

Governor's Latino Advisory Commission 2017-2018 Report



Governor's Latino Advisory Commission

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Governor's Latino Advisory Commission

Letter from the Chair

Latinos in Massachusetts have a rich history of different cultures, customs, values, strengths and contributions, all of which help to make the Commonwealth more diverse, welcoming and competitive globally. We recognize Governor Baker and Lieutenant Governor Polito's leadership and dedication to the Latino community. By establishing the Latino Advisory Commission, the Administration re-affirmed its commitment to address the concerns of the Latino community and help foster its economic prosperity and well-being across the state.

On behalf of the Latino Advisory Commission, we are excited to deliver to the Governor the 2017/2018 report which includes an initial set of priorities and recommendations. We especially want to acknowledge that this process showcased the Latino communities' aspirations, challenges, contributions and strengths throughout the state. Many of these recommendations can be leveraged by the private sector and other public entities beyond the Commonwealth.

I am extremely humbled that Governor Baker appointed me to lead the Commission as the Chair and Bob Harnais as the Vice-Chair. Each member of the Commission demonstrated a deep commitment to this initiative by actively participating in the process, leveraging their broad professional expertise and vast networks and attending countless meetings, statewide community listening sessions and industry expert roundtable panels. I want to express my heartfelt gratitude to each and every Commission member for their service, hard work, dedication and passion.

We value and appreciate the members of the Latino community including industry leaders, experts and elected officials throughout the Commonwealth who partnered with the Commission in various outreach and engagement efforts. Their participation was instrumental in the success of this initiative. It was also very helpful and impactful to collaborate and coordinate efforts with the Governor's Black Advisory Commission and several of the Administration's Secretaries.

The Latino Advisory Commission acknowledges there are many other topics and ideas of importance to the Massachusetts Latino community that may not be featured in this report. This report provides an initial set of priorities and recommendations in accordance with Executive Order 577, but the process is ongoing and in 2019-2020, we aim to closely identify other topics of importance like health care and housing that impact the Latino community.

Lastly, the Latino Advisory Commission looks forward to continuing to engage with the Baker-Polito Administration by receiving updates on the progress of these priorities and recommendations and offering additional input on future implementation efforts as together we strive to make a meaningful impact to the members of the Latino community.

Respectfully yours,

Josie Martinez



Josie Martinez-Stamatos,
Chair

Governor's Latino Advisory Commission

Mission, Purpose & Deliverable



Executive Order 577

- **Mission:** Advise the Governor and Lieutenant Governor on issues relating to Economic Prosperity and Well-Being of the Latino community living in Massachusetts.
- **Purpose:** Deliver several specific recommendations on Economic Prosperity and Well-Being by leveraging the Commission's expertise and stewarding a comprehensive process that assesses the paramount priorities of the Commonwealth's Latino community.
- **Deliverable:** Every two years deliver a report with various recommendations on each of three selected priorities that promote the Latino community's Economic Prosperity & Well-Being. The recommendations will suggest metrics to measure the effects of such recommendations.

Governor's Latino Advisory Commission

Members

Josie Martinez, Chair
Robert Harnais, Vice-Chair

Well-Being Committee

Lead Facilitator

Juan Lopera, Vice President of Business Diversity, Tufts Health Plan

Co-Leads

Alberto Vasallo, President and CEO, El Mundo Newspaper

Vanessa Otero, Chief Operating Officer, Partners for Community

Members

Patty Diaz-Andrade, Founding Executive Director, OneGoal Massachusetts

Aixa Beauchamp, President, Beauchamp & Associates

Vetto Casado, Executive Director, Small Can Be Big Inc.

Regla Gonzalez, Vice President, League of United Latin American Citizens

Lazaro Lopez, Senior Manager, Boston One Fiber PMO/Staff, Verizon

Monica Lowell, Vice President, UMass Memorial Health Care

Marcela Aldaz-Matos, Director, Diversity and Inclusion, Partners Healthcare

Sonia Pope, Principal, Holyoke Community Charter School

Mary Skelton Roberts, Senior Program Office for Environment, Barr Foundation

Nahir Torres, Program Officer, Teen Development, The Hyams Foundation

Francisco Surillo, Adult ESOL Specialist, Lawrence Public Schools

Economic Prosperity Committee

Lead Facilitator

Carolina Avellaneda, Director of Governance, UMass Office of the President

Co-Leads

Rene Jarquin, Partner and Chief Investment Officer, Single Point Partners

Juan Carlos Morales, Founder, Surfside Capital Advisors

Members

Carmen Aguilar, Dean, Workforce & Community Education, Bristol Community Coll.

Eric Batista, Chief of Operations & Project Manager, Worcester City Manager Office

Javier Cevallos, President of Framingham State University

Albie Alvarez Cote, Director of The Financial Education Institute

Dexie Garcia, Senior Compliance Analyst, JP Morgan Chase

Yvonne Garcia, Senior Vice President, Investment Manager Service, State Street

Samalid M. Hogan, Director, Western MA Regional Officer, MA Small Business Center

Enna Jimenez, Vice President and Quality Engineering Director, Eastern Bank

Dan Rivera, Mayor of Lawrence

Governor's Latino Advisory Commission

Executive Summary

The Governor's Latino Advisory Commission (LAC) was launched in July of 2017 by Governor Baker signing Executive Order 577. The Commission was assembled to advise the Governor and Lieutenant Governor on matters of well-being and economic prosperity of the Latino community statewide.

Key Elements to Produce Priorities & Recommendations

- ❖ Six Statewide Community Listening Sessions (*400+ attendees and 400+ comments and ideas*)
- ❖ Four Roundtable Panels with Experts (*combined 100+ comments and ideas*)
- ❖ Six Commission Meetings (*100+ comments and ideas*)
- ❖ Administration's Input

The Commission convened a statewide process to assess the paramount challenges and opportunities of the Latino community in Massachusetts. To produce various priorities and recommendations, the Commission strived to offer specific, feasible, implementable and measurable strategies. This set of priorities and recommendations is not a full implementation plan and as such at our future meetings the LAC will obtain updates from the Administration on the implementation progress of these priorities and recommendations.

There are a myriad of other noteworthy, important and compelling topics that the Commission heard about and discussed over the course of this process, and the LAC acknowledges that many of these topics can be valuable to further explore and consider, including health care, housing and other prominent topics. Thus, the LAC will take a closer look at this inventory in the next round of priorities and recommendations in 2019/2020 as the Executive Order asks for a new set of priorities and recommendations to be delivered by the Commission every two years.

Governor's Latino Advisory Commission

Priorities & Recommendations

➤ **Priority:** Improve the educational performance and pathways for success for Latino students

▪ **Recommendations:**

- Strengthen foundational academic skills in K-12, including English Language Learners programs.
- Strengthen and expand college and career pathways for high school and secondary education students.

➤ **Priority:** Advance the competitiveness of the Latino workforce and businesses

▪ **Recommendations:**

- Target workforce development programs to prepare more Latinos for successful employment.
- Enhance ways for Latinos to competitively pursue and advance in senior level and leadership roles across all sectors.
- Increase competitiveness of Latino owned businesses by growing access to capital, capacity building resources and supplier diversity opportunities.

➤ **Priority:** Continue to make Massachusetts welcoming for immigrants

▪ **Recommendations:**

- Improve and expand programs for English Speakers of Other Languages (ESOL) and expedite reciprocity parameters for cross-state and international professional licenses.
- Assist eligible immigrants in applying for citizenship and offer financial literacy training for immigrant families.

Governor's Latino Advisory Commission

Priorities & Recommendations

Priority: *Improve the educational performance and pathways for success for Latino students*

Recommendation: *Strengthen foundational academic skills in K-12, including English Language Learners (ELL) programs*

➤ Implementation will include:

- Ensure alternative English Language Learners (ELL)¹ programs under the LOOK Act² are research-based, with well-prepared teachers.
- Launch a national marketing campaign to recruit teachers of color to Massachusetts, develop regional systems for proactively recruiting, training, and retaining teachers of color (build on best practices from examples such as: Teach Western Mass³) and expand proven programs for developing diverse school leaders (build on best practices from examples such as: Lynch Leadership Academy⁴, Building Excellent Schools⁵, Relay Graduate School of Education⁶, Latinos for Education⁷).
- Focus on improving early literacy curriculum and instruction in low-income communities, while accelerating data-driven interventions to ensure reading proficiency by 3rd grade (building on lessons learned from Pre-School Expansion Grant program⁸ and Early Literacy Expert Panel⁹).
- Create opportunities for greater school-level autonomy to empower educators to better match their programs and strategies to their students' needs and assets, while deepening out-of-school time partnerships with community-based youth development organizations (build on best practices from examples such as: Springfield Empowerment Zone Partnership¹⁰ and Lawrence Alliance for Education¹¹).

➤ Measurements and indicators of success include:

- ✓ Double the number of Latino teachers.
- ✓ Increase by 50 percent the number of Latino students reading at grade level by 3rd grade.
- ✓ Increase the percent of ELL students meeting annual English language improvement targets by 10 points

Governor's Latino Advisory Commission

Priorities & Recommendations

Priority: *Improve the educational performance and pathways for success for Latino students*

Recommendation: *Develop and expand college and career pathways for high school and secondary education students*

➤ Implementation will include:

- Develop a statewide media campaign using well-known public figures with credibility in communities of color to promote the importance of education and career planning, especially in Science, Technology, Engineering & Math (STEM) fields.
- Increase access in high school to college-level courses through Early College and Advance Placement (AP), with proactive recruitment of under-represented populations and additional supports to improve outcomes, in partnership with nonprofit organizations like Mass Insight¹² and Equal Opportunity Schools¹³.
- Expand cohort-based college readiness and success programs for first-generation students, like 100 Males to College¹⁴, Posse Foundation¹⁵, Bottom Line¹⁶, and One Goal¹⁷.
- Establish and expand career pathways and vocational-technical programs in urban high schools, including more intensive counseling and academic supports, integrated with job readiness and work-based learning experiences (build on best practices from examples such as: Worcester Innovation Pathways in partnership with Worcester Tech High School¹⁸).
- Ensure high school students graduate with a college and career plan (build on best practices from examples such as: MEFA Pathway: Your Plan for the Future¹⁹).

➤ Measurements and indicators of success include:

- ✓ Increase number of Latino students enrolling in and completing post secondary programs.
- ✓ Increase college completion rates of Latino students by 10 percentage points.
- ✓ Double the number of Latino high school students enrolled in a "high-quality" college or career pathway.

Governor's Latino Advisory Commission

Priorities & Recommendations

Priority: Advance the competitiveness of the Latino workforce and businesses

Recommendation: Target workforce development programs to prepare more Latinos for successful employment

➤ Implementation will include:

- Develop and expand internships and apprenticeships in STEM industries, targeting opportunity youth and under-represented adult learners (build on best practices from examples such as: Year Up²⁰ and Apprenti²¹).
- Engage quasi-public agencies, such as Mass Life Sciences Center²² and Mass Clean Energy Center²³ to help increase diversity within internship programs across various sectors.
- Engage more private sector companies for youth employment (build on best practices from examples such as: via private sector employment campaigns) which will allow Executive Office of Labor & Workforce Development (EOLWD) to direct qualified youth to private sector employment opportunities, including youth that have successfully completed the YouthWorks program²⁴.
- Continue to promote EOLWD apprenticeship expansion strategy which will focus on 1) pre-apprenticeship programs that feed diverse youth into existing apprenticeship programs (especially in the construction trade); and 2) engage more high schools, vocational tech schools, parents and companies to understand the opportunity of apprenticeships in non-traditional fields.
- Leverage successful practices from Learn To Earn pilot²⁵ (build on best practices from examples such as: targeted career pathways, aligned education, training and proactive coaching) to develop and expand partnerships with local workforce organizations in low-income communities of color.

➤ Measurements and indicators of success include:

- ✓ Increase in Latino students and young adults attaining internships and apprenticeships through these programs.
- ✓ Greater employment placement rates for Latinos by these programs into the STEM sectors and trades.
- ✓ Increased number of degree and certificates or industry credentials awarded to Latinos.

Governor's Latino Advisory Commission

Priorities & Recommendations

Priority: Advance the competitiveness of the Latino workforce and businesses

Recommendation: Enhance ways for Latinos to competitively pursue and advance in senior level and leadership roles across all sectors

- **Implementation will include:**

- Increasing the workforce recruitment efforts of competitive Latino candidates from outside state government into leadership roles that become available.
- Pursue greater number of Latino candidates for appointments onto Boards and Commissions.
- Invest in leadership talent development programs that increase the pipeline of Latino employees who are increasingly ready for next-level promotions, like Early Leader Program, New Manager Program (CORE)²⁶, and Senior Leader Development Program.²⁷
- Leverage and partner with the private sector and diverse professional associations on innovative ways in which Latino candidates are recruited and selected for top executive and leadership roles.

- **Measurements and indicators of success include:**

- ✓ Increase in the number of Latinos serving as state employees in leadership roles.
- ✓ Increase the number of Latinos serving on state Boards and Commissions.
- ✓ Increase strategies to collaborate with the private sector to engage Latino professional associations.

Governor's Latino Advisory Commission

Priorities & Recommendations

Priority: Advance the competitiveness of the Latino workforce and businesses

Recommendation: Increase competitiveness of Latino owned businesses by growing access to capital, capacity building and supplier diversity opportunities

- **Implementation will include:**

- Leveraging efforts of the Executive Office of Housing & Economic Development's Office of Business Development²⁸, as well as public private partnerships, to promote and increase resources that enable Latino owned businesses to grow by building capacity and providing access to capital and technical support (including the Community Development Capital Program²⁹, Small Business Technical Assistance Grant Program³⁰, and Massachusetts Small Business Development Centers³¹).
- Increasing the collaboration between state agencies and business support organizations to increase targeted outreach to ensure that Latino owned businesses are aware of the various business tools and resources that are available for their region or in their business sectors.
- Creating opportunities for Latino owned business to increase their social and business networks, which can then be leveraged to support greater business partnerships. These can be convened by larger Latino owned business and/or established business resource organizations, such as small business development centers and chambers of commerce in various regions of the state.
- Incubate pilots within the Open for Business program³² and explore opportunities in other programs that can utilize the innovative procurement diversity and inclusion methodology introduced in recent years by Massachusetts Port Authority (Massport) to grow and scale diverse firms.
- Continue to increase the state's supplier diversity benchmarks with the State Supplier Diversity Program³³ for spending with Minority Business Enterprises to impact Latino owned businesses.

Measurements and indicators of success include:

- ✓ Increased in funding dedicated to building capacity of Latino owned businesses.
- ✓ Increase in percent of Latino businesses with access to capital for growth.
- ✓ Increase in the number of Latino owned businesses that compete and win state contracts.
- ✓ Increase the participation of Latino owned businesses in the Open for Business program.
- ✓ Increase in the benchmarks for spending participation by Latino owned businesses.

Governor's Latino Advisory Commission

Priorities & Recommendations

Priority: Continue to make Massachusetts welcoming for immigrants

Recommendation: Improve and expand English for Speakers of Other Languages (ESOL) programs and expedite reciprocity parameters for cross-state and international professional licenses

➤ Implementation will include:

- Expand ESOL capacity and strengthen incentives for adult basic education providers to develop career pathways with integrated instruction, including expanded after-hours access to local vocational-technical schools.
- Promote increased Workforce Training Fund³⁴ and Workforce Competitiveness Trust Fund³⁵ use of grants with employers to provide ESOL to existing or potential employees as part of workforce professional development best practices.
- As needed, and programmatically and financially feasible, consider increased resources for accelerated English language programs targeting foreign professionals seeking licensure.
- Build on initiatives of the Executive Office of Housing & Economic Development (EOHED) and the Office of Consumer Affairs and Business Regulation³⁶ to review and, where practical and permissible, consider alternative options for professional licensing to meet increasing employer demand for experienced workers.
- Leverage the coordination between the state's Division of Professional Licensure³⁷ to seek greater alignment to more effectively explore and promote reciprocity parameters and standards.
- Promote existing partnerships and collaborations between training providers, higher education institutions, and private employers to identify opportunities to increase the volume of cross-state and international reciprocity agreements for licensure or credentialing.
- Build on strategies that include communication and coordination with national and international accrediting entities to create more robust databases of information related to licensing and standards.

➤ Measurements and indicators of success include:

- ✓ Increase in the number of Workforce Training Fund and Workforce Competitiveness Trust Fund grants to fund ESOL programs with employers.
- ✓ Increase by 50% the number of adult ESOL learners achieving English proficiency within 3 years of initial enrollment.
- ✓ Increase the number of professional licenses issued through alternative methods to meet employer demands for specially skilled workers.
- ✓ Increase in the volume of cross-state and international reciprocity agreements for licensure or credentialing offered by the Commonwealth.

Governor's Latino Advisory Commission

Priorities & Recommendations

Priority: *Continue to make Massachusetts welcoming for immigrants.*

Recommendation: *Assist eligible immigrants in applying for citizenship and offer financial literacy training for immigrant families*

➤ **Implementation will include:**

- The Massachusetts Office for Refugees and Immigrants' (ORI) ³⁸ network of Citizenship for New Americans Program (CNAP)³⁹ service providers will identify outreach strategies to engage eligible Latino immigrants for help applying for citizenship.
- ORI will work to encourage financial institutions and other subject matter experts to offer linguistically and culturally appropriate financial literacy training to Latino immigrants.

➤ **Measurements and indicators of success include:**

- ✓ Increase the numbers of Latino participants who receive assistance in applying for citizenship via the Refugee and Immigrant Support and Information System (RISIS)⁴⁰ database by SFY20.
- ✓ Expand the number of Latino participants receiving financial literacy and education training.

Governor's Latino Advisory Commission

Statewide Community Listening Sessions

Dates and Times	Region	Location	Total Attendees	Total Comments
1/25/18 6pm-8pm	SPRINGFIELD	Partners for Community	58	67
1/30/18 6pm-8pm	HOLYOKE	Holyoke Community Charter School	51	80
2/8/18 6pm-8pm	LAWRENCE	Lawrence High School	49	63
2/13/18 6pm-8pm	WORCESTER	Centro, Inc.	103	77
2/20/18 6pm-8pm	CHELSEA	Chelsea Senior Center	86	75
2/27/18 6pm-8pm	BOSTON	Inquilinos Boricuas en Acción (IBA)	90	68
		Totals	437	430

Governor's Latino Advisory Commission

Roundtables (Co-Production with Governor's Black Advisory Commission)

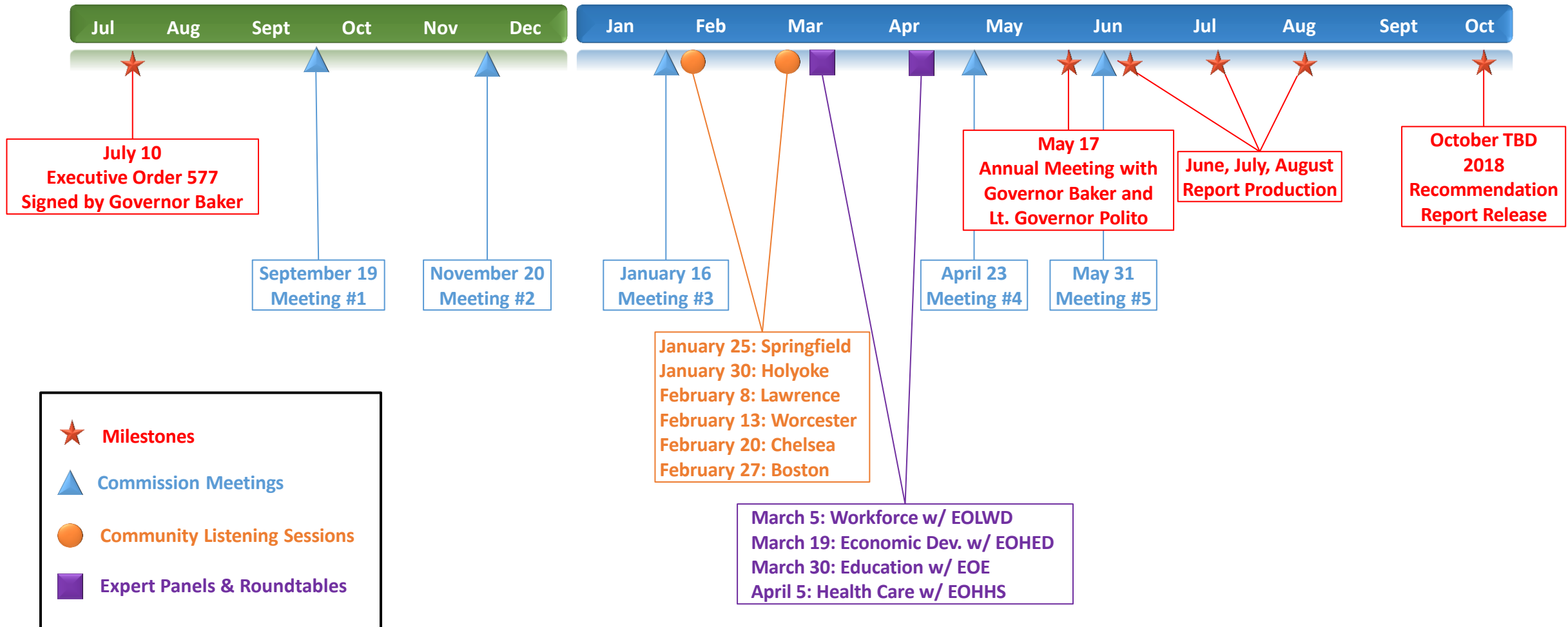
Roundtable	Title	Description	Panelists
Partners Healthcare Monday 3/5/18 2:00p – 4:00p Attendees: 55	Removing Barriers to Employment and Increasing the Competitiveness of Black & Latino Adults in the Workforce	<ul style="list-style-type: none"> Reducing barriers to train and incent unemployed and underemployed adults towards high-demand fields Retraining adults to pursue upgraded employment pathways while overcoming barriers Enhancing ways for adults to competitively pursue roles in high-demand sectors 	Moderator: <ul style="list-style-type: none"> Secretary Rosalin Acosta, EOLWD Panelists: <ul style="list-style-type: none"> Jeff McCue, Commissioner, MA DTA Travis McCready, CEO, MA Life Sciences Jill Griffin, Director, MA Gaming Commission Mary Jane Ryan, Director, Partners Health Care David Gadaire, President & CEO, Career Point Re-Entry Beth Babcock, President & CEO, EMPath
Eastern Bank Monday 3/19/18 5:00p – 7:00p Attendees: 45	Expanding Support and Resources for the Growth of Black & Latino Owned Businesses	<ul style="list-style-type: none"> Support the competitiveness for Black & Latino businesses statewide via access to capital, capacity building training, and supplier diversity opportunities Highlighting the state's various efforts as well as public private partnerships and best practices 	Moderator: <ul style="list-style-type: none"> Secretary Jay Ash, EOHED Panelists: <ul style="list-style-type: none"> Quincy Miller, President, Eastern Bank Bill McAvoy, Deputy Assistant Secretary, SDO Bob Nelson, MA District Director, SBA Peter Hurst, CEO, GNEMSDC Alison Moronta, Grant Program Manager, MA Growth Capital Corp Zamawa Arenas, Founder & CEO, Flowetik
State House Friday 3/30/18 8:00a – 10:00a Attendees: 40	Increasing Pathways to College and Careers for Black & Latino Students	<ul style="list-style-type: none"> Featuring more vocational, dual enrollment and other cutting edge programs for career pathways Promoting internship and alignment with employers high-demand roles 	Moderator: <ul style="list-style-type: none"> Secretary Jim Peyser, EOE Panelists: <ul style="list-style-type: none"> Christina Royal, President, Holyoke Community College Javier Cevallos, President, Framingham State University Maureen Binienda, Superintendent, Worcester Schools Milly Arbaje-Thomas, CEO, METCO Paul Francisco, Boston Wins, State Street
Dimock Center Thursday 4/5/18 2:30p – 4:30p Attendees: 30	Addressing Health Disparities for Black & Latino Communities	<ul style="list-style-type: none"> This panel highlights efforts that the State and its public, private, nonprofit network of partners are conducting to address the health disparities Topics will include health equity frameworks, addiction, mental health strategies and culturally competent delivery of care 	Moderator: <ul style="list-style-type: none"> Dr. Monica Bharel, Commissioner, DPH Panelists: <ul style="list-style-type: none"> Craig Andrade, Director of BFHN, DPH Gary Bailey, Professor, Simmons College Lisette Blondet, Executive Director, MA Association of Health Workers Dr. Audra Meadows, Obstetrics & Gynecology, Brigham and Women's Dr. Henry Julio East-Trou, Exec Director, Gandara Mental Health Center Dr. Kathy Sanders, Deputy Commissioner, DMH

Governor's Latino Advisory Commission

2017 & 2018 Highlights

2017

2018



Governor’s Latino Advisory Commission

Executive Order No. 577

By His Excellency
CHARLES D. BAKER GOVERNOR
ESTABLISHING THE LATINO ADVISORY COMMISSION
Revoking and Superseding Executive Order No. 409

WHEREAS, it is a priority of this Administration to foster global inclusion and equal opportunity for all who call Massachusetts home irrespective of race, color, age, gender, ethnicity, sexual orientation, gender identity or expression, religion, creed, ancestry, national origin, disability, veteran's status, or socio-economic background;

WHEREAS, the Latino community in Massachusetts is rich in diversity, and includes persons whose culture, customs and heritage originate in Spain or Latin America, including the Caribbean, Central America and South America;

WHEREAS, the Massachusetts Latino community represents a growing and multifaceted population that brings traditions, perspectives, and cultures which significantly shape and influence all aspects of the Commonwealth’s development and standing;

WHEREAS, the Massachusetts Latino community has and continues to make outstanding achievements on behalf of the Commonwealth, advancing its economic, educational, social, cultural and technological progress;

WHEREAS, the Latino community living in Massachusetts have made such contributions despite having faced and fought to overcome tremendous obstacles and hardships to achieve integration, including language barriers and discrimination;

WHEREAS, those challenges, however, continue to impede economic and social equality for many members of the Latino community here in the Commonwealth, creating disparities in access to educational opportunity, good jobs, entrepreneurship, and employment and housing stability;

WHEREAS, this Administration recognizes that statewide collaboration with Latino leaders, experts and other stakeholders will help produce solutions to those challenges, and, accordingly, will advance the interests of the Commonwealth; and

WHEREAS, this Administration re-affirms its commitment to address the critical concerns of the Latino community and promote its economic prosperity and well-being across Massachusetts.

NOW, THEREFORE, I, Charles D. Baker, Governor of the Commonwealth of Massachusetts, by virtue of the authority vested in me by the Constitution, Part 2, c. 2, § 1, Art. I, do hereby revoke Executive Order No. 409 and order as follows:

Section 1. The Latino Advisory Commission is hereby established to advise the Governor and Lieutenant Governor on issues relating to the economic prosperity and well-being of the Latino community living in Massachusetts.

Section 2. The Commission shall consist of up to thirty-eight (38) members, including a Chair, a Vice-Chair, members representative of the geographical regions of the Commonwealth and, serving in their *ex officio* capacity, the Secretaries of the Executive Offices of Education, Health and Human Services, Housing and Economic Development, Public Safety and Security, and Labor and Workforce Development, or their designees. Each member, including the Chair and Vice-Chair, shall be appointed by the Governor and shall serve at his pleasure, without compensation, in an advisory capacity for a term of four years.

Section 3. The Commission shall review and assess the paramount priorities of the Latino community on a statewide basis and make recommendations to the Governor and Lieutenant Governor, with a particular focus on how to promote the community’s economic prosperity and well-being.

To achieve this objective, the Commission’s members shall first identify up to three priorities to be addressed by the Commission over the course of the next two years. Such topics could include, for purposes of example only, educational opportunities, economic prosperity drivers such as public and private economic development, health care and housing access, public safety, civic and economic integration of immigrants, and job training and long term career development. Upon submission of the report required in Section 4 below, the Commission will promptly convene to select up to three priorities for its consideration for the next two-year period.

The Governor’s Office of Access, Opportunity and Community Affairs will provide staffing to support the work of the Commission, and may ask the executive office secretariats to supply data, reports and other relevant information and assistance.

Section 4. The Commission shall meet at least quarterly each year at the direction of the Chair, including at an annual meeting with the Governor and the Lieutenant Governor. The Commission shall submit a formal written report every two years to the Governor and Lieutenant Governor, summarizing the Commission’s work, methodology, findings and recommendations on each of its priorities selected pursuant to Section 1 above, and providing metrics to measure the effect of such recommendations, if implemented, on the lives of members of the Latino community residing in Massachusetts.

Section 5. The Chair, as needed, may establish subcommittees comprised of members of the Commission and non-members drawn from various groups and organizations committed to issues that are important to the Massachusetts Latino community or who possess expertise necessary to accomplish the purposes of this Executive Order. All subcommittees shall be chaired by a member of the Commission designated by the Chair. Subcommittees shall meet from time to time, as scheduled by the Chair or the Chair’s designee.

Section 6. This Executive Order shall take effect upon execution and shall continue in effect until amended, superseded or revoked by subsequent Executive Order.

Given at the Executive Chamber in Boston this 10th day of July in the year of our Lord two thousand seventeen and of the Independence of the United States of America two hundred forty-two.

CHARLES D. BAKER, GOVERNOR, Commonwealth of Massachusetts
WILLIAM FRANCIS GALVIN , Secretary of the Commonwealth

GOD SAVE THE COMMONWEALTH OF MASSACHUSETTS

Governor's Latino Advisory Commission

2017-2018 Report

Glossary of Key Terms



Governor's Latino Advisory Commission 2017-2018 Report

Glossary of Key Terms

1. **English Language Learners (ELL):** English Language Learners (ELL) programs are programs designed to achieve English language proficiency for non-native English students in order to facilitate the broadest possible access to academic content offered by the school or district.
2. **LOOK Act:** The LOOK Act, enacted into law at the end of 2017, provides districts with more flexibility in adopting language acquisition programs most suitable to the English learners they are intended to serve, while maintaining accountability for timely and effective English language acquisition.
3. **Teach Western MA:** Representing 27 schools, including those in the Springfield Empowerment Zone Partnership, the Holyoke public schools and area charter schools, Teach Western MA focuses on providing every classroom with an effective educator as a vehicle to overall school improvement and providing all students access to a vibrant education that will prepare them for college and career.
4. **Lynch Leadership Academy (LLA):** LLA at Boston College draws on expertise and resources of both the Carroll School of Management and Lynch School of Education to offer essential learning programs for school principals to become effective instructional leaders and executive managers.
5. **Building Excellent Schools (BES):** BES focuses on entrepreneurial leadership by training individuals to take on the demanding and urgent work of leading successful, college preparatory, urban charter schools in communities of need.
6. **Relay Graduate School of Education:** Relay Graduate School of Education prepares teachers and principals through methods of practice, feedback, and dedication. Relay works closely with graduate students to equip them the training necessary to develop in all students the academic skills and strength of character needed to succeed in college and life.
7. **Latinos for Education:** The mission of Latinos for Education is to develop, place, and connect Latino leaders in the education sector. They are the first Latino-founded and led national organization solely dedicated to creating leadership pathways for Latinos in education.
8. **Pre-School Expansion Grant (PEG) program:** Funded by the U.S. Department of Education, the Pre-School Expansion Grant Program supports States to enhance the delivery and expansion of high-quality preschool services and programs. Approximately 850 Massachusetts 4-year olds participate in EEC licensed programs operated in coordination with 5 public school districts under the PEG program.
9. **Early Literacy Expert Panel:** The Early Literacy Expert Panel makes recommendations to state education agencies regarding the alignment, coordination, implementation and improvement of current efforts to improve children's literacy.
10. **Springfield Empowerment Zone Partnership:** Encompasses 11 public schools in Springfield and was created by a partnership agreement between the Springfield School Committee, the Springfield Education Association and the state Department of Elementary and Secondary Education. The Zone is designed to promote educational innovation and decentralized governance and management authority of the schools within the Zone.
11. **Lawrence Alliance for Education:** The six-member Lawrence Alliance for Education serves as a receiver for the Lawrence Public Schools and has broad governance authority over the district in its role as receiver. As a board, the Alliance is able to bring additional educational and community expertise to the work of the receivership that was overseen by a single educational administrator in the early years of the receivership.
12. **Mass Insight:** This nonprofit provides leadership in closing the achievement and opportunity gaps for underserved students by focusing on system transformation and student academic success. The Mass Insight College Success program currently supports nearly 10,000 students at 75+ to promote broader participation in AP participation and higher performance by those who participate.
13. **Equal Opportunity Schools:** A Seattle based organization that collaborates with local school districts and leaders to increase equitable enrollment in Advanced Placement (AP) and International Baccalaureate (IB) classes, by low income students and students of color.
14. **100 Males to College:** The program works to increase college access, enrollment, retention, and success for low-income males and males of color by leveraging resources in a community and harnesses collective impact modeling. The program promotes local partnerships to offer mentoring, dual enrollment, remediation, wrap-around services, and more to junior and senior students from area high schools..
15. **Posse Foundation:** is an organization that identifies, recruits, and trains student leaders from public high schools to form cohorts that are then prepared, through an intensive eight-month Pre-Collegiate Training Program, for enrollment at top-tier universities nationwide to pursue their academics, help promote cross-cultural communication and become leaders on college campuses. Each Posse Scholar is awarded a full-tuition scholarship.
16. **Bottom Line:** An organization that helps low-income and first-generation-to-college students get to and through college by building strong connections with students. Bottom Line runs both Access (pre-college) and Success (in-college) programs to provide students with individual support, and ensuring they have the guidance they need to persist and compete a college degree.
17. **One Goal:** This is an organization that starts as a credit-bearing class during students' junior and senior year of high school—then, when fellows enter college, program directors bridge the transition from high school to college by providing one-on-one intensive coaching. The organization utilizes both technology and data analysis to support students through a three year process.
18. **Worcester Innovation Pathways:** This program will provide students the opportunity to explore a technical area of interest while also earning a certification that is marketable in the job field and would enhance their future plans and opportunities in the field of choice.
19. **MEFA Pathway: Your Plan for the Future:** MEFA Pathway is a college planning portal. The new site is located at mefapathway.org and provides a fun and engaging environment for MA students to plan for academic and career success. Counselors and parents can log in to track and guide students as they plan.

Governor's Latino Advisory Commission 2017-2018 Report

Glossary of Key Terms

- 20. Year Up:** The program is designed to provide young adults, aged 18-24, with the skills, experience, and support to access professional careers and higher education. The holistic approach offers students both internship opportunities and technical/academic training to place young adults on a viable path to economic self-sufficiency.
- 21. Apprenti:** Is an organization that offers internship and training opportunities within the tech industry to offer a reliable pipeline for underrepresented groups such as minorities, women and veterans to gain training, certification and placement within the those high demand fields.
- 22. Mass Life Sciences Center:** The organization supports life sciences through innovation, education, research & development, and commercialization. It offers comprehensive set of incentives, collaborative programs targeted to the ecosystem, and creates new models for collaboration and partners with organizations, both public and private, around the world.
- 23. Mass Clean Energy Center:** A state economic development agency dedicated to accelerating the growth of clean energy. The program funds more than 40 programs including incentives for clean energy technology installations, financing for early stage companies and technology development as well as investments in training programs to build a clean energy workforce.
- 24. Youth Works:** A youth employment program that helps teens and young adults get the skills and experience needed to find and keep jobs. Participants take part in paid short-term work placements during the summer and/or school year at public, private, and nonprofit work sites. They receive training in core soft skills so they can practice professional behaviors and learn how to relate to supervisors and co-workers at their work sites. They also learn how to take next steps in their education and career pathways.
- 25. Learn To Earn:** A grant program designed to build career pathways models that also support individuals who are receiving assistance from public benefit programs to secure and keep employment in occupations for which employers have persistent demands.
- 26. New Manager Program (CORE):** The program offers a learning experience that provides a framework to align leadership readiness strategies with business priorities. Program participants receive fundamental operational business knowledge, HR acumen and interpersonal competencies needed to take on the responsibilities of being an effective leader in the Commonwealth.
- 27. Senior Leader Development Program:** The program is designed to provide continuous learning and development opportunities for senior leaders. Opportunities are offered to enhance the competencies necessary for effective leadership at the senior level, including the Office of Personnel Management (OPM) Executive Core Qualifications (ECQs) along with additional LOC-specific qualifications.
- 28. Executive Office of Housing & Economic Development's Office of Business Development:** MOBD helps businesses that are relocating to Massachusetts and businesses expanding their operations in Massachusetts connect with resources in both the private and public sectors through a range of services and programs.
- 29. Community Development Capital Program:** Seeks to spur job creation across the Commonwealth, support entrepreneurship and small business growth, and build community wealth, by lowering the barriers to capital access faced by small businesses. Provide matching grants to eligible nonprofit lenders, including certified Community Development Financial Institutions (CDFIs) and Community Development Corporations (CDCs). The program works to extend credit to small businesses and seeks to increase the flow of capital into Massachusetts's small businesses.
- 30. Small Business Technical Assistance Grant Program:** : The program leverages community and economic development non-profits to help small businesses create and preserve jobs. Grants are awarded to community development corporations, chambers of commerce, and similar non-profits. They use the funds to provide crucial services, such as technical assistance, training in business skills, and access to financing, to their local businesses.
- 31. Massachusetts Small Business Development Centers:** The program provides free, confidential, one-to-one business assistance and free or low-cost educational training programs to prospective and existing small businesses throughout the Commonwealth. The MSBDC fosters the start, growth and sustainability of small business by providing high-quality, in-depth advising, training and capital.
- 32. Open for Business:** The Commonwealth as the largest landowner in Massachusetts, launched a business opportunity initiative called "Open for Business" in 2015 where state agencies across government aim to protect natural resources, create economic opportunity, build housing, manage these lands with professionalism and creativity, and to generate appropriate revenue from leases and other partnerships.
- 33. Massachusetts State Supplier Diversity Program:** SDP was established to promote supplier diversity in public contracting. The program encourages the award of state contracts in a way that strengthen and increase business opportunities for Minority Business Enterprises (MBEs), Women Business Enterprises (WBEs), Service-Disabled Veteran Business Enterprises (SDVOBES).
- 34. Workforce Training Fund:** This program provides resources to business to fund training for current and newly hired employees.
- 35. Workforce Competitiveness Trust Fund grants:** This program provides resources to business to fund training for current and newly hired employees.
- 36. Office of Consumer Affairs and Business Regulation:** The department oversees, protects, and empowers consumers through advocacy and education. It ensures a fair playing field for businesses its agencies regulates.
- 37. Division of Professional Licensure:** This department issues licenses to individuals and businesses in trades and professions.
- 38. The Massachusetts Office for Refugees and Immigrants' (ORI):** ORI supports services that meet cultural and linguistic needs of refugees and immigrants through a network of service providers in Massachusetts.
- 39. Citizenship for New Americans Program (CNAP):** CNAP assists legal permanent residents of the Commonwealth in becoming citizens of the United States. The program provides assistance to persons who are within 3 years of eligibility to become citizens of the United States.
- 40. Refugee and Immigrant Support and Information System (RISIS):** RISIS tracks the increase the numbers of Latino participants who receive assistance in applying for citizenship