



# NHLA National Hispanic Leadership Agenda

## MEMBER ORGANIZATIONS

November 11, 2020

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Best wishes,



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