CHCI

Creating a transformative and lasting IMPACT on Latino young people and our nation.

(Left to right) Spring 2019 Congressional Interns: Arely Ramirez Diaz, CHCI-UPS Intern; Jose Sanchez, CHCI-Walmart Intern; Vanessa Martinez CHCI-Walmart Intern.
EDUCATE. EMPOWER. CONNECT.

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Dear friends,

I am sharing my first annual report CEO letter at an unusual time. Normally, I’d simply be pleased to report that CHCI had an outstanding year in 2019, as the information on the following pages will detail. And I am both proud and grateful to have been a part of it.

But now, our nation is undergoing such transformational change that one cannot ignore it and only look back, leaving any comment on the current time for a future report.

More than 40 years ago, four Members of the then-recently created Congressional Hispanic Caucus came together to establish CHCI, in response to the great need for more Hispanics in public service. Almost immediately, the organization began to develop leaders, first holding legislative seminars on issues important to the Hispanic community, and then launching our highly regarded fellowship and internship programs.

It has been said that we are now living through two pandemics at the same time: COVID-19, and the legacy of historical and structural racism in our society. One thing these challenges have shown is that our country needs Latino leaders more than ever. We must be at the table, a part of the conversation - in the room where it happens - so that our experiences and concerns are considered, and so that our creativity and perspectives can inform the critical decisions when they are made.

The good news is that CHCI is ready to meet this moment, and to continue providing the leaders our society needs – for Congress, corporate boardrooms, communities, and all other fields and sectors. In 2019, we:

- Engaged nearly 200 program participants to help them along their leadership journey
- Held extraordinary events that attracted more than 5,000 attendees, including 70 Members of Congress.
- Grew our alumni network to more than 4,000 leaders
- Continued to invest in our infrastructure, improving our financial position and taking another step closer to owning our biggest asset, our headquarters building outright.

As a result, we are ready to use our voices and to build and leverage our power, in order to not only persevere through the crises our nation currently faces, but to ensure a stronger and better future both for our community and all people.

I feel deeply honored and fortunate to work with CHCI’s Board of Directors, Advisory Council, our accomplished alumni, and dedicated staff. We will continue to carry out our mission to create the next generation of Latino leaders, so that our community can be architects of our own future. I invite you to join us on this venture!

Marco A. Davis

CHCI President & CEO

Congressional Hispanic Caucus Institute
IMPACT

EXCEEDING OUR FOUNDERS’ DREAMS

CHCI’s inaugural fellowship class served four Latinos in 1981. In 2019, CHCI changed the lives of nearly 200 young Latinos through our programs, and reached millions more through our social media communities and website. We continue to exceed our founders’ vision to improve the Latino community and shape future Latino leaders.

EDUCATE

In 2019, CHCI educated:

• 15 scholarship recipients

EMPOWER

In 2019, CHCI empowered nearly 200 young leaders:

• 73 Congressional Interns
• 103 R2L® NextGen participants
• 10 Public Policy Fellow participants
• 9 Graduate Fellow Program participants

CONNECT

In 2019, CHCI connected:

• An audience of 230,000 visits to the website and generated close to 860,000 impressions across all social media platforms.
• 5,339 stakeholders at CHCI’s 58 landmark events
• Over 4,000 alumni around the world
EDUCATE

CHCI opens pathways to success for emerging leaders by unlocking and offering congressional internships and fellowships that bolster classroom knowledge with real-world experience in a range of fields.
CHCI’s resources and programs serve a pipeline of young Latinos—from high school students to early-career professionals—with a focus on educational attainment and college access (EDUCATE), professional and leadership development (EMPOWER), and networking with powerful Latino leaders (CONNECT).

For over 40 years, CHCI has educated, empowered and connected thousands of promising American Latino young people with programs and services designed to provide unparalleled leadership opportunities. With profound U.S. demographic and economic shifts expected to continue, we aim to do even more—expanding our important work and offering exceptional programs that encourage college completion and foster community involvement.

By unlocking college access and facilitating congressional internships and fellowships, CHCI bolsters classroom knowledge with real-world experience in a range of fields, providing thousands of bright young Latinos with pathways to future success.

**CHCI NextOpp**

**Preparing Latinos for College Attainment**

Through a continuing partnership with State Farm®, CHCI offers CHCINextOpp.net, a powerful online version of our National Directory of Scholarships, Internships and Fellowships for Latino Students. Nearly 19,000 Latino students, parents and educators visited the site in 2019 and used its features to search, save and share life-changing opportunities across the U.S., based on their profiles, locations and interests.

**Scholar-Intern Program**

**Connecting Financial Support with Hands-On Experience**

Supporting education is a crucial part of our mission to develop the next generation of Latino leaders. CHCI’s Scholar-Intern Program provides monetary support as well as hands-on experience. From health care to human resources, CHCI’s 2019 Scholar-Intern Program gave 15 individuals an opportunity to gain important skills while earning money for their education. In addition to awarding $245,000 in scholarships, we facilitated internships across the country to help advance young Latinos’ professional careers and put their academics into action.

“My experience as a CHCI intern has been life changing. I was able to grow professionally and also grew to feel more confident as a Latina working in politics. I have never worked with people who looked like me or had the same background as me, so it was really nice to have people who stand in solidarity with you—I never felt alone while I was interning on Capitol Hill. I am so grateful for this program because I met people from all over the country with the common goal of advancing Latinxs in the community.”

Karylena Cruz
Fall 2019 CHCI-Walmart Congressional Intern
Silver Spring, Maryland
University of Maryland, College Park
The Office of Rep. Jamie Raskin (MD-8)

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Page 5 Photo Captions

#3: Rep. Jim Costa (CA-16), CHCI Advisory Council Member, with 2019 CHCI-Toyota Summer Congressional Intern Maria Meneses.
#2, 4-6: Congressional Interns participating at various events and activities.
CHCI also believes that participants should give back to the community that is providing them with countless opportunities. As part of their programs, CHCI Interns and Fellows are expected to complete community service hours in the Washington, D.C. area during their program. Over the course of the program, 2019 Interns and Fellows completed nearly 1,200 hours of service to the greater D.C. community.

**R2L® NextGen Sparking Civic Engagement**

In 2019, we marked the ninth year of R2L® NextGen, an invaluable youth leadership experience that brought 103 low-income Latino high school students from across the nation to Washington, D.C., for five days, with all costs covered by CHCI. During another successful year of the program, students enhanced their leadership skills, learned about public policy and legislation, met with influential Latino leaders, visited historic sites and explored their Hispanic heritage.

“The power of our government resides in the people. R2L NextGen has taught me that our generation's voice is essential in order to create politics that reflect the needs of the nation. This experience has given me the opportunity to be a part of a family of amazing and inspiring politically-driven Latinos who are committed to creating change in their communities.”

Max Feliciano  
2019 R2L® NextGen Scholar  
Mayagüez, Puerto Rico  
Centro Residencial de Oportunidades Educativas

**Congressional Internship Program Gaining Legislative Experience**

Through CHCI’s summer and semester internships, talented Latino undergraduates gain firsthand experience in public policy by working in congressional offices, benefit from weekly leadership development sessions, engage in timely discussions on issues affecting the Hispanic community and learn the importance of engaged citizenship through community service projects. In 2019, CHCI hosted 73 interns.
Public Policy Fellowship Program
Empowering Future Policymakers

In keeping with our founders’ vision, CHCI’s 2019 Public Policy Fellowship program brought 10 talented young Latino professionals to Washington, D.C., for our prestigious, nine-month, Public Policy Fellowship. This latest cohort excelled in their placements and gained important insights into the national public policy arena.

“Being able to lift the voices of my community back home has always been the goal throughout this fellowship. Being nicknamed “Arkansas” early on by my cohort and co-workers kept me grounded throughout the nine months by reminding me that I was representing my state, and specifically the Latinxs that are too often discounted from national attention because of their geographic location in the U.S. I’m thankful that an organization like CHCI can provide these organic communities and safe spaces. There will never be enough of us here. While being the first is a great milestone, it won’t matter if I’m the last. I’m hopeful that in the future the streets of D.C. and the halls of Congress will look more like my CHCI cohort, and I look forward to continue putting in the work to make sure that happens.”

Isamar Garcia-Hernandez
2019-2020 CHCI Google Public Policy Fellow
Springdale, Arkansas
University of Arkansas
The Office of Rep. Joaquin Castro

Graduate Fellowship Program
Immersing Latinos in Public Policy

In 2019, CHCI’s Graduate Fellowship Program offered nine emerging Latino leaders with graduate degrees the opportunity to immerse themselves further in public policy fields such as health, housing and law.
Convening Powerful, High-Profile Leaders to Support CHCI’s Mission

In 2019, CHCI offered unparalleled access to an influential network of leaders through exciting events and robust social media communities.

CHCI PREMIER EVENTS:

• Organized 58 landmark events across the U.S.
• Convened top leaders for 2019 Hispanic Heritage Month Events, including Members of Congress.
• Elevated Latino issues, Latino leaders and best practices by convening nearly 1,000 influencers at our Hispanic Heritage Events—Leadership Conference and 42nd Annual Awards Gala.
• The CHCI Industry Summit Series, which kicked off in 2018, including the 2019 Health Summit, 2019 Economic Empowerment Summit, and 2019 Tech Summit. The day-long summits connected Members of Congress, Fortune 500 executives, entrepreneurs, experts, thought leaders, CHCI program participants and alumni, for high-level discussions on emerging trends, policy issues, and opportunities in their respective sectors.

INTEGRATED TRADITIONAL & SOCIAL MEDIA:

• Engaged 25,000+ supporters, followers and fans.
• Promoted positive images about Latinos through social, traditional and digital media.
In 2019, CHCI Educated, Empowered and Connected Latino students from across the country.

CHCI programs serve an important need in the Latino community, promoting educational attainment, developing leadership characteristics and sparking civic engagement in promising young Hispanics.

GEOGRAPHICALLY DIVERSE PARTICIPANTS

Nearly 4,500 individuals from 47 states, the District of Columbia and Puerto Rico began CHCI profiles in the 2019 application portal. We directly served 210 students, representing 27 states, the District of Columbia and Puerto Rico.

DEMOGRAPHIC SNAPSHOT

103 R2L® NextGen Participants
15 Scholar-Interns
73 Congressional Interns
19 Public Policy & Graduate Fellows
LATINOS SERVED WITH GREATEST NEED

In 2019, CHCI programs continued to serve outstanding students with financial need. Of the 210 program participants:

- 62% were from households with incomes below $45,000
- 80% were from households with incomes below $65,000
- 68% were the first generation in their families to attend college
- 3.57 average GPA

REPRESENTING DISTINCT HERITAGES

Participants self-designated a variety of heritages, adding a valuable cultural aspect to each program.

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1 IN EVERY 4 AMERICANS UNDER 18 YRS OLD IS LATINO

1 IN EVERY 3 LIVE UNDER THE POVERTY LINE

AVERAGE AGE

LATINO AMERICANS

ALL AMERICANS

28 43

HISPANICS MAKE UP

21% OF ALL U.S. MILLENNIALS

70% ENROLLED IN HIGHER EDUCATION

27% 2011-2022 PROJECTED INCREASE IN COLLEGE ENROLLMENT

CHCI ON THE HILL

CONGRESSIONAL LEADERSHIP ENGAGEMENT:

- Engaged 49 Members of Congress at 2019 CHCI Hispanic Heritage Month events
- 21 Members of Congress attended CHCI’s 3 Industry Summits on Health, Tech and Economic Empowerment
- 59 congressional offices and 8 committees hosted CHCI Interns and Fellows for their placements
- 19 Members of Congress attended CHCI participant graduations

#1: CHCI Congressional Interns visit Rep. Donna Shalala (FL-27)
#2: Rep. Nanette Diaz Barragán (CA-44)
Throughout 2019, Members of the Congressional Hispanic Caucus, who are part of CHCI’s Board of Directors and Advisory Council, engaged with CHCI in various ways. Here are a few examples of some of our most engaged colleagues.

**CONGRESSIONAL SPOTLIGHT**

Thank you to our nation’s top leaders in the United States Congress for their unwavering commitment as allies to support our work to develop the next generation of Latino leaders by participating throughout the year at CHCI events including our R2L NextGen Program, Congressional Internship Program, Graduate Fellowship and Public Policy Programs, and Hispanic Heritage Month (HHM) events, and Industry Summits.

**Congressman Ruben Gallego (AZ-07)**
- CHCI Chair
- Has two CHCI Alumni on staff
- Attended Spring and Fall Internship Program Graduations
- Attended Fellowship Program Graduation
- Attended R2L NextGen Program send off event in Phoenix
- Delivered remarks at Tech, Health, and Economic Empowerment Summits
- Delivered remarks at Open Dialogue Series and 2019 Leadership Conference

**Congresswoman Nanette Diaz Barragán (CA-44)**
- Addressed R2L NextGen Program participants
- Hosted Spring, Summer, and Fall Internship Program placements
- Attended Fall Internship Program Graduation
- Delivered remarks at Tech and Health Summits
- Delivered remarks at Open Dialogue Series and 2019 Leadership Conference

**Congressman Tony Cárdenas (CA-29)**
- Hosted Summer Internship Program placement
- Attended Summer Internship Program Graduation
- Attended R2L NextGen Program send off event in Los Angeles
- Delivered remarks at Tech and Health Summits
- Delivered remarks at Open Dialogue Series and 2019 Leadership Conference

**Congresswoman Norma J. Torres (CA-35)**
- HHM Co-Chair
- Hosted Summer and Fall Internship Program placements
- Attended Summer and Fall Internship Program Graduations
- Delivered remarks at Open Dialogue Series
- Delivered remarks at Economic Empowerment Summit
- Served as HHM Committee Co-Chair and delivered remarks at 2019 Leadership Conference

**Congressman Adriano Espaillat (NY-13)**
- HHM Co-Chair
- Attended Summer Internship Program Graduation
- Addressed R2L NextGen Program participants
- Delivered remarks at Tech Summit
- Delivered remarks at Open Dialogue Series
- Served as HHM Committee Co-Chair and delivered remarks at 2019 Leadership Conference

**Congressman Steny Hoyer (MD-5)**
- House Majority Leader
- HHM Co-Chair
- Delivered remarks at HHM Committee Co-Chair and delivered remarks at 2019 Leadership Conference
CHCI’s Powerful Alumni Network: Engaged Leadership in the Latino Community

Every day, CHCI alumni* bring the leadership principles and skills they’ve gleaned from CHCI’s experiential leadership programs into their work in communities across the country and around the world.

Taking CHCI’s mandate of “Educate, Empower and Connect” to heart, they make significant contributions through volunteerism, mentorship and philanthropy.

* A CHCI alumnus/alumna is an individual who completed one of CHCI’s leadership development programs—Graduate Fellowship, Public Policy Fellowship, Congressional Internship, Scholarship/Scholar-Internship and/or R2L® NextGen.

† According to Independent Sector’s valuation of a volunteer hour at $25.43.
SUPPORT

WHY GIVE TO CHCI?

Profound demographic shifts in the American landscape are transforming our nation’s workforce and economy. Already, 1 in 4 Americans under 18 are Latino, nearly 100,000 Latinos turn 18 every month, and 74 percent of new entrants to the workforce between 2010 and 2020 are projected to be Latino (per the U.S. Census Bureau).

Given this demographic reality, the strength of the United States is closely tied to the success of the Latino community. As the future driver of economic growth and the foundation of the modern American workforce, Latino young people must be educated and fully prepared to assume leadership roles across sectors. Investment in the Latino community today through leadership and skills development is critical to the future health of our society, democracy and economy. Investing in the Latino community is also smart for business and good for society.

WAYS TO GIVE TO CHCI

Gifts of all sizes help us educate, empower and connect young Latinos. You can support CHCI by:

• **Sponsoring** an event and/or a young leader’s participation in a program.
• **Donating** in-kind products or services.
• **Creating** a long-lasting endowment.
• **Recognizing** a loved one through Gifts in Honor or Gifts in Memoriam.
• **Remembering** CHCI in your estate plan as a contingent beneficiary.

You can make an online gift today at [chci.org/donate](http://chci.org/donate) or contact our giving team at [externalaffairs@chci.org](mailto:externalaffairs@chci.org).

CHCI is tax-exempt under section 501(c)(3) of the Internal Revenue Code, Federal ID #52-1114225. CHCI does not attempt to influence legislation and does not employ any registered lobbyists. All grants and contributions to CHCI are tax-deductible to the extent permitted by federal law.
THANK YOU

2019 CHCI Mission Partners

**Founder’s Circle**
- Bank of America Foundation
- Facebook
- PepsiCo Foundation
- State Farm Insurance
- United Health Foundation
- Walmart Foundation

**Legacy Circle**
- The Coca-Cola Foundation
- Google
- Morgan Lewis
- Toyota Motor North America
- Walton Family Foundation

**Visionary Circle**
- Amazon
- American Petroleum Institute
- Bristol-Myers Squibb
- Casey Family Programs
- Charter Communications
- Chevron
- Comcast Corporation and Foundation
- ConocoPhillips
- ExxonMobil Corporation
- Hyundai Motor America
- Mastercard
- UPS Corporation and Foundation

**1978 Circle**
- Altria Client Services, Inc.
- Amgen
- Apple
- Bayer
- Biogen
- Blue Cross Blue Shield Association
- BP, America
- DaVita, Inc.
- Dell Technologies
- Edison International
- El Rey Network
- Eli Lilly & Company
- FedEx Corporation
- Ford Motor Company Fund
- FWD.us
- General Motors Company
- Gilead Sciences
- Horizon Therapeutics
- JPMorgan Chase & Co.
- Major League Baseball
- Merck
- Microsoft
- National Association of Broadcasters
- National Education Association
- Novo Nordisk
- PhRMA
- Planned Parenthood Federation of America
- Prudential Financial
- Shell Oil Company
- Society for Human Resource Management (SHRM)
- T-Mobile USA
- Target Corporation
- The Walt Disney Company
- Transportation Institute
- United Food & Commercial Workers Union
- Union Pacific
- Univision Communications, Inc.
- Valero Energy Corporation
- Verizon Communications

**Innovator Circle**
- AARP
- American Beverage Association
- American Federation of Teachers
- AT&T
- Constellation Brands
- CVS Health
- Exelon/PECO Corporation
- Foundation for Alcohol Responsibility
- Fresenius Medical Care
- North America
- Genentech
- Hospital Interamericano de Medicina Avanzada
- Intel
- JUUL Labs
- LiveRamp
- Lyft
- National Association of Letter Carriers
- National Cable and Telecommunications Association
- Nationwide
- Nielsen
- Oportun
- Otsuka America Pharmaceutical, Inc.
- Pfizer, Inc.
- Salt River Project
- Texas Instruments
- United Technologies
- United Healthcare Group
- Wálgreen Company

**Leader Circle**
- Accenture
- Ally Financial
- AMC Networks
- American Gas Association
- Anthem
- Baxter Healthcare Corporation
- Best Buy
- Bill & Melinda Gates Foundation
- Business Roundtable
- California Teachers Association
- Capital One Financial
- Casey Family Programs
- Conrad Hilton Foundation
- CPS Energy
- DIAGEO
- Dropbox
- EdChoice
- Entergy Corporation
- Entraprise
- Environmental Defense Fund
- Everytown for Gun Safety
- Federal Home Loan Bank of San Francisco
- Greater Brownsville Incentives Corporation
- H&R Block
- Heineken USA Incorporated
- Herbalife International
- Hewlett Packard, Inc.
- Intuit, Inc.
- KIPP Foundation
- Labors’ International Union of North America
- McDonald’s Corporation
Merck
MGM Resorts International
NAREIT
National Alliance for Public Charter Schools
Natural Resources Defense Council
Nestle
Novartis
Phillips 66
Quicken Loans
Sempra Energy
Service Employees International Union
SOMOS Community Care
United Airlines
Visa
Wells Fargo
Wendy & Dario Marquez Foundation

**Principal Circle**
AETNA Foundation
AFL-CIO
American Federation of State, County and Municipal Employees
American Express Corporation
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American Fuel & Petrochemical Manufacturers
American Hospital Association
American Sugar Alliance
AmerisourceBergen
Annie E. Casey Foundation
Arizona Public Service
ASPIRE PAC
Association of American Railroads
Aura
Better Medicare Alliance
BOLD PAC
Boston Scientific
CBS Corporation
CHRISTUS Health
Culture ONE World
Democratic Attorneys
General Association
Democratic Congressional Campaign Committee
Democratic National Committee
Democratic Senatorial Campaign Committee
Dallas Fort Worth International Airport
Edison Electric Institute
Emily's List
Fiat Chrysler Automobiles N.V.
Geico
Giffords: Courage to Fight Gun Violence
Immunomix
Indivisible
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Lambda Theta Phi Latin Fraternity, Inc.
Leadership For Education Equity
League of Conservation Voters
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Mars, Inc.
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NewSchools Venture Fund
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Pyxus International
S&P Global
San Manuel
Seton Healthcare Family
Solar Energy Industries Association
Southern Company
Square
Starz Entertainment
TC Energy
The College Board
Tyson Foods
Union of Concerned Scientists
University of Southern California - Sol Price School of Public Policy
US Telecom Association
Viacom

**Trailblazer Circle**
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Clark County School District
Clearlake Capital
Conference of Minority Transportation Officials
Cordoba Corporation
CTIA The Wireless Foundation
Emerge
Entertainment Software Association
Fulbright Program
Harvard Kennedy School
International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)
Local Initiatives Support Corporation
Lumina Foundation
Pandora
Ronald Ulloa
Teach for America
The Raben Group
Western Union
Women's March Foundation
DONOR SPOTLIGHT

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- BANK OF AMERICA
- Facebook
- PepsiCo
- State Farm
- United Health Foundation
- Walmart

**LEGACY CIRCLE**

- Coca-Cola
- Google
- Morgan Lewis
- Toyota
- Vayamos Juntos
- Walton Family Foundation

**VISIONARY CIRCLE**

- Amazon
- API
- American Petroleum Institute
- Bristol Myers Squibb
- Casey Family Programs
- Charter Communications
- Chevron
- Comcast NBCUniversal
- ConocoPhillips
- Hyundai
- Mastercard
- UPS

19
1978 CIRCLE
2019 FINANCIAL HIGHLIGHTS

TOTAL ASSETS $17,946,831
CASH & CASH EQUIVALENTS $4,020,083
INVESTMENTS $4,946,179
TOTAL LIABILITIES $1,528,680

UNRESTRICTED NET ASSETS $13,206,056
TEMPORARILY RESTRICTED NET ASSETS $2,592,882
PERMANENTLY RESTRICTED NET ASSETS $619,213
CHANGE IN NET ASSETS $1,720,086

2019 REVENUE $9,793,527

In Kind Donations $298,870
Annual Conference & Gala $4,411,467
Investments $742,802
Program Services $4,340,388
Fundraising $650,043
General & Administrative $2,154,571

2019 EXPENSES $8,073,441

Program Services $5,268,827

Source: 2019 Audited Financial Statements
LEADERSHIP

We are extremely grateful to the gifted leaders who served on CHCI’s Board of Directors and Advisory Council in 2019. These dedicated individuals volunteered their time and talents to ensure that CHCI had the critical guidance, networking connections and financial support needed to fulfill our mission to Develop the Next Generation of Latino Leaders.

2019-20 CHCI BOARD OF DIRECTORS

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LEADERSHIP

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Shell Oil Company

Shashrina L. Thomas
VERSA Integrated Solutions, Inc.

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Entravision

Rep. Nydia M. Velázquez (NY-07)

Virginia Zigras
Charter Communications