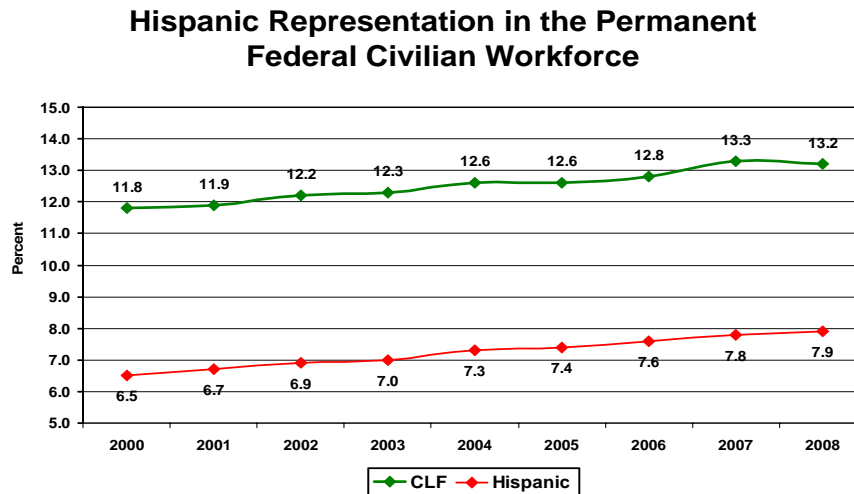


Message from the Chair

As I accept your vote of confidence to lead the National Council of Hispanic Employment Program Managers (NCHEPM) for the next 2 years, I am reminded of the lack of progress in Hispanic representation. Within this decade, 2000 through 2008, our representation in the federal workforce has gone up just 1.4 percentage points. Fortunately for us, during this same period, the Civilian Labor Force only increased by 1.4 percentage points. The good news is we did not lose any ground. The bad news is we did not make any progress as seen in the diagram below.

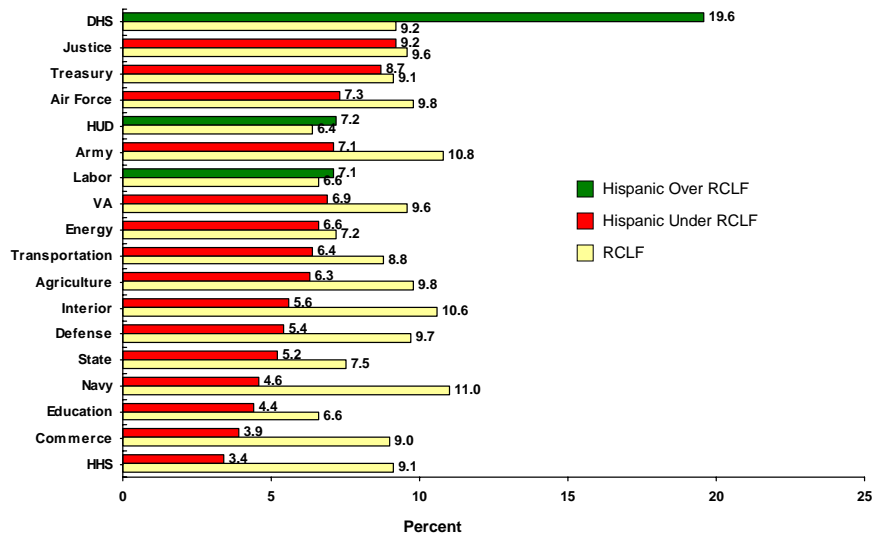


In 1970 when President Nixon announced the Sixteen-Point Program to assist Spanish-speaking American citizens interested in joining federal civilian service, the representation of Hispanics in the federal workforce was about 2.8%. In 39 years, we have managed to increase our representation by 5.1 percentage points.

The answer is not found in Public Law or federal regulations, although they serve as a catalyst. The answer is found in the commitment and support of our elected officials, leaders of our federal departments and agencies, and our workforce supervisors and managers. And lastly, we can only be successful and sustain that success with the support of our national and local Hispanic organizations.

As Chair I commit to work diligently to gain the support of the institutions and membership cited above. I plan to inquire why some departments and agencies are succeeding in addressing Hispanic representation and why others continue to fail. Please look at the chart below. Where is your department? Is it **Green** or **Red**?

Hispanic Representation by Executive Department
September 30, 2008



For some departments and agencies, underrepresentation impacts their ability to deliver appropriate and effective policies and programs to the Hispanic community. For others, underrepresentation means the Hispanic community is ignored.

Many of you have heard this argument before. How can the Hispanic community expect the Federal Government to deliver appropriate and effective health care to their families if the department responsible for developing and implementing those health care policies and programs has the lowest Hispanics representation of the 18 Cabinet-level Departments?

With your help I know we can make a difference. I look forward to working with each of you in making the Hispanic Employment Program the viable and effective tool needed to correct Hispanic underrepresentation.

Atentamente,

Armando E. Rodriguez
Chair
National Council of Hispanic Employment Program Managers
www.nationalcouncilhepm.org