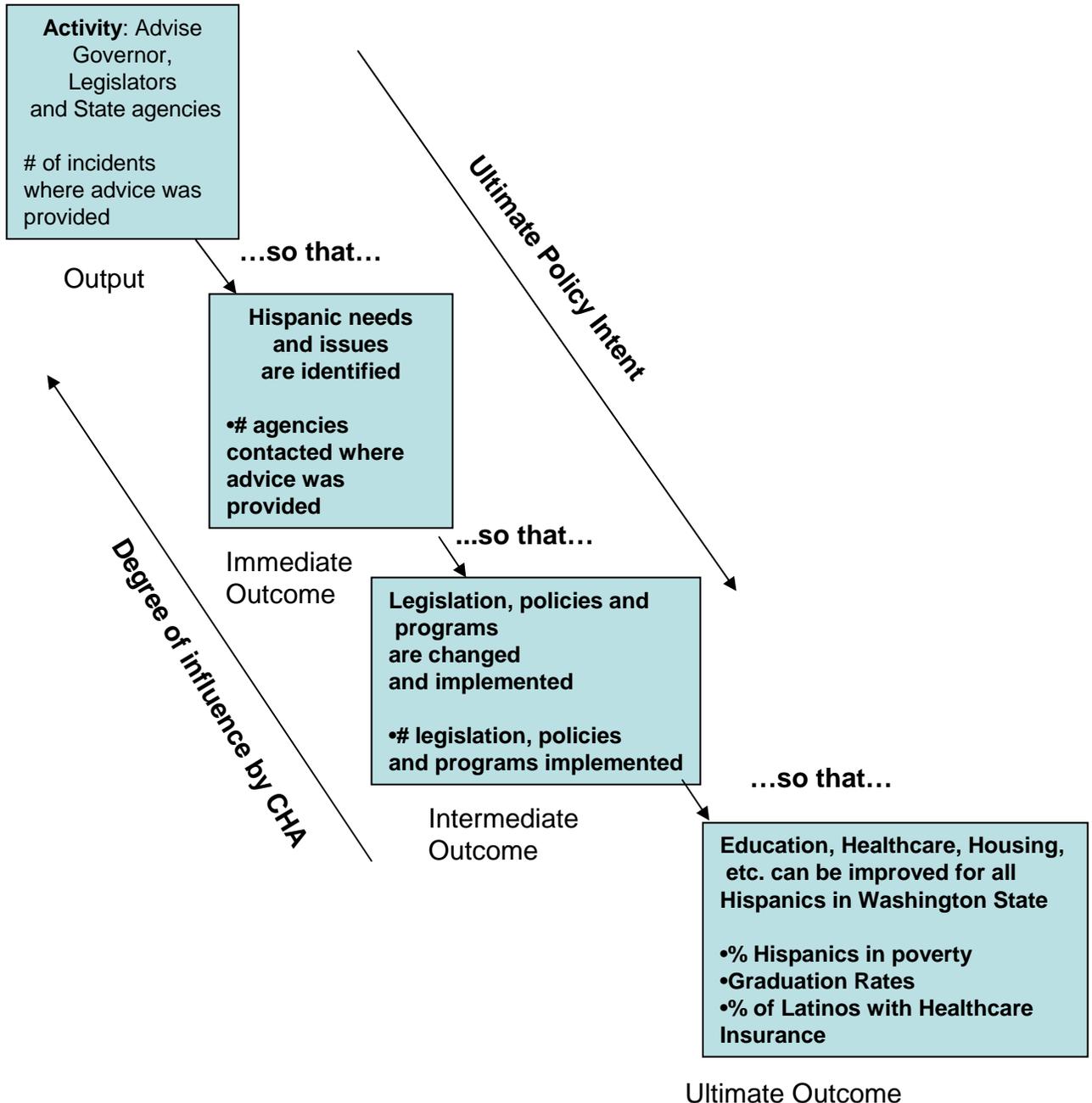
The Commission encourages and invites you to work “Juntos” for a better tomorrow for our families, our children, and our communities. We represent one of the many voices in our state that every day advocates for Hispanics/Latinos residing in the state of Washington. We encourage your input and suggestions and welcome your calls and or emails. We hope that our annual report is enlightening and beneficial to all.

Respectfully Submitted,

Lourdes Portillo-Salazar, Chair

Logic Model

Washington State Commission on Hispanic Affairs (CHA)



Vision

To create a culture where full participation and social equality of Hispanics is achievable.

Mission

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

Core Values

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

- Building cooperation and understanding between Hispanics and Government** - By providing Hispanics in WA State with information resources and by informing the Governor, Legislature, and state agencies about Hispanic issues throughout the State.
- Institutional Change** - By partnering with State agencies to assure equity and access to culturally competent programs and services, by reviewing state agency policies, practices, procedures, and by making appropriate recommendations to insure proper delivery of state services and resources throughout the communities.
- Strategic Planning** - By developing and maintaining a strategic plan that will set goals and define solutions which will directly impact and address the needs of the Hispanic community and the State. The strategic plan will be the roadmap that will guide the Commission in identifying future initiatives and goals.
- Collaboration with the Community** - By promoting community awareness and volunteerism as a way of preserving culture, unifying Hispanic residents and improving overall quality of life.
- Increasing cultural competence within State government** - By promoting the establishment of a cultural and linguistics services program to help Legislators understand how Latino constituents/immigrants’ cultural background affect their approach to civic engagement and involvement in the legislative session

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

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

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

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

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

Authority

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

Commission Powers and Duties

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

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

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

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

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

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

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

Community

Relationships

Rights

Needs

Advise

Legislation

Hispanics/Latinos living in Washington State face identical issues as other Washington ethnic communities: low graduation rates, low Washington Assessment of Student Learning (WASL) test scores, lack of health care coverage, farm worker's risks (pesticide exposure and work injuries), inadequate access to interpreters for services, and little progress in economic development. According to Bob Arrington (Assistant Director in Pesticide Management for the Washington State Department of Agriculture), "Housing for migrant workers and housing for nonimmigrant workers are probably two of the biggest initiatives needing legislative support." Disproportionate rates and inequity are present in every dimension of Hispanic/Latino lives; however, tangible outcomes and preventative measures do exist. Three major themes consistently appear when searching for a solution to the existing gaps:

- Knowledge base (e.g. cultural competency)
- Social strategy to accomplish change
- Political will to support change (i.e. generating resources needed to produce change)

During the past 25 years the state's Latino population has increased dramatically from 118,432 in 1980 to 565,390 in 2006. With increasing inequitable rates in all aspects of Hispanic/Latino life, it is crucial that improvements be made in key social areas. Hispanics/Latinos still face major challenges similar to those that existed during the Chicano Movement. Latinos are disproportionately affected by high school dropout rates, poor housing facilities, poverty, and mediocre political participation. The objective of the Commission on Hispanic Affairs is to continue working resolutely to eliminate the disparities in healthcare, education, access to justice, public safety, housing, environmental health, and other emergent issues that create obstacles to progress. The Commission recognizes that it is of the essence to stress issues that directly affect the Hispanic/Latino community of Washington State and to respond to the changing needs of the community.

The following statistics provide evidence of the rising Hispanic/Latino population in Washington State. The figures clearly denote the growing impact of this ethnicity:

- The Hispanic population in 2006 was much younger, with a median age of 27.4 compared with the population as a whole at 36.4.
- About a third of the Hispanic population was younger than 18, compared with one-fourth of the total population. (US Census Bureau).
- Hispanic/Latinos currently represent 9.1% (581,357) of the population in Washington State (Northwest Area Foundation), and they constitute the largest minority population group.
- By 2010, it is estimated that there will be 651,027 Hispanics/Latinos living in Washington State, with a median age of 24.84. (Provisional Projections of the Total population by age, gender and race for the state of Washington)
- Twenty-eight percent of immigrants in Washington State are Hispanic/Latino (Northwest Federation of Community Organizations), and between 1990 and 2000, foreign-born Hispanics/Latinos in the state increased by 300%. (Growth and Change in Washington State's Hispanic Population)

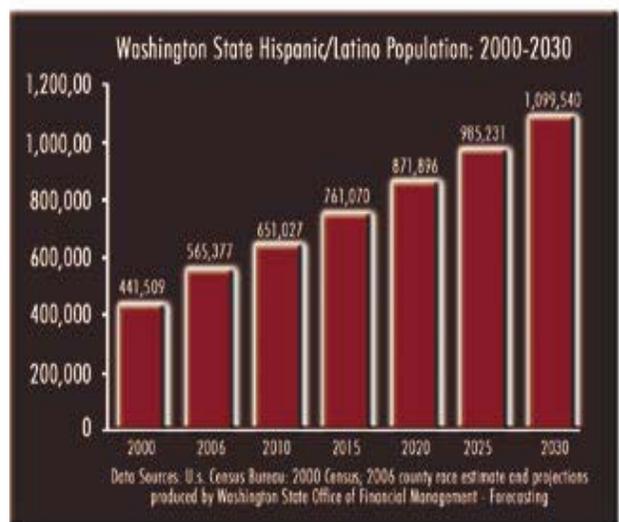
- Six percent of Washingtonians speak Spanish at home (In Our Own Words: Immigrant's Experiences in the Northwest, Feb 2006, Northwest Federation of Community Organizations).
- Seventy-eight percent of the American unauthorized population in 2005 hails from Mexico and Latin America. (PEW Hispanic Research Center)

Hispanics remained the largest U.S. minority group; 44.3 million as of July 1, 2006 - 14.8 percent of the total population. Black was second-largest minority group, totaling 40.2 million in 2006. They were followed by Asian (14.9 million), American Indian and Alaskan native (4.5 million), and Other Pacific Islander. (1 million) The population of non-Hispanic whites who indicated no other race totaled 198.7 million in 2006.

The 2005 US Latino student (age 16- 24) drop out rate was 22.4%. (Indicators.nwaf.org)

•Of the Washington State students that were expected to graduate in 2005, an estimated 74% graduated on time (i.e., in a four-year period) with a regular diploma. Hispanic students had a 60% graduation rate, Black students 61%, Asian students 80%, and American Indian 55%. (OSPI)

59 percent of US Hispanics 25 and older had at least a high school education in 2006, 12% percent had a bachelor's degree or higher in 2006 and only 839,000 had advanced degrees in 2006. (e.g., master's, professional, doctorate) (US Census Bureau)



Non-Hispanic Caucasian men had the second highest earnings at \$46,807 per year, followed by Native Hawaiian and other Pacific Islander men at \$35,426 per year. Black, American Indian, and Alaska Native men had earnings of \$33,520 per year. Each of these ethnic/racial groups had higher earnings than Hispanic/Latino men. The pattern observed for woman by ethnicity/race was similar to that of men. Hispanic/Latina women earned less than the other ethnic/race groups with an average of \$23,678 per year. (US census Bureau)

- In 2006, the uninsured number and rate among Hispanics both increased in 2006 to 15.3 million and 34.1% from 13.9 million and 32.3% in 2005 while the number of Hispanics/Latinos without coverage remained at 14.1 million in 2006. The uninsured rate for non-Hispanic /White was statistically unchanged at 10.8%. The uninsured rate for Blacks increased in 2006 to 20.5%, from 19% in 2005, while the uninsured rate for Asians decreased to 15.5%, from 17.2% in 2005. (US Census Bureau)

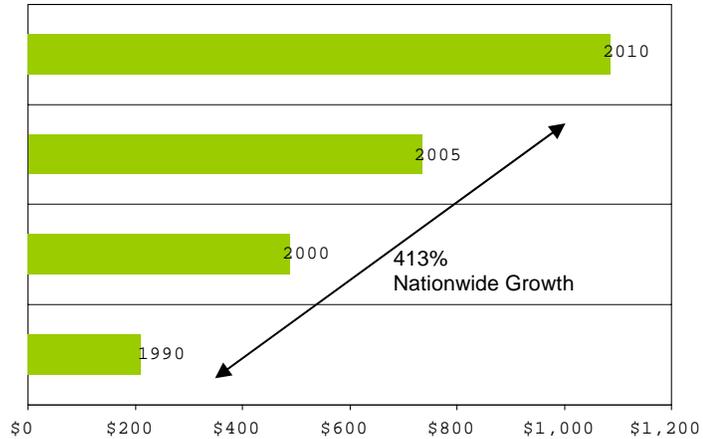
- About 22.1% of Hispanic children did not have any health insurance in 2006, compared with 7.3 % for non-Hispanic White Children, 14.1 % for Black children, and 11.4% for Asian children. Washington uninsured rate. (using the 3 year average 2003-2006)

The 2004 Washington State Population Survey of Health Insurance by race/ethnicity reports that Hispanics/Latinos are disproportionately represented among the uninsured compared to non-Hispanics.

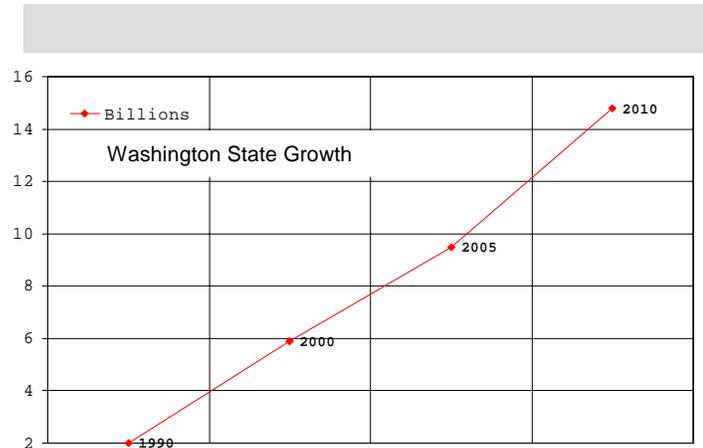
Roughly 9% of Washington's non-elderly population is Hispanic, but 15%, or approximately 91,000 of the uninsured, are Hispanic/Latino. (WA State Office of Financial Management)

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

Nationwide Estimated Hispanic Buying Power



Washington State Estimate Buying Power



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

Demographics

2005 characteristics and median earnings in the past 12 calendar months indicate that the median earnings by Hispanic/Latino men and women are the lowest in the identified ethnic/racial groups. Hispanic/Latino men had median earnings of \$27,380 per year, compared to Asian men who had the highest median earnings in any single race: \$48,693 per year.

- The maternal mortality rate for Hispanic women was 8.5 deaths per 100,000 births compared to 10.3 per 100,000 in 2004. The ratio of Hispanic-to-non-Hispanic-white maternal mortality rate was 0.9 in 2004 and 1.2 in 2003. (U.S. Centers for Disease Control and Prevention)

According to the 2006 Latino Labor Report, the Hispanic/Latino unemployment rate reached an historic low of 5.2% in the second quarter of 2006. The gap between the seasonally-adjusted unemployment rates for Hispanics/Latinos and non-Hispanics/Latinos was just 0.6 percentage points—the smallest since 1973 when employment data on Hispanics/Latinos first became available. (Pew Hispanic Center)

- 1.1 million Hispanics veterans of the U.S. armed forces are serving/served our country. (US Census Bureau)

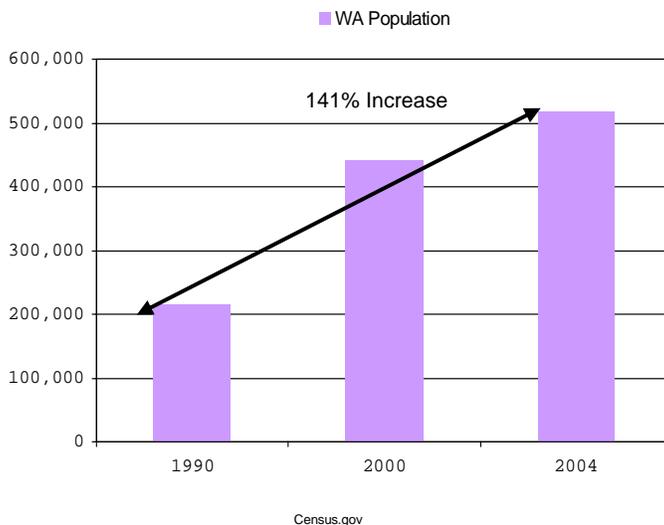
In 1998, 7.2% of state expenditures (\$122,849,917) went to minority and women owned businesses. Initiative 200 also known as the “Washington State Civil Rights Initiative” was passed in November of that year thus removing racial quotas.

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

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

Hispanics spending in the nation was \$212 billion in 1990, \$490 billion in 2000, and \$736 billion in 2005.

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



Top Hispanic Counties

OFM 2006

Washington	565,390
King County	117,890
Yakima County	95,380
Pierce County	50,030
Snohomish County	37,620
Franklin County	36,500
Benton County	24,790
Clark County	22,640
Chelan County	15,530

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

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

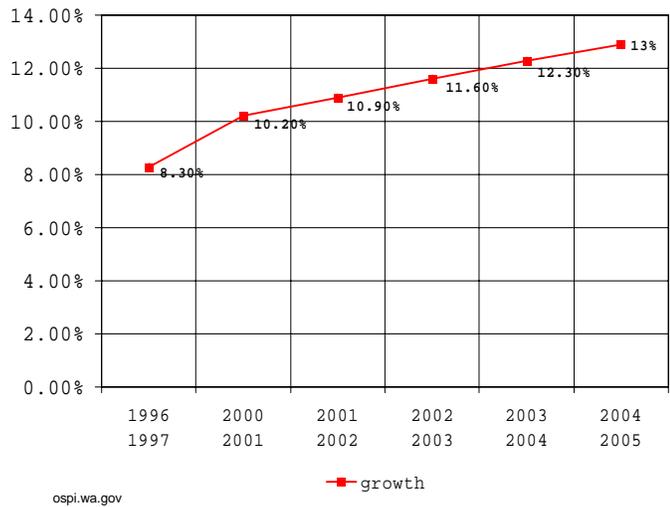
The annual graduation rate for Hispanic students in Washington is 54%, compared to 73% of White students. Hispanics make up 12.9% of the Washington State public school population. (ospi.wa.gov)

Only 35.5% of fourth grade Hispanic students met the 2007 math standard for the Washington Assessment of Student Learning, compared to 65.1% of non-Hispanic White students. For the tenth grade math standard, 25.6% of Hispanic students met the standard, compared to 56.3% of White students. For the tenth grade science standard, only 15.5% of Hispanic students met the state standard, compared to 41.4% of white students. (<http://reportcard.ospi.k12.wa.us/Reports/>)

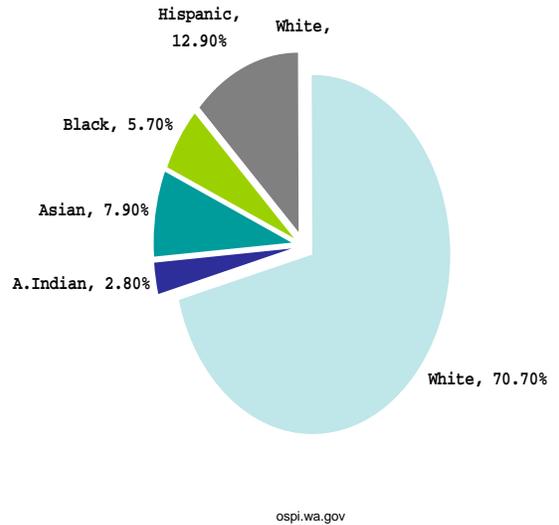
Hispanic Enrollment & Graduation Rates 2003-2004

Total Enrollment	30,290
Graduation Rate	54%

Hispanic Student Enrollment



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



The Commission staff is currently comprised of two FTE exempt employees. The Commission experienced a reduction in its staffing, travel, and infrastructure in FY 2002 and 2003 and unfortunately its budget no longer provides for contracting services that were once included internally.

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

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

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

In fiscal year 2008 CHA had to implement a reduction in travel. Commission's annual meeting schedule has been reduced from 6 to 4 in order to stay within the allotted budget. One of the main objectives of the Commission is to identify community issues, which can best be accomplished by holding community meetings throughout the state. Due to higher operating costs, the travel budget has had to be reduced. In order to continue our community outreach the Commission will need to rely on creative and innovative strategies that will compensate for the non attendance of the Commission and staff around the state.

Other challenges that hinder us from carrying out our mission are:

- Hispanic population is ubiquitous
- Commissioners serve as volunteers & have time constraints
- Continued growth of Hispanic population increases the number of issues we need to address
- Limited staff prevents us from resolving IT issues
- Limited staff prevents us from fully researching issues
- Limited staff prevents us from fully researching issues

Performance Assessment

In 2007 the Commission developed the first comprehensive strategic plan. The plan assisted the Commission to examine the mission established by the legislators and changed some of the practices of the Commission.

In 2007 the following goals were identified:

Justice and Equity:

Goal 1—*The Commission's Justice and Equity Committee will partner with targeted State agencies to examine the concerns of*

adequate interpreting & translating services for monolingual Spanish speakers.

Outcomes:

1. *A statewide conference was held with DOH, DSHS and L&I in attendance.*
2. *CHA's Chair a member of the Court Interpreter Committee.*
3. *State agency and community organizations committee was developed. Committee meets once a month to discuss improvement of services to Hispanic community.*

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

Outcomes: A legislature gang committee was formed. The committee met throughout the state and a report was published. CHA provided testimony at both the community and legislative hearings. The bill was passed by both houses and was signed by the Governor.

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

Outcomes: Outcomes still in progress.

Education:

Goal 1 -*Partner with state agencies and organizations to find solutions to the Latino drop out rate.*

Outcomes:

Had Two meetings with the Superintendent Terry Bergeson. Results- A review of the Migrant/Bilingual program is in progress. Funds were allocated to conduct a study on the Latino Educational Achievement Gap.

Goal 2 -*Increase the Latino parental involvement throughout the state of Washington.*

Outcomes: CHA, OSPI, and the Educational Ombudsman developed a parent resource guide.

Goal 3 -*The Education Committee will partner with state agencies and organizations to advocate and support the success of the WASL.*

Outcomes: CHA public meeting format was changed to include a panel of community decision makers that includes the local School District Superintendent.

Economic Development:

Goal 1 -Provide small business owners and those seeking to start a business the knowledge, tools and resources required to be successful.

Outcomes: CHA assembled a group of state licensor agencies that meet once a month to talk about ways to improve reach out efforts to Latino Businesses. Department of Financial Institutions increased their outreach, translated documents into Spanish and hosted a radio program that provided information to Latino Businesses. Department of Revenue translated the “how to open a business in Washington State” process and attended the Tri-Cities Expo.

Goal 2 -The Commission’s Economic Development Committee will provide financial literacy training to Hispanics.

Outcomes: CHA’s Director hosted a Spanish radio program on financial literacy, also taped 3 radio public service announcements.

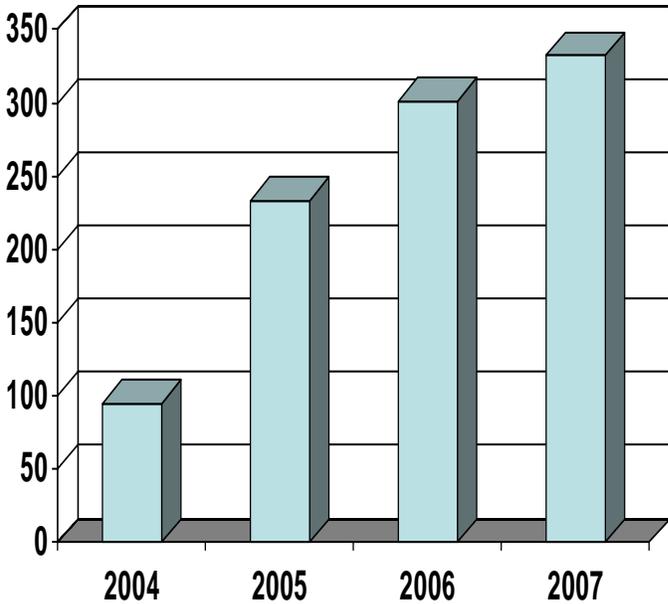
Legislative Affairs/Advocacy:

Goal 1- Improve participation of Hispanics as voters and stakeholders in state government.

Outcomes: CHA assembled a number of meetings with three national organizations were involve in the discussion improving voter participation. The meetings resulted in a partnership between Whitman college and League of United Latin American Citizens. (LULAC) The partnership conducted a study on developing strategies to improve voter participation.

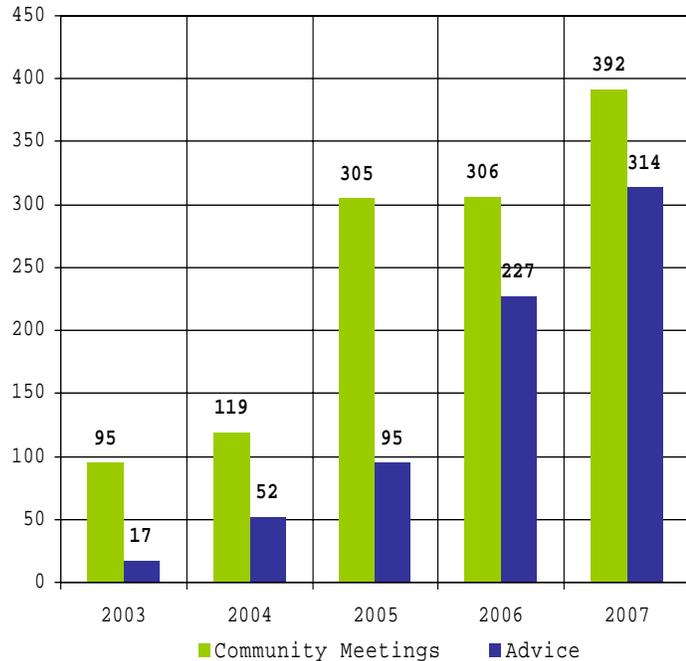
Commission Activity

Community Meeting Attendance



Significant Increase in Attendance

Commissioner Activity



Justice & Equity Committee

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

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

Goal – Improve civic engagement amongst Latinos by establishing an infrastructure to foster leadership development

Situation:

- Low voter turn out and low voter registration
- few Latinos on boards, commissions, councils, etc.
- apathy, lack of ownership, feeling that "I'm not part of this community"

Measures

- # of Latino appointed/ elected officials
- # of Latino candidates for public office
- # of registered voters
- # of Latinos who voted

Action

- CHA will coordinate the formation of a Latino Leadership Board whose mission will be to develop a Latino Leadership Conference
- CHA will partner with The United States Hispanic Leadership Institute (USHLI) to implement project S.E.D. "My Vote es Nuestra Voz" at four high schools with large percentage of Latino students to engage our youth on the importance of the electoral process

Time Line

Send list of organizations to Director	July, 2009
Committee members will draft the Rational paper with input from others	August 2009- Send draft to all (Present to Executive Committee)
Final Paper Due	November 2009
Committee Chair will prepare Save the Date flyer	December 2009 - Send Save the Date flyer
Committee will write invitations	January 10, 2010
Staff will send invitations out	January 20, 2010
USHLI will send letters to High schools	July, 2009
Training is conducted with teachers	September 2009

Education Committee

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

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

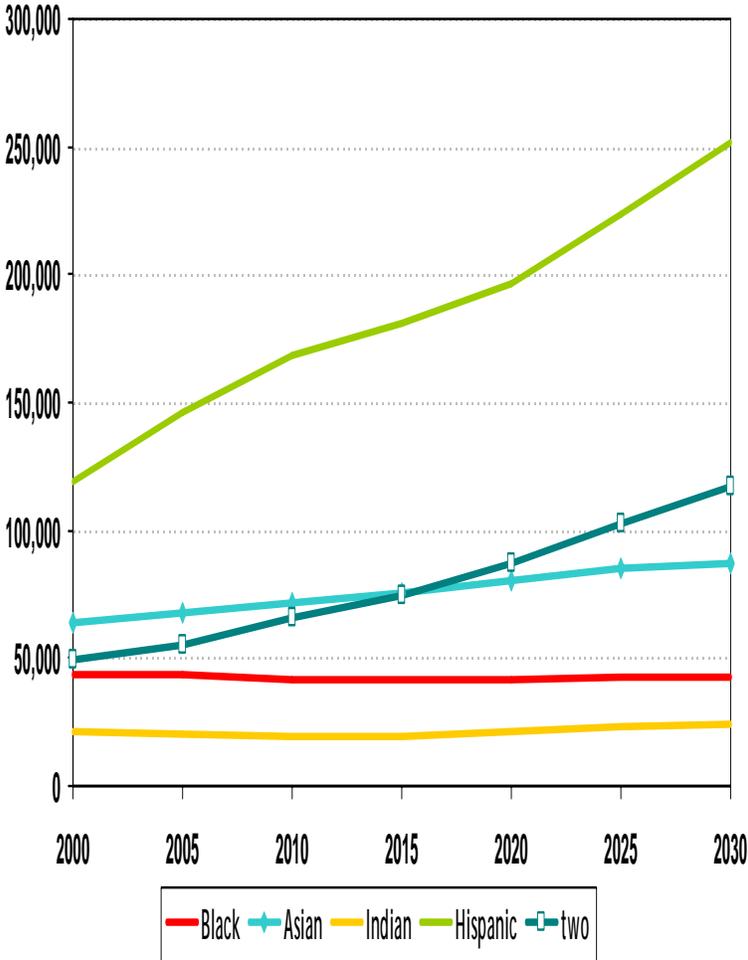
Goal 1 - Address the drop out rate among the Latino population in the State of Washington. The Education Committee will partner with state agencies and organizations to find solutions to the Latino drop out rate.

- Measures**
- Latino students WASL scores
 - Latino students graduation rates

- Action Steps**
- Establish a Latino Research Institute at WSU

- Time Line**
- Meet with Governor's Policy Educational Director: August 2009
 - Meet with Legislator's Educational Committee Chairs: September 2009 and September 2010

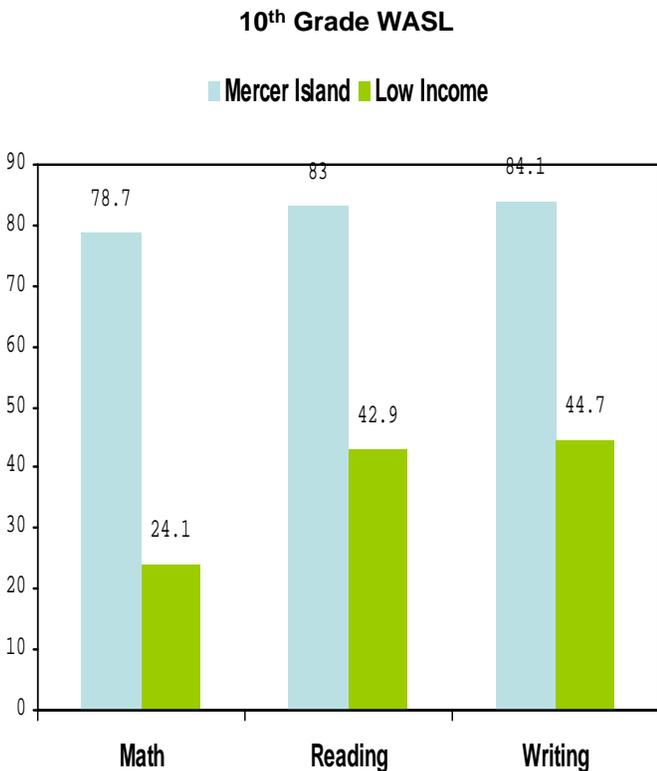
Projected Growth in Minority School-Age Population 2000 - 2030



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

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

- Measures**
- Latino students WASL scores
 - Latino students graduation rate
 - Completion of the parent resource guide
-
- Action Steps**
- In a partnership with OSPI and the Office of the Educational Ombudsman will develop a parent resources guide
 - Meet with OSPI and obtain information on parent involvement
-
- Time Line**
- Participation with LEAP in 2009 and 2010 conferences
 - Each commissioner will meet with at least one home Visitor in their area per fiscal year
 - Published parent resource guide will be distributed 10/2009



Hispanics/Latinos 10th Grade WASL

Year	Reading	Math	Writing	All 3	Science
1998-99	26.0%	11.6%	20.8%		
1999-00	35.9%	12.6%	12.7%		
2000-01	38.4%	14.6%	23.5%		
2001-02	34.9%	14.3%	29.4%		
2002-03	34.6%	16.2%	34.3%	17.5	11.1%
2003-04	41.3%	19.6%	42.5%	16.0	11.1%
2004-05	53.1%	23.9%	43.7%	20.1	14.2%
2005-06	62.5%	25.4%	59.9%	21.8	14.0%
2006-07	66.1%	25.6%	68.6%	26.8	15.5%

Source: OSPI

Economic Development Committee

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

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

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

Measures

- # of conferences
- # of state agencies who provide Spanish services

Action Steps

- Coordinate with selected Hispanic communities throughout the State and partner with local Hispanic Chambers and US Small Business Development Centers to provide business conferences in Spanish. These conferences should include business workshops and resource tables
- Engage in conversations with the various city and county local agencies to determine the needs of the local Hispanic community.
- Take steps to provide opportunities (forums, round tables, discussions) to local Hispanic business owners and identify what services each agency can provide
- Add the list of all state agency directories in CHA's web page.

Time Line

- A minimum of three conferences annually. The first in the winter months (February or March 2009), the second in the spring (April – June), and the third in the fall months (September – November 2010)
- Directories will be posted by December 2009

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

NW Hispanic Retail Spending (millions) By Market Area (2006)

Retail Category	Seattle/ Tacoma	Wenatchee / M. Lake	Yakima/ TriCities	Portland / Salem	Boise
Grocery/Supermarket	\$510	\$92	\$352	\$269	\$132
Restaurants/Fast Food	\$208	\$27	\$132	\$100	\$49
Apparel	\$102	\$13.5	\$66	\$49	\$25

Other Objectives

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2009-2015

Other Objectives

Cost Reduction Strategies

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

Other cost reduction strategies:

- Carpooling/Motor Pool for commute to public meetings & reimbursing Commissioners for most economical travel mode
- Conference Calls versus attending meetings
- Radio Sol & Radio KDNA to inform and solicit input
- Partnerships with private entities to assemble and print assessment report
- Director staying at Commissioners', friends', or relatives' homes versus hotel/motel
- Use of "no fee" meeting venues for public meetings
- Catering Commissioner public meeting luncheons versus per diem

Risk Management Strategy

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

Risk, Obstacles, Opportunities Faced by Agency

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

Other Hispanic state commissions with smaller Hispanic populations have bigger budgets and more staff. Idaho, our neighboring state, has less than half the Hispanic population as Washington state (139,314); they have four FTE's. Ohio, also has less Hispanic population than Washington state (263,994) and has a budget of over one million.

A move to a new office location is anticipated; additional costs associated with move are:

- Lease Increase & Move costs
- IT Software and Hardware purchase/replacement

As the Hispanic population increased so did the demands on the agency. The Commission receives an average of 25 telephone calls per day, has had an increase in the request for Commissioner assistance along with a 200% increase in attendance at community meetings. This increase has

placed a strain in the very small agency's travel budget. Without an increase in resources for travel the agency will not be able to meet the demand of our constituents or for the Office of the Governor to be visible in the community. In FY 08 CHA had to reduce the community meetings from six to four to keep within the allotted budget. CHA has leveraged the current resources to the extent possible.

HISPANIC OR LATINO BY TYPE

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

Washington State Commission on Hispanic Affairs

Comisión de Asuntos Hispanos

210 11th Ave SW Room 301A

P.O. Box 40924

Olympia, WA 98504

1-800-443-0294

www.cha.wa.gov