

The National Latino Leadership Alliance



Connecting a Nation of Latino Leaders

Latino Leadership Program Directory
2018/2019 Edition



The Latino Leadership Survey

In 2016, eleven of the “best of the best” U.S. Latino leadership programs came together to learn from each other, share best practices, and discuss strategies to promote leadership for the Latino community.

The eleven organizations administer leadership programs with long-term impact, robust curriculums, and community support. However, effective leadership training is intensive, requires knowledge and expertise, an infusion of resources, and personal development. Leadership programs do not usually serve large numbers of participants and these organizations cannot serve the entire emergent Latino community.

Realizing the urgent need of additional Latino leadership programs, and elevating existing ones, these organizations agreed to form a national alliance.

Entitled LIDERAMOS – the National Latino Leadership Alliance established a mission to expand, connect, and enhance the quality and impact of Latino leadership programs across the United States.

LIDERAMOS will provide the leadership training, mentoring, and networking that the growing Latino population needs to advance their community and actualize their contributions to our country.

Our first initiative was to conduct a national survey of Latino leadership programs. Completed in 2016, the survey identified 90 programs, with the average program serving 30 people per year. In a growing community of 57 million, these programs serve less than one percent of the Latino population.

Furthermore, the survey identified gaps in geographic areas, including entire states and large cities with an increasing Latino population and no existing leadership programs. These findings validate the critical need for a concerted effort to promote Latino leadership programs and create and implement new programs, across the country.

We hope that you find the following directory a useful tool for connecting with Latino leadership programs in your area. Please contact LIDERAMOS at info@lideramos.org for more information or to include additional programs.

Lideramos would like to express our sincere gratitude to American Express for supporting our mission and making this program directory possible.



OVERVIEW OF SEARCH PROCESS

Lideramos conducted outreach and outline research to identify leadership programs that focus on individuals of Latino/Hispanic descent and to determine levels of service. Target populations contacted via survey included:

- A select group of National Hispana Leadership Institute (NHLI) graduates, Young Hispanic Corporate Achievers (YHCA) graduates, and other programs through Mestiza Leadership International
- International Leadership Association Latino attendees at October 2016 Conference
- MANA, a National Latina Organization membership and Affiliates
- National Council on La Raza and Affiliates
- Select members from National Association for Latino Community Asset Builders
- SER-Jobs for Progress National Inc. (SER) National and Affiliates

Three consultants conducted web searches to identify additional gaps in programs or to follow-up on potential programs in Chambers of Commerce from key states, leadership programs in colleges and universities, leads from subsequent searches or suggested contacts, and local affiliates from SER National, MANA, and the National Council on La Raza.

SUMMARY OF FINDINGS

- Total number of programs: 94
- States with the highest number of programs: California, Texas, Illinois, and programs with organizations based in DC
- Primary program sponsorships: Community organizations, Chambers of Commerce, corporations, non-profit groups, and universities.
- Primary audiences: community/government/non-profit leaders, directors/mid-career, women, corporate leaders/business owners, and emerging/early career.
- Selection criteria: age, membership with an organization in good standing, college graduate, program alumni, local resident status, previous volunteering, community contributions, and other miscellaneous requirements.
- 10 inactive leadership programs were identified, which signifies the need for sustainability practices to keep programs operational and a strong directory network to support collective efforts.
- 8 new programs were added in 2018

The goal of this directory is to identify as many programs as possible. We realize that there may be other programs that exist and should be included. If you are aware of an existing or new Latino leadership program not listed in this document, please email to info@LIDERAMOS.org to include it in the next edition.

The consultant on for the initial directory was Francesca Galarraga. The 2018-2019 edition was updated by Alejandro Chavez. Their dedication is indicative of the commitment Latino leaders have to our community's success.

www.lideramos.org

September 2018

This directory is organized by programs in the following areas: Chambers of Commerce, Community Non-Profits, Corporate, Immigrant, National, Women, and Youth.

DESCRIPTION OF CATEGORIES

CHAMBER OF COMMERCE PROGRAMS

Latinos are the fastest growing entrepreneurial sector in the U.S. Chamber of Commerce programs offer education and leadership services to enhance the business sector and community contribution.

COMMUNITY NON-PROFIT PROGRAMS

During the last century, much Hispanic progress has been due to community non-profit organizations that meet pressing needs and empower Latinos and tap into their collective power.

CORPORATE PROGRAMS

These organizations play a vital role in preparing Latinos to be competent and culturally-aware corporate leaders and make corporate America more aware and responsible for promoting Latinos.

IMMIGRANT PROGRAMS

In the 1990's, 40% of Latino growth came from immigration. Latinos are committed to address immigrant issues, integrate them into the community, and train them to be leaders.

NATIONAL PROGRAMS

A number of Latino national organizations offer leadership development programs and fellowships that recruit from across the country or target a certain region of the country.

UNIVERSITY PROGRAMS

University partnerships offer additional resources, faculty, and avenues for continued education.

WOMEN'S PROGRAMS

Latinas have a special contribution to make to leadership. Bringing Latinas together to learn leadership strengthens their collective ability to lead and to support one another.

YOUTH PROGRAMS

During our research, several youth programs were identified. A separate directory will be designed specifically for youth-serving programs. Because of our young and growing demographics, programs that develop youth leadership are key to Latino Advancement.

Table of Contents

| | |
|--|----------|
| CHAMBERS PROGRAMS | 1 |
| ALEXANDER BRISEÑO LEADERSHIP DEVELOPMENT PROGRAM | 1 |
| CULTIVATING HISPANIC LEADERSHIP INSTITUTE (CHLI) | 1 |
| HISPANIC AUSTIN LEADERSHIP | 1 |
| HISPANIC CHAMBER FOUNDATION ASPIRING LEADERS | 2 |
| HISPANIC CHAMBER LATINO LEADERSHIP PROGRAM | 2 |
| JÓVENES EMPRESARIO | 3 |
| LATINO LEADERSHIP OKC | 3 |
| POLÍTICA NUEVA | 4 |
| | |
| COMMUNITY NON-PROFIT PROGRAMS | 5 |
| AAMA LEADERSHIP DEVELOPMENT | 5 |
| ACADEMIA DE LIDERES | 5 |
| CANDIDATE/CAMPAIGN MANAGEMENT TRAINING & COMMUNITY ORGANIZING TRAINING | 5 |
| CAPACES 101 | 6 |
| CHW NEIGHBORHOOD LEADERSHIP PROGRAM | 6 |
| CLARO COMMUNITY LEADERSHIP TRAINING PROGRAM | 6 |
| ENLACE SUPERVISION AND LEADERSHIP TRAINING | 6 |
| EXECUTIVE MENTORING AND LEADERSHIP PROGRAM/CONEXIÓN | 7 |
| GALEO INSTITUTE FOR LEADERSHIP | 7 |
| GREAT LAKES BAY HISPANIC LEADERSHIP INSTITUTE | 8 |
| HISPANIC ADVOCACY AND COMMUNITY EMPOWERMENT THROUGH RESEARCH (HACER) | 8 |
| HISPANIC ALLIANCE LEADERSHIP DEVELOPMENT INITIATIVE (HALDI) | 8 |
| HISPANIC LEADERSHIP INSTITUTE | 9 |
| LATINO COMMUNITY LEADERSHIP DEVELOPMENT | 9 |
| LATINO EQUITY LEADERSHIP TRAINING | 9 |
| LATINO LEADERSHIP ALLIANCE OF BUCKS COUNTY | 10 |
| LATINO LEADERSHIP COLLABORATIVE OF KANSAS | 10 |
| LATINO LEADERSHIP DEVELOPMENT PROGRAM | 10 |
| LATINO LEADERSHIP PROGRAM | 11 |
| LATINO NON-PROFIT LEADERSHIP ACADEMY | 11 |
| LATINO NON-PROFIT LEADERSHIP ACADEMY | 11 |
| LATINO NON-PROFIT LEADERSHIP PROGRAM | 12 |
| LATINO PARTNERSHIP PROGRAM | 12 |
| LEADERSHIP ACADEMY | 13 |
| LEADERSHIP ACADEMY: NON-PROFIT SERIES | 13 |
| MULTICULTURAL LEADERSHIP ACADEMY | 13 |
| UNID@S LEADERSHIP DEVELOPMENT PROGRAM | 13 |
| VETERAN'S LEADERSHIP ACADEMY | 14 |

| | |
|---|---------------|
| CORPORATION PROGRAMS | 15 |
| ALPFA SOLUTIONS | 15 |
| CENTER FOR HISPANIC LEADERSHIP ACADEMY | 15 |
| HACR CORPORATE ACHIEVERS SUMMIT..... | 15 |
| LEADERSHIP ACADEMY..... | 15 |
| IMMIGRANT PROGRAMS | 17 |
| CASA LATINA LEADERSHIP PROGRAMS | 17 |
| ENLACE CHICAGO, LEADERSHIP ACADEMY | 17 |
| LATINO LEADERSHIP INSTITUTE..... | 18 |
| NATIONAL PROGRAMS | 19 |
| COLEGIO COMMUNITY ECONOMIC DEVELOPMENT FELLOWSHIP PROGRAM | 19 |
| ESCALERAS INSTITUTE | 19 |
| FEDERAL TRAINING INSTITUTE | 20 |
| FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES..... | 20 |
| GRASSROOTS LEADERSHIP DEVELOPMENT PROGRAM | 21 |
| LATINO ACADEMY | 21 |
| NALAC LEADERSHIP INSTITUTE | 22 |
| NEW LEADERSHIP ACADEMY FELLOWSHIP PROGRAM | 22 |
| SUPERINTENDENTS LEADERSHIP ACADEMY..... | 22 |
| UNIVERSITY PROGRAMS | 24 |
| COLLEGIATE LEADERSHIP DEVELOPMENT PROGRAM | 24 |
| COX SCHOOL LATINO LEADERSHIP INITIATIVE..... | 24 |
| HISPANIC LEADERSHIP INSTITUTE..... | 25 |
| LATINO LEADERSHIP INITIATIVE | 25 |
| LATINO LEADERSHIP INSTITUTE..... | 25 |
| LATINO TALENT INITIATIVE | 26 |
| LEADERSHIP ACADEMY AND STANFORD SUMMER LEADERSHIP PROGRAM | 26 |
| MAURICIO GASTON INSTITUTE FOR LATINO COMMUNITY DEVELOPMENT AND PUBLIC POLICY..... | 27 |
| MIAMI DADE COLLEGE WOMEN EMPOWERING LEADERSHIP..... | 27 |
| RISE URBAN LEADERSHIP FELLOWS PROGRAM | 27 |
| STANFORD LATINO ENTREPRENEUR PROGRAM..... | 28 |
| WOMEN'S PROGRAMS | 29 |
| AVANZAMOS INITIATIVE: MANA LATINA LEADERSHIP INSTITUTE | 29 |
| CIRCLE OF LATINA LEADERSHIP..... | 29 |
| COMADRES WOMEN'S EMPOWERMENT INITIATIVE | 29 |
| ELLA | 29 |
| ENGAGED LATINA LEADERSHIP ACTIVIST PROGRAM (ELLA) | 30 |
| EXECUTIVE LEADERSHIP PROGRAM | 30 |
| HOPE LEADERSHIP INSTITUTE | 31 |
| LATINA LEADERSHIP INITIATIVE | 31 |

| | |
|--|-----------|
| LATINA LEADERSHIP INSTITUTE | 31 |
| LATINA LEADERSHIP INSTITUTE | 32 |
| LATINA LEADERSHIP PROGRAM | 32 |
| LATINA SUCCESS LEADERSHIP PROGRAM | 32 |
| LATINAS LEARNING TO LEAD | 33 |
| LEADERSHIP AND UNITY FOR COMMUNITY POWER TRAINING | 33 |
| MUJERES DE HACE | 34 |
| PROGRAM OF ASSISTANCE, RESOURCES AND EDUCATION (PARE)..... | 34 |
| TEXAS PUBLIC POLICY AND CIVIC ENGAGEMENT PROGRAM | 34 |
| YOUTH PROGRAMS | 36 |
| HERMANITAS LEADERSHIP DEVELOPMENT | 36 |
| LATEENA ALUMNI LEADERSHIP PROGRAM | 36 |
| LATINO LEADERSHIP AND CULTURE | 36 |
| SOUTHWEST PA'LANTE YOUTH RISING LEADERSHIP PROGRAM..... | 37 |
| UNIVERSITY LEADERSHIP ACADEMY | 37 |
| YOUTH LEADERSHIP PROGRAM..... | 37 |
| SPONSORING ORGANIZATIONS WITH MULTIPLE PROGRAMS | 38 |
| PROGRAMS BY STATE | 39 |
| FOUNDING BOARD | 44 |

Chamber Programs

TYPE OF PROGRAM: CHAMBER

Sponsoring Organization: San Antonio Hispanic Chamber of Commerce

Program Name: Alexander Briseño Leadership Development Program

Location: San Antonio, TX

Website: www.sahcc.org

Participant Focus: Existing and emerging civic and corporate leaders

Program Description: The Alexander Briseño Leadership Development Program is based on the leadership principles of Briseño: judgment, compassion, courage, integrity, creativity, passion, vision, competence, diligence, and accessibility.

Participants engage in an experience that builds personal and professional leadership skills through sessions of strategic planning, change management, team building, improving operational and cultural quality, transformational leadership, and creating and sustaining organizational results. The program curriculum provides participants with the aptitude to meet the intellectual and emotional demands of leadership.

Length of Program: 7 months

TYPE OF PROGRAM: CHAMBER

Sponsoring Organization: Georgia Hispanic Chamber of Commerce

Program Name: Cultivating Hispanic Leadership Institute (CHLI)

Location: Athens, GA

Active or Inactive: Active

Website: <https://ghcc.org/leadership-institute/>

Participant Focus: Participant must be a member of the George Hispanic Chamber of Commerce, in good standing, and interested in utilizing the newly gained leadership skills to "give back" to the community.

Program Description: The Leadership Institute provides Chamber members an opportunity to receive leadership training to assist with their business leadership skills as well as acquire a critical new leadership skills. Participants are provided tools and opportunities to become philanthropists, board of directors, and appointed and elected officials. Topics of the six sessions are: Leadership Styles, Practices and Attributes; Building Strategies and Tools for Being an Effective Leader; Responding as Leaders to our Community's Social, Political and Economic Issues:Part 1; Part 2; Real Life Leadership Lessons; and Leading Change.

Length of Program: 6 sessions (January through June)

TYPE OF PROGRAM: WOMEN/CHAMBER

Sponsoring Organization: Tennessee Latin American Chamber of Commerce

Program Name: ELLA

See page 29 for details

TYPE OF PROGRAM: CHAMBER

Sponsoring Organization: Greater Austin Hispanic Chamber of Commerce

Program Name: Hispanic Austin Leadership

Location: Austin, TX

Website: www.gahcc.org

Date Established:

Active or Inactive: Active

Participant Focus: Business and professional leaders

Program Description: The Hispanic Austin Leadership program provides business leaders and professional the opportunity to develop business acumen, civic awareness, leadership skills and a network of colleagues. Program topics include: past, present, and future of Central Texas; civic engagement; the state of education in the Austin and Central Texas area; environmental sustainability, financial stability; health care; and arts and culture.

Number of Alumni: 322



Cohort Size: 30

Length of Program: 9 months

TYPE OF PROGRAM: CHAMBER

Sponsoring Organization: Denver Hispanic Chamber Foundation and Metropolitan State University

Program Name: Hispanic Chamber Foundation Aspiring Leaders

Location: Denver, CO

Active or Inactive: Active

Website: <https://hispanicfoundation.org/aspiring-leaders/>

Participant Focus: Business professionals in the private and public sectors, community leaders, business owners, and individuals interested in the upward mobility within their organization, community, industry, or sector.

Program Description: The Hispanic Chamber Education Foundation program provides culturally relevant leadership development, training, and insights for mid-level career leaders. The goal of the program is to help business professionals who are interested in advancing their careers to expand their leadership skills and abilities to contribute to their organizations, community, and the business sector by: providing participants an in-depth understanding of cultural differences within leadership and insights regarding self-promotion in securing upward mobility within their individual organizations or community; enhancing communications among Hispanic leaders in the civic and business community; facilitating access between program participants and current Hispanic leadership within the community.

Cohort Size: 30 to 35

Length of Program: 7 months

TYPE OF PROGRAM: CHAMBER

Sponsoring Organization: Hispanic Metropolitan Chamber

Program Name: Hispanic Chamber Latino Leadership Program

Location: Portland, OR

Active or Inactive: Active

Website: <http://hmccoregon.com/leadership/>

Participant Focus: Latinos working in the public or private sector with a desire to create a network of resources, increase their leadership and management skills, and interact with experienced community leaders in the public and private sector.

Program Description: The Hispanic Chamber Latino Leadership program creates opportunities for Latino leaders to interact with experienced community leaders to develop leadership and management skills. Session include: Identification of Your Personal Style; Leadership Styles and Management Skills; How to be a Person of Influence; What is the future of Latinos in this country?: The Role of Government and Public Policy; Economic Overview and International Trade; Business and Economic Development; The Importance of Philanthropy; Cultural Contributions; Working with the Media;

Communication/Problem-Solving Skills; How to Coach for Improved Performance; Strategic Planning & Project Implementation; Presentation and Negotiation Skills; What is Upper Management Looking For?; and the Change Acceleration Process.

Cohort Size: 20

Length of Program: 12 months

TYPE OF PROGRAM: CHAMBER

Sponsoring Organization: El Paso Hispanic Chamber of Commerce

Program Name: Jóvenes Empresarios

Location: El Paso, TX

Active or Inactive: Active

Website: <http://www.ephcc.org/index.php/programs-events/special-programs/jovenes-empresarios>

Participant Focus: Young professionals, ages 40 or younger who own companies and/or are part of the management at their existing company.

Program Description: The Jóvenes Empresarios program seeks to strengthen the community through economic development by addressing gaps in understanding of civic, corporate, and political fields within our city. Program courses include topics that build the skills necessary to participate as a productive community builder. Session titles are: What is Leadership and the Importance of a Leadership Pipeline; Leading Change in an Uncertain World; Internal and External Communication Strategies; How Leaders Keep Score; Definition of Boards and Commissions and Volunteerism, Civic Responsibilities and Corporate Leadership; and Technology Strategies.

Cohort Size: 30

Length of Program: 12 months

TYPE OF PROGRAM: WOMEN/CHAMBER

Sponsoring Organization: San Antonio Hispanic Chamber of Commerce

Program Name: Latina Leadership Institute

See page 32 for details

TYPE OF PROGRAM: CHAMBER

Sponsoring Organization: Greater Oklahoma City Hispanic Chamber of Commerce

Program Name: Latino Leadership OKC

Location: Oklahoma City, OK

Active or Inactive: Active

Website: www.okchispanicchamber.org

Participant Focus: Participants represent private, non-profit, or government employees who are of Latino descent or bilingual in English/Spanish. Participants are age 21 or over, who live, work, or have demonstrated substantial interest in Oklahoma City.

Program Description: The Latino Leadership of Oklahoma City program increases participant's capacity for, commitment to, and involvement in community activities in central Oklahoma. Class sessions include an interactive mix of activities designed to teach community leadership skills through exposure to local examples, presentation of techniques and processes, and practice in the skill. Program topics include public speaking, board and community service, non-profit services, government and media, education, and event management.

Cohort Size: 15

Length of Program: 6 months

TYPE OF PROGRAM: CHAMBER

Sponsoring Organization: El Paso Hispanic Chamber of Commerce

Program Name: Política Nueva

Date Established: 2016

Location: El Paso, TX

Active or Inactive: Active

Website: <http://www.ephcc.org/index.php/programs-events/special-programs/politica-joven>

Participant Focus: Business professionals from El Paso region who are interested in serving our community. There is no age limit associated with the program.

Program Description: The Política Nueva Candidate Program is designed to help participants understand what it takes to run for political office and how to go about seeding up their campaign. Sessions assist individuals interested in serving on corporate or state boards and commissions, while positioning them for various levels of leadership. The topics provide an education in politics, such as cover how to get started with a political venture, debating skills, and managing media.

Length of Program: 12 months



Community Non-Profit Programs

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: American Association for the Advancement of Mexican Americans (AAMA)

Program Name: AAMA Leadership Development

Location: Houston, TX

Active or Inactive: Inactive

Website: www.aama.org

Program Description: AAMA has developed a behavioral-based model of leadership that is embedded within all programs to develop their participants potential for leadership. The model consists of three levels: Leading Self, Leading Others, and Leading Community. As individuals progress through the levels, he or she explores the challenges as well as the opportunities that come with honest self-reflection and personal development. The program training is customized for individual developmental paths.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Latino Network

Program Name: Academia de Lideres

Date Established: 2010

Location: Portland and Rockwood, OR

Active or Inactive: Active

Website: <http://www.latnet.org/academia-lideres-overview/>

Participant Focus: Existing Leaders in Oregon

Program Description: Academia de Líderes (Leaders Academy) works with Portland's emerging Latino leaders to build leadership and organizing skills, and capacity to engage in city governance. As part of the Portland Office of Neighborhood Involvement Diversity and Civic Leadership Program, the Academy aims to increase equity in community involvement by engaging Latinos in governance. Academia de Líderes introduces participants to Portland, Multnomah County, and government structures, officials and decision-making processes. Sessions include: systems of oppression; gender justice; leadership skills; conflict resolution; economic, environmental, and social sustainability; civic engagement; and community organizing

Length of Program: 8 months

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Latino Leadership Institute

Program Name: Candidate/Campaign Management Training and Community Organizing Training

Location: New York, NY

Active or Inactive: Active

Website: www.latinoleadershipinstitute.net

Program Description: To empower Latinos and other minorities by increasing their participation in the democratic process by training, organizing and mobilizing leaders enact an agenda that reflects their aspirations and values. Participants skills are developed in organizing, governance, campaign skills, ethics, and accountability. Latino history and ideology are provided as a foundation.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: CAPACES Leadership Institute

Program Name: CAPACES 101

Date Established: 2003

Location: Woodburn, OR

Active or Inactive: Active

Website: www.capacesleadership.org

Participant Focus: In coordination with Pineros y Campesinos Unidos del Noroeste, a farmworker union, to serve the Woodburn community and farmworker movement.

Program Description: The program creates a foundation built on core aspects of the organization and their movement identity, values, history accomplishments, and ideas. **Focusing on introducing members to the CAPACES sister organizations and the movements background. The program also explores themes of “-isms”, prejudice, social justice issues, and collective bargaining with within their movement.**

Length of Program: 10 hr course

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Community Housing Works, San Diego Leadership Development Project, and Neighborhood Civic Leadership

Program Name: CHW Neighborhood Leadership Program

Location: San Diego, CA

Active or Inactive: Active

Website: www.chworks.org

Participant Focus: Latino resident and community leaders of San Diego.

Program Description: CHW's Neighborhood Leadership program trains residents and emerging neighborhood leaders in advocacy, organizational decision-making, and community mobilization. The program helps community leaders set vision/mission/goals, create an action plan, diffuse disagreements, and effectively address communication across diversity.

Length of Program: 8 sessions

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Community Leadership, Advocacy and Research Organization (CLARO)

Program Name: CLARO Community Leadership Training Program

Date Established: 2014

Location: Denver, CO

Active or Inactive: Inactive

Website: <http://www.cllarocolorado.org/>

Participant Focus: Latino, low income, grassroots leaders

Program Description: The CLARO Community Leadership Training program provided leadership, policy advocacy, and grassroots organizing training.

Cohort Size: 25

Length of Program: 1 year

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Enlace International

Program Name: Enlace Supervision and Leadership Training

Active or Inactive: Active

Location: Headquarters in Portland, OR, with offices in Los Angeles, CA, and New York, NY

Website: <http://www.enlaceintl.org/supervision-leadership-train>

Program Description: Enlace's Supervision and Leadership Training is an intensive two-day workshop geared to progressive non-profit organizations and unions. Using Enlace's frameworks, participants learn to address organizational problems by

utilizing processes which are consensus-based and take into account the entire team, and meet the goals of the organization. Participants learn to develop tactics and strategies, set priorities, brainstorm ideas; plan and evaluate.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Conexión

Program Name: Executive Mentoring and Leadership Program

Location: Watertown, MA

Active or Inactive: Active

Website: www.conexion-all.org

Participant Focus: Latino mid-career professionals (minimum 10 years) with a demonstrated record of performance in business, education, and government.

Program Description: The Executive Mentoring and Leadership program transforms professionals into innovative executives by developing current and emerging thinking about Latino Leadership. Participants attend 10 workshops on core leadership themes and values, one-on-one executive mentoring, and monthly 3-hour seminars. Participants engage in honest dialogue about the impact of mainstream cultural norms and values and those of Latino professional whose roots go beyond boundaries of more traditional business norms and behavior. Workshop topics include: core leadership, values, mentorship, Latino demographics, emotional intelligence, creating your brand, strategic networking, micro messages, work/life balance, and 21st century leadership.

Length of Program: 10 months



TYPE OF PROGRAM: COMMUNITY NON-PROFIT/UNIVERSITY

Sponsoring Organization: GALEO

Program Name: GALEO Institute for Leadership

Date Established: 2006

Location: Atlanta, GA

Active or Inactive: Active

Website: <http://galeo.org/leadership/gil/>

Participant Focus: Participants must be at least 18 years old, live in Georgia, and have a passion for serving others and being a voice for change in their community. Successful candidates are able to identify sources of conflict or areas of development and apply critical thinking to these situations. Other desirable characteristics include: the ability to work well with groups, timeliness, and detail-oriented

Program Description: The GIL Program develops knowledgeable, skilled, committed, and action-oriented leaders through education, connection, inspiration, and community involvement. These four areas of focus provide the opportunity to gain a better understanding of themselves and their role as a community leader. Program curriculum includes nine core modules:

Understanding Leadership, Communicating Effectively, Making Group Decisions, Building Communities Through Collaboration, Valuing Community Diversity, Group Dynamics, Conducting Successful Meetings, and Managing Conflict. Sessions are facilitated using the curriculum from the J.W. Fanning Institute for Leadership at the University of Georgia. As part of the program, participants are required to complete a group community project.

Length of Program: 9 months

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Great Lakes Bay Region

Program Name: Great Lakes Bay Hispanic Leadership Institute

Date Established: 2009

Location: University Center, MI

Active or Inactive: Active

Website: <http://www.glbhispanicleadership.org/home/>

Participant Focus: Hispanics, ages 21 to 45, who reside in the Great Lakes Bay Region. Participants must be U.S. citizens, have a High School Diploma or GED, and be willing to be introduced to community organizations and businesses. Seeks participants that don't fit the mold of traditional leadership programs.

Program Description: Participants or Ambassadors, meet monthly to identify strengths and talents, community service, networking, team management, collaboration, and career and educational planning. Topics adhere to the "best practices" in leadership development by exposing Ambassadors to different professionals and corporations. Participant must complete 50 hours of community service prior to graduation and attend a minimum of four Great Lakes Bay Hispanic Business Association meetings.

Cohort Size: 9

Length of Program: 10 months

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Hispanic Advocacy and Community Empowerment through Research (HACER)

Location: Saint Paul, MN

Active or Inactive: Active

Website: <http://www.hacer-mn.org/>

Program Description: HACER is a non-profit, community-based research organization that originated in 1958 as a collaborative effort between Ramsey County Human Services, Comunidades Latinas Unidas En Servicio (CLUES), and Metropolitan State University to address the lack of information about Latinos and Latino issues in Minnesota's public discourse. HACER's mission is to provide the Minnesota Latino community the ability to create and control information about itself in order to affect institutional decisions and public policy. HACER engages in partnerships with community members and advocates to inform policy around immigration, education, public health, housing, criminal justice and crime prevention, social welfare, employment and income disparities, public safety, community development, migrant work, and demographic change. HACER also facilitates cooperation among agencies that serve the Latino community, and evaluates government and non-profit programs that target Latinos in the state.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: The Hispanic Alliance

Program Name: Hispanic Alliance Leadership Development Initiative (HALDI)

Location: Cleveland, OH

Active or Inactive: Active

Website: <http://haldiclev.org/>

Participant Focus: Professionals and emerging leaders

Program Description: The Hispanic Alliance Leadership Development Initiative provides professionals and emerging leaders training, professional development, networking, and community engagement opportunities that contribute to the advancement of the Hispanic Community. Through workshops, readings, and critical discussions participants increase their

cultural competency, leadership skills, and community awareness. The program focuses on training, mentoring, and community projects with specific topics: team building/group dynamics; board roles and obligations; leading others; innovation; self-management; social responsibility; and leadership and task management.

Length of Program: 9 months

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Valle del Sol/United Way

Program Name: Hispanic Leadership Institute

Location: Phoenix, Copper Corridor, East Valley, Pinal, Tucson, West, Yuma County, AZ **Active or Inactive:** Active

Website: www.valledelsol.com

Participant Focus: The competitive application process invites government, non-profit, mid-career leaders to apply.

Program Description: The Hispanic Leadership Institute offers participants the opportunity to engage Arizona's foremost business and policy authorities in a continuing dialogue about leadership and Latino issues. The Institute enhances participants' understanding of the role culture plays in a variety of circumstances, with specific attention to the enduring influence of Latinos in Arizona. Sessions focus on ethics, cultural and personal identity, leadership self-assessment, community issues, public and media relations skills, board/commission service, and meeting protocols among other topics. Each location customizes their programs to meet the needs of the local community and foster community engagement.

Length of Program: Phoenix program: 18 weeks, 1 evening per week. Copper Corridor, East Valley, Pinal, Tucson, West, Yuma County programs: 10 weeks. All programs include a mandatory Leadership Institute retreat.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Firm Foundation Leadership Coalition, Inc.

Program Name: Latino Community Leadership Development **Date Established:** 1999

Location: Manchester, CT **Active or Inactive:** Active

Website: <http://www.firmfoundationcoalition.org/philanthropic-programs.html>

Program Description: The Latino Community Leadership Development program provides coaching and mentoring to Latino business leaders to assist in developing Latino business models and Latino best practices. Program objectives include supporting leaders' development to uplift morale and to make measurement and accountability more achievable. Participants create strategies for transitioning from entrepreneurs to an empowered, accomplished, and professional Latino business leaders by expanding their education and expertise on critical self-identified areas. Participants are encouraged to link their personal goals to the organizational goals to validate their passion, efforts, and energy put into the role and work they contribute to the organization's success. Participants create a national productive Latino coalition with a shared responsibility within Latino communities.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: United Way

Program Name: Latino Equity Leadership Training

Location: Fresno, CA **Active or Inactive:** Inactive

Website: <https://www.facebook.com/events/1400245386948909/>

Participant Focus: Registration is open to all members of California communities.

Program Description: The goal of the Latino Equity Leadership program was to increase the impact and effectiveness of Latino leaders by providing tools to challenge oppressive dynamics in and out of the Latino community to end institutional racialization and bias. The program would increase understanding and inclusion of indigenous and Afro-Latinos

communities in Latino organizations, support Latino leaders in building authentic bridges to other communities of color to end structural bias, and provide participants with a greater understanding of intersectionality and tools to address issues of sexism, xenophobia and other biases within the Latino community.

Length of Program: 2.5 days



TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Date Established: 1993

Sponsoring Organization: Latino Leadership Alliance of Bucks County

Location: Bristol, PA

Active or Inactive: Active

Website: www.llabc.org/

Participant Focus: Participation is open to all community members.

Program Description: The mission of the Latino Leadership Alliance of Bucks County is to provide culturally sensitive and bilingual services to the Latino community in Bucks County. Services include the development and implementation of programs that address those preventative health, education, and social issues identified by our Latino residents as critical to their community's future. All activities promote responsible social behaviors, educational success, and self-determination.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Mana de Topeka, Topeka LULAC Council, El Centro de Topeka

Program Name: Latino Leadership Collaborative of Kansas

Location: Topeka, KS

Active or Inactive: Active

Website: http://manadetopeka.org/?page_id=980

Program Description: Established through a grant from the Kansas Leadership Center, the Latino Leadership Collaborative of Kansas participants become knowledgeable, organized, and trained to better lead community organizations in the area of health, education, and economic development. This creates neighborhood revitalization that assists with building healthy, vibrant communities in Kansas. The program develops leadership within Hispanic communities and businesses in Kansas. The program is facilitated by local community leaders from various grassroots, corporate and educational entities to deliver a comprehensive leadership training opportunity.

Cohort Size: 25

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: United Way

Program Name: Latino Leadership Development Program

Location: Rochester, NY

Active or Inactive: Active

Website: <https://www.uwrochester.org/lldp.aspx>

Program Description: The mission of the Latino Leadership Development Program is to identify, train, and promote the placement of Latinos in policy-making positions of community organizations in order to insure these organizations are tapping the full potential of the Latino community. United Way's Latino Leadership Development Program is a program that, for more than 30 years, has been giving Rochester Latinos the opportunity to enhance their professional and personal skills as business and community leaders.

Length of Program: 6 full-day sessions within month

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Amherst H. Wilder Foundation

Program Name: Latino Leadership Program

Location: Saint Paul, MN

Active or Inactive: Active

Website: <https://www.wilder.org/what-we-offer/community-leadership-programs/latino-leadership-program>

Participant Focus: Spanish Speaking Latinx community leaders seeking community engagement .

Program Description: Gathering about 30 Latinx Leaders to build skills and connections. Sessions are conducted in Spanish. Topics highlighted include leadership styles, Teamwork, conflict resolution, and public speaking. The training methods are administered through learning activities, small group discussions, and exchanges of personal experiences. Members meet once a week for seven weeks.

Length of Program: 7 weeks

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: The Center for Leadership Innovation

Program Name: Latino Non-Profit Leadership Academy

Date Established: 2004 – 2015

Location: AR, IL, LA, MI, MN, NC, WA

Active or Inactive: Inactive

Website: www.centerforleadershipinnovation.org/programs/latino-academies/arkansas

Participant Focus: Emerging and existing leaders.

Program Description: The Latino Nonprofit Leadership Academy (LNLA) was in 2006 created to support emerging and existing leaders of Latino-led and serving organizations, and to strengthen the capacities of their organizations. LNLA goals were to: (a) close significant capacity-building needs not covered by traditional leadership development; (b) introduce state-of-the-art thinking about nonprofit leadership and management; (c) reinforce expertise, sustainability and magnitude of scale among Latino nonprofits; (d) connect and strengthen local Latino nonprofits to develop cross-collaboration to impact on statewide systemic change; (e) augment data-collection and data analysis; and (f) support Latino nonprofits' evolution as standard bearers of excellence. A total of 10-20 Latino-led and serving nonprofits participated in each Academy. Each twelve-month Academy consisted of three residential 2 ½-day Workshops; on-site technical assistance; distance learning; peer-to-peer consulting; and coaching. TCLI assembled a culturally relevant team of experienced and highly regarded Latino nonprofit leaders to encourage maximum benefit to every leader and to each organization.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Latino Community Fund Washington State

Program Name: Latino Non-Profit Leadership Academy

Location: Seattle, WA

Active or Inactive: Active

Website: http://www.latinocommunityfund.org/nonprofit_leadership_academy

Participant Focus: Executive directors, program managers, and board members dedicated to building a vibrant Latino community.

Program Description: The Latino Non-profit Leadership Academy supports the leadership growth and development of individual participants, and the leadership and management of non-profit. This builds collective impact through coalescing of shared strengths and networking for stronger community voice with policy makers to achieve equitable systemic change. Participants represent their organizations and receive training sessions, knowledge sharing, local and targeted technical assistance, distance learning and reference materials.

Length of Program: 10 months

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Mi Voz

Program Name: Latino Non-Profit Leadership Program

Date Established: 2005

Location: Chicago, IL; Milwaukee, WI

Active or Inactive: Inactive

Website: <http://www.mivoz.com/org?viewOrgID=136#>

Program Description: The Latino Non-Profit Leadership Program is a reflective, practical leadership development course designed especially for bilingual (English/Spanish) Latinos and non-Latinos involved with Latino-serving non-profit organizations in southeastern Wisconsin; either as employees or volunteers.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Oregon Community Foundation

Program Name: Latino Partnership Program

Date Established: 2013

Location: Statewide and Regional areas in Oregon. Regions: Northern Willamette Valley, Southern Oregon, Central Oregon, Umatilla and East Morrow Counties, OR

Active or Inactive: Active

Website: <https://www.oregoncf.org/ocf-initiatives/civic-engagement/latino-partnership>

Participant Focus: Latino leaders and organizations based in Oregon. Applications are accepted from schools or non-profits organizations. The program is open to both Latino led and non-Latino led organizations that will be serving Latinos.

Program Description: The Latino Partnership Program engages and listens to diverse sectors of the Latino community seeking collaborative solutions to the issues, concerns, and challenges to become a healthy, educated, and engaged community. Regional programs create networking opportunities, enhance Latino leadership skills, community engagement, and participation. Focus is given to educational programs for youth, Latino workers, and leaders. Limited funds for consulting as well as program grants for emerging organizations that do not have the capacity to seek grants from Oregon Community Foundation or other foundations. The Foundation sponsors a statewide program on education, leadership development, and community and cultural bridges led by local advisory. Goals include strengthening leaders and organizations; supporting education and services that encourage Latinos to become more integrated.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Latino Center for Leadership Development

Program Name: Leadership Academy

Location: Dallas, TX

Website: <http://www.latinocld.com/>

Participant Focus: Applicants are ages 25 to 40 interested in running for public office, an appointed office, and public policy.

Program Description: The Leadership Academy is an educational and leadership training program aimed at providing promising leaders with a set of knowledge, skills, experiences, and networks necessary to assume and succeed in policy-making roles and elected office. Academy fellows engage in quarterly trainings and network with leaders in professional sectors. Participants partake in a community initiative focused on community improvement and development. Students

also have access to current research and policy ideas via the Latino CLD-Southern Methodist University Tower Center Policy Institute.

Length of Program: 12 months

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Hispanic Alliance for Career Enhancement: HACE

Program Name: Leadership Academy: Non-Profit Series

Location: Chicago, IL, Houston, TX

Website: <http://www.haceonline.org/programs#leadership-academy-nonprofit>

Participant Focus: Participants are non-profit managers and directors with 3 to 5 years of experience working for a Latino serving non-profits or 5 to 7 years of combined experience through volunteerism, board service, or related career.

Applicants manage staff, have input on organizational or programmatic strategies, and express interest in serving in a leadership role.

Program Description: The Leadership Academy Non-Profit Series program is a cohort-based professional and leadership development initiative for Latino-serving non-profit professionals. The program extends their competencies and skills and helps build the capacity of Latino-serving non-profits by establishing powerful local networks of non-profit professionals that can support one another, their organizations, and their communities. Sessions focus on, non-profit management, resource development and sustainability; individual assessments; coaching and action planning Project; mentorship opportunities; access to peer networks; opportunities to serve on Boards, committees, advisory groups; and post-program engagement.

Length of Program: Eight 3-hour sessions

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Latino Policy Forum

Program Name: Multicultural Leadership Academy

Date Established: 2009

Location: Chicago, IL

Active or Inactive: Active

Website: <http://www.latinopolicyforum.org/get-involved/get-trained/multicultural-leadership-academy>

Participant Focus: Applicants may be employees, board members or volunteers of sponsoring organizations.

Program Description: The Multicultural Leadership Academy provides leadership workshops for individuals involved in social justice. Participants are sponsored by organizations committed to social change, policy impact, and/or community improvement that serve communities of color throughout Illinois.

Cohort Size: 24

Number of Alumni: 150

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: Latino Network

Program Name: Unid@s Leadership Development Program

Date Established: 2010

Location: Portland and Rockwood, OR

Active or Inactive: Active

Website: <http://www.latnet.org/unidos-overview/>

Participant Focus: Existing Leaders

Program Description: Latino Network's Unid@s leadership development program aims to create a strong, connected, intergenerational network of established Latino leaders from all sectors and regions of Oregon. Through a unified statewide

voice and presence at all levels of leadership, Unid@s advances the well-being of all Latinos. Sessions address: internalized oppression and racism, intercultural and intergenerational communication, conflict resolution, community building, shared leadership, political acumen, and the ability to influence civic institutions.

Cohort Size: 20

Length of Program: 1 year

TYPE OF PROGRAM: COMMUNITY NON-PROFIT

Sponsoring Organization: California Latino Leadership Institute

Program Name: Veteran's Leadership Academy

Location: Pasadena, CA

Active or Inactive: Inactive

Website: www.calatinoleadershipinstitute.org

Participant Focus: All veterans are welcomed to apply.

Program Description: The Veterans Leadership Academy selects 10 veterans to become "Team Ten" Fellows. As Team Ten, participants receive life skills including: leadership development, team building, fundraising, grant writing, budget preparation, conflict negotiation, advocacy, public speaking, and public policy knowledge on California veteran issues; specifically the MAMC El Soldado project.

Cohort Size: 10

Length of Program: 2.5 days



Corporate Programs

TYPE OF PROGRAM: CORPORATE/NATIONAL

Sponsoring Organization: Association of Latino Professionals For America

Program Name: ALPFA Solutions

Location: CA, FL, MA, NY, TX

Active or Inactive: Active

Website: <http://alfasolutions.com/pro/>

Participant Focus: Varies by program

Program Description: The ALPHA's mission is to empower and develop Latinos as leaders of character for the nation, in every sector of the global economy. ALPHA delivers programs that create strong Latino leaders who, in turn, deliver greater value for their companies, our nation, and society at large. The organization's "LEAD" strategy delivers programs that address challenges being experienced by our corporate partners by active listening, engaging with them, applying proven techniques and solutions, and delivering sustainable value.

TYPE OF PROGRAM: CORPORATE

Sponsoring Organization: Center for Hispanic Leadership Academy

Program Name: Center for Hispanic Leadership Academy

Location: Rancho Santa Margarita, CA

Active or Inactive: Active

Website: <http://centerforhispanicleadership.com/>

Program Description: The Center for Hispanic Leadership Academy provides original professional development content, design, framework, curriculum and learning engagement tools to help corporations become a leading "academy company" with a competitive advantage in the recruitment, development, and leadership advancement of top Hispanic talent. Programs include thought-leadership, professional development, and content licensing.

TYPE OF PROGRAM: CORPORATE/NATIONAL

Sponsoring Organization: Hispanic Association on Corporate Responsibility (HACR)

Program Name: HACR Corporate Achievers Summit

Date Established: 2015

Location: Washington, DC

Active or Inactive: Active

Website: www.hacr.org

Participant Focus: Participants are graduates of HACR Young Hispanic Corporate Achievers program of Hispanic descent, employed at a U.S.-based, Fortune 500, and/or HACR corporate member companies.

Program Description: The Corporate Achievers Summit provides former HACR Young Hispanic Corporate Achievers the opportunity to network with previous classes and take part in dynamic discussions centered on leadership development. The program provides a support network for these executives through leadership development and educational training sessions, the case study method of learning, and hearing from C-Suite executives who have made it to the top.

Length of Program: 3 day intensive

TYPE OF PROGRAM: CORPORATE

Sponsoring Organization: Hispanic Alliance for Career Enhancement (HACE)

Program Name: Leadership Academy

Location: Deerfield, IL

Website: <http://www.haceonline.org/programs#leadership-academy>

Participant Focus: Applicants should have a college degree or equivalent work experience, a minimum of 5 years work experience. Candidates will be contributors, managers, directors and vice presidents with a working knowledge of basic business/organizational management and must be responsible for driving team, business unit or cross-functional results.

Program Description: The HACE Leadership Academy is a dynamic and intensive action learning experience. The program addresses the unique cultural values and challenges. The Academy's leadership development provides access to senior executives, interactive training sessions, alumni roundtable discussions, essential leadership tools and practices to guide an Impact Project. Personalized leadership assessment, One-on-one executive coaching to develop performance action plan, peer-to-peer coaching, and facilitated project check-ins. Web-based learning through social media channels, webinars, and online content are provided.

Length of Program: 9 months

TYPE OF PROGRAM: UNIVERSITY/CORPORATE

Sponsoring Organization: Miami Dade College and Bettina Enterprises

Program Name: Miami Dade College Women Empowering Leadership

See page 27 for details



Immigrant Programs

TYPE OF PROGRAM: IMMIGRANT

Sponsoring Organization: Casa Latina

Program Name: Casa Latina Leadership Programs

Date Established: 1994

Location: Seattle, WA

Website: <http://casa-latina.org>

Participant Focus: Newly arriving Latino immigrants

Program Description: Leadership programs offered by Casa Latina provide a supportive environment for newly arrived immigrants to develop leadership skills. Casa Latina's programs are democratically run by the members, providing leadership opportunities at all levels of the organization, and ensuring that participants have a voice in the policies and day-to-day operations of the program. This leadership development component creates a sense of ownership and pride among participants. Casa Latina's members take the lead in determining program rules and procedures and review and refine these procedures weekly in the General Assembly of the workers. This participatory model not only empowers and supports members; it also creates a social support network and promotes philanthropy.

TYPE OF PROGRAM: IMMIGRANT

Sponsoring Organization: Enlace Chicago

Program Name: Enlace Chicago, Leadership Academy

Location: Chicago, IL

Active or Inactive: Active

Website: www.enlacechicago.org

Participant Focus: Residents of Little Village Community

Program Description: Enlace Chicago's Leadership Academy is a two-day training that covers topics relating to organizing, leadership, and advocacy. The program enhances Enlace's work in Little Village. The Academy serves to unify visions and notions of an advocacy identity, the meaning of being a leader, and the importance of community organizing. The curriculum challenges participants to consider their role as change agents and to analyze power dynamics within their community. Participants learn about Enlace's organizing principles, how to turn a problem into an issue, and how to build campaigns from issues. Participants also learn about current Enlace campaigns and how they can get involved.

TYPE OF PROGRAM: IMMIGRANT

Sponsoring Organization: Sacred Heart

Program Name: Latino Leadership Institute

Location: Richmond, VA

Active or Inactive: Active

Website: <http://sacredheartva.org/ministries/education/>

Participant Focus: Current and future leaders of faith-based community, immigrants, or first generation, majority blue collar, mid-20s to 50.

Program Description: The Latino Leadership Institute seeks to develop the leadership capacity of a cadre of bilingual adults who are committed to serving the Latino community. The program sessions include establishing a shared understanding of existing leadership, diocesan model, and administration vs. leadership; leadership principals, leadership practices, and praxis; and advocating for issues affecting the local Latino community. Participants actively engage in their communities providing needed leadership in immigrant issues.

Cohort Size: 21

Length of Program: 2 semesters

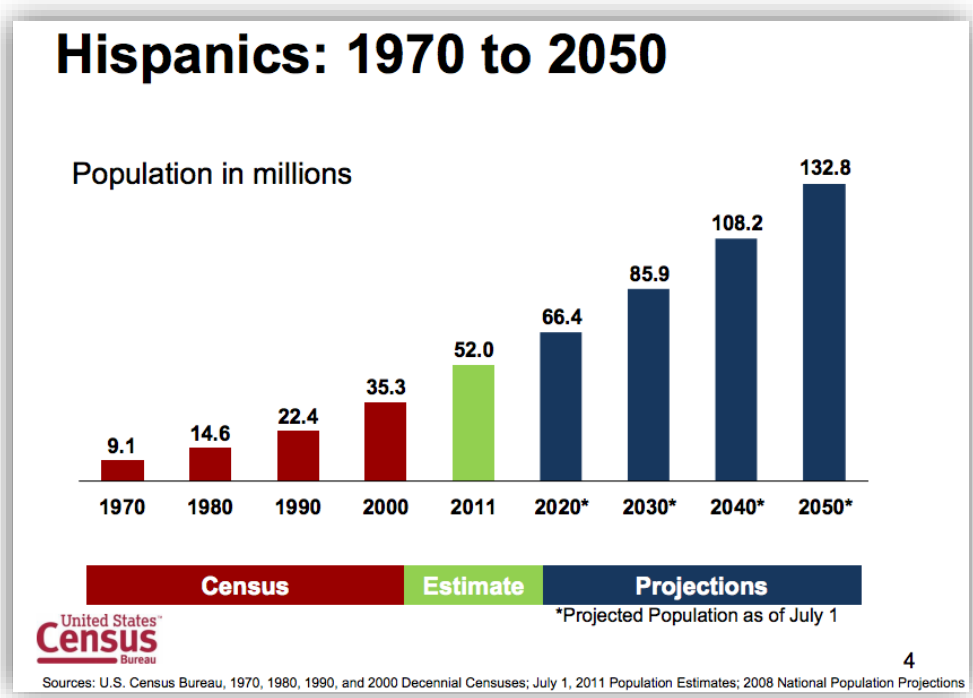
TYPE OF PROGRAM: WOMEN/IMMIGRANT

Sponsoring Organization: Mujeres Latinas en Accion

Program Name: Latina Leadership Program

See page 32 for details

Date Established: 1988



Latino populations continue to grow, becoming larger, stronger parts of our communities.

National Programs

TYPE OF PROGRAM: CORPORATE/NATIONAL

Sponsoring Organization: Association of Latino Professionals For America

Program Name: ALPFA Solutions

See page 15 for details

TYPE OF PROGRAM: WOMEN/NATIONAL

Sponsoring Organization: MANA

Program Name: AvanZamos Initiative: MANA Latina Leadership Institute

See page 29 for details

TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: National Association for Latino Community Asset Builders (NALCAB)

Program Name: Colegio Community Economic Development Fellowship Program **Date Established:** 2010

Location: San Antonio, TX **Active or Inactive:** Active

Website: www.nalcab.org

Participant Focus: Applicants are emerging Latino/a leaders with 3 to 10 years of professional work experience in the asset building field. Candidates must be currently employed at a non-profit dedicated to community economic development or work for a financial institution that supports community and economic development programs.

Program Description: The Colegio Community Economic Development Fellowship Program (NALCAB Colegio) was developed to ensure that next generation Latino leaders build the practical, personal and professional skills needed to fill the increasing leadership gap in the community economic development field. The curriculum is designed to help practitioners become more effective through leadership development, technical training, and facilitating peer networks. Session topics include: leadership: Latino leadership; understanding your leadership style; national context: "state of Latinos;" Myers-Briggs Type Indicator (MBTI); public speaking; policy and advocacy; non-profit management; and program development and sustainability. Fellows also participate in site visits to local NALCAB member organizations to experience innovative programs and practices in asset building. Fellows also complete a Community Development Leadership Project addressing an organizational need or challenge.

Cohort Size: 16 **Number of Alumni:** 83

Length of Program: 9 months

TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: National Association of Student Affairs Professionals (NASPA)

Program Name: Escaleras Institute **Date Established:** 2015

Location: Washington, DC **Active or Inactive:** Active

Website: <https://www.naspa.org/events/2016Escaleras>

Participant Focus: Latin@/x student affairs practitioners with 3 or more years of experience in higher education.

Program Description: Escaleras Institute participants is a professional development opportunity focusing on current research on Latin@s in higher education leadership. Institute participants discover the pathway to educational administration, as well as challenges and opportunities in leading as a Latin@/x at institutions of higher learning. Participants will learn about critical core competencies, knowledge, skills, experiences, and abilities that are germane to

assuming higher education leadership positions from current Latin@/x higher education and student affairs leaders.

Participants build student affairs competencies.

Length of Program: 5 days

TYPE OF PROGRAM: WOMEN/NATIONAL

Sponsoring Organization: National Hispana Leadership Institute

Program Name: Executive Leadership Program

See page 30 for details

TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: League of Latin American Citizens (LULAC)

Program Name: Federal Training Institute

Location: Washington, DC

Active or Inactive: Active

Website: www.lulac.org

Participant Focus: U.S. government workers

Program Description: The Federal Training Institute, in partnership with the Office of Personnel Management, and other Federal agencies offer a leadership development curriculum that includes situational leadership, emotional intelligence, understanding generations, diversity recruitment strategies, conflict management, and strategies for success. Each year, the Institute builds upon the success of its past curriculum by offering courses that meet federal agency training requirements, directly address each of the five Senior Executive Service Core Qualifications, and/or new initiatives within the government that may impact the employee development and the community it serves.



TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: Hispanics in Philanthropy

Program Name: Funders' Collaborative for Strong Latino Communities

Location: Headquarters in Oakland, CA. Funded programs in various states: AZ, CA, CO, CT, DC, FL, IL, MA, NM, NY, NC, PA, RH, WI

Active or Inactive: Active

Website: <http://hiponline.org/grantees/>

Program Description: The Funders' Collaborative for Strong Latino Communities addresses key issues of sustainability, growth and long-term development faced by Latino non-profit organizations, while also cultivating the next generation of Latino leaders. Capacity-building grants have been granted to Latino non-profit organizations to support projects such as the enhancement of their resource development capabilities, development of their board and staff leadership, and

improvement of their governance structures. Through the Funders' Collaborative, Hispanics in Philanthropy has provided capacity-building grants and training to more than 500 Latino-led or Latino-serving non-profits in 16 sites in the U.S. and three in Latin America.

TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: U.S. Hispanic Leadership Institute (USHLI)

Program Name: Grassroots Leadership Development Program

Location: Chicago, IL (Program location varies)

Active or Inactive: Active

Website: <http://www.ushli.org/gldp.html>

Participant Focus: Community members, high school or college students

Program Description: The Grassroots Leadership Development Program promotes and facilitates constructive dialogue and interaction between Hispanic citizens and public officials who are responsible for administering their local city, county, and school governments. Hispanic citizens gain a better understanding of how local governments function, and their role in influencing and formulating public policy. Public officials gain a better understanding of the Hispanic community's needs and concerns. The program trains Hispanic community leaders on a broad range of public policy issues for public service as elected and appointed officials, and/or more effective leadership roles.

Length of Program: 10 weeks

TYPE OF PROGRAM: CORPORATE/NATIONAL

Sponsoring Organization: Hispanic Association on Corporate Responsibility (HACR)

Program Name: HACR Corporate Achievers Summit

Date Established: 2015

See page 15 for details

TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: Southwest Voter Registration Education Project

Program Name: Latino Academy

Location: AZ, CA, CO, NV, NM, TX, UT

Active or Inactive: Active

Website: http://svrep.org/latino_academy_2015/index.php

Participant Focus: Registration is open to all local candidates, campaign workers, local elected officials, community leaders, and activists.

Program Description: The Latino Academy provides public policy, campaign and organizing skills training.

Cohort Size: 20

Length of Program: 7 months

TYPE OF PROGRAM: WOMEN/NATIONAL

Sponsoring Organization: Hispanic Alliance for Career Enhancement: HACE

Program Name: Mujeres de HACE

See page 34 for details

TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: National Association of Latino Arts and Cultures (NALAC)

Program Name: NALAC Leadership Institute

Location: San Antonio, TX (Program location varies)

Active or Inactive: Active

Website: www.nalac.org

Participant Focus: Applicants must be an arts professional, artist and/or administrator, not enrolled in an undergraduate degree program, and must be an Individual or Organizational Member of NALAC. Latino artists, arts managers and cultural promoters in various stages of career development may apply.

Program Description: The NALAC Leadership Institute (NLI) is a weeklong program in arts management and leadership development that delivers innovative and practical strategies in the arts. The learning environment cultivates a familiar, inclusive cultural space that provides multiple generations of Latino artists, arts managers and cultural promoters the support, knowledge, and agency to confidently respond to and initiate solutions to complex cultural questions. The Institute develops core competencies in arts management, networking, marketing, and fund development. The curriculum advances knowledge in Latino artistic expressions, research, and policy; Latino cultural production; promotes awareness for planned organizational legacy and artistic/executive succession; and provides effective tools and research that optimize leadership competence.

Length of Program: 1 week

Number of Alumni: 280

TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: American Association of Hispanics in Higher Education (AAHHE) and National Forum on Higher Education for the Public Good

Program Name: New Leadership Academy Fellowship Program

Location: Tempe, AZ

Active or Inactive: Active

Website: <http://www.aahhe.org/leadershipacademy/ela.aspx>

Participant Focus: The NLA Fellows Program invites nominations of outstanding individuals who have a demonstrated record of leadership in higher education and hold an administrative leadership or senior faculty position at their respective institutions. Nominations of demonstrated leaders in policy-related or philanthropic organizations are also encouraged to participate in NLA.

Program Description: The New Leadership Academy Fellows Program changes the expectations that surround leaders and leadership development across higher education. The program curriculum focuses on understanding leadership and contemporary issues in higher education by emphasizing philanthropic, corporate, and global partnerships; leadership for diversity, equity, and inclusion; reconciliation of legislative governance and public accountability; fiscal responsibility; innovation and transformational change; and mediating and fostering collaborative relationships.

Length of Program: The year-long fellowship includes residential sessions and online collaborations. Residential sessions include an Orientation, 4-day Mid-Year Retreat, and a Concluding Retreat.

TYPE OF PROGRAM: NATIONAL

Sponsoring Organization: Association of Latino Superintendents and Administrators (ALAS)

Program Name: Superintendents Leadership Academy

Location: Washington, DC

Active or Inactive: Active

Website: <http://www.alasedu.org/academy/leadership>

Participant Focus: Participants should be in their current position for at least one year and in a high-level central office leadership position for 3 or 4 years. Candidates should have a proven track record of leadership and/or management in an

educational organization; ability to understand, lead and manage in a complex political organization and work well in a diverse setting.

Program Description: The goal of the Superintendents Leadership Academy is to recruit and prepare school system leaders to become superintendents of school districts with an emphasis on Latino serving school districts. The yearlong leadership training Academy includes coaching and mentoring by high-powered, successful practitioners. The areas of study include: leadership, governance and strategic planning, curriculum alignment, instruction and student assessment, characteristics of equity leadership, community engagement, management systems and structures, and preparation to become a superintendent.

Length of Program: 1 year

University Programs

TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: U.S. Hispanic Leadership Institute (USHLI)

Program Name: Collegiate Leadership Development Program

Location: Chicago, IL

Active or Inactive: Active

Website: <http://www.uskli.org/cldp.html>

Participant Focus: College students and university officials.

Program Description: The Collegiate Leadership Development Program promotes and facilitates constructive dialogue and interaction between Latino students and key university officials. Latino students gain a better understanding of the university's organizational structure, and students role in influencing and formulating university policy. Simultaneously, students help university officials gain a better understanding of the needs and concerns of Latino students, and a greater appreciation for Latino interest in campus life and university affairs. The program consists of seven weekly seminars, two weeks each on administrations, operations, and academics, as well as one session on financial literacy and budget management. Participants choose an advisor for the program.

Length of Program: 7 weeks



TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: Southern Methodist University, Cox School of Business

Program Name: Cox School Latino Leadership Initiative

Date Established: 2013

Location: Dallas, TX

Active or Inactive: Active

Website: <http://www.smu.edu/Cox/ExecutiveEducation/LatinoLeadershipInitiative>

Program Description: The Latino Leadership Initiative is a national center of excellence that helps participating companies recruit, develop, and retain high-performance Latino executives who will drive business growth and create a sustainable competitive advantage for their companies. The program focuses on leadership development for Latino managers, organizational development to build multicultural competence, exclusive business insights through Latino-focused research, and community engagement in schools and communities.

TYPE OF PROGRAM: COMMUNITY NON-PROFIT/UNIVERSITY

Sponsoring Organization: GALEO

Program Name: GALEO Institute for Leadership

Date Established: 2006

See page 7 for details

TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: University of Connecticut and the Hispanic Federation

Program Name: Hispanic Leadership Institute

Location: West Hartford, CT

Active or Inactive: Active

Website: <http://dpp.uconn.edu/academic-programs/nonprofit-leadership/connecticut-hispanic-leadership-institute/>

Program Description: In conjunction with the Hispanic Federation, the University of Connecticut non-profit Leadership Program designed the Connecticut Hispanic Leadership Institute. The coursework within the Institute is intended to meet the educational needs of Latino non-profits operating in Connecticut, is taught by the University's Department of Public Policy faculty, and seasoned practitioners from the field. The Institute assists Latino non-profit managers develop and improve their management skills, enhance their organization, and work more effectively within the broader community. Through the Institute, the Hispanic Federation seeks to develop a cadre of non-profit leaders who will strengthen institutions that advance the quality of life of the Connecticut Latino community.

Number of Alumni:

250

TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: Latino Educational Training Institute

Program Name: Latino Leadership Initiative

Location: Lynnwood, WA

Active or Inactive: Active

Website: www.letiwa.org

Participant Focus: Currently enrolled college student who identify as Latino/a are encouraged to apply.

Program Description: The Latino Leadership Initiative aims to empower Latino college students to be civically engaged and active participants in service-learning projects. The Initiative exposes participants to educational and career options, instills theory and application of multicultural leadership skills, and increases Latino identity consciousness and cultural competencies. Participants attend seven on-campus sessions, seven group sessions, and two special off-campus events. To graduate, participants must complete and present a group community project with a minimum of 40 hours, and complete an essay inspired by the program topics and their experiences in the program. After graduating from the program, participants receive train-the-trainer sessions in Financial Literacy.

Length of Program: 8 months

TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: University of Denver

Program Name: Latino Leadership Institute

Location: Denver, CO

Active or Inactive: Active

Website: <http://latinoslead.org/>

Participant Focus: The ideal candidate for this fellowship will have a minimum of 7 to 10 years professional experience with demonstrated success in their professional careers and a commitment to further developing themselves as community leaders through the Institute. The fellow must be highly motivated, open to growth and committed to advancing the Latino community.

Program Description: The Latino Leadership Institute shapes Colorado's future by preparing Latino leaders for the highest levels of influence in government, business, philanthropy and non-profit work. Institute fellows receive personal assessments and instruction in business, government, civic, and non-profit work; public speaking; ethics; negotiating; and time management. Participants also benefit from instruction on how to build and grow their personal wealth.

Length of Program: 9 months

TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: Ferris State University

Program Name: Latino Talent Initiative

Date Established: 2003

Location: Big Rapids, MI

Active or Inactive: Active

Website: <http://ferris.edu/HTMLS/administration/academicaffairs/lbedc/talentdevelopment/theprogram.htm>

Participant Focus: Participants are young professionals from diverse backgrounds that represent a Latino community.

Program Description: The goal of the Latino Talent Initiative is to equip young Latino professionals with the skills, resources, and confidence needed to become leaders at work and in their own communities while building a professional network within the fastest growing business segment in the nation. The eight-session comprehensive program consists of an orientation focused on self-discovery and four main topic areas: cultural awareness, professional development, leadership 101, and civic engagement.

Length of Program: 8 sessions



TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: Latino Leadership Alliance and Stanford University

Program Name: Leadership Academy and Stanford Summer Leadership Program

Location: San Jose, CA

Active or Inactive: Active

Website: <http://www.latinoleadershipalliance.org/our-programs.html>

Participant Focus: Emerging Latina and Latino Community leaders

Program Description: The Latino Leadership Alliance mission is to empower Latino civic leadership by identifying, developing, and supporting emerging leaders through innovative leadership programs. The Academy provides participants with the tools to become a valuable community asset and assume positions of responsible leadership in the Latino community and the Silicon Valley. Monthly seminars are presented by faculty from business, education, political, and community/non-profit leaders from the Alliance and Stanford University. The Leadership Academy culminates in a 3-day

residency program on-campus at Stanford University featuring advanced leadership and education workshops, which provides a unique environment for learning and collaboration between and among Academy fellows and Stanford's world-class faculty.

Length of Program: 8 months

TYPE OF PROGRAM: YOUTH/UNIVERSITY

Sponsoring Organization: Futuro

Program Name: Leadership training and Fall Conference

Date Established: 2011

See page 36 for details

TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: University of Massachusetts Boston

Program Name: Mauricio Gaston Institute for Latino Community Development and Public Policy

Date Established: 1989

Location: Boston, MA

Active or Inactive: Active

Website: <https://www.umb.edu/gastoninstitute>

Participant Focus: Boston community leaders and scholars to improve Latino roles in Public Policy.

Program Description: The Gaston institute was created to develop research and information to guide public policy regarding the Latino community. The development of this research and information is vital for policymakers and community leaders.

The areas of focus include economic development, demography, education, health, and immigration. The program also attends to undergraduate populations through The Latino Leadership Opportunity Program (LLOP); training in applied research and public policy analysis.

TYPE OF PROGRAM: UNIVERSITY/CORPORATE

Sponsoring Organization: Miami Dade College and Bettina Enterprises

Program Name: Miami Dade College Women Empowering Leadership

Location: Miami, FL

Active or Inactive: Active

Website: <https://www.facebook.com/bettinara/posts/10207480431923312>

Program Description: The Women Empowering Leadership certificate program consists of three 6-week courses taught twice a week. Participants can register for the program in Spanish or English. The curriculum focuses on leadership training (public speaking, decision-making, and personality test) and women's history past, present, and defining the future identity. Visiting professionals join the courses to create a mentoring network for participants. The participants develop a group project to impact positive social change.

Length of Program: 18 weeks - three 6-week courses

TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: University of San Diego Leadership Institute, RISE San Diego

Program Name: RISE Urban Leadership Fellows Program

Location: San Diego, CA

Active or Inactive: Active

Website: <http://risesandiego.org/leadershipdevelopment/>

Participant Focus: Potential RISE Fellows must provide evidence of strong roots and enduring commitment to an urban community of San Diego; have a high school diploma, with at least 5 years of experience working in the community.

Program Description: RISE San Diego has created a program to identify and nurture rising leaders ready to engage in meaningful community change work. The RISE Urban Leadership Fellows Program at University of San Diego builds confidence and suppleness that comes from self and structural awareness in conjunction with technical skills. The leadership development model motivates fellows to clarify values, face hard realities, and seize new possibilities. RISE Urban Leadership Fellows are equipped to take effective and sustainable action to transform San Diego's urban communities. Graduates agree to act as RISE Leadership Mentors upon completion of the program for future RISE Fellows and during the fellowship for On The RISE high-school youth fellows.

Cohort Size: 20

Length of Program: 10-months with four, mandatory 3-day leadership forums, one-on-one coaching sessions, coaching circles. Participants must complete an individual community action project.

TYPE OF PROGRAM: UNIVERSITY

Sponsoring Organization: Stanford University and the Latino Business Action Network (LBAN)

Program Name: Stanford Latino Entrepreneur Program

Location: Palo Alto, CA

Active or Inactive: Active

Website: <http://lban.us/programs/education>

Participant Focus: Latino business owners from across the United States that have generated \$1M in revenue, have raised \$500,000, or have \$500,000 in IP with a clear vision and are invested in their community.

Program Description: The Stanford Latino Entrepreneur Leaders Program at LBAN is an investment in Hispanic business owners to scale their business through an immersive program that provides owners the education, networks, mentorship and access to capital to grow their business, create jobs and build a stronger economy. In addition to mentorship, the program includes a online course developed by Stanford professors.

Cohort Size: 80

Length of Program: 6-week program, with 4 to 6 hours per week of online content and 3 to 4 mentor meetings. Participants are expected to attend a kickoff and final event at Stanford University.



Women's Programs

TYPE OF PROGRAM: WOMEN/NATIONAL

Sponsoring Organization: MANA

Program Name: AvanZamos Initiative: MANA Latina Leadership Institute

Location: Washington, DC

Active or Inactive: Active

Website: <http://www.hermana.org/avanzamos>

Program Description: The annual MANA AvanZamos® Leadership Institute draws influential Latinas from around the country to connect with community leaders and opinion shapers through workshops and trainings. Participants gain valuable information and resources from top Latina trailblazers through financial literacy, mentor training, advocacy issue briefings, chapter capacity building workshops, leadership development, and more.

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: Institute for Mestiza Leadership

Program Name: Circle of Latina Leadership

Location: Denver, CO

Active or Inactive: Inactive

Website: www.circleoflatinaleadership.org (inactive)

https://www.facebook.com/CircleLatinaLeadership/?ref=page_internal

Participant Focus: Latina grassroots leaders between the ages of 25 to 40, who seek to make a greater contribution to their communities and Latino community in general.

Program Description: The vision of the Circle of Latina Leadership was to prepare the next generation of Latina leaders through leadership development and mentoring; foster a network of Latina leaders that is intergenerational, and build a critical mass of emerging Latina leaders – a network that will work collaboratively towards community advancement. The 9-month program focused on leadership development, skill training, mentoring, and community advocacy. After 10 years of operation, its Latinas were trained for leadership and are currently making substantial contributions to Metro Denver.

Length of Program: 9 months, including networking events, practical application, mentoring, and community action projects

Number of Alumni: 165

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: Hispanic Interest Coalition of Alabama

Program Name: Comadres Women's Empowerment Initiative

Location: Birmingham, AL

Active or Inactive: Active

Website: <http://www.hispanicinterest.org/programs/>

Participant Focus: Latinas

Program Description: This grassroots, women's empowerment program builds self-esteem and community engagement by facilitating sessions on organizational sustainability, family safety, leadership development, and informal mentoring.

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: Tennessee Latin American Chamber of Commerce

Program Name: ELLA

Date Establish: 2015

Location: Nashville, TN

Active or Inactive: Active

Website: <http://www.hispanicinterest.org/programs/>

Participant Focus: Latina entrepreneurs and members of TLACC starting and advancing businesses.

Program Description: This mentorship program is designed to help Latinas in pursuit of developing businesses. Each month participants meet with mentors to achieve their goals in strategizing and creating a business plan. The mentorship focuses on a variety of topics from financial planning to networking

Length of Program: 11 months

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: The Latina Coalition of Silicon Valley

Program Name: Engaged Latina Leadership Activist Program (ELLA)

Date Established: 2007

Location: San Jose, CA

Active or Inactive: Active

Website: www.latinacoalition.org/ella-program

Participant Focus: Emerging Latina leaders age 19 to 26

Program Description: The Engaged Latina Leadership Activist Program is a 6-month leadership program and civic engagement skills through a series of professional activities, resources, and mentoring. The goal of the program is to develop future leaders that can tackle the pressing issues impacting Latinas while supporting the Latina movement to influence and empower Latina women of Silicon Valley. The program consists of an intensive 3-day working retreat, HOPE's annual public policies and advocacy conference in Sacramento (Latina Action Day), a series of civic engagement trainings and workshops to complete a video advocacy group project focusing on topics affecting Latinas, a networking event, and a graduation ceremony.

Length of Program: 6 months

TYPE OF PROGRAM: WOMEN/NATIONAL

Sponsoring Organization: National Hispana Leadership Institute

Program Name: Executive Leadership Program

Date Established: 1986-2015

Location: Washington, DC

Active or Inactive: Inactive

Website: <http://www.nhli.org/elp.htm>

Participant Focus: Participants must be age 30 or older with a minimum of 10 years of consecutive, substantive professional work experience. Potential candidates demonstrate leadership, professional success, and a commitment to community service.

Program Description: The Executive Leadership Program targets mid-career professional Latinas and advances a model that emphasizes and builds upon personal strengths. The program addresses skill development and provides training and support through both a female and a Hispanic cultural lens. The training curriculum consists of four one-week sessions, each implemented in a different city, which develops participants' skills in cross-cultural communication, strategic management, public policy, and leadership building. The mentorship component commits participants to mentoring a minimum of two Latinas. Participants design and complete a leadership project that significantly impacts the community.

Length of Program: 10 months, including 4 one-week sessions in different cities. Graduates are required to mentor 2 younger Latinas for 12 to 18 months after graduation.

TYPE OF PROGRAM: YOUTH/WOMEN

Sponsoring Organization: MANA de Albuquerque

Program Name: Hermanitas Leadership Development

See page 36 for details

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: Hispanas Organized for Political Empowerment (HOPE)

Program Name: HOPE Leadership Institute

Date Established: 1997

Location: Los Angeles, CA

Active or Inactive: Active

Website: www.latinas.org

Participant Focus: Latinas recognized as community leaders with 5 years of non-profit board or commission experience. Latinas must be California residents and mid- or high-level professionals.

Program Description: The HOPE Leadership Institute is specifically designed for professional Latinas in California. The Institute trains Latinas in vital leadership and advocacy skills, enabling them to create fundamental change within their local neighborhoods across California. Training sessions include academic seminars, personal assessments, group work, group presentations, lobbying and advocacy, field trips, networking receptions, and conference attendance.

Cohort Size: 20

Number of Alumni: 450

Length of Program: 9 months, including five 3-4 day training sessions.

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: Latina Leadership Initiative of Greater Des Moines

Program Name: Latina Leadership Initiative

Location: Des Moines, IA

Active or Inactive: Active

Website: <http://www.latinaleadershipinitiative.org/>

Participant Focus: Latinas, ages 20 to 34 years old who have completed high school (or equivalent), and are in the beginning stages of their careers can apply for admittance into the program.

Program Description: The Initiative is the only leadership development program in Iowa focused on Latinas. It fills a gap in the lack of culturally appropriate leadership training for promising Latina women. The curriculum infuses traditional leadership development training with three areas of focus: gender, culture, local impact. The curriculum addresses empowerment; teamwork and community building; culture, language, and social changes; public speaking; career advancement; Latino history and migration patterns in Iowa; networking; health issues; how to run meetings, plan projects and prepare budgets. The program promotes a heightened awareness of social responsibility to the needs of the local Hispanic community.

Length of Program: 10 6-hour sessions over 6-months. Between sessions, participants complete a community service project and work with an assigned mentor.

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: Latina Leaders of Kern County

Program Name: Latina Leadership Institute

Date Established: 2012

Location: Bakersfield, CA

Active or Inactive: Active

Website: www.kernlatinas.com

Participant Focus: Representatives from all regions of Kern County across a diversity of professions.

Program Description: The Latina Leadership Institute seeks to train Latinas in essential leadership and advocacy skills empowering them to create fundamental change in their local neighborhoods throughout Kern County. Through personal assessments, lectures, group work, field trips, lobbying, advocacy, and networking, the Institute empowers Latinas with tools to influence key issues affecting their community.

Length of Program: 3 sessions, 1-2 days each. Community projects are assigned between sessions.

TYPE OF PROGRAM: WOMEN/CHAMBER

Sponsoring Organization: San Antonio Hispanic Chamber of Commerce

Program Name: Latina Leadership Institute

Location: San Antonio, TX

Website: www.sahcc.org

Participant Focus: Applicants must show evidence of a sincere interest in running for office; be able to demonstrate commitment to improving the community (local, state, national or otherwise); have the desire to increase their service to the community through holding key political positions; present a clear vision and desire to run for office and explore national appointed positions.

Program Description: The Latina Leadership Institute is a non-partisan, issue-neutral leadership program, whose mission is to increase the number and influence of Hispanic Women in elected and appointed office positions. The Institute builds the skills, knowledge and confidence that today's Latina Leaders need to succeed in their political aspirations of running for elected office, applying for positions on local, state, federal or corporate boards and commissions, applying for White House Appointee Positions, and/or are interested in leadership roles within political campaigns. The program facilitators including local community and political leaders. The Latina Leadership Institute provides a safe environment for learning and practicing key competencies such as self-awareness, learning agility, communication, and influence.

Length of Program: 6 months

TYPE OF PROGRAM: WOMEN/IMMIGRANT

Sponsoring Organization: Mujeres Latinas en Accion

Program Name: Latina Leadership Program

Date Established: 1988

Location: Chicago, IL

Active or Inactive: Active

Website: www.mujereslatinasenaccion.org

Participant Focus: Spanish-speaking women, not in crisis, who have a "fairly healthy sense of self" and are concerned with improving conditions for themselves and the community.

Program Description: The Latina Leadership Program facilitates women's leadership development and community activism. Women obtain tools to become leaders who can create positive change in the communities. The 20-week program empowers participants to recognize their strengths and build their leadership abilities, assertiveness, and skills as an agent of change. Discussions center around cultural factors that may represent challenges to personal development and how the political, social, governmental, and court systems work. Participants learn how to conduct meetings, lead group discussions, manage group dynamics, and give and receive criticism. They visit their legislators in Springfield and Chicago to advocate for the issues affecting their communities.

Length of Program: 20 sessions, 2 hours weekly

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: MANA de San Diego

Program Name: Latina Success Leadership Program

Date Established: 2015

Location: San Diego, CA

Active or Inactive: Active

Website: <http://www.manasd.org/programs/latina-success/>

Program Description: MANA de San Diego established the Latina Success Leadership Program to help Latinas move forward – to go further and go higher in the workforce. The 4 half-day sessions addresses topics vital to success and empowerment: civic engagement, empowerment to develop a personal and professional strategic plan and timeline for success, networking and branding, resiliency to develop behavioral assertiveness and practical skills to change challenging

moments into positive personal and professional achievements. The program encourages continuing education through a partnership with National University.

Length of Program: 4 half-day sessions

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: National Hispana Leadership Institute

Program Name: Latinas Learning to Lead

Location: Washington, DC

Active or Inactive: Active

Website: http://www.nhli.org/latinas_lead/III_program.html

Participant Focus: Latinas between the ages of 18 to 24, currently enrolled in undergraduate programs, with a minimum GPA of 2.5 and demonstrated strong leadership as indicated by on campus and community volunteer and civic engagement.

Program Description: The Latinas Learning to Lead program promotes and fosters the career and educational development of college-aged Latina leaders through training, mentoring opportunities, and access to national networks and tools to create a community impact through their leadership projects. Program session topics include effective communication and presentation skills, advocacy training, public policy issues affecting the Latino community, financial literacy, career opportunities and other professional and leadership development topics

Length of Program: 1-week training in DC, a one-day shadowing program, and ongoing mentoring. After attending the one-week session in DC, graduates and their mentors complete a leadership project in their communities.



TYPE OF PROGRAM: WOMEN

Sponsoring Organization: Mujeres Unidas y Activas

Program Name: Leadership and Unity for Community Power Training

Location: San Francisco, CA

Active or Inactive: Active

Website: www.mujeresunidas.net

Participant Focus: Mujeres Unidas y Activas members

Program Description: Members of Mujeres Unidas y Activas are invited to attend the Leadership and Unity for Community Power training to further develop leadership skills and identify new areas for growth. The program assists women in

becoming community organizers, meeting/workshop facilitators, and grassroots fundraisers. More experienced members become certified Domestic Violence Advocates, Sexual Assault Crisis Counselors, volunteers at local shelters, or employed as community organizers.

TYPE OF PROGRAM: WOMEN/NATIONAL

Sponsoring Organization: Hispanic Alliance for Career Enhancement: HACE

Program Name: Mujeres de HACE

Location: Los Angeles, CA, Washington, DC, Miami, FL, Chicago, IL, Minneapolis, MN, New York City, NY, Houston, TX

Website: <http://www.haceonline.org/programs#mujeres-de-hace>

Participant Focus: Applicants are managers, directors, vice presidents or have the potential to obtain these roles. Candidates must have a Bachelor's degree or equivalent, proven leadership skills and abilities, and defined career goals.

Program Description: Mujeres de HACE is a women's leadership program geared to empower high-potential Latina professionals to succeed professionally and thrive personally by providing insight, access, and professional development in an effective manner: individualized, culturally relevant, and collaborative mentoring, and powerful relationships that continue beyond completion of the program. Program topics include Discovering Leadership Style and Strategic Planning; Developing Your Personal Brand; Building Effective Partnerships and Networks; Utilizing Financial Planning Tips and Tools; Achieving Optimal Work – Life Balance, Practicing Negotiation and Influence; and Delivery and Execution.

Length of Program: 8 sessions throughout one year

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: El Pueblo

Program Name: Program of Assistance, Resources and Education (PARE)

Date Established: 2014

Location: Raleigh, NC

Active or Inactive: Active

Website: www.elpueblo.org

Participant Focus: All programs: Mostly women 24-65, interested in learning, training, and sharing information with others.

Program Description: PARE provides information to Latina survivors of domestic violence and sexual assault about assistance, resources, and education. The goal is to empower Latinas to take action and advocate for better services and policies that promote violence-free societies. PARE created the "Grupo de Fortalecimiento" (Strengthening Group) through which members are educated and trained by experts in the field of domestic violence and sexual assault in 12 sessions. Members of this group, can continue their healing process, develop self-esteem and self-sufficiency, and promote healthy families and communities. Survivors and Latinas can be powerful agents of change. By establishing empowerment groups, PARA forms leaders who take charge of the movement and use their voices and personal experiences to improve the community response and service provision for Latin@s survivors of abuse.

Length of Program: 12 weeks

TYPE OF PROGRAM: WOMEN

Sponsoring Organization: Las Comadres Para Las Americas Legacy Program Institute

Program Name: Texas Public Policy and Civic Engagement Program

Location: Austin, TX

Active or Inactive: Active

Website: <http://lascomadres.com/lco/2016-tpc-ace/>

Participant Focus: Latinas from a broad range of ideologies and encourage participants to avoid partisanship throughout the duration of the program.

Program Description: The Texas Public Policy and Civic Engagement Training program seeks to present Latinas with the opportunities for political office, public service, and civic engagement in Texas cities, counties, and state. The program explores the general set of skills required for all positions, explores the specific skills required for different positions, and discusses how women can approach the decision to become more involved in the political process. Content focus includes negotiations, conflict resolution, parliamentary procedure, leadership, fundraising, messaging and presentation of self, and campaign logistics, such as scheduling, budgeting, and voter targeting. Participants are required to become volunteer deputy registrars and register 10 people to vote before attending the first session.

Cohort Size: 16

Length of Program: 6 months



Youth Programs

TYPE OF PROGRAM: YOUTH/WOMEN

Sponsoring Organization: MANA de Albuquerque

Program Name: Hermanitas Leadership Development

Location: Albuquerque, NM

Active or Inactive: Active

Website: <http://manadealbuquerque.org/index.php/albuquerquechapter/aboutus>

Participant Focus: Middle and high school Latina

Program Description: Hermanitas Leadership Development program supports young Latina students in pursuing higher academic and/or career goals. The program offers Hermanitas a mentoring and training that will inspire, provide new skills, and offer experiences that will expand their Perspective. Program includes: makeovers; effective communication; consumerism, media influence, and cyber predators; leadership, goal setting, time and money management; physical health – exercise and healthy eating; mental health, and self-image; teen pregnancy; issues and knowing your rights; and social and community issues, giving back, and paying forward. In addition to the workshops, Hermanitas participate in a holiday celebration, a college tour, a trip to NM State Legislature, a volunteer opportunity celebrating Cesar Chavez Day, and the Latina Achievement Awards. Hermanitas are mentored by Madrinas® – MANA members that attend all sessions and are trained to serve as teachers and trainers.

Length of Program: 9 months

TYPE OF PROGRAM: YOUTH

Sponsoring Organization: Adelante Mujer, Inc

Program Name: LaTEENa Alumni Leadership Program

Location: Denver, CO

Active or Inactive: Active

Website: <https://www.adelantemujer.org/events-opportunities>

Participant Focus: For Latina students who have participated in a LaTEENa Conference previously.

Program Description: The central text for this program is *The Seven Habits of Highly Effective Teens* by Sean Covey. Participants attend weekly workshops at Regis University to foster a university experience. Additionally, the participants complete the Latina Legacy Project, where students interview professional Latinas from a variety of careers. Their findings are compiled into a book, *The AMI Summer Leadership Program: The Latina Legacy Experience*. The program is designed to promote the inclusion of Latinas in higher education, professional careers, and leadership development.

Length of Program: 2 months

TYPE OF PROGRAM: YOUTH /UNIVERSITY

Sponsoring Organization: Adams State University

Program Name: Latino Leadership and Culture

Location: Alamosa, CO

Active or Inactive: Inactive

Website: https://www.adams.edu/student_life/leadership/summer-latino-leadership-summit.php

Participant Focus: Adams State University students and prospective students.

Program Description: The Latino Leadership and Culture program provided Adams State University students and prospective students with an opportunity to build networks of future leaders, develop skills that will transfer to successful careers, and strengthened the community of learners in culturally relevant leadership models.

TYPE OF PROGRAM: YOUTH

Sponsoring Organization: Detroit Hispanic Development Corporation

Program Name: Southwest Pa'lante Youth Rising Leadership Program

Location: Detroit, MI

Active or Inactive: Active

Website: www.dhdc1.org

Participant Focus: HS Sophomore or students ages 14 to 22

Program Description: The Southwest Pa'lante Youth Rising Leadership program provides youth the opportunity to learn to critically examine their community and advocate for issues on larger community agendas. Parents are trained as education advocates and organizers through lectures on leadership positions in the community. Participants develop skills to analyze and affect policy-making processes.

TYPE OF PROGRAM: YOUTH

Sponsoring Organization: Hispanic Alliance for Career Enhancement: HACE

Program Name: University Leadership Academy

Location: Chicago, IL; Houston, TX

Website: <http://www.haceonline.org/programs#leadership-academy-nonprofit>

Participant Focus: Students with a 2.0 GPA or higher, enrolled in a community college or 4-year university are encouraged to apply.

Program Description: HACE's University Leadership Academy provides students with personal and career development through access to HACE's young professional network, career coaches, speakers and corporate partners. HACE's program empowers students to not only continue their education and complete their Bachelor's degree, but also provides an array of mentors and support for them to succeed after graduation. The program sessions include personal branding, emotional intelligence, interviewing skills, networking and negotiations. Participants have access to one-on-one career coaching sessions, individualized assessments, internship opportunities, and a mentor.

Length of Program: 12 sessions

TYPE OF PROGRAM: YOUTH/NATIONAL

Sponsoring Organization: League of Latin American Citizens (LULAC)

Program Name: Youth Leadership Program

Location: Washington, DC

Active or Inactive: Active

Website: www.lulac.org

Participant Focus: Middle school and high school at-risk Hispanic youth

Program Description: The LULAC Youth Leadership Program provides at-risk Hispanic youth with a positive alternative to socioeconomic hardships. It creates a nurturing peer supported environment and encourages staying in school and developing leadership skills. Participants meet on a weekly basis to discuss issues affecting their lives and to meet role models from their community. Speakers present issues of concern to Hispanics and possible solutions. Midway through the program, participants select a leadership project that addresses a particular issue in their community. Adult mentors from various professions guide the students in their project. During the last stage of the program, the students conduct a leadership conference for a peer audience of 500 students.

Sponsoring Organizations with Multiple Programs

Sponsoring Organization: Hispanic Alliance for Career Enhancement: HACE

TYPE OF PROGRAM: COMMUNITY NON-PROFIT/SPONSORING ORGANIZATION WITH MULTIPLE PROGRAMS

Program Name: Leadership Academy: Non-Profit Series

See page 13 for details

TYPE OF PROGRAM: CORPORATE/SPONSORING ORGANIZATION WITH MULTIPLE PROGRAMS

Program Name: Leadership Academy

See page 15 for details

TYPE OF PROGRAM: WOMEN/NATIONAL/SPONSORING ORGANIZATION WITH MULTIPLE PROGRAMS

Program Name: Mujeres de HACE

See page 34 for details

TYPE OF PROGRAM: YOUTH/SPONSORING ORGANIZATION WITH MULTIPLE PROGRAMS

Program Name: University Leadership Academy

See page 37 for details

Sponsoring Organization: Hispanic Association on Corporate Responsibility: HACR

TYPE OF PROGRAM: CORPORATE/NATIONAL/SPONSORING ORGANIZATION WITH MULTIPLE PROGRAMS

Program Name: HACR Corporate Achievers Summit

See page 15 for details

Sponsoring Organization: Mana

TYPE OF PROGRAM: COMMUNITY NON-PROFIT/SPONSORING ORGANIZATION WITH MULTIPLE PROGRAMS

Program Name: Latino Leadership Collaborative of Kansas

See page 9 for details

TYPE OF PROGRAM: WOMEN/NATIONAL/SPONSORING ORGANIZATION WITH MULTIPLE PROGRAMS

Program Name: AvanZamos Initiative: MANA Latina Leadership Institute

See page 29 for details

TYPE OF PROGRAM: WOMEN/SPONSORING ORGANIZATION WITH MULTIPLE PROGRAMS

Program Name: Latina Success Leadership Program

See page 32 for details

Programs by State

ALABAMA

COMADRES WOMEN'S EMPOWERMENT INITIATIVE 29

ARIZONA

FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES 20
 HISPANIC LEADERSHIP INSTITUTE 9
 LATINO ACADEMY 21
 NEW LEADERSHIP ACADEMY FELLOWSHIP PROGRAM 22

ARKANSAS

LATINO NON-PROFIT LEADERSHIP ACADEMY 11

CALIFORNIA

ALPFA SOLUTIONS 15
 CENTER FOR HISPANIC LEADERSHIP ACADEMY 15
 CHW NEIGHBORHOOD LEADERSHIP PROGRAM 6
 ENGAGED LATINA LEADERSHIP ACTIVIST PROGRAM (ELLA) 30
 ENLACE SUPERVISION AND LEADERSHIP TRAINING 6
 FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES 20
 HOPE LEADERSHIP INSTITUTE 31
 LATINA LEADERSHIP INSTITUTE 31
 LATINA SUCCESS LEADERSHIP PROGRAM 32
 LATINO ACADEMY 21
 LATINO EQUITY LEADERSHIP TRAINING 9
 LEADERSHIP ACADEMY AND STANFORD SUMMER LEADERSHIP PROGRAM 26
 LEADERSHIP AND UNITY FOR COMMUNITY POWER TRAINING 33
 MUJERES DE HACE 34
 RISE URBAN LEADERSHIP FELLOWS PROGRAM 27
 STANFORD LATINO ENTREPRENEUR PROGRAM 28
 VETERAN'S LEADERSHIP ACADEMY 14

COLORADO

CIRCLE OF LATINA LEADERSHIP 29
 CLARO COMMUNITY LEADERSHIP TRAINING PROGRAM 6
 FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES 18
 HISPANIC CHAMBER FOUNDATION ASPIRING LEADERS 2
 LATEENA ALUMNI LEADERSHIP PROGRAM 36
 LATINO ACADEMY 21
 LATINO LEADERSHIP AND CULTURE 36
 LATINO LEADERSHIP INSTITUTE 25

CONNECTICUT

FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES 20
HISPANIC LEADERSHIP INSTITUTE 25
LATINO COMMUNITY LEADERSHIP DEVELOPMENT 9

DISTRICT OF COLUMBIA

AVANZAMOS INITIATIVE: MANA LATINA LEADERSHIP INSTITUTE 29
ESCALERAS INSTITUTE 19
EXECUTIVE LEADERSHIP PROGRAM 30
FEDERAL TRAINING INSTITUTE 20
FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES 20
HACR CORPORATE ACHIEVERS SUMMIT 15

LATINAS LEARNING TO LEAD 33
MUJERES DE HACE 34
SUPERINTENDENTS LEADERSHIP ACADEMY 22
YOUTH LEADERSHIP PROGRAM 37

FLORIDA

ALPFA SOLUTIONS 15
FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES 20
MIAMI DADE COLLEGE WOMEN EMPOWERING LEADERSHIP 27
MUJERES DE HACE 34

GEORGIA

CULTIVATING HISPANIC LEADERSHIP INSTITUTE (CHLI) 1
GALEO INSTITUTE FOR LEADERSHIP 7

ILLINOIS

COLLEGIATE LEADERSHIP DEVELOPMENT PROGRAM 24
ENLACE CHICAGO, LEADERSHIP ACADEMY 17
FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES 20
GRASSROOTS LEADERSHIP DEVELOPMENT PROGRAM 21
LATINA LEADERSHIP PROGRAM 32
LATINO NON-PROFIT LEADERSHIP ACADEMY 11
LATINO NON-PROFIT LEADERSHIP PROGRAM 12
LEADERSHIP ACADEMY 13
LEADERSHIP ACADEMY: NON-PROFIT SERIES 13
MUJERES DE HACE 34
MULTICULTURAL LEADERSHIP ACADEMY 13
UNIVERSITY LEADERSHIP ACADEMY 37

IOWA

LATINA LEADERSHIP INITIATIVE 31

KANSAS

| | |
|---|----|
| LATINO LEADERSHIP COLLABORATIVE OF KANSAS | 10 |
|---|----|

MASSACHUSETTS

| | |
|--|----|
| ALPFA SOLUTIONS..... | 15 |
| EXECUTIVE MENTORING AND LEADERSHIP PROGRAM/CONEXIÓN | 7 |
| FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES | 20 |
| MAURICIO GASTON INSTITUTE FOR LATINO COMMUNITY DEVELOPMENT AND PUBLIC POLICY | 27 |

MICHIGAN

| | |
|--|----|
| GREAT LAKES BAY HISPANIC LEADERSHIP INSTITUTE | 8 |
| LATINO NON-PROFIT LEADERSHIP ACADEMY | 11 |
| LATINO TALENT INITIATIVE | 26 |
| SOUTHWEST PA'LANTE YOUTH RISING LEADERSHIP PROGRAM | 37 |

MINNESOTA

| | |
|--|----|
| HISPANIC ADVOCACY AND COMMUNITY EMPOWERMENT THROUGH RESEARCH (HACER) | 8 |
| LATINO LEADERSHIP PROGRAM..... | 11 |
| LATINO NON-PROFIT LEADERSHIP ACADEMY | 11 |
| MUJERES DE HACE..... | 34 |

NEVADA

| | |
|---------------------|----|
| LATINO ACADEMY..... | 21 |
|---------------------|----|

NEW MEXICO

| | |
|--|----|
| FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES | 20 |
| HERMANITAS LEADERSHIP DEVELOPMENT..... | 36 |
| LATINO ACADEMY..... | 21 |

NEW YORK

| | |
|---|----|
| ALPFA SOLUTIONS..... | 15 |
| CANDIDATE/CAMPAIGN MANAGEMENT TRAINING & COMMUNITY ORGANIZING TRAINING..... | 5 |
| ENLACE SUPERVISION AND LEADERSHIP TRAINING | 6 |
| FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES | 20 |
| LATINO LEADERSHIP DEVELOPMENT PROGRAM..... | 10 |
| MUJERES DE HACE..... | 34 |

NORTH CAROLINA

| | |
|---|----|
| FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES | 20 |
| LATINO NON-PROFIT LEADERSHIP ACADEMY | 11 |
| PROGRAM OF ASSISTANCE, RESOURCES AND EDUCATION (PARE) | 34 |

OHIO

| | |
|--|---|
| HISPANIC ALLIANCE LEADERSHIP DEVELOPMENT INITIATIVE (HALDI)..... | 8 |
|--|---|

| | |
|--|----|
| OKLAHOMA | |
| LATINO LEADERSHIP OKC..... | 3 |
| ORGEON | |
| ACADEMIA DE LIDERES | 4 |
| CAPACES 101 | 6 |
| ENLACE SUPERVISION AND LEADERSHIP TRAINING | 6 |
| HISPANIC CHAMBER LATINO LEADERSHIP PROGRAM | 2 |
| LATINO PARTNERSHIP PROGRAM | 12 |
| UNID@S LEADERSHIP DEVELOPMENT PROGRAM..... | 13 |
| PENNSYLVANIA | |
| FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES | 20 |
| LATINO LEADERSHIP ALLIANCE OF BUCKS COUNTY..... | 10 |
| RHODE ISLAND | |
| FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES | 20 |
| TENNESSEE | |
| ELLA | 29 |
| TEXAS | |
| AAMA LEADERSHIP DEVELOPMENT | 4 |
| ALEXANDER BRISEÑO LEADERSHIP DEVELOPMENT PROGRAM..... | 1 |
| ALPFA SOLUTIONS..... | 15 |
| COLEGIO COMMUNITY ECONOMIC DEVELOPMENT FELLOWSHIP PROGRAM..... | 19 |
| COX SCHOOL LATINO LEADERSHIP INITIATIVE | 24 |
| HISPANIC AUSTIN LEADERSHIP | 2 |
| JÓVENES EMPRESARIO | 2 |
| LATINA LEADERSHIP INSTITUTE..... | 32 |
| LATINO ACADEMY..... | 21 |
| LEADERSHIP ACADEMY | 10 |
| LEADERSHIP ACADEMY: NON-PROFIT SERIES | 13 |
| MUJERES DE HACE..... | 34 |
| NALAC LEADERSHIP INSTITUTE..... | 22 |
| POLÍTICA NUEVA | 3 |
| TEXAS PUBLIC POLICY AND CIVIC ENGAGEMENT PROGRAM..... | 34 |
| UNIVERSITY LEADERSHIP ACADEMY | 37 |
| UTAH | |
| LATINO ACADEMY..... | 21 |
| VIRGINIA | |
| LATINO LEADERSHIP INSTITUTE | 17 |

WASHINGTON

CASA LATINA LEADERSHIP PROGRAMS 17
LATINO NON-PROFIT LEADERSHIP ACADEMY 11
LATINO NON-PROFIT LEADERSHIP ACADEMY 11

WISCONSIN

FUNDERS' COLLABORATIVE FOR STRONG LATINO COMMUNITIES 20
LATINO NON-PROFIT LEADERSHIP PROGRAM 12

The goal of this directory is to identify as many programs as possible. We realize that there may be other programs that exist and should be included. If you are aware of an existing or new Latino leadership program not listed in this document, please email to info@LIDERAMOS.org to include it in the next edition. The second edition of the Latino Leadership Program Directory will be published in September of 2018.

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