



NHLA National Hispanic Leadership Agenda

MEMBER ORGANIZATIONS

November 11, 2020

The Honorable Joseph R. Biden
President-Elect of the United States
The Honorable Kamala Harris
Vice President-Elect of the United States
VIA EMAIL

Mr. President-Elect and Madam Vice President-Elect,

On behalf of the coalition of the 42 most important Hispanic organizations in the United States —the National Hispanic Leadership Agenda (NHLA)— we are pleased to extend our warmest congratulations on your election and our most sincere well wishes for your success.

We know you take great pride in the coalition you put together, the broadest and most diverse in history, and we thank you for committing to an administration that reflects the strength of that diversity. NHLA strongly agrees that your success will be most likely if our new government reflects who we are as a growing Nation. Voices of diversity will only help to effectuate the change needed to improve quality of life for all Americans.

The 42 undersigned organizations strongly recommend you appoint qualified Hispanics to top positions at all levels in your Administration. We believe there should be no fewer than five Hispanics appointed to Cabinet-level positions, to at minimum surpass the highest number of Latinos ever serving at one time in a Presidential Administration, which was four. We also believe your Administration should have a strong Hispanic presence at every level, to fully reflect the diversity of our Nation's population and within Latino communities, including gender, race, sexual orientation, and ethnicity. Your Administration and our country will benefit from the wealth of talent and commitment that Latinos bring to public service.

The NHLA was established in 1991 as a nonpartisan association of major Hispanic national organizations and distinguished Hispanic leaders from all over the Nation. Collectively, NHLA leads advocacy on the pressing civil rights and policy issues affecting the 60 million U.S. Latinos. NHLA strives to increase Latino visibility and leverages its efforts to build a stronger Latino influence in our country's affairs.

Hispanics are close to 20% of Americans, but we have never been equitably represented in the Cabinet or other appointments. Our Nation's prosperity and well-being depend on our ability to address the full array of issues affecting all Americans, including Latino communities. Without the expertise and experience Latinos bring to our Nation's

Alianza Americas
American G.I. Forum
ASPIRA Association
AVANCE Inc.
Casa de Esperanza: National Latin@ Network
Congressional Hispanic Caucus Institute
Farmworker Justice
GreenLatinos
Hispanic Association of Colleges & Universities
Hispanic Federation
Hispanic National Bar Association
Hispanics in Philanthropy
Inter-University Program for Latino Research
Labor Council for Latin American Advancement
LatinoJustice PRLDEF
League of United Latin American Citizens
MANA, A National Latina Organization
Mexican American Legal Defense and Educational Fund
Mi Familia Vota
NALEO Education Fund
National Association of Hispanic Federal Executives
National Association of Latino Arts and Culture
National Association of Latino Independent Producers
National Conference of Puerto Rican Women, Inc.
National Day Laborer Organizing Network
National Hispanic Caucus of State Legislators
National Hispanic Council on Aging
National Hispanic Foundation for the Arts
National Hispanic Media Coalition
National Hispanic Medical Association
National Institute for Latino Policy
National Latina Institute for Reproductive Health
National Latinx Psychological Association
Presente.org
SER Jobs for Progress National
Southwest Voter Registration Education Project
U.S.- Mexico Foundation UnidosUS
United States Hispanic Chamber of Commerce
United States Hispanic Leadership Institute
United States-Mexico Chamber of Commerce
Voto Latino

governance, America's government will miss an opportunity to effectively develop and implement sound policies on the issues affecting all Americans.

For these reasons, we believe it is particularly important that you appoint Hispanics to Cabinet-level positions beyond those where they have traditionally served: Interior, Labor, Housing and Urban Development, Energy and Small Business. For example, our Nation has yet to have a Hispanic serve in any of the top three Cabinet positions: Secretary of State, Defense or Treasury. The same is true for other positions of crucial importance, in and beyond the formal Cabinet. No Latino has ever served as Chief of Staff, National Security Advisor or Chair of the Federal Reserve. Only one, Alberto Gonzales, in a Republican administration, has served as Attorney General or White House Counsel.

No Hispanic has been appointed to any Circuit Court since 2016. Only 18 (of a total of 179) serve in any of the thirteen circuits. Despite there being 94 federal judicial districts, only 77 Latino jurists (of a total of 673) serve in the Article III District bench, 10 of them in Puerto Rico. This undermines the people's trust in the judiciary.

You will fill thousands of positions in your Administration, as well as on advisory boards, commissions, and other bodies within the federal government. We urge you to ensure that Latinos comprise at least 20% of these positions, in number, quality and importance. There are talented Latinos serving as elected and appointed officials, civic and community leaders, and in the private and nonprofit sectors, many of whom are well-qualified to serve at every level of your Administration.

We look forward to working with you to achieve this important goal and will provide recommendations and lists of qualified Hispanic candidates who will proudly serve our Nation in your Administration.

Please have your staff contact us if you have any questions about NHLA's position regarding any appointments, need appointment recommendations or have any other questions or concerns. Also, please let us know the contact information of the persons you designate as the official points of contact on this and related matters. Thank you.

Best wishes,



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