



Latinos on Biden's First 100 Days: A Down Payment on Real Progress



EXECUTIVE SUMMARY

HISTORIC BEGINNING: ENACTMENT OF AMERICAN RESCUE PLAN ACT

In his first 100 days in office, President Biden took steps to address many of the pressing Latino* priorities included in our report, *The First 100 Days: Latino Inclusion in the Biden Administration's First Steps*. **The enactment of the American Rescue Plan (ARP) Act is historic, and by far the most significant action in President Biden's response to the global pandemic within the first 100 days of his administration.** The \$1.9 trillion relief package will help millions of Latinos get vaccinated, work and go to school safely, pay their bills, keep a roof over their heads, and feed themselves and their children. Already there are clear signs the ARP is making a difference, as the administration uses the funds to vaccinate Americans more quickly and the underserved more effectively, to sign up the newly uninsured for health coverage, and disburse an estimated \$376 billion so far in economic stimulus payments. UnidosUS fought hard for the president's ARP, and in the end, for Hispanics it was the most consequential of all COVID-19 congressional bills enacted into law, especially because of the more expansive aid it included for mixed-status families and Latino children.

But securing passage of the ARP is only the first step. In many ways, what lies ahead for the administration is even more difficult and will require much more of the president's team. Implementation of the ARP must leverage every dollar of the \$1.9 million enacted to carry out the ARP's multiple mandates and to ensure that the relief reaches the most vulnerable and underserved, a key measure of equity. For Latinos, this means investing in a national plan and mobilizing all of the government's resources to remove long-entrenched obstacles that often prevent Hispanic families from accessing the health and economic supports for which they qualify. **While the**



Joe Biden
46th President of the United States

* The terms "Hispanic" and "Latino" are used interchangeably by the U.S. Census Bureau and throughout this document to refer to persons of Mexican, Puerto Rican, Cuban, Central and South American, Dominican, Spanish, and other Hispanic descent; they may be of any race. This document may also refer to this population as "Latinx" to represent the diversity of gender identities and expressions that are present in the community.

analysis that follows celebrates the victories we achieved in the first 100 days of the Biden administration, we also highlight the following three priorities for going forward: equitable implementation, equitable representation, and racial equity.

1. EQUITABLE IMPLEMENTATION

The American Rescue Plan Act is only as effective as its implementation. It is well-documented that even when eligible, Latinos don't benefit from or take full advantage of the benefits available to them. Reasons for this vary, including disinformation, fear of government, reluctance to accept what is seen as a government handout, and insufficient culturally competent communications strategies.

- **Immigrants and Essential Workers.** Over the course of the pandemic, immigrants and mixed-status families have suffered from inequitable relief. Millions of workers who file taxes using an ITIN were once again denied stimulus payments, despite their significant contributions as frontline workers supporting our nation through the pandemic. This includes the more than **five million** undocumented essential workers who have physically and financially borne the brunt of the coronavirus and our country's economic recovery. In 2021, UnidosUS is working to lead national immigration efforts with a focus to ensure protection from deportation; seek work authorization; and achieve changes in status, including legalization for as many as possible and ideally a path to citizenship, for undocumented Latinos.
- **Latinas.** Closing the wealth gap begins with ensuring that Latinas, who were already making only 55 cents for every dollar paid to a white non-Hispanic man, have the resources they need to ensure an inclusive recovery. Latinas were among the first workers to lose jobs and wages in March and April 2020. By April 2020, their unemployment rate reached a historic high of 20%, wiping out a decade's worth of job gains, resulting in double the number of Latinas over white women who had to deplete their savings as a result. Our April 2021 report, [Closing the Latina Wealth Gap: Building an Inclusive Economic Recovery After COVID](#), delves deeper into the systemic and pandemic-related impact on Latina wealth.



Essential worker preparing food.



Woman holding a sign highlighting the need for equal pay.

- **Undocumented Children.** Millions of undocumented children were left out of economic relief and health coverage, deep harms that are compounded by the denial of their undocumented parents to our nation's safety net, including unemployment aid and cash support, health coverage, and nutrition benefits. The ARP also failed to affirmatively include undocumented college students, including those enrolled in DACA, in the emergency support offered to other students facing serious hardships during the pandemic. Expecting a disproportionate impact on the educational outcomes of Latino students as a result, UnidosUS is working to secure one billion dollars from stimulus funding, and two billion in the FY22 federal budget to address the academic and language needs of English learners, and low-income and vulnerable students.

The exclusion of so many Latinos from resources to meet their basic needs undermines President Biden's commitment to equity and inclusion, threatens Hispanic families and their children with physical harm and financial ruin, and will be a drag on the economy and our nation's recovery. Through UnidosUS's Esperanza Hope for All Campaign, we are focused on an inclusive economic recovery that addresses the health, economic, and educational disparities exacerbated by the COVID-19 pandemic.

UnidosUS commits to continue its advocacy on Capitol Hill and through its nearly 300 Affiliates across the country to fight for 1) ensuring that Latino communities reap the full benefits of the American Rescue Plan, 2) a path to citizenship for essential workers and their families, including DACA and TPS-holders, and 3) an equitable recovery that prioritizes breaking down systemic barriers to wealth-building and raising up those who have been left behind for decades.



Protestors at a *Home is Here: March for DACA & TPS* rally in Washington, DC.

2. EQUITABLE REPRESENTATION

The United States government should reflect the diversity of our country's Latino population. Nevertheless, history has proven that this doesn't happen on its own. [Proyecto 20%](#), a partnership between UnidosUS and eight national Latino organizations, calls for 20%, or roughly 800, of President Biden's 4,000 political appointees to identify as Latino, thus representing the American population. The president has already named the largest number of first-term Hispanic cabinet members in U.S. history, but is far from fulfilling our petition as part of the Proyecto 20% campaign. Without qualified Hispanics at all levels of government service, large numbers of our community will continue to be left out and not fully incorporated in the administration's priorities.

UnidosUS is committed to driving at least a year-long effort to lay down this visionary goal for success, and to work collectively with allies to make this goal a reality.

3. RACIAL EQUITY

The Biden administration has made a public commitment to equity and inclusion. In addition to the health, economic, and educational disparities exacerbated by the pandemic, there are deeply entrenched issues of systemic racism that have bled into our country's infrastructure. As the administration negotiates the American Jobs Plan and its strategies on the care economy, workforce development, schools, and housing, among other priorities, we expect that these initiatives prioritize the communities most impacted by the consistent systemic failures in these areas and others.

UnidosUS supports the "Justice in Policing Act" to bring accountability to law enforcement on matters of racial profiling, police shootings, and the systemic racism that has led to disproportionate involvement in the criminal justice system for Black and brown communities.



Alejandro Mayorkas
Secretary of Homeland Security



Xavier Becerra
Secretary of Health and Human Services



Miguel Cardona
Secretary of Education



Isabel Guzman
Administrator of the
Small Business Administration

UNIDOSUS LATINO INCLUSION TRACKER

The analysis that follows evaluates President Biden's significant and meaningful accomplishments, as well as where his administration has yet to act, or fully act, on current and systemic inequities in the areas of health, education, the economy, and racial equity.

I. HEALTH: DEFEAT COVID-19 AND FOOD INSECURITY

POLICY PRIORITY	ACTION TAKEN	ACTION STILL NEEDED
 TESTING AND VACCINES Ensure that all Americans have equitable access to COVID-19 testing and vaccines.	<ul style="list-style-type: none"> ✓ ARP includes tens of billions of dollars for COVID testing and contact tracing, vaccine production and distribution, and to purchase, manufacture, and distribute critically needed medical supplies and equipment. ✓ \$10 billion committed to expand access to vaccines and better serve communities of color, rural areas, low-income populations, and other underserved communities. ✓ Launched the Health Center COVID-19 Vaccine Program that will provide more vaccines for community health centers to better reach underserved communities. 	<ol style="list-style-type: none"> 1. The complete and accurate collection and dissemination of race and ethnicity data so we can measure progress and address equity gaps in testing and vaccines. This must include state-level demographic data. 2. While investments have been made to health centers, certain localities and municipalities, health departments, universities, and national organizations through various entities such as the CDC, the HHS Office of Minority Health, many more community-based organizations in communities hardest hit by COVID-19 need additional direct funding to support outreach and ensure that culturally responsive and linguistically appropriate information about testing and vaccines reaches every member of our community. As of April 13, 2021, CDC data showed that race/ethnicity was known for just over half (55%) of people who had received at least one dose of the vaccine. Among this group, nearly two-thirds were white (65%) and only 11% were Hispanic, signaling sharp, ongoing disparities.

BENEFIT TO LATINOS

- By declaring that the vaccine will be free of charge to all people living in the United States regardless of immigration or health insurance status, the federal government eliminated key access barriers faced by Latinos.
- ARP funds will help remove other access barriers, including language, cultural, and transportation barriers, by, (1) making vaccines available in local communities by trusted providers, such as local pharmacies, community health centers, and mobile clinics, etc., and (2) through the [COVID-19 Community Corps](#), which will mobilize a nationwide network of trusted messengers in local communities to increase confidence in and uptake of vaccines.
- By including diverse health leaders, the administration will ensure the Health Equity Task Force's recommendations and actions are culturally responsive.

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POLICY PRIORITY

ACTION TAKEN

ACTION STILL NEEDED



TESTING AND VACCINES

Ensure that all Americans have equitable access to COVID-19 testing and vaccines.

- ✓ Established a COVID-19 Pandemic Testing Board to coordinate promotion of COVID-19 diagnostic, screening, and surveillance testing.
- ✓ Established the COVID-19 Health Equity Task Force to help ensure an equitable response to the pandemic.
- ✓ \$250 million for localities to partner with community-based organizations to increase the availability of COVID-19 public health information that is culturally competent and linguistically appropriate.

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POLICY PRIORITY



COVID TREATMENT THROUGH EXPANDED COVERAGE

Expand access to health coverage to help ensure COVID-19 treatment for all, regardless of insurance, ability to pay, and immigration status.

ACTION TAKEN

- ✓ ARP temporarily reduces ACA health care premiums for low- and moderate-income families by increasing premium tax credits; funds Medicaid and CHIP coverage for COVID-19 vaccines and treatments with zero cost to patients; provides states that have not yet adopted ACA Medicaid expansion with fiscal incentives to do so; extends COBRA premium assistance to laid-off workers; expands access to COVID-19 treatment and vaccines for the uninsured through Medicaid; and provides \$7.6 billion to community health centers that care for the uninsured.
- ✓ Established a special enrollment period until August 15 for those purchasing coverage through [HealthCare.gov](#) to ensure access to affordable coverage for the uninsured.
- ✓ Announced \$2.3 million in funding for ACA “navigators” who provide in-person ACA enrollment assistance.

BENEFIT TO LATINOS

- ARP and Biden’s executive actions will help address the high uninsured rate among Latinos, including low-income and laid-off Latinos. This is critical, given that the pandemic has exacerbated the longstanding disparity of lack of health coverage for Latinos. [In 2019](#), 19% of Hispanics lacked coverage, compared to 6.3% of non-Hispanic whites. Data from [March 2021](#) showed a Latino uninsured rate of around 25%.
- There are [preliminary signs](#) that the SEP is benefiting Latinos, given that call center volume has experienced an uptick in Spanish-language calls.
- The additional funding for ACA navigators will help more Latinos access health coverage, given that Latinos are [more likely](#) to rely on assistance to enroll in or renew coverage.
- The additional funding for ACA navigators will increase the uptake of health coverage among uninsured Latinos, whose [enrollment decreases](#) in the absence of the outreach provided by navigators.

ACTION STILL NEEDED

1. Given that Latinos make up nearly 30% of the overall remaining uninsured, allocate 30% of new funding to Latino outreach and enrollment in ACA coverage.
2. As future navigator funding is made available for the 2022 open enrollment period, it should be targeted to support Latino-serving community-based organizations that can act as trusted messengers.
3. ACA outreach and promotion should dispel misgivings and reinforce the message that lawful immigrants are eligible to participate in the marketplace and that doing so does not jeopardize their immigration status.
4. The federal government should clarify for states that COVID-19 is an “emergency medical condition,” for the purposes of emergency Medicaid, and that Medicaid funds may be used to pay for COVID-19 services for immigrants.
5. Further steps are needed to provide universal coverage to the uninsured, including Latinos, immigrants regardless of status, and Latino children, whose [uninsured rate](#) rose to 9.2% in 2019.

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POLICY PRIORITY

ACTION TAKEN

ACTION STILL NEEDED



NUTRITION

Extend emergency nutrition support.

- ✓ ARP provides a 15% SNAP increase through September 2021; an additional \$5 billion in funding for pandemic EBT; \$1 billion in nutrition assistance for Puerto Rico and U.S. territories; emergency nutrition funding for low-income seniors and the WIC program; and extends pandemic EBT through the remainder of the public health emergency.
- ✓ The Biden administration [abandoned](#) the Trump-era plan to cut food stamps by tightening work requirements for working-age adults without children.
- ✓ USDA increased emergency SNAP benefits for 25 million participants who were at the SNAP maximum benefit level and received no benefit increases authorized by Congress last year.

BENEFIT TO LATINOS

- The SNAP increase helps nearly 40 million Americans, [including at least 6.5 million Latinos](#), put sufficient food on the table every day.
- Since the pandemic began, an estimated [47% of Hispanic households](#) with children have reported being food insecure, the highest percentage reported for all racial and ethnic groups. Pandemic EBT is a lifeline to these families as it provides low-income families (including those in Puerto Rico) access to food regardless of immigration status.

1. Four million eligible Latinos do not participate in the SNAP program, signaling that steps to improve enrollment are needed, including targeted investments in culturally and linguistically competent outreach and enrollment assistance. The USDA should: 1) designate a portion of the \$390 million provided by ARP for WIC outreach innovation and program modernization funding to support outreach through community-based organizations, and 2) launch a round of 100% federally funded competitive SNAP outreach grants to support outreach to low-income Latino and other under-participating groups.
2. Provide leadership, best practices, and sample outreach materials to states to ensure that state pandemic EBT plans provide benefits to all eligible immigrant families. Remove discriminatory SNAP eligibility restrictions, such as the five-year waiting period currently in place for lawfully present adults, to ensure that all who need food assistance can receive it.
3. Increase the minimum monthly SNAP benefit to \$30, as reflected in the HEROES Act, to ensure Latino SNAP participants can put food on the table during this crisis.

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II. EDUCATION: SUPPORT VULNERABLE STUDENTS

POLICY PRIORITY

ACTION TAKEN

ACTION STILL NEEDED



K-12 EDUCATION

Reopen schools safely and address the impact of the pandemic on the student learning.

- ✓ ARP provides \$123 billion in new, flexible funds for school to reopen safely and meet students' educational needs.
- ✓ ARP provides more than \$7 billion to cover the purchase of broadband service and devices by schools and libraries for use by students, staff, and patrons.

BENEFIT TO LATINOS

- The federal education funds will help [boost schools](#) that serve large numbers of poor children in states that have faced disproportionate state funding cuts.
- The E-Rate program will grow broadband access to the [one in three Latino households](#) that lack high speed internet.

1. The administration should: 1) dedicate K-12 funding to prevent severe learning loss during the pandemic of the growing population of English learners (ELs), and 2) mandate data collection on how states and school districts will use these funds, to ensure accountability to students whose needs are not being met.
2. Include \$2 billion for Title III in the president's full FY2022 budget request to Congress, which he failed to include in his "skinny budget." The nation's five million ELs continue to fall further behind their peers without a targeted investment in Title III, the federal funding stream dedicated to advancing the education of ELs.
3. The administration should provide clear guidance to ensure state allocation of ARP education funds reach the students with the greatest needs. Although more schools have reopened full-time, only one-third of Latino students have returned in person compared to half of white students.
4. The administration must provide oversight to ensure states are meeting federal requirements to conduct statewide assessments, which will provide critical data to help us understand the extent to which COVID-19 has impacted learning for Latino students and ELs, and inform how ARP funds can be better targeted.

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POLICY PRIORITY	ACTION TAKEN	ACTION STILL NEEDED
 EMERGENCY RELIEF FOR COLLEGE STUDENTS <p>Provide aid to reduce hardships to students brought on by the pandemic.</p>	<ul style="list-style-type: none"> ✓ ARP included at least \$20 billion to be distributed to students in higher education in the form of emergency grants to prevent hunger, homelessness, and other hardships. ✓ Interest and monthly payments on federally held loans were suspended through September 30, 2021. 	<ol style="list-style-type: none"> Emergency aid to college students under ARP should be extended to undocumented students and DACA-holders. President Biden should use his executive authority to eliminate no less than \$10k in federal student debt relief, which would also serve as economic stimulus. The president should call for double the maximum federal Pell Grant to \$12,990.
BENEFIT TO LATINOS		
	<ul style="list-style-type: none"> The pandemic has led to the first decline in Latino postsecondary enrollment in a decade, with 2020 seeing a 6% drop. This investment will help students meet their basic needs, a first step in reversing this troubling trend. 	

III. ECONOMY: PROVIDE RELIEF THAT PLACES OUR COUNTRY ON A PATH TO AN EQUITABLE RECOVERY

POLICY PRIORITY	ACTION TAKEN	ACTION STILL NEEDED
 FUNDING FOR STATE, LOCAL, TRIBAL, AND TERRITORIAL GOVERNMENTS <p>Funding to prevent layoffs and help pay for unbudgeted expenses tied to the pandemic.</p>	<ul style="list-style-type: none"> ✓ ARP provides \$350 billion to help state, local, tribal, and territorial governments pay for unbudgeted expenses tied to the COVID-19 emergency, which will also help to prevent layoffs. 	<ol style="list-style-type: none"> Strong federal guidance, tracking, and robust oversight to ensure that state and local aid reaches the communities that need it most. Enforce the incentive for states to invest resources in communities most harmed by the pandemic, rather than enact state-level tax cuts.
BENEFIT TO LATINOS		
	<ul style="list-style-type: none"> State and local officials have a historic opportunity to use this substantial federal aid to help communities hit hardest by the pandemic and address the long-term inequities that have kept too many Latinos, people of color, and women from reaching their potential. 	

UNIDOSUS LATINO INCLUSION TRACKER

POLICY PRIORITY



INCLUSIVE ECONOMIC RELIEF

Include Latino workers and small-business owners and their families in emergency economic relief.

ACTION TAKEN

- ✓ ARP granted \$1,400 in direct stimulus payments to adults and dependents.
- ✓ ARP included \$300 in enhanced unemployment benefits per week through September 6, 2021.
- ✓ ARP temporarily expands the EITC to childless workers who—prior to this bill—faced being taxed further into poverty.
- ✓ ARP temporarily increases the CTC and makes it fully refundable, ensuring that the lowest-income households can benefit no matter how little income they earn each year.
- ✓ ARP provides \$50 billion in small-business aid, including funding for the Payroll Protection Program, the Economic Injury Disaster Loan Advance program, food and drinking establishments, and the Community Navigator Pilot Program.

ACTION STILL NEEDED

1. Include in future legislation the extension of stimulus cash payments to more than nine million ITIN holders, including more than 900k undocumented children (as was the case in the HEROES Act).
2. Make the EITC and CTC expansions permanent and restore eligibility for roughly 800,000 ITIN-holding children who were cut out of the CTC with the passage of the 2017 Trump tax cuts.

BENEFIT TO LATINOS

- 5.1 million Social Security Number-holding spouses and children in mixed-status families became fully eligible for cash relief under the ARP.
- The unemployment benefits will help [2.3 million Latinos](#) who lost their jobs keep their heads above water until their national unemployment rate of 7.9% returns to pre-pandemic levels.
- The EITC expansion will reach an estimated four million childless Latino workers.
- The CTC expansion will lift 1.7 million Latino children out of poverty, reduce poverty among an additional 4.1 million, and provide the full CTC to 9.9 million people for the first time.
- The small-business emergency grants, lending, investment, and navigator program will strengthen main street small businesses in economically disadvantaged areas, including minority-owned businesses.

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POLICY PRIORITY

ACTION TAKEN

ACTION STILL NEEDED



HOUSING RELIEF

Keep more Latinos in their homes.

- ✓ ARP includes \$26 billion in emergency rental assistance, \$10 billion in mortgage assistance, \$5 billion for people facing homelessness, and \$100 million for the housing counseling program. These investments are significant for Latinos, as they have experienced substantial housing insecurity during the COVID-19 pandemic.
- ✓ The Consumer Financial Protection Bureau (CFPB) proposed a set of rule changes intended to prevent avoidable foreclosures as the CARES Act emergency federal foreclosure protections expire in the fall.
- ✓ The Biden administration extended the foreclosure and eviction moratorium until the end of June.
- ✓ The Biden administration withdrew the proposed 2019 Housing and Community Development Act of 1980: Verification of Eligible Status, the “mixed-status” rule, which would have threatened thousands of mixed-status families living in public and other subsidized housing with family separation and eviction.

1. Include an additional \$100 in housing counseling funding in the administration's full FY2022 budget.
2. The Departments of Housing and Urban Development, Treasury, and the CFPB should orchestrate a collaboration between mortgage servicers and housing counseling organizations that operationalizes the ways homeowners receive support from the mortgage and housing counseling intermediaries.
3. While the homeowners with federally backed mortgages are protected against foreclosure through June 2021, protection and relief is needed for over 15 million homeowners with mortgages not federally backed, which remain unprotected by current federal protections.

BENEFIT TO LATINOS

- Together these provisions will help Latinos who have experienced significant housing insecurity during the pandemic. According to a March Census Bureau survey, only 39% of Latinos had high confidence that they could make next month's mortgage payment and only 36% had high confidence they could make next month's rent.

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POLICY PRIORITY

ACTION TAKEN

ACTION STILL NEEDED



PAID SICK AND FAMILY LEAVE

Empower Latino workers with the opportunity to take care of themselves and loved ones.

- ✓ ARP extends refundable tax credits for paid sick and family leave, enacted in the Families First Coronavirus Response Act (FFCRA), through the end of September 2021. Employers can take advantage of these tax credits on a voluntary basis.
- ✓ Eliminated requirement that the first two weeks of Emergency Family and Medical Leave (EFML) be unpaid.

BENEFIT TO LATINOS

- Latino workers are less likely to qualify for paid sick and family leave.
- ARP resets the 10-day/80-hour limit for paid sick leave starting on April 1, allowing employees who previously exhausted their paid sick leave allocated under prior COVID-19 relief legislation to access another 10 days/80 hours.
- Employees who qualify for emergency leave are eligible for a full 12 weeks of paid leave.

POLICY PRIORITY

ACTION TAKEN

ACTION STILL NEEDED



ESSENTIAL WORKER PROTECTIONS

Stabilize and protect our immigrant and frontline workforce, and their families.

- ✓ Delivered an immigration bill, the “U.S. Citizenship Act (USCA)” to Congress that provides a pathway to citizenship for 11 million undocumented immigrants.

BENEFIT TO LATINOS

- A path to citizenship and protections for an estimated five million essential workers is urgently needed to provide security and stability to Latino families and our frontline workforce.

1. Beyond just delivering a bill to Congress, the administration must steadfastly advocate a divided Congress to pass USCA and other vital legislation that would establish a path to citizenship for essential workers, including the “DREAM and Promise Act,” the “Farm Workforce Modernization Act,” and the “Citizenship for Essential Workers Act.”
2. A path to citizenship for essential workers must be included in Biden’s “American Jobs Plan” recovery package.
3. Deliver on Biden’s campaign pledge to extend TPS to Haitians.

UNIDOSUS LATINO INCLUSION TRACKER

POLICY PRIORITY



ESSENTIAL WORKER PROTECTIONS

Stabilize and protect our immigrant and frontline workforce, and their families.

ACTION TAKEN

- ✓ Supported the passage in the House of the American Dream and Promise Act and Farmworker Modernization Act. Many of the nearly four million people who would be protected by the passage of these bills work in essential industries.
- ✓ Took executive action to preserve and fortify [DACA](#).
- ✓ Reinstated Deferred Enforced Departure for Liberians by extending deferrals of deportation and work authorizations for Liberians until June 30, 2022.
- ✓ Announced TPS for 320,000 Venezuelans and 1,600 Burmese nationals.
- ✓ The Biden administration stopped defending lawsuits challenging the Trump-era public charge regulations. Federal courts then dismissed the government's appeals.
- ✓ Withdrawed the U.S. Department of Housing and Urban Development-proposed "mixed-status" rule, which, if finalized, would have put 55,000 American kids in mixed-status homes at risk of eviction.
- ✓ 100-day moratorium on deportations. While the moratorium was indefinitely enjoined in Texas, nothing in the ruling requires deportations and DHS continues its review and [updates](#) of its enforcement priorities.

ACTION STILL NEEDED

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2. A path to citizenship for essential workers must be included in Biden's "American Jobs Plan" recovery package.
3. Deliver on Biden's campaign pledge to extend TPS to Haitians.

BENEFIT TO LATINOS

- The U.S. immigration system has not seen meaningful reform for 30 years. For undocumented immigrants—who on average have lived in the country for 15 years—and their 10.2 million family members, the future is tenuous.
- Legalization of the undocumented would be a good return on the investment: their households pay \$79.7 billion in federal tax contributions and \$41 billion in state and local tax contributions, which help to fund public schools, infrastructure repairs for roads and bridges, and the military.

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IV. RACIAL EQUITY: WORK TOWARD UNITY AND HEALING

POLICY PRIORITY	ACTION TAKEN	ACTION STILL NEEDED
 PROYECTO 20% 20% of all federal appointments and positions to be filled by Latinos.	<p>✓ At the cabinet level, Biden has nominated Xavier Becerra (HHS), Alejandro Mayorkas (DHS), Miguel Cardona (DOE), and Isabel Guzman (SBA), totaling four out of 21 Cabinet level positions, or 15%.</p> <p>BENEFIT TO LATINOS</p> <ul style="list-style-type: none"> This is the largest number of first-term Hispanic cabinet members in U.S. history, and Becerra is the first Latino to serve as HHS secretary. Latinos must be appointed to the highest levels of government, driving policy that benefits our community and the United States. 	<p>1. President Biden must ensure 20% of all hiring and appointments are Latinos, to reflect the population of the United States.</p> <p>2. This means 800 of the approximately 4,000 placements made by the new president should be filled by Latinos.</p> <p>3. Because appointment and hiring data is not clear or available on broader nominations, the administration needs to ensure transparency and share data publicly about Latino appointments and hires.</p>
 DATA REPORTING Collect complete data on racial inequities.	<p>✓ Issued an executive order establishing an equitable data working group to address the fact that many federal datasets are not disaggregated by race, ethnicity, gender, disability, income, veteran status, or other key demographic variables.</p> <p>✓ The president's "skinny budget" calls for \$8.7 billion for the CDC to, among other things, modernize public health data collection nationwide. It also includes \$153 million for the CDC's Social Determinants of Health program to support states and territories in improving health equity and data collection for racial and ethnic populations.</p> <p>BENEFIT TO LATINOS</p> <ul style="list-style-type: none"> This will help to begin unmasking the true extent of inequities experienced by Latinos and other people of color, and to promote the development of policies needed to effect structural change. 	In his full 2022 budget to Congress this year, the president should reiterate and expand on his commitment to robust funding for data collection and disaggregation across all federal departments and programs, including health, education, and criminal justice. This information should be accessible to the public.

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POLICY PRIORITY	ACTION TAKEN	ACTION STILL NEEDED
 IMMIGRANT INTEGRATION Empower immigrants to contribute their full potential.	<p>✓ Issued an executive order that instructs the Domestic Policy Council to convene a Task Force on New Americans, which will include members of agencies that implement policies that impact immigrant communities.</p> <p>BENEFIT TO LATINOS</p> <ul style="list-style-type: none">This small investment commits limited resources to support the integration of Latino immigrants and refugees.	<ol style="list-style-type: none">Issues impacting immigrants in the United States require more than a task force. The White House should therefore establish an Office of New Americans, housed within the Executive Office of the President, which would be responsible for coordinating immigrant integration across the federal government and at state and local levels.The Biden budget should include increased funding for the Immigrant Integration Grant program.
 INCLUSIVE BUDGET Propose a budget that advances equity, inclusion, and protection of civil rights.	<p>✓ The president's "skinny budget" calls for significant budget increases for civil rights offices and activities across federal agencies to ensure that our laws are enforced fairly and equitably. This includes \$209 million for the Department of Justice's Civil Rights Division, Community Relations Services, and other programs; \$144 million to advance equity in educational opportunity and delivery at pre-K-12 schools and institutions of higher learning; and \$47.9 million for the Health and Human Services Office for Civil Rights.</p> <p>BENEFIT TO LATINOS</p> <ul style="list-style-type: none">A budget that invests in full inclusion and equity results in proportionate government funding in education, health care, housing, voting, job creation, and the social safety net that benefits Latinos.Such investments will begin to root out discrimination and racism at federal agencies.	In his final budget to Congress this year, the president should reiterate and expand on his commitment to strong funding for civil rights protections and equity inclusion.

ABOUT US

UnidosUS, previously known as NCLR (National Council of La Raza), is the nation's largest Hispanic civil rights and advocacy organization. Through its unique combination of expert research, advocacy, programs, and an [Affiliate Network](#) of nearly 300 community-based organizations across the United States and Puerto Rico, UnidosUS simultaneously challenges the social, economic, and political barriers that affect Latinos at the national and local levels.

For more than 50 years, UnidosUS has united communities and different groups seeking common ground through collaboration, and that share a desire to make our community stronger. For more information on UnidosUS, visit unidosus.org or follow us on [Facebook](#), [Instagram](#), and [Twitter](#).

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