

Virginia Latino Advisory Board
Agenda – Tuesday, October 6, 2015

Patrick Henry Building
1111 E. Broad Street
Richmond, VA 23223

I. Meeting was called to order 12:30 pm

II. Roll Call

a. VLAB members present:

Cecilia Barbosa
Mike Martinez
Aida Pacheco
Gloria Rockhold
Estuardo Rodriguez
Vivian Sanchez Jones
Diana Vall-Ilobera
Gonzalo Aida
Alex Vanegas
Cecilia Williams
Michel Zajur
John Villamil
Carolina Espinal
Chris J. Falcon
Lucero Soto-Wiley
Julio Cesar Idrobo

Public present:

Ralph Copolla
Teresa Gooch
Sharen Anderson
Stephen Velasquez
Kristie White
Carmen Leon
Leni Gonzalez
Rosalia Fajardo

III. Welcome

Maribel Ramos shared about her role in the Governor's Intergovernmental Affairs office, where she works with the Virginia congressional delegation to advance the Governor's agenda. She also works with the National Governor's Association, of which he is Vice Chair and will be Chair in 2016. Currently they are working with Gov. Herbert of Utah. Each Chair gets to advocate on an issue, which has not been decided yet. Her office works with other states and

their DC liaisons. They work in a bipartisan way with other Governor's Offices; currently they are working a great deal on ESEA. The Congress is operating on a continuing resolution to fund the government, and there is a chance there could be a government shutdown for a few days. There are many changes on Capitol Hill right now and the next budget deadline is December 11. She does not think there will be a huge impact on Virginia if it happens. She discussed the DC office's new grants website that allows Virginians to track all federal grants from one central location. This will be a great resource to coordinate agency efforts to apply for federal dollars and bring those funds back to Virginia. Maribel will send the link to Ryan, who will send it to the Board. During the General Assembly, the Governor will focus on gun violence, sexual assault prevention, opioids and heroin abuse, workforce credentials, and economic development.

Lisette Carbajal spoke about the Governor's Inaugural Latino Summit, which was a priority of the Governor. More than 250 people signed up for the event within the first week, and very few flakes with 250 – 275 people attending. They discussed health, SWaM, higher education, and K – 12 education. They received great feedback following an eight year gap in hosting the summit, which was about informing Latinos about the resources available to them through state government. Much of the Governor's message was about civic engagement, especially voting in the 2015 elections. The Governor was very grateful, and Lisette thanked the Board members who helped. There will be another summit in 2016 and they are trying to be more creative. Possibly there will be a focus on Latinos in business and Lisette will connect with the Board for more ideas and help. No date or location has been set yet. In terms of the Policy office, Lisette said that Policy is reviewing various bill proposals from Secretaries and agencies while they prepare for the 2016 General Assembly session. Lisette is continuing to represent the Latino community at events. This morning the Governor spoke to Oscar Contreras on Hispanic radio and discussed the importance of the Latino community to Virginia.

Julio asked if Gov. Herbert is doing more on drivers licenses for undocumented immigrants. Maribel will find out more information.

Aida thanked Lisette for her work on the 2015 Summit and is glad there will be another summit in 2016. She suggests that the Summit could be an opportunity to do even more with Latinos across the state. She suggests that next year the organizers allow attendees to share their information and connect with others across the state.

Estuardo welcomed everyone to the meeting and highlighted that the Asian Advisory Board has completed their report. We have a great deal to flesh out. Our recommendations need to be made more narrow and focused, such as around relationship building with agencies and groups. He wants the Board to move forward so we have a complete and actionable report.

- IV. Board Introductions – The Board welcomed its newest member, Diana Vall-llobera
- V. Ryan read the statute on the Board
- VI. Board minutes from 6.19.15 meeting approved unanimously. Cecilia asked a question about a missed line in the Board minutes from the June meeting. Estuardo clarified and asked to clarify that the sentence should read “tracking Latinos in state incarceration.”

VII. Guest speakers

Teresa Gooch from the Department of Criminal Justice Services. Their department touches about every aspect of criminal justice in Virginia. She is most involved with training for law enforcement. Sharen Anderson from DCJS introduced herself as well, and she works with law enforcement officers and audits their training to ensure that training is complete and correct. Estuardo brought up that this is an important issue for the VLAB to consider in its recommendations to the Governor. From youth to adults, there is a language barrier for many Latino Virginians that can create more challenging situations for some individuals who are accused or convicted that prevent them from being able to appeal, etc. The Board wants to ensure that in their recommendations they can help Latinos contribute to the community. He wants to learn about how DCJS is facing the challenge of the Latino population, especially with language, in our criminal justice system. Teresa as a former cop has shared that there has always been a resource for officers to seek language translation. However, over time there have been an increasing number of non-English speakers that officers interact with. Law enforcement agencies are trying more to provide language courses to officers and to recruit bilingual or multilingual officers. There are also other needs for languages beyond Spanish. John asked about the percentages of Hispanic officers in different agencies; Teresa said they do not track employment by race. He asked if there is a statewide requirement for cultural competency training. Teresa shared that there is a basic requirement for officers to undergo cultural competency training, such as the ability to distinguish between criminal activity and activity from a different culture. She explains that there needs to be some fluidity in course offerings as communities are different and changing.

There is a focus right now on ensuring fair and impartial policing to eliminate bias in officers. Statewide there is a requirement for agencies to provide at least 2 – 40 hours of cultural competency training. She shares that by allowing some flexibility in terms of the curriculum is that law enforcement agencies need to be integrated into their communities to listen to their communities; it cannot be one-size-fits-all.

Michel discusses the challenge in finding bilingual police officers. He asks about the citizenship status need of officers. Teresa shares that people need to be citizens or on the path to citizenship. Michel suggests connecting to consulates. Alex Vanegas asks how the Board can help DCJS. Julio asks if DCJS collects information about a crime or instance when a Latino individual has been involved. Teresa shares that the State Police captures statistics about crime, and she can investigate research about this issue.

Estuardo asks about the requirements; officers need at least 40 hours of training every two years, at least 2 of which is cultural competency, but there is often more training. Teresa shares that she interacts with all training academy instructors across the state. DCJS has sought resources available to officers, and she is asking the Board for support in providing some additional competency training. It could be a resource sheet for officers all the way to video training or participation during in-person blocks of training. Law enforcement wants new training programs, and DCJS would like to

collaborate. The Virginia Sheriffs Association asks DCJS for help with their cultural training, and she would really like the Board to help with training for how to deal with the Latino community.

Aida asks if DCJS can award grants around law enforcement training for Latinos. She asks about reentry programs and educational efforts for those looking to integrate back into society. Teresa answers that she can connect the Board with individuals handling reentry.

Estuardo states that there will be one email to Teresa with all of the Board's questions.

Teresa says that DOC would be the ones to provide possible statistics on inmates by race.

- VIII. Kristie White and Stephen Velasquez from Virginia Union University. Their goal is to increase their diversity recruitment. They have about 1,400 students and they have a strong recruitment history, but they are looking to expand. They are trying to expand their international recruitment. Stephen shares that VUU has been expanding their outreach to high schools from across the country to engage with Latino young people. They are a private institution and their tuition is \$28,000. They offer grants and financial aid; scholarships regardless of citizenship status. Their greatest barrier to college attendance is around financial access, and they provide aid regardless of documented status. Kristie will research information about the retention rate/graduation rate for Latino students. She discussed that one of their concerns with Latino students is ensuring that those students have strong community support. She is asking for information about places in Virginia where they can do recruitment for Latino students. Aida and Gloria share some information about places to recruit Latino students; they suggest also some Latino churches. The Board will continue this partnership with VUU to suggest ways for them to expand their Latino outreach.

Recap from presentations:

John asked why our inmates are so disproportionately Latino (or African American), and why they receive longer sentences. Chris discusses that in his work he has seen disproportionate numbers of Latinos in court. He wonders what training is offered around traffic stops. Julio emphasizes that we need data to support us. Michel wonders how many Latino inmates or offenders have been incarcerated for non-violent crimes, particularly crimes around ID. The Board should ask for data from state agencies.

- IX. Subcommittee presentations

Health – They are 385,000 individuals in Virginia enrolled in qualified health plan through the federal marketplace. Of these at least 6,500 were Latinos. There are an estimated 191,000 uninsured Latinos. Their recommendations:

-expanding Medicaid and closing coverage gap

- expand outreach through community meetings and outreach with VDH for medical information for Latinos
- coordinate with community organizations and churches prior to enrollment for education and need to enroll
- assist with enrollment and tracking; there are few employees working to assist individuals enroll, especially online
- work to assist others with online enrollment; ensuring access to computers at state and local libraries
- encourage individuals to self-identify
- work to ensure that health professionals from abroad do not have to get recertified
- reproductive and children's health
- health for agricultural workers

They found data county-by-county. Michel shares about the Chamber's programs: Teledoctor, which would allow individuals to connect with doctors through phone connection and work to expand access. The Hispanic Chamber offers examples of fairs, often with insurance providers, to allow people assistance with enrollment. Cecilia shares that she got some data from the Virginia Poverty Law Center (link will be added to the VLAB website).

X. Craig Herndon, VCCS

We have 1. a skills gap, 2. an interest gap, 3. Affordability. Virginia competes with four other states for jobs coming here to the state. When it comes to an issue of workforce development, we have a lack of "middle skill" workers, which require less than a bachelors degree and more than a high school diploma. We have many current pathways to a "middle class lifestyle" that do not go filled. The state does not invest in these pathways the way we do for higher education. If we invest in credentialing, the state can gain significantly on payroll tax withholding and produce a great return on investment. Higher education is paid right now for the amount of students enrolled; this new VCCS proposal would incentivize payment based on outcomes. VCCS proposes also merit-based aid. We do not know as much about our credentialing students as opposed to enrolled higher ed students. They do mirror our VCCS institutional students, which tend to skew older and more racially diverse. Pathways for credentials are more liberal when they are provided through private organizations or companies. When states offer certifications, they may have citizenship requirements.

There is a mindset shift that we need to encourage people to seek these careers, as opposed to people who generally want to pursue higher education. The Governor just won an NGA grant allowing us to pursue market research to see what messages work. With the Latino community, outreach to children is important as they are often a pathway for information to their parents.

The Board would be likely to include this proposal in their recommendations. To be specific, VCCS is asking the Governor to include in his budget an incentive-based payment program for workforce credentialing.

How can we promote these career pathways to young people so they can envision success in these fields?

XI. Business

Chris – they have been working to survey business owners to determine what is being done on SWaM, and what is Latino purchasing power.

-Outreach: none of the business owners they have spoken with knew about expanded contracting opportunities available to Latino business owners. They recommend walking owners through applications for EVA/SWAM.

They would work to then organize a seminar with local Bar Associations/Chambers to speak with local Latino business owners so they can apply for procurement opportunities.

-Latino purchasing power

-Most Latino business owners come from service providers; didn't borrow; relied on word of mouth. Many have done business in Spanish and done marketing into Latin America. They suggest a trade mission also to Mexico. They are curious if SWAM denials are coming due to documentation status.

-Aida's question: could the committee produce a webinar that could be added to the VLAB website?

XII. Education

Aida – workforce development; the Board wants to look into revamping the Virginia wizard, which would expand outreach to include working with parents and children around pathways to educational success

Gloria – cultural competency training for statewide school workers; will work to encourage greater Latino representation on Boards of education so they reflect the communities they represent; ensure websites are in English/Spanish

John – rfp's; many options to secure funding for these initiatives.

They need data; how many students are special needs? Are a disproportionate number of Latino students labelled as special ed? Is it an inability to learn or an inability to speak English?

Outreach component to encourage Latino participation in local and state board meetings; related to parental engagement and civic engagement

Make the VLAB website stronger

Vivian – special ed; percentage of special ed students are Latino. What kinds of testing are we doing, and is it accurately diagnosing the problem? How are schools working with parents to coordinate efforts to support special needs students?

-In general, we need to measure progress on these issues to ensure that we have a metric to track the progress/status of these recommendations.

-Where we have overlapping issues (ID, informing the community), we should work to ensure that we are not working in isolation and instead are cooperating with the community.

XIII. Civic engagement

Carolina – mechanism or filter in the Board appointment to ensure that Latinos can make important contributions to boards or commissions that need representation/members. The Board wants to be proactive to ensuring that we have representatives across all boards.

-Identifying hot spots across Virginia: where do we need to organize voter drives or events to ensure voter registration and participation.

-Coordinate more with Lisette and ensure that VLAB outreach is related much more to civic engagement priorities

-Naturalization ceremonies (data needed): how often do they happen, when, where? May also want to consider citizens whose rights have been newly restored?

Potentially could explore a partnership with the League of Women Voters; talk to the courts?

-May want to explore having an ombudsman (or public advocate)

-the VLAB website should be much more robust and allow us to reach a larger audience

XIV. Timeline and next steps

Week of 11/9 to have a final version of the document → then we can print and reproduce for each member of the Cabinet and the Governor, with extras for a total of 20 copies

-We need final committee reports by 10/26 (there will be a buffer)

-We will resend the reporting format to everyone

XV. Leni Gonzalez spoke about enrollment activities for FAMIS/children

-for FAMIS outreach, Leni is working to get ads out through Univision and telemundo. Leni is working with DMAS to promote increased outreach

-among the 35,000 children that are not registered in FAMIS, we suspect many are Latinos and she believes parents are nervous if they are in mixed status families; coverva.org

-we are about 50% towards the Governor's goal of enrolling kids in FAMIS -DACA students are not eligible; it's a federal program but states administer the program (legal residents, pregnant women, citizens)

-she thinks it would be important to have more funding for outreach

-Leni will send electronic flyers

XVI. Rosalia Fajardo

-Enroll VA; new open enrollment starting November 1, and it ends one month earlier

-people must have legal residence/citizenship/temporary workers to qualify for Obamacare

-we can send information to Lisette and they can send it out to Summit attendees

- XVII. VLAB Website: events; there should be a better way of making this information current
- we should be more proactive about advertising HHM and other high profile events
 - maybe assign some Board members to work on the website, or possibly could hire an intern to help with website
 - Board members can assist in sharing website on social media
- XVIII. Events:
- 10/24 Chamber Business Summit
 - Butterfly ballroom dance event (contact Cecilia Barbosa for more info)
 - Virginia Latino Leaders Council civic engagement reception in Arlington 10/26
 - Hispanic Chamber of Commerce's Hispanic Gala 10/16: giving out \$50,000 in scholarships,
 - Raising awareness about homelessness run/walk from Virginia Beach to DC 11/12-13 (contact Lucero for more info)
- XIX. –Ryan asked the Board to be on the lookout for financial disclosure forms coming in November
- XX. –The Board adjourned at 5:06 pm