





**Pandemic Lessons
Assessing the Losses
Plotting the Path
Forward**

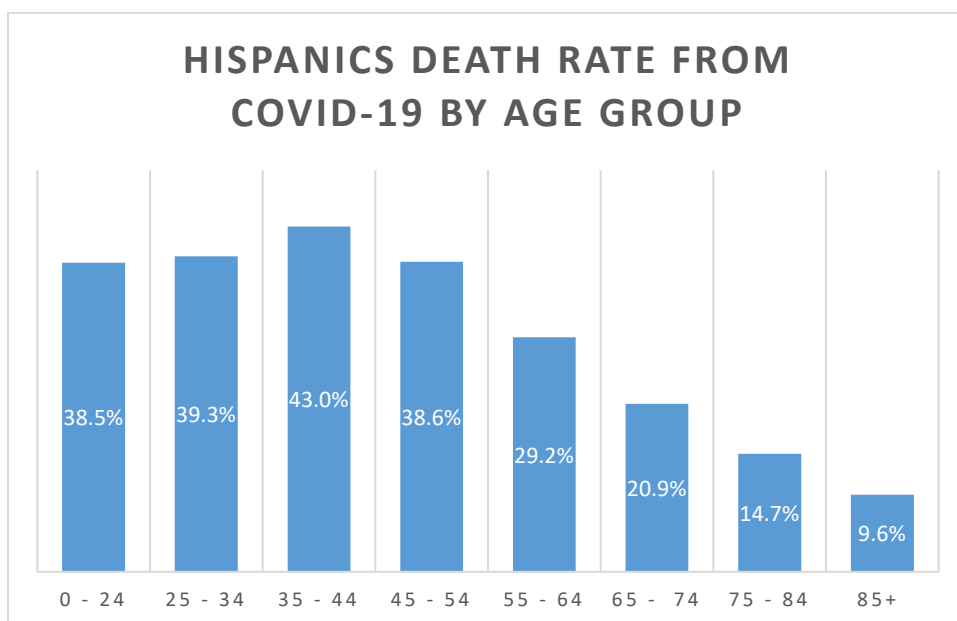
**A Latino Perspective
September 2021**

.....



Withering was the impact of the coronavirus pandemic on the world, the nation, and the state of New Jersey. As of this writing, the worldwide death toll is more than 4 million with over 600,000 lives lost in the United States and more than 26,000 in New Jersey.ⁱ The Latino Action Network Foundation [LANF] was not spared. Two of our own were among the dead: Diana Tennant, a frequent contributor to these Latino policy reports and a beloved activist from Monmouth County died in April 2020, and Mike Ramos, a founding steering committee member of our sister organization, [Latino Action Network], passed away in May 2020.

Immigrant communities were hit particularly hard by the pandemic across the nation and in New Jersey suffering higher death rates, among those under the age of 60, than the population in general. National Public Radio [NPR] reporter Karen Yi detailed the carnage in New Jersey in a series of radio reports this spring.ⁱⁱ Data from the National Centers for Disease Control and Prevention, when adjusted for age, indicated disproportionate deaths in Latino and African American communities across the country.ⁱⁱⁱ [See Graphs].



Source: Centers for Disease Control and Prevention

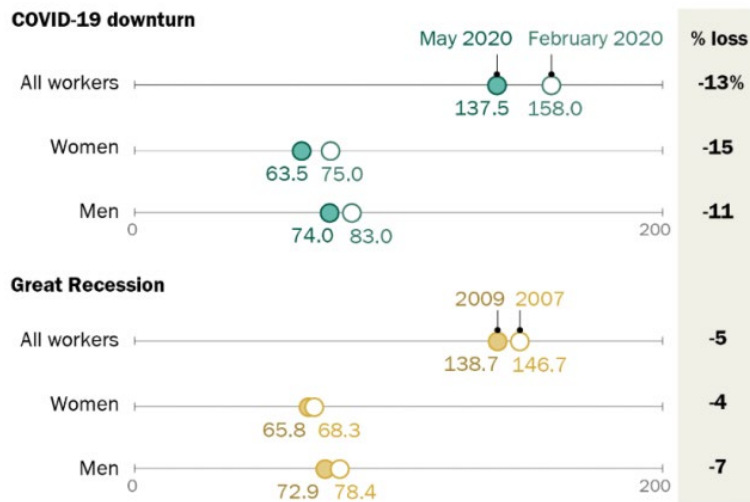
As summer approached and vaccination rates inched upward, the number of cases and deaths declined dramatically, although the specter of new virus variants and resistance to vaccination, among some, clouds the future. For many months, the drumbeat among activists and some political leaders, was that the pandemic revealed structural inequities in society in terms of education, access to technology and health care to name but a few major areas. Educators forced into the virtual world of ZOOM and GOOGLE Meets classrooms were faced with the daunting challenge of reaching students with no home computers or a lack of wireless service [Wi-Fi].

The pandemic taught the nation lessons about the vulnerabilities of working poor communities. But what exactly were those lessons? How should Latino leaders and communities address the deficiencies? What sort of policy agenda will best address the post-pandemic world now emerging?

It was in this context that over a dozen panelists gathered virtually on June 11 to debate, strategize about, and formulate a new policy agenda, one that builds on the successes of the past, while acknowledging new realities. This was the fourth time that activists, program providers and community leaders had gathered to formulate policy goals for the Latino communities of New Jersey dating back to 2017. Uncertainty over the pandemic led to the cancellation of the 2020 Policy Roundtable.

Women have lost more jobs than men in COVID-19 downturn, a reversal from the Great Recession

Employed workers, in millions



Note: Estimates refer to employed workers ages 16 and older, nonseasonally adjusted. Estimates for 2007 and 2009 refer to the fourth quarter of each year. Source: Bureau of Labor Statistics and Pew Research Center analysis of 2007 and 2009 Current Population Survey data.

PEW RESEARCH CENTER

This meeting, like others in the past, was sponsored by the Latino Action Network Foundation and its community partners, who operate four Hispanic Women’s Resource Centers across New Jersey. The Centers provide job training and employment guidance for Latinas, many of whom seek to break the cycle of domestic violence by attaining financial independence from their abusers. This Roundtable is part of a series of issue-oriented gatherings financially supported by the Fund for New Jersey.

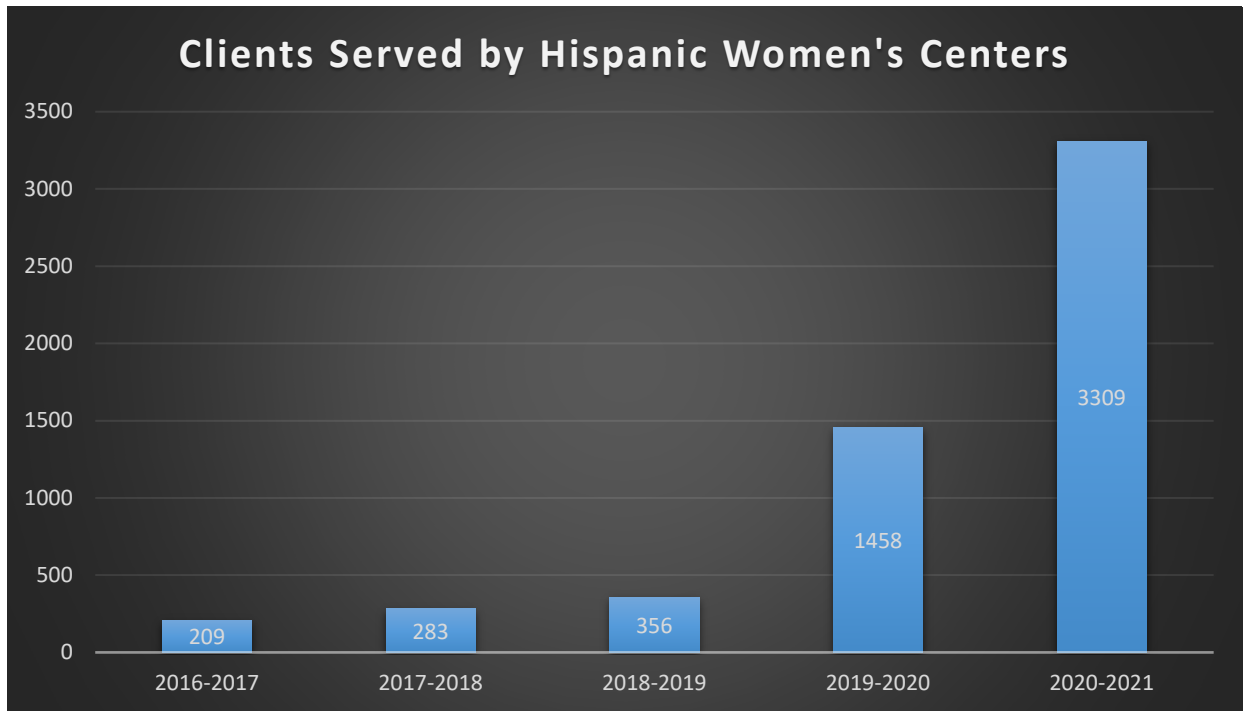
LANF’s four community partners are the Community Affairs Resource Center of Monmouth County [CARC], Asbury Park, La Casa de Don Pedro, Newark, the Hispanic Family Center of Southern New Jersey, Camden, and

the Morris County Organization for Hispanic Affairs, Dover. When the centers were re-established in 2016, they served three counties, Camden, Essex, and Monmouth, but additional funding by the State Legislature and Governor in recent years has allowed the program to add two centers and expand into Ocean and Morris counties.

The policy agendas provide a starting point, a basic framework, to guide the advocacy of LANF, a Latino community-based non-profit, and its sister organization, the Latino Action Network, an organization dedicated to political empowerment. Given the mission of the Centers, a central theme of the Roundtables has always been improving the lives of Latinas in New Jersey. However, from the very beginning, panelists have taken a dual approach to policy discussions focusing in part on the community in general and on issues of specific concern to women. In reviewing the 2019 policy agenda the panelists took note of the many successes achieved through our advocacy and our network of alliances and partnerships across the state.

For several years, securing legislation to allow the undocumented to acquire driver's license, was among the top goals and that was achieved in December 2019.^{iv} Another priority was to make available a wide variety of professional licenses to undocumented immigrants. Governor Murphy signed legislation in September 2020 dramatically expanding the number of professional licenses available to the immigrant community.^v Another earlier proposal, increased funding for the Center for Hispanic Policy Research and Development [CHPRD], was partially achieved, although their budget is still less than it was more than a decade ago.

Likewise, the Hispanic Women's Resource Centers have been placed on a firmer financial footing over the last several years as the state budget for them has been increased from \$250,000 in 2018 to \$1 million in the current fiscal year. The additional funding has allowed for a dramatic increase in the number of women served by the Centers. They provided career development services for 209 women in 2016-2017 but last year that number jumped to 3,309. Over the last five years, they have provided services for 5,615 women. [See Graph]



Still other goals remain unmet, particularly in the area of domestic violence, and new areas of concern emerged because of a world changed by the pandemic.

On the national level, the defeat of President Donald Trump in the November 2020 election was deemed by most in the Latino communities as a major positive development. His relentless campaign of immigrant stigmatization was a focus of past policy discussions. Immigration remains a volatile and polarizing national issue but the new administration of President Joe Biden, at the very least, has adopted a more humanitarian tone. The failure of a befuddled Congress to deal with comprehensive immigration reform remains an overarching issue, but discussions of the pandemic dominated the policy debates this year. National issues are

More Latinos than U.S. adults overall say someone in their household has had pay cut or lost a job due to COVID-19

% who say they, or someone in their household, have ____ because of the coronavirus outbreak

	Had to take a pay cut	Been laid off or lost job	NET either/both
Latinos	40	29	49
All U.S.	27	20	33

Notes: Hispanics are of any race. Share of respondents who didn't provide an answer not shown.

Source: Survey of U.S. adults conducted March 19-24, 2020

PEW RESEARCH CENTER

always of concern, but policy recommendations typically center around state issues where our organizations are more effective.

To help focus the discussion, Roundtable participants were asked to consider the following four questions and be prepared to discuss them on the day of the event:

- **In a review of the last roundtable report, what action items were met, are the recommendations still relevant, and are there new issues that need to be addressed?**
- **What unique challenges do immigrant women face in the current political climate?**
- **On a state level, what new policies should we advocate for with the gubernatorial administration – and what legislation and programming efforts should we advocate for?**
- **What sorts of program deficiencies exist and how can we best address those issues?**

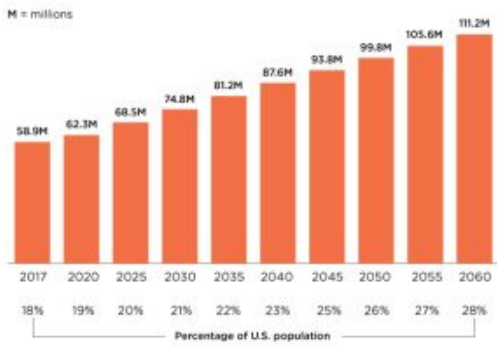
Each participant was asked to consider a set of achievable goals in the next year on the local and state levels. They were asked to develop a policy agenda for legislators to consider that would improve the lives of immigrants and the working poor with a specific emphasis on Latino communities. All policy objectives included in this report were reached by consensus. Any policy objective that did not have unanimous support was omitted.

The need for additional investment in the Latino community could not be clearer both on a national and state level.

Latinos make up approximately 21 percent of the state's population of 8.9 million, according to a 2019 estimate by the U.S. Census Bureau.^{vi} About 42 percent of the state's Latino population is foreign born.^{vii} To put these growing numbers in perspective the Latino population of New Jersey was 1.1 million in 2000 or about 13 percent of the state's population. Ten years later the Latino population rose to 1.5 million or about 17.6 percent.^{viii}

Hispanic Population to Reach 111 Million by 2060

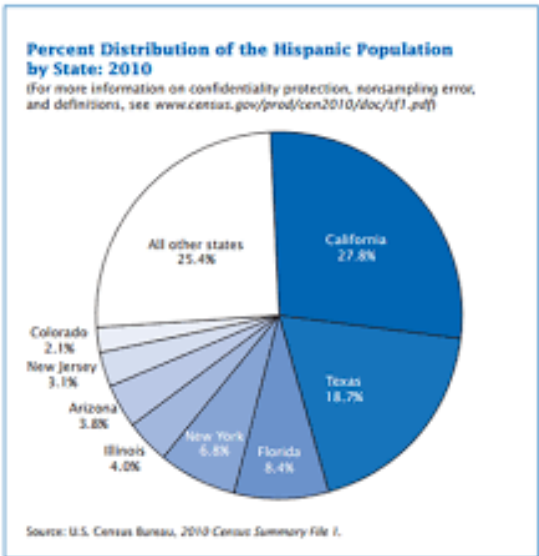
Projected Hispanic Population 2020 to 2060



United States Census Bureau
 U.S. Department of Commerce, Economics and Statistics Administration
 Source: 2017 National Population Projections and Vintage 2017 Population Estimates
www.census.gov/prod/2017pubs/natproj.html and www.census.gov/data/tables/2017/natproj.html

On the national level in the 2000 Census there were 281.4 million residents counted in the United States, of which 35.5 million or 12.5 percent were Hispanic or Latino. By the 2010 Census out of a population of 308.7 million, 50.5 million or 16.4 percent were Hispanic or Latino. This number continues to grow exponentially, according to 2019 Census estimates, Hispanic or Latinos now represent 18.5 percent of the US population at 60.5 million. According to the US Census, the Latino population in the United States is projected to reach about 28 percent by 2060.^{ix}

[See Graphs].



As a prelude to the Roundtable policy debate, several guest speakers addressed the panelists with concepts and ideas to consider in their discussions. The Roundtable began with an address by Democratic State Senator Teresa Ruiz, D-29, a powerful voice for Latino issues in the State Legislature and a strong supporter of the Hispanic Women’s Resource Centers. She decried the failure of the state and federal governments to assist the neediest in society. She described efforts to address the concerns of the working poor as plagued by the “Scooby Doo Syndrome”, referring to the popular children’s animated series. She noted that the characters in that

animated series are “always running but staying in the same place.” Government should be a “launching pad for new policy ideas” that seek to address hard truths and “create new realities,” Ruiz noted.

Senator Ruiz came armed with several policy proposals that she asked the panelists to consider. She proposed the development of a job training program by the New Jersey Department of Labor geared specifically for Latinas. As a key element of her proposal, childcare would be provided to the participants. She proposed that federal coronavirus relief funds should be used to establish the program. She vowed to develop legislation to establish the program but noted that Governor Murphy could create such a program without legislative approval. She also argued that universal preschool was essential for Latino, African American and working poor communities. She went further and advocated for universal day care and an expansion of state sponsored summer learning programs.

Ruiz was followed by Karen Escalante, of the NJ Division on Women, and Keynote Speaker Dr. Patricia Campos-Medina, a longtime immigrant activist and expert on organized labor. Harking back to a prior policy recommendation, Escalante noted that the state needs to

redouble its efforts to expand culturally and linguistically appropriate programming to Latino communities. Compliance with basic standards required of such programming could be monitored by the state Office of Management and Budget [OMB], she argued.

Campos-Medina emphasized the need for a package of bills to protect worker rights. During the pandemic, many front-line workers were forced to work in unsafe environments in essence having to choose between their physical and financial health. The bills, known collectively as the New Jersey Worker Pandemic Protections, were born of the inequities exposed by the health crisis. However, even though the pandemic appears to be subsiding, some of these measures should be implemented, she argued. Campos-Medina argued for additional worker rights including the right to refuse unsafe work, an increase in the number of earned sick days, and making it easier for workers to collect unemployment benefits when they quit because of an unsafe work environment. ^x

Passage of the “New Jersey Domestic Workers Bill of Rights” should be another key priority for activists, Campos Medina argued. Domestic workers are among the least valued and most abused workers in society and the proposed legislation would provide them with the same basic protections as other workers. New Jersey Senators Richard J. Codey and Loretta Weinberg and Assemblywoman Britnee Timberlake are the major sponsors of the legislation which would, among other things, establish contracts setting forth working hours, wages, and duties, and provide for a two-week notice of termination. Significantly, undocumented domestic workers would be protected from employer retaliation based on immigration status. ^{xi}

Both Campos and Ruiz favored additional funds for the Excluded New Jerseyans Fund. These monies would target those that did not qualify for stimulus checks or other financial assistance during the pandemic.

As in past years, violence against women and children was a major focus of the Roundtable. Domestic violence scars the entire family and often leads to the perpetuation of abusive relationships for generations. The participants gave considerable thought as to ways to mitigate those harmful influences and decrease the chances that others will emerge as victims or batterers.

After the presentations, the Roundtable participants were broken into three groups and took part in several hours of vigorous debate. This year the panelists developed 15 recommendations that are broken into two parts in this report. The first 10 recommendations are broad in nature and deal with a wide variety of issues of concern to communities of color and the working poor in general and Latinos specifically. The final five recommendations center around issues of domestic violence. The ordering of the recommendations is not a reflection of their relative importance.

This year’s policy recommendations are as follows:

No. 1 – Establishment of universal childcare in New Jersey. This is a long-term goal and not likely to be achieved in the near future, but the advocacy needs to start now.

Senator Ruiz stated that the effort should be modeled on programs in Germany and the Scandinavian countries. The lack of affordable childcare is one of the most critical issues facing

young families today. Childcare programs could charge fees on a sliding scale based on the economic means of the family.

No. 2 – An additional \$420 million for the Excluded New Jerseyans Fund which would go to families that were ineligible to receive pandemic relief funds. This would include undocumented immigrants, among others.

Advocates believe that the American Relief Plan passed by the US Congress and signed by President Biden earlier this year gives Governor Phil Murphy the authority to set aside these funds on his own. Immigrants and undocumented workers were among the heroes of the pandemic working essential jobs and as already noted in the data provided died in larger percentages than other segments of the population. Advocates were disappointed with Governor Murphy's original allocation of \$40 million in May and feel much more can and should be done. There are disputes as to what is the appropriate allocation for this purpose with some requesting as much as \$1 billion. The amount suggested here is a compromise figure. ^{xiii}

No. 3 – Passage of the New Jersey Domestic Workers Bill of Rights. For too long, domestic workers have been forced to live in the shadows and toil under harsh conditions subject to psychological and physical abuse. This recommendation was of particular significance to the panelists because the Centers are actively involved in job training and domestic work is a viable option for some Latinas entering the workforce. It is estimated there are about 50,000 domestic workers in the state.

This proposal is a New Jersey solution to a national problem. Domestic workers are largely invisible because they work in private homes caring for the elderly and small children. They deserve the right to contracts that set forth their terms of employment including salary, working hours and days of rest. This recommendation envisions additional state funding to educate domestic workers of their legal rights.

No. 4 – Adoption of the labor reforms originally set forth by the Protect NJ Workers Coalition, including the right to refuse to work under unsafe conditions and the ability to collect unemployment when a worker leaves a job because of unsafe conditions. An expansion of earned sick days is part of the package.

The legislative proposals will need to be tweaked in a post-covid world, but their value is unquestionable. These changes would make New Jersey a more worker friendly state.

No. 5 – Funding for a job training program geared to Latinas entering the workforce which would, as a key component include childcare. The program would work in collaboration with the four women's centers to maximize their effectiveness.

In a follow-up conversation, Senator Ruiz noted that she is in the process of developing legislation and has yet to determine the appropriate dollar amount for such a program. The goal would be to target Latinas most impacted by the pandemic. This builds on the idea of childcare as a vital ingredient for economic success both for New Jersey and individual families. The panelists support the concept in principle. LANF will monitor the introduction of such legislation.

No. 6 – Establish a \$3 million workforce development program geared toward Latino immigrant communities regardless of their immigration status. The training would focus on English as Second Language courses [ESL], High School Equivalency classes [HSE] and other adult education programs.

This is a perennial issue raised by advocates that has yet to be addressed by the state. LANF officials urged the creation of this program at a hearing held by the Governor's Office on July 27, 2021 to determine how to allocate \$200 million in American Rescue Plan funds set aside by Congress earlier this year.

No. 7 – Expansion of Summer Learning Programs for children across New Jersey. Senator Ruiz noted the decline in learning that occurs for school age children during the summer months.

The summer learning decline is most acute for working poor families that cannot supplement the experiences of the academic year with travel and other experiences that enrich their children. The state needs to create meaningful learning environments for children in the summer months. As is the case with an earlier recommendation, Senator Ruiz is in the process of crafting legislation. The panelists support the concept in principle. LANF will monitor the introduction of such legislation.

No. 8 – The State needs to continue its efforts to revitalize the Center for Hispanic Policy Research and Development [CHPRD]. Historically, the Center played a major role in training and capacity-building for non-profits serving the Latino community. The Center's budget shrunk from \$4.5 million in 2008 to \$1.1 million in 2012. The panelists recommend funding, at a minimum, be restored to what it was in 2008 and that the Center be transferred back to the NJ Department of Community Affairs.

Cuts to the CHPRD began in the final years of the Corzine Administration when their budget was cut to \$3.7 million. The Christie Administration cut the funding to \$1.1 million a year in 2012 and it remained at that level through the 2018-2019 fiscal year. Governor Christie also politicized the Center by moving it to the NJ Department of State from the Department of Community Affairs and using it to distribute funds to organizations with political ties to him.^{xiii}

The road back has been slow and torturous. This year funding was increased by \$1 million, and its budget is now just above \$3 million. Although a step in the right direction, the increase is far less than hoped for. Panelists this year lamented the fact that CHPRD, because of inconsistent funding, has not been able to adequately support the state's network of Latino community-based non-profits. They called for a renewal of the traditional ties between the CHPRD and the non-profit agencies.

To that end, advocates suggest the establishment of a program to provide Board of Immigration Appeals [BIA] training to Latino community-based non-profits. This would allow local community organizations to provide basic immigration services to the community. The panelists suggested a collaborative partnership with Rutgers University and Seton Hall through

their law schools. LANF officials argued in favor of this additional targeted funding during a hearing held by the Governor's Office on July 27, 2021 to determine how to allocate \$200 million in American Rescue Plan funds.

No. 9 – Expansion of Interpretive and Translation Services in the State Superior Court system and in hospitals and other health care facilities. Latinos frequently face a situation where they receive medical treatment or court information from people in a language they do not understand.

A perennial recommendation, advocates have yet to find an effective way to mobilize around these issues. There needs to be stricter regulations and guidelines requiring Spanish-language services in the courts, hospitals, and other health care facilities. This needs to be addressed through additional legislation and regulation.

One option is to re-establish the NJ Department of the Public Advocate, a watchdog agency within state government, which was abolished by Governor Chris Christie in 2010. Monitoring of translation and interpretation services could fall under the purview of that agency. Efforts to re-create the Public Advocate have thus far been unsuccessful,

No. 10 – The application of Culturally and Linguistically Appropriate Services [CLAS] standards by the state in awarding grants to large regional non-profits servicing the Latino community. Too often state grants are awarded to agencies that claim to serve our communities but do so inadequately. The 15 standards set forth by CLAS should be required by state government when awarding program funds.

Some progress was reported on this issue since the last report. The Division on Women and the Division of Mental Health and Addiction Services are requiring the use of CLAS standards in all their program proposals. The panelists believe this approach should be adopted throughout state government. Compliance could be monitored by the state's Office of Management and Budget.

To some, this recommendation may have a bureaucratic tone to it, but the principles are simple. Any agency serving the Latino community, or any other community, should hire sufficient personnel that represent the community they are working with. Often, clients are referred to agencies that have no personnel that speak their language or anyone familiar with their culture and traditions. There are 15 standards that measure whether an organization follows CLAS guidelines.^{xiv} In addition to language services, the agencies should incorporate members from the communities they serve into their governance and management.

This recommendation serves as a logical transition into the domestic violence agenda because it is critical that programs serving these clients be culturally and linguistically appropriate if a level of comfort and confidence is to develop between the victim and the agency seeking to assist.

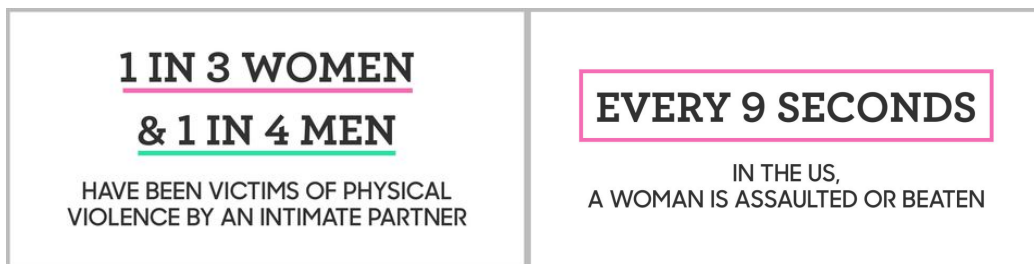
Domestic Violence Policy Agenda:

No. 11 – Establishment of a Battered Women’s Shelter for Spanish speaking victims. Panelists argued that a pilot program should be undertaken to provide culturally and linguistically appropriate services to victims of domestic violence.

Advocates argued for a shelter that would provide for the unique needs of Latinas with a special emphasis on immigrant women. Ideally, the shelters would provide childcare services so that women could participate in job training, entrepreneurial skills, English as a second language, computer, and other appropriate courses during the day. This pilot program could work in collaboration with the Hispanic Women’s Resource Centers.

No. 12 – Culturally Inclusive and Specific Programs with Regards to Domestic Violence. The Department of Children and Families should consider collaborating with the Centers to provide preventive and additional direct services with cultural competency to Latino communities across New Jersey.

The importance of providing culturally and linguistically appropriate programming, noted in the previous recommendation, is critical to the victims of domestic violence. Due to the fear induced by the recent political climate, Latinas are more likely to seek safety with community agencies such as the Hispanic Women’s Resource Centers. Members of the LGBTQ communities are subject to additional stigmatization and services need to reflect those sensitivities as well. Unfortunately, domestic violence continues to be a common experience among women participating with the Centers. Social science research confirmed that Hispanic immigrant women are more vulnerable to intimate partner violence and less likely to seek help than White women.



Source: US Centers for Disease Control and Prevention ^{xv}

Latina immigrant women face unique challenges in breaking free from domestic violence. Specifically, the availability, affordability and, accessibility of services, as well as language and cultural needs, were all identified as commonly encountered barriers by the panelists working in the field. In addition, frontline staff frequently noted the many times they served as the primary social support for these women. Agency staff shared countless stories of how they provided concrete services such as transportation to appointments, interpretation services, positive self-development, and information and referral. However, such services are provided as in-kind services within HWRC programming rather than with specific funds set aside for those purposes. In short, the Centers should be financially empowered to offer

preventive services in community settings and receive additional funds to carry out support services for those already suffering from domestic violence.

No. 13 -- Additional Batterers Intervention Programs with at least one program in each county, including separate funding for bilingual/bicultural services. Most programs focus on the victims of domestic violence but there was a broad consensus among the panelists that counseling for the batterer is vital for the sake of the children, the abused partner, and society in general.

Panelists discussed the importance of addressing the needs of the entire family system in cases of domestic violence. In addition to the language barriers experienced by many Latinas, it was also noted that services for Latino men who commit domestic abuse that is linguistically accessible and culturally competent is limited. The panelists called for additional prevention and intervention programming in Spanish for batterers. Towards that end, a suggestion that the NJ Division on Women offer programs focusing on fatherhood was enthusiastically endorsed.

New Jersey has batterers' intervention programs in only 12 of 21 counties. In the remaining nine counties the services offered are piecemeal and inadequate. At this time, batterers can only take part in these programs after being charged with a crime. Panelists believe these services should be widely available to those in need of them regardless of whether they have been formally charged with a crime.

No. 14 -- Additional Preschool, Grade School and Middle School Programming Centered Around Domestic Violence.

The consensus was that the earlier the better in terms of providing education on the development of healthy relationships. The curriculum should center on empowering young girls and teaching boys to express their feelings as signs of strength rather than weakness. The panelists suggested that community-based non-profits receive funds to provide the training in the schools. Such programs are frequently given little priority and attention by school districts. This was seen as another area where the NJ Division on Women could play an important role in funding these initiatives.

Outreach programs to identify students already suffering from domestic violence in their homes should be established in the schools. By state law, school districts are required to offer programs to prevent dating violence, but there is little enforcement and often the program is not offered. Schools should develop guidelines on how they assess for domestic violence and this assessment should occur when there is violence between students. They should assess for the child's safety and offer resources to the student and abuser.

No. 15 -- Expansion of Transitional Housing and Additional Permanent Housing for all Victims of Domestic Violence and the Inclusion of Undocumented Immigrants as Recipients.

Current state programs offer only 30-60 days of emergency shelter. However, the pandemic highlighted that emergency shelters are not sufficient to address the housing needs of

survivors. Transitional housing is from 6 months to 2 years but the undocumented are ineligible for transitional services. It is important to note for policy makers and the general public that while the victim may be undocumented their children are often US citizens. Families of mixed immigration status are common. Until comprehensive immigration reform can be achieved, the panelists urged the state to allow undocumented immigrants to take part in transitional housing programs and develop more permanent housing options for all families.

Conclusion

In summary, the pandemic taught us many lessons about the inequities in our society. Some of the inequities were clear to advocates long ago. Others were laid raw and bare by the health crisis. Armed with these new revelations what will our society do?

The road to a more just and equitable society begins with the next best steps. The participants in this year's Roundtable offer these recommendations as part of the path forward to a more just and equitable society.

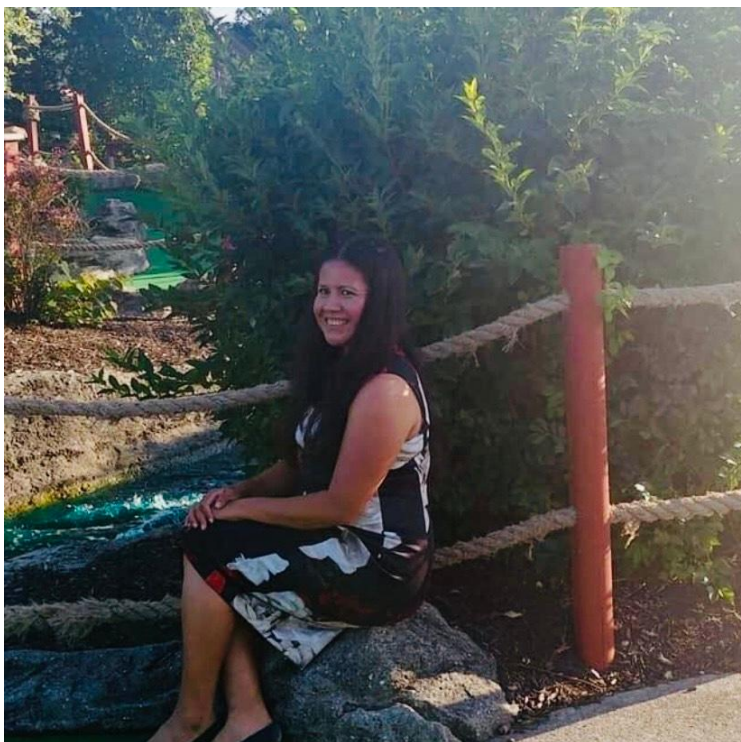
Women's Stories



Juana Urbina-Garache, 33, immigrated from Nicaragua in 2011. As is the case with many of the women that turn to the centers for help, she is a victim of domestic violence. Juana, a single mother of four, came to the Community Affairs Resource Center [CARC] with the dream of becoming financially independent.

As part of the program offered by the Hispanic Women's Resource Centers [HWRC}, she was immediately offered rental and food assistance. Juana also joined a support group for victims of domestic violence. After addressing her immediate needs, Juana was provided English as a second language classes [ESL], childcare assistance, and job training. The HWRC paid for her to become certified as a nurse's assistant.

As a result of her hard work and the services provided by the Women's Center, she is now working at senior care facility and on the path to economic independence. She is currently enrolled in advanced ESL classes and remains active with her domestic violence support group. In September, she plans to enroll in financial literacy classes.



Zoila Mejia, 42, immigrated from Mexico in 2004. A single mother of three children, she is a domestic violence and sexual assault survivor. She came to the HWRC seeking protection from an abusive ex-husband. CARC assisted her through the legal process. She has since gained a restraining order and in the process of securing a divorce.

She was immediately provided with food and rental assistance. In terms of job training, Zoila enrolled ESL and computer literacy classes. She also joined a domestic violence support group. At the present time she is employed in the restaurant industry and supporting her children. The next step is to improve her English so she can begin training to become a dental assistant. Zoila is now safe and thriving. She regularly attends bilingual counseling sessions and motivational workshops offered by the program.

Juana and Zoila are two success stories. They are examples of how the Women's Centers can change lives.

The Participants in the Roundtable were:

Jessica Alicea, Domestic Violence Team Lead, Avanzar NOW

Patrick Barry, Community Engagement Coordinator, New Jersey Office of New Americans.

Lazaro Cardenas, Assistant Executive Director, Latino Action Network Foundation.

Carlos Cartagena, Chief Executive Officer, Hispanic Family Center of Southern New Jersey.

Dana Cortes, Case Manager, Community Affairs Resource Center.

Dr. Jesselly De La Cruz, Executive Director, Latino Action Network Foundation.

Elizabeth Figueroa, Domestic Violence Counselor, Avanzar NOW

Melissa Garcia de Arias, Hispanic Women's Resource Center Employment Specialist, Hispanic Family Center of Southern New Jersey.

Yeimi Hernandez Cruz, Member, Latino Coalition of New Jersey.

Roxana Herrera, Domestic Violence Advocate, La Casa de Don Pedro.

Pamela Jacobs, Executive Director, New Jersey Coalition to End Domestic Violence.

Martha Johnston, Domestic Violence Counselor, La Casa de Don Pedro.

Rebecca Lawrence, Program Director of Family Resource Center and Health Education, Hispanic Family Center of Southern New Jersey.

Paola Marin, Manager, Hispanic Women's Resource Center, Community Affairs Resource Center.

Melanie Metz, La Casa de Don Pedro, Enrichment Program Specialist.

Wendy Melendez, Division Director, Personal Development Division, La Casa de Don Pedro.

Beatriz Oesterheld, Executive Director, Community Affairs Resource Center.

Beatriz Patino-Sherard, Economic Justice Coordinator, New Jersey Coalition to End Domestic Violence

Yenifer Perez, Career Coordinator at the Lakewood Office, Community Affairs Resource Center.

Anna "Cuqui" Rivera, Policy Programs Coordinator, Latino Action Network Foundation.

Sylvia Valenzuela Borges, Career Counselor, Hispanic Women's Resource Center, La Casa de Don Pedro

Nicole Wismer, Director of Program Analysis and Development, Hispanic Family Center of Southern New Jersey.

New Jersey State officials presented information at the Roundtable but declined to take part in discussions involving the drafting of a policy agenda.

Karen Escalante, County Services Specialist, New Jersey Division on Women.

Maureen Ochse, Displaced Homemaker Program Administrator, New Jersey Division on Women.

This report was authored by Frank Argote-Freyre. Jesselly De La Cruz, Anna, "Cuqui" Rivera, and Lazaro Cardenas served as facilitators at the Roundtable.

This policy report would not have been possible without the generous support of the Fund for New Jersey.

Endnotes:

ⁱ Much of this report was drafted in late June and early July 2021. The date on New Jersey comes from a report by New Jersey Governor Phil Murphy on June 27. <https://www.nj.com/coronavirus/2021/06/nj-reports-191-new-covid-cases-3-deaths-as-virus-continues-decline.html>

ⁱⁱ Yi did a two-part series on the disparate impact of the coronavirus on young Latinos in March 2021. The reports can be found at -- <https://www.wnyc.org/story/covid-killing-young-latino-men-nj-disproportionate-rates> and <https://www.wnyc.org/story/how-covid-19-deaths-overwhelmed-njs-densest-latino-cities/>

ⁱⁱⁱ There are a growing number of studies on the subject. One the of the earliest was published in the journal *Demographic Research* in April 2021 based on data compiled the previous year. An abstract of the study can be found here: <https://www.demographic-research.org/volumes/vol44/29/default.htm> A journalistic summary of the findings can be found at -- <https://www.insurancejournal.com/news/national/2021/05/06/612981.htm> An overview of the Centers for Disease Control data on the pandemic relating to Latinos can be found at -- <https://salud-america.org/coronavirus-case-rates-and-death-rates-for-latinos-in-the-united-states/> For economic data on the impact of the pandemic on Latinos and women specifically see the web pages of the Pew Research Center. Some examples are: <https://www.pewresearch.org/hispanic/2020/08/04/coronavirus-economic-downturn-has-hit-latinos-especially-hard/>; <https://www.pewresearch.org/fact-tank/2020/04/03/u-s-latinos-among-hardest-hit-by-pay-cuts-job-losses-due-to-coronavirus/>; <https://www.pewresearch.org/fact-tank/2020/06/09/hispanic-women-immigrants-young-adults-those-with-less-education-hit-hardest-by-covid-19-job-losses/>

^{iv} Governor Murphy signed the legislation into law on December 19, 2019, although implementation was delayed until May of this year because of the pandemic. <https://www.nj.com/politics/2019/12/undocumented-immigrants-will-be-able-to-get-nj-drivers-licenses-as-murphy-signs-new-law.html>

^v For an overview of the issue see -- <https://www.wsj.com/articles/new-jersey-allows-illegal-immigrants-to-get-professional-licenses-11598996870> and <https://www.nj.com/news/2020/09/undocumented-immigrants-can-now-get-nj-professional-licenses-as-murphy-signs-law.html>

^{vi} <https://www.census.gov/quickfacts/NJ>

^{vii} <http://www.pewhispanic.org/states/state/nj/>

^{viii} For 2000 Census figures see <https://www.census.gov/prod/2001pubs/c2kbr01-3.pdf>
For 2010 data see comparative data: <http://censusviewer.com/state/NJ>

^{ix} <https://www.census.gov/library/visualizations/2018/comm/hispanic-projected-pop.html>

^x The proposals were originally made by the Protect NJ Workers Coalition. More specifics on the proposed legislation can be found at the following link -- chrome-extension://efaidnbmninnibpcjpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fstatic1.squarespace.com%2Fstatic%2F5f5f60ec6d4a8c509a4baf2d%2Ft%2F5f9998c46004c6772b5ffd11%2F1603901637279%2FNew%2BJersey%2BWorker%2BPandemic%2BProtections.pdf&clen=583188&chunk=true

^{xi} The legislation is summarized at the website of the National Domestic Workers Alliances. <https://www.domesticworkers.org/programs-and-campaigns/developing-policy-solutions/bill-of-rights/current-campaigns/new-jersey-bill-of-rights/>

^{xii} Information on the Fund can be found on the Governor’s website. See -- [Office of the Governor | Governor Murphy Announces \\$275 Million in Relief for Small Businesses and Individuals Impacted by COVID-19 Public Health Crisis \(nj.gov\)](#). An editorial on NJ.Com sided with advocates seeking more funds. See -- [With billions to spend, Murphy can stop the suffering. Why doesn’t he? | Editorial - nj.com](#)

^{xiii} For information on the Center see its website – <https://www.nj.gov/state/chprd.shtml>.

^{xiv} For a review of Culturally and Linguistically Appropriate Services [CLAS] see the US Department of Health and Human Services website: <https://thinkculturalhealth.hhs.gov/clas/what-is-clas>
The 15 guidelines are available in pdf format on their website.

^{xv} <https://www.cdc.gov/violenceprevention/sexualviolence/fastfact.html>

In Memoriam



Diana Tennant
1968-2020



Mike Ramos
1975 -2020