



Meeting the Moment

Latine CBOs' Response to COVID-19

*An Assessment of Hispanic Federation's
Pandemic Grantmaking*

Acknowledgments

This report was prepared to highlight and acknowledge the extraordinary work of the Hispanic Federation's nationwide network of Latine and immigrant-serving nonprofit organizations during the COVID-19 pandemic. The report summarizes the detailed information provided by the 534 community-based organizations (CBOs) that received COVID-19 related grants from the Hispanic Federation from March 2020 to December 2022. All HF's COVID-19 grantees are listed in the appendix. The Federation's Latino COVID-19 Emergency Relief grantmaking was made possible by generous grants and other assistance from the following funders:

67th Precinct Clerical Council • AARP Inc. • AdventHealth • AirBnB, Inc. • Altman Foundation • Amalgamated Foundation • American Express • Arnold Ventures • Art and Science Partners, Inc. • Autoridad de Asesoría Financiera y Agencia Fiscal de Puerto Rico • Bank of America • Benevity Inc. • Bernard Hamilton • Bill and Melinda Gates Foundation • Blue Cross Blue Shield • Blueprint North Carolina, Inc. • BNY Mellon • Broadway Cares/Equity Fights AIDS, Inc. • Brown Brothers Harriman • Carnegie Corporation • Center For Disaster Philanthropy • Charles and Lynn Schusterman Family Philanthropies • Charles H. Revson Foundation • Charter Communications • City of Charlotte • Clara Lionel Foundation • Comcast Corporation • Connecticut's Social Equity Council • Datadog Inc. • DoorDash, Inc. • Elevance Health • Entertainment Industry Foundation • Every Vote Counts • Families and Workers Fund • Federal Communications Commission • Federal Home Loan Bank of New York • Fidelity Charitable • Florida Blue Foundation • Ford Foundation • Ford Motor Company Fund • Foundation for the Carolinas • Gibson Dunn • Goldman Sachs • Google.org • Greater Kansas City Hispanic Development Fund • Hartford Foundation for Public Giving • Hispanic Communications Network • Jack Dorsey • Kate B. Reynolds Foundation • Kenneth C. Griffin • Kroger Foundation • Lin-Manuel Miranda • Llewellyn Family Foundation • Loretta and Victor Kaufman Foundation • MacKenzie Scott • Macy's • Margaret & Daniel Loeb, Third Point Foundation • Mellon Foundation • Merck & Co., Inc. • Michael Walsh • Miranda Family Fund • Moët Hennessy USA, Inc. • Morgan Stanley • Morgan Stanley Foundation • Morningstar Investment Services, Inc. • Moveon.Org Civic Action • National Philanthropic Trust • Nespresso USA • New Venture Fund • New York City Department of Youth & Community Development • New York Community Trust • New York Life Insurance Company • New York Presbyterian Hospital • New York State Comptroller's Office • New York State Department of Health • New York State Health Foundation • New York State Office for New Americans • New York State Office of Children and Family Services • New York Times • Nonprofit Finance Fund • Novo Nordisk • Nuveen • Open Society Institute • Our American Future • Peloton Interactive • Pivotal Ventures, Inc. • Popular Bank • Prizeo • Puerto Rico Fiscal Agency and Financial Advisory Authority • QVC/HSN • RBC Capital Markets • RBC Foundation USA • RCHN Community Health Foundation • Robin Hood Foundation • Rockefeller Foundation • Sapere Aude • Schmidt Futures • Small Business Administration • Social Equity Council • Start Small Foundation • Steven & Alexandra Cohen Foundation • Target Corporation • TelevisaUnivision • The City Of New York • The Coca-Cola Foundation • The Leadership Conference Education Fund • TIAA • Tides Center • Tides Foundation • T-Mobile • Toyota Motor North America • Twitter, Inc. • U.S. Accenture • United Health Foundation • United States Citizenship and Immigration Services • United States Department of Agriculture • Voter Registration Project • W.K. Kellogg Foundation • Walmart Inc. • Warner Bros. Discovery • Wells Fargo • Wells Fargo Foundation • Windward Fund

The information and assessment of this report was managed by Almirca Santiago and Canela Torres, with assistance from Jaslyn Jimenez Peña. Many Federation staff provided advice and support, among them Frankie Miranda, Jessica Guzman Mejia, Jessica Orozco Guttlein, Brent Wilkes, Celina Cruz, Ingrid Alvarez-DiMarzo, Diana Caba, Mario Colon, Raul Contreras, Craig Goodwin-Ortiz de Leon, Bethsy Morales-Reid, Laudi Campo, Sian Du'Prey, Lariza Garzon, Charlotte Gossett Navarro, Roberto Valdez, Jr., Hila Berl, Michelle Born, Maria Lugo, Perla Rodriguez, Kelly Carrion, Peter Michelen, Cindy Treminio, Karla Urbina, and Sophia Alperovich. Emily Gantz McKay, of EGM Consulting, LLC, and Canela Torres analyzed the data and drafted the report. Amy Thesing was responsible for report design. The Board of Directors provided continuing support for the Federation's COVID-19 grantmaking, programs, and advocacy.



Table of Contents

2	Acknowledgments	36	Special-Impact Grantmaking
4	Message from the President	37	Immigration
6	Introduction	40	Other grants
9	Hispanic Federation	41	LGBTQ+ Community
12	Continuing Pandemic Impact	44	Mental Health
16	HF's COVID-19 Grantmaking	47	Domestic Violence
21	Food Assistance	50	Disaster Relief Assistance
23	Housing Assistance	54	Economic Empowerment
25	Broad Financial Assistance	58	Support for Organizing and Advocacy
27	Health Services	60	Rapid Growth Latine Communities
30	Arts and Culture	63	Capacity Building
32	Support for Operations	67	Learning Lessons / Moving Forward
34	Other Programs and Services	74	Appendix: HF's COVID-19 Grantees
		83	Endnotes
		86	HF Regional Offices

◀ Cover photo: Voces de la Frontera, Milwaukee, WI



Message from the President

The last four years have been among Hispanic Federation's most challenging, but also among its most successful in assisting the Latine community. Like our network, the Federation had to change course overnight during the pandemic to work remotely while continuing essential work. That meant simultaneously expanding our emergency service programs, raising funds, establishing a quick-response grantmaking process, getting funds to communities in great need through Latine nonprofits serving them, and monitoring those awards for impact.

Hispanic Federation's (HF) direct philanthropy spiked after Hurricane Maria devastated Puerto Rico in 2017. In 2020, with support from the private sector, foundations, and thousands of individual donors, the scope, level, and evaluation of grantmaking expanded almost overnight to help address COVID-19's devastating impact on Latine communities. From 2020-2022, our network grew to over 650 Latine-led, Latine-serving community-based organizations (CBOs) nationwide. We supported that network through grants, food to distribute, capacity-building trainings, and individualized assistance. Over 33 months, HF made \$32.4 million in grants — an average of close to \$1 million in grants a month over almost three years — to 534 different CBOs in 40 states, Puerto Rico, and the District of Columbia. Grantees leveraged that funding to generate a total of at least \$53.3 million in funds for social services.

We met the moment. When earthquakes or hurricanes added to the COVID-19 devastation, we provided disaster relief in Puerto Rico, Florida, and the Dominican Republic. We successfully established and grew the National Latino Digital Accelerator, helping more than 40 nonprofits increase their capacity to provide digital skills training, after pivoting from planned in-person to online work just as the program began. We initiated Advance Change Together (ACT) to support 25 Latine LGBTQ+ nonprofits working on the frontlines of advancing LGBTQ+ rights, equality, and services for our community and nation — and added 4 grantees in 2023. Understanding the long-term CBO need for additional resources, we sought public funding, leading to 14 active grants with a multi-year value of over \$56.6 million, most involving subgrants to network members. We have also greatly accelerated capacity-building efforts, with more planned for 2024.

We are proud of HF's unfailing support for our network and community through an almost unthinkable multi-year emergency. But we are far prouder of what we accomplished together with those CBOs and with our donors. Through an in-depth survey in the summer of 2021 and in detailed reports to HF in 2022 and 2023, these nonprofits documented services — food, shelter, and broad financial assistance and a wide range of human services — to 5,553,900 people. They shared stories of individuals and families whose lives were saved or improved through the devoted assistance of nonprofits large and small, new and well established, urban and rural.

**\$32.4
MILLION**
IN PANDEMIC-RELATED
GRANTS TO
534
DIFFERENT NONPROFITS IN
40 states,
PUERTO RICO, and the
DISTRICT OF COLUMBIA
servicing
5.55
million people

COVID-19 is not yet in the rearview mirror. Tens of thousands of Latine families lost loved ones, jobs, and financial stability, and their children face severe pandemic-induced achievement gaps. The record Latine unemployment rate of spring 2020 decreased rapidly thanks to our community's commitment to the workforce. But with the end of pandemic economic relief programs and benefits like the enhanced child tax credit, the child poverty rate for Latine children more than doubled, and as of 2022 was higher than before the pandemic. Latine nonprofits performed far beyond expectations, with consistently less public and private funding than mainstream nonprofits. However, most of our organizations face increasing challenges due to chronic underfunding by mainstream philanthropic sources, increasing community needs, and staff burnout.

Their work continues, and so does ours. The Latine community faces both new and ongoing challenges. Anti-immigrant policies and sentiment threaten national unity and economic progress. Fierce, fear-based attacks on diversity, equity, and inclusion endanger efforts to address structural racism and provide full civil rights and opportunities for all Americans. We will continue advocating with and for Latine CBOs and for policies and programs that support civil rights, justice, and equity and empowerment for all. HF looks to its network and to its donors to work in partnership with us to uplift Latine families and communities nationwide, and build a better future for everyone.



Frankie Miranda
President and CEO





Introduction

This report documents Hispanic Federation’s total grantmaking during the COVID-19 pandemic. It reflects our unwavering commitment to Latine community-based organizations (CBOs) and helps to tell the story of the heroic efforts that kept individuals and families fed, sheltered, and safe, protected and saved the lives of our most vulnerable individuals and, ultimately, helped communities survive a once-in-a-century pandemic.

Through statistics, service and outcomes data, organizational profiles, and individual stories, the report documents how HF and 534 nonprofit grantees located in 40 states, Puerto Rico, and the District of Columbia responded to one of the most challenging periods in U.S. history. With less funding than mainstream nonprofits, they provided services remotely and in-person, restructured to keep clients and staff safe, and pivoted and innovated to meet emerging needs. The report is a tribute to the resilience, importance, and commitment of Latine CBOs to Latine children, workers, families, and communities nationwide. ►

HF's grantmaking growth reflects the fact that COVID-19 has had a disproportionate impact on our community, and that the path to healing and recovery will be long and steep. But our giving and overall work also reflect a shared vision for the Latine community — of how together we can recognize and uplift its needs, interests, and aspirations, and help build stronger and healthier Latine families and neighborhoods and a stronger nation.

As the report documents, Latine communities faced a double crisis in the pandemic, suffering both the highest unemployment of any U.S. subpopulation and disproportionate illness, hospitalization, and death from COVID-19, often due to their exposure as frontline “essential” workers. As is typical in crises, Latines looked to trusted nonprofits to provide help and to lift their voices. When families were hungry, CBOs expanded or established food pantries and meal delivery programs — and HF provided grants and delivered food to them. As the need for mental health, domestic violence, and other services grew almost exponentially, HF and its network expanded services. When other emergencies occurred — caused by hurricanes, immigrants fleeing hunger and violence, or LGBTQ+ people facing discriminatory laws — HF and its network responded to them while continuing other services. Nonprofits organized and provided a unified voice, and HF helped amplify that voice nationally. In short, together, we met the moment.

The report summarizes all those efforts, capturing the depth and diversity of the COVID-19 response by HF's network of Latine nonprofits, and the efforts of HF as a grantmaker, advocate, service provider, and capacity builder in support of those nonprofits.

Hispanic Federation believes deeply in both transparency and accountability — to its community, donors, and grantees. HF monitors grantees while making the application and reporting process as straightforward as possible. The most important sources of information for this document are the CBOs themselves. In the summer of 2021, HF surveyed nearly 300 COVID-19 grantees and 85% responded, providing detailed data on their COVID-19 responses and challenges, use of HF funds, levels of service, most important outcomes, and their anonymous assessment of HF's grantmaking and other services. HF's online grant application and reporting system provide target populations, activities planned and implemented, number of people projected and actually served, successes and challenges, use of funds, and ongoing needs. This written information is supplemented by direct engagement with many grantees, through capacity-building assistance, service and advocacy partnerships, and regional training and networking sessions associated with HF's field offices. An external evaluation consultant and HF grants staff analyzed the data and wrote the report.

To our donors, network of Latine community-based organizations, volunteers, and other stakeholders, we hope you read this report with pride and gratitude for what we made possible together. We know that through sustained investments in our CBOs and community, we can drive change and build stronger communities and a better world.

NAMING OUR COMMUNITY

Many terms are used to describe U.S. residents of Latin American or Spanish-speaking origin or descent. This report uses primarily *Latine*, a gender-neutral term derived from Spanish. The *e* ending is found in other non-gender-specific Spanish words like *estudiante* (student). The report also uses *Latina* to refer to Latine women and *Hispanic* to report federal statistics, since that is the primary term used by federal agencies.

▼ The Mattie Rhodes Memorial Society, COVID vaccination event, Kansas City, MO





Hispanic Federation

WHO WE ARE AND WHAT WE DO

Hispanic Federation (HF) works to build power and advance the Latine community and its institutions through nonprofit capacity-building, grantmaking, community programs, advocacy, and emergency relief and recovery. Since its inception in 1990, HF has focused on supporting and strengthening Latine-led nonprofits as a key instrument for social justice and economic empowerment. Our greatest strength lies in our deep roots and relationships in Latine communities, with nonprofits, grassroots advocates, grassroots leaders, policymakers, media, and philanthropic leaders. HF works to dismantle systemic racism and inequities that put our community at a disadvantage, and does that in full partnership with other underrepresented communities and like-minded people.

Headquartered in New York City, HF has field offices in six states and territories (Connecticut, Florida, Illinois, North Carolina, Puerto Rico, and the District of Columbia) and will open a California office in 2024. Its network totals more than 650 Latine-led nonprofits in 40 states, Puerto Rico, and the District of Columbia. HF's network and reach have more than doubled since the beginning of the COVID-19 pandemic.

HF believes policies that are good for Latine communities are also good for all Americans, and we analyze policy options and advocate in areas of civil rights, justice and equity, and democracy. We work with and for local nonprofits and support their organizing and advocacy at the local, state, and national levels. In addition to supporting the efforts of these nonprofits, HF runs programs directly in such areas as education, workforce development, health, immigration, civic engagement, and clean energy/environmental justice.

In all our work, Hispanic Federation reflects and supports diversity. Our community shares a strong cultural bond through our uniquely pan-ethnic and multiracial heritage. Latines can be Black, White, Indigenous, Asian, Arab and/or Mestizo, among others, and trace their origins to countries on five continents. They may also identify as LGBTQ+, as veterans, and as people with disabilities. Our multicultural staff are adept at offering culturally and linguistically relevant services to Latines. We also welcome and regularly serve individuals from other racial and ethnic backgrounds. HF seeks to provide every partner nonprofit, staff member, advocate, donor, and volunteer an active role in solving community problems.

NATIONAL LATINE-FOCUSED GRANTMAKING

Hispanic Federation has provided more than \$125 million in grants to Latine organizations over the last 30 years, more than any other Latine-led and -focused grantmaker in the U.S.

Grantmaking is an essential HF strategy for strengthening Latine nonprofits and communities, and the Federation has become a key national source of funding for Latine-serving nonprofits nationwide. The size, level, and impact of its grants compare favorably with those of thousands of independent foundations. In addition, HF provides numerous subgrants to nonprofits through national, state, and local public-sector grants, and complements its grantmaking with capacity-building assistance, policy and advocacy, and direct social services. HF stands uniquely apart from other nonprofits in offering this combination of grants and other strategies for supporting and empowering U.S. Latines.



Hispanic Federation grantmaking expanded rapidly after Hurricane Maria devastated Puerto Rico in 2017. With more than 200,000 donations and the ongoing support of the Miranda Family, HF has provided more than \$50 million to support Puerto Rico recovery and development, making it one of the largest donors to Puerto Rican nonprofits. Its status as a major funder of Latine nonprofits gained national prominence during the COVID-19 pandemic, as this report demonstrates. But HF has been an active grantmaker for more than 30 years. It received pilot foundation funding for grantmaking in 1992 and established the Latino CORE Initiative, making grants of up to \$50,000 to member organizations to help build infrastructure, provide operating support, and meet emergency needs, “responding to requests no one else would meet.” Early support came partially from United Way, Ford Foundation, and The New York Community Trust, but primarily from HF’s annual Gala.

Today, HF grantmaking is based on its annual fundraising — just as many family foundations receive an annual infusion of funds based on their living donors’ income and assets, or corporations allocate a portion of revenues to their foundations. The Federation allocates millions of dollars in annual grantmaking through its Gala revenues, and the support it receives from individuals, corporations, foundations, and government.

HF’s role is especially important because of its focus on the underfunded Latine community. A 2020 study by New Profit found that “Despite making up 30% of the population, Black, Indigenous, and Latine/a/x leaders hold only 10% of nonprofit executive leadership roles and 6% of foundation executive leadership roles.” Latine-, Black-, and Indigenous-led nonprofit institutions receive just an estimated 4% of total grants and contributions.”¹

HF grantmaking compares favorably to that of thousands of private foundations. A 2023 Foundation Source survey of 980 private foundations with assets ranging from \$1 million to more than \$500 million found that in 2022 they made an average of 33 grants totaling about \$900,000, with a mean grant size of \$28,000 and a median of \$5,000.² From 2020-2022, HF made an annual average of 300 grants, with



▲ HF voting event



▲ *Founded in 1984, the Hispanic Development Fund is a regional affiliate of the Greater Kansas City Community Foundation and an ongoing HF partner. It plays multiple roles: engaging Latines of all ages in raising funds for philanthropy, awarding grants and scholarships, and supporting programs.*

a mean grant size of over \$26,000 and a median of \$25,000. Almost all grants went to Latine-serving or other community of color (COC) nonprofits. The expected ongoing level of annual giving, absent major emergencies, is \$6 million annually, with grants typically ranging from \$10,000 to \$50,000.

Hispanic Federation multiplies its grantmaking resources through funding partnerships, often with local- and state-focused donors, expanding support in specific locations. During the pandemic, HF partnered with nine grantmakers. These partnerships made possible 61 grants totaling \$1.49 million to 58 nonprofits in seven states: California, Colorado, Illinois, Kansas, Missouri, New Mexico, and Washington. Partners have included the **Castellano Family Foundation**, San Jose, CA (now sunsetted); **Denver Foundation**; **Greater Kansas City Hispanic Development Fund**, Kansas City, MO; **Latino Community Foundation**, San Francisco; **Latino Community Foundation of Colorado**, Denver; **Latino Community Fund of Washington State**, Seattle; **Nuestro Futuro**, Chicago; and **Yakima Valley Community Foundation**, Yakima, WA. In addition, HF collaborated with **Hispanics in Philanthropy (HIP)** to provide \$130,000 in grants to support pandemic-related public policy and advocacy work by six Florida nonprofits.

Like HF, five of HF's funding partners — the Hispanic Development Fund (HDF), Latino Community Foundation (in California), Latino Community Foundation of Colorado, Latino Community Fund of Washington State, and Nuestro Futuro — are among the growing number of Latine funds, Latine-led philanthropic entities that may be independently incorporated or affiliated with community foundations. HF has worked closely with HDF since 1996, when the National Latino Funds Alliance was established to raise funds jointly and share best practices.



Continuing Pandemic Impact on Latines

LATINE FAMILIES AND COMMUNITIES

ILLNESS AND DEATH: COVID-19 has killed over 170,000 Hispanics, and Latine communities continue to suffer disproportionately from the pandemic. In the first few months of the pandemic, Hispanics aged 25-54 had a COVID-19 mortality rate at least five times higher than White non-Hispanics, according to the Centers for Disease Control and Prevention (CDC).³ While disparities have lessened, as of late April 2023 (just before the COVID-19 public health emergency ended on May 11), Hispanics were 1.5 times as likely as White non-Hispanics to become infected, 1.8 times as likely to be hospitalized, and 1.7 times as likely to die from COVID. Only American Indians and Alaskan Natives have higher rates. Hispanic life expectancy, which at 81.9 years was higher than any other major racial/ethnic group except Asians in 2019, decreased by an extraordinary 4.2 years as of 2021, second only to the 6.6-year loss for American Indians/Alaska Natives.⁴

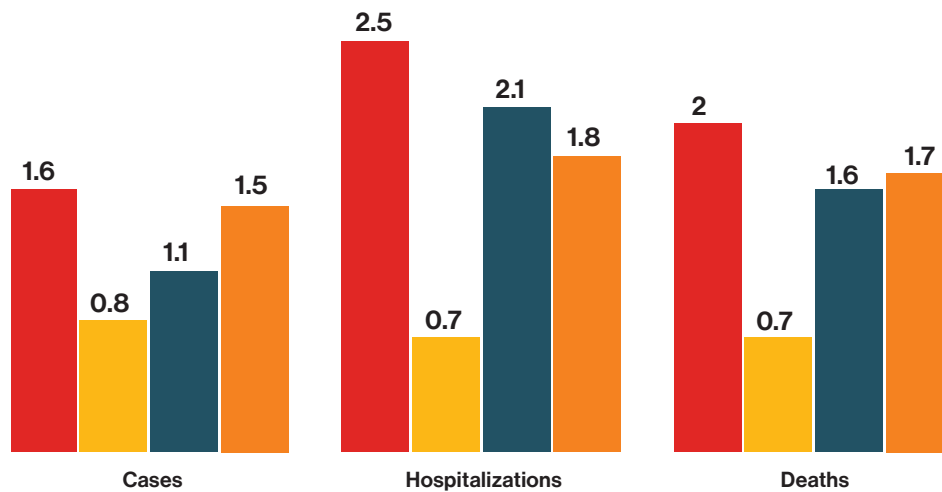
COVID-19
has killed over
170,000
Hispanics

Many factors contributed to the pandemic's disproportionate impact on Latine communities. Overrepresentation as "essential workers" and employment in jobs that cannot be done remotely meant greater risk. From May 2020-April 2021, 15% of Latines teleworked, compared to 26% of White non-Hispanics.⁵ Latine agricultural, poultry and meatpacking workers continued to help feed the nation under often unsafe conditions. As more than one-fourth of medical assistants and home health aides, Latines work in close contact with sick and high-risk individuals.⁶ In addition, Latines tend to live in densely populated urban communities and multi-generational households and take public transportation, all of which increase the community risk of infection.

COVID-19 Cases, Hospitalizations and Deaths by Race/Ethnicity

Age-adjusted Ratios Compared to White/Non-Hispanics, as of April 24, 2023 (CDC)

■ American Indian / Alaska Native ■ Asian ■ Black ■ Hispanic/Latine



Federal data show that Hispanics are three times as likely as White non-Hispanics and almost twice as likely as Blacks to be without health insurance.⁷ Limited access to health care contributed to delayed medical treatment and higher rates of COVID-19 hospitalization and death. Although information on long COVID is incomplete, CDC data from June–December 2022 indicate that Hispanics are more likely than Black or White non-Hispanic Americans to report COVID symptoms for more than three months. Such symptoms were more common among women, people without a high school degree, and families with low household incomes, and were also associated with mental health hardship (feeling down, depressed or hopeless), financial insecurity, food insufficiency, job insecurity, and housing insecurity.⁸ A national survey of Latine families with young children reported that they were much more likely to report that a caregiver, child, or both were suffering from long-term COVID symptoms, compared to Latines without children (23% compared to 7%).⁹ One bright spot is vaccinations. Thanks partly to tireless outreach and education by Latine community-based clinics and other nonprofits, 67% of Hispanics, compared to 57% of White non-Hispanics, and 51% of Blacks, had received at least one dose of COVID-19 vaccine as of February 2023, according to KFF.¹⁰

ECONOMIC STATUS: Hispanics accounted for nearly a quarter of initial pandemic job loss,¹¹ and were almost twice as likely as White non-Hispanics to report economic hardship, such as inability to pay housing costs on time, food insecurity, or unmet medical needs (46% vs. 25%).¹² This was true even though Hispanic labor force participation during the pandemic was 6.1 percentage points higher than non-Hispanic.¹³ In September–October 2022, 36% of Hispanic families reported depleting their savings to pay for healthcare costs, 33% lost wages due to missing work, and 22% lost their jobs — and Latinas fared worse than Latinos in all three areas.¹⁴ In 2022, the poverty rate for Hispanic families was 15.2%, compared to 6.1% for White non-Hispanic families and 14.3% for Black families.¹⁵



▲ Vecinos, Hendersonville, NC

LATINAS: In April 2020, Hispanic unemployment peaked at 18.5%, Latino unemployment at 16.9%, and Latina unemployment at 20.5% — the highest for any major population group.¹⁶ Between March 2020 and March 2021, the number of Latinas in the workforce dropped by 2.7%, the largest percent of any demographic group, due to both job elimination and increased family caregiving responsibilities.¹⁷ In July 2022, Latina labor force participation was down 2.5% from February 2019, and in August 2022, 1.4 million Latinas were not working due to family caregiving roles.¹⁸ Latina participation in the labor force rebounded by 2023, though a significant wage gap remained. Latinas who worked full-time, year-round, earned just 57 cents for every dollar earned by White non-Hispanic men.¹⁹ Over 30% of Latina-headed families were poor, a rate more than 60% higher than for women-headed White non-Hispanics.²⁰

LATINE-LED NONPROFITS

As this report illustrates, Latine nonprofits fill a critical role in U.S. society, supporting Latine families and communities through emergencies and beyond. But the pandemic created huge challenges for nonprofits, especially Latine- and other community-of-color-led and -serving CBOs that serve primarily lower-income communities. As the demand for services increased rapidly, nonprofits had to drastically change their service delivery within days, and the ability to fundraise was severely limited by the dramatically increased workload and the elimination of traditional face-to-face fundraising events. In a 2022 Nonprofit Finance Fund (NFF) survey of more than 1100 nonprofits (one-third of them community-of-color or COCⁱ-led), almost two-thirds of the COC-led organizations reported a significant increase in demand, compared to a little under half of White-led groups, perhaps because COC-led nonprofits were considerably more likely to report a focus on people with lower incomes (83% vs. 62%). A large majority (88%) “changed the way they work,” and half (51%) think those changes will last.²¹

Research suggests that in early 2021, about one-third of U.S. nonprofits were in danger of closing within two years because of the pandemic, but no data are yet available on how many shut their doors permanently.²² An HF survey of 244 grantees in 2021 found that 39% would have had to lay off staff and reduce services without HF support, and 18% might not have survived. It appears that only a handful of HF network nonprofits permanently closed because of the pandemic, though many have struggled to maintain needed services and activities.

Early in the pandemic, many Latine and other community of color nonprofits faced decreased grant funding. A 2020 report from the Building Movement Project, in which one-third of participating nonprofits were Latine, found that half (51%) *increased* their direct services, while 37% reported a *decrease* in grant funding. Earned income was down for almost two-thirds, as lockdowns often made it impossible to provide the face-to-face services required for billing against service contracts. Government funding was stable for most, but nearly two-thirds reported a decrease in individual donations. Because early government responses to the pandemic’s impact on communities were often slow and uncertain, community of color nonprofits expanded services, mutual aid, coalition work, and advocacy. The CARES Act authorized the federal Payroll Protection Program (PPP), which offered forgivable loans to businesses and nonprofits. It became more accessible to community-of-color nonprofits after legislative revisions. Eventually about half the nonprofits surveyed obtained PPP loans, which reduced financial stress and layoffs.²³

► **La Colmena, food distribution, Staten Island, NY**



i Hispanic Federation prefers Communities of Color (COC) to BIPOC (Black, Indigenous, and People of Color)



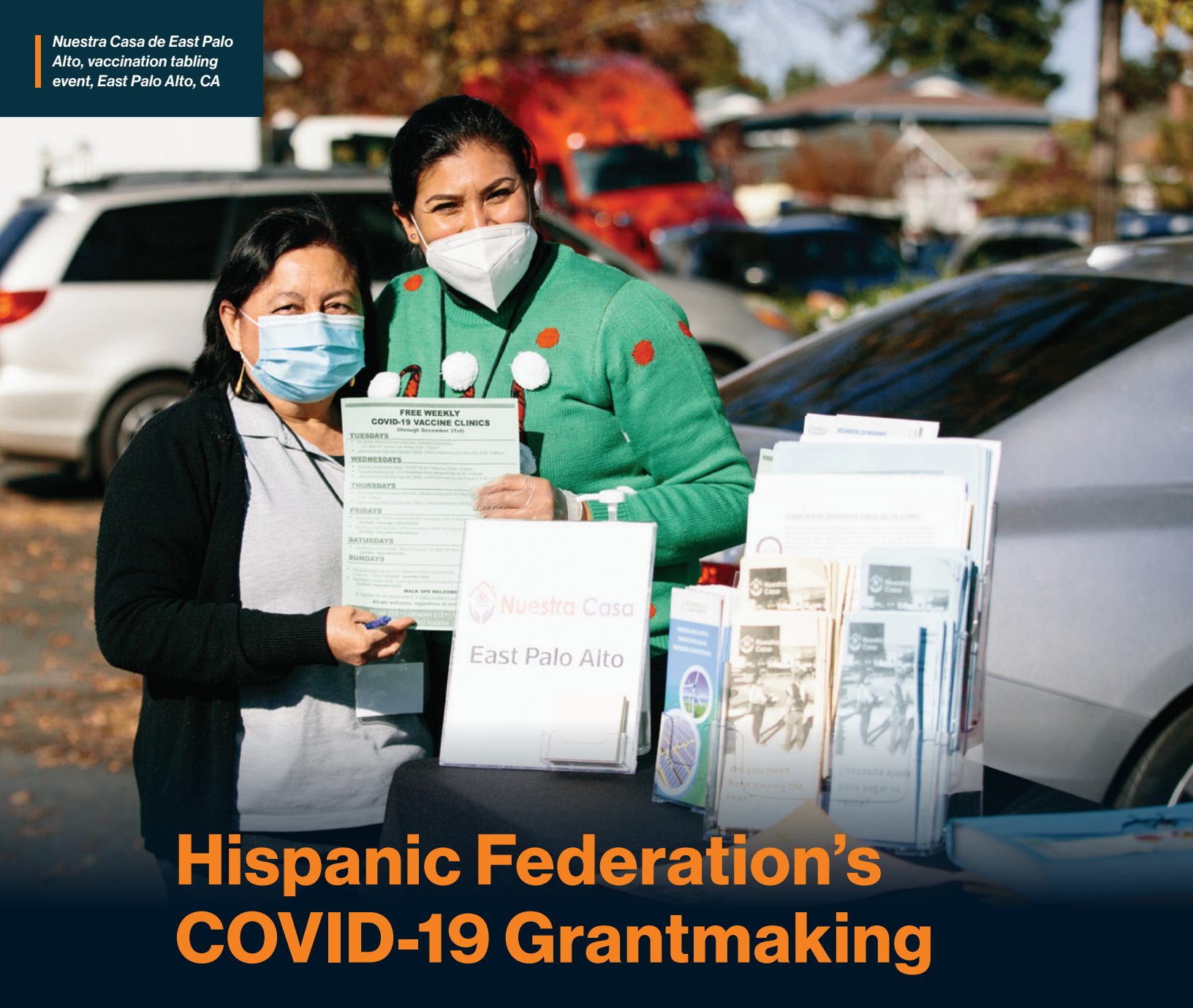
▲ Valle del Sol, vaccination event, Phoenix, AZ

Latine- and other COC-led nonprofits received additional funding during the pandemic, but less than White-led organizations. The NFF survey found that in 2021, COC-led nonprofits were less likely than White-led groups to report funding in every one of the nine funding source categories identified, from federal government to corporations, foundations, and individual donors. COC-led organizations — especially Latine nonprofits — were also more likely than White-led groups to depend on loans or lines of credit to maintain operations due to payment delays for government contracts (25% vs. 17%), and 38% of Latine-led groups reported such borrowing. COC-led groups were only half as likely to report investment income (33% vs. 16%), and less of their funding was unrestricted, to use where needed (26% vs. 41%).

A report on 2020 and 2021 foundation philanthropy found that 43% of COVID-19 funding in 2020 was unrestricted and 28% in 2021, in large part because of massive general operating support grants from MacKenzie Scott. Excluding Scott's gifts, 8% of funding was unrestricted in 2020 and 16% in 2021.²⁴ Data were not broken down by type of recipient.

Long-term funding prospects for Latine community-based nonprofits remain uncertain. Charitable giving was very high in 2020 and 2021 — especially corporate giving in response to the pandemic — but declined in 2022. Corporate giving is now less than 1% of pretax profits, compared to 2% in the mid-1980s, and the growth of Donor-Advised Funds (DAFs) makes foundation giving uncertain.²⁵ Individual giving is a particular concern. While some donors are making larger gifts, the *number* of donors declined from 2021 to 2022, especially donors giving less than \$500.²⁶ In 2022, less than half of U.S. families reported making a charitable gift, compared to two-thirds in 2000.²⁷ Individual giving (excluding bequests) accounted for 64% of total private giving in 2022, down from 69% in 2019, 73% in 2010, and almost 77% in 2005. Before the pandemic, Latine families gave a higher percent of their family wealth to charity than White families (5% vs. 2% in 2016), with Black families giving the most (8%).²⁸ Public policies affect individual giving; in 2018, after the Tax Cut and Jobs Act of 2017 cut taxes but also restricted itemized deductions, individual giving declined for the first time in five years.

The three greatest fundraising challenges facing COC-led organizations, as reported by NFF in the 2022 report, are achieving long-term financial sustainability (73%), raising funds that cover full costs of their work (66%), and raising unrestricted funds (65%). These challenges are largely unchanged from before the pandemic.²⁹



Hispanic Federation's COVID-19 Grantmaking

91%
of HF's total budget
went to serve community
through social programs
and CBO grants

OVERVIEW

From 2020 through 2022, Hispanic Federation provided \$32.4 million in grants, and directly delivered food and cash assistance to 534 different community-based organizations in 40 states, Puerto Rico, and the District of Columbia, supporting services to 5.55 million people. HF provided another \$8.6 million in small business assistance, community assistance, and related support. In 2022, 91% of HF's total budget went to serve community through social programs and CBO grants.

IMPACT

HF provided and tracked seven categories of funding throughout the three years of the pandemic, with grantees reporting on use of funds and number of people served. The following totals include work supported by HF funding as well as funds leveraged by grantees:



FOOD ASSISTANCE

including groceries, grocery and gift cards, and hot meals to **709,418** individuals in **26** states, Puerto Rico, and the District of Columbia



HOUSING ASSISTANCE

in the form of rental and mortgage assistance, temporary housing, and related assistance to **45,679** people in **23** states and Puerto Rico



BROAD FINANCIAL ASSISTANCE

in the form of gift cards and direct payments to **153,871** individuals in **32** states, Puerto Rico, and DC to help meet basic needs, from food and shelter to medical care, prescriptions, utilities, and funeral costs



HEALTH, including direct healthcare, vaccine outreach and education, and vaccinations to **1,829,490** people in **27** states, Puerto Rico, and DC



ARTS AND CULTURAL ACTIVITIES

including grants in **6** states and Puerto Rico that supported artists, outdoor performances, exhibits, online arts education, performances, and programs reaching **348,724** people



OTHER PROGRAMS AND SERVICES

including immigration, youth, mental health and substance abuse, domestic violence, case management, and other social services as well as public policy, organizing, and advocacy activities that served **2,464,863** individuals in **29** states, Puerto Rico, and DC



GENERAL OPERATIONS SUPPORT

that enabled **149** nonprofits in **20** states, Puerto Rico, and DC to cover basic expenses like personnel and rent, shift to remote services, and/or pay for equipment and materials to keep staff and clients safe when delivering essential services face-to-face

GRANTS

TOTAL PRIVATELY FUNDED GRANTS: From the beginning of the pandemic in March 2020 through December 2022, Hispanic Federation provided \$40,987,474 in privately funded grants to community-based organizations and small businesses. The vast majority went to CBOs in the form of emergency grants, cash assistance, direct food deliveries, and pandemic-era community initiatives. The other \$5.89 million was small business assistance, 96% of it awarded in 2020, during the early months of the pandemic when small businesses were most at risk and most Latine nonprofits had not yet accessed the Payroll Protection Program or other public business assistance.

- *Florence Immigrant and Refugee Rights Project, immigration attorney with clients, Tuscon, AZ*

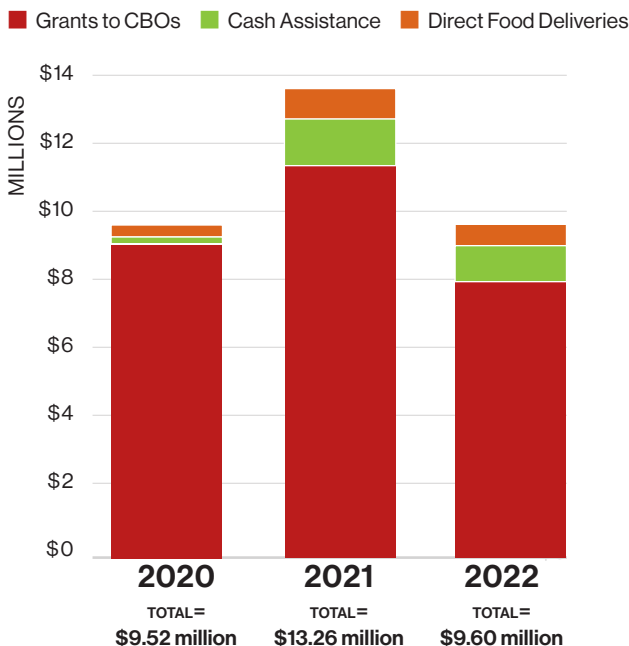




▲ Guatemalan Maya Center, food distribution, Lake Worth, FL

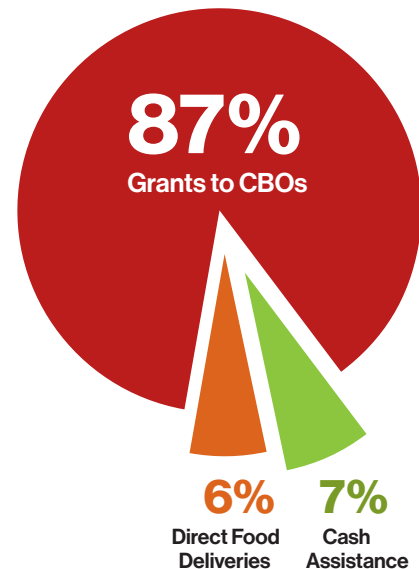
EMERGENCY ASSISTANCE TO CBOs: During 2020-2022, HF provided \$32.4 million in emergency assistance to nonprofit organizations. This included emergency grants, food delivered in bulk to CBOs for their food pantries and meal programs, and cash assistance, usually in the form of gift or cash cards to pay for food, prescription drugs, and other necessities. HF assistance to CBOs was greatest in 2021, when it totaled \$13.26 million. Cash assistance was only 1% of total assistance to CBOs in 2020, early in the pandemic, but 10% in both 2021 and 2022. HF was already providing some food deliveries to network agencies before the pandemic and the level of such support increased significantly as the pandemic continued and Latine families continued to face food insecurity.

HF Emergency Assistance to CBOs, by year, 2020-2022 (TOTAL = \$32.4 MILLION)



HF Emergency Assistance to CBOs, 2020-2022* (TOTAL = \$32.4 MILLION)

* All except Small Business Assistance went to community based organizations



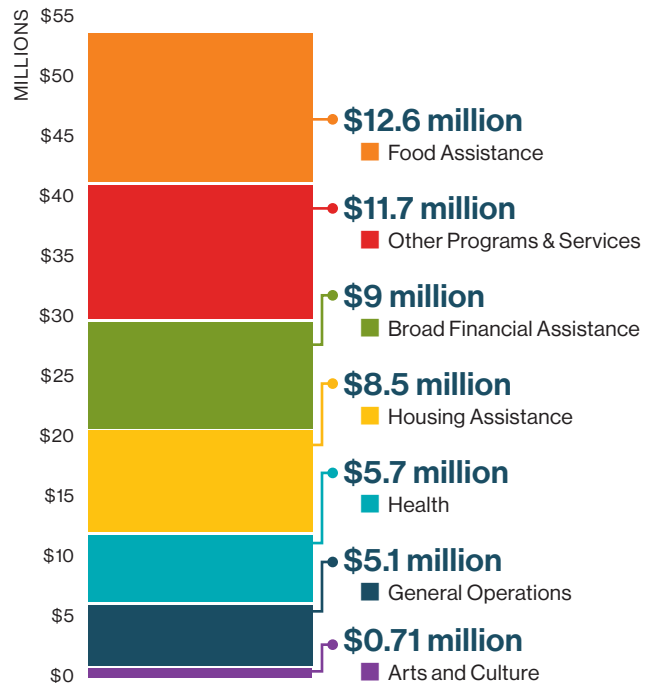
GRANTS AND LEVERAGED FUNDS BY CATEGORY

Grantees supported during the first 16 months of the pandemic were asked in the summer of 2021 to report not only on how they used HF grants, but also about leveraged funds. Often HF was their first COVID-19 funder. Grantees reported that their HF grants helped them obtain more than \$16 million for emergency services, especially in areas such as food, housing, and other financial assistance. Including leveraged funds, grantees reported using at least \$53.4 million in pandemic funds to help meet Latine community needs.ⁱⁱ

INDIVIDUALS SERVED: HF funding made possible services to 5,553,900 individuals. Almost 2.5 million received a wide range of Other Programs and Services and 1.8 million received primary healthcare or were reached through vaccine outreach, education, and vaccinations.

ii These numbers include specialized grants, direct cash assistance, the value of food cards and food delivery, and emergency assistance in Puerto Rico.

HF Grants and Leveraged Funds, 2020-2022* (TOTAL = \$53.32 MILLION)



Number of Individuals Served by Type of Program, 2020-2022* (TOTAL = 5,553,900 INDIVIDUALS)



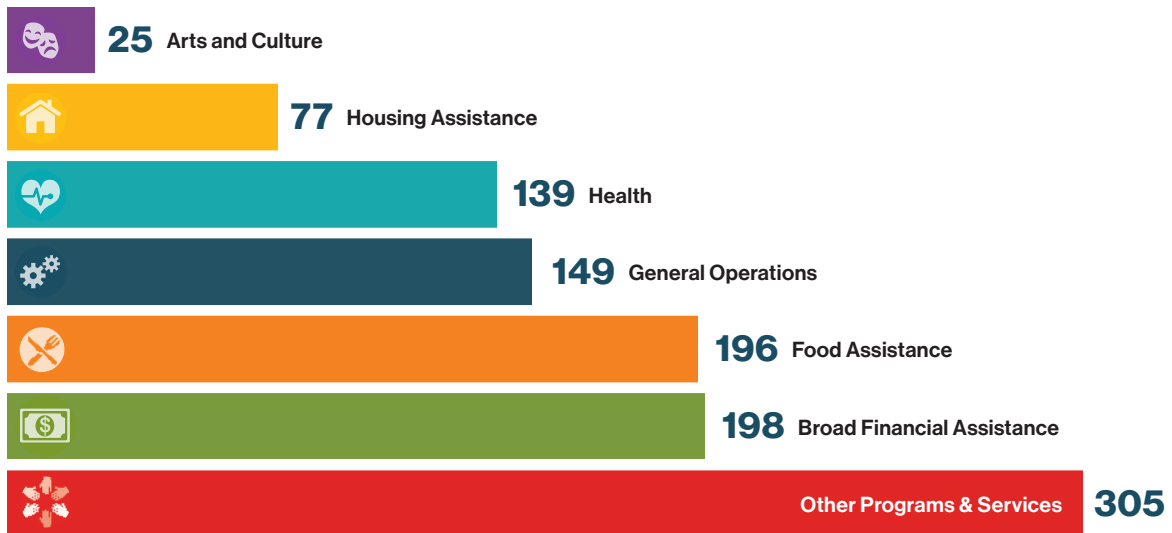
Each icon = approx. 50,000 individuals

- Housing Assistance to **46,120** individuals (0.83%)
- Broad Financial Assistance for **153,871** individuals (2.77%)
- Arts & Culture programs for **348,724** individuals (6.28%)
- Food Assistance for **710,832** individuals (12.79%)
- Health programs for **1,829,490** individuals (32.94%)
- Other Programs for **2,464,863** individuals (44.38%)
- TOTAL = 5,553,900** individuals served

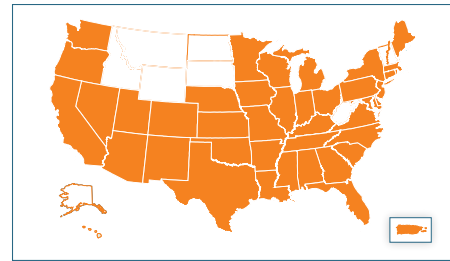
* General Operations grants support the organization's overall work, so individuals served are not reported for that funding category.

Number of Grantees by Program Category, 2020-2022

NUMBER OF DIFFERENT CBOS = 534



GRANTEES: From 2020-2022, HF funded 534 different nonprofit grantees in 40 states, Puerto Rico, and the District of Columbia. Some nonprofits received a single grant, while others received several grants, cash cards, and multiple deliveries of food. Early in the pandemic, nearly half the grantees received funds to support General Operations. Later, nearly 40% of grantees received support for Other Programs and Services.



In addition to its privately funded grantmaking during the pandemic, HF provided 88 subgrants totaling \$5.2 million to CBOs using public funds.

“Despite public mandates impacting access to our facilities and many closures, we never stopped delivering services, but simply pivoted to meet the increase in needs for basic assistance (e.g.: rental/utilities, food, etc.).”

– Survey Respondent, 2021

◀ *NC Congress of Latino Organizations, tenant organizing event, Durham, NC*





SERVICES AND RECIPIENTS BY FUNDING CATEGORY

As shown above, HF provided and tracked grants in seven major areas, and recipient CBOs responded to a survey and provided detailed reports on the use and results of HF funding. The following subsections summarize the importance of these seven major HF funding categories, and describe the number and location of grantees, number of people served, and how grantees used these funds. Brief profiles of selected grantees summarize their work during the pandemic.

Food Assistance

Food insecurity or insufficiencyⁱⁱⁱ among Latine households doubled during the pandemic. According to national data, about 1 in 6 Latine households was food-insecure in 2019, before the pandemic. The rate doubled to 1 in 3 households in March-April 2020, decreased to 1 in 4 in April 2021, and increased to 1 in 3 again in June 2022 during high inflation. Hispanic households were consistently twice as likely than White non-Hispanic households to report food insecurity, and the rate was slightly higher than for Black households. Food insecurity is consistently more common in households with children, especially children under the age of six.³⁰ With schools closed during the pandemic, many children did not receive free or low-cost lunches, adding to family food costs. Families without transportation found it difficult to get to food banks. More recently, at the end of 2022, according to the Census Bureau's Household Pulse survey, 1 in 5 Hispanic households reported that family members either sometimes or often did not have enough to eat during the past week.^{31,32}



710,832
people served by
196 grantees in **26**
states, DC, and
Puerto Rico

Over one-third (35%) of HF grants, direct assistance, and leveraged funds during the first 15 months of the pandemic were for food assistance. Grantees combined that funding with other donations to reach more than half a million people. Three-fourths of HF grantees reported providing food and nutrition services, most often running food pantries or providing direct financial assistance or gift cards to buy food. **Nearly half of them added these services because of the pandemic.** The need remained through 2022 due to continued poverty and high inflation, with HF funding used to assist over 157,000 people that year. Once

ⁱⁱⁱ Food *insecurity* means limited or uncertain access to adequate food. Food *insufficiency* means family members sometimes or often do not have enough to eat.

vaccines became available, grantees including **El Centro de Servicios Sociales** in Lorain, OH, used food pick-ups as opportunities to educate people about vaccinations, or, like **Latino Community Health Advisors** in Orlando, offered food vouchers as incentives for client participation in vaccine education sessions or clinics. Some examples of food assistance:

- **Inquilinos Boricuas en Acción** (IBA), Boston, MA: IBA partnered with the City of Boston to provide farmers market coupons to affordable housing residents, serving over 300 people. It also facilitated five community information sessions on nutrition for underserved Boston-area communities. IBA's Early Education Program provides high-quality, culturally responsive early education to low-to-moderate income families. HF funding ensured that children enrolled in the program had stable access to healthy and affordable food, taking a burden off families and positively impacting academic performance. The program also connected families to other food access resources.



▲ *Inquilinos Boricuas en Acción, food delivery, Boston, MA*

- **United Community Center** (UCC), Milwaukee, WI: At UCC's Senior Center, Latine seniors enjoy nutritious meals, discover activities, and make new friends. In one three-month period, UCC provided 150 seniors with 4,194 hot meals. For many clients, this was their only full meal of the day. When Milwaukee County closed all on-site meal programs for nearly two months in 2021, the Senior Center provided meals "to go" or delivered them to senior's homes. At the same time, UCC staff resumed check-in/warm line calls to seniors unable to attend in person. The Center promotes participant independence by fostering community and creating new experiences, programming of special importance due to pandemic isolation and loneliness, which contribute to depression. Seniors stayed connected through the UCC Elderly Program's Facebook group. Members discussed safety and access to services, held exercise sessions, participated in a virtual book club, and made video calls to each other to stay in touch.

In addition to grantmaking, HF purchased food directly and delivered it to nonprofits operating food pantries and soup kitchens. This initiative existed before 2020 but grew exponentially during the pandemic. From 2020 through 2022, HF purchased 517,352 pounds of food with almost \$879,000 in private grants, enabling recipient nonprofits to provide more than 430,000 meals to individuals and families in need.

▶ *United Community Center, Milwaukee, WI*





Housing Assistance

Latine families faced housing affordability challenges well before the pandemic. The percent of Latine households who are homeowners has decreased since the Great Recession of 2008; it peaked at 49.7% in 2007, dropped to 46.9% by 2011, and was 48.6% in 2022.³³ Before the pandemic, in 2017, over half (53%) of Latine households were renters, and 55% of Latine renters spent more than 30% of their monthly income on rent, a measure of housing instability.³⁴ About one year into the pandemic, 37% of Latine households with children reported housing insecurity, defined as “a household having little or no confidence in its ability to make its next mortgage or rent payment.”³⁵ A federal eviction moratorium was in force from September 4, 2020 until it was ended by the Supreme Court on August 26, 2021, and federal legislation provided funds for housing assistance, but that aid has often been difficult for Latines to access.

In the first 15 months of the pandemic, half of HF grantees said they were providing housing assistance, and *three-fourths of these had either expanded or added housing services because of the pandemic*. During this period, HF provided grants to 53 nonprofits. Many, like **El Centro**, in Kansas City, KS, helped clients with rent and utility payments. Later in the pandemic, HF provided another 32 grants to help prevent evictions and mortgage defaults, including direct assistance with rents or mortgage payments, housing counseling, and some temporary housing assistance. For example:


46,120
individuals and families
served by **77** grantees
in **23** states and
Puerto Rico



▲ *Ponce Neighborhood Housing Service, Ponce, PR*

- **Ponce Neighborhood Housing Services (NHS)**, Ponce, PR: An HF partner and grantee since 2018, Ponce NHS has helped families prepare post-disaster assistance applications, work through pandemic moratorium processes, and avoid preventable foreclosures and evictions. Many Puerto Ricans are unaware of their rights and of benefits available to them, so Ponce NHS educates residents about fair housing and provides financial training through use of social networks, online and face-to-face workshops, orientations, and alliances. With an HF pandemic grant, Ponce NHS provided financial advice and education to 119 at-risk families, evaluated their financial capacity and needs, and selected nine families to receive mortgage assistance for six months. Through housing counseling and financial advice, another two families are close to paying off their mortgages.
- **The Guatemalan Maya Center** (the GMC), Lake Worth, FL: With HF support, the GMC served over 4,770 people through housing and utility assistance as well as food distribution and broad financial assistance, including clothing, medicine, and transportation. Families in Palm Beach County were being displaced at unprecedented rates, and the GMC's advocacy resulted in the City of Lake Worth declaring a housing emergency. The GMC was the only group in the county to offer housing to undocumented people and mixed-status families — families with one or more family members who are U.S. citizens or permanent residents (green card holders) and one or more who are undocumented — and was able to create change in a county with highly restricted services. The GMC continued its advocacy through a grant from the Hispanics in Philanthropy Power Building and Justice Initiative, conducting a survey to examine the spike in housing costs and its impact on the community and measures the City could take to curb those effects. The organization held housing fairs with other agencies to inform community members about their housing and eviction rights. The GMC hopes to institute these changes countywide.
- **Center for Farmworker Families (CFF)**, Watsonville, CA: Farmworkers in California have faced COVID, wildfires, and drought, and continue to work in soaring summer temperatures. Besides fear of deportation, housing costs are the highest stressor. Agricultural companies in the Central Coast region do not provide housing for farmworkers. With HF support, CFF provided \$1,000 stipends to 25 high-risk farmworker families to help cover rental costs. These payments were crucial because they were made in the winter, when farmwork is scarce.

▶ *Center for Farmworker Families, Watsonville, CA*





Broad Financial Assistance



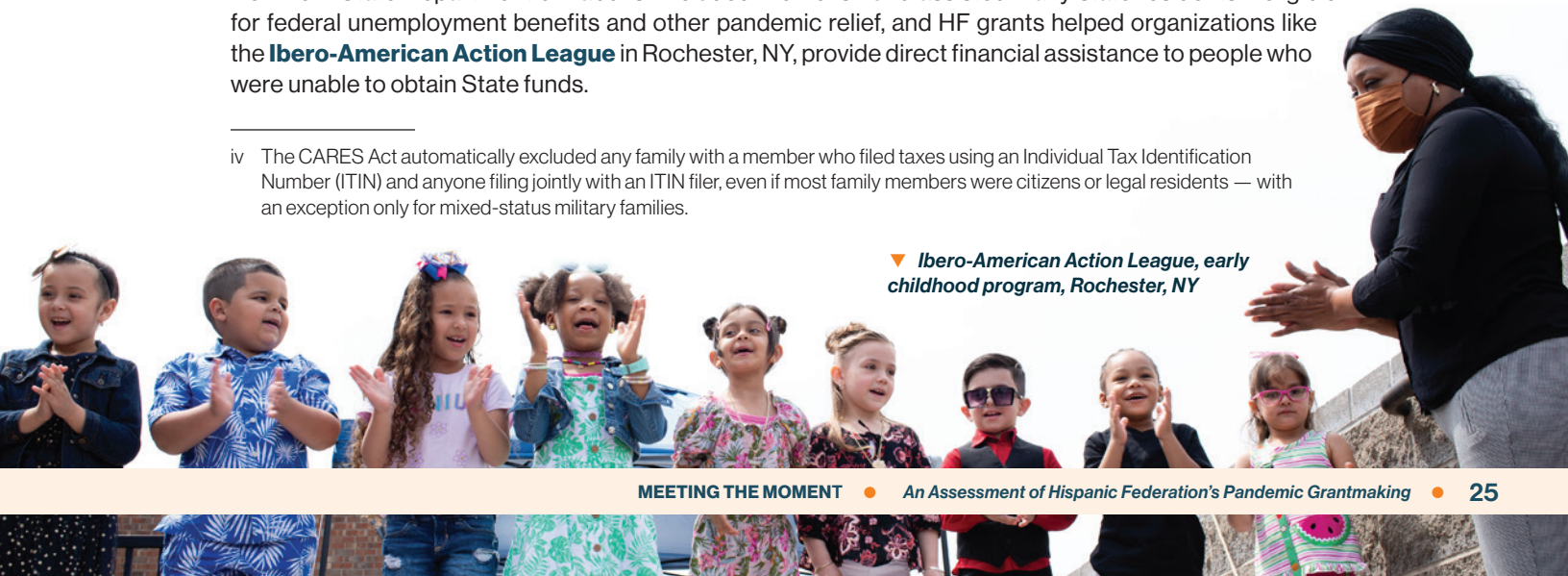
153,871
people served by
198 grantees in **32**
states, DC, and
Puerto Rico

Millions of Hispanic workers lost their jobs early in the pandemic. Their unemployment rate nearly quadrupled early in the pandemic, from 4.8% in February to 18.5% in April 2020. Both men and women lost restaurant, hotel, and other service-sector jobs. Even if not laid off, mothers and other caregivers often stopped working because schools were closed, or they feared their “essential worker” jobs would put elderly relatives in their households at risk. According to 2020 data from the federal Household Pulse Survey, 29% of Latine households with children experienced three or more of the following pandemic-related hardships: “unemployment, difficulty paying expenses, not being caught up on rent or mortgage, food insecurity, physical health problems, symptoms of anxiety or depression, and lack of health insurance.”³⁶

Most Americans with incomes below \$75,000 (\$112,500 for heads of households) received direct payments from the federal government early in the pandemic. However, about 14.4 million people in mixed-status families were ineligible for assistance under the Coronavirus Aid, Relief, and Economic Security (CARES) Act passed in April 2020.^{iv} This includes more than 3.7 million U.S. citizen and legal resident children.³⁷ Over one-fourth (26%) of Latine children live in immigrant families, and 91% of them are U.S. citizens.³⁸ Later COVID assistance included citizens or resident aliens and children of undocumented individuals — though the undocumented remained ineligible for federal cash assistance and for most state and local aid. The New York State Department of Labor’s Excluded Worker’s Fund assisted many state residents ineligible for federal unemployment benefits and other pandemic relief, and HF grants helped organizations like the **Ibero-American Action League** in Rochester, NY, provide direct financial assistance to people who were unable to obtain State funds.

iv The CARES Act automatically excluded any family with a member who filed taxes using an Individual Tax Identification Number (ITIN) and anyone filing jointly with an ITIN filer, even if most family members were citizens or legal residents — with an exception only for mixed-status military families.

▼ **Ibero-American Action League, early childhood program, Rochester, NY**



HF enabled nonprofits to provide direct financial assistance for basic living expenses like food, housing, healthcare, transportation, and funeral expenses. HF provided grants to 62 organizations for broad financial assistance early in the pandemic, and later increased this flexible funding to support 149 nonprofits. For example, **Progreso Latino de Rhode Island** in Central Falls provided \$250 to 150 individuals from 81 families, addressing needs that ranged from phone bills to rent payments, medication, and food. Many were ineligible for other benefit programs. Among the other grantees:

- **Coalition for Humane Immigrant Rights (CHIRLA)**, Los Angeles, CA: CHIRLA exists to assist undocumented and mixed-status immigrants and their families, particularly in times of crisis. CHIRLA's organizers conducted direct outreach to their membership and organizing base to identify families in need of emergency assistance and food vouchers. With HF funds, CHIRLA provided \$500 in direct assistance to 40 immigrant families facing emergencies, as well as \$25 grocery vouchers to 120 undocumented and mixed-status families in need. CHIRLA made sure community members received the assistance, delivering gift cards by hand during the pandemic and re-issuing cards that did not arrive by mail. While these funds were typically used for food and housing, they met other emergency needs such as funeral expenses.
- **San Luis Valley Immigrant Resource Center (SLVIRC)**, Alamosa, CO: The San Luis Valley includes two of the poorest counties in Colorado and among the poorest in the nation. In mid-2021, many families were struggling because they had lost their jobs or were working minimal hours. Many were from the Mayan community and undocumented, so they did not qualify for state benefits. The largest employer in the San Luis Valley was struggling to meet payroll and its paychecks were often delayed by as much as a month. During the grant period, SLVIRC provided 50 families with monthly food boxes and 32 families with rental and utility assistance, so they could remain in their homes and feed their families.
- **ARTE, Inc.**, New Haven, CT: ARTE promotes Latine art, cultural, and educational services to youth in New Haven, stimulating imagination, creative thinking, and analytical skills. COVID-19 took a heavy toll on students and their social-emotional well-being, and ARTE helped keep their families fed. Early in the pandemic, ARTE used HF funds to provide gift cards and direct food distribution to 950 people in families affected by COVID. In 2022-2023, ARTE purchased \$8,000 in food gift cards for 180 families in need, especially those experiencing homelessness. HF funds also helped support After School Activity Programs at several New Haven schools and the ARTE Saturday Academy, which serves about 110 youth weekly and employs 17 high school and college students as instructors.



▲ ARTE, Inc., New Haven, CT



Health Services

Long-documented disparities in access to healthcare contributed to delayed care, hospitalizations, and deaths among Hispanics during the pandemic. Barriers to care were — and remain — both financial and non-financial. In 2021, 26% of Latines ages 19-64 had no health insurance, compared to 14% of Blacks and 9% of White non-Hispanics. In non-Medicaid expansion states, 27% of adult, non-elderly Latines were uninsured, compared to 15% in expansion states.³⁹ Immigration status, language, and lack of familiarity with the healthcare system also reduced access to care and placed Latines at a disadvantage in obtaining COVID-19 vaccinations. These challenges remained as the pandemic wound down. A federal report released in August 2022 predicted that 4.6 million Latines were likely to lose Medicaid coverage due to recertification requirements after the continuous enrollment provision ended due to the public health emergency ending on May 11, 2023, even though two-thirds remained eligible.⁴⁰ Community health centers and other neighborhood clinics continue to be an essential source of care for Latine families, including the uninsured.

Throughout the pandemic, HF made grants to clinics. Early grants helped them maintain services, buy PPE, and pay for facility modifications to protect staff as they continued to provide treatment. For community-based clinics with small examination and waiting rooms, maintaining physical separation often required moving walls or installing Plexiglas dividers. In addition, clinics helped their clients stay safe. For example:

- **Asociación de Puertorriqueños en Marcha (APM)**, Philadelphia, PA: During the pandemic, APM struggled to ensure the safety of employees, clients, and the community. HF funds allowed APM to distribute 400 PPE bags to all families in its early childhood education programs and an additional 400 clients of other APM programs. The bags included masks for adults and children, face shields, and hand sanitizer. To bridge the digital divide and overcome other accessibility changes, APM used grant funds to purchase 4 computers to serve as internet access stations.



1,829,490
people served, including
370,893 COVID
vaccinations administered,
by **139** grantees in **27**
states, DC, and
Puerto Rico

As vaccines became available in early 2021, health centers were given the medications but often lacked the personnel to do outreach and education and meet the extensive administrative requirements, including the logistics of getting patients to return for a second Pfizer or Moderna shot. HF helped fill the gap, providing \$1 million in Vaccination Immunization Dosage Awareness (VIDA) grants to 19 Latine-serving community health centers and other nonprofits to support the vaccine roll-out, and continued funding later in the pandemic to continue outreach, education, and vaccinations. HF support contributed to vaccination rates for Hispanic adults that are higher than for White non-Hispanics or Blacks.⁴¹ In addition to clinics like **La Clinica Del Pueblo** in Washington, DC and **Centro de Servicios Primarios de Salud de Patillas** in Puerto Rico, HF supported trusted community-based nonprofits that work cooperatively with clinics and hospitals to inform Latines about the importance and safety of the vaccine and its availability without cost, and use innovative approaches to facilitate access. HF-supported grantee vaccine outreach and education efforts reached about 1.6 million people through a combination of events, materials, and individual outreach, often by *promotores* (community health promoters). For example:

- **Illinois Unidos (IU)**, Chicago: A consortium of over 150 Latine elected and appointed officials, health professionals, and representatives of Latine CBOs, IU was established early in the pandemic because the disproportionate impact of COVID-19 on Latines was not being “emphasized by the media, public health experts, or government officials.” IU’s education, advocacy, and public policy work presented a united Latine voice to address the “health, social, and economic impact” of COVID-19 in Latine communities in Illinois.⁴² HF helped support IU’s massive public education campaign. IU developed and distributed 40,000 linguistically and culturally appropriate educational materials, including bilingual COVID resource booklets on COVID vaccine safety and IU partnered with several local organizations to distribute an additional 40,000 booklets in Latine food baskets, at Latine grocery stores, and at community events. Through its partnerships with *La Raza* (a Chicago Spanish-language newspaper) and the Chicago Transit Authority, IU broadcast bilingual PSAs on COVID education. IU’s outreach strategy reached over 700,000 individuals through authentic and consistent messaging, filling a gap left by government and mainstream media and allowing IU to combat misinformation that encouraged Latine vaccine hesitancy.
- **Justice for Migrant Women (J4MW)**, Fremont, OH: The peak summer harvest season in Ohio is a critical time for outreach to farmworkers and their families. J4MW distributed educational materials about COVID vaccines and PPE to 5,000 farmworkers and migrant workers and conducted direct, in-person outreach to over 1,440 farmworkers. It held its first mobile vaccine clinic in June 2021, despite resistance from the county health department due to the clinic’s remote location. Thirty migrant workers received vaccines at that clinic, including a bus full of farmworkers. This success strengthened J4MW’s relationship with the health department, fostering continued collaboration and increasing workers’ access to life-saving medical services.



▲ **Justice for Migrant Women, Fremont, OH**



▲ *Detroit Hispanic Development Corporation, vaccination clinic, Detroit, MI*

- **Detroit Hispanic Development Corporation (DHDC):** With HF funding, DHDC mobilized trusted community members to educate and uplift others. Ten newly hired DHDC *Promotores de Salud* engaged 1,139 individuals in their community to combat COVID vaccine hesitancy through diligent outreach and education at grocery stores, soccer games, and church events, even making personal phone calls and speaking to people one-on-one. Sometimes it took multiple personal interactions and several hours to overcome people's fears and concerns. DHDC also held a *VacunaQUE* community forum for 60 parents to provide accurate information about the vaccine. Two pop-up vaccination clinics hosted at DHDC's headquarters vaccinated 140 people, some coming as entire households. DHDC attributes its success to hiring *promotores* with strong community ties and holding events at their own safe, trustworthy, and culturally competent location.
- **Redlands Christian Migrant Association (RCMA),** Immokalee, FL: RCMA is the largest single nonprofit early childcare provider in Florida, serving nearly 6,500 children each year through 65 child development centers, two charter schools, and 21 partner childcare homes in 21 counties. RCMA serves the entire families of the children, providing immigration services, healthcare, and educational services. During the long and unpredictable pandemic, RCMA found its migrant, low-income, farmworker families in severe need of vaccinations, educational awareness, and professional counseling and therapy. With HF's funding, RCMA served over 1,600 people, providing preventive health screenings for 500 adults, COVID and flu vaccinations for 450 adults, COVID vaccinations for 40 children, and mental health counseling for almost 600 adults through psychologists at the Florida State University School of Medicine. RCMA also provided medical instruments to adults so they could monitor their COVID recovery at home.



▶ *Redland Christian Migrant Association, Immokalee, FL*

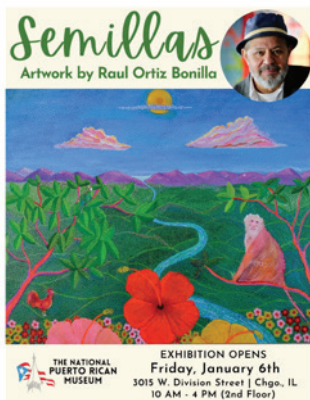


Arts and Culture

The pandemic threatened nearly all nonprofits, but arts and cultural organizations — museums, theaters, visual and performing arts groups of all types — were especially hard-hit. According to data from the National Endowment for the Arts (NEA) and the Bureau of Economic Analysis (BEA), “Between 2019 and 2020, the U.S. arts economy shrank at nearly twice the rate of the economy as a whole.”⁴³ All performances were cancelled, museums closed, youth orchestras stopped practicing, and classes ended. Over time, with help from HF, many began to provide performances online or in outdoor public spaces, provide art classes online, or post digital exhibits. When reopening was possible, they brought the community together again. For example:

348,724
individuals and artists
served by
25 arts organizations
in **6** states and
Puerto Rico

- **National Museum of Puerto Rican Arts and Culture (NMPRAC)**, Chicago, IL: NMPRAC's Artist Relief Program Fund began during the 2020 COVID lockdown and continued thanks to the organization's first HF grant, helping NMPRAC connect more deeply with its communities and increase engagement. The Fund supported 28 artists and 32 organizations by commissioning works and providing stipends for collaborations with NMPRAC, helping artists pay for housing, food, and other necessities. NMPRAC also hosted a conference, *Engage 2021: Envisioning a National Puerto Rican Arts and Culture Diasporic Agenda*, the first of its kind. A second HF grant allowed NMPRAC to establish a new Artist in Residence program in late 2022. Raul Ortiz Bonilla, a Chicago-based Puerto Rican artist, worked closely with NMPRAC's curator, and the Museum hosted his first large-scale solo exhibition, *Semillas*. It focuses on Raul's own memories of Puerto Rico, the effects of natural disasters and colonization on the island, and the immigrant experience.



- **Northern Manhattan Arts Alliance (NoMAA)**, New York City: Hispanic Federation's grant funded 14 stipends of \$2,500 to \$5,000 for working artists in Northern Manhattan whose projects were stalled due to the pandemic. Indoor performances were not possible due to COVID, so Gabrielle Lamb and her dance group took her project, *The Carpet Series 2022*,



▲ Northern Manhattan Arts Alliance, (*Latinx Diaspora* by Danny Peguero; right: *Carpet Series* outdoor performance), NYC

directly to New Yorkers as an outdoor pop-up dance performance on an 8x10 foot Persian carpet. From the project's inception in 2020 through September 2023, Lamb and her dancers performed over 150 times in New York parks and on sidewalks in all five boroughs, fostering community and collaboration among local dancers, artists, and musicians. HF funding allowed NoMAA to honor and advance its mission of providing a platform for artists to create, discuss, develop their craft, and find community.

Some arts programs were combined with other services. For example:

- **Mattie Rhodes Center** (MRC), Kansas City, MO: For over 120 years, MRC has offered a variety of services, among them arts projects and behavioral health services especially for children. It is working to remove barriers to mental health services and provide treatment by bilingual therapists during a national mental health crisis made worse by the pandemic. HF's first grant, provided in partnership with the Hispanic Development Fund of Greater Kansas City, made possible salary adjustments for four therapists in the Community Behavioral Health Program, helping to ensure access to therapy for the immigrant, Latine, and Spanish-speaking community. MRC therapists worked with students individually to meet immediate mental health needs, reducing stressors like anxiety, depression, and suicidal thoughts and instilling coping skills. As the pandemic wound down and face-to-face services became easier, therapists and service coordinators served over 180 children. MRC's second HF grant supported the organization's after-school arts program, which provides a safe environment that promotes development, creativity, and personal growth among the underserved youth of Kansas City's Westside neighborhood — children like Daniela, a sixth-grader. Daniela's family was evicted from their apartment, and eventually ended up living in a homeless shelter. The arts program staff ensured that Daniela continued to participate, providing her a stable, safe environment during a time of extreme stress, and MRC's in-school service coordinator and therapist connected her family with housing resources.



▲ Mattie Rhodes Center, arts therapy for children, Kansas City, MO



Support for Operations

Grants to
149 nonprofits
in **20** states, DC,
and Puerto Rico to
support general
operations

Most Latine nonprofits faced severe programmatic and economic challenges, especially early in the pandemic. Many were required to close and send all staff home with almost no warning — and then figure out how to continue operations with little or no access to their offices, equipment, and hard-copy files. Others, doing work deemed “essential,” had to figure out how to meet changing health requirements and keep their workers and clients safe through a combination of on-site and remote activities. Some were supported largely through reimbursements by public agencies based on the number of clients served — and suddenly found themselves facing a cashflow crisis. The Payroll Protection Program eventually offered important assistance, but community-based nonprofits were largely ignored or excluded when it was first implemented. HF’s grants in the first few months of the pandemic helped nonprofits survive financially as they adjusted to an unprecedented new reality.

In the first 15 months of the pandemic, HF made grants to 133 organizations to help support core operations — salaries and benefits, rent, and other expenses essential for maintaining face-to-face or remote operations and meet the increased needs of their communities. Early grants helped them operate remotely and/or take steps to protect personnel who continued to provide healthcare or other essential services. HF funding also filled an immediate need for operating funds at a time when reimbursements from public-sector funders were delayed or suspended and many nonprofit service providers were forced to shutter their offices. Later in the pandemic, most grants supported specific activities, but another 16 organizations received funds to help cover operating costs. For example, **Youth in Action** in Providence, RI, used the grant to increase hourly pay to youth employees to \$15, improve staff benefits, and maintain a supply of Chromebooks, Zoom Accounts, and software so youth could participate virtually in coalition activities. The following are some of the grantees that received flexible operating support:

- **Sure We Can** (SWC), Brooklyn, NY: SWC serves its community, particularly canners and other marginalized residents, through economic empowerment, social inclusion, and environmental awareness. Canners are individuals who collect bottles and cans to earn income and are largely

*“The most usable
funding became the
most flexible funding.”*

*– Yakima Valley Farm Workers
Clinic, Toppenish, WA*

stigmatized and underserved. SWC provides vital services to this community, but is in a highly gentrified area, which puts the agency at risk of displacement. HF's funding allowed SWC to continue operating despite a 50% increase in rent, and facilitated the process of purchasing the lot where the organization has existed for over ten years. Maintaining the property is critical for the community SWC has cultivated for over a decade, as most clients work on foot and live locally. SWC also increased all staff salaries by 25%, acknowledging their dedication and creating a more sustainable work environment.

- **Puerto Rican Association for Human Development (PRAHD),** Perth Amboy, NJ:

PRAHD never closed its doors during the pandemic, adjusting to meet the community's emerging needs and evolving COVID safety guidelines. As an HF member organization and longtime partner, PRAHD collaborated with HF through a variety of initiatives. With HF emergency funds, PRAHD hired an additional custodian, contracted with a professional cleaning company, and purchased cleaning supplies. The grant enabled PRAHD's preschool and aftercare programs to comply with state cleaning and sanitizing requirements and kept students safe and healthy. PRAHD also collaborated with HF to offer large-scale community food distribution events in addition to maintaining its own monthly food pantry. With HF capacity-building funds, PRAHD undertook a capital project to create a dedicated space for its



▲ *Puerto Rican Association for Human Development preschool, Perth Amboy, NJ*

Senior Service Center, which offers nutritional education classes, knitting, a book club, memory improvement classes, bingo, and arts and crafts to over 1,000 seniors each month.

- **True Ridge,** Hendersonville, NC: True Ridge applied to HF for general operating support. However, when the organization began to receive calls for financial assistance, the flexibility of HF's funding allowed True Ridge to reallocate \$5,000 to provide funds to 13 families. True Ridge also supported families through direct services, including court advocacy accompaniment, case management, transportation, interpretation and translation, and referrals. With the funds allocated for operations, True Ridge hired part-time staff, helping the organization serve 173 clients and 115 children, among them 45 survivors of domestic violence and 15 survivors of sexual assault. Helped by this funding flexibility, True Ridge delivered 45% more services during the grant period than the previous year. In December 2021, True Ridge leveraged its capacity to assist the most vulnerable residents of Henderson County, providing direct housing assistance to 36 adults and 32 children and \$50 food gift cards to 215 people. Through 20 outreach events, True Ridge distributed over 400 COVID test kits and vaccinated 51 people against COVID-19.



Other Programs and Services



2,461,926
people provided case
management and other
program services by
305 grantees, in **29**
states, DC, and
Puerto Rico

When the lockdowns began in March 2020, many Latine nonprofits were required to suspend face-to-face services. They pivoted almost overnight to remote services — with employees working from home and contact with clients largely or entirely online. Often the services they offered were badly needed and not otherwise available to their clients, and demand often grew rapidly. Adults and youth increasingly needed mental health and counseling services. Immigrants needed legal assistance with everything from asylum requests to DACA^v renewals and naturalization. Students looked to community providers for academic support and education enrichment. Adults depended on Latine nonprofits for training on how to apply for assistance online or learn basic digital skills needed for employment. Organizing and advocacy groups continued to work for public policies and programs to support their communities at a time of great distress.

Other organizations continued to provide in-person services. For example, food pantries and other nutrition programs faced great increases in the need for food assistance — and continued to prepare food baskets and prepare meals for pick-up or delivery.

HF provided grants to a wide range of nonprofits, initially to help them maintain and transform their activities, and later to restructure and continue services and other activities necessary for Latine community survival and recovery.

The following profiles highlight two nonprofits that are heavily engaged in case management, which allows them to bring together the range of services they offer to provide comprehensive support to their communities.

***“ We help close the gap
between desperation
and hope, providing a
lifeline to people in
need of help.”***

***– Access Community Awareness
Center, Kissimmee, FL***

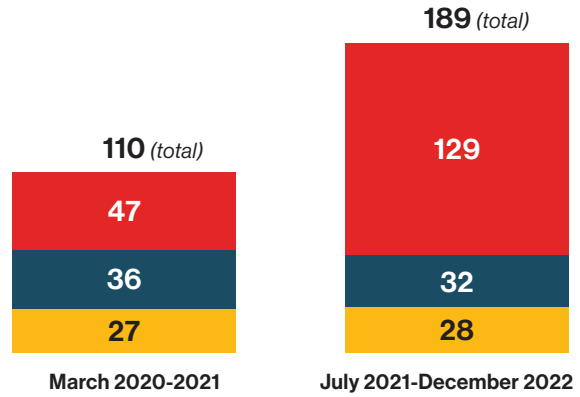
- **Guadalupe Centers, Kansas City, MO:** The Guadalupe Centers has served Kansas City since its beginnings in 1919 as a volunteer school and clinic for Mexican immigrants, established by a Catholic women’s club. Today it provides education, workforce training, health, and social

^v Deferred Action for Childhood Arrivals, a federal program that protects certain eligible young adults brought to the U.S. as children from deportation and provides work authorization for temporary, renewable periods.

services to people of all ages and cultures. Guadalupe Centers received two HF grants through a partnership with the Greater Kansas City Hispanic Development Fund. The Family Support Program provides an array of social services that address housing, health, employment, and financial challenges faced by the Latine community. With two HF grants, Family Support staff assisted 162 households through rental and utility assistance, security deposits, and short-term emergency lodging. Forty-two individuals from 14 households received food vouchers and nutritional supplements, and Guadalupe Centers provided medical and dental services to two households ineligible for state assistance due to their immigration status. Individuals often received multiple services. For example, the counseling program served a 56-year-old disabled Latine man who had lost all forms of identification, including his Social Security disability debit card. He eventually became homeless. Guadalupe Centers helped him obtain identification, reinstate his benefits, and obtain housing, food, and clothes.

Number of Grantees: Other Programs and Services

■ Immigration ■ Organizing, Policy & Advocacy ■ Other



- **Comunidad Hispana de Wallingford/Spanish Community of Wallingford (SCOW)**, Wallingford, CT: Staff at SCOW recognize the importance of wrap-around services for clients' well-being as they recover financially from the effects of the pandemic. Grants from HF supported housing, food, and broad financial assistance as well as COVID-19 outreach and education and technology services, serving 1,539 individuals. SCOW provided 50 food vouchers, utility payments for 19 families, and partial rent payments for 17 families. In collaboration with the Wallingford Health Department, SCOW held monthly bilingual COVID information and Q&A sessions. It offered continued assistance to residents facing pandemic-related hardships. For example, one undocumented client, his family's breadwinner, caught COVID at work and was hospitalized for several weeks. His lack of health insurance was extremely stressful. SCOW provided rental and utility assistance to the family, connected him with mental health services, and vaccinated his family against COVID.



▲ **Comunidad Hispana de Wallingford/Spanish Community of Wallingford (SCOW)**, Wallingford, CT

“ [We have] an incredibly fearless and caring staff that puts the persons we serve first and were willing to risk their own safety to ensure our services to the highly vulnerable never ceased.”

- Survey Respondent, 2021



Special-Impact Grantmaking and Support

INTRODUCTION

This section highlights HF's targeted grantmaking in specific program areas and for key Latine populations. It documents need and describes HF's grants and grantees, as well as some direct services by HF. ►



Immigration

22,171
immigrants provided
legal assistance and other
emergency services
by **54** CBOs in **12**
states, DC, and
Puerto Rico

Immigrants in the U.S. — naturalized, documented, and undocumented — played an outsized role in maintaining the food supply chain and providing health care during the pandemic, while suffering severe health and economic hardship. Latine and other foreign-born workers were more likely to become infected with COVID-19 and to develop severe symptoms, and less likely to be treated promptly. Like other Latines, they were often exposed to the virus due to high rates of employment in critical frontline jobs. While immigrants make up less than 14% of the U.S. population and 17% of the U.S. workforce, they are 57% of crop production laborers and 39% of food processing workers. During the pandemic, they provided healthcare at every level and in every kind of setting, accounting for nearly 18% of healthcare workers, including 28% of physicians and 38% of home health aides.⁴⁴

Many immigrants held jobs in hospitality and other hard-hit sectors of the economy, and their unemployment rate skyrocketed to 16.4% in April 2020 at the height of the lockdowns. Hispanic immigrant families with at least one noncitizen member encountered greater economic difficulties than citizen families, including higher rates of job loss, more difficulties in paying their bills, and greater food insecurity.⁴⁵ Many immigrants, including those with legal status, were ineligible for key components of federal COVID-19 relief, though a few states and municipalities filled some of those gaps.

HF's network of Latine nonprofits regularly serves immigrants. Over one-third (35%) of HF grantees surveyed about 18 months into the pandemic identified immigrants as one of their top three target populations, and even more (42%) specifically targeted undocumented immigrants and mixed-status families. Almost half (47%) reported providing some immigration services, and more than one in five (22%) either started or expanded such services during the pandemic.

HF's initial grants to 27 immigrant-serving nonprofits helped the groups pivot to remote activities and maintain services during the early months of the pandemic. Later, HF made 42 grants to 28 nonprofits for immigration services, with the work continuing well into 2023.

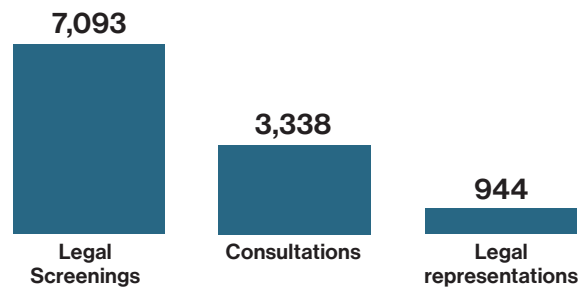


▲ Orlando Center for Justice, FL

Many immigrants eligible for visas face years of delay due to huge backlogs at both immigration courts and the U.S. Citizen and Immigration Services (USCIS). For example, victims of serious crimes who cooperate with law enforcement may be eligible for U visas. However, according to Esperanza grantee **Las Americas Immigrant Advocacy Center in El Paso**, immigrant victims of the 2019 El Paso Walmart mass shooting still face years of uncertainty, even after cooperating with federal prosecutors in securing the shooter’s life sentence in a federal trial in 2023.

Caminos de Esperanza grants: HF made 23 Esperanza grants totaling \$1,760,000 to 12 immigration legal service providers in 2021 and 2022 to serve the most vulnerable migrants. These funds supported over 10,000 legal screenings and consultations and nearly 950 direct legal representations in asylum cases, Special Immigrant Juvenile Status (SIJS)^{vi} cases, and removal proceedings.

Immigration Legal Services Provided by HF Grantees through Caminos de Esperanza, 2021-2022



An example of Esperanza’s impact:

- **Orlando Center for Justice** assisted Petrona (“Pati”), who arrived in the U.S. at age 5 with her father, settling in Florida. She was born missing her lower right leg below the knee. One day her father failed to pick her up from the babysitter’s house. The Department of Children and Families was notified, but the case was closed due to an investigator’s error. She was not receiving proper care and became seriously ill. Using Esperanza funds, Orlando Center for Justice stepped in, got a judge to hear Pati’s case, helped the babysitter adopt her, and assisted with her immigration process. A deportation order was dismissed, and she is now in school and waiting to become a permanent resident. In addition to abandoned and abused children, Orlando Center for Justice has used HF funding to help orphans and children in the U.S. The HF grant also served as a match for additional funds from the City of Orlando.

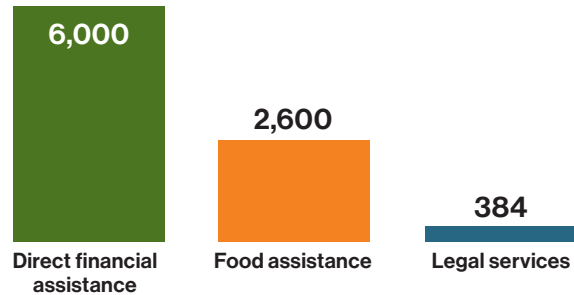


▲ Pati (right) with her babysitter

^{vi} Special Immigrant Juvenile Status (SIJS) is an immigration classification that allows certain undocumented immigrants under age 21 to seek permanent resident status if they were abused, neglected, or abandoned by one or both parents.

- Rapid Response Migrant grants:** HF provided \$1.1 million to 11 organizations in 2022 to provide emergency assistance to migrants arriving in New York City, Chicago, and Washington, DC. These individuals and families, including many children, often came in buses from the southwest border with no warning to the aforementioned cities, sometimes arriving in the middle of the night. Grantees used the funds primarily to provide direct financial assistance and food assistance to these newly arrived migrants, as well as legal services.

Assistance Provided to Newly Arrived Migrants by HF Rapid Response Migrant Grants, 2022



Some grantees work in challenging environments. For example:

- La Colmena**, the Staten Island Community Job Center, NY, helps day laborers, domestic workers, and other low-wage immigrant workers become leaders and advocates. Of the five New York City boroughs, Staten Island has been the most resistant to housing new migrants, and the 22% of residents who are foreign-born often live in the shadows. The HF Emergency Response grant helped La Colmena respond to the humanitarian crisis, registering more than 300 asylum seekers for training sessions in a three-month period; providing food and other essentials, Metro Cards, and resource information; and starting a dedicated English as a Second Language (ESL) class in partnership with the College of Staten Island. Despite a hostile environment, La Colmena has become one of the most trusted CBOs working to support asylum seekers. The organization has received grants to support their workforce development and is one of four CBOs running the Promise NYC childcare voucher program for clients' undocumented children.



▲ La Colmena, Staten Island, NY

“The migrants arriving in New York and other major cities include children, pregnant women, and families escaping unimaginable horrors, including civil strife, environmental disasters, economic and physical violence. They have the legal right to make their claim for asylum and deserve to be treated with respect, dignity, and compassion. Hispanic Federation staff and our grantees are doing what we have always done, which is to bring communities and institutions together to welcome and help those most in need.”

– Frankie Miranda, HF President



Other grants

Some HF grants supported services to immigrants along the border. For example:

- **Florence Immigrant & Refugee Rights Project** in Arizona works for large-scale changes to immigration policy while also protecting the rights of highly vulnerable individuals and families. HF funding helped support such efforts. For example, after the U.S. government had refused them entry into the U.S. for months, four families who have children with severe medical needs — including blood clots to the brain and a tangled spinal cord — were accompanied to the port of entry by the organization’s teams. Alongside *pro bono* legal and community partners, these teams went before Customs and Border Protection (CPB) with their cases, emphasizing the ongoing disregard for humanitarian parole. CBP reversed the denials, giving these families the right to seek asylum from the safety of their sponsors’ homes.
- **HF direct services:** In addition to its grantmaking, from 2020 through 2022, HF provided direct immigration-related services to 103,517 people through legal clinics and other activities and reached more than 660,000 through person-to-person texting, Facebook Live views, and use of other virtual platforms. Supported by a combination of public and private funding, services included outreach, know your rights education, sessions on specific aspects of immigration law, Family Support workshops, and assistance in applying for work authorization. Workshops were online in 2020 and a combination of virtual, and in-person sessions began in 2021.



▲ Florence Immigrant and Refugee Rights Project clients at the border, Arizona



LGBTQ+ Community

In 2022, HF provided grants to **25 LGBTQ+ focused nonprofits in 8 states, DC, and Puerto Rico**

Gallup's 2021 poll on LGBTQ+ identification found that 11% of Latine adults identify as LGBTQ+, including 15% of young adults.⁴⁶ About 1.8% identify as transgender. These individuals and families face ongoing stigma and discrimination, and the pandemic created even greater challenges, including job loss, illness, social isolation, an increase in hate crimes, and mental health needs. In 2021, nearly 40% of Latine LGBT+ adults reported household income below \$24,000, 32% experienced food insecurity, and 10% were unemployed. While they report better overall health than non-LGBT+ adults, they are twice as likely to have been diagnosed with depression (30% vs. 16%), with the highest rates among Latine LGBTQ+ women (35%).⁴⁷ Three-fourths of Latine LGBTQ+ adults report having experienced everyday discrimination, and a 2021 survey found that nearly half of middle or high school LGBTQ+ Latine youth had been bullied in person or electronically in the past year.⁴⁸ LGBTQ+ students are four times more likely than other youth to attempt suicide.⁴⁹

The U.S. has no national law that guarantees civil rights or equal protection for LGBTQ+ people in such areas as housing, employment, healthcare, and parenting. LGBTQ+ residents lack full legal protection in 29 states and continue to face widespread discrimination and violence. While 80% of Latines and 79% of all Americans support laws to protect LGBTQ+ communities, about 530 anti-LGBTQ+ bills were introduced in state legislatures in 2023 — the most in any year. At least 68 became laws, often restricting access to gender-affirming care for youth or barring teachers from discussing LGBTQ+ issues in classrooms. Some HF grantees in more welcoming cities have reported the arrival of LGBTQ+ individuals and families from states with particularly severe anti-LGBTQ+ legislation.

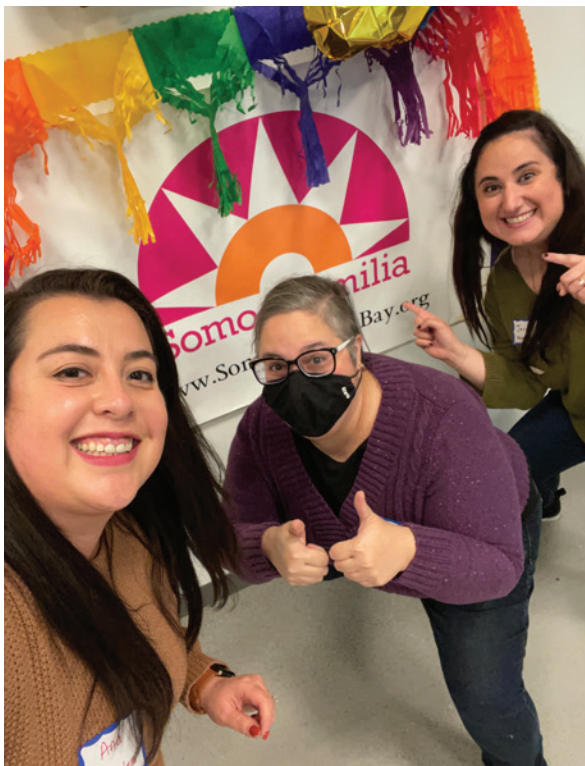
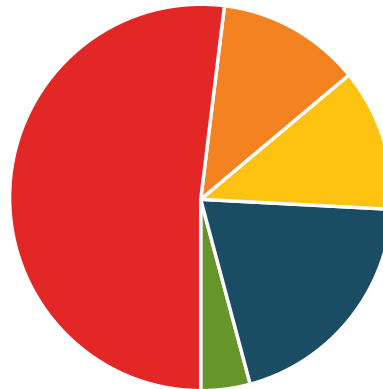
Most Latine LGBTQ+ nonprofits are relatively new and small, but they play a crucial role in serving and advocating on behalf of their community. Early in the pandemic, HF made grants to eight LGBTQ+ serving nonprofits for general operations, food assistance, organizing and advocacy, disaster relief, and other pandemic-related work. Recognizing the growing challenges facing Latine LGBTQ+ nonprofits, HF launched its Advance Change Together (ACT) Initiative in June 2022 with \$1 million in grants of \$15,000 to \$50,000 to 25 Latine-led LGBTQ+ nonprofits in eight states, Puerto Rico, and the District of

Columbia for organizational infrastructure, services, and advocacy to better meet the needs of Latine LGBTQ+ communities. Four additional grantees received funding in 2023. Most of these grantees have budgets below \$200,000 a year. Some serve the entire Latine LGBTQ+ community, while others focus on transgender (trans) Latinas or Latines, youth, people with HIV, or other LGBTQ+ subpopulations or serve LGBTQ+ individuals along with other populations. All are LGBTQ+ Latine-led, and 40% are trans-led, 55% serve immigrant communities including the undocumented, 25% have Spanish-speaking leadership, and 14% mentioned in their applications that they serve sex workers.

In addition to grants, HF held a summit for LGBTQ+ nonprofits in San Francisco in February 2023 during the National LGBTQ Task Force's 2023 Creating Change Conference, to discuss barriers and issues facing Latine LGBTQ+ communities and how best to address them.

Annual Budget Size of ACT Initiative Grantees

- Organizations whose budget is under \$200,000 (13 organizations)
- \$200,000 – \$500,000 (3)
- \$500,000 – \$1 million (3)
- \$1 million – \$5 million (5)
- over \$5 million (1)



▲ *Somos Familia, Oakland, CA*

The ACT grantees differ greatly in focus and strategies, but all seek to protect the rights and improve opportunities and quality of life for LGBTQ+ individuals and families. Many, including **TransLatina Network** in New York, provide both services and advocacy, fighting for LGBTQ+ rights, reproductive justice, and access to culturally competent health services. **Del Ambiente** in Orlando and the **Puerto Rico Trans Wellness Center (Camp Albizu)** in San Juan are among those providing voter education. **Somos Familia**, in Oakland, CA, helps Latine families that include LGBTQ+ children or other loved ones heal and develop an accepting culture. **Unión=Fuerza Latinx Network** in Washington, DC provides capacity building, leadership development, and alliance-building opportunities for organizations and LGBTQ+ leaders. Some other examples include:



▲ *EI/La Para Translatinas (EI/La), San Francisco, CA*

- **EI/La Para Translatinas (EI/La)**, San Francisco, works to promote the survival and improve the quality of life for translatinas in the Bay Area. The first translatina HIV prevention program in Northern California, EI/La also provides family-style community engagement activities, violence prevention, leadership and workforce development, coalition work and advocacy. EI/La distributed hygiene kits and gift cards to help meet participant food and other basic needs during the pandemic. It assists monolingual Spanish-speaking trans and gender-diverse immigrants who face unique struggles before and after reaching the U.S.
- **Trans Queer Pueblo**, Phoenix, fights for racial and gender justice through grassroots organizing. With a membership of more than 400, it is one of the largest grassroots-led LGBTQ+ nonprofits in the U.S. It advocated on behalf of LGBTQ+ and other migrants in detention centers who faced severe overcrowding, lack of social distancing, and medical neglect during the pandemic. Among its priorities are advocacy to change current immigration policies, including asylum rules that make it difficult for LGBTQ+ people to migrate, and improve services for new immigrants.
- **Organización Latina Trans In Texas (OLTT)**, Houston, works to ensure, protect, and defend the human rights of all trans, gender-nonconforming, and LGBTQ+ people in the state. OLTT operates the only LGBTQ+ migrant shelter in the Houston area, prioritizing the undocumented and those living with HIV. It manages empowerment groups; helps make legal services more accessible to the LGBTQ+ community, including immigrants in and outside the detention system; provides comprehensive gender non-conforming care and connects people to health services; and holds events that celebrate the beauty and pride of its 300+ members and create the solidarity and closeness that fuel its work.

▶ *Organización Latina Trans In Texas (OLTT), Houston*





11,371
youth provided
mental health services
by **25** nonprofits in
10 states and
Puerto Rico

Mental Health

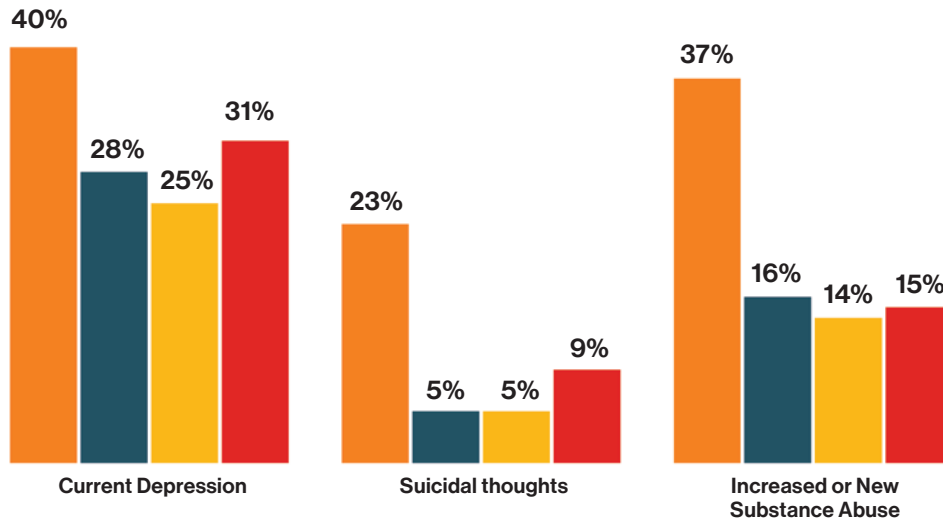
Mental health has become a public health threat. It is a crisis of national proportions that no one can ignore, and one made worse by the pandemic. Latine youth are more likely to suffer from depression than other youth and have among the highest levels of suicide risk, but are less likely to receive a professional diagnosis or clinical or school-based mental health treatment or medication.⁵⁰ Acculturation challenges can cause intergenerational conflict among youth who are immigrants or the children of immigrants. Language and cultural barriers — and a severe under-representation of Latines as mental health professionals — make it hard to find an appropriate clinician, and Latine uninsurance rates can make mental health care unaffordable. About 7.9% of professional behavioral health providers were Latine in 2020.⁵¹ Only 36% of Hispanics received needed mental health services in 2021, compared to 52% of non-Hispanic Whites, and suicide is the third leading cause of death among Latines aged 10 to 24.⁵² The federal Substance Abuse and Mental Health Services Administration (SAMHSA) estimates that Latine youth who need mental health treatment do without it 63% of the time.⁵³

The pandemic made the situation much worse by adding household stressors like family illness, job loss, housing and food insecurity, and the isolation caused by closed offices and schools. The overall mental health of U.S. residents declined — and the effects were greater among Latines and Blacks, who experienced higher rates of infection and death than White non-Hispanics. In April-May 2020, English-speaking Hispanic adults aged 18 and over had substantially higher rates of depression, suicidal thoughts, and increased or new substance abuse than other racial/ethnic groups.⁵⁴ In July 2020, the rate of U.S. adults seriously considering suicide was highest among Latines, unpaid caregivers, and essential workers.⁵⁵ The Association of Psychiatrists of Puerto Rico declared a mental health emergency due to a significantly increased need for psychiatric care during the pandemic.

Reported Mental Health Issues, April-May 2020

Source: Centers for Disease Control and Prevention

■ Hispanic
 ■ Black / Non-Hispanic
 ■ White / Non-Hispanic
 ■ Multiracial & Other Non-Hispanic



HF's survey of grantees in the summer of 2021 found that 48% of these nonprofits provided some form of mental health services; 22% continued these services at the same level during the pandemic, 20% expanded them, and 13% started providing them for the first time. Despite the lockdown, less than 7% reduced or suspended their mental health services. HF supported many of these providers through healthcare grants, in addition to making targeted grants to 25 nonprofits for mental health services.

Early in the pandemic, HF made 10 grants to mental health providers, primarily for general operations. Funds helped them install Plexiglas dividers and make other facility adjustments to continue in-person services, improve technology to offer telehealth services, and cover operating costs during the transition. Later, HF made 12 grants to support mental health services — most often to youth — and another 5 (matched with Castellano Family Foundation funds) so organizations could incorporate staff health and wellness approaches to address pandemic stresses. The mental health providers used funds for a wide range of bilingual, culturally competent services to address an increase in anxiety, depression, and substance use during the pandemic. For example:

- **Gads Hill Center** in Chicago, IL, provides mental and behavioral support to students experiencing trauma due to the pandemic and other sources like gun violence, racism, and poverty. During the pandemic, 93% of Healthy Minds, Health Schools (HMHS) students experienced increases in the severity of their symptoms, and the mental health team more than doubled in size to address increases in anxiety, depression, and substance abuse and the need for crisis support. HF funding helped support the HMHS program, including 3- to 4-week summer camps that served 330 students. Individual treatment plans, individual and group counseling, crisis support, mental and behavioral health workshops and family support helped 200 students at 12 schools, and about 225 parents and 75 school staff.



▲ **Gads Hill Center, Chicago, IL**

- **Centro Multicultural La Familia** in Pontiac, MI, provides a wide range of services including bilingual mental health counseling for children, adolescents, and adults. El Centro welcomes clients of all backgrounds but has special capacity to address the unique needs of people with limited English proficiency. Brief interventions and solution-focused therapy help clients improve their quality of life, and psychiatric services, medication reviews, case management, and referrals are offered to those needing more intensive services. HF funding supported individual and group counseling for 45 clients and financial assistance for clients and their families.



▲ **Centro Multicultural La Familia, Pontiac, MI**

- **COPAY, Inc. (Community Organization for Parents and Youth)** in Great Neck, NY, expanded its crisis intervention services, emergency psychiatric services, and domestic violence services during the pandemic. Intensive interventions helped people enter inpatient treatment and prevented several suicides. Its services also prevented foster care placements.

“We did the most challenging work possible, and we did it well and professionally. We saved lives, fed the hungry, got medications to those in need and stabilized families with crisis work. We saved the lives of people who were acutely depressed and prevented foster care placement. In spite of all the challenges, we did not lose a patient, and no child under our care had to be placed.”

– COPAY (Community Organization for Parents and Youth), Great Neck, NY

- **Programa de Educación Comunal de Entegra y Servicio (PECES)**, Humacao, PR, received HF funding for COVID-19 education, case management, and health and mental health services. PECES hired a school nurse to help prevent the spread of the virus, and he also engaged young



▲ **Programa de Educación Comunal de Entegra y Servicio (PECES), Humacao, PR**

people in community work such as nursing home visits and grocery delivery. PECES assisted 271 students and 626 other members of their households during the lockdown. Once the PECES high school reopened, students received mental health services to support their transition back into the classroom, including psychological interventions for 42 students in 2020 and 212 students and 71 families in academic year 2021-2022. Parents were part of the therapy process, and students worked on topics like self-care, self-esteem, grief, relationships, domestic violence, and substance use and abuse.



DOMESTIC VIOLENCE: The “Shadow Pandemic”

Grants to
24 organizations
providing legal,
housing, mental health,
and other services for
domestic violence
survivors

Research suggests that rates of domestic violence are similar across racial and ethnic groups. However, economic disparities make it difficult for Latines experiencing such violence to leave an unsafe situation, and language and cultural differences make it harder to access needed services.⁵⁶ Domestic violence often increases in times of economic or other hardship. During the COVID-19 pandemic, the level of violence against women increased so much in some countries that the United Nations called it a “shadow pandemic.” In the U.S., calls to hotlines declined very early in the pandemic, but soon increased to record levels.⁵⁷

Pandemic lockdowns and loss of employment created stress, reduced access to a support system and opportunities to be in safe spaces part of the day, and often eliminated the privacy needed to call a hotline or seek help. Court closures meant restraining orders had to be sought remotely, but some papers must be filed in person and action was frequently delayed.

Services to support survivors were inadequate before the pandemic, and the lockdown made service access much harder. For example, sometimes help had to be requested by email, and many Latines lacked computer access or the privacy to send such an email. Immigrants sometimes did not report cases because they feared separation from their children or deportation.

The Violence Against Women Act (VAWA) provides protections and resources to assist survivors of domestic violence. It allows an abused spouse or child of a U.S. citizen or permanent resident or an abused parent of a U.S. citizen to petition for legal status, receive employment authorization, and access public benefits. Some victims of domestic violence are eligible for a U visa if they are helpful in a criminal investigation or prosecution.

During the pandemic, HF provided grants to 24 organizations reporting domestic violence services, some as their primary function and others as part of mental health or other social services and/or a component of their immigration or broad-based legal services. HF grants helped them maintain or expand services during the pandemic. Over half the Caminos de Esperanza immigration legal services grantees reported immigration legal services for domestic violence survivors. For example:



▲ *Ayuda, diaper delivery, Washington, DC*

- **Ayuda** in Washington, DC provides both legal and social services in the DC metro area and received four HF grants during the pandemic. One beneficiary was Rosalinda, who came to Ayuda while experiencing a mental health crisis. A domestic violence survivor with a baby, she had to stop working after they both got COVID. The Social Services team provided counseling, rental assistance, food, and diapers, and attorneys offered immigration and family law consultation. Another client was referred from a crisis center after a serious physical assault by her partner. Ayuda attorneys were able to help provide her immigration relief as a domestic violence survivor, so she no longer had to rely on a relationship with her abuser to seek legal status.
- **Arizona Justice for Our Neighbors (AZJFON)** in Tucson provides legal services to low-income immigrants, with a focus on family and humanitarian immigration. At monthly legal clinics, survivors of gender-based violence receive a free legal consultation to learn whether they may qualify for immigration relief through a U Visa, T Visa,^{vii} or VAWA. HF's grant allowed the organization to assist single mothers like "Lila," who fled persecution due to domestic violence in her home country in South America. Even with an advocate by her side, she faced hostility from the Immigration Judge and bullying in court, but with AZJFON's direct representation, she won her case. "Lila" and her young children can now live without fear in their new (permanent) home in Arizona.

Other grantees provide housing and social services for domestic violence survivors. For example:

- **Latina SafeHouse Initiative** in Denver, CO provides bilingual and culturally relevant services to Latina survivors of domestic violence and their families, often undocumented or with mixed-status families. HF funding helped support direct rental assistance, flexible financial assistance, case management and safety planning for 111 clients during the pandemic. "Sarahi," a restaurant owner in Honduras, fled her country after gangs killed her cousin and began threatening her and her son. The childhood friend she married after he helped her escape later became emotionally abusive to her and physically abusive to her son. While she was pregnant with his child, the abuse got worse. After he slammed her son into a wall, she fled and filed a report with the police. She and her son and infant daughter moved from shelter to shelter, but no one spoke Spanish and she always felt isolated and humiliated. Then a fellow survivor told her about Latina Safehouse. There she felt safe. She received help with essentials and staff accompanied her to all her appointments. She now has her own apartment and is making a new life in the U.S. for herself and her children.

vii A T Visa is a nonimmigrant visa available to certain individuals who have been victims of a severe form of human trafficking, such as commercial sexual exploitation, forced labor, or involuntary servitude, who assist law enforcement in the detection, investigation, or prosecution of acts of trafficking.

- **Enlace Comunitario** (EC) in Albuquerque, NM provides emergency housing and rental support as well as emergency household items for domestic violence survivors and their families. With HF funding, EC provided safe, stable housing and rental support to 16 survivors, providing a space to heal from their domestic violence-related trauma, plus necessary items to 11 clients as they transitioned into that housing. For example, when “Sunshine,” age 43, and a mother of 5, fled with her children from an abusive partner, they brought only a few garbage bags of belongings. Sunshine went to several area shelters, but they had no space. When she came to EC, staff immediately arranged for the family to stay in a hotel and enter the queue for EC’s housing program. When they moved into their new apartment, EC provided supplemental rental assistance and basic household items, including a new bed for each child.
- **Nuevo Sendero**, in Orlando, FL used HF funds to provide food vouchers and housing assistance, including hotel stays, as the number of survivors of domestic violence and sexual abuse increased during the pandemic. Without Nuevo Sendero, some immigrant survivors would have missed meals and lived on the streets. The organization hired a case manager to provide information and referrals, advocate, and provide interpretation with partner organizations and local government. Volunteers and Board members received training to better serve clients and access resources.



▲ AI Exito staff and volunteers, Des Moines, IA

“ There is a rise of young pregnant mothers escaping with their children from domestic violence that may feel safe for the first time in many months. They have clothes, a bed to sleep in, and food because of this grant.”

– AI Exito, Des Moines, IA



FOR
PANDEMIC RELIEF
IN PUERTO RICO:
\$4.66 million
in grants to **96** nonprofits
in Puerto Rico, Florida,
and the Dominican
Republic

Disaster Relief, Recovery, and Resilience

From 2020-2022, Puerto Rico had more than 1.1 million reported cases of COVID-19 and about 5,800 deaths. An effective pandemic response was made especially important and extremely challenging by an extremely high poverty rate (42%), combined with the continuing power outages and infrastructure damage, including to medical facilities, from Hurricane Maria (2017) and major earthquakes in the southern region (2019-2020). Then in September 2022, almost exactly five years after Hurricane Maria hit the Island, the less violent but much wetter Hurricane Fiona made landfall, causing severe flooding and recurring power outages. Disaster-resistant infrastructure and quick response capacity on the Island are essential, and Hispanic Federation has worked tirelessly to be uniquely ready on both fronts.

A swarm of violent earthquakes shook the southern region of Puerto Rico beginning in late December 2019, leaving 500,000 Puerto Ricans without electricity and more than 250,000 without access to safe water. Within a week, with the support of community partner and grantee Centros Sor Isolina Ferré, HF opened a large-scale emergency distribution center in Ponce. When full FEMA operations were delayed, HF extended its operations for two weeks, purchasing more than \$500,000 in food, water, and emergency supplies from local vendors, collecting donations from local farms and companies, delivering supplies to 60,000 people, and committing \$1.5 million to nonprofits, aiding 263 affected communities in 21 municipalities.

When the COVID-19 lockdowns began in March 2020, HF had already been active on the Island for more than two years and had moved beyond emergency relief and short-term recovery to focus on building a stronger, more resilient, more just Puerto Rico. HF was supporting agriculture, renewable energy, the environment, healthcare, education, housing, community planning, and economic development initiatives, often in partnership with other donors. As in all its work, HF focused on assisting and strengthening community-based organizations. Over five years, working closely with Lin-Manuel Miranda and the Miranda Family Fund, we invested more than \$50 million in Puerto Rico, including 353 grants to 140 nonprofits, \$2.4 million in direct cash assistance, and assistance to more than 1,600 micro-businesses, farmers, and fisheries. In all, HF provided direct disaster relief and recovery services to 750,000 residents and more than 150 organizations in all 78 *municipios*.

HF began making COVID-related grants within two weeks after the lockdowns began in mid-March 2020, applying many lessons learned from HF's earlier response to natural disasters. Recovery and resilience efforts built into HF's natural disaster response enabled CBOs to maintain services and meet critical needs during the pandemic. For example:

- **Rooftop solar and other FQHC infrastructure improvements:** Many FQHCs in Puerto Rico became largely nonfunctional after Hurricane Maria due to a combination of infrastructure damage and the collapse of the power grid. Yet these FQHCs are the only healthcare providers for several hundred thousand Puerto Ricans, most of them low-income. Rooftop solar with batteries is a logical solution because of the number of outages. HF engaged UNICEF and Jennifer Lopez to help start a \$2 million fund for urgent infrastructure improvements in 20 health centers — including rooftop solar energy and battery systems, generator installations, electrical system repairs, and communication system upgrades. HF is also a partner in the Solar Saves Lives Initiative, which made possible the installation of rooftop solar for 16 FQHCs, 4 supported specifically by HF. From 2020-2022, the island experienced some of its most severe blackouts. HF made grants to over 70% of Puerto Rico's FQHCs during the pandemic. This funding, along with the prior improvements, enabled clinics to maintain essential services, keep vaccines and other medications refrigerated, and communicate with clients during power outages. Thanks to extensive outreach and education efforts — including by these healthcare providers — Puerto Rico has one of the highest vaccination rates in the U.S. Nearly 82% of residents are fully vaccinated, compared to 69% across the 50 states.
- **Renewable Energy:** Puerto Rico has committed to meeting its electricity needs with 100% renewable energy by 2050. The Puerto Rico Grid Resilience and Transitions to 100% Renewable Energy Study (PR100) is a two-year study by the U.S. Department of Energy's Grid Deployment Office and six national laboratories that will fully analyze stakeholder-driven pathways to a clean energy future. In 2022, HF was contracted to manage stakeholder engagement. In addition, one of HF's top advocacy priorities has been funding for rooftop renewable energy for the most vulnerable, such as families with medical equipment that requires electricity. HF was among the advocates for what became a \$1 billion budget allocation through the U.S. Department of Energy. When the President visited Puerto Rico after Hurricane Fiona, he appointed the Secretary of Energy to become directly involved and support Puerto Rico's energy recovery and transition to renewable energy. HF has allocated grant funds for energy projects, focusing on low-income households and solar energy for fishing associations so they can keep their catch refrigerated during blackouts. This protects their livelihoods and helps prevent food insecurity on the island.



▲ HF staff and partner during solar panel installation, Cabo Rojo, PR



▲ *Sol es Vida, food delivery, San Juan, PR*

- **Community kitchens:** Providing hot meals was a huge challenge after Hurricane Maria and a continuing need during the pandemic. An HF grant in late 2021 helped **Taller Salud** establish two community kitchens that distributed over 5,000 hot meals in a 6-month period in 2022. After Hurricane Maria, it took the organization 16 days to begin providing meals. With the new kitchens, Taller Salud began providing meals 24 hours after Hurricane Fiona hit Puerto Rico. Similarly, COVID funding from HF enabled **Sol es Vida** to equip and staff a community kitchen in Toa Baja that provided hot meals during the pandemic and employed five local women. Community kitchens help meet the ongoing needs of elderly, disabled, and other vulnerable individuals and families and make possible immediate food assistance during natural disasters and other emergencies. HF continues to support communities to establish and operate such kitchens, and to add water cisterns at the same locations.
- **Advocacy and implementation around benefits and tax credits:** Since 2017, HF has worked closely with local nonprofits and other partners on a wide range of recovery and development tasks. These relationships facilitated pandemic-related advocacy partnerships, including the *Take Action for Puerto Rico* campaign, which worked successfully at the federal level for legislative changes in the Child Tax Credit (CTC) and Earned Income Tax Credit (EITC) and greatly increased allocations for pandemic relief in Puerto Rico. HF participated in weekly meetings with the White House, Treasury, and the Internal Revenue Service to refine expanded Child Tax Credit implementation in Puerto Rico, helping to identify problems with the plan and misunderstanding of the guidance. The legislative changes made many thousands of Puerto Rican families eligible for new and expanded tax credits, but to receive them, they had to apply through the unfamiliar federal tax system. The White House report on the American Recovery Plan (ARP) credits HF's efforts, including the work of the Economic Security Alliance — Hispanic Federation, **Instituto del Desarrollo de la Juventud (IDJ)**, and **Espacios Abiertos** — in providing a CTC/EITC overview training for over 200 elected officials and their staff in collaboration with the U.S. Department of Treasury, Fortaleza, the Association of Mayors, and the Federation of Mayors of Puerto Rico.⁵⁸
- **Tax credit community campaign:** HF relationships established during Hurricane Maria recovery facilitated pandemic community campaigns. The Economic Security Alliance planned and launched the *Reclama Tu Dinero Puerto Rico* campaign. It had two purposes: to inform newly eligible individuals about how to obtain tax credits through CTC and EITC and to build the capacity of a local network of nonprofits to provide free tax assistance and filing services in under-resourced and rural Puerto Rican communities. HF provided \$600,000 and raised other funds. The campaign reached over 1 million individuals, and eight nonprofits supported more than 1,000 free tax filings for low-income families for the 2021 tax year. The information and assistance continued in 2022 and 2023.
- **Support for agriculture:** Following Hurricane Maria, HF worked with Lin-Manuel Miranda and his family, and other key partners, to help rebuild the coffee industry and to support local agriculture. After advocating for and obtaining Congressional approval, the HF Coffee Collaborative distributed over 2 million high-quality coffee seedlings to 1,139 smallholder coffee farmers across 54 municipalities. This remained a priority during the pandemic, since over 85% of Puerto Rican food is imported, and food insecurity became worse when supply chains broke down. HF supports efforts to increase local production, through support for farmers and fisheries and nonprofits that assist such entities.

Nonprofits funded by HF to provide essential services during the pandemic — food, housing, and broad financial assistance, as well as healthcare and vaccinations — are described throughout this report. Many provided both services and advocacy. For example:

- **Proyecto Matria**, Caguas, a feminist-led nonprofit, has been an HF partner since early Hurricane Maria relief efforts. HF provided funds and food to distribute. Proyecto Matria promotes gender equity and economic development. This includes supporting reproductive justice and opposing legislation that would restrict women's access to care on the island. Puerto Rico has high rates of caesarian births and post-partum depression. The organization has been one of the most active partners of the Reproductive Health Coalition, which works to promote Puerto Rican residents' access to good quality, humanized health care, including but not limited to abortions.

In addition to making grants, HF Puerto Rico staff distributed more than \$340,000 in cash cards to low-income, vulnerable individuals and families during the pandemic. Staff also provided virtual technical assistance and online webinars to help CBOs shift operations to maintain services while keeping staff and clients safe and able to access federal, Commonwealth, and local pandemic financial support programs. HF assistance reached more than 650 participants.

HF continued its disaster relief efforts during the pandemic. When Hurricane Fiona hit the Caribbean and Ian hit Florida in September of 2022, HF provided emergency relief grants:

- **After Fiona:** In **Puerto Rico**, rapid grants to eight nonprofits and collaboration with a network of CBOs to support community kitchens, set up digital "hot spots," and distribute solar lamps, generators, safe drinking water, and cash cards for emergency needs. HF also hosted President Biden and First Lady Dr. Biden when they came to survey hurricane damage and distribute food. HF also facilitated a meeting between the President and five CBOs to hear about the most urgent needs and barriers to accessing federal assistance and achieving a just recovery. In the **Dominican Republic**, grants to four nonprofits for food and medical assistance and the rebuilding of homes and a school.
- **After Ian:** Grants to ten organizations in Central and South Florida to provide immediate Fiona relief and distribute portable stoves, nonperishable food, hot meals prepared by community kitchens, and cash assistance to individuals who lost their jobs, many of them farmworkers.



▲ *Hope Community Center, post-Ian community kitchen, Florida*



NATIONAL
LATINO DIGITAL
ACCELERATOR:
Trained **19,402** people
and helped **4,086** get
jobs through investments
in **42** workforce
development sites
in **19** states

ECONOMIC EMPOWERMENT: Education and Workforce Development

The Latine community made important educational gains in the years before the pandemic, including an on-time high school graduation rate of 83% in 2019,⁵⁹ only to see those gains threatened by reduced income and pandemic-caused achievement gaps. The digital divide was large before the pandemic and made worse by it. In early 2020, 13% of all U.S. workers but 32% of Latine workers aged 16-64 had *no* digital proficiency, and 33% of all workers but only 17% of Latine workers had *advanced* proficiency.⁶⁰ The pandemic exposed that digital divide, which prevented Latines from working remotely, accessing COVID-19 relief benefits, communicating with hospitalized family members, and limited their ability to find employment after pandemic-related job loss. Without needed skills and connectivity, they also faced day-to-day challenges in accessing medical records, paying bills, and banking online.

From 2020-2022, HF made 44 emergency grants for education and workforce development. It also maintained and expanded its signature national workforce development and education programs, operating them remotely and supporting its nonprofit partners, described below.

WORKFORCE DEVELOPMENT

HF's National Latino Digital Accelerator Initiative was designed to build the digital skills training capacity of Latine-serving nonprofits and increase community access to digital skills training and its occupational and personal benefits. With funding from Google.org, HF selected 24 partner sites just as pandemic lockdowns began. HF consulted with the sites, and they decided to move forward but shift from in-person to remote training. HF provided special technology grants to support the transition to remote training, and some grantees used the funds to purchase laptops to lend to digital skilling students. Others used the funds in different ways:


- **The Latino Academy for Workforce Development** in Madison, WI, used the grant to grow its digital infrastructure, purchasing equipment for its computer lab. **Mission Economic Development Agency (MEDA)** in San Francisco bought ten powerful laptops to equip its reconfigured computer lab, helping up to 120 digital training participants per year (480-600 during a 4-5-year laptop life cycle) build technology skills and obtain good-paying jobs.
- **The Knowledge House** in New York provides scholarships and courses to prepare underserved young adults for jobs in the technology sector. It used its grant funds to equip students with software and provide academic resources to complement its coursework and to help staff instructional teams upskill to adequately support students.

Most sites provide digital training to prepare clients for jobs or career mobility, and may focus on high school or college students, young adults, Latinas, recent immigrants, all working-age Latinas, or older workers. For example, **Bridgeport Caribe Youth Leaders** in Bridgeport, CT targets youth, **Latin American Coalition** in Charlotte, NC, focuses on immigrant youth and adults, and **Vision Urbana** in New York City provides basic digital literacy training as a life skill for seniors, including immigrants.

In addition to funding, HF developed a model curriculum, provided monthly convenings, brought in experts to provide local labor market information, and shared information about other resources and opportunities. In September 2022, HF convened Encuentro Digital: Latino Digital Skilling Symposium with funders and partners Google.org and Comcast NBCUniversal Telemundo. By the end of 2022, the Accelerator was operating in 42 partner sites in 19 states. Twenty of those sites have Digital Equity Centers that use a customized digital workforce curriculum suitable for individuals with beginner, intermediate, and advanced digital skills.

EDUCATION

HF maintained its education programs, including College Readiness, Achievement, and Retention (CREAR) Futuros, throughout the pandemic. CREAR operated remotely, continuing its mentoring and stipends for about 60 students with the help of four mentors on each of eight college campuses. However, students struggled with anxiety and depression as well as the learning gap caused by pandemic lockdowns and remote classes, which made their engagement more difficult. HF arranged a workshop by a social worker in 2021 to address students' feelings and suggest coping mechanisms. Students found it extremely helpful. To further support participants, HF provided food gift cards after each virtual meeting and one-time \$150 grocery gift cards during the holidays.



CREAR FUTUROS:
Served an average of **400** college students and **32** mentors on **8** campuses annually



▲ CREAR Futuros student recipients and HF staff, trip to Yankee stadium, Bronx, NY



▲ Instituto del Progreso Latino, Chicago, IL

GRANTEE PROFILES

As the summaries below demonstrate, HF’s emergency grants and Accelerator funding have supported diverse education and workforce development approaches.

- **Instituto del Progreso Latino**, in Chicago, IL, which serves the metro area, was among the first HF Digital Skilling sites. A state-accredited educational institution in the State of Illinois, it operates two charter schools and multiple adult education and career programs. Ninety percent of its client population are Spanish-speaking and most are not computer-literate. Instituto faced low student enrollment early in the pandemic due to a lack of access to needed technology devices (desktops, laptops, tablets, etc.) and internet access. If a family had one laptop, the children used it for remote classes. Laptops purchased with HF grant funds enabled clients to complete training, gaining skills and knowledge needed for a job or promotion. Instituto also ramped up its Carreras En Salud nursing program, which includes pre-nursing assistance training, a digital literacy component, and job referral and placement services. Students can enroll in the Instituto College of Nursing, which provides both 11-week Basic Nursing Assistant training to prepare students to become Certified Nursing Assistants (CNAs) and a two-year Associate Degree in Nursing program that prepares students to become Registered Nurses (RNs). Another HF grant enabled Instituto to help refugee and immigrant families obtain identification documents, secure housing, meet other immediate needs, and become familiar with U.S. services and systems.
- **Monument Impact**, in Concord, CA, began as a day-labor program and started offering digital skilling two decades ago for women who did not participate in the day labor work. Technology for Success digital skills training has become its anchor program. Despite a relatively small budget, Monument has a large program, and 100% of training slots were filled during the pandemic. In the second half of 2021, 160 people received training. The lending library of laptops, expanded with HF grant funds, has been particularly important for students who started classes with only a tablet but needed a full computer for Monument’s more advanced training. At the end of 2021, the organization shifted its focus from pandemic relief to pandemic recovery, providing job training and digital skills that prepare immigrant community members to re-engage in the economy with greater capacity to earn a family-sustaining wage. The organization expects to continue providing a hybrid of remote and in-person training.

▶ **Monument Impact, leadership classes, Concord, CA**



- **The Hispanic Alliance of Southeast Connecticut**, in New London, used HF funds to provide emergency childcare tuition assistance, as well as housing, food, medical care, and clothing to over 200 low-income residents, many of them immigrants. Low-income working families were eligible for Connecticut's CARE4KIDS, funded through the federal Child Care and Development Fund, only if they could submit four recent pay stubs — but Hispanic Alliance clients were often unable to *start* a new job without childcare. So the Hispanic Alliance established a tuition assistance program that pays up to four weeks of tuition expenses per child, enabling parents to begin a job, then transition to the state program once they have four weeks of pay stubs. This program has also benefited small Hispanic childcare centers, which were hit hard during the pandemic and have struggled to recover due to challenges faced by client households and delays in CARE4KIDS tuition reimbursements.



▲ *Hispanic Alliance of Southeast Connecticut, art therapy, New London, CT*

- **Hispanic Center of Western Michigan**, in Grand Rapids, provides wide-ranging services, with a focus on youth and education, workforce development, family support, and language services. The Hispanic Center's HF-funded Digital Equity Center provides a customized digital workforce curriculum at multiple skill levels, focusing on skills needed by local employers. One of HF's most reliable Midwestern partners, the Hispanic Center also received a VIDA grant from HF in 2021 to provide vaccine education and outreach and is a Civic Engagement partner.
- **El Centro**, in Kansas City, KS, offers educational, social, and economic opportunities through programs ranging from a bilingual Pre-K Academy for Children to a Senior Day Program and emergency assistance for people in need. El Centro received HF funding through a partnership with the Greater Kansas City Hispanic Development Fund. HF funding helped support three cohorts of the Go Green training program for jobs in environmentally friendly occupations, making possible lunches and a weekly stipend for participants. Training was in person, with social distancing. Despite parental and other caregiving demands, one cohort was entirely Latina, and members provided each other a high level of mutual support. HF funding to El Centro also supported rent and utility assistance for 29 households.

MOBILE COVID-19

VACCINE CLINIC

POWER
THE COMEBACK

Support for Organizing and Advocacy

Grants to
65 nonprofits
in **13** states, DC,
and Puerto Rico for
community organizing,
policy, and advocacy
activities

Pandemic lockdowns and social distancing made community organizing, public policy, and advocacy efforts particularly challenging, but the work was too important to put on hold. HF network members participated in local, state, and national organizing and advocacy, often focused on supporting policies to prevent evictions, obtain increased assistance for those hardest hit by layoffs and closings including immigrants and low-income families with children, and obtaining workplace protections for frontline workers. HF worked with network members to support pandemic relief benefits for mixed-status families and to oppose efforts to block asylum-seekers and vulnerable children from seeking protection, expulsion of unaccompanied children at the U.S. border with Mexico, the “remain in Mexico” policy, and other actions denying immigrants their legal rights under international law. At the state and local level, members advocated on behalf of immigrants, women, and low-income families hard-hit by the pandemic. HF pandemic-era grantees engaged in community organizing and advocacy included:

- **Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR)**, Denver, CO, uses advocacy, organizing, policy, and narrative work to enable Latine individuals and their families to lead safe, healthy, self-determined lives. COLOR works statewide in both urban and rural Colorado, using an intersectional approach to change social norms and raise public consciousness, while actively pursuing policy and systems change. As part of the Vaccine Equity Coalition, established early in 2021 to address disparities in access to vaccination efforts, COLOR did outreach and education and persuasion campaigns. They used social media, COLOR’s *Mujeres de Color* radio program, flyers, and information sessions amplifying culturally and linguistically responsive messages, debunking myths, and promoting turnout to vaccination events. For example, COLOR emphasized that vaccines were free for everyone, including undocumented immigrants. These efforts reached a combined online audience of 31,190 people. Legislatively, after the 2022 Dobbs decision and in the context of state legislation targeting the LGBTQ+ community, COLOR worked successfully with partners to protect access to abortion and gender-affirming care in Colorado through the Safe Access to Protected Health Care Package, three bills signed into law in early 2023.

- Somos Un Pueblo Unido**, Albuquerque, NM played a major role in getting economic assistance to low-income New Mexicans during the pandemic. About half of New Mexico residents are Latine, and almost one in five Latine residents are poor. Somos Un Pueblo Unido co-founded and staffs the statewide Economic Relief Working Group (ERWG), established at the onset of the pandemic, and made up of four immigrant-based nonprofits and New Mexico Voices for Children. ERWG was extremely active throughout the pandemic, organizing successful legislative campaigns and operating a



▲ **Somos Un Pueblo Unido, Albuquerque, NM**

Guaranteed Basic Income pilot project to get cash assistance to low-income families, including mixed-status families and undocumented tax filers impacted by COVID. In 2021, a major legislative win expanded the state's Working Family Tax Credit (its version of the federal EITC) and the Low-Income Comprehensive Tax Rebate (a progressive tax rebate for low-income families), to include all New Mexico residents who filed income tax returns, whether using social security numbers or Individual Tax Identification Numbers (ITINs).^{viii} The revisions went into effect in 2022, providing an additional \$100 million to more than 380,000 low-income and undocumented tax filers. New Mexico became the third state (after California and Colorado) to include undocumented tax filers in its EITC-related tax credit.^{ix} In addition, almost 2 million New Mexicans, including undocumented immigrants, received rebates of \$250 to \$1,000 in the spring and summer of 2022 to help offset increased living costs, and \$20 million was allocated for 40,000 non-tax filers, mostly very low-income families.

- Hope CommUnity Center**, Apopka, FL, which serves Central Florida including Orlando, received several HF grants, including a Power Building and Justice grant from HF and Hispanics in Philanthropy that supported base-building with youth, women, and LGBTQ+ individuals, primarily immigrants. The goal is to support 150 Hope communities over three years to shift power to residents. Young people, immigrant workers, and LGBTQ+ people are becoming engaged, and Hope's citizenship education program helped nearly 100 people become citizens. Fifteen core leaders, mostly high school and college students, received training and organized a unified rapid response to anti-immigrant/LGBTQ+/people of color (POC) legislation and policies. With core partners and other strong alliances, Hope has become an anchor for immigrant justice in Florida, receiving local and national media attention. Hope also worked with other organizations for Community IDs until state legislation banned local governments from pursuing such programs. Hope's Campaign for Dreams and Freedoms created an intersectional campaign lifting the voices of transgender leaders alongside undocumented immigrants. Its community organizing targets include recent immigrants in survival mode who are just becoming awakened to the idea of justice. Though such organizing is long-term and presents many challenges, Hope believes these are the people whose voices are most important in decision making.

HF was active throughout the pandemic at the local, state, and federal levels, advocating with its network and other allies for expanded assistance to Latine communities, farmworkers, essential workers, immigrants, and mixed-status families; equitable benefits for Puerto Ricans; and policies that help Latines progress economically.

viii An ITIN or Individual Taxpayer Identification Number is a tax processing number issued by the Internal Revenue Service to individuals who are required to have a U.S. taxpayer identification number but who do not have, and are not eligible to obtain, a Social Security number.

ix Maine, Maryland, and Oregon have also extended coverage to ITIN filers.



Grants provided to Latine CBOs in all of the 5 Southern Census Region states and 75% of the Metro areas with the highest Latine population percent growth

Funding for CBOs in Places with Rapid Latine Growth

The U.S. Latine population grew by 23% nationwide from 2010-2020, with high growth rates in areas with smaller Hispanic communities, often in the South. Six states had at least 50,000 Latine residents in 2020 and a Latine growth rate of at least 50% from 2010-2020, five of them in the Southern Census region (Maryland, Tennessee, Kentucky, South Carolina, and Louisiana)⁶¹ — and HF has grantees in all five. The Hispanic population increased in 90% of the nation's 3,140 counties. While numerical growth was greatest in counties that already had large Latine populations, the percent growth was highest in counties where the Hispanic population was small in 2010. Thirteen of the 50 largest metro areas saw increases of at least 50% in their Latine populations, and HF supported CBOs in nine of them. It also made grants in all 12 of the cities with the largest Hispanic populations. HF supports capable and committed Latine nonprofits, large and small, not only in major Latine centers like New York City, Los Angeles, and Chicago, but also in states, cities, and counties where the Latine population is smaller, but often growing rapidly.

States with at least 50,000 Hispanics and 50% Growth in Hispanic Population, 2010-2020

Source: U.S. Census Bureau



As the stories below demonstrate, HF grantees in these newer areas of rapid Latine growth are often relatively young, small, and underfunded. In more rural areas, they may be the only organization with Spanish-speaking staff. Most provide a wide range of services, despite limited funding, partly through program volunteers, and they advocate with other nonprofits and public agencies to increase service access for Latines, especially low-income, non-English-fluent families. Their clients include low-income immigrants who are not fluent in English and mixed-status families who are ineligible for many publicly funded services.



▲ **La Paz Chattanooga, TN**

- **La Paz Chattanooga, TN**, works to empower and engage Latines through advocacy, education, and inclusion. As the area's Latine population shifted from primarily male workers to include family units, Latine entrepreneurs, and bilingual professionals, La Paz adjusted to meet changing needs. In 2023, it had a staff of 12 and was serving over 10,000 people a year. HF funds helped La Paz assist 540 people/families, providing food access and case management including help with applications for financial assistance, health insurance, and nutrition assistance, as well as rental assistance or temporary housing for 71 families. Three hundred families benefited from food distribution events,

and La Paz's collaboration with the Chattanooga Area Food Bank led to the establishment of an on-site food pantry for the Latine community. The organization has also increased Latine access to local services. According to the Chattanooga Regional Homeless Coalition, less than 1% of clients in the homeless system were Latine before La Paz implemented its local homelessness prevention program in April of 2021. Since then, Latine participation has increased to over 11%, and the Director of System Performance at the Homeless Coalition sees La Paz's work as directly related to an increase in the number of Latines seeking services from other providers.

- **Migrant Equity Southeast, Savannah, GA**, serves immigrants, farmworkers, day laborers, and their families and other low-income residents of largely rural South Georgia. HF funds helped the organization serve 1,500 people. One hundred families received food assistance through a food pantry stocked with culturally appropriate food, deliveries for families without reliable transportation, and food for babies and for individuals with special dietary needs. Rent assistance helped 60 immigrants at risk of eviction who did not qualify for other sources of financial assistance. For example, staff were able to help find needed services for families who had a child with a disability, and they located temporary housing, food, and a long-term rental for a Venezuelan immigrant family evicted from the hotel where they were working and living when the wife got sick. Migrant Equity Southeast provided vaccine assistance to 763 people with the help of bilingual volunteers who received stipends to support events in areas without reliable transportation. The volunteers made Latines comfortable enough to get vaccinated and to get their children vaccinated, then translated for the medical team and residents providing the vaccinations.

▶ **Migrant Equity Southeast, Savannah, GA**

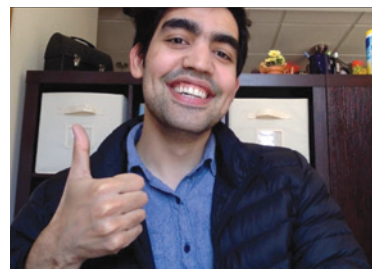




▲ *Centro Unido Latino Americano, Marion, NC*

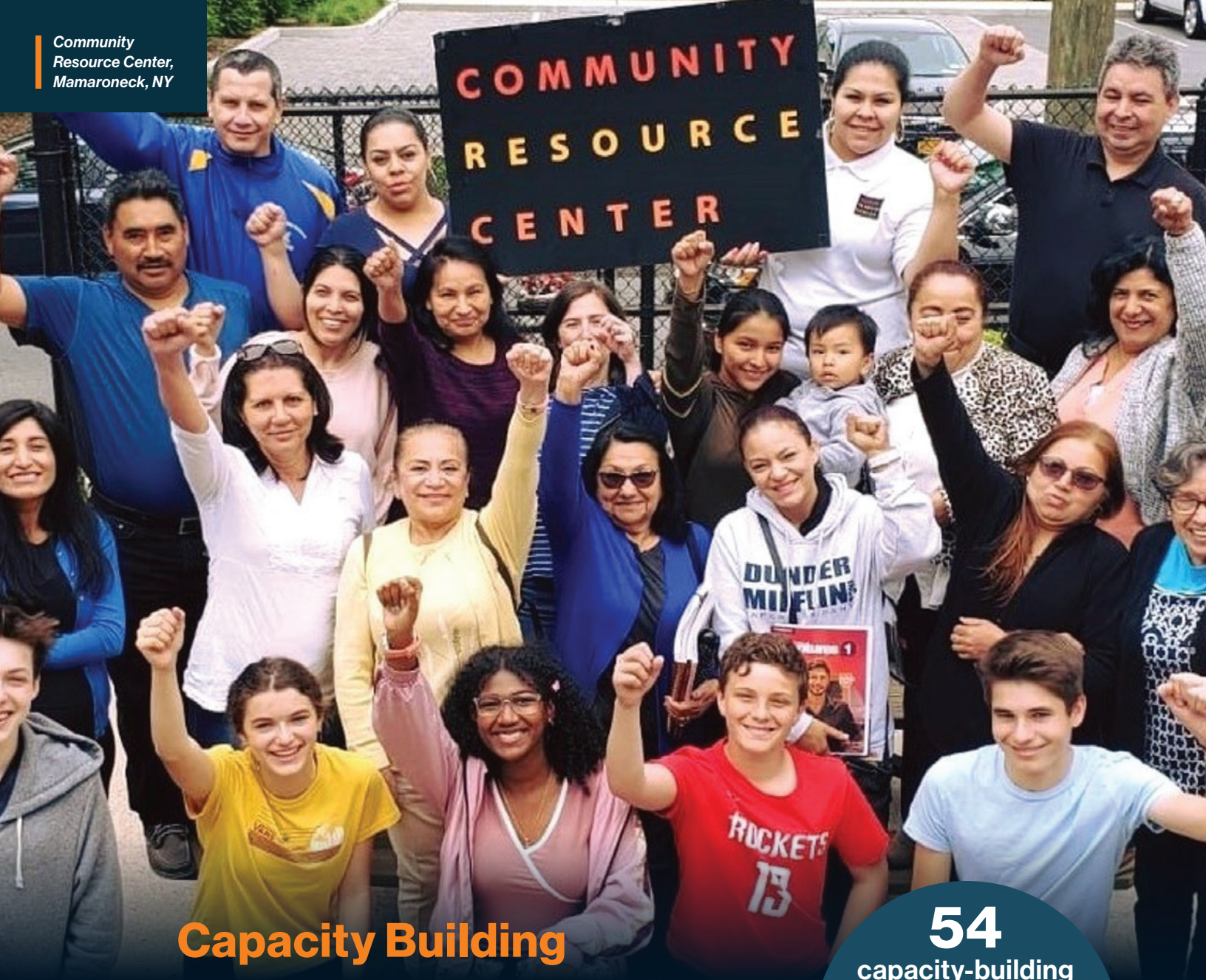
- **Centro Unido Latino Americano**, Marion, NC, serves four largely rural counties in Western North Carolina with a combined population of about 215,000 that is about 6.5% Hispanic. HF funds supported rent and utilities assistance to 93 families, preventing the eviction of 19 families, and distribution of fruits and vegetables for 4,800 people. About 35% of recipients were first-time clients, so the funding also provided an opportunity to help them find jobs and educational opportunities, connect them to mental health or other services, or help them obtain a food box. Most clients were not eligible for other financial assistance because of their immigration status. The organization offers many services, often through partnerships and volunteers. It works with consulates to help residents obtain proof of identity and provides interpretation and translation services, a food pantry, a community health worker program that began during the pandemic but now supports overall health, employment assistance, tutoring for K-5 students, youth mentorship, and cultural celebrations.

- **La Casita Center**, Louisville, KY, received HF funding for both a weekly food pantry and its legal services program. Online legal consultations proved beneficial for domestic violence clients who normally rely on their abusive partners for transportation and would find it difficult to keep an appointment at the Center. Remote technology made legal services safer for clients and more accessible for both clients and attorneys. The Center plans to maintain a virtual or hybrid model post-pandemic.



▲ *La Casita Center, Louisville, KY*

- **AI Exito**, Des Moines, IA, works with families and youth in central Iowa. Because Iowa is an English-only state, many Spanish-speaking families did not receive essential information about COVID-19 in their language, which contributed to illness and deaths. There is no available healthcare for low-income undocumented families, and some service providers prefer not to serve the undocumented. Despite these challenges, AI Exito reported important results. The organization leveraged other funds to double the impact of HF funding for food and supplies like diapers, serving 828 people, and to increase housing assistance. Landlords, school staff, and social workers began reaching out to AI Exito on behalf of their clients, and 32 families received rent and utility assistance. Water and electricity were restored in several homes after families had lived without them for months. Through the *Compa en Camino* (Partners on the Go) program, which operated throughout the pandemic, 18 bilingual/bicultural *Compas* (Partners) provided services like tutoring for students failing since the pandemic and worked with new immigrants. After a drive-by shooting that killed one student and injured two others, *Compas* were contracted to work with students struggling with the shooting and their close ties with the shooters, empowering them to make change at their high school. The students started an AI Exito club to help make their school a safer space and were selected to develop a Latine youth curriculum for the Iowa Coalition for Sexual Assault.



Capacity Building

54
capacity-building
grants totaling
\$1,739,000
to Latine-led
nonprofits in
9 states

Building the capacity and infrastructure of Latine-led nonprofits has always been a top priority for Hispanic Federation. Since 1993, its Latine CORE Initiative has helped Latine nonprofits develop needed systems, structures, strategies, and tools. Early in the pandemic, HF suspended normal grantmaking and raised new funds to address the emergency needs of its partners and to support critical infrastructure development. For example, small grants and consultants made possible through the Altman Foundation-funded Silver Lining Digital Capacity Building Initiative enabled five New York City partners to assess their technology infrastructure and begin “pivoting to digital” to choose software systems and platforms for improved internal systems and external service delivery.

Despite the pandemic, HF provided linked infrastructure/equipment grants and technical assistance in such areas as financial management, digital infrastructure and tools, resource development, and governance. For example:

- Five nonprofits in 3 states received grants, online small-group training, and individual technical assistance beginning in January 2021 to build financial management capacity, through a partnership with the Nonprofit Finance Fund.

- In 2021, HF began a four-year American Express Foundation-funded *Growing Stronger* Capacity Building Initiative, designed to strengthen the organizational capacity of 40 Latine-led nonprofits, including 10 start-ups, to help them become strong, sustainable institutions able to advance their missions more effectively and efficiently. HF provides selected organizations \$20,000 to support staff engagement and other costs associated with organizational development efforts. Organizational leaders participate in organizational assessments, set priorities for their technical assistance, and participate in convenings and interactive training, where they learn from not only HF and consultant experts, but also each other. As of the end of 2022, the Initiative was assisting 19 nonprofits in 7 states.
- In 2022, HF resumed Gala-funded Latine CORE Initiative grantmaking to support critical but hard-to-fund infrastructure and capacity-building activities, making 25 grants in 3 states.

Private-sector institutions and individuals have supported all these efforts. In addition, HF continues to obtain public-sector funds for capacity-building grants, leadership institutes, and technical assistance events from public and private sources. With funding from the New York City Council Communities of Color Nonprofit Stabilization Fund (CCNSF), HF provided 47 grants during the pandemic, most often in the \$35,000 to \$45,000 range. With guidance from HF, the Hartford Foundation of Connecticut established a similar fund for Hartford-area nonprofits led by people of color, for which HF manages the allocation process. Grants range from \$10,000 to \$50,000. The City of Charlotte established the new Community Resilience Fund supporting both very small and larger nonprofits, with grants awarded by HF ranging from \$6,000 to \$150,000.

HF capacity-building support during the pandemic also included webinars providing both information and skill development. With both public and private funding, HF offered 67 nationally available *Entre Familia* capacity-building webinars that together reached 6,203 network members nationwide. The Connecticut, Florida, North Carolina, and Puerto Rico offices provided 20 webinars on issues relevant to their local partners, with 2,053 direct participants and an estimated 21,417 total online views. Topics reflected nonprofit needs:

- **2020:** Soon after the national lockdown in March, HF began offering practical national webinars to help partner nonprofits cope with the many challenges they faced, such as leading in a time of crisis, suddenly working remotely, addressing COVID-related Human Resource (HR) challenges, obtaining Payroll Protection Program funds and other assistance available to nonprofits, connecting to donors and fundraising remotely, managing finances, and sustaining emotional wellness. That year, the New York office provided 18 national webinars accessed online by more than 2,500 participants. In addition, regional offices offered 20 webinars (2 in Connecticut, 10 in Puerto Rico, 6 in Florida, and 2 in North Carolina), most in Spanish or bilingually. They addressed both regional and national topics, among them *Preparando a tu organización para el Covid* (Preparing Your Organization for COVID) and Immigrant Housing and Unemployment Rights during COVID-19. HF made PowerPoints and video recordings available online and several Florida sessions were pre-recorded. Regional webinars had more than 2,000 online participants and an estimated total reach of more than 21,000.
- **2021:** HF offered 24 webinars for a total of 1,899 participants. Six focused on leadership and personnel needs, 5 on pandemic management and recovery topics, and 5 on fundraising. The rest addressed key nonprofit skill areas like financial management, IT management, and advocacy.
- **2022:** As nonprofits adapted to new post-pandemic realities, HF offered 26 webinars for 1,756 participants, most often addressing organizational development topics related to HR and employee issues, fundraising, and governance.

The following pages highlight several examples of how HF's capacity-building work is strengthening organizations and helping them achieve long-term sustainability and community impact.



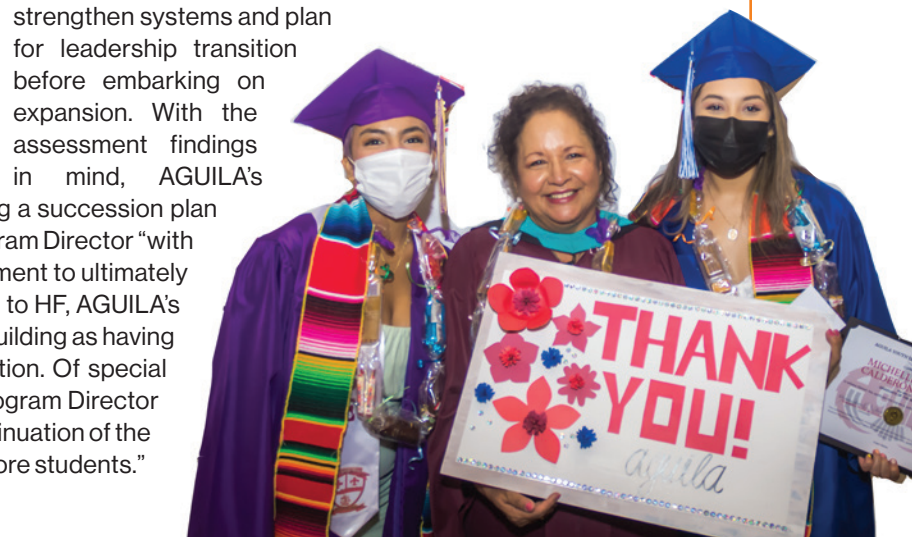
▲ AGUILA Youth Leadership Institute, Tempe, AZ ▼

● **AGUILA Youth Leadership Institute** of Tempe, AZ, prepares youth from metropolitan Phoenix for college admission and graduation based on personalized plans and a comprehensive support system. The approach uses cultural understanding as a guide to personal, academic, and professional excellence and leadership. Services begin in eighth grade and continue through high school and then college graduation. HF funding helped AGUILA maintain staffing and operations during the pandemic. In 2022, the 45 graduating seniors collectively amassed nearly \$5 million in scholarships — an average of over \$110,000 per student. Participation in the *Growing Stronger* Capacity-Building Initiative provided both a grant and capacity-building assistance. Initially, AGUILA’s CEO wanted to use the technical assistance to do strategic planning for program expansion. However, the organizational assessment conducted by HF identified a need to first strengthen systems and plan for leadership transition before embarking on expansion. With the assessment findings in mind, AGUILA’s

“The work of the Hispanic Federation clearly comes from what Cesar Chavez coined as work from ‘Mind and Heart.’ The skill, expertise, connections, and organization are held up by the passion of those individuals committed to this important work.”

– AGUILA Youth Leadership Institute, Tempe, AZ

Board of Directors committed to developing a succession plan and ultimately embraced the hiring of a Program Director “with the knowledge, skill, expertise, and commitment to ultimately move into the role of CEO.” In its final report to HF, AGUILA’s CEO assessed all aspects of the capacity building as having “a large positive influence” on the organization. Of special importance was the hiring of that skilled Program Director “at the absolute right time to ensure the continuation of the program and to grow its capacity to serve more students.”



● **Community Resource Center (CRC),**

Mamaroneck, NY, an HF member for 15 years, serves up to 4,000 immigrants and other low-income residents each year, typically essential workers in domestic, restaurant, construction, and landscaping jobs, providing pathways of opportunity and self-reliance. Services include English classes, vocational training, job placement, case management, legal services, crisis response, eviction prevention, and children and youth development. Many adult clients lost their jobs or had to leave work to care for their children when the pandemic lockdowns began, and many suffered both illness and food and housing insecurity. CRC was providing pandemic relief when Hurricane Ida hit Mamaroneck on September 1, 2021, flooding 535 homes and displacing 1,000 residents, many of them CRC clients. Fourteen feet of water flooded CRC's offices, and both the main building and Worker Center became unusable. Moving quickly to temporary space provided by a local church, CRC staff provided emergency assistance to 300 families, then ongoing help with preparing FEMA paperwork, finding housing, and replacing lost possessions. CRC had co-led establishment of the Coalition for Community, over 20 local organizations working together to meet community needs during the COVID crisis, providing everything from emergency funds to digital training, vaccine clinics, and funeral support. That relationship-building helped CRC secure long-term temporary offices in church buildings, while raising funds and rebuilding the Center. As a participant in the *Growing Stronger* Capacity Building Initiative, CRC used its technical assistance to strategically build out its Development team and learn how to "pitch" its capital campaign to rebuild the Center. CRC successfully raised the funds to renovate, reconfigure, and expand its facility to make it flood-resistant, while adding a computer lab and several multi-use areas to expand services by more than 25%. The upgraded facility is scheduled to open in early 2024. CRC works closely with HF in other ways. It is part of HF's National Latino Digital Accelerator initiative and over the past three years has received food assistance, a CORE Initiative grant, funding to provide cash assistance, and a rapid response grant to address the emergency needs of newly arrived immigrants. Staff regularly participate in *Entre Familia* workshops, and several CRC leaders have participated in HF's New York-based Hispanic Leadership Institute.



▲ **Community Resource Center (CRC), Mamaroneck, NY**

“This type of unrestricted funding to use for critical capacity building was the most useful and impactful grant we received, yielding hundreds of thousands in return on investment.... Because of your support, CRC will be here another 25 years to support and empower immigrant and low-income families in Westchester County.”

- CRC Executive Director Jirandy Martinez



Learning Lessons / Moving Forward

The pandemic period was extremely challenging for the country, and especially for the Latine community and the organizations that serve them. And COVID-19 was not the only challenge. HF provided emergency relief after hurricanes and earthquakes, responded to an ongoing immigration emergency, provided expanded capacity-building support, and faced an alarming rise in anti-Latine, anti-immigrant rhetoric and hate crimes. But HF — and almost every member of its network — adapted to growing challenges in a changing environment to meet the needs of their communities and move forward. ►

LESSONS LEARNED

The pandemic years were extremely challenging for HF and its network of community nonprofit partners, but also offered valuable lessons. Among the most important:

- **Latine nonprofits play an essential role in supporting their communities at all times, but especially during major emergencies.** In communities large and small, our network of Latine CBOs rose to the occasion, pivoted rapidly to remote or hybrid operations, established or expanded emergency assistance, maintained key services, and persevered through three extraordinarily difficult years. They continue to address both immediate and long-term community needs and to serve neglected and high-need populations. Without them, the pandemic's toll on Latines and other communities of color would have been far greater, and the outlook for recovery much poorer.
- **HF plays a unique and crucial role as a grantmaker for Latine nonprofits.** Grantees say they value HF as an early funder that responds rapidly to an emergency, is flexible in allowing funds to be used where most needed, and brings prestige and credibility for smaller and younger nonprofits.
- **Latine nonprofits need more than money — they also require capacity-building assistance, an advocacy ally, and a program partner.** HF plays all these roles and brings its network together through training and program-focused convenings. Grantees see HF as especially helpful because its work is culturally based.
- **CBOs in areas of rapid Latine population growth need ongoing attention.** Young, small Latine nonprofits are often the only bilingual service providers in their communities and struggle to meet a wide range of needs, sometimes in an unsupportive environment. They require continuing financial support, technical assistance, and regional and national alliances.
- **Hispanic Federation is stronger when its network is stronger.** Continuing to grow the network and deepen partnerships will make HF a more valuable ally and a more powerful advocate as it understands, represents, and collaborates with Latine nonprofits nationwide.
- **Recovery from the pandemic is slow — for Latine communities and the nonprofits that serve them — and a too-quick return to the funding status quo puts long-term progress at risk.** Latines have suffered high rates of death and Long COVID. COVID-related educational



▲ *Unity in Action, immigration work, South Sioux City, NE*



▲ Student Action with Farmworkers, Durham, NC

losses have been greatest for Latine and other children from communities of color. Latinas have still not fully returned to the work force. Demand for services has continued to grow. And inflation means that grants at the same level do not go as far. Yet public pandemic funding has largely ended, and many private funders have returned to normal payout levels and are reducing much of the flexibility provided during the pandemic. Placing trust in nonprofits to use flexible funds allows organizations to thrive and is always important, not just during emergencies.

- **HF direct services help fill important gaps.** Hispanic Federation’s community programs and services were especially needed during the pandemic — obtaining and delivering food, running immigration clinics, supporting Latine college students. Latinas will continue to need such initiatives post-pandemic, delivered in partnership with network members, to alleviate poverty and increase opportunities, including access to high-need services like mental health, immigration, education, and workforce development.
- **Civic engagement is essential for full Latine integration into U.S. communities.** At the height of the pandemic, HF used social media and other remote strategies to encourage Latine participation in the Census and in elections. Remote community engagement activities helped counter the physical isolation of pandemic lockdowns and made it easier for people to seek and obtain needed services. Both face-to-face and remote efforts must continue and expand to combat anti-Latine, anti-immigrant, and anti-diversity, -equity and -inclusion efforts sweeping across the nation.
- **HF advocacy complements and strengthens all other work.** During the pandemic, HF advocated at local, state, and national levels for fair and equitable treatment of Latinas and other communities of color, fought tirelessly for pandemic benefits for the farmworkers who maintained the food supply and for the CBOs that serve them. This advocacy helped make citizen and legal resident members of mixed-status families eligible for emergency assistance, increased nonprofit and Latine small business access to the PPP, and made Puerto Rican participation in the child tax credit and its funding for nutritional programs more equitable in a time of great need. Following successful advocacy, HF and its partners informed community members and maximized implementation of changed policies. HF’s advocacy enhanced its grants and services, and was made more effective by its earned credibility as a community funder and partner.

2023 ACCOMPLISHMENTS

This was a year of action and growth for Hispanic Federation. Much of the pandemic-related work funded in 2022 continued well into 2023, and some of HF's 2023 grantmaking was pandemic-related, but HF also addressed many other Latine community and nonprofit needs and challenges.

HF increased its capacity-building grants and technical assistance for Latine nonprofits that have functioned far beyond normal expectations for more than three years. Grants, as well as HF's other initiatives, also addressed a wide range of continuing and often growing service needs, from mental health services and healthcare access for the uninsured to youth services including education support to overcome pandemic academic gaps, immigration legal services, and efforts to close the digital divide. Organizing and advocacy remained a priority, with continued attention to anti-immigrant rhetoric and policies, the continued need for tax credits and other anti-poverty programs, defense of LGBTQ+ communities and diversity, equity, and inclusion.

This was a year of many accomplishments for HF. Some examples:

- **Grantmaking:** HF privately funded grants to Latine CBOs in 2023 totaled about \$7.4 million, with substantial funding for capacity building, 4 new LGBTQ+ ACT grantees, and continued emergency relief funding in Puerto Rico, Florida, and the Dominican Republic.
- **Capacity Building:** A growing network and portfolio of national initiatives involving nonprofit subgrantees have greatly increased the demand for capacity-building grants, training, and technical assistance. As in-person training became feasible, HF reached more than 1,100 Latine nonprofit leaders in 2023 through 4 major training events and 20 webinars.
- **Public-sector Funding:** At the end of 2023, HF had 14 active federal, state, and local grants with multi-year funding totaling \$56.6 million. The largest, a \$44.3 million Farm and Food Workers Relief Program grant from the U.S. Department of Agriculture, supports one-time \$600 payments to 68,900 farm and meatpacking workers in light of COVID-19-related expenses incurred during the pandemic. Working with 33 CBO subgrantees in 17 states, Puerto Rico, and the U.S. Virgin Islands, HF identified and qualified more than 30,000 workers and disbursed \$18 million in 2023.
- **Program Replication:** Based on demonstrated value and "proof of concept," HF won funding to replicate its prediabetes prevention program in Georgia and Texas, the *Por Nosotros* mental health program in Florida, and the FUERZafest LGBTQ+ festival expanded to Charlotte, NC. CREAR Futuros, HF's college success program, added four new campuses for a total of 12 in 5



▲ *Farm and Food Workers Relief Program sign-up session*



▲ HF lobby day, Washington, DC

states — New York, Connecticut, Florida, North Carolina, and Illinois. Complementing the early childhood focus of Pathways to Academic Excellence, HF initiated Pathways College Prep in Chicago and New York, targeting parents of high school students. HF also views its Puerto Rico renewable energy work as a model for replication in Florida, North Carolina, and beyond.

- **Immigration:** HF expanded its in-person immigration work in 2023. A key priority is helping eligible immigrants obtain work authorization, so they can obtain jobs and housing. In fall 2023 the U.S. Center for Immigration Services (USCIS) asked HF to partner with federal, state, and city agencies to organize a large-scale work authorization application clinic for recent immigrants living in New York's shelter system who were likely to qualify immediately. In 3 days, HF recruited over 250 volunteers from its network to implement a marathon 7½- day clinic, screening over 1,700 recent arrivals and helping with 1,390 applications for work authorization that were processed on site by USCIS. Most individuals received their work authorizations within 3-4 weeks. HF received USCIS funding for related work in North Carolina.
- **Public Policy:** Advocacy is always an integral part of HF's mission to drive change, build power, and increase assets and opportunities in Latino communities. In 2023, that work had special emphasis and importance. At the federal level, HF was a leading immigration advocate for expedited work authorization for people seeking asylum, and supported the successful effort to gain Temporary Protected Status (TPS) for migrants from Venezuela. HF worked with many allies for renewal of the pandemic-era expanded, refundable child tax credit as a means of substantially reducing child poverty — and the tax bill negotiated in early 2024 is likely to include some of those provisions. HF also continued to advocate for equitable funding and benefits for Puerto Rico and began to address the impact of short-term rentals and inflation on housing costs in the archipelago.
- **Economic Empowerment:** The Latino Digital Accelerator initiative worked with 44 partner sites in 19 states, Puerto Rico, and the District of Columbia, training 6,312 people and helping 1,420 obtain jobs. New funding supported development of training hubs in Boston, Philadelphia, Phoenix, and San Diego, as well as HF's first grant for a digital skills mobile lab, to serve rural eastern North Carolina. HF continued efforts to close the digital divide, receiving FCC funding under the Affordable Connectivity Outreach Grant Program to increase program participation by eligible, low-income Latine individuals/households in 8 states.
- **Infrastructure:** Flexible funding enabled HF to enhance systems and infrastructure to successfully manage recent and expected growth in grantmaking and public-sector projects often with multiple CBO subgrantees. This includes additional Fiscal Department staffing, data management and integration, establishment of a compliance unit, and enhanced program evaluation capacity.



Moving Forward

HF's plans for 2024 and beyond reflect the organization's ongoing mission and commitments, pandemic lessons, and the changing needs and new challenges facing Latines in the United States. HF will continue to meet the moment. Priorities include the following:

- **Public Funding:** HF is increasing its relationships with government entities and its public funding from the federal government and from state and local agencies where it has offices. HF focuses on funding that best furthers its mission and offers substantial community impact. Nationally, that includes additional FFC funding to help close the digital divide and additional funding for health, mental health, and education initiatives, federal funds awarded directly or through the states for renewable energy and climate justice, and USCIS and state funds to support work authorizations, adjustment of status, and citizenship for immigrants. HF will also work to increase state and local funding to address similar program needs and support network partners.
- **Grantmaking:** HF expects to continue capacity-building grants, support for emerging organizations outside major population areas, and funding for most-needed services like mental health, domestic violence shelters, and immigration legal assistance, with \$6-to \$8 million in normal grantmaking annually, plus special grants to meet emerging and crisis needs.
- **Network:** HF expects to continue growing the network, while deepening relationships through regional *Encuentros* for training and networking, site-based meetings, program partnerships, advocacy training, and joint national and regional campaigns. Expansion will include HF's first staff and first brick-and-mortar office in California in 2024.
- **Capacity Building:** Both capacity-building grants and technical assistance are essential for a strong and effective network. HF has secured partial funding and will continue fundraising for its national Latino Capacity-Building Institute. The Hartford Foundation supports a similar Communities of Color Nonprofit Stabilization Fund (NSF) patterned after the New York City NSF. HF seeks public and private partners to establish NSFs in Chicago, North Carolina, and elsewhere.

- **Program Initiatives:** Economic empowerment remains a key priority. New grants will enable HF to expand its digital workforce program to sites in Arizona, California, Utah, Texas, and New Mexico. HF will also explore additional economic mobility strategies, including green energy/green jobs. CREAR Futuros will partner with the Coalition for Humane Immigrant Rights Los Angeles (CHIRLA) to establish its first California site at California State University, Los Angeles in the fall of 2024. HF expects to expand health initiatives in youth mental health and chronic disease prevention and management.
- **Advocacy:** HF will continue working with community partners and allies at the federal, state, and local level to identify and address key policy issues. We will advocate for just and humane immigration policies and aid for new arrivals, and for protection of civil rights with a focus on LGBTQ+, reproductive, and voting rights. Work will continue on the re-establishment of the refundable child tax credit as provided during the pandemic and on access to health care as a human right, including continued Medicaid coverage for eligible people dropped from the rolls, often due to deliberately cumbersome state re-application processes; and equitable resources and benefits for Puerto Rico, with an emphasis on Medicaid and the Supplemental Nutrition Assistance Program (SNAP or Food Stamps). HF will address other priorities as identified through HF’s grantmaking and program work. The Washington, DC-based Vice President for Federal Advocacy and Network Mobilization will provide training and joint advocacy with network members on shared priorities.
- **Civic Engagement:** The 2024 elections will have critical impact on federal, state, and local policies and programs important to the Latine community. HF will carry out nonpartisan voter education and registration and voter mobilization, and will provide civic engagement grants to network members to maximize Latine voter awareness and participation. HF expects to focus on critical states in the Northeast (Connecticut, Pennsylvania, and New York), Southeast (North Carolina and Florida), and Midwest (Illinois, Michigan, and Wisconsin).
- **Infrastructure:** Recognizing the importance of effective program and fiscal management, compliance, and evaluation, HF will maintain lean but fully adequate Fiscal and administrative staffing to support management and growth. Priorities include fully integrated data management, expanded program evaluation, and compliance with all funder and regulatory requirements. HF will prioritize continuing to earn top ratings from Charity Navigator, Guidestar, and the Better Business Bureau.



▲ NC Congress of Latino Organizations, Durham, NC

Appendix

HF'S COVID-19 GRANTEEES

ALABAMA

[Adelante Alabama Worker Center](#)
Hoover

[Hispanic Interest Coalition of Alabama \(HICA!\)*](#)
Birmingham

ARKANSAS

[Arkansas United Community Coalition](#)
Springdale

[Hispanic Women's Organization of Arkansas](#)
Springdale

ARIZONA

[AGUILA Youth Leadership Institute](#)
Tempe

[Arizona Justice For Our Neighbors](#)
Tucson

[Chicanos Por La Causa, Inc. \(CPLC\)*](#)
Phoenix

[Florence Immigrant and Refugee Rights Project](#)
Tucson

[Promise Arizona \(PAZ\)*](#)
Phoenix

[Trans Queer Pueblo – Semilla De Liberación](#)
Phoenix

[Unlimited Potential](#)
Phoenix

[Valle del Sol*](#)
Phoenix

CALIFORNIA

[Act for Women and Girls](#)
Visalia

[Al Otro Lado*](#)
San Ysidro

[Alianza Coachella Valley*](#)
Coachella

[Asian Americans Advancing Justice - Asian Law Caucus*](#)
San Francisco

[Center for Employment Training](#)
San Jose

[Center for Farmworker Families \(CFF\)*](#)
Watsonville

[Center for Training and Community \(ConXión\)](#)
San Jose

[Central Valley Mutual Aid \(Ocho Semillas, United Way of Merced County\)*](#)
Merced

[Centro Legal de la Raza*](#)
Oakland



▲ Casa de Paz, Aurora, CO

[Clínica Msr. Oscar A. Romero*](#)
Los Angeles

[Coalition for Humane Immigrant Rights \(CHIRLA\)*](#)
Los Angeles

[Colectivo ALA \(Colectivo Acción Latina de Ambiente\)](#)
San Jose

[Comité Cívico del Valle](#)
Brawley

[Community Health Alliance of Pasadena \(ChapCare\)](#)
Pasadena

[Community Power Collective](#)
Los Angeles

[Comunidades Indígenas en Liderazgo \(LAANE\)](#)
Los Angeles

[Dolores Huerta Foundation*](#)
Bakersfield

[El/La Para Translatinas](#)
San Francisco

[Fresno Barrios Unidos*](#)
Fresno

[Homies Organizing the Mission to Empower Youth \(HOMEY\)*](#)
San Francisco

[Honor 41](#)
Rancho Mirage

[Instituto Familiar de la Raza, Inc. \(IFR\)*](#)
San Francisco

[La Clínica de La Raza*](#)
Oakland

[Latino Equality Alliance \(Paul Vandeventer\)](#)
Los Angeles

[Mission Economic Development Agency](#)
San Francisco

[Mission Neighborhood Centers*](#)
San Francisco

[Monument Impact](#)
Concord

[Mujeres Unidas y Activas](#)
San Francisco

[New Economics for Women](#)
Los Angeles

[Nuestra Casa de East Palo Alto](#)
East Palo Alto

[Parent Institute For Quality Education \(PIQE\)*](#)
National City

[Pomona Economic Opportunity Center](#)
Pomona

[Salvadoran American Leadership and Educational Fund](#)
Los Angeles

[San Jose Grail Family Services](#)
San Jose

[School of Arts and Culture at MHP](#)
San Jose

[Somos Familia](#)
Oakland

[Somos Familia Valle](#)
Sun Valley

[Somos Mayfair](#)
San Jose

[The Chicano Federation \(Chicano Federation of San Diego County\)](#)
San Diego

[The UndocuBlack Network The Praxis Project*](#)
Oakland

[The Wall-Las Memorias](#)
Los Angeles

[TODEC Legal Center](#)
Perris

[Youth Alliance of Hollister*](#)
Hollister

* Grantees with asterisk were funded in Phase 1 or both phases

COLORADO

[Alianza NORCO](#)

Fort Collins

[Casa de Paz](#)

Aurora

[Centro Humanitario Para Los Trabajadores](#)

Denver

[Colorado Organization for Latina Opportunity and Reproductive Rights \(COLOR\)](#)

Denver

[Colorado Statewide Parent Coalition](#)

Westminster

[Cultivando](#)

Commerce City

[INSPIRE](#)

Commerce City

[Integrated Community](#)

Steamboat Springs

[Latina SafeHouse](#)

Denver

[Mi Casa Resource Center](#)

Denver

[OneMorgan County](#)

Fort Morgan

[Re:Vision](#)

Denver

[San Luis Valley Immigrant Resource Center](#)

Alamosa

[Servicios de la Raza](#)

Denver

[Voces Unidas de las Montañas](#)

Glenwood Springs

CONNECTICUT

[ARTE, Inc.*](#)

New Haven

[Bridgeport Caribe Youth Leaders \(BCYL\)*](#)

Bridgeport

[Building One Community Corp. \(B1C\)](#)

Stamford

[Casa Otoñal*](#)

New Haven

[Chemical Abuse Services Agency, Inc. \(CASA\)*](#)

Bridgeport

[Children's Learning Centers of Fairfield County \(CLC\)*](#)

Stamford

[Connecticut Institute for Refugees and Immigrants](#)

Bridgeport

[Connecticut Puerto Rican Forum*](#)

Hartford

[Connecticut Students for a Dream*](#)

Bridgeport

[Harmony House Shelter*](#)

Danbury

[Hartford Knights Youth Organization*](#)

Hartford

[Hartford Parent University](#)

Hartford

[Hearts of Gold CT, Inc.](#)

Hartford

[Hillside Food Outreach*](#)

Danbury

[Hispanic Alliance of Southeastern Connecticut*](#)

New London

[Hispanic Center for Greater Danbury*](#)

Danbury

[Hispanic Coalition of Greater Waterbury](#)

Waterbury

[Hispanic Health Council*](#)

Hartford

[Junta for Progressive Action*](#)

New Haven

[La Bodeguita de la Gente \(Life in My Days\)](#)

Hartford

[Latino Community Services*](#)

Hartford

[Madre Latina Organization](#)

Waterbury

[Peace Center of Connecticut*](#)

Hartford

[Second Chance Re-entry Initiative Program \(SCRIP\)](#)

Hartford

[Spanish Community of Wallingford \(Comunidad Hispana de Wallingford\)*](#)

Wallingford

[Unidad Latina en Acción \(ULA\)](#)

New Haven

[UPCG Immigration Legal Services](#)

East Hartford

[Urban Community Alliance*](#)

New Haven

[URU the Right to Be](#)

Hamden

DISTRICT OF COLUMBIA

[Ayuda](#)

Washington

[Gran Varones](#)

Washington

[La Clínica del Pueblo*](#)

Washington

[Latin American Youth Center](#)

Washington

[Latinx History Project](#)

Washington

[Unión=Fuerza Latinx Institute](#)

Washington

DELAWARE

[Westside Family Healthcare*](#)

Wilmington

FLORIDA

[904WARD](#)

Jacksonville

[Access Community Awareness Center*](#)

Orlando

[Advance Community Outreach Center \(Advance Senior Center\)*](#)

Kissimmee

[Alianza Center](#)

Orlando

[Beth-El Farmworker Ministry](#)

Wimauma

[Bliss Cares*](#)

Orlando

[Boricuas de Corazon, Inc.*](#)

Brandon

[Borinquen Medical Centers](#)

Miami

[Casa de México de la Florida Central*](#)

Orlando

[Casa de Refugio Zion](#)

Kissimmee

[Center for Immigrant Advancement \(CIMA\)*](#)

Miami

[Centro Campesino \(Centro Campesino Farmworker Center\)*](#)

Homestead

[Christ the King Episcopal Church](#)

Santa Rosa Beach

[Church and Community Assistance Program, Inc. \(CCAP\)](#)

Kissimmee

[Clarita's House Outreach Ministry \(CHOM\)*](#)

Kissimmee

[Coalition of Florida Farmworker Organizations \(COFFO\)*](#)

Homestead

[COLECTIVO ÁRBOL*](#)

Holiday

[Del Ambiente \(SOS by Urbander\)*](#)

Orlando



▲ COLECTIVO ARBOL, Hollywood, FL

[Eben-Ezer Ministries Corp](#)
Orlando

[Family Action Network Movement \(FANM\)*](#)
Miami

[Farmworker Association of Florida*](#)
Apopka

[Feed and Fortify Community Organization](#)
Orlando

[Florida Federation of Hidalguenses Corporation](#)
Orlando

[Florida Immigrant Coalition \(La Mesa Boricua de Florida\)](#)
Miami

[Florida Rising](#)
Miami

[Foster Adoptive Caregiver Team \(FACT\)](#)
Orlando

[Hispanic Business Initiative Fund of Florida \(Prospera Florida\)](#)
Orlando

[Hispanic Health Initiatives, Inc. \(HHI\)*](#)
Debary

[Hispanic Services Council \(HSC\)*](#)
Tampa

[Hispanic Unity of Florida \(HUF\)*](#)
Hollywood

[Hogar CREA of Florida International, Inc.](#)
Orlando

[Hope Community Center*](#)
Apopka

[Iglesia Episcopal Jesus de Nazaret \(Episcopal Office of Latino Assistance\)*](#)
Orlando

[Iniciativa Acción Puertorriqueña \(IAP\)*](#)
Orlando

[InspirED Innovators \(Inspirate\)](#)
Orlando

[Justice Shall Be For All*](#)
Kissimmee

[Latin Community Health Advisors](#)
Apopka

[Latino Leadership, Inc.*](#)
Orlando

[Legal Services Clinic of the Puerto Rican Community](#)
Orlando

[Miami EdTech](#)
Miami

[Misión La Cosecha*](#)
Kissimmee

[Nuevo Sendero, Inc.*](#)
Orlando

[Orlando Center for Justice](#)
Orlando

[People Who Make a Difference](#)
Orlando

[Prince of Peace Lutheran Church](#)
Orlando

[QLatinX*](#)
Orlando

[Redlands Christian Migrant Association \(RCMA\)](#)
Immokalee

[Renacer en Vida Nueva, Inc.](#)
Oviedo

[SkyBuilders 4 All](#)
Belle Isle

[The Guatemalan Maya Center](#)
Lake Worth

[Unidos por Ecuador of Central Florida*](#)
Casselberry

[University Area CDC](#)
Tampa

[WeCount!*](#)
Homestead

[Whipping Childhood Cancer Organization](#)
Orlando

[Wimaumua Community Development Corporation](#)
Wimauma

GEORGIA

[Coalition of Latino Leaders \(CLILA\)](#)
Dalton

[Community EsTr\(EI-La\)](#)
Atlanta

[Galeo Latino Community Development Fund \(GALEO\)](#)
Atlanta

[LaAmistad](#)
Atlanta

[Latino Community Fund \(LCF Georgia\)*](#)
Decatur

[Latino Ling](#)
Dalton

[Migrant Equity Southeast](#)
Savannah

[Ser Familia](#)
Kennesaw

IOWA

[Knock and Drop Iowa](#)
Des Moines

[Latinas Latinas Al Exito \(Al Exito\)](#)
Des Moines

ILLINOIS

[Alianza Americas*](#)
Chicago

[Alivio Medical Center*](#)
Chicago

[Association of Latinos/as/xs Motivating Action](#)
Chicago

[Centro De Trabajadores Unidos Immigrant Workers Project](#)
Chicago

[Centro Sin Fronteras Community Services Network](#)
Chicago

[Chicago Workers Collaborative](#)
Waukegan

[Corazón Community Services](#)
Cicero

[El Hogar del Nino \(Home of the Child\)](#)
Chicago

[Farmworker & Landscaper Advocacy Project \(FLAP\)*](#)
Chicago

[Friends of the Highwood Public Library*](#)
Highwood

[Gads Hill Center](#)
Chicago

[Humboldt Park Health \(Norwegian American Hospital\)*](#)
Chicago

[Illinois Unidos \(FS Latino Policy Forum\)](#)
Chicago

[Instituto del Progreso Latino](#)
Chicago

[Latino Policy Forum](#)
Chicago

[Latino Union of Chicago*](#)
Chicago

[Latinos Progresando \(LP\)*](#)
Chicago

[Logan Square Neighborhood Association \(LSNA\)*](#)
Chicago

[Mano a Mano Family Resource Center*](#)
Round Lake Beach

[Mujeres Latinas en Acción \(Latin Women in Action\)*](#)
Chicago

[National Museum of Mexican Art](#)
Chicago

[National Museum of Puerto Rican Arts and Culture*](#)
Chicago

[Northern Illinois Justice for Our Neighbors](#)
Chicago

[Northwest Side Community Development Corporation \(Northwest Side CDC\)](#)
Chicago

[Northwest Side Housing Center*](#)
Chicago

[Organized Communities Against Deportations \(OCAD\)](#)
Chicago

[PASO \(West Suburban Action Project\)](#)
Melrose Park

[Southwest Suburban Immigrant Project*](#)
Bolingbrook

[Spanish Community Center](#)
Joliet

[Telpochoalli Community Education Project \(Tcep\)](#)
Chicago

[The Kedzie Center](#)
Chicago

[The Miracle Center](#)
Chicago

[The Puerto Rican Cultural Center*](#)
Chicago

[The Surge Institute*](#)
Chicago

► *Justice Shall Be For All, Kissimmee, FL*





▲ Immigrant Alliance for Justice and Equality, Jackson, MS

INDIANA

[Project Azul](#)
Indianapolis

KANSAS

[Center of Grace](#)
Olathe

[El Centro, Inc.*](#)
Kansas City

[Olathe Public Schools](#)
Olathe

[The Toolbox](#)
Kansas City

[Vibrant Health*](#)
Kansas City

KENTUCKY

[La Casita Center](#)
Louisville

LOUISIANA

[Familias Unidas en Acción](#)
New Orleans

MASSACHUSETTS

[Centro Comunitario de Trabajadores*](#)
New Bedford

[Chelsea Collaborative \(La Colaborativa\)*](#)
Chelsea

[Inquilinos Boricuas en Acción](#)
Boston

[La Comunidad, Inc.](#)
Everett

[Latino Support Network, Inc.](#)
Lynn

[Latinos Unidos En Massachusetts \(LUMA\)](#)
Everett

MARYLAND

[Casa de Maryland \(CASA\)*](#)
Hyattsville

[Identity](#)
Rockville

MAINE

[Hand in Hand Mano en Mano](#)
Milbridge

MICHIGAN

[Arab Community Center for Economic and Social Services \(ACCESS\)*](#)
Dearborn

[Centro Multicultural La Familia](#)
Pontiac

[Detroit Hispanic Development Corporation](#)
Detroit

[El Concilio Kalamazoo \(Hispanic American Council\)](#)
Kalamazoo

[Hispanic Center of Western Michigan*](#)
Grand Rapids

[Voces](#)
Battle Creek

MINNESOTA

[Comunidades Latinas Unidas En Servicio \(CLUES\)*](#)
Saint Paul

[Comunidades Organizando el Poder y la Acción Latina \(COPAL\)](#)
Minneapolis

[Hispanic Advocacy and Community Empowerment through Research \(HACER\)](#)
Saint Paul

MISSOURI

[Guadalupe Centers*](#)
Kansas City

[Latino Arts Foundation](#)
Kansas City

[The Mattie Rhodes Memorial Society](#)
Kansas City

[Westside Community Action Network](#)
Kansas City

MISSISSIPPI

[Immigrant Alliance for Justice and Equity](#)
Jackson

NORTH CAROLINA

[Access East, Inc.](#)
Greenville

[Asociación de Mexicanos en Carolina del Norte \(AMEXCAN\)*](#)
Greenville

[Black River Health Services, Inc. \(Manos Unidas\)](#)
Atkinson

[Carolina Migrant Network*](#)
Charlotte

[Casa Azul de Wilson](#)
Wilson

[Centro Unido Latino Americano](#)
Marion

[Charlotte Bilingual Preschool*](#)
Charlotte

[Charlotte Center for Legal Advocacy](#)
Charlotte

[Compañeros Inmigrantes de las Montañas en Acción](#)
Asheville

[Comunidad Colectiva*](#)
Raleigh

[El Centro Hispano \(NC\)*](#)
Durham

[El Futuro](#)
Durham

[El Pueblo, Inc.*](#)
Raleigh

[El Puente Hispano*](#)
Concord

[Episcopal Farmworker Ministry*](#)
Dunn

[FaithAction International House*](#)
Greensboro

[Henderson Resiste \(True Ridge\)*](#)
Hendersonville

[Hispanic League*](#)
Winston-Salem

[Hispanic Liaison \(El Vínculo Hispano\)](#)
Siler City

[Latin American Coalition \(Coalición Latinoamericana\)*](#)
Charlotte

[Latin-19*](#)
Durham

[Latinx Education Center \(LatinxEd\)](#)
Chapel Hill

[National Farm Worker Ministry](#)
Raleigh

[NC Congress of Latino Organizations \(NCCLO\)](#)
Durham

[NC Counts](#)
Raleigh

[NC Field](#)
Kinston

[North Carolina Justice Center](#)
Raleigh

▶ [Familias Unidas en Acción](#)
New Orleans, LA





▲ NC Congress of Latino Organizations, tenant organizing event, Durham, NC

OurBRIDGE for KIDS*

Charlotte

Prospera North Carolina*

Charlotte

Student Action with Farmworkers*

Durham

Sunrise-Amanecer, Inc.

Greensboro

True Ridge*

Hendersonville

Vecinos

Cullowhee

Western North Carolina Workers Center (WNCWC)

Hickory

NEBRASKA

Chicano Awareness Center (Latino Center of the Midlands)

Omaha

Unity in Action

South Sioux City

NEW JERSEY

Allies in Caring, Inc.*

Hammonton

Community Affairs and Resource Center*

Asbury Park

Junta De Acción Puertorriqueña (Puerto Rican Action Board)

East Brunswick

La Casa de Don Pedro*

Newark

Morris County Organization for Hispanic Affairs (MCOHA)**

Dover

Puerto Rican Association for Human Development (PRAHD)*

Perth Amboy

NEW MEXICO

Con Alma Health Foundation (CAHF)*

Santa Fe

Enlace Comunitario

Albuquerque

La Plaza de Encuentro Gathering Place (Encuentro)

Albuquerque

Somos un Pueblo Unido

Santa Fe

NEVADA

Arriba Las Vegas Worker Center*

Las Vegas

Tu Casa Latina

Reno

NEW YORK

100 Hispanic Women National, Inc.*

New York

Adelante of Suffolk County (Liga de Justicia)

Brentwood

Afro Latin Jazz Alliance (ALJA)*

New York

Aid for AIDS International

New York

Amber Charter School

Bronx

AscendUs (Accion East)*

New York

Black Women's Blueprint*

Boonville

Boriken Neighborhood Health Center (East Harlem Council for Human Services)*

New York

Boundless Theatre Company*

Sunnyside

Caribbean Cultural Center African Diaspora Institute (CCCADI)*

New York

Casita Maria*

Bronx

Central American Refugee Center (CARECEN)

Hempstead

Centro Cívico de Amsterdam*

Amsterdam

Centro de Recursos Educativos para Adultos (CREA)*

New York

Church of St. Jerome

Bronx

Churches United for Fair Housing (CUFFH)*

Brooklyn

Círculo de la Hispanidad*

Long Beach

Coalition for Hispanic Family Services*

Brooklyn

Committee for Hispanic Children and Families

New York

Community Organization for Parents and Youth (COPAY)*

Great Neck

Community Resource Center*

Mamaroneck

Comunilife*

New York

Dominican Women's Development Center

New York

Dominicanos USA*

Bronx

Dominico-American Society of Queens*

Corona

El Centro Hispano, Inc. (NY)*

White Plains

[El Puente De Williamsburg*](#)
Brooklyn

[Exodus Transitional Community*](#)
New York

[Fifth Avenue Committee](#)
Brooklyn

[Health and Welfare Council of Long Island \(HWCLI\)*](#)
Huntington Station

[Hispanic Brotherhood \(Hispanic Brotherhood of Rockville Centre\)*](#)
Rockville Centre

[Hispanic Counseling Center*](#)
Hempstead

[Hunts Point Alliance for Children](#)
Bronx

[I Challenge Myself*](#)
New York

[Ibero-American Action League, Inc.*](#)
Rochester

[Instituto Arte Teatral Internacional \(IATI Theater\)*](#)
New York

[La Casa de Salud \(Promesa Residential Health Care Facility\)*](#)
Bronx

[Latino Commission on AIDS \(LCOA\)*](#)
New York

[Latino U College Access \(LUCA\)*](#)
White Plains

[LatinoJustice PRLDEF*](#)
New York

[Laundry Workers Center*](#)
New York

[LGBT Center Intercultural Collective \(Colectivo Intercultural TRANSgradiendo\)](#)
Jackson Heights

[Loisaida, Inc.*](#)
New York

[Make the Road New York \(MRNY\)*](#)
Brooklyn

[Masa-MexEd](#)
Bronx

[Mercy Center*](#)
Bronx

[Mixteca Organization, Inc.*](#)
Brooklyn

[Museo del Barrio \(Amigos del Museo del Barrio\)*](#)
New York

[Neighborhood Housing Services of Queens CDC, Inc. \(NHS of Queens\)*](#)
Woodside

[New Immigrant Community Empowerment \(NICE\)*](#)
Bronx

[New York Council On Adoptable Children \(COAC\)*](#)
New York

[Northern Manhattan Arts Alliance \(NoMAA\)](#)
New York

[Northern Manhattan Coalition for Immigrant Rights \(NMCIR\)](#)
Coalition for Immigrant Freedom*
New York

[Northern Manhattan Improvement Corporation \(NMIC\)*](#)
New York

[OLA of Eastern Long Island*](#)
Sagaponack

[Opportunities for a Better Tomorrow \(OBT\)](#)
Brooklyn

[PathStone Corporation*](#)
Rochester

[Power of Two](#)
Brooklyn

[Pregones Puerto Rican Traveling Theater, Inc.*](#)
New York

[Puerto Rican Family Institute, Inc.](#)
New York

[Qualitas of Life Foundation*](#)
New York

[Regional Aid for Interim Needs, Inc. \(R.A.I.N.\)*](#)
Bronx

[Repertorio Español \(Spanish Theatre Repertory Company\)*](#)
New York

[Rural & Migrant Ministry*](#)
Cornwall-on-Hudson

[SEPA Mujer, Inc.](#)
Patchogue

[Southside United Housing Development Fund Corporation \(Los Sures\)*](#)
Brooklyn

[Spanish Action League of Onondaga County \(La Liga\)*](#)
Syracuse

[Spanish Speaking Elderly Council - RAICES*](#)
Brooklyn

[St. Ann's Corner of Harm Reduction \(SACHR\)*](#)
Bronx

[Staten Island Community Job Center \(La Colmena\)](#)
Staten Island

[Sure We Can*](#)
Brooklyn

[Sylvia's Place \(Metropolitan Community Church of New York\)](#)
New York

[Tacombi Foundation*](#)
New York

[Teatro Circulo, Ltd.*](#)
New York

[Thalia Spanish Theatre](#)
Sunnyside

[The Brotherhood - Sister Sol*](#)
New York



▲ Urban Justice Center – Street Vendor Project, , NYC

[The Davidson Community Center, Inc.](#)
Bronx

[The Flow Kingdom Ministries](#)
Fishkill

[The Knowledge House](#)
Bronx

[The Resource Center for Community Development \(The Hope Line\)*](#)
Bronx

[Translatinx Network \(Translatina Network\)](#)
New York

[Urban Health Plan*](#)
Bronx

[Urban Justice Center - Sex Workers Project](#)
New York

[Urban Justice Center - Street Vendor Project*](#)
New York

[Violence Intervention Program \(VIP\)*](#)
New York NY

[Vision Urbana, Inc.](#)
New York

[Voces Latinas*](#)
Jackson Heights

[Washington Heights & Inwood Development Corporation \(WHIDC\)](#)
New York

[We Stay/Nos Quedamos*](#)
Bronx

[Worker Justice Center of New York*](#)
Rochester

OHIO

[El Centro de Servicios Sociales](#)
Lorain

[HOLA Ohio](#)
Painesville

[Justice for Migrant Women \(Hispanics in Philanthropy\)](#)
Fremont

[La Conexión](#)
Bowling Green

OKLAHOMA

[Latino Community Development Agency](#)
Oklahoma City

OREGON

[Adelante Mujeres](#)
Forest Grove

[Familias en Acción](#)
Portland

[Latino Community Association*](#)
Bend

[Natives of One Wind Indigenous Alliance \(Unete Center for Farm Worker Advocacy\)*](#)
Medford

[Voz Workers' Rights Education Project](#)
Portland

PENNSYLVANIA

[Asociación Puertorriqueños En Marcha \(APM\)*](#)
Philadelphia

[Casa San Jose](#)
Pittsburgh

[Ceiba](#)
Philadelphia

[Centro Hispano Daniel Torres*](#)
Reading

[Concilio De Organizaciones Hispanas \(El Concilio\)*](#)
Philadelphia

[Hispanic Association of Contractors and Enterprises \(HACE\)*](#)
Philadelphia

[Hispanic Center Lehigh Valley](#)
Bethlehem

[Juntos*](#)
Philadelphia

[Latino Community Center](#)
Pittsburgh

[Spanish American Civic Association*](#)
Lancaster

PUERTO RICO

[Acción Valerosa*](#)
Ciales

[Adjuntas Suppliers](#)

[Alianza de Líderes Comunitarios](#)
Guaynabo

[Alianza Pro Desarrollo Económico de Ceiba \(APRODEC\)*](#)
Ceiba

[Andanza*](#)
San Juan

[Asociación Farináceos del Este](#)

[Asociación Mayagüezana de Personas con Impedimentos \(AMPI\)*](#)
Mayaguez

[ASPIRA de Puerto Rico*](#)
Carolina

[Atlantic Medical Center*](#)
Barceloneta

[Ayuda Legal de Puerto Rico*](#)
San Juan

[AZ Engineering, LLC](#)

[Boys and Girls Club of Puerto Rico](#)
Carolina

[Camuy Health Services*](#)
Camuy

[Caras con Causa](#)
Palmas, Cataño

[Centro de la Mujer Dominicana*](#)
San Juan

[Centro de Microempresas y Tecnologías Agrícolas Sustentables Yauco, Inc. \(CMTAS\)*](#)
Yauco

[Centro de Salud de Lares*](#)
Lares

[Centro de Salud Familiar Dr. Julio Palmieri Ferri \(CSF Julio Palmieri Ferri\)*](#)
Arroyo

[Centro de Servicios Primarios de Salud \(Florimed\)*](#)
Florida

[Centro de Servicios Primarios de Salud de Patillas*](#)
Patillas

[Centros Sor Isolina Ferré*](#)
Ponce

[Clínica de Servicios Médicos de Hatillo*](#)
Hatillo

[Coalición de Residentes de Vivienda Pública del Área Metropolitana*](#)
San Juan

[Colmena Cimarrona*](#)
Vieques

[Community Health Foundation*](#)
Bayamon



▲ *El Concilio*, podcast, Philadelphia, PA

[Concerned Residents for Improvement \(COREFI\)*](#)
Vieques

[Concilio de Salud Integral de Loiza, Inc.](#)
Loiza*

[Connecting Paths PR, Inc.*](#)
San Juan

[Consejo Renal de Puerto Rico*](#)
San Juan

[Conservación ConCiencia*](#)
San Juan

[Consumer Credit Counseling Services of Puerto Rico and Florida*](#)
Santurce

[Cooperativa Orgánica Madre Tierra*](#)
Hato Rey

[Corporación de Servicios de Salud Primaria y Desarrollo Socioeconómico El Otoao \(COSSAO\)*](#)
Utua

[Corporación de Servicios de Salud y Medicina \(COSSMA\)*](#)
Cidra

[Corporación SANOS*](#)
Caguas

[Costa Salud Community Health Centers*](#)
Rincon

[CREATE*](#)
San Juan

[Endeavors*](#)
San Juan

[EP Energy, LLC](#)

[Espacios Abiertos](#)
San Juan

[Firmes, Unidos y Resilientes con la Abogacía \(FURIA\)*](#)
San Juan

[Fundación Bucarabón](#)
Maricao

[Fundación Fondo de Acceso a la Justicia*](#)
Santurce

[Fundación Música y País*](#)
San Juan

[G-8: Grupo de las Ocho Comunidades Aledañas al Caño Martín Peña \(G-8\)*](#)
San Juan

[Grupo Guayacán*](#)
San Juan

[Guardarraya Unidos por un Patrimonio Educativo](#)
Patillas

[Hope Builders*](#)
Vieques

[Hospital General Castañer, Inc. \(Hospital Castañer\)*](#)
Castañer

[Iniciativa de Ecodesarrollo de Bahía de Jobs \(IDEBAJO\)*](#)
Arroyo

[Instituto del Desarrollo de la Juventud*](#)
Carolina

[Junta Comunitaria de Río Piedras*](#)
San Juan



▲ *Connecting Paths, San Juan, PR*

[La Maraña*](#)
San Juan

[Med Centro*](#)
Ponce

[Migrant Health Center*](#)
Mayaguez

[Morovis Community Health Center*](#)
Morovis

[Movimiento para el Alcance de Vida Independiente \(MAVI\)*](#)
San Juan

[Mujeres Ayudando Madres \(Centro MAM\)*](#)
Carolina

[Mujeres de Islas*](#)
Culebra

[Mumas Renaciendo Corp. \(Mumas\)*](#)
Hatillo

[Museo de Arte Contemporáneo \(MAC\)*](#)
San Juan

[Needs Foundation*](#)
Bayamon

[NeoMed Centers*](#)
Gurabo

[Nuestra Escuela](#)
San Juan

[OneStop Career Center of Puerto Rico*](#)
San Juan

[Organización Boricúa de Agricultura Ecológica](#)
Orocovis

[Plenitud PR*](#)
Las Marias

[Ponce Neighborhood Housing Services*](#)
Ponce

[PR Coffee Roasters](#)

[Productores de Café de Puerto Rico \(PROCAFE\)*](#)
Adjuntas

[Profamilias \(Asociación Puertorriqueña Pro Bienestar de la Familia\)*](#)
San Juan

[Programa de Apoyo y Enlace Comunitario \(PAEC\)*](#)
Punta Santiago

[Protectores de cuencas*](#)
Yauco

[Proyecto Matria*](#)
Caguas

[Proyecto PECES*](#)
Punta Santiago

[PryMed Medical Care*](#)
Ciales

[Puerto Rico al Sur*](#)
Aguirre

[Puerto Rico CONCRA*](#)
Río Piedras

[Puerto Rico NHS/Puerto Rico Neighborhood Housing Services*](#)
San Juan

[Red por los derechos de la niñez y la juventud de Puerto Rico*](#)
San Juan

[Salud Integral en la Montaña, Inc. \(SIM\)*](#)
Naranjito

[Sé Visible PR \(Waves Ahead Corp.\)](#)
Bayamon

[Sol es Vida*](#)
San Juan

[SP Contractor](#)

[Taller Comunidad La Goyco*](#)
San Juan

[Taller Salud*](#)
Bayamon

[TechnoServe](#)
PR

[United Way de Puerto Rico](#)
San Juan

[Urbe Apié*](#)
Caguas

[Vieques en Rescate \(VER\)*](#)
Vieques

[ViequesLove*](#)
Vieques

[Waves Ahead Corp*](#)
San Juan

[Y no había luz*](#)
San Juan



▲ VELA, Austin, TX

RHODE ISLAND

[Clínica Esperanza](#)

Providence

[Fuerza Laboral](#)

Central Falls

[Progreso Latino de Rhode Island*](#)

Central Falls

[Youth in Action](#)

Providence

SOUTH CAROLINA

[University of South Carolina \(PASOs\)*](#)

Columbia

TENNESSEE

[Centro Hispano de East Tennessee](#)

Knoxville

[Conexión Américas*](#)

Nashville

[La Paz de Dios \(La Paz Chattanooga\)*](#)

Chattanooga

TEXAS

[Amigos del Valle](#)

Edinburg

[Community Council of South Central Texas \(CCSCT\)*](#)

Segui

[El Centro de Corazón*](#)

Houston

[Fundación Latinoamericana de Acción Social, Inc. \(FLAS\)](#)

Houston

[La Unión del Pueblo Entero*](#)

San Juan

[Las Americas Immigrant Advocacy Center*](#)

El Paso

[Mexican American Unity Council](#)

San Antonio

[National Black Trans Advocacy Coalition*](#)

Carrollton

[Nuestra Clínica del Valle*](#)

San Juan

[Organización Latina Trans In Texas](#)

Houston

[Refugee and Immigrant Center for Education and Legal Services \(RAICES\)*](#)

San Antonio

[SER Jobs for Progress Fort Worth, Inc.](#)

Fort Worth

[SER Jobs for Progress Houston, Inc.](#)

Houston

[SER Jobs for Progress National, Inc.*](#)

Irving

[South Texas Equality Project](#)

McAllen

[The Concilio](#)

Dallas

[Todos Juntos Learning Center](#)

Austin

[Valley Initiative for Development and Advancement \(VIDA\)](#)

Mercedes

[VELA](#)

Austin

UTAH

[Centro de la Familia de Utah](#)

Salt Lake City

[Comunidades Unidas](#)

West Valley City

VIRGINIA

[Sacred Heart Center](#)

Richmond

WASHINGTON

[Community for the Advancement of Family Education \(CAFÉ\)*](#)

Wenatchee

[El Centro de la Raza](#)

Seattle

[Familias Unidas Economy and Ecology Project \(Por La Justicia\)*](#)

Burlington

[La Casa Hogar*](#)

Yakima

[Nuestra Casa*](#)

Sunnyside

[Sea Mar Community Health Centers*](#)

Seattle

[Yakima Valley Farm Workers Clinic*](#)

Toppenish

WISCONSIN

[Centro Hispano of Dane County](#)

Madison

[La Casa de Esperanza](#)

Waukesha

[Latino Academy of Workforce Development](#)

Madison

[SER Jobs for Progress Milwaukee, Inc.](#)

Milwaukee

[United Community Center](#)

Milwaukee

[Voces de la Frontera*](#)

Milwaukee

THE DOMINICAN REPUBLIC

[DREAM Project](#)

Cabarete, DR

[Fundación Sur Futuro](#)

Santo Domingo, DR

[Jompéame](#)

Santo Domingo, DR

[Servicios Culturales Dominicanos \(Orden de Padres Dominicanos\)](#)

Los Hoyitos, DR

* Grantees with asterisk were funded in Phase 1 or both phases

Endnotes

- 1 New Profit, "Transforming the Social Sector: The Opportunity and the Need for Action, New Profit, February 2020; https://issuu.com/newprofit/docs/inclusive_impact_concept_paper.
- 2 "2023 Report on Private Philanthropy: Giving and Investment Trends Within Private Foundations," Foundation Source 2023 Report on Private Philanthropy; <https://foundationsource.com/resources/reports-surveys/2023-report-on-private-philanthropy/>.
- 3 Laura Barron-Lopez, "'So much worse than I ever thought it would be': Virus cases skyrocketing among Latinos," *Politico*, June 18, 2020; <https://www.politico.com/news/2020/06/18/rising-coronavirus-cases-among-latinos-alarm-public-health-experts-329248>; and Bassett, Chen, and Krieger, "The unequal toll of COVID-19 mortality by age in the United States: Quantifying racial/ethnic disparities," Harvard Center for Population and Development Studies, HCPDS Working Paper Volume 19, Number 3, June 12, 2020; https://www.hsph.harvard.edu/wp-content/uploads/sites/1266/2020/06/20_Bassett-Chen-Krieger_COVID-19_plus_age_working-paper_0612_Vol-19_No-3_with-cover.pdf.
- 4 Arias *et al.*, "Provisional Life Expectancy Estimates for 2021," Vital Statistics Rapid Release, August 2022, Centers for Disease Control and Prevention, National Center for Health Statistics, National Vital Statistics System; <https://www.cdc.gov/nchs/data/vsrr/vsrr023.pdf>.
- 5 Elise Gould and Jori Kandra, "Only one in five workers are working from home due to COVID; Black and Hispanic workers are less likely to be able to telework," Working Economics Blog, Economic Policy Institute, June 2, 2021; <https://www.epi.org/blog/only-one-in-five-workers-are-working-from-home-due-to-covid-black-and-hispanic-workers-are-less-likely-to-be-able-to-telework/#:~:text=and%20Jori%20Kandra,-Only%20one%20in%20five%20workers%20are%20working%20from%20home%20due,enormously%20by%20race%20and%20ethnicity>.
- 6 "Hispanic Workers Kept the U.S. Economy Moving During the Coronavirus Pandemic but Face Lower Wages and Poor Working Conditions," Hispanic Workers Brief, Joint Economic Committee Democrats, U.S. Senate, September 15, 2021; <https://www.jec.senate.gov/public/cache/files/71785c75-00f4-4db8-9686-2960f0526b65/hispanic-workers-brief.pdf>.
- 7 "Census Bureau Releases New Report on Health Insurance by Race and Hispanic Origin," U.S. Census Bureau, November 22, 2022; <https://www.census.gov/newsroom/press-releases/2022/health-insurance-by-race.html>.
- 8 Brian Glassman, "Hispanic, Black Adults More Likely to Report Long COVID-19 Symptoms," U.S. Census Bureau, May 1, 2023; <https://www.census.gov/library/stories/2023/05/long-covid-19-symptoms-reported.html>.
- 9 Gabriel R. Sanchez, Noreen M. Sugrue, and Adrian A. Pedroza, "The Socioeconomic Consequences of COVID-19 for Latino Families," Brookings Institution, October 19, 2022; <https://www.brookings.edu/blog/how-we-rise/2022/10/19/the-socioeconomic-consequences-of-covid-19-for-latino-families/#:~:text=More%20than%20a%20third%20of,activities%20because%20of%20their%20symptoms>.
- 10 Latoya Hill, Samantha Artiga, and Nambi Ndugga, "COVID-19 Cases, Deaths, and Vaccinations by Race/Ethnicity as of Winter 2022," March 7, 2023; [https://www.kff.org/coronavirus-covid-19/issue-brief/covid-19-cases-deaths-and-vaccinations-by-race-ethnicity-as-of-winter-2022/#:~:text=Based%20on%20those%20with%20known,%25%20people%20\(Figure%203\)](https://www.kff.org/coronavirus-covid-19/issue-brief/covid-19-cases-deaths-and-vaccinations-by-race-ethnicity-as-of-winter-2022/#:~:text=Based%20on%20those%20with%20known,%25%20people%20(Figure%203)).
- 11 Ryan Zamarripa and Lorena Roque, "Latinos Face Disproportionate Health and Economic Impacts From COVID-19," Center for American Progress, March 5, 2021; <https://www.americanprogress.org/article/latinos-face-disproportionate-health-economic-impacts-covid-19/#:~:text=Latina%20workers%20have%20seen%20the,during%20the%20coronavirus%20recession,&text=Hispanic%20or%20Latina%20women%20have%20seen%20the%20highest%20unemployment%20rate,20.1%20percent%20in%20April%202020>.
- 12 Lissette M. Piedra *et al.*, "Latinos and the Pandemic: Results from the National Social Life, Health, and Aging Project—COVID-19 Study," *Journal of Applied Gerontology*, May 2022; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8841533/#:~:text=Economic%20hardships%20among%20Latinos%20are,et%20al.%2C%202020>.
- 13 Dan Hamilton, Matthew Fienup, David Hayes-Bautista, and Paul Hsu, "2002 LDC U.S. Latino GDP Report™," The Latino Donor Collaborative in partnership with Wells Fargo, 2022; <https://www.latinodonorcollaborative.org/original-research/2022-ldc-u-s-latino-gdp-report>.
- 14 Ryan Zamarripa, *op. cit.*
- 15 Emily A. Shrider and John Creamer, "Poverty in the United States: 2022," U.S. Census Bureau, Report P60-280, September 12, 2023; <https://www.census.gov/library/publications/2023/demo/p60-280.html#:~:text=Highlights-Official%20Poverty%20Measure,decreased%20between%202021%20and%202022>.
- 16 Jens Manuel Krogstad and Mark Hugo Lopez, "Coronavirus Economic Downturn Has Hit Latinos Especially Hard," Pew Research Center, August 4, 2020; <https://www.pewresearch.org/hispanic/2020/08/04/coronavirus-economic-downturn-has-hit-latinos-especially-hard/>.
- 17 Kassandra Hernandez *et al.*, "Latinas Exiting the Workforce: How the Pandemic Revealed Historic Disadvantages and Heightened Economic Hardship," Policy Report, UCLA Policy and Politics Institute, June 14, 2021; <https://latino.ucla.edu/research/latina-unemployment-2020-2/#:~:text=In%20a%20span%20of%20two,size%20of%20any%20demographic%20group>.

- 18 Misael Galdamez and Gabriella Carmona, "All Work and No Pay: Unpaid Latina Care Work during the COVID-19 Pandemic," UCLA Latino Policy & Politics Institute; <https://latino.ucla.edu/research/latina-care-work-covid19/>.
- 19 Brandon Gomez, "Latinas lose \$1.2 million over their careers as wage gap persists," CNBC Equity and Opportunity, October 5, 2023; <https://www.cnbc.com/2023/10/05/latinis-lose-1point2-million-over-their-careers-as-wage-gap-persists.html#:~:text=Latina%20women%20working%20full%20time,in%202023%20falls%20on%20Oct>.
- 20 Historical Poverty Tables: People and Families – 1959 to 2021, Table 2. Poverty Status of People by Family Relationship, Race, and Hispanic Origin: 1959 to 2021, Current Population Survey, U.S. Census Bureau; <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-people.html>.
- 21 "2022 State of the Nonprofit Sector Survey Report," Nonprofit Finance Fund, 2022; narrative summary at <https://nff.org/learn/survey#results>; Part 1: High-level findings webinar with more detailed results and comparisons of BIPOC-I and White-led groups at <https://www.youtube.com/watch?v=gn7zqY4xGAM>.
- 22 "Pandemic Puts More than One-Third of Nonprofits in Financial Jeopardy," PBS, March 3, 2021, based on a study by Candid and the Center for Disaster Philanthropy; <https://www.pbs.org/newshour/economy/pandemic-puts-more-than-one-third-of-nonprofits-in-financial-jeopardy>.
- 23 "On the Frontlines: Nonprofits Led by People of Color Confront COVID-19 and Structural Racism," Building Movement Project, October 2020; <https://buildingmovement.org/wp-content/uploads/2020/10/On-the-Frontlines-COVID-Leaders-of-Color-Final-10.2.20.pdf>.
- 24 "Philanthropy and COVID-19: Examining two years of giving," Candid and Center for Disaster Philanthropy, 2022; https://www.issuelab.org/resources/40288/40288.pdf?_gl=1*shscyy*_gcl*_MTg5MjUwMTgzMC4xNjk2OTcwMzkw*_ga*_MTE4MDAwNTM4Mi4xNjk2OTcwMzkw*_ga_5W8PXYYGBX*_MTY5OTMwOTAxMy40LjAuMTY5OTMwOTAxNC41OS4wLjA.
- 25 Laura MacDonald, "Charitable Giving is Growing, So Why Worry?" Forbes Nonprofit Council, May 12, 2023; <https://www.forbes.com/sites/forbesnonprofitcouncil/2023/05/12/charitable-giving-is-growing-so-why-worry/?sh=64af505e2f89>.
- 26 "Health of the U.S. Nonprofit Sector," A Quarterly Review, December 31, 2022, Independent Sector, Released March 31, 2023; https://independentsector.org/wp-content/uploads/2023/01/Quarterly-Health-Report-December-2022_Release-January-2023.pdf.
- 27 Laura MacDonald, *op. cit.*
- 28 Shena Ashley and Joi James, "Despite the Racial Wealth Gap, Black Philanthropy is Strong," Urban Institute, February 28, 2018; <https://www.urban.org/urban-wire/despite-racial-wealth-gap-black-philanthropy-strong>.
- 29 "2022 State of the Nonprofit Sector Survey Report," Nonprofit Finance Fund, *op. cit.*
- 30 Elaine Waxman *et al.*, "Food Insecurity Trended Upward in Midst of High Inflation and Fewer Supports," Urban Institute, September 2022; data from the Health Reform Monitoring Survey, March-April 2020, April 2021, and June 2022; https://www.urban.org/sites/default/files/2022-09/HRMS%20Food%20Insecurity%20Brief_0.pdf.
- 31 "Child food insufficiency among households with children by racial and ethnic group," USDA Economic Research Service, accessed July 24, 2023, using data from the Bureau of the Census Pulse Survey; <https://www.ers.usda.gov/data-products/chart-gallery/gallery/chart-detail/?chartId=106257>.
- 32 "Defining Food Insecurity and Measuring It During COVID-19," Food Research & Action Center, May 2021; https://frac.org/wp-content/uploads/Defining-Food-Insecurity_2021.pdf.
- 33 "2022 State of Hispanic Homeownership Report," National Association of Hispanic Real Estate Professionals, March 2023; <https://nahrep.org/downloads/2022-state-of-hispanic-homeownership-report.pdf>.
- 34 "Calling It Home: Latino Rental Housing Affordability," University of North Carolina at Chapel Hill, College of Arts and Sciences, Center for Urban and Regional Studies, November 2019; <https://curs.unc.edu/2019/11/26/calling-it-home-latino-rental-housing-affordability/#:~:text=Latino%20renters%20in%20particular%20are,Latino%20renters%20was%2055.3%20percent>.
- 35 Yiyu Chen and Lina Guzman, "4 in 10 Latino and Black households with children lack confidence that they can make their next housing payment, one year into COVID-19," National Research Center on Hispanic Children and Families, June 29, 2021; <https://www.hispanicresearchcenter.org/research-resources/4-in-10-latino-and-black-households-with-children-lack-confidence-that-they-can-make-their-next-housing-payment-one-year-into-covid-19/#:~:text=One%20year%20into%20the%20COVID,next%20mortgage%20or%20rent%20payment>.
- 36 Christina M. Padilla and Dana Thomson, "More than One in Four Latino and Black Households with Children Are Experiencing Three or More Hardships during COVID-19," *Child Trends*, January 13, 2021; <https://www.childtrends.org/publications/more-than-one-in-four-latino-and-black-households-with-children-are-experiencing-three-or-more-hardships-during-covid-19>.
- 37 Muzaffar Chishty and Jessica Bolter, "Vulnerable to COVID-19 and in Frontline Jobs, Immigrants Are Mostly Shut Out of U.S. Relief," Migration Policy Institute, April 24, 2020, updated December 9, 2020; <https://www.migrationpolicy.org/article/covid19-immigrants-shut-out-federal-relief>.
- 38 Dolores Acevedo-Garcia *et al.*, "Restoring An Inclusionary Safety Net For Children In Immigrant Families: A Review Of Three Social Policies," *Health Affairs*, Vol. 40, No. 7, July 2021; <https://www.healthaffairs.org/doi/10.1377/hlthaff.2021.00206>.
- 39 Samantha Artiga, Latoya Hill, and Anthony Damico, "Health Coverage by Race and Ethnicity, 2010-2021," KFF, December 20, 2022; <https://www.kff.org/racial-equity-and-health-policy/issue-brief/health-coverage-by-race-and-ethnicity/>.

- 40 "Unwinding the Medicaid Continuous Enrollment Provision: Projected Enrollment Effects and Policy Approaches," Issue Brief, U.S. Department of Health and Human Services, Assistant Secretary for Planning and Evaluation, Office of Health Policy, August 19, 2022; https://aspe.hhs.gov/sites/default/files/documents/404a7572048090ec1259d216f3fd617e/aspe-end-mcaid-continuous-coverage_IB.pdf.
- 41 Latoya Hill, Samantha Artiga, and Nambi Ndugga, *op. cit.*
- 42 Mariana Del Rios, Aida Giachello, Shaveta Khosia, *et al.*, "Illinois Unidos: A Community Demands Equity, Justice, and Inclusion," *American Journal of Public Health*, 2021; Vol. 111, Supplement 3; <https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.2021.306407>.
- 43 "New Data Show Economic Impact of COVID-19 on Arts & Culture Sector," National Endowment for the Arts and Bureau of Economic Analysis, March 15, 2022; <https://www.arts.gov/news/press-releases/2022/new-data-show-economic-impact-covid-19-arts-culture-sector#:~:text=In%202020%2C%20arts%20and%20culture,decline%20in%20the%20overall%20economy.>
- 44 Jeanne Batalova, "Immigrant Health-Care Workers in the United States," Migration Policy Institute, May 14, 2020; <https://www.migrationpolicy.org/article/immigrant-health-care-workers-united-states-2018>.
- 45 Samantha Artiga and Matthew Rae, "Health and Financial Risks for Noncitizen Immigrants due to the COVID-19 Pandemic," KFF, August 18, 2020; <https://www.kff.org/report-section/health-and-financial-risks-for-noncitizen-immigrants-due-to-the-covid-19-pandemic-issue-brief/>.
- 46 Jeffrey M. Jones, "Growing LGBT ID Seen Across Major U.S. Racial, Ethnic Groups," Gallup News, June 8, 2022; <https://news.gallup.com/poll/393464/growing-lgbt-seen-across-major-racial-ethnic-groups.aspx>.
- 47 "Latino LGBT Adults in the US," UCLA School of Law, Williams Institute, September 2021; <https://williamsinstitute.law.ucla.edu/publications/Latino-lgbt-adults-in-the-us/>.
- 48 "Bullying and Suicide Risk among LGBTQ Youth," The Trevor Project, October 13, 2021; <https://www.thetrevorproject.org/research-briefs/bullying-and-suicide-risk-among-lgbtq-youth/>.
- 49 "Estimate of How Often LGBTQ Youth Attempt Suicide in the U.S.," The Trevor Project, March 11, 2021; <https://www.thetrevorproject.org/research-briefs/estimate-of-how-often-lgbtq-youth-attempt-suicide-in-the-u-s/>.
- 50 Alyssa Gonzales, "7 Must-Know Facts about the Latino Youth Mental Crisis," *Salud America*, July 5, 2022; <https://salud-america.org/7-must-know-facts-about-the-latino-youth-mental-crisis/>.
- 51 "Mental Health Professional Demographics and Statistics in the U.S.," data from the federal Substance Abuse and Mental Health Services Administration; Zippia website, undated; <https://www.zippia.com/mental-health-professional-jobs/demographics/>.
- 52 2021 National Survey on Drug Use and Health, quoted in "Hispanic and Latino Americans," Substance Abuse and Mental Health Services Administration website, downloaded November 17, 2023; [https://www.samhsa.gov/behavioral-health-equity/hispanic-latino#:~:text=According%20to%20the%202021%20National,non%2DHispanic%20Whites%20\(52%25\)](https://www.samhsa.gov/behavioral-health-equity/hispanic-latino#:~:text=According%20to%20the%202021%20National,non%2DHispanic%20Whites%20(52%25)).
- 53 Victoria Pelham, "Expanding Mental Health Resources Among Latino Youth," Cedars-Sinai Blog, August 5, 2022; <https://www.cedars-sinai.org/blog/mental-health-Latino-youth.html>.
- 54 Lela R. McKnight-Eily, *et al.*, "Racial and Ethnic Disparities in the Prevalence of Stress and Worry, Mental Health Conditions, and Increased Substance Use Among Adults During the COVID-19 Pandemic — United States, April and May 2020," *Morbidity and Mortality Weekly Report*, Centers for Disease Control and Prevention, 2021; <https://www.cdc.gov/mmwr/volumes/70/wr/pdfs/mm7005a3-H.pdf>.
- 55 Luz M. Garcini *et al.*, "Dealing with Distress from the COVID-19 Pandemic: Mental Health Stressors and Coping Strategies in Vulnerable Latino Communities," *Health and Social Care in the Community*, January 2022; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8251305/>.
- 56 Luis R. Alvarez-Hernandez, Iris Cardenas, and Allison Bloom, "COVID-19 Pandemic and Intimate Partner Violence: an Analysis of Help-Seeking Messages in the Spanish-Speaking Media," *Journal of Family Violence*, published online on February 27, 2021; <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7914115/>.
- 57 Liz Mineo, "Shadow Pandemic' of Domestic Violence," *The Harvard Gazette*, June 29, 2022; <https://news.harvard.edu/gazette/story/2022/06/shadow-pandemic-of-domestic-violence/#:~:text=Violence%20against%20women%20increased%20to,Eastern%20Europe%2C%20and%20the%20Balkans.>
- 58 "Advancing Equity through the American Rescue Plan," White House, May 2022; <https://www.whitehouse.gov/wp-content/uploads/2022/05/ADVANCING-EQUITY-THROUGH-THE-AMERICAN-RESCUE-PLAN.pdf>.
- 59 National Center for Education Statistics, "Public High School Graduation Rates," May 2023; <https://nces.ed.gov/programs/coe/indicator/coi/high-school-graduation-rates>.
- 60 Amanda Bergson-Shilcock, "Applying a Racial Equity Lens to Digital Literacy," National Skills Coalition, April 21, 2020; <https://www.nationalskillscoalition.org/wp-content/uploads/2020/12/Digital-Skills-Racial-Equity-Final.pdf>.
- 61 William H. Frey, "A 2020 Census Portrait of America's Largest Metro Areas: Population Growth, Diversity, Segregation, and Youth," Brookings Institution, April 21, 2022; <https://www.brookings.edu/wp-content/uploads/2022/05/A-2020-Census-Portrait-of-America-s-Largest-Metro-Areas-Populati.pdf>.



hispanicfederation

HEADQUARTERS

55 Exchange Place, 5th Floor
New York, NY 10005
Telephone: 212.233.8955
Fax: 212.233.8996

CONNECTICUT OFFICE

175 Main Street
Hartford, CT 06106

FLORIDA OFFICE

1650 Sand Lake Road,
Suite 390
Orlando, FL 32809

ILLINOIS OFFICE

515 N. State Street, 13th Floor
Chicago, IL 60654

NORTH CAROLINA OFFICE (Charlotte)

206A E. Tremont Avenue
Charlotte, NC 28203

NORTH CAROLINA OFFICE (Mt. Olive)

114 N. Center Street
Mount Olive, NC 28365

PUERTO RICO OFFICE

667 Calle La Paz, Suite 201
San Juan, PR 00907

WASHINGTON, DC OFFICE

1001 G Street, NW
Suite 1120 West
Washington, DC 20001

Hotline: (844) HF-AYUDA (844.432.9832)
(866) HF-AYUDA (866.432.9832)

hispanicfederation.org

Taking **Hispanic causes** to heart