

2021 ANNUAL REPORT



LATINOS
for EDUCATION

LETTER FROM OUR CEO

Dear Friends,

As Latinos for Education turns five, I've been reflecting on our origin story and why we launched a Latino-led and focused education organization in the first place.

The first reason was the belief that education is the single greatest investment we can make in our future. It is the bedrock of our democracy and our economy, and we must continue to make education equitable and accessible to all students.

The second was the belief that when Latino students succeed, we all succeed. Despite the growing number of Latino students in our public education system, the voice and influence of Latinos has been missing for far too long within the education sector and the needs of Latino students have been ignored.

We set out to change that and have made tremendous progress in creating the conditions and changes needed for Latino teachers, students, and families to succeed – yet the work continues.

We have built a strong network of over 400 Latino leaders through our fellowship programs. Our Fellows are stepping into leadership roles within schools, districts, boards, and education nonprofits. They are rising as a collective to prioritize Latino students at all levels of our education system. This work has always been core to our mission and will continue to grow.

As a response to the challenges that the COVID-19 pandemic created for Latino teachers, students, and families, we created new programs that ensure Latinos are not forgotten or ignored during this difficult time. For example, the Latinx


Teachers Fellowship is helping Latino teachers connect and learn from each other so they can best serve students and stay in the profession for the long haul.

Familias Latinas Por La Educación (Latino Family Education Fellowship) is providing families in Houston with the tools and resources they need to become change agents within their local school district. And our work with the Broadband Equity Commission in Massachusetts is reimagining solutions to close the tech equity gaps that Latinos continue to face.

We have been growing our policy footprint at the state and national level to ensure that Latinos are reflected in all education policies. Our work to diversify the teacher pipeline gained momentum in Massachusetts through the landmark Educator Diversity Act which – if passed – would provide a roadmap for other states that want to invest in and prioritize educators of color. We have established partnerships with national education and Latino civil rights organizations as well as policymakers and the Department of Education to advance our Latino Action Agenda.

All this work and success is only feasible thanks to a growing team of Latino professionals who I consider myself fortunate to call colleagues. They bring their authentic selves to work every day and are given the ability to be entrepreneurs and big thinkers.





And of course, it is made possible by our partners who understand that investing in Latinos for Education is investing in the future of our nation and our democracy, and who are walking alongside us on our journey to realize the promise of an equitable education for all Latino students.

As we look to our future, we remain committed to building pipelines and programs that increase the voice and representation of Latinos within the education sector. We will continue to harness the power of the Latino community to demand policies that create equity and increase opportunity for more Latinos. We will be at the forefront of reimagining the future of education and the teaching profession because the success of that education system will rest on the success of Latino students.

Thank you for your partnership. Together we are shaping the future of our country and the future of education.

Mil gracias,

Amanda Fernandez

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BOARD LIST

- **Tina Fernández**, Executive Director, Achieve Atlanta
- **Margarita Florez Vasconcelos**, Managing Director, Crankstart
- **Dr. Karen Maldonado**, Director of Education Reform, Financial Oversight & Management Board for Puerto Rico
- **Dr. Landon Mascareñaz**, Vice President of Community Partnerships, The Colorado Education Initiative
- **Frances Messano**, President and Incoming CEO, New Schools Venture Fund
- **Maria Orozco**, Partner, The Bridgespan Group
- **Manny Rivera**, Principal, Rally
- **Susan Valverde**, Chief of Operations, Sylvan Learning

MISSION

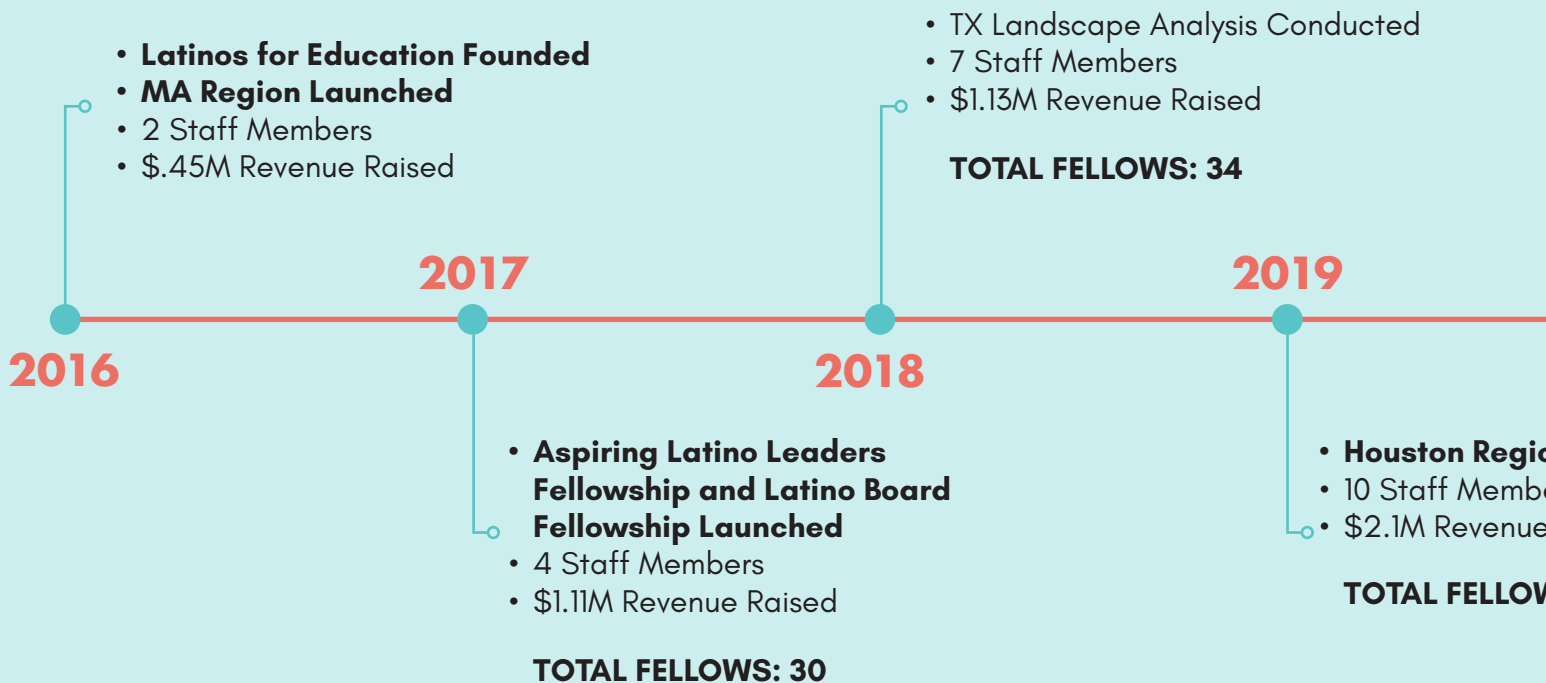
To develop, place, and connect essential Latino leadership in the education sector, while mobilizing Latino voices to promote practices and policies that remove barriers to equitable educational opportunity.

CORE VALUES

- Lead From Our Identity
- Work Con Ganas
- Agitate When Necessary
- Bridge Across Cultures
- Rise As A Collective



JOURNEY MAP





- **Latinx Teacher Fellowship Launched**
- **National Policy & Advocacy Launched**
- **Ed Centro Launched**
- 15 Staff Members
- \$2.2M Revenue Raised

TOTAL FELLOWS: 91

- Third Region Landscape Analysis Conducted
- 35 Staff Members Estimated
- \$6.5M Revenue Projected

TOTAL FELLOWS AND ALUMNI BY 2022

529



Latinos for Education's leaders and decision-making authority

- 154 Fellows graduated from our
- Our alumni community will grow and continue to work in education,

ACCELERATING LEADERSHIP PIPELINES

THE ASPIRING LATINO LEADERS FELLOWSHIP (ALLF)

A mid-career capacity-building fellowship for Latino K-12 education leaders in campus or district leadership roles. Over 8 months of leadership development sessions, Fellows increase their understanding of the educational ecosystem; identify opportunities to contribute knowledge to the field as a Latino education leader; engage in advocacy to address the educational needs of Latino students and families; and build relationships with other education leaders to elevate the Latino voice.

ALLF FELLOWS IN 2021



THE LATINX TEACHERS FELLOWSHIP (LTF)

An early-career capacity-building fellowship created to develop and retain Latino teachers, 43% of whom typically leave the teaching profession within five years of teaching. Fellows develop their voice as change agents and build the advocacy skills essential to step into leadership roles as Latino educators. Fellows also learn about best learning practices with a culturally relevant lens and gain understanding of the tools and frameworks needed to serve the growing English Learners population and navigate the increased demands of a post-pandemic education system.

LTF FELLOWS IN 2021



79% OF LTF ALUMNI PLAN TO STAY IN THE CLASSROOM FOR AT LEAST 3 YEARS

hip development programs target key roles with direct student impact at the classroom, school, district, community, and family level.

ur programs in 2021

w to over 500 Latino leaders by the end of 2022, 90 percent of whom directly impacting approximately **26,600 students**.

THE LATINO BOARD FELLOWSHIP (LBF)

A capacity-building fellowship for mid-career professionals from various fields who are ready to step into board leadership roles within the education sector. During six monthly training sessions, Fellows develop understanding of board governance, Latino identity, finance, fundraising, and data analysis of student achievement, along with essential advocacy skills. Upon completion, Fellows are matched with education nonprofits and charter schools across the region that want to diversify their boards.



LBF FELLOWS IN 2021

8
BOSTON

11
HOUSTON

FAMILIAS LATINAS POR LA EDUCACIÓN (FLE)

The fellowship guides and supports Latino parents and guardians in building their understanding and self-efficacy so they can better advance their own educational agendas for their children. Throughout the course of six facilitated in-person sessions, we help parents access resources, tools, and frameworks grounded in best practices for improving their children's education. Family members articulate the dreams they have for their children and dive into the data to understand how Latino students are performing across Houston Independent School District and their child's school. They identify barriers and challenges affecting their child's education and build knowledge on how education affects children's long-term success.



ADVOCACY & POLICY

NATIONAL

Latinos for Education scaled its policy and advocacy work to the national and federal level with the goal of becoming a leading national organization advocating for education policy solutions and public investments in the Latino community.

The Latino Action Agenda lays out our proposed policy solutions to actualize equity in education for Latino students. Recognizing the intersectional identities and diverse needs of our growing population, our Action Agenda zeroes in on four pivotal areas of challenge and opportunity for Latino educators, students, and families. It draws both on our lived experience as Latinos in the K-12 education system, as well as extensive conversations with Latino leaders and most particularly teachers – a critical stakeholder group often excluded from policy discussions.

OUR NATIONAL PRIORITIES:

- Early Childhood Education
- Educator Diversity
- Higher Education
- Covid Recovery

The **National Latino Educator Advisory Council**, a new six-member action-oriented, equity-focused board formed to lift up the voices and efforts of seasoned Latino education leaders and influence conversations and actions around increasing educator diversity at the state and national level.

HOUSTON

Parents and guardians in our Familias Latinas Por La Educación program are putting advocacy into action in Houston.

As a direct result of their efforts, Houston Independent School District School Board will now offer simultaneous interpretation services during all school board meetings. This change will make a big difference in the lives of Spanish-speaking families who have always wanted to attend and participate in school board meetings, but were unable due to language barriers.

Speaking up at HISD board meetings is just the beginning for our FLE families. Our highly interactive program equips them with knowledge and tools they can use immediately to advocate for what they want for their children and their communities.



MASSACHUSETTS

Latinos for Education is leading the Educator Diversity Act Coalition, a group of more than 50 organizations representing the 6 stages of the educator pipeline, with a 17-member steering committee including district leaders, higher education institutions, and education practitioners. Collectively, we are championing the Educator Diversity Act (H.382/S.366). Fueled through our Educator Diversity Act Coalition, this bill will serve as a national model for diversifying the teacher pipeline through state-level policy.

Our #TechParaTodos Campaign led to the creation of the Broadband Equity Commission and a \$50 million proposed budget allocation to establish a broadband innovation fund in Massachusetts.



Latinos for Education's online platform to connect and support our national network of Latino education leaders with job and professional development opportunities; communities of practice; mentorship and network-building; and learning opportunities.

2,311

MEMBERS NATIONWIDE

286

JOBS POSTED

Secretary of Education
Miguel Cardona

CONVENINGS

In October 2021, Latinos for Education hosted the first national State of Latino Education convening, with the theme Reclaiming the Promise of Educational Equity. 900 people from around the country attended the three-day virtual summit, engaging with established and emerging Latino leaders around the policies, practices, and advocacy efforts needed to remove barriers for Latino students and families both nationally and locally.

Secretary Miguel Cardona, Senator Ben Luján (D-NM) and Representative Raul Grijalva (D-AZ) provided featured remarks, congratulated the Adelante Award winners, and emphasized the need to reclaim the promise of education as the greatest equalizer in society.

OVER
900

PEOPLE ATTENDED
THE VIRTUAL STATE OF
LATINO EDUCATION
EVENT IN 2021



ALUMNI STRATEGY

Latinos for Education is mobilizing a network of skilled Latino education leaders to ensure the voice of students and families is heard and factored into decision-making in schools, communities, and educational institutions throughout the U.S. As we continue to see a gap in the proportion of Latino students served and the proportion of teachers and school leaders that identify as Latino, the need for more spaces for Latino educators to come together is crucial. Our goal is to engage and activate our alumni base and network of Latino leaders through advocacy, strategic partnerships, community building, and creating pathways for professional growth within and around the classroom.

382
ALUMS BY 2021
500+ PROJECTED BY 2022

FELLOWSHIP EXPERIENCE

Antonelli Mejia, Aspiring Latino Leaders Fellowship, MA

Antonelli immigrated from the Dominican Republic with his family just as he was about to start his last year of high school. Arriving in the U.S., he was held back a grade and assigned to an English Learner class. He felt disheartened and excluded. *"I spent those years really doubting myself as a learner and as a student, and not really feeling like my first language was an asset."*

His experience as a newcomer and an English Learner motivated him to become a teacher and high school counselor, supporting social and emotional learning for students. Since participating in our Aspiring Latino Leaders Fellowship, he has gone on to become associate principal in a dual-language school where 80% of the student population is from the Dominican Republic.



He's determined to help create conditions where students like himself view their multilingualism as something to treasure and feel proud of, never as a barrier to opportunity.

Antonelli says that Aspiring Latino Leaders Fellowship was transformational for his self-esteem and sense of his own capacity as a leader. He recently participated in the Lynch Leadership Academy in Boston—as the sole Latino out of 28 aspiring and sitting principals. That feeling of not fitting in was gone, he says. He knew he belonged there and had a purpose. *"I attribute a lot of that to all of the reflection and the work that I did with Latinos for Education,"* he says.

"Leading with my identity is the revolution," he adds.

Sofia Gonzalez, Latinx Teacher Fellowship, Chicago

Sofia has been teaching in and around Chicago for thirteen years, much of that time in under-resourced districts with majority students of color. Participating in Latinos for Education's Latinx Teachers Fellowship lit a fire under her.

"Growing up, I never really saw teachers that looked like me. I really wanted to be that for my students. I don't think I ever saw a Latinx teacher until I became one."

"When I found L4E it was so revolutionary to my soul. I needed community. L4E really gave me agency and helped me to reimagine my own Latinidad and to lead from my identity. I got more courageous. I got more audacious. I became laser-focused."

Soon after she finished the Latinx Teacher Fellowship,



Sofia won a Fulbright Teachers for Global Classrooms travel grant. She's now a 2022 Urban Leaders Fellow (DC Cohort) focusing on the intersection of practice and policy.

"I'm very passionate about getting that seat at the table, not just any table, but powerful, leadership tables where my voice can really be heard. Because people need to hear real life stories, not just numbers. We really need to turn the corner."

"Growing up, I never really saw teachers that looked like me. I really wanted to be that for my students. I don't think I ever saw a Latinx teacher until I became one."

Janette Lindner, Latino Board Fellowship, Houston

Over the course of her corporate career, Janette has known lots of people serving on boards—but no other Latinas. When she learned about our Latino Board Fellowship, it was the first time she realized that “someone like her” could serve in a nonprofit leadership role.

Now, as community representative on the leadership committee for Arts Connect Houston, she works with Houston Independent School District to ensure more students have access to arts education.

Soon after finishing the Latino Board Fellowship and joining Arts Connect, she decided to run for a seat on the Houston ISD governing board. Her campaign was focused on equity, “ensuring that a high-quality



education is available to all children no matter their background, finances, or zip code.” She lost by a mere 48 votes.

Janette is undeterred, however. One way or another, she’s going to keep giving back. “I know what it means to work hard and persevere,” she says.

“...as community representative on the leadership committee for Arts Connect Houston, she works with Houston Independent School District to ensure more students have access to arts education.”

Noelia Fadic, Familias Latinas Por La Educación, Houston

Noelia is a prime example of how family advocacy in education can create a gateway for strong, respectful communication between families and administrators or board trustees. As a mom with students at three different schools in Houston, Noelia had noticed that not all families were as active in communicating with school leaders as she was.

When she joined Familias Latinas Por La Educación she was inspired to make other families aware of the fellowship program – and of the opportunities parents and guardians have for advocacy and engagement in their children’s schools.

She is fearless and intentional with her leadership, showing up and discussing with the principal the



challenges she wanted the school to prioritize. She was invited to serve on a shared decision-making committee, as well as an advisory committee for feeder-pattern wraparound services.

Her involvement is making a positive impact not only on her child’s overall education experience, but on the school as a whole.

“As a mom with students at three different schools in Houston, Noelia had noticed that not all families were as active in communicating with school leaders as she was.”

WE THANK OUR PARTNERS FOR INVESTING IN OUR WORK!

PROGRAMMATIC PARTNERS

- Boston Public Schools
- East Harlem Tutorial Program
- Foundation Academies
- Houston Independent School District
- Providence Public Schools
- Rocketship Public Schools
- San Mateo Union High School District
- YES Prep Public Schools

PHILANTHROPIC PARTNERS

\$250,000+

- Anonymous Donor
- Barr Foundation
- Chan Zuckerberg Initiative
- Charles and Lynn Schusterman Family Philanthropies
- Houston Endowment
- Walton Family Foundation

\$100,000-\$249,999

- Carnegie Corporation of New York
- Nellie Mae Education Foundation
- New Schools Venture Fund

\$50,000 - \$99,999

- CenterPoint Energy
- Good Reason Houston
- Margulf Foundation
- Michael & Susan Dell Foundation
- Shell Oil Company
- The Boeing Company

\$25,000 - \$49,999

- Greater Boston Latino Network
- In-N-Out Burgers
- McNulty Foundation
- Powell Foundation
- The Brown Foundation
- The Sobrato Foundation

\$10,000 - \$24,999

- Cabot Family Charitable Trust
- Comcast
- Doug Foshee
- James B Hunt, Jr. Institute
- Susan Sarofim

\$5,000 - \$9,999

- Center for Civic Leadership
- Education Trust
- First 5 LA
- Joe Greenberg
- Lubin Family Foundation
- Morales Memorial Foundation
- NewSchools Venture Fund
- Rennie Center for Education Research & Policy
- Roberto Goizueta
- Schultz Family Foundation
- Stronger Consulting
- TNTF
- William and Flora Hewlett Foundation
- Zamawa Arenas

\$1,000 - \$4,999

- Karen Maldonado
- Lilly Giraldo
- Margarita Florez Vasconcelos
- Migdalia Gomez
- National Center for Teacher Residencies (NCTR)
- Schawbel Family Foundation
- The Charlotte Foundation

\$100-\$999

- Adolf Hundertmark
- Aleisha Vera
- Arthur Charest
- Christine Letts
- Daniel Velasco
- David Simon
- Dr. Karina J. Baum
- Edwin Solis-Lopez
- Jennifer Joyce
- Johnson & Johnson
- Joseph Horne
- Luis Berdeja
- Manny Rivera
- Matt Lesniak
- Matthew Lavoie
- Pamela Epstein
- Philanthropy
Massachusetts Inc.
- Rachel Freed
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- Ray Feller
- Saad Mir
- Shalyn Pugh-Davis
- Susan Valverde
- The Boston Foundation
- Titus DosRemedios
- Tomeka Hart Wigginton
- Traci Wright
- Veronica Cardenas
- William Ribas

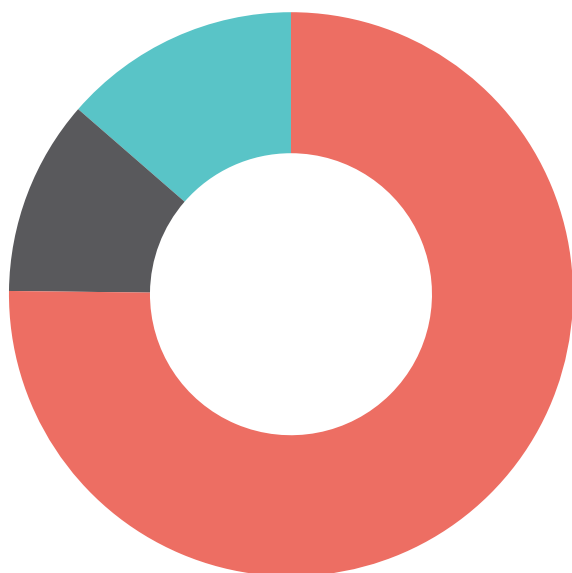
2021 FINANCIALS

EXPENSES

Program Expenses	\$2,494,478
General and Administrative	\$371,822
Fundraising	\$451,552
Total Expenses	\$3,317,852

REVENUE

Grants and Contributions	\$3,589,171
Program Services	\$188,036
Other Income	\$718
Total Revenue	\$3,777,925



PROGRAM EXPENSES

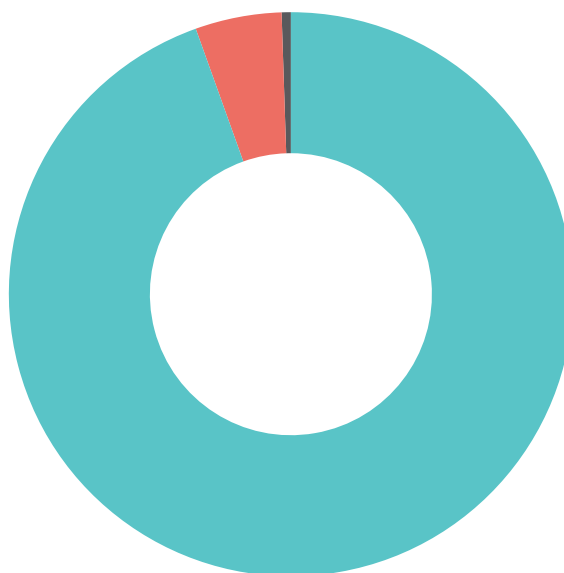
75.2%

GENERAL AND ADMINISTRATIVE

13.6%

FUNDRAISING

11.2%



GRANTS AND CONTRIBUTIONS

94.5%

PROGRAM SERVICES

4.98%

OTHER INCOME

0.02%

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