



LA GRAN MANZANA

The Road Ahead For New York City's Latino Community

acknowledgements

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about our network

Hispanic Federation (HF) is the premier Latino nonprofit membership and advocacy organization in the United States. Founded in 1990, HF's mission is to empower and advance the Latino community. HF serves millions of low-income & immigrant families in the U.S. and Puerto Rico through a nationwide network of more than 350 Latino nonprofits, 70 which are based in New York City. HF's offices in New York and Washington, D.C., and satellite bureaus in multiple states enable it to advocate for social, economic, and racial equity with respect to education, immigration, health, civic engagement, jobs and economic empowerment, disaster relief, nonprofit base building, and the environment.

HF accomplishes its mission by providing grants and institution-building services to its partner agencies; advocating for the interests and aspirations of the Latino community by setting city and statewide policy agendas; and developing and providing community assistance programs that serve as scalable models locally and nationally, and which have a collective impact on the social and economic wellbeing of the Hispanic community.

HF 2020 achievements include launching the largest Latino-focused COVID-19 Fund in the U.S. The Fund's \$20MM supported 1,000 frontline nonprofits and small businesses in 38 states, including most New York City-based Latino CBOs, and helped hundreds of thousands of vulnerable Latinos with emergency services, food, and cash assistance. Additionally, HF reached 7 million Latinos for the U.S. Census, contacted 3.5 million via nonpartisan voter mobilization, and provided 200,000+ children and families with direct educational, immigration, financial, and health services.

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

100 Hispanic Women	El Barrio's Operation Fightback, Inc.	Northern Manhattan Arts Alliance (NoMAA)
Acacia Network, Inc.	El Museo del Barrio	Northern Manhattan Improvement Corporation (NMIC)
Afro Latin Jazz Alliance	El Puente	Operation Exodus Inner City, Inc.
Aid for AIDS	El Taller Latino Americano	People's Theatre Project
Alianza Dominicana (Catholic Charities Community Services)	Exodus Transitional Community, Inc.	Pregones/Puerto Rican Traveling Theatre
Amber Charter School	Fifth Avenue Committee (FAC)	Puerto Rican Family Institute
Ascendus	Hispanic AIDS Forum	Qualitas of Life Foundation
Asociación Tepeyac de New York, Inc.	Hispanic Information and Telecommunications Network, Inc. (HITN)	Regional Aid for Interim Needs, Inc. (RAIN)
ASPIRA of New York, Inc.	Hope Line Resource Center for Community Development	Repertorio Español
Avenues for Justice	I Challenge Myself	Society of the Educational Arts, Inc. (S.E.A.)
Betances Health Center	Institute for Puerto Rican/Hispanic Elderly	Southside United Housing Development Fund Corp. (Los Sures)
Calpulli Mexican Dance Company	Instituto Arte Teatral Internacional, Inc. (IATI Theater)	Spanish Speaking Elderly Council (RAICES)
Caribbean Cultural Center African Diaspora Institute	Latina Women in Action	St. Ann's Corner of Harm Reduction
Casita Maria Center for Arts and Education	Latino Commission on AIDS	Sure We Can
Churches United for Fair Housing (CUFFH)	Latino Justice PRLDEF	Teatro Círculo
Coalition for Hispanic Family Services	Loisaida, Inc.	Thalia Spanish Theatre, Inc.
Coalition for Immigrant Freedom	Make the Road New York	Urban Health Plan, Inc.
Committee for Hispanic Children & Families	Masa-Mex Ed	Violence Intervention Program (VIP Mujeres)
Community Association of Progressive Dominicans (A.C.D.P.)	Mercy Center	VIP Community Services
Comunilife, Inc.	National Latina Institute for Reproductive Health	Vision Urbana
Dominican Women's Development Center	New Immigrant Community Empowerment (NICE)	VOCES Latinas
Dominicanos USA	New York Council on Adoptable Children (C.O.A.C.)	We Stay/Nos Quedamos
Dominico-American Society	North Brooklyn Coalition Against Family Violence, Inc.	Zone 126



a letter from hf president

October 2021

Dear Friends,

The first edition of Hispanic Federation's *La Gran Manzana: The Road Ahead for Latino New Yorkers* was published in 2013. We could never have imagined that the latest edition of the report would reflect and respond to the unprecedented changes and challenges New York City has endured over the past year and a half. This report is unlike any other because this time is unlike any other.

From Jackson Heights to Washington Heights, and from the South Bronx to Sunset Park, Latino communities have been disproportionately harmed by the COVID-19 pandemic. Latino New Yorkers have suffered with more cases, more hospitalizations, and more deaths than any other community in the City. The virus attacked our friends, neighbors and loved ones in an unrelenting fashion and the results were seen and felt in families mourning the loss of loved ones, economic vulnerability rising to levels unseen in generations, businesses crippled or destroyed entirely, and devastating levels of learning-loss among our children.

Still, even in the face of so much loss, pain, and uncertainty, Hispanic Federation and its indispensable network of member agencies never wavered. Our organizations, deeply connected to and rooted in the communities most affected by the crisis, were on the front lines providing care, aid, and refuge to those that needed it the most. We committed everything we had — and more. The level of resolve shown by our network — in helping our community and City heal and rebuild — has been a source of great pride to me, our staff, and our Board of Directors.

Yet, what is also true is that while COVID-19 has redefined our communities, the underlying challenges that often made the crisis worse for Latino New Yorkers have not disappeared. As we did four years ago, this report lays out for the next Mayor and City Council an ambitious blueprint of policy proposals — on education, health care, immigration, criminal justice, economic development, and so much more — to use as the building blocks for a more just, humane, and equitable city for our communities. These proposals are the product of conversations with our member agencies and reflect their first-hand knowledge of the complicated issues that Latino New Yorkers confront. They speak from experience, and their analyses and suggestions warrant attention.

As we have long argued, the challenges facing Latino New Yorkers are historic, complicated, and not easily solvable. But we also know that progress and change are possible. We have seen it happen in the last decade when we expanded educational opportunities for our youngest children, expanded access to health care for those who were uninsured, and protected immigrants by providing them with increased access to legal counsel. Those victories were hard-earned, but they were worth it. We expect to see many more such victories as we work in partnership with the new Mayor and City Council.

We invite you to read through this latest edition of *La Gran Manzana: The Road Ahead for Latino New Yorkers* and to join with Hispanic Federation in fighting for a better *Nueva York*.

Sincerely,

Frankie Miranda
President and CEO

executive summary

New York City needs an agenda for Latino communities. For the more than 2.4 million Latino New Yorkers the weight of historical challenges — affordable housing, accessible health care, good-paying jobs, and quality public education — has now been made heavier by the disproportionate impact of the COVID-19 pandemic. Now, as perhaps never in our history, there is an urgency for New York City to move quickly and decisively to improve the lives of the nearly 2.5 million Latinos that reside in La Gran Manzana.

Accomplishing a substantive and systematic change in the social, economic, and political circumstances that Latino New Yorkers confront won't be easy. Latino educational attainment rates in our public schools continue to lag behind those of non-Latino New Yorkers. Our communities are disproportionately impacted by environmental contaminants in their neighborhoods and too often live in unhealthy and dangerous housing. The rates of Latinos afflicted by preventable chronic diseases — including obesity, diabetes, and asthma — are still too high and too deadly. The persistent lack of quality jobs with sustainable wages for Latinos; lack of social mobility; immigration status concerns, etc. The list goes on.

But there is reason to hope. In the last several years, New York City has made important strides by investing in programs that directly affect and improve the lives of Latinos in the City. The expansion of universal pre-K, the creation of the IDNYC program, the expansion of access to health care, the enactment of significant criminal justice reforms, and important changes to the ways in which the City interacts with its immigrant communities.

The recommendations in this report are borne out of Hispanic Federation's discussions with its network of member agencies about the key issues facing our communities and the best ways to solve them. These policy proposals come from the Latino civic leaders who know best what our communities need because they are the ones who serve our communities. After convening nearly a dozen focus groups with these nonprofit leaders, we have compiled their assessments and policy proposals and present them here as a blueprint. Like any blueprint, the recommendations are only as good as the energy that goes into turning them into reality. Our hope is that as New York City welcomes a new Mayor and City Council this year, that the new leaders of the City will review our work, engage with us and our network, and make a commitment to turn our proposals into reality.



Here are some of the key takeaways from each of the program areas developed by Hispanic Federation and its network:

- **Supporting Latino Nonprofits**

The Latino nonprofit sector is the backbone of our communities. Our community-based organizations provide critical services ranging from day care to senior centers, and from affordable housing to primary health care. And they met the unprecedented challenges created by the pandemic with unprecedented resolve. The City of New York has made important strides in recent years to support its Latino nonprofit network including an expansion of the Communities of Color Nonprofit Stabilization Fund program. Yet much more needs to be done. Despite the centrality of these groups to our communities' wellness they remain underfunded, undercapitalized, and undervalued. Organizations continue to deal with inefficient, onerous, and delayed payment processes from City agencies. What's more, many of these organizations find it difficult to plan because of the failure of the City to provide multiyear support. Without long-term commitments, many organizations endure precarious financial situations. The City must reform its current RFP and contracting process not only to facilitate and streamline funding but also to guarantee that organizations can count on the City as a stable and consistent partner in the fight to improve the lives of all New Yorkers.

- **Improving Education**

Latino educational attainment in New York City has improved over the past two decades. Latino graduation rates have increased while the dropout rate has fallen. These successes are important, but they aren't enough. Latino students still lag their New York City peers when it comes to educational attainment as measured in English and math and college enrollment and retention rates. City officials can address these issues in a number of ways, including improving K-12 instruction by reducing class sizes, increasing the number of enhanced language and ELL student support programs available, and engaging the City's Latino nonprofit sector as a partner in offering comprehensive, free after school programs. Even before students arrive in Kindergarten, New York City can provide a significant leg up to our children and families by making free full-day pre-K available to all City three and four-year-olds. City officials must also work to make sure that our students are provided extended school-based learning opportunities to address the especially damaging educational toll that the prolonged period of remote instruction had on our City's Latino, Immigrant, and Black students. On that note, it is critically important to ensure that all our students moving forward have the prerequisites of learning — devices, internet access, and live contact with teachers — to prevent the racial and ethnic education gap in our city from widening any further. Additionally, it is important that the City remedy the discriminatory practices in the Department of Education's gifted and talented program and in its specialized high schools, and lay out a clear and accountable plan to dramatically and immediately improve the recruitment, admission, and retention of Latino students who are woefully underrepresented in New York's most prestigious secondary schools. And finally, the City must address the unmet needs of adult learners by expanding adult literacy education and demonstrating a commitment to high quality instruction by sufficiently funding programs and services provided by local community-based organizations.

- **Supporting Healthy Lifestyles**

The COVID-19 pandemic has revealed much about the health of New Yorkers and much of the news about Latino New Yorkers is sobering. Not only were Latinos disproportionately impacted by the coronavirus — with sky-high rates of infection, hospitalization, and mortality — the pandemic exposed that other chronic illnesses are still devastating our communities. City officials must learn from this crisis and implement significant changes in the ways in which it provides health education and care to Latino New Yorkers. This includes implementing an In-person Assistor/Navigator Health Insurance enrollment program, increasing health instruction in public schools, increasing awareness of the impact of and prevention of diseases such as diabetes and asthma, and increasing public health campaigns around drug addiction and sexually transmitted diseases. Just as importantly, the City should continue some of the very practices that emerged in response to the pandemic including increasing public space for pedestrians to encourage walking and other movement activities and bringing health care services out of hospitals and clinics into Latino neighborhoods where our community members can get the care they need.

- **Protecting and Supporting Immigrants**

New York is a city of immigrants. Millions of immigrants call the city home and many of them come from Latin America. While the opportunities for stability and opportunity continue to draw families to the city, the challenges of being an immigrant in New York have grown. In the midst of a national and local surge in anti-immigrant rhetoric and violence against immigrants, New York City's recent achievements around immigrants' rights need to be expanded. Important work needs to be done to increase protections for immigrant workers subjected to fraud and wage theft and to continue to assure immigrants, particularly undocumented ones, that the city will not collaborate with the federal authorities to tear families apart as a result of enforcement actions. In addition, the City needs to work with community-based organizations to expand services for immigrants including employment assistance, ESL and Adult Basic Education instruction, legal counsel, and support for other integration services including citizenship assistance.

- **Economic Empowerment and Financial Security**

New York City's economy has been significantly shaken by the pandemic. The COVID-19 lockdowns cost Latino families their jobs and their businesses. For the poorest Latino New Yorkers, the loss of employment meant long lines at community food banks and concerns over being evicted from their homes. The economic recovery from this crisis will require significant investment from the City. Much of that recovery will depend on addressing immediate concerns such as jobs, small business support, food security, and, importantly, affordable housing and eviction protection. It will be especially important to craft an economic recovery agenda that reaches Latinos in all five boroughs, expands loans and grants for businesses hurt by COVID-19, helps individuals and families stay in their homes, and supports workers' sense of stability and security by expanding programs such as the City's retirement savings program. The Federation's network of Latino nonprofits is committed to continue to serve as a connector and resource for workers and businesses in New York City, helping them access government support and providing those in need with educational, technical, and social assistance programs.

• **Environmental Justice**

Environmental issues are daily concerns for Latino New Yorkers. Our communities face multiple challenges including air pollution, the lack of available green space, and dangerous exposure to contaminants tied to substandard housing. In addition, with climate change and related extreme weather events becoming more common in New York City, Latino communities have been disproportionately affected by storms and flooding. There is a great deal that the City can do to address these issues. The City must continue to improve waste management and transportation to lessen exposure to noxious fumes that contribute to poor air quality. It should work with community-based organizations to develop Community Preparedness Plans that target our communities in culturally and linguistically appropriate ways so that our families and neighborhoods are prepared for climate-related emergencies. And it must become a leader in promoting smart energy policies — including a comprehensive city-wide retrofit plan — that reduces our dependence on fossil fuels and embraces renewable energy sources.

• **Criminal Justice**

Criminal Justice issues are at the forefront of policy conversations in New York City today. Those issues — including difficult debates about policing, incarceration, and support for the formerly incarcerated — are of profound concern to Latino communities. Latino interactions with the criminal justice system are disproportionately higher than they are for most other New Yorkers. This is especially true for younger Latinos. The impact of these interactions — declining rates of trust in law enforcement, imprisonment, and significant negative impacts on education and earnings for the incarcerated and their families — deeply affect the stability and success of Latino communities across New York City. While some progress has been made on criminal justice issues in recent years, much remains to be done including increasing service interventions for vulnerable youth including mental health services and job training, addressing the continued problems created by over-policing, and increasing support and protections for domestic violence survivors. There also needs to be more understanding and supports available for those engaged in sex work. Special attention must also be paid to reforming the City's carceral institutions including improving the treatment of incarcerated people and, importantly, closing Rikers Island once and for all.

• **Arts & Culture**

From theater to music, dance to literature, New York City is widely regarded as the nation's cultural capital. Yet, far away from Broadway and the great publishing houses, the arts in New York City present a stark disparity between those who benefit from enormous private and public support and small community-based arts organizations that bring culture to our communities on shoe-string budgets. New York City can and must do much better in expanding the opportunities to develop, grow, and showcase the rich and vibrant Latino arts and cultural traditions and expressions that emanate from our communities. That will require making significant changes in the ways in which the City — through its Department of Cultural Affairs — provides financial and technical support to Latino arts organizations including increasing funding for recurring and capital expenses, support for training the next generation of Latino arts leaders, and amplifying the work of non-traditional cultural producers whose work reflects the growing diversity of the City's Latino communities.

• **Civil Rights**

New York City has a complex history when it comes to Civil Rights. The City has long championed the rights of ethnic, racial, and religious minorities and been a national leader on preventing various forms of discrimination. But the City also often lacks the resources and the political will to address structural issues — such as voting rights — that effectively deny many New Yorkers — including Latinos — of their basic civil rights. City Hall must address this dichotomy by addressing the continued assault on voting rights — whether through malice or incompetence — of the City’s Board of Elections. It also means increasing civic education in Latino communities where a lack of familiarity with the electoral process has led to low voter registration and participation rates. It also means strengthening protections for speakers of languages other than English, including millions of Spanish-speakers, who have difficulty accessing important government services because of a lack of language-appropriate information. Finally, it means increasing funding for the City’s Human Rights Commission so that it can address civil rights violations around employment, housing, gender, and sexual orientation.

• **Latino Representation**

Representation matters. And in New York City, Latinos are underrepresented at virtually every level of government. From City Hall to the City Courts, the absence of Latino officials has a profound impact on our communities’ perception of their place in New York and denies the City the ability to benefit from the expertise, experience, and wisdom of our communities. The problem of underrepresentation is especially problematic regarding Mayoral appointments, appointments made by the City Council, and the hundreds of positions on the City’s commissions and boards. In each of these cases, the failure to have adequate and meaningful representations means that Latino issues, in all their variety and complexity, are not front and center in terms of policy. Resolving this issue will require much more than good intentions. It demands, among other things, that City leaders require regular reporting for all agencies and commissions on the demographic composition of their workforces and partners, that they demand accountability from senior leaders about hiring and retention plans for Latino employees, and creating strategies to work with community-based organizations to identify and recruit new talented Latino public servants.

This report uses the terms Latino, Latinx and Hispanic interchangeably.



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section 1:
strengthening latino nonprofits



The COVID-19 pandemic revealed several truths about New York City and one of the most important was the central role that Latino community-based organizations play in the lives of our communities. These essential organizations were the first to respond to the public health disaster COVID-19 unleashed on our City's Latino and immigrant neighborhoods. They responded as few could by providing food for home-bound families, refuge for our most vulnerable residents, cash assistance for families without means and the ability to obtain federal government support, and even by helping direct the City's mortuary services to the deceased. At every turn, it was Latino-led organizations that rose to address emergency and emerging community needs.

Yet, despite the essential work done by these organizations, the Latino nonprofit sector has long been forced to deal with challenges that undermine its ability to secure long-term sustainability. For years, the sector has been woefully underfunded and undercapitalized, leaving many community-based organizations unable to confront unexpected challenges and expenses. If the COVID-19 pandemic shows anything it is that this system of perpetual financial insecurity cannot continue.

New York City is long past the time when it must understand that the nonprofit sector is not only a key instrument of social change and stability but also an economic force and multiplier in Latino communities. Delays in honoring contractual obligations including reimbursements for payroll, health benefits, and other human resources related costs have a negative impact on entire communities. If community-based organizations falter, their communities falter. The next Mayor and City Council must significantly reform the current system of contracting so that organizations do not flounder.

In addition, the City must make long-term strategic investments in our community-based organizations that allow them to think strategically about how best to address key problem areas in our neighborhoods and make long-term plans for change. The episodic and irregular funding that has characterized nonprofit work undermines the ability of those best positioned to tackle our communities' problems by forcing them into needless uncertainty.

The COVID-19 pandemic is a watershed moment for numerous sectors of New York City's civil society and Latino community-based organizations cannot and should not return to a pre-pandemic status quo that leaves them unable to confront challenges quickly and effectively. The time for wholesale changes in how New York City works with its nonprofit partners is now.



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

1. Build Sector Resilience

- Increase New York City's Nonprofit Stabilization Fund to \$50 million over a five-year period to support people of color-led nonprofit organizations and ensure that nonprofits can engage in long-term planning to meet operational infrastructure needs and technical assistance. This expansion in funding will allow for an expansion of the program to incorporate additional nonprofits that also need support and should help organizations address operational gaps critical to their long-term success and sustainability such as the hiring of a Development Director and Finance Director.
- Establish a nonprofit emergency fund to provide for the implementation of new programs and services needed to adequately respond to increased demand of social services due to pandemic and natural disasters.
- Work with Latino-led and people of color-led community-based organizations to adopt a formal and uniform definition of "culturally competent/responsive" services.
- Allocate 20% of funding secured through public-private partnerships to diverse and culturally competent agencies serving communities of color.
- Secure equitable foundation funding for culturally competent and diverse agencies and build internal capacity for agencies to receive such funding.
- Embrace hybrid models of work and increase connectivity and technology options for remote services.
- Baseline contracts for nonprofit providers to build capacity for future and ongoing programs and services, especially for multi-year services.
- Create opportunities for smaller organizations to access multi-year grants to facilitate growth.
- Provide an increase in Other Than Personal Service (OTPS) funding for all New York City contracts to sustain the health of contracted community-based organizations, especially to cover annual inflation rates and additional escalating costs within New York City, like rent, utilities, etc.
- Modify the City's Minority/Women-owned Business Enterprises (MWBE) requirements to allow local small businesses owned by people of color and CBOs to fulfill the mandated MWBE requirement for city contracts with community vendors.
- Provide CBOs with training to become certified MWBEs and increase access to funding opportunities.
- Create restorative spaces to prevent burnout among nonprofit leaders.
- Re-engage the Nonprofit Resiliency Committee to enable and encourage the administration to have direct conversations with CBOs and establish ways to strengthen the sector.
- Establish living wage salaries in city contracts and adequately invest in the nonprofit workforce, which consists primarily of women and people of color.
- Increase Capital funding and simplify the application process to expedite payment and not employ a reimbursement model.
- Streamline processes to expedite the disbursement of discretionary funding. Contracts for discretionary funding are registered even later than regular contracts, resulting in delayed distribution of funds.

2. Improve RFP Process

- Increase transparency regarding Request for Proposal (RFP) Review Panels, sharing information on how panelists are selected, including their credentials.
- Ensure RFP Review Panelists reflect a similar demographic composition of the intended service population.
- Issue an annual publication to increase transparency and accountability of RFP Review Panels with information showing the panels' demographic composition, minutes, etc.
- Streamline and centralize the administration of City grants and reduce bureaucratic and financial hurdles.
- Create an avenue for CBOs to provide feedback and recommendations on upcoming RFPs and incorporate feedback and recommendations in the development of the RFP.
- Provide funds to fully cover expenses related to the program/project execution and the Indirect Cost Rate.
- Create access to unrestricted funding.
- Fully fund community-based organizations in the RFP stage to ensure CBOs have the resources they need to deliver their programs and services in timely fashion.
- Increase advanced payments of city contracts to 50% of total award for nonprofit organizations to help address gaps in funding for service provisions and ensure on-time delivery of services.
- Expand on availability of advance payments for all contracts.
- Support the creation of a new mechanism to advance funds and simplify processes for city contracts, including partnerships with financial institutions to create a no-interest loan fund for community-based organizations.
- Create a centralized way to offer administrative support for nonprofits to assist community-based organizations to navigate through the city contracting process.
- Establish a 15-day timeline for registering contracts to avoid delaying months of service delivery and reimbursements causing financial strain to community-based organizations.
- Mandate training and education for City Council members and staff regarding the city's contracting processes and ethics standards as well as encourage open conversations with City Council members and community-based organizations.
- Mandate training and education for City contract staff regarding the city's contracting processes and ethics standards.
- Analyze the subcontracting policies of large community-based organizations that are granted city funding and sub-grant out most of the work to smaller CBOs to inform the development of a mechanism for transparency around sub-granting funds. As part of the subcontracting process, afford the subcontractor the same benefits the contractor is getting i.e., pay full indirect rate for the subcontractor.
- Increase opportunity to engage external capacity building subcontractors, consultants, and/or vendors to enhance programs and services and internal expertise.
- Streamline length and simplicity of the City Subcontractor Agreement form to that of the Consultant Agreement Form. For example, eliminate Exhibit B (2-page form) by adding questions to the Agreement Form itself and pare down redundancy of the questions.
- Accept either City or State MWBE certification when contracting with qualified vendors.
- Enable subcontracted CBOs to include approved indirect rates in their budget.

section 2:
improving education



Few issues matter more to New York City's Latino communities than education. The New York City Department of Education is the largest public-school system in the nation. More than forty percent of the students in its classrooms are Latino and those numbers are increasing annually. The Latino communities' future — indeed the city's future — is decided in our schools.

Despite the importance of public education, too many challenges still conspire to make it difficult for our children to learn, to graduate with the skills they need to compete in an increasingly complex world of work, and to become lifelong learners. While there have been improvements in educational performance in recent years, half of the students in our public schools score below New York State proficiency standards in Math and Language Arts. Latinos continue to have the lowest graduation rates of any group in New York City with nearly a quarter of our students failing to graduate. And while Latino college enrollment rates have improved, New York City Latino High School graduates are less likely than their White, Asian, and Black peers to enroll in college. In addition, there are several unmet needs regarding access to adult literacy education to support adult learners.

Many of these problems have deep roots in histories of underfunding and exclusion. But a more recent challenge to Latino educational success has now emerged: COVID-19. The pandemic has demonstrated the depths of the educational disparities that define public education in New York City. Forced to continue their educations from home, thousands of Latino students have struggled to overcome technological obstacles and the lack of specialized educational resources. The results have been sobering with Latino families across the city, and the schools that serve them, reporting significant learning loss.

The next Mayor of New York City faces a twin challenge: address the historical inequalities that have long affected Latino educational achievement and provide immediate steps to remediate the classroom losses caused by the pandemic.



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

1. Early Education

- Make free full-day pre-Kindergarten available to all City three- and four-year-olds and ensure that all communities have equitable access to high quality 3-K and Pre-K.
- Analyze the rate at which communities can access 3-K and Pre-K to assess the disparities in enrollment and identify potential barriers.
- Ensure salary parity for pre-K and 3-K staffers who are non-unionized.
- Extend Pre-K and 3-K to a full year (summers included) and to a full day (until 6pm) to allow for working families' schedules. For Pre-K and 3-K programs under the DOE whose school day is regulated by the UFT, this must be negotiated between the city and the union to better serve families throughout NYC.
- Work with unions to invest in providers and Pre-K teachers as partners, ensuring compensation and training on par with K-12 grade teachers. Ensure community-based organizations, who are some of the largest providers of early education, are engaged in this conversation.
- Train 3-K and Pre-K teachers and administrators in culturally responsive education training with input from community-based organizations. Training must also teach staff to identify and work with special needs students and how to engage parents in the early intervention process.
- 3-K and Pre-K programs must develop transparent outreach processes by partnering with community-based organizations to better inform parents, in their native language, about Pre-K provider options.
- Streamline admissions and enrollment processes for parents. Community-based organizations should consistently be engaged as partners to help families navigate the process, bridge language access issues, and provide adequate access to resources about 3-K and Pre-K programs.
- Meaningfully engage families with students enrolled in 3-K and Pre-K for All to collect feedback and recommendations to better serve children and families across the board, including those with special needs and multilingual learners.

2. English Language Learners (ELLs)

- Increase the number of Spanish dual language and enhanced language support programs across the five boroughs, especially at the Pre-K and high school levels for older and recently arrived ELLs. This also includes supporting the expansion of innovative immigrant- and ELL-serving schools like International High Schools, newcomer academies, and night-and-day academies, especially for older ELLs, unaccompanied minors, and recently arrived youth.
- Increase the number of schools available for ELLs by increasing personnel to meet existing and growing needs. The city can further fund teacher programs to encourage employment in these types of schools.

- Provide extended school-based learning time, including afterschool and summer academies for ELLs, as well as targeted programming for ELLs performing below grade level and Students with Interrupted Formal Education (SIFE). Designated funding for this is needed so that principals can utilize allocations to their discretion to provide services for ELLs, especially for those in high school due to the risk of dropping out.
- Provide funding to support the NYC Department of Education in developing a transparent outreach process to inform parents and teachers about standards, testing changes, and other updates in native languages in appropriate and comprehensive summaries. Competent simultaneous translation is crucial to prevent a lag in access to resources.
- Provide a report on ELLs in NYC, including indigenous populations across the city, and utilize findings to develop a resource map of the district for parents to better access language resources, including indigenous speaking languages.
- Support and expand community organization-run school parent resource centers and NYC Department of Education Welcome Centers to provide multilingual information and computer access on school issues. The Welcome Centers' staff should be reflective of the community and culturally responsive.
- Fund community and school-based ELL Parent Academies to prepare and assist parents and families in supporting their children's education and share best practices for expanding the program.
- Provide funding allocations to provide for outreach and marketing of NYC DOE's Parent University.
- Increase accountability measures around parent engagement by supporting the NYC DOE to include tracking benchmarks and demonstrate the Parent Coordinator's activities within the community.
- Develop and implement a system of accountability for ELL program compliance.
- Strengthen ELL teacher quality by providing all teachers an opportunity to learn methodologies to support ELLs in all academic and elective courses and by expanding bilingual teacher recruitment initiatives, including expanding the Subsidized Bilingual Extension Program.
- Increase efforts to recruit culturally relevant and linguistically capable teachers, including providing funding to attract teachers for programs serving ELLs.
- Collaborate with the State Regional Bilingual Education Resource Network to access bilingual resources and implement alternative means of ELL graduation assessments.
- Provide additional resources to support increased ELL graduation rates within 4-6 years.
- Identify factors driving under-enrollment and collaborate with non-designated Career and Technical Education (CTE) schools to ensure equitable access to CTE for their ELL students.
- Increase supports for ELLs in CTE schools and classrooms and training teachers working with ELL CTE students, ensuring work-based learning opportunities are accessible to all ELLs.
- Convene an advisory committee focused on ELLS and CTE programs.
- Create bilingual CTE programs and contract with CBOs to provide wraparound services.

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

- Significantly reduce and sustain class sizes in Renewal schools for subgroups, including ELLs, Latino/Hispanic students, and students with special needs.
- Coordinate assessment of support services available for LEP parent(s) and pre-K-12 special needs pupils.
- Institutionalize funding for community schools that have improved and sustain funding for schools as they move out of the bottom five percent.
- Expand resources to foster relationships between Latino-led community-based organizations and schools in the pursuit of authentic community schools and extended learning time. This can be done by creating a stronger collaboration with the NYC DOE's Office of Family and Community Empowerment.
- Streamline the Request for Proposal (RFP) and procurement processes for community-based organizations to effectively serve communities in need. The opportunity to submit RFPs must be expanded to small and mid-sized community-based organizations so there is an equitable procurement process.
- Provide technical assistance to community-based organizations that would like to become Department of Education vendors so they can competitively put forth proposals.
- Strengthen the procurement process by fully funding contracts and conducting payouts in a timely manner.
- Leverage the Fund for the City of New York so community-based organizations do not have to carry the burden of the upfront costs associated with procurements.
- Procurements must pay the true cost of programs and pay competitive wages and provide better communication for those on the approved vendor list.
- Allow for innovative program models in Out-of-School Time Request for Proposals that meet the demands of the community. This can be done by taking a closer look at pockets of poverty within communities and utilize data that helps to illustrate need, such as free lunch program data.
- Provide incentives for excellent teachers to relocate to failing schools.
- Cultivate quality teachers with a model that allows for reciprocal peer feedback, observation, and check-ins.
- Expand training, supports, and resources for school and district staff to become skilled in using culturally responsive pedagogy, curriculum, and practices.
- Create transparency with the Family and Community Engagement Office as a functioning centralized resource center to highlight best practices for meaningful parent engagement and provide guidance to school leadership to better engage parents.
- Increase the role of Parent Engagement Coordinators in school governance to allow them to have more input regarding family engagement.
- Shift away from zero tolerance discipline and move toward alternatives to discipline including, but not limited to, positive conflict resolution, restorative practices, and student leadership development.
- Sustain and expand community-based organization-led dropout prevention, opportunity youth, and multiple pathways initiatives, inclusive of recently arrived immigrant youth and families.

4. Out-of-School Time Support

- Expand and sustain the Summer Rising Initiative to especially target lower-income neighborhoods with both summer and after school hours and support.
- Provide equitable access and information to Latino families regarding the Summer Rising Initiative.
- Support a policy that would require all schools to partner with high quality youth-serving community-based organizations to keep schools open between 3:00 PM – 6:00 PM to provide academic, cultural, athletic, and other activities and support to students.
- Expand The Comprehensive After School System of NYC, COMPASS NYC, that consists of more than 900 programs serving K-12 students.
- Expand NYC Beacon programs and violence prevention programs and allow them to remain open continuously following COVID-19 safety protocols.
- Encourage the NYC DOE to invest resources at the school level to provide technical assistance, relationship building, and communication coordination from school leadership to ensure community-based organizations and school partnerships are successful.
- Revisit the funding formula to increase funding for students with high needs and review contract amounts annually to reflect enrollment of such students each year.
- Ensure that access to the Summer Youth Employment Program is inclusive of and accessible to all eligible youth, including first generation and youth from mixed status families who may have less traditional forms of proof of income.

5. Increasing Diversity and Inclusion

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

6. Postsecondary and Career Success

- Increase partnership capacity with Higher Education Services Corporation (HESC) to better address the needs of parents, including those of immigrant youth.
- Create a \$25 million initiative to support college costs for undocumented high school age youth who are ineligible for Pell Grants, conventional tuition, and financial aid.
- Utilize HESC and community-based organizations via funded train-the-trainer models to lead and increase college application and financial aid workshops.
- Provide training for guidance and/or college counselors and staff to effectively educate students and parents on financial awareness and the college going process.
- Create a Guidance Counselors for All Initiative, allowing for increased guidance/college counselors to reduce the student-to-counselor ratio.
- Support the New Deal for CUNY (Assembly Bill A5843) which will make CUNY free for all in-state undergraduates, hire more mental health counselors and academic advisors, increase the ratio of full-time faculty to students, and invest in a capital renewal plan.
- Further support our undocumented, DACA-mented, and part-time students in CUNY through the Senator José Peralta New York State DREAM Act by working with HESC to make sure all counselors know how to properly guide college going students with mixed status.
- Sustain and expand opportunity programs such as Accelerated Study in Associates Program (ASAP), Search for Education, Elevation, and Knowledge (SEEK), and Discovery programs to increase retention and graduation rates.
- Increase the funds for ASAP, SEEK, and Discovery programs by 20% this fiscal year (\$30 million) and improve the outreach and awareness of these programs.
- Increase aid for CUNY College and Career Bridge for All to support college readiness and post-secondary enrollment.
- Administer the CUNY Entrance exam to all senior NYC DOE high school public and charter school students.
- Assess College Now data to determine which programs are effective and increase programming to replicate best practices.
- Increase the number of proven and promising college access programs and practices, such as Student Success Centers and College Access Research and Action (CARA).
- Increase funding for schools that offer CUNY College Now transition and dual enrollment programs and increase the number of schools that provide these programs.
- Replicate and expand community-based initiatives that train Latino parents on how they can support their children's learning, such as the Hispanic Federation's Pathways to College Success program.
- Incorporate the needs of part-time learners and their financial aid supports.
- Sustain and expand funding for the Young Women's Initiative, which serves to identify gaps in services for young women ages 12-24, with a focus on women of color.
- Sustain funding for the STARS Citywide Girls Initiative to ensure that there are additional afterschool and summer opportunities for middle and high school girls, preparing them for academic and college success.

7. Adult Literacy Education

- Address the unmet needs for access to adult literacy classes — English for Speakers of Other Languages (ESOL), Adult Basic Education (ABE), and High School Equivalency (HSE) — by committing, alongside the state, to increasing investment in these programs by approximately six times the current funding levels over the next five years to scale to \$500 million in total funding (including \$90 million from the City for community-based literacy programs).
- Increase per student funding rates by at least four times to adequately resource the key components necessary to sustain stable, high-quality adult literacy programs; staff and personnel costs; student case management supports; materials and tools; program space; technology; and organizational management systems and support.
- As with Pre-K and K-12 staffing, demonstrate a commitment to high quality Adult Literacy instruction by funding programs sufficiently to allow for the hiring and retention of full-time employees who are paid living wages.
- Create and stabilize educational services, High School Equivalency, and adult education programs at expanded sites and evening hours.
- Re-establish a NYC Mayor’s Office of Adult Literacy dedicated to setting Adult Literacy policies and networking across agencies for innovations to strengthen Adult Literacy, with clear, formal input from representatives from the field.
- Fund adult literacy programming that integrates critical themes and topics into classes while building language, literacy, reading, numeracy, writing and HSE preparation. Topics may include:
 - Family literacy / Engagement in Children’s Schooling
 - Health literacy
 - Digital Literacy
 - Civic Participation / Community Engagement
 - Financial Literacy
 - Work Readiness / Job Placement/Job Improvement
 - Housing rights
 - Workers’ rights
 - Immigrant rights
 - Citizenship preparation
- Strengthen and advance the adult literacy field with targeted technical assistance and professional development for programs and practitioners in areas including culturally responsive-sustaining education (CRSE), popular education methods, digital literacy, and student leadership development.
- Re-establish and fund a NYC Adult Literacy Hotline to best connect New Yorkers in search of Adult Literacy classes with accurate, timely information.
- Use expanded funding to widen the reach of adult literacy programming to widen the range of classes and schedules available to adult learners at adult literacy locations.
- Create conditions where Adult Literacy programs can receive City and State funding to provide native language literacy classes (ex. Spanish language literacy or Spanish High School Equivalency-HSE), as well as classes explicitly designed to serve adult English language learners with no to little native language literacy.

8. Post COVID-19 Recommendations

- Expand free and subsidized broadband access for all communities across NYC.
- Ensure every student has access to a high-quality device to complete their schoolwork.
- Provide training for parents to access resources like the NYC DOE's Parent University so they can further engage in their child's learning. The city must also provide dedicated funds to widely market various resources in a culturally and linguistically relevant manner.
- Work collaboratively with the NYC DOE to ensure students have equitable access to mental health services in the wake of the pandemic.
- Continue to push New York State's Executive and Legislature to make good on the Campaign for Fiscal Equity Foundation Aid, and deliver the billions of dollars in additional educational funding that the state owes New York City to address the disparities between poor districts and more affluent ones.
- Ensure all students and families are prepared for virtual learning.
- Assist the NYC DOE with supporting virtual learning options and hybrid learning models.
- Assist with vaccination education and outreach for students and their families.
- Provide teachers with competitive salaries to attract and sustain a high-quality teacher workforce.
- Ensure students have access to equitable supports to address learning disparities due to the pandemic to offset disproportionate impact.
- Support adult literacy programs by funding the expansion of existing programs like CUNY Language Immersion Program (CLIP).



section 3:
supporting healthy lifestyles



The health and well-being of Latino New Yorkers is in serious jeopardy. Even before the start of the COVID-19 pandemic, Latinos in New York City suffered from disproportionately high rates of obesity, diabetes, asthma, and heart disease, and underdiagnosed and often untreated cases of mental illness among other diseases. The causes of these dangerous disparities in health are numerous and often reflect significant socioeconomic challenges ranging from poverty to lack of access to quality, affordable health care. It also includes living in substandard housing, residing in communities subjected to high levels of environmental pollution, working in occupations with uneven occupational health protections, and the lack of equitable resource allocation practices that would allow for greater investments in Latino communities.

The COVID-19 pandemic laid many of these issues to bare for all of New York City to see. When the coronavirus tore through our city it found some of its most vulnerable targets in our communities. The virus wreaked havoc on entire communities, leaving many families confronting seemingly incomprehensible physical and economic losses. More Latinos were infected, hospitalized and died of COVID-19 than any other group of New Yorkers.

COVID-19 found fertile ground in our communities because of the systemic and structural inequities Latinos and other people of color in New York City have endured for far too long. As we begin to emerge from the pandemic, we must analyze the causes of these conditions and enact meaningful changes to fix them. The obesity epidemic in our neighborhoods — a product, among other things, of the lack of accessibility to fresh fruits and vegetables and the difficulty of finding safe space for exercise and movement — cannot be fixed without a comprehensive plan by City Hall that includes everything from increased nutrition education to fundamental changes in zoning. The persistence of chronic diseases such as asthma demands greater environmental protections in communities of color. And the stubborn and, in places, growing problem of drug use—especially as it relates to highly addictive and dangerous opioids — cannot be resolved by criminalization and incarceration. A new administration must deploy new ideas to confront these problems.

We are especially aware that the next generation of Latino New Yorkers, forced to adopt even more sedentary lives because of COVID-19 public health lockdowns, face an increasing need for physical activity to roll back nearly two years of physical education losses. Their physical and mental well-being must be at the forefront of health policies and actions taken by the next Mayor and City Council.



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

1. Eliminate Health Disparities

- Implement an In-person Assistor/Navigator Health Insurance program (similar to the State's program) to ensure that every New Yorker has access to health insurance.
- Create and share a city-wide plan to eliminate health disparities; produce an accountability plan with publicly shared benchmarks; and publish a biannual progress report.
- Design and implement culturally competent and continuous public education campaigns focused on educating Latinos on prevention and access to care for health disparities — including heart health, diabetes, asthma, Alzheimer's, cancer, and other diseases disproportionately impacting the Latino community — and work with community-based organizations to develop an action plan to reach vulnerable communities.
- Address COVID-19 vaccine misinformation and fund grassroots nonprofit organizations to conduct vaccine outreach and education.
- Ensure Sustainable Municipal Funding for Community Health Workers (CHWs) — frontline health workers who are trusted members of the communities they serve and who have long played a vital role in NYC's healthcare ecosystem by connecting community members with culturally competent health services. For immigrant patients, CHWs are especially important.
- Fund community-based organizations to provide culturally competent outreach promoting accessible healthcare services.
- Partner with local medical, nursing, and other professional schools and improve training of students with regards to cultural competency and health literacy issues within marginalized communities.
- Make implicit bias training mandatory for all healthcare providers.
- Work to increase people of color in the medical field (physicians, nurses, nurse practitioners, social workers) by addressing the stumbling blocks that prevent Latinos and other persons of color from pursuing high-level medical careers.
- Offer incentives for providers that provide culturally/linguistically competent services/resources.
- Educate New Yorkers about the various alternatives to medications, including alternative health services and therapies (acupuncture, mindfulness) and promote inclusion of these services in City health benefits packages.
- Increase access and awareness to telehealth options.
- Expand outreach and promotion (including social marketing) to educate the Latino community on the importance of preventative health screenings.
- Empower CBOs and other providers who offer services to communities of color to be involved in the creation of HERO (Health Equity Regional Organization) infrastructure in addition to involvement and clarity as to who will lead HEROs.
- Actively seek a better understanding of specific needs of specific populations to identify leading causes of death to provide appropriate interventions.

- Request that the Centers for Medicare and Medicaid Services (CMS) release yearly reports on any changes to the program and their impact on various populations across the city, specifically Latinos, to increase transparency of CMS.
- Support a living wage for frontline workers.
- Consult with community healthcare providers in creating new programs.
- Address food insecurity by increasing access to healthy foods, vouchers, home delivery options, nutrition education, and culturally competent cuisine.
- Increase public health education and system navigation for undocumented individuals.

2. Mental Health

- Launch a public education campaign to break the taboo regarding mental health needs and developmental disabilities.
- Provide free mental health services to first responders and frontline workers.
- Incorporate mental health screenings during annual physical check-ups and OB-GYN visits in city funded hospitals.
- Direct City funded clinics and hospitals to collaborate with community-based organizations offering mental health and addiction services.
- Establish crisis centers for mental health and addiction services.
- Provide an infusion of funding for mental health services in our public schools, with a priority on supporting our most vulnerable and high-need schools and addressing the incredible inequities that exist in the City's education system when it comes to resource allocation for social workers and psychologists.
- Make sure that our public schools have strong partnerships with nonprofit behavioral health providers to ensure students with mental health needs and challenges have a continuum of professional support both within and outside the school system.
- Integrate mental health and addiction services throughout health care services.
- Launch an awareness campaign to educate on mental health and addiction.
- Expand access to mental health and tele-mental health services (online and text) in various languages.
- Create and fund Non-Police Response to Mental Health Emergencies.
- Increase community education on any mental health-focused response program. The benefits of any mental health response program will not be realized if immigrant community members remain reluctant to call 911 due to fear that the NYPD will respond. As a result, the City must fund community education so that immigrants and other community members can seek help for mental health emergencies without the fear of putting their loved ones or themselves at risk.

3. Youth Development

- Focus on physical exercise for students by enforcing City compliance with school physical education requirements (daily gym classes for grades K-3 and at least 3 days per week for higher grades).
- Require the Department of Transportation (DOT) close streets to open outdoor space for physical activity.
- Mandate the Department of Education (DOE) to work with schools to better utilize spaces for physical activity, this includes embarking in asset mapping and audits of physical environments.
- Ensure school spaces are safe from COVID-19 and other airborne diseases.
- Encourage school collaboration with other public spaces such as parks and cultural institutions.
- Invest in community activities for teens throughout the city (dance, sports, drama, etc.), especially for ages between 13 and 18 to support overall wellness for youth.
- Encourage intergenerational activities for social and physical health.
- Evaluate impact of current nutritional education in NYC schools and reinforce its importance.
- Increase investment for afterschool programming and create partnerships with corporations and foundations to increase funding for programs.
- Increase funding for suicide prevention programs serving young people of color and promote such programs, especially for Latina teens who have the highest rates of suicide attempts in New York City.
- Invest in technology and apps to promote innovative healthy activities.
- Increase gender-based violence prevention education, mental health first aid and awareness in schools.
- Establish collaborations with nonprofits to provide mentorship and guidance.
- Ensure systems are in place for community healthcare providers to obtain school attendance records to comprehensively address the needs of youth.

4. Combating Obesity

- Expand the city's anti-obesity campaign and ensure public education campaigns are conducted in Spanish.
- Create partnerships with bodegas and grocery stores to ensure that low-income communities have access to affordable, healthy food and beverages.
- Provide incentives for supermarkets and bodegas to provide wider selections of culturally relevant fruits and vegetables.
- Continue to support access to green markets.
- Expand the use of "health bucks" to supermarkets and bodegas within Latino communities.
- Expand outreach campaigns to inform communities about existing exercise programs like bike share programs, especially in Latino neighborhoods by funding community-based organizations to conduct such campaigns in a culturally competent manner.

- Make the bike share program more affordable and safer for low-income communities.
- Ensure there are safe lanes for biking and community wide safety and learn to ride education in Latino and other communities of color.
- Encourage biking for older adults.
- Engage the community in conversations and convenings on how to share open spaces.
- Expand green areas, especially for biking.
- Increase availability of Shape Up New York activities to city parks, especially those in the outer boroughs.
- Include biking and walking groups led by community members/peers in Shape Up NYC.
- Train locals to lead and provide opportunities for young people and local residents via Shape Up NYC to certify and embark in fitness careers.

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

- Ensure education campaigns include multiple tools for prevention and care, as well as education on bio-medical interventions.
- Increase access to HIV primary care by ensuring health coverage for vulnerable populations.
- Incorporate an intergenerational approach to prevention and care.
- Support the blueprint to End the AIDS Epidemic and move beyond 2020 and ensure that the New York City budget aligns with the goals of the blueprint.
- Expand and support syringe access programs throughout all five boroughs.
- Educate New Yorkers about syringe access and its life saving benefits in reducing rates of HIV and viral Hepatitis.



6. Substance Use – Addressing the Opioid Epidemic & Crystal Meth Use

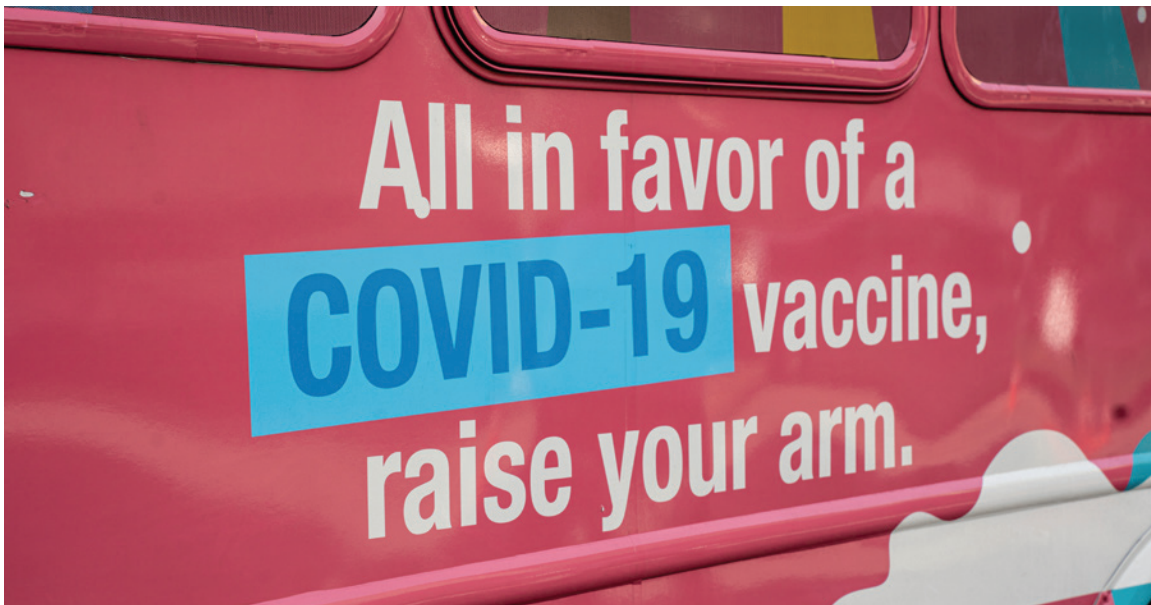
- Support the use of buprenorphine to combat the opioid epidemic by launching a public education campaign to inform New Yorkers about the benefits of the drug and encourage it as the medication of choice for underserved communities.
- Incorporate new federal regulations in the least restrictive way possible.
- Launch a study on the use of medical marijuana in reducing opioid use.
- Support the creation of safe consumption spaces in New York City and address community pushback on safe consumption spaces.
- Expand community-based prevention and treatment programs throughout New York City to address the increase in use of opioids.
- Continue to train NYPD officers on the benefits of naloxone which helps to reframe and increase the positive role of NYPD within the community.
- Increase community access/awareness of fentanyl test strips.
- Expand partnerships between police precincts and community-based organizations.
- Expand Narcan kit availability in various communities, especially for youth.
- Create support for peer navigators to address the drug epidemic.

7. Reproductive Justice

- Direct funding for schools to provide education & outreach for reproductive health services to their students.
- Promote the use of female condoms and make them accessible to all women across the city.
- Launch a public education campaign on how to prevent unwanted pregnancy, including the promotion of Plan B.
- Create a multi-year social marketing community mobilization campaign with non-profit organizations as stakeholders to promote a full range of reproductive health services.
- Support Reproductive Justice for all.
- Design and implement a culturally competent reproductive health education program for adult women and men (ages 18+).
- Protect and expand women’s access to comprehensive reproductive health services, including access to abortion without systematic or institutional barriers or deceptive practices.
- Design and implement youth reproductive health education programs that include comprehensive information, such as cyber bullying, gender-based violence, online predators, sex trafficking, and access to birth control.

8. Safe Spaces

- Increase cultural competency training within New York Police Department (NYPD).
- Expand culturally competent education efforts to promote the Good Samaritan Law.
- Expand funding for Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Homeless Prevention Programs.
- Support and strengthen trans-led community-based organizations.
- Invest in anti-stigma campaigns regarding transgender, immigrant, and older adult communities.
- Create senior only shelters to ensure safety.
- Increase Domestic Violence Prevention education and creation of safe spaces for survivors.
- Offer CBOs training for best practices and competencies for serving LGBTQ populations.
- Provide culturally responsive, accessible, and immediate screenings utilizing trauma informed practices for childhood sexual abuse, domestic violence and sexual assault, and reproductive health.
- Support initiatives like Comunilife's Life is Precious program, which works to prevent suicide in young Latinas — the teen population with the highest rate of suicide attempts in the country.
- Mandate cultural sensitivity and trauma informed training for all Administration for Children's Services workers.
- Work with community-based organizations that serve the Latino community to establish relationships and communication with Administration for Children's Services personnel to advise upon trauma informed practices.
- Provide Sustainable Funding for CBOs to Conduct Outreach and Education to Immigrant Communities.



section 4:
**protecting and supporting
immigrants**



There are over 3 million immigrants in the City of New York and a majority of them hail from Latin America. In fact, the history of Latin Americans establishing roots in the Empire State is long, and New York City has reaped the benefits of their continuous migration. Latin American immigrants have contributed to the rebirth of entire communities, created dynamic businesses, shared important cultural traditions, and fundamentally transformed our city for the better. They do it every day, year after year, and decade after decade. La Gran Manzana, as many Latino New Yorkers affectionately call their city, is always opening its doors and its arms to *new* Nueva Yorkers.

But New York's historic tradition as a city of immigrants, while important, doesn't tell the whole story. In recent years, the national debate around immigration and immigration reform has turned more negative and more violent. New York has not been immune to these debates and New York's immigrant communities have increasingly felt under siege. Anti-immigrant crime has increased in the city and enforcement actions against undocumented immigrants cast a pall of fear and suspicion over many immigrant families. Additionally, the devastating effects of the COVID-19 pandemic have been felt particularly in areas of the city where Latin American immigrants live and work. In a city nourished by immigrant families and driven by immigrant labor, immigrants increasingly ask themselves if New York City is truly the place where they and their families can fulfill their American dreams.

The new Mayor and City Council must build on some of the important work accomplished in recent years around immigrant integration and protections. New York City Council funding provided for the New York Immigrant Family Unity Project, which provides legal representation to any indigent immigrant detained and facing deportation, was monumental. With its passage, New York City became the first jurisdiction in the nation to provide universal representation to detained immigrants facing deportation. The creation of IDNYC was also a vital step forward in helping immigrant New Yorkers, especially those hundreds of thousands of undocumented immigrants in the City, feel connected and accepted. And the creation of an Intra-Agency Immigration Task Force was critical in making sure that all municipal agencies understood their role in increasing access and care for immigrants. But there is much more to do.

Rampant exploitation of immigrant labor, criminalization of immigrant businesses, and wage theft continues to weaken immigrant families and concerns over the safety of public institutions — including Department of Education facilities — makes many immigrants afraid to use the very municipal services that can most help them. Even more troubling is the potential impact on undocumented New Yorkers of increased enforcement measures by federal immigration authorities should the political winds change in Washington. Without continued reinforcement of the message that New York City isn't just committed to immigrant integration but also immigrant safety and success, our city's historic role as a safe harbor for immigrants is in jeopardy.



Here are some of the ways our Mayor and City Council can solidify New York City's role as America's most immigrant-friendly city:

1. Promote Immigrant Services

- Restructure the existing Immigrant Opportunities Initiative (IOI) program to allow for CBOs recognized by the DOJ or with admitted attorneys on staff to directly apply for IOI funds or reform current policies.
- Allow sub-grantees of IOI to directly complete immigration applications and petitions.
- NYC's IOI Program must allow the organizations to implement the program design to best benefit their clients and community. CBOs are experts in their communities' culture and needs and know how to best implement programs while meeting expected deliverables.
- Increase cost per student for Adult Literacy by four times the current funding amount per student to adequately fund needed services, which include case management.
- Baseline IOI to provide for appropriate budget planning.
- Increase IOI funding to \$60 million to serve an additional 400,000 new New Yorkers and expand the range of allowable activities to include:
 - Comprehensive immigrant eligibility screenings
 - Tax preparation
 - Identification document support
 - Legal clinics
 - Wage theft prevention and recovery services
 - Employment assistance
 - Fraud prevention and general community outreach
 - Case management (ex. helping to identify mental health needs and properly refer to qualified providers)
- Increase New York Family Unity Project Funding (NYFUP) to \$30m and baseline funding.
- Connect clients under NYFUP and families of detained immigrants to wrap-around services.
- Increase Action NYC Funding to \$30m to add staffing to provide for capacity to accept complex cases.
- Expand Immigrant Child Advocates' Relief Effort (ICARE)/Unaccompanied Minors and Families Initiative (UMFI) and the Rapid Response Collaborative.
- Create and fund programs to serve working immigrants during non-traditional hours.
- Fund and allow the use of technology to provide services which help to reduce barriers for clients related to childcare, transportation costs, school / work schedules, etc.
- Increase bilingual staffing at City agencies to properly serve immigrant community members.
- Create a pathway to encourage and support community-based organizations to become recognized by the Department of Justice to increase the number of culturally competent immigrant service providers throughout the city.
- Increase funding to CBOs to reflect true cost of program delivery including indirect costs, increased demand for services, and increased need for staff.
- Establish 25% funding advances in a timely fashion to prevent delay of immigration program delivery.

- Increase multiyear contracts.
- Support CBO program budgets that include positions for program coordinator (P/T or F/T), recruitment, community surveying, outreach, and training.
- Create a joint State and City task force on U Visas and Violence Against Women Act (VAWA) which includes community and legal organizations.
- Provide an immediate public update and report on the U Visa and Violence Against Women Act (VAWA) approvals, denials, and criteria used by all certifying agencies for fiscal years 18, 19, 20, 21.
- Issue legislation to provide a reasonable U visa certification determination timeline for certifying agencies; create favorable uniform criteria and presumption for certification; and provide public annual quantitative and qualitative data regarding U visa certification determinations.



2. Protect Vulnerable Immigrants from Fraud

- Support the creation of a special victims' crime unit for victims of notario fraud and misappropriation of client funds by notaries and attorneys who aid and abet fraud in immigration practices either through the Department of Consumer and Worker Protection (DCWP) or all borough District Attorney's Offices.
- Fund an undercover investigation unit to pursue and examine notario fraud to proactively protect the city's immigrant community.
- Encourage the Attorney General's office to take steps to ensure that immigrants are aware of the limitations and roles of notaries, especially as it pertains to new and emerging local, state, and federal assistance such as the Excluded Worker's Fund, Emergency Rental Assistance Program (ERAP), and others.
- Ensure that the DCWP enforces New York State's Justice for Job Seekers law.
- Expand the DCWP capacity to ensure enforcement of legislation and work with community-based organizations to assist in enforcement strategies.
- Launch a culturally competent outreach campaign to inform the immigrant community about the Manhattan District Attorney's Manhattan Construction Fraud Task Force.
- Fund the Manhattan Construction Fraud Task Force at \$3 million per annum and coordinate construction industry safety, investigations, and prosecution work with other County prosecutors' offices
- Encourage construction workers to exchange false or improperly obtained OSHA cards in exchange for 10 hours of legitimate OSHA training and a free, legitimate OSHA card.
- Standardize the Site Safety Training Card across the City to help prevent falsely obtained or invalidly issued OSHA credentials or ID cards.
- Encourage the outer borough District Attorney's Offices to implement the Construction Task Force OSHA card replacement program.
- Increase monitoring and enforcement of safety protocols at construction sites to make construction jobs safer for the immigrant community.
- Increase funding for District Attorney's Offices with Immigrant Affairs Units to ensure sufficient capacity and encourage issue expansion (wage theft, victims of hate crimes, etc.).
- Urge Staten Island's District Attorney's Office to implement an Immigrant Affairs Unit funded at \$250K in its first year.
- Conduct a study to analyze various enforcement strategies regarding wage theft by employers, specifically the potential for criminal prosecution.
- Conduct a culturally competent community outreach and education campaign about the Immigrant Affairs Units and their role in civil justice and non-role in the criminal justice system.
- Conduct outreach to inform immigrant communities about reporting discrimination based on immigration status and NYC Human Rights Commission law.

3. Take Action to Keep Families Together

- Reform City policies to prevent local government from complying with any detainer requests unless postconviction is coupled with a judicial warrant. City should push the State to have broad laws that are consistent throughout NYS and clarify which City agency is accountable for oversight and establish a clear chain of communication and documentation of detained people.
- Adapt legislation to treat certain localities as sensitive locations where ICE enforcement will not be allowed, except for judicial orders.
- Ensure that sensitive locations extend to surrounding properties so that immigrants feel safe outside designated locations, such as waiting outside their children’s school for pick-up, outside of courthouses, etc.
- Encourage all District Attorney’s Offices to hire immigration attorneys to conduct comprehensive analyses of potential immigration consequences of charges and advise on collateral consequences.
- Implement policies to minimize low-level arrests within marginalized communities, especially immigrant communities.
- Eliminate the immigrant-prison pipeline by encouraging all District Attorneys to use discretion in pursuing charges without immigration consequences for non-citizen defendants, especially for low level offenses.
- Oppose participation in any federal immigration enforcement program.
- Expand the New York Immigrant Family Unity Project (NYIFUP) to ensure universal civil representation, removal defense in immigration matters with no exemption or carve outs and expand funding for NYIFUP to ensure quality and complete implementation of the program.
- Fund a pilot program for a low-interest bail loan revolving fund for low-to working income New Yorkers to promote affordable immigration bonds and alternatives for home detention to avoid Rikers Island detention and custody for failure to satisfy bail conditions.

4. Don’t Shut Out Immigrants

- Ensure that the city is enforcing their translation and interpretation policies, especially for indigenous languages.
- Ensure that the Department of Education (DOE) has access to and utilizes city translation systems, like competent professional language resources found in hospitals, for confidential intake, diagnostic, treatment, and therapeutic uses.
- Prohibit any city program that extends to undocumented individuals from maintaining identification information.
- Build and designate city funded programs to provide extended support to undocumented immigrants, especially considering the COVID-19 pandemic where immigrants were left out of emergency assistance.
- Ensure that city agencies require proper competent language services to sub-contractors who provide aid to individuals with limited English proficiency (LEPs).

5. Support Day Laborers

- Continue to expand funding for the Day Laborer Workforce Initiative in each borough.
- Create a funding stream for organizing work and advocacy for the Day Laborer community.
- Collaborate with CBOs to create a program to hire attorneys to pursue wage theft cases.
- Increase funding for the Low Wage Worker Initiative.
- Expand opportunities for training for low-wage earners.
- Encourage City contractors and unions to create pre-apprentice opportunities for the immigrant workforce.
- Expand access to jobs for Individual Taxpayer Identification Number (ITIN) holders.

6. End Housing Discrimination Against Immigrants

- Launch a comprehensive public education campaign regarding tenant rights that focuses on the immigrant community, documented and undocumented, especially in light of the pandemic.
- Develop a system to include those without immigration status into the low-income housing developments by accepting alternatives to social security numbers and credit checks.
- Accept IDNYC and ITINs as proof of identity and residency to qualify for expanded City benefits.
- Expand access to safe and affordable housing.
- Expand opportunities for housing lottery.
- Considering Hurricane Ida in 2021 and similar extreme weather conditions, the City should help residential landlords with low interest loans or subsidies, that can promote or regulate and renovate safety in basements without penalization - safety checks without penalizations (SROs).

7. Economic Empowerment

- Support expanded access and reduction of the Street Vendor license cap to provide for 200 percent more licenses issued in low-income “food deserts.”
- Identify the top 10 zip code neighborhoods in each borough which have had low levels of food markets, green markets, or ethnic groceries in the past 2 years.
- Eliminate monopolies in street vendor license acquisition by ensuring ownership in a public database to render licenses are not readily transferable without cause, returned for use by lottery, and subject to annual agency review and approval.
- Ensure that Immigrant Business Owners, including LLC’s, have access to credit and loans, especially considering the pandemic, and work with the city to expand access to programs that support their employees.

section 5:
**economic empowerment
and financial security**



Before the start of the pandemic, Latino New Yorkers suffered from alarming financial insecurity and poverty rates that were twice as high as their White peers. COVID-19 has made a bad situation far worse. A survey conducted by the Hispanic Federation earlier this year found that seven out of ten Hispanics reported losing income during the pandemic, and more than half (52%) lost their jobs. These findings underscore just how widespread and far-reaching the economic losses have been for Latino New Yorkers over the past year and a half. For our city’s Latino children and families, poverty, hunger, income inequality and housing insecurity are more acute than ever before.

The pandemic has had a disproportionate impact on Latino workers. Because so many Latinos hold low-paying jobs in the essential workforce — as grocery store employees, warehouse staff, cooks, caretakers, cleaners and delivery workers — they often lack savings and benefits like health insurance, sick days, or unemployment insurance that help mitigate the pandemic’s effects.

The impact of the pandemic on the Latino community isn’t just limited to wage workers. Lockdowns and other public health measures have had a profound impact on Latino small businesses owners. Unable to keep their shops and stores open to customers and lacking the savings and access to federal and state relief programs that emerged in the last year to help support family businesses, the losses suffered by the Latino small business community are still to be fully quantified but will likely be staggering in scope.

Taken together, the impact on Latino workers and entrepreneurs constitutes one of the most significant economic challenges facing the City. It will take a concerted effort on the part of the new Mayor and City Council to create citywide policies — including expanding the social safety net — to address it. This includes comprehensively addressing the lack of affordable housing, the increasing challenge of food insecurity, and the lack of living-wage employment.



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

1. Boosting Job Quality & Growth

- Enforce \$15 minimum wage, pay equity and anti-harassment laws through stings and employer education.
- Design and implement a culturally competent know your rights campaign to ensure that workers are informed about city minimum wage and benefits, including paid sick leave.
- Ensure that employers are informed about restrictions on hiring practices regarding women, including inquiring about marital status, salary history, family planning, number of children, etc.
- Launch Know Your Rights education programs for women re-entering the workforce due to family leave / pandemic unemployment.
- Expand safe and healthy workplace protections like Occupational Safety & Health Administration (OSHA) on city level and enforce accountability with an eye towards emergency management planning for the future.
- Expand the city's retirement savings program to informal and nonprofit workers and create a benefits package (such as health, dental, vision, life, and disability insurance) for informal workers to purchase.
- Require Workforce1 centers to build and maintain relationships with local community-based organizations (CBOs) via "meet and greet" sessions to foster information sharing about programs and opportunities available to neighborhood residents.
- Expand Workforce1 center training offerings to focus on resilient employment opportunities.
- Foster collaboration between Workforce1 centers and CBOs to provide workforce trainings.
- Support the enforcement and expansion of paid family leave policies.

2. Supporting Small Businesses

- Support local businesses in Latino and immigrant neighborhoods by encouraging tourism in East Harlem, Upper Manhattan and the outer boroughs intentionally focusing on Latino and immigrant neighborhoods in all 5 boroughs.
- Analyze the equitable distribution of tourism marketing funds to Latino and immigrant communities especially the "New York is Back" campaign.
- Launch 'shop local' campaigns in Latino and immigrant neighborhoods.
- Continue to expand entrepreneurial training and apprenticeship programs to foster growth amongst Latino and immigrant small business owners and CEOs.
- Provide financial education for efficient financial management and capacity building for small business operations.
- Educate small business owners about the importance of credit, opportunities to expand their line of credit, and have confidence with financial institutions.
- Formalize a process by which Workforce1 centers work with community-based organizations to find job placement for clients enrolled with workforce development programs and increase hires of neighborhood residents.

- Implement culturally competent outreach and education campaigns to inform small business owners about various forms of access to capital and ensure equitable access to capitals for small to medium enterprises.
- Create microlending opportunities for small business owners and increase training and access to financial technology.
- Launch a Know Your Rights campaign to educate small business employers and employees about gender and LGBTQ regulations regarding non-discriminatory hiring practices.
- Expand access to services for harder hit communities considering the pandemic.
- Encourage and support women-led enterprises by investing in the cooperative movement.
- Increase trainings and opportunities for women entrepreneurs, especially home-based businesses, and remote opportunities.
- Develop physical, safe marketplaces for informal vending.
- Uplift and strengthen informal businesses by decriminalizing street vending.

3. Expanding Workforce Development

- Include and properly fund ESL and immigration services to city workforce development programs to help address the needs of immigrant job seekers.
- Streamline system to ensure enforcement of the NYC Fair Chance Act by creating a straightforward and accessible system for job seekers to submit complaints if they feel that a potential employer violated the NYC Fair Chance Act and provide community education on how to submit complaints.
- Encourage grantees of city-funded workforce development programs to work with all community members, regardless of criminal history, by implementing a “good faith effort” policy for job placement reporting requirements — specifically, creating measures by which CBOs that are unable to find jobs for individuals with criminal histories are not penalized if they are able to show “good faith efforts” in assisting said individual in securing a job.
- Fund a capacity building initiative for financial literacy workshops and workforce development programs within local community-based organizations to retrain, refresh, and retain staff.
- Develop micro-lending programs to encourage entrepreneurship within Latino and immigrant communities.
- Increase training and opportunities for “green jobs”, jobs requiring digital skills, and remote employment options.
- Increase access to childcare and encourage employers and the City to provide childcare for children of employees.
- Address transportation issues that affect employment prospects.
- Provide Know Your Rights Family Paid Leave employer and employee education.
- Increase capacity for the Department of Consumer Affairs Office of Labor Policy & Standards to protect low-income New Yorkers from employment agency abuse.

4. Combating Poverty

- Increase funding to the NYC Human Rights Commission to increase capacity (investigators and attorneys) to respond to claims of discrimination in employment, public accommodations, and housing.
- Improve data collection across the board to better understand how the pandemic is affecting the Latino community and identifying where data is missing.
- Recognize increasing technology needs including access to resources to help increase income supports.
- Restructure and coordinate workforce development services to promote career skills building and career advancement.
- Increase training and opportunities for higher paying resilient jobs and/or sectors.
- Provide jobs or paid internships for young Latinos ages 17-23, regardless of immigration status.
- Promote the expansion of apprenticeship and credentialing programs.
- Develop and expand culturally and linguistically competent workforce development services that help English Language Learners improve their skills and obtain meaningful employment.
- Support and pass progressive tax reforms, including closing corporate loopholes and raising income taxes on high-income earners to support anti-poverty and education programs.
- Create a multilingual campaign for Fair Fares and allocate adequate funding for the program to allow for low-income families to purchase half-priced MetroCards ensuring that all New Yorkers can afford public transportation to access jobs, health care services, education and training programs, and other essentials for living in the city.
- Support the decriminalization of fare evasion to ensure that low-income people of color are not put in danger of losing housing, gaining a criminal record or deportation.
- Analyze current contractor licensing laws and regulations to develop legislation that would work to curtail wage theft practices that prey on low-income, immigrant, and vulnerable communities.
- Create effective partnerships among labor unions, nonprofits, government, and business to promote career ladders.
- Increase the availability of High School Equivalency (HSE)-to-College programs and other support services for young adults to continue with post-secondary education.
- Encourage trades and alternative pathways to careers for young adults.
- Expand the city's financial literacy initiatives and partner with community-based organizations to implement culturally and linguistically competent multimedia advertisements to inform all New Yorkers about basic budgeting, banking, credit and financial planning principles and resources. Include intermediate and advanced financial topics to address specific community needs.

5. Tackling Food Insecurity

- Partner with green markets and Grow NYC to increase the number of green markets in all 5 boroughs, especially in Latino and immigrant communities.
- Widely expand Green Thumb, NYC's urban farming initiative, to low-income and marginalized communities.
- Support the establishment of major supermarkets in low-income neighborhoods that currently lack options for purchasing fresh fruits and vegetables and increase opportunities for Latino and immigrant small business owners to provide produce and partner with Latino Victory for inventory.
- Expand funding to food pantries to purchase freezers for perishable foods to provide healthier options, a diversity of products, and promote balanced diets.
- Move funding from temporary to permanent and continue pandemic food supports for Latino nonprofits to meet continued demand.
- Support CBOs to deliver consistent food support programs.
- Continue to provide fresh produce and healthy food options.
- Expand outreach and education efforts to provide culturally competent education in applying for SNAP (Supplemental Nutrition Assistance Program), jobs, and overall wraparound services
- Fund CBOs to increase technical training to access benefits and resources.



6. Promoting Affordable Housing

- Ensure that Housing New York - the city's plan to increase affordable housing units — undertakes a holistic approach in promoting economic equity and addressing New York City's housing crisis by sharing data and potential impact of construction/preservation projects in targeted neighborhoods and taking into consideration the needs and concerns of affected communities in light of the pandemic.
- Expanding access to undocumented immigrants via Senior Citizen Rent Increase Exemption (SCRIE) and Disability Rent Increase Exemption (DRIE) initiatives, and other vulnerable victims of domestic violence.
- Expand upon innovative housing revitalization models to ensure long term local affordability, including Community Land Trusts designed to empower local community-led organizations to own land and oversee properties on the land.
- Revisit calculation used to establish income eligibility guidelines for Affordable and Middle-Income Housing to reflect true range of income and affordability options.
- Establish accountability measures to ensure that any plan to administer improvements to NYCHA buildings and management is timely and fully implemented, all while providing transparency of process with community involvement.
- Use alternative data to determine creditworthiness for all NYC affordable and subsidized housing.
- Eliminate questions pertaining to criminal history on Housing Connect to ensure that all New Yorkers have a fair chance at securing affordable housing.
- Eliminate restrictions pertaining to criminal history for public housing.
- Centralize the application process for affordable housing throughout the city and inform applicants of their application status and provide follow ups in a timely manner.
- Expand the Alternative Enforcement Program to inspect and repair buildings in marginalized Latino neighborhoods.
- Design and implement a culturally competent outreach campaign to provide homeowners with information on foreclosure prevention and preserve the Latino middle class.
- Increase access to credit for home buyers and inform community members about such programs as well as legal services for renters.
- Provide more funding to CBOs to educate community about tenant rights.

7. Combating Homelessness

- Engage communities to introduce shelters into the neighborhood and help to humanize the reality of those who utilize the shelter system.
- Integrate small businesses with shelters to create a cooperative relationship between those that utilize shelters and small neighborhood businesses.
- Support the homeless by preserving the right to shelter and ensuring robust social safety net services for all residents.
- Provide workforce development training for shelter residents.
- Increase funding for rent subsidies and access to safe, culturally sensitive shelters and community-based organizations to support victims of domestic violence.

section 6:
environmental justice

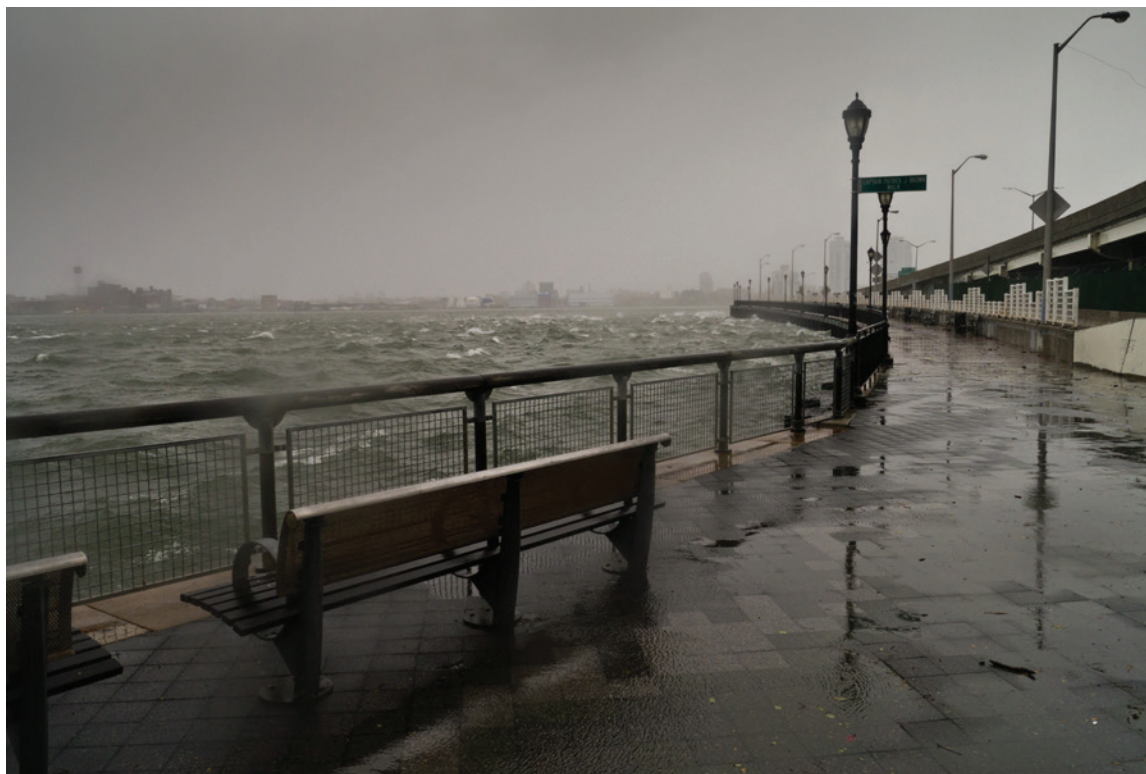


New York City is facing an environmental crisis and some of the worst parts of that crisis are creating disproportionate burdens on Latino New Yorkers. Environmental justice issues are becoming a rallying point for our communities and the next Administration must create and implement a sustainable and achievable set of policies that address our concerns.

Some of the issues our community faces are long-standing environmental disparities including, importantly, access to clean air. Particulate matter air pollution — whether coming from automobile emissions or construction projects — are a major source of Latino respiratory ailments in New York City. The impact of air pollution on community health is both unquestionable and far-reaching. Millions of Latinos inhale unhealthy levels of particulate matter each day contributing to respiratory illnesses that cause disruptions stretching from classroom attendance to employment. When paired with unhealthy conditions in the City's public housing system — including lead paint exposure — the impact of environmental contaminants on Latino New Yorkers is obvious.

In addition to these environmental safety issues, Latinos are bearing the brunt of the climate crisis in New York City. Rising sea levels and the impact of extreme-weather events are felt most acutely by Latinos who not only disproportionately live in low-lying flood-prone areas of the City but whose lives are disrupted by disruptions to commerce and public transportation. The increasing frequency of storm-related crisis events threatens to damage the city's long-term economic health and, by extension, that of its Latino residents.

While the current Administration has made important strides in trying to create local responses to climate change — including the New York City Green New Deal — more needs to be done.



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

1. Solid Waste Management

- Ensure the highest possible standards for recycling, worker safety, and community impacts as the city implements commercial waste zones. Specifically, zoning should not only take into consideration greater efficiencies achieved by better routing of trucks, but also incorporate the marine transfer stations and closest facilities within the zones to reduce the overburdening on communities in North Brooklyn, the South Bronx, and Southeast Queens.
- Building off the Commercial Waste Collection Law passed in 2019, require the creation of a Safety Task Force to make recommendations on further steps to protect the safety of workers and the public.
- Provide official government acknowledgement and support of community waste management and independent recyclers working and benefitting from extended producer responsibility bills such as the bottle bill.
- Ensure timely completion of the city's marine transfer stations to reduce impacts of the clusters of land-based waste transfer stations primarily located in Latino neighborhoods — including the East 91st and Gansevoort marine transfer stations.
- Ensure that the marine transfer stations are used to their full permitted capacity, and that measures are taken to require use of the marine transfer stations by commercial waste haulers.
- Pass “capacity reduction” legislation for land-based waste transfer stations, and once marine transfer stations become operational, ensure that such legislation is tailored to have a stronger impact on communities that have historically been overburdened with solid waste processing centers and other health hazards, (truck traffic, bus depots, etc.).
- Build upon and exceed the requirements of the State Environmental Quality Review Act (SEQR) to provide the affected community with a fair opportunity to have influence over the process and provide public input.
- Design, implement, support and fund culturally and linguistically competent outreach and education campaigns, focusing on affected neighborhoods, to adequately inform community members of the comprehensive impact (environment, health, economy, etc.) of potential actions with an environmental significance.
- Create a city grant program to provide funds to community-based organizations to assist in outreach and education campaigns regarding actions that have the potential for environmental impact.
- Create a sustainability plan that prioritizes the needs of overburdened communities and historical patterns, including environmental justice remediation factors.
- Ensure that enforcement and accountability mechanisms are in place to guarantee full implementation of enacted regulations.
- Require participatory budgeting in council districts to give more affected communities a voice.

2. Energy

- Create systems so that NYC residents can locally generate renewable energy and sell it to the grid, support community-owned microgrids, and incentivize (tax, rates, fees, zoning, etc.) local distributed energy through renewable sources. Identify and address secondary issues that can arise, ex. appropriate locations, community buy-in, outside companies coming into communities to set up grids.
- Provide resources for community-members to assist with the planning and technical assistance for renewable energy, energy storage, and microgrids and increase opportunities for community education and financial opportunity.
- Ensure that companies providing energy services have people of color directly from the community managing and overseeing energy efforts in the community.
- Oppose the introduction of “waste-to-energy” technologies such as gasification, which are just newer forms of incineration.
- Support distributed generation and microgrids for all New York City Housing Authority (NYCHA) developments and marginalized communities facing displacement, gentrification, and growing populations to prevent blackouts during severe weather events.
- Increase investment in green buildings, retrofitting businesses, and older affordable housing and promote energy efficiency programs to reduce energy use with a focus on Latino and marginalized communities, including NYCHA buildings.
- Promote green industry jobs among young people of color, including comprehensive job training, placement, and certification programs within the industry.
- Fund community-based organizations to become “green agents” that provide culturally competent comprehensive assistance to community members in accessing resources and programs available to make their homes and businesses green to increase retrofits and green buildings in Latino communities.
- Expand Community Retrofit NYC to include funding for community-based organizations to assist with developing a culturally competent outreach and education program for the initiative and provide direct assistance to community members through the program.
- Continue to divest NYC pension funds from fossil fuels, including natural gas.

3. Climate Justice

- Analyze the city’s infrastructure and capacity to adequately manage changing weather patterns because of climate change; mandate risk assessment of climate change through a community health investigation; and assess how the city is implementing lessons learned from Sandy and Ida into overall sustainability planning.
- Address transportation issues affected by climate change.
- Create a fund for compensation for those who cannot use public transportation due to natural disasters and are forced to report to work.
- Offer financial and technical assistance for industrial facilities to develop and implement risk assessments of climate change impacts and hazardous substances emergency control plans.
- Fund community-based organizations to develop culturally competent Community Preparedness Plans and provide orientations and trainings to schools, residences, churches, and other entities on preparedness for the next extreme weather event.

- Fund assessment of climate change risk and community resilience assessments.
- Incorporate Climate Justice outreach efforts to colleges with a large population of students of color to raise awareness of curricula that encourages enrollment in climate studies.
- Analyze air contamination rates of open green spaces and areas of congregation within Latino communities and create green walls where needed to mitigate impact of air contamination on the respiratory system of neighborhood children and adults.
- Create a Community Green Fund comprised of community benefit agreements and/or developer fees.
- Assign air monitors to neighborhoods with poor air quality to advise the community on air quality and potential health impacts.
- Analyze the city's transportation infrastructure to determine health effects on marginalized communities and develop a plan on mitigating these impacts accordingly.
- Examine existing open spaces to determine how they can be adapted to account for climate change, taking blue systems and Heat Vulnerability index into consideration, and fund initiatives to adapt these spaces to account for extreme weather events.
- Assess the degree of potential toxic exposure associated with clusters of heavy industrial use in areas vulnerable to storm surge and flooding and share results of assessment and air quality measures to produce actionable items in response to data collected.
- Support community-based organizations in their efforts to increase community resiliency through the development of community resiliency hubs, which consolidate resources for disaster preparedness and emergency management to provide a permanent location for vulnerable communities to access information and receive support before, during, and after emergencies.
- Allocate funding to support the planting and maintenance of trees and green spaces, specifically CBOs organizing community members to volunteer as tree stewards.
- Revisit transportation accessibility - sidewalks, buses, subway systems, etc.
- Designate green zones at the municipal level.
- Create a fund for unsheltered communities prior to, during, and after emergency events.
- Implement the Green Wave NYC Bicycle Plan before summer of 2022.
- Increase number of safer streets.
- Fund green infrastructure to mitigate effects of vehicular pollution and other sources of pollution.
- Implement safety measures for living spaces considering the devastating effects of Hurricane Ida.
- Provide incentives for warming centers for communities disproportionately affected by utility failures and high utility costs.

section 7:
criminal justice



There is a criminal justice reckoning taking place in the United States and New York City is on the front lines of reform. Decades of over-policing, limited accountability, police violence, and mass incarceration have produced protests and calls for change from nearly every corner of the City. For Latino communities in New York City, the urgency around a systematic and comprehensive package of criminal justice reforms is greater than at any time in recent memory and for good reason.

At nearly every stage of their lives, Latino New Yorkers are more likely than their white non-Latino peers to engage with the criminal justice system. Despite promised changes in enforcement, young Latinos are still more likely to be stopped by the police, issued summonses, and be arrested than many of their fellow young people. And once they enter adulthood, the impact of arrests and imprisonment on everything from housing access to employability costs Latino New Yorkers millions of dollars in earnings, deprives our families of stability, and frays the social fabric of our communities.

Creating a more just criminal justice system for Latino New Yorkers is critically important because our communities also bear a disproportionate share of the burden caused by crime. As crime rates have inched upward recently, it is our community that has suffered the most from the increase, including violent crime. Creating a system that encourages Latinos to take ownership of community safety — often without the deep involvement of law enforcement — will be critical to addressing and controlling our recent crime spike and guaranteeing the dignity of our families.

For individuals engaged in sex work, there needs to be more understanding and supports. Sex work is about survival; individuals trade sex for money and are often forced to engage in sexual activities for someone else's profit or to pay off debt. These individuals should not be criminalized. Furthermore, New York City must create more economic opportunities to survivors of trafficking and those vulnerable to sex work.

Finally, given the scope of the criminal justice issues facing Latino New Yorkers, the next Mayor and City Council must focus on not just reducing and improving Latino-police interactions but also on empowering other institutions in our communities — faith-based groups, community-based organizations, and the private sector — to pursue crime-reduction strategies that aren't built on the surveillance and intimidation by law enforcement of Latinos in their communities. New York City can no longer sacrifice Latino lives in the name of security.



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

1. Uplift & Protect Youth

- Pursue public-private partnerships to secure funding for continuation of youth programs beyond afterschool programs, especially for minority youth between ages 15 through 21.
- Ensure youth programs are not run by law enforcement or law enforcement-adjacent entities and engage institutions that concentrate on youth development to help expand these programs.
- Develop and expand mentoring programs for vulnerable youth within communities of color that incorporate culturally responsive messaging from those that have been involved in the criminal justice system to share their experience as a form of prevention and healing.
- Ensure mentoring programs are not law enforcement-adjacent to ensure maximum efficacy of the program.
- Source mentors from nonprofit providers, faith-based communities, corporate volunteers, leaders in the private sector, and in the arts as a cross-section of people of color that will enable young people to see themselves represented.
- Ensure that youth programs focused on preventing incarceration are culturally relevant/responsive (should be in the native languages of the communities it serves and sensitive to the culture of those communities, both in its programming and outreach) and are not run by law enforcement or law enforcement-adjacent entities.
- Develop a community program resource tool for criminal justice decision makers (judges, public defenders, district attorneys) to utilize and gather information about existing programs for youth within the criminal justice system.
- Assign resource coordinators to courts to ensure program referrals are high quality and ensure that families have necessary information.
- Alternatives to incarceration should be the first option when determining sentencing for youth ages 15 to 24.
- Institute youth court for domestic violence cases.
- The categorization of youth in the criminal justice system should be increased to age 24 instead of the current 14-18. Given the science on brain development, every effort should be made to create pathways out of the criminal justice system for young adults up to age 24.
- Comprehensively address the issue of youth aging out of the foster care system and their disproportionate entry into the criminal justice system.
- Release data regarding the bridge of foster care to permanent housing to analyze access to these resources and their effectiveness.
- Ensure that access to free mental health services is made accessible through the Persons in Need of Supervision (PINS) Family Assessment Program (FAP). Making PINS available to the parent or guardian is crucial in how mental health is playing out for the young person.
- Ensure sufficient follow-up from mental health evaluations for youth who have come in touch with the criminal justice system that include referrals to services and treatment.

2. Create Success for Formerly Incarcerated

- Expand funding for Supportive Housing services for the formerly incarcerated population.
- Support passage of the Fair Chance Housing Act to prohibit housing discrimination against the formerly incarcerated.
- Review jobs listed on the NYS Justice Center System and ensure that the city is not reducing jobs available to the formerly incarcerated population.
- Invest in and support partnerships with organizations like the Fortune Society, which provides transitional supportive housing for the formerly incarcerated.
- Expand and increase employment programs for formerly incarcerated individuals, including training programs for youth and returning citizens.
- Continue funding comprehensive job training and re-entry services for all people leaving City jails through the Jails to Jobs initiative.
- Create accountability mechanisms to ensure that employers are abiding by the Fair Chance Act and launch an internal city evaluation.
- Ensure the formerly incarcerated have fair treatment and equal access to NYCHA public housing.

3. Relationship Building with Community & NYPD

- Enact policies to cease over-policing of communities, such as decreasing the number of police-community interactions to decrease negative interactions.
- End the practice of policing low-level quality of life crimes. These practices lead to over-policing and evidence shows they are enforced in a racially discriminatory manner and do not reduce violent crime.
- Fully end the so-called “Broken Windows” policing policy, which results in racially discriminatory enforcement.
- Ensure police officers are no longer incentivized by formal quotas or informal “performance indicators” that tie promotion and advancement to the number of stops, summonses, or arrests performed by officers.
- Increase training for NYPD in identifying victims of sex trafficking and providing resources for survivors.
- Ensure the NYPD establishes more long-term committed partnerships with anti-trafficking organizations and agencies, so it doesn’t end when a captain moves precincts and ensure substantive partnerships by creating accountability quotas based on how many and how often officers partner with organizations.
- Partner with city agencies to connect victims of sex trafficking so they are not criminalized and receive quality services.
- End arrests of individuals suspected of sex work and instead connect them with services, please note that this is separate and apart from criminalizing the individual paying for services or engaging in sex trafficking.
- Create programs through the Department of Health or other city agencies that provide resources to victims of sex trafficking to provide additional support for survivors.

- Transfer issues regarding sex work from police to agencies or organizations that can provide further assistance.
- Prioritize vending licenses for survivors of trafficking to enable alternative forms of income.
- Provide additional funding and resources to organizations that provide support services to sex workers and victims of sex trafficking.
- End the use of the Criminal Group Database, or the “gang database.” The gang database disproportionately targets youth of color for increased police surveillance and negative immigration consequences. No evidence suggests that the use of the gang database increases public safety.
- Expand non-police responders to mental health crises.
- Follow up on the transfer of school safety agents to the DOE by reducing and eventually eliminating school safety agents from schools.
- Provide support to school administrators so they can deal directly with disciplinary or behavioral issues without police or police-adjacent entities. Restorative justice models should prevail to aid in ending the school to prison pipeline.
- End the use of riot gear at first amendment demonstrations and reduce police presence at such demonstrations generally. Ban kettling (surrounding groups of individuals for arrest) at demonstrations and end the practice of mass arrests at such demonstrations.
- Give the Civilian Complaint Review Board (CCRB) final authority on disciplinary decisions.
- Publish comprehensive data on 911/calls for service, including information about nature of the calls, location, responder (PD, EMS, etc.), and outcomes (arrest, hospitalization, etc.) so that the public understands how public safety resources are being allocated and the results.
- Create a comprehensive process to engage communities in the public safety and policing planning process. Communities should have a say in precinct level priorities and be able to measure police department activities against the priorities the community has identified.

4. Combat Sex Trafficking

- Create a culturally competent public education campaign for safe and anonymous reporting for sex trafficking, especially in communities with high rates of sex trafficking and communities that are fearful of retaliation from the police.
- Create a tighter collaboration between CBOs and District Attorney’s Offices to help with the reporting of sex trafficking since community members feel safer reporting to CBOs.
- Launch a public education campaign that identifies the real impact of sex trafficking on communities and highlights how the members of the community are participating in harmful behavior. Center this campaign on the humanity and dignity for the person that is trading sex for survival. Public education campaigns must also target men that seek these services and facilitate this industry. Campaigns specific to trans and non-binary individuals should also be launched.
- Examine the impact of programs for solicitors of prostitution that work to highlight the real impact of sex trafficking on the community

5. Resources and Relief for Vulnerable Communities

- Annually purge outstanding warrants for low-level offenses that are two years old or older, including identification documents attached to said warrants.
- Reform standards for police interactions attached to warrants.
- Ensure that courts aid defendants that are also victims of domestic violence.
- Create resources for information for mothers being released from incarceration to regain custody of their children from Administration for Children's Services, including culturally competent community-based organizations that can assist with family reunification.
- Encourage first responders to include substance use treatment specialists in their unit to identify and refer those with substance use issues to community treatment centers as opposed to the criminal justice system.
- Create an Overdose Prevention Center where people can use a substance with the full knowledge that there are medically trained persons and resources on site to prevent an overdose. These safe spaces engage users moving them along the continuum of chaotic use to managed use, including medically assisted treatment and even managed abstinence.

6. Domestic Violence

- Reform mandatory and dual arrest laws to protect survivors of sexual assault and domestic violence, specifically immigrants, women of color, and low-income women.
- Work with domestic violence organizations to serve victims who are defendants, as many times the victim is arrested for self-defense.
- Launch a community education campaign to inform community members about the language access capabilities via NYPD issued cell phones that are intended for use by victims for domestic violence.
- Implement non-punitive initiatives that encourage small businesses to recognize symptoms of DV/IPV and report domestic violence incidents. Direct reporting to a non-police entity to encourage reporting.
- Launch public education campaigns to inform the community on how to report abuse and trafficking safely and anonymously, such as widely promoting numbers for anonymous reporting.
- Work with community-based organizations to provide culturally competent trainings to small businesses on reporting domestic violence incidents.
- Continue, strengthen, and expand Mayor de Blasio's Domestic Violence Task Force to continue the work to help survivors of domestic violence.
- Offer additional opportunities that train CBOs to offer mental health modalities to community, such as the Mayor's Fund Connections to Care program.

7. Jails

- Support the Rikers closure plan, which requires reducing the city's Department of Corrections population to a maximum of 3,300 people and ensure job security for corrections officers.
- Meaningfully utilize the mayor's 6A authority to release individuals from Rikers.
- Ensure that conditions for corrections officers are safe, provide and encourage the use of counseling services for corrections officers, and bar triple-shifts for corrections officers.
- Encourage the passage of the Fair and Timely Parole Act.

section 8:
arts & culture



New York City has long considered itself the nation's cultural capital, and with good reason. The City is home to some of the nation's most important art museums, celebrated musical and dance companies, publishing houses, and robust film and theater communities. If you can make it here, as the old song goes, you'll make it anywhere. However, the impact on the arts extends beyond cultural cache. Together with other sectors of the creative economy, the city's arts and culture sectors produce tens of thousands of jobs and pour tens of billions of dollars into the economy. In short, in New York City, art is serious business.

Unfortunately, too much of the business of art in New York City fails to take Latino communities into account. While Latinos account for nearly 30 percent of the city's population, less than 2 percent of private funding goes to support arts and culture programs in our communities. For too long Latino arts and culture organizations have lost out on city government funding and support to larger organizations with deeper pockets and more powerful donors. That's regrettable, unjust, and unnecessary. Municipal arts funding need not be a zero-sum game. The city can, through the Department of Cultural Affairs, make significant investments in Latino community-based arts organizations that strengthen and stabilize our neighborhoods and our artistic contributions without threatening the existence of older, established organizations. The failure to do so threatens to leave our communities underserved and our city unable to fully benefit from the boundless talent and contributions of our city's Latino and BIPOC arts-makers.



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

1. Improving DCLA support

- Analyze the Department of Cultural Affairs (DCLA) funding distribution to ensure that the growth of the Latino community and newer institutions is reflected across grantees, providing both administrative and program support.
- Increase allocations for Latinx arts and culture organizations by establishing an additional line-item funding for Latinx cultural institutions.
- Increase funding for DCLA and revamping the current proposal model for non-Cultural Institution Groups (CIG) and create a city-wide approach for long-term investment in mid and small-sized organizations structured around sustainability and growth.
- Modify the existing reimbursement process through the DCLA so that smaller organizations that are unable to upfront funds are not at a disadvantage.
- Restructure the City's arts and culture funding to address more equitable distribution.
- Establish new funding lines to address the ravages of historic undercapitalization.
- Lift equity proposals already put forth by Latinx arts and culture leaders/networks.
- Direct funding toward individual artists to highlight the value of these multi-generational experts as a resource for arts and culture.
- Increase CBO funding to full fund programs and increasing capacity.
- Create endowment/funding for Latino arts and culture organizations, for example, \$50 million over 5 years like the NYC Communities of Color Nonprofit Stabilization Fund to increase organizational capacity and staffing needs.

2. Fostering NYC's Latino Cultural Community

- Address equity in funding for all arts and cultural institutions across the city to ensure that smaller organizations can obtain sufficient funding to not only sustain, but also expand and strengthen their relationship with the community.
- Meet with growing consortium of Latino art networks to amplify the role of arts and culture organizations in building resiliency and equity and recognizing cultural and community contribution.
- Increase support and capacity of public dollars for smaller organizations that do not have financial resources as bigger institutions such as private donors and endowments.
- Baseline funding to address inequality in the arts and make a line item to address historic capitalization and increase equity.
- Revisit the distribution of discretionary funds for cultural institutions in district.
- Secure permanence in the City budget for the Coalition of Theatres of Color by returning this appropriation to "line item" status and grow the level of annual funding to qualifying organizations, making the funding process more transparent.
- Develop mechanisms to increase both expense and capital funding for smaller, community-based arts and cultural institutions within Latino communities.

- Develop and increase streams for complete capital funding, including innovation and debt capital; general funding; and administrative funding for smaller arts and cultural institutions so that such organizations can afford to pay equitable wages, benefits, and invest in career development, succession planning, paid internships, recruitment, etc.
- Make Cultural Institutions Group (CIG) benefits packages — including health, dental, vision, retirement — available to all nonprofit arts and cultural institutions.
- Support the expansion of CUNY Cultural Corps to smaller arts and cultural nonprofit organizations across the city, especially to those in Latino communities to ensure a pipeline for up-and-coming Latino leaders and increase knowledge of arts and culture organizations, and ensure placements are tailored to accommodate the specific needs of organizations of various sizes and focus. A one size fits all approach does not work.
- Invest in workforce development programs for non-CIG arts and cultural institutions.
- Protect artistic freedom and freedom of speech for all artists, including non-English and multilingual, artists with disabilities and multi-cultural expression so that the city can continue to be an artistic haven.
- Support and pass legislation, where applicable, recommended by community-based organizations to ensure that the importance of arts and culture remains a clear and authentic priority of the city.
- Strengthen relationships between the City's Cultural Institutions Groups (CIG), Latinx artists and Latino and immigrant cultural organizations to build equitable partnerships.



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section 9:
civil rights



Across America there are legislators, federal and state courts, local municipalities, and state houses, working aggressively to turn back the clock on our nation's civil and human rights progress. It is a systematic attack on our democracy, justice, and the pursuit of our nation's highest ideals. Restrictions on the right to peaceful protest, attempts to restrict and hamper voting rights, policies designed to harm and dehumanize our nation's immigrants, troubling increases in state surveillance, and mounting violence against persons because of their religious, ethnic, racial, gender, and sexual identity, have all become regular features of American life. Nearly sixty years since the passage of Civil Rights Act, a concerted and well-financed effort to undermine communities of color and rollback equal protections under the law continue unabated. There is perhaps no more dangerous threat facing our communities.

New York City's civil rights history is long and complicated. Ours is a city of great cosmopolitanism and diversity, but it has also been a city historically riven by racial and ethnic strife and no shortage of discrimination and injustice. In the past several decades, however, the City has become a national leader in civil rights. New York's Human Rights Law has expanded to increase protections on gender and racial discrimination but also to address everything from anti-LGBTQ discrimination to the rights of domestic workers and immigrants. This is progress we can be proud of but there is still much more to do.

The City must, among other things, secure voting rights, increase outreach efforts to all communities, including those that are the least likely to actively seek government protection, including undocumented immigrants; increase financial support for civil rights enforcement measures, and better coordinate interagency collaboration so that every part of New York City's government understands that defending and promoting democracy, equality, inclusion and opportunity is everyone's responsibility.



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

1. Strengthen Trust Between Community and Government Enforcement

- Increase transparency of the NYC Civilian Complaint Review Board (CCRB), creating a mechanism to track complaints, provide sensitivity training to their staff, and holding accountable agencies that are not compliant.
- Increase transparency of the NYC CCRB by creating a database of officers that have been held accountable for violations of the law and the length of time it took to resolve the complaint.
- Create a centralized database that gathers all complaints filed with any of the city's agencies.
- Revisit cultural sensitivity training and publish the progress of the agencies. Reports should include the length, frequency, and content of each training session.
- Revamp the Police Academy curriculum so that it includes an annual continuing education requirement. The curriculum should add community service hours in underserved communities, and reports on the participants that includes the length, frequency, and content of the training along with information on which precincts participated, and the rank of trained officers.
- Require that any newly hired city staff must live in NYC within 90 days of being hired.
- Expand the Civilian Complaint Review Board's outreach and communications to the Hispanic community to encourage Latino participation.
- Establish a robust Immigrant Know Your Rights Against Immigration and Customs Enforcement campaign, such as basic rights shared on subway posters and PSAs and expand on current city advertising campaigns on public transportation to share information and resources.
- Increase access to free/low-cost high quality legal services.
- Increase funding to community-based organizations that provide legal services to expand access and scope of work to include police misconduct, filing complaints, as well as providing guidance.
- Increase digital literacy for accessing CCRB services.
- Provide cultural sensitivity training to City Council constituent services staff.

2. Combat Discrimination in Vulnerable Communities

- Increase funding for the Human Rights Commission to expand its capacity to properly address increased discrimination complaints coming from the LGBTQ community and the intolerable surge of hate acts being perpetrated against our Asian brothers and sisters, along with creating systems of accountability, and ensuring that the increase of funds is strategically aligned with growing community needs and meeting the ever-changing demographics and diversity of our city.
- Develop a resource guide for community-based organizations to assist community members in filing hate violence complaints and lawsuits through the Human Rights Commission and include key information on how to access general legal services and resources. Additionally, work with local nonprofits and key stakeholders to host Know Your Rights forums.
- Utilize community-based organizations to serve as a bridge between the community and the Human Rights Commission and provide funds to formally build these bridges and provide information.

3. Increase Civic Participation

- Create a full time and reliable interpreter corps to assist voters in the elections and with other matters before city agencies.
- Provide practical translation alternatives for Language Line and ensure that city staff utilizes translation tools.
- Increase the amount of training available to poll workers and community members to ensure that issues can be resolved at polling stations instead of turning voters away.
- Create a recruitment campaign to highlight paid opportunities for local talent and NYC youth.
- Fund and work with community-based organizations to create official partnerships that encourage participation in redistricting efforts and inform communities of color about the importance of the redistricting process.
- Establish a Census commission to address the shortcomings of the 2020 Census and put forth recommendations for the 2030 Census process.
- Extend no excuse absentee ballots beyond the pandemic and educate the community about how to vote by mail.
- Expand the informational campaign about the Ranked Choice Voting method, how it works, and how it leads to more diverse representation in the city.
- Expand early voting days and hours.
- Standardize hours and locations of early voting sites across all 5 boroughs.



4. Ensure Language Access Across Agencies & Schools

- Create an enforcement mechanism to ensure that agencies abide by language access laws and regulations, such as establishing a private right of action, and provide adequate funding every year to enforce language access laws.
- Encourage the Public Advocate to monitor the compliance of language access policies.
- Encourage the Human Rights Commission to publish a quarterly report that shares the types of complaints received by Latinos to assist in addressing trends of discrimination within communities.
- Work with the Department of Education to provide culturally responsive training to effectively work with and address the needs of students who speak other languages, including indigenous languages within the Latino community, and comply with the Dignity for All Students Act.
- Ensure that schools provide consistent interpretation at school meetings and parent events and that the city addresses the gaps that emerge from lack of interpretation and translation in schools.
- Avoid misclassification for special education classes by utilizing better tools to assess needs.
- Ensure that all materials are readily available in parent's home languages.
- Develop transparent outreach processes in various languages through comprehensive summaries to inform parents and teachers about standards, testing changes, Every Student Succeeds Act policy changes, and their potential impact on their children.
- Inform parents of their child's English Language Learner identification and rights to access services and programming by providing resource and program maps to parents and utilizing local community-based organizations to provide culturally competent information.
- Provide all parents with the Student Bill of Rights when enrolling students.

6. Establish city policy that links climate change with civil rights

- Fund additional sustainability initiatives that promote green buildings and infrastructure.
- Address the gaps in climate resiliency between low-income neighborhoods and other parts of the city.
- Provide better infrastructure by increasing improved ventilation, anti-storm trainings, sewage drainage, and equitable access to timely garbage removal and municipal services.

7. IDNYC

- Add QR code on IDNYC to improve the ability to access city services and file complaints.
- Expand upon use and acceptance beyond a secondary form of ID.

section 10:
latino appointments



Representation matters and few places is that axiom truer than in government. Citizens should be able to look at government and see people who look like them, have similar life experiences, and hail from the neighborhoods they call home. This isn't a matter of tokenism; this is about New York City's government benefiting from the valuable and diverse perspectives that come with equitable hiring and appointment processes. Latinos make up nearly 30% of the City's population and if we are to have a New York City government that all New Yorkers can recognize, we need to have Latino leadership at every level of government.

This hasn't always been the case in New York City where systematic discrimination against Black and Latino communities has a long history. For decades entire sectors of municipal government were shut-off from workers based on the color of their skin, their country of birth, or the language they spoke. While civil service systems have remedied some of the worst examples of this discrimination, the city's leadership ranks still have a great deal of work to do when it comes to diverse hiring and retention practices.

Much of that work requires that city leaders, including the next Mayor and the next City Council, be more transparent about the kinds of city leadership positions that are available to potential candidates coming from our communities. This is no easy task since hundreds of positions in city government — positions that shape policy and wield significant power — are often unknown to our communities. Put in more simple terms, it's difficult to apply for or be considered for a job you don't know exists.

In short, the challenge of increasing Latino representation extends to every sector of city government from political appointees and cabinet positions to our courtrooms, boards, and commissions. There is no shortage of opportunities for Latinos to serve the city, but it will require purposeful planning and implementation of human capital strategies to achieve more equitable representation.

If the city is truly going to benefit from the insights and wisdom of Latino New Yorkers it needs to actively search, recruit, and appoint qualified Latino candidates. Below are some suggestions of how the new Mayor and City Council can do just that.



The following recommendations will assist the Mayor and New York City Council to increase Latino Representation in positions of power across New York City:

1. Latino Representation in New York City Council

- The next New York City Council Speaker must be Latina/o. There are currently no Hispanics holding citywide office. Given the size of the Latino population and its continued growth, and the disproportionate impact that COVID-19 has exacted on Hispanic neighborhoods and families throughout the five boroughs, the election of a Latino/a NYC Speaker must be a top priority for the leadership of the New York City Council and the City's next Mayor.
- Establish a permanent Hispanic Appointment Advisory Committee that makes appointment recommendations to the Speaker, and that works to increase the number of Hispanic staff members working in the City Council.

2. Increase Diversity and Transparency in City Boards and Commissions

- Implement efforts to increase the submission rate of resumés to city boards and commissions by Latinos to increase Latino representation.
- Increase transparency in city boards and commissions by establishing a database that breaks down the membership of all city boards and commissions by race, gender, county of residence, and occupation.
- Create educational campaigns that discuss the role of city boards and commissions and how they affect the daily lives of city residents.
- Include CBOs in the efforts to diversify boards and commissions, including the establishment of a CBO appointment advisory committee.
- Allow temporary increases in board and commission membership to increase diversity within the membership.

3. Increase Latino Representation in the Judicial System

- Appoint more Latinos to the Mayor's Judiciary Advisory Committee, which is in charge of screening and recommending judicial candidates to the Mayor.
- Establish a program to identify and train Latino judicial candidates, and work to increase the percentage of Hispanic judges in the city's courts to close the gap between the Latino share of the population and the Latino share of appointed judges.
- Evaluate and modify hiring practices to increase the number of Hispanic staff and clerks in the city's judicial system.
- Pass legislation that requires the city's judicial branch to publish a yearly report that summarizes the demographics of the staff and judges of all three courts.

4. Increase the Number of Latino Appointed Officials and City Staff

- The incoming mayor should commit to hiring Latino staff in senior positions within their transition team.
- Recruit Latinos for key political staff positions and teams like Chief of Staff, Communications Director, Community Affairs team, Intergovernmental Affairs team, Legislative Affairs team, and other advisory roles.
- Appoint Latinos to cabinet positions that have not traditionally been offered to Latinos. Some examples include Police Commissioner, Transportation Commissioner, Corrections Officer, FDNY Commissioner, and Budget Director.
- Establish a city task force dedicated to increasing the percentage of Hispanic staff within the city's workforce.
- Work with Latino-serving CBOs to better promote employment opportunities within city positions among the Latino community.

conclusion

For nearly two centuries Latin Americans and their descendants have woven themselves into the fabric of New York City. Today, nearly 2.5 million Latinos live in New York City accounting for nearly one-third of the Big Apple's population. The increase in size and diversity of the Latino population has been dramatic and shows few signs of slowing down. New York City is, without question, one of the most vibrant Latino cities in the nation. The future of New York is Latino.

It is precisely because of the central role that Latinos play in the future of New York City that Hispanic Federation and its member agencies have prepared this latest edition of *La Gran Manzana: The Road Ahead for Latino New Yorkers*. The policy proposals contained in this report reflect the best thinking about the most significant challenges facing our communities. They build not just on the wisdom of our most respected nonprofit community leaders but also their decades of on-the-ground experience serving those in need. They are our voices — the conscience and champions of New York's Latino communities.

Of course, the work laid out in *La Gran Manzana* depends on collaboration and partnership. Simply acknowledging the challenges we face is insufficient. We know the problems; we need solutions. Our network can plot the course, but it requires the commitment of the next Mayor and City Council to steer the ship. We invite them to work closely with Hispanic Federation and its network of member agencies and community partners to enact meaningful change by supporting and funding the policies we have outlined in the previous pages. That won't always be easy — especially given the uncertain economic times in which we live — but this community, our community, cannot survive and thrive on lip-service. Nor, for that matter can the City of New York. Investing in our community and its future health and success is an investment in New York City.

New York City's history has never been about constant success and triumph. In fact, the moments of greatest glory for the City have been those moments when, faced with seemingly insurmountable obstacles, it has reinvented, reformed, and rebuilt itself. We confront one of those moments of great uncertainty today. How we respond, and how the city integrates the needs of Latino New Yorkers into its larger plans for recovery, will say a great deal about our present but even more about our future.

