



VIRGINIA LATINO ADVISORY BOARD
2016 Annual Report

January 13, 2017

Office of Governor Terence R. McAuliffe

A complete copy of this report is found on our website at:

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*Report prepared by members of the Virginia Latino Advisory Board
Commonwealth of Virginia*

TABLE OF CONTENTS

VLAB Members	2
Chairman’s Letter	3
Executive Summary.....	4
2016 Committee Activity Reports	
Civic Engagement	5-7
Healthcare	7-9
Business	10
Education & Workforce Development.....	11-13
2017 Committee Recommendations	
Civic Engagement	14
Healthcare	15-16
Business	16-17
Education & Workforce Development.....	17-18
Acknowledgements	19
Appendix	20

2016 LATINO ADVISORY BOARD MEMBERS

OFFICERS

Aida Pacheco	Board Chair (Mechanicsville, VA)
Gloria Maria Peña Rockhold	Board Vice-Chair (Charlottesville, VA)
Zuraya Tapia-Hadley	Board Secretary (Arlington, VA)
J. Michael Martinez de Andino	Chair, Healthcare Committee (Richmond, VA)
Christopher J. Falcon	Chair, Business Committee (Falls Church, VA)
Carolina Espinal	Chair, Civic Engagement Committee (Arlington, VA)
Eugene Chigna	Chair, Education and Workforce Development Committee (Richmond, VA)

MEMBERS

Estuardo V. Rodriguez, Jr.	Business (Fairfax, VA)
Juan Santacoloma	Business (Chesterfield, VA)
Jorge Yinat	Business (Williamsburg, VA)
Julio Cesar Idrobo	Civic Engagement (Falls Church, VA)
Louisa Meruvia	Civic Engagement (Vienna, VA)
Diana Vall-Ilobera	Civic Engagement (Charlottesville, VA)
Juan Espinoza	Education (Blacksburg, VA)
Keisha Graziadei-Shup	Education and Workforce Development (Roanoke, VA)
Vivian Sanchez-Jones	Education and Workforce Development (Roanoke, VA)
Cecilia Barbosa	Healthcare (Richmond, VA)
Sergio Rimola	Healthcare (Vienna, VA)
Mercedes Santos-Bell	Healthcare (Chesapeake, VA)
Cecilia Williams	Healthcare (Fairfax, VA)

FORMER MEMBERS

*Alex Rodriguez	Civic Engagement (Annandale, VA)
*Gonzalo Aida	Business (Richmond, VA)
*John Villamil-Casanova	Education and Workforce Development (Manassas, VA)
*Lucero Soto-Wiley	Business (Virginia Beach, VA)

*Former member that was active with VLAB for part of 2016

Dear Governor McAuliffe,

It is my great privilege to serve as Chair of the Virginia Latino Advisory Board and to work with a team of stellar Latino leaders and advocates. It is also an honor to provide the 2016 Annual Report for your review. This report is the work of a tireless team and reflects a vibrant Latino community that spans the Commonwealth. In the pages that follow, we hope you will find greater insight into the dynamics of this community and its leaders. We also hope that you will consider our recommendations on how your Administration can continue to play a leading role in the advancement of opportunities for Latino communities in Virginia.

As you may recall from our meeting with you at the beginning of 2016, we set a course to address a number of priorities through events led by our four committees: Civic Engagement, Healthcare, Business, and Education and Workforce Development. In this report, we offer an update on each committee's efforts, and recommendations in order to chart a new path forward in 2017.

Regretfully, this year's election cycle included anti-immigrant rhetoric and threats to which Latinos in Virginia were not immune. The fear and anxiety in these communities remain pronounced, and work to reach and engage the Latino community is now more important than ever. The issues of access and opportunity that were firmly planted in the hearts and minds of people that we met with through community forums and board meetings, among other activities, continue to hold true in this time of uncertainty.

As the Board, members of the Latino community, and proud Virginians, we continue to stand firmly committed to help provide resources that support the Latino community. We cannot, however, do this alone. Now, more than ever, we want to ensure that the McAuliffe Administration continues to be an invaluable partner and resource to promote the cultivation of Latino contributions to the financial and intellectual competitiveness of the state.

Therefore, we request that we meet with you and your administration before June of 2017, to discuss progress on reported recommendations and how we can continue to move forward together to build a more inclusive Commonwealth for all Virginians.

Sincerely,

Aida Pacheco
Chair
Virginia Latino Advisory Board

EXECUTIVE SUMMARY

The Virginia Latino Advisory Board (VLAB) established four standing committees to focus on specific issues that correspond to the Governor's agenda. In 2016, VLAB met with the Governor's cabinet and state agency staff to improve our understanding of current initiatives and to explore ways to address the issues as they relate to the Latino Community. We also held two community forums, in Hampton Roads and in Roanoke. These meetings helped prioritize our recommendations and to identify common threads among the focus areas, including the need for grassroots outreach efforts to the Latino community, cultural competency training, language access, and diversity of personnel at all levels of state government.

This report is divided into two main sections: 1) 2016 Committee Activity Report (Progress and Challenges) and 2) 2017 Priorities and Recommendations. We look forward to our continued partnership with the Governor and his staff to implement the following priority recommendations:

OVERALL

- Provide additional support to VLAB's website to maintain and to increase the use of the website among state agencies to provide key information.

CIVIC ENGAGEMENT

- Increase Latino representation on boards and commissions.
- Hire a Community Engagement Liaison to strengthen the relationship between the Governor's office and underrepresented communities.

HEALTHCARE

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

BUSINESS

- Increase Spanish language services and Spanish-speaking staff.
- Promote the Virginia Small Business and Supplier Diversity programs through the existing Latino professional associations and networks, including VLAB.

EDUCATION AND WORKFORCE DEVELOPMENT

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

2016 COMMITTEE ACTIVITY REPORTS

CIVIC ENGAGEMENT

In 2016, the Civic Engagement Committee set out to identify the areas of highest impact on Latino civic participation – during a presidential election year and well beyond. As members of the Virginia Latino Advisory Board, and as community leaders from around the Commonwealth, we have worked to close the gaps in civic engagement and participation, but we believe there are structural barriers that can be addressed with the help of state government. Drawing on the experiences and insights of committee members from across the Commonwealth, we have determined the following issues to be most relevant to building engagement and participation in local communities:

- Voter Registration
- Civic Education
- Leadership Development

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

Voter Registration

There are currently over 100,000 Latinos who meet the eligibility criteria to vote, but who are not yet registered. Earlier this year we reached out to the Virginia Department of Elections in hopes of collaborating with them, and with Latino community-based organizations, to provide adequate resources to develop and implement a targeted voter outreach program focused on registration of eligible Latino constituents.

We were unable to access demographic data and information about voters that would allow us to target Latino communities, develop a set of actionable outreach activities, and properly measure progress on improving Latino engagement. We did, however, identify a list of organizations that we would like to partner with on voter registration and voter education efforts that are specifically reaching Latino communities throughout Virginia. These organizations include consulates that are currently providing assistance with naturalization applications; entities authorized to conduct naturalization ceremonies; and non-profit groups such as:

- League of Women Voters
- League of United Latin American Citizens (LULAC)
- Virginia Coalition of Latino Organizations (VACOLAO)
- Virginia Coalition for Immigrant Rights (VACIR)
- New Virginia Majority
- Casa de Virginia

Unfortunately, we met a challenge establishing a direct and consistent line of communication with the Virginia Department of Elections, which greatly limited our ability to establish any formal partnership with any of these organizations and to offer more substantive support to registered and potential voters.

Separately, we began the process of identifying news and media outlets that would also be useful partners in outreach to, and engagement of, Latino communities. With additional support from Secretary

Rodriguez’ team, we would be able to establish a trusted line of communications that would allow us to consistently feed voter registration and education information to the very outlets that reach Latinos.

Below is a sample of outlets developed for the Northern Virginia region. (Please note that this is not an exhaustive list, but is meant to be only a sampling of regional media). We have also developed a draft Media Kit (see appendix) that can be used for media engagement.

<u>Newspapers</u>	<u>Radio</u>	<u>Television</u>
Tiempo Latino	La Nueva AM-FM 87.7	Telemundo
El Comercio	El Zol AM-FM 107.9	Univision
Las Americas	La Romantica AM	Variedades de Washington (program)
Washington Hispanic	Radio America 1050 AM	En Directo (program)
Hispanic Link	Radio Unida 920 AM	Cara a La Comunidad (program)
		Hispanic Agenda -Alejandro Negron (program)

Civic Education

This year we focused our civic education efforts on the Governor’s Latino Summit. Given the timeliness of the Presidential election, VLAB was instrumental in supporting outreach for the summit. We also collaborated with the Governor’s staff on the development of the agenda, which included a panel discussion on civic engagement and a roundtable to promote discussion and networking on the subject.

While the event was a success, we think there is an appetite for local or regional gatherings – meetings, community forums, and other similar events - where the community can gather to discuss key issues and chart a course to address it in partnership with the Governor’s staff.

We also held a community forum in Hampton Roads where local and state-wide community leaders delivered presentations on the importance of civic participation and the need for voter engagement. The feedback we received on the event was very positive, and we intend to schedule similar events in other regions of Virginia. Please see the event plan for the community forums in the Appendix.

Leadership Development

Earlier this year, this committee suggested that the Governor conduct a periodic review of key gubernatorial appointments with VLAB in order to identify potential placements for Latino appointments. We also encouraged the Governor to issue a memorandum to all state agencies indicating VLAB as a resource to help them with outreach and engagement of the Latino community.

This year, we prioritized a list of Boards and Commissions and sent out correspondence to the Latino Community via staff and VLAB members’ respective networks. We also posted the link on the home page of our website. We currently have 77 Latino gubernatorial appointments and hope with the collaborative process to increase the appointments to exceed the previous record of 110.

On October 26th, members of VLAB met with Deputy Secretary of the Commonwealth, Traci DeShazor, to determine a process for regular collaboration and information sharing.

CHALLENGES

- 1. Communication and collaboration with the Governor's Office/Agency Staff as outlined above.**
- 2. Lack of demographic-specific voting data that would help inform a strategy for voter registration and civic education.**
- 3. A process for vetting and getting approval for engaging in voter registration partnerships.**

HEALTHCARE

During the past year, the Healthcare Committee prioritized raising awareness of VLAB among Virginia agencies with a mission to improve the health and increase the healthcare access for all Virginians. We began by meeting with the leadership of the Virginia Department of Health (VDH) and the Virginia Department of Medical Assistance Services (DMAS) and also sought to be informed of their initiatives, especially those involving Latino communities. We commend VDH's [Plan for Well-Being](#), the [Zika Virus Disease Response Annex](#) and website, which is accessible in many languages, including Spanish and Portuguese. We also commend DMAS' initiatives in providing translated handouts and the very accessible web portals for information and assistance with Medicaid and FAMIS health insurance benefit programs.

The Healthcare Committee invited agency representatives to present at VLAB meetings and at a forum held in Eastern Virginia. The District Director of Norfolk was able to attend and provide information about her office's outreach to Latino residents and efforts to prevent and control Zika virus disease. The DMAS representatives, including the Chief Deputy Director and the Director of Marketing & Enrollment Services Division, shared details of their outreach to increase health insurance coverage in Latino communities. We also had the pleasure of welcoming the deputy secretaries of Health and Human Resources to our September committee meeting.

Additionally, the Healthcare Committee learned that the Virginia Poverty Law Center was awarded a Navigator grant from the Centers for Medicare and Medicaid Services in the amount of \$1,846,210. We are pleased that some of these funds will be used for outreach to Latinos.

CHALLENGES

1. Health Disparities

As indicated in the Pew Research Center's 2014 Demographic profile of Hispanics in Virginia, the Latino population continues to increase.¹ This reported increase is confirmed by VDH's 2012 Health Equity Report, which indicated that Virginia's fastest growing population is Hispanic,

¹ Pew Research Center. Demographic profile of Hispanics in Virginia, 2014. Accessed at <http://www.pewhispanic.org/states/state/va/>

having increased between 2000 and 2009 by 47%.² Additionally, in the Health Equity Report, VDH measured the Health Opportunity Index (HOI), which relates the distribution of key social determinants of health to life expectancy.

A high HOI indicates the greatest opportunity to be healthy. In Virginia, unfortunately, Hispanics are more likely to live in census tracts with low HOI. The Health Equity Report concluded that significantly higher rates of poverty and lower rates of educational attainment are seen among African Americans, Native Americans, and Hispanics.

Nationally, Hispanic children are more likely than [non-Hispanics to be uninsured, have higher teen pregnancy rates, and be more likely to experience hunger](#)³ and, among female adolescents aged 12-17, have experienced a [past-year major depressive episode \(MDE\)](#).⁴ In 2011-2014, the obesity rates among Hispanic children (21.9%) and non-Hispanic blacks (19.5%) were higher than those of non-Hispanic whites (14.7%).⁵ On the positive side, Hispanic 12th graders are less likely to smoke cigarettes and binge-drink than white non-Hispanic 12th graders.¹

In Virginia, the age-adjusted death rate for Hispanics in 2011-2015 was less than half that of non-Hispanics (350.5/100,000 population compared with 729.8 for non-Hispanics)⁶. Nationally, while Hispanic adults in 2009-2013 had a 24% lower death rate than non-Hispanic whites, they had higher death rates from diabetes, chronic liver disease and cirrhosis, homicides, and hypertension and a greater prevalence of diabetes and obesity compared with non-Hispanic white adults: 14% of Hispanics report having diabetes compared with 6% of non-Hispanic whites; and 39.9% of Hispanics are obese compared with 32.4% of non-Hispanics whites. Obesity is a risk factor for several diseases, including diabetes, heart disease, and stroke. Paradoxically, the health status of US-born Hispanics tends to be worse than those who are foreign-born: they had a higher prevalence of obesity, hypertension, smoking, heart disease, and cancer than their foreign-born counterparts.⁷

2. Access to data on the health status of Hispanics in Virginia

Aggregate data on the health status of Hispanics are readily accessible at the national level for the purpose of statistical analysis, but less so in Virginia. Data can be extrapolated from individual reports or online on certain topics, but there is no central location where data on the health status of Hispanics in Virginia can be found. It took six individual reports from different sources to extract the data needed to create Table 1 for this report. The Center for Disease Control produced a page where individuals can locate data on Hispanic health

²Virginia Department of Health. Virginia Health Equity Report, 2012. Accessed at <https://www.vdh.virginia.gov/healthpolicy/Documents/Health%20Equity%20Report%202012.pdf>

³ Forum on Child and Family Statistics. America's children in brief: key national indicators of well-being, 2016. Accessed at <http://www.childstats.gov/americaschildren/index.asp>

⁴ Substance Abuse and Mental Health Services Administration. Behavioral health barometer: United States 2014. Accessed at http://www.samhsa.gov/data/sites/default/files/National_BHBarometer_2014/National_BHBarometer_2014.pdf

⁵ Centers for Disease Control and Prevention. Prevalence of Childhood Obesity in the United States, 2011-2014. Accessed at <https://www.cdc.gov/obesity/data/childhood.html>

⁶ Centers for Disease Control and Prevention. Multiple Cause of Death, 2011-2015 on CDC WONDER Online Database, released December, 2016. Accessed at <http://wonder.cdc.gov/mcd-icd10.html>.

⁷ Centers for Disease Control and Prevention. Vital Signs: Leading Causes of Death, Prevalence of Diseases and Risk Factors, and Use of Health Services Among Hispanics in the United States — 2009–2013. Accessed at http://www.cdc.gov/mmwr/preview/mmwrhtml/mm6417a5.htm?s_cid=mm6417a5_w%20

(<https://www.cdc.gov/nchs/hus/hispanic.htm>) and a summary report of national data on Hispanic health, but there is no equivalent of this type of resource or report for Virginia. In order for VLAB to have more of an impact and to assist with improving health and education disparities, we will need greater access to Latino-specific data.

3. Access to Healthcare

As a group, Latinos have the most difficulty accessing health care. Two in five Latinos (41%) have no health insurance and 15% have foregone health care due to cost concerns.⁷ In Virginia, 31.4% of Hispanics were uninsured compared to 12.1% of all Virginians.⁸ To help address the health-care issues for Virginians and especially Latinos, Virginia needs to improve the cultural competency and diversity of Virginia’s health-related workforce. Latinos are underrepresented in the healthcare workforce. In 2014, Latinos represented 9% of the population in Virginia. However, the Latino representation in the workforce varied from 2% for registered nurses and nurse practitioners to 3% for physicians and licensed clinical social workers, and 4% for physician assistants, dentists, and dental hygienists (Table 1).

Table 1: Representation of Latinos in the Healthcare Workforce, Virginia, 2015⁹

Profession	% of total profession
Physicians	3 ¹⁰
Physician assistants	4
Nurse practitioners	2
Registered nurses	2
Licensed clinical social workers	3
Dentists	4
Dental hygienists	4

⁸ U.S. Census Bureau, 2010-2014 American Community Survey 5-year Estimates. *Health insurance coverage status, Virginia*. Accessed at

http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_5YR_S2701&prodType=table

⁹ Virginia Department of Health Professions, Healthcare Workforce Data Center. (2016). *Virginia’s Registered Nurse workforce: 2015*. Accessed at <https://www.dhp.virginia.gov/hwdc/docs/Nursing/0001RN2015.pdf>

Virginia Department of Health Professions, Healthcare Workforce Data Center. (2016). *Virginia’s Licensed Nurse Practitioners workforce: 2015*. Accessed at <https://www.dhp.virginia.gov/hwdc/docs/Nursing/0024NP2015.pdf>

Virginia Department of Health Professions, Healthcare Workforce Data Center. (2015). *Virginia’s Physician workforce: 2014*. Accessed at <https://www.dhp.virginia.gov/hwdc/docs/Medicine/0101Physician2014.pdf>

Virginia Department of Health Professions, Healthcare Workforce Data Center. (2016). *Virginia’s Dentistry workforce: 2015*. Accessed at <https://www.dhp.virginia.gov/hwdc/docs/Dentistry/0401Dentists2015.pdf>

Virginia Department of Health Professions, Healthcare Workforce Data Center. (2016). *Virginia’s Dental Hygienist workforce: 2015*. <https://www.dhp.virginia.gov/hwdc/docs/Dentistry/0402DentalHygienists2015.pdf>

Virginia Department of Health Professions, Healthcare Workforce Data Center. (2016). *Virginia’s licensed Clinical Social Worker workforce: 2015*. Accessed at <https://www.dhp.virginia.gov/hwdc/docs/BehSci/0904LCSW2015.pdf>

¹⁰ 2014 Data

BUSINESS

Over the past year, the VLAB Business Committee set out to review current programs and resources available through the administration to Latino business owners, and open a dialogue with the Department of Small Business & Supplier Diversity (DSBSD) on the increased need for outreach on SWaM Certification and increased contracting opportunities for certified businesses.

On September 28, 2016, the Business Committee invited Kathryn Dolan, Director of Business Development and Outreach for DSBSD, to present during the break-out session of the September VLAB meeting in Richmond. Director Dolan's presentation covered SWaM Certification, the micro business designation, set-aside award priority, and current outreach efforts by DSBSD around the Commonwealth. The Business Committee stressed the importance of having Spanish-language services available at these workshops and trainings. The Committee pledged to work alongside DSBSD for increased outreach to the Latino community around the Commonwealth.

During the course of the year, members of the Committee also attended a "Doing Business with the Commonwealth" seminar; spoke at a forum on choosing the right business entity; and reviewed state expenditures for the last two years since the signing of Executive Order #20. In November, the Business Committee was pleased to learn that a number of workshops had been scheduled by DSBSD that included Spanish-language translation. The Business Committee has identified the following challenges, priorities, and recommendations moving forward:

CHALLENGES

1. Lack of Spanish-language services and Spanish-speaking staff in government

Through our experience and research, we have learned that a large segment of Latino business owners in Virginia are English-language learners. In our small business forum, we heard of how difficult it is for business owners with low English proficiency to communicate with our government. Often, the owners speak and understand enough English to do business, but encounter issues when trying to register the business with state and local governments.

For many English-language learners, the preferred way to do business is in their native language; it allows them to understand more complex concepts and terminology. Most Latino business owners we spoke with in our small business forum, and over the past year, agree that having Spanish-speaking staff in both local and state government is a plus.

We also learned that in some cases, owners who encounter a lack of Spanish assistance when contacting state and local government will seek the help of a notary or tax preparation service that provides Spanish-language assistance in order to incorporate, organize as an LLC, or apply for a business license.

In other cases, owners have continued to operate as sole proprietors because they view the process of registering as a formal business entity as complicated. This can be very problematic when the owners are not informed about how the selection of a business entity affects both their

tax and personal liability. Further, we believe there can also be a significant loss of tax revenue to localities under the Business, Professional, and Occupational License (BPOL) Tax¹¹ when business owners continue to operate as un-registered sole proprietors or independent contractors.

2. Targeted marketing and promotion of workshops utilizing existing networks within the Latino community

The Business Committee also noted a need for greater promotion and advertising of programs, workshops, and opportunities through Latino networks in Virginia.

Recently, there were a number of programs added to the vaststartup.org event directory, but they were not promoted through Latino targeted direct service providers, or trade associations, such as the Hispanic Bar Associations of DC and VA, the Latino Contractors Association, or the Association of Latino Professional for America (ALPFA). Many, if not most, of these outlets will send out news of the program at no cost to the Commonwealth.

EDUCATION AND WORKFORCE DEVELOPMENT

The Education and Workforce Development Committee concentrated its efforts on working with the Secretaries of Commerce and Trade and Education to heighten awareness of the Board's role and of our commitment to serve as a resource. Our mutual goal is to identify ways we can best reach out to the Latino community to communicate and ensure equal access to state education and workforce development opportunities and resources.

One of our goals is to ensure that the Latino Community is well informed of the education system reforms. A workgroup was convened composed of Latino education experts representing the Northern, Central, and Southwestern, and Eastern regions. Three meetings were held to learn about the reforms in order to understand the relevancy and impact the reforms will have on Latino students. The Superintendent of Public Instruction, Dr. Staples, was invited to introduce the reforms to Board members and the workgroup. Following his presentation, feedback from the Board and workgroup was consolidated and shared at the State Board of Education meeting on October 27. (See attached public statement in Appendix.)

At a subsequent meeting, discussion revolved around language access, cultural competency training and recruitment of Latino teachers. We recognize that, if we want our voices to be heard, we need to be at the table where decisions are made at a higher level. One of our committee members, Vivian Sanchez-Jones, was selected from a pool of 100 applicants to serve on a standing committee on the standards of learning. Our VLAB Co-Chair, Gloria Rockhold, attended the VDOE Every Student Succeeds Act (ESSA) stakeholder input meeting with comments centering on family engagement, translation of documents in a culturally relevant manner, as well as the important issue of continuing training on cultural competency for all VDOE staff.

¹¹ See Va. Code § 58.1-3700 et seq.

On November 17, the Secretary of Education, Dietra Trent, invited the VLAB Chair, Aida Pacheco, to serve on the Taskforce on Diversifying Virginia's Educator Pipeline to create a comprehensive plan to address the issue of teacher diversity.

With respect to workforce development, a few VLAB members and Latino leaders who are invested in workforce development met with the Secretary of Commerce and Trade, Maurice Jones, on July 5, 2016. (See attached meeting notes.) At this meeting, we were introduced to the following initiatives:

- The New Economy Workforce Credentials signed into law by the Governor in March 2016 and supported by nearly \$20 million in the state budget.
- Financial Aid for Non-Credit Training to help those Virginians most in need and least able to pay for short-term, non-credit workforce training that leads to a high-demand credential.
- Governor's Competition for Talent Solutions with an average annual budget of \$900,000 a year, annually offers up to \$200,000 in state funds for businesses that come together and collectively develop workforce training programs, for future or current employees.
- Incumbent Workforce Credentialing Program, a new \$1 million initiative to provide small businesses of up to 250 employees with training and credentials to upskill their employees.

The lack of access to these opportunities was a concern raised and the Secretary asked the Latino leaders to help him with communications and targeted outreach to the Latino community. It was brought to the Secretary's attention that there are no Latinos on the VA Board of Workforce Development. It was not too long after this meeting that VLAB's Chair was approached by the Governor's staff to assist in identifying Latinos to potentially fill in one or two board vacancies. A list of names was submitted in August of individuals that could fall under the workforce or business category. In response to VLAB's request, Idalia Fernandez and Douglas Garcia, both members on VCCS Board, submitted statistical data on Hispanic enrollment, retention and credential attainment at community colleges. (See attached chart.)

All agreed to reconvene with the new Secretary of Commerce and Trade to prioritize recommendations and to continue dialogue on how we can surface some of the strategies discussed, and to assist the Secretary and his office with shaping a policy platform for the 2017 General Assembly session.

This year the committee was very involved in VLAB's first community forum in Hampton Roads on June 10, and ensured that representation from workforce development and education were present. As a result of this community gathering, the Hampton Roads Hispanic Chamber of Commerce and the Director for the One-Stop Career Centers for the Hampton Roads Area met for the first time and committed to work together on joint efforts to reach out to Latino businesses and jobseekers.

CHALLENGES

1. Education System Reforms

Education attainment and language skills are closely connected to the employment and economic well-being of Hispanics in Virginia. We are concerned about the enrollment and retention of Latinos, especially males, in secondary and post-secondary education. Although Hispanic age 16-65 have higher labor force participation than non-Hispanics, they have lower-wage occupations than non-Hispanics in the same age range. The challenge is moving forward with implementing education systemic reform while addressing these issues.

2. Targeted Outreach

We are unaware of any targeted outreach to the Latino community on the various career services, educational and training opportunities, and financial assistance available. At the Hampton Roads Community Forum only four individuals out of an estimated audience of 85 raised a hand when asked if they ever heard of a one-stop career center; and three of the four are part of Virginia's workforce development system. It is evident that Virginia needs to adopt a more systemic and coordinated approach to improve communication and access to the growing Latino community.

3. Transition of Government Staff

The back-to-back resignations of the Liaison to the Board and of the Policy and Community Outreach staff persons challenged the Board. The Director of the Virginia Office of Intergovernmental Affairs acted immediately to lend her special assistant to staff the Board, but this is an added responsibility to an already demanding and busy office manned by just three. Moreover, the absence of the community outreach staff will make it very challenging to maintain on-going communication and outreach with the Latino Community and other key stakeholders.

The transition to a new Secretary of Commerce and Trade delayed the scheduling of a follow-up meeting in 2016. We look forward to meeting with Secretary Haymore to assist with shaping a policy platform and communication plan for 2017. In order to partner and advise accordingly, we find it necessary to be at the table and be kept informed. We hope that following the release of this report and meeting with the Governor, we will schedule a date with the Secretary and his staff to continue deliberations that are action-oriented.

4. Lack of Base-Line Data

Another challenge is the lack of base-line data on the number of Hispanics who completed a credential or licensure. This data is needed in order to measure the impact of any statewide effort. We were told that improvements have been made in the identification and reporting of demographics, and we look forward to receiving that data as soon as it becomes available.

2017 COMMITTEE PRIORITIES AND RECOMMENDATIONS

CIVIC ENGAGEMENT

In 2017, our priorities remain focused on voter registration, civic education, and leadership development. As is well known, every year in Virginia is an election year, and we are determined to play an important role in building civic engagement in Latino communities across the Commonwealth. In order to fully activate a statewide effort, we also recommend hiring a Community Engagement Liaison.

1. Increase Latino representation on boards and commissions

Board appointments are a critical pipeline for leadership development, and we recommend meeting with the Secretary of the Commonwealth, the Deputy Secretary, or the Assistant Director of Appointments in January, February, and March; and then again in early June, September, and November to review board vacancies and assess progress toward our goal to exceed 110 Latino appointments. We propose having three monthly meetings to maximize the momentum of a new year, the general assembly session, and any natural term conclusions for appointees. Meetings would then move to a quarterly basis.

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

A Community Engagement Liaison is critical to sustain the work of our committee and that of many others in the Commonwealth. A Liaison whose primary responsibilities would include strengthening ties between the Administration and underrepresented communities – Latinos and others-should be a priority. This individual would develop relationships with community leaders in the Commonwealth to identify areas where communities and the Administration can partner to meet existing Administrative priorities. Within the Governor's Office, the Liaison would identify concerns that these communities may have in response to Administration initiatives and help proactively address and allay those concerns.

The liaison would also work on policy issues, and could be housed in an appropriate area of the Administration. Aside from the policy office, the liaison may be well-suited to work from a secretariat with strong community ties, such as Education, Health & Human Resources, or Public Safety & Homeland Security.

This position differs in type and scope from the current structure, a staff member assigned to the board. The role of the current Governor's staff member assigned to the Board, Robert Mejia, is to handle organizational tasks singular to VLAB. A full-time Community Liaison would connect with other constituent groups not limited to Latinos, while Robert Mejia's role traditionally helps the board with administrative functions such as scheduling, relaying communications, and following reporting requirements. The Community Liaison would have a more substantive role in developing the Board's focus areas in response to Administrative priorities and political realities and assist in connecting key government officials to appropriate VLAB members to meet these goals.

HEALTHCARE

In 2017, our priorities in health are focused on ensuring greater access to resources that promote and support the overall health of Latinos in Virginia. Disparities in care and education continue to be areas where we believe improvement is both needed and possible.

1. Strengthen connections between VLAB and Virginia government agencies related to health

The VLAB Healthcare Committee proposes to continue to coordinate with the Office of Health Equity at VDH and their Advisory Council on Health Disparity and Health Equity (ACHDHE) and DMAS with the aim to build a stronger collaboration with the Latino community.

The Healthcare Committee will contact the Virginia Department of Behavioral Health and Developmental Services (VDBHDS), the Department of Health Professions (VDHP) and the Virginia Health Workforce Development Authority to introduce them to VLAB and discover ways in which our organizations can work together to benefit the health of Latino communities. Our aim is to make recommendations focused on improving healthcare for Latinos and addressing systemic health issues impacting Latino communities.

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

Since recent data on the health of Latinos in Virginia are not readily accessible, the Healthcare Committee recommends that VDH, DMAS, VDBHDS and VDHP prepare - from a variety of data sources - a summary report on the health and healthcare of Virginia Latinos so that there is a comprehensive view of Latino health in the Commonwealth.

We also recommend incorporating Latino-specific questions on statewide surveys to increase the knowledge base on the health and healthcare access for Latinos in Virginia. To date, for example, there are no readily available data on the number of Latinos served by community health workers in Virginia.

3. Strengthen the pipeline for Latino students in healthcare professions

To address the underrepresentation of the Latino healthcare workforce, we recommend statewide agencies with a healthcare focus be directed to build, develop and/or expand efforts to support the following:

- Increase the pipeline of Latino students into STEM careers, specifically health professions;
- Increase the outreach and motivation of high school Latino students to pursue career in the health and health care field;
- Raise awareness of - and access to - scholarships programs in the health field (i.e., Virginia Medical Scholarship program, and the Nursing and Nurse Practitioner Programs);
- Utilize the J-1 Visa waiver program to target Latino physicians;
- Promote the Virginia Loan Repayment Program for Latino physicians who are willing to work in underserved areas in the Commonwealth of Virginia;

- Increase funding for Community Health Workers (Promotoras de Salud) so they can educate Latino communities on preventive medicine and healthy living; and
- Request the Department of Health Professions and the Virginia Health Workforce Development Authority to work together to encourage Latinos to seek out and train in healthcare careers and to improve the pipeline for healthcare providers.

4. Strengthen access to health care and health education for Latinos

Improving access to health care and health education in the Latino community is an ongoing challenge. We are confident this can be improved with the expansion of Medicaid and other resources.¹² Greater access and use of these resources will help ease state funding, increase insurance coverage, and assist in the prevention and early treatment of drug abuse and mental health issues.

An increase in resources, however, must also be combined with enhanced outreach and education efforts to reach Latino communities through the increased use of mobile health clinics and community health workers for care and prevention needs. Additionally, we recommend targeted health education to include the need for vaccinations and other interventions to help mitigate illnesses and vulnerabilities to illnesses such as obesity and diabetes while increasing overall wellness.

BUSINESS

In 2017, our priorities will focus on language access and connecting Virginia Department of Small Business and Supplier Diversity (SBSD) to Latino grassroots community organizations.

1. Increase Spanish-language services and Spanish speaking staff

Increasing Spanish-language and translation services throughout a range of public agencies and programs will enable a wider group of Latino business owners to access a range of resources they do not currently engage or leverage. These resources include programs such as state training and seminars that can help further ground Latino businesses and support entrepreneurs in advancing business opportunities throughout the Commonwealth.

We are confident that Spanish-language resources and translation services can directly increase the number of Latino business owner applications for Small, Women-owned, and Minority-owned (SWaM) Certification, which would certainly continue to enhance the diversity of business development. Additional Spanish speaking staff in state government - specifically in the State Corporation Commission and the Department of Small Business and Supplier Diversity (DSBSD) – will encourage and support Latino business owners who choose to incorporate or to organize as Limited Liability Corporations (LLCs).

2. Promote SBSD programs through the existing Latino professional associations and networks, including VLAB

¹² Please see Page 24 of the Appendix for Healthcare references

The Latino community in Virginia has a number of existing professional networks, trade associations, community organizations, and a vibrant business community that – if connected more closely to resources and one another – could lead to dynamic contributions across the Commonwealth. The Business Committee proposes to work with the Governor’s office to compile a list, including contact information, of these various networks and individuals so that they can be shared with the DSBSD for disseminating news regarding upcoming events, seminars, and programs. This effort can be further amplified by asking recipients to share the information with their respective networks.

EDUCATION AND WORKFORCE DEVELOPMENT

In 2017, our priorities are focused on ensuring greater and equal access to the education and workforce development opportunities and resources that will help support and elevate the educational and employment status of Latinos in Virginia.

1. Support Deferred Action for Childhood Arrivals (DACA) status

With the growing uncertainty of the future status for Dreamers and DACA recipients/beneficiaries, we call on the administration to provide a strategic plan for their responses to any possible changes to the Presidential Executive Action. The Migration Policy Institute estimates that in 2016 there are 40,000 people eligible for DACA protection in Virginia and 1.9 million nationally. There is a high level of concern especially for current DACA recipients/beneficiaries who are enrolled in Virginia’s public four-year and two-year institutions, about their ability to continue their studies. In addition, students have expressed to our Board their concern that they will lose their ability to maintain in-state tuition making them unable to finish their academic coursework to graduate.

We recommend that the Governor maintain in-state tuition rates for all current DACA recipients/beneficiaries enrolled at a Virginia public state-funded institution until their planned graduation date.

We also recommend that the administration work with Virginia’s higher education institutions to ensure the security and safety of all undocumented students. In the event of arrest and imprisonment, or of students not feeling safe traveling to campus, we ask the administration to ensure that DACA students will continue to have access to course work to continue their education.

2. Promote and enhance cultural competency and language Access at all levels of state government.

With the continuing growth of the Latino, immigrant, and refugee populations in the Commonwealth of Virginia, we should assiduously work toward creating a more welcoming and inclusive environment. Educators and workforce practitioners are in need of guidance and support to ensure that English learners have equal access to high quality education, training and employment opportunities.

The following recommendations are proposed:

- That Requests for Proposals (RFPs) for state grants within the Department of Education include a requirement for cultural competency training within a given period of time after an award is issued.
- That the Virginia Department Human Resource Management's Knowledge Center develop an on-line cultural competency course for state employees.
- That cultural competency training for workforce practitioners in Virginia's Workforce Development System be provided.
- That the Virginia Workforce Development System partner with private and public entities to tailor programming designed to meet the particular needs of Latinos in the language they understand while also teaching functional English as part of the credential. Examples: (La Cocina and Plaza Comunitaria.)
- That more concerted efforts be made to diversify teaching and workforce development staff.

3. Target Outreach Efforts on Education System Reforms and Workforce Development Initiatives

The Committee proposes that VLAB and other key Latino leaders meet with the Secretaries of Education and Commerce and Trade to develop a grassroots outreach and communications plan that is culturally and linguistically sensitive to promote awareness of the various career services, educational and training opportunities, and financial assistance available.

It is further recommended that specific strategies be implemented to increase credential attainment among Latinos, such as developing and delivering targeted messages to the Latino population, providing workers with appropriate language training, and ensuring that programs are available to those who may speak English less fluently.

Other recommendations are as follow:

- Support Virginia's Hispanic College Institute and other similar programs, and tap into these programs to reach out to the future workforce and educate them on the opportunities for credentialing and financial aid.
- Coordinate a statewide effort to increase the number of Hispanics and Latinos in state government jobs.
- Ensure Latino representation on boards and commissions that impact education and workforce development, such as the Virginia Board of Workforce Development and Virginia Board of Education.

CONCLUSION

We thank the Governor for his steadfast support and commitment to the Latino community, and look forward to continuing to make progress on issues of key importance to Latinos in Virginia, but more importantly, to the Commonwealth at large. The issues discussed here are not only critical to Latinos, but to all Virginians, and we want to ensure the continued growth and positive development of our state. To that end, it is imperative to take action to promote civic engagement of Latinos, improve their access to quality education, help Latino businesses and improve equal access to quality health care and workforce development programs. We trust that these recommendations will assist the Governor as he seeks to make inroads in the aforementioned areas, and VLAB remains committed to working with the Governor and his staff in order to enact the recommended actions.

ACKNOWLEDGEMENTS

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

- **Jaime Areizaga-Soto**, Deputy Secretary of Veterans and Defense Affairs
- **Lisette Carbajal**, Policy Analyst and Community Outreach
- **Elizabeth Creamer**, Senior Advisor to the Governor for Workforce Development
- **Kathy Dolan**, Director of Business Development and Outreach, SBSB
- **Maurice Jones**, Secretary of Commerce and Trade
- **Dr. Marissa H. Levine**, State Health Commissioner, VDH
- **Rebecca Mendoza**, Director of Marketing & Enrollment Services Division (DMAS)
- **Linda Nablo**, Chief Deputy Director, DMAS
- **Aaron Puritz**, Digital Strategy Lead, Office of the Governor, Virginia Information Technologies Agency (VITA)
- **Maribel Ramos**, Director, Virginia Office of Intergovernmental Affairs
- **Nancy Rodrigues**, Secretary of Administration
- **Dr. Steven R. Staples**, Superintendent of Public Instruction
- **Dietra Trent**, Secretary of Education
- **Steven Valdez**, Governor's Advisory Board of Service & Volunteerism, Chair of Outreach Committee
- **Leah Walker**, Community and Minority Affairs Liaison, VDOE
- **Linda Nablo**, Chief Deputy Director, (DMAS)
- **Rebecca Mendoza**, Director of Marketing & Enrollment Services Division, (DMAS)

APPENDIX

TABLE OF CONTENTS

VLAB - Virginia Code	22-23
Healthcare Committee Priorities and Recommendations – References.....	24
2016 Commerce and Trade Meeting Minutes.....	25-26
2016 Board of Education Meeting Minutes.....	27-29
Community Forum Toolkit	30- 38
2016 Roundtables Minutes	39-45
Department Of Education SOL Statistics	46- 48
VCCS Office of Institutional Research and Effectiveness	49
Civic Engagement Draft Mediakit	50
2016 Board Meeting Minutes	51-64

VIRGINIA ACTS OF ASSEMBLY -- 2005 SESSION

CHAPTER 636

An Act to amend the Code of Virginia by adding in Chapter 24 of Title 2.2 an article numbered 21, consisting of sections numbered 2.2-2459, 2.2-2460, and 2.2-2461, relating to the Latino Advisory Board.

[H 2420]

Approved March 23, 2005

Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding in Chapter 24 of Title 2.2 an article numbered 21, consisting of sections numbered 2.2-2459, 2.2-2460, and 2.2-2461, as follows: Article 21.

Latino Advisory Board.

§ 2.2-2459. Latino Advisory Board; membership; terms; compensation and expenses.

A. The Latino Advisory Board (the Board) is established as an advisory board, within the meaning of § 2.2-2100, in the executive branch of state government. The Board shall consist of 21 nonlegislative citizen members, at least 15 of whom shall be of Latino descent, who shall be appointed by the Governor and serve at his pleasure. In addition, the Secretaries of the Commonwealth, Commerce and Trade, Education, Health and Human Resources, Public Safety, and Transportation, or their designees shall serve as ex officio members without voting privileges. All members shall be residents of the Commonwealth.

B. After the initial staggering of terms, nonlegislative citizen members shall be appointed for a term of four years. Appointments to fill vacancies shall be for the unexpired terms. No member shall be eligible to serve more than two successive four-year terms; however, after the expiration of the remainder of a term to which a member was appointed to fill a vacancy, two additional terms may be served by such member if appointed thereto.

C. The Board shall elect from its membership a chairman and vice chairman. A majority of the members of the Board shall constitute a quorum. Meetings of the Board shall be limited to four per year and shall be held upon the call of the chairman or whenever the majority of the members so request.

D. Members of the Board shall receive no compensation for their services, but shall be reimbursed for all reasonable and necessary expenses incurred in the performance of their duties as provided in §§ 2.2-2813 and 2.2-2825.

§ 2.2-2460. Powers and duties; acceptance of gifts and grants.

A. The Board shall have the power and duty to:

1. Advise the Governor regarding the development of economic, professional, cultural, educational, and governmental links between the Commonwealth of Virginia, the Latino community in Virginia, and Latin America;

2. Undertake studies, symposiums, research, and factual reports to gather information to formulate and present recommendations to the Governor relative to issues of concern and importance to the Latino community in the Commonwealth; and

3. Advise the Governor as needed regarding any statutory, regulatory, or other issues of importance to the Latino community in the Commonwealth.

B. The Board may apply for, accept, and expend gifts, grants, or donations from public or private sources to enable it to carry out its objectives.

§ 2.2-2461. Staff; cooperation from other state agencies.

The Office of the Governor shall serve as staff to the Board. All agencies of the Commonwealth shall assist the Board upon request.

2. That the intent of this act is to codify the Latino Advisory Commission, which exists pursuant to an executive order of the Governor, as the Latino Advisory Board, a permanent advisory board in the executive branch.

- 3. That the initial appointments of nonlegislative citizen members in accordance with this act shall be staggered as follows: seven members for a one-year term, six members for a two-year term, five members for a three-year term, and three members for a four-year term.**
- 4. That the provisions of this act shall become effective on October 15, 2005.**

Health Care Committee Priorities and Recommendations

Footnote 12 – References

<https://www.medicaid.gov/medicaid/benefits/downloads/fact-sheet-substance-abuse-structured-assessment-and-brief-intervention-services.pdf>

This reference relates to substance abuse prevention services that are indicated to provide an "early intervention approach that targets those with nondependent substance use to provide effective strategies for intervention prior to the need for more extensive or specialized treatment". These services can be covered by Medicaid.

<https://www.medicaid.gov/federal-policy-guidance/downloads/cib051116.pdf>

This reference relates to mental health and indicates that "State Medicaid agencies may cover maternal depression screening as part of a wellchild visit" as well as "recommendations for screening for depression in the general adult population, including pregnant and postpartum women."

<https://www.medicaid.gov/medicaid/benefits/downloads/pathways-2-9-15.pdf>

This reference relates to how states following certain federal authorities have "flexibility to transform their systems and improve coverage for individuals with mental health or substance use disorder (MH/SUD) conditions."

<https://www.medicaid.gov/federal-policy-guidance/downloads/cib-10-16-2015.pdf>

This reference indicates the "Medicaid program is one of several sources of reimbursement to states for mental health and related services and supports. Medicaid's federal authorities offer states the flexibility to transform their systems and improve coverage for individuals experiencing first episode psychosis."

Virginia Latino Advisory Board (VLAB)
Secretary Maurice Jones and Latino Leaders' Meeting
July 5, 2016 2:00 – 3:30 p.m. - Patrick Henry Building –West Reading Room

Present:

- ✓ **Governor's Cabinet:** Secretary of Commerce and Trade, Maurice Jones
- ✓ Senior Advisor for Workforce Development, Elizabeth Creamer
- ✓ Deputy Secretary of Education, Holly Coy
- ✓ Deputy Director of Scheduling and Staff to VLAB, Ryan O'Toole

- ✓ **VLAB Members:**
- ✓ Aida Pacheco
- ✓ Juan Espinoza
- ✓ Mike Martinez

- ✓ **Latino Leaders:**
- ✓ Michel Zajur, CEO, Virginia Chamber of Commerce
- ✓ Danny Vargas, former Chair of VA's Board for Workforce Development
- ✓ Paty Funegra, La Cocina VA
- ✓ Nico de Leon, CEO, NXL Construction Services, Inc.
- ✓ Kamran Raika, Managing Director, Raika Financial Consulting Group of Wells Fargo Advisors, LLC
- ✓ Tanya Gonzalez, City of Richmond Multicultural Liaison Office
- ✓ Silvia-Rosa Casanovas, SCHEV
- ✓ Idalia Fernandez, Commonwealth Partnerships

Objectives:

- A. Overview of the Governor's priorities for workforce development and new initiatives;
- B. Suggestions for how the workforce system might more effectively engage and provide benefit to VA's growing Latino population; and
- C. Recommendations for next steps.

Highlights:

- Following the welcome and Introductions, Holly Coy shared information on behalf of the VA Board of Education on upcoming public hearings scheduled during the summer. The Board is specifically enlisting feedback on: (See Attachment)
 - Development of a Profile of a VA Graduate, changes to high school graduation requirements and how schools will be accredited in the future;
 - Implementation of the Every Student succeeds Act (ESSA) and Virginia's accountability system;
 - Recommendations regarding the Standards of Quality (SOQ); and
 - Identifying conditions and needs of public education, for updating the Board's comprehensive plan and annual report to the Governor and General Assembly.

- Elizabeth Creamer provided an overview on new resources to skill and credential Virginians for High Demand Occupations: (See Attachment)
 - New Economy Workforce Credentials
 - Financial Aid for Non-Credit Training

- Governor's Competition for Talent Solutions
 - Incumbent Workforce Credentialing Program
 - Expanding Registered Apprenticeships
 - Forthcoming initiative for disconnected youth who completed HS, but don't have a career pathway or plans for post-graduate education and training. Programs will be offered in Spanish and initiative will include funding for curriculum development.
- The Secretary then turned it over to Latino Leaders for feedback and recommendations:
 - Convene key stakeholders to coordinate a statewide campaign to educate and promote awareness of the opportunities and resources available, and how to access and engage Latinos.
 - Create a more welcoming environment: Cultural competency training of state employees and one-stop staff, culturally appropriate information and tap into FBCOs.
 - Partner with private and public entities (Government/Workforce Development System) to tailor programming to meet the particular needs of Latinos. Teach occupational skills in the language they understand while also teaching functional English as part of the credential. Examples: Cocina and Plaza Comunitaria.
 - Form regional Partnerships for greatest impact.
 - Adopt a wholistic, interdisciplinary approach to programming and consider transportation, child care, financial literacy, follow-up and other supportive services to help with retention.
 - Policy to consider compensation for being bilingual/bicultural as other states have done.
 - VCCS Chancellor to hold town hall meetings to initiate dialogue and partner with local organizations that work with the Latino Community
 - Gather baseline data on demographics.
 - Latino representation on the State Board for Workforce Development.
 - Recruit a Latino who is bilingual to fill a future vacancy at the VA Dept for Business Assistance and Supplier Diversity to assist with business development and outreach in the Hampton Roads area. Add bilingual preferred in Spanish on the job description.
 - Support expansion of the Hispanic College Institute and other similar programs and utilize opportunity to educate youth on the opportunities for credentialing and financial aid. The first year, under Governor Kaine, funding was allocated to the Institute.

Closing Remarks:

Aida thanked the Secretary and Elizabeth for agreeing to meet with VLAB and Latino leaders statewide; and looks forward to working together on implementing strategies that will help increase access to education, training and business opportunities.

Secretary and/or Elizabeth said they would review the notes from this meeting and follow up regarding any next steps.

Next Steps:

1. Coordinate notes and distribute to attendees.
2. Distribute and post information shared by Secretary and Deputy Secretary.
3. Schedule follow-up meetings to continue dialogue:
 - a. Prioritize recommendations and continue dialogue on how we can surface some of the strategies discussed; and
 - b. Assist Secretary and his office with shaping a policy platform for the 2017 General Assembly.
4. Circulate posting of vacancy at the VDSBSD.

Virginia Board of Education Meeting
Thursday, October, 27, James Monroe Building, 22nd Floor, 9:00 am

Good morning Dr. Canaday and distinguished members of the board. My name is Gloria Rockhold, Vice-Chair of the Virginia Latino Advisory Board and Chair of the VLAB Education and Workforce Development Committee. It is a pleasure to be here representing a Latino voice in this important conversation when considering changes to the Virginia High School requirements.

With the continuing growth among immigrant and refugee populations in the Commonwealth of Virginia, schools are in need of guidance and support to ensure that English Learners (ELs), as well as all other students, have equal access to a high quality education that lays the foundation for success in a rapidly changing world. VLAB is optimistic that the Virginia Board of Education and the Department of Education's will provide that much needed guidance and support as these initiatives, including the development of a "Profile of a Graduate" and revisions to the Standards of Quality (SOQ), are implemented.

While we are optimistic, we submit the following areas of emphasis along with specific recommendations that will aide schools in their efforts to serve our students. The comments today represent the input enlisted by VLAB from Latino Leaders in the field of education representing the five main regions: Northern, Eastern, Central and Southwestern VA.

Revising Graduation Requirements

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

Recommendations:

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

Increasing Career Exposure, Exploration and Planning

VLAB also supports the Board of Education's proposal to provide elementary and middle school students with information about potential future career pathways. The development of an Academic and Career

Plan Portfolio (ACPP) will be particularly helpful for recently arrived immigrant students in need of structured support as they adjust to life in the U.S.

Recommendations:

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

Improving EL Programs and Services

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

Recommendations:

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

coach as they are unable to read. Many ELs are even taking SOLs, despite the fact that they didn't take the actual class(es). It is recommended that local school districts are held to the standards for providing high quality equitable education, access to current and cultural sensitive materials and electives; and that "descriptive" guidelines are drafted on how counties should be providing services to ELs. Basically, VDOE needs to be more vigilant in "auditing" counties in regards to ESOL programs.

Other recommendations and comments:

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

In closing, in order for true systemic reform to occur, it requires that we work together, therefore, VLAB would like to partner with you in helping to ensure that every child in the Commonwealth has the opportunity to reach their full potential.

Gracias,
VLAB

Contact: Robert Mejia, VLAB Staff Liaison, Governor's Office of Intergovernmental Affairs, Robert.Mejia@governor.virginia.gov



Virginia Latino Advisory Board
Community Forum Toolkit

Table of Contents

- I VLAB Background Power Point Presentation**
- II Event Summary, Logistics and Agenda**
- III Registration Data Fields**
- IV Generic Template for On-Site Registration**
- V Building Bridges Flyer – Sample**
- VI Guidelines for Roundtable Discussions**
- VII Evaluation Form**

<http://vlab.virginia.gov/>

II Event Summary
Latino Community Forum
Construyendo Puentes de Progreso

DATE/TIME:	LOCATION:	CONTACT:
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Background:

The role of the Virginia Latino Advisory Board (VLAB) is to advise the Governor as needed regarding any statutory, regulatory, or other issues of importance to the Latino community in the Commonwealth. To carry out this role, VLAB undertakes studies, symposiums, research, and factual reports to gather information to formulate and present recommendations to the Governor relative to issues of concern and importance to the Latino community. VLAB discovered through its research and meetings held with the Governor’s cabinet and agency staff that there are opportunities and resources that could potentially benefit the Latino Community statewide. The critical issue is the lack of access to these opportunities and resources; mainly because those eligible to benefit are not aware of their existence. The latest report submitted to the Governor cited outreach as key to engaging the Latino community. The strategy to host regional community forums was recommended to engage the community and to facilitate a partnership with VLAB, businesses, and state agencies across the state to educate and promote awareness of the various programs and resources available. The ultimate goal is to open the doors wider for equal and increased access to the many opportunities the Commonwealth offers.

Targeted Audience:

We will target about 50-100+ Latinos and non-Latinos who have an interest in the prosperity of Latinos in the Commonwealth; state and local representatives from the public and private sector, including the Governor’s cabinet, staff and Latino appointees, and community residents and leaders.

Goal(s) of the Event: We hope to accomplish the following goals:

1. Educate the community on the state resources and opportunities available;
2. Engage and increase community participation; and
3. Create stronger linkages between state and local agency staff and the Latino community.

Objectives: (How do you intend to accomplish your goal(s)?)

1. Identify speakers who will focus on resources and opportunities aligned to the Governor’s and VLAB’s priority areas and compile a community resource toolkit
2. Set up resource tables and schedule time for networking.
3. Draft registration to start a directory titled, “Who is Who among Latinos in VA” and enlist commitment to follow-up.

How will you know if your goals/objectives were met?

1. Follow-up community meetings are scheduled and there is a presence of state and local agency staff;
2. There is an increase of Latinos applying for state jobs, Boards and Commissions, SWaM, enrolling in FAMIS, registering to vote, and participating in education and training that lead to credentials.

PLANNING COMMITTEE:

Activities to be completed:

Task	Status
Identify other key members to serve on the core planning committee.	
Determine delivery format and select date.	
Identify targeted audience and develop guest list.	
Choose a site and book the venue.	
Customize event summary and flyer	
Create registration link via Governor's Office	
Determine set-up needs and supplies: audio-visual equipment, (test equipment prior to event) , table and seating arrangement, news print, easels, markers, etc.	
Printing of Name tags, table tents for focus areas, name tents for panelists, on-site registration list, signage, evaluation.	
Determine if food will be provided; if so, select caterer.	
Identify and confirm key speakers/presenters. Collect power point presentations and handouts.	
Identify dignitaries and sponsors (consult with VLAB & Governor's staff)	
Work with VLAB and Governor's staff on Governor's video to kick-off forum and set the tone.	
Finalize agenda and distribute to all organizers, speakers and support/technology staff.	
Save the date notices to key guests and promote event.	
Registration form and Link	
Identify volunteers and hosts, and delegate tasks for day of event. (Name tags, registration, seating, name tents, focus area table tents, signage, equipment, etc.)	
Draft, distribute, collect and analyze evaluation results (Post in VLAB's website)	
Draft and send thank you letters	
Schedule debriefing meeting to discuss how everything went and Suggestions for improvement.	
Other:	

Budget:

Please list all expenses expected to be incurred for this event.

Item	Cost
Total	

Publicity: How will you publicize the event and encourage good attendance?

Church bulletins, draft media list and prepare talking points, news release. Material Required: flyer, media packet to include press release, request each agency from Health, Education, SWaM, Workforce Development to identify critical information they want to share and provide copies.

Tentative Agenda

What?	When?	How?	Who? (Lead)
Registration/ Networking		2 tables; Recruit volunteers, produce copies of registration list; name tags, markers, blank sign in sheet or bring iPad for folks to register.	
Welcome /Introductions		Identify who will extend the welcome, introduce planning committee, acknowledgements of sponsors and facility staff; announce dignitaries invited, introduce Board role and members (stand-up); acknowledge staff support; show Governor’s video	
Panel Civic Business Workforce Healthcare Education		Thank panelists and Introduce panel format; Each presenter will then say a few words about themselves and then focus on their focus area, share key initiatives and/or opportunities, current practices in promoting awareness and conducting outreach, and challenges in reaching the Latino Community. Any power point must be submitted by _____. Allot time for questions	
Roundtable Discussions <i>Promoting Awareness and Outreach strategies</i>		<ol style="list-style-type: none"> 1. What does building bridges to progress look like for your community? 2. Brainstorm strategies that you feel will work for your community. <p>Tables identified by focus areas and number; 6-10 to a table; select a facilitator, note taker and reporter. On newsprint: title –focus area and table number and names of team members; number pages</p>	
Community Pledge Moving Forward		Each table to identify 1-3 action items; What, Who (lead organizer), and When; report out.	
Wrap-up/Closing Remarks		Have evaluation form on tables and box for folks to drop in or volunteers can collect from the tables. Also, post on VLAB’s website.	
Reception		This is optional and can enlist community sponsors, which need to be vetted via the Governor’s office.	

III Registration Data Fields

- Name
- Email
- Cell phone; (Optional)

- I am from the: (Can select more than one):
 - Public Sector
 - Private Sector
 - Community Resident

- Agency/Organization

- Please select your two top focus areas:
 - Civic Engagement
 - Business
 - Healthcare
 - Education
 - Workforce Development
- I plan to stay for the reception immediately following the Community Forum

- Areas of expertise/skills

- I can provide technical assistance and consultation, if needed and available.

YES NO
- I can be a presenter or speaker at a future event, if available.

YES NO

- I would like to be included in VLAB's distribution list for follow-up to this forum, future community forums, and information sharing.

YES NO

V Building Bridges Flyer – Sample



Building Bridges to Progress

Construyendo Puentes de Progreso

WHAT: Governor's Latino Advisory Board Hampton Roads Community Forum and Reception

WHEN: June 10, 2016 5:15 p.m. – 6:15 p.m. Registration & Networking
6:15 p.m. – 8:15p.m. Roundtable Discussions
Reception Immediately to Follow
PLEASE RSVP BY JUNE 8: <http://vlab.virginia.gov/forum>

WHERE: Slover Library
235 E Plume St, Norfolk, VA, 23510
757-664-7323 <http://www.sloverlibrary.com/>

WHO: Our event is free and welcomes everyone who has an interest in the prosperity of Latinos in the Commonwealth; state and local representatives from the public and private sector, including the Governor's cabinet, staff and Latino appointees, and community residents and leaders of the Hampton Roads area.

WHY: Virginia Latino Advisory Board (VLAB) wants to partner with you to:

- ♦ educate the community on the state resources and opportunities available;
- ♦ engage and increase community participation; and
- ♦ create stronger linkages between state and local government agency staff and the Latino community.

ABOUT VLAB: <http://vlab.virginia.gov/>

VLAB advises the Governor regarding the development of economic, professional, cultural, educational, and governmental links between the Commonwealth of Virginia, the Latino community in Virginia, and Latin America; undertakes studies, symposiums, research, and factual reports to gather information to formulate and present recommendations to the Governor relative to issues of concern and importance to the Latino community in the Commonwealth; and advises the Governor as needed regarding any statutory, regulatory, or other issues of importance to the Latino community in the Commonwealth

For additional information, contact: Beatriz Amberman - 757-619-5726 - bmexart@aol.com
or Lucero Soto Wiley - 805 570-5771 - lucswiley@hotmail.com.

SPONSORS: Aloisa Wealth Management
Virginia Hispanic Chamber of Commerce
Virginia Latino Leadership Council

VI Guidelines for Roundtable Discussions Community Forum Roundtable Discussion

GUIDELINES

I Facilitator

Responsibilities

- a. Make sure you have an easel, newsprint, markers and other needed supplies.
- b. Enlist volunteers to take notes and report out
- c. Make sure you title your first page with focus area, table number and members, (Business, Civic Engagement, Education, Healthcare and Workforce Development);
- d. Make sure that note taker numbers each subsequent page and on top of page note focus area and table number.
- e. Compile all written notes, fold up neatly and bring to the registration table.
- f. Thank folks for participation, reiterate forum's objectives and introduce discussion points.
- g. Keep track of time, guide discussion and help your team members stay on target.
- h. Make sure folks at your table complete the evaluations. They can leave them on the table or insert in a box located at the registration desk.

Introduction: (10minutes)

1. Introduce yourself, ask each participate to state their name, and in one sentence what brought them here today.
 - a. Reiterate overall goal: To increase access to available opportunities and key initiatives.

Discussion: (20 minutes)

1. What does building bridges to progress look like for your community? Start with the first person and have them add to it and not repeat. If everyone agrees to the first description, then move onto brainstorming.
 - a. Write question on top of easel paper and have your note taker list responses
2. Brainstorm education and outreach strategies that you feel will work for your community.
 - a. Note taker list strategies on easel paper
 - b. Ask each team member to prioritize their top three by posting sticky dots placed on the table.

Community Pledge-Action Plan (20 minutes)

1. What, Who (Lead Organizer), and When
 - a. If more than five action items are suggested, prioritize the top three.
 - b. Report out (Do not repeat what another table reported.)

Evaluation (5 minutes)

VII Evaluation Form Community Forum – Date

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

Name (Optional)	
Affiliation: <input type="checkbox"/> Resident	<input type="checkbox"/> Government <input type="checkbox"/> Other

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

Ratings	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
The objectives of the Forum were clearly stated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Comments:</i>					
The objectives of the Forum were achieved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Comments:</i>					
The registration process was handled effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Comments:</i>					
The location was convenient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Comments:</i>					
The facility was comfortable and appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Comments:</i>					
The time schedule was appropriate and adequate; time was provided for questions and discussions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Comments:</i>					
Presenters were knowledgeable and subject area was relevant to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>Comments:</i>					
Overall how would you rate the quality of this Forum?	<input type="radio"/> Poor	<input type="radio"/> Fair	<input type="radio"/> Satisfactory	<input type="radio"/> Good	<input type="radio"/> Excellent
<i>Comments:</i>					

WHAT DID YOU ENJOY MOST ABOUT THE FORUM?

WHAT COULD BE DONE TO IMPROVE THIS FORUM?

ADDITIONAL COMMENTS:

THANK YOU FOR COMPLETING THIS EVALUATION.

Governor's Latino Advisory Board
Hampton Roads Community Forum - Roundtable Discussion
June 10, 2016

I Education

- Building Bridges between fragmented leadership to collaborate on educational decisions
- Intentionally reaching out to vulnerable communities and Individuals
- ESL program policy reform- transfer of power
- Promote cultural inclusion initiative from PreK – 12
- Switching from racial, language, socio-eco silos to individualized based solutions
- Look to promote a more substance critical thinking based curriculum from a heavily objective based curriculum
- Overcoming economic barriers to quality translation to vulnerable students

Community Pledge

1. Arrange a meeting with Secretary of Education to discuss the fragmented leadership, personal responsibility, ESL policy reform (Testing), cultural inclusion and low graduation rates.
2. Cultural Awareness Pledge
3. Learn from other States best practices
4. Share resources (e.g. panel)
5. One-stop place: Circle of Latinos

Community Lead: Wellinthon B. Munoz, Assistant Principal, Lynnhaven Middle School wellinthon.munoz@vbshools.com

II Business and Workforce Development

- Connecting to VA Hispanic Chamber of Commerce
- Connecting to HR Chamber of Commerce
- Targeting Community (low percentage served by one-stop service delivery system)
- Targeting Latino Business Needs
- Primario-bilingual staffing

A. Community Pledge

1. Connect One-Stop with the Hampton Roads Hispanic Chamber of Commerce to get to know business community and services available
2. One-stop to reach out to Hispanic Community
3. Schedule a follow-up meeting in June.

B. Community Lead: Olga Torres, President, Hampton Roads Chamber of Commerce olgatorres.hrhcc@gmail.com

III Civic Engagement

- Maximize and leverage resources
- Education: Inform activists who will then collaborate

A. Community Pledge

1. Establish a network and clearinghouse to identify and maximize existing resources; separate by state and local level.

B. Community Lead: Maddie Garcia, Market Leader III, Branch Banking and Trust Company (BB&T)
mgarcia@bbandT.com

IV Health Care

- Lack of information in SPAN
- What resources and building partnerships
- Views/policy on alternative medicine
- Immunization rates- Hepatitis C
- Adult and Child Obesity
- Access to care-not affordable-working on single payer
- Oral Health
- Take info to where the people are-Topics mouth by mouth
- Engage and Empower (not only services)
- EVMS (curriculum of Spanish)and dedicated Hispanic Clinic
- Role models
- Help Hispanics to learn English.
- Need more bilingual staff
- Workforce development-Latino HS kids-Encourage them to pursue Health Career
- Skilled Prof. from L.A.
- Need English skills
- Intergenerational programs – Entire family

A. Community Pledge

1. Medical Reserve Corps meeting with Medical Directors: July 30
2. Pipeline: Health Professionals role models
3. Create opportunities for mentorship and internships

B. Community lead: Enid Candelaria Vega, Mental Health Professional, ec.vega.counselor@gmail.com

IV Questions:

1. How do advocates for Latino families assist parents with meeting with school administration when transparency is in question?
2. As Latino family navigator in a behavioral health clinic, the caseload of elementary school Latino students due to physical bullying increases weekly. Are there initiatives to address mental health issues at the early childhood education grass root level?
3. For Ms. Alger: How do your fellow principals view your efforts towards bi and/or multi-culturalism, and how do you counter those forces that may be resistant to that perspective?
4. For Julie Bilodeau: How do you find bilingual health care providers and handle retention?
5. What are we doing to involve our military in our efforts to “Bridge” efforts to progress? Our military are a large element in our community.
6. How can we leverage the different cities/communities to work together as “Hampton Roads”?



Virginia Latino Advisory Board

Roanoke Higher Education Center, 108 North Jefferson Street, Roanoke, VA24016

December 8, 2016

5:30pm Registration – Light Appetizers

5:50pm Welcome - Aida Pacheco, VLAB Chair

6:00 pm Community Roundtable Discussion

Civic Engagement: Moderator: Louisa Meruvia

Education: Moderator: Juan Espinoza

Business: Moderator: Christopher Falcon

Health: Moderator: Cecilia Barbosa

6:30pm Highlights of Roundtable Discussions – Moderators

6:50pm Remarks from Christine Poarch, Managing Attorney/Owner

7:00pm Wrap up and Closing Remarks – Aida Pacheco

7:30pm. Dinner at Leonore's
128 Campbell Ave SW, Roanoke, VA 24011
540 904-5559 leonorerestaurant.com

Lodging: Hotel Roanoke and Conference Center
110 Shenandoah Avenue NE Roanoke, 24016.

Feliz Navidad y Prospero Año Nuevo

ROANOKE COMMUNITY ROUNDTABLE DISCUSSIONS

DECEMBER 8, 2016

FRAMING THE DISCUSSION

- ✚ What concerns related to this Roundtable's area of focus do you have?
- ✚ What initiatives are taking place in the community or are recommended to help address these concerns?
- ✚ What strategies do you recommend to help facilitate a stronger connection between the community and government (i.e. state, or local school district, health department, etc.); and to communicate relevant information to the Latino Community.
- ✚ Are there any concerns you wish to share regarding the impact of post-elections in your community and in this area of focus?

Highlights

HEALTH

Issues

1. Interpreting – quality and quantity. Phone line access to bank of interpreters can be problematic – example of phone interpreter refusing to translate question on sexual behavior
2. Access to transportation
3. Expense of child care
4. Lack of health insurance
5. Too few Latino health care providers – barriers include affordability of higher education and “not being from here”
6. Tendency of Latinos to say “yes” even when they may not fully understand. Providers need to be trained to check patients' understanding through open-ended questions
7. Cultural knowledge of providers is lacking. Providers need to understand importance of forming a relationship with patients and need to learn about their cultures.
8. Not enough behavioral health counselors. Problem of depression in Latino community
9. Many Latinos work long hours with no sick time. If they take off work, they don't get paid or risk getting fired.
10. Access to care – for example, people in West Piedmont HD go to Roanoke for services

Recommendations

Tab into Community Resources:

1. Carillion – provides charity care
2. FQHC
3. Free clinics
4. Local health department
5. CHIP
6. Casa Latina in Roanoke – referral hub
7. Latino festival – example in Martinsville (attracted 1500 people in 2nd year)

8. Community health workers or promoters – Martinsville has CDC grant. Provide a cultural link to community. Barriers are that they are volunteer positions and it can be difficult to recruit volunteers due to their long work hours. Need monetary incentive.
9. Suggest having a Latino outreach person in high schools

BUSINESS

Issues

1. Racism
2. Discrimination
3. Loss of contracts
4. Economic uncertainty
5. Uncertainty re: higher education
6. Immigration status uncertainty
7. Increase in bullying

Recommendations

1. Will wait and see but remain vigilant
2. Must educate ourselves on our rights
3. Must organize
4. Find community groups in our respective areas of VA like VACOLAO that are educating the community on their rights and where we go from here
5. Break the stereotypes
6. Individual accountability
7. Will continue to show up, work hard, and educate ourselves and our children

EDUCATION

Issues

1. DACA-
 - uncertainty regarding possible changes to DACA
 - In-state tuition status for current DACA recipients
 - Safety/security concerns for DACA students
2. High School Concerns
 - Teachers are seeing a sharp decline in the motivation of Latino students after election
 - Anti-Latino rhetoric is on the rise in high schools- and teachers have witnessed it but are afraid of getting involved
 - Chances of students getting into college are even lower
 - Cost of inaction

Recommendations:

1. Grass-root efforts needed
 - a. Role of non-profits are critical

- i. VALHEN, the largest Latino Non-profit focused on higher education attainment can have a special role
 - b. Teaching tolerance, diversity, and inclusion at all grade levels is important
 - c. Grants for school districts to encourage this type of training
 - d. School districts have a responsibility in providing a safe environment for Latino students to learn in.
2. Additional resources for teachers working with this population. Protect these teachers.
3. Create state guidelines that measure efforts related to tolerance, diversity, and inclusion.
4. Incentives/grants for school districts
5. Need more education opportunities
6. Provide specific steps on how DACA will be supported in changes occur at the federal level.

CIVIC ENGAGEMENT

Issues

Voter Registration

1. Southwest Virginia has fewer local organizations that will partner with the community to register voters people are scared of their families who have an immigration issue
2. One-on-one engagement is necessary for people to participate
3. Before asking people to vote the need to listen to their “pain” is necessary.
4. The importance of Churches and high degree of credibility with Pastors
5. Public Education, Schools, Community Centers, Special classes
6. Teach the Parents, so in turn, they will teach their children. Or teach both
7. Allow the community to talk to us about their needs and pain and we can resolve with civic education
8. Important to work with credible leaders who will explain the importance of voting

Recommendations

1. Create a mentorship one to one program on importance of voting
2. Continue to find Partnerships with community organizations in certain regions
3. Assure community that voting registration has nothing to do with Immigration
4. Create a better relationship with Election offices to find demographic data of Latinos in Virginia identifying media outlets as possible outreach tools for the community
5. Latino Summit meeting in each region where community can gather to discuss key issues
6. Create Community Forums around the region where state-wide community leaders delivered presentations
7. Find retired Hispanic leaders who can be mentors

LEADERSHIP DEVELOPMENT

Issues

1. Prioritizing the hiring of a Community Engagement Liaison who would strengthened the ties

Between the Administration and the community

2. Identifying potential leaders of the community Where?
3. Encouraging Latino young people identified to work toward a leadership role

Recommendations

1. Identifying Latino Leaders of our community to be placed in Boards and Commissions
2. Facilitating information on the process and time service on Governor's Boards and Commissions, the process and how to apply.
3. Outreach to high schools and colleges
4. Need mentors and leaders with humility
5. Support organizations such as VLHEN who engage and encourage and form a HISPANIC Leaders
6. Request Business entities identify possible Latino leaders.

Students Continue to Improve in Reading, Math and Science on 2015-2016 SOLs

RICHMOND, Va. — The percentage of students achieving at the proficient or advanced level on Standards of Learning assessments in reading, mathematics and science increased by one-point statewide during 2015-2016, the Virginia Department of Education (VDOE) reported today. Eighty percent of students achieved proficient or advanced scores in reading, and the same percentage passed tests in mathematics, compared with 79 percent in both subjects in 2014-2015. Eighty-three percent passed grade-level or end-of-course SOL tests in science, compared with 82 percent previously. “A one-point improvement in mathematics means that approximately 11,500 more students met or exceeded the benchmark for proficiency for their grade or course,” Superintendent of Public Instruction Steven R. Staples said. “In reading, a one-point increase equals approximately 8,000 students, and in science, more than 6,000. The success of these students – many of whom have struggled in the past – reflects great credit on our teachers, especially given Virginia’s rigorous standards and challenging online assessments.”

Larger gains were made by third graders, fifth graders and high school students on specific grade- and course-level tests, as follows:

- 77 percent of third graders earned proficient or advanced scores in mathematics, a three-point gain compared with achievement during 2014-2015;
- 82 percent of fifth graders achieved proficient or advanced scores in reading, a two-point gain over 2014-2015; and
- 89 percent of high school students taking the Algebra II test achieved proficient or advanced scores, also a two-point gain.

Student achievement in English writing and history/social science was unchanged. In writing, 77 percent of students met or exceeded the standard for proficiency, the same percentage as in 2014-2015. Eighty-six percent achieved at the proficient or advanced level in history/social science, also the same percentage as previously.

The highest pass rates in English, mathematics and science were on the end-of-course tests high school students must pass to earn credit toward graduation, with results as follows:

- 89 percent passed the end-of-course reading test and 83 percent passed the high school writing assessment;
- 83 percent passed the Algebra I test, 80 percent passed the Geometry test and 89 percent passed the Algebra II test; and
- 84 percent passed the Earth Science test, 84 percent passed the Biology assessment and 88 percent passed the Chemistry test.

Of the commonwealth's 1,822 public schools, 915 improved in mathematics, 904 in reading and 939 in science.

(more)

English Reading	2013-2014	2014-2015	2015-2016
All Students	74	79	80
Asian	87	90	91
Black	59	65	66
Economically Disadvantaged	59	66	66
English Learners	54	61	61
Hispanic	65	71	71
Students with Disabilities	43	45	46
White	82	86	86

Noting the gaps that continue to separate the achievement of black and Hispanic students from that of white students, Board of Education President Billy K. Cannaday Jr. said that narrowing and ultimately closing these gaps will remain the state board's top priority.

English Writing	2013-2014	2014-2015	2015-2016
All Students	75	77	77
Asian	89	90	90
Black	60	63	63
Economically Disadvantaged	59	63	63
English Learners	54	50	47
Hispanic	69	70	70
Students with Disabilities	39	40	40
White	81	83	83

Mathematics	2013-2014	2014-2015	2015-2016
All Students	74	79	80
Asian	90	93	93
Black	60	67	67
Economically Disadvantaged	61	68	69
English Learners	62	67	66
Hispanic	67	73	72
Students with Disabilities	43	48	49
White	80	85	86

Science	2013-2014	2014-2015	2015-2016
All Students	80	82	83
Asian	91	92	93
Black	64	68	70
Economically Disadvantaged	66	69	70
English Learners	59	56	57
Hispanic	70	71	72
Students with Disabilities	51	51	53

Disabilities			
White	87	89	90
History/Social Science	2013-2014	2014-2015	2015-2016
All Students	84	86	86
Asian	94	95	95
Black	73	76	74
Economically Disadvantaged	73	76	75
English Learners	70	69	69
Hispanic	78	79	80
Students with Disabilities	58	60	60
White	89	91	91

Virginia’s online SOL tests in English, mathematics and science require students to apply critical-thinking skills as well as their knowledge of grade-level or course content to solve multistep problems. The mathematics tests taken by most students in grades 3, and 6-8 in 2015-2016 were computer adaptive assessments. Computer adaptive SOL tests begin with a question or problem of moderate difficulty. If a student answers the item correctly, the computer selects a slightly more challenging problem as the next item. Conversely, an incorrect response results in the selection of a slightly less difficult item. Students’ scores are determined by the number of questions answered correctly and the relative difficulty of the correctly answered items. Governor Terry McAuliffe and the state Board of Education have advocated the expansion of computer adaptive testing as a means of better measuring academic growth and improving the assessment experience of students. VDOE expects to convert all mathematics and reading SOL tests in grades 3-8 to the computer adaptive format by fall 2017. Additional information on the performance of students on SOL tests during 2015-2016 is available on the VDOE website and on the online report cards for schools and divisions. VDOE will announce 2016-2017 state accreditation ratings in mid-September. Accreditation ratings may reflect achievement over three years and include adjustments to reward schools for successful interventions and allowances for certain transfer students and English learners.

The Virginia's Community Colleges Office of Institutional Research and Effectiveness has also provided VLAB with the following data on Latino Students in Virginia:

		Hispanic		All Students
Students	25,470	10%	247,650	90%
Transfer	15,339	60%	108,320	44%
Career Technical	5,356	21%	65,558	26%
Dual enrolled	2,628	10%	36,746	15%
Unclassified	2,147	8%	37,026	15%
STEM Programs	6,364	25%	66,144	27%
Other Programs	19,106	75%	181,506	73%
Associate degree	19,340	76%	154,187	62%
Certificate/Diplom a	405	2%	6,958	3%
CSC	1,013	4%	13,905	6%
Dual enrolled	2,565	10%	35,574	14%
Unclassified	2,147	8%	37,026	15%
under 18	2,704	11%	37,471	15%
18 to 24	15,695	62%	123,363	50%
25 to 34	4,753	19%	48,529	20%
35 and over	2,318	9%	38,287	15%
Received Pell	7,426	29%	66,749	27%
No Pell Award	18,044	71%	180,901	73%
First Generation	7,846	31%	53,700	22%
All other students	17,624	69%	193,950	78%
Graduates	2,537	9%	24,274	91%
Transfer	1,861	73%	15,524	58%
Career Technical	676	27%	11,287	42%
Associate degree	1,920	76%	18,449	69%
Certificate/Diplom a	365	14%	3,936	15%
CSC	252	10%	4,426	17%
Associate degree, Transfer	1,566	62%	12,763	48%
Associate degree, Career Technical	354	14%	5,686	21%
Certificate, Transfer	295	12%	2,761	10%
Certificate/Diplom a, Career Technical	70	3%	1,175	4%
CSC	252	10%	4,426	17%
STEM Programs	566	22%	8,965	33%
Other Programs	1,971	78%	17,846	67%
Total	13,075		100%	
Noncredit	6,779		52%	
Credit	6,045		46%	
Both	251		2%	

CIVIC ENGAGEMENT MEDIA KIT [DRAFT]

Key Components

1. Summary of Presidential Election Process and date of election.
2. Brief description of running candidates in Ballot
(Sample of Ballot)
3. Registration Forms and deadline dates for general voting and absentee voting
(Sample of both forms)
4. Offices of Elections in Virginia
Address
Phone number - Fax
e-mail
Contact Person
5. List of Precincts, required documents to vote
(Samples) indicate if bilingual assistance is available
6. Information on curbside voting and "need a ride" program (copy of a flyer with information)
7. Toll-free phone numbers for election information and eligibility
8. Information on eligibility, training, and hours to sign up to become an election Officer. Training dates, hours of work and stipend to receive.

Example:

R. Kurt Mockenhaupt
Election Officer Recruiter
Office of Elections County of Fairfax, Virginia
Direct: 703.324.4811 Division: 703-324-4735
Facsimile: 703.324.4706
richard.mockenhaupt@fairfaxcounty.gov

Electoral Board & General Registrar
12000 Government Center Pkwy, Suite 323
Fairfax, VA 22035

2016 MEETING MINUTES
Virginia Latino Advisory Board Meeting
February 26, 2016
NOVA Community College – Woodbridge Campus
Regional Center for Workforce Education and Training

- I. Roll Call
 1. Theresa Speake
 2. Alex Rodriguez
 3. Michael Martinez
 4. Sergio Rimola
 5. Keisha Graziadei-Shup
 6. Griselda Tilley-Lubbs
 7. Vivian Sanchez Jones
 8. Gloria Maria Rockhold
 9. Carolina Espinal
 10. Cecilia Williams
 11. Aida Pacheco
 12. Diana Vall-llobera
 13. Christopher Falcon
 14. Zuraya Tapia
 15. Estuardo Rodriguez

- II. Welcome (Estuardo Rodriguez)
- III. Introduction, Welcome (Aida Pacheco)
- IV. Approval of Minutes
 - a. Mike moved to approve minutes with change to National Hispanic Medical Association
 - b. Alex secondedMinutes approved unanimously.
- V. Presentation: Health Care enrollment
 - FAMIS is a program of the division on Healthcare Enrollment (used to be maternal and child health division)
 - Every year income guidelines change (that makes individuals eligible for VA state Medicaid programs).
 - Benefits are limited to people with legal permanent residence (coverage is available to U.S. born children of undocumented parents).
- VI. Virginia Workforce Innovations & Opportunity Act Overview
 - a. Marie Manuel Esquera
 - b. Services focused by order of priority, veterans, youth, etc.
 - c. Bilingual services available.
 - d. Facilities are available for job fairs (e.g., CVS and other major companies recruit from these programs)
- VII. Review of Governor's Report
 - a. Already the administration is moving in some way on each item.
 - b. Overview:

- i. Attendees in the meeting: Maribel, Lizette, Estuardo, Aida, Chris, Gloria, and Jennifer Saygh and Lana.
- ii. Gov. was very quick to on every point emphasize that they were already going, either implemented or in the works. Nothing stood out as not having any effort.
- iii. Follow up items (6 items):
 - 1. Question by the Governor: what happened w/ follow up from the Summit? His staff needs to follow up w/us to be part of the organizing committee.
 - 2. Gov needs to identify key staff that would liaise with each committee.
 - 3. Meeting with Lizette on outreach plan.
 - 4. Only 648 certified Latino SWAM; Chris is putting together a program on SWAM certification.
 - 5. Trade missions
- iv. Civic Engagement, we've begun a review of commissions and will continue to build a working relationship with the Governor's office to obtain most updated information on vacancies and appointments.
 - 1. Elections and administration
 - 2. Criminal Justice (DOC) – We should follow up with Victoria Cochran
 - 3. Civic engagement committee will draw up queries for Aida to fill data gaps from DOC (are the three race/ethnicity the only options provided (White, Black, Hispanic?); is it self-identified, or written down by officers?; any data segregation by time correction? Repeat offender? Degree of offense?)
- v. Trade Missions
 - 1. We can prepare team that's going, do a pre-brief, connect them with key contacts, etc.
 - 2. We need to either create a small group to serve as liaison when that comes up.
 - 3. Alex made suggestions as to who can help (e.g. Carmen Lomellin)
 - 4. Zuraya and Mike will get together to start trade mission subcommittee.
 - 5. **Ryan will know first when the missions are scheduled.
- vi. Health Care
 - 1. Comment on how Governor's office's response didn't necessarily answer how language access remains a problem, and how to best provide (give access) to preventive care.
 - 2. Mobile health centers are good for preventive health, are they targeting Latino communities.
 - 3. Issue remains a financial one – Governor's response was the shortage of funding to do more promotion and advertising of resources. Here the follow up could consist of efforts to ensure that existing grants are going to the organizations that serve Latino communities.
- c. Committee Recaps
 - i. Civic Engagement
 - 1. Priorities are voter engagement/information; and filling vacancies.
 - 2. Diana, Aida, Cecilia Williams, and Gloria want to be in loop in the committee.
 - 3. Committee will follow up with Aida on list of questions on Corrections data.
 - ii. Workforce and Development
 - 1. Who are the key actors

2. Cultural competency modules for certification – committee could talk to Governor’s staff about reaching discretionary dollars, committee needs to put together a proposal for utilizing discretionary dollars.
3. Cultural competency – need to learn who organizes VA tiered system of support, and how can we have input.

iii. Business

1. Department of Business supplier diversity contact (will reach out). Need to get info on q/s from government on small business data.
2. Q – does gov have a packet that they would send to state Chambers of Commerce on certification
3. Q on how can we have reciprocity between SWAM and 8a certification.

iv. Health Committee

1. Are going to send suggested speakers for next meeting. And qs
2. Looking for info on coverage care workshops
3. Need more detailed info on other parts of VA, want to take what they responded for NOVA and see if they’re doing the same throughout the state.
4. Want data on federally qualified health centers and non-profits who run mobile health clinics.
5. Statewide network of bilingual coordinators. What’s plan of action for program now without funding. Can state help identify who gives that service going forward?
6. What happens without Medicaid expansion.

VIII. Communications Strategy

- a. Issue was raised that it’s up to us to be the ones reminding others and letting our networks know when meetings happen.
- b. Look into how can we work more with Governor’s office to make sure they send out info about our meetings on social media, etc.
- c. Internally we need to improve communications as well.
- d. Recommendation: draft content.
- e. Brainstorm how we segregate getting updates on GA session.

IX. Elections

- a. Ryan reviewed rules
- b. The question was asked who are currently in the positions
 - i. Chair
 - ii. Vice Chair
 - iii. Secretary
- c. Nominations:
 - i. CHAIR
 1. Estuardo Rodriguez nominated as Chair by Alex Rodriguez
 2. Aida Pacheco nominated as well for position of Chair
 3. Candidate remarks
 - a. Estuardo
 - b. Aida

4. Vote
 - a. Estuardo – 4 affirmative votes
 - b. Aida – 10 affirmative votes
 - c. Abstentions – 0

ii. Vice Chair

1. Gloria Rockhold nominated Chris Falcone
2. Chris declined
3. Estuardo nominated Gloria
4. Mike seconded
5. Vote taken on Gloria R nomination
6. 13 affirmative, no Negative votes, 1 abstention (Gloria)
7. Secretary
 - a. Nominations: Vivian nominated Zuraya Tapia
 - b. Alex seconded
 - c. Zuraya accepted
 - d. No other nominations
 - e. Unanimous vote affirmative

X. Public Comments

Rebeca Vargas Jackson, introduced herself, thanked us for the session and offered her expertise in the health sector.

XI. Announcements

- a. **JUNE 10 VA BEACH, NEXT WEEKEND = *LUCERO IS MANAGING*

XII. Adjournment

- a. Estuardo moved to adjourn
- b. Diana seconded

**Virginia Latino Advisory Board Meeting
June 10, 2016
Minutes**

Present: Juan Espinoza, Lucero Wiley, Gloria Rockhold, Aida Pacheco, Zuraya Tapia-Hadley, Julio Cesar Idrobo, Cecilia Williams, Cecilia Barbosa, Sergio Rimola, Keisha Graziadei-Shup, Mike Martinez, Chris Falcon, Juan Espinoza, Diana Vall-Ilobera On call: Estuardo Rodriguez, Gonzalo Aida, Louisa Meruvia
Absent: Alex Rodriguez, Carolina Espinal, John Villamil-Casanova, and Vivian Sanchez-Jones

I Working Lunch: Meet and Greet

Beatriz Amberman, former Chair of the Latino Advisory Board and Community Advocate, welcomed the Board on behalf of the Mayor of Norfolk. The Board was also greeted by staff from Senator Mark Warner and Tim Kaine's office and read their respective letters reinforcing their commitment to the Latino community.

Chair, Aida Pacheco, introduced Jaime Areizaga-Soto, Deputy Secretary of Veterans and Defense Affairs who inspired the Board with his positive energy and message about the value of our work and the importance of teamwork.

II Welcome Remarks

Chair called the meeting to order and announced that Ryan O'Toole, staff to the Board is getting married this weekend and, therefore, is not able to join us. Following roll call, Chair welcomed new Board members, Juan Espinoza, Keisha, Sergio, and Louisa. Deputy Secretary Jaime Areizaga on behalf of the Governor, presented the official appointment letter and pin. Ms. Meruvia is in Bolivia, but joined us via conference call, and will receive her pin and letter at the next Board meeting. Chair then announced the resignation of Kris who was an active member on the Board for many years. She faithfully attended meetings and drafted some of the annual reports from previous years. She will be missed.

The minutes of the February Board meeting were inadvertently omitted; approval of the minutes will be deferred to the September Meeting.

III Health Presentations

Chair introduced presenters Linda Nablo and Rebecca Mendoza with the Department of Medicaid Assistance Services who shared information on Medicaid, FAMIS and the GAP program; and Dr. Demetria Lindsay with the Virginia Department of Health on the Zika virus. Power point presentations will be forwarded to the Board members electronically and posted on the VLAB website. Chair made a specific request to Ms. Mendoza to provide outreach materials electronically in order to also post on the website.

IV Education System Reforms

Chair acknowledged Dr. Staples, Superintendent of Public Instruction, who requested a few minutes to address the Board on the proposed education system reforms on SOLs, accreditation, student profile, report cards, and HS requirements. There will be several public hearings this summer to enlist feedback on the reforms. The Chair invited Dr. Staples to the September meeting to provide the Board with an overview of the reforms and an opportunity to discuss relevancy to Latino students.

V Feedback from the Governor's Office

Lisette Carbajal wasn't able to make the meeting, but she provided a written document on the 2016 legislative and policy update. Board was asked to review and channel any questions or concerns to Ms. Carbajal.

The Latino Summit is scheduled on October 20, and it was agreed that the Board will be represented on the planning steering committee to be convened sometime in the summer. VLAB didn't have access to the registration list from last year's Summit to build the network of Latino leadership and share information on a regular basis. The recommendation to ask registrants for this year's Summit, if they want to be part of VLAB's distribution list for information sharing, was approved.

Chair provided an update on behalf of the Communication's Workgroup. A handout on recommendations made was distributed. The main focus was on improving VLAB's website. Steve Valdez who serves on the Governor's Board of Volunteerism and Community Service, volunteered his services to help manage the project. Steve prepared a power point that provided a structured framework to help the Communication's Workgroup focus discussion in key areas. The Board was asked to take time to review and provide feedback. Aaron Puritz from the Governor's office was enlisted to incorporate the changes. Concern was raised relative to keeping content current and maintenance beyond this administration. Mike suggested that we have a hybrid, a site created by VLAB joined to the government one. Another recommendation was to explore feasibility of a bilingual website. Communications Workgroup will

schedule another meeting and work with Aaron Puritz who committed to make time to have a draft of the revised website in September for Board feedback

VI Board Governance

An orientation will be scheduled for new Board members. Ryan prepared notebooks for each Board member that included the by-laws, statute, matrix of Board members, committee meeting guidelines, and staff roles (Board Liaison and Latino Outreach). The contents were not organized by section, so Chair will collect notebooks at the end of the meeting, and will request that subject dividers be included by the next meeting.

Written summaries of staff roles were distributed. The handouts will be included in the notebooks. Results of the Board survey were distributed. The main areas to improve were meeting frequency, Board communication and attendance at committee meetings. Justin (attorney) committed to look into the possibility of holding more meetings.

A point was raised as to how to enlist broader board participation in work – increasing participation by assigning specific tasks and through improved logistics and support from a staff perspective. The version of the bylaws with the recommended changes wasn't provided. Discussion of the proposed changes will be postponed until the September or December Board meeting. .

VII Strategic Plan

Chair referred to the committee guidelines and reminded Board members that we are required to post meeting dates and agenda on our website in advance and meeting notes within a certain timeframe following the meeting.

Chair distributed copies of strategic plan, which charted all the recommendations and strategies cited in the annual report. She identified common themes across the committees and categorized them under four main categories: 1) Research or Data Gathering 2) Outreach and Education 3) Cultural Competency and Language Access and 4) Training and Workshops

Next steps for committees: 1. Review strategic plan and prioritize work 2. Meet with designated agency staff to provide subject-matter resources and 3) set action plans accordingly.

VIII Public Comment

No public comments were made

XI Adjournment

Chair thanked Board members for their work and patience, as this was her first meeting and the first time Board was without staff support; Diana and Gloria for rearranging the room, Beatriz for getting the beautiful Library and Library staff for accommodating our logistical needs and for their excellent service, Lucero for selecting the hotel and negotiating a block of rooms for the Board at the government rate. It was truly a team effort.

The next meeting will depend on when the Governor will schedule his reception in celebration of Hispanic Heritage Month.

Chair reminded Board members to return to the facility by 6:00 p.m. for the Hampton Roads Community Forum

Meeting adjourned at 4:30 p.m.

Virginia Latino Advisory Board
Minutes
Friday, September 16, 2014, 1:30 p.m. – 4:30 p.m.
Patrick Henry Building

Members Present: Michel Zajur, Michael Martinez, John Villamil-Casanova, Estuardo Rodriguez, Theresa Speake, Lucero Solo Wiley, Julio Cesar Idrobo, Gloria Peña Rockhold, Vivian Sanchez Jones, Christine Poarch, Carolina Espinal, Christopher Falcon, Zuraya Tapia Hadley, Alex Vanegas, Kris Tilley-Lubbs

Members Absent: Gonzalo Aida, Charlotte Fritts, Cecilia Martínez, Joel Martínez, Aida Pacheco, Alex Rodríguez

Ex-Officio Members Present: Nancy Rodrigues, Secretary of Administration; Levar Stoney, Secretary of the Commonwealth; Tracey Jeter, Director, Department of Small Business and Supplier Diversity; Jennifer Lee, Deputy Secretary of Health and Human Resources; Victoria Cochran, Department of Public Safety; Anne Holton, Secretary of Education

Liaison with Governor's Office: Diana Vall-Ilobera, Executive Assistant, Office of the Secretary of Public Safety & Homeland Security

Legal Counsel: Anna Birkenheier, Assistant VA Attorney General, Financial Law and Government Support Section

Guests Present: Maribel Ramos; Leni Gonzalez, Elizabeth Smith, Demas Boudreaux, Carmen Correa, Daniel Cortez

Welcome and opening remarks: Michel called meeting to order at 1:34 pm. He welcomed everyone, stressing the importance and honor of serving on the Board and working for change in the Commonwealth. Today we will review the history of VLAB and discuss our plans for the future. He invited everyone to introduce him/herself.

Jennifer Lee: Latinos are twice as likely to be uninsured as Anglo Virginians. Her department is seeking ways to get insurance coverage for more people. She also requested VLAB's support for Medicaid expansion. She also asked for our partnership in events, and organizations that would promote expanded healthcare insurance.

Diana presented an orientation to the Board, reviewing the Virginia Acts of Assembly. We have a Chair and a Vice-Chair. A quorum is required to pass motions. The role of VLAB is to advise the Governor. The Statute was read.

Levar Stoney reminded the Board that the name is Virginia **Advisory** Board for a reason.

Levar commissioned new members and pins and commissions were passed out to all members. Two weeks ago the Governor held a roundtable for Latino leaders. He will hold a reception this afternoon for the Latino leaders. The Governor solicits information regarding the community. He welcomes plans of action.

Anne Holton welcomed everyone and thanked us for our service. She recognized the importance of the Latino community in the Commonwealth and the growing Latino population in our schools. She commended the success of these students, while at the same time acknowledging the gaps that do exist. They are looking at the SOL and considering ways to restructure. She encouraged us to contact her at anne.holton@va.gov.

Tracey Jeter expressed her pleasure at being back in Richmond. She invited us to all be in contact.

Michel asked the members to review the minutes from the meeting of July 25, 2014. A motion was made by John to approve the minutes. Michael seconded the motion. The minutes were unanimously approved.

Anna did a training on the Freedom of Information Act (FOIA).

Anna also presented the draft Bylaws.

Theresa Speake questioned when the elections will be held. The Bylaws state that elections shall be held during the third quarter of the Board. What constitutes the Board year?

Diana reminded us that the Board could choose to do elections in January this year.

Alex suggested that "calendar" be added to 2.4.

Nancy reminded us that our commissions end on June 30. Michael said that his commission began in January.

Theresa made the motion that the bylaws, 2.4., be changed to say, "the first quarter of the calendar year or such time as shall be agreed upon." Alex seconded the motion. The motion was unanimously passed.

Zuraya asked how setting the agenda would fit into this scenario. How do we marry the timelines for setting the agenda and for electing officers?

Michel said that today we will look at the history of the Board to see what has been done in the past. At the next meeting we will discuss setting the agenda, or work plan or plan of action. The new Board officers will serve for one year from the time of their election.

Michael says that the statute states that we can hold four meetings per year.

Gloria questioned what it means "to set the agenda."

Theresa said that quorum should be stated as a quorum based on the current number of Board members.

Anna said the language is correct. In 3.4, it states that quorum will be determined by the majority of memberships filled at the time of the vote.

Michael suggested that the language be changed.

Theresa made a motion that in 3.4 the language be changed.

Alex amended the motion to state: A majority of the Board membership must be physically present at a meeting to constitute quorum for the transaction of all business or the exercise of any power or function of the Board. Mike seconded it. Motion carried unanimously.

Anna reminded us that those present electronically cannot count toward quorum.

Zuraya questioned 3.2, which says that only Board and Ex-Officio members who indicate that they will attend the meeting should receive electronically the agenda and the packet of materials that will be discussed at the meeting.

John moved that "who will attend the meeting" be deleted from 3.2. Mike seconded the motion. The motion carried unanimously.

John moved that the Bylaws be approved as amended and approved, and Mike seconded the motion. The motion carried unanimously.

Kris led an activity in which people worked in groups to review previous VLAB reports to the Governor in order to grasp an understanding of the previous projects undertaken by the VLAB in order to think about the Board agenda for 2015. After working together to see what the Board did and what subsequent recommendations were sent to the Governor, each group reported its findings, listed below:

2003

- Issues still relevant
 - Healthcare
 - Education
 - Population has gone up, same issues present → What action?
 - Small business
 - DREAMers
 - Immigration
 - Law enforcement
 - What has been done, if anything?
- Rather than look at sheer number of people helped, we should consider the percentage of people helped because of population growth → For example, comparing SWAM % of Latinos in 2003 versus 2010
- We would like to know how the Governor implemented/used the report/recommendations

2008

- Demographics' influence on labor force
- Education → ESL, VA Wizard Program
- Healthcare (infant mortality → tied in with education for women)
- GAPS in report
 - Economy section missed small business aspect, procurement, contact opportunities
- No accountability; no follow-up with the state
- Are **we** doing studies on how successful these recommendations are or would be?
- Dialogue benefits us and the Governor's office; we must be a source of support; both the Board and Governor/politicians can say "This is what the Board recommended, and these were the actions taken."

2009

- Town hall meetings across Virginia
 - Northern Va, Roanoke, Shenandoah, etc.
 - GAP: Must be publicized, more widely attended
- Driver's licenses and ID card → STILL a problem
- Education
 - More liaisons in schools
 - More Latinos in higher education
- HHR
 - Emergency Services
 - GAP: mental health, especially in Spanish
- GAP → Our Board MUST be more specific in its recommendations

2013

- 3 focus areas
 - International trade
 - Small business, procurement
 - Education & Workforce development
 - Focused on language support (K-12 and adult learners)
- They are interested in giving more pointed advice/recommendations in education areas
 - Early Childhood; workforce preparation; financial access to college
- Thinking ahead → With these budget cuts, how do we look at these cuts and how they will affect Latinos disproportionately

Gloria and Theresa both said that we need to have a budget to hold conferences or meetings, and to get reimbursement for our travels.

Maribel said that receiving funds is highly unlikely with the current budget crisis.

John suggested that we become established as a 501-C so that we can solicit funds.

Michel reminded us that we are an advisory board, not an action board.

Mike said there are other organizations where we could solicit funds.

Zuraya requested that we need to set a calendar so that people know when the meetings will be held.

Gloria said that we need to set a work plan for the year before we can request a budget.

Mike proposed the third week of November for the next meeting.

There will be a Doodle to establish the next meeting time.

Julio said they have an issue with the unaccompanied minors arriving in Virginia.

Lucero said they are putting together a workshop with Nancy to educate people about small business grants.

On September 20, Prince William County will launch a Hispanic leadership program to build leadership in adults and youth.

Mike is with the VHCC and next week, September 22, they are having a corporate networking get-together.

Christopher is participating in career day in Annandale at Edgar Allen Poe Middle School.

Christine announced an October 6 meeting to educate vulnerable people about immigration rights. The first week of December, Western District meetings in Roanoke, Harrisonburg, and the Martinsville-Danville area are slated. Webinar will be available to educate people about processes.

Vivian announced an October 4 Virginia Commission of Human Rights meeting in Roanoke. The Latino Festival will be held in Roanoke on October 12.

Gloria announced that in Charlottesville, a September 25 Creciendo Juntos meeting will focus on immigration and mental health issues

Send events to Demas and he will post them to the Chamber website. He will put on state-wide calendar of Hispanic events.

Next week luncheon there will be a luncheon with the Secretary of Commerce and Trade in NOVA. Let him know if you are interested in attending. VA Chamber has partnered with African and Asian Chambers to present candidates.

The meeting was opened to questions and comments from the public.

Leni Gonzalez announced that VACALAO will hold an Immigrant Advocate Summit Meeting in Annandale on October 5.

Leni, the first Chair of VLAB, offered advice to the Board:

- Read what the Board can and cannot do according to the charter.
- This is an advisory board. If clarification is needed, check with legal counsel.
- Choose the agenda early, and then stick to it. Modify as needed, but try to stick to it.
- Travel the state to learn about the concerns of the Latinos in the State. This is the only way to get to know the community.
- Remember that we represent only a small portion of the community, not the whole community.

Maribel asked for names of people involved in outreach in the community. They want to get these people involved on Boards.

There are some openings on the Board for Education.

Lisette asked for names of grassroots organizations.

Daniel Cortes encouraged people to vote. He suggested the need for choosing a strong woman for leadership. He spoke on behalf of Hispanic veterans. He asked for support for the Dream Act.

Demas announced the following:

- Lunch with Secretary of Commerce and Trade Maurice Jones, Wednesday September <https://vahcc.com/event-171-nova-leadership-luncheon-series>
- Northern Virginia Candidate Forum (Senate and 8th, 10th, and 11th house districts), Sunday, October 5th <http://www.multiculturalchambers.com/#!/about3/c7op>
- The Hispanic Gala, Friday Oct 17th <https://vahcc.com/page/TheHispanicGala>

Diana said to email her if you know of things that are coming up. Send her additions to the agenda.

Adjournment: Michel adjourned the meeting at 4:07 pm.

**Virginia Latino Advisory Board
Minutes
December 9, 2016
Roanoke, VA**

10:00AM Members broke up into committee meetings to discuss the following:

- Committee priorities for 2017
- Identify action items for first quarter ending 3/31/17
- Establish 2017 Meeting schedule

11:15AM

- Chris went over the survey sent to members on 12/5
- The purpose of the survey was to help draft a proposed mission statement. A vote will be held on the mission statement the next meeting

11:20AM

- Board members broke into groups in order to introduce everyone and get to know each other, icebreaker discussions
- Four groups of ten, one member of each subcommittee

12:45PM

- Juan S. gave members an overview on the Chesterfield, VA program founded to provide holiday gifts for underprivileged Latino children
- The program began with toys and gifts for 200 children, number has grown to 2,000
- The 2017 drive will be on January 7, 1:00PM - 4:00PM at Chesterfield High School
- Accepted items include monetary donations, books, gifts cards, etc.
- Checks to be made out to Chesterfield County, tax deductible

12:50PM

Groups gave a summary on what they discussed and what the mission statement should focus on

- Chris' group – sense of belonging, inclusion, sense of community, leadership, determination,
- Aida's group- helping others with similar experiences, inclusion, equality, integrity, respect, every voice counts, non-judgmental
- Keisha's group – accessibility, equality, community, education, exposure to opportunity for all, people with less privilege
- Cecilia – advocacy, service, pride, humility, helping others

1:00PM

Aida gave an overview of the website and suggested edits

Estuardo suggested that the board receive metrics, find out where people are clicking, build off the audience. Suggested a slow rollout of material going forward

1:15 – Aida called the meeting to order

- Introduction to new members: Eugene Chigna is the new chair of the Education committee and Jorge Yinat is a new member of the Business committee
- Discussed rules for electronic participation
- General introductions
- Discussed our member-vacancy in Hampton Roads. All suggestions to be sent to Robert
- Board Members in attendance –
 - o Vivian Jones, Diana C. Vall-llobera, Louisa Meruvia, Juan Espinoza, Keisha Graziadei-Shup, Mercedes Santos-Bell, Mike Martinez, Cecilia Barbosa, Cecelia Williams, Sergio Rimola, Eugene Chigna, Juan Santacoloma, Chris Falcon, Jorge Yinat, Gloria Rockhold, Aida Pacheco

1:30 PM

- Phone call with Maribel Ramos, Director of Intergovernmental Affairs
- Maribel gave a federal policy update and an outlook on the upcoming General Assembly session

2:00PM

- Aida conducted a vote on the schedule
- Board Members voted on March 10th, June 9th, and December 8th
- Aida lead the discussion on changes to the bylaws
- Section 2.4 – add a secretary's role. Change the language in regards to "shall", Diana will work on a draft. – Committee chairs are responsible for sharing what happens at the executive level, if there are better suggestions let Aida know . Will take a vote next meeting
- Page 3 - current role suggests disciplinary action for 3 meetings missed, Board suggests that this be changed to 2 meetings instead of 3.
- Estuardo suggested that we send out potential changes beforehand that way we can facilitate a similar discussion easier
- Section 3.3 – Diana expressed concern with "two years," language given there is an election coming up, issue with protocol of replacement with governors election. Aida prefers annually.

2:50 – Overview of committee reports

Chris Falcon – Business

- Set out to review multiple items
- Had a productive meeting in September with Kathy Dolan on diversity
- Put out a lot of seminars, general need for more Spanish speaking staff in state and local government
- When the state puts on programs about doing business with the commonwealth, need better calendar support – not pushed out to community groups well enough, get better word out to associations and community groups

Diana Civic Engagement

- Voter registration – a lot of problems getting voter information from elections in Virginia
- Leadership development – 77 Latino appointments, would like to reach 110

Education

- Expanded on areas to touch on, added language on DACA
- Seeking clarification from administration on students enrolled 2-4 years, want to give them info on what to expect
- Safety and security for DACA students
- Recommend having a college student at the follow up meeting with the Governor

Health

Four recommendations

- Strengthen connections between VLAB and agencies related to health
- Improve data on Latino health and access to health care
- Direct questions on surveys towards Latinos
- Strengthen the pipeline for Latino professionals
- Strengthen access to health care for Latinos

3:20

- Aida ended the meeting and notified the board of the deadline for the report, Get to governor the first week of January