



DEPARTMENT OF COMMUNITY & HUMAN SERVICES

HISPANIC HERITAGE COMMITTEE

2021 REVIEW

THE ANNUAL HISPANIC HERITAGE COMMITTEE (HHC) LUNCHEON

The HHC luncheon was cancelled for the second year due to the pandemic and the need to continue working remotely.



We hope to have the highly anticipated Hispanic Heritage Luncheon this year—provided it is safe to do so! 🌟

MULTILINGUAL PAY INCREASED

On January 1, 2022, the multilingual (ML) pay rate was increased from an additional \$0.65 to \$1.15 per hour due to the policy work of the Hispanic Heritage Committee. Members of the Committee presented to DCHS Director Kate Garvey and DCHS Human Resources Director Jeff Bollen in April of 2021 on the need to raise the ML pay rate, which was a pilot rate implemented earlier in the year. This effort was spearheaded by HHC member **Sandra Cañas**, who analyzed the policy and concluded that, on average, workers were seeing only an extra 0.42 cents per hour in their paychecks at the 0.65 rate.

The Committee acknowledges the members who volunteered their pay information to create a data-driven presentation demonstrating that the policy was not compensating employees as intended. Thank you to **Rosa Chavez, Luis Munoz, Juan Carlos Gonzalez, Sandra Cañas, Daniela Sanzetenea, Veronica Soler, Jackie Lainez, Fanny Salgado, Marlene Marquez, and Steve Frutos** for trusting the HHC with their personal pay information to perform the analysis and present the data. *The success of this new policy is a reminder that **as a group we have a much greater impact** on raising awareness of the need for Latinos to be included, participate and benefit from the Diversity, Equity and Inclusion work at DCHS.*

Un pueblo unido jamás será vencido!

(The people united will never be defeated!)

IN THIS ISSUE

- HHC Annual Luncheon.....1
- Multilingual Pay Increased1
- HHC Meeting with Jacqueline Tucker.....2
- Demographics of Latinos in the City and within DCHS....2
- Chair’s Corner3

The HHC is hopeful that the ML pay policy will be implemented city-wide, thus improving the lives of employees who are often immigrants or first-generation employees who speak Spanish, Amharic, Arabic Farsi/Dari, American Sign Language and more. The advocacy work of the HHC is having a positive impact not only for Latinos and Spanish speakers, but for other BIPOC employees throughout the City government. 🌟

MEETING WITH JAQUELINE TUCKER, CITY RACE & SOCIAL EQUITY OFFICER

The HHC met with Race and Social Equity Officer Jaqueline Tucker three times over the past year to address concerns related to Latino representation in DCHS management positions, from middle management to senior leadership. While Latinos represent 18 percent of city residents, and comprise approximately 50 percent of DCHS clients, Hispanic representation in key DCHS programs is not reflective of these numbers.

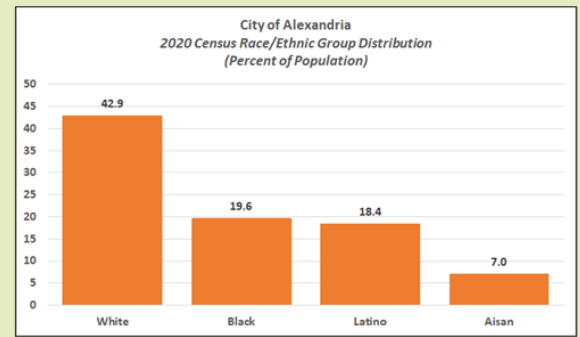
Ms. Tucker met with members of DCHS leadership in March 2021 to discuss equity and Latino representation in all levels of DCHS. The goal of this HHC work is to raise awareness of the need for Latino inclusion at all levels, and not only at DCHS, but across the City. 🌟



DEMOGRAPHICS OF LATINOS IN THE CITY AND WITHIN DCHS

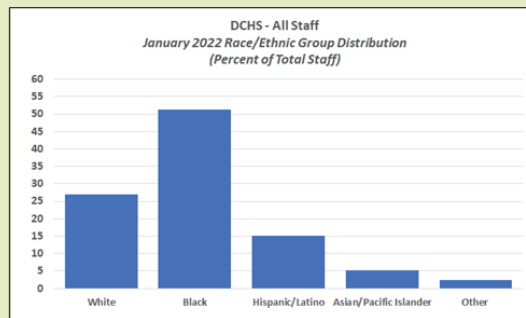
City-Wide Demographics

According to the 2020 Census, the Latino population in the City of Alexandria rose by 30% since the 2010 Census. The 2020 Census identifies four ethnic groups in the city: Whites (42.9%), Blacks (19.6%), Latinos (18.4%), and Asians (7.0%).



The city’s Latino population is highly concentrated in three ZIP codes—22304, 22305 and 22311—all which are lower-income communities. [See City of Alexandria Analysis of 2020 Census Redistricting Data (Public Law 94-171).]

Demographics at DCHS—All Staff and Leadership Positions

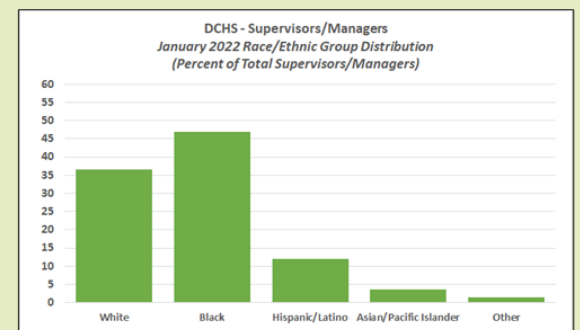


According to data provided by DCHS’s Human Resources Team, the Department currently has 680 employees, of which 101 are Latino—around 15 percent. In the context of the City’s Diversity, Equity and Inclusion initiatives, the HHC is working to increase the representation of Latinos to better reflect the city’s demographics

(18 percent Latino) and the demographics of those using DCHS services (approximately 50 percent Latino).

The HHC is concerned that under-representation extends to DCHS leadership opportunities, with Latinos accounting for 11.8% of supervisor/manager positions within DCHS.

Furthermore, among the 32 upper-level management positions, which are Grade 25 and higher (e.g., Program Manager, Division Chief, and Center Director), Latinos account for only three positions, or nine percent. Consequently, when policies are revised or implemented within DCHS, the Latino perspective may not be fully represented and the outcomes of these policies may result in less advantage or greater negative impact on Latinos than other populations. While the HHC recognizes that some progress has been made, the data shown here suggest that greater efforts must be made to increase Latino representation to better reflect the current and growing population and to reflect that Latinos are among the primary customers of DCHS.



CHAIR'S CORNER

I would like to take this opportunity to thank everyone who has been coming to our monthly meetings and supporting the Hispanic Heritage Committee.

Our meetings are held on the last week of the month, and we welcome anyone who wants to celebrate the Hispanic culture. If you have any questions or recommendations, please feel free to reach out to me or to secretary Lillian Vagnoni.

Con mucho respeto y cariño,
Jackie Lainez, HHC Chair 🌞



DEMOGRAPHICS OF LATINOS IN THE CITY AND WITHIN DCHS

Continued from Page 2

Leadership Team Equity and Inclusion Focus Groups

In 2020, the DCHS Leadership Team made a department-wide commitment to advancing racial equity and inclusion and created several work groups to accomplish the desired outcomes. One work group is reviewing Human Resources policies and procedures, focusing on the following areas:

1. Recruitment, which includes interviewing, panels and bias
2. Pay practices, including acting pay and job offers
3. Onboarding and orientation, such as recognizing and communicating with new staff
4. Performance evaluations to include timeliness of completion and inclusion of racial equity indicators
5. Disciplinary actions and review of data to see whether any groups are disproportionately affected

The Human Resources work group has been meeting regularly since 2021 and is continually working to deliver transparent information and meaningful and recommendations to the DCHS Leadership Team. Currently, employee virtual input sessions are planned to discuss these topics and gather feedback from staff. All DCHS employees are encouraged to participate. For any questions about this work group, please contact Sandra Cañas. 🌞



When life takes an unexpected turn, we are here for you.

Get the latest information about resources and programs supporting Alexandria residents.

 facebook.com/DCHSAlexandriaVA

 twitter.com/DCHS_AlexVA

 **Envie el texto ALEXINFOESP al 888777**
para recibir mensajes en español

