



AGENDA

Meeting #2

Tuesday, February 19, 2019

[Gulfstream Early Learning Center \(Room 134\)](#)

(Click Gulfstream for directions)

120 SW 4th Ave, Hallandale Beach, FL 33009

Parking & Arriving

Parking available at the school

**** MUST go to front desk for ID ****

Mission

Empowering immigrants and others to become self-sufficient, productive and civically engaged.

Hispanic Unity of Florida
Board of Directors Meeting
AGENDA
Tuesday, February 19, 2019

We will start the meeting promptly at 4pm

1. 4:00pm **Call to Order/ Roll Call** **Charles Tatelbaum**

2. 4:05 **Presentations** Chair, Charles Tatelbaum **Information**
 - Mission Moment: Felipe Pinzon, Dr. Lori Canning - Presentation& Brief Tour of Gulfstream
 - Welcome new Board Officers: Photo
 - Introduction & Welcome, Tony Abbate, New Board Member
 - Congratulations to Christina Paradowski & Hector Lima on recent Promotions
 - Member to Member Meet-Ups: Thank you to John & Meryl Guerrero – Paella Social

3. 4:35 **Governance** **Steve Sampier**
 - Board Recruitment – Update from Board Members **Discussion**
 - Leslie Cartaya: Nominated for Board Membership **Action** *pg. 1-4*

4. 4.45 **Public Policy & Advocacy** **Dr. Rolando Garcia**
 - Review 2019 Public Policy Agenda **Action** *pg. 5-28*

5. 5:10pm **Consent Agenda** **Action** **Chuck Tatelbaum**

Consent agenda items are items that may not need individual discussion and may be voted as one item. Any Board member wishing to discuss an item may move to have it considered individually.

 - i. Board Minutes –January 2019 *pg. 29-30*
 - ii. Marketing Committee Minutes, Feb 2019 *pg. 31-32*
 - iii. Public Policy & Advocacy Committee Minutes, Feb 2019 *pg. 33-34*

6. 5:25 **Executive Sessions**
Board Members and CEO *Handouts*

7. 6:00pm **Adjourn**

16 Active Board members /9 required for quorum and vote

Happy Birthday to Willy, March 11!

Hispanic Unity of Florida
BOARD OF DIRECTORS ATTENDANCE MATRIX

BOARD MEMBER	Feb 2018	Mar 2018	Apr 2018	May 2018	June 2018	July 2018	Aug 2018	Sept 2018	Oct 2018	Nov 2018	Dec 2018	Jan 2019
AKITI, Melida	P	P	E	E	P	No Meeting	No Meeting	E	E	E	P	P(T)
CARDOZO, Carolina	P	P	P/T	P	P(T)			P	P	P(T)	P	E
GARCIA, Rolando, Ph.D.	P	P	P	P	P			E	P(T)	P	P	P
GOMEZ, Willy	P	P	P	P	P(T)			P(T)	P	E	P	P(T)
GUERRERO, John	P	E	P	P	P			P	P	P(T)	P	P
HERZ, Dan	P	P	P/T	E	P			P	P	P	P	P
LIMA, Hector	P	E	E	P	P(T)			P	P	E	E	P
MIHAIU, George									P	P	P	E
PARADOWSKI, Christina	P	P	P	P	P			P	P	P	P	P
PFISTER, Emma	P	P	E	P	P			E	P	P	P	P
RODRIGUEZ, Lucia	P	P(T)	E	P	P			P	P	E	P	P
SAMPIER, Steve	P	E	P	P	P			P	P	P	P	P
SCHEVIS, Daniel	P	E	E	P	P			P	E	P	P	E
STONE, Angie	P	P(T)	P	P	P			P	E	P	P	P
TATELBAUM, Chuck	P	P	E	P	P(T)			P	P	P	P	E
Total Board Members	16	16	16	15	15					15	15	15
Present: P / T= Telephone	15	12	10	13	15			11	11	11/9	14	11/9
Excused: E	0	4	6	3	0			3	3	4	1	4
Absent: A	1	0	0	0	0			1	1	0	0	0
Board Members Participating	94%	75%	63%	81%	100%			73%	73%	73%	93%	73%
Board Members Present at the Meeting										60%	93%	60%

Leslie Cartaya – Submitted online 12.4.18

Source: JBacallao post on LinkedIn and forwarded by Rolando Garcia

HUF Board Member Application

Please complete the following information if you are interested in being considered for board or committee membership at Hispanic Unity of Florida Inc. (HUF).

About HUF's Volunteer Leadership:

HUF's work is guided by a group of 17-21 volunteer board members and nearly a dozen additional board committee volunteers. HUF's board is what is known as a "working board."

HUF's most effective board members share these characteristics:

- They make it a priority to deepen their understanding of HUF's work so that they can then provide the best guidance on strategic decisions.
- They exhibit strong leadership outside the boardroom and engage in fundraising, advocacy and broad community outreach.
- They live and support a culture of inclusiveness and live HUF's values.
- They know and fulfill their unique – and critically important – roles and responsibilities.
- They cultivate a culture of trust, respect and mutual accountability within the board.

* Required

Email address *

leslicartayafranco@gmail.com

I am interested in joining HUF because I want to advocate for a better South Florida for my children and the children of other Hispanics in the area.

First Name *

Lesli

Last Name *

Franco

Primary Affiliation/Organization *

O'Connell & Goldberg PR

Mailing Address *

2725 NE 34th St.

City, State and Zip Code *

Fort Lauderdale, FL 33306

Phone Number *

954-592-9108

Age *

36 to 45 ▼

Gender *

Female ▼

Professional Background *

- For-profit Organization
- Non-profit Organizaztion
- Government (Local, State)
- Government (Federal, Foreign)
- Other: For-profit, Non-profit and Government experience

Previous HUF Relationship

- Current or Previous Volunteer
- Current or Previous Donor
- Current or Previous Committee Member

Expertise/Special Skills (Check all that apply) *

- Accounting /CPA
- Business
- Strategic planning
- Management
- Marketing/Public Relations/Media expertise
- Nonprofit Board governance experience
- Non-profit management experience
- Banking/Financial Services
- Information Technology
- Legal/Compliance
- Risk Management

Assessment of level of interest in serving *

	1	2	3	4	5	
Very Interested	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Not Interested at All

Available Time and Commitment to serve *

How much time/commitment are you able to share with HUF? Please consider travel & current commitments.

	1	2	3	4	5	
High Level of Time & Commitment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Low Level of Time & Commitment

Assessment Fundraising Potential *

Assessment of giving & getting potential

	1	2	3	4	5	
High Level of Fundraising	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Low Level of Fundraising

Referral or Connection Source

First and Last Name of individual you have a connection to at HUF.

Rolando Garcia

Additional Information

I may not be able to raise funds like other Board Members, but my communications contacts and strategic planning skills may be just as handy to the organization.

Submitted 12/4/18, 3:23 PM



HUF's Public Policy Plan

2018-2019

2018-2019

HUF's Board understands advocacy's link to HUF's mission and vision and how the key components to advocacy – building relationships, gathering information, collaborating and conveying our message- are not new to HUF and support our mission. This plan will provide the framework to grow this work within the organization.

Expanding HUF's Mission through Public Policy

HUF Public Policy Plan – 2018-2019

HUF Board Supports Advocacy Because:

1. HUF Board **understands advocacy's link to HUF's mission and vision** and how the key components to advocacy – building relationships, gathering information, collaborating and conveying our message- are *not* new to HUF and support our mission.
2. HUF Board **understands the current staff and budget limitations** of the agency and understand that both staff and financial capacity will be taken into consideration as we launch and sustain HUF's advocacy plan. HUF's capacity may change over time.
3. HUF Board **understands that advocacy and lobbying are permissible** for 501(c)3's. They understand that HUF will not jeopardize its nonprofit status. They understand that HUF has submitted (one time) to the IRS its H Exemption which sets very generous limits on advocacy spending (up to 20% of staff time and agency resources) and that HUF will track annually its lobbying expenditures to ensure compliance with IRS guidelines. HUF has uploaded to the board website portal information on the rules and regulations for nonprofits.
4. HUF Board and staff **will establish a structure for addressing public policy**. HUF staff and board will develop internal policies and procedures for how we will approach policy issues – including the extent to which it wants to empower staff to made decisions on policy. (See HUF model below.)

Public Policy & Advocacy Goals:

1. Continue to develop relationships with policymakers to propose and support policies that reduce socioeconomic disparities in education, careers, health access, financial wellbeing and citizenship, while advancing HUF's mission through local, state & federal government partnerships
2. Raise awareness of policies that intentionally or inadvertently increase socioeconomic disparities in education, careers, health access, financial wellbeing and citizenship
3. Ensure the presence of HUF's and HUF's client's voices in state and federal policy debates
4. Increase civic engagement of immigrants in the electoral and political process

HUF Advocacy Model

- **Craft policy priorities** – HUF's board will approve policy statements, based on its mission that will serve as guiding principles that will shape policy work. It's important to make the priorities broad (not tied to specific legislation) and to make priorities relevant for multiple years.

HUF will categorize policy issues into three categories:

1. HUF will take the lead (from Broward County or South Florida)
 2. HUF will support
 3. HUF will research (ad hoc issues)
- If possible and if relevant, HUF **staff will monitor policy and bring bills/regulations** to the attention of the board. Policy brought to the board should be based on the organization's policy priorities.
 - HUF will rename its advocacy committee the **Public Policy & Advocacy Committee**. The committee will be charged by the board to review public policy, make recommendations and suggest strategies for addressing the issues. HUF will attempt to have one of its public policy committee members or co-chairs serve on the HUF board of directors. The remainder of the committee will comprise of advocacy experts, subject matter experts or elected officials, as well as advocates who work on the issues of importance to the organization.
 - The **recommendations of the Public Policy & Advocacy Committee should then be presented to the board for a vote**. This level of formality allows the organization to take a position on a controversial issue with significant support from its board.

- The world of public policy can move very quickly. Therefore, it may be necessary for staff to bring a **public policy issue to the attention of the executive committee or chair of the board to make a swift decision.**
- **Once the full board or executive committee has voted on an advocacy issue, staff will then be empowered to implement actions related to the issue *without requiring further approval from the board.*** (NOTE: On a monthly basis, and included in the board package, the board will be informed of any actions taken during the previous month.)

Policymaker Education

In addition to its policy advocacy, HUF will establish relationships with local, state and congressional policymakers by engaging in the following relationship-building activities on an annual basis.

- **Send newsletters and annual reports** to local, state and federal policymakers
- **Invite policymakers**, their staff and the media to events and/or invite them for an informal visit to see HUF's work.
- **Periodically visit policymakers** in their district offices or in Tallahassee or Washington D.C.
- **Recognize policymakers** at HUF events, in newsletters, social media posts, etc.
- **Assist policymakers in constituent work** by educating policymakers and their staff on the services HUF can provide

Policy Priorities

HUF's policy priorities will be linked directly to HUF's Theory of Change (how we will change lives.) The Theory of Change is a description of how we HUF will hold itself responsible for meeting its Mission and Vision.

Theory of Change:

As an organization HUF works to make an Impact in three key ways by creating:

- Successful students
- Strong Families
- Civically Engaged Community

HUF will succeed in these three Impact Areas by using the following strategies:

- Ensure access to **high quality education**
- **Strengthen parents and families**
- Provide multiple pathways to achieving **financial stability**
- **Empower “people” to solve their own problems** and transform their own communities
- Support **public policies that equip parents and children with the income, tools and skills they need to succeed** — as a family and individually.

HUF provides services and programs in these areas to deliver on its strategy and impacts:

- Early Childhood Education
- Youth Development
- Family Strengthening
- English classes
- Income Work Supports
- Workforce
- Financial Empowerment and Wealth Building
- Entrepreneurship
- Legal & Immigration
- Voter Registration and GOTV
- Leadership Development

HUF's policy work will primarily focus on these broad strategic areas – as well as policies that negatively or positively our clients in the above HUF service areas.

Process for Identifying Policy Priorities

Long Term Policy Priorities

Working with the policy committee, HUF will identify a few long-term policy goals that would significantly change the lives of HUF's clients for the better.

Detailed Policy Plans will be developed for each of the long-term goals. (See Policy Planning Tool – Appendix 1.)

These goals and progress herein will be reviewed on an annual basis as part of HUF's annual board retreat. And a recommendation will be made by the public policy committee and a decision by the board if the work should continue.

These long term goals will provide the foundation of HUF's advocacy work and the resources required to accomplish them will determine what other short-term (annual) goals the agency be able to support.

Annual Policy Priorities

On an annual basis, HUF will gather policy priorities from numerous organizations and groups who closely monitor the state and federal legislative processes. Including the following:

- UnidosUS
- United Way of Broward County
- Children's Services Council of Broward County
- Broward County government
- CareerSource Broward
- CLINIC (Catholic Charities Legal Immigration Network Inc.)
- Broward County School Board
- Broward College
- Nonprofit Executive Alliance (NPO)
- Children's Movement of Florida
- Greater Fort Lauderdale Alliance
- Coordinating Council of Broward County

The advocacy agendas from these groups will inform and guide HUF in creating its own annual agenda with the assistance of the policy committee.

The policy committee will make recommendations of modifications to the guiding principles to the HUF board and will identify the top issues HUF should focus on for the following year. The latter will be informed by HUF's staff capacity and financial capacity.

For each of the priorities, staff and the policy committee will develop individual policy plans. (See Policy Planning Tool – Appendix 1.)

Ad-Hoc Policy Priorities or Advocacy

- The world of public policy can move very quickly. Therefore, it may be necessary for staff to bring a **public policy issue to the attention of the executive committee or chair of the board to make a swift decision.**

 - Once the full board or executive committee has voted on an advocacy issue, staff would then be empowered to implement actions related to the issue without requiring further approval from the board. (NOTE: On a monthly basis, and included in the board package, the board will be informed of any actions taken during the previous month.)
-

2018 – 2019 Public Policy & Advocacy Issues

Ongoing Campaigns

1. **Change Hearts and Minds: Counter Negative Immigrant Messaging through communications** – This goal will occur in tandem with comprehensive immigration policy advocacy. We will share information with HUF’s network(s) and local, state and national lawmakers on the positive impact immigrants have had and are having locally, in Florida and the nation. Dispel misinformation regarding immigrants. (*UnidosUS: #RiseAbove Campaign and [The Opportunity Agenda](#)*)
2. **2020 Census** begin work on a plan to educate our clients and the community on the 2020 Census, what it means to them and how they should be involved and respond to the questions. HUF’s CEO will lead the local “Difficult to Enumerate” sub-committee for the county and HUF and its partners will play a major role in educating the immigrant community and ensuring they are counted.
3. **VITA (Volunteers in Tax Assistance):** Grow the awareness of VITA among local elected officials and municipal staff with the end goal of securing them as VITA Champions and supporting the growth of the program through city funding.
4. **Citizenship:** Grow awareness of HUF’s citizenship work among local elected officials and municipal staff with the end goal of securing them as Citizenship Champions and supporting the growth of the program through city funding. (*Possible partnership with BCPS.*)
5. **Continue Voter Registration** – Began in 2018. We plan to fold this in HUF’s work and into each of HUF’s programs as a basic service we provide.
6. **Continue GOTV** – Get out the Vote. Partner with other organizations such as the League of Women Voters and the media to educate our clients and the community on the importance of voting and guide them to non-partisan information that will assist them in making decisions.

Public Policy Issues

1. **Immigration Policies** –Work on educating and engaging the South Florida community on immigration-related issues such as finding a solution for “Dreamers” (Deferred Action for Childhood Arrivals or DACA), advocate for a resolution to the ending of TPS for Haiti, El Salvador and Nicaragua and educate, advocate against the implementation of new public charges rules and work toward not having any anti-immigrant legislation slated for Florida.

HUF will be the main convener of the *Children of Immigrant Family Initiative* in Broward County of the 30+ organizations working together to educate themselves, their clients and the community. Our end goal is to create a community-wide plan that involves the public, private and non-profit sectors to prepare for, and respond to existing immigration challenges as well as, emerging challenges.

- **OPPOSE** proposed anti-immigrant state legislation
2. **Healthcare** – Continue to advocate for access and affordability of healthcare for the millions of families and children in Florida.
 - **SUPPORT** legislation ensuring that KidCare eligibility is increased to 300% FPL .
 - **EXPAND** home and community-based services for older adults to reduce nursing home costs and waitlists.
 - **EXPAND** funding to prevention and treatment services for substance use disorders and mental health.
 3. **Financial Stability**
 - **INCREASE access to workforce housing** and utilize the Sadowski Housing Trust only for its intended purpose.
 - **EXPAND education and skills that diversify workforce development programs** to close the skills gap in Florida.
 - **SUPPORT** the Integrate Section 8 Housing Choice Voucher programing and other housing initiatives with CareerSource Florida’s workforce development programs to increase accessibility of affordable housing for families with young children in poverty.
 - **DEFEND the Volunteer Income Tax Assistance (VITA) program** through robust funding and permanent authorization
 - Senate – Support Taxpayer First Act (S3246) officially authorizes VITA
 - House – Support VITA funding at \$20M for FY2019 (Senate already supports)
 - **SUPPORT** the ability of low-income families who rely on the **SNAP program** (formerly food stamps) to put food on the table to continue to have access to critical food

assistance while also supporting the ability of these and other families to save for the future.

- Senate – Support Rainy Day Savings Act (S3220) and the Strengthening Financial Security Through Short Term Savings Plans Acts (S3218). Reject the House Farm Bill
- House – Support bipartisan approach the Senate took on the Farm Bill – ensures families continue to have access to SNAP
- **PROTECT** the **Consumer Finance Protection Bureau (CFPB)** against efforts to weaken or make it less independent
 - Senate and House – Support the CFPB as an independent regulator

4. Education Issues (State Level)

- **IMPROVE and** align increased investments in Florida’s Voluntary Prekindergarten Education Program for four-year-olds to quality benchmarks to improve kindergarten readiness and later school success.
- **IMPROVE** VPK by implementing a coordinated child assessment system to better understand child development.
- **SUPPORT** an increase in per pupil funding through the Florida Education Finance Program (FEFP), allowing Florida school districts to be competitive nationwide.
- **EXPAND** access to After School programs for at-risk children by increasing funding to the Department of Education.
- **SUPPORT** English language by supporting the strengthening of the Every Student Succeed Act (ESSA).

- 5. **Ad Hoc Issues** – HUF in conjunction with the public policy & advocacy committee will quickly research and determine its support or opposition to specific legislation throughout the year at the federal level and during the legislative session at the state level.
-

Goals: 2018-2019

HUF will hire a Public Policy & Advocacy Inter to work 15-20 hours per week for 30 months. This individual will assist the organization to strengthen its PP&A capacity, educate and fully engage in public policy development, discussions and advocacy.

The key activities HUF staff and the Public Policy & Advocacy Committee will engage in are as follows:

1. **Policymaker Education & Relationship Building-** Establishing relationships with local, state and congressional policymakers – and key staff members - through very specific relationship-building activities is the foundation of any public policy work.

Staff with the help of the public policy committee will:

- a. Identify which specific cities (local level), and state and congressional policymakers we wish to focus on – include both Miami-Dade and Broward;
- b. Create a database of the policymakers and top aids
- c. Identify materials that could be sent to “all” policymakers and which to the ones to the targeted group (1 page policy papers and 1 page “How HUF can help info”)
- d. Create calendar for visits
- e. Identify events to invite policymakers to
- f. Recognize policymakers at every opportunity (event, newsletter, website, etc.)

Local Policy Makers

- Work DIRECTLY with them
- Educate on HUF work
- Place them our mailing list
- Locally focus on VITA and Citizenship

State & Federal Policymakers

- Work with District Secretaries responsible for Constituent Services – provide one page recap of how HUF can assist them
- Work with Legislative Aids on Public Policy

2. **Self-Education on Advocacy & Public Policy Issues** – Staff and the Committee will identify subject matter experts on advocacy in general and specific policy areas, in order to educate itself and further refine its public policy initiative. Staff and the committee will also self-educate on how the political process works and how to best keep up to date on policy areas that impact our issues.

3. **Messaging** – Continue to learn how to effectively speak about HUF’s work and how to speak about our issues with different audiences. HUF will continue to use the #RiseAbove template which will be used to develop all communications with our distinct audiences.
4. **Join or Create Coalitions** – HUF will identify groups which it will want to join and assist it in its policy work. OR HUF may create coalitions around specific topics or policies.

HUF is already involved in the following committees which can be tapped as potential coalition partners. Josie Bacallao (President/CEO) or Felipe Pinzon, SVP Strategy & Programs will be the principal HUF representatives to the following organizations:

- a. Children of Immigrant Families Initiative (Josie, *lead*)
- b. Alliance of Nonprofit Executives (Josie)
- c. Florida Prosperity Partnership (Felipe, *Officer*)
- d. United Way of Broward – Public Policy Committee (Felipe)
- e. United Way of Broward – Income Committee (Felipe)
- f. Children’s Movement of Broward County Advisory Committee (Josie, *Co-Chair*)
- g. Sheridan Technical College Advisory Committee (Felipe, *Officer*)
- h. [Join](#) – Children’s Services Board (TBD)

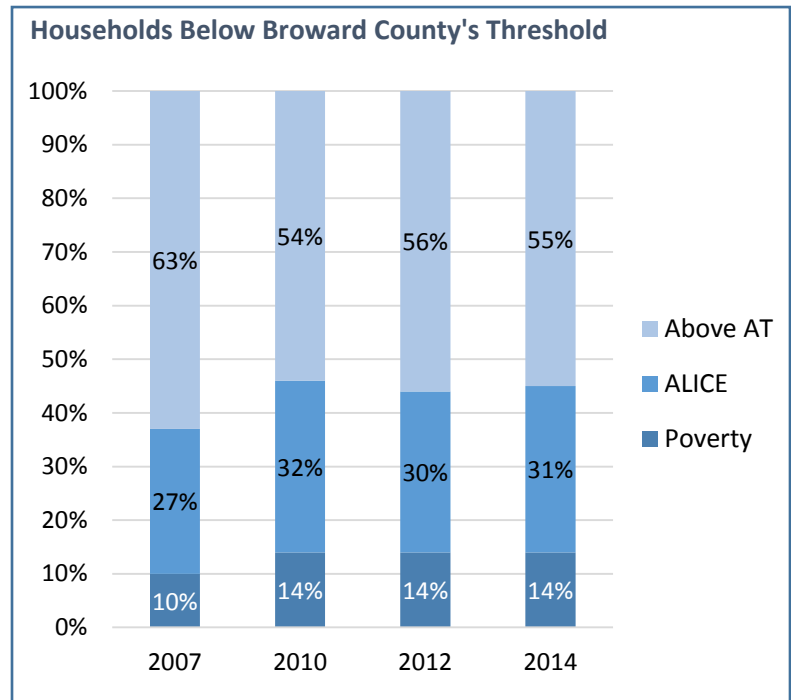
5. **Maintain databases** – Of policymakers, key policymaker staff and coalition members.
6. **Use and refine process for identifying and planning policy issues** – Staff and the committee will refine the process for identifying which policies HUF will support or oppose, how to engage the policymakers, how to track the policies and how to evaluate success.
7. **Create Policy Plans using the Policy Analysis tool, Campaign Strategy Chart and the Campaign Calendar & Escalation Plan** (the latter two provided by UnidosUS) – Use the tools outlined in this plan and refine the process with the committee and the board.
8. **Children of Immigrant Families Initiative** – Chair a coalition of 30+ entities to create a community wide plan to include: (1) implement when needed comprehensive case management plan for children whose parents have been deported; (2) disseminate Family Preparedness Plans (in four languages); (3) educate the committee on the changing immigration landscape; (4) educate and engage the community on the immigrant issues and elevate them for potential action; (5) continue to educate immigrants on the facts of immigrant issues and on their rights

[HUF co-created the Children of Immigrant Families (CIF) group with 30+ community partners to address support for children left behind once parents have been removed-deported. After sun-setting the group for half a year, HUF is once again convening this group – and involving others as well.]

9. **Media Relationship Building** - HUF will work closely with its Marketing Committee and media experts and learn how to best push positive and compelling stories out to the media, schedule and participate on radio shows and write op-ed pieces for our local newspapers. When possible, HUF will learn how to secure video footage for TV coverage. We will identify key reporters who cover the key HUF issues. We will invite reporters to events and when possible make ourselves available for interviews.
10. **Create policies and procedures** – HUF will codify its work in public policy by creating board and agency policies and procedures.

A Voice for Working Households

Hispanic Unity of Florida Inc.'s legislative agenda calls attention to the challenges faced by working households in our community. **ALICE** (**A**sset **L**imited, **I**ncome, **C**onstrained, **E**mployed) are our friends, neighbors, co-workers, and family members often walking a financial tightrope, unable to afford life's basic necessities. They are men and women of all ages and races working hard to make ends meet. They are our childcare workers, teachers, mechanics, home health aides, store clerks, and office assistants; workers who provide *invaluable services* upon which our local economy depends.



Over 44 percent of Broward households fall beneath a basic survival budget, and experience severe financial strain to cover the basic necessities of housing, transportation, childcare, food, and healthcare, despite being active in the labor force. These **ALICE** households are often one emergency away from falling into poverty.

The **ALICE** Report identifies four key policy areas for the 2019 Florida Legislature that will have the most beneficial impact on working families.

- ❖ Education
- ❖ Healthcare
- ❖ Financial Stability
- ❖ Immigration



Hispanic Unity of Florida
Josie Bacallao, President & CEO
954-683-2028

CORE POLICY ISSUES

Education

- **IMPROVE and** align increased investments in Florida’s Voluntary Prekindergarten Education Program for four-year-olds to quality benchmarks to improve kindergarten readiness and later school success.
- **IMPROVE** VPK by implementing a coordinated child assessment system to better understand child development. *(See separate policy paper)*
- **SUPPORT** an increase in per pupil funding through the Florida Education Finance Program (FEFP), allowing Florida school districts to be competitive nationwide.
- **EXPAND** access to After School programs for at-risk children by increasing funding to the Department of Education.
- **SUPPORT** inclusion of all indicators, all assessments, all students, all subgroups of students all districts or local educational agencies, and all graded public schools, in a single, statewide accountability system and support English learners by providing them with the opportunity to be assessed in a valid and reliable manner including in their native language. *(See separate policy paper)*

Healthcare Access

- **SUPPORT** legislation ensuring that KidCare eligibility is increased to 300% FPL
- **EXPAND** home and community-based services for older adults to reduce nursing home costs and waitlists.
- **EXPAND** funding to prevention and treatment services for substance use disorders and mental health.

Financial Stability

- **INCREASE** funding for VITA programs in Florida (United Way lead on this) – *PLACEHOLDER – Policy Paper to come.*
- **INCREASE** access to workforce housing and utilize the Sadowski Housing Trust only for its intended purpose.
- **EXPAND** education and skills that diversify workforce development programs to close the skills gap in Florida.
- **SUPPORT** the Integrate Section 8 Housing Choice Voucher programing and other housing initiatives with CareerSource Florida’s workforce development programs to increase accessibility of affordable housing for families with young children in poverty.

Congressional Priorities (Policy Papers to come)

- **DEFEND** the **Volunteer Income Tax Assistance (VITA)** program through robust funding and permanent authorization
 - Senate – Support Taxpayer First Act (S3246) officially authorizes VITA
 - House – Support VITA funding at \$20M for FY2019 (Senate already supports)
- **SUPPORT** the ability of low-income families who rely on the **SNAP program** (formerly food stamps) to put food on the table to continue to have access to critical food assistance while also supporting the ability of these and other families to save for the future.
 - Senate – Support Rainy Day Savings Act (S3220) and the Strengthening Financial Security Through Short Term Savings Plans Acts (S3218). Reject the House Farm Bill
 - House – Support bipartisan approach the Senate took on the Farm Bill – ensures families continue to have access to SNAP
- **PROTECT** the **Consumer Finance Protection Bureau (CFPB)** against efforts to weaken or make it less independent
 - Senate and House – Support the CFPB as an independent regulator

Immigration

- Support legislation that protects our state's most vulnerable residents and actively work toward defeating legislation that creates greater divisiveness and hardships such as:

- **SUPPORT HB 457** to extend state financial aid awards to qualified DACA & TPS students
- **OPPOSE** proposed anti-immigrant state legislation such as HB 527, which would prohibit all state and local agencies from passing or enforcing ordinances that would protect immigrants from detention and would repeal any existing sanctuary policies. (Proposed by Florida House Rep. Cord Byrd.)

Congressional Priorities

- **SUPPORT** legal immigrants affected by the proposed “public charges” rule changes (*See separate policy paper*)



Ensuring Access to Quality Education

Background

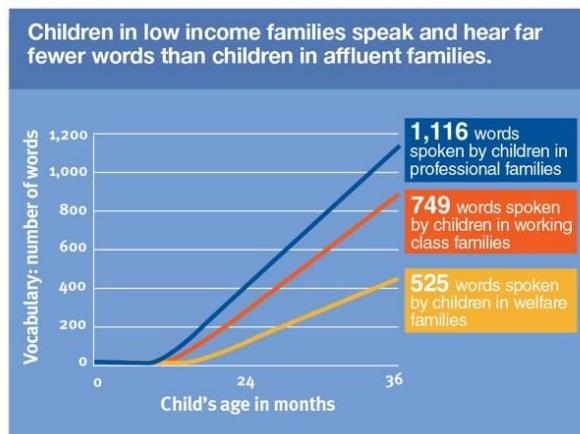
The foundation for communication, critical thinking, problem solving, and teamwork—skills that employers cite as critical to workplace success—is largely developed by age five. High quality early learning opportunities, as well as early detection and treatment of childhood developmental and behavioral challenges, are essential for children’s development and later success in school and life. \$1 invested in programs for low-income children can yield \$4-\$9 in returns to society.

Adults who received high quality early education as children are:



Source: Schweinhart, L.J., Montie, J., Xiang, Z., Barnett, W.S., Belfield, C.R., &Nores, M. (2005) Lifetime Effects: the HighScope Perry Preschool study through age 40. (Monographs of the HighScope Educational Research Foundation, 14). Ypsilanti, MI:HighScope Press.

THE ACHIEVEMENT GAP STARTS EARLY



Hart, B. & Risley, T.R. "The Early Catastrophe: The 30 Million Word Gap by Age 3" (2003, spring)

Increase Per Pupil Funding

Support an increase in per-pupil funding through the Florida Education Finance Program (FEFP), allowing Florida school districts to be competitive nationwide. These funds support basic K-12 programs, Exceptional Student Programs for handicapped and/or gifted students, bullying and suicide prevention, after school programs, class size reduction, transportation, classroom materials and supplies. Currently, the national average is approximately \$12,578, while in Florida the average is only \$7,408.

Voluntary Prekindergarten Education Program (VPK)

Florida’s VPK is a free educational program that prepares 4-year-olds for kindergarten and beyond. Improving accountability through coordinated and developmentally appropriate assessments through kindergarten will improve quality and reduce the readiness gap.

After School Programs

Among Florida’s K-12 students, approximately 1,031,509 children are waiting for an available program. This leads to 541,481 students who are left alone and unsupervised after school. The need for after school programs far exceeds the available funding. The benefits of after school programs are widely shown to increase social skills, community engagement and learning.

Florida Needs More Afterschool

For every Florida student in afterschool, **2 more** would participate if a program were available.

ENROLLED:
627,430 STUDENTS

WAITING:
1 MILLION STUDENTS

21st Century Community Learning Center grants are the only dedicated source of support for local communities’ afterschool and summer programs. Demand for programs is so great that **1 out of every 4** applications cannot be funded.

Afterschool Alliance April 2018

PROPOSED CHANGES

- **IMPROVE** VPK by implementing a coordinated child assessment system to better understand child development.
- **SUPPORT** an increase in per pupil funding through the Florida Education Finance Program (FEFP), allowing Florida school districts to be competitive nationwide.
- **EXPAND** access to After School programs for at-risk children by increasing funding to the Department of Education.



Advancing Educational Equity

Background

The *Every Student Succeeds Act* (ESSA) of 2015 is the bipartisan national education law passed to replace No Child Left Behind. ESSA’s goal is to ensure equal opportunity for all students and fully prepare them for success in college and career. ESSA calls on states, districts, and schools to advance the following key principles for students and parents:

- Strengthen educational equity by upholding critical protections for America's disadvantaged and high-need students
- Hold students to challenging academic standards at a minimum in reading and math
- Annually measure, publicly report, and be held accountable for the academic progress of all students, including Latino students and English Learners (ELs)
- Take meaningful action when any group of students is not succeeding academically
- Leverage new federal funding for enrichment and after-school programs
- Promote family-school partnerships through Statewide Family Engagement Centers

English Learners in Florida: By the Numbers

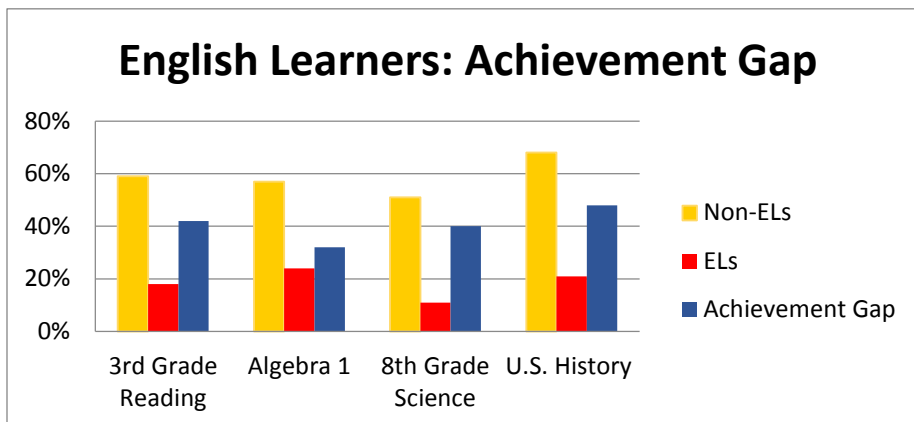
As of the 2016-2017 School Year there were nearly 300,000 English Learners enrolled in Florida’s K-12 public schools (approximately 12% of the student population)

- 73% (over 200,000 students) of Florida ELs, have a home language of Spanish, the next largest group is students who speak Haitian Creole (9%)
- Over 70% of English Learners in Florida are U.S. born citizens, 60% born in the state of Florida and nearly 40% of these U.S. born students are currently in grades K-5
- The five districts with the largest number of K-12 ELs are: Miami-Dade, Broward, Orange, Palm Beach, and Hillsborough where ELs make up approximately 15% of the district enrollment with exception to Miami-Dade where it is 27%

Florida
English Learners K-12
280,000
(10% of student population)
81% English Learners in Florida are
U.S. born citizens
 Source: Migration Policy Institute

English Learners in Florida: Achievement Gap

ELs lag behind their non-EL peers in English Language Arts (ELA), Math, Science, and Social Studies proficiency at all levels.



Source: Source: Data shown includes ELs’ and non-ELs’ performance results from the administrations of the ELA and mathematics Florida Standards Assessments for grades three and eight in the 2016-2017 school year. <https://edstats.fldoe.org/SASPortal/main.do> (accessed January 2018).

PROPOSED CHANGES:

- **SUPPORT** inclusion of all indicators, all assessments, all students, all subgroups of students all districts or local educational agencies, and all graded public schools, in a single, statewide accountability system.
- **SUPPORT** English learners by providing them with the opportunity to be assessed in a valid and reliable manner including in their native language.
- **SUPPORT** to establish in statute a definition of parent and community engagement in the development and implementation of state and district ESSA plans.



Empowering a New Generation of Americans

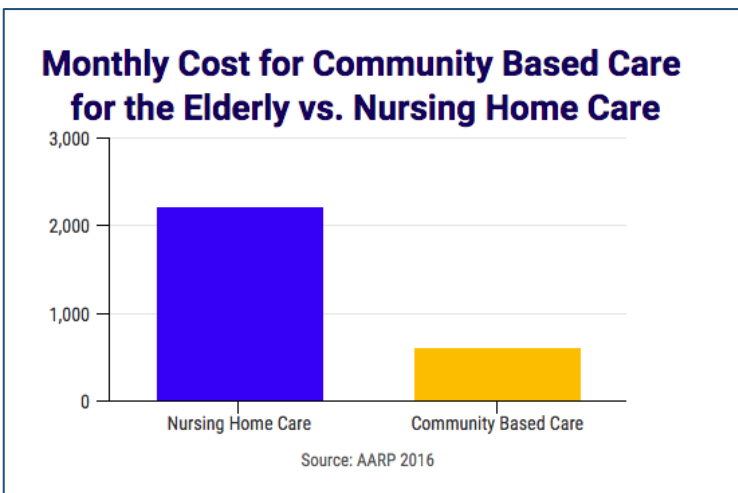
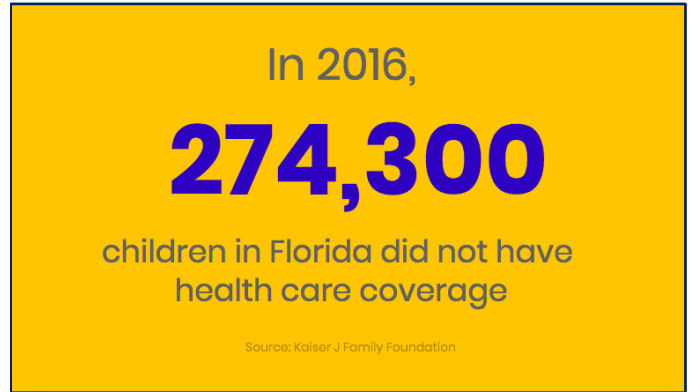


Ensuring Access to Healthcare

KidCare Eligibility:

Access to healthcare is a critical need for working families and fundamental for children’s academic success. Yet, Florida continues to have one of the highest uninsured rates in the nation.

Based on U.S. Census Bureau data, an estimated 6% of Florida’s children are also uninsured—a significant drop from the 13% rate in 2010, however still too high. Children without health insurance are less likely to have routine medical checkups, leading to more severe health problems. By increasing the KidCare eligibility criteria to include 300% of the Federal Poverty Level, Florida would be able to close the coverage gap for our children.

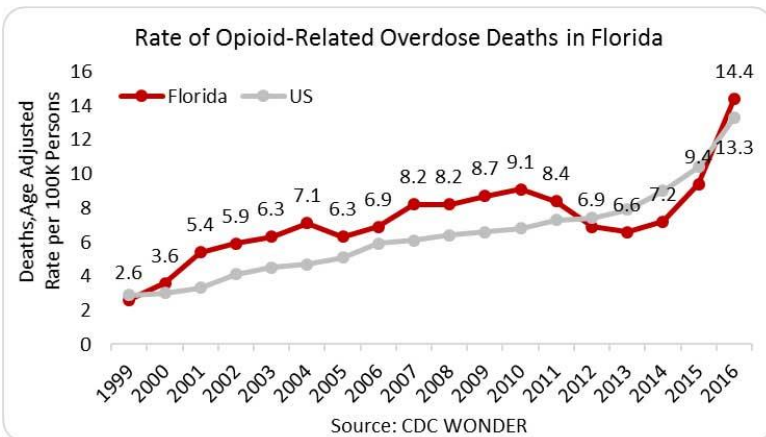


The Silver Tsunami:

Florida’s fastest growing demographic group is seniors over 65. Among those seniors, 32% live above the poverty line, but cannot afford even a very modest living. As our population ages, Florida must maximize funding for home and community-based services, such as ‘Community Care for the Elderly’, to provide support for older adults and reduce the cost burden for Florida families and taxpayers. The average monthly cost to care for a senior in the CCE Program is \$605 compared to \$2,277 for nursing home care. Currently **over 59,000 seniors statewide are on waitlists** for home care support services. Home-based programs have proven to maintain the dignity of the elderly while saving money for families and taxpayers.

Behavioral Health:

According to SAMHSA, approximately 8% of Americans suffer from substance use disorders and 18% from mental illness. This trend has contributed to the opiate epidemic, in which 5,617 Floridians overdosed in 2016. In the midst of this epidemic, another trend began to emerge: the rise of polysubstance use and cocaine. Comprehensive prevention and treatment services are more important now than ever before. It is important the Florida legislature continue to increase funding to expand prevention services that allow access to early intervention for youth to better prevent substance use and address warning signs of mental illness through targeted care, interventions and treatment.



Proposed Changes:

- **SUPPORT** legislation ensuring that KidCare eligibility is increased to 300% FPL .
- **MAXIMIZE** home and community-based services for older adults to reduce nursing home costs and waitlists.
- **INCREASE** funding to prevention and treatment services for substance use disorders and mental health.



UNITED WAY PUBLIC POLICY INITIATIVES

Financial Stability

Background:

ALICE (Asset Limited, Income Constrained, Employed) families are the backbone of Florida’s economy. They pay taxes and provide services that are vital to local economies. When ALICE households earn or are able to keep more money, they can provide for the needs of their families. ALICE families are one unexpected financial need away from disaster. They are often unable to afford the basics such as food, transportation and healthcare while living on a survival budget and are unable to save for the future. As housing prices increase and wages have stagnated, Florida is reaching a critical point in its ability to provide stability and mobility for ALICE families.



Household Survival Budget, Broward County		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs		
Housing	\$764	\$1,263
Child Care	\$-	\$1,100
Food	\$165	\$547
Transportation	\$419	\$837
Health Care	\$133	\$506
Miscellaneous	\$173	\$469
Taxes	\$247	\$440
Monthly Total	\$1,901	\$5,162
ANNUAL TOTAL	\$22,812	\$61,944
POVERTY ANNUAL TOTAL	\$11,770	\$24,250

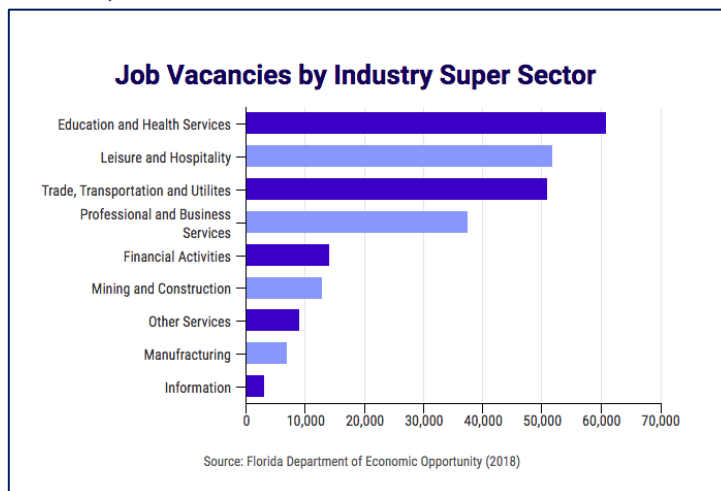
Source: ALICE Report (2017)

Workforce Development

As Florida’s economy continues to focus on diversification of education and skillsets to remain competitive, we must continue to develop our workforce to fill identified gaps. Out of a total of 247,399 estimated vacancies reported by the nearly 54,000 Florida private-sector employers surveyed, 62,941 vacancies were reported to have skills gaps. Upgraded skills will help Florida’s workers be more competitive in the production of the goods and services demanded by state, national, and international economies.

Workforce Housing

South Florida is the most rent-burdened region in the US. Broward County alone faces a deficit of more than 70,000 affordable rental units. As the affordable housing supply has declined sharply over the past decade, Florida must find avenues to increase the amount of affordable housing units. The Sadowski Trust provides solutions to affordable housing needs. However, from 2010 to 2018, there has been over an \$140 million difference between what Broward has sent to Tallahassee in documentary stamps and what has been received from the Sadowski Trust Fund allocation to Broward County and Broward municipalities. In total, \$2.2 billion has swept from the Sadowski Trust since 2001, which could have built 166,000 homes in Florida.



Proposed Changes:

- **INCREASE** access to workforce housing and utilize the Sadowski Housing Trust only for its intended purpose.
- **EXPAND** education and skills that diversify workforce development programs to close the skills gap in Florida.



Public Charge Rule: Impact on Legal Immigrants & their U.S. Born Children

Background

The U.S. Department of Homeland Security's (DHS) proposed rule – Inadmissibility on Public Charge Grounds – would substantially alter and modify longstanding government policy and practices as it pertains to the public charge grounds of inadmissibility. If promulgated, this rule would have a devastating impact on families and our communities in Florida.

Florida
4.8 million Latinos
25% of population

Source: U.S. Census Bureau, American FactFinder: Selected Population Profile in the United States: 2016 American Community Survey 1-Year Estimates.

How the Public Charge Could Change

If the proposed rule is finalized, immigration officials could consider whether individuals or any of their dependent family members—including U.S. citizen children—have received or simply sought access to government programs. Benefits that could be considered in a “public charge” determination would include virtually any program targeted to low-income people or that helps participants meet basic needs, such as:

- **Earned Income Tax Credit (EITC).**
- Non-emergency **Medicaid.**
- **Children’s Health Insurance Program (CHIP).**
- Subsidies provided through the **Affordable Care Act.**
- **Supplemental Nutrition Assistance Program (SNAP).**
- **Special Supplemental Nutrition Program for Women, Infants, and Children (WIC).**
- Housing assistance such as **Section 8** housing vouchers.
- **Low-Income Home Energy Assistance Program (LIHEAP).**
- Comparable state and local programs.

The proposed Public Charges changes will impact nearly 1 million individuals in Miami-Dade and Broward County or 26% in the former county and 15% in the latter. The impact this change will have on children – on their health and wellbeing - is alarming. Due to families’ fear to participate in Medicaid could result in coverage losses throughout Florida, decreased access to care, and worse health outcomes for the entire family, including U.S. citizen children.

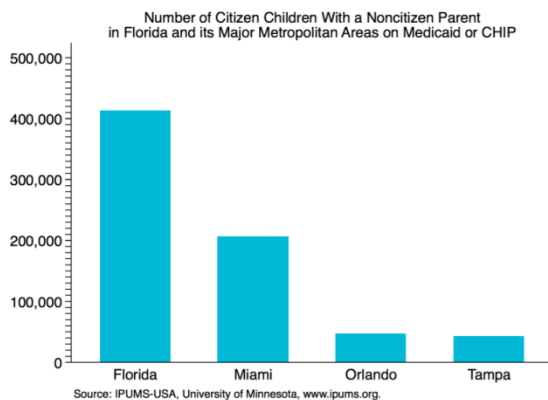
Florida Impact
2.1million people
&
609,000 Children

Source:<https://www.manatt.com/Insights/Articles/2018/Public-Charge-Rule-Potentially-Chilled-Population>.

Residents in five Florida Counties will be most affected:

County	Total Population	Estimated Number of Potentially Impacted	Estimated Share of County Population
Miami-Dade	2,664,000	693,000	26%
Broward	1,864,000	281,000	15%
Palm Beach	1,399,000	190,000	14%
Orange	1,256,000	153,000	12%
Hillsborough	1,323,000	124,000	9%

Source: 2012-2016 5-Year American Community Survey Public Use Microdata Sample (ACS/PUMS); 2012-2016 5-Year American Community Survey (ACS) estimates accessed via American FactFinder. Custom Tabulations by Manatt Health, 9/30/2018., <https://www.manatt.com/Insights/Articles/2018/Public-Charge-Rule-Potentially-Chilled-Population>. Calculation of potentially chilled population based on families with at least one non-citizen and earned income under 250% of the federal poverty line.

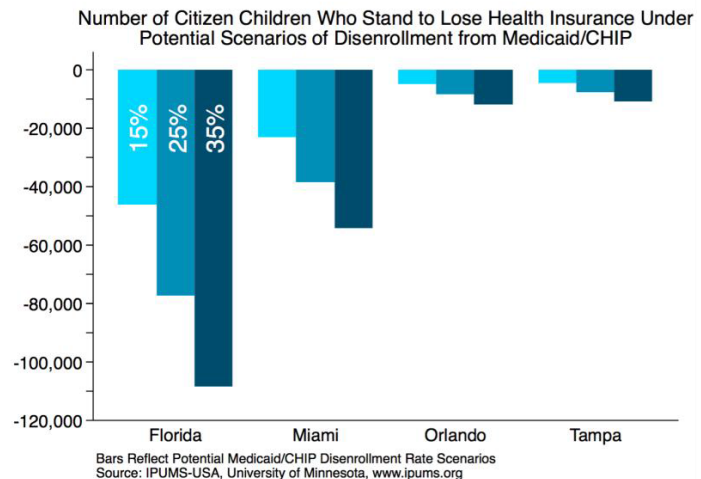


Impact on Children's Health and Access to Food

Lawfully present immigrants eligible for Medicaid or CHIP, as well as citizen children with one or more immigrant parents, are already far more likely to be uninsured than those without immigrant family members based on currently (unfounded) fears of negative immigration consequences. If the draft rule goes forward, this disparity will grow as the new rule explicitly intends to have a chilling impact. The implications for loss of coverage among Florida's children--particularly in South Florida-- are significant. The universe of those impacted is larger than the data provided in this brief because, among other things, significant numbers of eligible

children are not currently enrolled, and, as a result of the new rule, their parents will likely not pursue enrollment.

According to the 2016 American Community Survey, there are currently **over 400,000 citizen children in Florida who are enrolled in Medicaid or CHIP with a non-citizen parent**. As illustrated in the graph below, half live in the Miami metropolitan area (Miami-Dade, Broward, and Palm Beach Counties). If the rate of disenrollment ranges from 15 to 35% among these families, **between 46,000 and 107,000 children will lose insurance across the state**. The graphs compare the impact in each of the state's major metropolitan areas to the impact statewide. Broward County is already reporting a disenrollment rate of more than 25% most of which is believed are immigrant families – most of whom are Latino.



It would also harm the financial security of hospitals and local economies. The proposed public charge rule will increase hunger. Decreased participation among Florida immigrant families in food assistance could lead to higher levels of poverty and food insecurity. For farmers and local economies, reduced food assistance may reduce the well-documented positive economic impacts of programs that help households purchase produce from businesses of all types and sizes.

PROPOSED CHANGES:

- **PROTECT** Florida's immigrant families and children and their ability to access food and health services and other public benefits for which they have funded and are eligible for
- **EDUCATE** your constituents not impacted by the rule change to continue to access benefits they qualified to receive and their tax dollars have funded
- **ADVOCATE** Florida's Congressional delegation to take steps to reverse this rule should it go into effect



Empowering a New Generation of Americans

Hispanic Unity of Florida
Board of Directors Meeting
Minutes
Tuesday, January 22, 2019

Call to Order/ Roll Call

Meeting was called to order at 4pm by Lucia Rodriguez.

Presentations

Thank You to Arnold Nazur, Presentation: Steve Sampier shared Arnold's history with Hispanic Unity. Arnold has been HUF's Treasurer and chaired or co-chaired the Finance committee for 10+ years. He is a very active Board Member Emeritus and remains on the Finance Committee. Arnold is currently representing HUF on the Appointing Committee for Broward County as they appoint members to the Oversight Committee responsible for overseeing that county's recently approved penny tax for transportation.

Mission Moment: Felipe introduced the HUF staffers managing the Bridge program which assists clients in securing better jobs through targeted employment training programs. Milenis Johancsik and Ingrid Ekblad presented the Patient Care Tech service training and one client's story.

Member to Member Meet Up's: Angie Stone and Dan Schevis met up for breakfast recently. John Guerrero shared he and his wife are looking forward to the Paella Social at their home on Feb. 1.

Governance

Board Recruitment : Hector Lima is working on someone in the tech industry. Lucia and Steve are working on Leslie Cartaya. Dr. Rolando Garcia will share the name of an individual he has in mind from FIU. Angie Stone is working on bringing in a lobbyist for an empowerment tour. We have an interest from Broward College in regards to creating a young professionals group. Angie Stone will be developing a plan of action for the latter.

Anthony Abbate: Nominated for Board Membership by the Governance Committee. He was introduced by George Mihaiu. Steve reviewed Tony's qualifications, background and interest in joining HUF.

Motion: Steve motioned to have Anthony Abbate join the HUF board and Dan Herz provided the second. Motion passed.

Development Committee

Thank You Calendar for Board Members. Shani reviewed the proposed 2019 Thank You calendar schedule. Board members will be asked to make thank you calls to donors and funders during a designated month. Prior to the start of the month – Denisse Berrios, our donor relations coordinator, will provide the script for the call. We ask that a call be made and if unable to contact the donor or funder, a hand written note be sent.

Shani shared there are cultivation events every month that allow board members to make introductions to HUF. In addition we have the following events scheduled:

- Circle of Friends, Thank You Event, February 28th---Plan. Shani thanked John Guerrero for securing the Gallant lady of the JM Family. As we get closer to the date there will be more details shared.
- May HUF Open House – this will be an expanded breakfast tour.

- Waiting on confirmation for a date in late September 2019 for ESummit at NSU.

Finance Committee

2019 HUF Budget. Emma thanked Arnold Nazur for his invaluable insight and oversight. And Virginia Cielo for her work in preparing the annual budget. The 2019 budget is very similar to 2018. Emma reviewed the highlights of the 2019 budget assumptions including the need for HUF to raise \$1.4 million in 2019.

A discussion ensued. John Guerrero shared that the package was well done and comprehensive. He asked about the TJMF \$1million gift. Staff shared that half is unrestricted and the other half is temporally restricted - both reflected in the 2019 budget. At this time, no expenses are budgeted against the gift. Dan Herz asked if we had a planned giving initiative. Staff shared that Shani Wilson recently met with United Way staffer to learn how to incorporate planned giving language into HUF's activities. Dan offered to share some additional information.

Approval of 2019 Budget.

Motion by Dr. Rolando Garcia to approve the 2019 budget and a second was provided by John Guerrero. The motion passed.

Consent Agenda

Dr. Garcia pulled item VII (seven) as the Public Policy and Advocacy committee will approve the item at the February PP&A meeting.

Steve Sampier motioned to approve the consent agenda minus item VII (seven) and a second was provided by Dr. Garcia. The motion passed.

Executive Session

The board met with HUF's senior staff, Josie Bacallao, Felipe Pinzon and Virginia Cielo to discuss proposed changes impacting the finance division. No vote required by the board.

Adjourn 5:45pm.



Marketing Committee Meeting Minutes

February 6, 2019

Present: (In person) Lucia Rodriguez, Mari Naranjo, Felina Rosales-Furer and Shani Wilson & **(On the phone)** Josie Bacallao, Lesli Franco, Mindy Figueroa, Jeney Gonzalez, Maria Alexandra Sanchez, Maguana Jean

Excused:

Action Items:

1. Lucia Rodriguez will reach out to artists for a funder gift.
2. Maguana Jean will share with Josie Bacallao the Miami School of the Arts contact who created original pieces for her company.
3. Shani Wilson will share photos of what our current gift cards with the committee.
4. Lucia Rodriguez will reach out to a bakery she knows for potential ideas and in-kind donations.
5. Shani Wilson and Mari Naranjo will distribute a form for name ideas and share words that describe the COMPASS model.
6. Mari Naranjo will share more information with the committee regarding our Disaster Relief Program (HUF is looking for assistance in securing media coverage and interviews)
7. Lucia Rodriguez would like to set up a meeting with Mari and Lesli to further discuss the marketing communication plan, objectives and catch Lesli up to speed. Scheduled for February 14th.
8. Mari Naranjo will share with Jeney Gonzalez more information on Gulfstream services as she would like to promote more HUF services through her teaching of a Citizenship class.

January and February Minutes. Lucia Rodriguez motioned to approve the minutes. Seconded by Maguana Jean. Motion passed.

Welcome Lesli Franco to the Committee.

Lesli was introduced by Lucia Rodriguez. Lesli has worked 15 years in South Florida and Broward County.

Lucia hopes in the near future we have a Marketing Committee meeting with a breakfast and meet and greet prior to the meeting. That way all of our new members can meet the existing committee members.

Gifts for Donors. Presented by Shani Wilson

Shani asked for ideas for gifts for our donors and funders. Specifically for individuals and funders, with a cost of no more than \$5.00 per gift. Emphasis on small gifts with a focus on the HUF mission and HUF branding. Lucia shared maybe engage local artists, photographers to create an art piece. Lucia will reach out to those artists she has in mind. Maguana Jean suggested the Miami art school as they put together original pieces for her company. She will share the contact with Josie.

Mindy Figueroa shared we could gift an experience, perhaps the Children Museum in Miami. Brightline train is a great concept to charter a car for the transportation. Goal is to have an inventory of gifts. Shani will share photos of what our current note cards look like.

Lucia will reach out to a bakery she knows for potential ideas and in-kind donations.



Maria Alexandra asked if we have connected with a printer for ideas? She will share her thoughts with Shani.

2-Gen Program Renaming: Formerly COMPASS (Email from Josie Bacallao 1/25 attached)

COMPASS (2 Generation Approach-Pilot program at Stranhan High) Rebranding, name change. Looking for ideas from the committee.

2-Gen is a model NOT a program. And HUF will be using it as an approach for all its work.

We'd like to have "2 Gen" as part of the name if possible, we are trying to sell to our model to funders. Does using number 2 make it restrictive? Lesli cautioned about using Gen 2.0 and NextGen, as they are names of non profit young professional groups. Mari Naranjo requests three ideas from each committee member. Shani and Mari will distribute a form for name ideas.

Unity 4Teens "*powered by the 2-Gen Model*". Mindy suggested considering a tagline or phrase.

2019 Marketing & Communications Plan (Tactics and Committee Support)

2019 Marketing & Communications Plan tactics for support from the Committee. This year we need major support with PR. Many campaigns rolling out this year and need to spread the word (VITA, Peace. Love. HUF (Citizenship fundraising), HUF at Gulfstream Early Learning Center (move in announcement) and our Disaster Relief services). We all need the help of the committee's media contacts.

Mari will share more information with the committee on the Disaster Relief Program for those affected by past Hurricanes and currently have open FEMA cases.

Mari will share success story with Lesli.

Mindy shared we should email our VITA list, Telemundo, COMCAST and leveraging the relationships existing. Josie shared we need pro-bono PR agency and committee members to take on more tasks to aid in support to push forward the communications plan.

Lucia would like to set up a meeting with Mari and Lesli to discuss more the plan, objectives and catch Lesli up to speed. Morning of February 14th.

Lucia asked the committee to please share their media contacts with Mari and team.

Jeney requested more information on Gulfstream services as she would like to promote more of HUF services through her teaching of a Citizenship class. Mari will share with Jeney.

Next Meeting:

Wednesday, March 6, 2019 @ 8:30am

**Public Policy & Advocacy Committee Meeting Minutes
February 8, 2019-Conference Call Meeting**

Present:

Josie Bacallao, Felina Rosales-Furer, Dr. Rolando Garcia, Commissioner Julie Fishman, Dan Schevis, Commissioner Dick Blattner, Nicole Krauss, Carolina Cardozo, Heather Davidson and Robby Holroyd

Excused:

Sister Maria Elena, David Arce

Next Steps/Action Items:

1. VITA Champions: Josie Bacallao/David Arce will share the list of who have not responded to HUF's requests to become VITA Champions. Commissioners Dick Blattner and Julie Fishman offered to split up the list and make reach out to them personally. (Thank you to both of you!)
2. Heather Davidson will be sending a policy brief for the VITA program to include in HUF's policy agenda package.
3. Florida Hate Crimes Coalition participation. Rolando Garcia asked that the committee review the email and invitation to HUF by next Wednesday. Josie will send out an email seeking the committee's input.

Discussions

1. Approval of December 2018 Minutes.
Motion: Dan Schevis. Second: Commissioner Julie Fishman. Motion passed.
2. Welcome New Committee Member Nicole Krauss. Josie Bacallao shared that Lily Pardo connected us to Nicole and we have been wanting to have Nicole be part of the HUF family for some time. She works with Publix in Community Relations. Nicole has a media and government affairs background. On a corporate level she has had the opportunity to fund HUF's Unity 4Teen program and has officiated as the Mistress of Ceremony for the Unity 4Kids graduation. On a personal note, her assistant's mother became a US citizen with help from HUF. She is honored to be a part of the committee.
3. Working On Now.
 - a. Attended and spoke at the Broward Delegation Dec. 2018 Meeting. Joining Josie at the podium were Ana Valladares from the CSC board and Randy McGrorty, who leads Catholic Charities legal services.

Comments made by Josie on these two topics:

- ESSA: Issues with the state education division not providing support or the right tools for children who are classified as English limited (EL)
- Public Charge. Shared the impact this may have if passed by executive order by the administration and would have a severe impact on families and the community.

4. VITA Champions: A number of the electeds from our 12 targeted municipalities have still not responded. (Program launched on Jan 28.) Josie Bacallao/David Arce will share the list of who have not responded to HUF's requests to become VITA Champions. Commissioners Dick Blattner and Julie Fishman offered to split up the list and make reach out to them personally. (Thank you to both of you!)
5. 2019 Policy Agenda – Reviewed & Discussed

Josie reviewed the three pages which recaps the policy package. Below are the comments and suggestions made by the committee:

- a. Heather mentioned that funding for VITA at the state level is getting traction. Josie will add the policy paper to HUF's policy agenda and also share during Broward Days. (Heather to email policy to Josie).
Note, HUF plans to advocate for VITA with congress as well during HUF's visit in March to DC.
- b. Dan Schevis asked how can we help with Public Charge? Josie shared about the public comment period ended in December 2018. We are in waiting for the administration to decide if they move forward. Josie nonetheless shared information with the Broward delegation about this topic and plans to do the same when she meets with

the electeds in DC.

Motion: Motion by Julie Fishman to approve the HUF 2019 policy agenda and policy sheets. Dan Schevis provided the second and the motion passed.

6. HUF has been invited by the ADL to join the Florida Hate Crimes Coalition as a signatory. Rolando Garcia asked that the committee send their comments to Josie by next Wednesday (2.13.19) so that Josie may respond to the ADL.
7. Coming Up
 - a. HUF will repost a Blog Post of an interview with Dr. Rosie Castro Feinberg which was posted on the UnidosUS page. The topic is ESSA.
 - b. Immigration presentation: Working on Prezi presentation will share at the next meeting.
 - c. Attending Broward Days this year is Felina Furer and Josie Bacallao. We plan to connect with Commissioner Julie Fishman, Heather Davidson and Robbie Holroyd. Josie asked for their suggestions on how to make this trip successful for HUF>

Next Meeting: Friday, March 8th 2019 @9am.