



HISPANICS IN THE LABOR FORCE: A CHART BOOK



HISPANICS IN THE LABOR FORCE: A Chartbook

Prepared by:

Deirdre Martinez
Poverty Policy Analyst

Census Information Center
National Council of La Raza

Raul Yzaguirre
President

810 First Street, N.E.
Suite 300
Washington, D.C. 20002
(202) 289-1380

© December 1993

Acknowledgments

The author acknowledges the editorial assistance of Emily Gantz McKay, Senior Vice President for Institutional Development; Diane Cabrales, Materials Specialist; Charles Kamasaki, Senior Vice President for Research, Advocacy, and Legislation; and Sonia Perez, Senior Poverty Policy Analyst. The author would also like to thank Rosemary Aguilar, Design Specialist, and Ofelia Ardon-Jones, Information Specialist, for assistance with layout and design of this report. Funding for the completion of this chartbook was provided by the Rockefeller Foundation through its support of the NCLR Poverty Project and through Project Hispanic Opportunities in the Workforce (Project HOW) through DOL Contract #F-4290-3-00-80-60. The views expressed do not necessarily reflect the positions of any NCLR funders.

CONTENTS

Introduction	1
Executive, Administrative, and Managerial Occupations	3
Professional Specialty Occupations.....	4
Technician and Related Support Occupations	6
Sales Occupations	8
Administrative Support, Including Clerical Occupations	10
Private Household Occupations	11
Protective Service Occupations	13
Service Occupations	14
Farming, Forestry, and Fishing Occupations.....	16
Precision Production and Craft Occupations	17
Machine Operator, Assembler, and Inspector Occupations	19
Transportation and Material Moving Occupations	21
Handler, Equipment Cleaner, Helper, and Laborer Occupations	23
Conclusion	24

Introduction

By the year 2005, Hispanic representation in the labor force is expected to increase by 44%. This is the fastest growth projected for any group. It is driven by the overall population growth of the group — from both natural increase and increased immigration — as well as the youthfulness of Hispanics, and projected increases in the labor force participation of Hispanic women.

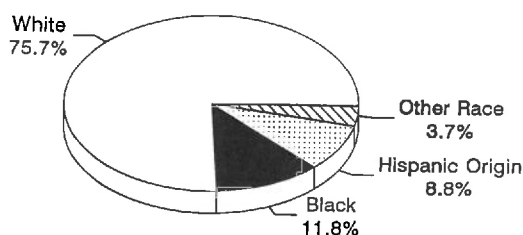
As a youthful population — and one which is less likely than other groups to go on to higher education — Hispanics are more likely to be beginning or in the middle of their working years. Thus, Hispanics, while 7.7% of the labor force in 1990, are projected to represent 15.7% of net labor force entrants over the 1990-2005 period. Many workers leaving the workforce during this time period will be older White males.

For a variety of reasons, among women, Hispanics had the lowest labor force participation rate in 1990. Although they are expected to have lower labor force participation rates relative to other women in 1990-2005, their participation rates are nonetheless projected to increase significantly, as more women of all races and ethnicities enter the labor force. The labor force participation rate of Hispanic men will continue to be high.

While they are a growing part of the labor force overall, Hispanics are concentrated in low-growth (as well as low-skill and low-wage) jobs. Further, Hispanics are not repre-

Population of the United States

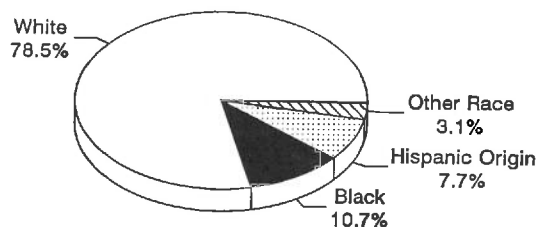
by Race and Ethnicity
1990



1990 Decennial Census

Labor Force Composition

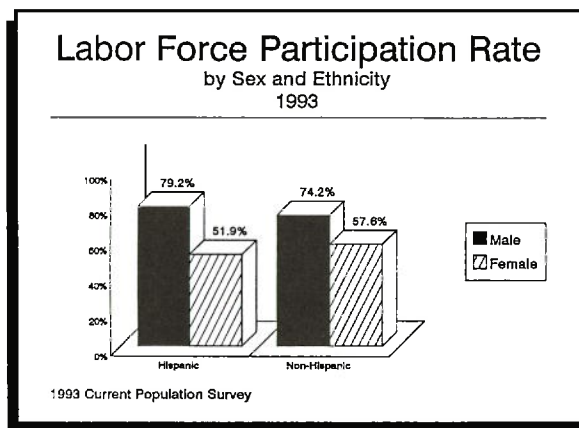
by Race and Ethnicity
1990



1990 Decennial Census

sented proportionate to their presence in labor force in any of the occupational groups projected to grow rapidly. Blacks and Hispanics are overrepresented in all the slow-growing or declining occupations, making their chances to move into higher-wage jobs poor.

The following is a brief look at Hispanics in the workforce. For 13 occupational categories, current representation as well as the outlook for those occupations in the next several decades is reviewed. The labor force projections are taken from *Outlook 1990-2005*, published by the U.S. Department of Labor, Bureau of Labor Statistics. Coupled with statistics on the composition of the labor force in 1990 from the Equal Employment Opportunity File, available on CD-Rom from the Bureau of the Census, the data illustrate that Hispanics face serious obstacles to both stable, well-paying employment and adequate representation in the labor force of the next decade.



Technical Notes

- The racial/ethnic data in this publication are for White non-Hispanics, Black non-Hispanics, Other Race non-Hispanics, and Hispanics, which may be of any race.
- Due to data limitations, the median earnings provided for various occupations are not disaggregated by gender or race/ethnicity, and are for the population as a whole. As a result of employment discrimination and differences in levels of educational attainment, it is very likely that Hispanic men, and to greater degree Hispanic women, are paid less than the median.
- For each category, the labor force participation rate of Hispanic males and females is noted. When examining the percentages of Hispanic females, it is important to remember that the overall presence of females in the labor force is smaller, and therefore Hispanic male and female participation cannot be compared. For example, although 7.0% of males and 5.8% of females teaching kindergarten were Hispanic, Hispanic females come closer to being adequately represented. Compared to their presence in the labor force, Hispanic males were underrepresented in this occupation by 1.4% while Hispanic females are underrepresented by 1.0%.

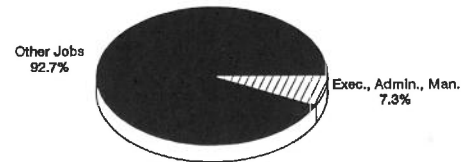
Executive, Administrative, and Managerial Occupations

Hispanics are considerably underrepresented in this category, and are most likely to be in the lowest paying jobs.

The 1990-2005 period will see the continuation of an above-average growth rate for jobs that require relatively high levels of education and training. This will be reflected in the increasing numbers of executive, administrative, and managerial workers.

Compared to their presence in the labor force, Hispanics are underrepresented in this category by nearly 50%. Within this category, Hispanic women are most evenly represented in personnel and labor relations managers positions, making up 6.4% of individuals employed in those jobs; Hispanic women are 6.8% of the female labor force. The median earnings for those jobs were \$30,000 a year. Hispanic males are considerably underrepresented in most executive, administrative, and managerial jobs — they are best represented in food service and lodging establishment management and as managers of personnel and labor relations, making up 7.7% and 7.3% of individuals employed in those jobs. Median earnings were \$26,000 and \$30,000, respectively. These are among the lowest median earnings within executive, administrative, and managerial occupations.

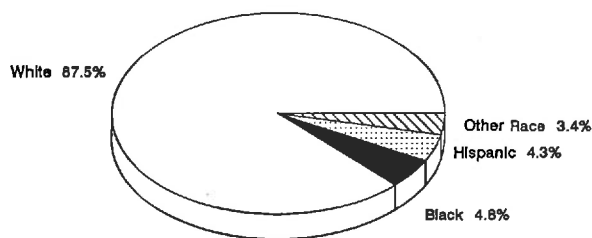
Hispanics in the Workforce
by Occupation
1990



1990 Equal Employment Opportunity File

Executive, Administrative, and Managerial

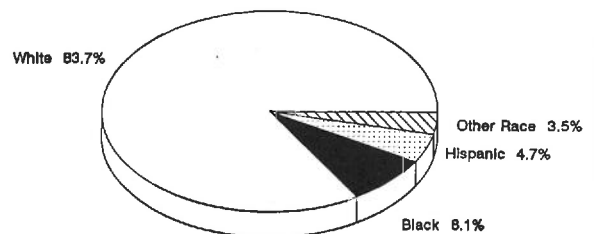
Males



1990 Equal Employment Opportunity File

Executive, Administrative, and Managerial

Females



1990 Equal Employment Opportunity File

Professional Specialty Occupations

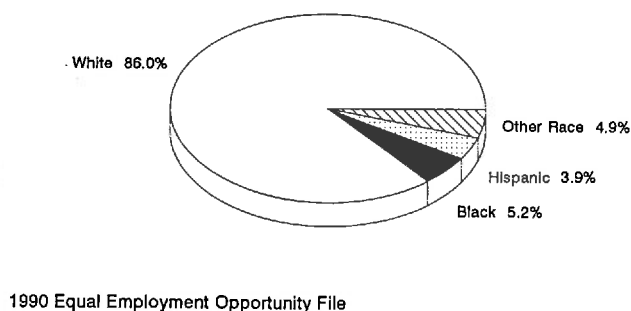
Hispanics are often entirely absent from many professional specialty occupations.

This category includes a wide range of occupations, from engineers, architects, attorneys, and judges to social workers, teachers, and physicians. Much of the growth in this area is likely to occur in the occupations relating to medicine.

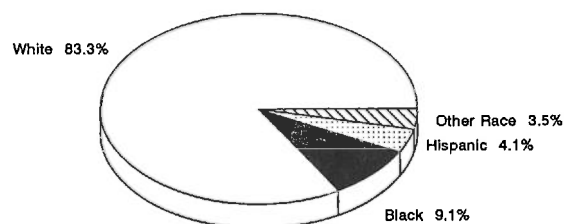
The number of workers in professional specialty occupations is expected to increase by 32% from 1990-2005. The addition of 5.1 million jobs in this category — an increase from 12.9% of total employment in 1990 to 14.2% in 2005 — will be exceeded only by the increase in jobs for service workers.

According to the Equal Employment Opportunity File, there are only a few professional specialty occupations in which Hispanic participation exceeded 4 - 5% of individuals holding these jobs in 1990. Among them are: architects (5.0% for males, 5.4% for females), registered nurses (5.6% for males, 2.7% for females), dieticians (8.6% for males, 4.3% for females), occupational therapists (7.9% for males, 2.6% for females), physicians' assistants (6.7% for males, 5.7% for females), kindergarten teachers (7.0% for males, 5.8% for females), and social workers (8.0% for males, 6.3% for females).

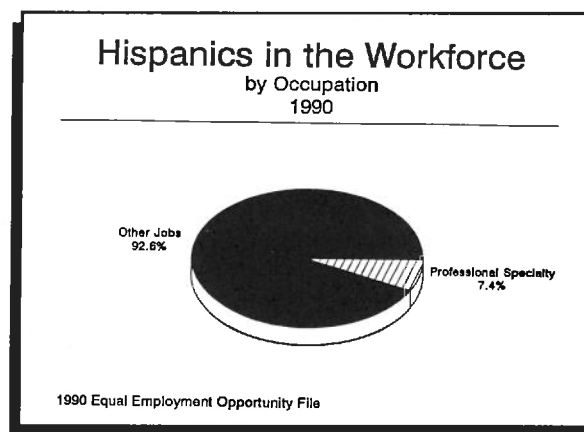
Professional Specialty Males



Professional Specialty Females



As for the remainder of the occupations in this large category, Hispanics are often almost entirely absent. For example, Hispanic males made up only 2.8% of all natural scientists; Hispanic females fared slightly better, at 3.7%. Hispanics are also severely underrepresented in postsecondary teaching positions. The Equal Employment Opportunity Survey found no Hispanic males in postsecondary natural science teaching positions. Other teaching positions where Hispanic males are not equally represented include biological science (2.5%), chemistry (1.4%), physics (1.5%), and English (2.5%). In the female workforce, Hispanic females made up 1.6% of medical science teachers, 2.1% of mathematical science teachers, 0.7% of sociology teachers, and 2.1% of engineering teachers. Finally, Hispanics are considerably underrepresented as lawyers (2.2% for males and 3.4% for females) and judges (3.2% for males and 4.0% for females).



Technician and Related Support Occupations

While Hispanic males were well represented in health-related technician occupations in 1990, the number of these positions may decline in the near future.

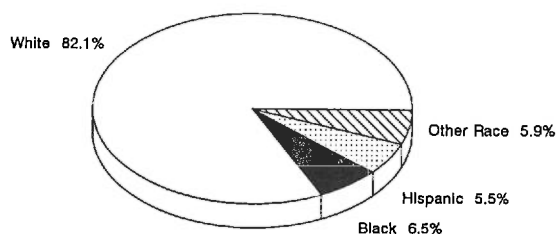
Employment in the technicians and related support occupational group is projected to grow by 37%, more rapidly than any other major occupational group. In the previous 15-year period, 1975-1990, this group was also among the fastest growing major occupational groups. The majority of jobs for technicians are expected to be in the large and rapidly-growing health services industries.

With changes caused by health care reform, however, growth patterns may be altered considerably. While there may be greater need for nurses, as attention focuses on preventive medicine outside of hospitals, the need for hospital support staff, including technicians, may decline.

Other industries expected to experience rapid increases in numbers of technicians by 2005 are engineering and management services.

Technicians and Related Support

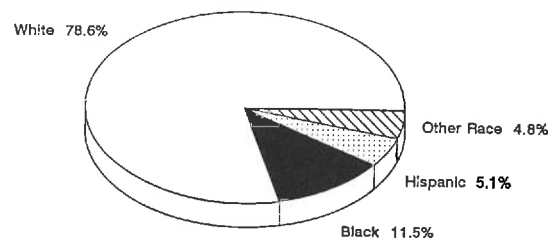
Males



1990 Equal Employment Opportunity File

Technicians and Related Support

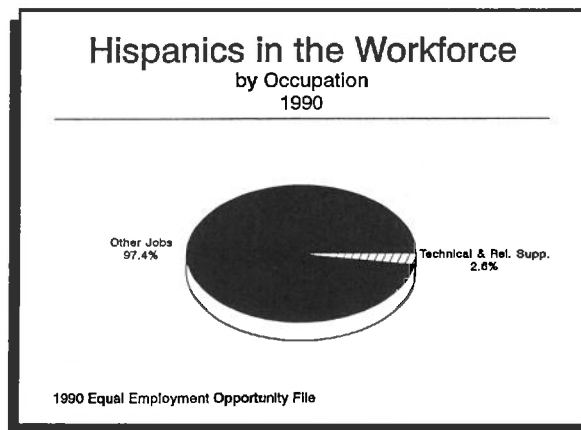
Females



1990 Equal Employment Opportunity File

In health-related occupations in 1990, Hispanic males made up 8.1% of clinical laboratory technicians, 9.2% of dental hygienists, 7.2% of health record technologists, and 9.2% of licensed practical nurses. Hispanic females represented only 5.0% of females in the same occupations.

Hispanic representation in non-health technician positions is not as robust; Hispanic males made up 4.3% of industrial engineering technicians, 4.5% of air traffic controllers, and 3.4% of computer programmers, for example.

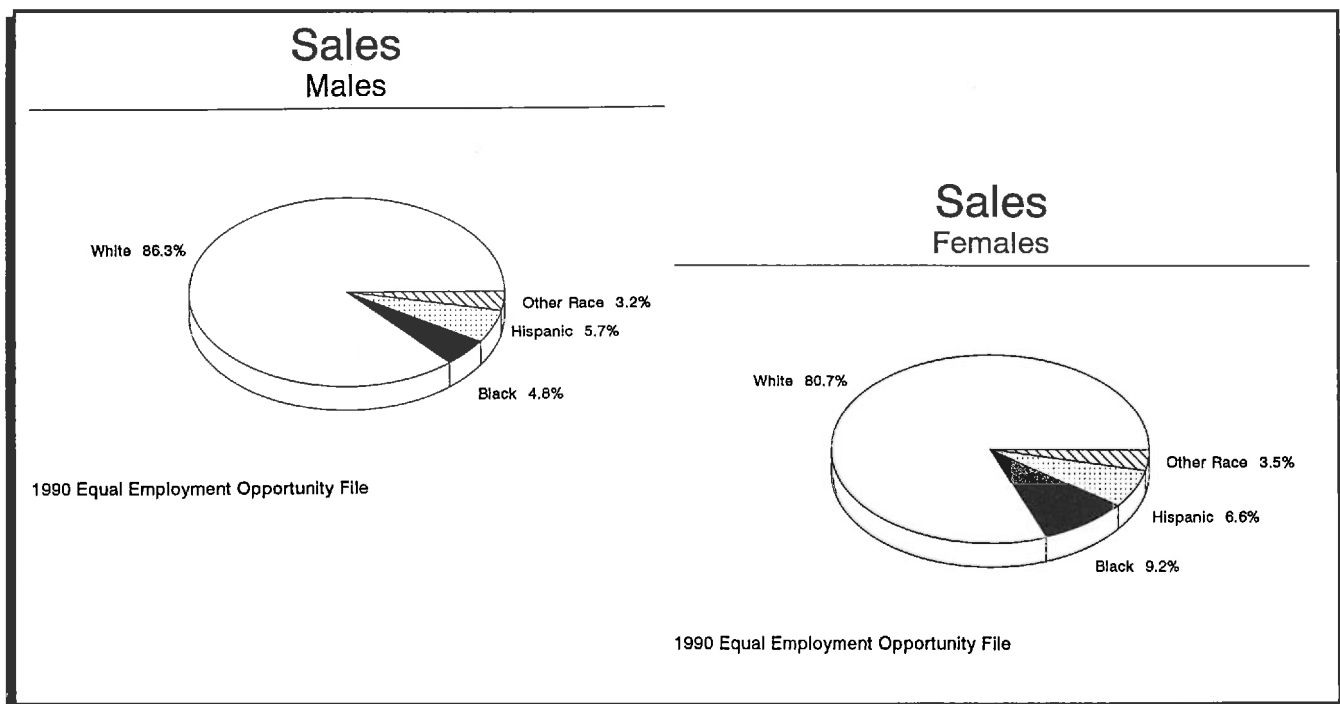


Sales Occupations

Hispanic are most likely to be in personal and retail services within sales.

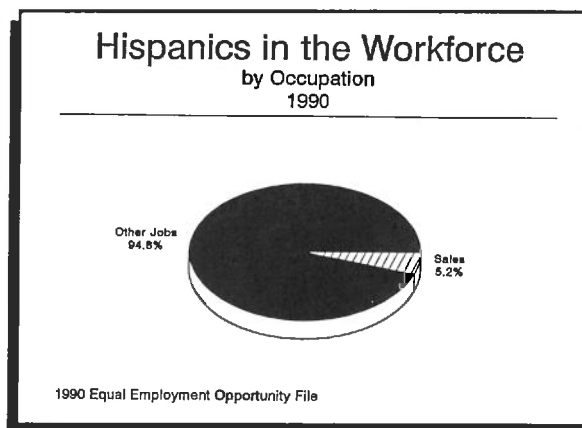
Employment of marketing and sales workers is projected to grow by 24% from 1990 to 2005 — very near the average economy-wide growth rate of 20% — and to increase by 3.4 million jobs. These workers are highly concentrated in wholesale and retail trade. The projected growth in this category is somewhat slower than in the preceding 15 years, evidence of a slowing economy.

Within this occupational category, Hispanics are underrepresented in supervisor and proprietor positions. Hispanic males were 5.4%, and Hispanic females were 5.1% of supervisors and proprietors in 1990.



Under the subcategory of sales representatives in finance and business services, an area which shows robust growth, Hispanic males made up only 3.6% of the workforce and Hispanic females 4.1%.

Hispanics are concentrated in retail and personal services — jobs which generally pay minimum wage. Hispanic males made up 10.1% of apparel sales workers, 12.9% of shoes sales workers, and 11.6% of cashiers, for example. Hispanic females were 8.0%, 8.1%, and 8.8% of those jobs, respectively.



Administrative Support, Including Clerical Occupations

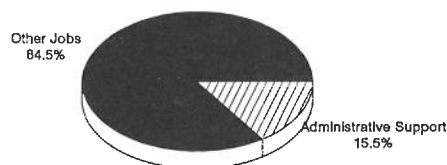
Hispanics are underrepresented in this category, and are likely to be in the lowest-paying positions.

Administrative support occupations are projected to increase by just 13% from 1990 to 2005. This slow rate of growth is partly evidence of office automation and other technological changes, and partly reflection of a slower economy overall.

In 1990, Hispanic males occupied 7.8% of supervisor positions in this occupational category; Hispanic females filled 6.1% of these positions. Hispanics were more likely to be typist (10.2% for males, 7.0% for females) and secretaries (8.0% for males, 5.5% for females), and were underrepresented as stenographers (3.4% for males, 4.1% for females).

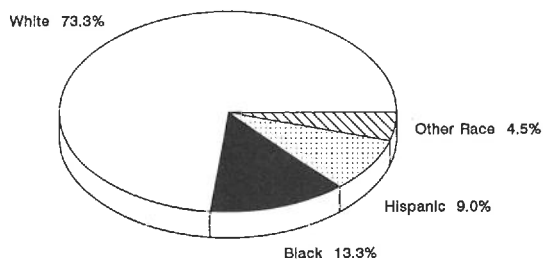
The average annual salary for typists in 1990 was \$16,000; secretaries earned an average of \$24,000, though this varied widely depending on experience, skills, and geographic location.

Hispanics in the Workforce
by Occupation
1990



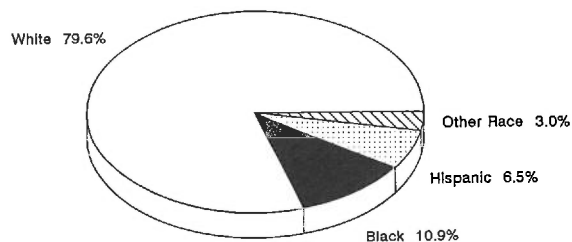
1990 Equal Employment Opportunity File

Administrative Support, Including Clerical
Males



1990 Equal Employment Opportunity File

Administrative Support, Including Clerical
Females



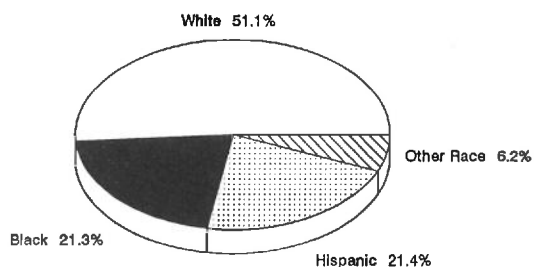
1990 Equal Employment Opportunity File

Private Household Occupations

Hispanics make up a large number of individuals holding jobs in this small, low-wage category.

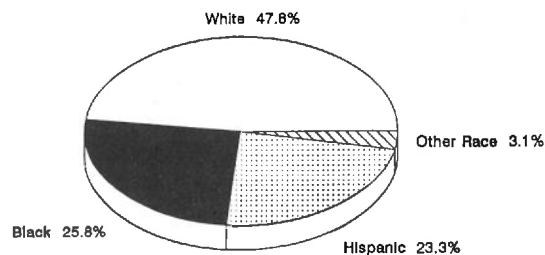
The private household workers occupational group is expected to experience an absolute decline in jobs, with a decrease of 29%. Nearly two in three private household workers worked part-time, or less than 35 hours a week. Earnings varied from \$10 an hour or more in a big city to less than the federal minimum wage in some areas. Some domestic workers are not covered by minimum wage laws, and benefits are usually non-existent. In 1990, median earnings for full-time private household workers were about \$110 to \$226 a week. The median for cleaners was about \$190, while child care workers earned about \$132 a week.

Private Household Males



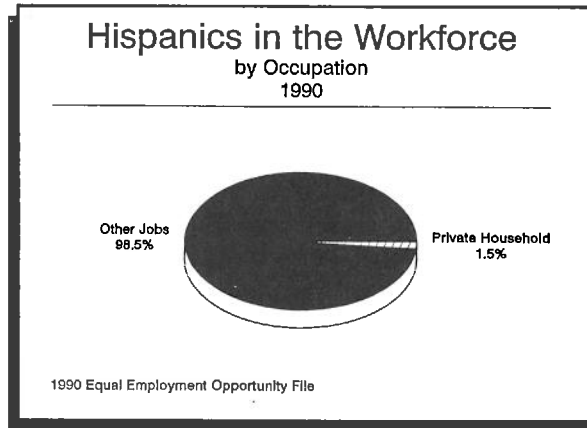
1990 Equal Employment Opportunity File

Private Household Females



1990 Equal Employment Opportunity File

One in five jobs in this category were held by Hispanics in 1990. Hispanics were less likely to be employed as cooks (9.4% for males, 13.2% for females), launderers (12.7% for males, 13.9% for females), and child care workers (13.2% for males, 14.4% for females). They held considerably more of the private household cleaners and servants positions (23.7% for males, 26.9% for females), and were also more likely to be housekeepers and butlers (22.3% for males, 33.4% for females).



Protective Service Occupations

Hispanics are likely to benefit from the growth in the protective service industry.

One of the fastest growing occupational groups, this group is expected to see a 32% increase between 1990 and 2005.

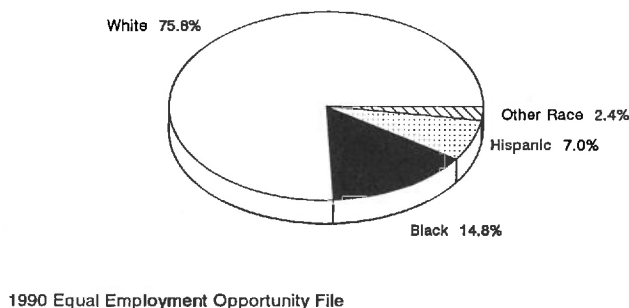
Among supervisory positions, Hispanics are most likely to be guard supervisors (6.8% for males, 7.3% for females). Hispanic males were 6.4% of male police and detectives; Hispanic females were 7.2% of females in this occupational category. Both Hispanic males and females make up a larger part of guard occupations than any other protective service occupation, holding 8.8% and 7.5% of private guard positions, respectively. Employment of guards is expected to grow faster than the average for all occupations.

According to the *Occupational Outlook Handbook*, guards working in 23 urban areas averaged an estimated \$6.28 an hour in 1990. They are likely to receive benefits, particularly if they are unionized; many guards are represented by the United Plant Guard Workers of America.

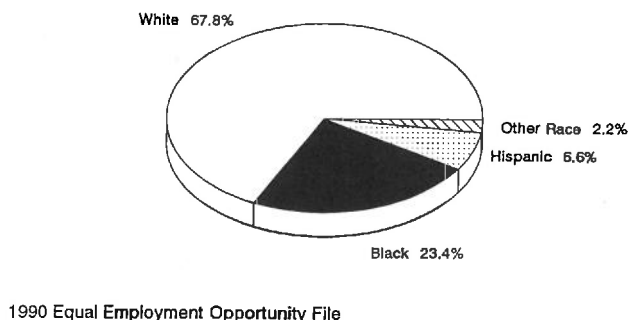
Hispanics in the Workforce
by Occupation
1990



Protective Service
Males



Protective Service
Females



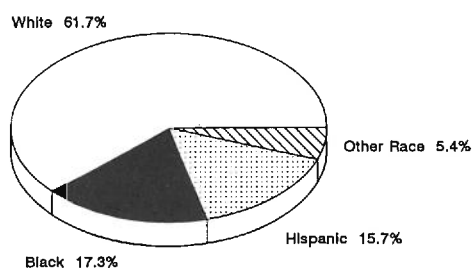
Service Occupations

Hispanic males are much more likely than Hispanic females to hold service jobs. They are both more likely to have jobs in the food preparation and cleaning industries, and less likely to work in health services.

Service-producing industries, as in the past, are expected to account for a sizable share of the projected employment growth. Almost all of the 23.3 million increase in non-farm wage and salary jobs from 1990 to 2005 is projected to occur in the service-producing sector of the economy.

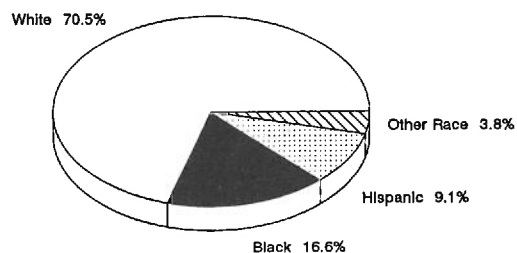
Health services is expected to be one of the fastest-growing occupation categories. Employment in home health care, for example, is projected to more than double. While Hispanic males were 8.4% of health aides and 9.5% of nursing aides, Hispanic females were less well represented in those occupations, at 6.0% and 7.6%, respectively.

Service Males



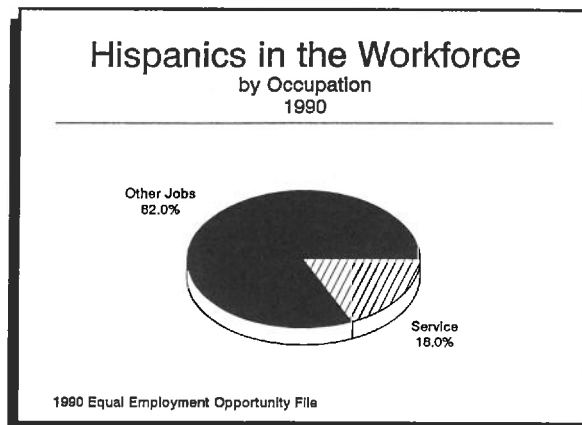
1990 Equal Employment Opportunity File

Service Females



1990 Equal Employment Opportunity File

Hispanics are much more likely to be in food preparation and service, cleaning and building service, and personal service occupations. For example, in 1990, one in four (24.9%) waiters'/waitresses' assistants were Hispanic males; 9.4% of women holding these positions were Hispanic. Other occupations in which Hispanic are overrepresented include: waiters/waitresses (16.7% for males, 5.8% for females), cooks (17.6% for males, 8.8% for females), maids and housemen (22.1% for males, 22.1% for females), elevator operators (22.9% for males, 8.0% for females), and public transportation attendants (12.0% for males, 4.2% for females). These jobs typically pay minimum wage.



Farming, Forestry, and Fishing Occupations

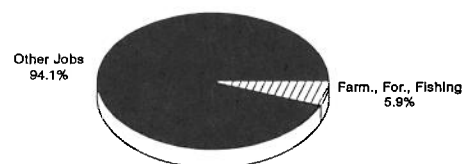
Hispanics are especially overrepresented in this category — one-third of farmworker jobs were held by Hispanics.

Farming, forestry, fishing, and related occupations are expected to reverse their earlier decline in employment of about 10% from 1975 to 1990 and to grow, but only by 5% through the year 2005.

Although Hispanics made up only 1.7% of male farmers and 1.6% of female farmers in 1990, Hispanic males were 34.0% and Hispanic females were 30.3% of farmworkers. Hispanic males were 41.4% of nursery workers; Hispanic females were 13.7%.

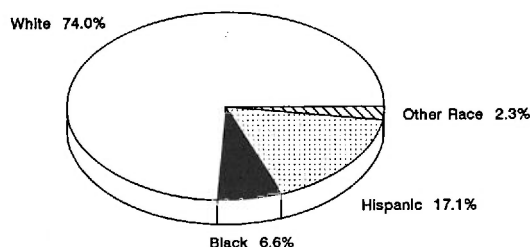
Employment in this field is generally seasonal, and workers are unlikely to be eligible for unemployment insurance in the off-season. These jobs are low-paid and are unlikely to provide benefits.

Hispanics in the Workforce
by Occupation
1990



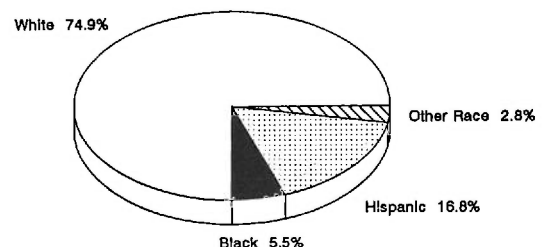
1990 Equal Employment Opportunity File

Farming, Forestry, and Fishing
Males



1990 Equal Employment Opportunity File

Farming, Forestry, and Fishing
Females



1990 Equal Employment Opportunity File

Precision Production and Craft Occupations

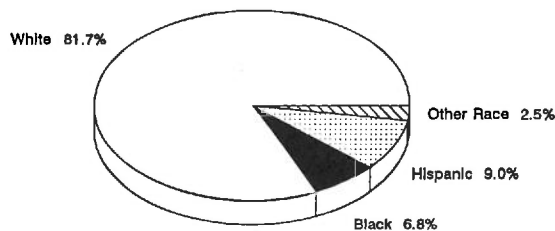
Both Hispanic men and women are overrepresented in this category compared to their participation in labor force. While the salaries are often above minimum wage, construction jobs, already seasonal, will see a serious decline overall in the future.

Precision production, craft, and repair occupations are projected to grow more slowly than the average from 1990 to 2005, at a rate of 13%. Construction trades, a subcategory found here, is one sector in which the rate of employment growth is expected to be less than one half its rate of growth over the previous 15 years.

In the subcategory of mechanics and repairers, fewer than one in 20 supervisors (4.7%) were Hispanic males. Hispanic males were overrepresented as automobile body and related repairers (12.6%); Hispanic females were one in five (19.6%) females in farm equipment mechanic occupations.

Precision Production and Craft

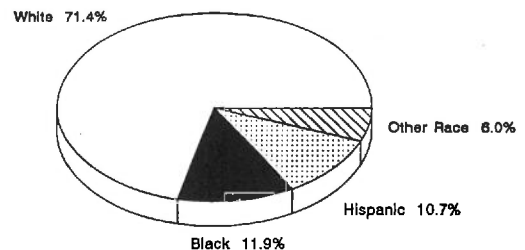
Males



1990 Equal Employment Opportunity File

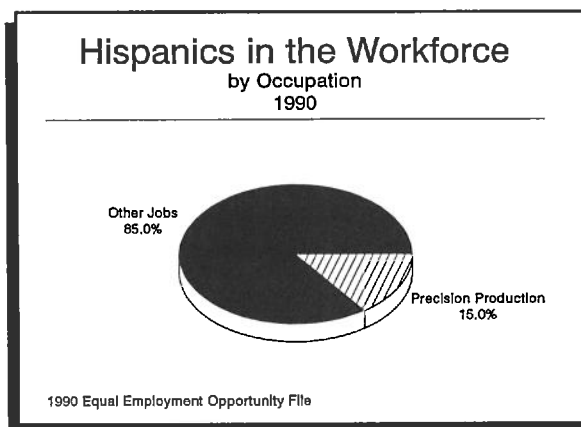
Precision Production and Craft

Females



1990 Equal Employment Opportunity File

In precision construction trades, Hispanics were overrepresented almost without exception. Hispanic males were overrepresented, for example, as brickmasons (10.5%), tile setters (16.6%), carpet installers (12.2%), painters (16.2%), concrete finishers (18.7%), and insulation workers (15.7%). Hispanic women were a considerable part of the following occupations: plasterers (20.0%), tile setters (16.3%), carpet installers (10.0%), drywall installers (11.8%), and concrete finishers (22.5%). Earnings in these positions averaged about \$400 per week.

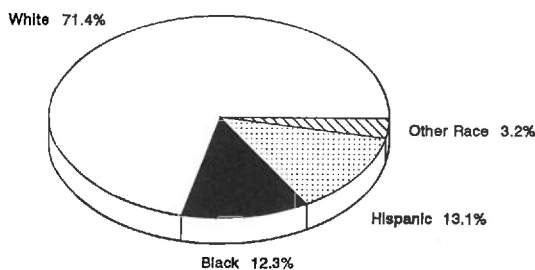


Machine Operator, Assembler, and Inspector Occupations

Individuals currently employed in this field face serious risk of displacement in the next several years. This includes one in 16 Hispanic workers.

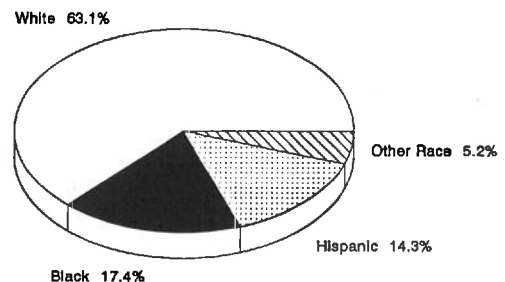
Machine operators, assemblers, and laborers are expected to see a 9% decline in number of jobs created from 1990-2005 compared to the previous 15-year time period. Workers in this group are concentrated in the declining manufacturing sector and are susceptible to job losses resulting from changes in technology and production processes. For example, the demand for machinists will be constrained by improvements in metalworking technology, as well as the increased use of plastics, ceramics, and composites.

Machine Operator, Assembler and Inspector
Males



1990 Equal Employment Opportunity File

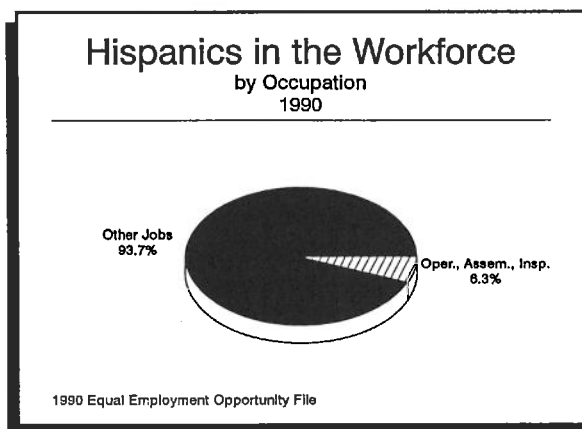
Machine Operator, Assembler and Inspector
Females



1990 Equal Employment Opportunity File

Hispanic males are not overly concentrated in any single job in this category. In 1990, their participation ranged from 6.0% of drilling and boring machine operators to 14.2% of fabricating machine operators. Hispanic females were overrepresented in positions such as textile sewing machine operators (17.9%), pressing machine operators (16.7%), and laundering and dry cleaning machine operators (16.0%).

In 1990, median weekly earnings for machinists were about \$486; median earnings for assemblers were between \$232 and \$386; and median earnings for inspectors were higher, at \$627 per week.



Transportation and Material Moving Occupations

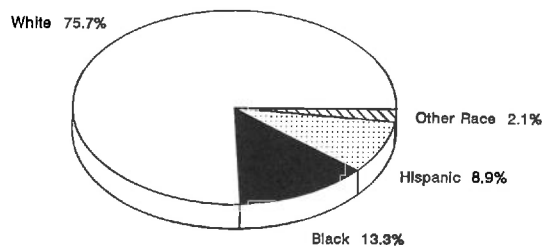
Hispanics occupy many of the lower-paying jobs in this category and are more likely to be underrepresented in higher-paying occupations.

The transportation and material moving occupations sector will experience significant growth in the next decade. Trucking is projected to add 410,000 jobs and air transportation 276,000 jobs, together accounting for four of five additional jobs in transportation industries.

In 1990, Hispanic males made up 20.7% of parking lot attendants, 15.1% of taxicab drivers and chauffeurs, 8.8% of truck drivers, and 8.3% of bus drivers. In material moving equipment operator jobs, Hispanic males made up 12.4% of hoist and winch operators, but were otherwise underrepresented in higher paying occupations.

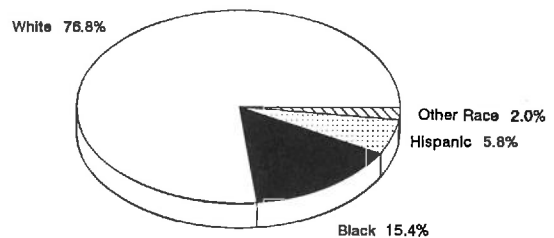
Median weekly earnings for bus drivers was \$370. Truck drivers are paid by the hour and earned a weekly average of \$482. Material moving occupation weekly salaries ranged from \$400 for hoist and winch operators to \$480 for crane and tower operators.

Transportation and Material Moving
Males



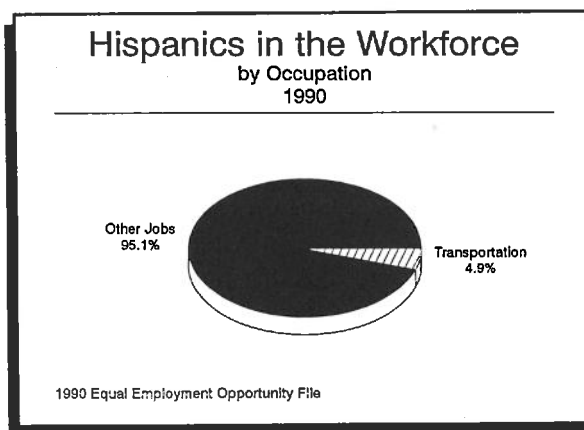
1990 Equal Employment Opportunity File

Transportation and Material Moving
Females



1990 Equal Employment Opportunity File

Among women, Hispanic females held 11.3% of parking lot attendant, 9.3% of taxicab driver and chauffeur, and 4.2% of bus driver positions. In material moving equipment operator positions, Hispanic females were 9.4% of operating engineers, 5.9% of crane and tower operators, and 5.0% of excavating and loading machine operators.



Handler, Equipment Cleaner, Helper, and Laborer Occupations

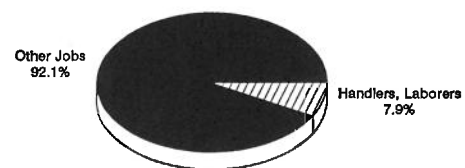
One in 12 Hispanics are employed in this field, which is low-paying and will see a decline in the future.

This occupational category will experience weak growth as a result of its concentration in the declining manufacturing sector and susceptibility to job losses resulting from changes in technology and production processes, and cost-cutting measures.

Hispanics were consistently overrepresented in these occupations, which include mechanic helpers (20.3% for males, 12.9% for females), construction laborers (17.0% for males, 11.6% for females), and manufacturing laborers (14.8% for males, 14.3% for females).

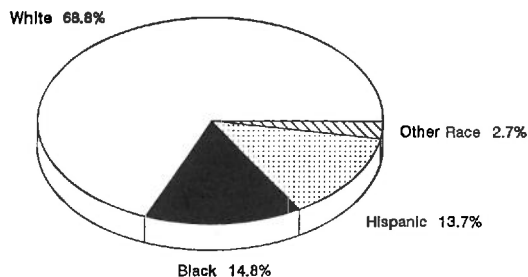
Median weekly earning in this category in 1990 were about \$300.

Hispanics in the Workforce
by Occupation
1990



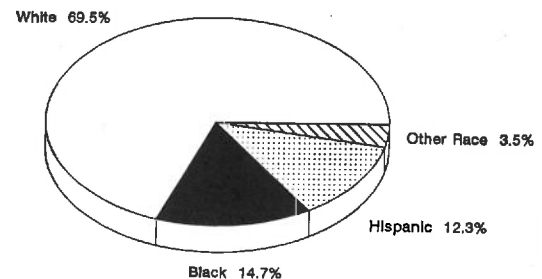
1990 Equal Employment Opportunity File

Handler, Equipment Cleaner, Helper, and Laborer
Males



1990 Equal Employment Opportunity File

Handler, Equipment Cleaner, Helper, and Laborer
Females



1990 Equal Employment Opportunity File

Conclusion

Based on this “snapshot” of Hispanics in the labor force, several observations can be made.

❖ **Hispanics are overrepresented in low-wage jobs.**

It is striking that Hispanics are more likely to be in jobs that have low or negative growth rates and, often in combination, have low wages and benefit levels.

❖ **Hispanics are underrepresented in high-wage jobs.**

Hispanics are less likely to be in occupation fields which are experiencing high growth or which offer high wages. It is more likely that while they may be in high growth categories, they tend to work in low-wage jobs.

❖ **Hispanic women are heavily concentrated in “pink collar” jobs.**

One-quarter of all Hispanic women are in administrative support occupations, one-fifth are in service occupations, and one-tenth are in sales occupations. Most are in low-paying jobs, and very few are supervisors. It is clear that women who are Hispanic face serious obstacles to success in the labor force.

❖ **Hispanics are likely to face high rates of displacement in near future.**

Many Hispanics are in slow- or declining-growth industries such as manufacturing, agriculture, and construction. Government surveys from the early 1980s found that Hispanics faced the highest risk of losing their jobs with a downturn in the economy — based on their occupations in 1990, it is likely that Hispanics are still the most likely group to be displaced.

❖ **A “glass ceiling” apparently impedes the progress of many Hispanics.**

Across the board, Hispanics are much less likely to hold supervisory positions and more likely to be at the bottom of the career ladder.

The implications of the data are disturbing: Hispanics are concentrated in “bad,” disappearing jobs, are underrepresented in “good” jobs which are experiencing high growth. This suggests that the disproportionately high poverty and unemployment rates among Latino workers and families may not improve. In addition, the educational attainment gap between Hispanics and Whites continues to be very wide, with little apparent prospect for dramatic short-term improvements. As a result, Hispanics are likely to be relegated to a “second class” occupational and socioeconomic status, with profound consequences for the community.

Given recent projections of a significant increase in both the Hispanic population and Hispanics in the labor force, the consequences are of concern to society as a whole, especially to those cities and states where significant Hispanic populations live. It is

clear that policy intervention is needed to address the long-term issue of education. Over the short-to-medium term, however, employment and training policies and programs must be more responsive to the training needs of both displaced workers as well as new labor force entrants. In this manner, employment policies and programs could significantly contribute to improved socioeconomic status for Hispanics and the nation as a whole.

National Council of La Raza

The National Council of La Raza (NCLR), the largest constituency-based national Hispanic organization, exists to improve life opportunities for the more than 22 million Americans of Hispanic descent. A nonprofit, tax-exempt organization incorporated in Arizona in 1968, NCLR serves as an advocate for Hispanic Americans and as a national umbrella organization for more than 170 formal "affiliates," community-based organizations serving Hispanics in 37 states, Puerto Rico, and the District of Columbia. NCLR seeks to create opportunities and address problems of discrimination and poverty through four major types of initiatives:

- ❖ Capacity-building assistance to support and strengthen Hispanic community-based organizations;
- ❖ Applied research, public policy analysis, and advocacy on behalf of the entire Hispanic community, designed to influence public policies and programs so that they equitably address Hispanic needs;
- ❖ Public information efforts to provide accurate information and positive images of Hispanics in the mainstream and Hispanic media; and
- ❖ Special catalytic efforts which use the NCLR structure and reputation to create other projects consistent with NCLR's mission.

NCLR is headquartered in Washington, D.C. and has program offices in Los Angeles, Chicago, Phoenix, and San Antonio.

NCLR Census Information Center

NCLR's Census Information Center (CIC), housed within the Office of Research, Advocacy, and Legislation and maintained by NCLR Poverty Project staff, was initiated in 1991 with the support of the U.S. Bureau of the Census. NCLR's CIC exists to improve access to, and encourage broader dissemination of, Hispanic Census data. Organized at both the national and local levels, the CIC houses a Census Library which contains published and electronic data from the 1990 Census, with a focus on national data and the ten states with the largest Hispanic populations; data from the 1980 Census, annual surveys, and special reports are also available. The CIC is open to the general public and is supported through general NCLR funds and through the Rockefeller Foundation's support of the NCLR Poverty Project. In addition to this publication, NCLR conducts research, analysis, and publication of Census data of importance to the U.S. Latino community; the Poverty Project Newsletter, published quarterly and available free, contains a regular section on Census Bureau data and news.

