



# Engaging Latinx Communities in Your Nonprofit Work

*Nonprofit Association of Washington + Grays Harbor RISE Coalition*

03.22.2024

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Rodolfo (Rudy) Mondaca, Isabel Cisneros





# Agenda

## Schedule:

- 1:30-2:00pm introductions + presentation
- 2:00pm-2:30pm panel discussion
- 2:30pm-2:40 pm Q&A
- 2:40pm-2:45 wrap up / share favorite resources



## Who we are:

### Brissa Perez

- Community Engagement Manager, Nonprofit Association of Washington
- Mexican American



### Jessica Molina

- Community Health Specialist, Grays Harbor County Public Health
- Aberdeen, Grays Harbor
- Chicana



### Johnny Alvarez

- Recruitment and Admissions Manager, Grays Harbor College
- Chicano



### Isabel Cisneros

- Network Builder for Latino Communities, Catholic Community Services
- Mexicana



### Rodolfo (Rudy) Mondaca

- Community Relations Specialist, Department of Labor and Industries
- Chicano





# Language Accessibility

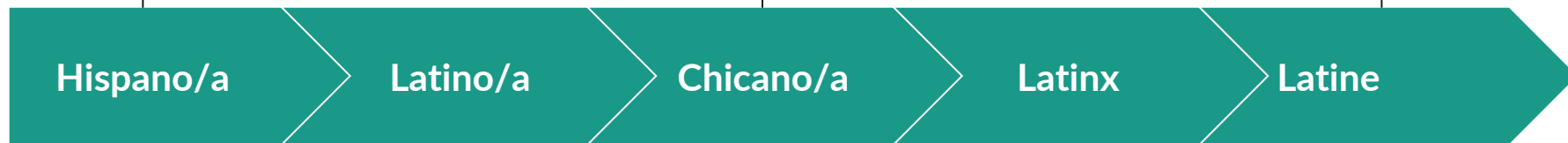
- Understand Terminology
- Language Inclusive Practices



*Hispano/a* was first introduced in the U.S census 1980 (hispanic), refers to those from Spain and other spanish speaking countries.

*Chicano/a* was seen as early as 1920, comes from the word mexicano and for those who grew in chicago in the 1960s, gained traction as a common term during the civil rights.

*Latine* gender neutral or non binary term, originated from LGBTQIA+, gender non-binary, feminist communities in spanish speaking countries.



*Latino/a* goes back as far as 1808 (latin american countries become (independent) , 1920, 1970, 1990. Was seen again in the census in 2000. Meant to include those from Latin America.

*Latinx* emerged as a gender neutral term in the early 2000s, by 2004 it was more common, meant to include those who fall out of gender binary norms of ella/el - her/him. Popular in U.S among academia, LGBTQIA+, non-binary communities.



# Language Inclusive Practices

- Inclusive Practices
  - Translating documents to communities served
  - Offering document translation to preferred language of choice and in person translation services
- Diversity In the Workplace
  - Hiring staff to work directly with and for bipoc communities

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## WA State Policies

- Policies in Place
  - Interpreter Services Healthcare
    - Title VI of Civil Rights Act & American Disabilities Act- your provider is required to offer language assistance, including spoken and sign language support.
  - Workers Compensation Insurance - (also known as Industrial Insurance) provides wage replacement and medical benefits to workers injured on the job.



# Volunteering

- Outreach Approaches
- Typical Day of a Latinx Family





# Volunteering

- Outreach to High School/College, teachers, organizations, returning volunteers
- Provide stipends, reimbursement, vouchers, compensate for their time.
- Emphasize importance of building skills, commitment, and perks of connecting with community.
- Time is a constraint due to work, plan volunteer service in the late afternoons or weekends.



# Volunteering: Typical Day Latinx Family

**Any given day of an immigrant family in  
Grays Harbor County**

*Family of 10, Mom, Dad, 8 pp, and newborn.*



TIME	ACTIVITY	NOTES
5:30am -7:30am	Dad wakes up and leaves for work.	If mom or the boys have a doctor's appointment he doesn't work
	He drives 1 or 1 1/2 hours into the forests	
8am-5pm	Drives out to work site, works, goes back to his truck carrying in his back the salal he picked	Starts driving back to drop his load in the warehouse and waits in line to sell his product.
5pm- 6pm	Leaves the warehouse back home and if needed stops at the grocery store	Mom does not drive. When dad arrives he showers, eats, and get ready for church group.
7pm-8pm	Family heads out together for church group.	Church groups keep family together and involved.
8pm-9:30pm	Family heads home	Family get ready to go to sleep.



# Education

- Understand How Latinx Data Supports Education
- How Can Nonprofits Bridge Gaps



# Education

- National data
  - fall 2021, there were 3.7 million Hispanic/Latinx students enrolled in degree-granting postsecondary institutions.
  - 59 percent of Hispanic/Latino students who began seeking a bachelor's or equivalent degree at a 4-year institution in fall 2015 received that degree within 150 percent of the normal time (i.e., within 6 years)
- Hispanic Serving Institutions (**HSI**) - What is it ?
  - An HSI is defined as an institution of higher education that has at least 25% of enrollment of undergraduate full-time equivalent students as Hispanic students at the end of the award year immediately preceding the date of application.
- HSI in WA State
  - Big Bend Community College, Columbia Basin College, Heritage University, Perry Technical Institute, Walla Walla Community College, Wenatchee Valley College, Yakima Valley College.



## Education

- Grays Harbor College - why is it essential to become HSI.
  - Based on fall 2023 enrollment, GHC could be considered an emerging HSI, between 15% and 25% of undergraduate full-time equivalent (enrollment) from Hispanic and Latino students
  - In terms of our service area, based on the American Community Survey 2021 5-year estimates, approximately 10.4% of the combined population of Grays Harbor and Pacific Counties identified as Hispanic or Latino
  - Current Developing Workforce
    - Women- AA 2 year paths: Registered Nurse, Medical Assistant, Mental Health.
      - Working + school.
      - 1% of graduate degree holders are Latina
    - Men- Technical Career 2-3 yr paths: Welder, Technical, Diesel..
- Nonprofits can help by providing more Internships paid or unpaid with purpose of helping students in the long run make connections, build skill sets and get experience in a career field

# Culture



- Family is the Root
- Effective Outreach Strategies



# Culture

- Build trust by delivering culturally relevant events
- Family is the root, everyone shows up
  - Food, family friendly, music, dancing, or sitting around together. “convivir”/hangout
  - Seasonal workers: ocean shores, oystereries, fisheries, lumbers.
- American Culture vs Latinx
  - Different cultural work values
    - Humility



# Panel Discussion





# Panel Discussion

**Isabel Cisneros**

Panelist



**Johnny Alvaréz**

Panelist



**Jessica Molina**

Panelist



**Brissa Perez**

Facilitator



**Rodolfo (Rudy) Mondaca**

Panelist





## Panel Discussion

### Question 1

- What are some challenges you faced when first reaching the latinx community in your current role?
- ¿Cuáles son algunos de los desafíos que enfrentó cuando llegó por primera vez a la comunidad latina en su puesto actual?

### Question 2

- What are some skills/strengths you learned to implement in your work when reaching the latinx community?
- ¿Cuáles son algunas de las habilidades/fortalezas que aprendiste a implementar en tu trabajo al llegar a la comunidad latina?



## Panel Discussion

### Question 3

- How is your work inclusive to the latinx community?
- ¿Cómo es su trabajo inclusivo para la comunidad latina?

### Question 4

- How do you retain and take care of your latinx employees?
- ¿Cómo retiene y cuida a sus empleados latinos?

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# Questions and Answers

**10 min**

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**Wrap up:**

**Share Favorite Community Resources**

**Mentimeter**



**Thank You!**