MESSAGE FROM THE CHAIR

April 2009

On behalf of the 28 national Latino organizations comprising the National Hispanic Leadership Agenda (NHLA), I am pleased to present our Report on the First 100 Days of the Obama Administration. Since 1992, the NHLA has been monitoring presidential appointments and has issued report cards on cabinet agencies. We have a long tradition of advocating for the appointment of Hispanics in top positions in every administration.

In the 2008 NHLA Policy Agenda we committed ourselves to identify Latinos for key appointed positions in the new administration. The NHLA also committed itself to identify key posts where the decisions made have a special impact on our ability to succeed as a community and as a nation. It is with this concept in mind that the current report was drafted. It is understood that the individuals appointed to fill those positions must have an understanding, appreciation and sensitivity to the contributions and needs of Latinos. But, also, it is understood that the reason it is critical to include Latinos in those critical decision-making positions is to ensure that the community is aptly represented. If there is no representation when decisions are being made, the possibility to not “get it right” also increases.

The 2008 NHLA agenda highlighted policies and solutions in priority areas where federal government policy and federal appointments can make a difference in the lives of members of Latino communities throughout the country and in Puerto Rico. To reiterate the 2008 report, these policies do not simply “serve” the community – they enable the Latino community to better serve the nation. The issue areas that concern Latinos and the NHLA are the same that concern the rest of the country: Education; Health Care; Economic Empowerment; Civil Rights; Immigration and Government Accountability. The Latino community is at a crossroads and deserves to be recognized. And, Latinos want to participate.

Over their first 100 days in office, President Obama and Vice-President Biden have been tasked with serious challenges having to guide the nation and the global economy with concrete steps to move it forward in building a more prosperous America that grows the middle-class and embraces the needs of all working families. But, there is much more to do.

This 100 Days Report is but one of a series that will be issued by the NHLA in the coming months to not only track the progress of the Latino community, but also to assist the Obama administration in finding responses to the critical questions facing Latinos in the United States. We want to assist the Obama administration in laying down the important foundation for change and we are committed to work together with them to make it so.

Sincerely,

Dr. Gabriela D. Lemus
Chair
Special Report
The first 100 days of President Obama

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

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

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

Still, Presidents try to accomplish something in the course of appointing the best qualified persons to their administration. Bill Clinton wanted a government that looked like America and in the process named two Hispanics to head two major departments in his cabinet, elevated a third to cabinet level, brought an unprecedented number of Hispanics into his administration, and signed Executive Order 13171, which called for government-wide strategies to address the persistent under-representation of Latinos within the federal workforce. He was also very much aware of the fact that Hispanics helped him carry 14 of 16 major electoral vote states in which over 90% of the Hispanic vote was concentrated.
George W. Bush brought a natural sensitivity and affinity to his administration, having served as Governor of Texas, a state with the second largest Hispanic population in the nation. He too appointed two Hispanics to his cabinet, chose to extend Executive Order 13171, and, like Clinton, brought a reasonably high number of Hispanics into his administration. Similarly, George Bush was very much aware of the fact that Hispanics helped him carry six major electoral vote states in which 90% of the Hispanic vote was concentrated.

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

**On comparing the Clinton, Bush, and Obama Administrations**

In order to make a fair comparison as to how Hispanics have fared during the first 100 days of the Clinton, Bush, and Obama administrations, one should first recognize that the Hispanic community has changed considerably since 1992. In 1992 the estimated Hispanic population was 22.4 million, 5.1 million were registered to vote, approximately 4.2 million voted, and 61% voted for Clinton. In 2000 the estimated Hispanic population was 33.3 million, 7.5 million were registered to vote, approximately 5.9 million voted, and 35% voted for Bush. In 2008 the estimated Hispanic population was 44 million, 12.1 million were registered to vote, approximately 9.7 million voted, and 67% voted for Obama. So not only has the Hispanic population grown exponentially since 1992, the Hispanic electorate has grown dramatically, and in 2008 helped carry traditional states and more importantly proved decisive in carrying non-traditional states.
So from Clinton to Obama the Hispanic population doubled, and voter registration and voter turnout more than doubled. Obama received more Hispanic votes than the combined total number of votes cast in 1992 and 2000. He received 4.1 million more Hispanics votes than Clinton in 1992 and 4.6 million more Hispanic votes than Bush in 2000. The November 2008 election created a new political reality – a new political reality that has emboldened the Latino community and Latino leaders to demand the change President Obama promised and to expect more than we got from both Clinton and Bush. Clinton and Bush did not give Hispanics something to strive for. They gave us something to surpass. Anything less is not change, but more of the same or worse.

**President Obama’s first 100 days**

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

We are also mindful of the fact that senior White House appointees and the Office of Presidential Personnel have been similarly accessible to other Hispanic groups on matters pertaining to personnel as well as policies, and the President is to be commended for that as well. But regardless of the group with which the Administration has worked, the results have fallen below target and Latinos remain seriously under-represented.
As of April 27, has announced 60 Hispanics who have been nominated or appointed to positions in the Obama administration, including 19 that require Senate confirmation.

**The Cabinet**

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

And while NHLA also commends the President for nominating a third Hispanic, Governor Bill Richardson, to a major cabinet level position (Commerce), NHLA is extremely disappointed in that another Hispanic was not nominated from the impressive list of well qualified and experienced Puerto Ricans, Dominicans, and Cubans that NHLA provided when Governor Richardson withdrew, considering that no Puerto Ricans, Dominicans, Cubans, or Central and South Americans had been nominated for anything at the time.

**The White House**

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

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

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

**The Sub-Cabinet**

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Department</th>
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<tbody>
<tr>
<td>Edward M. Avalos</td>
<td>Under Secretary Marketing &amp; Regulatory Services</td>
<td>USDA</td>
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<tr>
<td>Luis C. de Baca</td>
<td>Ambassador-at-Large Monitor Human Trafficking</td>
<td>State</td>
</tr>
<tr>
<td>Lorelei Boylan</td>
<td>Administrator Wage &amp; Hour Division</td>
<td>Labor</td>
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<tr>
<td>Gabriella Gomez</td>
<td>Asst Secretary Legislation/Congressional Affairs</td>
<td>Education</td>
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<tr>
<td>Sandra B. Henriquez</td>
<td>Asst Secretary</td>
<td>HUD</td>
</tr>
<tr>
<td>Mercedes Marquez</td>
<td>Asst Secretary Community Planning/Development</td>
<td>HUD</td>
</tr>
<tr>
<td>Kathy Martinez</td>
<td>Asst Secretary Disability Employment Policy</td>
<td>Labor</td>
</tr>
<tr>
<td>Alejandro Mayorkas</td>
<td>Director, Citizenship &amp; Immigration Services</td>
<td>DHS</td>
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<tr>
<td>Victor M. Mendez</td>
<td>Administrator, Highway Administration</td>
<td>Transportation</td>
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<tr>
<td>Tom Perez</td>
<td>Asst Atty Gen for Civil Rights</td>
<td>DOJ</td>
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<tr>
<td>Brig Gen Jose Riojas</td>
<td>Asst Secretary Operations, Security &amp; Preparedness</td>
<td>Veteran’s Affairs</td>
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<tr>
<td>Frank Sanchez</td>
<td>Under Secretary International Trade</td>
<td>Commerce</td>
</tr>
<tr>
<td>Daniel Sepulveda</td>
<td>Asst Secretary Congressional Affairs</td>
<td>Office of USTR</td>
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<tr>
<td>John Sepulveda</td>
<td>Asst Secretary for Human Resources</td>
<td>Veteran’s Affairs</td>
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<tr>
<td>Peter Silva</td>
<td>Asst Administrator for Water</td>
<td>EPA</td>
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<tr>
<td>John Trasvina</td>
<td>Asst Secretary Fair Housing &amp; Equal Opportunity</td>
<td>HUD</td>
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<tr>
<td>Ines Triay</td>
<td>Asst Secretary Environmental Mgmt</td>
<td>Energy</td>
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</tbody>
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NHLA is extremely disappointed in both the number of Hispanics appointed to date and that not one single Hispanic has been nominated for a position that requires Senate-confirmation at four major departments including Interior, Health and Human Services, Treasury, and Defense.
High Level Staff Positions

Though Hispanics are severely under-represented at this level as well, NHLA commends the President for appointing 28 well qualified Hispanics to other high level positions throughout his Administration including the White House (17), Transportation, Labor, Homeland Security, State, Office Personnel Management, Peace Corps, and U.S. Trade Representative (3). They are:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Agency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lizette Alvarado</td>
<td>Office of Presidential Personnel</td>
<td>White House</td>
</tr>
<tr>
<td>Anthony Bernal</td>
<td>Director of Scheduling Dr. Jill Biden</td>
<td>White House</td>
</tr>
<tr>
<td>Xavier Briggs</td>
<td>Assoc Director, Office Mgmt &amp; Budget</td>
<td>White House</td>
</tr>
<tr>
<td>Alejandro Campoverdi</td>
<td>Assistant to the Deputy Chief of Staff</td>
<td>White House</td>
</tr>
<tr>
<td>Carlos Elizondo</td>
<td>Social Secretary for Vice President</td>
<td>White House</td>
</tr>
<tr>
<td>Kirsten Garcia</td>
<td>Legislative Affairs</td>
<td>White House</td>
</tr>
<tr>
<td>Roberto Gonzalez</td>
<td>Associate Counsel, Office of Legal Counsel</td>
<td>White House</td>
</tr>
<tr>
<td>Noerena Limon</td>
<td>Staff Assistant, Presidential Personnel</td>
<td>White House</td>
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<tr>
<td>David Medina</td>
<td>Deputy Chief of Staff Office of First Lady</td>
<td>White House</td>
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<tr>
<td>Luis Miranda</td>
<td>Director Hispanic Communications</td>
<td>White House</td>
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<tr>
<td>Lizette Ocampo</td>
<td>Staff Assistant, Legislative Affairs</td>
<td>White House</td>
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<tr>
<td>Carlos Odio</td>
<td>Deputy Assoc Director, Political Affairs</td>
<td>White House</td>
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<tr>
<td>Michael Ortiz</td>
<td>Legislative Affairs</td>
<td>White House</td>
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<tr>
<td>Dan Restrepo</td>
<td>Western Hemispheric Advisor NSC</td>
<td>White House</td>
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<tr>
<td>Nancy Sutley</td>
<td>Director Office Environmental Quality</td>
<td>White House</td>
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<tr>
<td>Dag Vega</td>
<td>Director of Communications</td>
<td>White House</td>
</tr>
<tr>
<td>Stephanie Valencia</td>
<td>Office Public Liaison, Intergov’tal Affairs</td>
<td>White House</td>
</tr>
<tr>
<td>Lisa Garcia</td>
<td>Intergov’tal Affrs/Public Liaison USTR</td>
<td>Exec Office President</td>
</tr>
<tr>
<td>Luis Jimenez</td>
<td>Office of the U.S. Trade Representative</td>
<td>Exec Office President</td>
</tr>
<tr>
<td>Jennifer Urizar</td>
<td>Office of the U.S. Trade Representative</td>
<td>Exec Office President</td>
</tr>
<tr>
<td>Elizabeth (Liz)Montoya</td>
<td>Chief of Staff</td>
<td>OPM</td>
</tr>
<tr>
<td>Elisa Montoya</td>
<td>Senior Advisor to the Director</td>
<td>Peace Corp</td>
</tr>
<tr>
<td>Esther Olavarria</td>
<td>Deputy Asst Sec Policy Development</td>
<td>DHS</td>
</tr>
<tr>
<td>Laura Pena</td>
<td>Special Asst Office White House Liaison</td>
<td>State</td>
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<tr>
<td>Oscar Ramirez</td>
<td>Special Asst to the Secretary</td>
<td>Labor</td>
</tr>
<tr>
<td>William Ramos</td>
<td>Director Intergovernmental Affairs</td>
<td>Commerce</td>
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<tr>
<td>Miguel Rodriguez</td>
<td>Deputy Asst Secretary Legislative Affairs</td>
<td>State</td>
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<tr>
<td>Yasmin Yaver</td>
<td>Office Governmental Affairs</td>
<td>Transportation</td>
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Other Appointments

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

<table>
<thead>
<tr>
<th>Name</th>
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</tr>
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<tbody>
<tr>
<td>Noel Castellanos</td>
<td>Faith-based Adv Council</td>
<td>Member</td>
</tr>
</tbody>
</table>
Dr. Arturo Chavez  Faith-based Adv Council  Member
Mario Molina  Adv Council Science & Tech  Member
Marisa Demeo  Judge  DC Superior Court

**Review of Departments**

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

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

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

**Education**
NHLA is extremely disappointed in that only one Hispanic has been appointed among the nine positions filled at the Department of Education to date. NHLA respectfully urges the President and the Secretary of Education to appoint additional well qualified Hispanics during the course of filling the 10 high level positions remaining.
Energy
NHLA is extremely disappointed in that only one Hispanic has been appointed among the eight positions filled at the Department of Energy to date. NHLA respectfully urges the President and the Secretary of Energy to appoint additional well qualified Hispanics during the course of filling the 14 high level positions remaining.

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

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

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

Housing and Urban Development
NHLA is very pleased that three Hispanics have been appointed among the nine positions filled at the Department of Housing and Urban Development to date. NHLA commends the President and the Secretary of Housing and Urban Development and respectfully recommends that additional well qualified Hispanics be appointed during the course of filling the five high level positions remaining.
Interior
NHLA is extremely disappointed in that only one Hispanic has been appointed among the seven positions filled at the Department of Interior to date. NHLA respectfully urges the President and the Secretary of Interior to appoint well qualified Hispanics during the course of filling the 10 high level positions remaining.

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

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

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

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

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

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

Executive Office of the President – excluding the White House

Council of Economic Advisors
Three appointments have been made; no Hispanics.

Council on Environmental Quality
One of three members has been appointed; one Hispanic.

Office of Management and Budget
Two appointments have been made; no Hispanics. There are four positions to be filled.

Office of National Drug Control Policy
One position has been filled; no Hispanics. There are four positions to be filled.
Office of Science and Technology Policy
Four positions have been filled; no Hispanics. There are two positions to be filled.

Office of the U.S. Trade Representative
Two positions have been filled; no Hispanics. There are three positions to be filled.

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

Regulatory Agencies

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

Consumer Protection Safety Commission
No position has been filled. There are three positions to be filled.

Equal Employment Opportunity Commission
No position has been filled. There are two positions to be filled.

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

Federal Deposit Insurance Corporation
No position has been filled. There is one position to be filled.

Federal Election Commission
No position has been filled. There is no known position to be filled.
Federal Energy Regulatory Commission
One position has been filled; no Hispanic. There is no known position to be filled.

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

Securities and Exchange Commission
One position has been filled; no Hispanic. There is no known position to be filled.

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

Independent Agencies

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

Broadcasting Board of Governors
No position has been filled. There is one position to be filled.

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

Chemical Safety and Hazard Investigation Board
No position has been filled. There is one position to be filled.

Corporation for National and Community Service
No position has been filled. There are three positions to be filled.
Defense Nuclear Facilities Safety Board
No position has been filled. There are two positions to be filled.

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

Export-Import Bank of the United States
No position has been filled. There are three positions to be filled.

Farm Credit Administration
No position has been filled. There is no position to be filled.

Federal Housing Finance Board
No position has been filled. There are two positions to be filled.

Federal Labor Relations Authority
No position has been filled. There are two positions to be filled.

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

Federal Mediation and Conciliation Service
No position has been filled. There is one position to be filled.

Federal Mine Safety and Health Review Commission
No position has been filled. There are three positions to be filled.

Federal Reserve System
One position has been filled; no Hispanic. There are two positions to be filled.
General Services Administration
One position has been filled; no Hispanic. There is one position to be filled.

Millennium Challenge Corporation
No position has been filled. There is one position to be filled.

National Aeronautics and Space Administration
No position has been filled. There are four positions to be filled.

National Archives and Records Administration
No position has been filled. There is one position to be filled.

National Credit Union Administration
No position has been filled. There is no known position to be filled.

National Foundation on the Arts and Humanities
No position has been filled. There are three positions to be filled.

National Labor Relations Board
No position has been filled. There are three positions to be filled.

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

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

National Transportation Safety Board
No position has been filled. There are two positions to be filled.
Occupational Safety and Health Review Commission
No position has been filled. There is one position to be filled.

Office of Government Ethics
No position has been filled. There is one position to be filled.

Office of Navajo and Hopi Indian Relocation
No position has been filled. There is one position to be filled.

Office of Personnel Management
One position has been filled; no Hispanic. There are no known positions to be filled.

Office of the Special Counsel
No position has been filled. There is one position to be filled.

Office of the Director of National Intelligence
One position has been filled; no Hispanic. There are no known positions to be filled.

Office of the Federal Coordinator Alaska Natural Gas Transportation Projects
No position has been filled. There is one position to be filled.

Overseas Private Investment Corporation
No position has been filled. There are two positions to be filled.

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

Pension Benefit Guaranty Corporation
No position has been filled. There is one position to be filled.
Postal Regulatory Commission
No position has been filled. There are no known positions to be filled.

Railroad Retirement Board
No position has been filled. There is one position to be filled.

Selective Service System
No position has been filled. There is one position to be filled.

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

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

Tennessee Valley Authority
No position has been filled. There is one position to be filled.

Trade Development Agency
No position has been filled. There is one position to be filled.

United States Agency for International Development
No position has been filled. There are 10 positions to be filled.

United States Election Assistance Commission
No position has been filled. There are no known positions to be filled.

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

Conclusion

While NHLA commends the President for his commitment to change, there is none to be seen with regard to personnel. Hispanics are under-represented at the sub-cabinet and senior staff levels, and on the White House staff. Of the countless number of positions filled to date by the Administration, including senior advisors, Cabinet, sub-cabinet, White House staff, and senior staff in major departments, only 60 have been filled by Hispanics. This is not change. This is more of the same, below target. More announcements of Latinos being nominated for Senate confirmation required positions are expected in the coming days, weeks and months, which will undoubtedly improve what has been accomplished during the President’s first 100 days.

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

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

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

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

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

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