

# 2023 Annual Report



Indiana Commission on Hispanic/Latino Affairs



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## Vision

- Identifying various issues and topics for the Commission to address
- Collaborating with individuals and organizations that align with our mission
- Helping the Hispanic/Latino community to the best of our ability
- Listening to the community on what challenges they are facing
- Advocating for the further advancement of Hispanic/Latinx people statewide

## Mission

- The Indiana Commission on Hispanic/Latino Affairs (ICHLA) is a non-partisan state agency working toward economic, educational, and social equity for all Hispanic and Latinx Hoosiers, including promoting cooperation and understanding.
- The Commission identifies, measures, and reviews programs and legislation, and researches challenges and opportunities affecting the Hispanic/Latinx community. The Commission identifies solutions and provides recommendations to the Governor and Legislature.

# Word from the Chair

Serving as the chair of the Indiana Commission for Hispanic and Latino affairs this year has been a true honor. One of my favorite moments was seeing Darlene Rodriguez receive the ICHLA Lifetime Achievement Award at the Farmworkers Event back in February. Her smile and the pride and joy of her loved ones was a beautiful thing to witness. I believe representation and recognition matter, especially for communities that are underrepresented and undervalued.

This year I also had the opportunity to attend several events in the community and share more about what we do in the Commission and promote our grants program and the community survey that was launched back in November. The number of responses we gathered this year is greater than last year, and with that we are hoping to have a more reflective analysis of the needs of our community across the state.

I hope 2024 is a great year for all of us. I am excited for all the plans and visions we have for the Commission to truly fulfill our mission of working toward economic, educational, and social equity for Hispanic and Latino Hoosiers.

**Daniella Jordán Gonzales**

*Chair of The Indiana Commission on Hispanic/Latino Affairs*



# Word from the Director

It has been my distinct pleasure being Director of the Indiana Commission on Hispanic/Latino Affairs since June 2021. Being able to work with the community alongside incredible Commissioners has proved to be rewarding work.

Working with my community doesn't feel like "work." I get the privilege to learn, grow, and assist my community every day. Witnessing the strength that the collective Hoosier Hispanic/Latinx community has serves as a catalyst to keep me engaged in this work. I want to continuously give back to the community and the Commission. It is my personal and professional goal to always be there for the BIPOC community and to serve as an example to future generations! 2023 has been an incredible year and I can't wait to see what 2024 has in store!

## **Alexis Gonzalez**

*Director of The Indiana Commission on Hispanic/Latino Affairs*



# Meet our Executive Committee



## **DANDY GARCIA**

### **VICE CHAIR**

Dandy Garcia was appointed by Indiana State Health Commissioner Dr. Kristina Box in 2021. He served the Hispanic/Latinx rural community to ensure they had equal access to healthcare, specifically vaccinations. Garcia was vital with sharing all cultural celebrations throughout the state.



## **CRISTIAN GUANDIQUE**

### **SECRETARY**

Cristian Guandique serves as deputy director for data science and engineering at Indiana Family & Social Services Administration “FSSA”. He was appointed by FSSA to serve as a Commissioner. He has been serving as secretary for two years and has played an instrumental role in the grant subcommittee.



## **EMILY SALINAS**

### **TREASURER**

Emily Salinas serves as the Migrant Education Specialist for the Indiana Department of Education. She has nearly twenty years of experience in education, fifteen of which were spent in the classroom teaching English as a New Language and Heritage Spanish at the secondary level in her hometown of Indianapolis.

# 2023 Commissioners



**PALERMO GALINDO**  
SENATE APPOINTEE



**HERB HERNANDEZ**  
SENATE APPOINTEE



**JONATHAN PEREZ**  
SENATE APPOINTEE



**VICTORIA VASQUEZ**  
SENATE APPOINTEE



**JESUSA RIVERA**  
HOUSE APPOINTEE



# 2023 Commissioners



**DANIELLA JORDÀN GONZALES**  
LIEUTENANT GOVERNOR'S OFFICE DESIGNEE



**SENATOR RODNEY POL, JR**  
INDIANA SENATE



**SENATOR BLAKE DORIOT**  
INDIANA SENATE



**REPRESENTATIVE VICTORIA GARCIA WILBURN**  
INDIANA HOUSE OF REPRESENTATIVES



**REPRESENTATIVE PEGGY MAYFIELD**  
INDIANA HOUSE OF REPRESENTATIVES

# 2023 Commissioners



**PAMELA FERGUSON**

INDIANA DEPARTMENT OF CORRECTION DESIGNEE



**MELISA MATTHEWS**

INDIANA DEPARTMENT OF WORKFORCE  
DEVELOPMENT DESIGNEE



**CRISTIAN GUANDIQUE**

INDIANA FAMILY AND SOCIAL SERVICES  
ADMINISTRATION DESIGNEE



**ELIAS CHAVEZ**

INDIANA STATE DEPARTMENT OF HEALTH DESIGNEE



**EMILY SALINAS**

INDIANA DEPARTMENT OF EDUCATION DESIGNEE

# 2023 Proxies



**JANET GARCIA-HOBBS**  
INDIANA DEPARTMENT OF WORKFORCE  
DEVELOPMENT



**MARIA NAVA DE CALDERON**  
INDIANA DEPARTMENT OF EDUCATION



**OLIVIA ZARATE**  
INDIANA DEPARTMENT OF HEALTH



# Overview of Hispanics/Latinos in Indiana

## Population

- Indiana has the 21st largest Latino population compared to the nation
- 24.65% of the total population in Indiana have a bachelors degree or higher and Latinos with a bachelors degree make up 12.64%.
- In Indiana, the Latino electoral participation increased 57.78% between 2008-2012 and continues to grow.\*

## Buying Power

**U.S. Latino purchasing power is measured at \$3.4 trillion\*\***



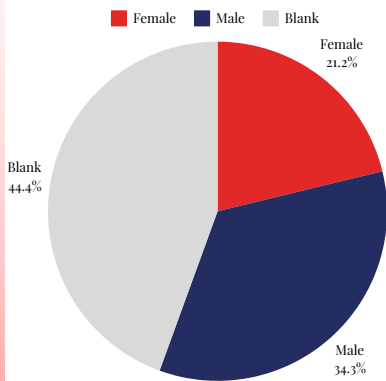
\*[unidosus.org/wp-content/uploads/2021/07/IN.pdf](https://unidosus.org/wp-content/uploads/2021/07/IN.pdf)

\*\*[latinodonorcollaborative.org](https://latinodonorcollaborative.org)

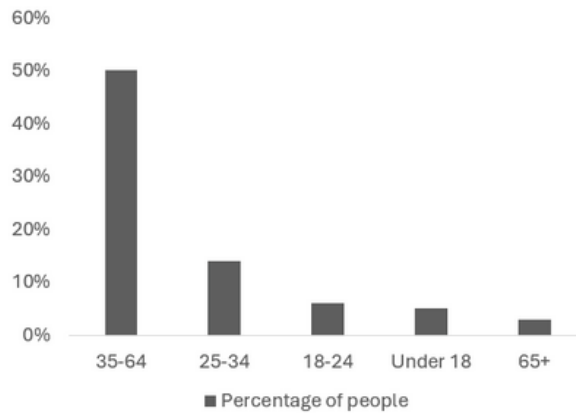
# Overview of ICHLA 2023 Community Survey

## Demographics

### Gender



### Age

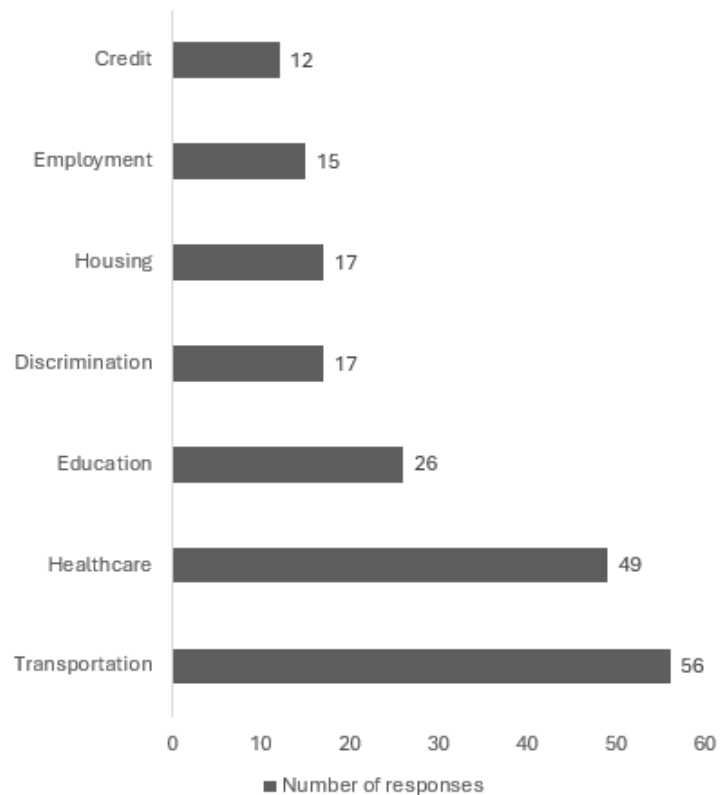


### 18 Countries Represented

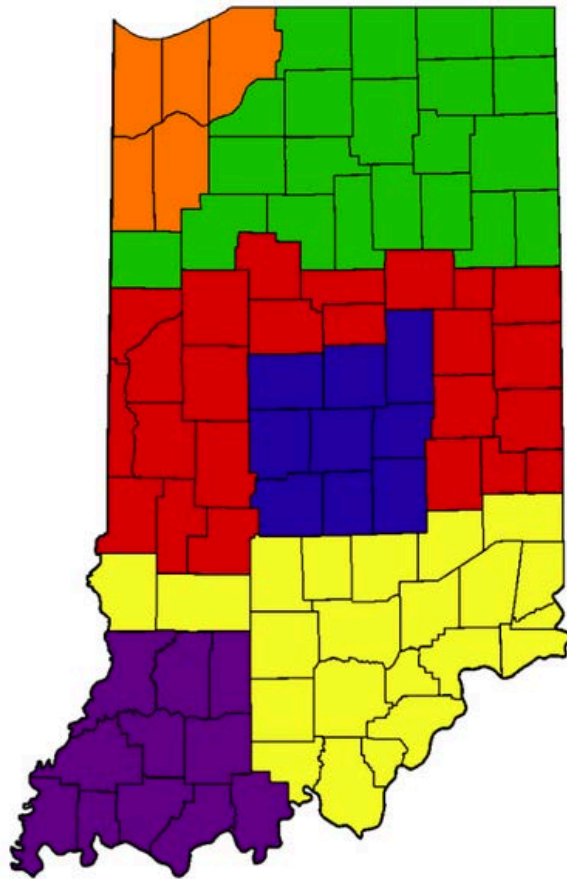


**What are the most challenging issues our community is facing?**

### Responses Per Challenging Issue



# Overview of ICHLA 2023 Community Survey

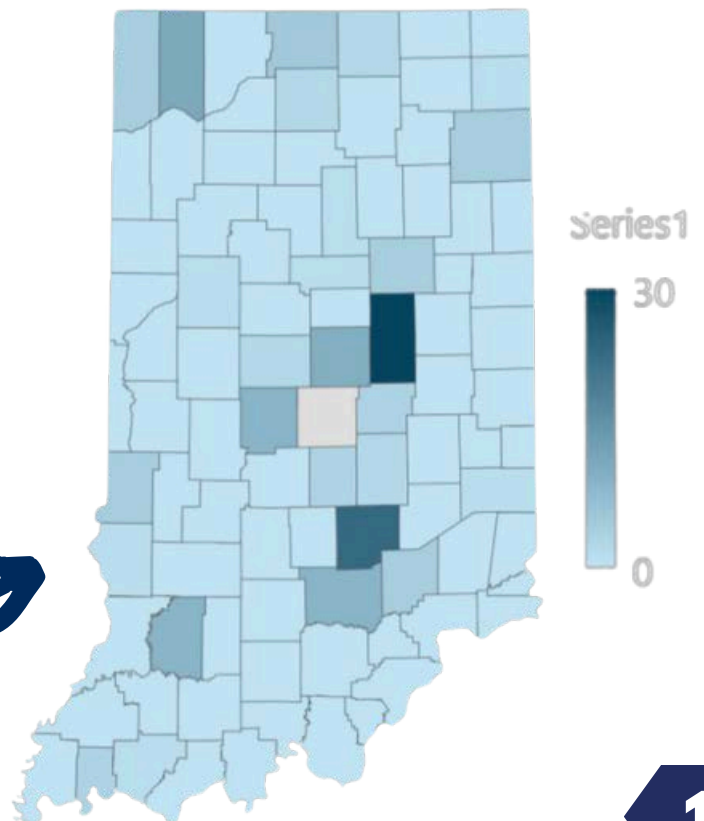


- Northwest Indiana
- Northern Indiana
- Central Indiana
- Indianapolis Metro Area
- Southern Indiana
- Southwest Indiana

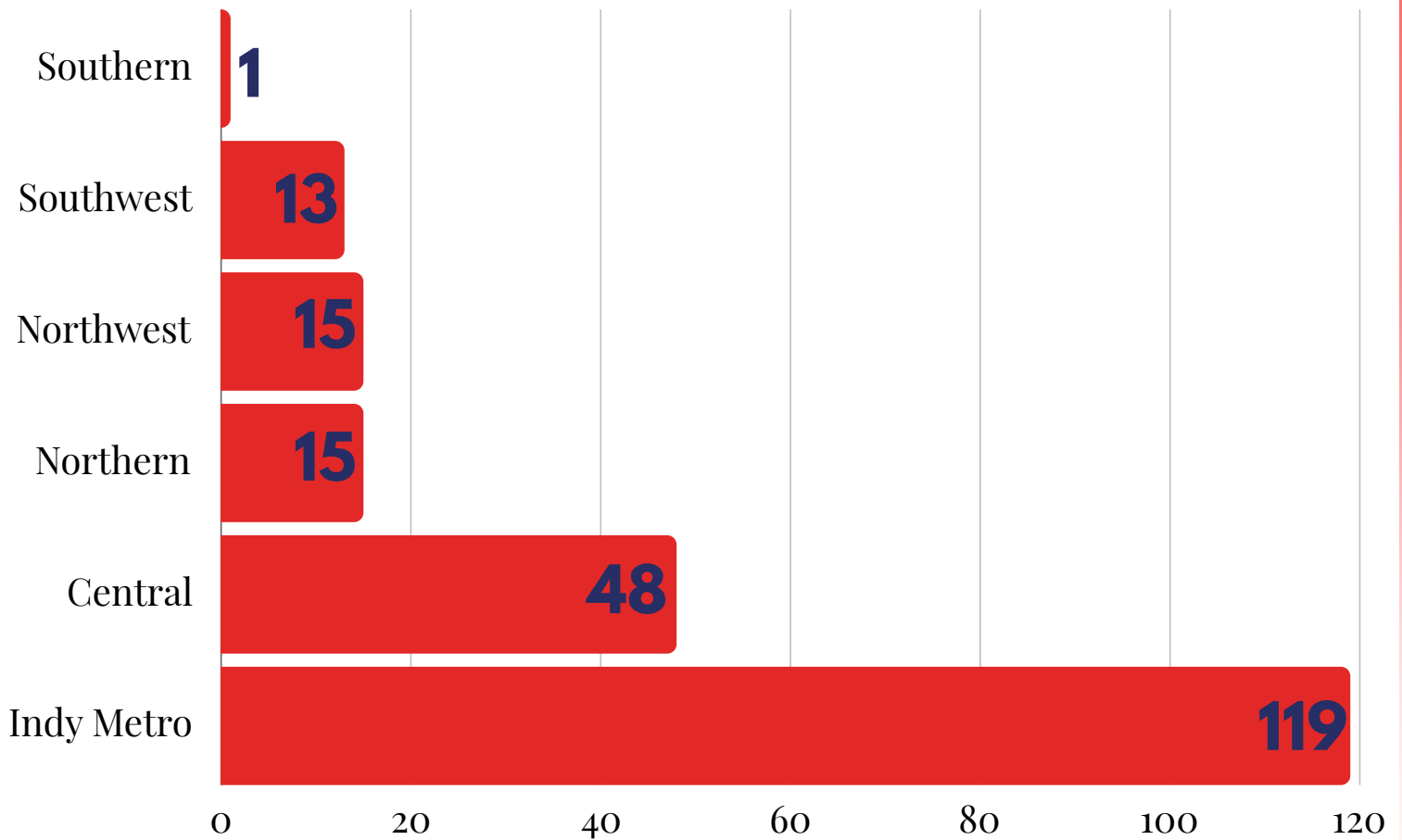
## Indiana Counties by Geographic Area



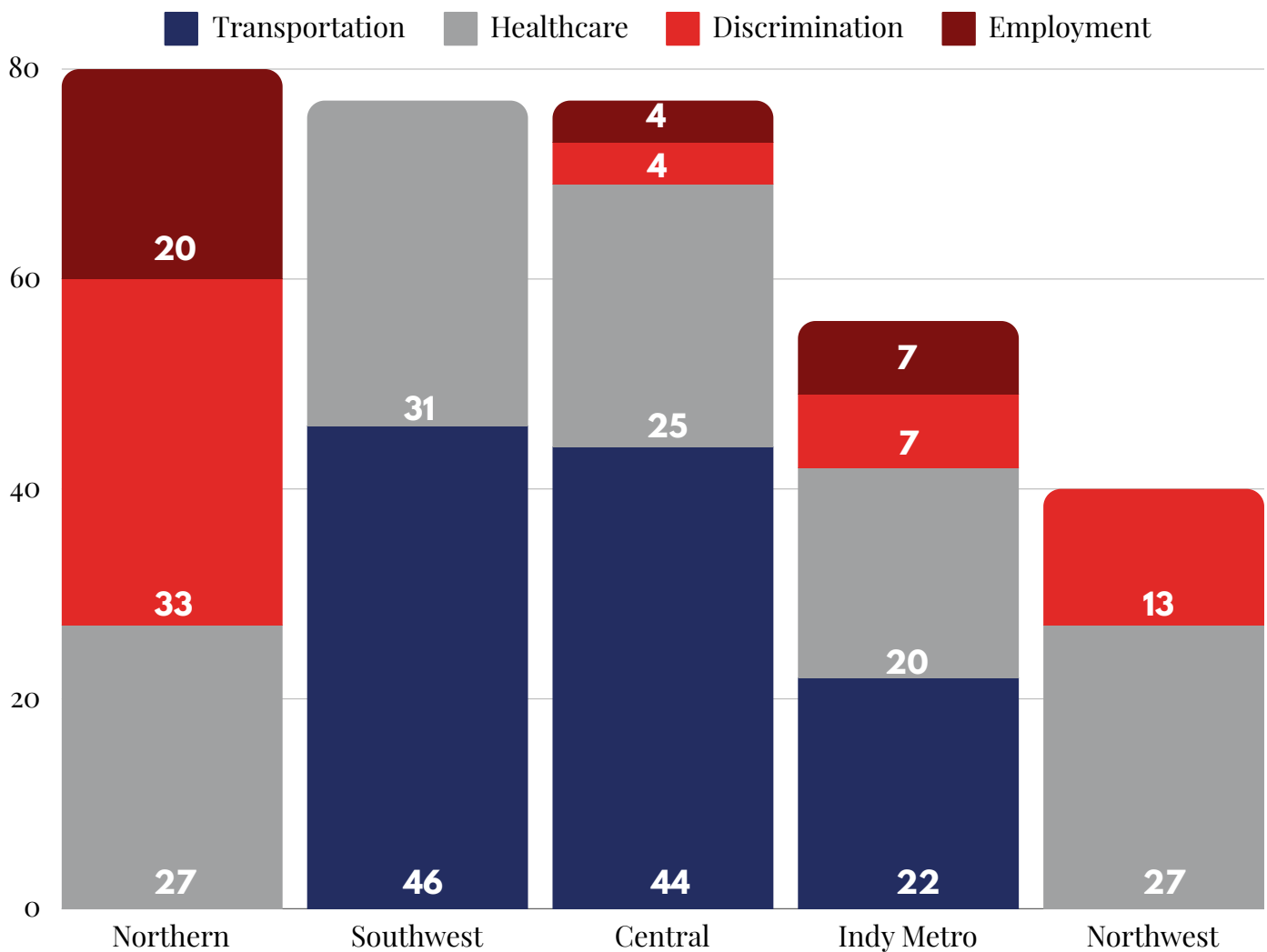
## Responses by Indiana Counties



## Number of Responses by Geographic Area in Indiana



## Proportion of Responses Identifying the Main Issues by Geographic Area





## Healthcare

The main concerns that were expressed by people who identified “Healthcare” as the main issue affecting our community were:

- Language barriers
- High cost for treatments and medicine
- Lack of health insurance
- Discrimination



## Transportation

56 people identify “Transportation” as the most challenging issue for their community.

80% said the lack of a driver’s permit for undocumented immigrants was the biggest transportation issue.

69% of them are either business owners, full-time employees, or part-time employees and 53% of them own a home or apartment.

People who have expressed a need for a driver’s permit are employed and own property, which indicate they contribute to the economy, and could potentially contribute more if they were allowed to drive freely to their jobs, travel, etc.



# Legislative Recommendations

# Legislative Recommendations

## Language Accessibility

- Hoosier Hispanics/Latinos ought to have access to culturally competent translated documents and interpreters.
- The Commission's largest concern is medical documents and interpreters in the healthcare community as they are vital to the health of Hispanics/Latinos in Indiana.
- We as a community must also ensure there are enough notaries who provide information in Spanish and can speak the language.
- In order to accomplish state-wide translation access, creating a taskforce would be necessary to focus on ensuring there are enough resources and culturally competent translations.
  - Funding to pay translators and reviewers would be necessary to accomplish state wide document translation.



INDIANA

# Legislative Recommendations

## Indiana Farmworkers

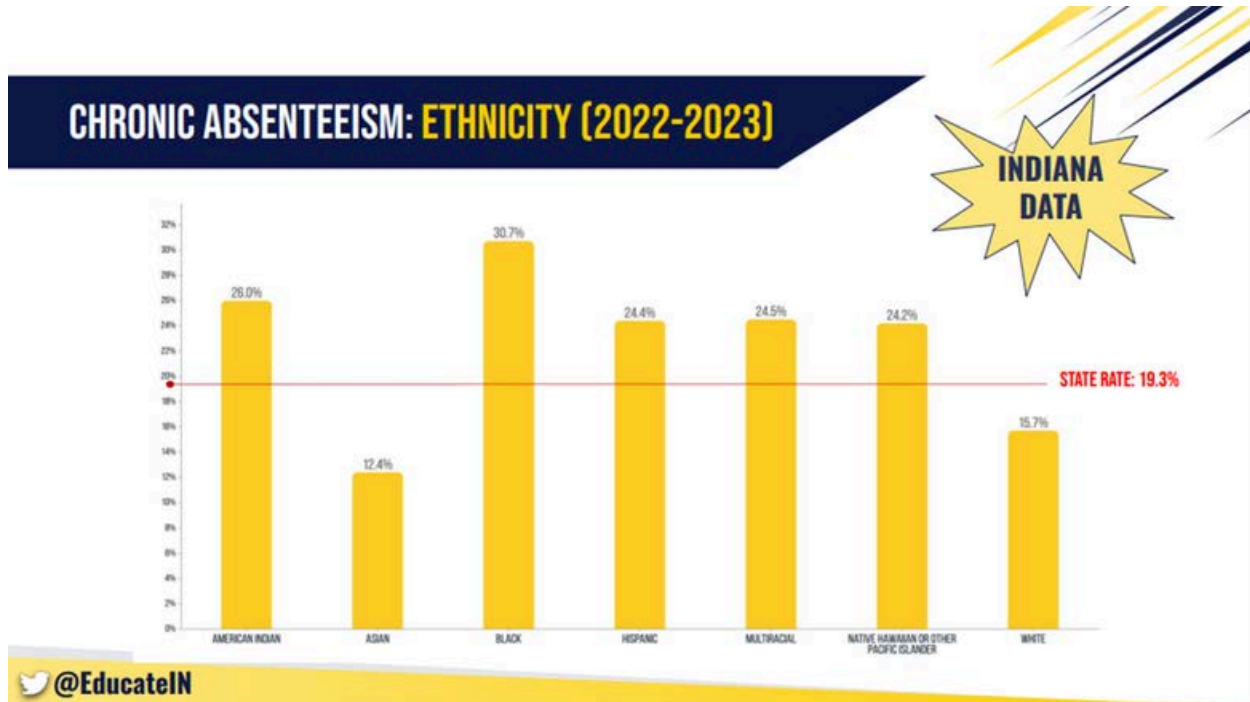
- Agricultural workers represent some of the most socially and economically disadvantaged people in the U.S. According to the 2019-2020 the National Agricultural Workers Survey results, 20% of agricultural worker families had family income levels below the national poverty guidelines.
- Farmworkers reported an average hourly wage of \$13.59.
- The survey found 82% of agricultural workers said they were paid by the hour, 7% were paid by the piece, and 8% were salaried.
- 78% of workers reported living in crowded conditions regardless of whether the provided space complies with housing standards.\*
- Agricultural workers ought to have access to clean and maintained living environments.
- As food prices increase, wages need to be evaluated state-wide to reflect Hoosier Farmworker's contributions.



\* [ncfh.org/facts-about-agricultural-workers-fact-sheet.html](https://ncfh.org/facts-about-agricultural-workers-fact-sheet.html)

# Legislative Recommendations

## Education



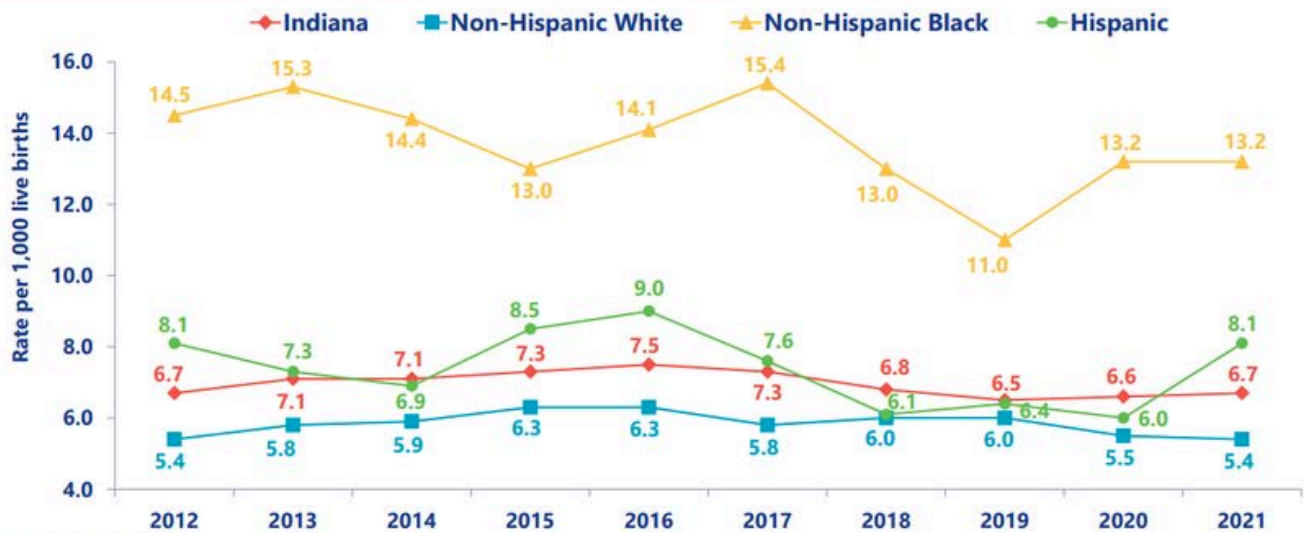
- Absenteeism is a rising issue with Hispanic/Latino Hoosiers.
- Absenteeism leads to lower graduation rates and disengagement in school.\*
- To combat rising issues, school systems ought to incentivize bilingual and bicultural teachers and school counselors with a pay differential.
- Increase awareness to parents/guardians of the importance of being present in school.

\*<https://www.pbs.org/newshour/nation/chronic-absenteeism-is-up-across-the-country-school-leaders-are-trying-to-address-why>

# Legislative Recommendations

## Healthcare

### Indiana IMRs by Race and Ethnicity 2012-2021



Source: Indiana Department of Health, Maternal & Child Health Epidemiology Division (January 9, 2023)  
Indiana Original Source: Indiana Department of Health, Vital Records, ODA, DAT

7

- Hoosier Hispanic/Latino Infant Mortality Rates (IMRs) have significantly increased from 2020-2021.
  - Infant mortality is defined by the moment the infant is born and up to 12 months of age.
- There are many factors that play into such a high mortality rate such as implicit bias, discrimination, and lack of affordable and accessible healthcare.
- The infant mortality rate is an important marker of the overall health of a society.\*
- The State of Indiana should take high priority measures to ensure Hispanic/Latinx mothers and babies are well taken care of for the first 12 months post-partum.

\*CDC

# Legislative Recommendations

## Healthcare Barriers that need to be addressed by state leaders

- Affordable healthcare.
- Access to quality and affordable health insurance.
- Access to culturally competent medical documents and interpreters.
- Transportation to medical offices and pharmacies for all Hispanics/Latinos who don't have access to a car/public transportation.
- Access to Federal/State healthcare resources to uninsured Hoosiers.
- Easily accessible information about Medicare/Medicaid in multiple languages.



# 2023 ICHLA Grants

**Congratulations to the 2023 ICHLA Grant Recipients!**



To learn more about the ICHLA Grant program, visit [WWW.In.Gov/ICHLA](http://WWW.In.Gov/ICHLA) or scan below.



**SCAN ME!**



# Community Resources



## Indiana 211

<https://in211.communityos.org/>

211 or (866) 211-9966

2-1-1 is a free and confidential service that helps Hoosiers across Indiana find the local resources they need - 24 hours a day, 7 days a week.

## Indiana Legal Help

[Indianalegalhelp.org](http://Indianalegalhelp.org)

- A hub for self-help resources and information.
- A place to get 24/7 access to hundreds of plain language forms, videos, and guides.
- A way to connect with free and low-cost legal aid for non-criminal issues including family law, housing, and healthcare.

## Indiana Civil Rights Commission

[In.gov/icrc](http://In.gov/icrc)

(317) 232-2600 or 1-(800)-628-2909

The Indiana Civil Rights Commission (ICRC) enforces the civil rights laws of the State of Indiana. We investigate complaints of discrimination and educate organizations, companies, landlords, associations, and individuals on their rights and responsibilities under Indiana Civil Rights Laws.

## U.S. Equal Employment Opportunity Commission

[www.eeoc.gov](http://www.eeoc.gov)

1-800-669-4000

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy and related conditions, gender identity, and sexual orientation), national origin, age (40 or older), disability, or genetic information.

## Consulate of Mexico, Indianapolis

<https://consulmex.sre.gob.mx/indianapolis>

The Consulate of Mexico in Indianapolis protects the interests of Mexican citizens and residents. Services include passports, diplomatic assistance, and social services.

# Community Resources



## **La Plaza**

<https://www.laplazaindy.org>

317-890-3292 (WIC office inside)

La Plaza strengthens Central Indiana by advocating and preparing Latino students for educational success and by connecting Latino families to health and social services. La Plaza is the recognized Central Indiana leader in helping Latinos reach their full educational potential by building on their strengths and fostering self-sufficiency.

## **Indiana Latino Institute**

<https://indianalatinoinstitute.org>

(317) 472-1055

Our mission is to advance Latino educational attainment and workforce preparedness statewide through advocacy, leadership development, and culturally responsive programming.

## **Latino Coalition (Domestic Violence & Sexual Abuse)**

<https://www.indianalatinocoalition.org/programs.html>

(317) 926-HOPE (4673)

The Latino Coalition programs seek to educate, support, and empower victims of domestic violence and sexual abuse. By harnessing the strengths of Latino communities and service providers across Indiana, our goals are to provide culturally relevant and community-wide solutions to prevent violence and responds appropriately to victim's needs.

## **Northern Indiana Hispanic Coalition**

<http://nihhc.com>

(574) 522-0966

The Northern Indiana Hispanic Health Coalition (NIHHC) was established in 2002 as an initiative of local Hispanic leaders of Elkhart County and the Indiana Minority Health Coalition (IMHC). It offers services to the communities of Elkhart, Kosciusko, Noble, and Marshall counties, and it has local offices in Elkhart and Warsaw. Since its inception, NIHHC has provided health intervention programs, complimentary preventative health screenings, and referrals to physicians and health care facilities, serving thousands of community members every year.

# Community Resources



## **Learning Network of Clinton County**

<https://www.lnocc.org>

765-659-6380 ext. 1814

The Learning Network of Clinton County, Inc., is a community-based organization offering programs to enhance workforce skills, build knowledge for career potential, enhance lifelong learning opportunities, and provide services to in-school and out-of-school youth and adults.

## **Su Casa Columbus**

<https://sucasaindiana.org>

(812) 375-9370

Su Casa envisions a thriving and valued Latino community that benefits all of us. Our mission is to increase self-sufficiency, health, economic independence, education, and ensure Latino families feel safe and belong here. Su Casa believes that all residents should have equitable access to the tools and support needed to be successful regardless of socio-economic or immigration status, gender identity, sexual orientation, race, or beliefs. Su Casa was founded in 1999 as a response to the increase of Latin American immigrants arriving to Columbus. The majority of these immigrants had limited English proficiency. Su Casa was established to provide a helping hand and remove barriers to make essential services in our community accessible for those families.

## **Proteus**

[www.proteusinc.net](http://www.proteusinc.net)

1-800-372-6031

Provide assistance to agricultural workers.

## **Indiana Minority Health Coalition**

<http://imhc.org>

(317)926-4011

“To enhance the quality of life through education, advocacy, and quality health care services for racial/ethnic minorities. To conduct research and training, develop policy, and create and maintain a broad-based network of affiliate agencies.”

# Community Resources



## **U.S. Department of Housing and Urban Development**

<https://www.hud.gov/contact>

Federal Housing support for local communities. They provide services such as local public housing, rental assistance, and you can report housing discrimination.

## **FSSA SNAP (Food Assistance)**

<https://www.in.gov/fssa/dfr/snap-food-assistance/>  
(800) 403-0864

The Supplemental Nutrition Assistance Program provides food assistance to low and no income people and families living in the United States. It is a federal aid program administered by the Food and Nutrition Service of the U.S. Department of Agriculture, however, distribution of benefits occurs at the state level. In Indiana, the Family and Social Services Administration is responsible for ensuring federal regulations are initially implemented and consistently applied in each county. This program is designed to raise the nutritional level of low income households. It enables low-income families to buy nutritious food through Electronic Benefits Transfer cards. To apply for benefits, please [click here](#) and select the county where you live.

## **Indiana Mom's Help Line**

<https://www.momshelplineindiana.com>  
1-844-624-MOMS(6667)

Mom's Helpline helps Indiana women get the answers and resources they need. Whether you're looking for an OBGYN, diapers, or a place to ask parenting questions, its Communication Specialists will be there to assist you—because every woman should feel supported during motherhood. It connects you with resources within your community and from state agencies to help you and your child live happy and healthy lives.

## **WIC Indianapolis**

<https://www.in.gov/health/wic/>  
1-800-522-0874

WIC Provides:

- Nutrition and health screening and assessment
- Nutrition education and counseling
- Breastfeeding promotion and support
- Referrals to other Indiana health, family, and social services
- Supplemental healthy foods designed to meet special nutrition needs

# Community Resources



## **HeadStart Indianapolis**

<https://eclkc.ohs.acf.hhs.gov/contact-us>

1-866-763-6481

Head Start programs prepare America's most vulnerable young children to succeed in school and in life beyond school. To achieve this, Head Start programs deliver services to children and families in core areas of early learning, health, and family well-being while engaging parents as partners every step of the way. Head Start encompasses Head Start preschool programs, which primarily serve 3- and 4-year-old children, and Early Head Start programs for infants, toddlers, and pregnant women. Head Start services are delivered nationwide through 1,600 agencies that tailor the federal program to the local needs of families in their service area.

## **Goodwill NFP**

<https://goodwillnfp.org/#nfp>

(317) 524-3999

Nurse-Family Partnership is a free program for women who are pregnant with their first baby. With your very own personal nurse, you will get the support, advice, and information you need during your pregnancy and when your baby arrives.

## **Gennesaret Free Clinic**

<https://www.gennesaret.org/>

317-955-0217

Westminster partners with Gennesaret free clinics staffed by volunteer medical professionals to serve anyone who does not have the resources to pay for health services out of pocket. This includes any residents of Marion County, Indiana who are uninsured, underinsured, or insured. Patients are seen on a first-come basis with no appointments.

## **Raphael Health Center**

<https://raphaelhc.org/>

317-926-1507

Raphael Health Center is the leader in providing accessible, affordable, high quality outpatient health care services to the medically underserved. Raphael Health Center collaborates with other community partners to strive for a goal of "100% Access and 0 Health Disparities" in the Greater Indianapolis community.



# Community Events



# ICHLA FESTIVAL

SEPTEMBER 1ST  
INDIANA STATE CAPITOL



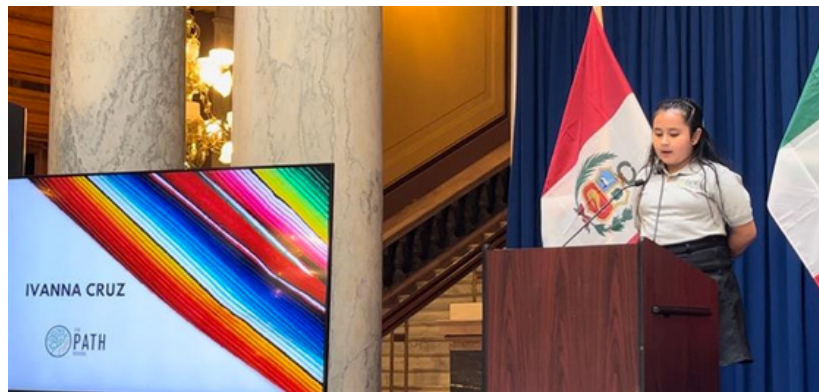
The second annual Hispanic Heritage Month event was held in the Indiana Statehouse.

ICHLA invited community leaders, organizations, and a group of students to speak about their Latinidad!

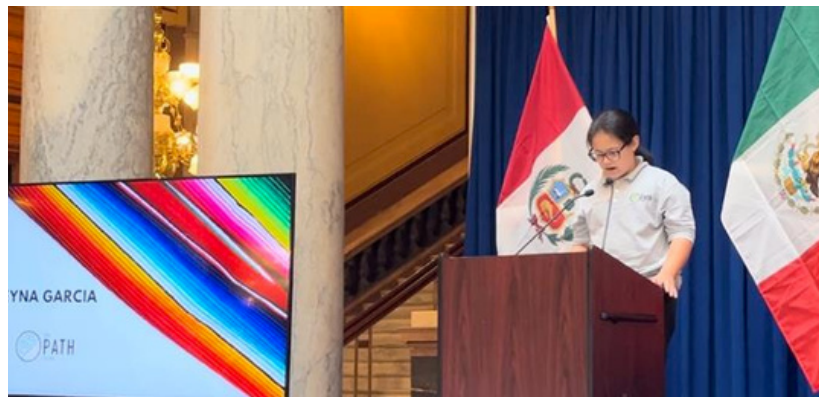


# “Proud to be a Latina”

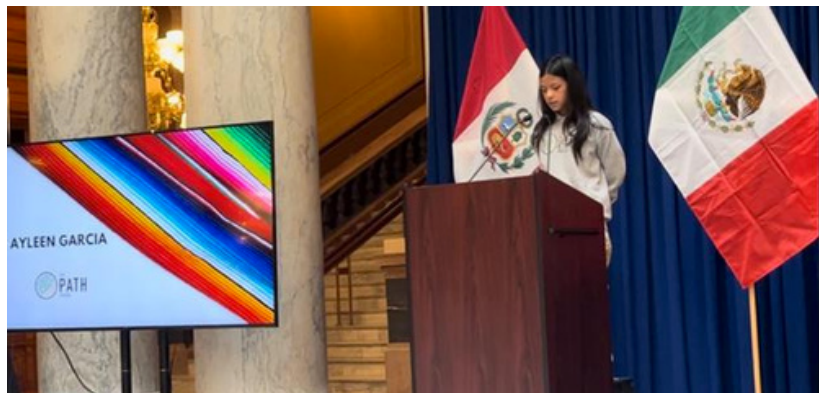
Three scholars from the Path School spoke at the 2023 ICHLA Hispanic Heritage Month event and gave their original speeches on why they are proud to be Latinas.



**Ivanna Cruz**

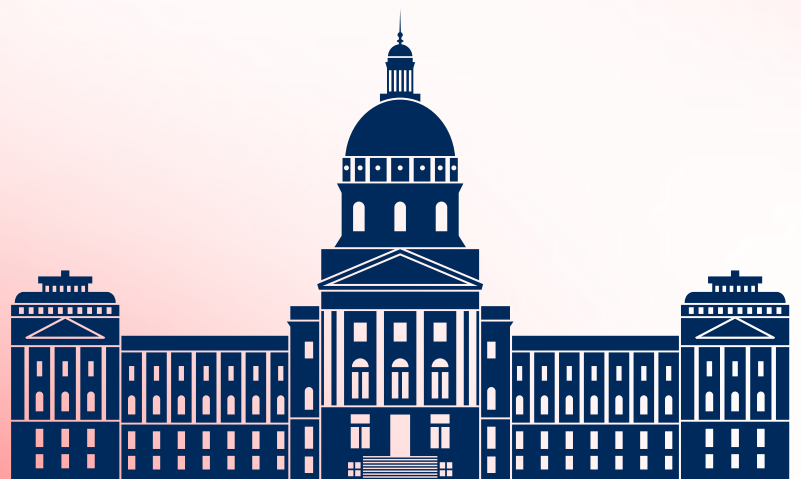
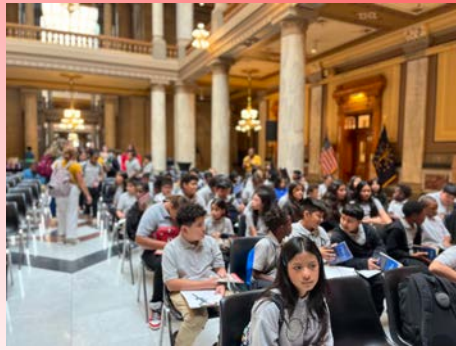


**Reyna Garcia**

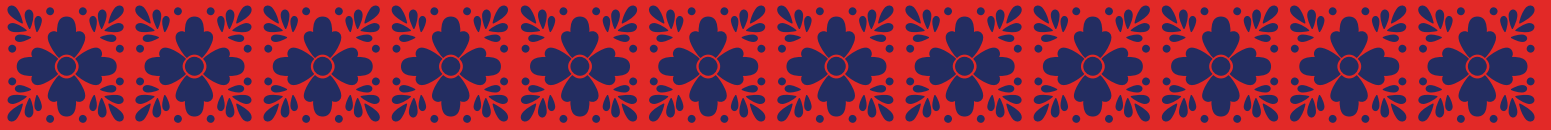


**Ayleen Garcia**





# 2023 Farmworkers Awareness Event



**ICHLA hosted its Farmworkers Awareness Event at the Statehouse to recognize and celebrate all the contributions the Hispanic/Latino Farmworkers provide in our State.**

**March 28, 2023**



# 2023 Farmworkers Awareness Event Award Winners



## **THE LIFETIME ACHIEVEMENT AWARD**

DARLENE RODRIGUEZ

The Lifetime Achievement Award goes to an outstanding individual who has worked hard throughout their entire life, and whose story exceeds success. The award also describes a lifetime of work and leadership to improve the lives of people in rural America, including farmworker populations that are often underserved



## **THE L.U.P.E. AWARD**

KIMBER NICOLETTI-MARTINEZ

The L.U.P.E. Award (Leadership, Unity, Professionalism, & Excellence) recognizes the work and efforts of someone employed in an outreach capacity who has gone above and beyond to assist farmworkers within or outside their work environment.

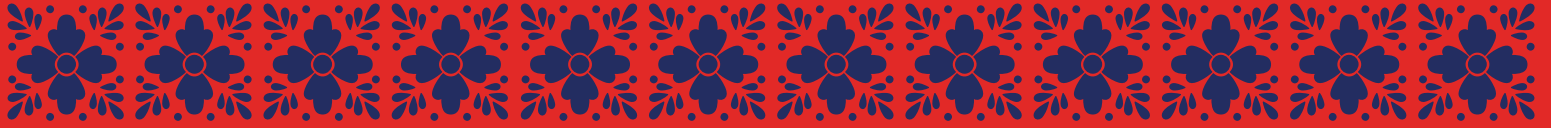


## **THE CORPORATE RESPONSIBILITY AWARD**

LEO LOPEZ MACIAS PARADES

This award honors the outstanding leadership and contributions of a dedicated farmer who is committed to advancing sustainable agriculture through conservation and stewardship efforts, sharing best practices with their peers.

# 2023 Farmworkers Awareness Facts



**Hispanic-operated farms accounted for 5.6 percent of U.S. agriculture sales and 3.6 percent of U.S. farmland.**

*(Source: 2017 Census of Agriculture)*

**The United States had 112,451 producers who identified as Hispanic, Latino, or Spanish origin, accounting for 3.3 percent of the country's 3.4 million producers.**

*(Source: 2017 Census of Agriculture)*



# 2023 Community Events



# ¡Gracias!



Thank you to Dandy Garcia for serving the Commission for 2 years. Commissioner Garcia's passion for the Hispanic/Latinx Hoosier community has not gone unnoticed.



**Commissioner Dandy Garcia**

Thank you for your time and we wish you luck in your future endeavors!



# Contact Us



+317-646-2238



Info@ichla.in.gov



WWW.IN.GOV/ICHLA



NOCTUA