ada

National Network

Stage One Regional Report #4

SPANISH LANGUAGE OUTREACH PROJECT

2022-2023

Understanding the National and Regional Context

Southeast ADA Center – Region 4

ADA Knowledge Translation Center

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Executive Summary of National and Regional Project

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.

SECTION ONE: CONTEXT AND BACKGROUND

SECTION 1: CONTEXT AND BACKGROUND

This report presents the regional results from the first stage of the project for the Southeast ADA Center, Region 4; and includes the following main sections: 1) background and national context, 2) individual regional findings outlining the context and qualitative interviews conducted with community members of Spanish-speaking communities in each region, and 3) a summary of the overall key findings and recommendations of the first stage of the project. The appendix includes a list of organizations for outreach in the region.

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.
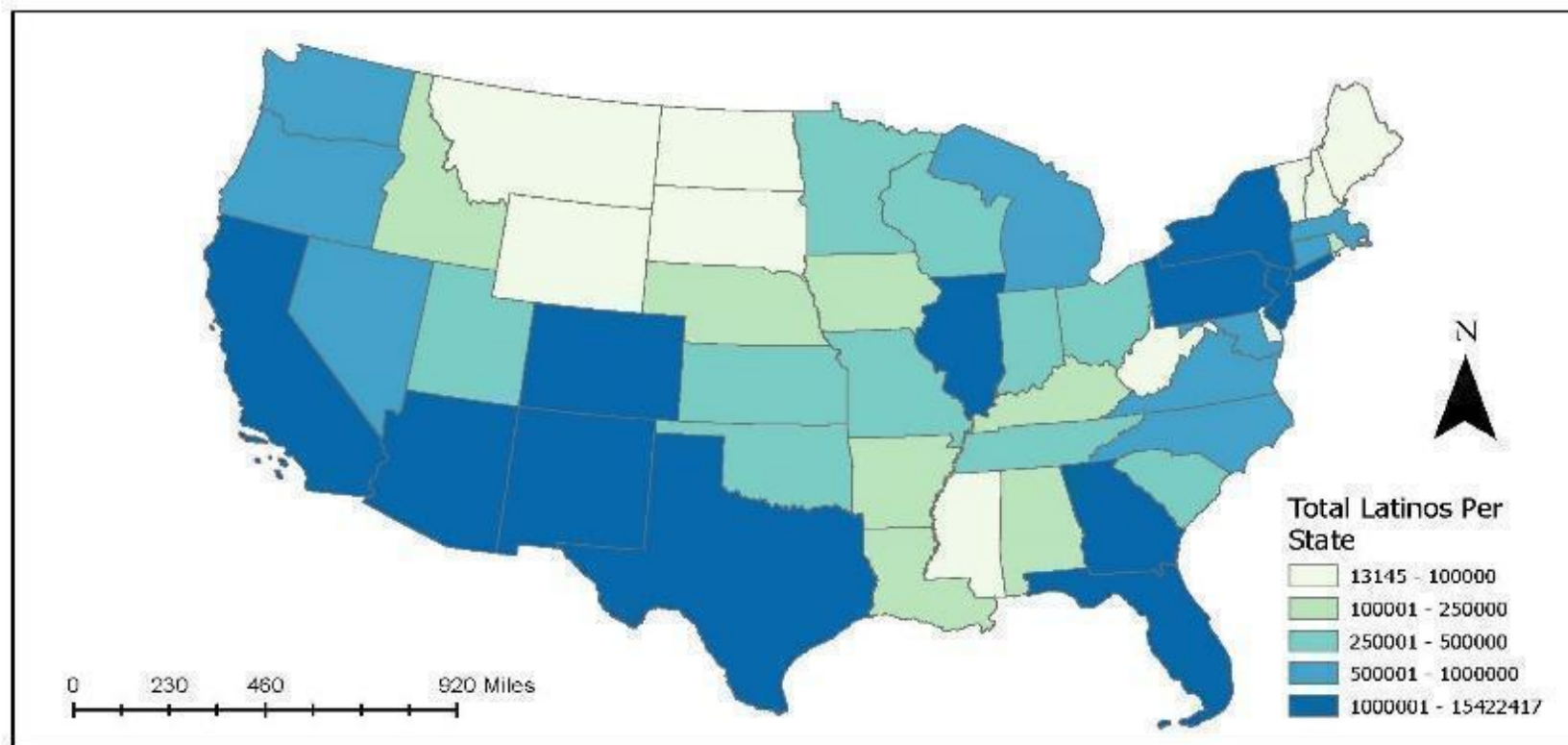
Hispanic and Latino People in the U.S.

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 7 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 8 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.

2017-2021 Count of Latinos in the United States
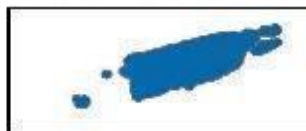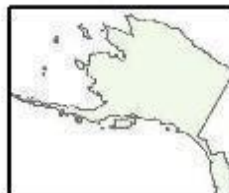
Total Latinos Per State

- 13145 – 100000
- 100001 – 250000
- 250001 – 500000
- 500001 – 1000000
- 1000001 – 15422417

0   230   460   920 Miles

N

Hawaii

Puerto Rico

Alaska

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

2017-2021 Percent of Latinos with Disabilities in the United States
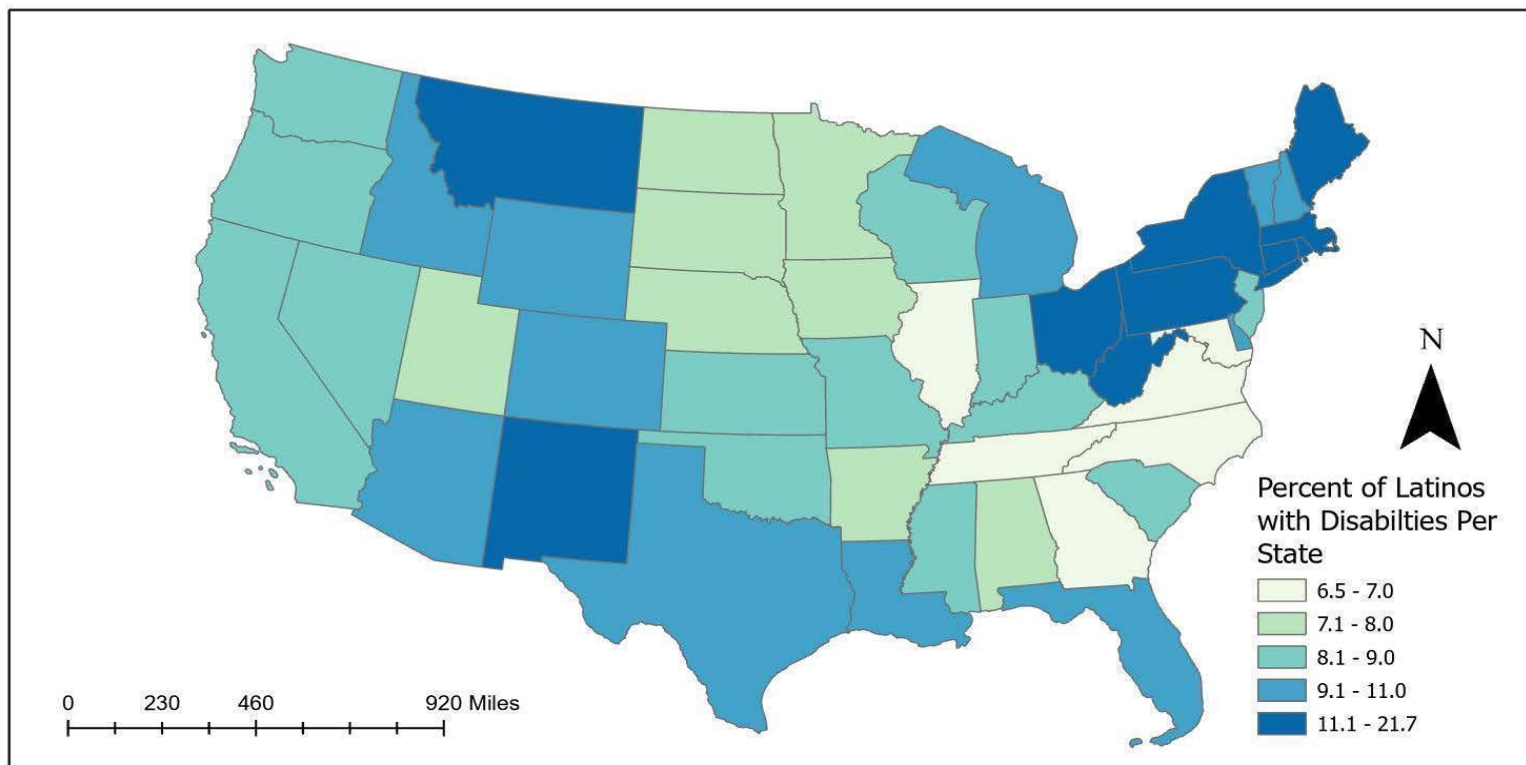
Percent of Latinos with Disabilties Per State

- 6.5 - 7.0
- 7.1 - 8.0
- 8.1 - 9.0
- 9.1 - 11.0
- 11.1 - 21.7

0   230   460   920 Miles

Hawaii   **Puerto Rico**   **Alaska**
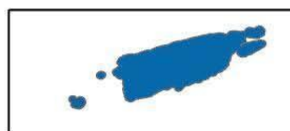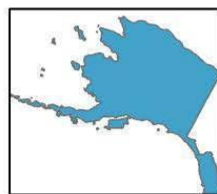
PCS: NAD 1983 2011 Contiguous USA Albers
Source: ACS 2021 5-year data Table S1810

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

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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.

REGION 4: Southeast ADA Center

Region 4 Background

What Is Unique About the Population in Region 4?

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.

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 170,00 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 3: Maps of states involved from Region 4
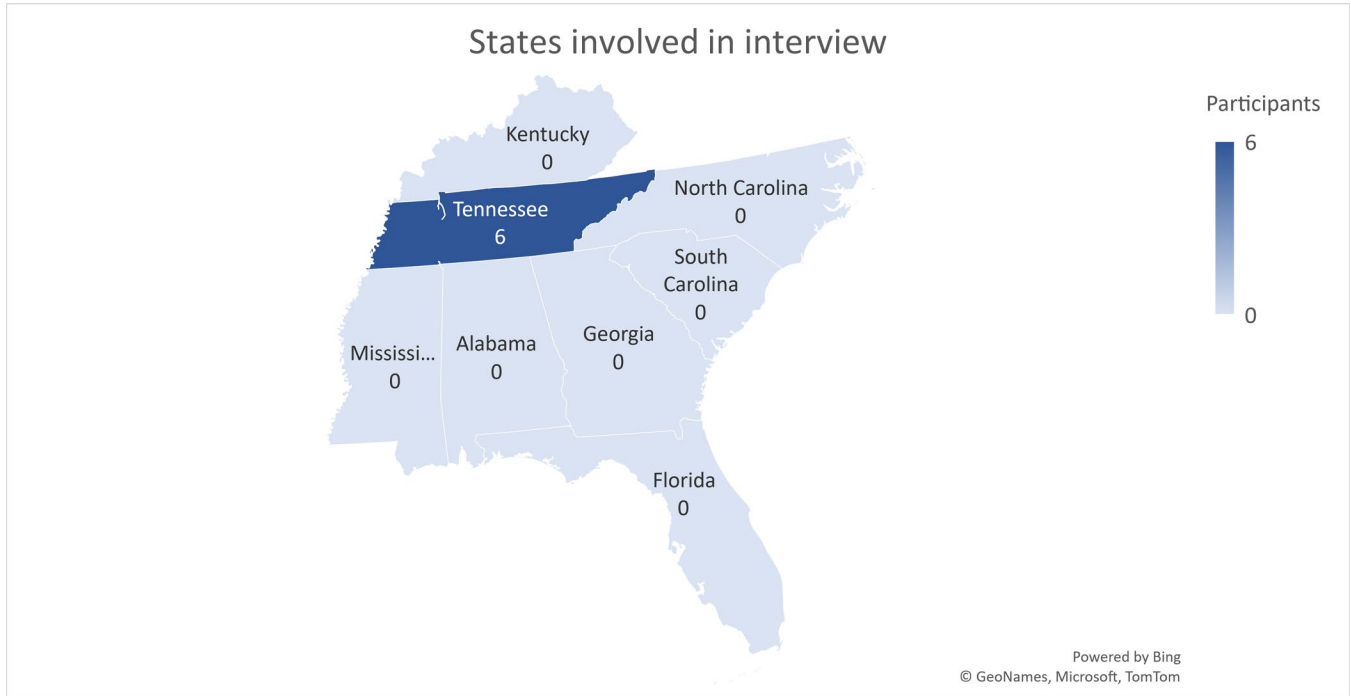
Observations From the Interviews

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 4 and 5 and Table 1 show specific data about these characteristics of participants.

Figure 4: Participant demographics
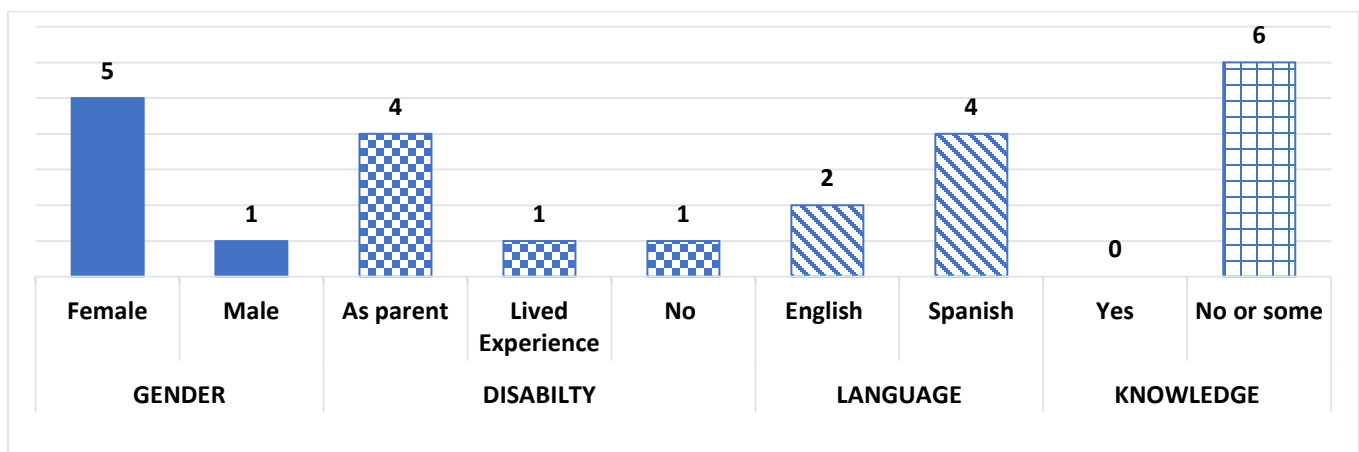
Table 1: Region 4 participant roles

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

Figure 5: Participant affiliations

3.5			
3			**3**
2.5			
2			
1.5	**1**	**1**	**1**
1			
0.5			
0	Non Profits	Community resource center	Disability organization	No Afiliation to any organization
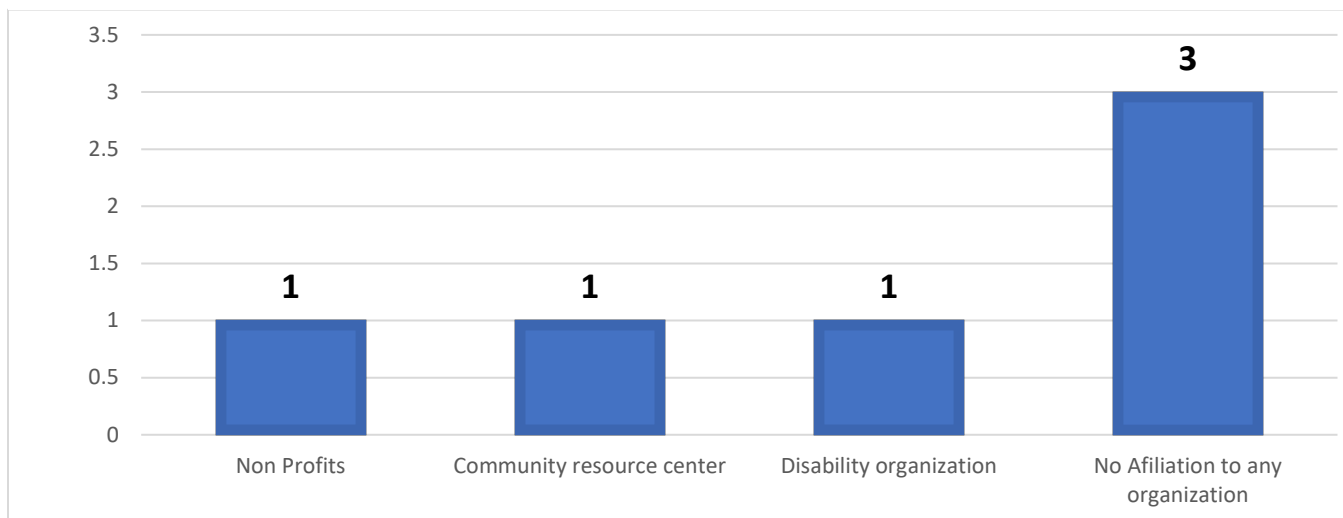
What Did We Find?

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

Barriers

1. Language Barriers	
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.	
Participant Testimonies	
1.1. Lack of Information in Spanish	"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." "This state is very American, so language is a barrier here. Feels like you are on your own to find information." "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." "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."
1.2. Bilingual Staff	"There are no Latino or Hispanic devoted associations here in this state. It is difficult to get resources." "There are very few organizations that have Spanish speaking staff."
1.3. Accessibility of Information	"Language is the main obstacle when receiving information, but there are times that I don't fully understand documents even in Spanish." "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."

	"Theres a lot of underserved communities in the rural areas. Most of things and events are out of reach on top of technology access."
1.4. Language and Interpretation Services	"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." "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." "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."

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.

Participant Testimonies

2.1. Fear	"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." "Part of understanding our community understands the struggles they have with the legal access. Access to information, their legal status."

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.

	Participant Testimonies
3.1. Lack of Awareness	"I feel like I have a blindfold on. I don't know where to go or the resources available." "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." "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?"
3.2. Lack of Information	"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." "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 Education on Disability/Disability Awareness

For participants in Region 4, there is not enough education and awareness of disability in the Spanish-speaking community.

	Participant Testimonies
4.1. Disability Awareness	"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." "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." "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?"

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
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.

Participant Testimonies	
1. Social Media	All participants mentioned that Facebook and WhatsApp are the most used by Latinos/Hispanics. "I learned about resources available to me through Facebook and at organizations that attended events at my child's school." "We use a lot of WhatsApp . . . for everything. People take screenshot[s] and send [them] to the groups." "WhatsApp groups is huge. They all communicate through that. They post in their stories, and they share events, chains of information, etc." "I [use] a lot of Facebook. I have a few [WhatsApp] groups, but my number one resource is Facebook." "They don't use as much TV. Facebook live is huge here. TV and Radio stations have a lot of programing on Facebook Live."
2. Word of Mouth	"Personal connections are huge. Once you make a connection, people feel more comfortable asking questions for resources." "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."
3. TV and Radio	"We mainly use television for news, not much radio. It feels like radio lost its appeal here. Most of the Spanish television programing is national news, so we don't get local information."

Recommendations

Recommendations
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.

Participant Testimonies	
1.1. Training in the Community and Support Group Sessions	"A local organization would provide in-person talks and meetings about resources, and I would attend them." "Properly explain the rights, where, how, and when they can be used [and] not just translating." "An in-person event where we all walk and talk about our rights, or just more direct interaction." "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." "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."
1.2. Specific Support for Mental Health	"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."
1.3. Educational Sessions on Disability Rights	"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." "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."
1.4. Partner With Community Leaders	"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." "Personal connections are huge. Once you make a connection people feel more comfortable asking questions for resources."

1.5. Representation	"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."
1.6. Different Modes of Dissemination	"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."
1.7. Make Information Applicable and Easy to Understand	"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." "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." "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." "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." "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." "Support for adults with disabilities. I hardly see any type of programing for them in English and even less in Spanish."

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 Conexion 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.

SECTION THREE KEY HIGHLIGHTS AND RECOMMENDATIONS

SECTION THREE: 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 2: Comparison of observations from national and regional interviews

	REGIONAL	NATIONAL
BARRIERS	1. Language 2. Lack of information 3. Fear/Lack of Trust 4. Stigma /Lack of Education 5. Technology 6. Low Literacy 7. Discrimination 8. Survival Mode 9. Lack of Access to Resources	1. Language 2. Lack of Information 3. Fear/Lack of Trust 4. Stigma /Lack of Education 5. Technology 6. Low literacy 7. Challenge in Outreach 8. Funding
RECOMMENDATIONS	1. In-Person Trainings/Education 2. Partnering With Trusted Leaders 3. Make Information Accessible and Relevant 4. Provide State-Specific Information	1. In-Person Trainings/Education 2. Partnering With Trusted Leaders 3. Use of Social Media and Networking 4. Culturally Appropriate Outreach

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.

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APPENDIX

Appendix: 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