

RELEASE IN PART B6

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**From:** H <hrod17@clintonemail.com>  
**Sent:** Saturday, May 2, 2009 11:54 AM  
**To:** 'millsd@state.gov'  
**Subject:** Re: Latino Appointments and Obama's First 100 Days

Is our press pushing back hard?

----- Original Message -----

**From:** Mills, Cheryl D <MillsCD@state.gov>  
**To:** H  
**Sent:** Sat May 02 06:52:03 2009  
**Subject:** Fw: Latino Appointments and Obama's First 100 Days

Scroll down

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**From:** Peña, Laura  
**To:** Peña, Laura; Mills, Cheryl D; Carpenter, Margaret V.W.; Abedin, Huma; Toiv, Nora F; Samuelson, Heather F  
**Sent:** Fri May 01 16:00:40 2009  
**Subject:** RE: Latino Appointments and Obama's First 100 Days

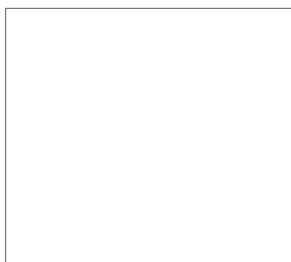
B6

I missed one ambassador appointment – Carmen Lomellin

**From:** Peña, Laura  
**Sent:** Friday, May 01, 2009 3:25 PM  
**To:** Mills, Cheryl D; Carpenter, Margaret V.W.; Abedin, Huma; Toiv, Nora F; Samuelson, Heather F  
**Subject:** RE: Latino Appointments and Obama's First 100 Days

Yes Lou. See below for pipeline:

4 in the Pipeline for PAS (out of about 45 positions at State):

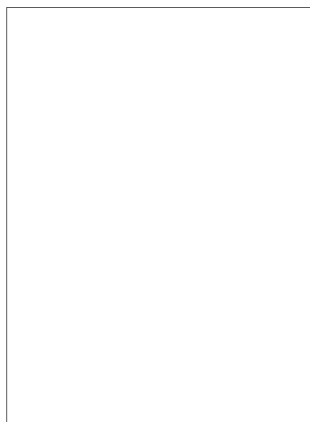


**13 in Pipeline for Schedule C/SES (out of about 183 positions at State):**



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**Ambassadors:**



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**Carmen Lomellin**

From: Mills, Cheryl D  
Sent: Friday, May 01, 2009 3:01 PM  
To: Peña, Laura; Carpenter, Margaret V.W.; Abedin, Huma; Toiv, Nora F; Samuelson, Heather F  
Subject: RE: Latino Appointments and Obama's First 100 Days

Laura:

Who is the one they site -  ?

Who else is in the pipeline:

We have

We have

We have Ambassadors not yet announced including

At USAID we will have

From: Peña, Laura  
Sent: Friday, May 01, 2009 1:37 PM  
To: Carpenter, Margaret V.W.; Mills, Cheryl D; Abedin, Huma; Toiv, Nora F; Samuelson, Heather F; Kennedy, Patrick F  
Subject: Latino Appointments and Obama's First 100 Days

Below please see the report issued by the National Hispanic Leadership Agenda (very credible source). Note on State Department:

NHLA is extremely disappointed in that only one Hispanic has been appointed among the 15 positions filled at the State Department to date. NHLA respectfully urges the President and the Secretary of State to appoint additional well qualified Hispanics during the course of filling the 30 high level positions remaining.

Thoughts -- We have  coming down the pike for announcement soon, then hopefully  will accept  That will leave us at 4 - less than 10 percent - of high level state department positions (excluding ambassadors). I will work with Margaret on identifying what other high level positions there are to rally more candidates for her to interview for those spots.

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Of the Schedule C appointments the report mentions only 2 State candidates - [redacted] Mildred is the only other one we have brought on board who was not listed. Also a very low number in comparison to other agencies.

From: Laura Pena [mailto:[redacted]]  
Sent: Friday, May 01, 2009 12:33 PM  
To: Peña, Laura  
Subject: Fwd: Fw: Latino Appointments and Obama's First 100 Days

----- Forwarded message -----  
From: Mildred Otero [redacted]  
Date: Fri, May 1, 2009 at 11:12 AM  
Subject: Fw: Latino Appointments and Obama's First 100 Days  
To: Laura Pena [redacted]

B6

Not sure if you already saw this...but just in case.

National Hispanic Leadership Agenda

NATIONAL LATINO LEADERS REPORT ON

OBAMA ADMINISTRATION'S FIRST 100 DAYS

April 29, 2009

BACKGROUND

Every President of the United States since Lyndon B. Johnson has made some effort to include Hispanics in his Administration. Hispanics have held top level positions in the administrations of Lyndon B. Johnson, Richard M. Nixon, Gerald Ford, Jimmy Carter, Ronald Reagan, George H. W. Bush, Bill Clinton, and George W. Bush.

Ronald Reagan was the first President to appoint Hispanics to cabinet-level positions. He appointed two and every President since Reagan has had at least one Hispanic serving in a cabinet-level position in their administration whether they served two, four, or eight years as President. Bill Clinton was the first to have three Hispanics in cabinet-level positions at the same time when he exercised his prerogative and elevated the office of the Administrator of SBA to cabinet level. George W. Bush chose not to continue the designation but still had two Hispanics in his cabinet throughout his two terms.

All Presidents want to fill positions in their administration with the best qualified persons, and that is the way it should be. No one should expect to be appointed to any position by the President because of their race, gender or national origin, even though as presidential candidates they promise to do so. More importantly, given massive demographic change that the country is experiencing, it is no longer possible to craft or implement effective policies and programs without the experience and expertise provided by a diverse, truly representative government.

Still, Presidents try to accomplish something in the course of appointing the best qualified persons to their administration. Bill Clinton wanted a government that looked like America and in the process named two Hispanics to head two major departments in his cabinet, elevated a third to cabinet level, brought an unprecedented number of Hispanics into his administration, and signed Executive Order 13171, which called for government-wide strategies to address the persistent under-representation of Latinos within the federal workforce. He was also very much aware of the fact that Hispanics helped him carry 14 of 16 major electoral vote states in which over 90% of the Hispanic vote was concentrated.

George W. Bush brought a natural sensitivity and affinity to his administration, having served as Governor of Texas, a state with the second largest Hispanic population in the nation. He too appointed two Hispanics to his cabinet, chose to extend Executive Order 13171, and, like Clinton, brought a reasonably high number of Hispanics into his administration. Similarly, George Bush was very much aware of the fact that Hispanics helped him carry six major electoral vote states in which 90% of the Hispanic vote was concentrated.

Barack Obama assumed the Presidency promising change, which lends itself more to qualitative measurement than quantitative. Still, during his first 100 days he nominated three Hispanics to major cabinet-level positions. One nominee withdrew and the other two were subsequently confirmed by the Senate. It remains to be seen how many Hispanics are ultimately named to high positions in his administration, and whether he will choose to extend Executive Order 13171. And, like his last two predecessors, he too is very much aware of the fact that Hispanics helped him carry 14 of 16 major electoral vote states in which 90% of the Hispanic vote is concentrated, in addition to North Carolina, Virginia, and Indiana.

On comparing the Clinton, Bush, and Obama Administrations

In order to make a fair comparison as to how Hispanics have fared during the first 100 days of the Clinton, Bush, and Obama administrations, one should first recognize that the Hispanic community has changed considerably since 1992. In 1992 the estimated Hispanic population was 22.4 million, 5.1 million were registered to vote, approximately 4.2 million voted, and 61% voted for Clinton. In 2000 the estimated Hispanic population was 33.3 million, 7.5 million were

registered to vote, approximately 5.9 million voted, and 35% voted for Bush. In 2008 the estimated Hispanic population was 44 million, 14 million were registered to vote, approximately 10 million voted, and 67% voted for Obama. So not only has the Hispanic population grown exponentially since 1992, the Hispanic electorate has grown dramatically, and in 2008 helped carry traditional states and more importantly proved decisive in carrying non-traditional states.

So from Clinton to Obama the Hispanic population doubled, voter registration nearly tripled, and voter turnout more than doubled. Obama received more Hispanic votes than the combined total number of votes cast in 1992 and 2000. He received 4.1 million more Hispanic votes than Clinton in 1992 and 4.6 million more Hispanic votes than Bush in 2000. The November 2008 election created a new political reality – a new political reality that has emboldened the Latino community and Latino leaders to demand the change President Obama promised and to expect more than we got from both Clinton and Bush. Clinton and Bush did not give Hispanics something to strive for. They gave us something to surpass. Anything less is not change, but more of the same or worse.

#### President Obama's first 100 days

President Obama is to be commended on the appointments of Hispanics he has made to date and for the access to the process that NHLA has had, but NHLA is very disappointed in the overall results. For the record, the Transition Team and NHLA leaders worked very closely from the beginning to find and encourage well qualified Hispanics to apply. Once the President was sworn into office NHLA continued working with the White House Office of Presidential Personnel to ensure that more Hispanics would be nominated and appointed and that more prospective candidates would continue to apply. NHLA commends the President for the access we have had and the transparency with which the process has been conducted, but the results speak for themselves. These efforts fell well short of the target. Latinos remain one of the most under-represented groups in government and the most under-represented at the Senior Executive Service level.

We are also mindful of the fact that senior White House appointees and the Office of Presidential Personnel have been similarly accessible to other Hispanic groups on matters pertaining to personnel as well as policies, and the President is to be commended for that as well. But regardless of the group with which the Administration has worked, the results have fallen below target and Latinos remain seriously under-represented.

As of April 27, has announced 58 Hispanics who have been nominated or appointed to positions in the Obama administration, including 19 that require Senate confirmation.

The Cabinet. NHLA commends the President for nominating two highly qualified Hispanics to major cabinet level positions – Hilda Solis at Labor and Ken Salazar at Interior. Both departments are extremely important, given the nature, scope, and purview of their responsibilities.

And while NHLA also commends the President for nominating a third Hispanic, Governor Bill Richardson, to a major cabinet level position (Commerce), NHLA is extremely disappointed in that another Hispanic was not nominated from

the impressive list of well qualified and experienced Puerto Ricans, Dominicans, and Cubans that NHLA provided when Governor Richardson withdrew, considering that no Puerto Ricans, Dominicans, Cubans, or Central and South Americans had been nominated for anything at the time.

The White House. NHLA commends the President for appointing four highly qualified Hispanics to senior staff level positions in the White House – Cecilia Munoz, Louis Caldera, Adolfo Carrion, Jr., and Moises Vela, Jr.

But NHLA is extremely disappointed in that only four Hispanics are among the 49 Presidential appointees selected to date to fill senior staff positions in the White House and that no Cubans or Dominicans have been included.

And while NHLA commends the President for appointing five highly qualified Hispanics to the position of Special Assistant to the President including Alejandro Perez at Legislative Affairs, Michael Camunez at Presidential Personnel, and Roberto Rodriguez, Carlos Monje, and Tino Cuellar at the Domestic Policy Council, NHLA is extremely disappointed in that not one Hispanic has been appointed Assistant to the President or senior advisor, the President's inner circle. NHLA is also disappointed in that not one of the five Special Assistants is Puerto Rican, Cuban, or Dominican.

The Sub-Cabinet. NHLA also commends the President for nominating 17 highly qualified Hispanics to Senate-confirmation required sub-cabinet level positions at various departments –

Edward M. Avalos	Under Secretary Marketing & Regulatory Services	USDA
Luis C. de Baca	Ambassador-at-Large Monitor Human Trafficking	State
Lorelei Boylan	Administrator Wage & Hour Division	Labor
Gabriella Gomez	Asst Secretary Legislation/Congressional Affairs	Education
Sandra B. Henriquez	Asst Secretary	HUD
Mercedes Marquez	Asst Secretary Community Planning/Development	HUD
Kathy Martinez	Asst Secretary Disability Employment Policy	Labor
Alejandro Mayorkas	Director, Citizenship & Immigration Services	DHS
Victor M. Mendez	Administrator, Highway Administration	Transportation
Tom Perez	Asst Atty Gen for Civil Rights	DOJ
Brig Gen Jose Riojas	Asst Secretary Operations, Security & Preparedness	Veteran's Affairs
Frank Sanchez	Under Secretary International Trade	Commerce

Daniel Sepulveda	Asst Secretary Congressional Affairs	Office of USTR
John Sepulveda	Asst Secretary for Human Resources	Veteran's Affairs
Peter Silva	Asst Administrator for Water	EPA
John Trasvina	Asst Secretary Fair Housing & Equal Opportunity	HUD
Ines Triay	Asst Secretary Environmental Mgmt	Energy

NHLA is extremely disappointed in both the number of Hispanics appointed to date and that not one single Hispanic has been nominated for a position that requires Senate-confirmation at four major departments including Interior, Health and Human Services, Treasury, and Defense.

High Level Staff Positions. Though Hispanics are severely under-represented at this level as well, NHLA commends the President for appointing 27 well qualified Hispanics to other high level positions throughout his Administration including the White House (17), Transportation, Labor, Homeland Security, State, Office Personnel Management, Peace Corps, and U.S. Trade Representative (3). They are:

Lizette Alvarado	Office of Presidential Personnel	White House
Anthony Bernal	Director of Scheduling Dr. Jill Biden	White House
Xavier Briggs	Assoc Director, Office Mgmt & Budget	White House
Alejandra Campoverdi	Assistant to the Deputy Chief of Staff	White House
Carlos Elizondo	Social Secretary for Vice President	White House
Kirsten Garcia	Legislative Affairs	White House
Roberto Gonzalez	Associate Counsel, Office of Legal Counsel	White House
Noerena Limon	Staff Assistant, Presidential Personnel	White House
David Medina	Deputy Chief of Staff Office of First Lady	White House
Luis Miranda	Director Hispanic Communications	White House
Lizette Ocampo	Staff Assistant, Legislative Affairs	White House
Carlos Odio	Deputy Assoc Director, Political Affairs	White House
Michael Ortiz	Legislative Affairs	White House
Dan Restrepo	Western Hemispheric Advisor NSC	White House



Nancy Sutley	Director Office Environmental Quality	White House
Dag Vega	Director of Communications	White House
Stephanie Valencia	Office Public Liaison, Intergov'tal Affairs	White House
Lisa Garcia	Intergov'tal Affrs/Public Liaison USTR	Exec Office President
Luis Jimenez	Office of the U.S. Trade Representative	Exec Office President
Jennifer Urizar	Office of the U.S. Trade Representative	Exec Office President
Elizabeth (Liz)Montoya	Chief of Staff	OPM
Elisa Montoya	Senior Advisor to the Director	Peace Corp
Esther Olavarria	Deputy Asst Sec Policy Development	DHS
Laura Pena	Special Asst Office White House Liaison	State
Oscar Ramirez	Special Asst to the Secretary	Labor
Miguel Rodriguez	Deputy Asst Secretary Legislative Affairs	State
Yasmin Yaver	Office Governmental Affairs	Transportation

Other Appointments. Additionally, the President has made four additional Hispanic appointments. Two have been appointed to the President's Advisory Council on Faith-based and Neighborhood Partnerships, one of the President's Advisory Council on Science & Technology, and one Judge. They are:

Noel Castellanos	Faith-based Adv Council	Member
Dr. Arturo Chavez	Faith-based Adv Council	Member
Mario Molina	Adv Council Science & Tech	Member
Marisa Demeo	Judge	DC Superior Court

#### Review of Departments:

#### Agriculture

NHLA is extremely disappointed in that only one Hispanic has been appointed among the nine positions filled at the Department of Agriculture to date. NHLA respectfully urges the President and the Secretary of Agriculture to appoint additional well qualified Hispanics during the course of filling the eight high level positions remaining.

#### Commerce

NHLA is extremely disappointed in that only one Hispanic has been appointed among the eight positions filled at the Department of Commerce to date. NHLA respectfully urges the President and the Secretary of Commerce to appoint additional well qualified Hispanics during the course of filling the 15 high level positions remaining.

#### Defense

NHLA is extremely disappointed in that no Hispanics have been appointed among the 16 positions filled at the Department of Defense to date. NHLA respectfully urges the President and the Secretary of Defense to appoint well qualified Hispanics during the course of filling the 15 high level positions remaining.

#### Education

NHLA is extremely disappointed in that only one Hispanic has been appointed among the nine positions filled at the Department of Education to date. NHLA respectfully urges the President and the Secretary of Education to appoint additional well qualified Hispanics during the course of filling the 10 high level positions remaining.

#### Energy

NHLA is extremely disappointed in that only one Hispanic has been appointed among the eight positions filled at the Department of Energy to date. NHLA respectfully urges the President and the Secretary of Energy to appoint additional well qualified Hispanics during the course of filling the 14 high level positions remaining.

#### Environmental Protection Agency

NHLA is extremely disappointed in that only one Hispanic has been appointed among the seven positions filled at the Environmental Protection Agency to date. NHLA respectfully urges the President and the Administrator of the Environmental Protection Agency to appoint additional well qualified Hispanics during the course of filling the seven high level positions remaining.

#### Health and Human Services

NHLA is extremely disappointed in that no Hispanics have been appointed among the five positions filled at the Department of Health and Human Services to date. NHLA respectfully urges the President and the Secretary of Health and Human Services to appoint well qualified Hispanics during the course of filling the 15 high level positions remaining.

#### Homeland Security

NHLA is extremely disappointed in that only one Hispanic has been appointed among the seven positions filled at the Department of Homeland Security to date. NHLA respectfully urges the President and the Secretary of Homeland Security to appoint additional well qualified Hispanics during the course of filling the 14 high level positions remaining to be filled.

#### Housing and Urban Development

NHLA is very pleased that three Hispanics have been appointed among the nine positions filled at the Department of Housing and Urban Development to date. NHLA commends the President and the Secretary of Housing and Urban Development and respectfully recommends that additional well qualified Hispanics be appointed during the course of filling the five high level positions remaining.

#### Interior

NHLA is extremely disappointed in that only one Hispanic has been appointed among the seven positions filled at the Department of Interior to date. NHLA respectfully urges the President and the Secretary of Interior to appoint well qualified Hispanics during the course of filling the 10 high level positions remaining.

#### Justice

NHLA is extremely disappointed in that only one Hispanic has been appointed among the 11 positions filled at the Department of Justice to date. NHLA respectfully urges the President and the Attorney General to appoint additional well qualified Hispanics during the course of filling the 16 high level positions remaining.

#### Labor

NHLA is pleased in that three Hispanics have been appointed among the seven positions filled at the Department of Labor to date. NHLA respectfully urges the President and the Secretary of Labor to appoint well qualified Hispanics to fill one or more of the 10 high level positions remaining to be filled.

#### State

NHLA is extremely disappointed in that only one Hispanic has been appointed among the 15 positions filled at the State Department to date. NHLA respectfully urges the President and the Secretary of State to appoint additional well qualified Hispanics during the course of filling the 30 high level positions remaining.

#### Transportation

NHLA is extremely disappointed in that only one Hispanic has been appointed among the eight positions filled at the Department of Transportation to date. NHLA respectfully urges the President and the Secretary of Interior to appoint additional well qualified Hispanics during the course of filling the 14 high level positions remaining to be filled.

#### Treasury

NHLA is extremely disappointed in that no Hispanics have been appointed among the ten positions filled at the Treasury Department to date. NHLA respectfully urges the President and the Secretary of the Treasury to appoint well qualified Hispanics to fill one or more of the 14 high level positions remaining to be filled.

#### Veteran's Affairs

NHLA is extremely disappointed in that only two Hispanic have been appointed among the seven positions filled at the Department of Veteran's Affairs to date. NHLA respectfully urges the President and the Secretary of Veteran's Affairs to appoint additional well qualified Hispanics during the course of filling the eight high level positions remaining to be filled.

Three of these 16 major departments have no Hispanics in Senate confirmation required positions – Defense, Health and Human Services, and Treasury. A combined total of 143 high level positions in these 16 departments have been filled to date and only 18 by Hispanics. Ten departments have only one Hispanic in a high-ranking position; one department has two Hispanics; and two departments (HUD and Labor) have three Latinos.

#### Executive Office of the President – excluding the White House:

##### Council of Economic Advisors

Three appointments have been made; no Hispanics.

##### Council on Environmental Quality

One of three members has been appointed; one Hispanic.

##### Office of Management and Budget

Two appointments have been made; no Hispanics. There are four positions to be filled.

##### Office of National Drug Control Policy

One position has been filled; no Hispanics. There are four positions to be filled.

**Office of Science and Technology Policy**

Four positions have been filled; no Hispanics. There are two positions to be filled.

**Office of the U.S. Trade Representative**

Two positions have been filled; no Hispanics. There are three positions to be filled.

Five of these six offices and councils in the Executive Office of the President have no Hispanics. Only one Hispanic has been appointed to one of these six offices and councils, but this is not the worst case of Hispanic under-representation in the Obama administration.

**Regulatory Agencies:**

**Commodity Futures Trading Commission**

One position has been filled; no Hispanic. The number of positions to be filled is unknown.

**Consumer Protection Safety Commission**

No position has been filled. There are three positions to be filled.

**Equal Employment Opportunity Commission**

No position has been filled. There are two positions to be filled.

**Federal Communications Commission**

One position has been filled; no Hispanic. There is one position to be filled.

**Federal Deposit Insurance Corporation**

No position has been filled. There is one position to be filled.

**Federal Election Commission**

No position has been filled. There is no known position to be filled.

**Federal Energy Regulatory Commission**

One position has been filled; no Hispanic. There is no known position to be filled.

**Nuclear Regulatory Commission**

No position has been filled. There are two positions to be filled.

**Securities and Exchange Commission**

One position has been filled; no Hispanic. There is no known position to be filled.

No Hispanics have been appointed by the President to any of these nine regulatory commissions. Four of 13 positions have been filled, leaving nine to be filled, which provide an opportunity for the President to improve on his record on Hispanic appointments.

**Independent Agencies:**

**Appalachian Regional Commission**

No position has been filled. There are two positions to be filled.

**Broadcasting Board of Governors**

No position has been filled. There is one position to be filled.

**Central Intelligence Agency**

One position has been filled; no Hispanic. There are two positions to be filled.

**Chemical Safety and Hazard Investigation Board**

No position has been filled. There is one position to be filled.

**Corporation for National and Community Service**

No position has been filled. There are three positions to be filled.

**Defense Nuclear Facilities Safety Board**

No position has been filled. There are two positions to be filled.

**Delta Regional Authority**

No position has been filled. There are two positions to be filled.

**Export-Import Bank of the United States**

No position has been filled. There are three positions to be filled.

**Farm Credit Administration**

No position has been filled. There is no position to be filled.

**Federal Housing Finance Board**

No position has been filled. There are two positions to be filled.

**Federal Labor Relations Authority**

No position has been filled. There are two positions to be filled.

**Federal Maritime Commission**

No position has been filled. There are two positions to be filled.

**Federal Mediation and Conciliation Service**

No position has been filled. There is one position to be filled.

**Federal Mine Safety and Health Review Commission**

No position has been filled. There are three positions to be filled.

**Federal Reserve System**

One position has been filled; no Hispanic. There are two positions to be filled.

**General Services Administration**

One position has been filled; no Hispanic. There is one position to be filled.

**Millennium Challenge Corporation**

No position has been filled. There is one position to be filled.

**National Aeronautics and Space Administration**

No position has been filled. There are four positions to be filled.

**National Archives and Records Administration**

No position has been filled. There is one position to be filled.

**National Credit Union Administration**

No position has been filled. There is no known position to be filled.

**National Foundation on the Arts and Humanities**



No position has been filled. There are three positions to be filled.

**National Labor Relations Board**

No position has been filled. There are three positions to be filled.

**National Mediation Board**

One position has been filled; no Hispanic. There are no positions to be filled.

**National Science Foundation**

No position has been filled. There are two positions to be filled.

**National Transportation Safety Board**

No position has been filled. There are two positions to be filled.

**Occupational Safety and Health Review Commission**

No position has been filled. There is one position to be filled.

**Office of Government Ethics**

No position has been filled. There is one position to be filled.

**Office of Navajo and Hopi Indian Relocation**

No position has been filled. There is one position to be filled.

**Office of Personnel Management**

One position has been filled; no Hispanic. There are no known positions to be filled.

**Office of the Special Counsel**

No position has been filled. There is one position to be filled.

**Office of the Director of National Intelligence**

One position has been filled; no Hispanic. There are no known positions to be filled.

**Office of the Federal Coordinator Alaska Natural Gas Transportation Projects**

No position has been filled. There is one position to be filled.

**Overseas Private Investment Corporation**

No position has been filled. There are two positions to be filled.

**Peace Corps**

No position has been filled. There are two positions to be filled.

**Pension Benefit Guaranty Corporation**

No position has been filled. There is one position to be filled.

**Postal Regulatory Commission**

No position has been filled. There are no known positions to be filled.

**Railroad Retirement Board**

No position has been filled. There is one position to be filled.

**Selective Service System**

No position has been filled. There is one position to be filled.

**Small Business Administration**

One position has been filled; no Hispanic. There are three positions to be filled.

**Social Security Administration**

One position has been filled; no Hispanic. There are two positions to be filled.

**Tennessee Valley Authority**

No position has been filled. There is one position to be filled.

**Trade Development Agency**

No position has been filled. There is one position to be filled.

**United States Agency for International Development**

No position has been filled. There are 10 positions to be filled.

**United States Election Assistance Commission**

No position has been filled. There are no known positions to be filled.

**United States International Trade Commission**

No position has been filled. There is one position to be filled.

No Hispanics have been appointed by the President to any of these 45 Independent Agencies. Eight of 83 positions have been filled to date, none by a Hispanic. There are 75 positions yet to be filled, which provide an excellent opportunity for qualified Hispanics to be appointed and for the Obama Administration to improve on its record.

**Conclusion.** While NHLA commends the President for his commitment to change, there is none to be seen with regard to personnel. Hispanics are under-represented at the sub-cabinet and senior staff levels, and on the White House staff. Of the countless number of positions filled to date by the Administration, including senior advisors, Cabinet, sub-cabinet, White House staff, and senior staff in major departments, only 58 have been filled by Hispanics. This is not change. This

is more of the same, below target. More announcements of Latinos being nominated for Senate confirmation required positions are expected in the coming days, weeks and months, which will undoubtedly improve what has been accomplished during the President's first 100 days.

NHLA would respectfully suggest to the President that he impress upon his Cabinet Secretaries, senior White House staff and the Office of White House Personnel, and the Office of Personnel Management that they need to be more attentive to the serious under-representation of Hispanics in the Obama Administration. NHLA respectfully urges the President to order an agency-by-agency review of the hiring process being utilized and request a "Plan for Change and Improvement" from each department as it pertains to appointing more Latinos for high level positions, and urge him to call for a comprehensive report on Hispanic employment in 90 days.

The 16 departments surveyed in this report have a combined total of 205 vacancies which would be the logical place to start implementing a "Plan for Change and Improvement" and increasing the number of high-ranking Hispanics in the Obama Administration including Senior Executive Service level positions.

The all but total lack of Hispanic appointments to councils in the Executive Office of the President, as well as to Regulatory Agencies and Independent Agencies, is a great source of disappointment to NHLA and leaves very much room for improvement. NHLA respectfully urges the President to order a thorough review of all applications submitted to identify qualified Hispanic candidates for possible appointment to boards, commissions, and agencies, and to request more applications if necessary.

NHLA remains committed to working with the President, the Office of Presidential Personnel, and all departments to assist in identifying qualified Hispanics to serve in the Obama Administration, but realizes that the direction and enforcement must come from the President.

Finally, we commend the President for the aggressive steps he has taken to address tough issues of public policy that, while affecting all Americans, have disproportionately had an adverse affect on the Latino community, i.e., mortgage foreclosures, unemployment, education, health (CHIP), small businesses and immigration reform. NHLA also looks forward to working with the President and his Administration on specific proposals that affect all Americans and the Hispanic community particularly, pertaining to education, civil rights, immigration, economic empowerment, health, and governmental accountability.

NHLA reaffirms its unqualified commitment to continue working with the President and those in his Administration to help get America back on the right track and moving again.

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For further information:

Dr. Juan Andrade via email at [docandrade@ushli.org](mailto:docandrade@ushli.org)  
<<http://us.mc357.mail.yahoo.com/mc/compose?to=docandrade@ushli.org>> and by phone at (312) 371-5826.

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