



Washington State Commission on Hispanic Affairs

CHA PRIORITIES

2015 · 2018

**FINAL
DRAFT**

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History

	1971	Commission on Mexican American Affairs established.
Legislation changed the name to Commission on Hispanic Affairs	1987	
	1993	Hiring power of the director is conducted by the governor.
CHA receives grant from Boeing.	1994	
	1996	CHA receives grant from Catholic Community Services
Staffing Peak: The Commission had an immigration specialist, a public relation mgr. and an outreach coordinator as part of their staff	2002	
	2006	Budget Reduction Staff reduced from 5 FTE's to 1.8
Hispanic Legislative Day Reinstated		Published CHA Assessment Report
CHA partners with Radio KDNA to do weekly news program		
Redesigned Website & created Database	2007	Implemented new Public Meeting format
	2008	Achievement Gap Study Appropriation
<i>Conozca su Gobierno con Uriel Iniguez</i> was created	2010	
	2012	CHA celebrates 40 yrs.
<i>Conozca su Gobierno</i> expands from 14 Agencies to 21 with over 5 Radio Stations broadcasting statewide.	2014	CHA helps pass the Dream Act in WA renaming it "REAL Hope Act"

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

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

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

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

Gloria Ochoa, *Chair*
Spokane

Andrés Mantilla, *Vice Chair*
King

Anita Ahumada
Thurston

Nora Coronado
King

Raquel Ferrell-Crowley
Kittitas

Eliseo (EJ) Juárez
King

Frank Lemos
Snohomish

David Morales
Yakima

J. Manuel Reta
Whatcom

Daniel Villao
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World Class Education *Raquel Ferrell-Crowley, Gloria Ochoa and Daniel Villao*

Prosperous Economy *Eliseo (EJ) Juárez, Frank Lemos, Andrés Mantilla and Daniel Villao*

Sustainable Energy and Clean Environment *Anita Ahumada, Nora Coronado, David Morales and J. Manuel Reta*

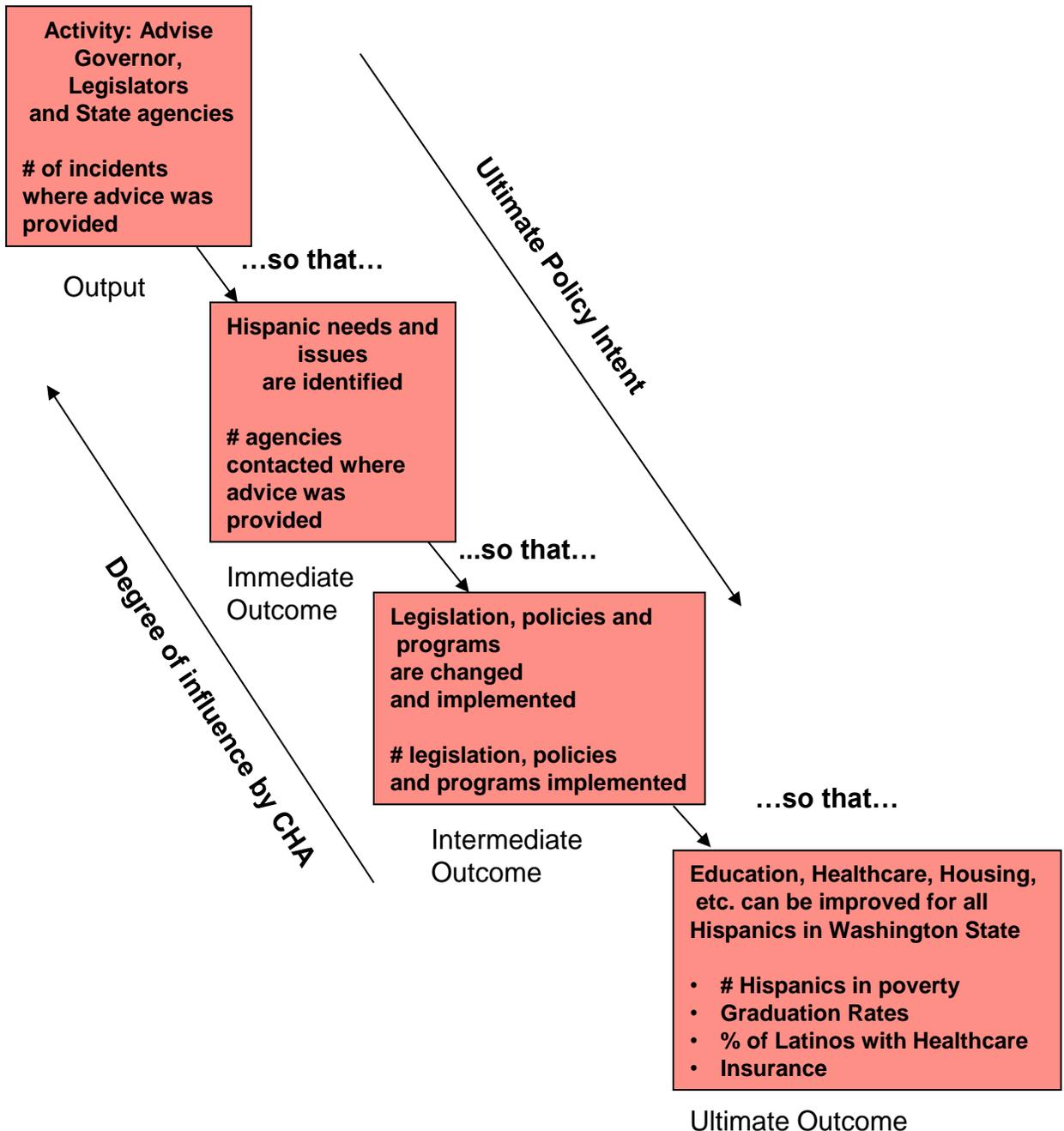
Healthy and Safe Communities *Anita Ahumada, Nora Coronado, Raquel Ferrell-Crowley, Eliseo (EJ) Juárez, David Morales, Gloria Ochoa and J. Manuel Reta*

Efficient, Effective and Accountable Government *Eliseo (EJ) Juárez, Frank Lemos, Andrés Mantilla*

Staff *Uriel Iñiguez and Jessica Babcock*

Logic Model

Washington State Commission on Hispanic Affairs (CHA)



Vision

All Latinos have equal opportunity to participate fully in all fields of endeavor.

Mission

The Commission on Hispanic Affairs strives to improve public policy development and the delivery of government services to the Hispanic community.

Core Values

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

- **Building cooperation and understanding between Hispanics and Government** - By providing Hispanics in WA State with information resources and by informing the Governor, Legislature, and state agencies about Hispanic issues throughout the state.
- **Institutional Change** - By partnering with state agencies to assure equity and access to culturally competent programs and services, by reviewing state agency policies, practices, procedures, and by making appropriate recommendations to insure proper delivery of state services and resources throughout the communities.
- **Strategic Planning** - By developing and maintaining a strategic plan that will set goals and define solutions which will directly impact and address the needs of the Hispanic community and the state. The strategic plan will be the roadmap that will guide the Commission in identifying future initiatives and goals.
- **Collaboration with the Community** - By promoting community awareness and volunteerism as a way of preserving culture, unifying Hispanic residents and improving overall quality of life.
- **Increasing cultural competence within state government** - By promoting the establishment of a cultural and linguistics services program to help Legislators understand how Latino constituents/immigrants' cultural background affect their approach to civic engagement and involvement in the legislative session
- **Identifying Washington Hispanic issues and concerns through public policy analysis and data-driven outcome-based research** - By developing initiatives and procedures that will create awareness of issues to form the foundation for institutional and systemic change in Washington State Government.
- **Accountability** - By valuing transparent communication and accountability while promoting investment in positive relationships involving partners at all levels of government.

- **Commitment to honoring diversity and promoting justice and fairness throughout the local communities and state government** – By cultivating an understanding of the social, political, cultural, and economic influences. This will be accomplished through increasing awareness of the social and historical roots of cultural differences, while encouraging individuals of marginalized communities to become involved in the decision-making process.
- **Differing Ideologies** - By encouraging new ideas and supporting openness and acceptance of differing ideas or beliefs. The Commission respects the opinions of others and will provide a safe environment for all voices, opinions, ideas and beliefs.
- **Professionalism** - By ensuring professional commitments and maintaining a high level of integrity for those who advocate for Washington Hispanic communities.

Authority

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

Commission Powers and Duties

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

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

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

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

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

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

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

Latinos are 56% of the U.S. population growth

Source: Pew Hispanic Center, 2000-2010

Latino population increased 71% in Washington State

Source: U-S Census, 2000-2010

Latinos are now 11.7% of Washington's population, the state's largest ethnic minority group

Source: U-S Census



One out of every five students attending school in Washington state is Latino

Source: Office of Public Instruction

Latinos U.S. buying power is \$1.2 trillion

Source: Selig Center for Economic Growth

Overall Population Growth

Hispanics are the largest and fastest-growing minority population, not only in the United States but also in Washington State with over 141% increase over the past three decades. During those past 25 years, the state's Latino population has increased dramatically from 118,432 in 1980 to 565,390 in 2006 to **790,000 in 2011** and **806,950 in 2012**. **12%** make up the overall population in WA and **20%** are under the age of 18 yrs. old. **35%** which are Foreign Born with **85% originating from Mexico** or of Mexican descent. **67% speak a language** (Spanish) other than English at home.

Based on 2012 statistics, the majority of the Hispanic population in WA live in 5 counties, Adams, Franklin, Yakima, Grant and Douglas. The highest number of Hispanics live in Yakima County with 114,092 but compared to other minorities and total population the highest percentage of Hispanics live in Adams County with 61%.

54 Million Latinos were living in the US in 2013

2012	Adams County	Franklin County	Yakima County	Grant County	Douglas County
Total Population	18,934	85,777	246,421	91,526	39,309
White Alone	6,968	36,969	113,353	51,712	26,258
Black or African American	227	2,230	3,449	1,555	235
American Indian and Alaska Native	776	1,115	1,4045	1738	746
Asian	227	1,801	3449	1,006	432
Pacific Islander	4	343	492	91	78
Two or More Races	246	1,972	11,939	2,013	864
Hispanic	11,549	43,660	114,092	35,878	11,596
% Hispanic	61%	50.9%	46.3%	39.2%	29.5%

It is becoming more and more clear to the entire nation that one cannot ignore these numbers or the people themselves. We are slowly moving simply being known as the largest "minority" to being a majority population. With that comes a great importance to advocate for our complex and ethnically diverse communities.

In 2013 Governor Inslee established his new strategic framework, *Results Washington*, the Commission catered their priorities to align with those goals to create coherency and efficiency on the work being done. The Commission continues to evaluate their work and reevaluated their priorities. Part of this process includes examining our accomplishments. Below is a summary of the outcomes from CHA's activities and hard work.

From 2012 - 2013 the following activities were completed bringing us closer to reaching our larger goals:

World Class Education:

- CHA Commissioners advocated for the development of the **Educational Opportunity Gap Oversight and Accountability Committee (EOGOAC)** was created in 2011. CHA Commissioner Raquel Ferrell-Crowley is a permanent member and our previous CHA Chair, Lillian Ortiz-Self also served as co-chair of this Committee.
- CHA's **Leading Change Through Advocacy** project concluded in 2012 which provided advocacy trainings to parents and community groups to increase the level of understanding regarding the student achievement gap.
- In December 2013, CHA worked together with Frances Contreras, Ph.D. and a report development team to produce *Investing in our Collective Future*, which studied Latino student education in the state and served as a resource guide.
- **REAL Hope Act** passed into legislation at the beginning of 2014 and now undocumented students who have received a high school diploma or equivalent are able to receive financial aid to assist in furthering their education.

Prosperous Economy:

- CHA's radio program, *Conozca Su Gobierno*, continues to increase their scope with 21 agencies including Department of Revenue, Department of Financial Institutions, Office of Minority and Women's Business Enterprise and Secretary of State.
- CHA worked with the Governor's Office for Regulatory Innovation and Assistance to translate web site content and the **Small Business Guide** into Spanish.
- In 2013 CHA assisted in creating a state agency **OMWBE Participation Plan (RCW 39.19.060)** template of certified Women and Minority business on state contacts (procurement)
- In December of 2013, CHA attended a **Pre-Summit Community Forum from the Governor's Minority Business Policy** to become informed of resources to share with the Hispanic Community.
- The Commission worked with OMBWBE to pass the **Accountability Bill (HB 1674)** to give the minority-contracting agency more support in eliminating fraud and mismanagement.

Sustainable Energy and a Clean Environment:

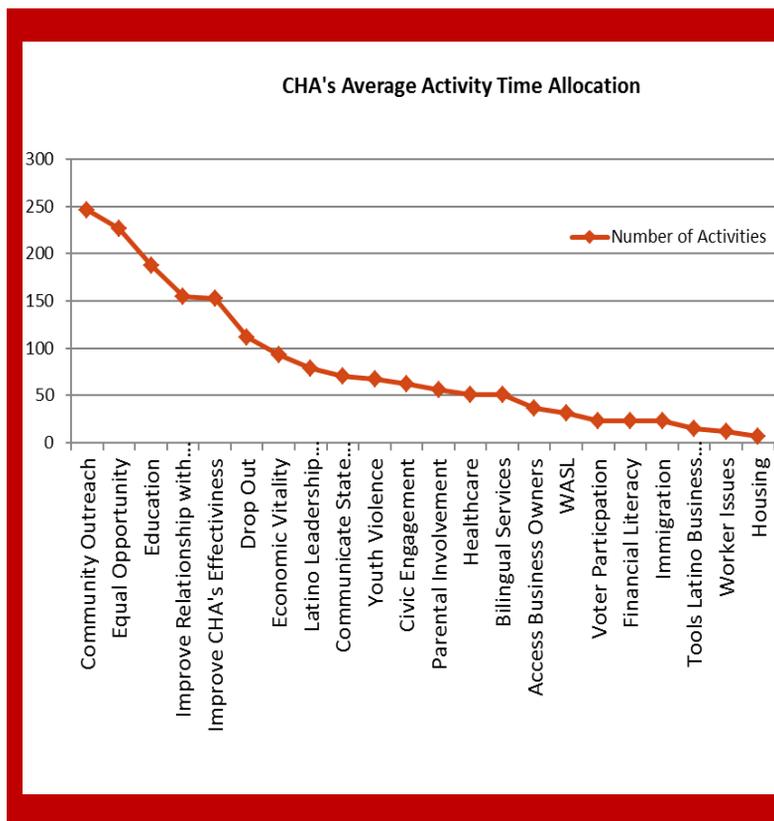
- CHA has worked consistently with Ecology in expanding Latino membership in some of the local environmental committees. More Latinos are now members of committees.
- Heritage University is now working with Ecology to address some of the water quality issues in the Yakima valley.

Healthy and Safe Communities:

- Worked with the Insurance Exchange to insure information was sent in Spanish and include Spanish media and the new health insurance initiative. A record number of Latinos now have insurance.
- CHA Commissioners continue to work with agencies to help improve the quality and delivery of healthcare to the Hispanic community including Department of Social and Health Services, Department of Health, Healthy Washington Coalition, Diabetes Taskforce and the Anencephaly Committee.

Effective, Efficient, and Accountable Government:

- CHA has worked to help get the **Voter Rights Act (Bill 1413)** passed. It addresses local community government and looks at issues around polarized voting, and where at-large district voting prevents certain communities from being represented, particularly the Hispanic Community.
- CHA Commissioner EJ Juarez has been heavily involved in increasing Latino participation and create **Youth Vote Tables** in an effort to get the Hispanic youth more engaged.



World Class Education

Raquel Ferrell-Crowley, Gloria Ochoa and Daniel Villao

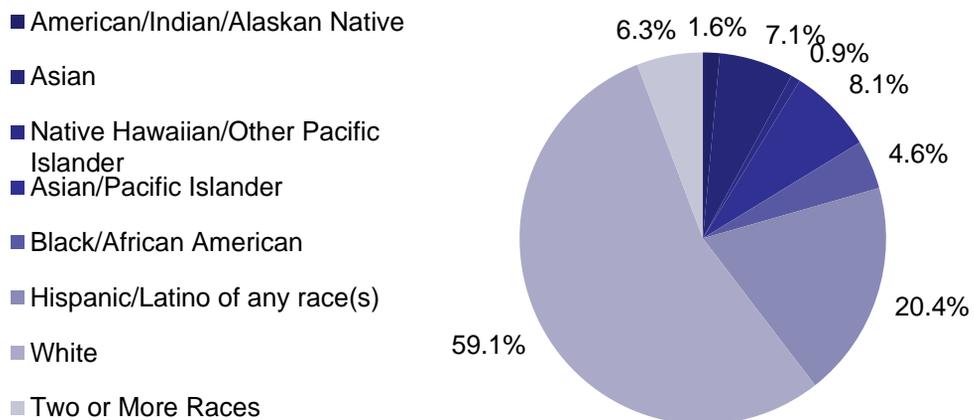
The Commission's World-Class Education Committee is tasked with advising on issues in Washington's public education institutions and programs and their success and short-comings in regards to the Latino community residing in Washington State. This collaborative effort will identify topics, make recommendations, report findings, monitor the national trends and issues that have the potential to affect the Hispanic population of Washington, and partner with other state agencies and/or community organizations to study issues relevant to the Hispanic communities.

WASHINGTON'S PUBLIC EDUCATION WILL PREPARE LATINOS TO LEAD AND CONTRIBUTE IN THEIR COMMUNITIES. LATINO STUDENTS WILL ATTAIN 21ST. CENTURY SKILLS

Priority 1 – DECREASE THE OPPORTUNITY GAP FOR ALL LATINO STUDENTS IN WASHINGTON STATE

Background: The opportunity gap in Washington State continues to impact the Hispanic community with the continual increase of the Hispanic population. A greater effort needs to be made to ensure quality education for our young Latinos, to prepare and secure a positive work force for their future. The Latino population in K-12 schools has grown by 372 percent since 1986, the fastest growing population in this state. According to 2007 Fall data, Latino students comprised 14.6% of the K-12 population which is an increase of 20.4% as demonstrated by the graph below. Alarming, only 56.9% of Washington Latino students in the 2005 cohort graduated from high school and less than 25% graduated college-ready. In comparison, OPSI indicates that 7.7% of White parents have less than a high school diploma while 43.8% of Latino parents did not graduate from high school. This contributes to a disparity and a gap in the opportunity. We must increase the percentage of Latino students earning post-secondary degrees in addition to the number of Latino student enrolling in Washington's colleges, universities and advanced technical education including apprenticeship programs.

2012-2013 K-12 Enrollment Percentage Rates by Ethnicity/Race



Source:
Washington
State Report
Card, 2012-
2013, Office of
Superintendent
of Public
Instruction,
accessed: July
2014

Activities:

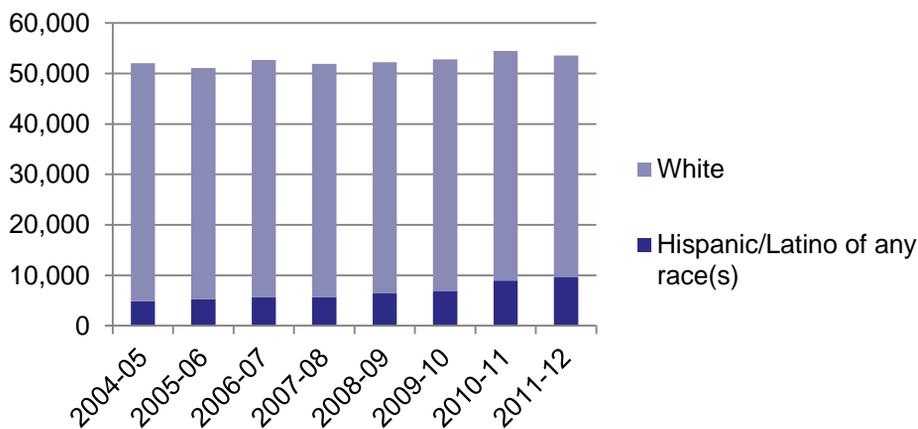
- CHA will continue to participate in Education Reform focused on the "Smarter Balance Assessment" as it relates English Language Learners and Migrant Education Programs.
- CHA will advise legislators on educational impacts to the Latino community – P24 (Early Learning to Post-Graduate).
- CHA will continue to host and produce 3 weekly radio programs where OSPI, Heritage, Eastern Washington and Washington Universities participate.
- CHA Commissioners will continue to participate on the OSPI School Discipline Taskforce committee and OSPI Migrant Advisory Committee and the Transitional Bilingual Instruction Programs (TBIP).
- CHA Commissioners will participate and be engaged in any forthcoming educational attainment committees focused on cultural competencies and any task force meetings tied to advanced technical skill education.
- CHA will work with OSPI on the Educational Opportunity Gap Oversight and Accountability Committee.

World Class Education

Priority 2 – ACHIEVE EQUAL ACCESS, OPPORTUNITY, AND SUCCESS TO POST-SECONDARY EDUCATION

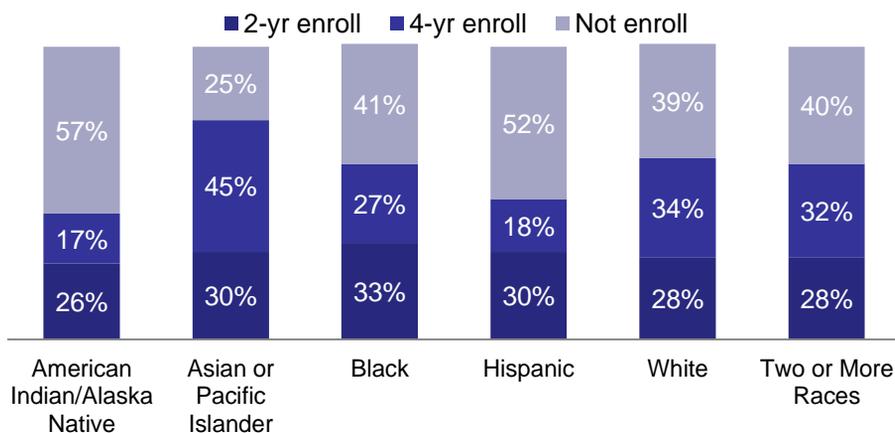
Background: Latino students continue to have the lower graduation rates nationally, with only 21% holding a two-year degree or higher, compared to 44% of Whites and 30% of African Americans. Of the Washington State students that were expected to graduate in 2005, an estimated 74% graduated on time (i.e., in a four-year period) with a regular diploma. By 2018, 67% of all jobs will require a college degree. Presently, the number of Latino adults with a college degree is only 17% of the entire population. This is significantly less than their white peers at 45%. We must increase the percentage of Latino students earning post-secondary degrees in addition to the number of Latino student enrolling in Washington’s colleges, universities and be participants in apprenticeship programs.

WA State High School Graduated Per Year by Ethnicity/Race



Sources:
Washington State Office of Superintendent of Public Instruction, 2012

2012 Postsecondary Status for high school graduates by Race/Ethnicity



Activities:

- CHA Commissioners will attend and engage in at least 2 community college board meetings a year.
- CHA Commissioners will attend and engage in at least 2 Trio and Gear Up program meetings a year.
- CHA Commissioners will attend and engage in at least 2 Seattle Education Success Committee meetings a year.
- CHA Commissioners will continue to participate on the OSPI School Discipline Taskforce and Achievement Gap Oversight Committee
- CHA Commissioners will continue to engage and participate in Advisory Committee/Oversight associated with 21st Skills and Knowledge for Career and College Readiness and Workforce Development

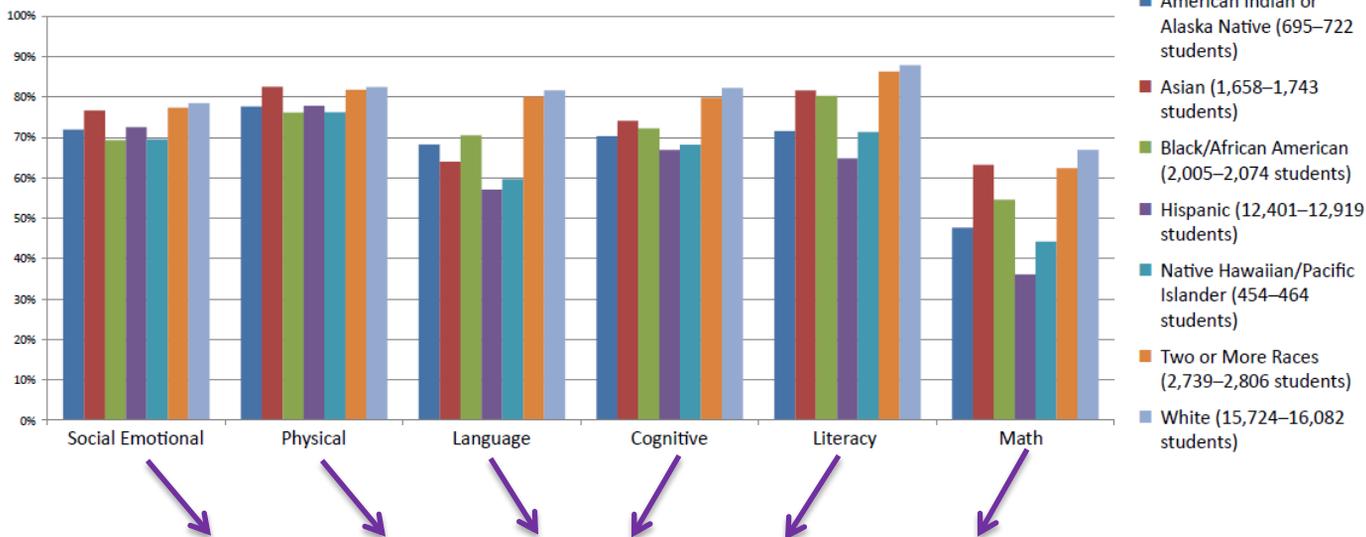
World Class Education

Priority 3 – LATINO CHILDREN HAVE ACCESS TO EFFECTIVE EARLY LEARNING PROGRAMS

Background: Every child, regardless of race, socio-economic status, citizenship, etc. deserves the opportunity of pre-k education. Early learning increases their chances for success in primary, secondary and throughout their entire academic lives and into their careers. Washington state has created an Early Learning Plan (ELP) that gives a 10-yr road map to help pave the way. There have been several initiatives developed as a result; including Washington Kindergarten Inventory of Developing Skills (WaKIDS), WA Kids COUNT, Thrive by Five, Early Child Fund, Birth to Five and many others. However, one critique of the ELP is its lack of racial equity in it's design. Thrive by Five states, "The plan describes what is necessary to support the healthy development of children and outlines a universal implementation approach, but it does not fully address the impact that race, culture and language have on child outcome — particularly for children of color." The Commission will emphatically advocate for an inclusion of cultural competencies addressing the opportunity gap within our Latino communities in order to support the connecting of Latino families and children to resources within their communities that will assist in closing these educational gaps.

The opportunity gap is evident in the first few weeks of kindergarten.

Percentages of Students Who Demonstrate Characteristics of Entering Kindergartners, by Race and Ethnicity



Breakdown of Latino Students who Demonstrate Characteristics of Entering Kindergartners (above)		
	Number	Percent
Social-Emotional	9,377	72.6%
Physical	9,951	77.9%
Language	7,238	57.1%
Cognitive	8,586	67%
Literacy	8,038	64.8%
Math	4,618	36.1%

Source: OSPI Assessment and Student Information – Fall 2013 WaKIDS Data Summary, January 2014

Activities:

- CHA Commissioners will attend and engage in at least 2 Early Learning Advisory Committee meetings a year
- CHA Commissioners will hold at least 2 meetings a year with the Early Learning Department Director
- CHA co-hosts a statewide meeting with the National Association of Latino Elected Officials (NALEO) discussing Early Learning standards and funding

Prosperous Economy

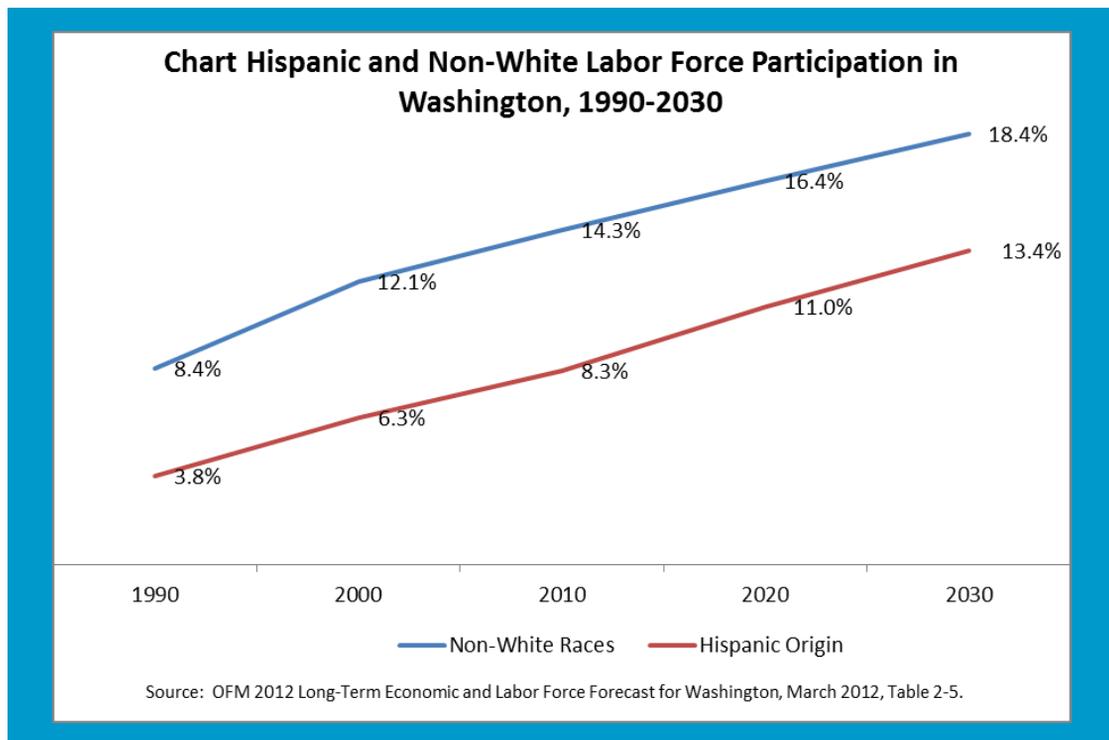
Eliseo (EJ) Juárez, Frank Lemos, Andrés Mantilla and Daniel Villao

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

LATINOS ARE AT THE FOREFRONT OF AN INCLUSIVE AND THRIVING ECONOMY

Priority 1 – INCREASE ACCESS TO JOB OPPORTUNITIES

Background: It's no surprise that with the growing Latino population there is also growth in the Latino owned businesses and purchasing power. Washington's 17,795 Latino-owned businesses had sales of \$9.7 billion and employed over 23,051 people in 2007. According to the Selig Center for Economic Growth at the University of Georgia, the Latino buying power totaled \$17.5 billion in 2012, a 764% increase since 1990. Yet there continues to be a lack of jobs and earnings available to Latinos across Washington State as well as a lack of job placement programs and business resources. Also, Hispanics are disproportionately employed in service and support occupations. More than one in four (26%) work in service occupations; 21% in sales and office jobs; 16% in natural resources, construction, and maintenance jobs; and 17% in production, transportation, and material-moving occupations.



Activities:

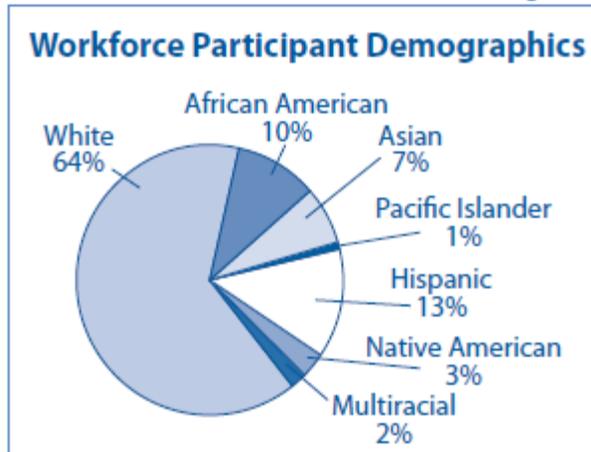
- CHA will continue to host and produce 3 weekly radio programs where the Department of Revenue, Employment Security Department, and OMWBE participate
- CHA Commissioners will work with the Small Business Liaison Team and Regulatory Innovation and Assistance Agency
- CHA Commissioners, in improving opportunities for the growth of small businesses, will work with the Chamber of Commerce, NWWHCC, Career Technology Education to improve opportunities for Latino employees.
- CHA will assist in the development of a state agency Minority Business (Advisory) Roundtable template
- CHA will work with the Department of Commerce in improving growth opportunities for Latino Businesses

Prosperous Economy

Priority 2 – INCREASE ACCESS TO WORKFORCE DEVELOPMENT PROGRAMS AND EDUCATION

Background: In Washington there are over 10 large state agencies that oversee a large amount of the workforce through their development programs. Some include Adult Basic Education, Apprenticeship, WorkFirst, Worker Retraining, etc. The Workforce Training and Education Board was created to manage these program and hold these agencies accountable. According to their most recent report, “The racial and ethnic composition of participants in our workforce development programs is typically more diverse than similarly aged populations in our state. In 2013, over a quarter of the state population² (28%) was made up of minorities, while more than a third of workforce participants (36%) were ethnic and racial minorities.” Because of this there needs to be more awareness and advocacy for these programs so our growing population can benefit from these services and be productive in the workforce.

Figure 1

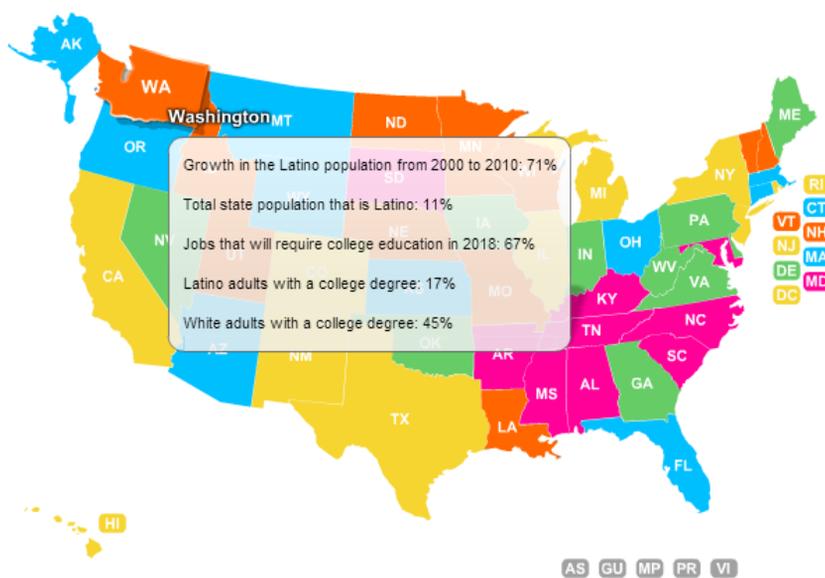


Source: Workforce Training Results 2014 , Workforce Training and Education Coordinating Board, pg. 29

Activities:

- CHA will help facilitate a statewide Minority Business Policy workshop
- CHA will create a new Washington state non-profit Minority Business Advisory Council to build leadership capacity within the state of minority Business advocates
- CHA Commissioners are on the Workforce Development Council working around pipeline trainings and job readiness.
- CHA will assist in the development of a yearly statewide Minority business policy agenda
- CHA Commissioners sit on advisory Committee within the Office of Women and Business Minority Enterprises (OMBWE) which actively works towards achieving this task.

LATINO EDUCATION AND WORKFORCE 50-STATE MAP

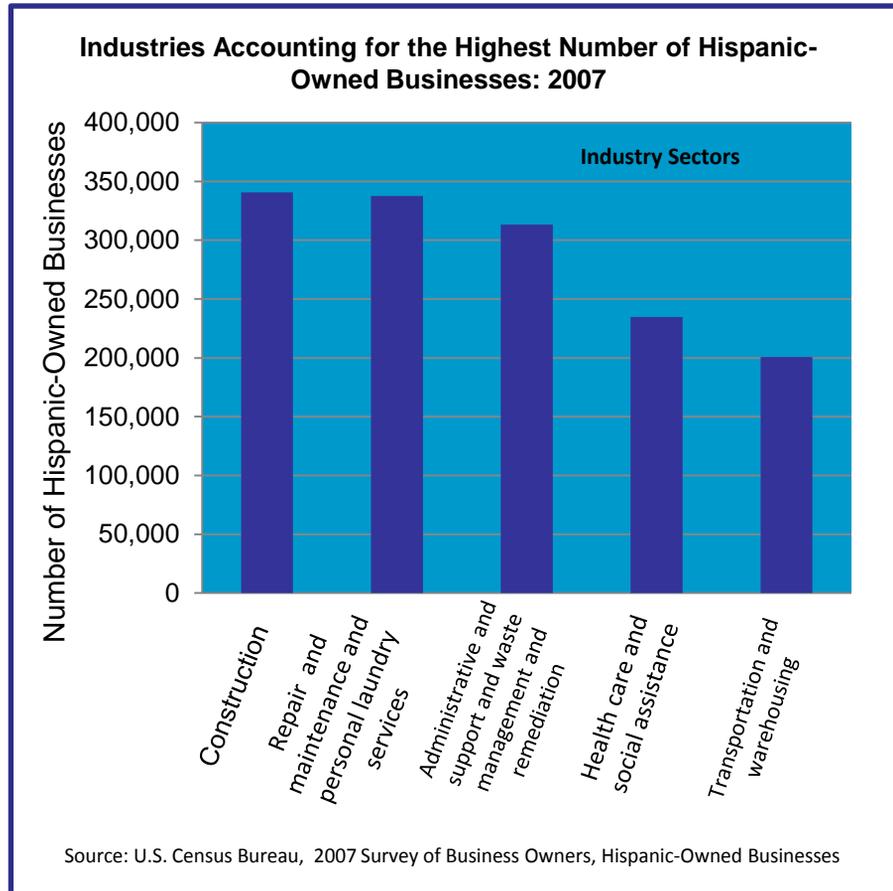


Source: Latino Education and Workforce 50-State Map, National Conference of State Legislators, <http://www.ncsl.org/research/education/latino-education-and-workforce-50-state-map.aspx> Accessed: June 2014.

Prosperous Economy

Priority 3 – LATINOS IN WA STATE WILL HAVE EQUAL ACCESS TO PUBLIC CONTRACTS

Background: Hispanic businesses have no doubt grown over the last several years. One of the continuing opportunities for small businesses is to secure contracts and sub-contracts from state and federal government. Unfortunately, Latinos are not utilizing these in Washington State as much as they could. The White House created a Small Business Federal Contracting Task Force which has submitted over 20 recommendations to the President for improving small business programs, and many of these directly impact the Hispanic business community. The Office of Minority and Women Business Enterprise (OMWBE) is leading the state in providing assistance to local Hispanic business owners in contracting, licensing, and certification. However, more collaboration needs to be done to ensure Latinos have full access to public contracts.



Activities:

- CHA will participate in the creation of a Washington State Minority Policy Summit/Workshop
- CHA will participate in the creation of a Minority Business Policy Agenda
- CHA Commissioners will create a Model Minority Advisory Roundtables
- CHA will track and inform on relevant legislation relating to minority business inclusion
- CHA will work towards increasing minority membership in the Washington State Contracting Policy committee: "Capital Projects Advisory Review Board"
- CHA will assist the OMWBE Advisory Committee in the oversight of state agency Women and Minority Business Enterprise Participation Plan.

Prosperous Economy

Priority 4 – LATINOS HAVE EQUITABLE FAIR LENDING ACCESS AND CONSUMER DEBT PROTECTION

Background: Fair Lending and Consumer Protection was not mentioned in the Results Washington goal map. These are two areas that are of critical importance to Washington's Latino Community especially when it comes to the issue of payday lending. Payday lending can be a predatory practice that takes advantage of the most vulnerable and often charging obscene amounts of interest. Current trends show that payday lenders disproportionately locate in lower income neighborhoods making it easier to engage the growing number of Latino families who are unbanked. In Washington State there has been some progress on this issue including a law passed in 2010 that limits the number of loans a customer can take out to eight loans per year. Yet there are still many challenges that face our community including high-cost loans and the current trend of loosely regulated online lenders who are now taking the place of the traditional payday storefront.

Activities:

- CHA will continue to host and produce 3 weekly radio programs where the Attorney General's Office, Department of Financial Institutions and the Department of Ecology participate
- CHA will work with Department of Financial Institutions to encourage more thorough regulatory practices
- CHA will track and inform on relevant legislation relating to Payday Lending
- CHA will work with Department of Financial Institutions and other government agencies to expand educational opportunities on payday lending in the event of payment default
- CHA will work with Results Washington to include lending and consumer debt data in future editions to Results Washington



Payday Loans

A payday loan is a small, unsecured, high interest, short-term cash loan. In most cases, consumers write a post-dated, personal check for the advance amount, plus a fee. The lender holds the check for the loan period and then deposits it, or the customer returns with cash to reclaim the check.

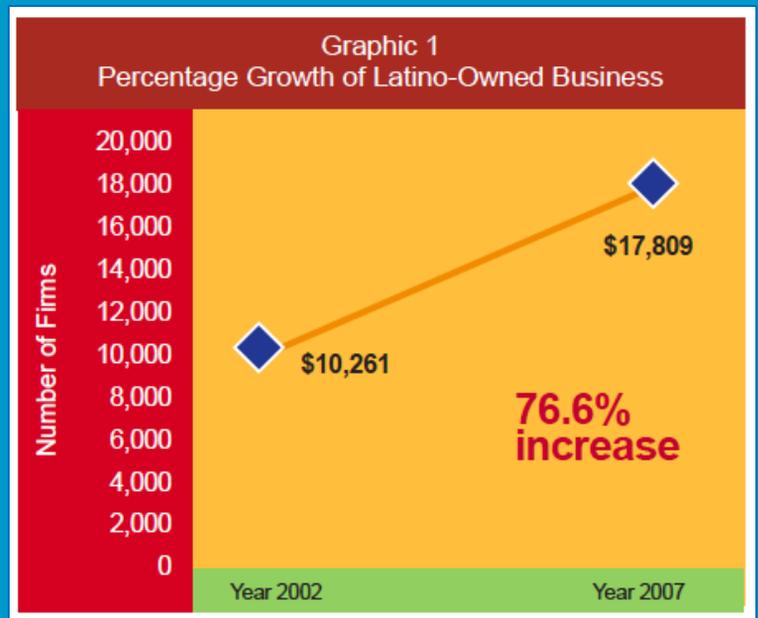
Quick Facts

- You may only borrow a total of \$700 or 30% of your gross monthly income, whichever is less.
- Your information will be registered in a state-wide database, ensuring that all payday lenders have your most up-to-date loan information.
- You may only take 8 payday loans per 12-month period.
- If you are unable to repay your loan before your loan is due, you may request an installment plan with no additional fees.
- If you currently have an installment plan you may not receive another loan.
- Lenders may not harass or intimidate you when collecting a loan. If you are harassed, contact DFI and file a complaint

Prosperous Economy

Priority 5 –LATINOS HAVE ACCESS TO CULTURALLY RELEVANT BUSINESS RESOURCES

Background: Just as it is necessary to have culturally relevant teachers educating our children, it is also necessary to have culturally relevant business resources available to our growing number of Latino business owners. CHA helped facilitate the translation of the Small Business Guide into Spanish for our Latino business owners! The guide was accessed by approximately 50,000 unique visitors in fiscal year 2013. But this is not enough. Information needs to be easily accessible, translatable, and understandable in order for it to be effective. A more intentional effort should be made to engage Latino business owners through their preferred language and preferred method of access information whether radio, television, in print, online, or even in person.



Activities:

- CHA will continue to host and produce 3 weekly radio programs where 21 agencies provide information about access to state services. Some agencies include: The Office of the Attorney General, Department of Social and Health Services, Department of Enterprise Services, Department of Licensing, Office of the Secretary of State, Washington State Achievement Council, Department of Health, Department of Financial Institutions, Washington State University, Office Superintendent of Public Instruction, Office of Minority and Women's Business Enterprises
- CHA will document and provide recommendations on current business resources both online and in print. This includes government sites like Access Washington
- CHA will meet with agencies and policymakers to continue to improve engagement on important business issues
- CHA will track and inform on relevant legislation

Sustainable Energy and Clean Environment

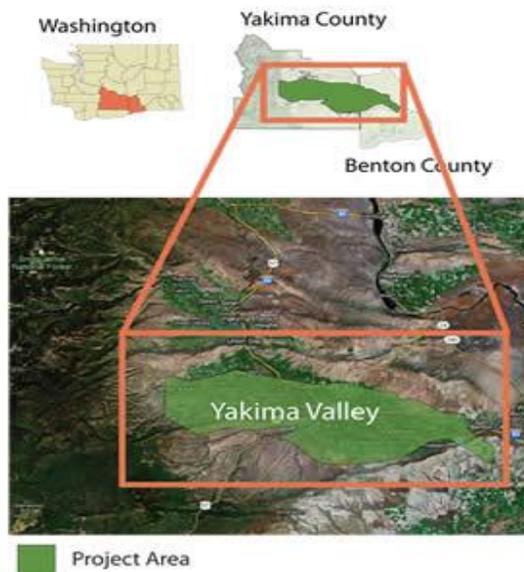
Anita Ahumada, Nora Coronado, David Morales and J. Manuel Reta

The Commission's Sustainable Energy and Clean Environment Committee is comprised of commissioners, veterans, business owners, health care workers and community leaders across Washington State. This committee is tasked with advising state government agencies on clean energy and environmental related-issues that affect Washington's State Hispanic communities.

LATINOS ARE ENGAGED IN THE SHAPING OF ENVIRONMENTAL AND SUSTAINABILITY POLICIES

Priority 1 – REDUCED INDUSTRIAL TOXICS IN OUR COMMUNITIES

Background: Washington State is a geographically-diverse state with various environmental risks depending on where you live. Correspondingly, Latinos live in both urban and rural settings across the state and thus are widely affected by different environments. Some particular issues affecting the Hispanic community increased due to their occupation as farmworkers and geographic location include the increasing risk of pesticide “drift” and the contamination of drinking water from storm water run-off. Groundwater contamination is particularly a concern for our agricultural communities in Central and Eastern Washington where many Latino communities are dependent on groundwater (well-water) as their drinking water source. The Lower Yakima Valley is one example where the community is at high risk of nitrate (chemical found in most fertilizers, manure, and liquid waste discharged from septic tanks) contamination. Exposure to nitrate via drinking water reduces the ability of red blood cells to carry oxygen.



- **41.1% of Latinos** live in Yakima Valley
- **12% of Yakima's wells** that have been tested *do not meet* drinking water quality standards.
- The EPA's Maximum Contaminant Level (MCL) for **nitrate is 10 mg/L**. This is a concern for infants because exposure can lead to methomoglobinemia, AKA: “*blue baby syndrome*,” is a fatal health condition if untreated
- Over **2,000 people in Yakima Valley** are **exposed** to nitrate levels exceeding this MCL through their drinking water.

Activities:

- CHA will track and inform on relevant legislation on storm water run-off and industrial toxins
- CHA will encourage legislators to request Health Impact Reviews on all ground water related legislation
- CHA will work with key departments such as Department of Agriculture, Department of Ecology, Labor and Industries, Washington Environmental Council and the Department of Health.
- CHA will participate in stakeholder meetings for toxics regulation such as the Washington Toxics Coalition, Duwamish River Cleanup Coalition.
- CHA will hold semi-annual roundtable meetings

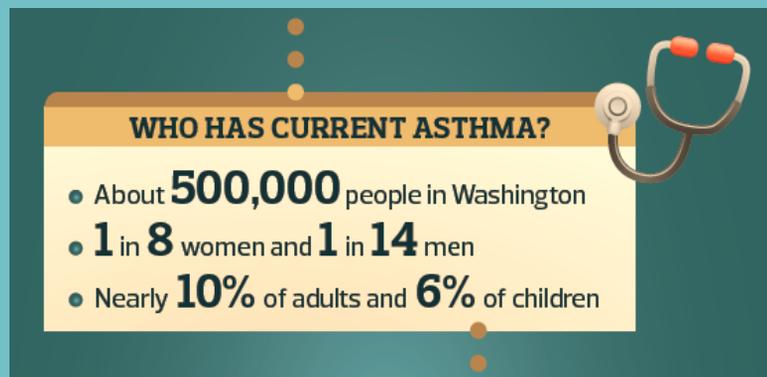
Sustainable Energy and Clean Environment

Priority 2 – IMPROVE AIR QUALITY IN LATINO COMMUNITIES

Background: One of the main environmental health issues affecting Latinos is asthma, particularly among children. The Washington State Department of Health estimates nearly one in ten (7.1%) of Latino students in middle or high school have asthma. Latino children often experience disproportionate exposures to air pollutants (indoor and outdoor), pesticides, toxic industrial chemicals, and “triggers” associated with living in lower resourced urban areas or agricultural settings. A 2011 American Lung Association report, “*Luchando por el Aire: The Burden of Asthma on Hispanics*,” states that “compared to non-Hispanic whites, Hispanics with asthma are less likely to be in the care of a regular doctor or clinic, less likely to be prescribed appropriate medicines, less likely to have access to specialized care, and more likely to end up being treated in the emergency department or hospitalized in a crisis”.

Activities:

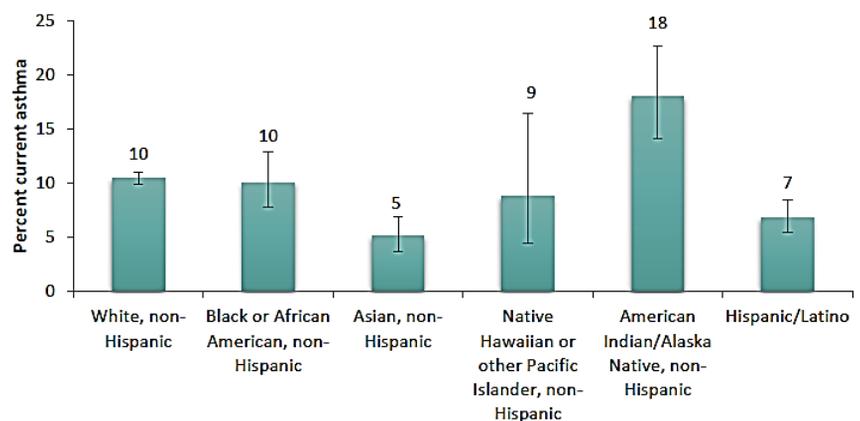
- CHA will track research, education, media and relevant legislation to advise on clean air as it impacts Latinos
- CHA will formalize working relationships between three key Clean Air Authorities, allied organizations including universities and stakeholders throughout Washington State
- CHA will identify local lawmakers to partner on air quality issues
- CHA Commissioners will testify on behalf of the Commission on related regulation, specifically to highlight racial equity disparities



Source: Washington State Department of Health and Centers for Disease Control and Prevention, DOH 345-339, April 2014.

Asthma prevalence by race and Hispanic origin

Figure 3. Adults with current asthma by race and Hispanic origin



Washington Behavioral Risk Factor Surveillance System, 2009-2011. Age-standardized

Source: Asthma and Socioeconomic Status in Washington State, Department of Health Asthma Program, DOH 345-333, October 2013, pg. 6

Sustainable Energy and Clean Environment

Priority 3 – LATINOS ARE PROTECTED AT HOME AND IN THE WORKPLACE FROM UNSAFE PESTICIDE USE

Background: As agricultural workers, Latinos are commonly exposed to pesticides and need to take special precautions. Agricultural pesticide “drift” onto workers and other bystanders has been documented in Washington for many years. Pesticide drift is the movement of pesticides to off-target sites during and after application. Distance from source, wind direction, and wind speed have been identified as primary determinants of drift. It’s a major contributor to illness resulting from agricultural applications and comprised more than half (51%) of all confirmed pesticide illness cases in 2010-2011. And farmworkers, especially those that are handling pesticide products, are at higher risk of pesticide-illness than are other workers. The Department of Health reports about 300 cases of pesticide-illness each year although not all cases are confirmed to be illness in the end. For example, in 2010-2011, about 60% of our investigations were determined to be confirmed as pesticide-illness cases. Pesticide applications are therefore a potential health concern for those living in nearby communities, particularly for children and other vulnerable members of the community. While there has been a significant effort to increase pesticide handler training and disseminate safe practices/prevention measures to these communities, more can be done to ensure our families are protected at home and in their workplace from unsafe pesticide use.

Table 25. Status of Pesticide-Contaminated Sites Statewide, 2010-2011

Pesticide Contaminated Sites	2010	2011
Sites undergoing cleanup at year’s end	112	112
Sites with no further action needed	96	97
Sites awaiting further investigation	43	44
Total pesticide contaminated sites for the year	251	253

“Six pesticide-contaminated sites in Benton, Chelan, Pierce, Skagit, and Yakima counties were added to the list in 2010. Two of the sites required no further action, three are awaiting cleanup, and one had cleanup started. Two pesticide-contaminated sites in Chelan and Yakima counties were added to the list in 2011. One site is awaiting cleanup and the other required no further action.”

Source: *Pesticide Data Report*, Washington State: 2010-2011
Agency Data, DOH 334-319, pg. 43, June 2013

Activities:

- CHA will work with Department of Agriculture, Department of Health and the Department of Labor and Industries on reducing the on unsafe pesticide use.
- CHA will create an Action Plan with Farm Worker Group/Coalition on Pesticides
- CHA will work with the Department of Ecology to develop a system to inform and rank projects most impacting health disparities to expedite cleanup.
- CHA will identify and formalize working relationships with statewide agencies, organizations and key stakeholders including the Washington Environmental Council

Sustainable Energy and Clean Environment

Priority 4 – INCLUSION IN CLEAN ENERGY ECONOMY AND GROWTH OF GREEN JOBS

Background: The term “Green Jobs” or “Green-collar” jobs has only recently been used to define the well-paid, career track jobs that improve our environment. They facilitate a clean energy economy by increasing energy efficiency, producing renewable energy, preventing and reducing environmental pollution, and providing cleanup of environmental pollution. According to Washington State’s Employment Security Department 2011 Green-Economy Jobs Report, there was an estimated of 120,305 green jobs in 2011; 104,955 were in the private sector and 15,350 were in the public sector. It’s important to note, jobs that improve the environment but do not provide a family-supporting wage or career/professional advancement from low-income workers to higher-skilled occupations, are not a green-collar jobs. Furthermore, the statistics do not specify what this wage is and it’s further complicated by the fact that a number of “green jobs” have a wide range from sectors and skill sets. With this in mind there should be more of an effort to define and connect our ever increasing workforce with these “green” jobs in order to improve our environment and communities.

Source: U.S. Census Bureau, 2006-2010 American Community Survey

38,630 Latinos represented the Agricultural workforce in 2010, that’s 52.6%!

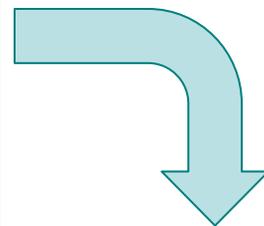


Figure 5. Top 25 occupations by number of green jobs, by core area

Source: Employment Security Department, 2011 Washington State Green-Jobs Survey

Occupation ¹	Core area				Estimated total green jobs	Percent of total green jobs
	Increasing energy efficiency	Producing renewable energy	Preventing and reducing pollution	Providing mitigation or cleanup of environmental pollution		
Farmworkers and laborers, crop, nursery and greenhouse	287	34	7,362	152	7,835	6.5%

Activities:

- CHA will track and inform on relevant legislation on growth of “green jobs”
- CHA will formalize relationships with the Department of Commerce, Labor & Industries, the Washington State Achievement Council (WSAC) and individual “green job” training programs to increase the number of qualify Latino candidates for job in the “green” sector.
- CHA will identify barriers for “green” Latino business to participate in gaining state contracts by partnering with the Department of Commerce and Small Agencies to help build a solid Latino “Green” workforce.

Healthy and Safe Communities

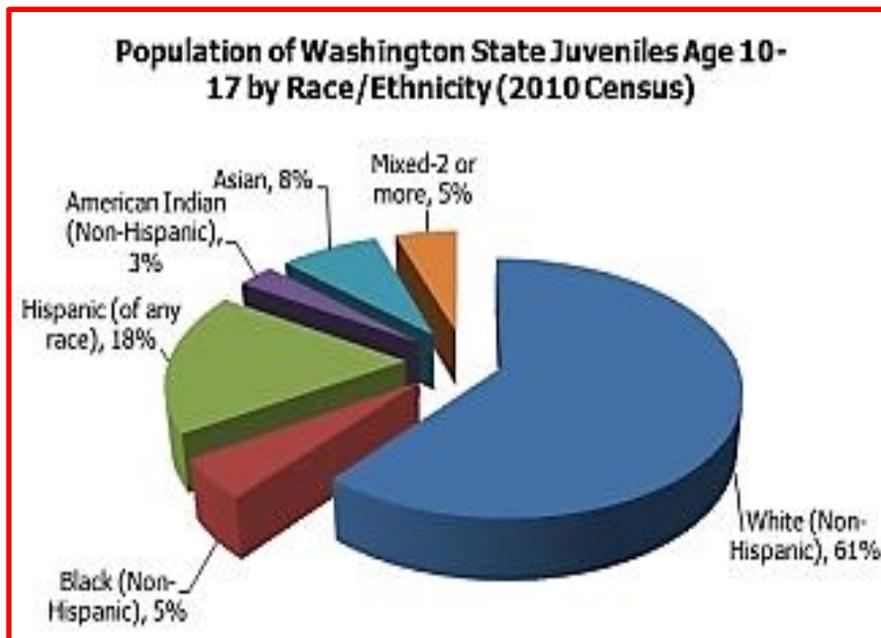
Anita Ahumada, Nora Coronado, Raquel Ferrell-Crowley, Eliseo (EJ) Juárez, David Morales, Gloria Ochoa and J. Manuel Reta

The Commission's Healthy and Safe Communities Committee is comprised of commissioners, veterans, business owners, health care workers and community leaders across Washington State. This committee is tasked with advising government agencies on health and safety issues affecting the Latino community.

ALL LATINOS WILL HAVE ACCESS TO HEALTHY AND SAFE COMMUNITIES

Priority 1 – REDUCE RACIAL DISPROPORTIONALITY IN THE JUSTICE SYSTEM

Background: Latinos are overrepresented in the criminal justice system. According to the Bureau of Justice Statistics Program, Hispanics represented nearly one-in-three (31%) inmates incarcerated in federal prisons in 2007, a greater share than whites (28%) but a smaller share than blacks (37%). Hispanics are also disproportionately represented in the juvenile justice system and particularly in Washington State this disproportionality is even greater for youth committed to the Juvenile Rehabilitation Administration (JRA). Incarceration affects a various parts of life, including mental health, family structure, the economy and many other aspects. Therefore, reducing racial disproportionality is a necessity to foster healthy and safe communities for all Latinos.



Source: DSHS; Disproportionate Minority Confinement/Contact, <http://www.dshs.wa.gov/jra/dmc.shtml>, May 22, 2014

Activities:

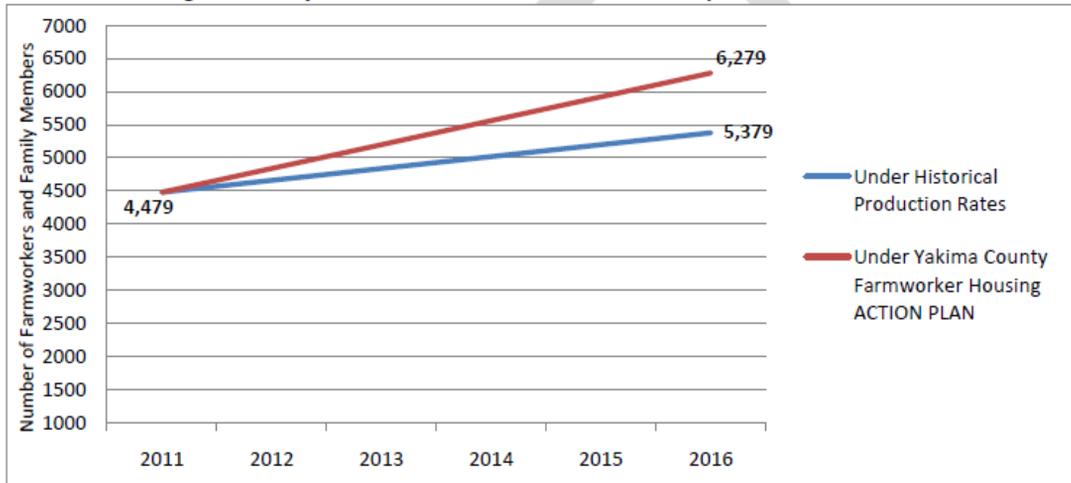
- CHA will participate with the WA State Minority and Justice Commission
- CHA Commissioners are working with the following partners: Washington State Patrol in Eastern WA as well as the Whatcom and Skagit Police Departments, Detention Center, Community Based Learning and Research (CBLR) at UW Bothel, Law and Justice Council of Spokane County, ICE (Immigration and Customs Enforcement) work, Law and Justice Council of Thurston County, Advising Dept. of Corrections after release from prison programs
- CHA Commissioners will work with state agencies and advocate for access to native language services to be provided and include families in the decision-making process

Healthy and Safe Communities

Priority 2 – ENSURE SAFE AND HEALTHY HOUSING IN LATINO COMMUNITIES

Background: Affordable, safe and healthy housing has become a mounting issue with the significant growth in population in the Pacific Northwest. The farm worker community, in particular, struggles to find appropriate temporary and long term housing (as many as 200,000 migrant and seasonal farmworkers harvest Washington's crops each year), that is safe and can house their families. While the Farmworker Housing Program was ahead of it's time in Washington State there are still changes that can be made to improve the housing conditions for Latinos. The Department of Health has been responsible for facilitating the Migrant Farmworker Housing (MFH) program.

Figure 12: Projected Number of Farmworkers & Family Members Assisted⁴¹

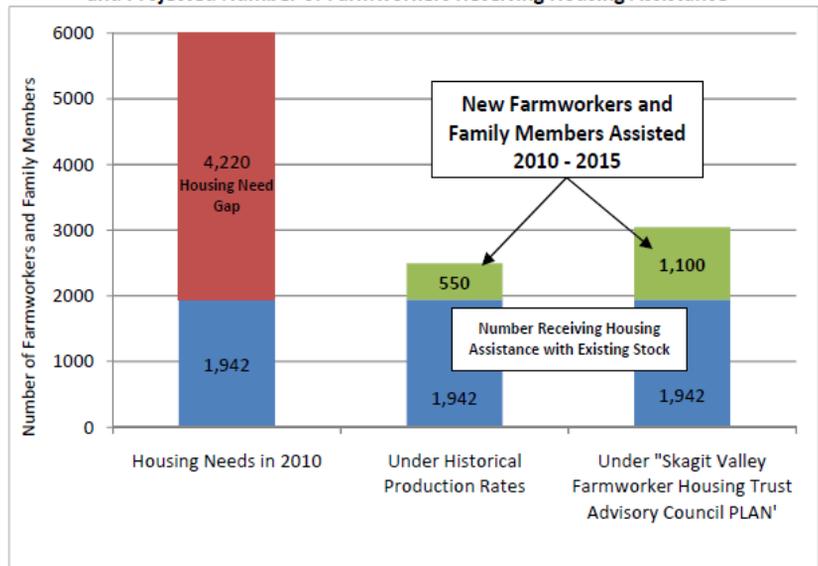


Source: Yakima County Farmworker Housing Action Plan: 2011-2016; Washington Farmworker Housing Trust, June 2011

These two graphs depict the growing need for quality housing in the expanding population of Latino farmworkers who reside in the region.

Source: Skagit County Farmworker Housing Action Plan: 2011-2015; Washington Farmworker Housing Trust, March 2011

Figure 8: Farmworkers and Family Members with Housing Needs and Projected Number of Farmworkers Receiving Housing Assistance²⁶



Activities:

- CHA will work with Department of Health and the Attorney General's Office to improve existing housing conditions
- CHA will advocate for safe and adequate housing by working with the Farm Worker Coalition, Farm Worker Housing Rules with the Dept. of Health and the Farm Worker Legislative Group
- CHA will participate and engage in the state-wide Farm Worker work group

Healthy and Safe Communities

Priority 3 – INCREASE HEALTHCARE QUALITY AND DELIVERY IN LATINO COMMUNITIES

Background: While access to health care has increased for many Hispanics with the passing of the Affordable Care Act and the Apple Health Program in Washington, there are still many who do not have access to adequate care. The number of uninsured Hispanics has decreased over the past ten years, down from 71% in 2006, but compared to their white counterparts the percentage of uninsured is disproportionately high and is among the highest compare to other minority groups.

Health Insurance in Washington State

Race/Ethnicity	Percent Uninsured
Hispanics	31%
Native-Born Hispanics	16%
Foreign-Born Hispanics	61%
Non-Hispanic Whites	11%
Non-Hispanic Blacks	19%
Hispanics 17 and Younger	9%
Non-Hispanic Whites 17 and Younger	5%
Non-Hispanic Blacks 17 and Younger	8%

Source: Pew Research – Hispanic Trends Project: Demographic Profile of Hispanics in Washington, <http://www.pewhispanic.org/states/state/wa/>, 2011

Need to decrease the rate of uninsured Hispanics in WA and can do so by the following activities:

Activities:

- CHA Commissioners will participate with Dept. of Health in recommending allocation of funding
- CHA will coordinate with Health Care Authority (HCA) and Health Benefit Exchange (HBE) to improve access for limited English speakers
- CHA will publish the 2013-2014 WA State Latino/Hispanic Assessment Report specifically focusing on health and use it to advocate for creating appropriate healthcare policy
- CHA will collaborate with the following groups: Healthy Washington Coalition, HCCY, WSCLA, Latino Center for Health at UW, HBE, Governor’s Interagency Council on Health Disparities, Governor’s Council on Healthiest Next Generation, Speaker’s Task Force on Mental Health and community programing with the DOH, DSHS, WA State Liquor Board, etc.
- CHA Commissioners will encourage legislators to require health impact reviews on all legislation

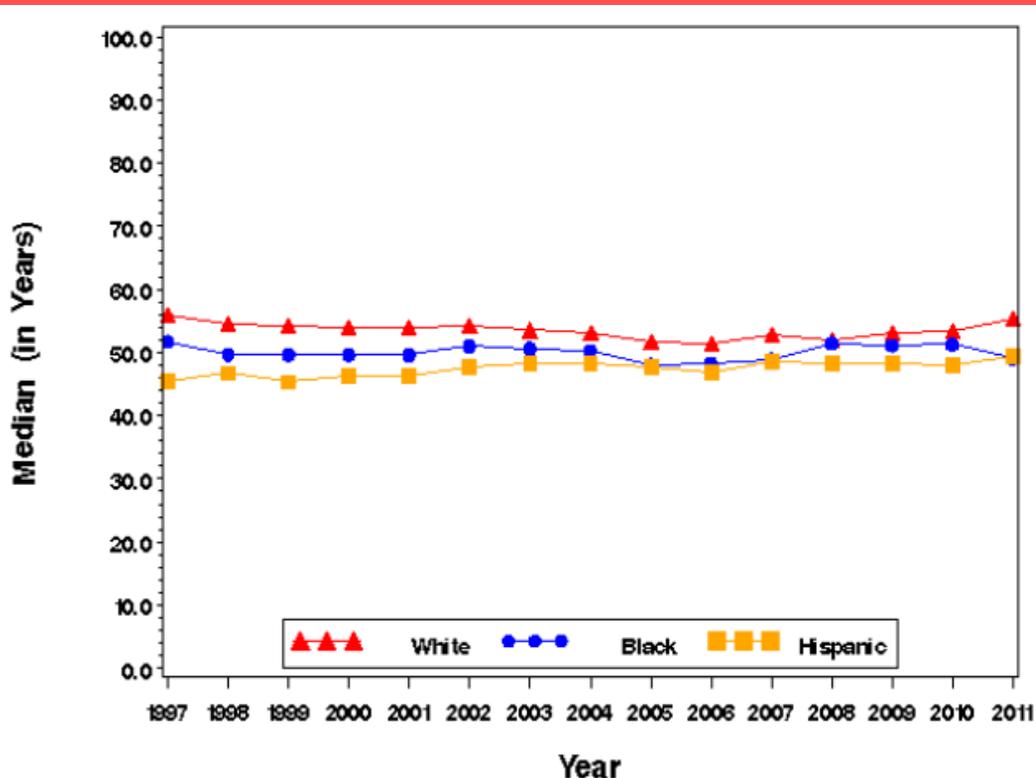
Healthy and Safe Communities

Priority 4 – REDUCE OBESITY IN LATINO COMMUNITIES

Background: Obesity is a global health problem and the United States continues to have historically high rates. Nationally, rates of overweight and obesity among Hispanic adults (77.9%) are higher than their non-Hispanic white peers (67.2%). Obesity continues to grow among children and adolescents and there are cultural and economic barriers that may prevent the Hispanic community from receiving necessary care to combat obesity. Obesity can lead to many health problems such as diabetes, coronary artery disease, cancer and stroke. Many safety net programs that assist low-income families with obesity-related health issues such as the General Assistance Programs, Disability Lifeline, ABD (Aged, Blind, Disabled), HEN (Housing and Essential Needs) and TANF programs have experienced budget cuts and changes. As a result, members of the Latino community that receive assistance have been disproportionately impacted. Policies that prevent, eliminate and decrease this significant public health challenge are necessary.

The median age of Hispanic adults rose from age 45.5 in 1997 to age 49.4 in 2011

Median Age at Diagnosis of Diabetes Among Adult Incident Cases Aged 18-97 Years, by Race/Ethnicity, United States, 1997-2011



Source: Centers for Disease Control and Prevention, <http://www.cdc.gov/diabetes/statistics/age/fig4.htm>, January 2013

According to the Washington State Department of Health (*Obesity in Washington State*), in 2007-2009 for Washington State, 32% of Hispanic adults were obese compared to only 26% of non-Hispanic white adults. Also, from 1990-2009 in Washington State, the rates of obesity among Hispanic adults increased steadily and at a higher rate than for non-Hispanic white adults.

Activities:

- CHA will work with the Diabetes Task Force and the Department of Health in addressing diabetes issues within the Latino community.
- CHA will publish the 2013-2014 WA State Latino/Hispanic Assessment Report specifically focusing on health and use it to advocate for creating appropriate healthcare policy.

Efficient, Effective and Accountable Government

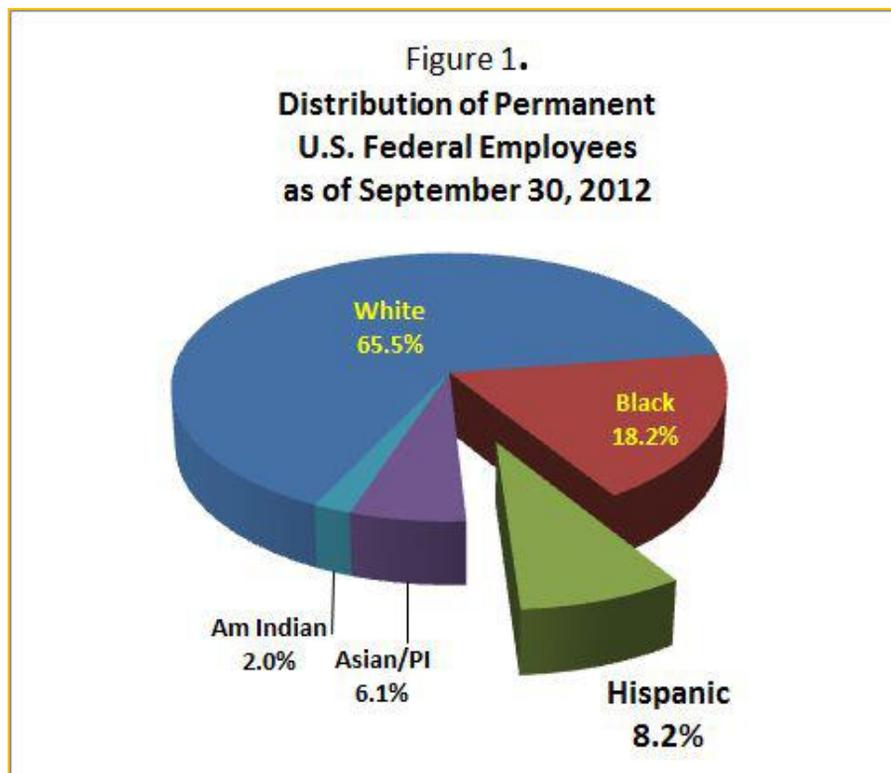
Eliseo (EJ) Juárez, Frank Lemos and Andrés Mantilla

The Commission's Efficient, Effective and Accountable Government Committee is comprised of business owners, political directors, and community leaders across Washington State. This committee is tasked with advising government agencies on increasing civic participation, voting rights and transparency within governmental instigations.

INCREASE FULL AND EQUITABLE PARTICIPATION BY LATINOS IN GOVERNMENT

Priority 1 – INCREASED HIRING AND INCLUSION IN MIDDLE/SENIOR MANAGEMENT

Background: Hispanics are extremely underrepresented in State and Federal workforce positions, including middle/senior level management, especially when considering our total population numbers. According to the Office of Personnel Management (OPM), while Latinos made up 15% of the civilian labor force in 2012 they found that the 159,651 Latino federal workers made up only 8 percent of the total permanent federal workforce. Even less of this workforce held Senior Executive Service (SES) a year later with only 4% of Hispanics serving compared to 80% of their White peers. The WA State workforce data is similar with 18% of the workforce are people of color, 4% Hispanic/Latino.



Sources: Falcón, Angelo, "Latino Federal Employment Status FY2012", National Institute for Latino Policy, October 6, 2013.

Activities:

- CHA will meet with Governor's senior staff and agency executives at least two times a year to address promotion of Latinos to executive positions.
- CHA will continue to advocate for the recommendation of Latinos to serve on Governmental Board and Committees.

Efficient, Effective and Accountable Government

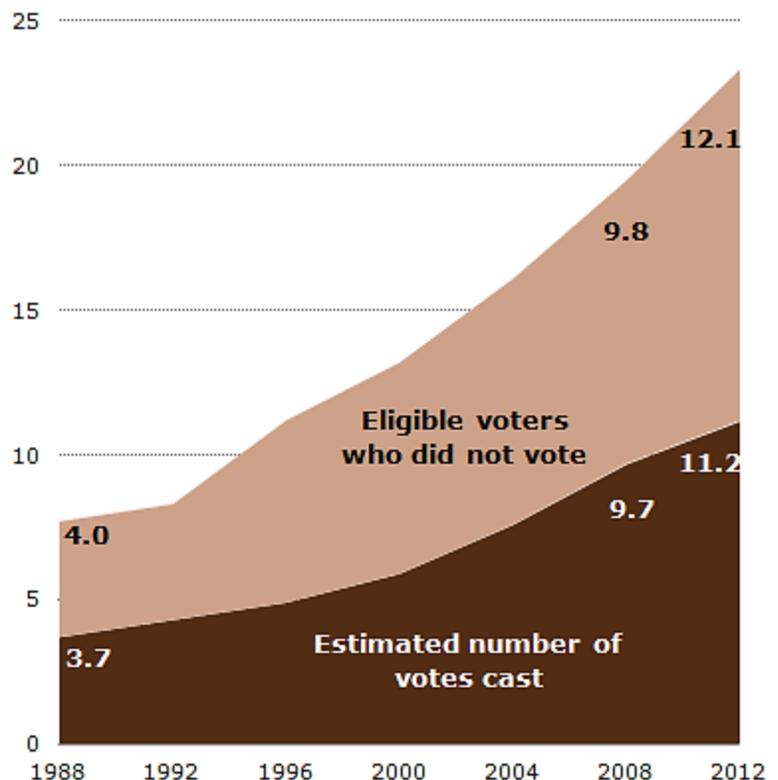
Priority 2 – INCREASED CIVIC ENGAGEMENT AND PARTICIPATION

Background: The level of Hispanic civic engagement has increased over the years and to no surprise as our rise in population means more and more younger Latinos are becoming eligible to vote. In 2008, 9.7 million Latinos voted in the presidential election, an increase of two million from the 2004 presidential election, representing an increase of 47%. More than 6.6 million Latinos voted in the 2010 election—a record for a midterm election. A record 11.2 million Hispanics came out to vote in the 2012 presidential election. While these numbers are promising and increasing we are not where we should be. 12.1 million Hispanics who are of eligible voting age did not cast a ballot in the last presidential election. Some of the barriers to voter turnout including language provisions particularly within the Voting Rights Act and the newly instated vote by mail system that created an often negative impact on Latino voters. Latino voters in counties that are not required to provide the ballot in Spanish struggle to overcome this hurdle to political access.

Activities:

- CHA will write a white paper on Voter Reform to be completed by 1st or 2nd quarter of 2015
- CHA Commissioners will collaborate with the Racial Equity Team and Win-Win Network
- CHA will continue to work with the Governor's Office to help ensure other agencies are actively engaging Latinos in civic responsibility
- CHA will host annual public forums on various civic engagement issues within the Latino community

Figure 1
Latino Participation in Presidential Elections, 1988-2012
(in millions)



Note: The estimated number of votes cast is based on individual voting self-reports.

Source: Pew Research Center tabulations from the Current Population Survey, November Supplements.

PEW RESEARCH CENTER

Efficient, Effective and Accountable Government

Priority 3 – INCREASE CULTURALLY AND LINGUISTICALLY ACCESSIBLE RESOURCES AND SERVICES

Background: This priority has been seen throughout the overall goals as a Commission. It was referenced when talking about our educational priorities and the need to train our teachers to be more culturally diverse and increase our English Language Learners (ELL) courses. It was referenced when talking about making business resources available to our Latino entrepreneurs. Yet these resources are still limited throughout many government agencies. Nationally, the majority of Hispanics who speak Spanish are also proficient in English. According to Census data, 35 million U.S. residents age five and older speak Spanish at home. A large majority (76%) of the Hispanic community speaks English, and 52% speak both English and Spanish; of the latter, 40% are fluent in both languages. In Washington that number is respective to our state's growing population of Hispanics. As you can see below, there is still a majority of the population who speaks Spanish at home as well as English, yet the amount of information available in Spanish is still lacking. For example, during the 2014 Wildfires in Central Washington there were several Latino communities in Pateros, Brewster, and Omak who were unable to receive the necessary resources and evacuation notifications due to their limited English language skills and the lack of resources available in Spanish. While several government agencies have significantly increased the amount of resources available on their website in Spanish or have even created Spanish-speaking teams within their agencies, more can be done to ensure culturally and linguistically accessible resources and services.

Language Spoken at Home: Persons 5 +	
Only English Spoken	228,000 (33%)
Language Other than Only English Spoken	466,000 (67%)

Source: Pew Research Hispanic Trends Project, Washington State statistics, www.pewhispanic.org, Accessed: June 2014

Activities:

- CHA will continue to host and produce 3 weekly radio programs where 21 agencies provide information about access to state services. Some agencies include: The Office of the Attorney General, Department of Social and Health Services, Department of Enterprise Services, Department of Licensing, Office of the Secretary of State, Washington State Achievement Council
- CHA Commissioners will work with state agencies and advocate for access to native language services to be provided and include families in the decision-making process
- CHA will continue to advise the Department of Licensing to increase language access in rural communities in order for community members to obtain driver's licenses' and be informed drivers

Assessment of Internal Capacity

Cost Reduction Strategies

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

Other cost reduction strategies:

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

Risk Management Strategy

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

Risk, Obstacles, Opportunities Faced by Agency

The Hispanic population in the state is currently over 800,000 and dispersed throughout the state; with estimates of reaching 1.5 million in the next 15 to 20 years. A primary obstacle to the Commission is the lack of realistic, flexible, and sustainable funding which will ensure the consistency necessary to maintain a full time permanent staff and provide opportunities for professional development along with the resources necessary for Commissioners to interact with Hispanic communities throughout the State. Another obstacle is that geographically Latinos are omnipresent in WA State which makes it incredibly difficult for the Commission to provide significant trust building.

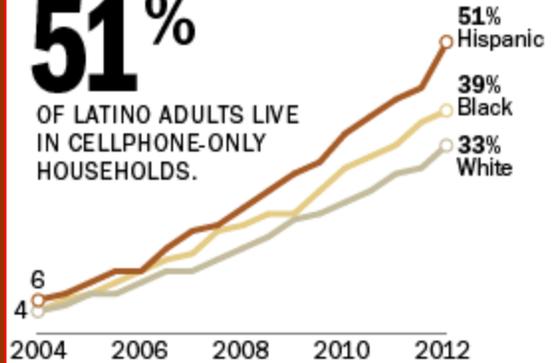
As the Hispanic population increases so have the demands on the agency. The Commission receives an average of 25 telephone calls per day, has had an increase in the request for Commissioner assistance along with a 200% increase in attendance at community meetings. This increase has placed a strain in the very small agency's travel budget. Without an increase in resources for travel the agency will not be able to meet the demand of our constituents or for the Office of the Governor to be visible in the community. There have been several statewide budget cuts over the years and this upcoming biennium, 2015-2017, is going to be the same. Agencies are being asked to reduce their budget by 15%, effectively eliminating CHA's community meetings and travel capabilities. CHA has leveraged the current resources to every extent possible yet hiring new staff would help CHA maintain not only administrative needs of a growing Commission but could also conduct much needed research, create new programs or help facilitate existing ones.

FUN FACTS

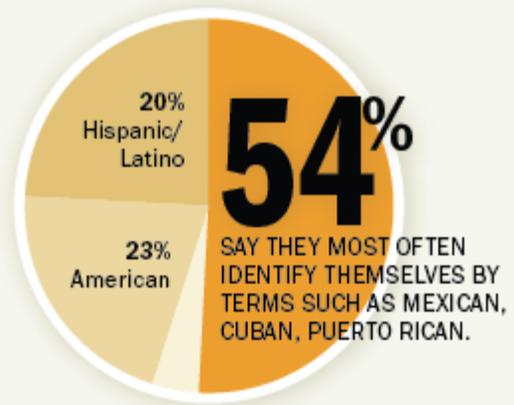
Technology Adoption

51%

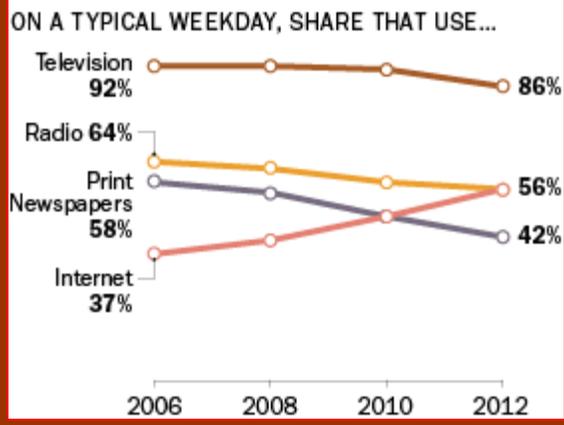
OF LATINO ADULTS LIVE IN CELLPHONE-ONLY HOUSEHOLDS.



Hispanic Identity



Where Hispanics Get Their News



Source: Pew Research Hispanic Trends Project, www.pewhispanic.org, Accessed: August 2014



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