

SOMOS NUEVA YORK: THE ROAD AHEAD FOR LATINO NEW YORKERS

acknowledgements

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about our network



Hispanic Federation (HF) is the nation's premier Latino nonprofit membership organization. HF uplifts millions of Hispanic children, youth and families through public policy advocacy, innovative community programs and strengthening Latino nonprofits. By working with a dynamic network of leading Latino community-based organizations, HF is able to fulfill its mission to empower and advance the Hispanic community.

As part of its advocacy strategy, HF works with its network of nonprofit leaders and institutions to educate policymakers, funders, the public and media about the needs and aspirations of Latinos in the areas of education, health care, immigration, economic development, civic participation, the environment and more.

The following organizations are part of HF's New York City member network:

100 Hispanic Women	Dr. Richard Izquierdo Health & Science Charter School	New York Council on Adoptable Children (C.O.A.C.)
Acacia Network, Inc.	El Barrio's Operation Fightback, Inc.	Northern Manhattan Arts Alliance
ACCION East and Online	El Museo del Barrio	Northern Manhattan Coalition for Immigrant Rights
Afro Latin Jazz Alliance	El Puento	Northern Manhattan Improvement Corporation (NMIC)
Aid for AIDS	El Taller Latino Americano	Pregones Theater Puerto Rican Traveling Theatre
Alianza Dominicana (Catholic Charities Community Services)	Exodus Transitional Community, Inc.	Puerto Rican Family Institute
Amber Charter School	Hispanic AIDS Forum	Regional Aid for Interim Needs, Inc.
Asociación Tepeyac de New York, Inc.	Hispanic Information and Telecommunications Network, Inc.	Repertorio Español
ASPIRA of New York, Inc.	Hope Line Resource Center for Community Development	Society of the Educational Arts, Inc.
Avenues for Justice	I Challenge Myself	Southside United Housing Development Fund Corp. (Los Sures)
Betances Health Center	Institute for Puerto Rican/Hispanic Elderly	Spanish Speaking Elderly Council
BOOM Health	Latina Women in Action	St. Ann's Corner of Harm Reduction
Casita Maria Center for Arts and Education	Latino Commission on AIDS	Sure We Can
Coalition for Hispanic Family Services	Latino Justice PRLDEF	Teatro Círculo
Committee for Hispanic Children & Families	Loisaida, Inc.	Urban Health Plan, Inc.
Community Association of Progressive Dominicans (A.C.D.P.)	Make the Road New York	Violence Intervention Program
Comunilife, Inc.	Masa-Mex Ed	VIP Community Services
Dominican Women's Development Center	Mercy Center	VOCES Latinas
Dominico-American Society	National Latina Institute for Reproductive Health	We Stay/Nos Quedamos
	New Immigrant Community Empowerment (NICE)	

a letter from hf president



November 2017

Dear Friends,

Four years ago, as New York City prepared to elect its first new Mayor in more than a decade, Hispanic Federation published “La Gran Manzana: The Road Ahead for New York City’s Latino Community.” We explained the key challenges facing more than two million Latino New Yorkers and offered a blueprint for addressing those challenges. It was a bold document that combined thorough research and real-world experience to create an agenda to improve the lives of Latino families across our city.

In light of New York City’s recent municipal elections, we believe it’s time to revisit this report to identify ongoing challenges and future opportunities for Latino New Yorkers. Our goal here remains the same as before: to lay out a roadmap for strengthening and empowering the Latino community.

The truth is that issues such as education, affordable housing, economic development, and criminal justice continue to be top concerns for Hispanic households across our five boroughs. While the last four years have seen important achievements in the city on early childhood education, elder care, immigrant services, and safety, we face serious issues in the areas of prison reform, homelessness, affordable housing and college retention and graduation. None of these issues are easy to resolve, but they are vital to our city’s well-being and future progress. No one expecting to lead this grand metropolis can ignore these issues and their importance to Latino New Yorkers.

Latinos are an indelible part of New York City. By and large, candidates who are serious about seeking city-wide office are eager to engage our communities, and share their vision for the future with us. This has not always been the case and that change is important and well-earned. But talk isn’t enough. We need candidates with a record of commitment to our community. Candidates that understand our needs and are ready to enact policies and move resources to help us meet them.

Hispanic Federation and its network of over 60 New York City Latino nonprofit organizations are uniquely positioned to understand those challenges because we confront them each day. Through our network, we are able to tap into the expertise of some of New York’s brightest leaders and institutions, and bring together a foundation of knowledge and leadership to create policies and programs that empower and advance the Hispanic community.

It is in the spirit of building stronger communities and a stronger city that we present: **Somos Nueva York: The Road Ahead for Latino New Yorkers**. Our hope is that this guide will help government, nonprofit and philanthropic leaders formulate and advance policies that strengthen and uplift Latinos and diverse neighborhoods throughout our five boroughs. We look forward to the work ahead.

Sincerely,

José Calderón
President

executive summary

Approximately 2.4 million Latinos call New York City home, accounting for nearly one-third of the Big Apple's population. In the last few decades that population has grown dramatically. Some 700,000 more Latinos live in New York City today than in 1990. That remarkable rate of growth is matched by an even more impressive diversification of the city's Latino communities. While New York City's Latino DNA is still thoroughly connected to established Puerto Rican communities, things are changing. Between 1990 and 2015, New York's Dominican population doubled in size. In the Bronx, Brooklyn and Queens, the growth of Mexican, Ecuadorean and Colombian populations have thoroughly refashioned entire neighborhoods. Today, the traditional Puerto Rican bodega is just as likely owned and operated by a Dominican as it is a Mexican. And in neighborhoods across the city it is likely that you can find pupusas on the same block as pernil. The Latinization of New York City is going strong.

But in celebrating the growth and diversity of Latino New York, it's important to recognize that for many Latinos, life in Gotham is challenging. Housing costs continue their inexorable rise. The public transportation system is more expensive and less reliable. Wages are flat and social mobility remains out of reach for a great many of our working families. The fact is that Latinos have the lowest median household income out of all New Yorkers. Even more troubling, more than a quarter of the city's Latinos live in poverty, including nearly 40 percent of Latino children. Low educational attainment rates continue to bedevil our community. While the percentage of Latino New Yorkers who lack a high school degree has steadily declined, one-third of adult Latinos in New York City still do not have a high school diploma. More disconcerting is the fact that only 15% of our high school graduates are deemed "college ready" when they complete secondary education.



During the last four years, with support from City Hall and the New York City Council, a number of initiatives have begun to address the critical challenges our communities face, including support for early childhood education, community-centered schools and immigrant services. But there is still much more to do. The winners of New York City's 2017 mayoral and council races must build on these achievements and focus on creating innovative and effective strategies to address key areas of Latino life in our five boroughs, including:

- **Strengthening Latino Nonprofits**

The Latino nonprofit network is vast and growing. It provides everything from health care to housing, education to employment. In recent years, a number of initiatives have come out of City Hall to help support and strengthen Latino nonprofits. The Nonprofit Communities of Color Stabilization Fund, for example, has helped to strengthen Latino nonprofits by providing financial support for critical needs. Expanded support for these and other programs, including streamlining of city-awarded grants, is something the Latino nonprofit network will be looking for from its elected leadership.

- **Improving Education**

Few things matter as much as education. The creation of Pre-K For All, and more recently 3-K For All, have been well received by Latino families eager to start their children on the path to a quality education early in life. But while the achievements in early education are clear, there is still much work to be done in supporting students in the middle school, high school and post-secondary years. Initiatives such as community-centered schools show great promise in supporting our city's students and improving their educational outcomes. City Hall's support for the expansion of these school and community-based partnerships, along with a renewed focus on college readiness rates, is essential to addressing the historic Latino education gap in New York City.

- **Supporting Healthy Lifestyles**

Asthma, diabetes, obesity, cardiovascular disease and HIV/AIDS disproportionately impact Latino New Yorkers. The economic and social costs of these diseases, together with drug addiction, are enormous. New York City's incoming leadership must place increased emphasis on providing quality, affordable health care to Latino New Yorkers, including preventative screenings, health education and greater support for community-based treatments. The newly elected Mayor and City Council must redouble efforts to provide care for those suffering from addiction and chronic illnesses across our city.

- **Protecting and Supporting Immigrants**

New York City was built by immigrants. The future of the city rests on successfully integrating new immigrants into our economic and political systems. Against the backdrop of anti-immigrant rhetoric and policies coming out of Washington, D.C., the Mayor and City Council leadership has an especially important responsibility to ensure that New York City remains a national model of immigrant acceptance and integration. New York must continue to increase its support for legal aid for immigrants, strengthen municipal sanctuary provisions and stave off federal immigration encroachment and overreach. The new administration must also redouble its efforts to offer new immigrants civic instruction and English-language classes.

- **Economic Empowerment and Financial Stability**

For far too many Latino New Yorkers, financial stability remains an elusive goal. Saddled with ever increasing costs and stagnant wages, survival, not success, is often the reality for a majority of our families. City Hall and the New York City Council can do more to ease the financial burden on Latino families by promoting greater financial literacy and education, increasing workforce training and development, establishing employment match partnerships, and providing needed food, housing and income support to working families struggling to make ends meet.

- **Environmental Justice**

2017 marks five years since Hurricane Sandy destroyed significant parts of New York City's low-lying coastal areas. The damage done by the storm exposed how susceptible the city is to natural disasters. It also exposed just how many low-income New Yorkers are especially at risk of losing shelter, employment and even their lives when the next big storm hits. While the city has made important strides in terms of emergency preparedness in recent years, there are other important environmental justice issues that weigh heavily on the lives of Latino New Yorkers. Poor air quality, exposure to toxic chemicals and other contaminants, substandard public housing, and water quality in public buildings and schools all disproportionately affect Latino communities and demand the attention of the city's Mayor and City Council.

- **Criminal Justice**

We are at a crucial juncture in the history of criminal justice in America. From community policing to sentencing reform, the nation is struggling to reform a system that often acts with a reckless disregard for people of color. Over the last several years, New York City has made important strides in criminal justice reform including reducing sentences for poor, non-violent offenders, increasing community-police partnerships and strengthening local community-based courts that focus on alternatives to incarceration. These are all positive steps but there is more our city's elected leadership can do, including expanding youth outreach programs that extend beyond the school-age years, expanding the successful Neighborhood Policing Program, and increasing access to the criminal justice system for marginalized Latino groups including battered women, victims of hate crimes, and undocumented immigrants.

- **Women's Rights**

Much of the dynamism of Latino communities comes from our women. Latina students. Latina entrepreneurs. Latina mothers. Latina community and elected leaders. New York City is built on the labor and talent of Latinas. But Latinas encounter significant challenges in New York City, including pay inequity, limited access to quality child care, high rates of domestic violence, and lack of access to quality health care. The newly elected Mayor and City Council must help Latina New Yorkers overcome these barriers. That includes strengthening enforcement of civil, domestic, and workplace rights, increasing access to affordable childcare, and working with community-based organizations to create avenues for educational and economic advancement for Latinas.

- **Arts & Culture**

New York City is the cultural capital of the nation. The city is home to some of the world's most important art museums, the most prestigious music halls, and the glitz and glamour of Broadway. But there is also a robust cultural life far away from these cultural anchors. In Latino communities throughout New York City, there are musical, theater and folkloric dance groups that are an essential part of the city's rich cultural milieu. Unfortunately, our community arts organizations remain woefully under-funded and under-capitalized. City Hall must increase opportunities for these groups to secure funding and technical expertise from the Department of Cultural Affairs and the city's philanthropic sector. It will also be up to the Mayor and City Council to strategize about the best ways to leverage cultural assets in Latino communities to create jobs, promote tourism, and spur linked entrepreneurial endeavors.

- **Civil Rights**

We live in an era of direct attacks on civil rights. Affirmative action. Voting rights. Access to health care. Immigrant rights. Protections for the poor and people of color. LGBTQ rights. All of these hard-fought and essential rights for our diverse communities are under siege by the current federal administration. New York must be a national leader in defending civil rights for all of its residents. Towards that end, City Hall must reinforce the investigative and enforcement powers of the New York City Commission on Human Rights, expand civil rights education in schools, ensure that language rights are respected in the classroom and the workplace, and strengthen relationships between Latino communities and enforcement agencies to root out civil rights violations.



section 1:

strengthening latino nonprofits

Latino nonprofit organizations are on the front lines of advancing social justice in New York City. They feed the hungry, shelter our seniors, and care for those living with HIV/AIDS. They also champion the needs and aspirations of our communities through policy advocacy, coalition-building, community organizing and civic engagement. Moreover, they serve as a vital source of employment and economic security for thousands of New Yorkers. In short, Latino nonprofits represent some of the most vital and dynamic institutions we have in New York City.

It's precisely because of the importance of these institutions that in 2014, the New York City Council created the Nonprofit Communities of Color Stabilization Fund in partnership with the Hispanic Federation and other leading nonprofits. The Fund has provided needed resources to help nonprofits thrive. It's the kind of model program the city must grow over the next four years.

Unfortunately, despite these successful programs, many of our organizations continue to struggle. While Latinos comprise nearly 30% of New York City residents, foundation and charitable giving to Latino nonprofits are barely at 2% of total awards.

We recognize that elected officials understand the value of our sector more than ever before. But there is still much more to do if we expect nonprofits to continue providing critical services to Latino New Yorkers. The urgency to support these groups has increased as the federal government threatens to drastically cut social spending. It's up to the Mayor and our City Council leadership to expand programs that strengthen nonprofits with technical assistance, training, and funding for key operations.



The Mayor and City Council can do a better job supporting our city's human services infrastructure by implementing the following reforms:

- Increase New York City's Nonprofit Stabilization Fund to 50 million over a five-year period to support people of color-led nonprofit organizations and ensure that nonprofits are able to engage in long-term planning to meet operational infrastructure needs and technical assistance
- Work with community-based organizations in the Latino community and communities of color to adopt a formal definition of what it means to provide "culturally competent" services
- Increase transparency regarding the diversity of Request for Proposal (RFP) Review Panels, sharing information on how these individuals are selected and their credentials to serve on the panels
- Ensure that those serving on RFP Review Panels reflect a similar demographic composition of the intended service population
- Issue an annual publication to increase transparency and accountability of RFP Review Panels, with information showing the panels' demographic composition, minutes, etc.
- Support public-private partnerships that ensure funding for diverse and culturally competent agencies
- Advocate for foundation funding for culturally competent and diverse agencies
- Create opportunities for smaller organizations (annual budget of under 150K) to access multi-year grants for growth
- Provide an increase in OTPS funding for all New York City contracts in order to sustain the health of contracted community-based organizations
- Increase advanced payments of city contracts to 50% of total award for non-profit organizations to help address gaps in funding for service provisions and ensure on-time delivery of services
- Support the creation of a new mechanism to advance funds for city contracts, including partnerships with financial intuitions to create a low-interest loan fund for community-based organizations
- Analyze the operational processes for funding throughout the city to streamline and centralize the administration of grants
- Create a centralized way to offer administrative support for nonprofits to assist community-based organizations to navigate through the city contracting process
- Mandate training and education for City Council members regarding the city's contracting processes and encourage open conversations with City Council members and community-based organizations
- Analyze the sub-contracting policies of large community-based organizations that are granted city funding and sub-grant out the majority of work to smaller CBOs to inform the development of a mechanism for transparency around sub-granting funds



section 2:

improving education

New York City's very future depends on its ability to significantly improve educational outcomes for Latino students and other children of color. The fact is that Latinos represent more than 40 percent of New York City's public school population and that number is likely to grow over the coming years. Unfortunately, Latino educational success in New York City's public schools has been marred for decades by underachievement and despair. The last several years, however, have provided some good news. Four years ago the Latino graduation rate was 59 percent, today the rate is nearly 67 percent. That's real progress that needs to be celebrated.

Yet despite this improvement, serious problems remain. The disparity between Latino graduation and college readiness rates and those of other New Yorkers remain wide. In fact, only 15 percent of Latino high school graduates are deemed "college ready." And English language learners (ELLs), who make up 13 percent of city students and who are overwhelmingly Latino, have a shocking 30.8 percent graduation rate. These outcomes are completely unacceptable and constitute an educational crisis for our community and New York City.

The effects of these academic shortcomings ripple outward and affect every aspect of our community. Most directly, it severely stunts Hispanic college graduation rates and Latino social and economic progress. Latino college retention and graduation rates across New York City are abysmally low due to poor secondary preparation, growing tuition costs, and too few culturally appropriate counseling and student success programs at institutions of higher learning.

With the right supports, we know Latino student success is not only possible but likely. Our experience with CREAR Futuros, the Hispanic Federation's Latino college success program at select campuses within The City University of New York, shows what can happen when there is a culturally and academically appropriate model to drive student and institutional engagement. For the sake of our youth, their families and the future of New York City, the newly elected Mayor and City Council must enact a series of reforms designed to improve student achievement, harness the power of parents, support adult learners, and make every school, no matter where it is in New York City, a place of effective learning for all our kids and their families.



section 2: improving education (continued)

The following recommendations will ensure New York City sets a path toward achieving these goals:

1. Early Education

- Make free full-day pre-Kindergarten available to all City three- and four-year-olds and ensure that all communities have equitable access to 3-K and Pre-K across the city
- Expand full-day to 6:00 PM to allow for parent schedules or different family dynamics
- Invest in providers and Pre-K teachers as partners, ensuring compensation and training similar to K-12 grade teachers
- Provide culturally responsive education training to administrators, teachers, and providers together with community members
- Train teachers to identify and work with special needs students, and engage parents in the early intervention process
- Develop transparent outreach processes by partnering with community-based organizations to better inform parents, in their native language, about Pre-K provider options
- Streamline admissions and enrollment processes for parents
- Meaningfully engage 3-K for All feedback and recommendations

2. English Language Learners (ELLs)

- Increase the number of Spanish transitional bilingual, dual language, and enhanced language support programs across the five boroughs, especially at Pre-K level and at the high school level for older and recently arrived ELLs
- Support the expansion of innovative immigrant- and ELL-serving schools like International High Schools, newcomer academies, and night-and-day academies, especially for older ELLs, unaccompanied minors and recently-arrived youth
- Provide extended school-based learning time, including afterschool and summer academies for ELLs, as well as targeted programming for ELLs performing below grade level and Students with Interrupted Formal Education (SIFE)
- Develop transparent outreach processes to inform parents and teachers about standards, testing

changes and other updates in native languages, and in appropriate and comprehensive summaries

- Provide a report on ELLs in NYC, including indigenous populations across the city and a plan for meeting their education needs, developing a resource map of the district for parents to better access language resources, including indigenous speaking languages
- Support and expand community organization-run school parent resource centers and NYC Department of Education Welcome Centers to provide multilingual information and computer access on school issues
- Fund community and school-based ELL Parent Academies to prepare and assist parents and families in supporting their children's education and share best practices for expanding the program
- Increase accountability measures around parent engagement, including tracking benchmarks and demonstrating the Parent Coordinator's activities within the community
- Develop and implement a system of accountability for ELL program compliance
- Strengthen ELL teacher quality by providing all teachers an opportunity to learn methodologies to support ELLs in all academic and elective courses and by expanding bilingual teacher recruitment initiatives, including expanding the Subsidized Bilingual Extension Program
- Collaborate with the State Regional Bilingual Education Resource Network to access bilingual resources
- Implement alternative means of ELL graduation assessments and provide additional resources to support increased ELL graduation rates within 4-6 years
- Identify factors driving under-enrollment of ELLs at Career and Technical Education (CTE) high schools
- Work with non-designated CTE Schools to ensure equitable access to CTE for their ELL students
- Increase supports for ELLs in CTE schools and classrooms, including training teachers in working with ELL CTE students, and ensure work-based learning opportunities are accessible to all ELLs
- Convene an advisory committee focused on ELLs and CTE program
- Create bilingual CTE programs

3. Meet the Needs of Students and Families, and Build Strong Community Schools

- Significantly reduce and sustain class sizes in Renewal schools for subgroups, including ELLs, Latino/Hispanic students, and students with special needs
- Institutionalize funding for schools that have improved and sustain funding for schools as they move out of the bottom five percent
- Provide additional resources to foster relationships between Latino-led community-based organizations and schools in the pursuit of authentic community schools and extended learning time
- Streamline the Request for Proposal (RFP) and procurement processes for community-based organizations to effectively serve communities in need
- Provide technical assistance to community-based organizations that would like to become Department of Education vendors
- Allow for innovative program models in Out-of-School Time Request for Proposals that meet the demands of the community
- Provide incentives for excellent teachers to relocate to failing schools
- Cultivate quality teachers with a model that allows for reciprocal peer feedback, observation, and check-ins
- Expand training, supports and resources for school and district staff to become skilled in using culturally responsive pedagogy, curriculum and practices
- Create transparency with the Family and Community Engagement Office as a functioning centralized resource center to highlight best practices for meaningful parent engagement and provide guidance to school leadership to better engage parents
- Increase the role of Parent Engagement Coordinators in school governance to allow them to have more input regarding family engagement
- Shift away from zero tolerance discipline towards alternatives to discipline including, but not limited to, positive conflict resolution, restorative practices, and student leadership development
- Sustain and expand community-based organization-led dropout prevention, opportunity youth, and multiple pathways initiatives, inclusive of recently arrived immigrant youth and families



section 2: improving education (continued)

4. Out-of-School Time Support

- Expand and sustain summer and afterschool programs in Latino neighborhoods
- Support a policy that would require all schools to partner with high quality youth-serving community-based organizations to keep schools open between 3:00 PM – 6:00 PM to provide academic, cultural, athletic and other activities and supports to students
- Encourage the Department of Education to invest resources at the school level in order to provide technical assistance, relationship building, and communication coordination from school leadership to ensure community-based organizations and school partnerships are successful
- Revisit the funding formula to increase funding for students with high needs, and review contract amounts annually to reflect enrollment of such students each year
- Ensure that access to the Summer Youth Employment Program is inclusive of and accessible to all eligible youth, including first generation and youth from mixed status families who may have paperwork for proof of income that is less traditional

5. Increasing Diversity and Inclusion

- Improve parent outreach, including in various languages, regarding admissions policies for middle and high schools, as well as the availability of preparation programs for Gifted & Talented (G&T) and Specialized High School programs
- Create school-based, not borough-based, information outreach
- Utilize community school partner organizations to perform outreach to families regarding the admissions process
- Create and utilize common admissions language, starting with elementary schools, that parents are familiar with by providing continual, ongoing, repetitive informational interactions
- End sole reliance on standardized tests for admissions to programs, middle schools and incorporate other factors like grades, portfolio assessments and other academically-reliable factors
- Create bilingual G&T programs and programs geared towards English Language Learners

- Create equitable access to G&T programs and Specialized High Schools for English Language Learners

6. Postsecondary and Career Success

- Increase partnership capacity with Higher Education Services Corporation (HESC) in order to better address the needs of parents, including those of immigrant youth
- Utilize HESC and community-based organizations via funded train-the-trainer models to lead and increase college application and financial aid workshops
- Provide training for guidance and/or college counselors and staff to effectively educate students and parents on financial awareness and the college going process. Ensure that the training is inclusive of the needs of mixed status, undocumented, first-generation and newly arrived students
- Create a Guidance Counselors for All Initiative, allowing for increased guidance/college counselors to reduce the student-to-counselor ratio
- Provide CUNY free tuition for all city public school graduates finishing in the top 5% of their graduating class
- Provide financial assistance programs for undocumented, DACA-mented and part-time students in CUNY
- Sustain and expand opportunity programs such as Accelerated Study in Associates Program (ASAP), Search for Education, Elevation, and Knowledge (SEEK), and Discovery programs to increase retention and graduation rates
- Increase aid for CUNY Summer Immersion programs to support college readiness
- Administer the CUNY Entrance exam to all senior NYC DOE high school public and charter school students
- Assess the College Now data to determine which programs are effective and increase programming to replicate best practices
- Increase the number of proven and promising college access programs and practices such as Student Success Centers and College Access Research and Action (CARA)
- Replicate and expand community-based initiatives that train Latino parents on how they can support their children's learning such as the Hispanic Federation's Pathways to College Success program



section 3:

supporting healthy lifestyles

The high rates of diabetes, asthma, obesity, depression, heart disease, HIV and Hepatitis C in Latino communities shows we have a lot of work to do to improve Hispanic health in New York City. Poverty, environmental factors, limited education and inadequate access to affordable and quality health care are at the core of what's driving Latino health disparities.

In particular, the health crisis among Latino children is real and devastating. Parents flock to hospital emergency rooms to treat their children suffering from chronic asthma and other lung diseases caused by poor housing, air quality and health care. Latino teens, lacking access to mental health services, have rates of depression and suicide attempts that are dramatically greater than their peers.

For older Latinos, diabetes and physical inactivity compound the health challenges implicit in aging. And they too face the need for competent and culturally sensitive mental health services.

For all Latinos, these health issues are made more difficult to treat by the lack of access to health care. Latinos continue to have the lowest health insurance coverage rates of any group in New York City. Despite the higher prevalence of risk factors, nearly every health disparity Latinos experience could be prevented or more effectively managed given timely access to health care and proactive health education.

Under the Affordable Care Act, and New York State's own push to expand coverage to its residents, access to health insurance has improved for many Latino New Yorkers. But the winds of change are blowing from Washington and it is very likely that many in our community will once again find themselves having to decide whether they can afford health care.

In the face of cruelty and cuts from the Trump administration, New York City's leaders must ensure that Latino families can access the health care they need.



section 3: supporting healthy lifestyles (continued)

There is a great deal that the Mayor and City Council can do in the following areas to improve the health of Latinos:

1. Youth Development

- Focus on physical exercise for students by enforcing city compliance with school physical education requirements (daily gym classes for grades K-3 and at least 3 days per week for higher grades)
- Invest in community activities for teens throughout the city (dance, sports, drama, etc.), especially for ages between 13 and 18 to support overall wellness for youth
- Evaluate impact of current nutritional education in NYC schools and reinforce its importance
- Increase investment for afterschool programming and create partnerships with corporations and foundations to increase funding for programs
- Increase funding to suicide prevention programs serving young people of color and promote such programs, especially for Latina teens who have the highest rates of suicide attempts in New York City

2. Combating Obesity

- Analyze criteria of how the city determines where bike share programs are established and redesign to ensure that the program is expanded to Latino communities
- Make the bike share program more affordable to low-income communities
- Improve bike and walking paths within the Latino communities throughout the city, including upper Manhattan and the outer borders
- Increase availability of Shape Up New York activities to city parks, especially those in the outer boroughs
- Expand outreach campaigns to inform communities about existing exercise programs, especially in Latino neighborhoods by funding community-based organizations to conduct such campaigns in a culturally competent manner



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- Expand the city’s anti-obesity campaign and ensure public education campaigns are conducted in Spanish
 - Create partnerships with bodegas and grocery stores to ensure that low-income communities have access to affordable, healthy food and beverages
 - Expand the use of “health bucks” to supermarkets and bodegas within Latino communities
 - Provide incentives for supermarkets and bodegas to provide bigger selections of culturally relevant fruits and vegetables



3. HIV/AIDS, Viral Hepatitis, STI Prevention & Treatment

- Create a multi-cultural, multi-lingual outreach campaign to inform all New Yorkers about Pre-Exposure Prophylaxis (PrEP) in order to support ending the AIDS epidemic
- Support the blueprint to End the AIDS Epidemic by 2020 and ensure that the New York City budget aligns with the goals of the blueprint
- Expand and support syringe access programs throughout the city
- Educate New Yorkers about syringe access and its life saving benefits in reducing rates of HIV and viral Hepatitis

4. Substance Use - Addressing the Opioid Epidemic & Crystal Meth Use

- Support the use of buprenorphine to combat the opioid epidemic by launching a public education campaign to inform New Yorkers about the benefits of the drug
- Launch a study on the use of medical marijuana in reducing the use of opioids
- Support the creation of safe consumption spaces in New York City
- Expand community-based prevention and treatment programs throughout New York City
- Analyze the city's drug policies that have a disproportionate effect on communities of color and work to reform those policies

5. Eliminate Health Disparities

- Create and share a city-wide plan to eliminate health disparities; produce an accountability plan with publicly shared benchmarks; and publish a biannual progress report
- Design and implement culturally competent and continuous public education campaigns focused on educating Latinos on prevention and access to care for health disparities - including heart health, diabetes, asthma, cancer and other diseases disproportionately impacting the Latino community - and work with community-based organizations to develop an action plan to reach vulnerable communities
- Ensure culturally competent and multilingual access in Centers of Excellence across New York City
- Analyze the usage of Centers of Excellence amongst the Latino population and ensure oversight in the delivery of services and address ways in which the city responds to the lack of cultural competency
- Fund community-based organizations to provide culturally competent outreach promoting accessible healthcare services
- Partner with local medical schools to increase and improve training of students with regards to cultural competency and health literacy issues within marginalized communities
- Work to increase people of color in the medical field (physicians, nurses, nurse practitioners, social workers) by addressing the stumbling blocks that prevent Latinos and other persons of color from pursuing high-level medical careers
- Educate New Yorkers about the various alternatives to medications, including alternative health services and therapies (acupuncture, mindfulness) and promote inclusion of these services in City health benefits packages
- Expand outreach and promotion (including social marketing) to educate the Latino community on the importance of preventative health screenings
- Fully engage in the Delivery System Reform Incentive Payment (DSRIP) Program and conduct research on its impact on Latinos in the city
- Request that the Centers for Medicare and Medicaid Services (CMS) release yearly reports on any changes to the program and their impact on various populations across the city, specifically Latinos, to increase transparency of CMS



6. Reproductive Justice

- Direct funding for schools to provide education & outreach for reproductive health services to their students
- Promote the use of female condoms and make them assessable to all women across the city
- Launch a public education campaign on how to prevent unwanted pregnancy, including the promotion of Plan B
- Create a multi-year social marketing community mobilization campaign with women organizations as stakeholders to promote full range of reproductive health services

7. Safe Spaces

- Continue to train NYPD officers on naloxone which helps to reframe and increase the positive role of NYPD within the community
- Expand culturally competent education efforts to promote the Good Samaritan Law
- Expand funding for Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Homeless Prevention Programs
- Provide free mental health services to first-responders
- Support and strengthen trans-led community based organizations
- Invest in anti-stigma campaigns regarding transgender communities

section 4:

protecting and supporting immigrants

New York City is a city built by and for immigrants. Indeed, our City has a long and rich tradition of welcoming and integrating immigrants. As recently as 2015, there were more than 3 million foreign-born New Yorkers residing across the five boroughs, representing some 37 percent of the city's total population. The largest share of those are Latin American immigrants, and they have fundamentally reshaped the city. Latino immigrants have rebuilt Gotham's neighborhoods – starting new businesses, enriching our food, language, arts and culture, and overall becoming an indelible part of the city's social, economic and political fabric.

But these newest New Yorkers face a multitude of challenges – from language barriers to fraudulent businesses – that make life hard for their families and slow economic advancement. If New York wants to continue its economic success and its proud claim as the capital of the world, it must remain focused on being a national model for immigrant acceptance and integration. Services for immigrant New Yorkers have improved significantly in recent years but we are still far from meeting their needs, particularly in key areas such as language instruction, legal protection and financial literacy and counseling.

New York City's immigrants now face an even greater challenge: an administration in Washington focused on punishing and criminalizing immigrant communities across America. From the revocation of DACA and attempts to pass a Muslim travel ban, to threats to withhold funding from sanctuary cities and cut legal immigration in half, there can be little doubt that the xenophobic actions being carried out by the Trump administration are going to harm and undermine our city itself.

This is a critical moment in the history of immigration to America. It's time for New York City to stand up and uphold our interests and values. With that in mind, our city must increase its support for legal aid for immigrants, strengthen municipal sanctuary provisions, stave off federal immigration encroachment and overreach, and bolster government and nonprofit programs to meet the existing and expanding need for immigrant services.

Photograph courtesy of Jessica Guzman.



Here are some of the ways our Mayor and City Council can achieve those most worthy goals:

1. Promote Immigrant Services

- Restructure the existing Immigrant Opportunities Initiative (IOI) program to allow for community-based organizations that are Department of Justice recognized, or with attorneys on staff, to directly apply for IOI funds or reform current policies to allow for sub-grantees of IOI to directly complete immigration applications and petitions
- Increase IOI funding to \$25 million to serve an additional 50,000 new New Yorkers and expand the range of allowable activities to include:
 - Comprehensive immigrant eligibility screenings
 - Tax preparation
 - Identification document support
 - Legal clinics
 - Wage theft prevention and recovery services
 - Employment assistance
 - Fraud prevention and general community outreach
- Increase funding for immigrant adult literacy and English as a Second Language (ESL) classes including the City Council Adult Literacy Initiative
- Broaden Adult Basic Education programs to include overall literacy programs (ex. Spanish language literacy)
- Create a pathway to encourage and support community-based organizations to become Department of Justice recognized to increase the number of culturally competent immigrant service providers throughout the city

2. Protect Vulnerable Immigrants from Fraud

- Support the creation of a special victims' crime unit for victims of notario fraud, either through the Department of Consumer Affairs or all borough District Attorney's Offices
- Fund an undercover investigation unit to pursue and examine notario fraud to proactively protect the city's immigrant community
- Ensure that the Department of Consumer Affairs enforces New York State's Justice for Job Seekers law

- Expand the Department of Consumer Affairs' capacity to ensure enforcement of legislation and work with community-based organizations to assist in enforcement strategies
- Launch a culturally competent outreach campaign to inform the immigrant community about the Manhattan District Attorney's Manhattan Construction Task Force, which encourages workers to submit their fraudulent OSHA cards in exchange for 10 hours of legitimate OSHA training and a free, legitimate OSHA card
- Encourage the outer borough District Attorney's Offices to implement the Construction Task Force OSHA card replacement program
- Increase monitoring and enforcement of safety protocols at construction sites to make construction jobs safer for the immigrant community
- Increase funding for District Attorney's Offices with Immigrant Affairs Units to ensure sufficient capacity and encourage issue expansion (wage theft, victims of hate crimes, etc.)
- Urge Staten Island's District Attorney's Office to implement an Immigrant Affairs Unit
- Conduct a study to analyze various enforcement strategies regarding wage theft by employers, specifically the potential for criminal prosecution
- Conduct a culturally competent community outreach and education campaign about the Immigrant Affairs Units and their role in the criminal justice system
- Conduct outreach to inform immigrant communities about reporting discrimination based on immigration status through the NYC Human Rights Commission

3. Take Action to Keep Families Together

- Reform City policies to prevent local government from complying with any detainer requests unless post-conviction is coupled with a judicial warrant
- Adapt legislation to treat certain localities as sensitive locations where ICE enforcement will not be allowed, except for judicial orders
- Ensure that sensitive locations extend to surrounding properties so that immigrants feel safe outside designated locations, such as waiting outside their children's school for pick-up, outside of courthouses, etc.

- Encourage all District Attorneys to use discretion in pursuing charges without immigration consequences for non-citizen defendants
- Encourage all District Attorney Offices to hire immigration attorneys to conduct comprehensive analyses of potential immigration consequences of charges and advise on collateral consequences
- Implement policies to minimize low-level arrests within marginalized communities, especially immigrant communities and help keep communities of color out of the system
- Oppose participation in any federal immigration enforcement program
- Expand the New York Immigrant Family Unity Project (NYIFUP) to ensure universal representation with no carve outs, and expand funding for NYIFUP to ensure quality and complete implementation of the program
- Fund a pilot program for a low-interest bail loan fund for low-income New Yorkers, immigration bonds & home detention

4. Don't Shut Out Immigrants

- Ensure that the city is enforcing their translation and interpretation policies, especially for indigenous languages
- Ensure that the Department of Education has access to and utilizes city translation systems, similar to those in hospitals

- Prohibit any city program that extends to undocumented individuals from maintaining identification information

5. Support Day Laborers

- Continue to expand funding for the Day Laborer Workforce Initiative
- Create a funding stream for organizing work and advocacy for the Day Laborer community
- Collaborate with community-based organizations to create a program to hire attorneys to pursue wage theft cases

6. End Housing Discrimination Against Immigrants

- Launch a comprehensive public education campaign regarding tenant rights that focuses on the immigrant community, documented and undocumented
- Develop a system to include those without immigration status into the low-income housing developments by accepting alternatives to social security numbers and credit checks

7. Support DREAMers

- Create a \$20 million initiative to support college costs for undocumented youth who are ineligible for financial aid



section 5:

economic empowerment and financial stability

New York City is the financial capital of the world. Investment banking, venture capital, asset management — it's all right here. Latinos are steadily making inroads in that vital sector. But far away from Wall Street, Latinos are also shaping the city's economic landscape. They're creating small businesses in record numbers, powering our service economy, and are serving as the backbone of the city's newest construction projects.

Yet, in many of the city's neighborhoods it has become increasingly difficult for families to make ends meet. Saddled with low educational attainment rates, many Latinos are limited to jobs that pay crippling low wages. Those lucky enough to find employment often take jobs that offer few benefits and even less security.

Beyond employment matters, Latino families are faced with the impact of forces well outside of their control. The affordability crisis is making New York City inhospitable to Latino families. Increases in housing, transportation and utility costs have combined to make New York City one of the least affordable cities in the nation. For Latino families, whose median income is the lowest of any group in New York, this has meant living in substandard and often dangerous housing and depending on a strained network of public and private charities and food pantries for everything from children's clothing to groceries. "Making it" in New York has become increasingly difficult.

Perhaps the single greatest issue facing the city is the lack of affordable housing. Latino families in particular have increasingly found themselves pushed out of their neighborhoods by rising rents and hostile landlords eager to maximize profits at the expense of the community. It is not surprising that Latino families now account for nearly one third of the city's homeless population.

Resolving these issues is complicated but not impossible. And the stakes couldn't be higher. Put simply: our community will never grow into a thriving middle class community without reforms aimed at dramatically increasing the number of affordable low- and middle-income housing units in every corner of the city.



The Mayor and City Council can support working families and create a brighter future for all of New York City by:

1. Boosting Job Quality & Growth

- Design and implement a culturally competent know your rights campaign to ensure that workers are informed about city minimum wage and benefits, including paid sick leave
- Expand the city's retirement savings program to informal workers and create a benefits package (such as health, dental, vision, life and disability insurance) for informal workers to purchase
- Require Workforce1 centers to build and maintain relationships with local community-based organizations via “meet and greet” sessions to foster information sharing about programs and opportunities available to neighborhood residents
- Encourage grantees of city-funded workforce development programs to work with all community members, regardless of criminal history, by implementing a “good faith effort” policy for job placement reporting requirements – specifically, creating measures by which CBOs that are unable to find jobs for individuals with criminal histories are not penalized if they are able to show “good faith efforts” in assisting said individual in securing a job
- Fund a capacity building initiative for financial literacy workshops and workforce development programs within local community-based organizations to retrain, refresh, and retain staff
- Develop micro-lending programs to encourage small business development

2. Supporting Small Businesses

- Support local businesses in Latino and immigrant neighborhoods by encouraging tourism in East Harlem, Upper Manhattan and the outer boroughs
- Continue to expand entrepreneurial training and apprenticeship programs to foster growth amongst Latino small business owners and CEOs
- Formalize a process by which Workforce1 centers work with community-based organizations to find job placement for clients enrolled with workforce development programs and increase hires of neighborhood residents
- Implement culturally competent outreach and education campaigns to inform small business owners about various forms of access to capital
- Launch a Know Your Rights campaign to educate small business employers and employees about gender and LGBTQ regulations regarding non-discriminatory hiring practices

3. Expanding Workforce Development

- Include ESL and immigration services to city workforce development programs to help address the needs of immigrant job seekers
- Establish an accountability system to ensure enforcement of the NYC Fair Chance Act by creating a straightforward and accessible system for job seekers to submit complaints if they feel that a potential employer violated the NYC Fair Chance Act

4. Combating Poverty

- Increase capacity for the Department of Consumer Affairs Office of Labor Policy & Standards to protect low-income New Yorkers from employment agency abuse
- Restructure and coordinate workforce development services to promote career skills building and career advancement
- Promote the expansion of apprenticeship and credentialing programs
- Develop and expand culturally competent workforce development services that help English Language Learners improve their skills and obtain meaningful employment
- Support and pass progressive tax reforms, including closing corporate loopholes and raising income taxes on high-income earners to support anti-poverty and education programs
- Allow for low-income families to purchase half-priced MetroCards ensuring that all New Yorkers can afford public transportation to access jobs, health care services, education and training programs, and other essentials for living in the city
- Support the decriminalization of fare evasion to ensure that low-income people of color are not put in danger of losing housing, gaining a criminal record or deportation
- Analyze current contractor licensing laws and regulations to develop legislation that would work to curtail wage theft practices that prey on low-income, immigrant, and vulnerable communities



economic empowerment and financial security (continued)

- Create effective partnerships among labor unions, nonprofits, government and business to promote career ladders
- Increase the availability of GED-to-College programs and other support services for young adults to continue with post-secondary education
- Expand the city's financial literacy initiatives and partner with community-based organizations to implement culturally competent multimedia advertisements to inform all New Yorkers about basic budgeting, banking, credit and financial planning principles and resources

5. Tackling Food Insecurity

- Partner with green markets and Grow NYC to increase the number of green markets in the outer boroughs
- Widely expand Green Thumb, NYC's urban farming initiative, to low-income and marginalized communities
- Support the establishment of major supermarkets in low-income neighborhoods that currently lack options for purchasing fresh fruits and vegetables
- Expand funding to food pantries to purchase freezers for perishable foods to provide healthier options, a diversity of products, and promote balanced diets
- Expand outreach and education efforts to provide culturally competent education in applying for SNAP (Supplemental Nutrition Assistance Program), jobs, and overall wraparound services

6. Promoting Affordable Housing

- Ensure that Housing New York - the city's plan to increase affordable housing units – undertakes a holistic approach in promoting economic equity and addressing New York City's housing crisis by sharing data and potential impact of construction/preservation projects in targeted neighborhoods and taking into consideration the needs and concerns of affected communities
- Expand upon innovative housing revitalization models to ensure long term local affordability, including Community Land Trusts designed to empower local community-led organizations to own land and oversee properties on the land
- Use neighborhood median housing for establishing income eligibility guidelines for Affordable and Middle-Income Housing
- Establish accountability measures to ensure that any plan to administer improvements to NYCHA buildings and management is timely and fully implemented, all while providing transparency of process with community involvement
- Use alternative data to determine creditworthiness for all NYC affordable and subsidized housing
- Eliminate questions pertaining to criminal history on Housing Connect to ensure that all New Yorkers have a fair chance at securing affordable housing
- Centralize the application process for affordable housing throughout the city
- Expand the Alternative Enforcement Program to inspect and repair buildings in marginalized Latino neighborhoods

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- Design and implement a culturally competent outreach campaign to provide home owners with information on foreclosure prevention and preserve the Latino middle class
 - Increase access to credit for home buyers and inform community members about such programs

7. Combating Homelessness

- Engage communities to introduce shelters into the neighborhood and help to humanize the reality of those who utilize the shelter system
- Integrate small businesses with shelters to create a cooperative relationship between those that utilize shelters and small neighborhood businesses
- Support the homeless by preserving the right to shelter and ensuring robust social safety net services for all residents
- Provide workforce development training for shelter residents
- Screen shelter residents for mental health needs and assist residents in accessing mental health services



section 6:

environmental justice

Latinos in New York City face very serious environmental hazards, including disproportionately high rates of exposure to air pollutants and other environmental contaminants. This is especially true in those areas of the city where housing stock is substandard (such as some public housing facilities) and where Latinos come into direct contact with contaminants along highly trafficked roadways.

New York City has made a number of improvements in recent years to important environmental issues, including targeting lead poisoning, safeguarding the city's access to clean water, and increasing access to bike share. But despite these notable achievements, Latinos are still excessively affected by environmental discrimination in everything from access to green space to air quality. The impact of climate change is also very real and is disproportionately harming Latino communities. New York City's next generation of leaders must make resolving these disparities a priority.



section 6: environmental justice (continued)

The Mayor and City Council can promote environmental justice for Latino New Yorkers through the following reforms:

1. Solid Waste Management

- As the city implements commercial waste zones, ensure the highest possible standards for recycling, worker safety, and community impacts. Specifically, zoning should not only take into consideration greater efficiencies achieved by better routing of trucks, but also incorporate the marine transfer stations and closest facilities within the zones to reduce the overburdening on communities in North Brooklyn, the South Bronx, and Southeast Queens
- Ensure timely completion of the city's marine transfer stations to reduce impacts of the clusters of land-based waste transfer stations primarily located in Latino neighborhoods - including the East 91st and Gansevoort marine transfer stations
- Ensure that the marine transfer stations are used to their full permitted capacity, and that measures are taken to require use of the marine transfer stations by commercial waste haulers
- Pass "capacity reduction" legislation for land-based waste transfer stations, and once marine transfer stations become operational, ensure that such legislation is tailored to have a stronger impact on communities that have historically been overburdened with solid waste processing centers and other health hazards, (truck traffic, bus depots, etc.)
- Build upon and exceed the requirements of the State Environmental Quality Review Act (SEQR) to provide the affected community with a fair opportunity to have influence over the process and provide public input
- Design and implement culturally competent outreach and education campaigns, focusing on affected neighborhoods, to adequately inform community-members of the comprehensive impact (environment, health, economy, etc.) of potential actions with an environmental significance
- Create a city grant program to provide funds to community-based organizations to assist in outreach and education campaigns regarding actions that have the potential for environmental impact
- Create a sustainability plan that takes into account overburdened communities and historical patterns, including environmental justice remediation factors

- Ensure that enforcement and accountability mechanisms are in place to guarantee full implementation of enacted regulations

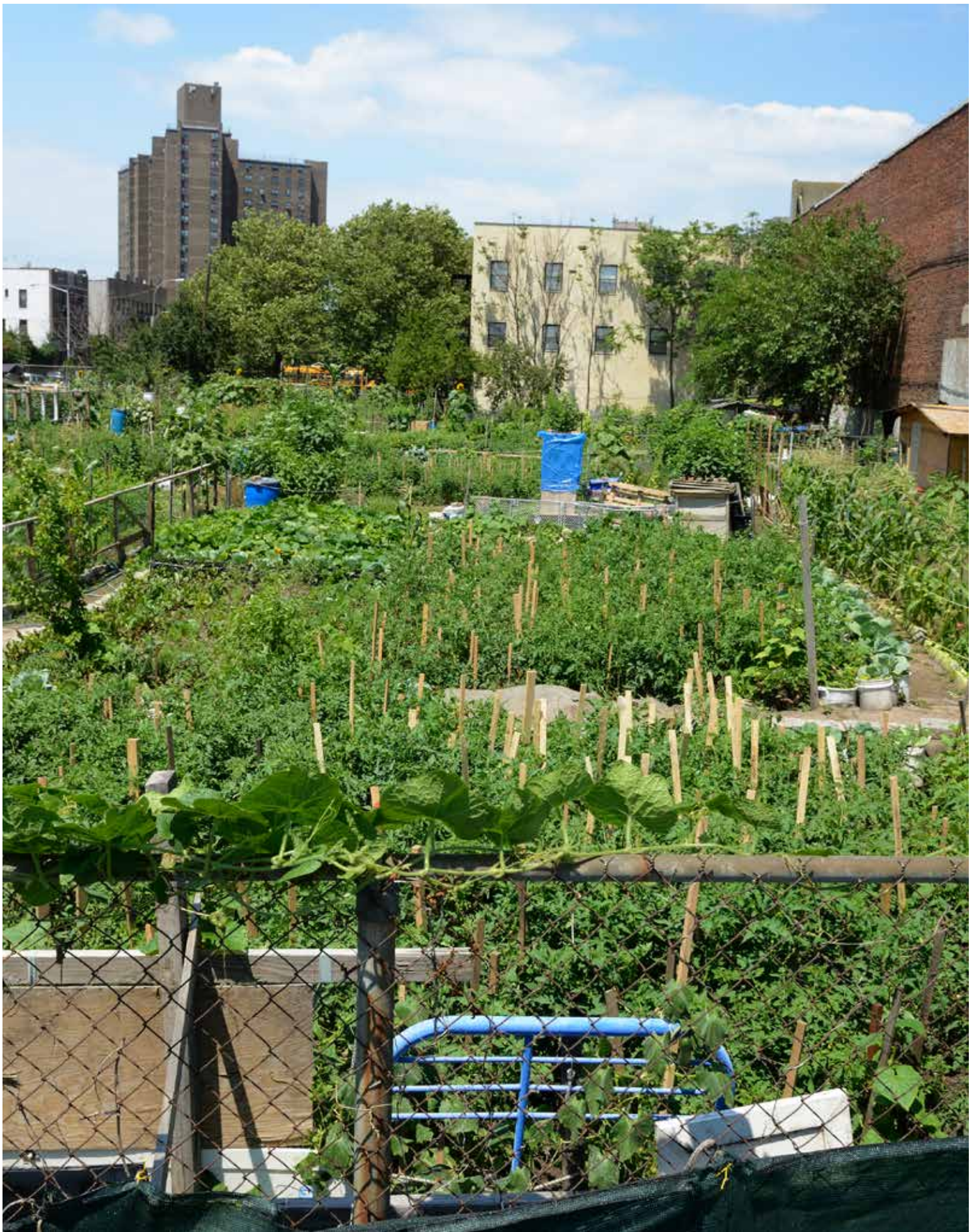
2. Energy

- Create systems so that NYC residents can locally generate renewable energy and sell it to the grid, support community-owned microgrids, and incentivize (tax, rates, fees, zoning, etc.) local distributed energy through renewable sources
- Provide resources for community-members to assist with the planning and technical assistance for renewable energy, energy storage, and microgrids
- Oppose the introduction of "waste-to-energy" technologies such as gasification, which are just newer forms of incineration
- Support distributed generation and microgrids for all New York City Housing Authority (NYCHA) developments and marginalized communities facing displacement, gentrification and increasing populations to prevent blackouts during severe weather events
- Increase investment in green buildings, retrofitting businesses, and older affordable housing and promote energy efficiency programs to reduce energy use with a focus on Latino and marginalized communities, including NYCHA buildings
- Promote green industry jobs among young people of color, including comprehensive job training, placement and certification programs within the industry
- Fund community-based organizations to become "green agents" that provide culturally competent comprehensive assistance to community members in accessing resources and programs available to make their homes and businesses green to increase retrofits and green buildings in Latino communities
- Expand Community Retrofit NYC to include funding for community-based organizations to assist with developing a culturally competent outreach and education program for the initiative and provide direct assistance to community members through the program



3. Climate Justice

- Analyze the city's infrastructure and capacity to adequately manage changing weather patterns as a result of climate change; mandate risk assessment of climate change through a community health investigation; and assess how the city is implementing lessons learned from Sandy into overall sustainability planning
- Offer financial and technical assistance for industrial facilities to develop and implement risk assessments of climate change impacts and hazardous substances emergency control plans
- Fund community-based organizations to develop culturally competent Community Preparedness Plans and provide orientations and trainings to schools, residences, churches, and other entities on preparedness for the next extreme weather event
- Analyze air contamination rates of parks within Latino communities and create green walls where needed to mitigate impact of air contamination on the respiratory system of neighborhood children and adults
- Assign air monitors to neighborhoods with poor air quality to advise the community on air quality and potential health impacts
- Analyze the city's transportation infrastructure to determine health effects on marginalized communities and develop a plan on curtailing and mitigating these impacts accordingly
- Examine existing open spaces to determine how they can be adapted to account for climate change, taking blue systems into consideration to adapt these spaces to account for extreme weather events
- Assess the degree to which city residents are exposed to potential toxic exposure associated with clusters of heavy industrial use in areas vulnerable to storm surge and flooding
- Support community-based organizations in their efforts to increase community resiliency through the development of community resiliency hubs, which consolidate resources for disaster preparedness and emergency management in order to provide a permanent location for vulnerable communities to access information and receive support before, during and after emergencies



section 7:

criminal justice

Equal protection under the law is a bedrock principle of American democracy. It is also an elusive one. For Latino communities across New York City the relationship with police, the courts, and the corrections system is often fraught with mistrust and misunderstanding.

In 2014, one poll showed that 71 percent of Latino New Yorkers felt they were treated unfairly by the city's criminal justice system. And it's not just polls that paint a bleak picture. Data from the NYPD itself suggests that Latinos are disproportionately stopped by police for even minor infractions, such as low-level possession of marijuana. The effects of these arrests are devastating to our communities. The mainly young, male targets of discriminatory enforcement end up in jail, facing bail payments they can't make. This all too frequently results in long-term incarceration even before their case ends up in the hands of a judge.

For those Latinos convicted of crimes, incarceration rates tend to be higher and longer than for non-Hispanic white New Yorkers. The community-destroying impact of this reality is sadly clear: lost work productivity, family separation, and diminished political power. Our city's political leadership must continue to partner with Latino community-based organizations to build trust with local police and reduce needless and counter-productive arrests, provide alternative to incarcerations especially for youthful offenders, and reform bail and sentencing processes.



The Mayor and City Council can promote criminal justice for Latino New Yorkers through the following reforms:

1. Uplift & Protect Youth

- Pursue public-private partnerships to attain funding for continuation of youth programs beyond afterschool programs, especially for minority youth between ages 15 and 21
- Develop and expand mentoring programs for vulnerable youth within communities of color that incorporates culturally responsive messaging from those that have been involved in the criminal justice system to share their experience as a form of prevention and healing
- Develop a community program resource tool for criminal justice decision makers (judges, public defenders, district attorneys) to utilize and gather information about existing programs for youth within the criminal justice system
- Ensure full utilization and expansion of Alternative to Incarceration Programs for youth ages 15 to 21
- Alternatives to incarceration should be analyzed as a first option when determining sentencing for youth ages 15 to 21
- Comprehensively address the issue of youth aging out of the foster care system and their disproportionate entry into the criminal justice system
- Ensure that access to mental health services is discussed through the Persons in Need of Supervision (PINS) Family Assessment Program (FAP)
- Ensure sufficient follow-up from mental health evaluations for youth that includes referrals to services and treatment

2. Create Success for Formerly Incarcerated

- Expand funding for Supportive Housing services for the ex-offender population
- Review jobs listed on the NYS Justice Center System and ensure that the city is not reducing jobs available to the ex-offender population
- Expand and increase employment programs for formerly incarcerated individuals, including training programs for youth and returning citizens
- Create accountability mechanisms to ensure that employers are abiding by the Fair Chance Act

3. Relationship Building with Community & NYPD

- Create a culturally competent education platform to inform the NYPD and public about racial profiling practices
- Give authority to the New York City Civilian Complaint Review Board to be held accountable for pursuing NYPD racial profiling accusations
- NYPD General Commanders should inform officers about their discretion regarding interactions with people of color and low-level offenses to reduce exposure of minority youth with NYPD
- Continue to expand the Neighborhood Policing Program

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- Measure police effectiveness by including positive police interactions in CompStat
 - Increase training for NYPD in identifying victims of sex trafficking, providing resources for such victims, and interacting with this vulnerable population

4. Combat Sex Trafficking

- Create a culturally competent public education campaign for safe and anonymous reporting for sex trafficking, especially in communities with high rates of sex trafficking
- Launch a public education campaign that identifies the real impact of sex trafficking on communities and highlights how the members of the community are participating in harmful behavior
- Examine the impact of programs for solicitors of prostitution that work to highlight the real impact of sex trafficking on the community
- Eliminate the use of condoms as evidence for prostitution charges

5. Resources and Relief for Vulnerable Communities

- Annually purge outstanding warrants for low-level offenses that are 10 years old or older, including identification documents attached to said warrants
- Ensure that courts provide assistance to defendants that are also victims of domestic violence
- Create resources for information for mothers being released from incarceration to regain custody of their children from Administration for Children's Services, including culturally competent community-based organizations that can assist with family reunification
- Encourage first responders to include substance abuse treatment specialists in their unit to identify and refer those with substance use issues to community treatment centers as opposed to the criminal justice system



section 8:

women's rights

The majority of New York City's more than 2 million Hispanics are women. In the workplace, in the classroom or at home, Latinas are driving the economic, social, cultural and political growth of the Latino community. Unfortunately, Latinas also bear the brunt of a number of significant socio-economic challenges.

In the workplace, Latinas face a significant income wage gap when compared to their non-Latina peers, as well as exploitation, discrimination and wage theft. At home, Latinas confront disproportionately high rates of domestic violence and few culturally competent resources to help them escape their abusers.

The city has tried to address these complex issues by increasing support for domestic violence victims, supporting women small business owners, and by creating universal Pre-K. But there is much more to do to ensure equity for Latinas in the city.



section 8: **women's rights (continued)**

The Mayor and City Council can help empower Latinas in the areas of health, criminal justice and economic justice through the following:

1. Economic Equity & Empowerment

- Enforce \$15 minimum wage, pay equity and anti-harassment laws through stings and employer education
- Ensure that employers are informed about restrictions on hiring practices regarding women, including inquiring about marital status, salary history, family planning, number of children, etc.
- Launch Know Your Rights education programs for women re-entering the workforce due to family leave
- Support the enforcement and expansion of paid family leave policies
- Uplift and strengthen informal businesses by decriminalizing street vending
- Encourage and support women-led enterprises by investing in the cooperative movement
- Develop physical, safe marketplaces for informal vending
- Increase funding to the NYC Human Rights Commission to increase capacity (investigators and attorneys) to respond to claims of discrimination in employment, public accommodations, and housing

2. Targeted Immigration Assistance

- Create a joint state and city task force on U Visas which includes community and legal organizations
- Provide an immediate public update and report on the approvals, denials and criteria used by all certifying agencies for fiscal years 15, 16 and 17
- Issue legislation to provide a reasonable U visa certification determination timeline for certifying agencies; create favorable uniform criteria and presumption for certification; and provide public annual quantitative and qualitative reporting on U visa certification requests and process

3. Support the Growth of Young Women of Color in New York City

- Sustain and expand funding for the Young Women's Initiative, which serves to identify the gaps in services for young women ages 12-24, with a focus on women of color
- Sustain funding for the Stars Citywide Girls Initiative to ensure that there are additional afterschool and summer opportunities for middle and high school girls, preparing them for academic and college success

4. Mental Health

- Provide culturally responsive, accessible and immediate screenings utilizing trauma informed practices that consider childhood sexual abuse, domestic violence and sexual assault and reproductive health
- Incorporate mental health screenings during annual physical check-ups and OB-GYN visits in city funded hospitals
- Direct City funded clinics and hospitals to collaborate with community-based organizations offering mental health services
- Support initiatives like Comunilife's Life is Precious program, which works to prevent suicide in young Latinas – the teen population with the highest rate of suicide attempts in the country

5. Reproductive Health

- Design and implement a culturally competent reproductive health education program for adult women (18+)
- Protect and expand women's access to comprehensive reproductive health services, including access to abortion without systematic or institutional barriers or deceptive practices
- Design and implement Latina youth reproductive health education programs that include comprehensive information, such as cyber bullying, online predators, sex trafficking, and access to birth control

6. Domestic Violence

- Increase funding for rent subsidies and access to safe, culturally sensitive shelters and community-based organizations to support victims of domestic violence
- Reform mandatory and dual arrest laws to protect survivors of sexual assault and domestic violence, specifically immigrants, women of color, and low-income women
- Mandate cultural sensitivity and trauma informed trainings for all Administration for Children’s Services workers
- Work with community-based organizations that serve the Latino community to establish relationships and communication with Administration for Children’s Services personnel to advise upon trauma informed practices
- Launch a community education campaign to inform community members about the language access capabilities via the NYPD issued cell phones that are intended for use by victims for domestic violence
- Allow community-based organizations that provide welcoming and culturally competent domestic violence services to access funds that are traditionally allocated to the Family Justice Centers
- Implement non-punitive initiatives that encourage small businesses to report domestic violence incidents
- Work with community-based organizations to provide culturally competent trainings to small businesses on reporting domestic violence incidents



section 9:

arts and culture

Latino arts and cultural institutions in New York City range from community-based theater programs to world-class museums. Each of these organizations serve a critical role in affirming and uplifting the aesthetics and rich legacies of our people from Latin America, the Caribbean and North America. Their contributions resonate throughout New York City – an island that is infinitely bigger and more dynamic because of the labor of these community arts institutions.

Despite their importance to the community and to the city at large, Latino cultural institutions continue to struggle against increasing costs and diminishing revenues. All too many of these organizations are at risk of closing. Losing these cultural anchors would be catastrophic for our community, not only because of the social connections and cohesion they engender, but because of their economic significance.

In East Harlem, for example, research showed that for every \$1 dollar that the city invested in El Museo del Barrio, the institution generated \$19 dollars, much of which circled back into the local community. The influx of tourists, the creation of spaces where artists can commercialize their work, the availability of employment opportunities for local residents, and the ripple effects on other sectors of Latino communities' economies (including restaurants, cafés, retail stores, etc.) are just some of the reasons why Latino cultural institutions need support from City Hall.

City Hall must equitably expand its investment in Latino arts and cultural organizations, providing much greater funding to support the administrative and infrastructure needs of these vital institutions, along with program grants.



The Mayor and City Council can improve the condition of Latino arts and cultural organizations, and ensure they remain a vital part of the art ecosystem of the city, by:

- Addressing equity in funding for all arts and cultural institutions across the city to ensure that smaller organizations are able to obtain sufficient funding to not only sustain, but also expand and strengthen their relationship with the community
- Analyzing the Department of Cultural Affairs (DCLA) funding distribution to ensure that the growth of the Latino community and newer institutions is reflected across grantees, providing both administrative and program support
- Developing mechanisms to increase both expense and capital funding for smaller, community-based arts and cultural institutions within Latino communities
- Modifying the existing reimbursement process through the DCLA so that smaller organizations that are unable to upfront funds are not at a disadvantage
- Developing and increasing streams for complete capital funding, including innovation and debt capital; general funding; and administrative funding for smaller arts and cultural institutions so that such organizations can afford to pay equitable wages, benefits, and invest in career development, succession planning, paid internships, recruitment, etc.
- Making Cultural Institutions Group (CIG) benefits packages – including health, dental, vision, retirement - available to all nonprofit arts and cultural institutions
- Supporting the expansion of CUNY Cultural Corps to smaller arts and cultural nonprofit organizations across the city, especially to those in Latino communities to ensure a pipeline for up and coming Latino leaders and increase knowledge of arts and culture organizations
- Increasing funding for DCLA and revamping the current proposal model for non-CIG institutions and create a city-wide approach for long-term investment in mid and small-sized organizations structured around sustainability and growth
- Investing in workforce development programs for non-CIG arts and cultural institutions
- Protecting artistic freedom and freedom of speech for all artists, including non-English and multilingual, artists with disabilities and multi-cultural expression so that the city can continue to be an artistic haven
- Directing funding toward individual artists to highlight the value of these multi-generational experts as a resource for arts and culture
- Working with small and mid-sized nonprofit arts and cultural organizations to modify CreateNYC and incorporate recommendations from the People’s Cultural Plan to create a comprehensive plan to protect and uplift arts and culture in the city
- Supporting and passing legislation, where applicable, from the revised CreateNYC plan to ensure that the importance of arts and culture remains a clear and authentic priority of the city



section 10:

civil rights

We live in an era where the civil rights of people of color are perpetually contested. On the street, at the polls, in the courts—everywhere it seems that the national civil rights movement is under siege. New York City has often been a safe harbor for people of color but the city still faces challenges to making sure all New Yorkers feel safe and are not unfairly targeted based on their race, gender or religion.

New York City has made important strides in recent years on important civil rights issues facing Latinos. Ending “stop and frisk,” limiting arrests for low-level offenses, and reforming the bail system have all combined to improve our criminal justice system while keeping our city safe. But the challenges ahead are still significant. Data released by the New York City budget office revealed that African Americans (56 percent) and Latinos (33 percent) account for 9 out of 10 of all inmates in the city’s jails. That staggering fact – driven largely by poverty, discrimination and racism – is an urgent call to action for the next administration and all of us, to work more diligently to eradicate the inequities that contribute to such disproportionate incarceration rates for people of color.

In addition, while voting rights may not be under siege in New York City as they are in other parts of the country, many Latinos in the city still find it difficult to exercise their right to vote thanks to a lack of bilingual poll workers and faulty machinery. These issues require a comprehensive civil rights strategy on the part of City Hall.



We recommend the Mayor and City Council work to achieve the following:

1. Strengthen Trust Between Community and Government Enforcement

- Support the passage of the Right to Know Act to further transparency of NYPD interaction with New Yorkers
- Expand the Civilian Complaint Review Board's outreach and communications to the Latino community to encourage Latino participation
- Establish a robust Immigrant Know Your Rights Against Immigration and Customs Enforcement campaign, such as basic rights shared on subway posters and PSAs

2. Combat Discrimination in Vulnerable Communities

- Increase funding for the Human Rights Commission to expand its capacity to properly address increased discrimination complaints coming from the LGBTQ community
- Develop a resource guide for community-based organizations to assist community members in filing hate violence complaints and lawsuits through the Human Rights Commission
- Utilize community-based organizations to serve as a bridge between the community and the Human Rights Commission and provide funds to formally build these bridges and provide information

3. Increase Civic Participation

- Work with the NYC Board of Elections to reform its bilingual poll worker program to thoroughly address various poll sites complaints, provide adequate language assistance, sensitivity training and increase transparency in these efforts
- Initiate a robust outreach campaign to work with community-based organizations to recruit culturally competent poll workers
- Establish accountability measures for the NYC Board of Elections to ensure that the law is properly followed before taking any action in purging voters from the rolls
- Create a specialized agency to work with community-based organizations to encourage participation in the 2020 Census and include education and engagement in various languages

4. Ensure Language Access Across Agencies & Schools

- Create an enforcement mechanism to ensure that agencies are abiding by language access laws and regulations, such as establishing a private right of action
- Monitor agencies to ensure compliance with language access policies
- Establish an online centralized complaint system that works to track the process of complaints
- Encourage the Human Rights Commission to publish a quarterly report that shares the types of complaints received by Latinos to assist in addressing trends of discrimination within communities
- Work with the Department of Education to train teachers to be culturally responsive to students who speak other languages, including indigenous languages within the Latino community and comply with the Dignity for All Students Act
- Ensure that schools provide consistent interpretation at school meetings and parent events
- Ensure that all materials are readily available in parent's home languages
- Develop transparent outreach processes in various languages through comprehensive summaries to inform parents and teachers about standards, testing changes, Every Student Succeeds Act policy changes, and their potential impact on their children
- Inform parents of their child's English Language Learner identification and rights to access services and programming by providing resource and program maps to parents and utilizing local community-based organizations to provide culturally competent information

conclusion

Four years ago, when New Yorkers headed to the polls to elect a new Mayor and City Council, the central question was this: what direction would New York City take after twelve years of the same, powerful executive in City Hall? Four years later, we have an answer to that question. We have made a substantial amount of progress on important issues such as early childhood education, access to quality health care, and income inequality. For the millions of Latino New Yorkers these achievements are more than good politics, they're critical to the survival of our families and our communities. Now that the elections are over, we turn our focus towards working with our city's leadership to strengthen and expand New York City's social safety net and increasing economic stability and success for all.

There can be no doubt that while there is much to be proud of, there are critical challenges that continue to vex us. We have struggled to find a suitable and humane solution to our housing and homeless crisis; a problem that weighs very heavily on low-income Latino New Yorkers. We must once and for all do away with a jail system that punishes the poor for being poor. We must finally fund our public schools adequately and fairly and provide parents, teachers and students with the tools they need to make education transformative. And we must invest in our public infrastructure to prepare for the inevitable challenges created by climate change. Solving these issues won't be easy but with a strong and thoughtful Executive and City Council leadership, we know real progress is possible.

Hispanic Federation and its network of Latino community-based organizations work daily to improve the lives of the millions of Latinos who call New York home. Our network includes large health providers and small community-based cultural organizations; educational centers and housing agencies. All of our member agencies know that New York offers big challenges but also big opportunities. They also know that having allies in City Hall that understand our community and are willing to invest in it, makes it easier to confront even the most difficult of tasks.

Finally, this election was more than just about the future of New York. In many ways, the election here can send a powerful message about what kind of nation we are. New York is the heart and soul of America. It's through our city that generations of immigrants have come to our country. It's in New York where the economic engine of the nation roars. It's in the Big Apple where culture shines. New York embodies those values we hold dear as Americans — openness, inclusiveness, innovation — values that seem to be under siege elsewhere in America, especially at the highest levels of our federal government. On every election day, New Yorkers can send a message to the rest of the country about what really makes America great.



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