

THE STATUS OF LATINOS IN THE FEDERAL WORKFORCE





Latinos Are Significantly Underrepresented In The Federal Workforce

LATINOS COMPRISE:

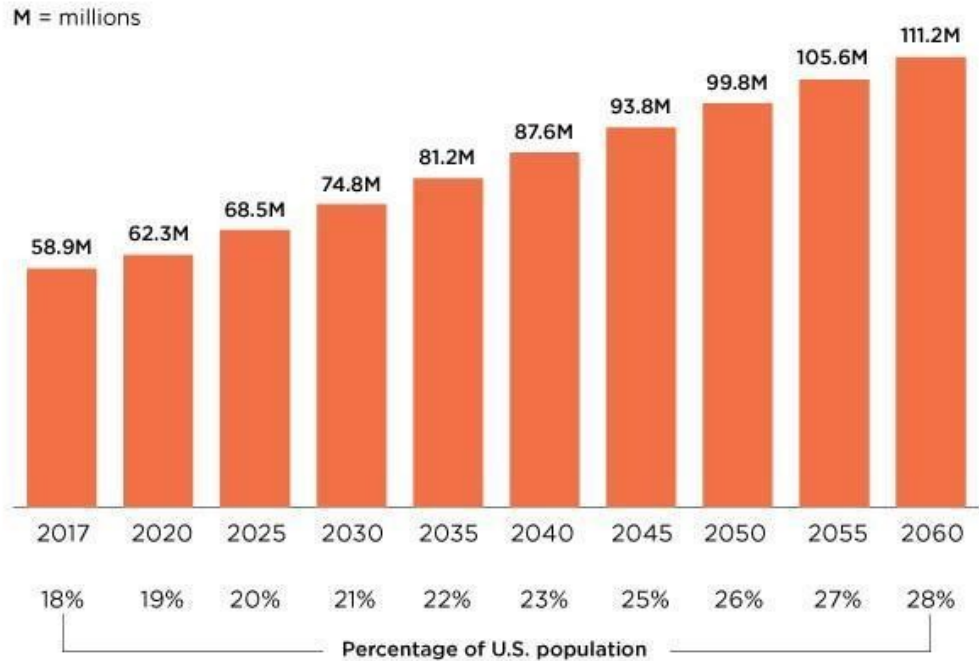
20% OF OUR NATION'S POPULATION

18% OF THE CIVILIAN LABOR FORCE

BUT ONLY 9.1% OF THE FEDERAL WORKFORCE

Hispanic Population to Reach 111 Million by 2060

Projected Hispanic Population 2020 to 2060



United States[®]
Census
Bureau

U.S. Department of Commerce
Economics and Statistics Administration
U.S. CENSUS BUREAU
[census.gov](https://www.census.gov)


Source: 2017 National Population Projections and
Vintage 2017 Population Estimates
www.census.gov/popest and
www.census.gov/programs-surveys/popproj.html

Why It Matters

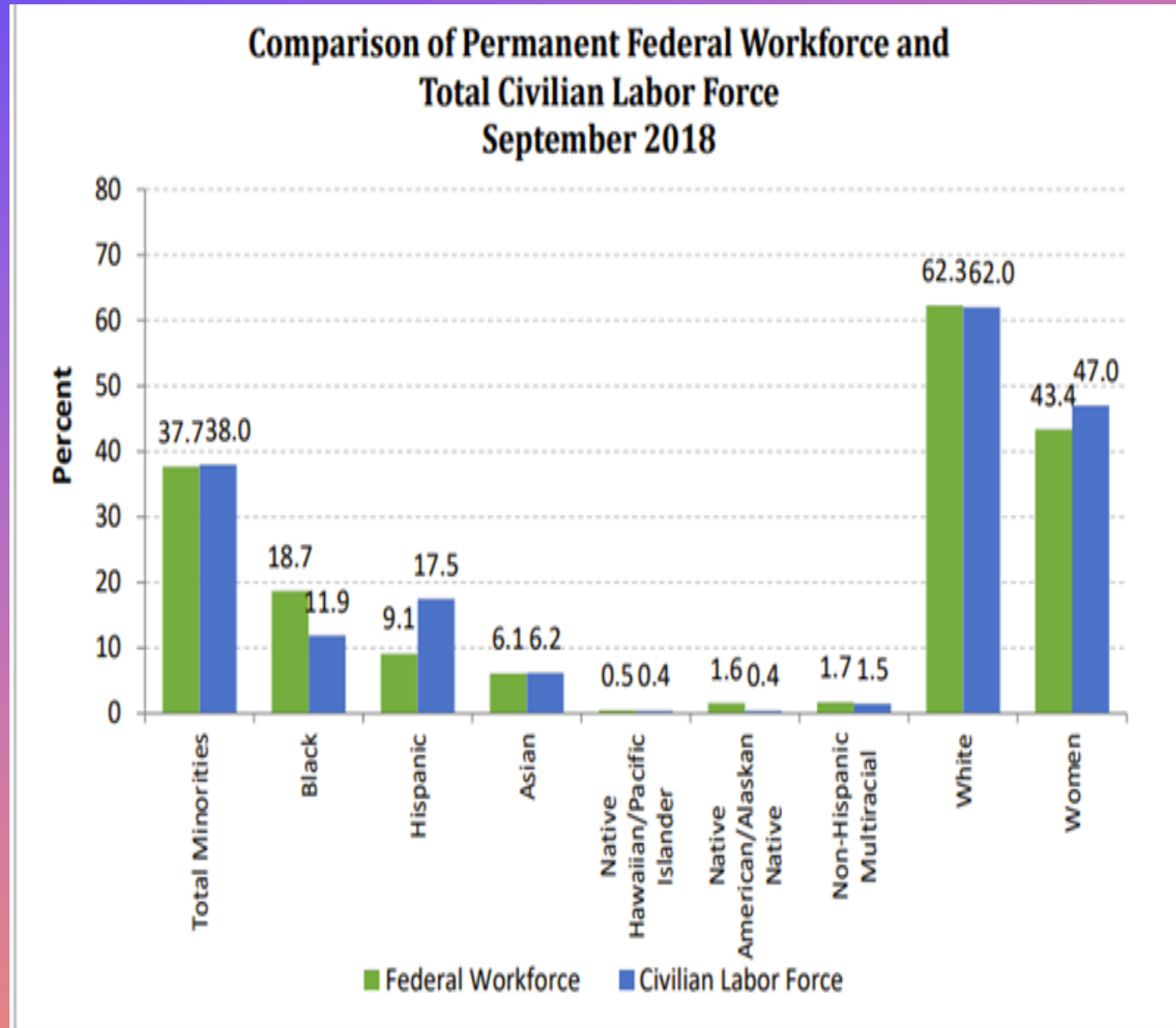
- The Federal government annually disperses \$3.2 trillion in benefits, such as health and education programs, that are intended to improve the quality of life of all Americans.
- The Federal government impacts all communities on a daily basis through policies that improve the environment, economic development and health/education.
- Federal policy and funding decisions are made by a small group of Federal bureaucrats who make these consequential decisions without a full understanding of the needs of the U.S. Latino community.
- Our data indicates that Latinos are not at the table when these decisions are made and as a result, our community doesn't benefit proportionately.
- In addition, our Nation's economic success is linked to the economic success of the Latino community because Latinos are our youngest demographic group and will increasingly play a critical role in labor market growth.
- Finally, the Federal government is the world's largest employer and enforcer of laws and regulations. Without a seat at the table, Latinos are missing huge opportunities to lift up our community.



Key Report Findings

- Latinos are now the largest racial and ethnic minority in the U.S., including the civilian workforce.
 - There has been a net zero increase in Latino representation in the Federal workforce over the past 50 years, while *all other racial and minority groups have reached or surpassed parity*.
 - Latinos are the only underrepresented demographic group in the Federal workforce, despite a plethora of programs over the past 5 decades designed to remedy the problem.
 - Latinos are clustered in low-level, non-mission critical positions, which typically have little or no influence over policy and funding decisions.
 - The lowest rate of Latino representation is within the Senior Executive Service, which is the elite leadership corps of the Federal government.
 - Latinas have the lowest representation rate of any group.
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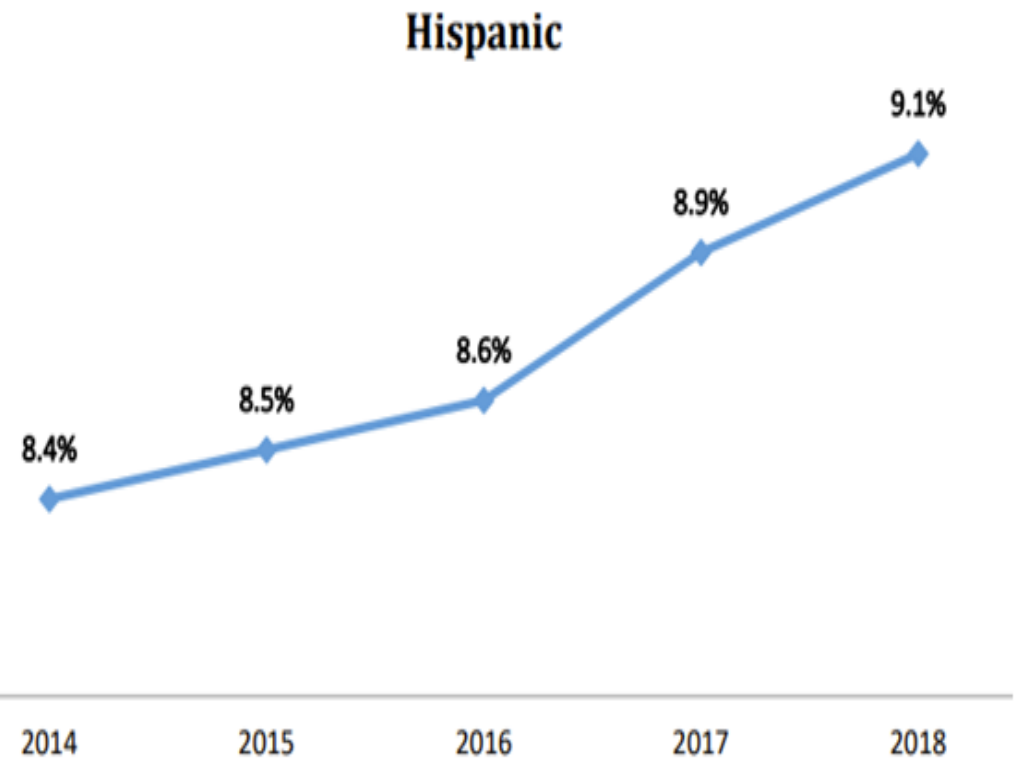


**LATINO REPRESENTATION GREW
BY LESS THAN 1% IN FIVE
YEARS.**

**IN THE SAME DECADE, LATINOS
ACCOUNTED FOR 50% OF THE
NATION'S POPULATION GROWTH**

Hispanic Representation in the Federal Workforce FY2014-2018

Representation in the Federal Workforce over a 5-year Period



Latinos are clustered in non-mission critical positions in the lower levels of the Federal government

The Senior Executive Service (SES) is the highest level of federal career service. Latinos are the group with the lowest representation SES rate, comprising just 5% of all SES.

Latinas had the highest representation (7.1%) in the lowest pay category, those with non-policy-related authority.

2003 Latino males comprised 2.5% rate of the next highest pay category; in 2019 it was 3.3% or an increase of .07 of one percent in 16-years.

LATINOS ARE SEVERELY UNDERREPRESENTED AT THE SENIOR EXECUTIVE (SES) LEVEL

Hispanic/ Latino Participation	FY 2003 Gov't Wide	FY 2003 SLP	FY 2019 Gov't Wide	FY 2019 SES
Hispanic Male	4.4%	2.5%	6.2%	3.3%
Hispanic Female	2.8%	0.9%	4.4%	1.8%

Figure 5. 8. Hispanic/Latino governmentwide and senior level pay (SLP) or Senior Executive Service (SES) participation, FY 2003 and 2019

Reasons for Latino Underrepresentation

Lack of leadership commitment and management accountability

Failed recruitment policies

Lack of retention programs

Executive and Congressional inaction

Lack of information and understanding of U.S. Latinos can lead to discriminatory hiring practices

Recommendations for Action

- White House acknowledgment of the severity of underrepresentation and re-issue Presidential Executive Order (EO) 13171.
- Congressional oversight of Federal government departments and agencies to determine the cause.
- Public education campaign on the implications of this report to the Latino community and our Nation.
- Require OPM to submit to Congress annual Latino-specific recruitment plans and timetables for reaching Latino full employment.
- Collaborative initiatives: Latino organizations and Hispanic Serving Institutions (HSIs) to develop a pipeline of young Latino talent.



ALLP's Plan of Action

- Work with other Latino groups to ensure that our community receives the full benefits of the Federal government's annual \$3.2 trillion in essential services, such as health and education funding. This will involve influencing programs and policies emerging from Congress and the Administration, such as how Inflation Reduction Act (IRA) funding is spent.
- Work in partnership with academic institutions to build a pipeline of Latino policy experts to serve in leadership positions in Federal, state and local governments. ALLP will create leadership development programs, including a mentoring program, that helps prepare the next generation of Latino policy experts for careers in public service.
- Create opportunities for Latino policy experts to advocate for policies and programs that will strengthen the U.S. Latino community. ALLP will help build a bench of policy experts who will conduct research, appear at policy forums, and advocate through traditional and social media for the U.S. Latino community.



**Alliance of
Latino Leadership
& Policy**



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