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Latino Datanote

NYC Mayor de Blasio Latino Appointments: An Update

The NiLP Network on Latino Issues (November 17, 2014)

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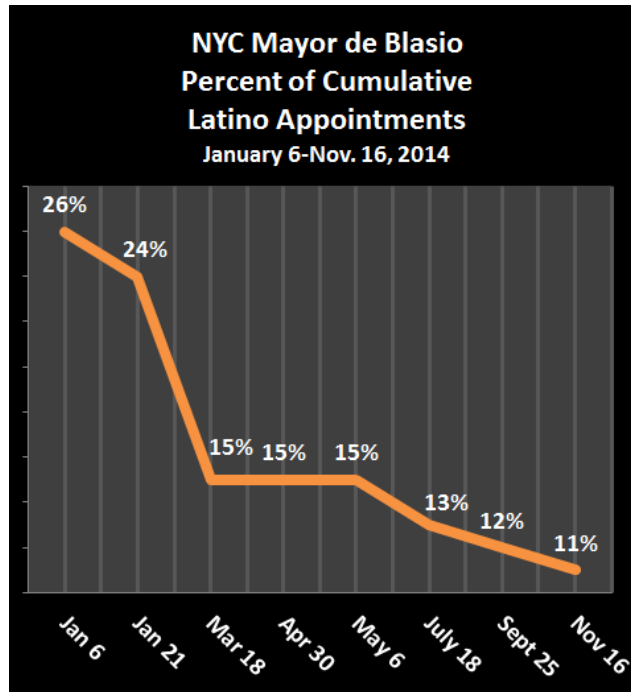
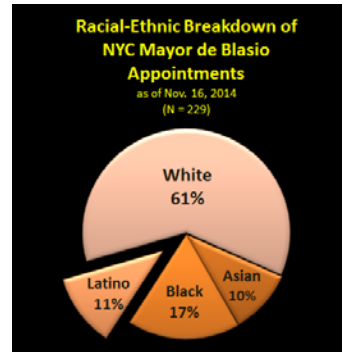
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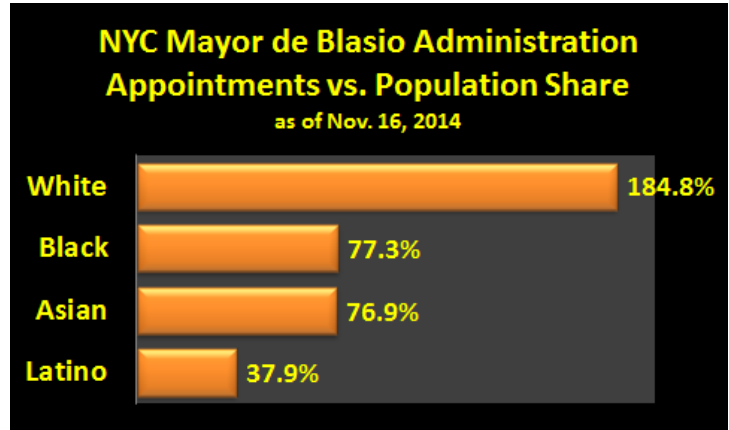
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Since taking office in January, NYC Mayor Bill de Blasio's level of Latino appointments to his Administration has continued to not only make Latinos the most underrepresented group in his government, but has consistently declined to the current level of only 11 percent of all his appointments. This sharply decreasing commitment to Latino inclusion in this Administration is reflected by the dramatic decline from his first month in office when 26 percent of his appointments were of Latinos. This *NiLP Latino Datanote* is based on appointments publicly-announced by the de Blasio Administration since a full list of appointments was not made available by his Appointments Office to us upon our request.



As a result, Latinos are currently the most underrepresented group among the de Blasio appointments. Compared to their share of the city's population (29 percent), the 11 percent of Latino appointments is only 37.9 percent of this

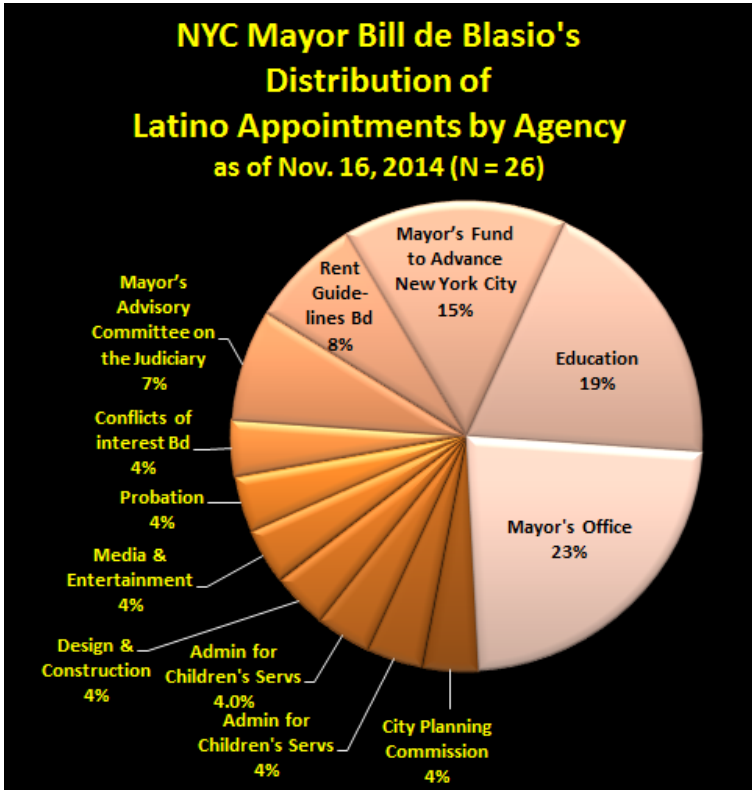
community's population. This is a much lower level of representation than either Blacks (77.3 percent) or Asians (76.9 percent), which are both also underrepresented, while Whites are extremely overrepresented (184.8 percent).



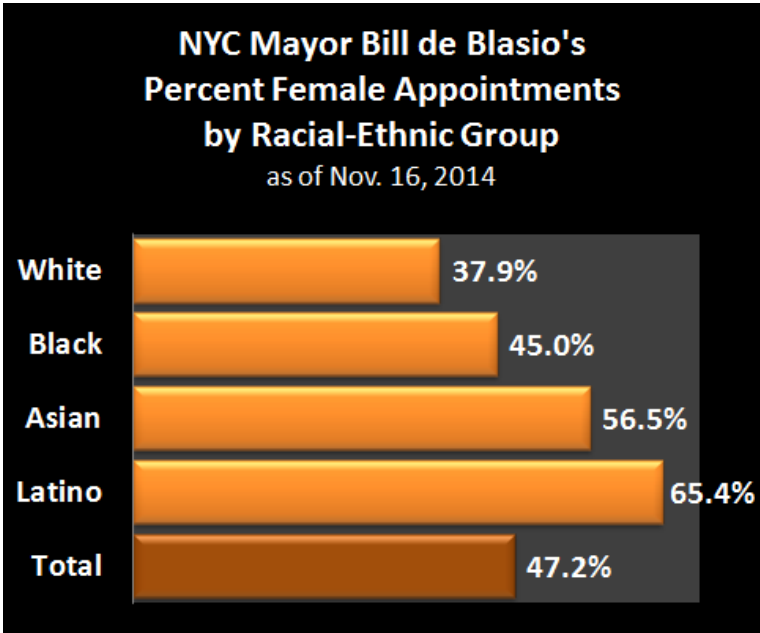
In higher level job titles, Latinos make up only 12.1 percent of appointments in this category. This is in sharp contrast to the 64.0 percent of these higher level positions that have gone to Whites.

Title	Latino	Asian	Black	White	Total	Number
Boardmember	12.0%	8.0%	15.0%	65.0*%	100.0%	100
Chair	8.3%	0.0%	16.7%	75.0%	100.0%	12
Chief of Staff	33.3%	0.0%	33.3%	33.3%	100.0%	3
Commissioner/Chancellor	17.1%	14.3%	17.1%	51.4%	100.0%	35
Deputy Mayor	25.0%	0.0%	25.0%	50.0%	100.0%	4
Director/General Manager	12.5%	16.7%	12.5%	58.3%	100.0%	26
President	0.0%	12.5%	25.0%	62.5%	100.0%	8
Senior/Special Advisor	0.0%	0.0%	0.0%	100.0%	100.0%	11
Total	12.1%	9.0%	15.1%	63.8%	100.0%	190

In addition, the majority (57 percent) of the de Blasio Latino appointments were concentrated in only 3 of the 39 city agencies. These are the Mayor's Office, the Department of Education, and the ceremonial Mayor's Fund to Advance New York City.



In terms of gender, while overall, 47.2 percent of de Blasio's total appointments were of women, about two-thirds (65.4 percent) of his Latino appointments went to women, the highest share of any group. On the other hand, among White appointments, only 37.9 percent were women, the lowest of any group.



Below is a list of de Blasio appointments that we have identified as being Latino:

NYC Mayor de Blasio Latino Appointees	
as of November 16, 2014 (N = 26)	
Ana Bermudez	Commissioner, Department of Probation
Carmen Beauchamp Ciparick	Chair, Mayor's Advisory Committee on the Judiciary
Carmen Fariña	Schools Chancellor
Cecilia Joza	Public Member, Rent Guidelines Board
Cynthia Lopez	Commissioner, Mayor's Office of Media and Entertainment
Estela Vasquez	Board of Advisors, Mayor's Fund to Advance New York City
Feniosky Peña-Mora	Commissioner, Department of Design and Construction
Fernando Bohorquez, Jr.	Member, Conflicts of Interest Board
Frankie Martinez Blanco	Director of Advance
Gladys Carrion	Commissioner, Administration for Children's Services
Larisa Ortiz	Member, City Planning Commission
Lilliam Barrios-Paoli	Deputy Mayor for Health and Human Services
Lisette Camilo	Director, Mayor's Office of Contract Services
Louis Hernandez	Board of Advisors, Mayor's Fund to Advance New York City
Maibe Ponet	Deputy Press Secretary
Marco A. Carrión	Commissioner, Mayor's Community Affairs Unit
Marisol Alcantara	Board of Advisors, Mayor's Fund to Advance New York City
Max Sevilla	Director, Federal Legislative Affairs
Miguelina Zorrilla-Aristy	Member, Panel for Educational Policy
Milady Baez	Member, Panel for Educational Policy
Richard Gutierrez	Mayor's Advisory Committee on the Judiciary
Roberto Perez	Deputy Commissioner, Mayor's Community Affairs Unit
Roberto Soto-Carrion	Member, Panel for Education Policy
Rud Morales	Board of Advisors, Mayor's Fund to Advance New York City
Sheila Garcia	Tenant Representative, Rent Guidelines Board
Ursulina Ramirez	Chief of Staff for Schools Chancellor

Discussion

The extreme underrepresentation of Latinos in NYC Mayor de Blasio's appointments since he took office almost a year ago is troubling for a number of reasons. First, it raises the question of how one can profess to be a so-called "progressive" Administration if it essentially ignores close to one-third of the city's population as part of the municipal government's leadership. The result of that Mayor de Blasio becomes open to the charge that he is replicating within his Administration what he has decried as the evils of "a tale of two cities."

His refusal to meet with Latino community leaders to discuss their legitimate and well-documented concerns about his failed appointments process when it comes to the Latino community is being viewed as disrespectful to this community. Latino community recommendations to have him review the effectiveness of his employment diversity policies and procedures for their failure to reach the Latino community are reasonable and responsible responses to this problem. It is clear that the city's employment diversity programs and anti-discrimination agencies have become too passive and are failing the Latino community. These include the Department of Citywide Administration Services, which runs the city's diversity employment program, the Civil Services Commission, the Human Rights Commission and the Equal Employment Practices Commission.

It is also clear that the current Administration has not developed the capacity to address this problem and needs to design a process that incorporates the participation of the Latino community itself to develop solutions in partnership. The recommendation for the Mayor to establish a Latino Employment Diversity Task Force to study the problem and provide him with recommendations for changes seems like a reasonable request from the Latino community.

As a result of the de Blasio Administration's inaction on this issue, a broad-based citywide coalition of Latino community leaders has come together to form the Campaign for Fair Latino Representation. They plan to continue to raise this issue with Mayor de Blasio with the expectation that he will eventually meet with them to address this problem. In the meantime, NiLP will continue to monitor Mayor de Blasio's record of Latino appointments.

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