



**Stage One Report**

# **SPANISH LANGUAGE OUTREACH PROJECT**

**2022-2023**

*Understanding the National and Regional Context*

**ADA Knowledge Translation Center**

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## Executive Summary

### Project Goals

The Spanish Language Outreach Project (SLO) is a five-year collaborative national initiative of the ADA National Network (ADANN), 10 regional ADA centers, and the ADA Knowledge Translation Center. The overarching goals of the SLO are to: 1) develop a deeper understanding of the context of Spanish-speaking communities through research and expert consultation, 2) assess the diverse regional and national community needs of Spanish-language speakers in the U.S., 3) develop plans to reduce barriers to language access, 4) identify and develop knowledge translation interventions, products, and resources targeted to Spanish-language communities, and 5) develop connections to new outreach partners and trusted community leaders to better support dissemination, training, and technical assistance. This report addresses goal #1.

### Approach

Individuals at a national level and across 10 ADA regions reported on barriers that Spanish-speaking communities face, how they access and share information, and suggestions to improve outreach efforts. At the national level, participants were 14 leaders working directly with Spanish-speaking and/or disability communities from nine national organizations. Regional participants included 46 community members that are a part of, work with, or are involved with members of the Spanish-speaking community living with or without disabilities. Most regional participants identified as parents of someone with a disability, people with disabilities, community resource managers, or directors of programs at their organizations.

### National Findings

Participants report language to be the number one barrier for the Spanish-speaking communities they serve at a national level. This includes insufficient or ineffective translation and interpretation services, bilingual staff, and resources in plain language. Other common barriers are lack of information about rights and disability, fear and lack of trust related to immigration status, and the stigma attached to disability and mental health in the community.

### Regional Findings

Like national findings, language was the most discussed barrier for the Spanish-speaking community across ADA regions. Participants report that many people in this community do not know what resources and programs are available to them. Further, fear or lack of trust based on immigration status impacts access to services. Other common barriers are stigma, lack of education on disability, technology, discrimination, low literacy, and survival mode.

### Recommendations

Participants gave recommendations for ADANN to improve outreach to Spanish-language communities. At national and regional levels, in-person trainings and partnering with local organizations were most frequently recommended. Nationally, members suggested utilizing social media, valuing representation, and understanding the needs of the community. At regional levels, community members suggested making information culturally accessible and relevant and tailoring information based on specific state needs. These recommendations reflect the Spanish-speaking community's barriers to accessing ADA information and emphasize the need for specific training and materials related to ADA so the community can be informed and more aware of their rights.

## Introduction

The Spanish Language Outreach Project (SLO) is a new five-year collaborative national initiative of the ADA National Network (ADANN), 10 regional ADA Centers, and the ADA Knowledge Translation Center. The ADANN provides technical assistance (TA), training, and informational materials to Spanish speakers; however, few Spanish-speaking individuals with rights or responsibilities under the ADA receive TA from the ADANN or use the Spanish-language website resources.

The overarching goals of the SLO project are to: 1) develop a deeper understanding of the context of Spanish-speaking communities through research and expert consultation, 2) assess the diverse regional and national community needs of Spanish-language speakers in the U.S., 3) develop plans to reduce barriers to language access, 4) identify and develop knowledge translation interventions, products, and resources targeted to Spanish-language communities, and 5) develop connections to new outreach partners and trusted community leaders to better support dissemination, training, and TA.

The first stage of the SLO project (2022-2023) aimed to address goal #1, to develop a deeper understanding of the context of Spanish-speaking communities and assess their ADA-related information needs through research and expert consultation. Using a participatory process and working with the ADANN, we identified and connected with national, regional, and local organizations, created a database of national and regional organizations for outreach, completed a short literature review, and conducted 55 qualitative interviews, including leadership from nine national organizations and 46 individuals/community groups across the ten ADANN centers to understand unique regional needs.

This report presents the results from the first stage of the project and includes the following main sections: 1) background and national context, 2) the findings from qualitative interviews conducted with national organizations that work with Latino communities and/or with people with disabilities, 3) a synthesis of the regional findings, 4) individual regional findings outlining the context and qualitative interviews conducted with community members of Spanish-speaking communities in each region, and 5) a summary of the key findings and recommendations of the first stage of the project as a whole. The appendix includes a list of organizations for outreach.



# **SECTION ONE: CONTEXT AND BACKGROUND**

## **SECTION 1: CONTEXT AND BACKGROUND**

This section describes the national context and background of Spanish-speaking communities in the United States (U.S.). It first considers the complexity of conducting outreach to Spanish-speaking people and then provides key demographic information about the communities.

### **Spanish-Language Speakers in the United States**

Spanish-speaking communities are extremely diverse. Hispanic, Latino, and Latina are the most common terms used to describe or count people within Spanish-speaking communities in the U.S. The Hispanic or Latino category used by the federal government includes individuals of Spanish origin. For example, the U.S. Census Bureau reports and collects data on the ethnicity of Americans and defines “Hispanic or Latino” as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. The census questionnaire allows individuals to write in answers to specify their Hispanic origin or other ethnicity related to their Spanish-speaking identity. Some surveys, including the census, separate the question about Latino, Hispanic, and Spanish origin from race. Individuals who fit into this category may identify with any one or a combination of many different races.

While the categories of Hispanic and Latino and Spanish-speaking are sometimes used synonymously, the category of Hispanic or Latino does not perfectly match the totality of the Spanish-speaking population in the U.S. Most Latino or Hispanic people speak Spanish, and Latino refers to the identity of people who are native to or have cultural ties to Latin American countries. It does not necessarily indicate one’s preferred language. Individuals from non-Spanish-speaking countries in Latin America where Portuguese, French, Creole, or other languages are more commonly spoken may also have a Latino or Latina identity. Hispanic generally refers to family origin in Spanish-speaking countries, including Spain. It is important to recognize that not all Spanish-speaking individuals embrace or use the term Latino or Hispanic to describe themselves. For example, some individuals prefer to identify by their country of origin. Others are critical of the Spanish language and its gendered noun structure, and terms that maintain a gender-neutral tone, such as Latin/x, are now in use.

To match the federal categorization and the most common terminology used in reporting efforts, Latino or Hispanic are the terms most used in this report. As the Spanish-speaking population in the U.S. is extremely diverse, it is necessary at times to switch terms in this report, such as when referring to personal accounts or data sources where other terms are used.

## **Hispanic and Latino People in the U.S.**

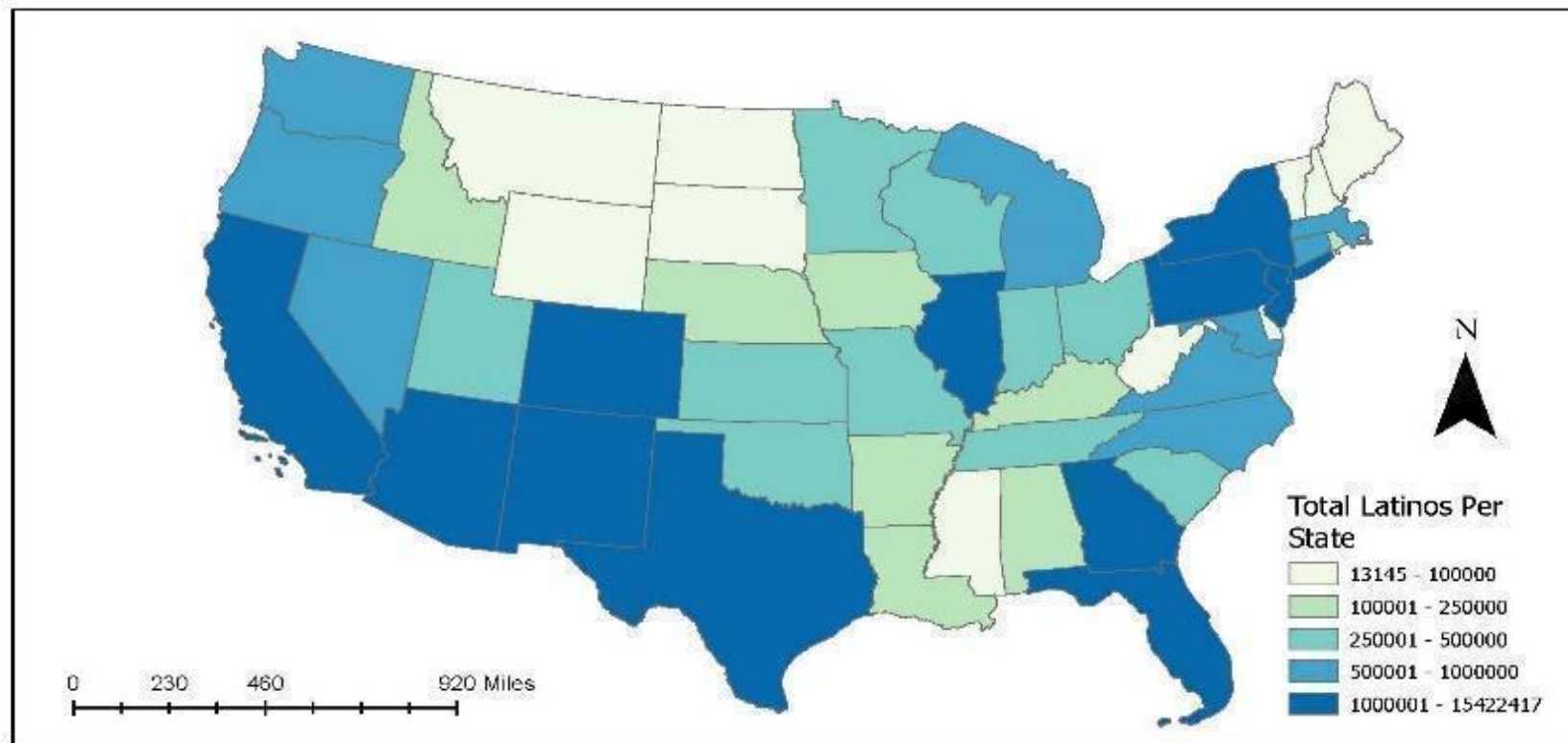
As of 2020, there were 62.1 million Hispanic, Latino, or Latina people in the United States. This population includes people of Cuban, Mexican, Puerto Rican, South or Central American, and Spanish descent. Of all groups, Mexicans are the largest group at 61.4 percent. States with the largest Hispanic/Latino population include California, Texas, Florida, New York, and Arizona (U.S. Department of Health and Human Services Office of Minority Health, 2022). Hispanics and Latinos are also one of the fastest-growing populations in the country. In the last decade, the Hispanic population increased by 23 percent (Pew Research Center, 2022). Figure 1 on page 14 shows the number of Latinos/Hispanics by state from 2017-2021 in the U.S.

## **Hispanic and Latino People with Disabilities in the U.S.**

Additionally, as the Hispanic/Latino population continues to grow in the United States, the number of people with disabilities in these communities has also increased. In 2018, there were 5.3 million Hispanic or Latinos with disabilities in the United States. Figure 2 on page 15 shows the percentage of Latinos/Hispanics with disabilities per state from 2017-2021. Despite the growth of the population across the country, Hispanics continue to face underrepresentation and access disparities in areas such as education, health care, employment, and civil rights. For Hispanics with disabilities, there are additional barriers as they simultaneously navigate cultural and health-related differences. These barriers include language barriers, lack of access to information, immigration status, discrimination, and fear, among many others. These barriers impact access to information.

Figure 1: Map of Latino population count across the U.S. from 2017 to 2021

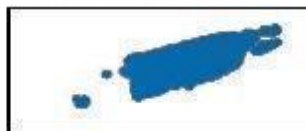
## 2017-2021 Count of Latinos in the United States



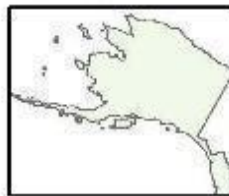
**Hawaii**



**Puerto Rico**



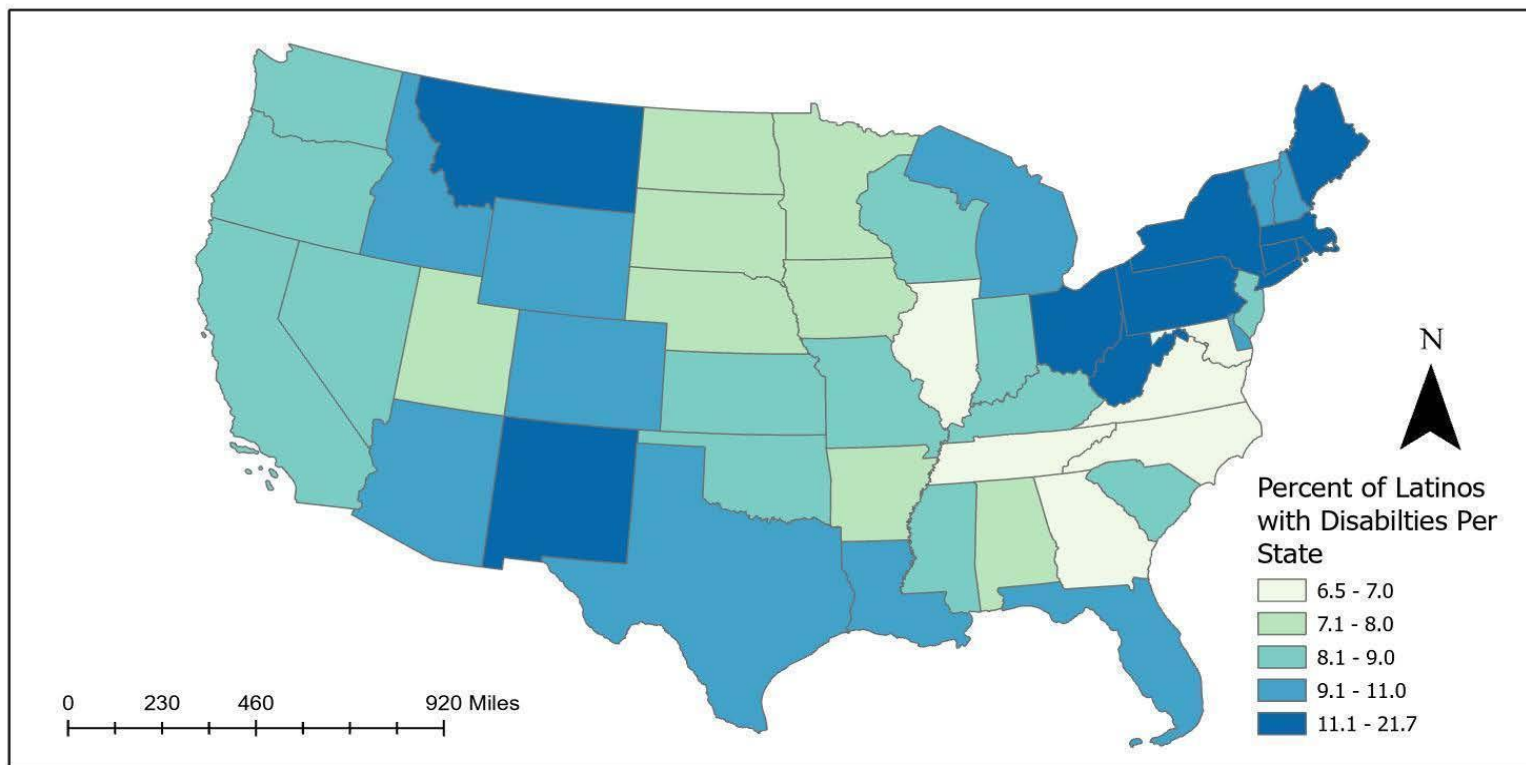
**Alaska**



PCS: NAD 1983 2011 Contiguous USA  
Albers  
Source: ACS 2021 5-year data Table  
S1810

Figure 2: Map of Latino population percentages across the U.S. from 2017 to 2021

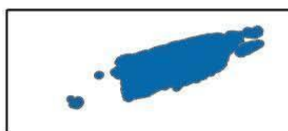
## 2017-2021 Percent of Latinos with Disabilities in the United States



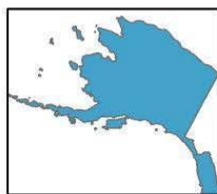
Hawaii



Puerto Rico



Alaska



PCS: NAD 1983 2011 Contiguous USA  
Albers  
Source: ACS 2021 5-year data Table  
S1810

## **Barriers to Sharing Information About Rights in Spanish-Speaking Communities**

The Hispanic and Latino population in the U.S. has rapidly grown for several decades and is one of the fastest-growing ethnic groups. Within this diverse population, many communities have historically faced substantial barriers to full inclusion in everyday life. Some of the barriers or challenges are connected to limited access to employment, education, and legal services. Outreach to educate community members about their legal rights is an essential part of removing these barriers and addressing discrimination. Hispanics and Latinos face inequalities and barriers when accessing information in various areas of life.

### **Language Barriers**

One of the main barriers to informing individuals and communities about their rights is language. While an increasing number of Hispanics and Latinos are bilingual, Spanish is often spoken in homes, communities, and with certain family groups. Many basic resources and information about rights are only provided in English and are not widely available or used by Spanish-speaking individuals (Garcia et al., 2020). Language barriers are especially troublesome when it comes to navigating legal decisions, where legal language is particularly complex. Many Spanish-speaking people have faced barriers to full and equal access to education which can impede their understanding of such information. Spanish-speaking individuals are also more likely to face barriers in accessing legal services. Language differences are an issue when it comes to accessing information and communicating with professionals and can lead to discrimination in settings such as schools, workplaces, and public places (Ell et al., 2015). This barrier goes beyond translation, as there is also a lack of culturally competent information in Spanish. Most information that is available to the Hispanic community is not translated accurately or adapted to the Spanish language, which often creates confusing and ineffective content (Khan et al., 2013).

### **Mistrust and Fear**

Hispanic and Latino populations commonly report fear or mistrust in accessing legal experiences. Even when experiences may amount to discrimination or abuse. Mistrust is commonly attributed to reports of abuse or mistreatment within the legal system, previous negative experiences, or family members' encounters with law enforcement agencies (Cedillo, 2019). Even if individuals know about their rights, they may be reluctant to exercise them. Mistrust can also be tied to xenophobia, racism, and other forms of discrimination. In a study conducted by Polek et al. (2019), participants shared they were denied interpreting services which caused them to delay seeking care until their symptoms worsened. In another study, participants had similar experiences and shared that they were discriminated against as new immigrants with limited English proficiency when physicians would hear their accents when speaking on the phone (Neary & Mahoney, 2005). Discrimination also comes up when discussing advocacy. Advocacy is important for Hispanics with disabilities and parents of children with disabilities because it gives individuals the opportunity to influence disability laws and policies (Cohen, 2013). In Cohen (2013), researchers share that discrimination is one of the barriers that put Hispanic parents at a disadvantage, leaving them with a lack of knowledge about special education and social service programs that affect their children.

## **Economic Barriers**

Financial and economic barriers pose significant challenges for the Hispanic and Latino communities. Hispanic and Latino families, especially those with disabilities, are more likely to experience poverty and unemployment compared to their counterparts (Suarez-Balcazar et al., 2020). Economic barriers can lead to low literacy, low employment rates, and the underutilization of social services. Research by Suarez-Balcazar et al. (2020) shows that without sufficient economic resources, individuals cannot obtain adaptations or accommodations to participate in their community, demonstrating the impact of socioeconomic status (SES) on everyday life. Low education and health literacy are other aspects of SES that play a role in lack of access to resources. Beccera et al. (2016) discuss the impact of these barriers, which include lower utilization of healthcare services, poor patient-physician communication, and higher rates of hospitalization. Employment and income also play a role in SES as Hispanics with disabilities are underemployed, and those that are employed are underpaid and lack benefits (Suarez-Balcazar et al., 2020).

## **Immigration Status**

Immigration status can be a major barrier for many Hispanic and Latino populations. Fear of deportation prevents Hispanics and Latinos that have migrated to the U.S. from reaching out to professionals for support (Ijalba, 2016). Immigrants often seek information from family members or individuals they trust, rather than professionals, which can lead to misinformation (Becerra et al., 2017). This fear can also be influenced by a lack of knowledge about their rights or legal resources. Suarez-Balcazar et al. (2020) note that unawareness of law protections, fear of deportation, and mixed household status all contribute to a family's ability to access legal or social services. This article also mentions that since undocumented immigrants are no longer eligible for services post-high school graduation, they may not receive support for housing or employment, which also contributes to low resource utilization (Neary & Mahoney, 2005). Immigration status also plays a role when it comes to relationships with professionals. In their article, Neary and Mahoney (2005) include the following quote: "Some Latinos won't speak up, they settle for what they're told, Latinos who aren't citizens may be afraid to speak up. They'll settle for anything authorities tell them." This emphasizes the experiences immigrants with disabilities face while advocating for their rights within healthcare settings in the U.S.

## The Americans With Disabilities Act

The Americans with Disabilities Act (ADA) is a law that strives to ensure that individuals with disabilities are not discriminated against and have the same rights and opportunities as everyone else. Knowledge of this law can support the ongoing effort to address the disparities that Hispanic and Latino individuals with disabilities and their families face. The ADA consists of the following five titles, which cover protection in employment and access to health care:

- **Title I** requires employers to provide accommodations for applicants and employees with disabilities while prohibiting discrimination in all aspects of employment.
- **Title II** ensures that public services do not deny services to people with disabilities or discriminate against people with disabilities from participation in services available to those without disabilities.
- **Title III** requires that all new construction and modifications be accessible to individuals with disabilities.
- **Title IV** ensures that telecommunication companies offer relay phone service to individuals who use telecommunications devices for the deaf or similar devices.
- **Title V** prohibits individuals from coercing, threatening, or retaliating against individuals with disabilities or others attempting to help these individuals declare their rights.

Even though the ADA offers legal protection to address some of the barriers that Hispanics and Latinos face, many Spanish speakers remain unaware of its purpose, despite many reports of the need for services within this community. In Velcoff et al. (2010), Latinos with disabilities shared that services such as vocational rehabilitation (VR) played an immense role in their education but failed to provide the same support after graduation. Others shared that they were unaware of services to help understand the law or that they felt a mistrust of the services, due to the lack of connection with the Latino community, that negatively influenced their employment opportunities. Employment is only one domain where Hispanics and Latinos with disabilities are unaware of relevant resources. In fact, there is a need for additional resources across all the areas the ADA affects, including health (The National Coalition for Latinxs with Disabilities, 2020).



## Outreach Strategies to Reach Spanish-Speaking Disability Communities

There has been little research done to determine the best methods to reach Spanish-speaking people with disabilities and their families. Spanish language outreach to people with disabilities and their families is essential to improve knowledge about their rights and responsibilities, improve the quality and relevance of existing services, and meet the goals of the ADA for *all* Americans to participate in everyday commercial, economic, and social activities. Spanish-speaking communities face many barriers to accessing the different areas that the ADA covers such as places of employment, educational institutions, healthcare facilities, government services, public transportation, and places of public accommodation. Improved ADA outreach efforts can better equip individuals and communities to remove these barriers.

Unfortunately, much of the research about Spanish-speaking disability communities only provides surface-level insight due to the complications involved in collecting accurate information about Hispanics and Latinos related to the aforementioned barriers associated with language and cultural differences, SES status, and a lack of trust associated with research (Kao et al., 2012). Most of the evidence to date on outreach to Spanish-speaking disability communities relates to health promotion and sharing information or resources to address health disparities. These studies provide some useful context for how to conduct similar outreach efforts with ADA information. Successful outreach strategies have involved leveraging community partnerships, identifying family supports, and developing culturally tailored information.

### Community Partnerships

One of the most effective outreach strategies is partnering with trusted community-based organizations (CBOs). Partnering with organizations that have established relationships with community members and are trusted sources of information is vital when dealing with delicate issues such as legal rights. Successful health promotion initiatives for people with disabilities and their families often involves community partners that have close ties with family and community members. A study by Brennan et al. (2014) on effective outreach strategies to connect elderly Latinos with depression to social services discusses important aspects of conducting outreach with this community. These include in-person, in-home assessments; building rapport in a culturally appropriate manner; the involvement of family as a resource; the creation of social networks with similar experiences; and the maintenance of relationships over time. Compared to traditional outreach models, this initiative created a supportive community and increased self-esteem and self-worth in individuals with depression. An ongoing community-based project by Ravenell et al. (2015) seeks to increase stroke literacy through the distribution of resources at church. In this study, participants are either presented with an educational brochure, which represents usual care, or a short culturally tailored film. The church setting was selected due to its importance in minority communities, allowing researchers a place to reach and interact with the Hispanic population. Although the study is still underway, the hypothesis is that participants who receive the culturally adapted film will demonstrate greater stroke symptom recognition compared to the usual care participants due to the narrative approach, which has been successful when distributing cancer knowledge, HIV awareness, and substance use prevention resources to the Hispanic population in the past.

## **Family Supports**

Macias et al. (2018) conducted a comprehensive review of community outreach to people with developmental disabilities and their families. They found that efforts that directly connect individuals to resources, such as parent-to-parent support groups, are particularly effective. Leveraging existing community and family support is important for successful outreach efforts. A popular initiative to increase access to health-related information used in the Hispanic community is the *Promotora* model. Promotoras are community leaders who assist others in developing healthy lifestyles, empowerment, and community participation (Suarez-Balcazar et al., 2020). In a study done by Magana et al. (2014), Promotoras were Latinx mothers of children with disabilities that empowered other mothers of children with disabilities through their advocacy and service training. Promotoras are one of the most common resources in the Hispanic population because they incorporate community values, promote a trusting relationship, and communicate through the same language (Magana et al., 2014).

In a study conducted by Gannotti et al. (2004), health communication researchers recommend that outreach materials and educational resources for culturally diverse populations be created with consideration of values about disability rather than just translated. Although the Hispanic population is diverse, many cultures share similar values such as religion, *familismo*, and community building, which many professionals fail to consider when creating resources (Magana, 2000). *Familismo* is defined as “the belief in the commitment of family members to their family relationships. Family members feel an obligation to assist fellow family members especially when they are in need” (Steidel & Contreras, 2003). *Familismo* is used to describe the unique cultural value and approach to family life shared among many Latino families. This is demonstrated in an article written by Ijalba (2016), who found that Hispanic immigrants tend to seek autism information from family members rather than professionals for various reasons, including a sense of trust. In Cohen (2013), researchers mention that cultural models such as *familismo* need to be incorporated into resources, as they can enhance the access and effectiveness of services for Hispanics.

## **Culturally Tailored Message**

There is a growing body of research about the best methods to share information in a culturally relevant way. Studies discuss ways to make premade resources such as fact sheets, brochures, and videos more accessible. In a study conducted by Steinberg et al. (2003), Hispanic parents of deaf children shared that the most helpful resources included signed or cued instructions and parent meetings while written and video content were the least beneficial. This study emphasizes the preference for face-to-face interactions since they allow the opportunity for personal connections between parents and professionals. Additionally, Lajonchere et al. (2016) address health literacy in the Hispanic population, and participants shared that plain language, briefs between 2-4 pages, definitions for medical jargon, and figures or images to accompany written language are the best ways to inform the community about these topics. Another successful strategy is developing and sharing culturally tailored outreach materials collaboratively with community members in mind. For example, *creating* (rather than translating) Spanish-language materials with local community-specific references helps to build trust with Hispanic communities and improves the likelihood of effective outreach (Flores, 2017).

Even though there is a large body of literature that discusses the barriers Hispanics encounter about healthcare outreach, or their perceptions about and experiences with disability, to the

best of our knowledge there is no specific information related to how Latinos/Hispanics interact, share, or understand the ADA and civil rights. To fill this knowledge gap and understand how ADA information can be better delivered to the Spanish-speaking community, the following sections of this report describe the perspectives of 46 community members across 10 ADA regions and the perspectives of the leaders of nine national organizations on barriers that the Spanish-speaking community faces and how it accesses and shares information, followed by some recommendations for the ADANN to improve outreach efforts to this community.

# **SECTION TWO: NATIONAL FINDINGS**

## SECTION TWO: NATIONAL FINDINGS

This section provides the findings from qualitative interviews conducted with national organizations that work with Spanish-speaking communities and/or people with disabilities. Interviewees and organizations were chosen as experts and potential collaborating partners for conducting outreach and sharing information about the ADA and the ADA National Network. The interviews were conducted as research, and the names of the individuals and their organizations are anonymized to encourage honest and open reflection.

### National Organizations

Fourteen staff members from nine national organizations participated in the interviews for the first stage of the project. Each of these organizations works directly with the Spanish-speaking community and/or people with disabilities at a national level. Each staff member shared a unique perspective on the issues the Spanish-speaking community faces in the U.S., outreach efforts and strategies, and recommendations for the ADANN on how to better connect with the Spanish-speaking community. The following table shows the type and the number of organizations involved in the project.

*Table 1: Category of national organizations*

Type of Organization	Number of Organizations
Rehabilitation, Behavioral and Mental Health	4
Independent Living	1
Disability Nonprofit	1
Knowledge Translation	1
Education	1
Arts and Culture	1

## Roles of Participants in Their Organizations

Staff members who participated in the interviews belong to different levels of leadership in their organizations. Therefore, the information gathered from the interviews includes a variety of perspectives across organizations and levels of leadership. The following table shows some of these roles and the level of leadership to which they belong.

*Table 2: Participant role and level of leadership within their organization*

<b>Participant Role</b>	<b>Number of individuals</b>
President	1
Co-Director	1
Executive Director	1
Director of Organization	1
Project Director	1
Program Director	2
Principal Investigator	1
Director of Marketing	2
Bilingual Project Manager	2
Manager of Community Organizing	1
Bilingual Information and Media Specialist	1
Latino Community and Immigration Organizer	1

## Main Findings

Staff members from the nine national organizations shared some of the barriers that the Spanish-speaking communities they serve experience, including language barriers, lack of information, fear, lack of trust related to their immigration status, and the stigma attached to disability in the community. Staff members also shared some of the challenges of reaching out to the Spanish-speaking community and some recommendations for the ADANN to improve its outreach strategies.

## Identified Barriers

1. Language Barriers	
<p>Language barriers continue to be one of the most significant barriers for the Spanish-speaking community in the U.S. The language barriers described below can be present in different areas and different ways. These barriers include:</p> <ul style="list-style-type: none"> <li>- <b>Lack of Information:</b> There are few resources in Spanish on topics such as health, education, and employment. For example, in education, language barriers create challenges for parents to understand important stages such as transition.</li> <li>- <b>Effective Communication:</b> For some staff members, some of the documents and resources in Spanish are not culturally appropriate, and people from the Spanish-speaking community do not understand the information provided.</li> <li>- <b>Translation and Interpretation Services:</b> For many staff members, translation is a process that requires a specific protocol, and the material should be culturally adapted to the community. It becomes a significant barrier for the Spanish-speaking community when translations are not culturally appropriate and tailored to the literacy level of the population.</li> <li>- <b>Low Literacy and Plain Language:</b> Staff members identified a lack of documents in plain language as a common barrier for the Spanish-speaking community. Some members of this community can receive the information, but they are not able to understand or apply it.</li> </ul>	
Testimonies From Staff Members	
1.1. Language Barriers in Specific Areas	<p>“A lot of folks in school face several barriers because their parents are not English speakers or they themselves are not English speakers, so they don’t understand how the transition works” (Latino Community and Immigration Organizer).</p>
1.2. Effective Communication	<p>“It’s really important that there are resources that . . . follow the need for Spanish translation, and follow the need for palpable language, [as well as] resources that are culturally responsive” (Program Director).</p> <p>“Not having that understanding of the culture or [being] able to provide information in the language you prefer can also be a barrier” (President).</p>

<p>1.3. Translation and Interpretation Services</p>	<p>“In terms of language, we think about translation as just a translation, but is it [culturally] appropriate, [and] what is the reading level? There is a lot of diversity in our population” (Project Director).</p> <p>“Translation is huge. Translation is so vital. We can’t talk about access to Hispanic and Latino communities without first talking about the need for translation to Spanish” (Director of Organization).</p> <p>“Surprisingly, some families do speak some English, and that lets them know that sometimes they are not being translated correctly, and that creates a mistrust” (Bilingual Coordinator).</p> <p>“We collaborated with an organization, and they [asked] for translation, [but] they [did] not know what they [were] asking for. They sent fact sheets, but the translations were word for word. They were not culturally and linguistically responsive to the content that was advertised, and we [needed] to make that content for someone who is Latino and [make] it more visually appealing, because we are very colorful, and we are into the aspects of art and color” (Co-Director).</p> <p>“The interpreter and providers don’t understand that there is a disconnect between what has been said, and when the parent says something back, you lose the emotion, you lose actually some of the real meaning of what the parent is saying, because the school system has a narrow ‘this is all you can do as an interpreter’ [point of view]. The biggest gap is that sometimes they are translating [at] a very high level for the parents, [and] a lot of information is missing” (Bilingual Project Manager).</p>
<p>1.4. Lack of Bilingual Staff</p>	<p>“I think [it’s about] access, not [being] able to see someone who looks like me, talks like me, and understands my culture” (Project Director).</p> <p>“Depending on whether or not they’re first generation, knowing how to navigate the healthcare system [and] if there’s providers that speak their language. There are not enough Hispanic providers in general” (Executive Director).</p> <p>“Force development of the providers that actually would understand the perspective [of] and cultural responsiveness to Latinos and Hispanics in their challenges in accessing services. The mere understanding of how a Latino communicates individually is not just in terms of answering questions on a piece of paper, [it] is understanding why they are taking the time to understand the issues with that particular individual and their family. Professional development even at the highest level at the federal level” (Director).</p> <p>“We don’t have any Latinos at the federal level that understand the strategies that we need to use. I think at the macro level, professional development and workforce development of behavioral health providers are key, but it is a huge challenge” (Director).</p>



<p>1.5. Low Literacy Levels</p>	<p>“Everything is design[ed] for a mainstream audience, and we missed the opportunity to provide the information to those who really need it” (President).</p> <p>“We also need to focus on making information something that people are willing to read and not just high-level medical jargon. We don’t want that; we want it to be [in] layman terms and want people to read it and go: oh I understand that” (Director of Organization).</p> <p>“Information about disabilities is not disseminated in a way that they can understand their child's rights, or their rights” (Bilingual Project Manager).</p>
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## 2. Lack of Information

Another significant barrier is the lack of access to information about services, programs, and benefits. Some staff members called it an “unequal distribution of institutional knowledge” that leads to disparities in services for the Spanish-speaking community. In sum, Latinos/Hispanics do not know about services and resources because the information is not getting to them, or because it is not presented in their language. For Spanish speakers, not understanding how to navigate the system comes from a lack of appropriate guidance and information from some entities.

Lack of information also includes information about their rights and disability. It is a significant barrier because it is related to fear and lack of trust in the person delivering such information.

### Testimonies From Staff Members

<p>2.1. Lack of Information About Programs, Services, and Benefits</p>	<p>“They do not know how to navigate social and public services, operations, programs, or engage with grant programs, [or know] what a grant is. It is not always a uniform piece of knowledge across the board” (Project Director).</p> <p>“When it comes to families, a lot of family members [become] default caregivers and they are not aware of programs for caregivers, or they have financial issues” (Director of Marketing).</p> <p>“Patients typically go to their healthcare provider to receive health-related information. However, many Spanish-speaking individuals go to their friends or social media . . . to look for health care information” (Principal Investigator).</p>
<p>2.2. Lack of Information About Rights</p>	<p>“Our program was made to help people understand that you as a person with a disability have your own voice, and you have the right to express that voice and speak up and know your rights and know that you have rights because a lot of the folks did not even know that they had rights as immigrants with disabilities and people with disabilities” (Manager of Community Organizing).</p> <p>“I think that for Latinos the main barrier is not knowing that we have rights or not being aware that we have these rights” (Co-Director).</p> <p>“They feel that they are not able to participate. And there is a notion that “this is not for us.” People just don’t think that they can come to the museum or things like that, because they think it’s not for them” (Director of Marketing).</p> <p>“If I would have known about the ADA, I would have made the life of my clients so much better” (Immigration Organizer).</p> <p>“I think there is a [disconnect] between civil rights [and] disability rights, because disability rights are civil rights, but they do not know that. So it is very important to explain that and teach them how to advocate for them[selves]” (Bilingual Project Manager).</p>

### 3. Fear and Lack of Trust

Many people from the Spanish-speaking community live with the real and constant fear of being deported or having problems with immigration services. It becomes a significant barrier to accessing some services or resources that can support them. Also, fear and lack of trust may be the result of past or ongoing experiences of racism and discrimination.

#### Testimonies from Staff Members

##### 3.1. Fear

“If a parent is an undocumented immigrant, they’re in fear of speaking up for their child. If the child is the person with the disability and the parent is undocumented, a lot of the time we see that the parent is in fear of speaking up for the needs of their child because they might get in trouble with ICE [U.S. Immigration and Customs Enforcement]. Unfortunately, that has happened, and we have had advocacy for that” (Manager of Community Organizing).

“They are afraid because school threaten them to call ICE, so they stay quiet” (Bilingual Project Manager).

##### 3.2. Lack of Trust

“If I am someone who is undocumented and I don’t have as much access to healthcare, I might be really afraid to get healthcare because I don’t know if I can trust that person with my immigration status” (Director of Organization).

“There is a mistrust of the system. They won’t apply for SSI because they are scared, even if we tell them that their children qualify . . . [T]hey do not trust the system” (Bilingual Project Manager).

“There is a lot of words that refer to immigrants in an offensive way, like alien, foreign, like we do not belong here” (Co-Director).

#### 4. Stigma/Lack of Education on Disability and Mental Health

In Latino communities, the stigma attached to disability becomes a significant barrier to accessing services, information, and resources. People can feel shame or fear in society due to disability, especially if the stigma is related to mental health.

Another important barrier is the lack of education and understanding of disability. Many people do not associate disability with mental health or do not consider it a disability.

#### Testimonies From Staff Members

4.1. Stigma on Disability and Mental Health	<p>“Shame plays such a huge factor. It can be really hard when you’re told over and over again: no, you don’t need therapy, go pray, you don’t need therapy, we don’t do that, go take a walk, you don’t need therapy, go talk to your mom. That is a key player in what keeps people from reaching out to get what they need” (Director).</p> <p>“There’s also a lot of shame that happens within families. Like: oh, you’re always in your room and you’re so quiet all the time. There’s a lot of talking and shame that can be really tough to internalize” (Director).</p> <p>“The stigma in the Latino community in terms of disability and mental health [causes] some families [to] really feel uncomfortable talking about these subjects” (Co-Director).</p>
4.2. Education and Awareness About Disability	<p>“There seems to be a gap right now in the amount of folks who are living with mental health conditions and those who call [them disabilities] versus those who don’t” (Director).</p> <p>“We don’t talk about disability, we don’t talk about mental health, and we are trying to make it ok to talk about it. It is ok to be depressed and to ask for help. We focus a lot on men’s mental health, and substance use disorder, [and] suicidal ideation, [which] has increased a lot. There is a huge demand for mental health services, and we need to make it ok to ask for help” (Project Director).</p>

## 5. Technology

Another barrier to accessing information is technology. For staff members, especially after COVID-19, not having internet service, or a computer, or not knowing how to use the technology creates challenges when people try to access services.

### Testimonies From Staff Members

#### 5.1. Technology Barriers

“Not having [the] internet is a huge barrier. We disseminate everything via [the] internet, so if someone does not have [the] internet it [is] bad. We try to disseminate the information for the specific population, and we collaborate with organizations to solve the problem if that is the case” (Director of Organization).

## 6. Challenges in Outreach

In terms of outreach, staff members also mentioned the challenges they encounter from a national organization’s perspective. Some of these challenges include the capacity of organizations to cover all the necessary activities to meet the needs of the community across the country and incorporating elements such as interpreters, translation, and other accessibility features when doing events.

### Testimonies From Staff Members

#### 6.1. Capacity

“In terms of resources, it's either staff capacity or external capacity, or even when there is funding there is a staff capacity and management [issue], [and] sometimes [it] can be challenging to reach our outreach goals” (Project Director).

“As a national organization, it’s very challenging to do outreach and let the country know that we exist” (Project Director).

#### 6.2. Accessibility Supports

“If we want to reach organizations in different parts of the country, [we have to incorporate] captioning in English and Spanish, ASL, SSL, [and it] can be overwhelming to have all of this” (Project Director).

## Recommendations and Outreach Strategies

Staff members also shared some of the outreach strategies that they use at a national level. This information will help the ADANN to understand best practices to reach out to Spanish-language communities. These strategies include in-person events, the use of social media, partnering with local and other national organizations to disseminate information, the value of representation, and understanding the needs of the community.

<b>1. In-Person Trainings and Events</b>	
For staff members, in-person trainings, events, educational sessions, and conversations are key to disseminating information, especially about civil rights, as it can be a difficult topic for the community due to the legal aspect and the fear attached to it.	
<b>Testimonies From Staff Members</b>	
1.1. In-Person Sessions and Workshops	<p>“It is one thing to have information [on] a website, but it would be more helpful to have in-person sessions, webinars, presentations, and workshops where they can talk about civil rights in Spanish. Through the research we have seen that families really want to hear that in Spanish” (Bilingual Project Manager).</p> <p>“We are very intentional in selecting the topics for collaboration, and for the request of trainings. We think [about] how we can develop the new products and what the community needs by asking them what they need” (Director of Organization).</p>

## 2. Social Media

The most common platform for conducting outreach is Facebook, but other social media channels such as Instagram, TikTok, and YouTube can be important channels for disseminating information to the community. Staff members also address websites, podcasts, and newsletters.

### 2.1. Social Media and Other Channels

"I would probably include podcasts in Spanish [and] newsletters" (Latino Community and Immigration Organizer).

"The younger the generation, [the more] they move away from paper and [use] more technology" (President).

"We use all these channels to do outreach" (Director of Marketing).

"A lot of outreach is networking and collaborations across the states" (Co-Director).

"We offer *platicas* [chats] hosted on Facebook another week. Sessions are live, last one hour, and we record them, and they are housed on the parent organization page, so people can see them and the activities previous to the talk" (Co-Director).

"Facebook and Instagram are probably the most popular for the Spanish-speaking community. A lot of the families use Facebook" (Bilingual Project Manager).

"A lot of the outreach is through websites and social media, but there is also collaboration. We reach out to our donors, alumni, disability partner organizations that we follow in social media to help us distribute the information" (Director of Organization).

### 3. Partnering With Other National and Local Organizations

A key component of outreach efforts includes partnering with other organizations at a national level, as well as ones at the local level. For staff members, this is one of the most important aspects of outreach since a collaborative approach can help disseminate information across the country.

#### Testimonies From Staff Members

<p>3.1. Partnering With National Organizations</p>	<p>“Our outreach has been collaborative, partnering with organizations that work with people with disabilities, via social media [and] email campaigns, to help us bring [in] our audience, trying to be intentional [and] meeting them where they are, getting feedback from them. So collaboration has been a really good help to expand outreach” (Director of Marketing).</p> <p>“Being able to provide more effective communication through partnership, [to] help people see themselves in these opportunities, because not everybody is getting the message, and we need to tailor this information and be more resourceful . . . coming into this community” (Project Director).</p> <p>“Making sure to disseminate information with other big organizations. Let’s work together, we can connect with our community” (Bilingual Project Manager).</p> <p>“Disseminate with organization[s] like us, and we can help disseminating information in our website, social media, etc.” (Latino Community and Immigration Organizer).</p> <p>“It’s vital that we have collaborations with organizations like ADA and other organizations that specifically focus on serving Hispanic and Latino communities” (Director of Organization).</p>
<p>3.2. Partnering With Local Organizations</p>	<p>“Connect with Spanish speaking organizations that do the work in the community” (Bilingual Information and Media Specialist).</p> <p>“We need to establish relationships, and then keep [those] relationship[s]. It is a working thing. You have to continue building. Start with smaller scale, start by disseminating the most important information, work with local organizations, then you collaborate with the community. Things like that . . . are subtle ways that you can start this work” (President).</p> <p>“Partnering with local organizations. I think that partnering is the most powerful thing to disseminate information” (Bilingual Project Manager).</p> <p>“[Continue] conversations, do follow ups with other organizations, and [amplify] the messages” (Director of Marketing).</p> <p>“Provide information and [lead] the way to make access [of] all kinds more obtainable and practical” (Bilingual Information and Media Specialist).</p>



#### 4. Cultural Appropriateness in Outreach

As part of outreach efforts, it is important to consider the cultural aspect of the population and be intentional about the material and information that is being delivered. For staff members, part of being culturally appropriate includes representation, which means having someone from the community that can support outreach efforts and the dissemination of information.

##### Testimonies From Staff Members

4.1. Being Culturally Appropriate	"The outreach is not relevant if you are not culturally appropriate" (Director of Organization).  "You need to understand the culture because disability means different things for different communities, so start with that. Some cultures do not even have a word for disabilities" (President).
4.2. Representation	"It takes time, it needs representation, they need someone from the community" (Bilingual Information and Media Specialist).

# **SECTION THREE: SUMMARY OF REGIONAL FINDINGS**

## SECTION THREE: SUMMARY OF REGIONAL FINDINGS

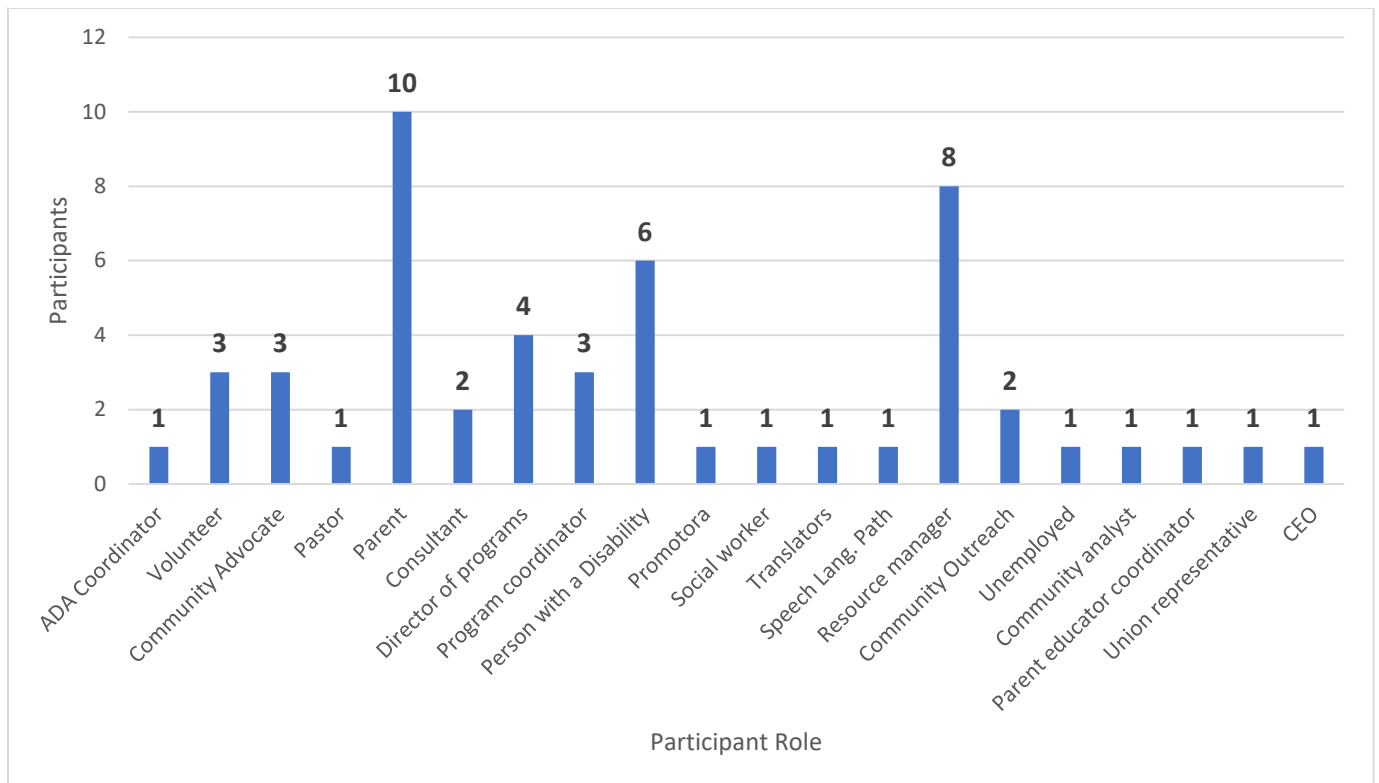
This section summarizes the information gathered from community members across the 10 ADA regions. Individuals who had specific insight about outreach and information dissemination to Spanish-language communities were recruited by the regional centers to share their knowledge in a recorded interview. In some cases, the individuals were chosen because of their close ties to the regional center and willingness to work collaboratively. In other cases, individuals had key insight into hard-to-reach and underserved populations that regional centers are trying to connect with. The names and identifying information of the individuals were anonymized to encourage their honest and open reflection. This section offers a synthesis of the interviews and shows recurrent issues for the Spanish-speaking disability community across regions. Also, this section summarizes some of the recommendations that community members made to address the issues identified.

A total of 46 community members participated in the interviews. These community members are a part of, work with, or are involved with members of the Spanish-speaking community living with or without disabilities.

### Roles of Community Members

Figure 3 shows the wide range of roles of these community members. As shown, most participants identified as parents of someone with a disability, community resource managers, a person with a disability, or a director of programs at their organization.

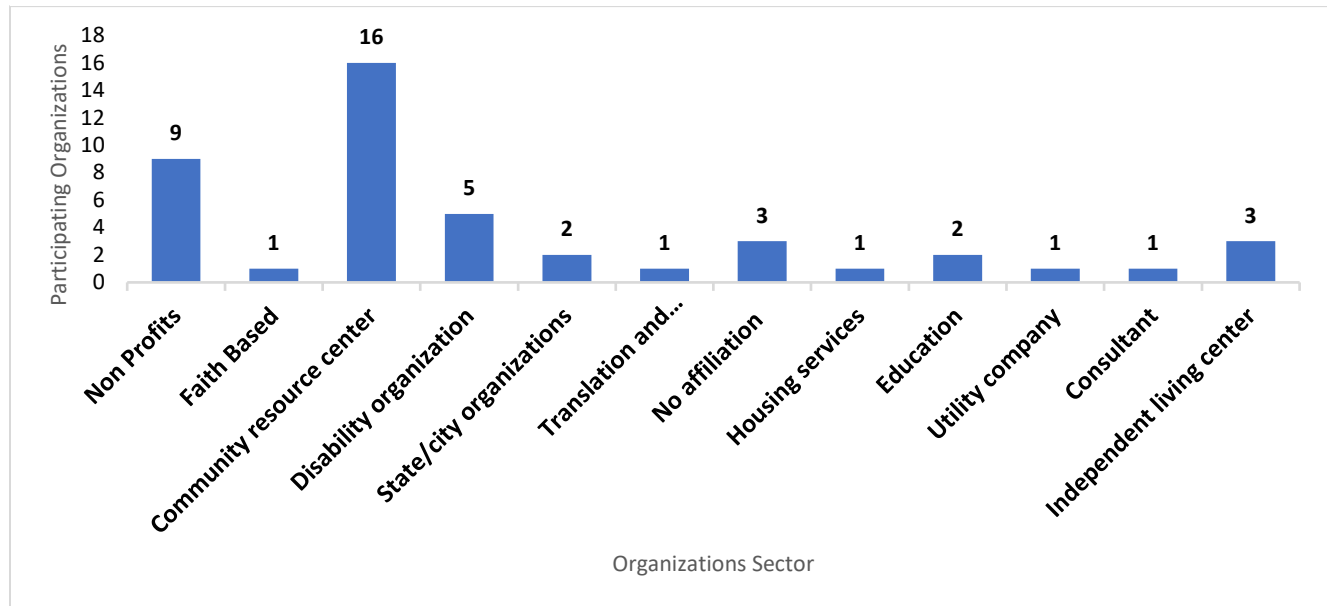
Figure 3: Community member roles



## Types of Organizations Associated With Community Members

Figure 4 indicates the types of organizations in which community members work. As shown, the majority of them work in a community resource center or nonprofit organization. Other relevant organizations provide disability services or independent living centers.

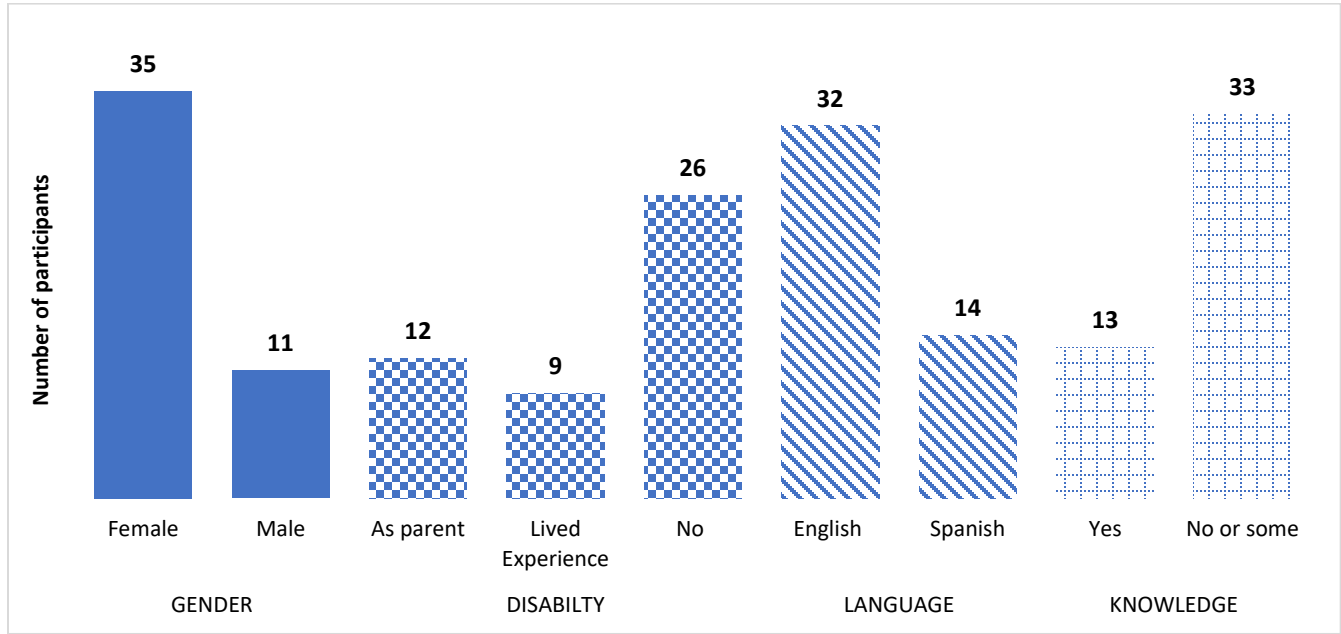
Figure 4: Organizations associated with community members



## Main Characteristics of Regional Interviews

Figure 5 shows the general characteristics of the interviews. For example, most interviewees were female, did not have a disability, and had some or no knowledge about the ADA. Also, most interviews were conducted in English. Participants had the opportunity to select the language in which they felt more comfortable speaking.

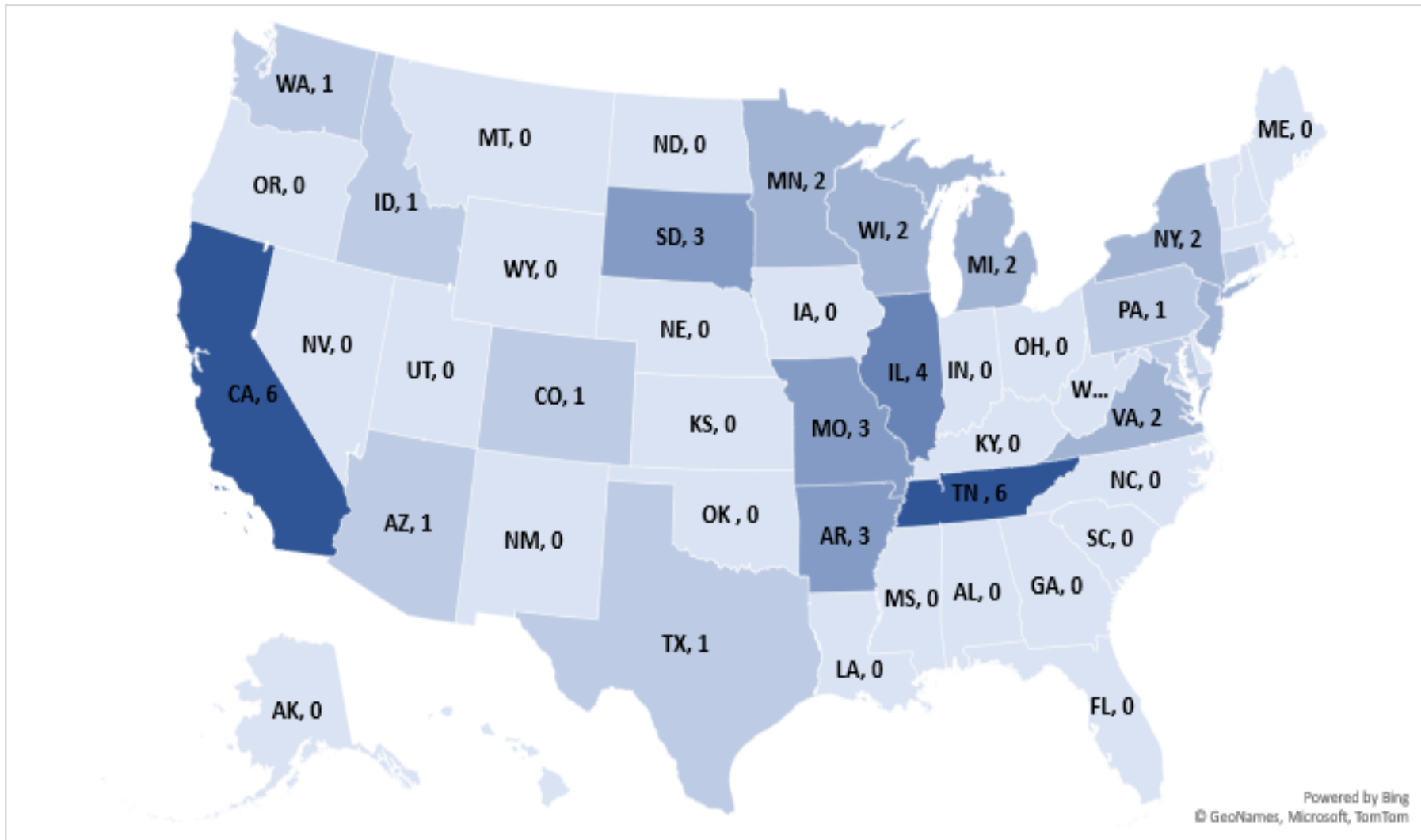
Figure 5: Main characteristics of regional interviews



## States Involved

As mentioned, interviews were conducted across the U.S., making sure that each ADA region was represented in the sample. Figure 6 shows the distribution of the interviews across the country.

Figure 6: States involved in the interview

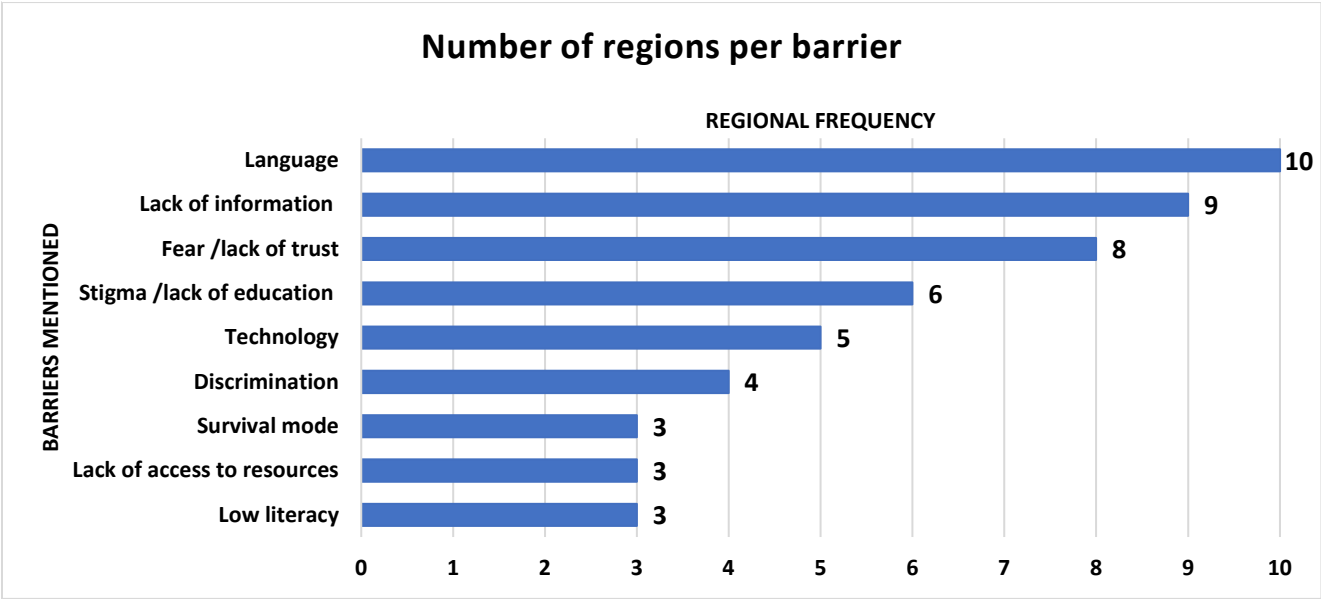


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# Overall Findings

## Summary of Barriers

Figure 7: Number of regions expressing each barrier



To understand each of these barriers, the following table describes and defines each barrier based on the testimonies from community members gathered in each region (see regional reports for testimonies and more details on regional interviews).

<b>1. Language Barriers</b>
<p>Across ADA regions, participants reiterated that language is the most recurrent barrier for the Spanish-speaking community across the U.S. Language barriers cover a variety of issues such as lack or low availability of information in Spanish, bilingual and bicultural staff, interpretation and translation services, and cultural competency.</p>
<b>2. Lack of Information</b>
<p>Participants reported that many people in the Spanish-speaking community do not know what resources and programs are available to them. This can be due to a lack of information in Spanish, or because the information is not getting to this community. In addition, many individuals and their families do not know enough about their rights and what services or programs they can qualify for.</p>
<b>3. Fear and Lack of Trust</b>
<p>Based on participants' testimonies, fear and lack of trust are significant barriers for the Spanish-speaking community. Fear relates to being constantly afraid of deportation due to immigration status, or fear of being rejected by local and federal organizations. This fear leads to a lack of trust in these organizations and a wariness of people from different racial backgrounds. Participants also expressed that the concept of disability and mental health can be difficult to define and understand. In addition, the stigma attached to these terms can be a barrier to access services, programs, and information. Lack of trust might result in less access to services and supports for the community.</p>
<b>4. Discrimination and Racism</b>
<p>Unfortunately, participants shared information in which they observed that the Spanish-speaking community still faces discrimination across the U.S. Based on the participant testimonies gathered, discrimination and racist actions include political campaigns against the community, not offering services to people who do not speak English, and rejecting people from state and federal organizations.</p>
<b>5. Stigma/Lack of Education on Disability and Mental Health</b>
<p>Participants across ADA regions stated that the concept of disability and mental health can be difficult to define and understand in the Spanish-speaking community. In addition to this difficulty, the stigmatization of disability and mental health results in a lack of education and awareness about the topic. It ultimately leads to a reduction in seeking information and services on disability and mental health.</p>



## **6. Technology**

Participants brought up access to technology as an issue, particularly with the older population. Using devices such as computers and mobile devices is key to accessing information. For the population that can utilize this technology, limitations exist, such as access to internet service, use of applications, and availability of devices.

## **7. Low Literacy**

Many people in the Spanish-speaking community have lower literacy levels compared to the rest of the population. Many people who came as immigrants did not have the opportunity to finish school or even access some type of education. This factor was also identified as a main barrier to accessing information, as it is hard for the community to understand their rights and benefits from the government, especially in terms of legal issues.

## **8. Lack of Access to Services**

According to participants in some regions, the Spanish-speaking community does not have access to services and programs in the larger community. This lack of access likely happens because of immigration status, lack of information about services and programs, or lack of professionals who can offer services to Latinos.

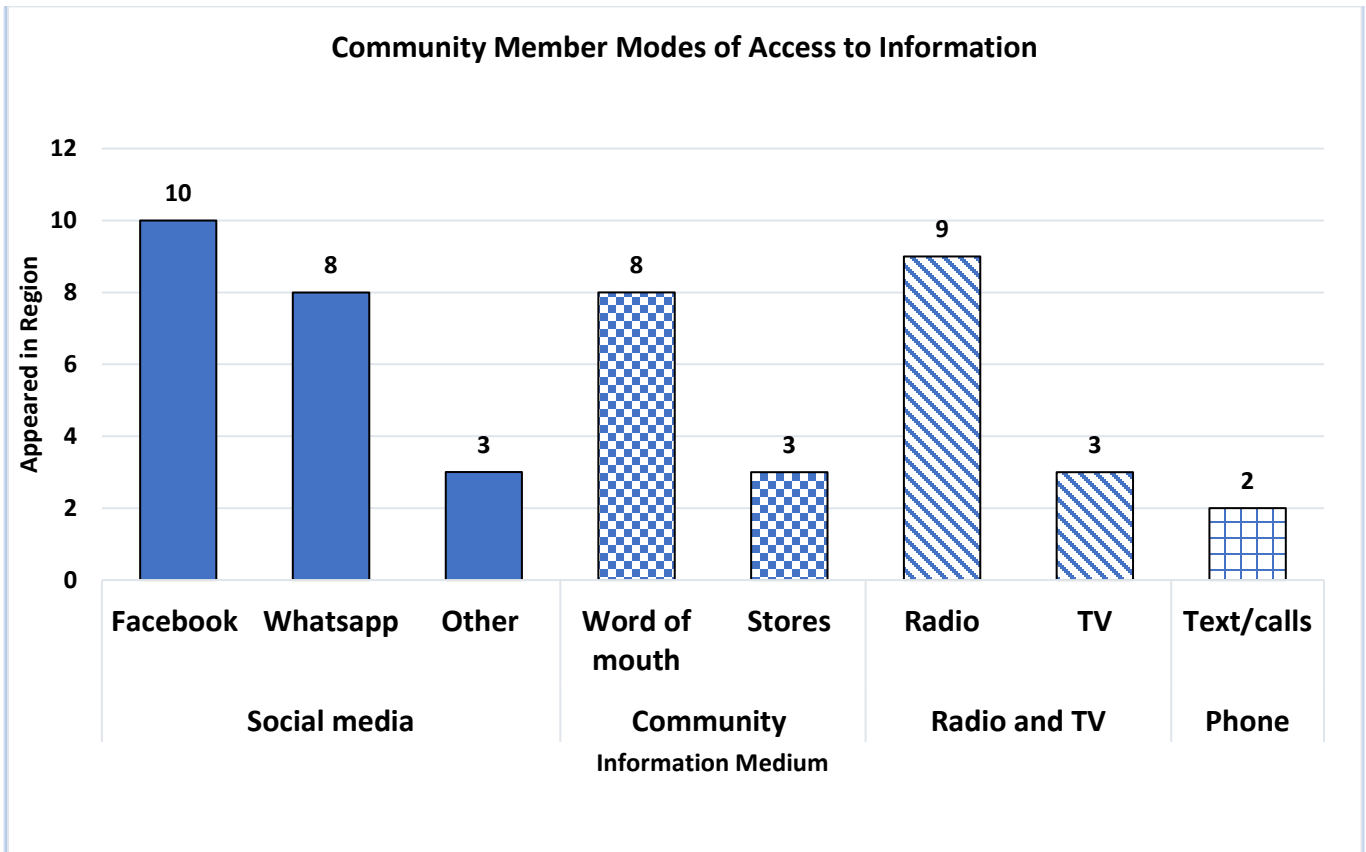
## **9. Survival Mode**

Some participants, being immigrants and members of the Spanish-speaking community, live in "survival mode," which is constantly trying to find ways to meet their basic needs. Therefore, other activities, such as advocating for their rights, are not a priority for them. For these participants, it is hard to think about their rights and potential benefits when they are trying to survive on a daily basis. This is especially true for those in this community with a very low income.

## How Do Spanish-Speaking Communities Access Information?

In addition to the barriers identified across ADA regions, participants also explored how Spanish-speaking communities access information. The following graph shows the most common platforms used by the Spanish-speaking community, and the number of regions that identified each platform as a useful way for accessing and sharing information.

Figure 8: Community member modes of access to information

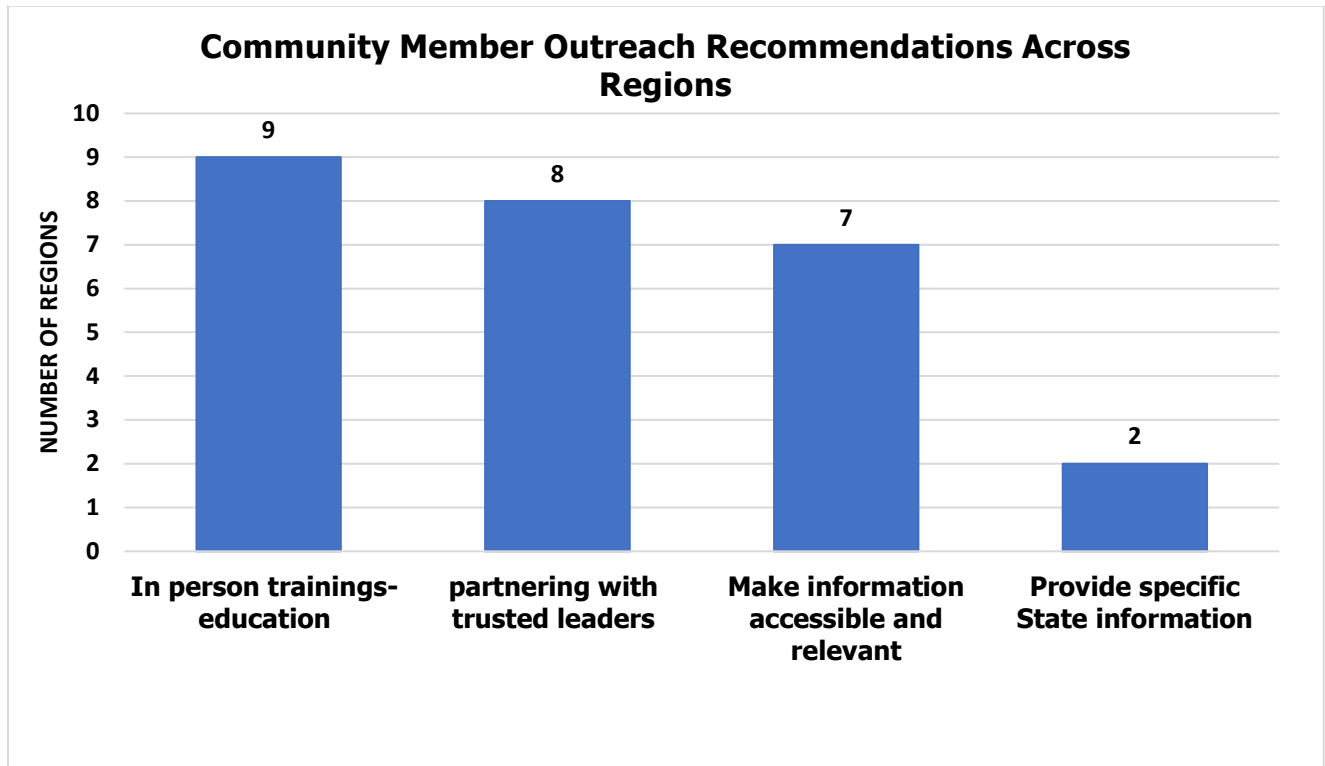


To understand each of the platforms identified, the table below describes and defines each platform based on the testimonies from community members gathered in each region (see regional reports for testimonies and more details on regional interviews).

<b>1. Social Media</b>
<p>For participants, Facebook and WhatsApp are the most used platforms to access information in the Spanish-speaking community. Facebook includes Facebook live events, groups, and general posts with information. WhatsApp provides communication among members, information chains, and an easy way to share pictures, documents, links, and other sources of information. Participants noted that other platforms such as Instagram, TikTok, or YouTube are used for accessing information, but these applications are mainly utilized by younger generations.</p>
<b>2. Community Interactions</b>
<p>Community members in most regions reiterated the importance of in-person communication and interaction. The Latino community is characterized by its collectivistic approach. Therefore, passing information from one person to another is an effective way to access and share information in the community. It includes word of mouth through community events, social gatherings, family reunions, trusted community stores, and community groups such as churches, schools, or any other group in the community.</p>
<b>3. Radio and TV</b>
<p>In most regions, participants mentioned radio as another significant platform for the community to access information. Even though participants highlighted that older generations are more engaged with radio, it is a potential platform to inform the larger Spanish-speaking community. Participants in some regions were specific about radio stations that offer programming in Spanish.</p> <p>Although some participants also identified TV as an efficient platform for the community, it was not relevant in all regions. Thus, TV might be an effective tool depending on the region and the availability of TV programming in Spanish.</p>
<b>4. Phone</b>
<p>Participants in some regions identified the telephone as a useful platform to access information. More specifically, text messages and phone calls are helpful for some people in the Spanish-speaking community to access information. Participants also emphasized that phone calls might be effective for older populations, as technology can be a barrier for them. Therefore, using social media, websites, or links could be difficult for older generations, which leaves phone calls and text messages as their primary forms of communication.</p>

## What Do Community Members Recommend?

Figure 9: Recommendations from community members across regions



Across the 10 ADA regions, community members provide recommendations to address some of the barriers mentioned earlier in this report. Figure 9 summarizes the most common recommendations across the regions. These recommendations include more in-person events with the community, training on the ADA, partnerships with local leaders, more material in Spanish that is culturally accessible for the community, and tailoring information based on the needs of each state.

The table below explains each recommendation in detail, based on the testimonies of community members across the 10 ADA regions.

<b>1. In-Person Trainings and Events</b>
Participants across the regions recommend more training for community members. This training should include ADA basics, disability awareness, and specific talks on or conversations about mental health. They also recommend that these trainings include a trusted person in the community to generate trust and provide information tailored to the community.
<b>2. Partnering With Trusted Leaders in the Community</b>
Participants across regions recommend partnering with leaders and organizations in the community to deliver the information. Participants also emphasized the importance of using trusted and significant places in each community, such as local churches, and ensuring representation from within the community.
<b>3. Making Information Accessible and Relevant</b>
Participants across regions recommend making information accessible and relevant for the community, such as information that explains specific steps to obtain or access services, programs, and benefits. Also, participants identified the need to provide information in Spanish that uses plain language and is understandable for the literacy level of the community.
<b>4. Providing State-Specific Information on Programs and Services</b>
Participants in some regions recommend providing state-specific information on different services for different disabilities. They also suggest being more specific about different types of disabilities and providing information that is specific to smaller areas rather than generalized for the whole region.

# **SECTION FOUR: INDIVIDUAL REGIONAL FINDINGS**

# **REGION 1: NEW ENGLAND ADA CENTER**

## Region 1 Background

### **What Is Unique About the Population in Region 1?**

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Region 1 includes the states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

As of 2021, according to the U.S. Census Bureau American Community Survey (ACS) one-year estimates, the population of the New England ADA Center region was approximately 14.9 million people. Of this population, about 27% identify as racial or ethnic minorities, according to the U.S. Census Bureau. The largest minority groups in this region are Hispanic or Latino (11.9%), Black or African American (6.3%), and Asian (5.0%).

Massachusetts has the highest percentage of Hispanic or Latino populations, and Maine and Vermont have the lowest percentages of Hispanic or Latino populations. However, it is worth noting that the Hispanic or Latino population has been growing rapidly in these states in recent years.

Massachusetts has the highest population of Black or African American populations (6.7%), followed by Connecticut (10.6%) and Rhode Island (4.9%). Maine (1.5%), New Hampshire (1.4%), and Vermont (1%) have the lowest percentages of Black or African American populations. Massachusetts has the highest percentage of Asian populations, (7.1%), followed by Connecticut (4.7%) and Rhode Island (3.1%). New Hampshire (2.6%), Vermont (1.7%), and Maine (1.2%) have the lowest percentages of Asian populations.

English is the most spoken language in the region (77.8% of the population), followed by Spanish (8.9%), Other Indo-European (4.8%), French, Haitian, or Cajun (2.2%), and Chinese (1.4%). There are more languages identified, but these are the most common languages for the region.



## Region 1 States

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**Massachusetts** has the largest group of Spanish speakers, with approximately 890,000 thousand identifying as Hispanic or Latino, making them 12.7% of the state's population and 12.8% of the state's labor force. Within the last decade, there has been a growth of over 22% percent in their population. Boston (133,332), Springfield City (73,954), and Lawrence City (72,240) are the cities in Massachusetts with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in Massachusetts is predominantly from Puerto Rico, Dominican Republic, and El Salvador.

**Connecticut** has the second largest group of Spanish speakers, with approximately 630,000 individuals identifying as Hispanic or Latino, making them 17.6% of the state's population and 15.6% of the state's labor force. Within the last decade, there has been a growth of over 30% percent in their population. Bridgeport (61,917), Hartford (55,255), and Waterbury (41,909) are the cities in Connecticut with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in Connecticut is predominantly from Puerto Rico, Dominican Republic, and Mexico.

**Rhode Island** has the third largest group of Spanish speakers, with approximately 186,000 individuals identifying as Hispanic or Latino, making them 17% of the state's population and 14.5% of the state's labor force. Within the last decade, there has been a growth of over 21.5% percent in their population. Providence (81,002), Pawtucket (18,983), and Central Falls (15,866) are the cities in Rhode Island with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in Rhode Island is predominantly from the Dominican Republic, Puerto Rico, and Guatemala.

**New Hampshire** has the fourth largest group of Spanish speakers, with approximately 59,000 individuals identifying as Hispanic or Latino, making them 4.3% of the state's population and 3.1% of the state's labor force. Within the last decade, there has been a growth of over 34.8% percent in their population. Manchester (12,575), Nashua (11,970), and Concord (1,654) are the cities in New Hampshire with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in New Hampshire is predominantly from Mexico, Dominican Republic, and Guatemala.

**Maine** has approximately 25,000 individuals identifying as Hispanic or Latino, making them 1.9% of the state's population and 2.3% of the state's labor force. Within the last decade, there has been a growth of over 70% percent in their population, making it a fast-growing population in the state. Portland (1,615), Bangor (921), and Lewiston (798) are the cities in Maine with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in Maine is predominantly from Mexico, Puerto Rico, and Cuba.

**Vermont** has approximately 13,000 individuals identifying as Hispanic or Latino, making them 2% of the state's population and 1.4% of the state's labor force. Within the last decade, there has been a growth of over 37.8% percent in their population. Burlington (1,716), South Burlington (560), and Northfield (332) are the cities in Vermont with the most concentrated Latino/Hispanic populations.

## Disability Statistics Per State in the Region 1 Latino/Hispanic Community

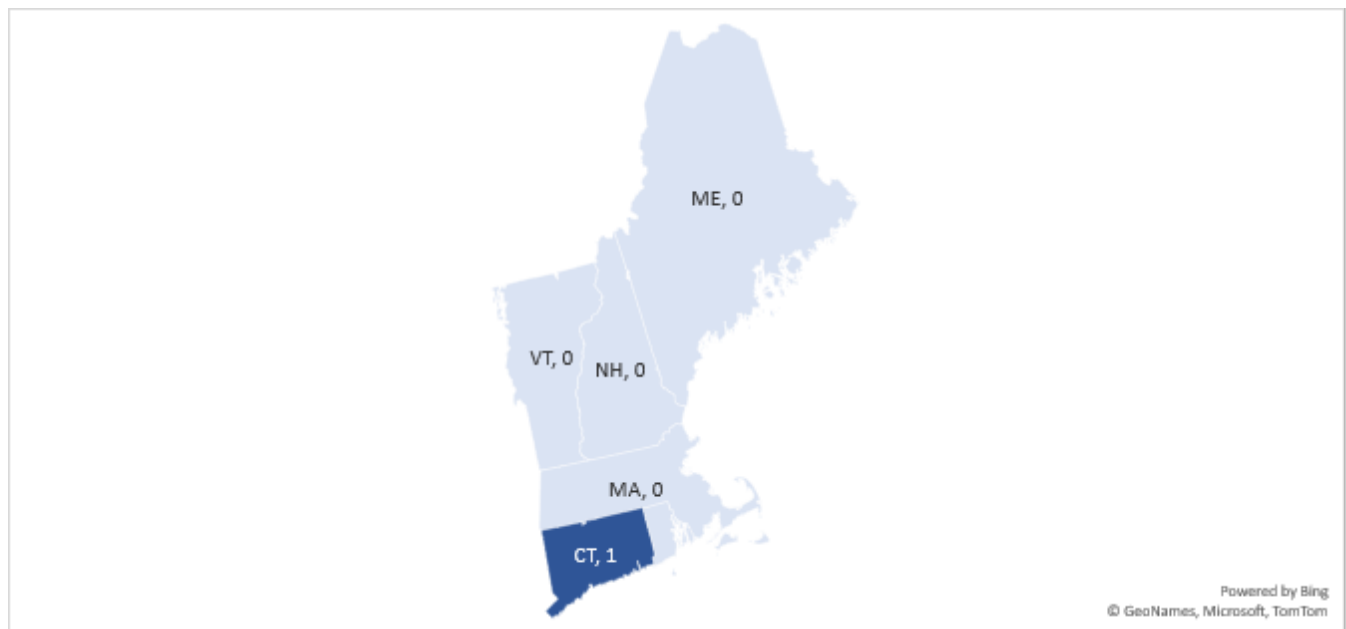
Based on the most recent census data, it is estimated that:

- Massachusetts has almost 890,000 Latinos, and approximately 12.3% have a disability.
- Connecticut has almost 630,000 Latinos, and approximately 11.8% have a disability.
- Rhode Island has almost 186,000 Latinos, and approximately 13% have a disability.
- New Hampshire has almost 59,000 Latinos, and approximately 10.6% have a disability.
- Maine has almost 25,000 Latinos, and approximately 10.8% have a disability.
- Vermont has 13,000 Latinos, and approximately 10.8% have a disability.

### Which States From Region 1 Participated in the Interviews?

As shown on the map, only one interview was conducted with a community member from Connecticut. No interviews were conducted with community members from Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

Figure 10: Maps of states involved from Region 1



## Observations From the Interviews

### Participants

Only one community member participated in the interviews. This participant was a Hispanic male who had minimal knowledge about the ADA. The interview was conducted in English. The participant was a community advocate for a disability organization and a person with a disability.

### What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the community.

### Barriers

<b>1. Language Barriers</b>	
In Region 1, the participant reiterated that language barriers continue to be a relevant issue for Spanish-speaking communities. Challenges arise when community members ask for help but do not receive accurate information due to the low availability of bilingual staff in state and federal organizations.	
<b>Participant Testimony</b>	
1.1. Language	<p>“It’s hard for people to explain what their issue is, so I think we need more people that speak Spanish.”</p> <p>“Most people get information from me because I am bilingual, but not a lot of resources.”</p>
<b>2. Lack of Trust</b>	
The participant stated that this barrier is not different in their location. For leaders to build trust within the communities, they must actively engage with the members and provide insight into the ways organizations can benefit the Spanish-speaking community.	
<b>Participant Testimony</b>	
2.1. Lack of Trust	<p>“People come to me because I speak Spanish, because it generates trust, I send them where to go, and I do my best to provide information in Spanish.”</p>

### 3. Lack of Awareness of Resources

Due to the lack of information in Spanish, it was suggested that community members are not aware of services, programs, and benefits, even if they are documented.

#### Participant Testimony

3.1. Lack of Awareness

"Lots of Spanish speaking people, they don't know the services available . . . when I got on board, I didn't know of any program they had, so telling my family and my friends they would tell me 'oh, I never knew that you guys had this program', so it's hard."

"I often have to provide information/resources about topics that are outside of my job duties. Even today my aunt asked me 'Can you get me some information?', so I had to get that information from my own research to give to her."

### 4. Technology

According to the participant in Region 1, older people from Spanish-speaking communities struggle to understand how technology works, which can impact the amount of information that they receive.

## Access to Information

Information	
The participants identified four main ways in which the Spanish Speaking community access information: social media, word of mouth, TV, and Radio.	
Participant Testimony	
1. Social Media	"Facebook is a very good way."
2. Word of Mouth	"I think this would be the easiest because a lot of Spanish speaking people don't know how to use email or check information online, how to use the computer, so I would say find the easiest way for them."
3. TV and Radio	"They play a lot, one in the morning, one at noon, and one at nighttime, I would say 3 times a week."  "We have a lot in Spanish, I would say between 2-3 stations."  "Every year we have an event where we do a one-mile walk at the park and I try to get the Spanish radio and news to promote us."

## Recommendations

Recommendations	
<p>Based on the testimony of the participating community member, recommendations include more training on ADA and disability, educating the community on services and benefits, increasing participation in community events, training staff members from different state and federal organizations, and providing specific information for each state.</p>	
Participant Testimony	
1. In-Person Sessions and Workshops	<p>"Letting people know that you will always back them up and providing trust."</p> <p>"I really would like any information that will allow me to help people [so] they won't be stress[ed] out in their lives."</p>
2. More Letters in the Mail	<p>"More letter[s] in the mail, and provide information in Spanish."</p>
3. Increase In-Person Interactions	<p>"Using more in-person communication such as word-of-mouth [and] using family and friends to share information."</p> <p>"Sharing more information in Spanish . . . will help increase awareness of services."</p>

## Suggested Next Steps for Region 1

Based on the recommendations from the community member from Region 1, the region should take the following specific steps:

1. Considering the relatively large population of Hispanics and Latinos in the states of Connecticut and Massachusetts, increase outreach efforts in these states. Connect with Lawrence Community Works (Lawrence, MA), as they provide community planning, organizing, and asset-building efforts. Connect with Sociedad Latina (Roxbury, MA), which works closely with young Spanish speakers in civic engagement, workforce development, and education. Connect with Progreso Latino (Center Falls, RI), a community resource center with various programs for adults and seniors that include social services.
2. Connect with radio stations such as Bomba 97.1 FM (CT), La Mega 101.7 FM (CT), Cumbre 1450 AM (CT), Viva 107.3 FM (CT), Mega 890 AM (MA), to evaluate the possibility of disseminating information via radio.
3. The participant interviewed believes that sending newsletters to organizations in Region 1 can be an effective way to communicate with the Spanish-speaking community.

# **REGION 2: NORTHEAST ADA CENTER**

## Region 2 Background

### **What Is Unique About the Population in Region 2?**

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Region 2 includes the states of New Jersey, New York, Puerto Rico, and the U.S. Virgin Islands.

Overall, the Northeast ADA Center has a diverse population, with significant minority communities. According to the U.S. Census Bureau American Community Survey (ACS) 2021 one-year estimates, the region had a total population of over 32 million, with minorities accounting for nearly 50% of the population. Hispanics or Latinos were the largest minority group, accounting for 28% of the population, followed by African Americans at 13% and Asians at 8.2%. The region also had a significant multiracial population, accounting for 3.4% of the total population.

In New York City, the largest city in the region, minorities make up a large portion of the population. The city had a population of over 8.3 million minorities in 2021, with minorities accounting for 45% of the population. Hispanics or Latinos were the largest minority group, accounting for 19.4% of the population, followed by African Americans at 14.1%, Asians at 8.7%, and multiracial individuals at 5.2%.

In New Jersey, Hispanics or Latinos were also the largest minority group, accounting for 21.4% of the state's population. African Americans accounted for 12.9% of the population and Asians accounted for 9.9%. The state also had a significant multiracial population, accounting for 12% of the total population.

Puerto Rico is a U.S. territory with a population of over 3.2 million. Almost all the population identifies as Hispanic or Latino, accounting for 99.2% of the population, while African Americans make up 6.1% of the population. Some African Americans identify as Hispanic or mixed-race.

English is the most spoken language in the region (67.5% of the population), followed by Spanish (15.3%), Other Indo-European (4.8%), Chinese (2.7%), and Slavic languages (2.4%). There are more languages identified, but these are the most common languages for the region.



## **Region 2 States**

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**New York** has the largest group of Spanish speakers in the region, with approximately 3.8 million identifying as Hispanic or Latino, making them 19.4% of the state's population and 18.5% of the state's labor force. Within the last decade, there has been a growth of over 9% percent in their population. New York City (2.5 million), Yonkers (83,917), and Brentwood (48,548) are the cities in New York with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Puerto Rico, Dominican Republic, and Mexico.

**New Jersey** has the second largest group of Spanish speakers in the region, with approximately 1.9 million individuals identifying as Hispanic or Latino, making them 21% of the state's population and 19.3% of the state's labor force. Within the last decade, there has been a growth of over 15.7% percent in their population. Newark (111,099), Elizabeth City (90,733), and Jersey City (78,785) are the most concentrated cities in New Jersey with Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Puerto Rico, Dominican Republic, and Mexico.

## **Disability Statistics Per State in the Region 2 Latino/Hispanic Community**

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Based on the most recent census data, it is estimated that:

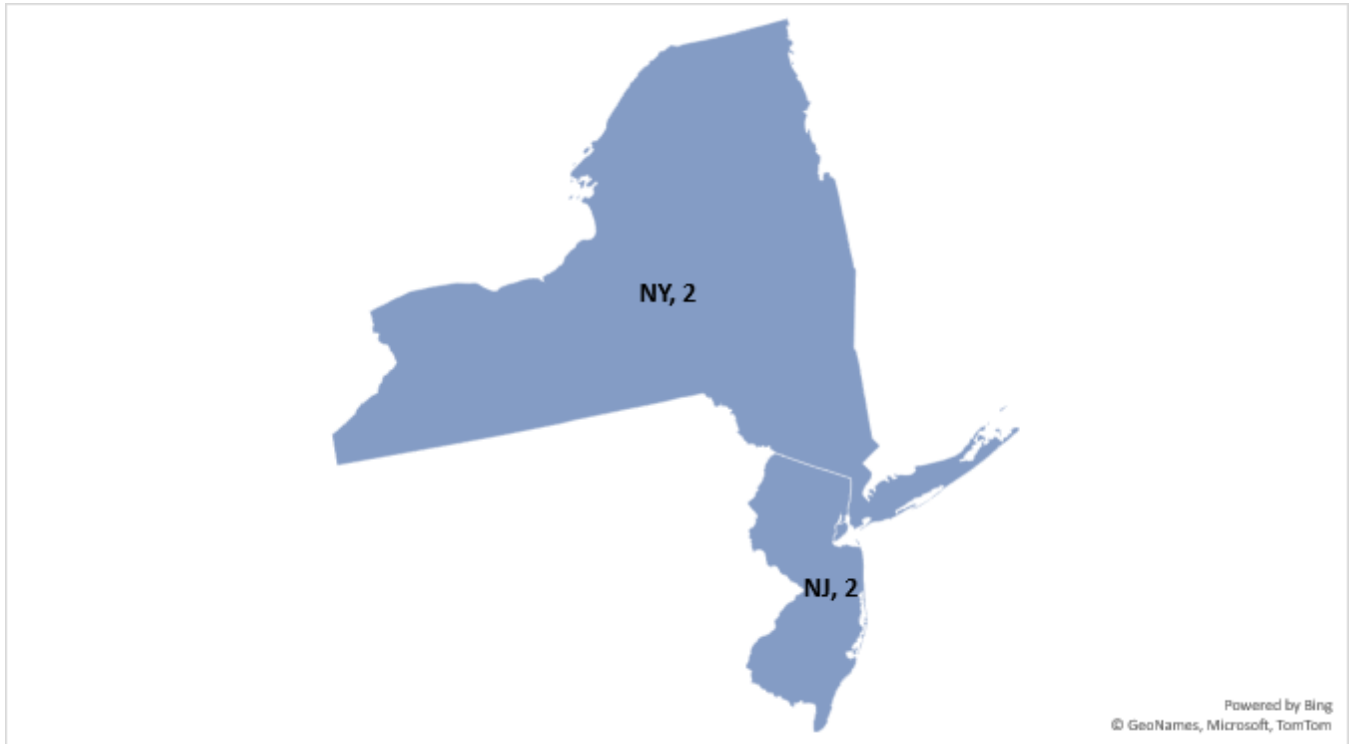
- The state of New York has almost 3.8 million Latinos and approximately 11.4% have a disability.
- The state of New Jersey has almost 1.9 million Latinos and approximately 8.8% have a disability.

## **Which States From Region 2 Participated in the Interviews?**

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As shown on the map, all interviews were conducted with community members from New Jersey and New York. No interviews were conducted with community members from Puerto Rico and the U.S. Virgin Islands.

*Figure 11: Maps of states involved from Region 2*



## Observations From the Interviews

### Participants

Four community members participated in the interviews. Most of the participants were female and they had some knowledge about the ADA. Most of the interviews were conducted in Spanish. All community members were associated with nonprofits. Finally, community members had a variety of roles within the Spanish-speaking community. Figures 12 and Table 3 show specific data about these characteristics of the participants.

Figure 12: Participant demographics

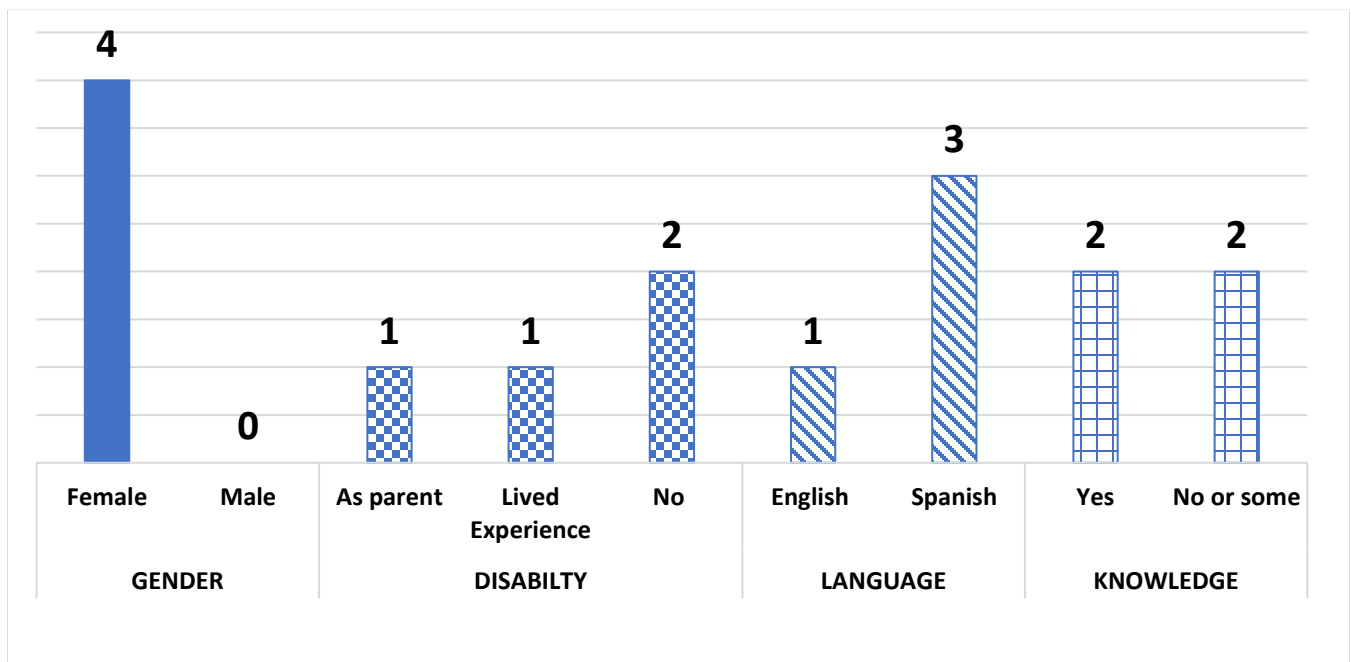


Table 3: Region 2 participant roles

Participant Role	Number of Individuals
Volunteer	2
Community Advocate	1
Parent	2
Consultant	1

## What Did We Find?

The following table organizes the three main topics of the interviews: barriers, access to information, and recommendations from the community.

### Barriers

<b>1. Language Barriers</b>	
<p>In Region 2, language continues to be a significant barrier for the Spanish-speaking community. In Region 2, participants reiterated these barriers in terms of lack of bilingual staff, lack of information in Spanish, and lack of interpretation or translation services.</p>	
<b>Participant Testimonies</b>	
<p>1.1. Language</p>	<p>“Many times, Hispanic people go to a place and there are no Hispanics [on] staff, no translators, and simply you need to wait for a telephone or someone who can call a translator. Sometimes the translator does not say exactly what we mean and does not transfer the information accurately.”</p> <p>“Information is tricky. Are you literate? Do you speak the language? If you call that number, are you able to access it? Information works for people who have the resources to access it.”</p> <p>“Here it is fundamental that you are bilingual or competent in English, you must [be]. If you aren’t, that is a huge barrier for Hispanics.”</p>
<b>2. Fear and Lack of Trust</b>	
<p>In Region 2, participants expressed that people from the Spanish-speaking community have a lot of fear related to federal or state institutions. This fear includes being deported, being discriminated against, asking questions, and not being treated with respect.</p>	
<b>Participant Testimonies</b>	
<p>2.1. Lack of Trust</p>	<p>“Although there are many free medical services, undocumented people that have American children do not want to provide any information because they are afraid of immigration issues. New York is a sanctuary city and the place I go receives undocumented people, but many times they do not want to provide information because they are scared.”</p>
<p>2.2. Fear</p>	<p>“There are many people who are afraid of asking for help and say[ing] what their needs are.”</p>

	“When a person does not express their needs [it] is because [they] are afraid. Because that person is scared of providing information, and that is very common in Hispanics.”
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**3. Lack of Awareness of Resources**

Participants also mentioned that many families and disabled people are not aware of available services because the information is not in Spanish or is difficult to find. This lack of resources also includes a lack of information about rights and disability services.

**Participant Testimonies**

3.1. Lack of Awareness	“In the last 4 years or more, a lot of Hispanics have come with disabled children. Then, many schools do not offer services for them, or they just do not know enough about the benefits for disabled people.”
3.2. Lack of Information About Rights	“If people know their rights, they will fight for [them]. I think the most important thing is that people get educated on their rights. We need education.”

**4. Lack of Services for Individuals With Disabilities**

In Region 2, participants expressed that there were not enough services for the Spanish-speaking community with disabilities. For example, healthcare services were not available, or they failed to provide support for Hispanics.

**Participant Testimonies**

4.1. Lack of Services	<p>“Many organizations do not offer services for disabled people; they offer a list of places to go to and they are not even close to the area.”</p> <p>“There are a lot of resources that [exist] in New Jersey for disabled people, but I have to say that these are not friendly for the Latino people, and it is even worse when it comes to undocumented people. It is really bad.”</p>
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## Access to Information

### Information

For participants in Region 2, there are four main ways in which the Spanish-speaking community accesses information: social media, word of mouth and in-person conversations, TV, and Radio.

### Participant Testimonies

1. Social Media	"For the older crowds (Facebook), [but] not for the younger crowd. They're TikToking and Snapchatting. They're not Facebookers anymore because they have all these other venues, but for [the older] crowd Facebook is it."
2. Word of Mouth and In-Person Conversations	"How many in the illiterate community, how many don't know how to do that [social media]. There's pockets that are missing, fully absent from digital media, which puts you back to word of mouth."  "The best way for me is face-to-face interactions because, sometimes, people have so many questions, I really need a person that can explain with details what I am looking for."
3. TV and Radio	"We're on the news a lot but that only goes so far. It's significant, it's important to throw on your website later because this is something that you did and something that you continue so the action and the movement of it is easily seen in a two-minute clip. That's pretty big."

## Recommendations

Recommendations	
<p>Based on the testimony of community members, recommendations include more training on ADA and disability, educating the community on services and benefits, increasing participation in community events, training staff members from different state and federal organizations, and providing specific information for each state.</p>	

Participant Testimonies	
<p>1.1. Training and Educational Sessions for the Community</p>	<p>"Hold some time for a forum or some informational session. That would be amazing because forums are big and they can bring a lot of topics to parents and the community, so they can be informed [and] ask questions. Sometimes they do not have someone to do so."</p> <p>"General information doesn't work. You can't cover a paraplegic with someone who is dyslexic in the same basket."</p>
<p>1.2. Centralize the Information</p>	<p>"A support center that can be specific for people with disabilities and their families, so when they need information about housing, or other things, they can help."</p>
<p>1.3. Increase Participation in Events</p>	<p>"Promote community meetings [and] conferences for Spanish-speaking community members in which they can obtain more information about different services."</p>
<p>1.4. Training on Quality Services (Compassion and Empathy)</p>	<p>"I would really like for people to be treated better, especially in some organizations."</p>
<p>1.5. Provide State-Specific Information</p>	<p>"Being cognizant of the distinctions between different states. If you look at what Texas is doing to NY right now, what would a person in Texas go through compared to what a person in NY goes through, and vice versa. How are different states dealing with different things, and where is it nationally that this country can be held accountable?"</p>

## Suggested Next Steps for Region 2

Based on the recommendations from the community members in Region 2, the region should take the following specific steps:

1. Considering the population of Hispanics in the states of New York and New Jersey, increase outreach efforts in these states.
2. Connect with Ayuda Mutua (New York City, NY) an organization that provides a food pantry with active community organizing events; Hispanic Family Center of Southern NJ (Camden, NJ), a resource center with various services that include health education and behavioral health; Latino Action Network Foundation (Freehold, NJ), which conducts research and outreach efforts on health justice, housing, and education to lower-income and immigrant communities; and Hispanic Federation (New York City, NY), which has a variety of programming for the Hispanic community around health, economic empowerment, education, and immigration.
3. Make sure products and referrals are specific for the states of NY and NJ and that they work for the Latino community.
4. Disseminate information about specific disabilities and how they connect to the ADA.



# **REGION 3: Mid-Atlantic ADA Center**

## Region 3 Background

### **What Is Unique About the Population in Region 3?**

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Region 3 includes the states of Virginia, Maryland, Pennsylvania, Delaware, West Virginia, and the District of Columbia

Overall, the Mid-Atlantic ADA Center is a diverse area with a significant minority population. The region had an estimated population of 30 million in 2021 based on U.S. Census Bureau American Community Survey estimates, with 35% being minorities.

African Americans are the largest minority group in the region, with significant populations in Maryland, Delaware, and the District of Columbia. In Maryland, African Americans make up approximately 30% of the state's population, while in Delaware and the District of Columbia, they represent around 20% and 43% of the population, respectively. The region also has a significant Hispanic/Latino population, with the District of Columbia and Maryland having the highest percentages at 11.3% and 11%, respectively. Additionally, Asian Americans represent a growing minority group in the region, with Pennsylvania and Maryland having the highest populations.

English is the most spoken language in the region (84.4% of the population), followed by Spanish (6.4%), Indo-European (2.2%), French, Haitian, Creole (0.8%), and Chinese (0.8%). There are more languages identified but these are the most common languages for the region.

## Region 3 States

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**Pennsylvania** has the largest group of Spanish speakers, with approximately one million individuals identifying as Hispanic or Latino, making them 8.2% of the state's population and 7.5% of the state's labor force. Within the last decade, there has been a growth of over 21.6% percent in their population. Philadelphia, with 1.5 million Latinos, and Allentown and Reading have generally been cities in Pennsylvania with the most concentrated Latino/Hispanic populations, but figures were not available in the ACS 2021 one-year estimates. Culturally, the Spanish-speaking population is predominantly from Puerto Rico, Mexico, and the Dominican Republic.

**Virginia** has the second largest group of Spanish speakers. Approximately 851,000 individuals identify as Hispanic or Latino, making them 10% of the state's population and 9.4% of the state's labor force. Within the last decade, there has been a growth of over 18.5% percent in their population. Virginia Beach (40,524), Arlington (36,284), and Alexandria (25,586) are the most cities in Virginia with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from El Salvador, Mexico, and Puerto Rico.

**Maryland** has the next largest group of Spanish speakers. Approximately 678,000 individuals identify as Hispanic or Latino, making them 11% of the state's population and 10.3% of the state's labor force. Within the last decade, there has been a growth of over 22.3% percent in their population. Baltimore City (34,810) along with Silver Spring, Gaithersburg, and Hyattsville are the cities in Maryland with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from El Salvador, Mexico, and Guatemala.

**Delaware** has the next largest group of Spanish speakers. Approximately 100,000 individuals identify as Hispanic or Latino, making them 10% of the state's population and 9.4% of the state's labor force. Within the last decade, there has been a growth of over 38.9% percent in their population. Wilmington (7,436), Bear (4,925), and Newark (3,486) are the cities in Delaware with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and Puerto Rico.

**The District of Columbia** has the next largest group of Spanish speakers. Approximately 76,000 individuals identify as Hispanic or Latino, making them 11% of the district's population and 12.8% of the state's labor force. Within the last decade, there has been a growth of over 19.1% percent in their population. Culturally, the Spanish-speaking population is predominantly from El Salvador, Mexico, and Puerto Rico.

**West Virginia** has the smallest group of Spanish speakers. Approximately 29,000 individuals identify as Hispanic or Latino, making them 1.7% of the state's population and 1.3% of the state's labor force. Within the last decade, there has been a growth of over 48.5% percent in their population. Morgantown (1,065), Martinsburg (900), and Huntington (865) are the cities in West Virginia with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and Honduras.

## **Disability Statistics Per State in the Region 3 Latino/Hispanic Community**

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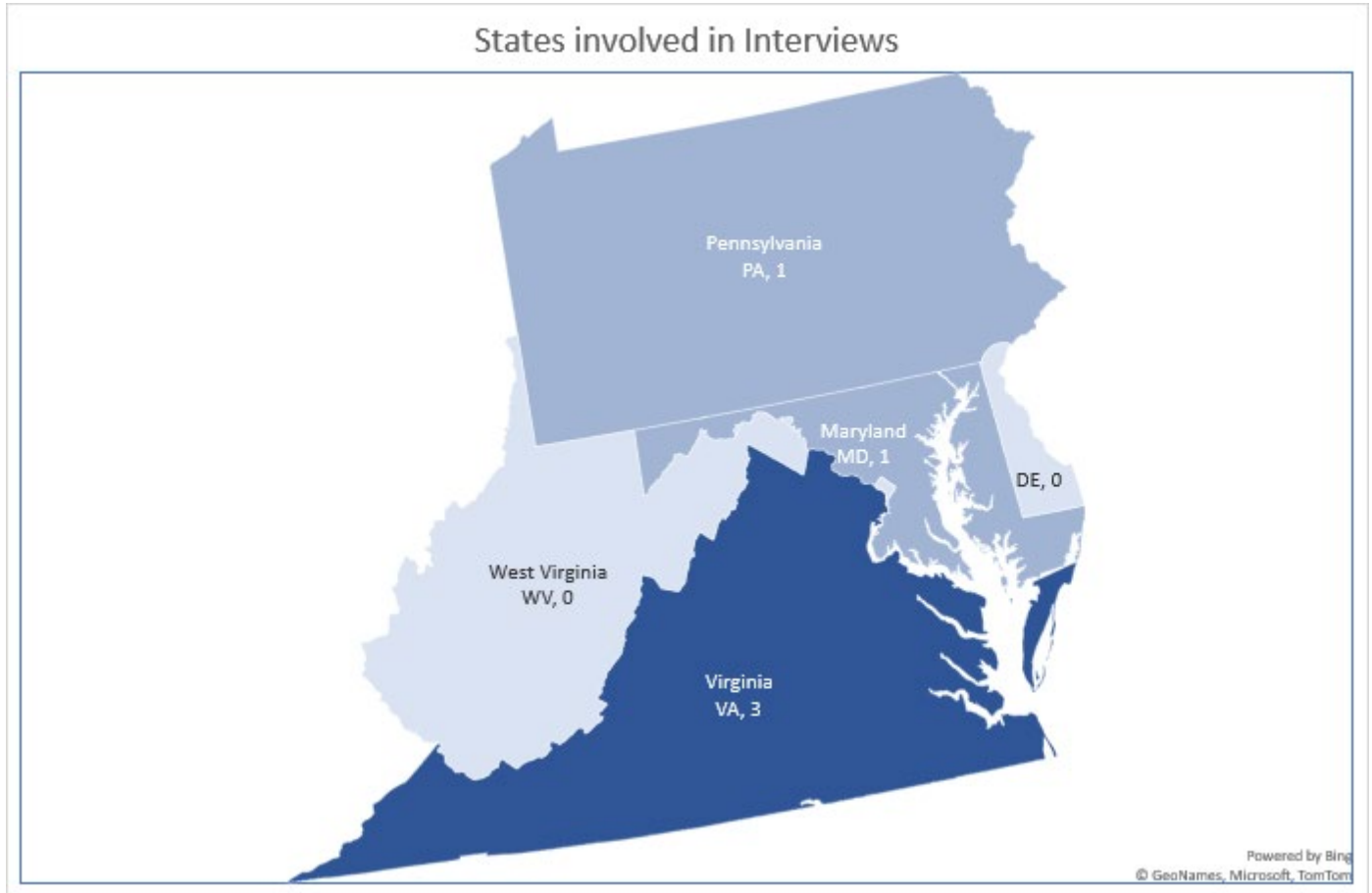
Based on the most recent census data, it is estimated that:

- Pennsylvania has almost one million Latinos, and 14.7% of have a disability.
- Maryland has almost 678,000 Latinos, and an estimated 7% have a disability.
- Virginia has 851,000 Latinos, and 8% have a disability.
- West Virginia has 29,000 Latinos, and 9% have a disability.
- Delaware has 100,000 Latinos, and 9.2% have a disability.
- District of Columbia has 76,000 Latinos, and 7.2% have a disability.

## Which States From Region 3 Participated in the Interviews?

As shown on the map, all interviews were conducted with community members from Virginia, Maryland, and Pennsylvania. No interviews were conducted with community members from West Virginia, Delaware, and the District of Columbia.

Figure 13: Maps of states involved from Region 3



## Observations From the Interviews

### Participants

Five community members participated in the interviews. Most of the participants were female and had minimal knowledge about the ADA. Most of the interviews were conducted in English. Community members were associated with faith-based organizations, community resource centers, or disability organizations. Finally, community members had a variety of roles within the Spanish-speaking community. Figures 14 and 15, and Table 4, show specific data about these characteristics of participants.

Figure 14: Participant demographics

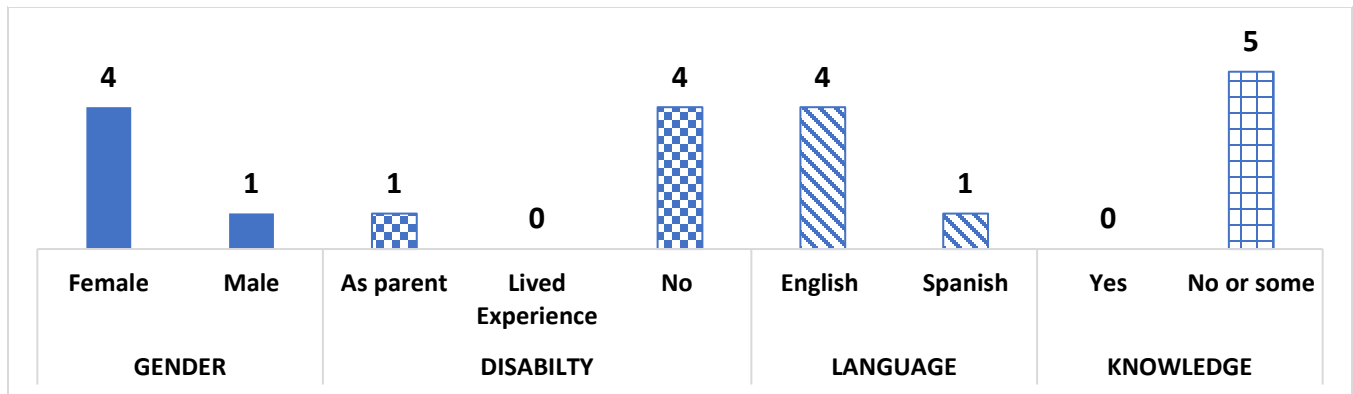
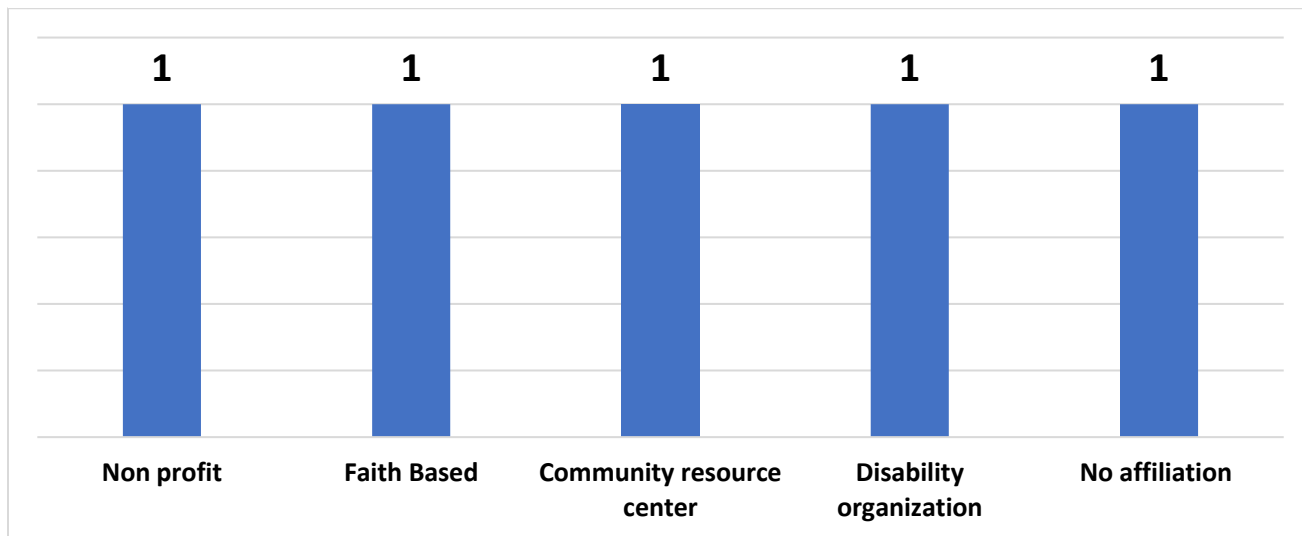


Table 4: Region 3 participant roles

Participant Role	Number of Individuals
Volunteer	1
Pastor	1
Parent	1
Consultant	1
Person With a Disability	1
Resource Manager	1
Unemployed	1

Figure 15: Participant affiliations



## What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the community.

### Barriers

<b>1. Language Barriers</b>	
<p>In Region 3, language barriers were mentioned in all the interviews, such as lack of translation services, bilingual staff, and competency from some service providers. Also, the information provided is often too complicated to understand for community members. Language continues to be a significant barrier for the Spanish-speaking community.</p>	
<b>Participant Testimonies</b>	
1.1. Translation and Interpretation Services	<p>"Sometimes there's a lack of translation resources. The Spanish language resources that Hispanics communities can tap into are only concentrated in Spanish-speaking areas a lot of the time."</p>
1.2. Accessibility of Information	<p>"Having the ability to access information that they [community members] can understand both in relation to language and regularly, you know, being able to read it."</p>
1.3. Lack of Information in Spanish	<p>"There is a lack of Spanish information on social media, websites, and even radio presence."</p> <p>"We found a lot of resources, but it was a lot of me taking that on because I'm the English speaker in my household, but rarely when I made a call was there someone on the other line that spoke Spanish. Sometimes when you call these places and it says, 'for Spanish press 2' and I do . . . the call hangs up or someone that speaks English answers, so [I] don't get routed to the Spanish speaker even though it's advertised."</p>
1.4. Practicality of Information	<p>"People may get the information, but they don't know the next step, like they may get a flyer but they don't know what to do next."</p>



## 2. Fear and Lack of Trust

Based on the perspectives of community members from Region 3, fear of deportation is a barrier. This includes fear associated with being undocumented, having an illegal status, or feeling intimidated by federal or state entities.

### Participant Testimonies

#### 2.1. Fear

"I have not contacted anybody in the community because I feel I am like in a dark place, like I feel in a hole and I do not want to go out because I am afraid, because I am so ignorant about rights, I would appreciate a guide."

## 3. Lack of Awareness of Resources

For participants in Region 3, many people in the Spanish-speaking community do not know what resources and programs are available. This can be due to a lack of information in Spanish or because the information is not getting to this community. In addition, Latinos/Hispanics do not know enough about their rights and what services or programs they qualify for.

### Participant Testimonies

#### 3.1. Lack of Awareness

"People don't really have the resources or the knowledge to be able to get these benefits or to take advantage of these programs."

"First generation or immigrants are not really aware of how the process is or the program[s] that this country offers."

"Americans that have been here for a long time . . . have the generational awareness that we typically don't have and since people are in that survival mode, there is not a lot of time or resources to build communities or build things for ourselves, so there is a lack there."

#### 3.2. Lack of Information

"I know I have rights as a mother of a child with ASD, but I do not know where to ask for help."

"Especially for Latino communities because there is that level of mistrust in the government, even the ADA they're like what does this mean, I don't really trust it. They will have that physical person in front of them, the person that they look up to in their community telling them this information."

#### 4. Lack of Services

Participants from Region 3 identified that the most common barriers in their area are a lack of resources such as health care, transition services, housing, and others. Participants also expressed that the lack of resources could be due to the lack of information about them.

#### Participant Testimonies

4.1. Lack of Services

"Having the ability to have resources available to them (Hispanics) or knowing where to look or who to call or who to reach out to find out what is available to them."

#### 5. Immigration

Being undocumented is one of the biggest barriers to accessing services and programs. Based on the perspective of community members, the undocumented community can receive some support, but it depends on many factors.

#### Participant Testimonies

5.1. Immigration

"They took all the support from me. I did everything they told me to do. I called a worker and she said that because I do not have a social security number, I can't get support. It was for my child with a disability."

"First-generation . . . immigrants are not really aware of how the process is or the program that this country offers."

#### 6. Discrimination

Community members also expressed that the Hispanic and Latino communities continue to be discriminated against when looking for services or when trying to access programs and information.

#### Participant Testimonies

6.1. Discrimination

"People take advantage of Hispanics. People from big companies [and] business[es] take advantage of Latinos because they do not have documents, and because of that, they do not know how to advocate for themselves and use their rights, because they are afraid, or they do not have money for a lawyer."

## 7. Survival Mode

In Region 3, participants shared that it is hard to think about Latinos' rights when their main priority is surviving. Therefore, trying to meet basic needs becomes the priority for this community, and topics of rights and other potential benefits are not sought in this situation.

### Participant Testimonies

7.1. Survival Mode

"A lot of the times Hispanics or Latinos are in survival mode, so they're ability to care for their relatives or children with disabilities is going to be less because they're at work more or they can't afford that type of care, so it's a structural thing more than anything."

## 8. Technology

When people in the Spanish-speaking community try to access some of the information on websites, or any other virtual platform, technology can become a barrier, especially for older people.

### Participant Testimonies

8.1. Technology

"A lot of older folks or people in the Latin American community don't know how to access websites or look up phone numbers for information, so a lot of people aren't aware of some of the ADA compliances that are available to them. In our instance, if there weren't Spanish speaking people like me, it would be hard to communicate that information."

## Access to Information

Information	
<p>For participants in Region 3, there are four main ways in which the Spanish-speaking community accesses information: social media, in-person conversations, text messages or phone calls, and radio.</p>	
Participant Testimonies	
<p>1. Social Media</p>	<p>Participants highlighted that the most used platforms are Facebook and WhatsApp. Older adults might use Facebook more than other platforms such as Instagram, TikTok, or YouTube.</p>
<p>2. In-Person Conversations</p>	<p>“Having conversations with people is a guarantee that you can share information.”</p> <p>“Especially for those that speak Spanish, they’re more willing to listen to that information and find it more credible.”</p>
<p>3. Text Messages and Phone Calls</p>	<p>“We mostly get texts and calls; we rarely get emails from the Latino community.”</p>
<p>4. Radio</p>	<p>“Using the radio stations has been the most effective tool. It’s very effective in the construction side where we want to reach out to the Latino community.”</p>

## Recommendations

Recommendations	
<p>Based on the testimony of community members, there should be more training programs for the community, including leaders; increased partnerships with trusted leaders; and community dialogues.</p>	
Participant Testimonies	
<p>1.1. Train the Trainer Programs for Community Leaders</p>	<p>“Use the infrastructure that already exists [such as] community leaders that are already there. [Go] to those community and faith leaders and train them on these topics/resources and then they will use their network and spread the message across.”</p>
<p>1.2. Partnerships With Community Leaders</p>	<p>“This is an approach that we have also taken in our community. We’ll meet with community leaders, explain what’s available to them from our organization, and we rely on them to then spread that information, answer questions we have spoken to in detail, and then they communicate with us.”</p> <p>“When they have the trust already, the transmission of information is a lot easier. There’s less hesitancy. There’s more openness.”</p> <p>“I think with Latinos, they need some sort of guide, maybe like a trusted person in the community. Maybe it’s the priest, [or] someone else that can be a community leader, someone they can look up to and follow an example.”</p>
<p>1.3. Representation</p>	<p>“A representative that visits this community is a very strong tool. In my line of work . . . we send representatives to pop up events. That right there [in] my experience is the most effective tool so far.”</p>
<p>1.4. Connect With Faith-Based Organizations</p>	<p>“Using faith communities or local centers is probably one of the best ways we can reach Latinos, and from there word of mouth begins to spread.”</p> <p>“I really like the idea of faith communities, community centers, schools are a great way. That is the best way in a community centered way.”</p>
<p>1.5. Community Dialogues</p>	<p>“it’s important for families to be able to ask questions as they’re listening to things in a more interactive and dynamic way, as opposed to them trying to read something. Even if they’re literate, they might still struggle with it.”</p>

## Suggested Next Steps for Region 3

Based on the recommendations from the community members from Region 3, the region should take the following specific steps:

1. Continue outreach efforts across the region and look for connections with the Latino/Hispanic community in Pennsylvania (one of the states with the most Latinos in the region), and in other states in the region as this community continues to grow.
2. Connect with organizations such as Casa de Maryland (Various Cities, MD), a large organization within Maryland that provides policy platforms for the community and provides programming for workforce development, vocational training, financial education, and legal services; Latino Community Center (Pittsburg, PA), which works with the residents of Allegheny County to provide family services, community healthcare workers, parenting support, and youth programs; Latin American Community Center (Wilmington, DE), which has been providing programs for adult education, health advocacy, financial empowerment, and family support services; New Virginia Majority (Alexandria, VA), which does extensive policy work, and assists the community with housing and civic engagement; and Hope Center (Churchville, MD), a faith-based organization that is part of a network of other service agencies and churches that shares resources within the community.
3. Identify radio stations such as La Nueva 87.7 FM (DC Metro), La Jefa 700 AM (DC Metro), and especially El Zol 107.9 FM (DC Metro) to build connections that can spread information about the ADA.
4. Consider the possibility of implementing community dialogues in Spanish (via social media, in-person events, or partnering with the organizations above) to increase education on the ADA in the Latino community in Region 3.

# **REGION 4: Southeast ADA Center**

## Region 4 Background

### **What Is Unique About the Population in Region 4?**

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Region 4 includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee.

Overall, Region 4 has a diverse population with significant minority communities. According to the U.S. Census Bureau American Community Survey (ACS) estimates, the region had a total population of 67 million, with minorities making up over 35% of the population.

African Americans are the largest minority group in the region, with significant populations in Florida, Georgia, and North Carolina. In Mississippi, African Americans represent approximately 36% of the population, while in Georgia, they make up around 30%. Additionally, Florida and Georgia have the highest number of African American residents in the region with estimates of over three million per state. The region also has a significant Hispanic/Latino population, with Florida and North Carolina having the highest percentages at 26% and 10%, respectively. Moreover, the Asian American population in the region is growing, with Florida and Georgia having the highest populations.

English is the most spoken language in the region (82.4% of the population), followed by Spanish (11.3%), Indo-European (1.4%), Pacific Islander (0.6%), and German (0.5%). There are more languages identified but these are the most common languages for the region.



## Region 4 States

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**Florida** has the largest group of Spanish speakers, with approximately 5.8 million individuals identifying as Hispanic or Latino, making them 26% of the state's population and 21.5% of the state's labor force. Within the last decade, there has been a growth of over 23.7% percent in their population. Miami (315,742), Hialeah (208,483), and Jacksonville (110,306) are the most cities in Florida with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Cuba, Puerto Rico, and Mexico.

**Georgia** has the next largest group of Spanish speakers. Approximately 1 million individuals identify as Hispanic or Latino, making them 10% of the state's population and 11.4% of the state's labor force. Within the last decade, there has been a growth of over 45.8% percent in their population. Atlanta (24,833), Dalton (17,981), and Columbus (16,099) are the most cities in Georgia with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and El Salvador.

**North Carolina** has the next largest group of Spanish speakers. Approximately 1 million individuals identify as Hispanic or Latino, making them 10.5% of the state's population and 10.5% of the state's labor force. Within the last decade, there has been a growth of over 35.4% percent in their population. Charlotte (130,550), and Raleigh (57,036) are the cities in North Carolina with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and El Salvador.

**Tennessee** has the next largest group of Spanish speakers. Approximately 400,000 individuals identify as Hispanic or Latino, making them 6% of the state's population and 6.7% of the state's labor force. Within the last decade, there has been a growth of over 43.5% percent in their population. Nashville (73,826) is the city in Tennessee with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and Puerto Rico.

**South Carolina** has the next largest group of Spanish speakers. Approximately 320,000 individuals identify as Hispanic or Latino, making them 6.2% of the state's population and 5.5% of the state's labor force. Within the last decade, there has been a growth of over 24.6% percent in their population. North Charleston (12,827), Columbia (7,639), and Charleston (6,261) are the cities in South Carolina with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Honduras.

**Alabama** has the next largest group of Spanish speakers. Approximately 235,000 individuals identify as Hispanic or Latino, making them 4.6% of the state's population and 5.6% of the state's labor force. Within the last decade, there has been a growth of over 49.5% percent in their population. Huntsville (13,424), Birmingham (8,834), and Decatur (8,093) are the cities in Alabama with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Guatemala.

**Kentucky** has the next largest group of Spanish speakers. Approximately 170,000 individuals identify as Hispanic or Latino, making them 3.8% of the state's population and 3.7% of the state's labor force. Within the last decade, there has been a growth of over 28.3% percent in

their population. Louisville (41,147), Lexington (23,668), and Bowling Green (5,923) are the cities in Kentucky with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Cuba.

**Mississippi** has the next largest group of Spanish speakers. Approximately 90,000 individuals identify as Hispanic or Latino, making them 3.1% of the state's population and 3.7% of the state's labor force. Within the last decade, there has been a growth of over 17.5% percent in their population. Biloxi (4,400), Gulfport (3,926), and Pascagoula (3,101) are the cities in Mississippi with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Honduras.

## **Disability Statistics Per State in the Region 4 Latino/Hispanic Community**

Based on the most recent census data, it is estimated that:

- Florida has almost 5,800,000 Latinos, and approximately 10.6% have a disability.
- Georgia has almost 1,066,000 Latinos, and approximately 7.8% have a disability.
- North Carolina has almost 1,050,000 Latinos, and approximately 7.2% have a disability.
- Tennessee has almost 400,000 Latinos, and approximately 7.2% have a disability.
- South Carolina has almost 320,000 Latinos, and approximately 8.2% have a disability.
- Alabama has almost 232,000 Latinos, and approximately 7.6% have a disability.
- Kentucky has almost 170,000 Latinos, and approximately 8.7% have a disability.
- Mississippi has almost 90,000 Latinos, and approximately 12.4% have a disability.

## Which States From Region 4 Participated in the Interviews?

As shown on the map, all the interviews were conducted with community members from Tennessee. No interviews were conducted with community members from Alabama, Florida, Georgia, Mississippi, North Carolina, Kentucky, and South Carolina.

Figure 16: Maps of states involved from Region 4



## Observations From the Interviews

### Participants

Six community members participated in the interviews. Most of the participants were female and had minimal knowledge about the ADA. Most of the interviews were conducted in Spanish. Community members were associated with disability organizations, community resource centers, and nonprofits. Some participants were unemployed. Finally, community members had a variety of roles within the Spanish-speaking community. Figures 17 and 18 and Table 5 show specific data about these characteristics of participants.

Figure 17: Participant demographics

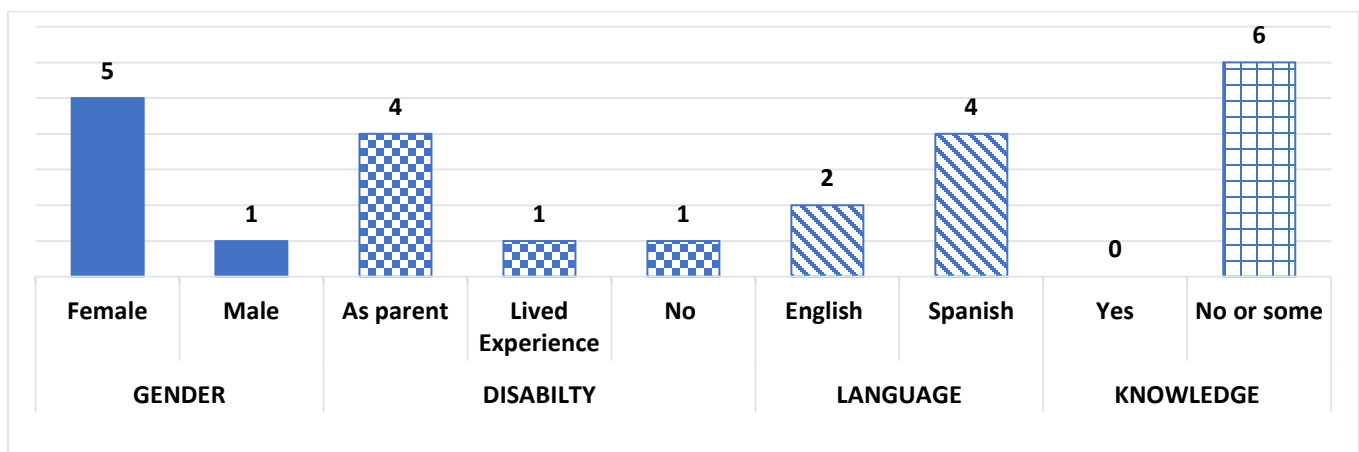
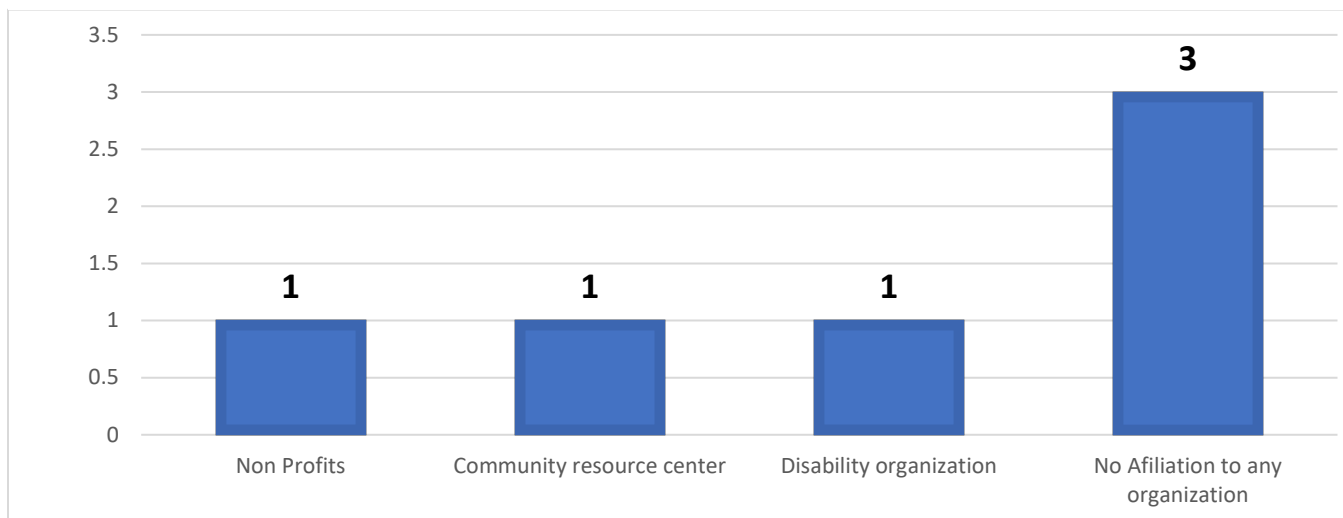


Table 5: Region 4 participant roles

Participant Role	Number of Individuals
Parent	4
Director of Programs	1
Person With a Disability	1
Promotora	1

Figure 18: Participant affiliations



## What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the community.

### Barriers

<b>1. Language Barriers</b>	
<p>For participants in Region 4, language barriers include the information community members receive, how they receive it, and in which ways. Some examples include language barriers related to lack of information, documents, and materials in Spanish; lack of bilingual staff in entities and organizations that provide services and programs; low quality and availability of translation services; inaccessible information in Spanish; and lack of cultural competency.</p>	
<b>Participant Testimonies</b>	
<p>1.1. Lack of Information in Spanish</p>	<p>“One of the biggest obstacles is language. Not all resources provided to me have Spanish speakers on staff, and I do need someone who speaks Spanish. If there was an interpreter in all organizations, it would be ideal.”</p> <p>“This state is very American, so language is a barrier here. Feels like you are on your own to find information.”</p> <p>“I have lost many opportunities for my child because of the language, because I am not that good [with information in English]. Maybe I have received it, but I can't understand.”</p> <p>“Because I know a little bit of English, I have been fortunate enough to be able to find more resources and organization. I do understand that not everyone has the same opportunity and know some parents battle with finding resources or interacting with service providers.”</p>
<p>1.2. Bilingual Staff</p>	<p>“There are no Latino or Hispanic devoted associations here in this state. It is difficult to get resources.”</p> <p>“There are very few organizations that have Spanish speaking staff.”</p>
<p>1.3. Accessibility of Information</p>	<p>“Language is the main obstacle when receiving information, but there are times that I don't fully understand documents even in Spanish.”</p> <p>“Information is in English, [or] some of the Spanish information is in a context that is not easy to understand for the Spanish-speaking community.”</p>

	<p>"Theres a lot of underserved communities in the rural areas. Most of things and events are out of reach on top of technology access."</p>
<p>1.4. Language and Interpretation Services</p>	<p>"I feel there is a lot of help for children that have disabilities, but there aren't enough interpreters available at these organizations for the parents."</p> <p>"It does feel uncomfortable to have an interpreter there. Having a third person act an intermediary is odd when the discussion is going on between the doctors and the parents."</p> <p>"Language and how it is written it is not culturally proficient. Even culturally proficient isn't appropriate. Sometimes it's about humility. It doesn't give the message in a way that can't be understood."</p>

**2. Fear and Lack of Trust**

In Region 4, participants shared that there is a common fear of deportation in the Latino community. This includes fear associated with being undocumented, having an illegal status, or feeling intimidated by federal or state entities.

<b>Participant Testimonies</b>	
<p>2.1. Fear</p>	<p>"I think my biggest obstacle is fear. Fear of discrimination, because I know I need interpreters, and it is hurtful and more painful feeling discriminated [against] for being Latino."</p> <p>"Part of understanding our community understands the struggles they have with the legal access. Access to information, their legal status."</p>

**3. Lack of Awareness of Resources**

In general, for participants in Region 4, the Spanish-speaking community does not know about available services, especially those for people with disabilities and mental health. This lack of knowledge also includes information about rights and disability in general.



<b>Participant Testimonies</b>	
3.1. Lack of Awareness	<p>"I feel like I have a blindfold on. I don't know where to go or the resources available."</p> <p>"We know we are in a desert. There [are] no resources at all for mental health in our communities, especially if you don't have the right documentation, or documentation at all."</p> <p>"Families with kids with some mental health [challenges], or autism, they do not have access to services. Are they enrolled at school? How are they getting services?"</p>
3.2. Lack of Information	<p>"In Latino churches there really isn't a lot information on how to assist people with disabilities. They do help if they are seeking assistance or need help accessing the building, but I feel there is not enough information on disability issues."</p> <p>"Especially for Latino communities because there is that level of mistrust in the government, even the ADA they're like what does this mean, I don't really trust it. They will have that physical person in front of them, the person that they look up to in their community telling them this information."</p>

<b>4. Lack of Education on Disability/Disability Awareness</b>	
<p>For participants in Region 4, there is not enough education and awareness of disability in the Spanish-speaking community.</p>	
<b>Participant Testimonies</b>	
4.1. Disability Awareness	<p>"I don't think we associate diabetes or mental health [with] disabilities. Culturally, from a personal standpoint, my idea of disability is physical disability, and I think that culturally we don't see disability in different ways."</p> <p>"It was eye opening to me. I didn't know all the struggles. After working with a disability group, I feel there is some kind of responsibility in sharing that awareness with someone."</p> <p>"There are moments in which everything is so tense within the family. In my case, [it] was hard to accept the disability, but [is there any] type of education for parents, in which we can learn how to manage the situation?"</p>

## 5. Immigration

Immigration status is also a significant barrier for the Spanish-speaking community. It can impact how people look and receive support and services. It also leads to a lack of trust in state and federal entities and the constant fear of deportation.

### Participant Testimonies

#### 5.5. Immigration

"Not having access to medical services, due to their immigration status, even with insurance, there is a long waiting list for an evaluation."

"This is a huge one, even if we are talking about people who have documents, but [if] they have an undocumented family [member] or mixed status families, that is an issue, because there is fear and lack of trust. They [would] rather miss out [on] some services, so they do not put at risk their family numbers."

## 6. Technology

For participants, accessing information through any virtual media can be difficult for some people in the community, especially older generations.

### Participant Testimonies

#### 6.1. Technology

"Technology, not everyone has a good connection or a computer at home. Not everyone speaks English at home. The level of education is very low. They don't know how to use text messages or open a PDF at home."

## Access to Information

Information	
<p>For participants in Region 4, there are four main ways in which the Spanish-speaking community accesses information: social media, word of mouth, TV, and Radio.</p>	
Participant Testimonies	
<p>1. Social Media</p>	<p>All participants mentioned that Facebook and WhatsApp are the most used by Latinos/Hispanics.</p> <p>"I learned about resources available to me through Facebook and at organizations that attended events at my child's school."</p> <p>"We use a lot of WhatsApp . . . for everything. People take screenshot[s] and send [them] to the groups."</p> <p>"WhatsApp groups is huge. They all communicate through that. They post in their stories, and they share events, chains of information, etc."</p> <p>"I [use] a lot of Facebook. I have a few [WhatsApp] groups, but my number one resource is Facebook."</p> <p>"They don't use as much TV. Facebook live is huge here. TV and Radio stations have a lot of programming on Facebook Live."</p>
<p>2. Word of Mouth</p>	<p>"Personal connections are huge. Once you make a connection, people feel more comfortable asking questions for resources."</p> <p>"A local organization would provide in-person talks and meetings about resources, and I would attend them, but once the pandemic started even with zoom it just sort of died down."</p>
<p>3. TV and Radio</p>	<p>"We mainly use television for news, not much radio. It feels like radio lost its appeal here. Most of the Spanish television programming is national news, so we don't get local information."</p>

## Recommendations

Recommendations	
<p>Based on the testimony of community members, there should be more training for the community, educational sessions, partnerships with local organizations, and dissemination of information that is applicable and easy to understand for the community.</p>	
Participant Testimonies	
<p>1.1. Training in the Community and Support Group Sessions</p>	<p>"A local organization would provide in-person talks and meetings about resources, and I would attend them."</p> <p>"Properly explain the rights, where, how, and when they can be used [and] not just translating."</p> <p>"An in-person event where we all walk and talk about our rights, or just more direct interaction."</p> <p>"I think what the community needs is a group support system. Like [a] 30 minutes to an hour session weekly for people to discuss their lived experiences. Or creating a social media group where we get sent information on our rights."</p> <p>"As I get more information passed along to me over the years, I feel more confident in what to do and where to get resources."</p>
<p>1.2. Specific Support for Mental Health</p>	<p>"Having talks for the parents of children with disabilities. The community doesn't really get a lot of support emotionally. A lot of parents don't get enough resources, and I see them tired and exhausted. Their own wellbeing impacts their child's care."</p>
<p>1.3. Educational Sessions on Disability Rights</p>	<p>"I am very interested in this because I want to know the rights my son has, and the resources available to him for him to be prepared as he grows up."</p> <p>"I think that provide more support to people who reject the idea of disability. If there was a way to provide group support, talks, discussions about disability. Education for families, explain why disability happens, questions and answer about our fears only for parents. So it can help us advocate and be more knowledgeable about resources. A lack of accepting disability was a huge barrier for me."</p>
<p>1.4. Partner With Community Leaders</p>	<p>"Our best resources are the schools. School provides access to services, but after school what? Once they leave parents are not prepared. They don't know where to go and what to do."</p> <p>"Personal connections are huge. Once you make a connection people feel more comfortable asking questions for resources."</p>

<p>1.5. Representation</p>	<p>“Having people that look like us, speak like us and [have] experience on the subject is a great start for information awareness. There can be a big misunderstanding if you are not translating well or know the subject well.”</p>
<p>1.6. Different Modes of Dissemination</p>	<p>“The promotora model works, and it’s a personal relationship. It’s not just sharing the resources but having the time to listen. People want to be heard on the background of their needs.”</p>
<p>1.7. Make Information Applicable and Easy to Understand</p>	<p>“Show how the process looks like, is this going to be 10 steps? That takes a lot of work, so showing how things work would be ideal.”</p> <p>“I think you need more guidance, someone that you can reach out to and they can help you to give you and show how to use the material.”</p> <p>“We need real examples [of] how [to] solve the problem, so people can see that there is a solution, and investing the time is worth it for them.”</p> <p>“Provide more detailed information, or steps. The last time someone provided me information on their rights, they only handed me a flyer and nothing else.”</p> <p>“The material needs to be simple; we all speak Spanish but talk differently, so it needs to be simple enough for all of us to understand.”</p> <p>“Support for adults with disabilities. I hardly see any type of programing for them in English and even less in Spanish.”</p>

## Suggested Next Steps for Region 4

Based on the recommendations from the community members from Region 4, the region should take the following specific steps:

1. Continue outreach efforts across the region and look for connections with the Latino/Hispanic community in the states of Florida, Georgia, and North Carolina (some of the states with a higher Latino population in the region) and in other states in the region as this community continues to grow.
2. Connect with organizations that have already created trust in the Latino community, such as Centro Hispano De East Tennessee (Knoxville, TN), an active resource center with programs for youth, families, and businesses; Hispanic Unity of Florida (Hollywood, FL), which provides assistance to immigrants to become self-sufficient and civically engaged; Latino Memphis (Memphis, TN), which is a resource center that provides referral services, community engagement, and legal immigration services; Camino Seguro (Nashville, TN), which is an extension of Vanderbilt Kennedy Center known as Tennessee Disability Pathfinder, providing people with disabilities and their families with resources, support, and services; Asociación Hispana; The Arc Davidson County (Nashville, TN), which provides services for individuals with intellectual and developmental disabilities; Hispanic Family Foundations (Nashville, TN), which provides resources and programming for Hispanic and immigrant families in education, social services, and advocacy; and Casa Azafran (Nashville, TN), which is a service from Conexión America that provides services to Spanish speakers and immigrants in education, financial literacy, and workforce development and connects with multiple organizations in the local area.
3. Identify radio stations such as Super Q 106.7 FM (FL), El Zol 95.3 FM (FL), Actualidad 1040 AM (FL), La Raza 102.3 FM (GA), La Mega 96.5 FM (GA), El Patron 96.7 FM (GA), Ambiente 1030 AM (TN), and especially Radio La Lider 93.5 FM (TN), to build connections that can spread information about the ADA.

# **REGION 5: Great Lakes ADA Center**

## Region 5 Background

### **What Is Unique About the Population in Region 5?**

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Region 5 includes the states of Michigan, Illinois, Indiana, Ohio, Wisconsin, and Minnesota.

Overall, region 5 has a diverse population with a significant minority population. The minority population in this region makes up approximately 27% of the total population.

African Americans make up the largest minority group in this region, with a population of approximately 5.7 million people. The African American population is concentrated in urban areas, such as Chicago, Detroit, and Cleveland. Latinos are the second-largest minority group in the region, with a population of approximately 4.5 million people. The Latino population in the region is rapidly growing, particularly in suburban areas.

The Asian American population is also growing in the region, with a population of approximately 1.9 million people. This group is the fastest-growing minority group in the region, with significant populations in major urban centers like Chicago and Minneapolis. Additionally, Native Americans and Pacific Islanders also contribute to the region's diverse population.

English is the most spoken language in the region (86.8% of the population), followed by Spanish (5.7%), Indo-European (1.6%), Slavic Languages (1.1%), and Pacific Island (.9%). There are more languages identified but these are the most common languages for the region.



## Region 5 States

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**Illinois** has the largest group of Spanish speakers, with approximately 2.5 million individuals identifying as Hispanic or Latino, making them 18% of the state's population and 17.2% of the state's labor force. Within the last decade, there has been a growth of over 20% percent in their population. Chicago (777,000), and the surrounding suburbs, are the cities in Illinois with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Guatemala.

**Michigan** has the second-largest group of Spanish speakers. Approximately 600,000 individuals identify as Hispanic or Latino, making them 5.6% of the state's population and 5.6% of the state's labor force. Within the last decade, there has been a growth of over 16.7% percent in their population. Detroit (50,216), Grand Rapids (31,144), and Wyoming (18,366) are the cities in Michigan with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Cuba.

**Ohio** has the next largest group of Spanish speakers. Approximately 500,000 individuals identify as Hispanic or Latino, making them 4.2% of the state's population and 4.7% of the state's labor force. Within the last decade, there has been a growth of over 21.4% percent in their population. Columbus (62,657) is the city in Ohio with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and El Salvador.

**Indiana** has the next largest group of Spanish speakers. Approximately 514,000 individuals identify as Hispanic or Latino, making them 7.5% of the state's population and 7.3% of the state's labor force. Within the last decade, there has been a growth of over 38.3% percent in their population. Indianapolis (94,672), Hammond (30,328), and Fort Wayne (24,862) are the cities in Indiana with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Guatemala.

**Wisconsin** has the next largest group of Spanish speakers. Approximately 430,000 individuals identify as Hispanic or Latino, making them 7.4% of the state's population and 6.1% of the state's labor force. Within the last decade, there has been a growth of over 36.4% percent in their population. Milwaukee (114,821), Madison (20,811), and Kenosha (18,309) are the cities in Wisconsin with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Guatemala.

**Minnesota** has the next largest group of Spanish speakers. Approximately 330,000 individuals identify as Hispanic or Latino, making them 6.8% of the state's population and 5.2% of the state's labor force. Within the last decade, there has been a growth of over 10% percent in their population. Minneapolis (41,722) is the city in Minnesota with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Cuba.

## **Disability Statistics Per State in the Region 5 Latino/Hispanic Community**

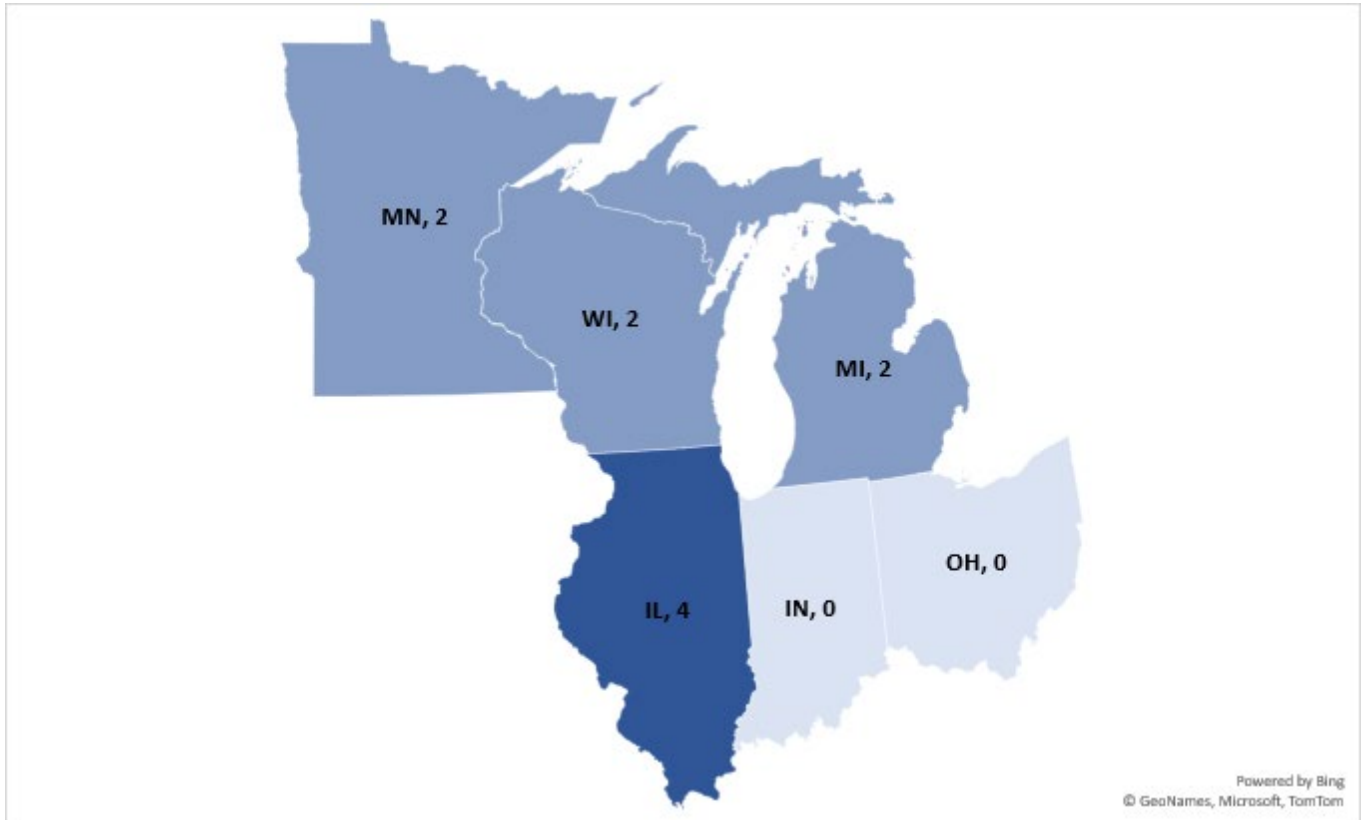
Based on the most recent census data, it is estimated that:

- Illinois has almost 2,250,000 Latinos, and approximately 7.6% have a disability.
- Michigan has almost 600,000 Latinos, and approximately 10% have a disability.
- Indiana has almost 514,000 Latinos, and approximately 9% have a disability.
- Ohio has almost 500,000 Latinos, and approximately 12% have a disability.
- Wisconsin has almost 430,000 Latinos, and approximately 9% have a disability.
- Minnesota has almost 330,000 Latinos, and approximately 9% have a disability.

## **Which States From Region 5 Participated in the Interviews?**

As shown on the map, all the interviews were conducted with community members from Michigan, Illinois, Wisconsin, and Minnesota. No interviews were conducted with community members from Ohio and Indiana.

Figure 19: Maps of states involved from Region 5



## **Observations From the Interviews**

### **Participants**

Ten community members participated in the interviews. Most of the participants were female and had minimal knowledge about the ADA. Most of the interviews were conducted in English. Community members were associated with community resource centers, nonprofits, and disability and state organizations. Finally, community members had a variety of roles within the Spanish-speaking community. Figures 20 and 2, and Table 6 on the next pages show specific data about these characteristics of participants.

Figure 20: Participant demographics

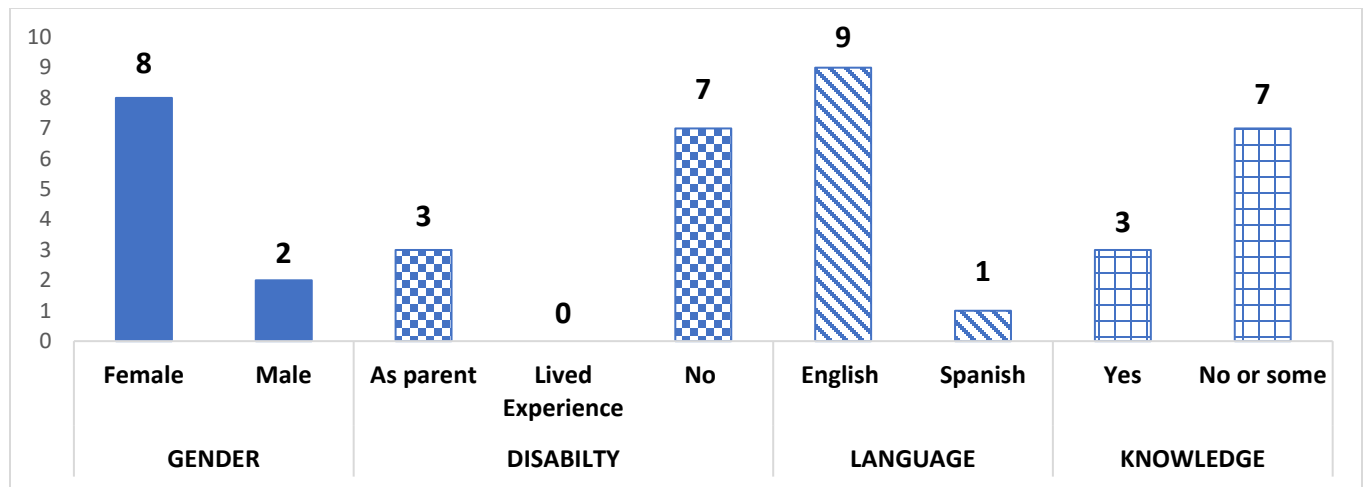
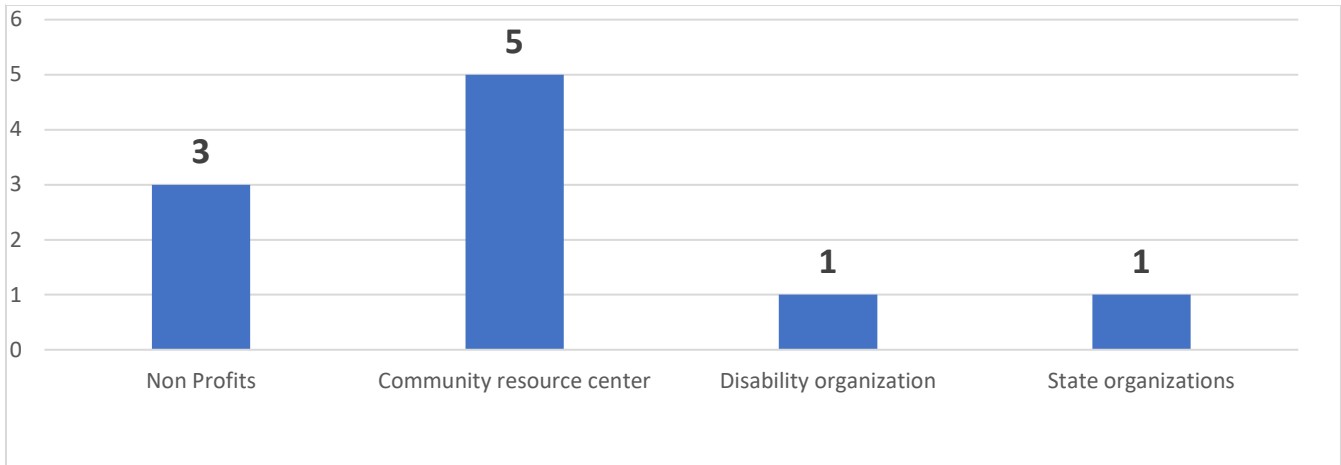


Table 6: Region 5 participant roles

Participant Role	Number of Individuals
Parent	3
Director of Programs	1
Program Coordinator	1
Social Worker	1
Resource Manager	3
Community Outreach	1
Community Analyst	1



## What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the community.

### Barriers

1. Language Barriers	
<p>In Region 5, language is a significant barrier for the Spanish-speaking community. This includes a lack of information in Spanish, reduced availability of bilingual staff, and poor quality of translation services.</p>	
Participant Testimonies	
<p>1.1. Lack of Information in Spanish</p>	<p>“Literally, no information through the state is being provided in Spanish. The application for the license is statewide, and it's not offered in any other language, only English. I've tried getting some other guides that they create to try to explain the licensing process to participants only offered in English. I've tried contacting the number they offered to translate it just to see how it worked. Never got an answer or response.”</p> <p>“We need more access to the information that could benefit the community all around because realistically that's one of the biggest barriers in many communities. If you don't have a son, daughter, granddaughter who's fluent in English and can help you translate something, like, where do you go?”</p>

1.2. Health Literacy	"It's a lot of legal work and language, and understanding the legal system is hard, and they're discouraged from doing that because they don't understand it. This information should be more accessible to families, and they would be better equipped to defend their own rights."
1.3. Translation and Interpretation Services	"For the Spanish speaking families, they must rely on an interpreter or an interpreter line, which, depending on the language, might be available. Spanish can be very different, and you know if the interpreter is not able to understand. What the person is saying, they can translate it in such a way that is not accurate. So, you know, that's kind of the injustices that I see that, you know, oftentimes the families that are in my caseload are written off because of their language barrier."

**2. Fear and Lack of Trust**

For community members, people are usually afraid of asking for help or asking questions about services and resources. Fear may be connected to immigration status or discrimination based on race.

**Participant Testimonies**

2.1. Fear	"There is mostly fear, and like if I say something, I might not be heard, and where do I even begin? You know, to look for the resources is scary. Like, there's so many people that didn't know that some resources even existed."
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**3. Lack of Awareness of Resources**

Participants from Region 5 expressed that the information about available services, programs, and benefits is not getting to the Spanish-speaking community. This lack of knowledge might be connected to other factors such as language barriers, fear of asking questions, and/or isolation. In addition to the lack of information about services and programs, participants from Region 5 expressed that the Spanish-speaking community does not know enough about their rights. One of the main barriers to accessing this information is immigration status and the fear of deportation.

**Participant Testimonies**

3.1. Lack of Awareness	"Latino families don't know how to particularly handle their children with disabilities. They don't know where to seek the resources to assist them, and so they aren't informed about what resources are available to them, what resources could particularly be accessible for them and their situation."
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3.2. Lack of Information About Rights	"For example, do they [immigrants] even get access to know their rights? I'm going to say that I don't think so. Sometimes when these families are told no, they don't really fight it and they tell me many months later."
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**4. Lack of Education on Disability/Disability Awareness**

A lack of education about disability and understanding how to approach disability in Latino culture continues to be a barrier to accessing services.

**Participant Testimonies**

4.1. Disability Awareness and Education	"There's also, I feel like, not much awareness of disability education and . . . information out here in this particular community, or, I would say, [in] Latino communities."
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**5. Immigration**

For participants in Region 5, immigration status continues to be a significant barrier, specifically when individuals attempt to access services they know or hear about from others.

**Participant Testimonies**

5.1. Immigration	"Immigration status is, at least in our community, the first question, even with internal programs that we run, people are worried, and they always ask: 'Do I need a Social Security number? Will you be checking IDs or anything?'"
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## Access to Information

Information	
For participants in Region 5, there are four main ways in which the Spanish-speaking community accesses information: social media, in-person conversations and word of mouth, TV, and Radio.	
Participant Testimonies	
1. Social Media	All participants mentioned that Facebook and WhatsApp are the most used social media platforms used by Latinos/Hispanics.
2. In-Person Conversations and Word of Mouth	"The parents, especially because they talk, all of them talk to each other. If one of their kids forgets to take it [a flyer] out of their book bag or something and show it to their parents, then someone else's mom is going to be like, 'Oh, did you see like what paper they got in their book bags today?' and like they'll start talking about it."
3. TV and Radio	"We actually have a radio program here and it streams throughout the country and the world. We have a really big following in Sweden for some reason. Our radio program has been a really great tool for education and access."



## Recommendations

Recommendations	
<p>Based on the testimony of participants, the main outreach recommendations were training, community partnerships, increasing disability awareness and education, and making written information more accessible.</p>	
Participant Testimonies	
<p>1. Culturally Competency Trainings for Staff in Organizations</p>	<p>"Having representation matters, having staff that are culturally competent matters."</p> <p>"Staff who can connect on a real level and understand the barriers in a deeper way than just a theoretical assumption. I don't think all our service providers, or in my field a lot of social workers, for example, are not equipped to provide services to Spanish-speaking families 'cause they don't understand the Latino family system."</p>
<p>2. Educational Sessions on Disability Rights and ADA</p>	<p>"Do workshops. In my department, we do small workshops where we invite the communities to come in and learn about certain subjects that we think you know would be valuable. We team up with schools and we come up with different ways to pass on the services and resources we have."</p>
<p>3. Partnering With Community Leaders</p>	<p>"What you can do better is connect with nonprofits like us, not just nonprofits, but with other organizations that are helping different communities because we are building relationships with these people. Once you create a relationship with these people . . . they feel safe to come to you, to express themselves."</p> <p>"I feel like our community tends to not trust them [state and federal organizations] just because they're not part of our community and they don't have the cultural competency. So that's why it's important that we and our community are the ones that are actually doing the work."</p>
<p>4. Making Information Applicable and Easy to Understand</p>	<p>"Canvassing in general, it's just very useful. Flyers and giving little [words], not too complicated. The less words, the better. I feel like that's happened, you know when those flyers get too busy, people tend to ignore them. It has to have those eye-catching words like 'free this, free that' or they get this money to assist you with whatever you need."</p>

## Suggested Next Steps for Region 5

Based on the recommendations from the community members in Region 5, the region should take the following specific steps:

1. Continue outreach efforts across the region and look for connections with the Latino/Hispanic community in Illinois (one of the states with the most Latinos), and in other states in the region as this community continues to grow.
2. Connect with organizations that have already created trust in the Latino community, such as El Valor (Chicago, IL), an organization that interacts with parents of children and adults with disabilities in Spanish that provides early education, an adult workforce and continuing educational development program; Grupo Salto (Chicago, IL), which is an independent support group for Latino Families with children with disabilities that provides health awareness and information for emergency respite care; The Arc of Illinois (Mokena, IL), which advocates for people with intellectual and developmental disabilities and has started to provide webinars and topics aimed at Spanish speakers; Family Matters (Effingham, IL), which provides training and information to parents that have children with disabilities and referral services to other organizations.
3. Identify radio stations such as La Ley 107.9 FM (IL), La Que Buena 105.1 FM (IL), Vocolo 91.1 FM (IL), Radio Latina 107.1 FM (IN), La Pantera 810 AM (IN), La Explosiva 1480 AM (MI), KFAI 90.3 FM (MN), and La Gran D 104.7 FM (WI) to build connections that can spread information about the ADA.

# **REGION 6: Southwest ADA Center**

## Region 6 Background

### **What Is Unique About the Population in Region 6?**

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Region 6 includes the states of Arkansas, Louisiana, New Mexico, Oklahoma, and Texas.

Overall, Region 6 is home to a diverse population with a significant minority population. The minority population in this region makes up approximately 49.1% of the total population.

Hispanic and Latino Americans make up the largest minority group in this region, with a population of approximately 13.6 million people. This group is concentrated in Texas and New Mexico, where they make up over 40% of the population in each state. African Americans are the second-largest minority group in the region, with a population of approximately 5.6 million people. The African American population is concentrated in Texas and Louisiana.

Native Americans and Asian Americans also contribute to the region's diverse population. Native Americans have a significant presence in New Mexico and Oklahoma, while Asian Americans are concentrated in Texas. The region also has a growing population of immigrants from various countries, including Mexico, Vietnam, and India.

English is the most spoken language in the region (70% of the population), followed by Spanish (22.6%), Indo-European (1.4%), Other Pacific Islander (0.92%), and Vietnamese (0.68%). There are more languages identified but these are the most common languages for the region.

## Region 6 States

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**Texas** has the largest group of Spanish speakers, with approximately 11.8 million individuals identifying as Hispanic or Latino, making them 40% of the state's population and 30.8% of the state's labor force. Within the last decade, there has been a growth of over 20.1% percent in their population. Houston (1 million), San Antonio (963,987 million), and Dallas (541,466 million) are the cities in Texas with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, El Salvador, and Puerto Rico.

**New Mexico** has the second-largest group of Spanish speakers. Approximately 1 million individuals identify as Hispanic or Latino, making them 49% of the state's population and 47.3% of the state's labor force. Within the last decade, there has been a growth of over 2.8% percent in their population. Albuquerque (284,753) is the city in New Mexico with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Guatemala.

**Oklahoma** has the next largest group of Spanish speakers. Approximately 460,000 individuals identify as Hispanic or Latino, making them 11.6% of the state's population and 12.7% of the state's labor force. Within the last decade, there has been a growth of over 8.8% percent in their population. Oklahoma City (134,767) and Tulsa (70,255) are the cities in Oklahoma with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and Puerto Rico.

**Louisiana** has the next largest group of Spanish speakers. Approximately 247,000 individuals identify as Hispanic or Latino, making them 5.4% of the state's population and 5.1% of the state's labor force. Within the last decade, there has been a growth of over 35.8% percent in their population. New Orleans (21,487) is the city in Louisiana with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is from Mexico, Guatemala, and Honduras.

**Arkansas** has the next largest group of Spanish speakers. Approximately 245,000 individuals identify as Hispanic or Latino, making them 8.1% of the state's population and 7.3% of the state's labor force. Within the last decade, there has been a growth of over 39.7% percent in their population. Springdale (33,539), Rogers (23,539), and Fort Smith (17,270) are the cities in Arkansas with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, El Salvador, and Puerto Rico.

## **Disability Statistics Per State in the Region 6 Latino/Hispanic Community**

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Based on the most recent census data, it is estimated that:

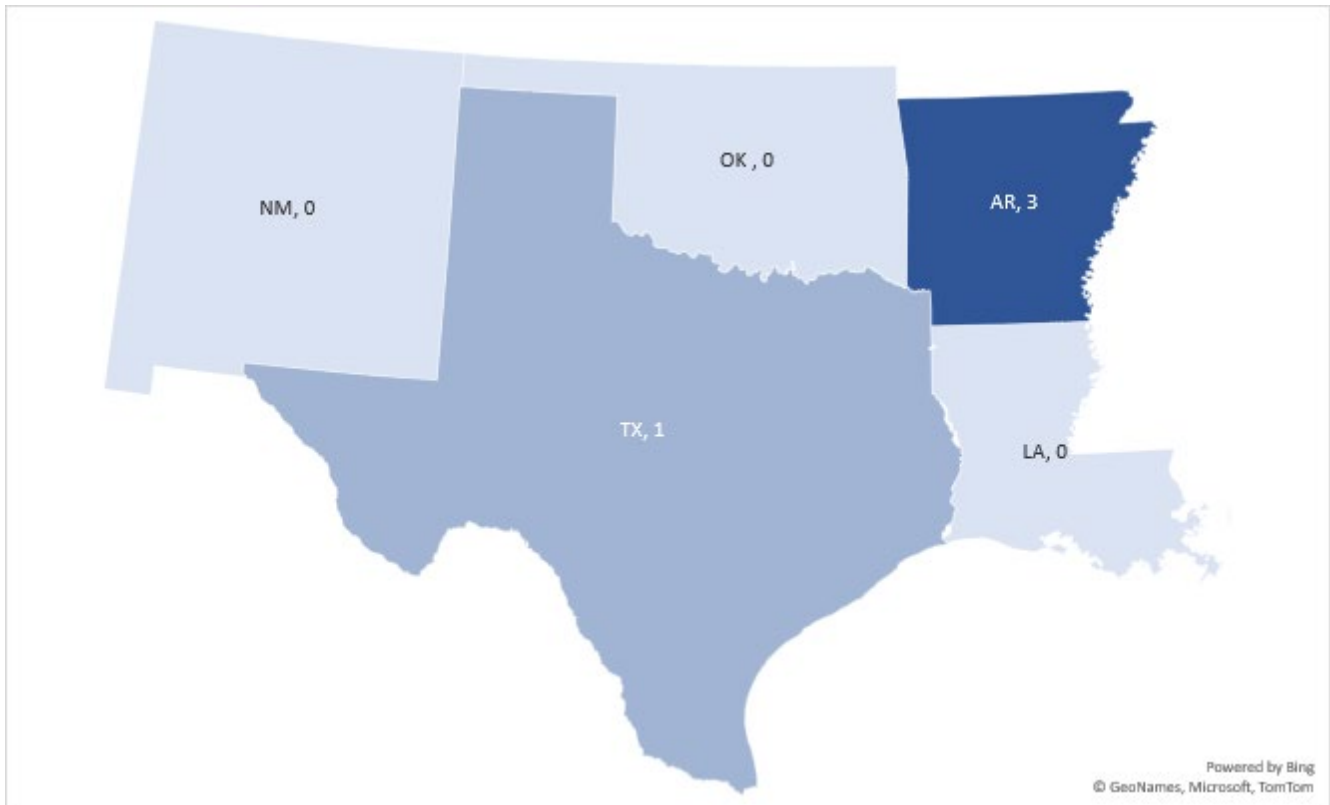
- Texas has almost 11,800,000 Latinos, and approximately 10% have a disability.
- New Mexico has almost 1,050,000 Latinos, and approximately 14.8% have a disability.
- Oklahoma has almost 460,000 Latinos, and approximately 10% have a disability.
- Louisiana has almost 247,000 Latinos, and approximately 9.7% have a disability.
- Arkansas has almost 245,000 Latinos, and approximately 6.7% have a disability.

## Which States From Region 6 Participated in the Interviews?

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As shown on the map, all the interviews were conducted with community members from Arkansas and Texas. No interviews were conducted with community members from Louisiana, New Mexico, and Oklahoma.

Figure 22: Maps of states involved from Region 6



## Observations from the Interviews

### Participants

Four community members participated in the interviews. All participants were female, and half of them had some knowledge about the ADA. Most of the interviews were conducted in Spanish. Community members were associated with community resource centers and translation and interpretation services. Community members had a variety of roles within the Spanish-speaking community. Figures 23 and 24 and Table 7 show specific data about these characteristics of participants.

Figure 23: Participant demographics

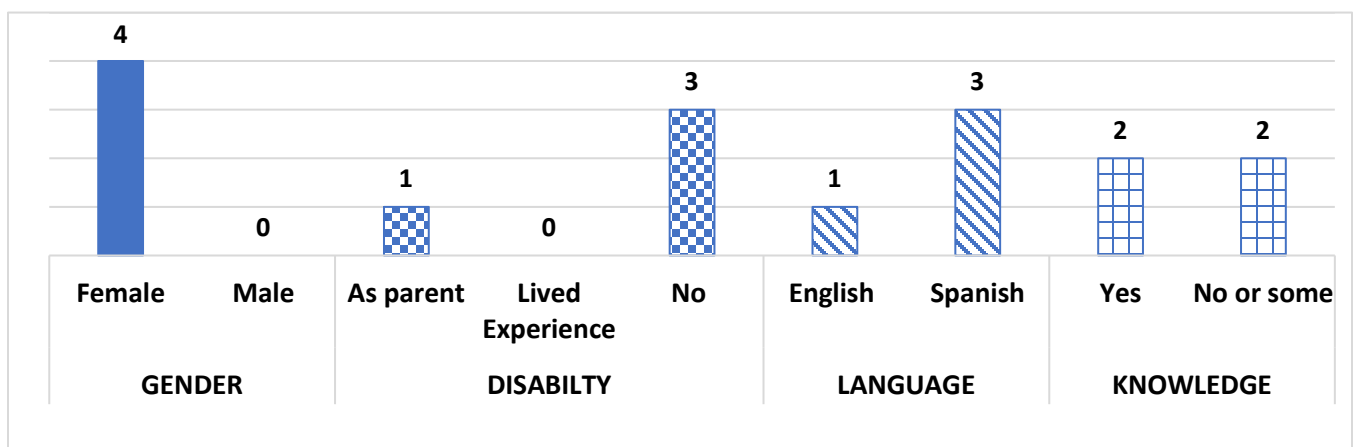
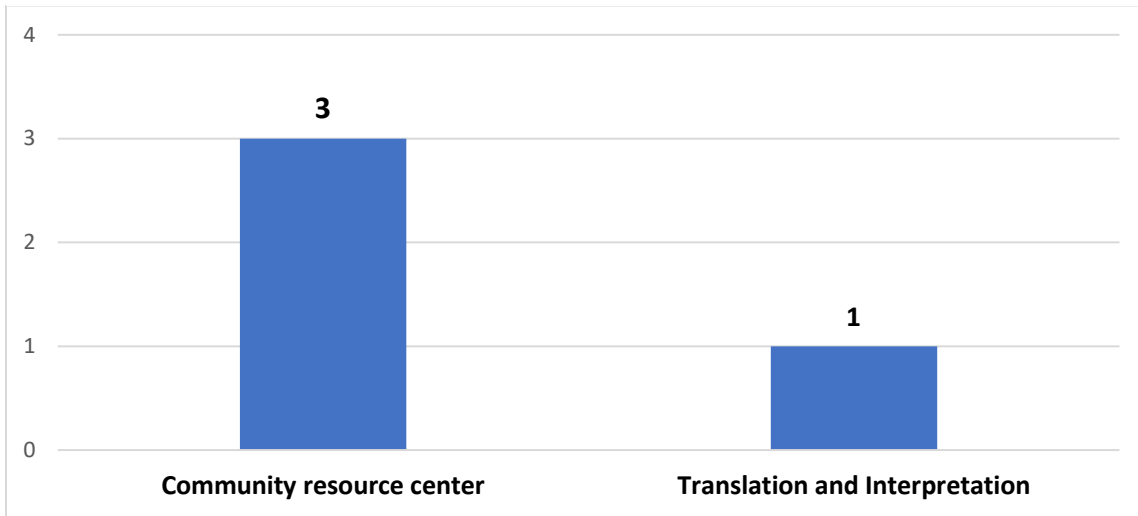


Table 7: Region 6 participant roles

Participant Role	Number of Individuals
Director of Programs	1
Translator	1
Speech Language Pathologist	1
Resource Manager	1





## What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the community.

### Barriers

<b>1. Language Barriers</b>	
<p>For participants in Region 6, language barriers are one of the most significant obstacles for the Spanish-speaking community, and they include the availability of information in Spanish, quality of translation and interpreting services, and lack of bilingual staff in state entities and service providers.</p>	
<b>Participant Testimonies</b>	
<p>1.1. Translation and Interpretation Services</p>	<p>“There is a lack of translation services in the department of DHS and Medicaid, Medicaid waiver. There is no one who can help you fill a form, and that is one of the most important programs for disability.”</p> <p>“Application for programs are in Spanish but not updated, but if sometimes it is hard for someone who speaks English, it is hard, in Spanish they are hard to understand and they are not updated.”</p> <p>“Cultural humility plays a big part and really staying your role as an interpreter. An interpreter has to be trained in this. The cultural differences, even within your own culture or within. There's also on the assumption that all Hispanics have the same culture and that is incorrect.”</p>
<p>1.2. Lack of Bilingual Staff</p>	<p>“Unfortunately, we do not trust organizations, once we get to this area, there are not enough professionals who can understand our needs. I am talking about different areas.”</p>
<b>2. Fear and Lack of Trust</b>	
<p>In Region 6, immigration status is a significant fear for many in the Spanish-speaking community.</p>	
<b>Participant Testimonies</b>	
<p>2.1. Fear</p>	<p>“People are afraid of being rejected. . . [T]here are many undocumented people, and they are afraid to ask for help. They are scared of deportations. Even if their children are born here . . . the fact that the parents are undocumented . . . brings a lot of fear.”</p> <p>“The lack of status do not let people access services.”</p>

### 3. Lack of Awareness of Resources

For participants in Region 6, lack of access to information is a significant barrier to accessing services and programs, and knowing about their rights.

#### Participant Testimonies

3.1. Lack of Awareness	"I have seen that a lot of parents do not know about the rights of their children with disabilities, so they can help them. Sometimes there are resources, but they did not know about [them]. They do not look for that. It could be due to fear, or other factors, but one of the factors I think is fear."
3.2. Lack of Awareness About Disability Rights	"I have 23 years of experience with my daughter, but only a few years ago I learned that the ADA existed."

#### 4. Stigma about Mental Health and Disabilities

For participants, the stigma attached to disability, and especially mental health, is a barrier for this community to access information and find support.

##### Participant Testimonies

4.1. Stigma

"We do not want to go to a psychiatrist because everybody might think that [we] are crazy, [and] nobody wants that."

"Our community needs more education about disability, what it is, what is basic, in fact, disability etiquette, not really about the ADA, but just disability in general."

#### 5. Technology

For participants, technology can be a barrier to accessing information, especially for older generations in the community.

##### Participant Testimonies

5.1. Technology

"A lot of people do not know enough about technology, and they can't access the websites, or if they can there is not enough information in Spanish. People look for food stamps and other supports [on] governmental websites."

"A lot of people do not have computer[s], [so] they mostly use their phones."

## Access to Information

Information	
<p>For participants in Region 6, there are four main ways in which the Spanish Speaking community access information: social media, word of mouth, radio, and others.</p>	
Participant Testimonies	
<p>1. Social Media</p>	<p>“Facebook: there you can find a lot of information about programs, groups, and people get access to this information through this platform.”</p> <p>“Google is also good, and associations for different organization[s], autism, asociacion sobre la tartamudez”</p> <p>“WhatsApp is the easiest way to communicate with their family members, more for communication.”</p>
<p>2. Word of Mouth</p>	<p>Delivering information from one person to another via conversations with groups, family, and friends continues to be an important channel in the Spanish-speaking community.</p>
<p>3. Radio</p>	<p>Participants mentioned the radio stations Radio La Z 95.7 FM and La Poderosa 106.1 FM as a means to inform the community.</p>
<p>4. Other</p>	<p>“Flea markets, [and] events [on] the TV, offer services and offer information to the community.”</p>

## Recommendations

Recommendations	
<p>Based on the testimony of participants, recommendations include community training, specific educational sessions, partnering with local organizations, and increasing representation in the community when trying to deliver a service.</p>	
Participant Testimonies	
<p>1. Community Trainings</p>	<p>"I think it would be helpful to have more information in Spanish about the ADA and [get] involved with organizations that provide services for disabilities."</p> <p>"Provide education about disability, what it is? For example, I work with children, and you can tell that they have a disability but they [parents in the Hispanic community] do not want to acknowledge [it]."</p> <p>"We need more awareness of what a disability is, what are the needs of the family. Unfortunately, we still think that someone with a disability is someone that cannot do anything. A lot of educations and resources!"</p> <p>"More social support groups where they can share others experiences so they can learn."</p>
<p>2. Specific Educational Sessions for Mental Health</p>	<p>"We need more resources about mental health. Here in [Arkansas], some institutions were closed, so there is not enough capacity to provide those services."</p>
<p>3. Partnering With Community Leaders</p>	<p>"We have worked with many organizations and institutions, so there are more organizations that can offer services in Spanish for our community."</p>
<p>4. Representation</p>	<p>"Just because you come from a well-established organization, it doesn't mean [anything]. Usually for our community, what . . . matters is if you come in you shake my hand. If I go to the store and I see you outside trying to, you know, share whatever it is. . . [H]ow are you making my life better and how are you communicating that? Making those personal connections. Being personable, it's key number one, so finding those community leaders, those people that are known in the community. Or developing those positions to really have a direct connection with the community [and to] have their trust to then be able to disseminate information."</p>

## Suggested Next Steps for Region 6

Based on the recommendations from the community members in Region 6, the region should take the following specific steps:

1. Continue outreach efforts across the region and develop new connections with the Latino/Hispanic community in Texas and New Mexico (as they have the highest Latino population in the region), and in other states in the region as this community continues to grow.
2. Connect with organizations that have already created trust in the Latino community such as Arkansas Support Network (Springdale, AR), which provides services to individuals with disabilities and provides services for community living and children; The Arc for the River Valley (Smith, AR), which provides services and advocacy for people with intellectual and developmental disabilities; Governor's Council on Developmental Disabilities (Little Rock, AR), which is a state initiative to connect people with developmental disabilities to resources and programs within the state. Hispanic Women's Organization of Arkansas (Springdale, AR), which provides programs for parents, adult learning, and civic engagement; Center for Nonprofits (Rogers, AR), which is a facility for multiple organizations providing health, education, and social services to the community; The University of Arkansas; The Concilio (Dallas, TX), which provides education, family resources, health access, and financial literacy to its community; Proyecto Vida (El Paso, TX), which develops and implements programs for its Latino and immigrant community around healthcare access, education, housing, and family resources; The Mexican American Unity Council (San Antonio, TX), which provides social and community services, housing, and additional assistance for seniors.
3. Identify radio stations such as La Grande 107.5 FM (TX), La Ley 102.4 FM (TX), Luna 98.3 FM (TX), La Que Buena 94.1 FM (TX), Magic 106.5 FM (TX), and especially Radio La Z 95.7 FM (AR) or La Poderosa 106.1 FM (AR) to build connections that can spread information about the ADA.

# **REGION 7: Great Plains ADA Center**



## Region 7 Background

### **What Is Unique About the Population in Region 7?**

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Region 7 includes the states of Iowa, Kansas, Missouri, and Nebraska.

Overall, Region 7 is home to a diverse population with a significant minority population that makes up approximately 21% of the total population.

The largest minority group in this region is Hispanic and Latino, with a population of approximately 1 million people. This group is concentrated in Kansas and Missouri. African Americans are the second-largest minority group in the region, with a population of approximately 1 million people. The African American population is concentrated in Missouri.

Native Americans and Asian Americans also contribute to the region's diverse population. Native Americans have a significant presence in Nebraska and Iowa, while Asian Americans are concentrated in Missouri and Kansas.

English is the most spoken language in the region (90% of the population), followed by Spanish (4.7%), Pacific Islander (0.7%), Indo-European (0.63%), and German (0.58%). There are more languages identified but these are the most common languages for the region.

## Region 7 States

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**Kansas** has the largest group of Spanish speakers, with approximately 370,000 individuals identifying as Hispanic or Latino, making them 12.6% of the state's population and 13.7% of the state's labor force. Within the last decade, there has been a growth of over 11.4% percent in their population. Wichita (69,557), Kansas City (48,576), and Springdale (33,539) are the cities in Kansas with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and Puerto Rico.

**Missouri** has the second-largest group of Spanish speakers. Approximately 274,000 individuals identify as Hispanic or Latino, making them 4.5% of the state's population and 4.2% of the state's labor force. Within the last decade, there has been a growth of over 2.8% percent in their population. Kansas City (56,483) is the city in Missouri with the most concentrated Latino/Hispanic population. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Guatemala.

**Nebraska** has the next largest group of Spanish speakers. Approximately 231,000 individuals identify as Hispanic or Latino, making them 11.7% of the state's population and 10.4% of the state's labor force. Within the last decade, there has been a growth of over 7.4% percent in their population. Omaha (70,731), Lincoln (23,365), and Grand Island (17,423) are the cities in Nebraska with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and El Salvador.

**Iowa** has the next largest group of Spanish speakers. Approximately 211,000 individuals identify as Hispanic or Latino, making them 6.6% of the state's population and 6.3% of the state's labor force. Within the last decade, there has been a growth of over 5.0% percent in their population. Des Moines (31,100), Sioux City (17,824), and Davenport (9,043) are the cities in Iowa with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and Puerto Rico.

## **Disability Statistics Per State in the Region 7 Latino/Hispanic Community**

Based on the most recent census data, it is estimated that:

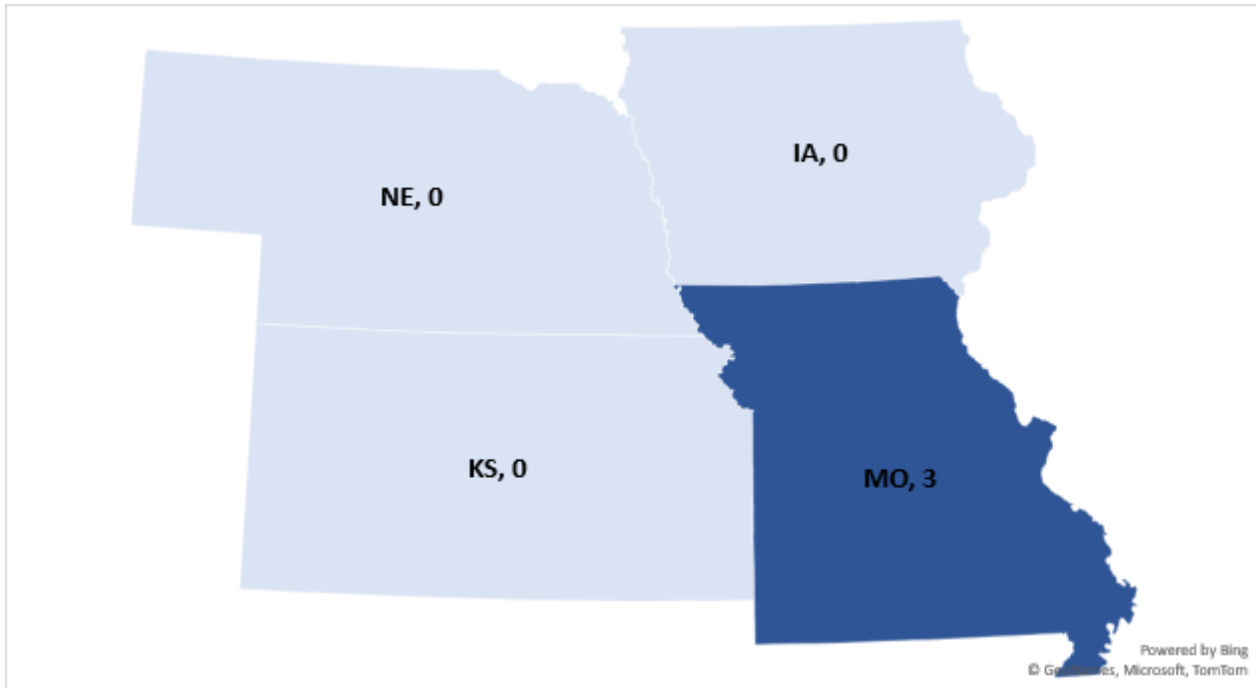
- Kansas has almost 370,000 Latinos, and approximately 9.3% have a disability.
- Missouri has almost 274,000 Latinos, and approximately 9.5% have a disability.
- Nebraska has almost 231,000 Latinos, and approximately 9.4% have a disability.
- Iowa has almost 211,000 Latinos, and approximately 9.4% have a disability.

## Which States From Region 7 Participated in the Interviews?

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As shown on the map, all the interviews were conducted with community members from Missouri. No interviews were conducted with community members from Iowa, Nebraska, and Kansas.

Figure 25: Maps of states involved from Region 7



## Observations From the Interviews

### Participants

Three community members participated in the interviews. Most of the participants were male and had minimal knowledge about the ADA. All the interviews were conducted in English. Community members were associated with housing services and education. Interviewees were part of programs that offer services to the Hispanic community but were not related to or part of that community and did not speak Spanish. Figures 26 and 27 and Table 8 show specific data about these characteristics of participants.

Figure 26: Participant demographics

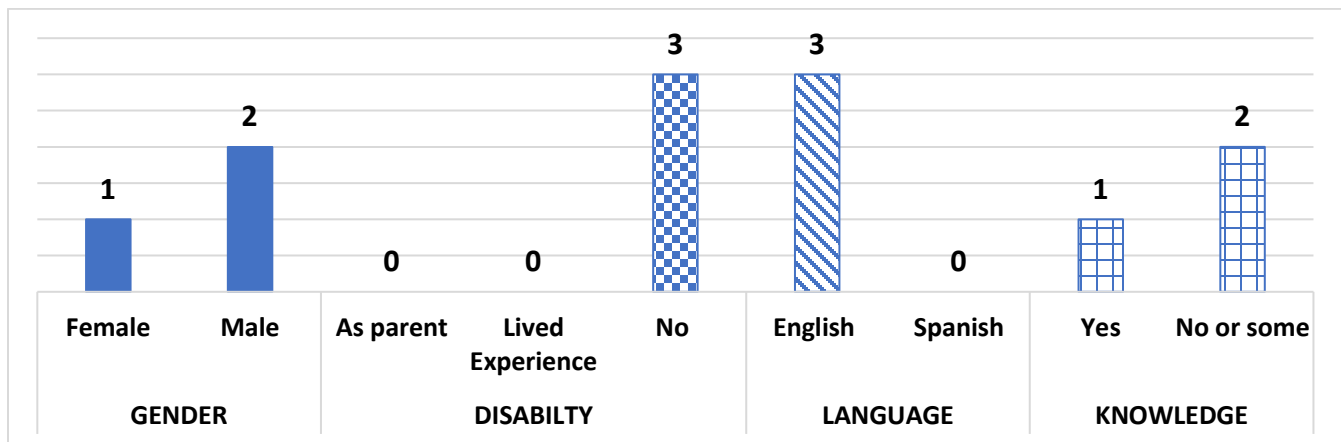
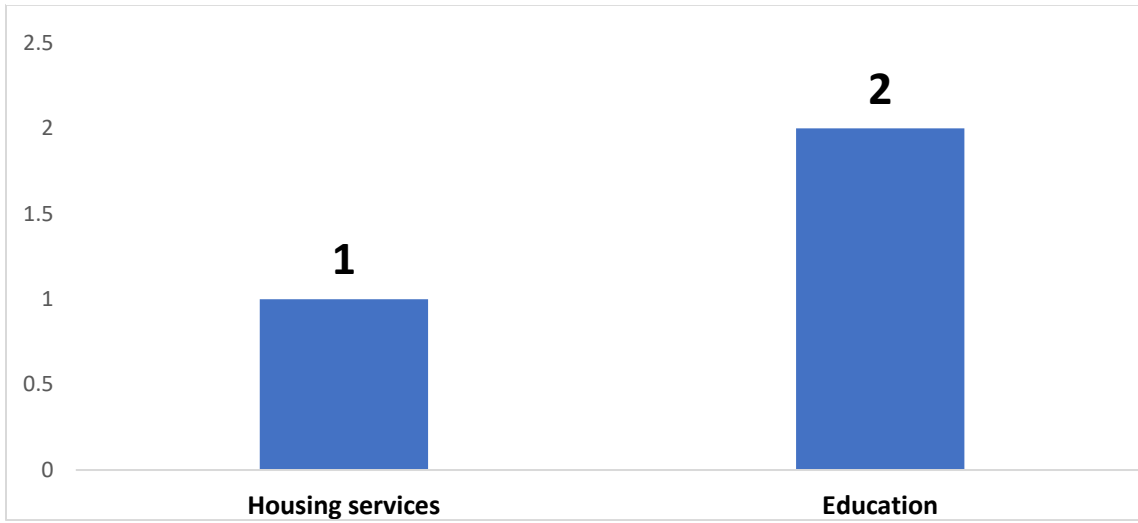


Table 8: Region 7 participant roles

Participant Role	Number of Individuals
Parent Education Coordinator	1
Union Representative	1
CEO	1



## What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the community.

In this region, participants were not direct members of the Spanish-speaking community. Even though the race of the participants was not identified, they all stated that they were not part of the Latino/Hispanic community. However, they all work in areas that provide services to that population. Only one participant had a relative who was part of the community. The barriers identified in this report come from their perspective and their expertise while serving the Latino community.

### Barriers

1. Language Barriers	
For participants in Region 7, language barriers include a lack of information in Spanish as well as translation or interpretation services.	
Participant Testimonies	
1.1. Translation and Interpretation Services	<p>“We work with the Spanish community every day, and we are horrible at it because we do not have an onsite interpreter or someone to do home visits. One in five of the people we serve are Spanish speakers. We have to get an interpreter on the phone, and that is difficult.”</p> <p>“I love the second-generation folks that sometimes come along side to help, and I see them at my visits . . . When there is a support person with them it gives them a support and they speak more openly. In that instance, they are no longer the minority in the room, I am the minority.”</p> <p>“We . . . have seen them come to our organization and say, ‘we need something for our child for motor or language abilities’, and a lot of times they struggle to know what they need. We of course struggle to effectively communicate what we are giving them, and we do see a deficit in our services.”</p> <p>“When [one employer] realized that a good portion of her workers could not speak English super well and her biggest concern was that they weren’t reading the memos they sent. When we agreed that was an issue, we asked if we could use translations services, and she just laughed and was like, ‘absolutely not’. So, it’s not just the accessibility of information but also who is giving it.”</p>

## 2. Fear and Lack of Trust

In Region 7, participants shared that lack of trust is something that they experience when offering services to the Spanish-speaking community. Having a representative of the community, or someone that they can trust, is an important element when offering information and services to the community.

### Participant Testimonies

2.1. Lack of Trust	"There are entire families . . . who were primarily Spanish-speaking. We were able to engage a lot of them, not because of how skilled of an organizer, myself, or others are but because my mom showed up to a rally, and they recognized her and came to her and spoke to her in Spanish. She said that I was her son and that immediately created trust, not as much as I would have liked . . . we were able to engage that population because they knew that my mom would help when she could and had for 20 years."
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## 3. Lack of Awareness of Resources

Participants perceived that the Spanish-speaking community will progressively lose access to information instead of increasing it. They believe that this is due to the lack of funding for education and the development of professionals who are Latino/Hispanic. Also, lack of knowledge about disability in state and local organizations is a barrier for the Spanish-speaking community, as these organizations do not have the tools to guide people in the community when their rights might be violated.

### Participant Testimonies

3.1. Lack of Awareness	"With declining cuts in education, and less and less people going into being teachers, and less and less native Spanish speakers going into being teachers. It is a big fear that those communities are going to suffer from less and less resources. I think there was a lot of informal work done by an older generation that is not going to get passed on anymore."
3.2. Lack of Awareness About Disability Rights	"Frankly, the ADA and FMLA do come up, folks will have injuries, and this is where I'm like woefully inadequate. Long story short, I mean, I did not receive and training for this position and when folks get injured on the job or develop chronic illnesses, there's laws or resources that I am not aware of that exist . . . I don't even know where to find it in English, much less to find Spanish translations."



## Access to Information

<b>Information</b>	
For participants in Region 7, there are four main ways in which the Spanish-speaking community accesses information: social media, partnering with organizations, radio, and other sources.	
<b>Participant Testimonies</b>	
1. Social Media	Participants identified Facebook as the main social media channel.
2. Specific Organizations	Participants believe that Latinos mainly obtain information from refugee places, hospitals, schools, and churches.
3. Radio	Participants mentioned a radio station from Columbia, MO. They have programs in Spanish for the Latino community, such as "Story Time" on KOPM 89.5 FM on Saturdays.
4. Other	Participants identified getting information from labor relations organizations.

## Recommendations

Recommendations	
Based on the testimony of participants, recommendations include increased awareness, more material in Spanish, partnering with local organizations, and better accessibility to websites and phones.	
Participant Testimonies	
1. Increased Awareness	"In our line of work, we often say that a bad boss is the best organizer, because if you go and talk to people about how important their rights are when everything is okay, they will not listen to you. But when bad stuff starts happening, they're like, oh, I have rights."
2. More Material in Spanish	"If there was a resource for families who [have] a disability or [are] looking for resources for their child, I would love to have print material, resources that I could hand to their families . . . It would be great to have a print resource of someone we could call to get information."
3. Partnering With Local Organizations	"Through other nonprofits . . . I guess that's probably an area where we could loop in a (local Latino nonprofit), but they also have a very focused niche of what they do, and I think they probably need more capacity."
4. Improved Accessibility	"We are going to redo our website, so like that could be an opportunity for us to think through, how do we make our website accessible to as many people as possible? It also does not (currently) look very good on phone, or a mobile device and a lot of lower income populations do have access to the internet. I think that is a common misunderstanding. It's a service issue and it might be spotty, but it's often done through people's phones."

## Suggested Next Steps for Region 7

Based on the recommendations from the community members in Region 7, the region should take the following specific steps:

1. Increase outreach efforts across the region and develop new connections with Latino/Hispanic organizations in the area as this community continues to grow.
2. Connect with organizations that have already created trust in the Latino community such as Guadalupe Centers (Kansas City, MO), a well-established organization that provides family and senior services, financial literacy, workforce development, and education programs; Commission on Latino Americans (Lincoln, NE), which is a state initiative that provides multiple resources in the state of Nebraska; El Centro (Kansas City, KS), which is an organization providing youth development, community health, immigration, and economic empowerment programs for its residents; Centro Latino (Columbia, MO), which provides legal services, a food pantry, health awareness, and education programs.
3. Identify radio stations such as La Grande 1340 AM (KS), La Nueva 99.5 FM (NE) and especially KOPM 89.5 FM (MO) to build connections that can spread information about the ADA.

# **REGION 8: Rocky Mountain ADA Center**

## Region 8 Background

### **What Is Unique About the Population in Region 8?**

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Region 8 consists of the states of Colorado, Montana, North Dakota, South Dakota, Wyoming, and Utah.

Overall, Region 8 is home to a diverse population with a significant minority population. According to the U.S. Census Bureau's American Community Survey (ACS), the minority population in this region makes up approximately 24% of the total population.

The largest minority group in this region is Hispanic and Latino, with a population of approximately 2 million people. This group is concentrated in Colorado and Utah, where they make up over 15% of the population in each state. African Americans are the second-largest minority group in the region, with a population of approximately 300,000 people. The African American population is concentrated in Colorado and Utah.

Native Americans and Asian Americans also contribute to the region's diverse population. Native Americans have a significant presence in South Dakota and Montana, while Asian Americans are concentrated in Utah and Colorado.

English is the most spoken language in the region (83.3% of the population), followed by Spanish (10%), Indo-European (1.2%), Pacific Islander (0.8%), and German (0.8%). There are more languages identified but these are the most common languages for the region.

## Region 8 States

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**Colorado** has the largest group of Spanish speakers, with approximately 1.2 million individuals identifying as Hispanic or Latino, making them 22% of the state's population and 17.3% of the state's labor force. Within the last decade, there has been a growth of over 15% percent in their population. Denver (206,207) and Aurora (119,878) are the cities in Colorado with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and El Salvador.

**Utah** has the second-largest group of Spanish speakers. Approximately 488,000 individuals identify as Hispanic or Latino, making them 14% of the state's population and 16.6% of the state's labor force. Within the last decade, there has been a growth of over 14.6% percent in their population. West Valley (56,396), Salt Lake (39,658), and Ogden (26,119) are the cities in Utah with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, El Salvador, and Peruvian.

**Wyoming** has the next largest group of Spanish speakers. Approximately 60,000 individuals identify as Hispanic or Latino, making them 10.5% of the state's population and 8.8% of the state's labor force. Within the last decade, there has been a growth of over 28.8% percent in their population. Cheyenne (10,447), Casper (4,996), and Rock Springs (3,570) are the cities in Wyoming with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in the region is typically from Mexico, Puerto Rico, and El Salvador.

**Montana** has the next largest group of Spanish speakers. Approximately 46,000 individuals identify as Hispanic or Latino, making them 4.2% of the state's population and 4.1% of the state's labor force. Within the last decade, there has been a growth of over 27% percent in their population. Billings (8,034), Great Falls (3,198), and Missoula (3,104) are the cities in Iowa with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in the region is predominantly from Mexico, Puerto Rico, and El Salvador.

**South Dakota** has the next largest group of Spanish speakers. Approximately 36,000 individuals identify as Hispanic or Latino, making them 4.1% of the state's population and 5.5% of the state's labor force. Within the last decade, there has been a growth of over 23.8% percent in their population. Sioux Falls (10,496), Rapid City (4,374), and Huron (2,013) are the cities in South Dakota with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in the region is predominantly from Mexico, Puerto Rico, and El Salvador.

**North Dakota** has the next largest group of Spanish speakers. Approximately 30,300 individuals identify as Hispanic or Latino, making them 4% of the state's population and 2.6% of the state's labor force. Within the last decade, there has been a growth of over 50% percent in their population. Fargo (4,024), Minot (3,390), and Williston (3,277) are the cities in North Dakota with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population in the region is predominantly from Mexico, Puerto Rico, and El Salvador.

## **Disability Statistics Per State in the Region 8 Latino/Hispanic Community**

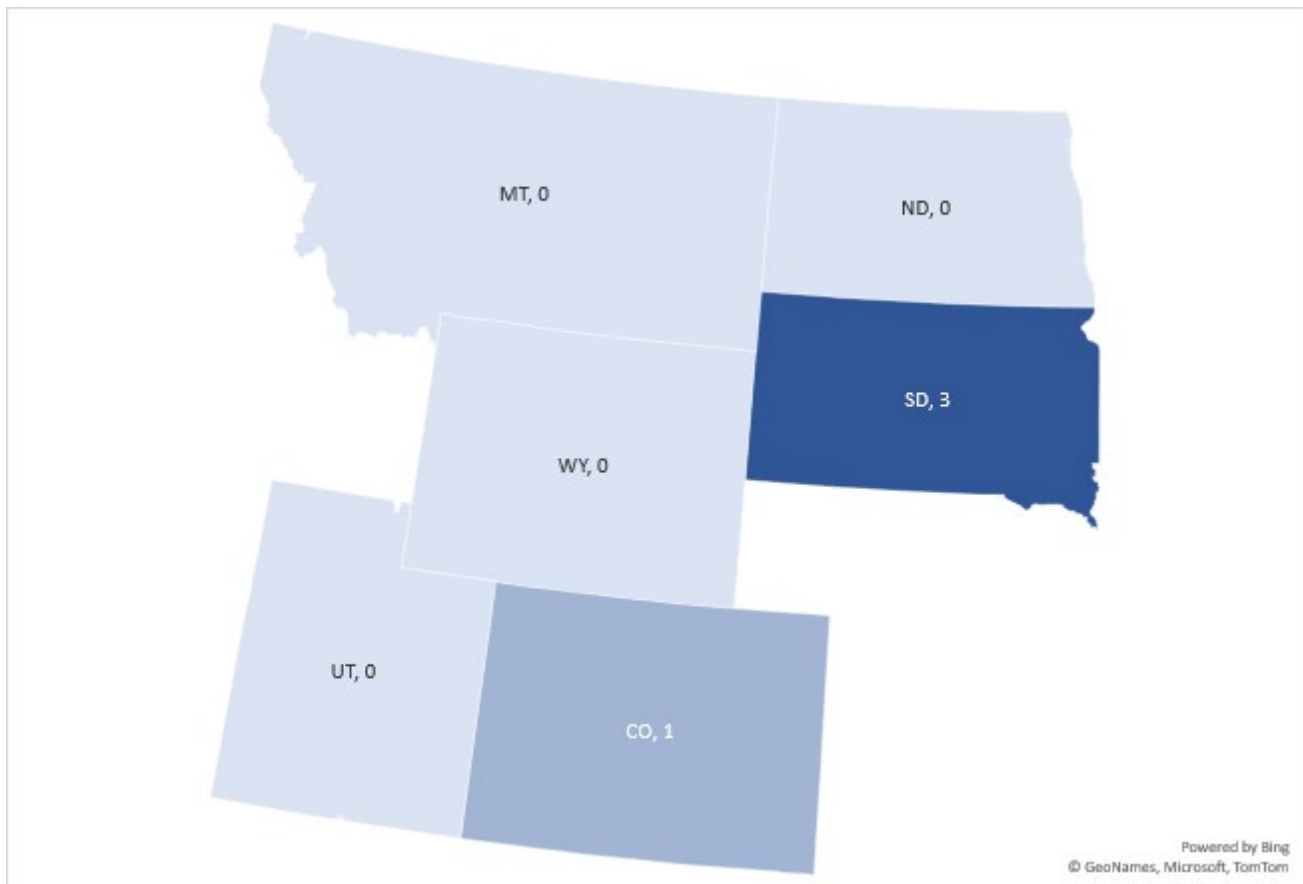
Based on the most recent census data, it is estimated that:

- Colorado has almost 1,280,000 Latinos, and approximately 10.3% have a disability.
- Utah has almost 488,000 Latinos, and approximately 8.2% have a disability.
- Wyoming has almost 60,500 Latinos, and approximately 14% have a disability.
- Montana has almost 46,000 Latinos, and approximately 12.3% have a disability.
- South Dakota has almost 36,000 Latinos, and approximately 8.8% have a disability.
- North Dakota has almost 30,000 Latinos, and approximately 11.4% have a disability.

## Which States From Region 8 Participated in the Interviews?

As shown in the map, all the interviews were conducted with community members from Colorado and South Dakota. No interviews were conducted with community members from Montana, North Dakota, Wyoming, and Utah.

Figure 28: Maps of states involved from Region 8





## Observations From the Interviews

### Participants

Four community members participated in the interviews. Two participants were female, two were men, and most of them had minimal knowledge about the ADA. Most interviews were conducted in English. All community members were associated with community resource centers in their states, and participants had different roles in the community. Figure 29 and Table 9 show specific data about these characteristics of participants.

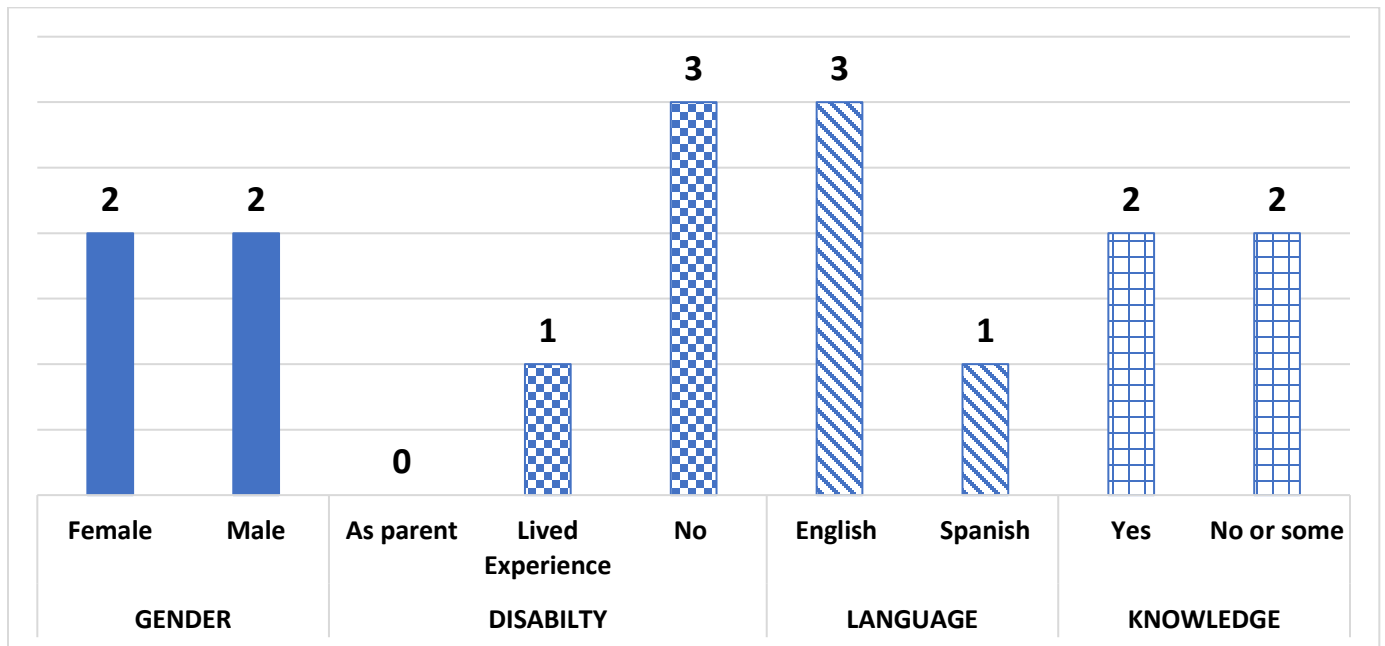


Table 9: Region 8 participant roles

Participant Role	Number of Individuals
Director of Programs	1
Resource Manager	2
Director of IT	1

## What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the community.

### Barriers

<b>1. Language Barriers</b>	
<p>Participants from Region 8 shared that language is a significant barrier for the Spanish-speaking community. Language barriers include a lack of information in Spanish from known organizations, lack of bilingual staff, and lack of translation services.</p>	
<b>Participant Testimonies</b>	
<p>1.1. Lack of Information in Spanish</p>	<p>“The language barrier that I was just made aware of, particularly here in this state, state law indicates that any transaction in a state or county building or government building and the transaction needs to be in English only, and that closes the door for many folks.”</p> <p>“We were kind of struggling with finding the resources in Spanish for our clients . . . One of our clients, though, had a disability and we worked strongly to find the resources that they needed. So, we had to reach out to other states in order to help [them] with whatever they needed.”</p>
<p>1.2. Bilingual Staff</p>	<p>“There aren’t any counseling services in Spanish. We have one person who is bilingual, but of course she is flooded because she is the only one.”</p> <p>“We wish we had more persons who knew how to navigate social work and . . . [are] able to understand the cultural part of interpreting when someone is having a mental health crisis.”</p>
<p>1.3. Translation and Interpretation Services</p>	<p>“They don’t really know the terminology, and obviously they have really complicated terminology, but it is hard to voice the person’s needs if we don’t really have a person that can fully interpret everything the person is saying.”</p>

## 2. Stigma on Disability and Mental Health

For participants in Region 8, the stigma associated with disability and mental health can become a significant barrier to accessing information and services.

### Participant Testimonies

#### 2.1. Stigma

"When we think about the Latino community, if you have to go see a psychologist that means you're crazy . . . You keep that quiet, you don't go out and ask people, 'Hey do you know any psychologist? I need some help?' You know, that would make you less manly type of thing, and so the negative connotations of needing assistance or finding help is just a barrier in itself when you bring Latino culture into another culture."

## 3. Immigration

Immigration status is also a significant barrier for community members in Region 8, as it creates a lot of fear for the community.

### Participant Testimonies

#### 3.1. Immigration

"When I became a resident of the United States, I couldn't apply for any public benefits for my disability for the first five years, except for public housing."

"The biggest barrier is the lack of support from Medicaid for people with undocumented status to receive medical assistance for those with disabilities."

"Being undocumented is not a crime, [and] Medicaid does not acknowledge it. If you[r] child needs [Medicaid], they are only asking about the child, not the parents."

"There's a lot of systematic discrimination and a great need for capable bilingual staff, so it is very easy to deny people that are undocumented and only speak Spanish."

## 4. Racism/Discrimination

For community members in this region, racism continues to be a significant barrier. This can lead to reduced access to services and information, housing problems, and a lack of respect for the community in the workforce and other areas.

### Participant Testimonies

#### 4.1. Racism in Housing

"Often folks who come, come because they have a friend who is here or family who is settled, and they'll say come on over, and they'll help with housing and so forth. That's the nice and the good side of the story. The bad side of the story brings up again a little bit of racism. A lot of landlords really inflate their prices."

<p>4.2. Racism in the Workforce</p>	<p>“She made a curriculum that she goes and teaches at these companies, like the terminology and vocabulary and all the stuff related to the workplace so that people that don’t know can get a better hang of what they are doing. They [companies] understand what they are doing, but not all are on board with this and not all of them treat Hispanics with the respect everyone deserves so there’s a lot of exploiting, underpaying, racism.”</p> <p>“There is a large ignorance of how to treat people with disabilities in some cities. No cultural competency, they don’t understand basic rights and responsibilities, and these are government entities. They have no respect for minorities and even worse for those with disabilities.”</p>
<p><b>5. Low Access to Resources</b></p>	
<p>For participants, there are only a few places in the area in which Latinos/Hispanics can receive support. The availability of resources is scarce, and people need to travel to get support or services.</p>	
<p><b>Participant Testimonies</b></p>	
<p>5.1. Low Access to Resources</p>	<p>“We have had people come from, I believe, one or two hours away, I’m going to say like 200 miles.”</p> <p>“Oh, there are a lot (Latinos), it’s just not a lot of resources.”</p>

## Access to Information

Information	
<p>For participants in Region 8, there are four main ways in which the Spanish-speaking community accesses information: social media, word of mouth, text messages, and community stores and churches.</p>	
Participant Testimonies	
<p>1. Social Media</p>	<p>All participants mentioned that Facebook and WhatsApp are the social media platforms most used by Latinos/Hispanics.</p> <p>“Most clients have their own Facebook, and so when we tell them we are on Facebook, they connect with us right away.”</p> <p>“Now, social media is working really good because everyone, you know, or mostly everyone, is on social media, and that is how we are sharing a lot.”</p>
<p>2. Word of Mouth</p>	<p>“We are seeing a high demand; it has grown in the last couple of years, and we are seeing more and more. It could probably be because we have done a lot of post[s] on Facebook of what our organization does, and we have sent information to churches, and employers. Word of mouth also has helped a lot.”</p>
<p>3. Text Messages</p>	<p>“They get a document in the mail, and we will tell them to take a picture of that document and if they can text it, and the number they texted is set up and connected to one of our emails. So, then we can open up an email in the office and look at that document and then call them back and say, okay this is what it says . . . and we have it connected to WhatsApp because often they don’t have a local number but have access to the internet.”</p>
<p>4. Community Stores and Churches</p>	<p>“We take our brochures, different resources that we have, and distribute them to all the people that need them. We also try to put flyers on all the Hispanic stores around the area, and the churches as well. We are in contact with a couple of priest[s] and other people that the Hispanic community see more.”</p>

## Recommendations

Recommendations	
<p>Based on the testimony of participants, there should be more partnerships with community organizations and better materials in Spanish.</p>	
Participant Testimonies	
<p>1. Partner With Community Organizations</p>	<p>"We have contact with most of the people that help Hispanics that don't require a social . . . and we will refer [to] each other. We send them their way, and they send us people too. It could be by phone or social media."</p>
<p>2. Improve Materials in Spanish</p>	<p>"When you look at some websites, they have a Spanish section, but it is auto translated to Spanish. It won't be perfect, but they need three to four people to be able to have a team to do a proper website in a different language."</p> <p>"If you are translating simple documents, one person would be sufficient. If you are translating medical documents, you need a team because those documents can be long and with a lot of detail, legal, medical, pharmaceutical, financial documents."</p> <p>"There is a great need of not only interpreters but proper translators everywhere. If there was an interpreter available, speaking in Spanish, either in person or virtually at all government meetings, it would be great."</p> <p>"People are hungry for information that is easily understandable."</p>

## Suggested Next Steps for Region 8

Based on the recommendations from the community members in Region 8, the region should take the following specific steps:

1. Increase outreach efforts across the region and develop new connections with Latino/Hispanic organizations in the area as this community continues to grow, such as the East River area of SD, where there is a high Latino population.
2. Connect with organizations that have already created trust in the Latino community, such as Centro de la Familia (Salt Lake City, UT), which provides programs for children and families around educational success; Colorado Latino Leadership Advocacy & Research Organization (Denver, CO) which provides programming for youth, families, and elders on healthcare, civic engagement, and local community resources; NEWSED Community Development Corporation (Denver, CO), which promotes economic success for underserved populations primarily through housing education, financial literacy, small business, and affordable housing; Caminando Juntos (Sioux Falls, SD), which is a long-established organization that assists immigrant families and provides legal services, adult educational programming, and community resource sharing.

# **REGION 9: Pacific ADA Center**



## Region 9 Background

### What Is Unique About the Population in Region 9?

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Region 9 includes the states of Arizona, California, Hawaii, Nevada, and the Pacific Basin Territories of American Samoa, Guam, and the Northern Mariana Islands.

Overall, region 9 is a diverse region with a significant minority population. According to the U.S. Census Bureau's American Community Survey (ACS), the minority population in this region makes up approximately 58.2% of the total population.

The largest minority group in this region is Hispanic and Latino, with a population of approximately 18.9 million people. This group is concentrated in California and Arizona, where they make up over 30% of the population in each state. African Americans are the second-largest minority group in the region, with a population of approximately 2.7 million people. The African American population is concentrated in California and Nevada.

Asian Americans and Pacific Islanders also contribute to the region's diverse population. Asian Americans have a significant presence in California and Hawaii, while Pacific Islanders are concentrated in Hawaii and the Pacific Basin region.

English is the most spoken language in the region (58.4% of the population), followed by Spanish (24.5%), Indo-European (3.4%), Chinese (3.3%), and Tagalog (2.3%). There are more languages identified but these are the most common languages for the region.

## Region 9 States

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**California** has one of the largest populations of Spanish speakers in the country, with approximately 15.5 million individuals identifying as Hispanic or Latino, making them 40% of the state's population and 35.8% of the state's labor force. Within the last decade, there has been a growth of over 12.9% percent in their population. Los Angeles (1,852,045), San Diego (400,337), and San Jose (301,143) are the cities in California with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and El Salvador.

**Arizona** has the second-largest group of Spanish speakers. Approximately 2.3 million individuals identify as Hispanic or Latino, making them 32% of the state's population and 24.8% of the state's labor force. Within the last decade, there has been a growth of over 12.9% percent in their population. Phoenix (693,147) is the city with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Guatemala, and Puerto Rico.

**Nevada** has the next largest group of Spanish speakers. Approximately 932,000 individuals identify as Hispanic or Latino, making them 29.8% of the state's population and 26.5% of the state's labor force. Within the last decade, there has been a growth of over 38.8% percent in their population. Las Vegas (646,776), Henderson (322,202), and North Las Vegas (274,146) are the cities in Nevada with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Cuba, and El Salvador.

**Hawaii** has the next largest group of Spanish speakers. Approximately 150,000 individuals identify as Hispanic or Latino, making them 10.9% of the state's population and 16.6% of the state's labor force. Within the last decade, there has been a growth of over 38.2% percent in their population. Honolulu (25,311), Hilo (5,974), and Ewa Gentry (4,099) are the most concentrated cities in Hawaii with Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and the Dominican Republic.

## Disability Statistics Per State in the Region 9 Latino/Hispanic Community

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Based on the most recent census data, it is estimated that:

- California has almost 15,500,000 Latinos, and approximately 9.2% have a disability.
- Arizona has almost 2,300,000 Latinos, and approximately 10.9% have a disability.
- Nevada has almost 932,000 Latinos, and approximately 9.2% have a disability.
- Hawaii has almost 150,000 Latinos, and approximately 10.3% have a disability.
- There is no information about Latinos with disabilities in Samoa, Guam, and the Mariana Islands.

## Which States From Region 9 Participated in the Interviews?

As shown on the map, all the interviews were conducted with community members from Arizona and California. No interviews were conducted with community members from Hawaii, Nevada, and the Pacific Basin Territories of American Samoa, Guam, and the Northern Mariana Islands.

Figure 30: Maps of states involved from Region 9



## Observations From the Interviews

### Participants

Seven community members participated in the interviews. Most participants were female, and most participants had minimal knowledge about the ADA. Most interviews were conducted in English. Community members were associated with a community resource center, independent living centers, or consultant services. Participants had different roles in the community. Figures 31 and 32 and Table 10 show specific data about these characteristics of participants.

Figure 31: Participant demographics

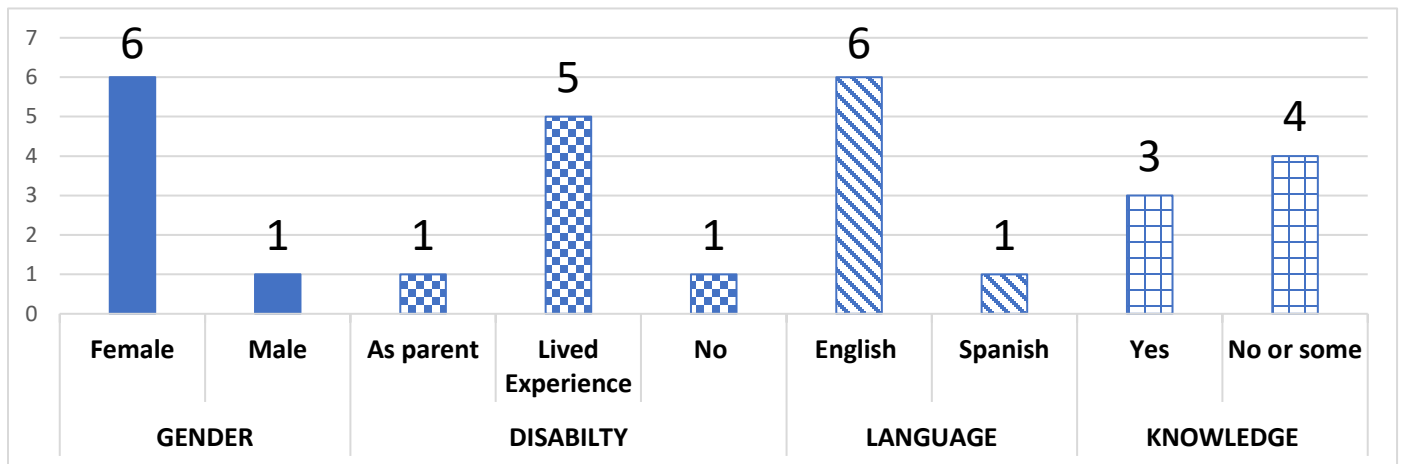
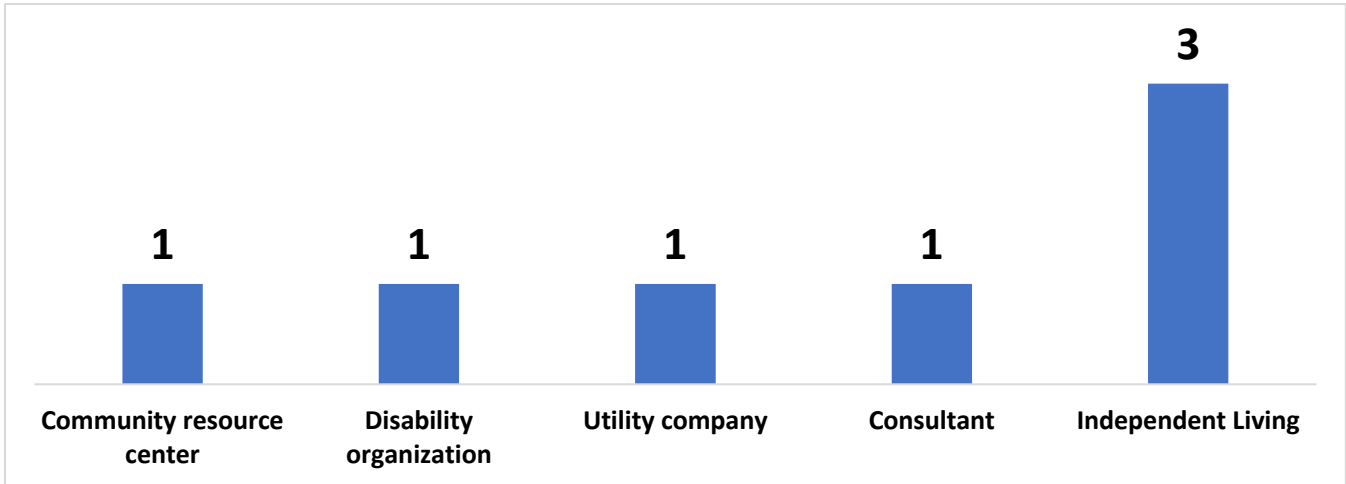


Table 10: Region 9 participant roles

Participant Role	Number of Individuals
Community Advocate	1
ADA Coordinator	1
Person With a Disability	3
Resource Manager	1
Community Outreach	1

Figure 32: Participant affiliations



## What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the community.

### Barriers

1. Language Barriers	
<p>For participants in Region 9, language barriers include a lack of professionals who can provide services to the community, lack of accessibility to the information provided, lack of information in Spanish, and low quality of translation and interpreting services.</p>	
Participant Testimonies	
<p>1.1. Lack of Information in Spanish</p>	<p>“Sometimes some [automated] system[s] are complex, and [they are] hard to navigate in Spanish.”</p> <p>“They might rely a lot on their children and kids, so children have an extra burden, because they have to take families to doctor, lawyers, and [act] as translators, etc. The access to society is through their children because there is not enough information in their language.”</p> <p>“In homelessness, none of the resources are in Spanish, and the people who are there to connect to those resources do not have Spanish fluency or cultural competency to meet their needs.”</p>

<p>1.2. Lack of Accessible Information</p>	<p>“What happens when people get information that they can’t understand? To the trash it goes. So, sometimes, the language of some of these brochures is not easy or does not target the population. The other problem that I see is that people who depend on someone else . . . might miss all the information.”</p> <p>“Part of it is the language, they do not understand the legal terms and key definitions. We need to explain the basic things. A lot of the parents are more versed in other things like ASD. When you give them information on ADA, or education, they hear about them, and they are aware, but do they really understand?” The language barrier is there.”</p> <p>“Even in English, materials are high proficiency, so our community does not have that level of literacy sometimes. Making things short and concise [w]ould be ideal.”</p> <p>“I have seen people that have this information in front of them, but they need someone to give them that first nudge to get the process start[ed]. Having somebody there that can support, someone who can encourage them and holds them accountable.”</p> <p>“How to access that information, once they understand that process. I think that they can actually use the information for their benefit, but accessing [it] is the problem.”</p>
<p>1.3. Bilingual Staff</p>	<p>“Here, it feels that they do not have the capacity of support the Hispanics.”</p>
<p>1.4. Translation and Interpretation Services</p>	<p>“It is tricky to get to the Spanish stuff, and sometimes translations are not great.”</p>

## 2. Fear and Lack of Trust

Participants also shared that a significant barrier is the lack of trust in state and federal entities. Based on participants' testimonies, this is related to the fear of being deported or rejected. This fear and lack of trust lead to less access to services and support for the community.

### Participant Testimonies

#### 2.1. Fear

"One of the biggest issues is access to public services. In California, you can get some services even if you are undocumented, but people are scared, so they do not come for those services."

"There needs to be more encouraging language for those who are scared. Also, be transparent about the database and the potential documents they are requiring to access some services."

#### 2.2. Lack of Trust

"Who do you trust? how do you break that trust barriers? When I learn how they teach the Spanish speaking community, it was not a social worker, it was a trusted member who learned the information and they transferred the information to the community."

## 3. Lack of Awareness of Resources

For participants, the Latino/Hispanic community is not aware of their rights, and even if they might know something about them, advocating for them can be challenging, and it becomes a barrier.

### Participant Testimonies

#### 3.1. Lack of Information About Rights

"A lot of Hispanics do not know about their rights, because they think they are not qualified for disability or [transportation], or any kind of assistances for their child or themselves."

"It's been hard to navigate my rights, and how to get them protected. I have service animals, and . . . getting my dogs certified, getting the letter from [a] psychiatrist, the process of understanding my rights with landlords, it's been difficult! There is not enough information, not good enough to go and advocate for myself."

## 4. Technology

Participants stated that technology, especially after COVID-19, was a barrier for Latinos/Hispanics to access information.

### Participant Testimonies

#### 4.1. Technology

"After covid, a lot of parents had many barriers accessing trainings and information."

	<p>“Many people are below the poverty level, and for them to have access to the internet can be a financial burden, for them to access a computer, a laptop can be financially impossible.”</p>
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## Access to Information

Information	
<p>For participants in Region 9, there are three main ways in which the Spanish-speaking community accesses information: social media, word of mouth, and radio.</p>	
Participant Testimonies	
<p>1. Social Media</p>	<p>Participants highlighted that the most used social media platforms are Facebook, Instagram, and WhatsApp.</p> <p>“Social media is very important to communicate with the Spanish speaking community, especially Facebook and Instagram.”</p> <p>“There is a great potential for social media, especially Facebook.”</p>
<p>2. Word of Mouth</p>	<p>“I know for a fact, including myself, that we don’t like flyers. It is not healthy for the environment, and it is more paper. It is easier, but right now, really, everybody has social media, even with the homeless, let them know we will have an event.”</p>
<p>3. Radio</p>	<p>“TV and Radio would work well for the Spanish speaking community. That has a place.”</p> <p>“[O]n some radio stations . . . pastor[s] from different church[es] talk.”</p>



## Recommendations

Recommendations	
<p>Based on the testimony of community members, recommendations include more training in the community, increasing participation in events, more educational sessions, and using different forms of communication.</p>	

Participant Testimonies	
<p>1. Train the Trainer Programs for Community Leaders</p>	<p>"If you can get a group and come down to our county and speak at schools and churches, that would be great, or just for the community itself."</p> <p>"More training for service providers about working with more vulnerable populations."</p>
<p>2. Participating in Events and Partnering With Leaders in the Community</p>	<p>"Making an event, more than once a year or twice a year, getting people together. For example, the churches, they get together, they get donations for food, clothing, and they feed people and talk to them. So yes, everybody likes free food, so get them together, and tell them 'Hey this is what you have, these are your rights, this is what is available to you, if you have any kind of disability', and bring them in that way."</p> <p>"Fiestas familiares, what it is, think of a neighborhood, but people with disabilities that meet and have gatherings, and it is best to target the trusted sources in that group, so they can become informed and at the same time they are a trusted source that can disseminate."</p> <p>"Having a representative who [has] lived experience. Either they are undocumented or [are] newer immigrants. When you can match the face to someone who is serving [it] is ideal, it generates trust."</p>
<p>3. Educating the Community on the ADA</p>	<p>"Giving information that is focused, concise, and just that information, is easier for them to understand. When there is so much information they do not have idea how to ask questions"</p>
<p>4. Using Other Forms of Communication</p>	<p>"I think having a newsletter that covers key information [in] plain . . . more everyday language, and disseminat[ing] that using organizations that serve the disabled."</p>

## Suggested Next Steps for Region 9

Based on the recommendations from the participants in Region 9, the region should take the following specific steps:

1. Continue outreach efforts across the region, especially California (one of the states with the most Latinos), as this community continues to grow.
2. Connect with organizations that have already created trust in the Latino community, such as Chicanos por la Causa (Phoenix, AZ), which provides health and human services, housing, education, and economic development programs; The Federation (San Diego, CA), which has child development, nutrition classes, workforce and business development, and a community resource center; Clinica Romero (Los Angeles, CA), which provides affordable and culturally sensitive healthcare to uninsured and underserved communities, including temporary housing and family resources; Fiesta Educativa (Los Angeles, CA), which is a resource center for families of individuals with disabilities providing workshops, educational programming, and partnering with other local organizations; Arizona Center for Disability Law (Phoenix, AZ), which assists people with disabilities in protecting their rights and provides legal services; Southern California Resource Services for Independent Living (Various, CA), which provides support and advocacy for people with disabilities; The Housing Authority of the City of Los Angeles (Los Angeles, CA), which provides information and services for public housing; Autism Society (various locations), which provides resources to families and individuals with disabilities within a broad network of affiliates; Congreso Familiar (Hayward, CA), which is a collaboration of professionals, community agencies, and parents to bring information to families and individuals who have disabilities.
3. Identify radio stations such as La Campesina 101.9 FM (AZ), La Buena 94.3 FM (AZ), La Raza 93.7 FM (AZ), La Tricolor 99.3 FM (CA), La Raza 97.9 FM (CA), La Tricolor 99.9 FM (CA), Radio Lazer 106.5 FM (CA), Jose 97.5 FM (CA), and La Buena 101.9 FM (CA), to build connections that can spread information about the ADA.

# **REGION 10: Northwest ADA Center**

## Region 10 Background

### **What Is Unique About the Population in Region 10?**

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Region 10 includes the states of Alaska, Idaho, Oregon, and Washington.

Region 10 is diverse in terms of its minority population. According to the U.S. Census Bureau's American Community Survey (ACS), the region has a total population of approximately 14.4 million, of which around 30% are minorities. The largest minority group in the region is Hispanics/Latinos, making up around 13.3% of the total population.

Asian Americans are also a significant minority group in the region, comprising around 6.8% of the total population. Native Americans make up around 2% of the population, and African Americans make up around 3% of the population.

The region has seen a steady increase in its minority population in recent years. Between 2010 and 2019, the Hispanic/Latino population grew by approximately 25.4%, while the Asian American population grew by around 28.4%. The Native American population also grew by around 2.7% during this period.

English is the most spoken language in the region (80.9% of the population), followed by Spanish (8.3%), Pacific Islander (1.7%), Indo-European (1.6%), and Chinese (1.6%). There are more languages identified but these are the most common languages for the region.

## **Region 10 States**

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**Washington** has the largest population of Spanish speakers in the region, with approximately 1 million individuals identifying as Hispanic or Latino, making them 13.5% of the state's population and 16.4% of the state's labor force. Within the last decade, there has been a growth of over 34.4% percent in their population. Seattle (54,534) is the city with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and El Salvador.

**Oregon** has the second-largest group of Spanish speakers. Approximately 590,000 individuals identify as Hispanic or Latino, making them 13.1% of the state's population and 14.1% of the state's labor force. Within the last decade, there has been a growth of over 22.5% percent in their population. Portland (73,526) is the city with the most concentrated Latino/Hispanic population. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Guatemala.

**Idaho** has the next largest group of Spanish speakers. Approximately 250,000 individuals identify as Hispanic or Latino, making them 13.1% of the state's population and 12.9% of the state's labor force. Within the last decade, there has been a growth of over 21.2% percent in their population. Nampa (24,681), Caldwell (22,070), and Boise (20,435) are the cities in Idaho with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Colombia.

**Alaska** has the next largest group of Spanish speakers. Approximately 50,000 individuals identify as Hispanic or Latino, making them 7% of the state's population and 6.4% of the state's labor force. Within the last decade, there has been a growth of over 39.7% percent in their population. Anchorage (27,783), Fairbanks (3,574), and Juneau (2,270) are the cities in Alaska with the most concentrated Latino/Hispanic populations. Culturally, the Spanish-speaking population is predominantly from Mexico, Puerto Rico, and Cuba.

## **Disability Statistics Per State in the Region 10 Latino/Hispanic Community**

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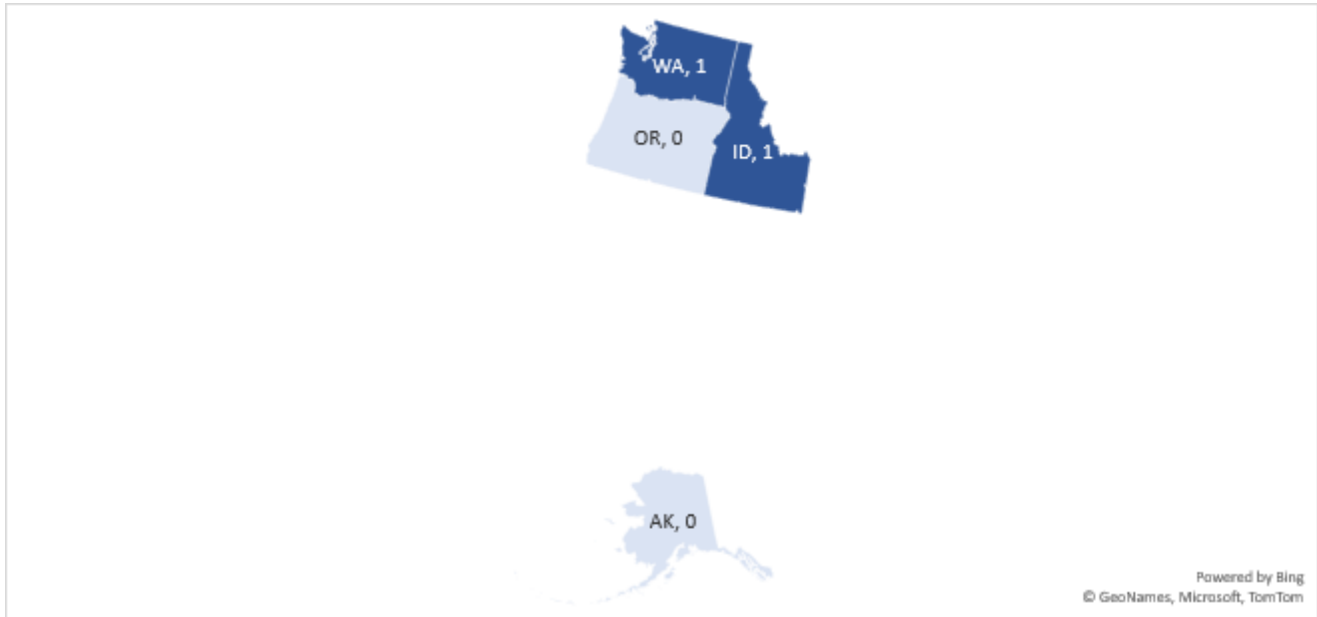
Based on the most recent census data, it is estimated that:

- Washington has almost 1,040,000 Latinos, and approximately 9.1% have a disability.
- Oregon has almost 590,000 Latinos, and approximately 10.2% have a disability.
- Idaho has almost 250,000 Latinos, and approximately 10.2% have a disability.
- Alaska has almost 50,000 Latinos, and approximately 8.7% have a disability.

## Which States From Region 10 Participated in the Interviews?

As shown on the map, all the interviews were conducted with community members from Idaho and Washington. No interviews were conducted with community members Alaska and Oregon.

Figure 33: Maps of states involved from Region 10



## Observations From the Interviews

### Participants

Two community members participated in the interviews. One participant was a female and the other one was a male. Only one of the participants had some knowledge about the ADA. Both interviews were conducted in English. Both community members were program coordinators of two different organizations. Figure 34 and 35 show specific data about these characteristics of participants.

Figure 34: Participant demographics

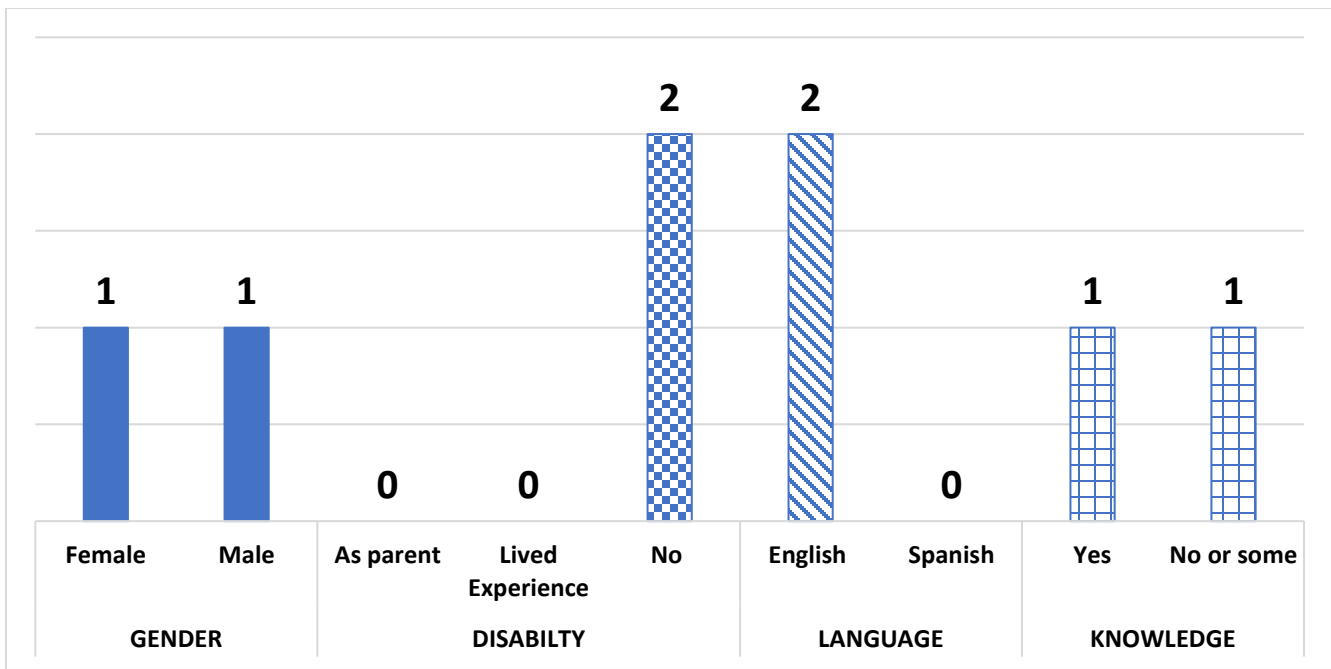
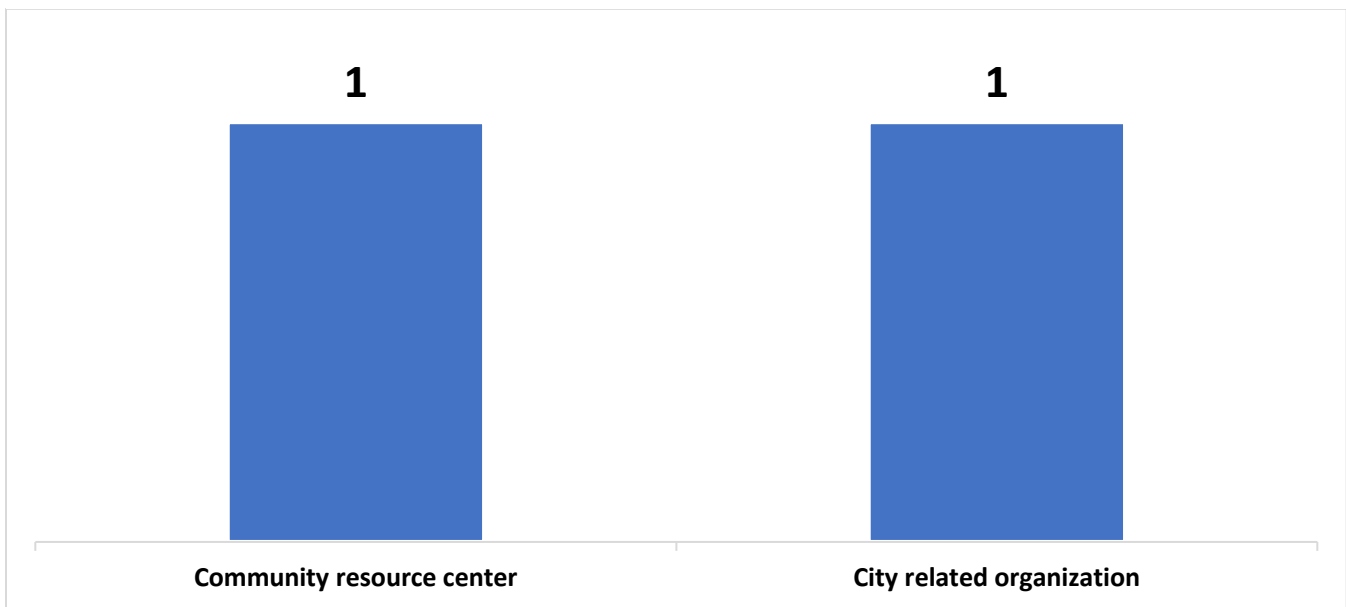


Figure 35: Participant affiliations



## What Did We Find?

The following table organizes the three main sections of the interviews: barriers, access to information, and recommendations from the participants.

### Barriers

<b>1. Language Barriers</b>	
<p>For participants in Region 10, language continues to be a significant barrier to accessing services, programs, and information. This barrier includes a lack of information in Spanish, bilingual and bicultural staff, interpretation and translation services, and cultural competency. In addition, low literacy levels were a barrier for the community.</p>	
<b>Participant Testimonies</b>	
<p>1.1. Lack of Information in Spanish</p>	<p>“There is more need for things to be translated into Spanish. There is a lack of diversity in the department and in general in government positions.”</p> <p>“The main barrier is language access. I think language access will or would give the potential for our community to know what the ADA stands for.”</p> <p>“For the demographic of the area, a lot of Central American or even indigenous, Spanish could be their second language, and that alone creates a barrier for language and access to it.”</p> <p>“If they need something, like food, or something else, and they don’t get the service options through a call, they miss out on those services because there is no access language option.”</p>
<p>1.2. Lack of Bilingual Staff</p>	<p>“The city, county, and the State are very short-staff[ed]. Language access is probably a big one because they can’t always get an interpreter, or they don’t always have someone available for that.”</p>
<p>1.3. Lack of Translation and Interpretation Services</p>	<p>“There is no access, or there is lack of access to qualified interpreters or certified interpreters.”</p> <p>The last barrier related to language is the low quality of interpretations and translation services. This includes the lack of cultural competency and accuracy in the information translated/interpreted.</p> <p>“It can be very dangerous if you don’t understand the language. Not just the vocabulary, also the vernacular, the jargon. It is important to distinguish where the person is from because someone from Guatemala and Mexico will have different vocabular[ies].”</p>



1.4. Literacy Levels	<p>“Illiteracy, I think there are adults in the household that don’t read. In general, my experience is that if we send out literature, anything printed that consist[s] of reading, they just don’t look at it. I want to say it’s not intentional, it’s historical, especially if we are talking about families of immigrants. Those who have migrated to the United States from rural Mexico where they didn’t go to school, where they probably don’t know how to read or have a very low [literacy] level ,so it’s not in their interest to sit down for an hour and try to figure out what a 10-page document says, even in their language.”</p>
<b>2. Fear and Lack of Trust</b>	
<p>For participants, lack of trust in the state and federal government to ask questions and/or apply for benefits is a barrier. This lack of trust is connected to the fear of Latinos/Hispanics about their immigration status and the fear of being deported.</p>	
<b>Participant Testimonies</b>	
2.1. Fear	<p>“In general, I think there is a lot of fear, that is the first word that comes to mind . . . Overall it’s a fear and distrust in the government.”</p> <p>“If there isn’t this trust with the government and resources, then there is a fear to go and apply for them.”</p>

### 3. Lack of Awareness of Resources

For the Spanish-speaking community in Region 10, based on participants' perspectives, there is a lack of knowledge about services and programs for the community. This is due to being unfamiliar with the system and because the information is not available for them to access the programs. Also, the Spanish-speaking community is not familiar with the ADA, which becomes a barrier to understanding that they have rights.

#### Participant Testimonies

##### 3.1. Lack of Awareness

"My family is from Mexico, so there is no background in what to do if the child has a disability and he is having trouble with school, because they themselves did not have any experience going through with school and navigating it. On top of that, it's a new country and a different system, without having anyone to guide them on what they should be doing."

##### 3.2. Lack of Information About Rights

"I was not familiar with the act; I just knew that they needed resources. We would go into the homeless shelter and see who needed access to mobility equipment. I was not aware that it was an act, and it was just a way to provide more resources. Initially I was not aware it was mandatory."

"I think the ADA has not been helpful, not because of what it stands [for]. It has not been helpful because the Latino community lacks access to it historically . . . I don't think many in the Latino community, and I may be generalizing, . . . have knowledge of the ADA or what it stands for. They know there are laws and services that some people get, but [they] don't know how to get it."

### 4. Stigma on Disability and Mental Health

For participants in the Spanish-speaking community, disability and mental health carry a significant stigma that does not allow people to accept and access some of the services. A disconnect between mental health and disability can also be a barrier to understanding that mental health is covered under the ADA, and it is a disability.

#### Participant Testimonies

##### 4.1. Stigma

"They get told, well mental health is not a disability, but there might exist another disability there, and sometimes mental health might get overlooked."

"The stigma exists in the Latino community, but also it has to do with what they qualify for. Sometimes they don't get qualified as a disability because they have a mental health problem, and they don't receive the services."

## 5. Discrimination

Unfortunately, participants from Region 10 shared that the Spanish-speaking community still faces discrimination in the area.

### Participant Testimonies

#### 5.1. Discrimination

"Some grade of discrimination and racism is involved in our state. Without the personnel, there's no representation and therefore nobody to say anything [to] about, "this is wrong."

"No, the Spanish-speaking community is not resilient, they are resourceful, they have no other option. It is not something that they want to do . . . They have to go above and beyond what could have already been provided."

## 6. Technology

The last barrier relates to technology and how for many people in the Spanish-speaking community, especially older generations, accessing different websites, links, platforms, or meetings is not easy and represents a barrier for them to access information.

### Participant Testimonies

#### 6.1. Technology

"We notice that it is hard for members of the Latino community to access anything that has a website or a link. Often, they come to the offices to apply for services."

## Access to Information

Information	
For participants in Region 10, there are three main ways in which the Spanish-speaking community accesses information: social media, word of mouth, and radio.	
Participant Testimonies	
1. Social Media	All participants mentioned that Facebook and WhatsApp are the social media platforms most used by Latinos/Hispanics.  "Facebook, that tends to be a big one. There's a big community there on occasions that is used as a form of distribution, kind of like word of mouth. The problem with that is, it is not always accurate, so that could . . . work against them."
2. Word of Mouth	"A lot of the work that I do is at festival[s], health fairs, community activities and just having representation that can share information."
3. Radio	"[For]The Latino community, the easiest way to access information is the Spanish radio stations. Often, they are a way to a statewide audience. Facebook is a popular way of distributing information."

## Recommendations

Recommendations	
<p>Based on the testimony of participants, recommendations include training for the community, education on disability, state-specific information, increased participation in events, partnering with local organizations, and using different ways to reach the community.</p>	
Participant Testimonies	
<p>1. Education and Training for the Community and Staff in Organizations</p>	<p>"I wish our community had more access to education in general on disabilities, because if we start by educating the public, educating the community on identifying disabilities, and where to go for service, they wouldn't miss out on services that are vital in the development of young children."</p> <p>"To increase the education for the staff, I think training . . . would be a great starting point. Maybe something very brief to be summarized because I know I can't get into a lot of detail while working with clients at work."</p> <p>"We have a culturally responsive advisory group. It is formed by people from the Latino community. Some of them only speak Spanish, and their role is to educate themselves and help others in the community."</p>
<p>2. State-Specific Information for the Community</p>	<p>"A 1-800 number doesn't usually work for our community. They prefer to find a trusted source that they can communicate [with] . . . They want a specific number with people they are familiar with to call."</p>
<p>3. Increased Participation in Community Events</p>	<p>"A lot of the work that I do is at festival[s], health fairs, community activities, and just having representation that can share information."</p> <p>"Any event that provides resources for families is often a good way to communicate."</p>
<p>4. Partnering With Local Organizations</p>	<p>"We reach out to those organizations that have more access to [the Latino] community in general, and then from there we try to develop a relationship with them."</p>
<p>5. Using Different Ways to Deliver Information</p>	<p>"We talked about a radio podcast, but that never came into fruition, although it was a very good idea for them to hear it more so than to read it."</p>

## **Suggested Next Steps for Region 10**

Based on the recommendations from the participants in Region 10, the region should take the following specific steps:

1. Continue outreach efforts across the region, especially in Washington (the state with most Latinos in the region).
2. Connect with organizations that have already created trust in the Latino community, such as the Community Council of Idaho (Caldwell, ID), which offers education, health, housing employment, legal services, and programs for Farmworkers; El Centro de la Raza (Seattle, WA), which is a community resource site providing youth development, healthcare education, workforce development, housing, and civic engagement programs; and Sea Mar Community Health Centers (Seattle, WA), which provides healthcare access to individuals but also has community and social services programs for children, adults, and seniors.

# **SECTION FIVE: KEY HIGHLIGHTS AND RECOMMENDATIONS**

## SECTION FIVE: KEY HIGHLIGHTS AND RECOMMENDATIONS

This section provides key highlights from the first stage of the project as a whole and includes consolidated findings and recommendations from the national and regional interview data.

### Observations From National and Regional Interviews

This last section of the report summarizes all the information gathered at both regional and national levels. Collectively, results from national and regional interviews have many similarities. The following comparative table shows the topics identified at both levels in terms of barriers and recommendations to address those barriers.

Table 11: Comparison of observations from national and regional interviews

	REGIONAL	NATIONAL
<b>BARRIERS</b>	<ol style="list-style-type: none"> <li>1. Language</li> <li>2. Lack of information</li> <li>3. Fear/Lack of Trust</li> <li>4. Stigma /Lack of Education</li> <li>5. Technology</li> <li>6. Low Literacy</li> <li>7. Discrimination</li> <li>8. Survival Mode</li> <li>9. Lack of Access to Resources</li> </ol>	<ol style="list-style-type: none"> <li>1. Language</li> <li>2. Lack of Information</li> <li>3. Fear/Lack of Trust</li> <li>4. Stigma /Lack of Education</li> <li>5. Technology</li> <li>6. Low literacy</li> <li>7. Challenge in Outreach</li> <li>8. Funding</li> </ol>
<b>RECOMMENDATIONS</b>	<ol style="list-style-type: none"> <li>1. In-Person Trainings/Education</li> <li>2. Partnering With Trusted Leaders</li> <li>3. Make Information Accessible and Relevant</li> <li>4. Provide State-Specific Information</li> </ol>	<ol style="list-style-type: none"> <li>1. In-Person Trainings/Education</li> <li>2. Partnering With Trusted Leaders</li> <li>3. Use of Social Media and Networking</li> <li>4. Culturally Appropriate Outreach</li> </ol>

After comparing the information gathered, the following observations were made:

1. Language barriers were identified in both national and regional interviews as the primary barrier for the Spanish-speaking community.
2. Other barriers, such as lack of access to information, fear, lack of trust, stigma about disability, low literacy, and technology were identified in both national and regional interviews.
3. Barriers such as challenges in outreach and funding come from a more global perspective from national organizations.



4. The discrepancy between barriers in some of the regions does not necessarily mean that the identified barriers are not present in each region. Some regions had higher participation in the interviews, which leads to more insight into barriers.
5. In-person training and partnering with local organizations at both national and regional levels were the most frequently recommended.
6. Because the number of participants is low, observations cannot be generalized, but they provide important and deep insights into the barriers that Spanish-speaking communities face across the U.S.

## **What We Found in Relation to the ADA**

Based on the testimonies of members from the Spanish-speaking community, the following observations were made:

- From a national and regional perspective, the Spanish-speaking community is not well informed about disability and civil rights.
- 71% of the community members interviewed had never heard of the ADA or the ADANN.
- Some staff members from national organizations had not heard of the ADA before, specifically, those organizations that serve Hispanics and Latinos but not necessarily those with disabilities.
- Outreach efforts have not been successful in reaching the Spanish-speaking community, even though there are materials and information in Spanish for this community.

Based on community members' testimonies, the Spanish-speaking community requires specific training and materials related to the ADA so the community can be informed, trained, and more aware of their rights. Results from this project suggest that people in the Spanish-speaking community might not access ADA information due to some of the following reasons:

- The information is not being delivered consistently in Spanish to this community.
- The information is too difficult for people in the community to understand and apply.
- People in the community do not know how ADA information applies to their specific case or situation.
- The fear and lack of trust related to immigration status and discrimination may interfere with access to ADA knowledge and any other legal or civil rights related information.
- Dissemination of ADA information is not reaching the Spanish-speaking community.
- Information may be translated, but it is not culturally appropriate.

## Proposed Next Steps: Stage Two

There are five overarching goals of the ADANN SLO project (as noted in the introduction of this report). Stage One of this project focused on the following goal: *Developing a deeper understanding of the context of civil rights of Spanish-speaking disability communities through research and expert consultation.* We met this goal by collecting qualitative testimonies, experiences, and recommendations from Spanish-speaking communities nationally and within each region with people with disabilities, family members, community leaders, and national experts. Additionally, we developed a database within each region of key organizations that can become part of new and ongoing outreach efforts by the regional centers. The work of building and expanding this database will continue throughout the duration of this five-year project.

The findings from Stage One highlighted three critical areas for this project to focus on as the next immediate step:

- A need for additional information, awareness, knowledge, and applied resources about disability and civil rights that are specifically targeted to Spanish-language communities.
- A need to increase efforts to partner with local Spanish-language community members, community leaders, and community-based organizations to build greater trust and, in turn, create new pipelines of access,
- A need to translate ADA-related information, resources, and technical assistance more effectively and appropriately for Spanish-language communities.

Building on Stage One, the second stage will address the following two overarching goals of the ADANN SLO Project:

- Assess the diverse community needs of understanding rights and responsibilities under the ADA for Spanish-language speakers in the U.S.
- Develop connections to new outreach partners and trusted community leaders to better support ADA related dissemination, training, and technical assistance.

Stage Two will entail creating and or expanding efforts to increase knowledge and awareness about the ADA, conducting targeted, regional-level outreach to community members, community leaders, and community-based organizations already having a presence in the local regions. These could include people with disabilities, their family members, leaders in local community resource centers, churches, schools, and non-profit and community-based organizations. Regionally, these groups and organizations might vary. Please refer to the regional appendices at the end of this report, which target community organizations for outreach in each region.

In this phase of the project, we propose to create, deliver, and evaluate a new webinar training series targeting community members and community leaders nationally and regionally. The training will be twofold:

**Step 1:** The training will be launched with a nationally focused series of short (20-30 minute) pre-recorded webinars (in English and Spanish) on key foundational topics identified during Stage One as critical information gaps and needs specific to Spanish language communities, such as:

- Foundations of rights, laws, and policies and the 'right to have rights'.
- Key concepts and definitions of disability.
- Disability in Latino communities and the role of family and community.
- Intersections of the ADA with other federal laws.

**Step 2:** The training will continue with longer (90-120 minute) regional-level interactive live webinars that build upon the first step and expand on the general topic of Spanish-language communities, disability, and the ADA with applied case studies, scenarios, and tools for application. It will also include engagement with the regional ADA center, interactive networking for participants, opportunities for TA/Q&A, and resources/tools for what to do next. There will be at least two webinars per region (one in English and one in Spanish).

As part of the training, plain language materials will be created and disseminated to training participants. This will include a plain language (in English and Spanish) "ADA guide for community members in the Spanish-speaking community," which will encompass background information about Spanish-language communities in the region, information about the regional ADA center and the ADANN, results and related products from the first stage of the project, highlights of the importance of the role of community members and community leaders in terms of disability and civil rights, and information about key regional contacts (including a list of key Spanish-language options in common referral agencies such as the EEOC, PNA, Fair Housing, and others).

During registration for the training webinars, participants will have an opportunity to opt-in to being contacted for a follow-up interview and to being part of a published contact list for ongoing networking opportunities with regional community members, community leaders, and community organizations.

Research activities for this next stage will include: 1) a mixed methods evaluation of the training to help inform ongoing information and product needs, and 2) qualitative follow-up phone interviews with regional training participants to help inform ongoing contextual needs of Spanish-language communities with respect to understanding their rights and responsibilities under the ADA. An anticipated key outcome is that the ADANN firmly establishes trusted and sustainable regional-level partnerships and collaborations, which in turn can help facilitate increased access to more relevant ADA-related information, products, tools, and resources for Spanish-language communities. One approach to ensuring sustainability may be to work with community partners to establish a "promotora" or "ambassador" model, in which trusted bilingual members of the community work closely with the regional ADA center to help facilitate two-way information and resources with community members. This model would begin to address the current limits of available bilingual staff and/or the current capacity of existing bilingual staff in the ADANN. The data from the second stage of this project will help inform subsequent stages of the SLO project.

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- Northwest ADA National Network Regional Center - Region 10, #90DPAD0002

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ADA National Network

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# **APPENDICES**



## Appendix A: Region 1 Organizations for Outreach Efforts

State	Sector	Name
Connecticut	Government	Ecuador Consulate
Connecticut	Government	Latino and Puerto Rican Affairs Commission of Connecticut
Connecticut	Government	Peru Consulate
Connecticut	Hispanic Serving Institution	Capital Community College Latin American Student Association (LASA)
Connecticut	Hispanic Serving Institution	Housatonic Community College Association of Latin American Students (ALAS)
Connecticut	Hispanic Serving Institution	Naugatuck Valley Community College Hispanic Student Union (HSU)
Connecticut	Hispanic Serving Institution	University of Connecticut-Stamford Latin E Club
Connecticut	Hispanic Serving Institution	University of Connecticut-Waterbury Puerto Rican/Latin American Cultural Center
Connecticut	Immigration	Center for Immigrant Development
Connecticut	Immigration	Center for Latino Progress
Connecticut	Immigration	Connecticut Association of Latinos in Higher Education
Connecticut	Immigration	Connecticut Immigrant and Refugee Coalition
Connecticut	Immigration	Connecticut Institute for Refugees and Immigrants
Connecticut	Immigration	Connecticut Worker Center
Connecticut	Immigration	Greater Bridgeport Latino Network
Connecticut	Immigration	Hartford Public Library/The American Place
Connecticut	Immigration	Hispanic Alliance of Southeastern Connecticut
Connecticut	Immigration	Hispanic Clinic & CT Latino Behavioral Health System
Connecticut	Immigration	Spanish Community of Wallingford
Connecticut	Immigration	Universal Presbyterian Church of God
Connecticut	Nonprofit and other organizations	Connecticut Association of Latinos in Higher Education
Connecticut	Nonprofit and other organizations	Connecticut Worker Center
Connecticut	Nonprofit and other organizations	Greater Bridgeport Latino Network
Connecticut	Nonprofit and other organizations	Hispanic Alliance of Southeastern Connecticut
Connecticut	Nonprofit and other organizations	Hispanic Clinic & CT Latino Behavioral Health System
Connecticut	Nonprofit and other organizations	Hispanic Coalition of Greater Waterbury
Connecticut	Nonprofit and other organizations	Hispanic Federation
Connecticut	Nonprofit and other organizations	Human Resource Agency of New Britain
Connecticut	Nonprofit and other organizations	Junta For Progressive Action
Connecticut	Nonprofit and other organizations	Latina/o Studies Association
Connecticut	Nonprofit and other organizations	Latino and Puerto Rican Affairs Commission of Connecticut
Connecticut	Nonprofit and other organizations	Latino Community Services
Connecticut	Nonprofit and other organizations	Latino News Network
Connecticut	Nonprofit and other organizations	New Britain Housing Authority

Connecticut	Nonprofit and other organizations	New Britain Parks and Rec
Connecticut	Nonprofit and other organizations	Progreso Latino Fund
Connecticut	Nonprofit and other organizations	San Juan Center
Connecticut	Nonprofit and other organizations	South Norwalk Community Center Inc.
Connecticut	Nonprofit and other organizations	South Windsor Parks and Rec
Connecticut	Nonprofit and other organizations	Unidad Latina en Acción
Maine	Immigration	Catholic Charities of Maine
Maine	Immigration	Immigrant Legal Advocacy Project
Maine	Immigration	Immigrant Welcome Center
Maine	Immigration	Maine Immigrant Network
Maine	Immigration	Maine Immigrant and Refugee Services
Maine	Nonprofit and other organizations	Maine MultiCultural Center
Maine	Nonprofit and other organizations	Mano en Mano (Hand in Hand)
Maine	Nonprofit and other organizations	Presente Maine
Massachusetts	Government	Colombia Consulate
Massachusetts	Government	El Salvador Consulate
Massachusetts	Government	Honduras Consulate
Massachusetts	Government	Latino Advisory Commission
Massachusetts	Government	Massachusetts Rehabilitation Commission
Massachusetts	Government	Peru Consulate
Massachusetts	Hispanic Serving Institution	Bunker Hill Community College Latino Club
Massachusetts	Hispanic Serving Institution	Springfield Technical Community College LLAVE Club (Hispanic Association)
Massachusetts	Immigration	Catholic Charities Springfield
Massachusetts	Immigration	Catholic Social Services
Massachusetts	Immigration	Center for New Americans
Massachusetts	Immigration	City Life Vida Urbana
Massachusetts	Immigration	Episcopal Diocese of Massachusetts
Massachusetts	Immigration	Family Resource Centers
Massachusetts	Immigration	Fundación Dominicana Del Arte Y La Cultura
Massachusetts	Immigration	Greater Lawrence Community Action Council
Massachusetts	Immigration	HarborCOV
Massachusetts	Immigration	Immigrants Assistance Center
Massachusetts	Immigration	Immigration Law Clinic UMASS Law
Massachusetts	Immigration	International Institute of Greater Lawrence Inc
Massachusetts	Immigration	International Institute of New England
Massachusetts	Immigration	Lawrence Prospera
Massachusetts	Immigration	Massachusetts Alliance of Portuguese Speakers
Massachusetts	Immigration	Merrimack Valley Immigrant and Education Center
Massachusetts	Immigration	New American Association of Massachusetts
Massachusetts	Immigration	Open Door Immigration Services
Massachusetts	Immigration	Project Citizenship
Massachusetts	Immigration	Refugee & Immigrant Assistance Center
Massachusetts	Immigration	South Coastal Counties Legal Services

Massachusetts	Immigration	The Immigrant Learning Center
Massachusetts	Immigration	Waltham Alliance for Teaching Community Organizing and Housing
Massachusetts	Nonprofit and other organizations	Casa Esperanza
Massachusetts	Nonprofit and other organizations	Center for New Americans
Massachusetts	Nonprofit and other organizations	City Life Vida Urbana
Massachusetts	Nonprofit and other organizations	Family Resource Centers
Massachusetts	Nonprofit and other organizations	Fundación Dominicana Del Arte Y La Cultura
Massachusetts	Nonprofit and other organizations	Greater Lawrence Community Action Council
Massachusetts	Nonprofit and other organizations	Hyde Square Task Force
Massachusetts	Nonprofit and other organizations	Inquilinos Boricuas en Acción
Massachusetts	Nonprofit and other organizations	La Alianza Hispana
Massachusetts	Nonprofit and other organizations	La Colaborativa
Massachusetts	Nonprofit and other organizations	Latino Advisory Commission
Massachusetts	Nonprofit and other organizations	Latino Support Network
Massachusetts	Nonprofit and other organizations	Lawrence Community Works
Massachusetts	Nonprofit and other organizations	Mujeres Unidas Avanzando
Massachusetts	Nonprofit and other organizations	New England Council of Latin American Studies Secretariat
Massachusetts	Nonprofit and other organizations	Puerto Rican Cultural Center
Massachusetts	Nonprofit and other organizations	Sociedad Latina
Massachusetts	Nonprofit and other organizations	Spanish American Center
New Hampshire	Immigration	New Hampshire Catholic Charities
New Hampshire	Immigration	New Hampshire Legal Assistance
New Hampshire	Immigration	Organization for Refugee and Immigrant Success
New Hampshire	Immigration	Centro Latino de Hospitalidad
New Hampshire	Nonprofit and other organizations	Centro Latino de Hospitalidad
New Hampshire	Nonprofit and other organizations	New Hampshire Public Radio
Rhode Island	Government	Guatemala Consulate
Rhode Island	Government	Historical Preservation & Heritage Commission
Rhode Island	Hispanic Serving Institution	Rhode Island College
Rhode Island	Immigration	Dorcas International Institute of Rhode Island
Rhode Island	Immigration	Genesis Center
Rhode Island	Immigration	Progreso Latino
Rhode Island	Immigration	Sojourner House
Rhode Island	Nonprofit and other organizations	Genesis Center
Rhode Island	Nonprofit and other organizations	Historical Preservation & Heritage Commission
Rhode Island	Nonprofit and other organizations	Latino Policy Institute
Rhode Island	Nonprofit and other organizations	Ocean State Center for Independent Living
Rhode Island	Nonprofit and other organizations	Puerto Rican Institute for the Arts and Advocacy
Rhode Island	Nonprofit and other organizations	Rhode Island for Community and Justice
Rhode Island	Nonprofit and other organizations	Rhode Island Latino Arts

Vermont	Nonprofit and other organizations	Migrant Justice
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## Appendix B: Region 2 Organizations for Outreach Efforts

State	Sector	Name
New Jersey	Government	Center for Hispanic Policy Research & Development
New Jersey	Government	Colombia Consulate
New Jersey	Government	Ecuador Consulate
New Jersey	Government	El Salvador Consulate
New Jersey	Government	Latino & Hispanic Heritage Commission
New Jersey	Government	Peru Consulate
New Jersey	Hispanic Serving Institution	Bergen Community College Latin American Student Association (LASA)
New Jersey	Hispanic Serving Institution	Essex County College Latino Student Union
New Jersey	Hispanic Serving Institution	Fairleigh Dickinson University Metropolitan Campus Organization of Latin Americans (OLA)
New Jersey	Hispanic Serving Institution	Hudson County Community College Latinx American Association
New Jersey	Hispanic Serving Institution	Kean University Latin American Student Organization (LASO)
New Jersey	Hispanic Serving Institution	Middlesex County College Organization of Latino Unity
New Jersey	Hispanic Serving Institution	Montclair State University Latin American Student Organization (LASO), Multicultural Center
New Jersey	Hispanic Serving Institution	New Jersey City University Center for Latin American, Caribbean and Latinx studies
New Jersey	Hispanic Serving Institution	Passaic County Community College Latin American Student Club
New Jersey	Hispanic Serving Institution	Rutgers University Newark Latinos United Networking America (LUNA)
New Jersey	Hispanic Serving Institution	Saint Elizabeth University SOMOS United
New Jersey	Hispanic Serving Institution	Saint Peter's University L.A.S.O
New Jersey	Hispanic Serving Institution	William Paterson University Organization of Latin American Students
New Jersey	Immigration	Puerto Rican Action Board
New Jersey	Immigration	Servicios Latinos de Burlington County
New Jersey	Immigration	Wind of the Spirit
New Jersey	Nonprofit and other organizations	Community Affairs & Resource Center
New Jersey	Nonprofit and other organizations	DH Perfil Latino TV
New Jersey	Nonprofit and other organizations	El Primer Paso
New Jersey	Nonprofit and other organizations	Focus Hispanic Center for Community Development
New Jersey	Nonprofit and other organizations	Hispanic Family Center of Southern NJ
New Jersey	Nonprofit and other organizations	Juntos Por Venezuela
New Jersey	Nonprofit and other organizations	Latin American Economic Development Association
New Jersey	Nonprofit and other organizations	Latino Mental Health Association of New Jersey
New Jersey	Nonprofit and other organizations	Mercer County Hispanic Organization
New Jersey	Nonprofit and other organizations	Morris County Organization for Hispanic Affairs
New Jersey	Nonprofit and other organizations	PROCEED

New Jersey	Nonprofit and other organizations	Puerto Rican Action Committee of Southern New Jersey
New Jersey	Nonprofit and other organizations	Puerto Rican Association for Human Development
New Jersey	Nonprofit and other organizations	Puerto Rican Unity for Progress
New York	Government	Argentina Consulate
New York	Government	Bolivia Consulate
New York	Government	Chile Consulate
New York	Government	Colombia Consulate
New York	Government	Costa Rica Consulate
New York	Government	Dominican Republic Consulate
New York	Government	Ecuador Consulate
New York	Government	El Salvador Consulate
New York	Government	Guatemala Consulate
New York	Government	Honduras Consulate
New York	Government	Mexico Consulate
New York	Government	Nicaragua Consulate
New York	Government	Panama Consulate
New York	Government	Paraguay Consulate
New York	Government	Peru Consulate
New York	Government	Uruguay Consulate
New York	Hispanic Serving Institution	CUNY John Jay College of Criminal Justice Latin American Student Organization (LASO)
New York	Hispanic Serving Institution	St. Francis College Latin American Society, Office of Multicultural affairs
New York	Hispanic Serving Institution	Suffolk County Community College Association of Latin American Students (ALAS)
New York	Hispanic Serving Institution	SUNY at Purchase College Latinx Unidos, Casa Purchase
New York	Hispanic Serving Institution	SUNY Westchester Community College El Club Hispano-Americano, Latinas in Power
New York	Immigration	Catholic Charities of Onondaga County
New York	Immigration	Catholic Charities of Tompkins/Tioga
New York	Immigration	Catholic Migration Services
New York	Immigration	Center for Family Representation
New York	Immigration	Central American Legal Assistance
New York	Immigration	Círculo de la Hispanidad
New York	Immigration	Coalition for Immigrant Freedom
New York	Immigration	Columbia County Sanctuary Movement
New York	Immigration	Community Resource Center
New York	Immigration	CUNY Citizenship Now
New York	Immigration	ECBA Volunteer Lawyers Project
New York	Immigration	HANAC
New York	Immigration	Her Justice
New York	Immigration	Human Rights First
New York	Immigration	Immigrant Hope
New York	Immigration	Immigrant Justice Corps
New York	Immigration	InterFaith Works
New York	Immigration	Juan Neumann Center

New York	Immigration	Just Cause
New York	Immigration	Legal Aid Bureau of Buffalo
New York	Immigration	Legal Aid Society of Rochester
New York	Immigration	Legal Services NYC
New York	Immigration	Literacy Solutions NY Inc.
New York	Immigration	Mary's Place Refugee Outreach
New York	Immigration	Mercy Center Community & Transformation
New York	Immigration	Migration Resource Center
New York	Immigration	Mobilization for Justice
New York	Immigration	My Sisters Place
New York	Immigration	Neighborhood Defender Service Inc
New York	Immigration	Neighbors Link Corp
New York	Immigration	New Hope Free Methodist Church
New York	Immigration	New York Mennonite Immigration Program
New York	Immigration	North Eastern Expansion Development
New York	Immigration	Northern Manhattan Improvement Corporation
New York	Immigration	Opportunities for a Better Tomorrow
New York	Immigration	Prisoners Legal Services of New York
New York	Immigration	Queens Community House
New York	Immigration	RISSE
New York	Immigration	RSHM Life Center
New York	Immigration	Safe Horizon
New York	Immigration	Sanctuary for Families
New York	Immigration	SCO Family of Services
New York	Immigration	South Bronx United
New York	Immigration	Takeroot Justice
New York	Immigration	The ANSOB Center for Refugees
New York	Immigration	The Bronx Defenders
New York	Immigration	The Center
New York	Immigration	The Door
New York	Immigration	The Legal Aid Society
New York	Immigration	The New York Legal Assistance Group
New York	Immigration	The Safe Center LI
New York	Immigration	UnLocal Inc
New York	Immigration	Urban Justice Center
New York	Immigration	Youth Ministries for Peace & Justice
New York	Nonprofit and other organizations	Acacia Network
New York	Nonprofit and other organizations	Amber Charter Schools
New York	Nonprofit and other organizations	Anti Violence Project
New York	Nonprofit and other organizations	Bushwick Ayuda Mutua
New York	Nonprofit and other organizations	Center for Cuban Studies
New York	Nonprofit and other organizations	Centro Civico Cultural Dominicano
New York	Nonprofit and other organizations	Committee for Hispanic Children and Families
New York	Nonprofit and other organizations	Cypress Hills
New York	Nonprofit and other organizations	Dominican Women's Development Center
New York	Nonprofit and other organizations	Dominico American Society
New York	Nonprofit and other organizations	Grannies Respond/Abuelas Responden

New York	Nonprofit and other organizations	Hispanic Counseling Center
New York	Nonprofit and other organizations	Hispanic Brotherhood
New York	Nonprofit and other organizations	Hispanos Unidos De Buffalo
New York	Nonprofit and other organizations	IBERO American Action League
New York	Nonprofit and other organizations	Immigration Equality
New York	Nonprofit and other organizations	Immigration Legal Services of Long Island
New York	Nonprofit and other organizations	La Fuerza Unida
New York	Nonprofit and other organizations	Latino Action Network Foundation
New York	Nonprofit and other organizations	Latino Civic Association of Tompkins County
New York	Nonprofit and other organizations	Latino U College Access
New York	Nonprofit and other organizations	Latinos Americanos Unidos
New York	Nonprofit and other organizations	The Loisaida Center
New York	Nonprofit and other organizations	Long Island Center for Independent Living
New York	Nonprofit and other organizations	Make the Road New York
New York	Nonprofit and other organizations	Neighborhood Housing Services of Queens
New York	Nonprofit and other organizations	Pathstone
New York	Nonprofit and other organizations	The Spanish Action League of Onondaga County
New York	Nonprofit and other organizations	UpRose
New York	Nonprofit and other organizations	Upwardly Global
New York	Nonprofit and other organizations	Urban Health Plan
New York	Nonprofit and other organizations	Worker Justice Center of New York
Puerto Rico	Government	Colombia Consulate
Puerto Rico	Government	Costa Rica Consulate
Puerto Rico	Government	Dominican Republic Consulate
Puerto Rico	Government	Mexico Consulate
Puerto Rico	Hispanic Serving Institution	Universidad Ana G. Mendez Oficina de Servicios para Estudiantes con Impedimentos
Puerto Rico	Hispanic Serving Institution	Pontifical Catholic University of Puerto Rico- Arecibo Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Mayagüez Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Aguadilla Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Arecibo Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Bayamón Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Carolina Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Cayey Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Humacao Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Ponce Oficina de Servicios a Estudiantes con Impedimento, La Asociación Estudiantil Derribando Barreras (AEDB)



Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Río Piedras Oficina de Servicios a Personas con Impedimentos
Puerto Rico	Hispanic Serving Institution	University of Puerto Rico-Utuado Oficina de Servicios a Personas con Impedimentos

## Appendix C: Region 3 Organizations for Outreach Efforts

<b>State</b>	<b>Sector</b>	<b>Name</b>
DC	Government	Argentina Consulate
DC	Government	Bolivia Consulate
DC	Government	Chile Consulate
DC	Government	Colombia Consulate
DC	Government	Costa Rica Consulate
DC	Government	Cuba Consulate
DC	Government	Guatemala Consulate
DC	Government	Honduras Consulate
DC	Government	Mexico Consulate
DC	Government	Nicaragua Consulate
DC	Government	Panama Consulate
DC	Government	Paraguay Consulate
DC	Government	Peru Consulate
DC	Government	Uruguay Consulate
DC	Government	Venezuela Consulate
DC	Government	Dominican Republic Consulate
DC	Government	Ecuador Consulate
DC	Government	El Salvador Consulate
DC	Government	Mayor's Office on Latino Affairs
DC	Nonprofit and other organizations	Ayuda
DC	Nonprofit and other organizations	Carecen
DC	Nonprofit and other organizations	Carlos Rosario International Public Charter School
DC	Nonprofit and other organizations	CentroNia
DC	Nonprofit and other organizations	Chi BornFree
DC	Nonprofit and other organizations	La Clínica Del Pueblo
DC	Nonprofit and other organizations	LAMB PCS
DC	Nonprofit and other organizations	Latino Economic Development Center
DC	Nonprofit and other organizations	Mary's Center
DC	Nonprofit and other organizations	Neighbors Consejo
DC	Nonprofit and other organizations	Spanish Education Center
Delaware	Immigration	Catholic Charities of Wilmington
Delaware	Immigration	Claymont Community Center
Delaware	Immigration	Community Legal Aid Society
Delaware	Immigration	La Esperanza Community Center
Delaware	Nonprofit and other organizations	Hispanic American Association of Delaware
Delaware	Nonprofit and other organizations	Latin American Community Center
Delaware	Nonprofit and other organizations	West End Neighborhood House
Maryland	Government	El Salvador Consulate
Maryland	Government	Commission on Hispanic Affairs
Maryland	Government	Guatemala Consulate
Maryland	Hispanic Serving Institution	Montgomery College Latino Student Union Club
Maryland	Immigration	Briggs Center for Faith and Action
Maryland	Immigration	CASA de Maryland

Maryland	Immigration	Catholic Charities Baltimore Esperanza Center
Maryland	Immigration	Chesapeake Multicultural Resource Center
Maryland	Immigration	Immigrant Connections
Maryland	Immigration	International Rescue Committee Baltimore
Maryland	Immigration	International Rescue Committee Silver Spring
Maryland	Immigration	Luminus Network
Maryland	Immigration	Spanish Speaking Community of Maryland
Maryland	Immigration	Word of Life Center
Maryland	Immigration	World Relief
Maryland	Nonprofit and other organizations	Casa
Maryland	Nonprofit and other organizations	Center for Assistance to Families
Maryland	Nonprofit and other organizations	Centro Hispano de Frederick
Maryland	Nonprofit and other organizations	El Poder de Ser Mujer
Maryland	Nonprofit and other organizations	Maryland Association of Community Services
Maryland	Nonprofit and other organizations	Mi Madre
Maryland	Nonprofit and other organizations	Organization of Hispanic Latin Americans of Anne Arundel County
Maryland	Nonprofit and other organizations	Latino Providers Network
Pennsylvania	Hispanic Serving Institution	Northampton County Area Community College
Pennsylvania	Hispanic Serving Institution	Reading Area Community College
Pennsylvania	Immigration	Acculturation for Justice, Access, and Peace Outreach
Pennsylvania	Immigration	Casa San Jose
Pennsylvania	Immigration	Catholic Charities of Allentown
Pennsylvania	Immigration	Catholic Social Services of Philadelphia
Pennsylvania	Immigration	Christian Immigration Advocacy Center
Pennsylvania	Immigration	Community Justice Project
Pennsylvania	Immigration	Esperanza Immigration Legal Services
Pennsylvania	Immigration	Friends of Farmworkers/Justice at Work
Pennsylvania	Immigration	Health Care Access
Pennsylvania	Immigration	HIAS Pennsylvania
Pennsylvania	Immigration	Nationalities Service Center
Pennsylvania	Immigration	Pennsylvania Immigration Resource Center
Pennsylvania	Immigration	Sisters of St. Joseph Welcome Center
Pennsylvania	Immigration	Thrive International Programs
Pennsylvania	Government	Guatemala Consulate
Pennsylvania	Government	Mexico Consulate
Pennsylvania	Government	Panama Consulate
Pennsylvania	Government	Commission on Latino Affairs
Pennsylvania	Nonprofit and other organizations	ACLAMO
Pennsylvania	Nonprofit and other organizations	Amigos Community Center
Pennsylvania	Nonprofit and other organizations	Asociación Puertorriqueños en Marcha
Pennsylvania	Nonprofit and other organizations	Casa Dominicana
Pennsylvania	Nonprofit and other organizations	Ceiba
Pennsylvania	Nonprofit and other organizations	Centro Cultural Latinos Unidos
Pennsylvania	Nonprofit and other organizations	Centro de Apoyo Comunitario
Pennsylvania	Nonprofit and other organizations	Centro de Cultura Arte Trabajo y Educacion
Pennsylvania	Nonprofit and other organizations	Centro Hispano

Pennsylvania	Nonprofit and other organizations	Concilio
Pennsylvania	Nonprofit and other organizations	Congreso
Pennsylvania	Nonprofit and other organizations	Esperanza Academy Charter School
Pennsylvania	Nonprofit and other organizations	Hispanic Center Lehigh Valley
Pennsylvania	Nonprofit and other organizations	La Comunidad Hispana (LCH Health and Community Services)
Pennsylvania	Nonprofit and other organizations	Latino Community Center
Pennsylvania	Nonprofit and other organizations	Spanish American Civic Association for Equality
Pennsylvania	Nonprofit and other organizations	Justice at Work
Pennsylvania	Nonprofit and other organizations	Latino Hispanic American Community Center
Virginia	Hispanic Serving Institution	Marymount University Avanzamos!
Virginia	Government	El Salvador Consulate
Virginia	Government	Virginia Latino Advisory Board
Virginia	Immigration	Catholic Charities of Arlington
Virginia	Immigration	Centreville Immigration Forum
Virginia	Immigration	Church World Service
Virginia	Immigration	Commonwealth Catholic Charities
Virginia	Immigration	El Puente
Virginia	Immigration	International Rescue Committee
Virginia	Immigration	Literacy Volunteers
Virginia	Immigration	LUCHA Ministries Inc
Virginia	Immigration	New Bridges Immigrant Resource Center
Virginia	Immigration	Restoration Immigration Legal Aid
Virginia	Immigration	Sacred Heart Center
Virginia	Immigration	Sin Barreras
Virginia	Immigration	Virginia Coalition for Immigrant Rights
Virginia	Nonprofit and other organizations	Asian & Latino Solidarity Alliance Central Virginia
Virginia	Nonprofit and other organizations	Casa Chirilagua
Virginia	Nonprofit and other organizations	Central Virginia Farm Workers Initiative
Virginia	Nonprofit and other organizations	Edu Futuro
Virginia	Nonprofit and other organizations	Latina Institute for Reproductive Justice
Virginia	Nonprofit and other organizations	Latinos en Virginia
Virginia	Nonprofit and other organizations	Madison House
Virginia	Nonprofit and other organizations	Northern Virginia Family Service
Virginia	Nonprofit and other organizations	Shirlington Employment and Education Center
Virginia	Nonprofit and other organizations	Una Familia Sin Fronteras Foundation
Virginia	Nonprofit and other organizations	Vecinos Unidos
Virginia	Nonprofit and other organizations	Virginia Coalition of Latino Organizations

## Appendix D: Region 4 Organizations for Outreach Efforts

State	Sector	Name
Alabama	Immigration	Catholic Social Services of Mobile
Alabama	Immigration	Guadalupan Multicultural Services La Casita
Alabama	Immigration	Gulf States Immigration Services
Alabama	Immigration	Hispanic Interest Coalition of Alabama
Alabama	Nonprofit and other organizations	Consejo De Latinos Unidos
Alabama	Nonprofit and other organizations	HICA
Alabama	Nonprofit and other organizations	Southern Poverty Law Center
Florida	Government	Argentina Consulate
Florida	Government	Bolivia Consulate
Florida	Government	Chile Consulate
Florida	Government	Colombia Consulate
Florida	Government	Costa Rica Consulate
Florida	Government	Dominican Republic Consulate
Florida	Government	Ecuador Consulate
Florida	Government	El Salvador Consulate
Florida	Government	Guatemala Consulate
Florida	Government	Honduras Consulate
Florida	Government	Mexico Consulate
Florida	Government	Nicaragua Consulate
Florida	Government	Panama Consulate
Florida	Government	Paraguay Consulate
Florida	Government	Peru Consulate
Florida	Government	Uruguay Consulate
Florida	Hispanic Serving Institution	Barry University Latin American Student Association (LASA), De Porres Center for Ethical and Inclusive Leadership
Florida	Hispanic Serving Institution	Florida Atlantic University Office of Hispanic/Latina/o/x Initiatives and Futuros Success Program
Florida	Hispanic Serving Institution	Florida International University Venezuelan Student Alliance, Mexican Student Association
Florida	Hispanic Serving Institution	Florida Southwestern State College UNIDOS: Hispanic Latinx Student Association
Florida	Hispanic Serving Institution	Indian River State College Spanish Club
Florida	Hispanic Serving Institution	Miami Dade College, various Hispanic serving student organizations
Florida	Hispanic Serving Institution	Nova Southeastern University Latin American Student Association
Florida	Hispanic Serving Institution	Palm Beach State College Spanish and Latin Student Association
Florida	Hispanic Serving Institution	Polk State College Unete Club, Hispanic Club
Florida	Hispanic Serving Institution	Seminole State College Hispanic Student Association
Florida	Hispanic Serving Institution	Trinity International University Florida Latinos Unidos

Florida	Hispanic Serving Institution	University of Central Florida Latin American Student Association
Florida	Hispanic Serving Institution	Valencia College Latin American Student Organization
Florida	Immigration	American Friends Service Committee
Florida	Immigration	Americans for Immigrant Justice
Florida	Immigration	Amigos Center
Florida	Immigration	Catholic Charities of Central Florida
Florida	Immigration	Catholic Charities of Miami
Florida	Immigration	Catholic Charities of Northwest Florida
Florida	Immigration	Catholic Charities St. Augustine
Florida	Immigration	Catholic Charities of St. Petersburg
Florida	Immigration	Catholic Charities of Venice
Florida	Immigration	Catholic Legal Services of Miami
Florida	Immigration	Coalition of Florida Farmworkers Organizations
Florida	Immigration	Coptic Orthodox Charities
Florida	Immigration	CWS South Florida
Florida	Immigration	Florida Immigrant Coalition
Florida	Immigration	Florida Rural Legal Services
Florida	Immigration	FSU Center for the Advancement of Human Rights
Florida	Immigration	Gulfcoast Legal Services
Florida	Immigration	Hispanic Services Council
Florida	Immigration	Hispanic Unity of Florida
Florida	Immigration	Hope Community Center
Florida	Immigration	Immigrant Connection
Florida	Immigration	Kingdom Culture Immigrant Services
Florida	Immigration	Lutheran Services Florida
Florida	Immigration	Mil Mujeres
Florida	Immigration	Minority Help
Florida	Immigration	Mira USA
Florida	Immigration	Open Arms Community Center
Florida	Immigration	Redlands Christian Migrant Association
Florida	Immigration	The Community Bridge
Florida	Immigration	United for Immigrants Legal Services Corp
Florida	Immigration	Youth Co-Op Inc
Florida	Nonprofit and other organizations	Amigos For Kids
Florida	Nonprofit and other organizations	Baptist Health South Florida
Florida	Nonprofit and other organizations	Caridad Center
Florida	Nonprofit and other organizations	Centro Ayuda Hispana
Florida	Nonprofit and other organizations	Centro Campesino
Florida	Nonprofit and other organizations	Coalition of Immokalee Workers
Florida	Nonprofit and other organizations	Connect Familias
Florida	Nonprofit and other organizations	El Sol
Florida	Nonprofit and other organizations	Enterprising Latinas
Florida	Nonprofit and other organizations	Healing Hands International
Florida	Nonprofit and other organizations	Hispanic Outreach Center
Florida	Nonprofit and other organizations	Hispanidad Foundation

Florida	Nonprofit and other organizations	Housing & Education Alliance
Florida	Nonprofit and other organizations	Latino Leadership
Florida	Nonprofit and other organizations	Latino Recovery Advocacy
Florida	Nonprofit and other organizations	Latino Salud
Florida	Nonprofit and other organizations	Latino Verde
Florida	Nonprofit and other organizations	Nuevo en US
Florida	Nonprofit and other organizations	RCMA
Florida	Nonprofit and other organizations	Rural Neighborhoods
Florida	Nonprofit and other organizations	Survivors Pathway
Florida	Nonprofit and other organizations	The Farmworker Association of Florida
Florida	Nonprofit and other organizations	Unidos Now
Florida	Nonprofit and other organizations	Volusia County Hispanic Association
Georgia	Government	Colombia Consulate
Georgia	Government	Costa Rica Consulate
Georgia	Government	Ecuador Consulate
Georgia	Government	El Salvador Consulate
Georgia	Government	Guatemala Consulate
Georgia	Government	Honduras Consulate
Georgia	Government	Mexico Consulate
Georgia	Government	Peru Consulate
Georgia	Hispanic Serving Institution	Dalton State College Latin American Student Organization (LASO)
Georgia	Immigration	Catholic Charities of Atlanta
Georgia	Immigration	Cherokee Family Violence Center
Georgia	Immigration	Hope Immigration Center
Georgia	Immigration	Immigrant Hope Atlanta
Georgia	Immigration	Inspiritus
Georgia	Immigration	International Rescue Committee
Georgia	Immigration	Latin American Association
Georgia	Immigration	New American Pathways
Georgia	Immigration	Tahirih Justice Center
Georgia	Immigration	Tapestri
Georgia	Nonprofit and other organizations	Caminar Latino
Georgia	Nonprofit and other organizations	Coalición de Líderes Latinos
Georgia	Nonprofit and other organizations	DWCDC
Georgia	Nonprofit and other organizations	Georgia Association of Latino Elected Officials
Georgia	Nonprofit and other organizations	Georgia Hispanic Construction Association
Georgia	Nonprofit and other organizations	Georgia Latino Alliance for Human Rights
Georgia	Nonprofit and other organizations	Georgia Latino Law Foundation
Georgia	Nonprofit and other organizations	Hispanic Alliance Georgia
Georgia	Nonprofit and other organizations	Hispanic Health Coalition of Georgia
Georgia	Nonprofit and other organizations	La Amistad
Georgia	Nonprofit and other organizations	Latino Community Fund Georgia
Georgia	Nonprofit and other organizations	Los Niños Primeros
Georgia	Nonprofit and other organizations	Ser Familia
Georgia	Nonprofit and other organizations	Southeast Georgia Communities Project
Georgia	Nonprofit and other organizations	Unidos Latino Association

Georgia	Nonprofit and other organizations	Valdosta Latino Association
Kentucky	Immigration	Catholic Charities of Louisville
Kentucky	Immigration	International Center of Kentucky
Kentucky	Immigration	Kentucky Equal Justice Center
Kentucky	Immigration	Kentucky Refugee Ministries
Kentucky	Nonprofit and other organizations	Adelante Hispanic Achievers
Kentucky	Nonprofit and other organizations	Americana Community Center
Kentucky	Nonprofit and other organizations	Centro Latino
Kentucky	Nonprofit and other organizations	Esperanza Latino Center
Kentucky	Nonprofit and other organizations	Foundation for Latin American and Latino Culture and Arts
Kentucky	Nonprofit and other organizations	La Casita Center
Mississippi	Immigration	El Pueblo
Mississippi	Immigration	Mississippi Immigrants Rights Alliance
Mississippi	Nonprofit and other organizations	El Centro
Mississippi	Nonprofit and other organizations	Mississippi Hispanic Association
North Carolina	Government	El Salvador Consulate
North Carolina	Government	Guatemala Consulate
North Carolina	Government	Honduras Consulate
North Carolina	Government	Mexico Consulate
North Carolina	Immigration	Apex Immigration Services
North Carolina	Immigration	Carolina Refugee Resettlement Agency
North Carolina	Immigration	Catholic Charities of Charlotte
North Carolina	Immigration	Catholic Charities of Raleigh
North Carolina	Immigration	Centro Latino
North Carolina	Immigration	Centro Para Familias Hispanas
North Carolina	Immigration	Charlotte Center for Legal Advocacy
North Carolina	Immigration	Church World Service NC
North Carolina	Immigration	Council on Immigrant Relations
North Carolina	Immigration	Elon University Humanitarian Clinic
North Carolina	Immigration	Episcopal Farmworker Ministry
North Carolina	Immigration	Faith in Action
North Carolina	Immigration	HCCC Ministerio Hispano



North Carolina	Immigration	Immigrant Hope Sandhills
North Carolina	Immigration	InStepp
North Carolina	Immigration	International House of Metrolina
North Carolina	Immigration	Jalloh's Upright Services
North Carolina	Immigration	La Coalicion
North Carolina	Immigration	MAS Immigrant Justice Center
North Carolina	Immigration	Mil Mujeres
North Carolina	Immigration	Pisgah Legal Services
North Carolina	Immigration	Refugee Support Center
North Carolina	Immigration	UNCG Center for New North Carolinians
North Carolina	Immigration	World Relief
North Carolina	Immigration	World Relief Triad
North Carolina	Nonprofit and other organizations	Cape Fear Latinos
North Carolina	Nonprofit and other organizations	Casa Azul of Greensboro
North Carolina	Nonprofit and other organizations	Centro Unido Latino Americano
North Carolina	Nonprofit and other organizations	Compañeros Inmigrantes de las Montañas en Acción
North Carolina	Nonprofit and other organizations	Cooperativa Latino Credit Union
North Carolina	Nonprofit and other organizations	Diamante Arts & Cultural Center
North Carolina	Nonprofit and other organizations	East Coast Migrant Head Start Project
North Carolina	Nonprofit and other organizations	El Buen Pastor
North Carolina	Nonprofit and other organizations	El Centro Hispano
North Carolina	Nonprofit and other organizations	El Futuro
North Carolina	Nonprofit and other organizations	El Pueblo
North Carolina	Nonprofit and other organizations	Hispanic League
North Carolina	Nonprofit and other organizations	National Farmworkers Ministry
North Carolina	Nonprofit and other organizations	NC Congress of Latino Organization

North Carolina	Nonprofit and other organizations	NC Latino Power
North Carolina	Nonprofit and other organizations	North Carolina Society of Hispanic Professionals
North Carolina	Nonprofit and other organizations	Onslow Hispanic Latino Association
North Carolina	Nonprofit and other organizations	Soy Latino Como Tu
North Carolina	Nonprofit and other organizations	The Hispanic Liaison
South Carolina	Government	Hispanic Latino Affairs Division
South Carolina	Immigration	Carolina Immigrant Alliance
South Carolina	Immigration	Catholic Charities of South Carolina
South Carolina	Immigration	Greenville Multicultural
South Carolina	Immigration	Lighthouse Immigration Legal Services
South Carolina	Nonprofit and other organizations	Acercamiento Hispano de Carolina del Sur
South Carolina	Nonprofit and other organizations	Hispanic Alliance
South Carolina	Nonprofit and other organizations	Hispanic American Women's Association
South Carolina	Nonprofit and other organizations	Latino Communications
South Carolina	Nonprofit and other organizations	Pasos
Tennessee	Hispanic Serving Institution	Southern Adventist University Latin American Club (LAC)
Tennessee	Immigration	All Saints Anglican Church
Tennessee	Immigration	Catholic Charities of East Tennessee
Tennessee	Immigration	Catholic Charities of Tennessee
Tennessee	Immigration	Community Legal Center
Tennessee	Immigration	Latino Memphis
Tennessee	Immigration	Mid-South Immigration Advocate
Tennessee	Immigration	Nashville International Center for Empowerment
Tennessee	Immigration	Nations Ministry Center
Tennessee	Immigration	Tennessee Immigrant & Refugee Rights Coalition
Tennessee	Immigration	World Relief
Tennessee	Nonprofit and other organizations	Casa Luz
Tennessee	Nonprofit and other organizations	Centro Hispano De East Tennessee
Tennessee	Nonprofit and other organizations	Conexion Americas
Tennessee	Nonprofit and other organizations	Hispanic Family Foundation
Tennessee	Nonprofit and other organizations	La Paz Chattanooga

## Appendix E: Region 5 Organizations for Outreach Efforts

State	Sector	Name
Illinois	Government	Argentina Consulate
Illinois	Government	Chile Consulate
Illinois	Government	Colombia Consulate
Illinois	Government	Costa Rica Consulate
Illinois	Government	Dominican Republic Consulate
Illinois	Government	Ecuador Consulate
Illinois	Government	El Salvador Consulate
Illinois	Government	Guatemala Consulate
Illinois	Government	Hispanic Employment Plan Advisory Council
Illinois	Government	Honduras Consulate
Illinois	Government	Latino Family Commission
Illinois	Government	Mexico Consulate
Illinois	Government	Peru Consulate
Illinois	Hispanic Serving Institution	Harold Washington College Organization of Latin American Students
Illinois	Hispanic Serving Institution	Richard J. Daley College Latin American Student Organization
Illinois	Hispanic Serving Institution	Wilbur Wright College Latin American Student Organization
Illinois	Hispanic Serving Institution	College of Lake County Latino Alliance, Multicultural Student Center
Illinois	Hispanic Serving Institution	Concordia University Latino Student Union (LSU)
Illinois	Hispanic Serving Institution	Dominican University Organization of Latin American Students
Illinois	Hispanic Serving Institution	Elgin Community College Organization of Latin American Students
Illinois	Hispanic Serving Institution	Elmhurst University Latino Student Association
Illinois	Hispanic Serving Institution	Harper College Latinos Unidos
Illinois	Hispanic Serving Institution	Joliet Junior College Center for Multicultural Access and Success
Illinois	Hispanic Serving Institution	National Louis University Centro De Excelencia
Illinois	Hispanic Serving Institution	North Park University Latin American Student Organization
Illinois	Hispanic Serving Institution	Northeastern Illinois University ChiMexLA
Illinois	Hispanic Serving Institution	Roosevelt University Association of Latin American Students
Illinois	Hispanic Serving Institution	Rush University Latino Medical Student Association
Illinois	Hispanic Serving Institution	St. Xavier University Unidos
Illinois	Hispanic Serving Institution	Triton College Latin American Student Organization
Illinois	Hispanic Serving Institution	University of Illinois at Chicago Rafael (UIC) Cintron Ortiz Latino Cultural Center
Illinois	Hispanic Serving Institution	Waubonsee Community College Latinx Resource Center
Illinois	Immigration	Addison Public Library

Illinois	Immigration	Administer Justice
Illinois	Immigration	Alianza Hispanoamericana NFP
Illinois	Immigration	Alliance for Immigrant Neighbors
Illinois	Immigration	Ascend Justice
Illinois	Immigration	Beyond Legal Aid
Illinois	Immigration	Catholic Charities of Chicago
Illinois	Immigration	Catholic Charities of Rockford
Illinois	Immigration	Centro De Information
Illinois	Immigration	Centro Romero
Illinois	Immigration	Chinese American Service League
Illinois	Immigration	Erie Neighborhood House
Illinois	Immigration	Esperanza Legal Assistance Center
Illinois	Immigration	Family Focus
Illinois	Immigration	Frida Community Organization
Illinois	Immigration	Glenside Public Library District
Illinois	Immigration	Greater Chicago Legal Clinic
Illinois	Immigration	Hispanic American Community Education and Service
Illinois	Immigration	Illinois Coalition for Immigrant and Refugee Rights
Illinois	Immigration	Indo American Center
Illinois	Immigration	Instituto Del Progreso Latino
Illinois	Immigration	Latinos Progresando
Illinois	Immigration	Legal Aid Chicago
Illinois	Immigration	Life Span
Illinois	Immigration	Logan Square Neighborhood Association
Illinois	Immigration	Mano a Mano Family Resource Center
Illinois	Immigration	Metropolitan Family Services
Illinois	Immigration	Mill Mujeres
Illinois	Immigration	National Immigrant Justice Center
Illinois	Immigration	North Suburban Legal Aid Clinic
Illinois	Immigration	RefugeeOne
Illinois	Immigration	Resurrection Project
Illinois	Immigration	Rock Valley College
Illinois	Immigration	Spanish Community Center
Illinois	Immigration	Syrian Community Network
Illinois	Immigration	The Immigration Project
Illinois	Immigration	United African Organization
Illinois	Immigration	West Suburban Action Project
Illinois	Immigration	World Relief
Illinois	Immigration	YMCA of the University of Illinois
Illinois	Nonprofit and other organizations	ACERO Schools Chicago
Illinois	Nonprofit and other organizations	Alivio Medical Center
Illinois	Nonprofit and other organizations	Association House of Chicago
Illinois	Nonprofit and other organizations	Brighton Park Neighborhood Council
Illinois	Nonprofit and other organizations	Casa Central
Illinois	Nonprofit and other organizations	Center for Changing Lives
Illinois	Nonprofit and other organizations	Centro de Trabajadores Unidos

Illinois	Nonprofit and other organizations	Chicago Community and Workers Rights
Illinois	Nonprofit and other organizations	Chicago Workers Collaborative
Illinois	Nonprofit and other organizations	Division of Specialized Care for Children (UIC)
Illinois	Nonprofit and other organizations	El Hogar Del Nino
Illinois	Nonprofit and other organizations	El Valor
Illinois	Nonprofit and other organizations	Enlace Chicago
Illinois	Nonprofit and other organizations	Erie House
Illinois	Nonprofit and other organizations	Esperanza Health Centers
Illinois	Nonprofit and other organizations	Family Matters
Illinois	Nonprofit and other organizations	Gads Hill Center
Illinois	Nonprofit and other organizations	Grupo Salto
Illinois	Nonprofit and other organizations	Heartland Alliance
Illinois	Nonprofit and other organizations	Hispanic Alliance for Career Enhancement
Illinois	Nonprofit and other organizations	Illinois Migrant Council
Illinois	Nonprofit and other organizations	Latino Alzheimer's and Memory Disorders Alliance
Illinois	Nonprofit and other organizations	Latino Policy Forum
Illinois	Nonprofit and other organizations	Latino Union of Chicago
Illinois	Nonprofit and other organizations	Lucha
Illinois	Nonprofit and other organizations	Mujeres Latinas en Accion
Illinois	Nonprofit and other organizations	NAMI Chicago
Illinois	Nonprofit and other organizations	Northwest Center
Illinois	Nonprofit and other organizations	Northwest Side Community Development
Illinois	Nonprofit and other organizations	Poder
Illinois	Nonprofit and other organizations	Progress Center for Independent Living
Illinois	Nonprofit and other organizations	Spanish Coalition for Housing
Illinois	Nonprofit and other organizations	The Arc of Illinois
Indiana	Government	Indiana Commission on Hispanic and Latino Affairs
Indiana	Government	Mexico Consulate
Indiana	Immigration	Catholic Charities of Evansville
Indiana	Immigration	Catholic Charities of Fort Wayne-South Bend
Indiana	Immigration	Catholic Charities of Gary
Indiana	Immigration	Catholic Charities of Indianapolis
Indiana	Immigration	Chicagoland Immigrant Welcome Network
Indiana	Immigration	Exodus Refugee Immigration
Indiana	Immigration	Hispanic Connection of Southern Indiana, Inc
Indiana	Immigration	Immigrant Connection at College Wesleyan Church
Indiana	Immigration	Immigrant Connection at The Bridge Community Church
Indiana	Immigration	Immigrant Welcome Center
Indiana	Immigration	International Institute La Casa Inc
Indiana	Immigration	La Casa De Amistad
Indiana	Immigration	Lafayette Urban Ministry
Indiana	Immigration	Neighborhood Christian Legal Clinic
Indiana	Immigration	Sisters of Benedict of Ferdinand
Indiana	Immigration	Tree of Life Anglican Church

Indiana	Nonprofit and other organizations	Access Ability
Indiana	Nonprofit and other organizations	Christamore House
Indiana	Nonprofit and other organizations	Emmaus Mission Center
Indiana	Hispanic Serving Institution	Goshen College Latino Student Union (LSU)
Indiana	Nonprofit and other organizations	Healthy East Chicago
Indiana	Nonprofit and other organizations	Indiana Disability Justice
Indiana	Hispanic Serving Institution	Indiana University Northwest Alianza Latina del Medio Oeste de America
Indiana	Nonprofit and other organizations	IN Source
Indiana	Nonprofit and other organizations	Institute For Latino Studies University of Notre Dame
Indiana	Nonprofit and other organizations	La Casa De Esperanza
Indiana	Nonprofit and other organizations	La Plaza
Indiana	Nonprofit and other organizations	Northeastern Center
Indiana	Nonprofit and other organizations	Radiant Health
Indiana	Nonprofit and other organizations	Riggs Community Health Center
Michigan	Government	Hispanic/Latino Commission of Michigan
Michigan	Government	Mexico Consulate
Michigan	Immigration	Adrian Dominican Sisters
Michigan	Immigration	Chaldean Community Foundation
Michigan	Immigration	Community Health and Social Services Center
Michigan	Immigration	Immigrant Assistance Center of West Michigan
Michigan	Immigration	Immigrant Connection at City Life Church
Michigan	Immigration	International Institute of Metro Detroit
Michigan	Immigration	Justice for our Neighbors
Michigan	Immigration	Macomb Immigrant Service Center
Michigan	Immigration	Michigan United
Michigan	Immigration	Samaritas
Michigan	Nonprofit and other organizations	Centro Multicultural
Michigan	Nonprofit and other organizations	El Concilio
Michigan	Nonprofit and other organizations	Hispanic Center
Michigan	Nonprofit and other organizations	Lansing Latino Health Alliance
Michigan	Nonprofit and other organizations	Latino Family Services
Michigan	Nonprofit and other organizations	MHP Salud
Michigan	Nonprofit and other organizations	Southwest Solutions
Michigan	Nonprofit and other organizations	Voces
Minnesota	Government	Costa Rica Consulate
Minnesota	Government	Mexico Consulate
Minnesota	Government	Minnesota Council on Latino Affairs
Minnesota	Immigration	Arrive Ministries
Minnesota	Immigration	Immigrant Hope
Minnesota	Immigration	Immigrant Law Center
Minnesota	Immigration	International Institute of Minnesota
Minnesota	Immigration	Lutheran Social Service of Minnesota
Minnesota	Immigration	Mid-Minnesota Legal Aid
Minnesota	Immigration	Minnesota Council of Churches
Minnesota	Immigration	Southern Minnesota Regional Legal Service
Minnesota	Nonprofit and other organizations	Academia Cesar Chavez

Minnesota	Nonprofit and other organizations	Centro Tyrone Guzman
Minnesota	Nonprofit and other organizations	Comunidades Latinas Unidas en Servicio
Minnesota	Nonprofit and other organizations	Copal
Minnesota	Nonprofit and other organizations	El Colegio HS
Minnesota	Nonprofit and other organizations	Esperanza United
Minnesota	Nonprofit and other organizations	Latino Lead
Minnesota	Nonprofit and other organizations	Neighborhood House
Minnesota	Nonprofit and other organizations	Tamales y Bicicleta
Minnesota	Nonprofit and other organizations	Women's Alliance
Ohio	Government	Guatemala Consulate
Ohio	Government	Latino Affairs Commission
Ohio	Immigration	Advocate for Basic Legal Equality, Inc
Ohio	Immigration	Be Hope Immigration Center
Ohio	Immigration	Catholic Charities of Cleveland
Ohio	Immigration	Catholic Charities of Southwestern Ohio
Ohio	Immigration	International Institute of Akron
Ohio	Immigration	International Welcome Center
Ohio	Immigration	Sisters of St. Francis (Proyecto Esperanza)
Ohio	Immigration	US Together Inc
Ohio	Nonprofit and other organizations	Adelante, The Latino Resource Center
Ohio	Nonprofit and other organizations	Del Pueblo
Ohio	Nonprofit and other organizations	El Centro de Servicios Sociales
Ohio	Nonprofit and other organizations	Esperanza
Ohio	Nonprofit and other organizations	HOLA Ohio
Ohio	Nonprofit and other organizations	Metro West
Ohio	Nonprofit and other organizations	Northeast Ohio Hispanic Center for Economic Development
Ohio	Nonprofit and other organizations	Ohio Hispanic Coalition
Ohio	Nonprofit and other organizations	Spanish American Committee
Ohio	Nonprofit and other organizations	The Centers
Wisconsin	Government	Mexico Consulate
Wisconsin	Hispanic Serving Institution	Alverno College Hispanic Professionals of Greater Milwaukee (HPGM) Student Chapter, International and Intercultural Center
Wisconsin	Immigration	Acts Housing
Wisconsin	Immigration	Alianza Latina Aplicando Soluciones
Wisconsin	Immigration	BLW Center
Wisconsin	Immigration	Casa Alba Melanie
Wisconsin	Immigration	Casa Hispana
Wisconsin	Immigration	Catholic Charities Milwaukee
Wisconsin	Immigration	Catholic Charities of Green Bay
Wisconsin	Immigration	Catholic Charities of La Crosse
Wisconsin	Immigration	Catholic Multicultural Center
Wisconsin	Immigration	Centro Hispano Milwaukee
Wisconsin	Immigration	Centro Hispano of Dane County
Wisconsin	Immigration	Centro Latino
Wisconsin	Immigration	Elmbrook Church/James Place Immigration Services

Wisconsin	Immigration	Housing Resources Inc
Wisconsin	Immigration	International Institute of Wisconsin
Wisconsin	Immigration	Journey House
Wisconsin	Immigration	La Casa De Esperanza
Wisconsin	Immigration	Latino Academy
Wisconsin	Immigration	Latino Health Council
Wisconsin	Immigration	Latino Professionals Association of NEW
Wisconsin	Immigration	Milwaukee Christian Center
Wisconsin	Immigration	Neighborhood House of Milwaukee
Wisconsin	Immigration	Rise Law Center
Wisconsin	Immigration	UMOS Latina Resource Center
Wisconsin	Immigration	United Community Center
Wisconsin	Immigration	Vera Court Neighborhood Center
Wisconsin	Immigration	VIA
Wisconsin	Immigration	Voces de La Frontera
Wisconsin	Immigration	Waukesha Free Clinic
Wisconsin	Immigration	Worker Justice Wisconsin
Wisconsin	Immigration	World Relief Fox Valley
Wisconsin	Nonprofit and other organizations	Casa Guadalupe
Wisconsin	Nonprofit and other organizations	La Causa Inc



## Appendix F: Region 6 Organizations for Outreach Efforts

State	Sector	Name
Arkansas	Government	Mexico Consulate
Arkansas	Hispanic Serving Institution	UA Cossatot Student Diversity Association
Arkansas	Immigration	Arkansas Immigrant Defense
Arkansas	Immigration	Catholic Immigration Services
Arkansas	Immigration	University of Arkansas
Arkansas	Nonprofit and other organizations	Arkansas Support Network
Arkansas	Nonprofit and other organizations	Conexión De Negocios Latinos
Arkansas	Nonprofit and other organizations	El Centro Hispano
Arkansas	Nonprofit and other organizations	El Puente Hispanic Services Center
Arkansas	Nonprofit and other organizations	Hispanic Women Organization of Arkansas
Louisiana	Government	Dominican Republic Consulate
Louisiana	Government	Honduras Consulate
Louisiana	Government	Latino Commission
Louisiana	Government	Mexico Consulate
Louisiana	Immigration	Acadiana Legal Services Corp
Louisiana	Immigration	Catholic Charities of Baton Rouge
Louisiana	Immigration	Catholic Charities of New Orleans
Louisiana	Immigration	Catholic Charities of North Louisiana
Louisiana	Immigration	Diocese of Lafayette
Louisiana	Immigration	Gulf Coast Center for Law and Policy
Louisiana	Immigration	Hispanic Apostolate Pastoral Services
Louisiana	Immigration	Loyola Law Clinic and Center for Social Justice
Louisiana	Nonprofit and other organizations	Asociacion Cultural Latino Acadiana
Louisiana	Nonprofit and other organizations	La Semilla
Louisiana	Nonprofit and other organizations	Our Voice Nuestra Voz
Louisiana	Nonprofit and other organizations	Puentes New Orleans
New Mexico	Government	Mexico Consulate
New Mexico	Hispanic Serving Institution	Central New Mexico Community College M.E.Ch.A de CNM
New Mexico	Hispanic Serving Institution	Clovis Community College Viva! Hispanic Student Organization
New Mexico	Hispanic Serving Institution	Eastern New Mexico University Ruidoso Branch Community College Ruidoso Diversity, Equity and Inclusion Student Alliance
New Mexico	Hispanic Serving Institution	Eastern New Mexico University El Centro de la Raza
New Mexico	Hispanic Serving Institution	Mesaland Community College Hispanic Heritage Club: Amistad
New Mexico	Hispanic Serving Institution	New Mexico Highlands University Spanish Club
New Mexico	Hispanic Serving Institution	New Mexico State University League of United Latin American Citizens (LULAC)
New Mexico	Hispanic Serving Institution	New Mexico State University Center for Latin American and Border Studies

New Mexico	Hispanic Serving Institution	University of New Mexico League of United Latin American Citizens (LULAC), Southwest Hispanic Research Institute
New Mexico	Immigration	Catholic Charities of Albuquerque
New Mexico	Immigration	Catholic Charities of Southern New Mexico
New Mexico	Immigration	Colonias Development Council
New Mexico	Immigration	La Casa Inc
New Mexico	Immigration	Lutheran Family Services Rocky Mountains
New Mexico	Immigration	New Mexico Immigrant Law Center
New Mexico	Immigration	Santa Fe Dreamers Project
New Mexico	Nonprofit and other organizations	Chicanos Por La Causa
New Mexico	Nonprofit and other organizations	El Centro De Igualdad y Derechos
New Mexico	Nonprofit and other organizations	Encuentro
New Mexico	Nonprofit and other organizations	Enlace Comunitario
New Mexico	Nonprofit and other organizations	Health Equity Council
New Mexico	Nonprofit and other organizations	Help NM
New Mexico	Nonprofit and other organizations	Hispanic American Institute
New Mexico	Nonprofit and other organizations	National Hispanic Cultural Center Foundation
New Mexico	Nonprofit and other organizations	NM café
New Mexico	Nonprofit and other organizations	Teatro Paraguas
New Mexico	Nonprofit and other organizations	Casa De Peregrinos
Oklahoma	Government	Guatemala Consulate
Oklahoma	Hispanic Serving Institution	Oklahoma Panhandle State University Hispanic Student Center (El Centro)
Oklahoma	Hispanic Serving Institution	Western Oklahoma State College Hispanic Student Association
Oklahoma	Immigration	American Dream Center Institute
Oklahoma	Immigration	Catholic Charities Eastern Oklahoma
Oklahoma	Immigration	Catholic Charities of Oklahoma City
Oklahoma	Immigration	Western Oaks Church of the Nazarene
Oklahoma	Immigration	YWCA Tulsa
Oklahoma	Nonprofit and other organizations	Coalition of Hispanic Organizations
Oklahoma	Nonprofit and other organizations	Latino Community Development Agency
Texas	Government	Argentina Consulate
Texas	Government	Bolivia Consulate
Texas	Government	Chile Consulate
Texas	Government	Colombia Consulate
Texas	Government	Costa Rica Consulate
Texas	Government	Ecuador Consulate
Texas	Government	El Salvador Consulate
Texas	Government	Guatemala Consulate
Texas	Government	Hispanic Latino Quality of Life Resource Advisory Commission
Texas	Government	Honduras Consulate
Texas	Government	Mexico Consulate
Texas	Government	Nicaragua Consulate
Texas	Government	Panama Consulate
Texas	Government	Peru Consulate

Texas	Hispanic Serving Institution	Amarillo College Hispanic Student Association
Texas	Hispanic Serving Institution	Angelina College Spanish Cultural Club
Texas	Hispanic Serving Institution	Angelo State University Association of Mexican-American Students
Texas	Hispanic Serving Institution	Austin Community College District Latino/Latin American Studies Center "El Centro"
Texas	Hispanic Serving Institution	Coastal Bend College Spanish Club
Texas	Hispanic Serving Institution	College of the Hispanic Student Alliance
Texas	Hispanic Serving Institution	Concordia University Texas Latin American Student Organization
Texas	Hispanic Serving Institution	Dallas College League of United Latin American Citizens
Texas	Hispanic Serving Institution	Galveston College Hispanic Student Association
Texas	Hispanic Serving Institution	Houston Baptist University Hispanic Student Organization
Texas	Hispanic Serving Institution	Lee College Mas Raza Collective
Texas	Hispanic Serving Institution	McLennan Community College Hispanic Student Association
Texas	Hispanic Serving Institution	Our Lady of the Lake University Center for Mexican American Studies and Research
Texas	Hispanic Serving Institution	Saint Edward's University Latinx Student Leaders Organization
Texas	Hispanic Serving Institution	Sam Houston State University League of United Latin American Citizens (LULAC)
Texas	Hispanic Serving Institution	San Jacinto Community College Central Campus Spanish Club
Texas	Hispanic Serving Institution	St. Mary's University Hispanic Student Union
Texas	Hispanic Serving Institution	St. Philip's College Future United Latino Leaders for Change
Texas	Hispanic Serving Institution	Tarrant County College District Northeast Campus Organization of Latin American Student Association of Chicanos in Higher Education
Texas	Hispanic Serving Institution	Tarrant County College District Northwest Campus Association of Latin American Students
Texas	Hispanic Serving Institution	Tarrant County College District Southeast Campus Organization of Latin Americans
Texas	Hispanic Serving Institution	Temple College League of United Latin American Citizens (LULAC)
Texas	Hispanic Serving Institution	Texas A & M International University
Texas	Hispanic Serving Institution	Texas A & M University College Station Hispanic's Presidents' Council
Texas	Hispanic Serving Institution	Texas A&M University San Antonio Mexican American Student Association
Texas	Hispanic Serving Institution	Texas Lutheran University Mexican American Student Association
Texas	Hispanic Serving Institution	Texas State University College Somos Tejas State
Texas	Hispanic Serving Institution	Texas Tech University Latino Hispanic Faculty & Staff Association
Texas	Hispanic Serving Institution	Texas Wesleyan University Latinx Student Association

Texas	Hispanic Serving Institution	Texas Woman's University Latinx Student Association
Texas	Hispanic Serving Institution	The University of Texas at Arlington Latin American Student Organization
Texas	Hispanic Serving Institution	The University of Texas at Austin Latino Research Institute
Texas	Hispanic Serving Institution	The University of Texas at El Paso Consejo Mexicano para el Cambio Social en UTEP
Texas	Hispanic Serving Institution	The University of Texas at San Antonio The Mexico Center
Texas	Hispanic Serving Institution	The University of Texas Health Science Center at San Antonio Society for Advancing Hispanic/Latinos
Texas	Hispanic Serving Institution	University of Houston-Downtown Center for Latino Studies
Texas	Hispanic Serving Institution	University of Houston-Clear Lake Latinx and Indigenous Students Taking Action
Texas	Hispanic Serving Institution	University of Houston Association of Latinx/Hispanic Advocates and Allies
Texas	Hispanic Serving Institution	University of Houston-Victoria Latino Faculty & Staff Association
Texas	Hispanic Serving Institution	University of North Texas Hispanic Student Association
Texas	Hispanic Serving Institution	Victoria College Latin American Student Organization
Texas	Hispanic Serving Institution	West Texas A & M University Hispanic Student Association
Texas	Immigration	Amarillo Immigrant Resource Center
Texas	Immigration	American Gateways
Texas	Immigration	American Organization for Immigrants
Texas	Immigration	Arise Adelante
Texas	Immigration	Azle Avenue Baptist Church
Texas	Immigration	Azteca Economic Development and Preservation Corp
Texas	Immigration	Baker Ripley
Texas	Immigration	Bernardo Kohler Center
Texas	Immigration	Bonding Against Adversity
Texas	Immigration	BPSOS
Texas	Immigration	Cactus Nazarene Ministries
Texas	Immigration	Casa de Proyecto Libertad
Texas	Immigration	Catholic Charities of Central Texas
Texas	Immigration	Catholic Charities of Corpus Christi
Texas	Immigration	Catholic Charities of Dallas
Texas	Immigration	Catholic Charities of Fort Worth
Texas	Immigration	Catholic Charities of Galveston Houston
Texas	Immigration	Catholic Charities of Laredo
Texas	Immigration	Catholic Charities of Lubbock
Texas	Immigration	Catholic Charities of San Antonio
Texas	Immigration	Catholic Charities of Southeast Texas
Texas	Immigration	Catholic Charities of the Texas Panhandle

Texas	Immigration	Catholic Diocese of Brownsville
Texas	Immigration	Catholic Diocese of El Paso
Texas	Immigration	Ciudad Nueva Community Outreach
Texas	Immigration	Daya Inc
Texas	Immigration	Diocese of San Angelo Immigration Services
Texas	Immigration	Federation of Employers & Workers of America
Texas	Immigration	For the Nations Refugee Outreach
Texas	Immigration	GTC Connect
Texas	Immigration	Hispanic American Association of East Texas
Texas	Immigration	Houston Legal Aid Center
Texas	Immigration	Human Rights Initiative of North Texas
Texas	Immigration	Immigrant Connection at Sent Church
Texas	Immigration	Immigration Service and Aid Center
Texas	Immigration	International Rescue Committee
Texas	Immigration	Las Americas Immigrant Advocacy Center
Texas	Immigration	Light of Hope Immigration Law Center
Texas	Immigration	Memorial Assistance Ministries
Texas	Immigration	Mosaic Family Services
Texas	Immigration	New Hope Immigration Services
Texas	Immigration	Opening Doors International Services
Texas	Immigration	Proyecto Inmigrante ICS
Texas	Immigration	Rays of Freedom
Texas	Immigration	Refugee and Immigrant Center for Education and Legal Services (RAICES)
Texas	Immigration	Refugee and Services of Texas
Texas	Immigration	San Miguel Lutheran Church
Texas	Immigration	Shiloh Terrace Baptist Church
Texas	Immigration	South Texas Pro Bono Asylum Representation Project ProBAR
Texas	Immigration	Tahirih Justice Center
Texas	Immigration	Texas Center for Community Services
Texas	Immigration	World Relief
Texas	Immigration	YMCA of Greater Houston
Texas	Nonprofit and other organizations	Acción De Gracia Immigration Assistance
Texas	Nonprofit and other organizations	American YouthWorks
Texas	Nonprofit and other organizations	Artes De La Rosa
Texas	Nonprofit and other organizations	Association for Migrant Educators of Texas
Texas	Nonprofit and other organizations	Association for the Advancement of Mexican Americans
Texas	Nonprofit and other organizations	Avance
Texas	Nonprofit and other organizations	Avenida Guadalupe Association
Texas	Nonprofit and other organizations	Casa Del Llano
Texas	Nonprofit and other organizations	Casa Juan Diego
Texas	Nonprofit and other organizations	Casa Marianella
Texas	Nonprofit and other organizations	Center for Refugee Services
Texas	Nonprofit and other organizations	Centro Cultural Aztlan
Texas	Nonprofit and other organizations	Centro de Salud Familiar La Fe
Texas	Nonprofit and other organizations	Community en Accion

Texas	Nonprofit and other organizations	Con Mi Madre
Texas	Nonprofit and other organizations	Debes Creer en Ti
Texas	Nonprofit and other organizations	Dia De La Mujer Latina
Texas	Nonprofit and other organizations	Draw Academy
Texas	Nonprofit and other organizations	El Buen Samaritano
Texas	Nonprofit and other organizations	El Buen Samaritano Migrante
Texas	Nonprofit and other organizations	Equal Justice Center
Texas	Nonprofit and other organizations	Fundación LatinoAmericana De Acción Social
Texas	Nonprofit and other organizations	Gulf Coast Council of La Raza
Texas	Nonprofit and other organizations	Health Collaborative
Texas	Nonprofit and other organizations	Hispanic Dental Association
Texas	Nonprofit and other organizations	Hispanic Health Coalition
Texas	Nonprofit and other organizations	Hispanic Women's Network of Texas
Texas	Nonprofit and other organizations	Institute of Hispanic Culture of Houston
Texas	Nonprofit and other organizations	La Peña
Texas	Nonprofit and other organizations	La Unión del Pueblo Entero
Texas	Nonprofit and other organizations	Las Comadres Para Las Américas
Texas	Nonprofit and other organizations	Latin Women's Initiative
Texas	Nonprofit and other organizations	Mexican American Legislative Leadership Foundation
Texas	Nonprofit and other organizations	Mexican American Legislative Caucus
Texas	Nonprofit and other organizations	Mexican American Unity Council
Texas	Nonprofit and other organizations	Midland Community Development Corporation
Texas	Nonprofit and other organizations	Multicultural Alliance
Texas	Nonprofit and other organizations	Multicultural Family Center
Texas	Nonprofit and other organizations	Neighborhood Housing Services
Texas	Nonprofit and other organizations	Neighbors in Action
Texas	Nonprofit and other organizations	Plaza Comunitaria Dallas Norte
Texas	Nonprofit and other organizations	Project Bravo
Texas	Nonprofit and other organizations	Projecto Juan Diego
Texas	Nonprofit and other organizations	Project Vida
Texas	Nonprofit and other organizations	San Miguel Community Foundation
Texas	Nonprofit and other organizations	Southwest Key Programs
Texas	Nonprofit and other organizations	Su Clinica
Texas	Nonprofit and other organizations	Tejano Center for Community Concerns
Texas	Nonprofit and other organizations	Texas Latino School Boards of Education
Texas	Nonprofit and other organizations	The Alliance
Texas	Nonprofit and other organizations	The Concilio
Texas	Nonprofit and other organizations	The Guadalupe Cultural Arts Center
Texas	Nonprofit and other organizations	Valley Initiative for Development and Advancement
Texas	Nonprofit and other organizations	Vela
Texas	Nonprofit and other organizations	Workers Defense Project
Texas	Nonprofit and other organizations	YWCA
Texas	Nonprofit and other organizations	Zavala Hispanic Cultural Initiative

## Appendix G: Region 7 Organizations for Outreach Efforts

State	Sector	Name
Iowa	Government	Iowa Department of Human Rights
Iowa	Immigration	Catholic Charities Dubuque
Iowa	Immigration	Diocean Immigration Program
Iowa	Immigration	Diversity Center of Iowa
Iowa	Immigration	IC Compassion
Iowa	Immigration	Iowa Coalition Against Domestic Violence
Iowa	Immigration	Iowa Migrant Movement for Justice
Iowa	Immigration	La Luz Centro Cultural
Iowa	Immigration	Mary J. Treglia Community House
Iowa	Immigration	US Committee for Refugees and Immigrants
Iowa	Nonprofit and other organizations	Centro Latino of Iowa
Iowa	Nonprofit and other organizations	Conmigo Early Education Center
Iowa	Nonprofit and other organizations	Latino Center of Iowa
Iowa	Nonprofit and other organizations	Latino Political Network
Iowa	Nonprofit and other organizations	Marion Alliance for Racial Equity
Kansas	Government	Kansas Hispanic & Latino American Affairs Commission
Kansas	Hispanic Serving Institution	Garden City Community College Hispanic American Leadership Organization (HALO)
Kansas	Hispanic Serving Institution	Seward County Community College Hispanic American Leadership Organization (HALO)
Kansas	Immigration	Catholic Charities of Southwest Kansas
Kansas	Immigration	Catholic Charities of Wichita
Kansas	Immigration	Immigrant Connection, Inc.
Kansas	Immigration	International Rescue Committee
Kansas	Immigration	Saint Francis Ministries
Kansas	Nonprofit and other organizations	El Centro
Kansas	Nonprofit and other organizations	Kansas Hispanic Education & Development
Kansas	Nonprofit and other organizations	La Familia Senior/Community Center
Kansas	Nonprofit and other organizations	Puerto Rican Society of Greater Kansas City
Kansas	Nonprofit and other organizations	The Hispanic Collaborative
Kansas	Nonprofit and other organizations	Mission Adelante
Missouri	Government	Mexico Consulate
Missouri	Immigration	Bilingual International Assistant Service
Missouri	Immigration	Catholic Charities Central & Northern Missouri
Missouri	Immigration	Hand in Hand Multicultural Center
Missouri	Immigration	Immigrant Service Providers Network
Missouri	Immigration	International Institute Saint Louis
Missouri	Immigration	InterServ
Missouri	Immigration	Legal Services of Eastern Missouri
Missouri	Immigration	Migrant & Immigration Community Action Project
Missouri	Immigration	St. Francis Community Services
Missouri	Nonprofit and other organizations	Casa De Salud
Missouri	Nonprofit and other organizations	Columbia Housing Authority

Missouri	Nonprofit and other organizations	First Chance for Children
Missouri	Nonprofit and other organizations	Guadalupe Centers
Missouri	Nonprofit and other organizations	Hispanic Economic Development Corporation
Missouri	Nonprofit and other organizations	Latino Arts Foundation
Missouri	Nonprofit and other organizations	Mattie Rhodes Center
Missouri	Nonprofit and other organizations	Missouri Jobs with Justice
Nebraska	Government	Commission on Latino-Americans
Nebraska	Government	Mexico Consulate
Nebraska	Hispanic Servicing Institution	Central Community College Focus Multicultural Club
Nebraska	Immigration	Catholic Charities of Omaha
Nebraska	Immigration	Catholic Social Services
Nebraska	Immigration	Center for Legal Immigration Assistance
Nebraska	Immigration	Centro Hispano Comunitario de Nebraska
Nebraska	Immigration	Immigrant Legal Center
Nebraska	Immigration	Lutheran Family Services of Nebraska
Nebraska	Immigration	Multicultural Coalition
Nebraska	Immigration	Nebraska Coalition to End Sexual and Domestic Violence
Nebraska	Immigration	O!Language
Nebraska	Immigration	St. Mary's Immigration Program
Nebraska	Immigration	Women's Center for Advancement
Nebraska	Nonprofit and other organizations	Cinco de Mayo Omaha
Nebraska	Nonprofit and other organizations	El Centro De Las Américas
Nebraska	Nonprofit and other organizations	El Museo Latino
Nebraska	Nonprofit and other organizations	Heartland Workers Center
Nebraska	Nonprofit and other organizations	Latinas Unidas
Nebraska	Nonprofit and other organizations	Latino Center of the Midlands
Nebraska	Nonprofit and other organizations	Latino Peace Officers Association
Nebraska	Nonprofit and other organizations	Metro Young Latino Professionals Association
Nebraska	Nonprofit and other organizations	Midlands Latino Community Development Corporation



## Appendix H: Region 8 Organizations for Outreach Efforts

State	Sector	Name
Colorado	Government	El Salvador Consulate
Colorado	Government	Guatemala Consulate
Colorado	Government	Mexico Consulate
Colorado	Government	Peru Consulate
Colorado	Hispanic Serving Institution	Adams State University Centro C.A.S.A
Colorado	Hispanic Serving Institution	Colorado State University-Pueblo Latinx Student Unidos
Colorado	Hispanic Serving Institution	Community College of Aurora
Colorado	Hispanic Serving Institution	Metropolitan State University of Denver HIS Initiatives and Inclusion
Colorado	Hispanic Serving Institution	Pueblo Community College League of TRIO Students
Colorado	Hispanic Serving Institution	Regis University SOMOS
Colorado	Immigration	Bethany Immigration Services
Colorado	Immigration	Catholic Charities of Central Colorado
Colorado	Immigration	Catholic Charities of Denver
Colorado	Immigration	Catholic Charities of Pueblo
Colorado	Immigration	Colorado Immigrant Rights Coalition
Colorado	Immigration	Hispanic Affairs Project
Colorado	Immigration	Immigrant Legal Center of Boulder County
Colorado	Immigration	Integrated Community
Colorado	Immigration	International Rescue Committee
Colorado	Immigration	Littleton Immigrant Resources Center
Colorado	Immigration	Lutheran Family Services
Colorado	Immigration	Rocky Mountain Immigrant Advocacy Network
Colorado	Immigration	San Luis Valley Immigrant Resource Center
Colorado	Immigration	The Center for Trauma and Resilience
Colorado	Nonprofit and other organizations	Adelante Community Development
Colorado	Nonprofit and other organizations	Adelante Mujer
Colorado	Nonprofit and other organizations	Alianza Norco
Colorado	Nonprofit and other organizations	American GI Forum
Colorado	Nonprofit and other organizations	Aurora Community Connection
Colorado	Nonprofit and other organizations	Avanza Latino
Colorado	Nonprofit and other organizations	Boulder County Latina League
Colorado	Nonprofit and other organizations	Casa De Paz
Colorado	Nonprofit and other organizations	Centro
Colorado	Nonprofit and other organizations	Chicano Humanities and Arts Council Gallery
Colorado	Nonprofit and other organizations	Clinica Colorado
Colorado	Nonprofit and other organizations	Colorado Cross Disability Coalition
Colorado	Nonprofit and other organizations	Colorado Democratic Latino Caucus
Colorado	Nonprofit and other organizations	Colorado Hispanic Bar Association
Colorado	Nonprofit and other organizations	Colorado Latino Forum
Colorado	Nonprofit and other organizations	Colorado Latino Leadership Advocacy & Research Organization
Colorado	Nonprofit and other organizations	Colorado Latinos Vote

Colorado	Nonprofit and other organizations	Colorado Organization for Latina Opportunity and Reproductive Rights
Colorado	Nonprofit and other organizations	Colorado Peoples Alliance
Colorado	Nonprofit and other organizations	Colorado Statewide Parent Coalition
Colorado	Nonprofit and other organizations	Companeros
Colorado	Nonprofit and other organizations	Convivir Colorado
Colorado	Nonprofit and other organizations	Del Norte Neighborhood Development Corporation
Colorado	Nonprofit and other organizations	Denver Scholarship Foundation
Colorado	Nonprofit and other organizations	El Centro De Amistad
Colorado	Nonprofit and other organizations	El Comité de Longmont
Colorado	Nonprofit and other organizations	El Grupo Vida
Colorado	Nonprofit and other organizations	Engaged Latino Parents Advancing Student Outcomes
Colorado	Nonprofit and other organizations	Intercambio
Colorado	Nonprofit and other organizations	Latina SafeHouse
Colorado	Nonprofit and other organizations	Latino Coalition of Weld County
Colorado	Nonprofit and other organizations	Latino Community Foundation of Colorado
Colorado	Nonprofit and other organizations	Latino Cultural Arts Center
Colorado	Nonprofit and other organizations	Latino Leadership Institute
Colorado	Nonprofit and other organizations	Latino Research and Policy Center
Colorado	Nonprofit and other organizations	Mi Casa Resource Center
Colorado	Nonprofit and other organizations	Museo de las Américas
Colorado	Nonprofit and other organizations	NEWSED Community Development Corporation
Colorado	Nonprofit and other organizations	Pueblo Hispanic Education Foundation
Colorado	Nonprofit and other organizations	San Miguel Resource Center
Colorado	Nonprofit and other organizations	Servicios De La Raza
Colorado	Nonprofit and other organizations	Tepeyac Community Health Center
Colorado	Nonprofit and other organizations	Tri-County Health Network
Colorado	Nonprofit and other organizations	Una Mano Una Esperanza
Colorado	Nonprofit and other organizations	Work Option
Montana	Government	Migrant and Seasonal Farmworkers
Montana	Nonprofit and other organizations	Montana Human Rights Network
Montana	Nonprofit and other organizations	The Montana Racial Equity Project
North Dakota	Nonprofit and other organizations	Hispanic Organization of Latin Americans
South Dakota	Immigration	Lutheran Social Services of South Dakota
South Dakota	Immigration	Sisters of the Presentation of the Blessed Virgin Mary
South Dakota	Nonprofit and other organizations	Pulso Hispano
South Dakota	Nonprofit and other organizations	Aberdeen Area Hispanic Outreach
South Dakota	Nonprofit and other organizations	Caminando Juntos
Utah	Government	Mexico Consulate
Utah	Immigration	Alliance Community Services
Utah	Immigration	Catholic Community Services of Utah

Utah	Immigration	Comunidades Unidas
Utah	Immigration	Holy Cross Ministries
Utah	Immigration	International Rescue Committee
Utah	Immigration	LUPEC
Utah	Immigration	No More a Stranger
Utah	Immigration	Utah Legal Services
Utah	Nonprofit and other organizations	Casa Castillo
Utah	Nonprofit and other organizations	Centro Civico Mexicano
Utah	Nonprofit and other organizations	Centro De La Familia
Utah	Nonprofit and other organizations	Centro Hispano
Utah	Nonprofit and other organizations	Conexión Comunidad Hispana
Utah	Nonprofit and other organizations	English Language Center of Cache Valley
Utah	Nonprofit and other organizations	English Skills Learning Center
Utah	Nonprofit and other organizations	Latino Behavioral Health Service
Utah	Nonprofit and other organizations	Latinos in Action
Utah	Nonprofit and other organizations	Suazo Center
Utah	Nonprofit and other organizations	Utah Coalition of La Raza
Utah	Nonprofit and other organizations	Utah Chilean Community
Wyoming	Immigration	Immigrant Hope
Wyoming	Immigration	Wyoming Coalition Against Domestic Violence and Sexual Assault (WCADVSA)
Wyoming	Nonprofit and other organizations	Equality State Policy Center
Wyoming	Nonprofit and other organizations	Hispanic Organization for Progress and Education
Wyoming	Nonprofit and other organizations	Wyoming Latina Youth Conference

## Appendix I: Region 9 Organizations for Outreach Efforts

State	Sector	Name
Arizona	Government	Costa Rica Consulate
Arizona	Government	Ecuador Consulate
Arizona	Government	El Salvador Consulate
Arizona	Government	Guatemala Consulate
Arizona	Government	Mexico Consulate
Arizona	Hispanic Serving Institution	Arizona State University El Concilio
Arizona	Hispanic Serving Institution	Arizona Western College M.E.Ch.A
Arizona	Hispanic Serving Institution	Cochise County Community College District Latinx Club
Arizona	Hispanic Serving Institution	Estrella Mountain Community College M.E.Ch.A
Arizona	Hispanic Serving Institution	GateWay Community College Hispanic Student Organization
Arizona	Hispanic Serving Institution	Glendale Community College M.E.Ch.A
Arizona	Hispanic Serving Institution	Mesa Community College M.E.Ch.A
Arizona	Hispanic Serving Institution	Northern Arizona University Latine Student Union
Arizona	Hispanic Serving Institution	Paradise Valley Community College Razas Unidas/M.E.Ch.A
Arizona	Hispanic Serving Institution	Phoenix College M.E.Ch.A
Arizona	Hispanic Serving Institution	South Mountain Community College M.E.Ch.A
Arizona	Hispanic Serving Institution	The University of Arizona Adalberto & Ana Guerrero Student Center
Arizona	Immigration	Campeños Sin Fronteras
Arizona	Immigration	Catholic Charities Community Services
Arizona	Immigration	Catholic Community Services of Southern Arizona
Arizona	Immigration	Florence Immigrant & Refugee Rights Project
Arizona	Immigration	Immigrant Hope
Arizona	Immigration	Immigrant Relief Center of Arizona
Arizona	Immigration	International Rescue Committee
Arizona	Immigration	Lutheran Social Services of the Southwest
Arizona	Immigration	Merciful Refugee and Immigrant Services
Arizona	Immigration	Promise Arizona
Arizona	Immigration	Southern Arizona Legal Aid
Arizona	Immigration	UFW Foundation
Arizona	Nonprofit and other organizations	Amistades
Arizona	Nonprofit and other organizations	Arizona Hispanic Chamber of Commerce
Arizona	Nonprofit and other organizations	Chicanos Por La Causa
Arizona	Nonprofit and other organizations	Comité De Bien Estar
Arizona	Nonprofit and other organizations	Friendly House
Arizona	Nonprofit and other organizations	Hispanic Women's Corporation
Arizona	Nonprofit and other organizations	Los Abogados Hispanic Bar Association
Arizona	Nonprofit and other organizations	Mexicayotl Academy of Excellence
Arizona	Nonprofit and other organizations	Mi Familia Vota
Arizona	Nonprofit and other organizations	Mountain Park Health Center
Arizona	Nonprofit and other organizations	Pinal Hispanic Council
Arizona	Nonprofit and other organizations	Raza Development Fund

Arizona	Nonprofit and other organizations	The Haven
Arizona	Nonprofit and other organizations	Valle Del Sol
Arizona	Nonprofit and other organizations	Xico
California	Government	Argentina Consulate
California	Government	Bolivia Consulate
California	Government	Chile Consulate
California	Government	Colombia Consulate
California	Government	Costa Rica Consulate
California	Government	Dominican Republic Consulate
California	Government	Ecuador Consulate
California	Government	El Salvador Consulate
California	Government	Guatemala Consulate
California	Government	Honduras Consulate
California	Government	Mexico Consulate
California	Government	Nicaragua Consulate
California	Government	Panama Consulate
California	Government	Paraguay Consulate
California	Government	Peru Consulate
California	Government	Uruguay Consulate
California	Hispanic Serving Institution	Antelope Valley College HOLA
California	Hispanic Serving Institution	Azusa Pacific University Latinx Faculty, Staff and Administrators Association
California	Hispanic Serving Institution	Bakersfield College M.E.Ch.A
California	Hispanic Serving Institution	Berkeley City College Latino Leadership Cultural Club
California	Hispanic Serving Institution	Cabrillo College L.U.C.E.S, Chicano/Latino Affairs Council
California	Hispanic Serving Institution	California Baptist University Spanish Club
California	Hispanic Serving Institution	California Lutheran University Latin American Student Organization
California	Hispanic Serving Institution	California State Polytechnic University Pomona Cesar E. Chavez Center for Higher Education
California	Hispanic Serving Institution	California State University Bakersfield M.E.Ch.A
California	Hispanic Serving Institution	California State University Channel Islands League of United Latin American Citizens
California	Hispanic Serving Institution	California State University Chico Central Americans for Empowerment, MEChA de Chico State
California	Hispanic Serving Institution	California State University Dominguez Hills Latinx Cultural Resource Center
California	Hispanic Serving Institution	California State University Fresno Asociacion para la Promocion de la Cultura en Espanol, Latina/o Faculty and Staff Association
California	Hispanic Serving Institution	California State University Fullerton Latinx Community Resource Center
California	Hispanic Serving Institution	California State University Long Beach Latinx Student Union
California	Hispanic Serving Institution	California State University Los Angeles Chicana/o Latina/o Student Resource Center

California	Hispanic Serving Institution	California State University Northridge Hermanas Unidas de California State University Hermanos Unidos de California State University
California	Hispanic Serving Institution	California State University San Bernardino Latinx Center
California	Hispanic Serving Institution	California State University San Marcos Latin@ Center
California	Hispanic Serving Institution	California State University Stanislaus Chicanx/LatinX Chicanos Unidos for Academic Achievement (CUAA) Chicanx Latinx Faculty Staff Association (CLFSA)
California	Hispanic Serving Institution	Canada College Latinx Club
California	Hispanic Serving Institution	Cerritos College M.E.Ch.A
California	Hispanic Serving Institution	Cerro Coso Community College Latinos Unidos (LU)
California	Hispanic Serving Institution	Chabot College El Centro
California	Hispanic Serving Institution	City College of San Francisco Latino Services Network
California	Hispanic Serving Institution	Clovis Community College Spanish Club
California	Hispanic Serving Institution	Coastline Community College Latinx Advisory Group
California	Hispanic Serving Institution	College of San Mateo Puente Latinx Club
California	Hispanic Serving Institution	College of the Sequoias M.E.Ch.A
California	Hispanic Serving Institution	Concordia University Irvine Nuestra Voz
California	Hispanic Serving Institution	Cosumnes River College Multicultural Innovative Community for Academic Success and Achievement (MI CASA)
California	Hispanic Serving Institution	Crafton Hills College Blacks and Latinos United
California	Hispanic Serving Institution	Cuesta College Latino Leadership Network
California	Hispanic Serving Institution	Cuyamaca College Raza Unida
California	Hispanic Serving Institution	Cypress College Central Americans for Community, Education, Resistance, Empowerment and Solidarity
California	Hispanic Serving Institution	De Anza College Latinx Empowerment at De Anza
California	Hispanic Serving Institution	Evergreen Valley College ENLACE student Association
California	Hispanic Serving Institution	Foothill College Organizacion Latino Americana
California	Hispanic Serving Institution	Fresno City College Latino Faculty and Staff Association
California	Hispanic Serving Institution	Gavilan College El Centro
California	Hispanic Serving Institution	Grossmont College Spanish Club
California	Hispanic Serving Institution	Hartnell College
California	Hispanic Serving Institution	Humboldt State University El Centro
California	Hispanic Serving Institution	Imperial Valley College Chicanx Club
California	Hispanic Serving Institution	Lake Tahoe Community College Hispanos Orgullosos Preparándose Para La Excelencia
California	Hispanic Serving Institution	Las Positas College
California	Hispanic Serving Institution	Long Beach City College Centro CHA (for all of Long Beach, not just the university)

California	Hispanic Serving Institution	Los Angeles City College HALO
California	Hispanic Serving Institution	Los Angeles Harbor College Latino/a Student Union
California	Hispanic Serving Institution	Los Angeles Mission College M.E.Ch.A
California	Hispanic Serving Institution	Los Angeles Pierce College M.E.Ch.A
California	Hispanic Serving Institution	Los Angeles Trade Technical College Avanza Los Angeles
California	Hispanic Serving Institution	Los Medanos College Latinx Leadership Network
California	Hispanic Serving Institution	Marymount California University Latinx Student Association
California	Hispanic Serving Institution	Mendocino College Latino Club
California	Hispanic Serving Institution	Menlo College Latinx Club
California	Hispanic Serving Institution	Merritt College Centro Latino Services
California	Hispanic Serving Institution	MiraCosta College Latina Leadership Network
California	Hispanic Serving Institution	Modesto Junior College Comunidad
California	Hispanic Serving Institution	Monterey Peninsula College El Centro
California	Hispanic Serving Institution	Mount Saint Mary's University Latinas Unidas
California	Hispanic Serving Institution	Mt. San Antonio College El Centro (Latinx Chicanx Student Program)
California	Hispanic Serving Institution	Mt. San Jacinto Community College District Latinx/Indigenous Alliance
California	Hispanic Serving Institution	Oxnard College Society of Hispanic Professional Engineers
California	Hispanic Serving Institution	Pacific Union College SOL Club
California	Hispanic Serving Institution	Palomar College Association of Latinos and Allies for Student Success (ALASS)
California	Hispanic Serving Institution	Pasadena City College Student Advisory Equipo
California	Hispanic Serving Institution	Porterville College M.E.Ch.A
California	Hispanic Serving Institution	Riverside City College La Casa Engagement Center
California	Hispanic Serving Institution	Sacramento City College RASA Center
California	Hispanic Serving Institution	San Bernardino Valley College M.E.Ch.A
California	Hispanic Serving Institution	San Diego City College Society for Advancement of Chicanos/Hispanics and Native Americans in Science
California	Hispanic Serving Institution	San Diego Mesa College Latinx Alliance
California	Hispanic Serving Institution	San Diego State University Latinx Resource Center
California	Hispanic Serving Institution	San Francisco State University Hermanas Unidas
California	Hispanic Serving Institution	San Joaquin Delta College Latino Medical Student Association (LMSA) Society of Hispanic Professional Engineers (SHPE)
California	Hispanic Serving Institution	San Jose City College Latino Education Association
California	Hispanic Serving Institution	San Jose State University Chicanx/Latinx Student Success Center
California	Hispanic Serving Institution	Santa Monica College Latino Center
California	Hispanic Serving Institution	Santa Rosa Junior College Latinx Faculty/Staff Association

California	Hispanic Serving Institution	Skyline College Latin American Student Organization
California	Hispanic Serving Institution	Sonoma State University Alianza for Equity
California	Hispanic Serving Institution	Southwestern College M.E.Ch.A Society of Hispanic Professional Engineers (SHPE)
California	Hispanic Serving Institution	University of California Irvine Latinx Resource Center
California	Hispanic Serving Institution	University of California Merced Hermanas Unidas, Hermanos Unidos
California	Hispanic Serving Institution	University of California Riverside Chicano Student Programs
California	Hispanic Serving Institution	University of California Santa Cruz El Centro
California	Hispanic Serving Institution	University of La Verne Latino Student Forum
California	Hispanic Serving Institution	University of Redlands Orale
California	Hispanic Serving Institution	Vanguard University of Southern California Jesse Miranda Center for Hispanic Leadership
California	Hispanic Serving Institution	Ventura College M.E.Ch.A Society of Hispanic Professional Engineers (SHPE)
California	Hispanic Serving Institution	Whittier College M.E.Ch.A
California	Hispanic Serving Institution	Yuba College Spanish Organization of Yuba College
California	Immigration	ACCESS California Services
California	Immigration	Al Otro Lado
California	Immigration	Alliance San Diego
California	Immigration	Building Skills Partnership
California	Immigration	California Human Development
California	Immigration	California Rural Legal Assistance Foundation
California	Immigration	Canal Alliance
California	Immigration	CARENCE of California
California	Immigration	Casa Cornelia Law Center
California	Immigration	Catholic Charities of East Bay
California	Immigration	Catholic Charities of Los Angeles
California	Immigration	Catholic Charities of Monterey
California	Immigration	Catholic Charities of Orange County
California	Immigration	Catholic Charities of Sacramento
California	Immigration	Catholic Charities of San Diego
California	Immigration	Catholic Charities of San Francisco
California	Immigration	Catholic Charities of Santa Clara County
California	Immigration	Catholic Charities of Santa Rosa
California	Immigration	Catholic Charities of Stockton
California	Immigration	Catholic Charities of Yolo Solano
California	Immigration	Catholic Charities San Bernardino & Riverside Counties
California	Immigration	Central California Legal Services
California	Immigration	Centro CHA
California	Immigration	Centro La Familia Advocacy Services
California	Immigration	Centro Legal De La Raza



California	Immigration	Coachella Valley Immigration Service and Assistance
California	Immigration	Coalition for Humane Immigrant Rights
California	Immigration	Coast Side Hope
California	Immigration	Community Action Board of Santa Cruz County
California	Immigration	Consejo de Federaciones Mexicanas
California	Immigration	East Bay Community Law Center
California	Immigration	East Bay Sanctuary Covenant
California	Immigration	Education and Leadership Foundation
California	Immigration	El Centro de Ayuda
California	Immigration	El Rescate
California	Immigration	Human Options Inc
California	Immigration	Human Rights First
California	Immigration	Immigrant Defenders Law Center
California	Immigration	Immigrant Hope Santa Barbara
California	Immigration	Immigrant Legal Services of the Central Coast
California	Immigration	Immigration Center for Women and Children
California	Immigration	Immigration Institute of the Bay Area
California	Immigration	Immigration Justice Project
California	Immigration	Immigration Resource Center of San Gabriel Valley
California	Immigration	Immigration Services of Santa Rosa
California	Immigration	Importa Santa Barbara
California	Immigration	Interfaith Refugee & Immigration Service
California	Immigration	International Institute of Los Angeles
California	Immigration	International Rescue Committee
California	Immigration	Jubilee Immigration Advocates
California	Immigration	Kids in Need of Defense
California	Immigration	La Alianza Comunitaria Transnacional
California	Immigration	La Cooperativa Campesina de California
California	Immigration	La Hermandad Hank Lacayo Youth & Family Center
California	Immigration	La Maestra Family Clinic
California	Immigration	La Raza Centro Legal
California	Immigration	Legal Aid Society of San Diego
California	Immigration	Legal Service for Children
California	Immigration	Marion County Free Library
California	Immigration	Mil Mujeres
California	Immigration	Mixteco Indigena Community Organizing Project
California	Immigration	My Sisters House
California	Immigration	New Voice Immigration Assistance Services
California	Immigration	Northern Valley Catholic Social Service
California	Immigration	Oasis Legal Services
California	Immigration	OCCORD
California	Immigration	On The Move
California	Immigration	Opening Doors
California	Immigration	Pars Equality Center
California	Immigration	Pathways to Citizenship

California	Immigration	Peace Over Violence
California	Immigration	Pomona Economic Opportunity Center
California	Immigration	Public Law Center
California	Immigration	Puente de la Costa Sur
California	Immigration	Rainbow Services
California	Immigration	San Bernardino Community Service Center
California	Immigration	San Francisco Labor Council
California	Immigration	San Joaquin College of Law
California	Immigration	Services Immigrant Rights and Education Network
California	Immigration	Sierra Community House
California	Immigration	Solidarity
California	Immigration	Step Forward Foundation
California	Immigration	The Fresno Center
California	Immigration	TODEC Legal Center
California	Immigration	UFW Foundation
California	Immigration	Up Valley Family Centers
California	Immigration	UURISE
California	Immigration	Vital Immigrant Defense Advocacy and Services
California	Immigration	World Relief
California	Immigration	YMCA of Metropolitan Los Angeles
California	Immigration	YWCA Golden Gate Silicon Valley
California	Nonprofit and other organizations	Accion Latina
California	Nonprofit and other organizations	Alameda Point Collaborative
California	Nonprofit and other organizations	AltaMed
California	Nonprofit and other organizations	Alum Rock Counseling Center
California	Nonprofit and other organizations	APLA Health
California	Nonprofit and other organizations	Bienestar
California	Nonprofit and other organizations	Bresee Youth Center
California	Nonprofit and other organizations	Cabrillo Economic Development Corporations
California	Nonprofit and other organizations	California Association for Bilingual Education
California	Nonprofit and other organizations	Camino Nuevo Charter Academy
California	Nonprofit and other organizations	Casa Familiar
California	Nonprofit and other organizations	Center for Employment Training
California	Nonprofit and other organizations	Cesar Chavez Foundation
California	Nonprofit and other organizations	Chicano Federation
California	Nonprofit and other organizations	Circulo de Vida
California	Nonprofit and other organizations	Clinica Romero
California	Nonprofit and other organizations	Community Housing Works
California	Nonprofit and other organizations	ConXion To Community
California	Nonprofit and other organizations	East LA Community Corporation
California	Nonprofit and other organizations	Eastmont Community Center
California	Nonprofit and other organizations	El Centro del Pueblo
California	Nonprofit and other organizations	El Concilio California
California	Nonprofit and other organizations	El Proyecto del Barrio
California	Nonprofit and other organizations	El Sol Science and Arts Academy of Santa Ana
California	Nonprofit and other organizations	Haven Neighborhood Services

California	Nonprofit and other organizations	Inclusive Action for the City
California	Nonprofit and other organizations	Innecare
California	Nonprofit and other organizations	Jamestown Community Center
California	Nonprofit and other organizations	La Clinica
California	Nonprofit and other organizations	La Familia
California	Nonprofit and other organizations	La Maestra Community Health Centers
California	Nonprofit and other organizations	LATA SF
California	Nonprofit and other organizations	Latino Professionals
California	Nonprofit and other organizations	Los Angeles Leadership Academy
California	Nonprofit and other organizations	Mana de San Diego
California	Nonprofit and other organizations	Metropolitan Area Advisory Committee on Anti-Poverty
California	Nonprofit and other organizations	Mexican American Opportunity Foundation
California	Nonprofit and other organizations	Mission Asset Fund
California	Nonprofit and other organizations	Mission Economic Development Agency
California	Nonprofit and other organizations	Montebello Housing Development Corporation
California	Nonprofit and other organizations	National Equity Project
California	Nonprofit and other organizations	New Economics for Women
California	Nonprofit and other organizations	NHSIE
California	Nonprofit and other organizations	Para Los Ninos
California	Nonprofit and other organizations	Puente Learning Center
California	Nonprofit and other organizations	Reach Out
California	Nonprofit and other organizations	Salvadoran American Leadership and Educational Fund
California	Nonprofit and other organizations	San Ysidro Health
California	Nonprofit and other organizations	Self Help Enterprises
California	Nonprofit and other organizations	Social Justice Collaborative
California	Nonprofit and other organizations	Spanish Speaking Citizens Foundation
California	Nonprofit and other organizations	Teen Services
California	Nonprofit and other organizations	Telacu Center
California	Nonprofit and other organizations	The Unity Council
California	Nonprofit and other organizations	The Wall Las Memorias
California	Nonprofit and other organizations	Tiburcio Vasquez Health Center
California	Nonprofit and other organizations	Visionary Home Builders
California	Immigration	ACCESS California Services
California	Immigration	Al Otro Lado
California	Immigration	Alliance San Diego
California	Immigration	Building Skills Partnership
California	Immigration	California Human Development
California	Immigration	California Rural Legal Assistance Foundation
California	Immigration	Canal Alliance
California	Immigration	CARENCE of California
California	Immigration	Casa Cornelia Law Center
California	Immigration	Catholic Charities of East Bay
California	Immigration	Catholic Charities of Los Angeles
California	Immigration	Catholic Charities of Monterey
California	Immigration	Catholic Charities of Orange County
California	Immigration	Catholic Charities of Sacramento

California	Immigration	Catholic Charities of San Diego
California	Immigration	Catholic Charities of San Francisco
California	Immigration	Catholic Charities of Santa Clara County
California	Immigration	Catholic Charities of Santa Rosa
California	Immigration	Catholic Charities of Stockton
California	Immigration	Catholic Charities of Yolo Solano
California	Immigration	Catholic Charities San Bernardino & Riverside Counties
California	Immigration	Central California Legal Services
California	Immigration	Centro CHA
California	Immigration	Centro La Familia Advocacy Services
California	Immigration	Centro Legal De La Raza
California	Immigration	Coachella Valley Immigration Service and Assistance
California	Immigration	Coalition for Humane Immigrant Rights
California	Immigration	Coast side Hope
California	Immigration	Community Action Board of Santa Cruz County
California	Immigration	Consejo De Federaciones Mexicanas
California	Immigration	East Bay Community Law Center
California	Immigration	East Bay Sanctuary Covenant
California	Immigration	Education and Leadership Foundation
California	Immigration	El Centro De Ayuda
California	Immigration	El Rescate
California	Immigration	Human Options Inc
California	Immigration	Human Rights First
California	Immigration	Immigrant Defenders Law Center
California	Immigration	Immigrant Hope Santa Barbara
California	Immigration	Immigrant Legal Services of the Central Coast
California	Immigration	Immigration Center for Women and Children
California	Immigration	Immigration Institute of the Bay Area
California	Immigration	Immigration Justice Project
California	Immigration	Immigration Resource Center of San Gabriel Valley
California	Immigration	Immigration Services of Santa Rosa
California	Immigration	Importa Santa Barbara
California	Immigration	Interfaith Refugee & Immigration Service
California	Immigration	International Institute of Los Angeles
California	Immigration	International Rescue Committee
California	Immigration	Jubilee Immigration Advocates
California	Immigration	Kids in Need of Defense
California	Immigration	La Alianza Comunitaria Transnacional
California	Immigration	La Cooperativa Campesina de California
California	Immigration	La Hermandad Hank Lacayo Youth & Family Center
California	Immigration	La Maestra Family Clinic
California	Immigration	La Raza Centro Legal
California	Immigration	Legal Aid Society of San Diego
California	Immigration	Legal Service for Children

California	Immigration	Marion County Free Library
California	Immigration	Mil Mujeres
California	Immigration	Mixteco Indigena Community Organizing Project
California	Immigration	My Sisters House
California	Immigration	New Voice Immigration Assistance Services
California	Immigration	Northern Valley Catholic Social Service
California	Immigration	Oasis Legal Services
California	Immigration	OCCORD
California	Immigration	On The Move
California	Immigration	Opening Doors
California	Immigration	Pars Equality Center
California	Immigration	Pathways to Citizenship
California	Immigration	Peace Over Violence
California	Immigration	Pomona Economic Opportunity Center
California	Immigration	Public Law Center
California	Immigration	Puente de la Costa Sur
California	Immigration	Rainbow Services
California	Immigration	San Bernardino Community Service Center
California	Immigration	San Francisco Labor Council
California	Immigration	San Joaquin College of Law
California	Immigration	Services Immigrant Rights and Education Network
California	Immigration	Sierra Community House
California	Immigration	Solidarity
California	Immigration	Step Forward Foundation
California	Immigration	The Fresno Center
California	Immigration	TODEC Legal Center
California	Immigration	UFW Foundation
California	Immigration	Up Valley Family Centers
California	Immigration	UURISE
California	Immigration	Vital Immigrant Defense Advocacy and Services
California	Immigration	World Relief
California	Immigration	YMCA of Metropolitan Los Angeles
California	Immigration	YWCA Golden Gate Silicon Valley
Hawaii	Immigration	Catholic Charities Hawaii
Hawaii	Immigration	County of Maui Department of Housing and Human Services
Hawaii	Immigration	Pacific Gateway Center
Nevada	Government	El Salvador Consulate
Nevada	Government	Mexico Consulate
Nevada	Immigration	Catholic Charities of Northern Nevada
Nevada	Immigration	Catholic Charities of Southern Nevada
Nevada	Immigration	Progressive Leadership Alliance of Nevada
Nevada	Immigration	Sierra Community House
Nevada	Immigration	The Immigrant Home Foundation
Nevada	Immigration	Tu Casa Latina
Nevada	Immigration	Washoe Legal Services
Nevada	Nonprofit and other organizations	Community Services of Nevada

Nevada	Nonprofit and other organizations	Mariposa Language and Learning Academy
Nevada	Nonprofit and other organizations	Neighborhood Housing Services
Nevada	Hispanic Serving Institution	College of Southern Nevada Latino Alliance
Nevada	Hispanic Serving Institution	Nevada State College Latino Student Union
Nevada	Hispanic Serving Institution	University of Nevada, Las Vegas Latinx Student Alliance

## Appendix J: Region 10 Organizations for Outreach Efforts

State	Sector	Name
Alaska	Immigration	Catholic Social Services
Alaska	Nonprofit and other organizations	Anchorage Latino Lions Club
Idaho	Government	Commission on Hispanic Affairs
Idaho	Government	Mexico Consulate
Idaho	Immigration	Agency for New Americans
Idaho	Immigration	Catholic Charities Idaho
Idaho	Nonprofit and other organizations	Centro de Comunidad y Justicia
Idaho	Immigration	Community Council of Idaho
Idaho	Immigration	Immigrant Hope Wyoming Idaho
Idaho	Immigration	Immigrant Justice Idaho
Idaho	Immigration	International Rescue Committee
Idaho	Immigration	La Posada
Idaho	Nonprofit and other organizations	Hispanic Business Association
Idaho	Nonprofit and other organizations	Hispanic Cultural Center of Idaho
Idaho	Nonprofit and other organizations	Idaho Council on Developmental Disabilities
Idaho	Nonprofit and other organizations	Idaho Hispanic Foundation
Idaho	Nonprofit and other organizations	Idaho Latino Scholarship Foundation
Oregon	Government	Commission on Hispanic Affairs
Oregon	Government	Mexico Consulate
Oregon	Hispanic Serving Institution	Blue Mountain Community College Latinx
Oregon	Hispanic Serving Institution	Columbia Gorge Community College Juntos Club
Oregon	Hispanic Serving Institution	Treasure Valley Community College Hispanic Student Organization
Oregon	Hispanic Serving Institution	Warner Pacific University Latinx Student Organization
Oregon	Immigration	Catholic Charities of Oregon
Oregon	Immigration	Immigrant and Refugee Community Organization
Oregon	Immigration	Immigrant Connection PDX
Oregon	Immigration	Immigration Counseling Service
Oregon	Immigration	Innovation Law Lab
Oregon	Immigration	Latino Community Association
Oregon	Immigration	Lutheran Community Services Northwest
Oregon	Immigration	New Life Church of the Nazarene
Oregon	Immigration	Pioneros y Campesinos Unidos del Noroeste (PCUN)
Oregon	Immigration	Somos Hispanas Unidas Silverton
Oregon	Immigration	Sponsors Organized to Assist Refugees EMO
Oregon	Immigration	United Services for Counseling
Oregon	Nonprofit and other organizations	Adelante Mujeres
Oregon	Nonprofit and other organizations	Casa Latinos Unidos
Oregon	Nonprofit and other organizations	Central Northeast Neighbors
Oregon	Nonprofit and other organizations	Centro Cultural
Oregon	Nonprofit and other organizations	Consejo Hispano
Oregon	Nonprofit and other organizations	Educate Ya
Oregon	Nonprofit and other organizations	El Centro de Ayuda

Oregon	Nonprofit and other organizations	El Programa Hispano Catolico
Oregon	Nonprofit and other organizations	Familias en Accion
Oregon	Nonprofit and other organizations	Growing Gardens
Oregon	Nonprofit and other organizations	Hacienda
Oregon	Nonprofit and other organizations	Hispanic Metropolitan Chamber
Oregon	Nonprofit and other organizations	Huerto De La Familia
Oregon	Nonprofit and other organizations	Latino Built
Oregon	Nonprofit and other organizations	Latino Business Alliance
Oregon	Nonprofit and other organizations	Latino Educational and Recreational Network
Oregon	Nonprofit and other organizations	Latino Network
Oregon	Nonprofit and other organizations	Latino Network Action Fund
Oregon	Nonprofit and other organizations	Lutheran Latino Ministries
Oregon	Nonprofit and other organizations	Milagro
Oregon	Nonprofit and other organizations	Ministerio Latino
Oregon	Nonprofit and other organizations	One Community Health
Oregon	Nonprofit and other organizations	Oregon Association of Latino Administrators
Oregon	Nonprofit and other organizations	Oregon Community Foundation
Oregon	Nonprofit and other organizations	Oregon Latino Agenda for Action
Oregon	Nonprofit and other organizations	Portland Guadalajara Sister City Association
Oregon	Nonprofit and other organizations	The Salem Keizer Coalition
Oregon	Nonprofit and other organizations	Voz Workers Rights Education Project
Washington	Government	Commission on Hispanic Affairs
Washington	Government	El Salvador Consulate
Washington	Government	Guatemala Consulate
Washington	Government	Honduras Consulate
Washington	Government	Mexico Consulate
Washington	Government	Peru Consulate
Washington	Hispanic Serving Institution	Big Bend Community College M.E.Ch.A Club
Washington	Hispanic Serving Institution	Columbia Basin College League of United Latin American Citizens
Washington	Hispanic Serving Institution	Heritage University M.E.Ch.A Club
Washington	Hispanic Serving Institution	Wenatchee Valley College M.E.Ch.A
Washington	Immigration	Catholic Charities Eastern Washington
Washington	Immigration	Catholic Community Services
Washington	Immigration	Diocese of Olympia Refugee Resettlement Office
Washington	Immigration	Hand in Hand Immigration Services
Washington	Immigration	International Rescue Committee Seattle
Washington	Immigration	La Casa Hogar
Washington	Immigration	Literacy Source
Washington	Immigration	Lutheran Community Services Northwest
Washington	Immigration	Multicultural Self Sufficiency Movement
Washington	Immigration	Neighborhood House
Washington	Immigration	Northwest Immigrant Rights Project
Washington	Immigration	Nuestra Casa
Washington	Immigration	One America
Washington	Immigration	Refugee & Immigrant Services Northwest
Washington	Immigration	Refugee Women's Alliance ReWA



Washington	Immigration	St. James Immigrant Assistance
Washington	Immigration	Tacoma Community House
Washington	Immigration	Ukrainian Community Center of Washington
Washington	Immigration	Washington Defenders Association
Washington	Immigration	World Relief Seattle
Washington	Nonprofit and other organizations	Casa Latina
Washington	Nonprofit and other organizations	Cielo
Washington	Nonprofit and other organizations	Consejo Counseling and Referral Service
Washington	Nonprofit and other organizations	Eastside Pathways
Washington	Nonprofit and other organizations	El Camino Foundation for Multicultural Solutions
Washington	Nonprofit and other organizations	El Centro de la Raza
Washington	Nonprofit and other organizations	Emergency Support Shelter
Washington	Nonprofit and other organizations	Entre Hermanos
Washington	Nonprofit and other organizations	Hispanic Academic Achievers Program
Washington	Nonprofit and other organizations	Hispanic Business Professional Association
Washington	Nonprofit and other organizations	Hispanic Roundtable
Washington	Nonprofit and other organizations	Inspire Development Centers
Washington	Nonprofit and other organizations	Latina/o Bar Association of Washington
Washington	Nonprofit and other organizations	Latino Civic Alliance
Washington	Nonprofit and other organizations	Latino Community Fund
Washington	Nonprofit and other organizations	Latino Community Resource Group
Washington	Nonprofit and other organizations	Latino Educational Training Institute
Washington	Nonprofit and other organizations	Latino Leadership Northwest
Washington	Nonprofit and other organizations	Latinos in Spokane
Washington	Nonprofit and other organizations	Mi Centro
Washington	Nonprofit and other organizations	Progreso Latino Progress
Washington	Nonprofit and other organizations	Rural Community Developmental Resources
Washington	Nonprofit and other organizations	Sea Mar Community Health Centers
Washington	Nonprofit and other organizations	Southwest Youth and Family Services
Washington	Nonprofit and other organizations	Trilogy Recovery Community
Washington	Nonprofit and other organizations	Washington Association of Latino Administrators and Superintendents