



Stage One Regional Report #9

SPANISH LANGUAGE OUTREACH PROJECT

2022-2023

Understanding the National and Regional Context

Pacific ADA Center – Region 9

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 in the Pacific ADA Center, region 9; 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 the 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 this 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.

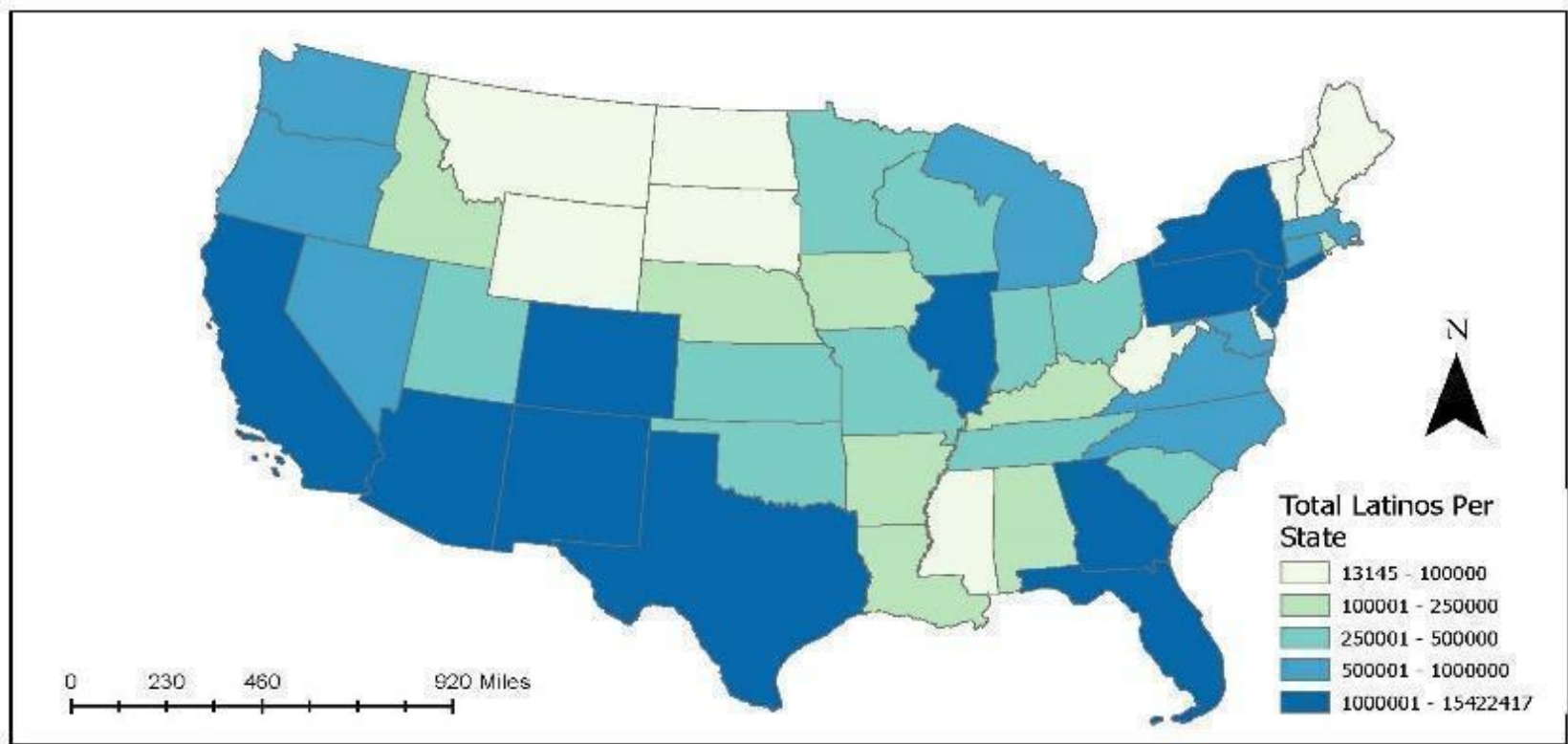
As of 2020, there were 62.1 million Hispanic, Latino, or Latina people in the United States. This population includes people of Cuban, Mexican, Puerto Rican, South or Central American, and Spanish descent. Of all groups, Mexicans are the largest group at 61.4 percent. States with the largest Hispanic/Latino 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.

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

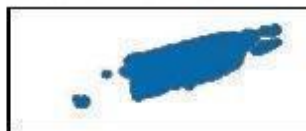
2017-2021 Count of Latinos in the United States



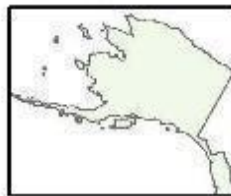
Hawaii



Puerto Rico



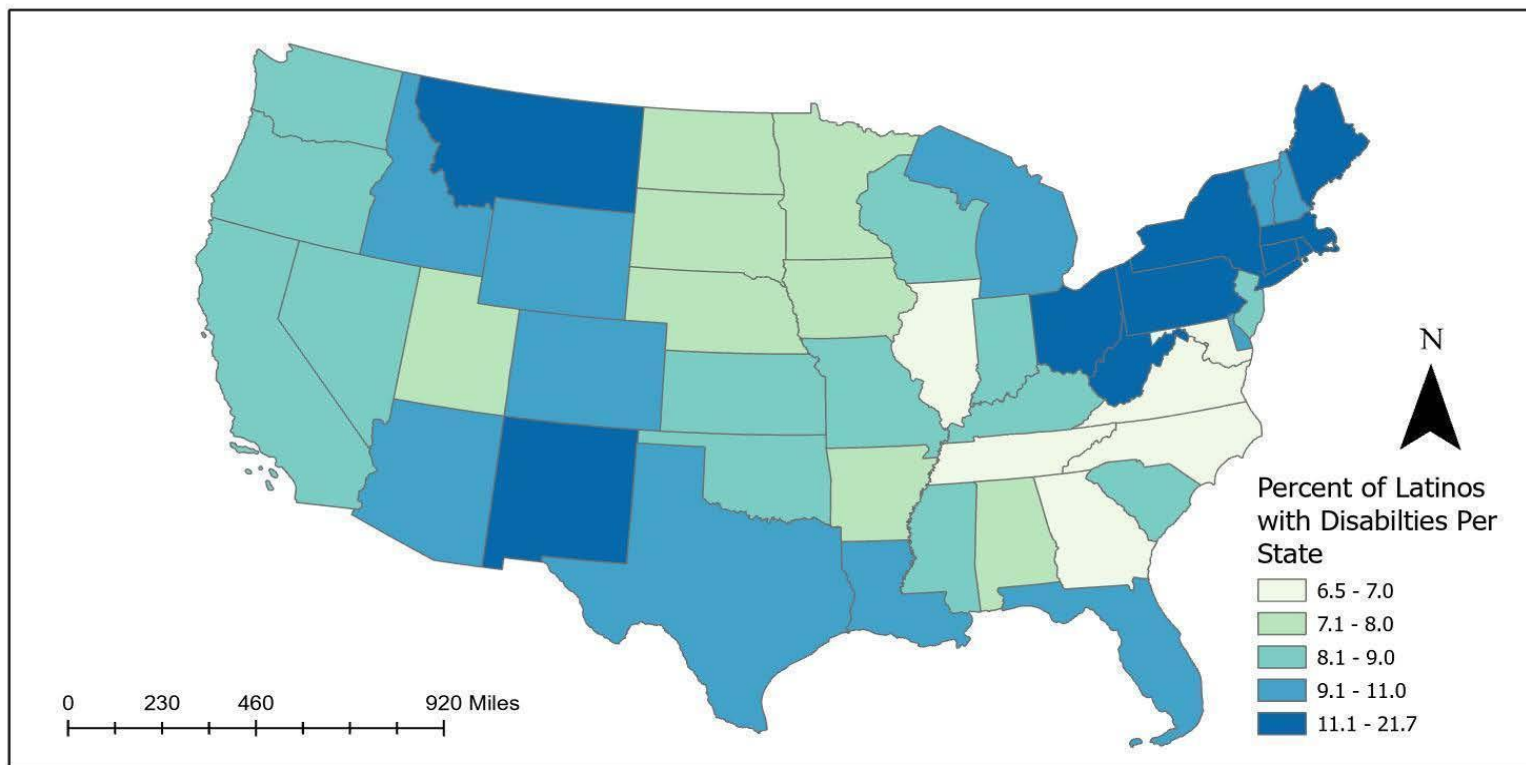
Alaska



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

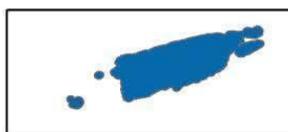
2017-2021 Percent of Latinos with Disabilities in the United States



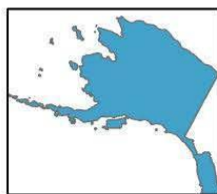
Hawaii



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.

REGION 9: Pacific ADA Center

Region 9 Background

What Is Unique About the Population in Region 9?

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

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

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 3: 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 4 and 5 and Table 1 show specific data about these characteristics of participants.

Figure 4: Participant demographics

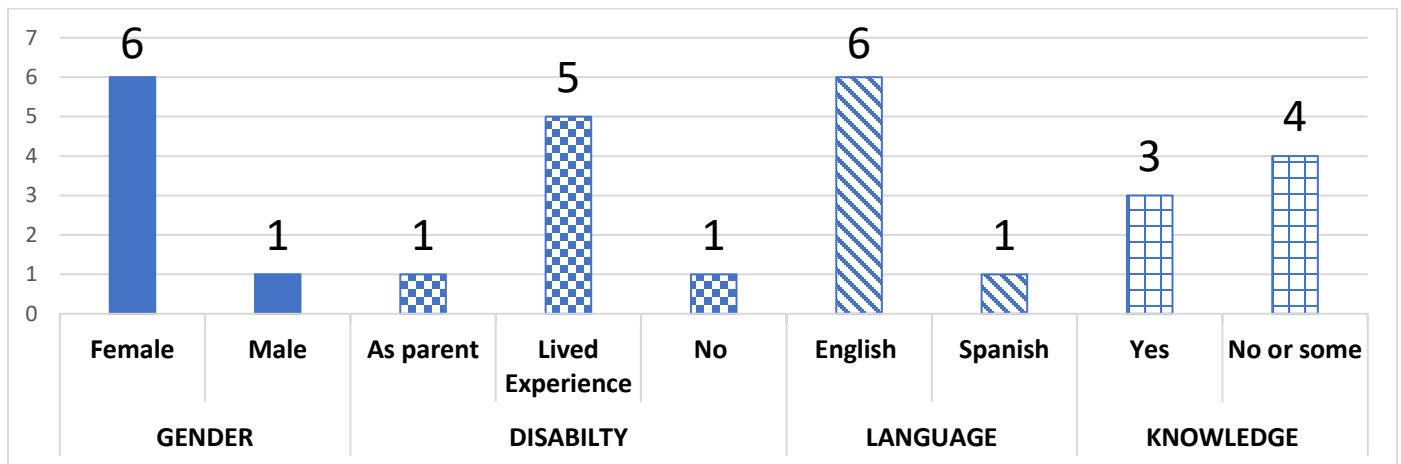
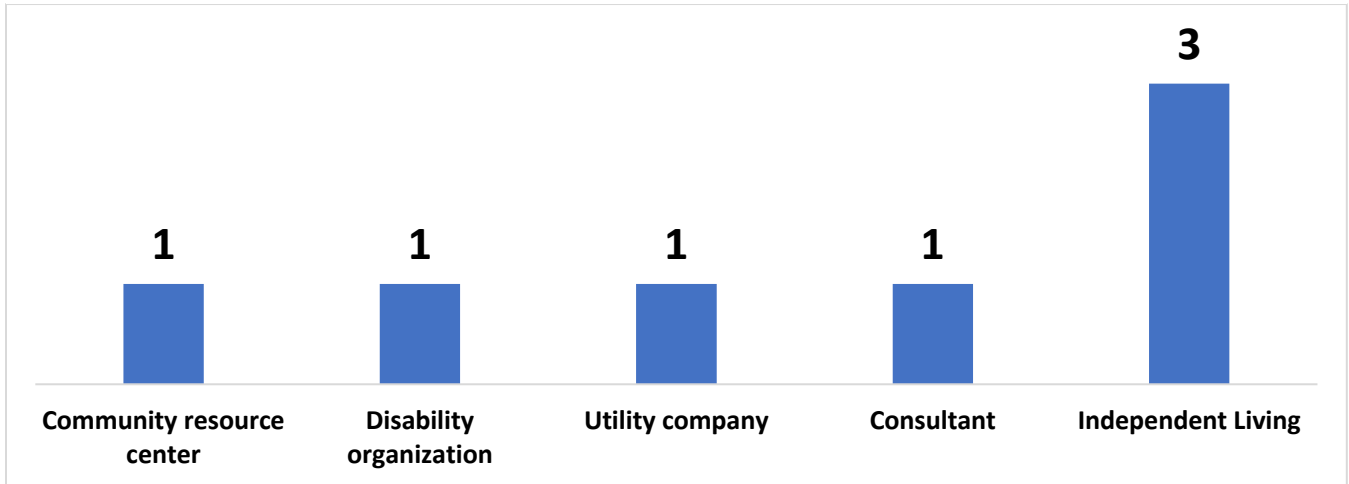


Table 1: Region 9 participant roles

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

Figure 5: 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	<p>“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.”</p> <p>“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.”</p>
2.2. Lack of Trust	<p>“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.”</p>

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	<p>“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.”</p> <p>“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.”</p>
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4. Technology

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

Participant Testimonies

4.1. Technology	<p>“After covid, a lot of parents had many barriers accessing trainings and information.”</p>
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	<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.

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	<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 1. In-Person Trainings/Education 2. Partnering With Trusted Leaders 3. Make Information Accessible and Relevant 4. Provide State-Specific Information 	<ol style="list-style-type: none"> 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 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	Innerecare
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
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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