

LATINO POLICY INSTITUTE

**2020-2025
STRATEGIC
PLAN**



OUR HISTORY

In 2005, encouraged by the dramatic growth of the Latino population in Rhode Island, a core group of community leaders took on the task of creating a research institute that specifically served the Latino community. Led by now Mayor Jorge Elorza, a former Law Professor at Roger Williams University and Domingo Morel, a current author and Assistant Professor of Political Science at Rutgers University, connected with other community leaders in an effort to create support, raise funds and provide a structure for the project. Soon thereafter, additional supporters became part of the planning group, all bringing a variety of knowledge and expertise.

Organizations like Hispanics in Philanthropy and the Rhode Island Foundation provided financial support to commission a study to understand the need and feasibility for a research institute as envisioned. The study found that there was virtually unanimous support within the community for the creation of a Latino policy institute. Soon after, the group launched into a strategic planning process that allowed them to better define the mission and vision of the organization. After much planning and work, in 2009 an opportunity to collaborate with Roger Williams University allowed the group to implement and officially launch the Latino Policy Institute at Roger Williams University.

OUR MISSION, VISION & VALUES

Our Work's Mission is to:

Stimulate public policy discourse by objectively examining and communicating the evolving Latino/a experience in Rhode Island.

Our Work's Vision is to:

Be a leader in providing information and analysis of the Latino/a community in order to influence decision and policymaking to achieve greater social, political, and economic equity.

We Lead our Work with these Values:

Educate – We seek to inform community members, policy makers, and other stakeholders about the challenges and successes of the Latino/a community in Rhode Island through research and strategic communication efforts.

Activate – We seek to engage the Latino/a community to participate in the decision and policymaking process through advocacy and civic engagement.

Motivate – We seek to energize community members and stakeholders to take bold action towards promoting and creating an equitable Rhode Island for all.

FIVE-YEAR PRIORITIES & FOCUS AREAS

Within the next five years, LPI will work to expand its reach and influence by focusing on specific topic areas and activities that will demonstrate and communicate the evolution and intersectional issues of the Latino community in our state and nationwide. LPI will focus its work, research and advocacy on:

Education: We will continue to work and focus on the systematic issues around low achievement and lack of access for Latinos within the education system – as it relates to young children and adult learners.



Health: We will explore and communicate the disparities that exist among Latinos when it comes to healthcare access and affordability as well as mental and physical health. We will also connect other systemic issues that may account for health disparities among communities of color such as unhealthy housing and climate change.



Economic Equity: We will work to highlight the systemic inequities that prevent the Latino/a community – and other communities of color – from thriving economically.



To accomplish this, LPI will work on the following priority areas:

Priority 1

Develop and deliver content and programming that is relevant, consistent and impactful to the Latino Community.

Objective

Publish and promote a minimum of one research analysis report per year that touches upon the organization's focus areas of **Education, Health, and Economic Equity**.

Action Steps

- Research and evaluate national and local trends to choose report topics for each calendar year that relate to LPI's focus areas
- Narrow down research topics utilizing a screening criteria which will be developed by the Executive Director and Advisory Board
- Engage RWU students and faculty in the content development and creation for LPI reports; with a special focus on Graduate and Law students that can expand their thesis projects into full policy reports with the guidance of the LPI Director or other Principal Investigator
- Share LPI reports through public and private events that lead to engaging discourse and action. Events will be accessible to individuals with different language and learning capacities
- Highlight the intersectionality and diversity of the Latino community in all LPI reports.
- Translate either fully or partially all reports

Objective

Host regular community conversations modeled after traditional “salons” or “tertulias” in an effort to engage individuals around specific topics or issues that intersect with the Latino experience.

Action Steps

- Host a minimum of four “Salons/Tertulias” during the year. In which, at least one will be held completely in Spanish
- Utilize screening criteria to determine the focus of each “Salon/Tertulia”
- Co-host some of Salons/Tertulias with a partner organization or a sponsor in order to expand network and outreach

Objective

Create and promote 4-6 visual infographics per year to cover subjects and issues that expand on the organization’s focus areas of Education, Health, and Economic Equity.

Action Steps

- Design infographics to be accessible to individuals with different language and learning abilities
- Promote and share infographics will be promoted and available on LPI’s website and social media platforms, while also providing a limited amount printed at request
- Partner with issue based organizations to create pieces that highlight the impact and intersectionality of their work within the Latino community

Objective

Use data, resources, and publications to advocate for policies that impact the social, political, and economic power of Latinos.

Action Steps

- LPI will track state and local legislation that may directly or indirectly affect the Latino/a community
- When necessary, LPI will provide testimony on behalf or against state or local legislation by sharing information that can better inform and guide public discourse and influence policy making in regards to the Latino/a community
- LPI will provide data and information to advocates and community organizations to support legislative priorities
- LPI legislative priorities will be derived from LPI focus areas and narrowed down to account for organizational capacity

Priority 2

Establish and implement funding opportunities and activities to ensure the growth and sustainability of LPI.

Objective

Create and implement a multifaceted three-year development plan.

Action Steps

- Create a development plan that integrates different fundraising methods including individual giving, major donors, grants and foundation support, sponsorships, and events
- Search for available funding to support consultant and sustainability of the development plan recommendations
- Launch an Annual Campaign by the end of the 2020 Fiscal Year
- Obtain a tracking system for donations to maintain and use in-house

Objective

Fully engage the Advisory Board in the financial sustainability and growth of LPI.

Action Steps

- Amend Advisory Board bylaws to include language outlining members responsibility to contribute and raise funds to meet budgeted needs for annual operations, as well as special projects
- Engage Advisory Board in fund development efforts by identifying prospects, cultivating donor prospects and securing gifts where possible
- Gauge the benefits of having a Development Committee within the Board with non-board members as part of the committee

Priority 3

Partnerships and collaborations with new and existing partners will be built and nurtured.

Objective

Work with local and national organizations whose work intersects with one or more of the LPI focus areas or who serve the Latino/a community in any capacity.

Action Steps

- Identify national and state organizations doing work that intersect with LPI's focus areas by the Executive Director, Advisory Board, or other existing community partnerships
- Collaborate in the creation and publishing of reports or publications with organizations that have expertise in other areas in order to better highlight and promote the intersectionality of the work
- Participate in coalitions led by other organizations, as long as the work fits our mission and that staff capacity allows for it
- Share information and resources with organizations focused on community outreach, advocacy, and power building
- Connect with organizations outside the state to create solutions and possible collaborations to learn best practices as well as policy trends

Objective

Establish a strong partnership and working relationship with RWU staff, faculty and students in order to fulfill our mission, vision and goals.

Action Steps

- Engage RWU students and faculty in the content development and creation for LPI reports; with a special engagement for Graduate and Law students that can expand their thesis projects into full policy reports with the guidance of the LPI Director or other Principal Investigator
- Provide internship and/or fellowship opportunities to RWU students for accreditation or stipends
- Work with RWU's Community Partnership Center to develop programs and projects that build organization capacity and exposure while utilizing the strengths and ideas of students
- Work with faculty and students involved in RWU's Latin American and Latino Studies program to develop ideas around possible collaborations, reports, publications, or other programs

Priority 4

Raise LPI's profile through improved communications, media relations, social media, and other web-based platforms.

Objective

Develop a multi-layered marketing and communications plan that reflects and focuses on the vision and mission of LPI.

Action Steps

- Create and maintain a thorough media contact list (with English and Spanish speaking platforms)
- Create and nurture relationships with media platforms and reporters – especially those who serve the Latino/a community – to ensure that any our communication efforts are picked up and shared widely
- Ensure that LPI's social media presence and content is constant and relevant
- Have a constant and significant presence on press and media; especially through opinion pieces and/or press releases in local and statewide media platforms



2020

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OUR FOCUS AREAS



Education



Health



Economic Equity

PRIORITY 1

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PRIORITY 2



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PRIORITY 3

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PRIORITY 4

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