



# Washington State Commission on Hispanic Affairs

## Strategic Plan

2022-2030

## About the Commission

The Washington State Commission on Hispanic Affairs (“CHA” or “the Commission”) was created by a Governor’s Executive Order and established in statute in 1971. As mandated by the state legislature, the Commission’s functions are to improve public policy development and the delivery of government services to the Hispanic community through the following means:

- Identifying and defining issues concerning the rights and needs of Washington State’s Hispanic Community;
- Advising the Governor and state agencies on the development of relevant policies, plans and programs that affect Hispanics;
- Advising the legislature on issues of concern to the state’s Hispanic community;
- Establishing relationships with state agencies, local governments, and members of the private sector.

The Commission started out in 1971 as a strong grassroots movement to improve the conditions for Latinos in the state of Washington. A substantial amount of community action leading to the creation of CHA rose out of the Yakima Valley as well as other areas with high farm worker populations. During this time, a group of Latino community advocates saw the need to take their concerns to the state to advocate and lobby for community development. The official creation of CHA was part of a larger history of the Chicano movement that peaked in Washington in the late 60s and early 70s.

## Enabling Statute

The Commission is governed by RCW Chapter 43.115. Implementations of these regulations are contained in WAC Chapter 322-12.



## Mission, Vision, Values

The Commission's enabling legislation--from which our mission is derived-- is found under [RCW 43.115](#). "The legislature declares that the public policy of this state is to insure equal opportunity for all of its citizens. The legislature believes that it is the duty of the state to improve the well-being of Hispanics by enabling them to participate fully in all fields of endeavor and assisting them in obtaining governmental services.

*The legislature further finds that the **development of public policy and the delivery of governmental services to meet the special needs of Hispanics** can be improved by establishing a focal point in state government for the interests of Hispanics. Therefore the legislature deems it necessary to create a commission to carry out the purposes of this chapter.*

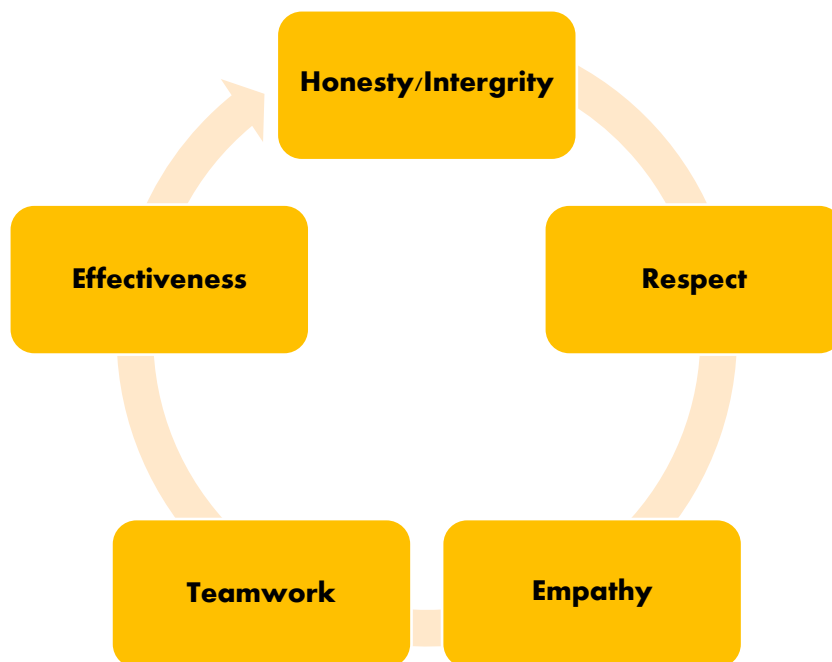
The Commission shall have the following powers and duties:

- (3) Examine and define issues pertaining to the rights and needs of Hispanics, and make recommendations to the governor and state agencies for changes in programs and laws;
- (4) Advise the governor and state agencies on the development and implementation of policies, plans, and programs that relate to the special needs of Hispanics;
- (5) Advise the legislature on issues of concern to the Hispanic community;
- (6) Establish relationships with state agencies, local governments, and private sector organizations that promote equal opportunity and benefits for Hispanics"

### Vision

Amplifying Latinx/Hispanic needs through policy advocacy to achieve equity and access.

### Values



## Staff

**María Sigüenza**  
Executive Director

**Nancy Aguilar**  
Communications and  
External Relations Manager

**Cynthia Tamayo**  
Operations and Special  
Projects Manager

## Commissioners

Dr. Bernal C. Baca  
Chair

Lina Alvarez  
Vice Chair

Vacant  
Vice Chair

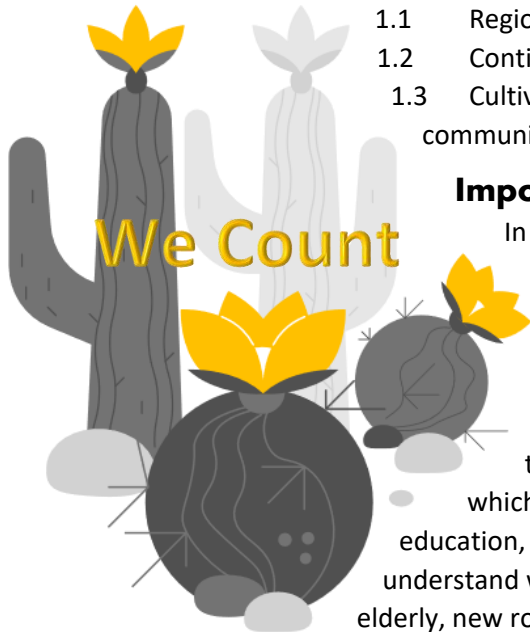
Dr. Randy Nuñez  
Lola Flores  
Jessica Hernandez  
Vacant  
Eric Gonzalez  
Lili Navarrete  
Angie Hinojos



# Strategic Priorities

## Strategic Priority 1

### Redistricting and Census 2030



- 1.1 Regional Community Assessment and Capacity Building
- 1.2 Continued Education on the impact of Census and Redistricting
- 1.3 Cultivate meaningful, collaborative, and early participation by community in redistricting process at the county and state level.

### Importance

In 1790 our American forefathers collected its first count of people living in the United States. Now, collecting information about the economy, immigration, migration, agriculture, along with the age, gender, and number of folks living in each household across the state is collected at the top of each decade. This information informs the distribution of more than \$675 billion in federal funds that is allocated to local, states, and tribal governments each year which is used for neighborhood improvements, public health, education, transportation, and more.<sup>i</sup> The data helps decision makers understand where community services are needed such as services for the elderly, new roads and schools, job training centers. This data also is utilized to determine how the 435 seats in the US House of Representatives are divided amongst the 50 states. Furthermore, Public Law (P.L.) 94-171, enacted by Congress in December 1975, requires the Census Bureau to provide states the opportunity to identify the small area geography for which they need data to conduct legislative redistricting.<sup>ii</sup>

The ability for Washington residents, especially communities who are undercounted, like the Latino community, is vital. Ensuring that communities receive their fair share of funding makes opportunity accessible for each community in our state.

### Action Plan

- 1.1.1 Funding for an outreach team comprising six staff across the state to initiate community assessments, identify existing strengths and gaps within each region, and create a closer relationship between CHA and the regional community.
- 1.1.2 Create recommendations and budget asks to address any gaps and further strengthen the resources of each regional community
- 1.2.1 Create and implement an outreach plan for Census and Redistricting education
- 1.3.1 Request funding for a CHA Subject Matter Expert Redistricting Committee to advise the Commission on the recommendation of legislation to influence a transparent process in when creating county Redistricting Committees and the state Redistricting Commission.

## Success Measure

- 1.1.1 Increase staff by 200% from 3 staff to 9 staff and create an outreach and community assessment fund for necessary travel, engagement, assessment costs, and other items necessary for the new team.
- 1.1.2 Create decision packages to request funding based upon assessment (qualitative and quantitative) results.
- 1.2.1 At least six outreach events per year done by the new outreach team.
- 1.3.1 CHA is funded to lead the CHA SME Redistricting Committee and recommends through Agency Request Legislation or state agency partnerships legislative changes necessary to implement recommendations resulting from committee.

## Strategic Priority 2

### Agency Rename and Rebrand

- 2.1 Renaming of the agency from Commission on Hispanic Affairs to a name that is vetted and chosen through community forums
- 2.2 Rebrand the agency to look and feel based upon community feedback

### Importance

The Commission has undergone two name changes since its inception. In 1972, when the Commission was created, it was named the *Commission on Mexican American Affairs*. In May of 1987, the Commission underwent a name change to better reflect the Hispanic/Latine community's diverse representation of folks from countries other than Mexico. At that time, the term Hispanic was commonly used but is now vastly outdated. Over the last 3 decades, the Hispanic/Latinx community's identity has diversified even more. As a community, we represent different religions, races, creeds, orientations, nationalities, and other identities. The term

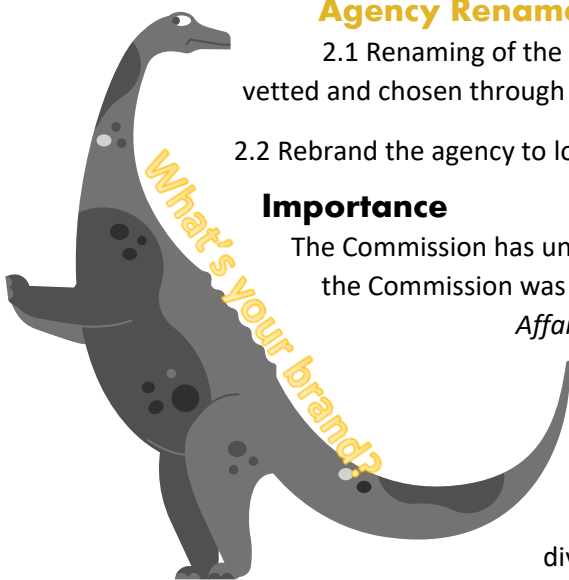
Hispanic just does not fit. For the Commission to continue its relevancy in the community, it is important that community sees themselves in our work and that starts with our name.

### Action Plan

- 2.1.2 Funding request to conduct multiple listening session in various languages state-wide through FY24 and assess how the community recommends naming the commission
- 2.2.1 Submit Agency request legislation for Legislative Session 2024 requesting a rename of agency and a decision package to request funding to cover the costs of an agency rebrand.

### Success Measure

- 2.1.2 The agency acquires funding to conduct outreach sessions, vet recommendations, and create agency request legislation for a successful name change.
- 2.2.1 The agency renames itself according to community feedback and receives funding to conduct a rebranding effort.



## Strategic Priority 3

### Agency Alignment with Executive Strategic Priorities



3.1: *World-class education*: Advise to...

3.1.1 Expand internship opportunities for students of Latine/Hispanic descent within Washington state government

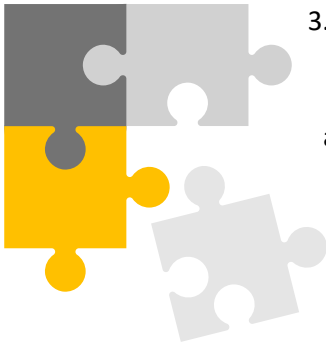
3.1.2 Expand funding for Early Learning Initiatives and mitigating existing barriers for undocumented families

3.1.3 Increase the faculty of Latine/Hispanic descent in higher education and addressing pay disparities within part-time and full-time faculty

3.1.4 Increase funding for DREAMERS and DACA students via WASFA to keep up with the increased cost of education in collaboration with the Washington Student Achievement Council

3.1.5 Advise on the creation of preventive supports within the K-12 educational system for students at risk of involvement with gangs

3.2: *Prosperous economy*: Advise to...



3.2.1 Transition Farm Workers to farm owners/ wealth ownership for Ag

3.2.2 Increase childcare access expansion and mitigate barriers to childcare access for the most marginalized Latine/Hispanic individuals

3.2.3 Increase utilization rates of Latine/Hispanic-owned businesses via Department of Enterprise led and other state agency contracts

3.2.4 Increase access to financial literacy education

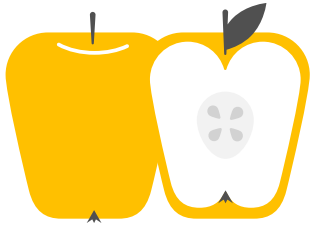
3.2.5 Expand homeownership opportunities for Latine/Hispanic individuals in Washington state.

3.3: *Sustainable energy & a clean environment*: Advise to...



3.3.1 Create funding streams for small businesses to implement “safer choice” logos and for outreach to Latine/Hispanic owned businesses on safer choice products.

3.4: *Health and safe communities: Advise to...*



3.4.1 Expand healthcare access within and for the Latine/Hispanic community, especially to individuals who are undocumented.

3.5: *Efficient, effective, and accountable Government: Advise to...*



3.5.1 improve data collection and disaggregation for the Latine/Hispanic community to accurately capture the contributions and needs of our community.

## Importance

As a cabinet agency, the Commission on Hispanic Affairs is very much aligned with the general priorities set forth by the Governor. The priorities listed in this section are reflective upon work done with state agencies, NGO partners, community partners, and assigned taskforces, advisory committees, workgroups. Each of these priorities will inform future legislative, agency, policy advisement work.

## Action Plan

For each of the priorities outlined in this section, the Commission, Commissioners, and select committees will continue to work with community organizations, grassroots advocates, community members to ensure that we are elevating their priorities and approaches. The Commission will work with agencies, the legislature, and the Governor and his staff to ensure that the priorities and approaches are adopted to the fullest extent possible to achieve positive outcomes.

3.1.5 Submit a decision package for funding to four pilot communities across the state that follow the model implemented at Mount Vernon High School, which prioritizes staffing via counselors to do direct work with students at risk for joining gangs.

## Success Measure

3.1 Increased collaboration with partners across the state: community members, Community Based Organizations, legislators, state agency representatives and staff, the Governor and his staff.

3.2 Successful advisement to the state agencies that oversee statutes and programs

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<sup>i</sup> Bureau, U. S. C. (2021, October 8). *Census bureau 101 for students*. Census.gov. Retrieved July 11, 2022, from <https://www.census.gov/programs-surveys/sis/about/students101.html>

<sup>ii</sup> Bureau, U. S. C. (2022, January 12). *Decennial census P.L. 94-171 redistricting data*. Census.gov. Retrieved July 11, 2022, from <https://www.census.gov/programs-surveys/decennial-census/about/rdo/summary-files.html>