EXECUTIVE SUMMARY:

H-SDGs: LATINO EMPOWERMENT FOR UPWARD MOBILITY

Using the United Nations Sustainable Development Goals as a framework to understand the current state of the US Hispanic community, including key barriers and recommended scalable solutions.

As of March 8, 2021

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EXECUTIVE SUMMARY

After analyzing the state of the Hispanic community using the (SDGs) Sustainable Development Goals as a framework, we used the trends and insights to identify the priority areas for the Hispanic community's advancement (education, gender equality, decent work and health). This framework and prioritization was presented during the 2020 Hispanic Leadership Summit to seek the review and guidance of subject matter experts and leaders. During various sessions throughout the summit, leaders identified key barriers inhibiting progress for the Hispanic community, as well as transformational and scalable solutions to promote long-lasting, systemic change for our community, laying out the strategic plan to push for, together.

'Latino Empowerment for Upward Mobility'

As stated by Henry Cisneros, Chairman & Co-CIO, American Triple I Partners "[w]e need to focus Latino empowerment through three strategies:

1. Education and training
2. Creat[ing] economic opportunity
3. Leadership, which speaks to our mastery of organizations, and creating opportunities for Latinas

When reviewing these key priorities, they closely align with key Sustainable Development Goals:

1. Goal #4: Quality Education
2. Goal #8: Decent Work & Economic Growth
3. Goal #5: Gender Equality

Additionally, it is of the utmost importance to recognize we are still in the midst of a global crisis and should include a 4th focus area: **Goal #3: Good Health & Well-Being.** As Dr. David Nabarro, Special Envoy of the WHO Director General on COVID-19, stated, "It is important to focus on three things: access to information, access to vaccination and care for the ones that have tested positive for COVID-19."

In addition to the identified priority areas, it is important to manage a parallel agenda, managing both (1) short term initiatives to create a bridge to (2) long-term programs.

This understanding is clearly relevant as we review some key findings showcasing strategic areas for action in each priority area.

Discussions showcased that in **Goal #4: Quality Education**, just as it is necessary to ensure access to educational advancement programs and provide scholarships, it is equally necessary to activate training initiatives to help people get jobs *now*. It was also noted during the discussion

that it is of vital importance to support our young Hispanics at the early stages of education (PK-12), a critical period to root future educational attainment.

Regarding **Goal #8: Decent Work and Economic Growth**, the leaders recognized that corporations of all sizes should commit themselves to training programs that enable promotion and professional development within their organization. Additionally, Hispanics are incredibly entrepreneurial, creating small businesses faster than any other group in the US. This group must be supported as entrepreneurs as they represent a key contributor to US GDP and economic strategy and therefore should have access to the training required to gain the necessary skills to maximize economic potential in this new and changing environment.

Within **Goal #5: Gender Equality,** it was clear that while there have been some advancements for Latinas, this group remains the gap within the gap, being excluded from many circles of decision-making and are still underpaid. In addressing these existing barriers, action must be taken at both the individual level (training, mentorships) and at the structural level as stated by Nanette Braun, Chief, Communications Campaigns, United Nations: "It is important to change the structures that hold women back and as leaders, is upon all of us to see where we can change those structures".

Finally, the experts and leadership community agreed that we must act as a unified community, acknowledging that while Hispanics are not a monolithic group, we must come together to increase our efforts to focus on what we have in common, like the shared agenda of progress, and galvanize as a community behind the pursuit of the **'American Dream'.**

BACKGROUND

HLS Summit Overview

On December 7-9, 2020, We Are All Human convened more than 2,000 Hispanic Leaders and organizations to discuss the state of the Hispanic community through the lens of a neutral framework, the Sustainable Development Goals (SDGs). Through research and data collection, we used the SDGs, which already have metrics, guidelines and global activation, to join together through a unified approach to advance our community.

The Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize ending poverty and other deprivations must go hand-in-hand with strategies that improve health

and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

Hispanic - Sustainable Development Goals

Beginning in 2015, the 193 nationstates of the United Nations took the 17 SDGs and mapped them within their countries to understand the red flags, gaps and opportunities within each goal, target, and indicator to measure the efforts towards progress that will ensure a better future for the people and the planet, particularly within their country. As the Hispanic community represents the economic power equivalent to what would be the 8th largest country in the world, we aimed to treat it as such and built the mapping for this community within these 17 SDGs.

2020 Hispanic SDG Progress Report

- The 2020 Hispanic SDG Progress Report was presented to leaders of the Hispanic community gathered at the Hispanic Leadership Summit in December 2020.
- The 2020 Hispanic SDG Progress Report takes stock of the improvements and remaining challenges facing the US Hispanic community with regards to the 2030 Sustainable Development Agenda.
- Drawing on the latest data, the report illustrates the uneven progress of particular goals as well as the disproportionate impacts and implications of recent developments, such as the COVID-19 pandemic.
- The economic and social consequences of the ongoing pandemic only reinforce the imperative for larger coordination and efforts to realize the 2030 Agenda for the Hispanic community in the United States.

Key Findings: Research

With some buckets of improvement, inequalities persist.

- In general, the U.S. is performing above the world for SDG progress, yet minorities are left behind and unable to catch-up.
- COVID-19 has negatively impacted every SDG. In a few months, years of advancement has been lost leaving some targets far from reaching its 2030 objective. Developing countries and minorities within developed countries are disproportionately affected.
- Despite being left behind, US Hispanics (on average) have better access and opportunities than Hispanics living in Latin America.
- US Hispanics are above the national average in 9 SDG targets and below average in 36. These 36 targets are concentrated in 8 SDGs.

Key Findings: Hispanic Leadership Summit

After prioritizing the 4 most important Goals **(Goal #3: Good Health & Well-Being, Goal #4: Quality Education, Goal #5: Gender Equality and Goal #8: Decent Work & Economic Growth)** We

then proceeded to go deep into each of the selected Sustainable Development Goals, each section was divided into:

- Understand the key data and insights behind each SDG.
- Heard from the experts convened for each SDG.
- Engaged in a voting process to clearly understand both the most important 'barriers' and 'scalable solutions'

Find below a summary of the action plan after all the sessions and beyond, you will be able to see each of the SDGs sections in detail.

	Goal #3: **Good Health & Well-Being**	Goal #4: **Quality Education**	Goal #5: **Gender Equality**	Goal #8: **Decent Work & Economic Growth**
Priority #1	Provide in-language health education focused on prevention (at the local level)	Support programs to navigate the education system	Raise awareness of the Latina pay gap and promote transparency.	Apprenticeships, internship programs (link from school to workforce)
Priority #2	Increase representation of Latino healthcare workers	Assure and early start/high quality early childhood education (PK-12)	Mentorship programs to help Latinas advance,	Training programs focusing on soft skills (problem-solving, learn to work in diverse teams)
Priority #3	Provide in-language and in-culture 'Mental Health' support.	Future jobs, increase representation in STEM careers.	Change perception campaign highlighting Latina role models.	Unconscious bias and anti-racism training at work.

BUILDING THE H-SDGS

Methodology

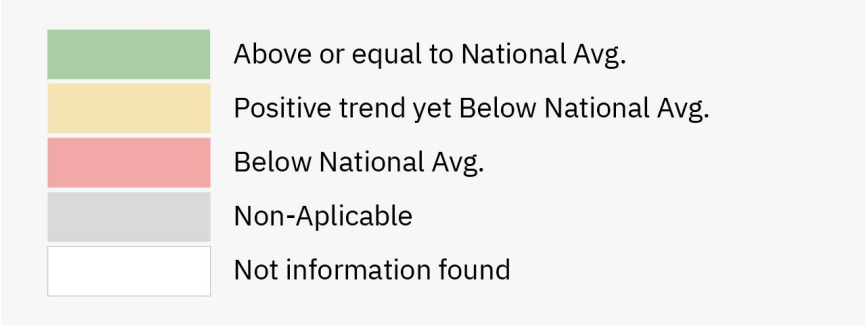
Session Link

1. We used the UN Sustainable Development Goals as a framework to understand the progress of the US Hispanic community.
    a. We reviewed each of the 17 goals, their 169 targets and the 230 corresponding indicators to understand which ones were directly relevant for the community.

2. We worked with partners and national and international sources to gather as much data as we could find in connection with the goals, targets, and indicators at three levels: (1) Globally, (2) within the US and (3) Within the US Hispanic community to help us in drawing comparisons and identifying trends.
3. We mapped these findings into 5 groups:
    a. Targets performing ABOVE the national average
    b. Targets performing BELOW the national average
    c. Targets trending positively but are below the national average
    d. Targets where we couldn't find the data
    e. Targets that were non-applicable.
4. We reviewed the mapping to prioritize the relevant SDGs based on the data comparisons and trends seen in the mapping.

H-SDGs Map

Find below the reviewed 17 SDGs, with its 169 targets and 230 individual indicators where we gathered Hispanic-specific data.
Key - Each of the 169 targets were classified (color coded) under the following categories:



1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
1.1 Erradicate extreme poverty	2.1 Universal access to safe and nutritious food.	3.1 Reduce maternal mortality.	4.1 Free primary and secondary education.	5.1 End discrimination against women and girls.	6.1 Safe and affordable drinking water.	7.1 Universal access to modern energy.	8.1 Sustainable economic growth.	9.1 Develop sustainable, resilient and inclusive
1.2 Reduce poverty by 50%	2.2 End all forms of malnutrition.	3.2 End all preventable deaths under 5 years of age.	4.2 Equal access to quality pre-primary education.	5.2 End Violence against and exploitation of women and girls.	6.2 End open defecation and provide access to sanitation and hygiene.	7.2 Increase global percentage of renewable energy.	8.2 Diversify, innovate and upgrade for economic productivity.	9.2 Promote inclusive and sustainable industrialization.
1.3 Implement social protection systems	2.3 Double the productivity and incomes of small-scale food producers.	3.3 Fight communicable diseases.	4.3 Equal access to affordable technical, vocational and higher education.	5.3 Eliminate forced marriages and genital mutilation.	6.3 Improve water quality, waste water treatment and safe reuse.	7.3 Double the improvement in energy efficiency.	8.3 Promote policies to support job creation and growing enterprises.	9.3 Increase access to financial services and markets.
1.4 Equal rights to ownership	2.4 Sustainable food production and resilient agricultural practices.	3.4 Reduce mortality from non-communicable diseases & promote mental health.	4.4 Increase the number of people with relevant skills for financial success.	5.4 Value unpaid care and promote shared domestic responsibilities.	6.4 Increase water-use efficiency and ensure freshwater suppllies.	7a. Promote access to research, technology and investments in clean energy.	8.4 Improve resource efficiency in consumption and production.	9.4 Upgrade all industries an infraestructures for sustainability.
1.5 Build resilience to environmental, economic and social disasters	2.5 Maintain the genetic diversity in food production.	3.5 Prevent and treat substance abuse	4.5 Eliminate all discrimination in education.	5.5 Ensure full participation in leadership and decision-making.	6.5 Implement integrated water resources management.	7b. Expand and upgrade energy services for developing countries.	8.5 Full employ-ment and decent work with equal pay.	9.5 Enhance research and upgrade industrial technologies.
1a. Mobilize resources to implement policies to end poverty.	2a. Invest in rural infraestructure, agricultural research, tech and gene banks.	3.6 Reduce road injuries and deaths	4.6 Universal literacy and numeracy.	5.6 Universal access to reproductive health and rights.	6.6 Protect and restore water-related ecosystems.		8.6 Promote youth employment, education and training.	9a. Facilitate sustainable infraestructure development for developing countries.
1b. Create pro-poor and gender-sensiti-ve policy frameworks	2b. Prevent agricultural trade restrictions, market distortions & export subsidies.	3.7 Universal access to sexual and reproductive care, family planning & education.	4.7 Education for sustainable development and global citizenship.	5a. Equal rights to economic resources, property ownership and financial services.	6a. Expand water and sanitation support to developing countries.		8.7 End modern slavery trafficking and child labor.	9b. Support domestic technology development and industrial diversification.
	2c. Ensure stable food commodity markets and timely access to information.	3.8 Achieve universal health coverage	4a. Build and upgrade inclusive and safe schools.	5b. Promote empowerment of women through technology.	6b. Support local engagement in water and sanitation management.		8.8 Protect labor rights and promote safe working environments.	9c. Universal access to information and communications technology.
		3.9 Reduce illnesses and death from hazardous chemicals and pollution.	4b. Expand higher education scholarships for developing countries.	5c. Adopt and strengthen policies and enforceable legislation for gender equality.			8.10 Universal access to banking, insurance and financial services.	
		3a. Implement the WHO framework convention on tobacco control.	4c. Increase the supply of qualified teachers in developing countries.					
		3b. Support research, develop-ment and universal access to affordable vaccines & medicines.						
		3c. Increase health financing and support health workforce.						
		3d. Improve early warning systems for global health risks.						

10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE AND JUSTICE STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS	
10.1 Reduced income inequalities.	11.1 Safe and affordable housing.	4.1 Free primary and secondary education.	13.1 Strengthen resilience and adaptive capacity to climate related disasters.	14.1 Reduce marine pollution.	15.1 Conserve and restore terrestrial and freshwater ecosystems.	16.1 Reduce violence everywhere.	17.1 Mobilize resources to improve domestic revenue collection.	17.14 Enhance policy coherence for sustainable development.
10.2 Promote universal social, economic and political inclusion.	11.2 Affordable and sustainable transport systems.	4.2 Equal access to quality pre-primary education.	13.2 Integrate climate change measures into policies and planning.	14.2 Protect and restore ecosystems.	15.2 End deforestation and restore degraded forests.	16.2 Protect children from abuse exploitation, trafficking and violence.	17.2 Implement all development assistance commitments.	17.15 Respect national leadership to implement policies for the SDGs.
10.3 Ensureequal opportunities and end discrimination.	11.3 Inclusive and sustainable urbanization.	4.3 Equal access to affordable technical, vocational and higher education.	13.3 Build knowledge and capacity to meet climate change.	14.3 Reduce ocean acidification.	15.3 End desertification and restore degraded land.	16.3 Promote the rule of law and ensure equal access to justice.	17.3 Mobilize financial resources for developing countries.	17.16 Enhance the global partnership for sustainable development.
10.4 Adopt fiscal and social policies that promotes equality.	11.4 Protect the world´s cultural and natural heritage.	4.4 Increase the number of people with relevant skills for financial success.	13a. Implement the UN framework convention on climate change.	14.5 Conserve coastal and marine areas.	15.4 Ensure conservation of mountain ecosystems.	16.4 Combat organized crime and illicit financial and arms flows.	17.4 Assist developing countries in attaining debt sustainability.	17.17 Encourage effective partnerships.
10.5 Improved regulation of global financial markets and institutions.	11.5 Reduce the adverse effects of natural disasters.	4.5 Eliminate all discrimination in education.	13b. Promote mechanisims to raise capacity for climate planning and management.	14.6 En subsidies contributing to overfishing.	15.5 Protect biodiversity and natural habitats.	16.5 Substantially reduce corruption and bribery.	17.5 Invest in least developed countries.	17.18 Enhance availabilty of reliable data.
10.6 Enhanced representation for developing countries in financial institutions.	11.6 Reduce the environmental impact of cities.	4.6 Universal literacy and numeracy.		14.7 Increase the economic benefits from sustainable use of marine resources.	15.6 Promote access to genetic resources and fair sharing of the benefits.	16.6 Develop effective, accountable and transparent institutions.	17.6 Knowledge sharing and cooperation for access to science, technology and innovation.	17.19 Further develop measurments of progress.
10.7 Responsible and well-managed migration policies.	11.7 Provide access to safe and inclusive green and public spaces.	4.7 Education for sustainable development and global citizenship.		14a. Increase scientific knowledge, research and technology for ocean health.	15.7 Eliminate poaching and trafficking of protected species.	16.7 Ensure responsive, inclusive and representative decision-making.	17.7 Promote sustainable technologies to developing countries.	
10a. Special and differential treatment for developing countries.	11a. Strong national and regional development planning.	4a. Build and upgrade inclusive and safe schools.		14b. Support small scale fishers.	15.8 Prevent invasive alien species on land and in water ecosystems.	16.8 Strenghten the participation in global governance.	17.8 Strengthen the science, technology and innovation capacity for least developed countries.	
10b. Encourage development assistance and investment in least developed countries.	11b. Implement policies for inclusion, resource efficiency and disaster risk reduction.	4b. Expand higher education scholarships for developing countries.		14c. Implement and enforce international sea law.	15.9 Integrate ecosystem and biodiversity in governmental planning.	16.9 Provide universal legal identity.	17.9 Enhance SDG capacity in developing countries.	
10c. Reduce transaction costs for migrant remittances.	11c. Support least developed countries in sustainable and resilient building.	4c. Increase the supply of qualified teachers in developing countries.			15a. Increase financial resources to conserve and sustainably use ecosystems and biodiversity	16a. Strengthen national institutions to prevent violence and combat terrorism and crime.	17.10 Promote a universal trading system under the WTO.	
					15b. Finance and incentivize sustainable forest management.	16b. Promote and enforce non-discriminatory laws and policies.	17.11 Increase the exports of developing countries.	
					15c. Combat global poaching and trafficking.		17.12 Remove trade barriers for least developed countries.	
							17.13 Enhance global macroeconomic stability.	

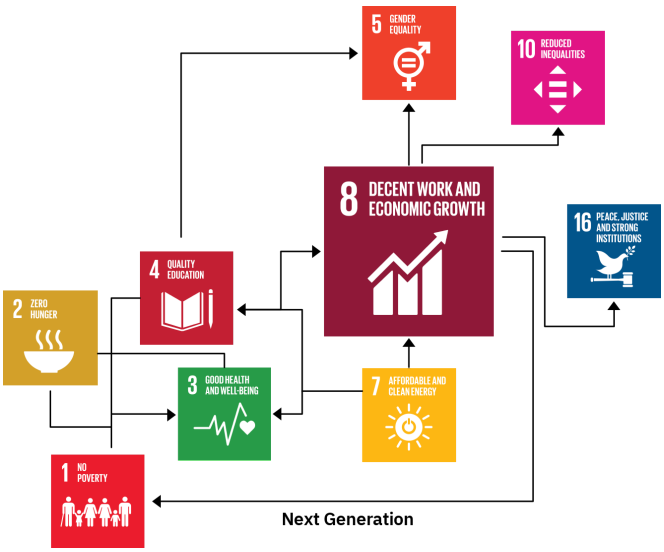
Key Findings

With some buckets of improvement, inequalities persist.

- In general, the U.S. is performing above the world, yet minorities are left behind and unable to catch-up.
- COVID-19 has negatively impacted every SDG. In a few months, years of advancement has been lost leaving some targets far from reaching its 2030 objective. Developing countries and minorities within developed countries are disproportionately affected.
- Despite being left behind, US Hispanics (on average) have better access and opportunities than Hispanics living in Latin America.
- US Hispanics are above the national average in 9 SDG targets and below average in 36.
- These 36 targets are concentrated in 8 SDGs.

Intersectionality Note

Decent Work: The SDGs are interconnected, a positive (or negative) impact in one, has implications for different SDGs, thus representing both the risk and the opportunity to promote strategic interventions to generate positive 'Domino Effects'.



Enablers of Decent Work:
Based on data found, the less poverty and hunger in a given household the more health and the 'potential' to pursue an education. The higher the level of education the better access to higher wages.

'Domino effect' of Decent Work:
Decent work impacts Reduced Inequalities (Goal #10) and Peace and Justice (Goal #16) with the increase in representation (longer term).

Finally, but equally important, decent work has a transgenerational impact making the next generation less poor and having a better starting point than their parents.

PRIORITIZATION

The H-SDGs: Crafting the Plan

Session Video

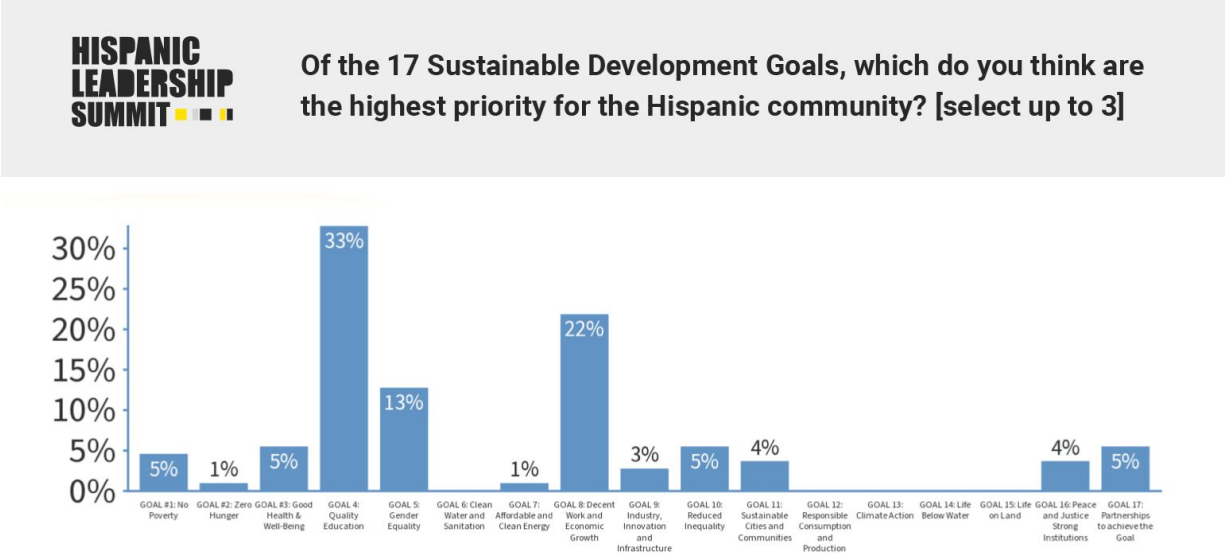
During this session of the Hispanic Leadership Summit, leaders discussed trends being seen across the 17 SDGs to narrow down the three top priorities that can be transformational for the future of the community more specifically.

Speakers:

- Alvaro Celis, Board Member, HITEC
- Jeronimo Escudero, Senior Associate Marketing Director - Digital Platforms & Global eBusiness, Procter & Gamble
- Henry Cisneros, Chairman & Co-CIO, American Triple I Partners
- Stacie de Armas, SVP, Diverse Consumer Insights & Initiatives, DE&I Practice, Nielsen
- Claudia Romo Edelman, Founder, We Are All Human

Hispanic Leadership Summit Voting

Following the conversation, we invited the community of Hispanic leaders and community allies to vote for the most urgent and important SDGs where we, as a community, should focus to help the Hispanic community's advancement: (1) Goal #4 - Quality Education, (2) Goal #8 - Decent work and economic growth, (3) Goal #5 - Gender Equality and (4) Goal #3 - Good Health and Well-Being.



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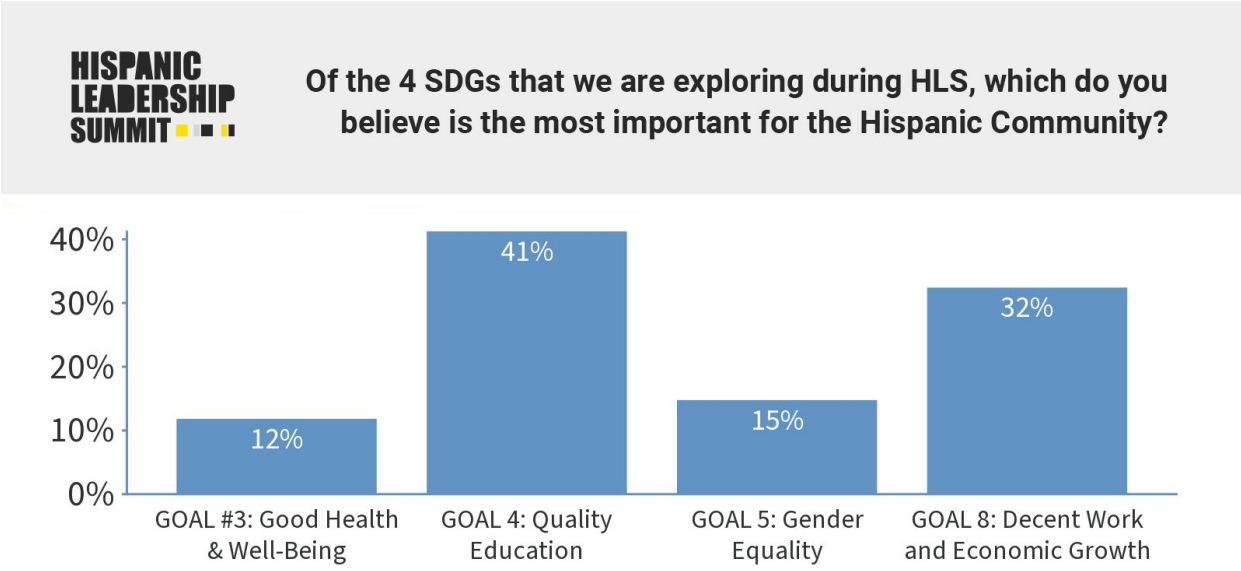


After understanding what the Sustainable Development Goals are, and mapping the Hispanic community under each SDG to produce the H-SDGs, we heard from the experts and then voted to prioritize 4 of them. We then (following section) proceeded to deep dive in the 4 H-SDGs selected to understand the data, understand the barriers and then selected the actions that have the most impact (scalable solutions).

Key Findings

- We aligned on the 4 SDGs that have the greatest potential to create a positive domino effect on the community.
- It is important to acknowledge that we are still in crisis and therefore 'Health' should be a priority and continue to do so until we recover as a community from the impacts of COVID-19.
- We should combine the ability to deploy short-term programs that help us to make a bridge to longer-term programs. (Upskilling programs to help people get a job now and scholarships for the future workforce)
- Despite making progress, Latinas are still left behind.

DEEP DIVE SECTION BY GOAL (#3, #4, #5 and #8)

GOAL 3. [GOOD HEALTH & WELL-BEING] ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES.

Ensure healthy lives and promote well-being for all at all ages.

Data Overview

Progress in many health-related areas continues, but the rate of improvement has slowed down and at the current rate will not be sufficient to meet most of Goal 3 targets. The COVID-19 pandemic is devastating health systems globally and threatens already achieved health outcomes. The pandemic has disproportionately hit communities of color in every aspect, not only by the fact that Hispanics are overrepresented in terms of deaths, but also over exposed to mental health problems due to stigma and a lack of access to resources to address the issues. Health-related inequalities for Hispanics, unfortunately are growing deeper. 1 in every 5 Hispanics under 65 do not have access to health insurance coverage leaving many Hispanics over exposed to not only COVID-19 but also preventable diseases, where even before COVID-19, Hispanic children were missing important vaccines. Hispanics have different degrees of illness or health risks than whites. As compared to whites, Hispanics have 35% less heart disease and 49% less cancer, but about a 50% higher death rate from diabetes, 24% more poorly controlled high blood pressure and 23% more obesity.

Last but not least, the world is facing a shortage of healthcare workers for the surge in demand (not only due to COVID-19, but also to the U.S. demographics). If we act now, this might represent an opportunity for more Hispanics to be educated as nurses and thus, contribute to the country and to their own upward mobility.

Facts & Figures

- The United States' maternal-mortality rate has been steadily rising — the only developed country whose is. With an overall mortality rate of 17.4 per 100,000 live births. Hispanic women mortality rate is below at 11.8, due to the fact that the younger the population the less risk of maternal mortality. African American women are dying in dramatic numbers at 37.3 deaths per 100,000 live births.
- Hispanic mothers were 70 percent as likely to receive late or no prenatal care as compared to non-Hispanic white mothers, in 2017.
- Hispanics under-5 mortality rate is at 5.1 per 1,000 live births. 8% higher than that of non-Hispanic white. Nevertheless, Latinas have the highest fertility rate at 65.3 infants per 1.000 women aged 15-44.
- One-fifth of people with HIV in the United States are Latino.
- In 2018, the highest rate of HIV infections was for African Americans at 45.4 per 100,000, followed by Hispanic at 22.4. While the national rate was 13.3.

- Pre-exposure prophylaxis (PrEP) (a pill to prevent getting HIV) is currently taken by 13% of Latinos while 69% of Whites do take it.
- In 2019, TB disease was reported in 2,696 Hispanic persons, accounting for 30% of all people reported with TB nationally.
- The rate of TB disease is 9 times higher for Hispanic or Latino persons than for non-Hispanic White persons.
- Heart disease and cancer in Hispanics are the two leading causes of death, accounting for about 2 of 5 deaths.
- Hispanics have different degrees of illness or health risks than whites. 35% less heart disease and 49% less cancer; A lower death rate overall, but about a 50% higher death rate from diabetes; 24% more poorly controlled high blood pressure; 23% more obesity.
- In 2018, the global prevalence of tobacco use among men was 38.6%, compared to 8.5% among women. Among US Hispanics, these figures are 13.5% and 7%, respectively.
- Suicide rates are almost a third of that of non-Hispanic whites.(12.1 vs 30.4 deaths per 100,000) and it does not appear as one of the top-10 causes of death.
- Although depression rates are lower in Hispanics than in whites, depression in Hispanics is likely to be more persistent. Major depression was most prevalent among Hispanics (11%) vs Whites (7%)
- Among adults with any mental illness. 48% of whites received mental health services compared with 31% of Hispanics.
- 1 in 4 older adults reported Anxiety or Depression Amid the Pandemic. 33% are Hispanics.
- Non-Hispanic white adults (6.4%) were more likely than Hispanic (2.6%) adults to engage in heavy drinking.
- Percent of men aged 18 and over who currently smoke cigarettes (2015-2017): 13.5% of men and women, 7%. Both below national levels -20% and -45% respectively.
- Despite rapid declines in teen birth rates in the U.S. disparities persist. In 2018, the birth rate for Hispanic teens ages 15 to 19 was almost double the rate among white teens (12 vs 27 per 1,000)
- 20.1% percent of Hispanics under age 65 without health insurance coverage. (Versus national coverage of 11%)
- Hispanic children aged 19 to 35 months have comparable rates of immunization for hepatitis, influenza, MMR and polio.
- Hispanic women are 20 percent less likely to receive an HPV vaccine, as compared to whites.
- Hispanic adults were 40 percent less likely to be fully immunized against hepatitis, as compared to white adults.
- In the U.S. the administration of measles, mumps and rubella shots dropped by 50 percent; diphtheria and whooping cough shots by 42 percent; and HPV vaccines by 73 percent vs. pre-COVID rates.
- Just 56% of Hispanics adults say they would definitely or probably get a COVID-19 vaccine. While only 52% of Whites and 32% of Black would.

- Hispanics make up a large portion of healthcare workers, with 2.2 million Hispanic healthcare workers nationwide. Of this 2.2 million, almost one-third are foreign-born.
- There are 11.7 Nurses licensed to practice per 1,000 population in the U.S.
- 1 in 3 Medical Assistants and 1 in 5 Healthcare support occupations are US Hispanic.
- Latina Nurses earn only 70% of what white men nurses earn.
- The World (U.S. included) are facing a shortage of Nurses. There are currently approximately one million registered nurses older than 50 years, meaning one-third of the workforce could be at retirement age in the next 10 to 15 years. If we act now, this might be an opportunity for Hispanic Nurses.

H-SDG #3 - Session: Good Health & Well-Being for Every Hispanic

Session Video

Speakers:

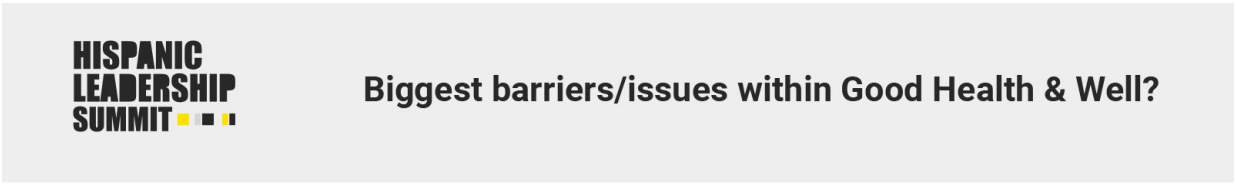
- Samit Hirawat, MD, Chief Medical Officer, BMS
- Lisa Pino, Executive Deputy Commissioner, New York State Department of Health
- Sylvia Partida, Chief Executive Officer, National Center for Farmworker Health (NCFH)
- Dr. Ruby Castilla-Puentes, Director, Clinical Development, Mood Disorders, Alzheimer's Disease / Neuroscience, The Janssen Pharmaceutical Companies of Johnson & Johnson
- Moderator: Lili Gil Valletta, CEO & Founder, CIEN+ & CulturIntel

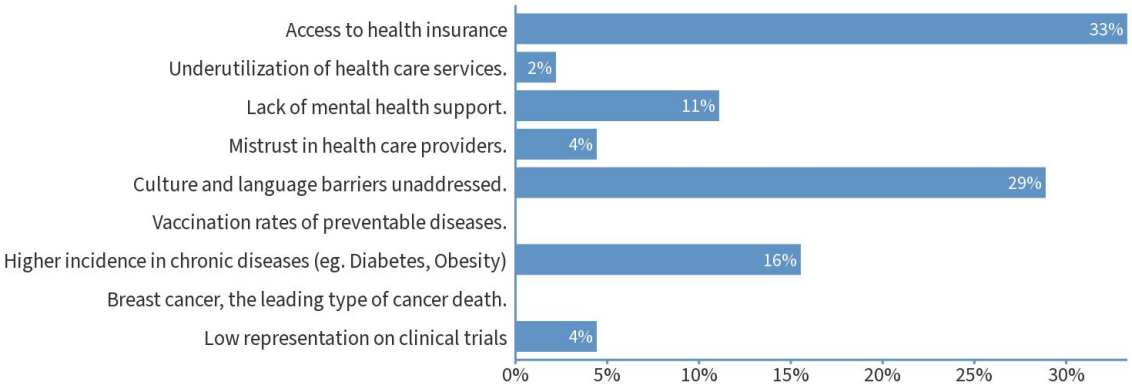
Session Summary
Hispanics are facing a number of health and well-being risks, including: malnutrition, which affects cognitive development; obesity; untreated mental health issues, exacerbated in 2020; and a dramatic and dangerous drop in immunization rates that could create outbreaks of infectious diseases, particularly as this fear extends to COVAX (COVID vaccine). Hispanics don't get enough public health education and information, don't access health services and are poorly represented in clinical trials. This session focused on identifying tangible solutions to address the key health threats that imperil the lives of our community.

Hispanic Leadership Summit Voting

Voting Session-Barriers (H-SDG #3):
As shown in the table below, the 3 most important barriers are:

1. Access to health insurance
2. Culture and language barriers unaddressed
3. Higher incidence in chronic diseases (eg. Diabetes, Obesity)

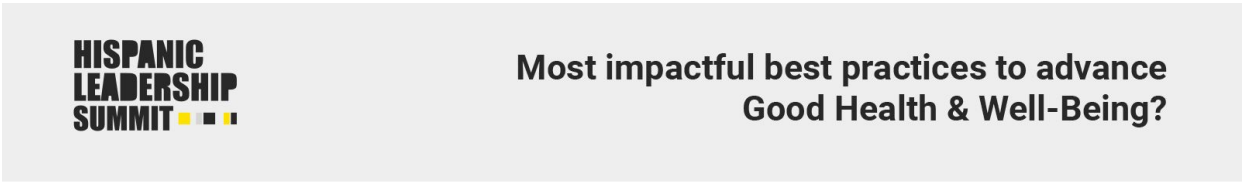


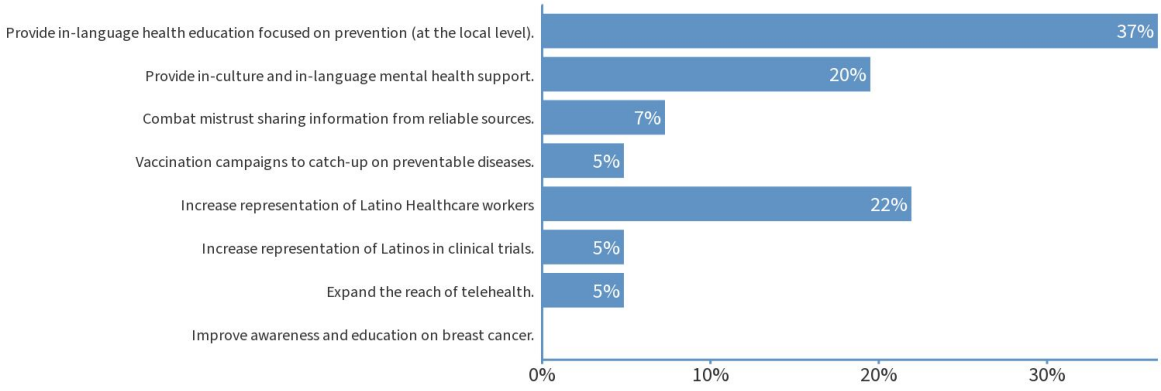


Voting Session-Scalable solutions (H-SDG #3):

As shown in the table below, the 3 most impactful solutions are:

1. Provide in-language health education focused on prevention (at the local level)
2. Increase representation of Latino healthcare workers
3. Provide in-language and in-culture 'Mental Health' support.





Key Findings

- Even before COVID-19 we were suffering from lack of access to Health services. And for the ones that have access, there is a lack of in-culture, in-language resources to actually use the coverage they are entitled to.

- Immunizations for 'preventable' diseases have been rolled back considerably.
- Our focus should be placed on providing the community access to information, access to vaccination, and access to treatment for those affected by COVID-19

GOAL 4. ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL.

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Data Overview

Despite the great accomplishments reached by Latinas who are outpacing Hispanic men, Hispanics overall have gaps at each stage of education. This gap includes the very early stages where only 34% of Hispanic 3-5 year-olds enrolled in preschool programs representing a 9 points gap versus total average, to college where the graduation rate gap grows even bigger to a 17.6 percentage points. The aftermath leaves only 16% of Hispanic Men 25-to-29-Year-Old with a Bachelor's Degree or Higher. Even though there are 25% Latinas with a Bachelor's Degree or Higher, they fall short versus the 40% rate of Women overall.

School closures to stop the spread of COVID-19 are having an adverse impact on learning outcomes and social and behavioral development of children and youth. Even though remote learning is provided to many students, children and youth in vulnerable and disadvantaged communities and extreme poverty, do not have the same access. The digital divide will widen existing education equality gaps. Although 91% of Hispanic students have home internet access, 10% of them have access only through a smartphone.

Facts & Figures

- The percentage of 3- to 5-year-olds enrolled in preschool programs was higher for those who were White (43 percent) than for those who were Hispanic (34 percent).[1]
- Hispanic 4th-grade Reading proficiency was 5% below avg, 10% below White, 13% below Asian students and 2% above Black students.[1]
- Hispanic 4th-grade Math proficiency was 5% below avg, 8% below White and 13% below Asian students and 3% above Black students.[1]
- Primary education (Elementary school) and Secondary education (Middle school) completion rates show no significant differences with both at 100% and 103% rates respectively. Nevertheless, Hispanic enrollment in these levels of education is 56% below that of White students.[2]
- Upper Secondary education (High School) - Total completion rate was 85%. White (89 percent), Hispanic (81 percent) representing a 8 points gap. [2]
- The Graduation rates for White students were higher than Hispanic students in every state and the District of Columbia except for West Virginia, where the graduation rate for Hispanic students was higher (92 vs. 90 percent). The District of Columbia reported the largest gap between White and Hispanic students (24 percentage points).[2]

- High School completion rate for all Women was 94.3% and 91.6% for Men. While Latinas (91.3%) outpaced Hispanic Men (86.8%)[1]
- College: Asian(70.3%) and white(67.1%) students are more likely to get a degree than their African-American and Hispanic classmates. For Hispanics who started college in 2012, just 49.5% earned a degree in six years. Much of that discrepancy is related to where Hispanic students tend to go: community colleges and for-profit schools.[3]
- Percentage of American 25-to-29-Year-Olds With a Bachelor's Degree or Higher. Men 33% / Women 40%. Hispanic Men 16% / Latinas 25%, once again outpacing Hispanic Men but a 15 point gap remains against Women overall.[4]
- Internet access: 91% of Hispanic 3- to 18-year-olds has home internet access (vs. an overall 94%). Even though the gap is only 3% there is 10% of Hispanics that have access only through a smartphone.[1]

H-SDG #4 - Session: Quality Education for Every Latino

Session Video

Speakers:

- Guille Miranda, Head of Corporate Social Responsibility, Vice President, IBM
- Paloma Escudero, Director of Communications, UNICEF
- Juan Salgado, Chancellor, City Colleges of Chicago
- Arne Duncan, Managing Partner, Emerson Collective
- Moderator: Lili Gangas, Chief Technology Community Officer, Kapor Center for Social Impact

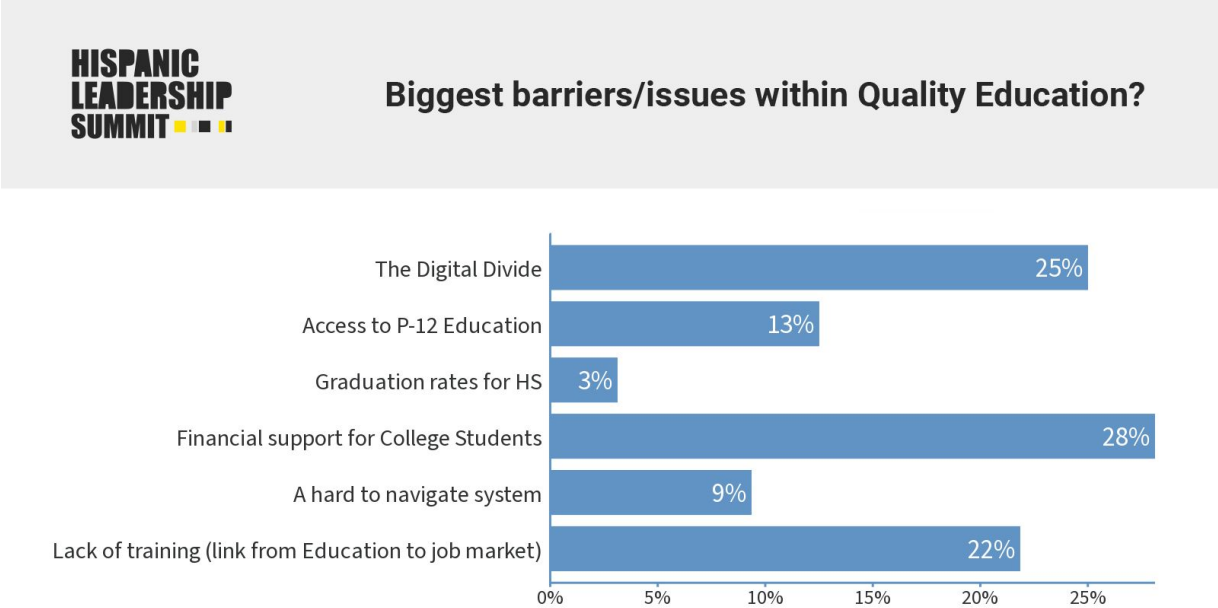
Session Summary:
This discussion deeped dive into Sustainable Development Goal #4: Education has been recognized as the most important priority for the Latino community. It is the single most important area that can accelerate progress and allow every Hispanic to achieve their potential. This session aimed to identify and prioritize the top focus areas that can lead to a dramatic increase in the quality of education for our community: from access to Early Childhood Development (ECD), to highschool attrition, re-training and up-skilling, STEM education, and frameworks to provide internships, apprenticeships, mentorship and scholarships.

Hispanic Leadership Summit Voting

Voting Session-Barriers (H-SDG #4):
As shown in the table below, the 3 most important barriers are:

1. Financial support for college students
2. The Digital Divide

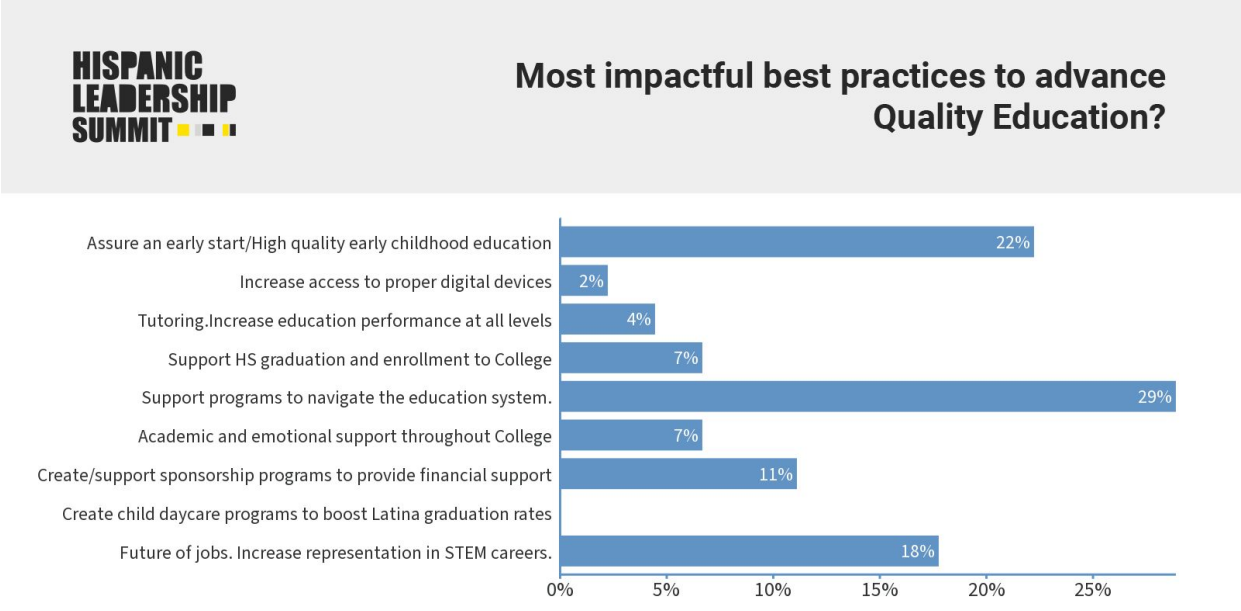
3. Lack of training (bridge from Education to job market)



Voting Session-Scalable solutions (H-SDG #4):

As shown in the table below, the top-3 scalable solutions are:

1. Support programs to navigate the education system
2. Assure and early start/high quality early childhood education
3. Future jobs, increase representation in STEM careers.



Key Findings Goal 4 (Education):

- There is an agreement that we should support our community to have an early good start focusing on education PK-12 to set the foundation for future success.
- It is important to provide aid to navigate the school system since it is perceived as a complex and not an easy ecosystem to get access to financial support. (Even when it is available)
- It is important to upskill our community and make sure that our youth is preparing for the future of work where different skills are needed and thus the importance of focusing on STEM development.

GOAL 5. [GENDER EQUALITY] ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS.

Achieve gender equality and empower all women and girls.

Data Overview

Gender Equality is still an issue in the U.S. generally, but particularly a problem where Latinas over index.

Violence towards women during COVID-19 is a "shadow pandemic". Even though Latinas suffer domestic violence at the same rates as white women, they lack resources to effectively address it. More than 1 in 3 Latinas report being a victim, but roughly 50% of domestic abuse cases go unreported. Latino immigrants may be less likely to report domestic abuse and seek help.

Regarding unpaid work, Latinas spend 7.2 hours avg per day in unpaid care and household work - the highest among all ethnicities. Latina working mothers are 1.6 times more likely than white mothers to be responsible for all child care and housework. Moreover, between 2018-2028 the projected percentage increase in the labor force of women will be 28% for Latinas, again, the highest among all ethnicities. On top of this, when Latinas get paid, they are heavily underpaid earning 54cts for every dollar White Men do. Even though the latter is not part of this SDGs indicators, we believe it is worth mentioning here.

Last but not least, Latinas remain heavily underrepresented in both U.S. Congress and Managerial Positions.

Facts & Figures

- Women ages 20-24 are at greatest risk of nonfatal domestic violence. Hispanics over index in this age group, they are the youngest major ethnic group in the United States. About one-third, or 17.9 million, of the nation's Hispanic population is younger than 18, and about a quarter, or 14.6 million, of all Hispanics are Millennials (ages 18 to 33)
- Income is also a factor: the poorer the household, the higher the rate of domestic violence — with women in the lowest income category experiencing more than six times the rate of

nonfatal intimate partner violence as compared to women in the highest income category.The share of Hispanics in poverty was 1.5 times more than their share in the general population. Hispanics comprised 18.7% of the total population, but 28.1% of the population in poverty in 2019.

- More than one in three Latina women (34.4%) reported ever being a victim of an intimate partner's sexual or physical violence or stalking, according to a 2017 CDC report.
- Roughly half of domestic abuse cases go unreported. Latino immigrants may be less likely to report domestic abuse and seek help from formal agencies due to fear of deportation.
- In the United States, women perform an average of four hours of unpaid work per day. In this regard, Latinas spend 7.2 hours on average per day in unpaid care and household work. This is the highest figure among all enthic and racial groups in the country.
- Latina working mothers are also 1.6 times more likely than white working mothers to be responsible for all child care and housework.
- Even though currently White women labor force participation rate (56.7%) and that of Hispanic women (56.0%), between 2018–2028 the projected percentage increase in the labor force of women by race or ethnicity will be led by Latinas who are projected to grow 2.8.7%, followed by Asian (24%), Black (9.7%) and White women (4.7%).
- Latinas remain underrepresented in the candidate pools for the U.S. House and Senate, even though they represent 9.1% of the U.S. population. "Despite being 18% of the total population, Latino elected officials are only 1% of our government,"
- A record number of Latinas are running for congressional office in 2020.
- At least 75(2020) vs 18 in 2004 Latinas are congressional candidates in 2020, including 72 Latina candidates for the U.S. House and 3 Latina candidates for the U.S. Senate.
- For every 100 men who are promoted to manager, only 68 Latinas are promoted. This "broken rung" results in more Latinas getting stuck at entry level.
- At Entry level Latinas represent 18% of employees while white men represent 35%. (Gap 17pts)
- This "initial gap" grows even bigger in the first step of the ladder where, for every 100 men promoted to manager only 71 Latinas are promoted. The pipeline is heavily reduced, there are simply too few women to advance.
- It is not a surprise that with this trend in each step of the ladder (Entry Level, Manager, Director, VP, SVP, C-Suite) Latinas end up being heavily underrepresented in the senior level positions where Latinas represent 3% while white men represent 66%

H-SDG #5 - Session: Gender Equality for Every Latina

Session Video

Speakers:

- Gina Ayala Claxton, General Manager, Distribution Market, US, IBM

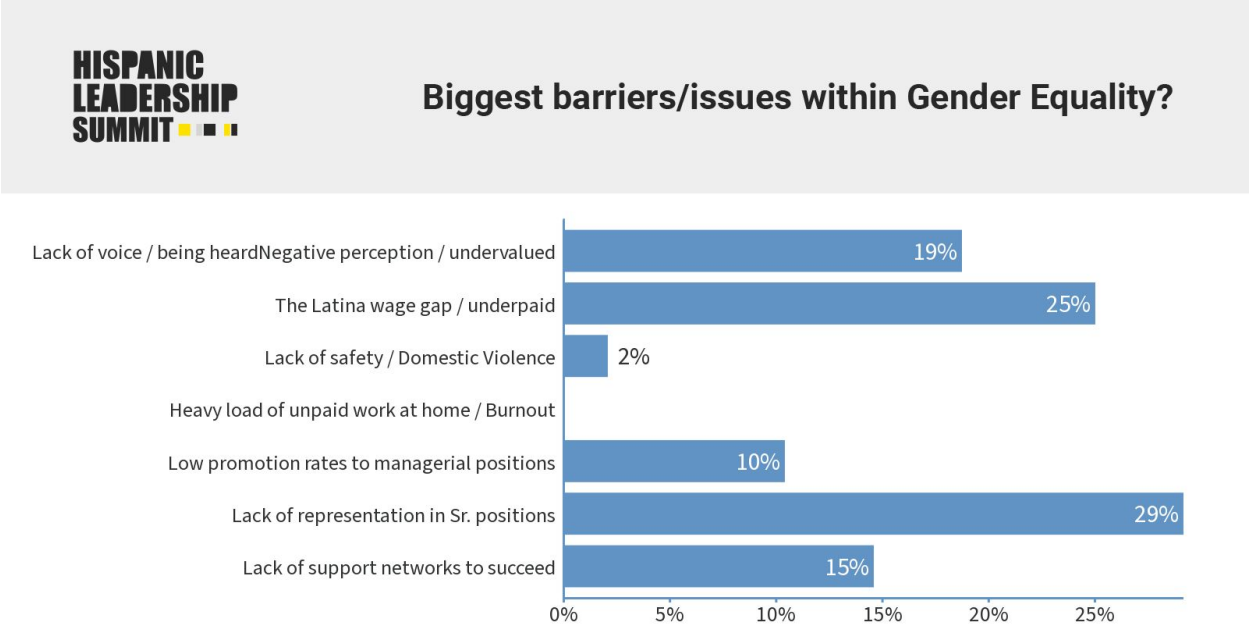
- Raquel Tamez, CEO, Society of Hispanic Professional Engineers
- Jacqueline Camacho, CEO, Fig Factor Media & JJR Publishing
- Nanette Braun, Chief, Communications Campaigns, United Nations
- Camila Casale, Chief Marketing Officer, Claro Enterprise Solutions
- Moderator: Shelley Zalis, Founder, Female Quotient

Session Summary:
Latinas create small businesses 6 times faster than any other group in the country. They are smart, hard-workers and hold the social tissue of our community together. However, gender equality for Latinas is an unrecognized crisis. Latinas are the least represented group in Corporate Boards, have a 46% salary gap and are not given credit for their remarkable contributions. We identified and prioritized the top focus areas to successfully achieve Latina advancement.

Hispanic Leadership Summit Voting

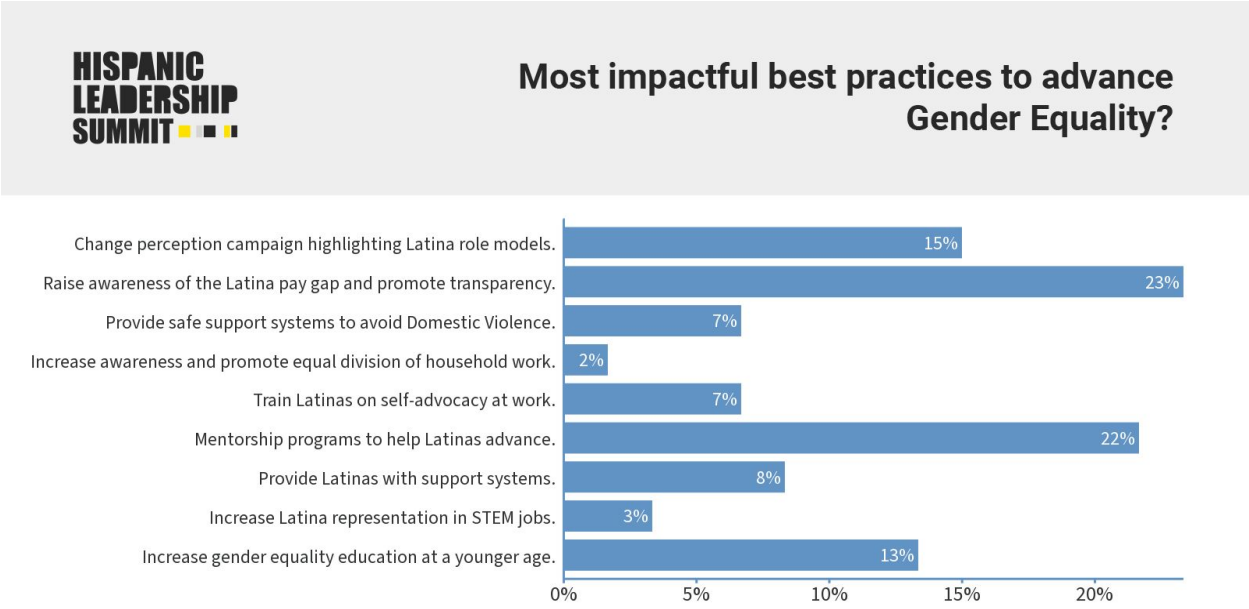
Voting Session-Barriers (H-SDG #5):

As shown in the table below, the 3 most important barriers are: 1. Lack of representation in Sr. positions, 2. The Latina wage gap/underpaid, 3. Lack of voice/being heard, undervalued.



Voting Session-Scalable Solutions (H-SDG #5):

As shown in the table below, the top-3 scalable solutions are: 1. Raise awareness of the Latina pay gap and promote transparency, 2. Mentorship programs to help Latinas advance, 3. Change perception campaign highlighting Latina role models.



Key Findings

- It is important to put women at the center, since if a woman is lifted up she will lift up her family, creating a domino effect that has the potential to create upward mobility transgenerationally.
- We should support Latinas individually, but equally important, that we as leaders, identify the structural barriers that are holding women behind.
- We need to continue our efforts behind changing and even re-branding the perception of Latinas in the workforce and promote mentoring programs for them to increase their representation in managerial positions and beyond.
- Latinas continue to be underpaid, with literally no progress at all. Transparency from corporations in this matter is key.

GOAL 8. [DECENT WORK & ECONOMIC GROWTH] PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Data Overview

Over the years, decent work has been the key to achieving the American dream, the starting point for upper mobility, both for them and the next generation who tend to have higher education levels and thus ignite potential for a positive multigenerational spiral.

Despite the fact that the U.S. Hispanic GDP was growing 4X faster than that of the U.S. overall and wages for Hispanics were growing at almost double the rate of non-Hispanic wages, COVID-19 has disproportionately impacted the Hispanic economy, deepening the pre-existing gaps. Unemployment rates have been higher in industries where Hispanics overndex, further widening the unemployment gap versus non-Hispanics. With Latinas having the highest unemployment rate among all groups (19%) and Hispanic youth (15-24) over indexing in young people that are not in education, employment or training, the time to act is now if we want to ensure that not only a fast recovery happens, but also continue the positive trend we were seeing in the pre-COVID-19 era.

Facts & Figures

- While the world's GDP grew 2% and the U.S. grew 2.3% in 2019, Real U.S. Latino GDP grew 8.7% between 2017 and 2018 -latest figure available- (from $2.31T (2017) to $2.6T (2018))
- Among the world's 10 largest GDPs in 2018, the Latino GDP was the single fastest growing. Latino real GDP grew 22 percent faster than India's and 31 percent faster than China's. Over the entire period from 2010 to 2018, the Latino GDP is the third fastest growing, while the broader U.S. economy ranks fifth.
- Hispanic GDP per employed person, even though growing is still below the national level at $85,820 versus the $128,447.
- In 2020, United States experienced two consecutive quarters of declines in GDP; it even recorded its steepest quarterly drop in economic output on record, a decrease of 9.1 percent in the second quarter of 2020 (Bureau of Economic Analysis [BEA] 2020a; authors' calculations) which we think (no data available at this point) that has affected US Hispanics GDP even further due to the fact that unemployment has been higher in the Hispanic population due to the industries where Hispanics over index (e.g. Services Industry)
- Even though 14% of Hispanics work in the informal economy, Hispanics, who by popular conception might be expected to have a significantly larger share of the informal population, actually show only a slightly higher share (33.7% of the total workforce vs. 34.8% of informal workers)
- Latino wage and salary income grew at almost double the rate of Non-Latino wages and salaries in 2018.
- Over the past 5 years, wage and salary growth for Lations has averaged 8.6%. With an astounding 14.4% in 2018.
- Nevertheless, a Hispanic worker is 41 percent more likely to earn low wages than a white counterpart.
- Before COVID-19 when the Unemployment rate was at its lowest in 3.3% for Whites, the unemployment rate for Hispanics was 27% higher at 4.2%.
- When COVID-19 hit hardest, Unemployment rate for Whites grew to 12.4%. But Hispanics' unemployment rate was 41% higher to 17.6% increasing the pre-COVID-19 gap even further.

- Latinas face the highest unemployment rate of all groups with 19%.
- Hispanics over index in industries that were heavily affected. (e.g. Construction 16% unemployment, leisure and hospitality 35%)
- Hispanics over index in the so called "NEET" youth (15-24) that are not in education, employment or training. While Hispanics represent 19.5% of this age group, we represent 24.5% of NEETs.
- Many Latinos lack access to banking services and credit. Latino households have lower credit use rates than white households. Latino households (14 percent) are much more likely to lack a checking or saving account than white households (three percent)
- According to a study by the Pew Charitable Trusts, Latinos are 1.5 times as likely as whites to use payday loans which have annual percentage rates well above industry standards for credit cards or other consumer loans.
- 61% Hispanic adults say they or someone in their household has lost a job or taken a pay cut due to COVID-19. (41% higher than total adults figure).

H-SDG #8 - Session: Decent Work and Economic Growth

Session Video

Speakers:

- Jim Tighe, VP, Global Talent Development, Beam Suntory
- Marcela Escobari, Senior Fellow - Global Economy and Development, Center for Sustainable Development, Brookings Institute
- Alana Cueto, President, National Association of Hispanic Nurses (NAHN)
- Carolyn Rodz, CEO, Hello Alice
- Moderator: Judit Arenas, Senior Director & Senior Adviser to the Founder and Chairman, APCO Worldwide

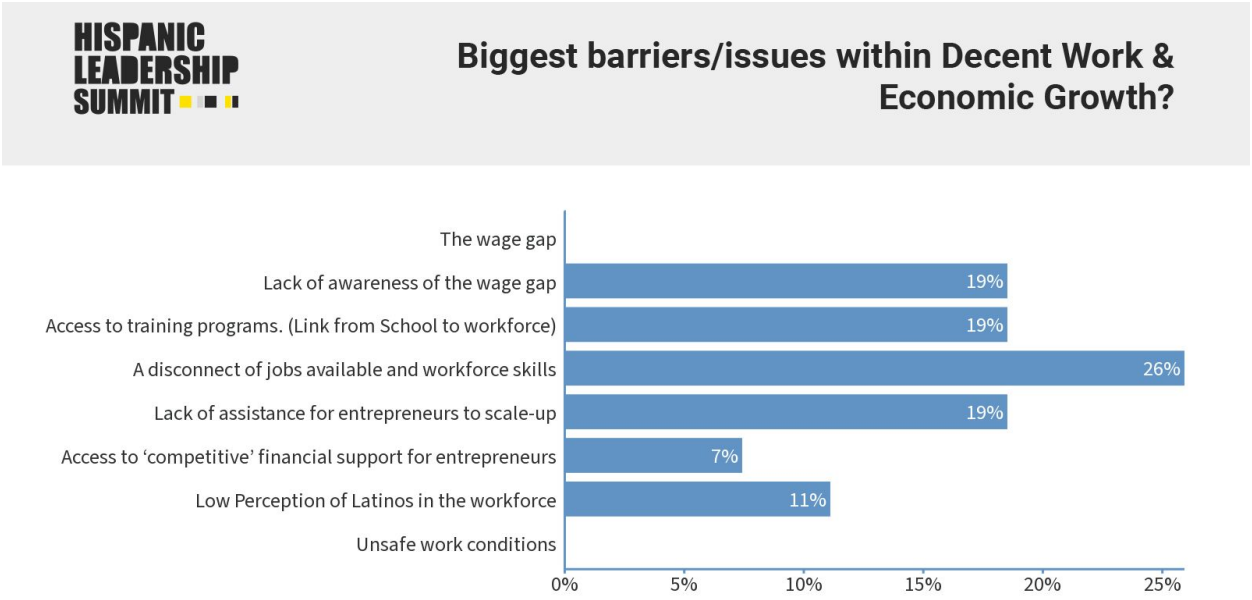
Session Summary:
76% of Hispanics have to pretend they are someone they are not in the workplace. Only 3% of Latino entrepreneurs reach 1m USD in revenue, and there is a real gap in pay and opportunity for Hispanics. Latina nurses are paid 70% of the salary that is paid to a white male nurse. From essential workers to tech-skilled jobs, this session discussed safe working conditions, decent pay, support for entrepreneurs and supply chain opportunities.

Hispanic Leadership Summit Voting

Voting Session-Barriers (H-SDG #8)
As shown in the table below, the 3 most important barriers are:

1. A disconnect between jobs available and workforce skills

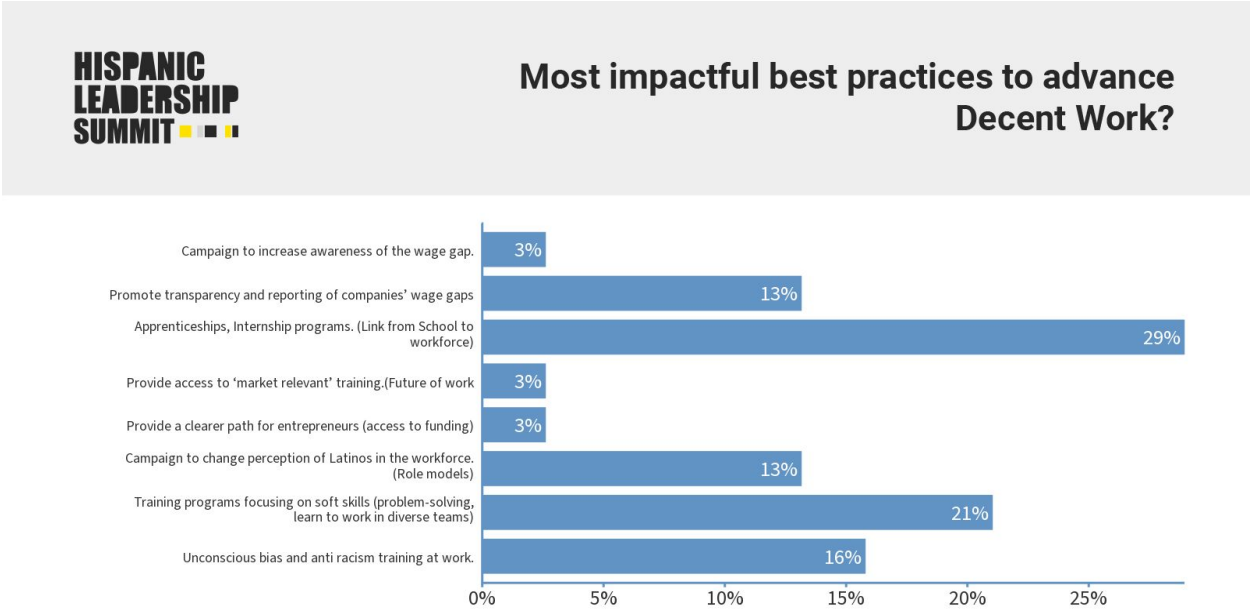
2. Lack of awareness of the wage gap
3. Access to training programs (bridge from school to workforce)
4. Lack of assistance for entrepreneurs to scale-up



Voting Session-Scalable solutions (H-SDG #8):

As shown in the table below, the top-3 scalable solutions are:

1. Apprenticeships, internship programs (link from school to workforce)
2. Training programs focusing on soft skills (problem-solving, learn to work in diverse teams)
3. Unconscious bias and anti-racism training at work.



Key Findings

It is important to acknowledge that we are still in a big unemployment crisis and we need short-term programs (in conjunction with the extensive network of the Chamber of Commerce) to help Hispanics get their jobs back.

- Upskilling programs are important so we don't leave the current workforce behind. given the rapid change on the nature of the job market where technology and healthcare occupations are on the rise.
- We must institute programs to help our youth transition from school to work, therefore apprenticeship and internship programs are also important.

HLS 2020 PLAN - SCALABLE SOLUTIONS SUMMARY

	Goal #3: **Good Health & Well-Being**	Goal #4: **Quality Education**	Goal #5: **Gender Equality**	Goal #8: **Decent Work & Economic Growth**
Priority #1	Provide in-language health education focused on prevention (at the local level)	Support programs to navigate the education system	Raise awareness of the Latina pay gap and promote transparency.	Apprenticeships, internship programs (link from school to workforce)

Priority #2	Increase representation of Latino healthcare workers	Assure and early start/high quality early childhood education (PK-12)	Mentorship programs to help Latinas advance,	Training programs focusing on soft skills (problem-solving, learn to work in diverse teams)
Priority #3	Provide in-language and in-culture 'Mental Health' support.	Future jobs, increase representation in STEM careers.	Change perception campaign highlighting Latina role models.	Unconscious bias and anti-racism training at work.

NEXT STEPS: HLS 2020

- Track and update annually during HLS
- Invite companies to take action to advance these areas
- Encourage organizations to connect their efforts to the SDGs & track progress against the targets / indicators

APPENDIX

Progress towards the Sustainable Development Goals in the US Hispanic Community.

Introduction

1. The 2020 Hispanic SDG Progress Report is presented to leaders of the Hispanic community gathered at the Hispanic Leadership Summit in December 2020.
2. The 2020 Hispanic SDG Progress Report takes stock of the improvements and remaining challenges facing the US Hispanic community with regards to the 2030 Sustainable Development Agenda.
3. Drawing on the latest data, the report illustrates the uneven progress of particular goals as well as the disproportionate impacts and implications of recent developments, such as the COVID-19 pandemic.
4. The economic and social consequences of the ongoing pandemic only reinforce the imperative for larger coordination and efforts to realize the 2030 Agenda for the Hispanic community in the United States.

GOAL 1. END POVERTY IN ALL ITS FORMS EVERYWHERE.

Overview:

Even before the COVID-19 pandemic, the pace of global poverty reduction was decelerating and it had been projected that the global target of ending poverty by 2030 would be missed.
The COVID-19 pandemic is pushing tens of millions of people back into extreme poverty, putting years of progress at risk. While the pandemic highlighted the need to strengthen social protection and emergency preparedness and response, these are insufficient to safeguard the poor and the vulnerable where they are most needed.
Even though the U.S. has consistently managed to decrease the poverty rate to 10.5% (the lowest since 1959) inequalities persist and minorities are still lagging behind with Hispanics and African Americans presenting higher poverty rates.

- In 2019, the poverty rate for the United States was 10.5%, (34 million people) the lowest since estimates were first released for 1959.
- Poverty rates in 2019 were also the lowest ever observed for Hispanics (15.7%), nevertheless this number is well above that of non-Hispanic Whites (9.1%)
- The younger the group age the poorer. Under 18yro. (14.4%), 18-64yro. (9.4%), 65+ (8.9%). Women have higher rates in all group ages. Under 18yro. (14.5%), 18-64yro. (10.8%), 65+ (10.3%)
- According to the Census Bureau in 2017, Hispanics have the highest uninsured rates of any group in the country. Only 49% of Hispanics had private coverage, compared to 75.4% for non-Hispanic whites.
- The Hispanic homeownership rate increased to 47.5 percent in 2019, the fifth consecutive yearly increase. Still below the 70% rate for Whites. Between 2009 and 2019, Hispanics accounted for 51.58 percent of net growth in U.S. homeownership. By contrast, non-Hispanic whites accounted for only 1.5 percent of homeownership growth over that same period.
- Social Security is a particularly important source of income for elderly Hispanics. In the absence of Social Security, more than half of elderly Hispanics would live in poverty.

GOAL 2. END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE.

Overview:

COVID-19 has exacerbated long-standing health disparities that continue to affect Latino families, and further, the pandemic has revealed that many Latino families are struggling to put food on the table. Food insecurity affects 37 million Americans, including 11.2 million children—and this is especially urgent within the Latino community. Prior to COVID-19, 16.8% of Latino households

with children were food-insecure, compared to 10.4% of non-Hispanic white households with children. Since the pandemic began, 47% of Latino households with children have reported food insecurity, and recent data show this continues to rise.

- Latino children are twice as likely to lack access to sufficient nutritious food as non-Latino white children (16.8 percent vs. 10.4 percent). 1 in 6 Latino households have at least one person going hungry at some point during the year, compared to 1 in 12 white Households.
- The rate of food insecurity for Hispanics is 50% higher than the national average of 10.5%.
- The group with the highest rate of food insecurity are households with children headed by a single woman (28.7%).
- 6.1 percent of Hispanic children suffered from stunting compared to 2.6 percent of white children. In the study, 38.2 percent of Hispanic children qualified as overweight or obese, while 29.8 percent of non-Hispanic white children met those criteria.
- Micronutrient deficiencies such as Vitamin D, iron, folate and iodine were also much higher among Hispanic children. It found that 5.7 percent of Hispanic children were deficient in Vitamin D compared to 1 percent of non-Hispanics. Similarly, the rate of iron deficiency was 5.7 percent in Hispanics compared to 1 percent in non-Hispanics.

GOAL 3. ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES.

Overview:

Progress in many health-related areas continues, but the rate of improvement has slowed down and at the current rate will not be sufficient to meet most of Goal 3 targets. The COVID-19 pandemic is devastating health systems globally and threatens already achieved health outcomes. The pandemic has disproportionately hit communities of color in every aspect, not only by the fact that Hispanics are overrepresented in terms of deaths, but also over exposed to mental health problems due to stigma and a lack of access to resources to address the issues. Health-related inequalities for Hispanics, unfortunately are growing deeper. 1 in every 5 Hispanics under 65 do not have access to health insurance coverage leaving many Hispanics over exposed to not only COVID-19 but also preventable diseases, where even before COVID-19, Hispanic children were missing important vaccines. Hispanics have different degrees of illness or health risks than whites. As compared to whites, Hispanics have 35% less heart disease and 49% less cancer, but about a 50% higher death rate from diabetes, 24% more poorly controlled high blood pressure and 23% more obesity.

Last but not least, the world is facing a shortage of healthcare workers for the surge in demand (not only due to COVID-19, but also to the U.S. demographics). If we act now, this might represent

an opportunity for more Hispanics to be educated as nurses and thus, contribute to the country and to their own upward mobility.

- The United States' maternal-mortality rate has been steadily rising — the only developed country whose is. With an overall mortality rate of 17.4 per 100,000 live births. Hispanic women mortality rate is below at 11.8, due to the fact that the younger the population the less risk of maternal mortality. African American women are dying in dramatic numbers at 37.3 deaths per 100,000 live births.
- Hispanic mothers were 70 percent as likely to receive late or no prenatal care as compared to non-Hispanic white mothers, in 2017.
- Hispanics under-5 mortality rate is at 5.1 per 1,000 live births. 8% higher than that of non-Hispanic white. Nevertheless, Latinas have the highest fertility rate at 65.3 infants per 1.000 women aged 15-44.
- One-fifth of people with HIV in the United States are Latino.
- In 2018, the highest rate of HIV infections was for African Americans at 45.4 per 100,000, followed by Hispanic at 22.4. While the national rate was 13.3.
- Pre-exposure prophylaxis (PrEP) (a pill to prevent getting HIV) is currently taken by 13% of Latinos while 69% of Whites do take it.
- In 2019, TB disease was reported in 2,696 Hispanic persons, accounting for 30% of all people reported with TB nationally.
- The rate of TB disease is 9 times higher for Hispanic or Latino persons than for non-Hispanic White persons.
- Heart disease and cancer in Hispanics are the two leading causes of death, accounting for about 2 of 5 deaths.
- Hispanics have different degrees of illness or health risks than whites. 35% less heart disease and 49% less cancer; A lower death rate overall, but about a 50% higher death rate from diabetes; 24% more poorly controlled high blood pressure; 23% more obesity.
- In 2018, the global prevalence of tobacco use among men was 38.6%, compared to 8.5% among women. Among US Hispanics, these figures are 13.5% and 7%, respectively.
- Suicide rates are almost a third of that of non-Hispanic whites.(12.1 vs 30.4 deaths per 100,000) and it does not appear as one of the top-10 causes of death.
- Although depression rates are lower in Hispanics than in whites, depression in Hispanics is likely to be more persistent. Major depression was most prevalent among Hispanics (11%) vs Whites (7%)
- Among adults with any mental illness. 48% of whites received mental health services compared with 31% of Hispanics.
- 1 in 4 older adults reported Anxiety or Depression Amid the Pandemic. 33% are Hispanics.
- Non-Hispanic white adults (6.4%) were more likely than Hispanic (2.6%) adults to engage in heavy drinking.
- Percent of men aged 18 and over who currently smoke cigarettes (2015-2017): 13.5% of men and women, 7%. Both below national levels -20% and -45% respectively.

- Despite rapid declines in teen birth rates in the U.S. disparities persist. In 2018, the birth rate for Hispanic teens ages 15 to 19 was almost double the rate among white teens (12 vs 27 per 1,000)
- 20.1% percent of Hispanics under age 65 without health insurance coverage. (Versus national coverage of 11%)
- Hispanic children aged 19 to 35 months have comparable rates of immunization for hepatitis, influenza, MMR and polio.
- Hispanic women are 20 percent less likely to receive an HPV vaccine, as compared to whites.
- Hispanic adults were 40 percent less likely to be fully immunized against hepatitis, as compared to white adults.
- In the U.S. the administration of measles, mumps and rubella shots dropped by 50 percent; diphtheria and whooping cough shots by 42 percent; and HPV vaccines by 73 percent vs. pre-COVID rates.
- Just 56% of Hispanics adults say they would definitely or probably get a COVID-19 vaccine. While only 52% of Whites and 32% of Black would.
- Hispanics make up a large portion of healthcare workers, with 2.2 million Hispanic healthcare workers nationwide. Of this 2.2 million, almost one-third are foreign-born.
- There are 11.7 Nurses licensed to practice per 1,000 population in the U.S.
- 1 in 3 Medical Assistants and 1 in 5 Healthcare support occupations are US Hispanic.
- Latina Nurses earn only 70% of what white men nurses earn.
- The World (U.S. included) are facing a shortage of Nurses. There are currently approximately one million registered nurses older than 50 years, meaning one-third of the workforce could be at retirement age in the next 10 to 15 years. If we act now, this might be an opportunity for Hispanic Nurses.

GOAL 4. ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL.

Overview:

Despite the great accomplishments reached by Latinas who are outpacing Hispanic men, Hispanics overall have gaps at each stage of education. This gap includes the very early stages where only 34% of Hispanic 3-5 year-olds enrolled in preschool programs representing a 9 points gap versus total average, to college where the graduation rate gap grows even bigger to a 17.6 percentage points. The aftermath leaves only 16% of Hispanic Men 25-to-29-Year-Old with a Bachelor's Degree or Higher. Even though there are 25% Latinas with a Bachelor's Degree or Higher, they fall short versus the 40% rate of Women overall.

School closures to stop the spread of COVID-19 are having an adverse impact on learning outcomes and social and behavioral development of children and youth. Even though remote learning is provided to many students, children and youth in vulnerable and disadvantaged communities and extreme poverty, do not have the same access. The digital divide will widen existing education equality gaps. Although 91% of Hispanic students have home internet access, 10% of them have access only through a smartphone.

- The percentage of 3- to 5-year-olds enrolled in preschool programs was higher for those who were White (43 percent) than for those who were Hispanic (34 percent).[1]
- Hispanic 4th-grade Reading proficiency was 5% below avg, 10% below White, 13% below Asian students and 2% above Black students.[1]
- Hispanic 4th-grade Math proficiency was 5% below avg, 8% below White and 13% below Asian students and 3% above Black students.[1]
- Primary education (Elementary school) and Secondary education (Middle school) completion rates show no significant differences with both at 100% and 103% rates respectively. Nevertheless, Hispanic enrollment in these levels of education is 56% below that of White students.[2]
- Upper Secondary education (High School) - Total completion rate was 85%. White (89 percent), Hispanic (81 percent) representing a 8 points gap. [2]
- The Graduation rates for White students were higher than Hispanic students in every state and the District of Columbia except for West Virginia, where the graduation rate for Hispanic students was higher (92 vs. 90 percent). The District of Columbia reported the largest gap between White and Hispanic students (24 percentage points).[2]
- High School completion rate for all Women was 94.3% and 91.6% for Men. While Latinas (91.3%) outpaced Hispanic Men (86.8%)[1]
- College: Asian(70.3%) and white(67.1%) students are more likely to get a degree than their African-American and Hispanic classmates. For Hispanics who started college in 2012, just 49.5% earned a degree in six years. Much of that discrepancy is related to where Hispanic students tend to go: community colleges and for-profit schools.[3]
- Percentage of American 25-to-29-Year-Olds With a Bachelor's Degree or Higher. Men 33% / Women 40%. Hispanic Men 16% / Latinas 25%, once again outpacing Hispanic Men but a 15 point gap remains against Women overall.[4]
- Internet access: 91% of Hispanic 3- to 18-year-olds has home internet access (vs. an overall 94%). Even though the gap is only 3% there is 10% of Hispanics that have access only through a smartphone.[1]

GOAL 5. ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS.

Overview:

Gender Equality is still an issue in the U.S. generally, but particularly a problem where Latinas over index.

Violence towards women during COVID-19 is a "shadow pandemic". Even though Latinas suffer domestic violence at the same rates as white women, they lack resources to effectively address it. More than 1 in 3 Latinas report being a victim, but roughly 50% of domestic abuse cases go unreported. Latino immigrants may be less likely to report domestic abuse and seek help.

Regarding unpaid work, Latinas spend 7.2 hours avg per day in unpaid care and household work - the highest among all ethnicities. Latina working mothers are 1.6 times more likely than white mothers to be responsible for all child care and housework. Moreover, between 2018-2028 the projected percentage increase in the labor force of women will be 28% for Latinas, again, the highest among all ethnicities. On top of this, when Latinas get paid, they are heavily underpaid earning 54cts for every dollar White Men do. Even though the latter is not part of this SDGs indicators, we believe it is worth mentioning here.

Last but not least, Latinas remain heavily underrepresented in both U.S. Congress and Managerial Positions.

- Women ages 20-24 are at greatest risk of nonfatal domestic violence. Hispanics over index in this age group, they are the youngest major ethnic group in the United States. About one-third, or 17.9 million, of the nation's Hispanic population is younger than 18, and about a quarter, or 14.6 million, of all Hispanics are Millennials (ages 18 to 33)
- Income is also a factor: the poorer the household, the higher the rate of domestic violence — with women in the lowest income category experiencing more than six times the rate of nonfatal intimate partner violence as compared to women in the highest income category.The share of Hispanics in poverty was 1.5 times more than their share in the general population. Hispanics comprised 18.7% of the total population, but 28.1% of the population in poverty in 2019.
- More than one in three Latina women (34.4%) reported ever being a victim of an intimate partner's sexual or physical violence or stalking, according to a 2017 CDC report.
- Roughly half of domestic abuse cases go unreported. Latino immigrants may be less likely to report domestic abuse and seek help from formal agencies due to fear of deportation.
- In the United States, women perform an average of four hours of unpaid work per day. In this regard, Latinas spend 7.2 hours on average per day in unpaid care and household work. This is the highest figure among all enthic and racial groups in the country.
- Latina working mothers are also 1.6 times more likely than white working mothers to be responsible for all child care and housework.
- Even though currently White women labor force participation rate (56.7%) and that of Hispanic women (56.0%), between 2018–2028 the projected percentage increase in the

labor force of women by race or ethnicity will be led by Latinas who are projected to grow 2.8.7%, followed by Asian (24%), Black (9.7%) and White women (4.7%).

- Latinas remain underrepresented in the candidate pools for the U.S. House and Senate, even though they represent 9.1% of the U.S. population. "Despite being 18% of the total population, Latino elected officials are only 1% of our government,"
- A record number of Latinas are running for congressional office in 2020.
- At least 75(2020) vs 18 in 2004 Latinas are congressional candidates in 2020, including 72 Latina candidates for the U.S. House and 3 Latina candidates for the U.S. Senate.
- For every 100 men who are promoted to manager, only 68 Latinas are promoted. This "broken rung" results in more Latinas getting stuck at entry level.
- At Entry level Latinas represent 18% of employees while white men represent 35%. (Gap 17pts)
- This "initial gap" grows even bigger in the first step of the ladder where, for every 100 men promoted to manager only 71 Latinas are promoted. The pipeline is heavily reduced, there are simply too few women to advance.
- It is not a surprise that with this trend in each step of the ladder (Entry Level, Manager, Director, VP, SVP, C-Suite) Latinas end up being heavily underrepresented in the senior level positions where Latinas represent 3% while white men represent 66%

GOAL 6. ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL.

Overview:

The United States of America has one of the highest rates of clean water and access to safe sanitation in the world. Nevertheless, there are some places that are still lacking safe drinking water and/or sanitation. Despite the close to 100% access, there are 1.4 Million people lacking these services and minorities are twice as likely to lack complete plumbing than white households.

- 99% of Americans have access to safely managed drinking water services.
- Nationwide, 0.3 percent of white households lack complete plumbing, as compared to 0.5 percent of African-American and Latinx households, that means that African-American and Latinx households are nearly twice as likely to lack complete plumbing than white households
- 1.4 Million people in the United States lack access to indoor plumbing (hot and cold running water, a sink, a shower/bath, or a flush toilet)
- 250,000 of these people are in Puerto Rico and 553,000 are homeless people.

GOAL 7. ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL.

Overview:

This unprecedented year, COVID-19 has shown us the value of essential services and critical infrastructure. As one of the fastest growing American communities, and an often unrecognized (but critical) part of our workforce, the future design of American energy needs to include Hispanic communities. Improving access to the benefits of solar energy is an obvious win for sustainability and equality.

- A 2019 study found that Hispanic majority census tracts have installed 30% less rooftop solar than non-Hispanic majority census tracts.
- Rooftop solar provides cost saving opportunities on energy bills, allowing low- to moderate-income (LMI) households to direct those savings towards other essential expenses including healthcare, food, and education.
- COVID-19 related wage loss has increased the proportion of LMI households that are not able to fully cover monthly bills (including utility bills) from 43% to 52%, according to a study by the Pew Research Center. COVID-19 has hit Latinos especially hard.
- The steep price of a solar system has made solar energy available primarily to upper income households, even though LMI households, which pay a disproportionately higher percentage of their income to energy costs, stand to gain the most from the financial savings associated with having a solar system.

GOAL 8. PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.

Overview:

Over the years, decent work has been the key to achieving the American dream, the starting point for upper mobility, both for them and the next generation who tend to have higher education levels and thus ignite potential for a positive multigenerational spiral.

Despite the fact that the U.S. Hispanic GDP was growing 4X faster than that of the U.S. overall and wages for Hispanics were growing at almost double the rate of non-Hispanic wages, COVID-19 has disproportionately impacted the Hispanic economy, deepening the pre-existing gaps. Unemployment rates have been higher in industries where Hispanics overndex, further widening the unemployment gap versus non-Hispanics. With Latinas having the highest unemployment rate among all groups (19%) and Hispanic youth (15-24) over indexing in young people that are not in education, employment or training, the time to act is now if we want to

ensure that not only a fast recovery happens, but also continue the positive trend we were seeing in the pre-COVID-19 era.

- While the world's GDP grew 2% and the U.S. grew 2.3% in 2019, Real U.S. Latino GDP grew 8.7% between 2017 and 2018 -latest figure available- (from $2.31T (2017) to $2.6T (2018))
- Among the world's 10 largest GDPs in 2018, the Latino GDP was the single fastest growing. Latino real GDP grew 22 percent faster than India's and 31 percent faster than China's. Over the entire period from 2010 to 2018, the Latino GDP is the third fastest growing, while the broader U.S. economy ranks fifth.
- Hispanic GDP per employed person, even though growing is still below the national level at $85,820 versus the $128,447.
- In 2020, United States experienced two consecutive quarters of declines in GDP; it even recorded its steepest quarterly drop in economic output on record, a decrease of 9.1 percent in the second quarter of 2020 (Bureau of Economic Analysis [BEA] 2020a; authors' calculations) which we think (no data available at this point) that has affected US Hispanics GDP even further due to the fact that unemployment has been higher in the Hispanic population due to the industries where Hispanics over index (e.g. Services Industry)
- Even though 14% of Hispanics work in the informal economy, Hispanics, who by popular conception might be expected to have a significantly larger share of the informal population, actually show only a slightly higher share (33.7% of the total workforce vs. 34.8% of informal workers)
- Latino wage and salary income grew at almost double the rate of Non-Latino wages and salaries in 2018.
- Over the past 5 years, wage and salary growth for Lations has averaged 8.6%. With an astounding 14.4% in 2018.
- Nevertheless, a Hispanic worker is 41 percent more likely to earn low wages than a white counterpart.
- Before COVID-19 when the Unemployment rate was at its lowest in 3.3% for Whites, the unemployment rate for Hispanics was 27% higher at 4.2%.
- When COVID-19 hit hardest, Unemployment rate for Whites grew to 12.4%. But Hispanics' unemployment rate was 41% higher to 17.6% increasing the pre-COVID-19 gap even further.
- Latinas face the highest unemployment rate of all groups with 19%.
- Hispanics over index in industries that were heavily affected. (e.g. Construction 16% unemployment, leisure and hospitality 35%)
- Hispanics over index in the so called "NEET" youth (15-24) that are not in education, employment or training. While Hispanics represent 19.5% of this age group, we represent 24.5% of NEETs.

- Many Latinos lack access to banking services and credit. Latino households have lower credit use rates than white households. Latino households (14 percent) are much more likely to lack a checking or saving account than white households (three percent)
- According to a study by the Pew Charitable Trusts, Latinos are 1.5 times as likely as whites to use payday loans which have annual percentage rates well above industry standards for credit cards or other consumer loans.
- 61% Hispanic adults say they or someone in their household has lost a job or taken a pay cut due to COVID-19. (41% higher than total adults figure).

GOAL 9. BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION.

- 40% of minority–owned firms received the full financing amount sought compared to 68% of nonminority–owned firms.
- Black– and Hispanic–owned firms are less likely to apply for financing at small banks and more likely to apply at community development financial institutions (CDFIs) and online lenders, relative to white–owned firms.
- Hispanics make up a smaller proportion of workers in S&E occupations than of the U.S. workforce as a whole (6% versus 16%).
- Hispanics constitute larger shares of those employed as social workers or health technologists or technicians than they do of computer and math scientists and physical and related scientists.
- 92% of Latinos use smartphones and are covered by mobile networks

GOAL 10. REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES.

- Real median income increased 4.6% among Asian households (from $83,376 to $87,194), 1.8% among African American households (from $40,963 to $41,692), 1.1% among non-Hispanic white households (from $69,851 to $70,642), and only 0.1% among Hispanic households (from $51,390 to $51,450)
- In 2018, the median Hispanic household earned just 73 cents for every dollar of income the median white household earned.
- Hispanics and Black are the two ethnicities with more people living below 50% of median income ($15,000), with 7.3% of Whites in this segment and 10.7% and 17.2 for Hispanicas and Black respectively.
- About four-in-ten Latinos (38%) said they had experienced discrimination in the 12 months prior to the December 2019 survey, such as being criticized for speaking Spanish in Public or being told to go back to their home country. At the same time, (30%) of Latinos said someone had expressed support for them because of their Latino background.

- Latinos have their Payroll Protection Program (PPP) loans approved at half the rate of white-owned businesses.
- An even smaller proportion of Latino-owned businesses gets their full funding relative to white owned-businesses. 3% vs 7%.
- Nearly 5,500 families were split in 2017 and 2018.
- By October 2020, parents of 545 kids separated at the border still haven't been found according to the American Civil Liberties Union.

GOAL 11. MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE.

- Latinos pay more for home financing costs Hispanics are more likely to pay steeper housing financing costs. About four in five nonHispanic home buyers have conventional financing, compared to less than three in five Hispanics

GOAL 12. ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS.

The indicators of this goal are not specific to the Hispanic community. According to the United Nations, the COVID-19 pandemic offers countries an opportunity to build a recovery plan that will reverse current trends and change our consumption and production patterns towards a sustainable future.

GOAL 13. TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS.

The indicators of this goal are not specific to the Hispanic community. According to the United Nations, the year 2019 was the second warmest on record and the end of the warmest decade. In addition, with a global average temperature of 1.1ºC above estimated pre-industrial levels, the global community is way off track to meeting either the 1.5ºC or 2ºC targets called for in the Paris Agreement. Although greenhouse gas emissions are projected to drop 6% in 2020 and air quality has improved due to travel bans and economic slowdown resulting from the COVID-19 pandemic, this improvement is only temporary. Governments and businesses should utilize the lessons learnt to accelerate transitions needed to achieve the Paris Agreement, re-define the relationship with the environment, and make systematic shifts and transformational changes to low-GHG emission and climate-resilient economies and societies.

GOAL 14. CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES FOR SUSTAINABLE DEVELOPMENT.

The indicators of this goal are not specific to the Hispanic community. Oceans and fisheries continue to support the global population's economic, social and environmental needs, while suffering unsustainable depletion, environmental deterioration and CO2 saturation and acificidation. Current efforts to protect key marine environments, small-scale fishers and invest in ocean science are not yet meeting the urgent needs to protect this vast, fragile resource.

GOAL 15. PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS.

The indicators of this goal are not specific to the Hispanic community. Forest areas continue to decline, protected areas are not concentrated in areas of key biodiversity and species remain threatened with extinction. However, there are efforts gaining traction and having positive effects that can help to reverse these outcomes, such as increased progress towards sustainable forest management, gains in protected area coverage for terrestrial, freshwater and mountain areas, as well as progress in implementing programs, legislation and accounting principles to protect biodiversity and ecosystems.

GOAL 16. PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS.

- More than one in three Latina women (34.4%) reported ever being a victim of an intimate partner's sexual or physical violence or stalking, according to a 2017 CDC report.
- Roughly half of domestic abuse cases go unreported. Latino immigrants may be less likely to report domestic abuse and seek help from formal agencies due to fear of deportation.
- 60% of Hispanics reported experiencing some form of discrimination in the past 12 months..
- 4 out of 5 young Latinos say their family or friends have been targets of discrimination over the past two years.

GOAL 17. STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT.

- The proportion of Hispanic Americans using the Internet has risen from 61% in 2013 and 66% to 2015 to 72% in 2017. At the end of 2019, 53.6% of individuals were using the internet at the global level.

CONCLUSIONS

Despite the fact that educational attainment has improved over the years for Hispanics, there is a high representation of Hispanics in low-waged jobs. Action must be taken to support new generations in their pursuit of higher education and also meet Hispanics where they are to support their upward mobility through realistic pathways. The course of action must operate in multiple levels, with short-term objectives of advancement for today's employed Hispanics, medium-term objectives helping high school students continue their education preparing for higher-wages occupations, and long-term objectives focusing on the younger generations to join the educational system in greater numbers and with improved levels of proficiency. These integrated interventions are key synergistic elements to support the growth and advancement of the US Hispanic community.

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