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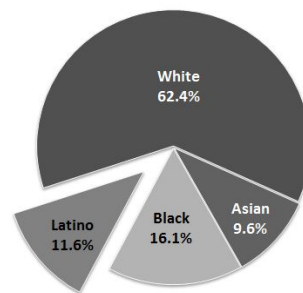
NiLP Latino Datanote

NYC Mayor de Blasio's Latino Appointments:

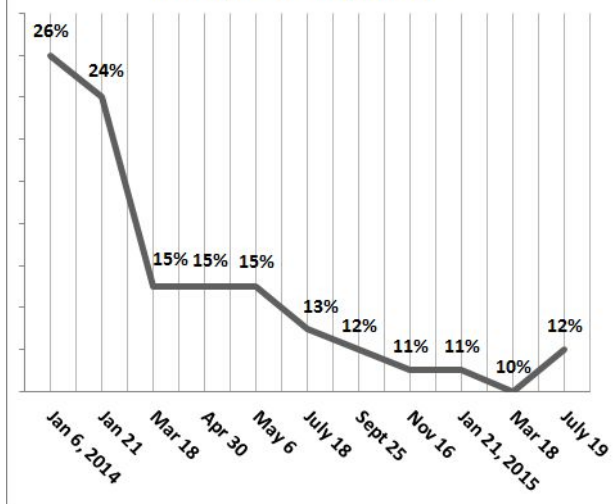
Despite Slight Uptick, Latinos Remain Most Underrepresented
By Angelo Falcón (July 20, 2015)

Since assuming office in January 2013, New York City Mayor Bill de Blasio established a poor and worsened record of Latino appointments. His first appointments were of some high-level Latinos that included the Schools Chancellor, the Deputy Mayor for Health and Human Services, and the Commissioner of the Administration for Children's Services (ACS). Since that first month, however, there was a steady decline in the rate of Latino appointments, reaching a low of 10 percent this past March. This current update found that, as of July 19, 2015, after much community pressure, there was a slight uptick of Latino representation in de Blasio appointments of Latinos to 12 percent. However, with Latinos making up 29 percent of the city's population and 25 percent of its labor force, they remain by far the single most underrepresented group in the de Blasio Administration.

**Racial-Ethnic Breakdown of
NYC Mayor de Blasio
Appointments**
January 2014-July 19, 2015
(N = 425)



**NYC Mayor de Blasio
Percent of Cumulative
Latino Appointments**
January 6, 2014-July 19, 2015



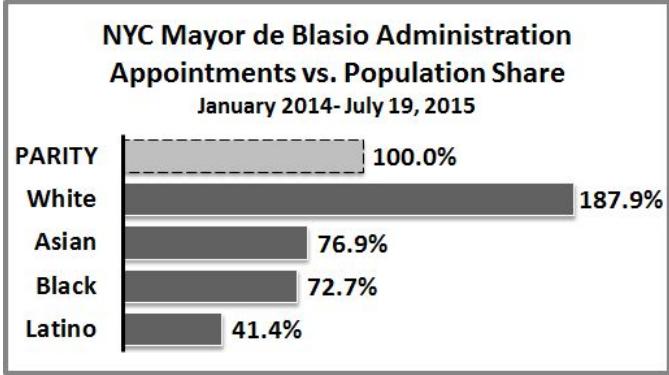
This *NiLP Latino Datanote* is the latest in a series of reports on Mayor de Blasio's record of Latino appointments. These include reports issued on the following dates: [November 26, 2013](#), [February 26, 2014](#), [September 25, 2014](#), [November 17, 2014](#), and [March 19, 2015](#). The National Institute for Latino Policy has also been functioning as the technical advisor to the community-based Campaign for Fair Latino Representation, and has developed a series of recommendations for changes in the city's equal employment and diversity programs that would better promote Latino inclusion. These recommendations are published [on the Campaign's website](#).

This extreme underrepresentation of Latinos raises some troubling questions about Mayor de Blasio's definition of "diversity" and the effect his actions are having in marginalizing the role of the Latino community his Administration. Whether the result of a conscience policy or simply of benign neglect by Mayor de Blasio, the results are the same and continue a long-term reality of Latino exclusion from New York City government. Besides the problems this presents municipal government in terms of the absence of Latino voices in the policymaking process and culturally insensitive services, [this loss of income from public service employment](#) also removes a resource to which other racial and ethnic groups in the city have historically had access.

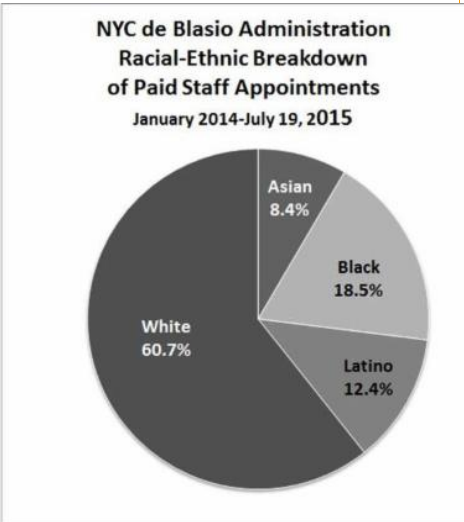
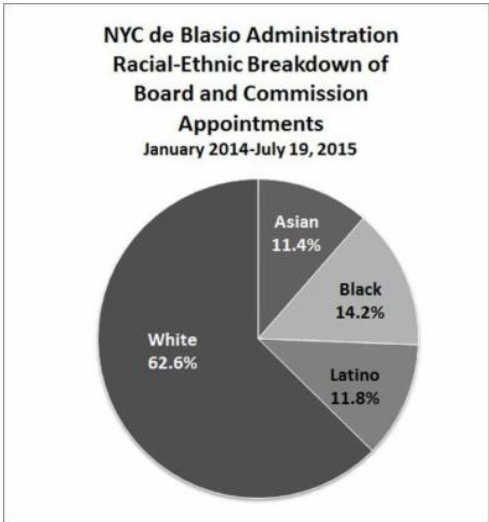
This study of Mayor de Blasio's appointments is based on those hires that were publicly announced, either through the news releases from the Office of the Mayor and the general media. This was made necessary because the de Blasio Administration has refused to provide us with a complete list of his appointments. The approach we use of basing our analysis on publicly announced appointments is useful in that it indicates positions that the Mayor feels are most important since they are largely are policymaking positions,

Since January 2014, we were able to identify 425 appointments. Of these, the vast majority (62 percent) were of Whites, despite the city's non-Hispanic White population making up only 33.3 percent of the city's population. Latinos, on the other hand, made up only 12 percent of the de Blasio appointments, despite making up 29 percent of the city's population.

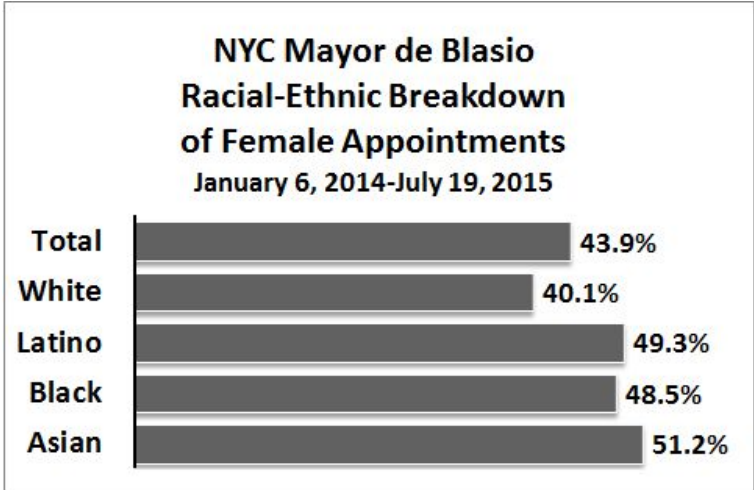
As the graph below shows, Latinos are by far the most underrepresented group in Mayor de Blasio's Administration. Comparing the share of a group's appointments with its share of the city's population is done to provide a measure of the degree of disparity involved, not to make a case for population parity. It is clear from this chart that Whites are hugely overrepresented in the de Blasio appointments, while communities of color are underrepresented. However, even in comparison with Blacks and Asians, Latinos remain the most underrepresented despite representing a larger population.



Mayor de Blasio's appointments during his first 19 months in office were about evenly split between those for paid positions and those for board and commission memberships. In the Latino case, we found a high level of underrepresentation in both types of appointments, as illustrated in the charts below.



In terms of gender equity, there has been a significant change over time in the male-female mix of the de Blasio appointments. In our earlier analysis before March, we found that women were significantly overrepresented, especially among the few Latino appointments, but women were significantly underrepresented among Whites. Our current analysis reveals that while it is still the case that women outnumber men in the Asian appointments, women reverted to minority status among the appointments made of Latinos, Blacks and Whites. The underrepresentation of women, moreover, remains higher for Whites than the other groups.



To get a better sense of the nature of these appointments, we looked at this distribution along selected job titles that implied being at the policymaking level. We found that, except for one category, Whites were hugely overrepresented in 8 of the nine job titles, with Blacks dominating one, and Latinos and Asians none. What stands out is the nebulous Senior/Special Advisor job title, which appears to be mostly reserved for Whites (94 percent).

**NYC Mayor de Blasio Administration
Racial-Ethnic Breakdown for Selected Job Titles
January 6, 2014-July 19, 2015**

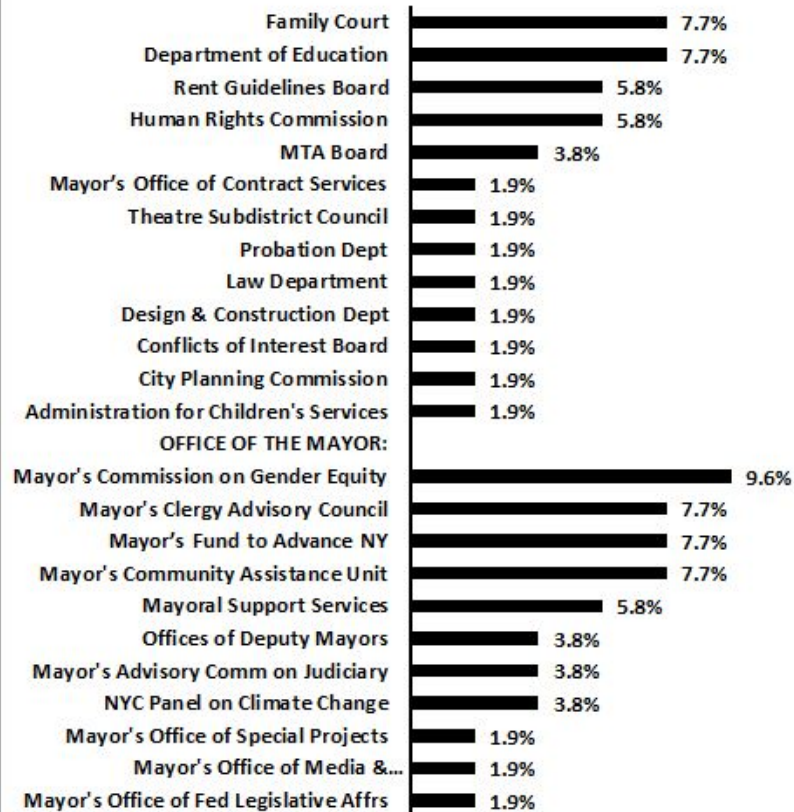
Title	Latino	Asian	Black	White	Total
Boardmember	11.8%	11.0%	14.3%	62.9%	100.0%
Chair	9.1%	9.1%	18.2%	63.6%	100.0%
Chief of Staff	20.0%	10.0%	40.0%	30.0%	100.0%
Commissioner/Chancellor	16.7%	16.7%	16.7%	50.0%	100.0%
Deputy Mayor	25.0%	0.0%	25.0%	50.0%	100.0%
Director/General Manager	14.3%	8.6%	11.4%	65.7%	100.0%
Judge	12.9%	3.2%	19.4%	64.5%	100.0%
President	0.0%	14.3%	28.6%	57.1%	100.0%
Senior/Special Advisor	6.3%	0.0%	0.0%	93.8%	100.0%
Total	12.4%	10.1%	15.2%	62.3%	100.0%

We also examined to which agencies Latinos were appointed. There was, first of all, an almost even split between appointments made to the Office of the Mayor and other city agencies. Given that the city's official Greenbook directory lists 100 city agencies, the Latino appointments so far have been to a small number of total agencies.

NYC Mayor de Blasio Administration Distribution of Latino Appointments by Agency

January 6, 2014-July 19, 2015

N=53



It is also interesting that a relatively large number of Latino appointments have been made to the Mayor's Community Assistance Unit. This is mostly seen as the political arm of the Mayor's office that focuses on troubleshooting rather than policy or social services. It would appear that in response to Latino community criticism of his poor record of Latino appointments that the Mayor decided to focus his Latino community criticism management in this one, small agency. In effect, Mayor de Blasio has made his Community Assistance Unit largely into his Hispanic Affairs Office in everything but name.

The pattern of Latino appointments to municipal judgeships was inconsistent. While 4 of the 27 appointments to the Family Court (23.5 [percent]) were of Latinos, no Latinos were appointed to judgeships in either the civil or criminal courts.

In terms of appointments by Mayor de Blasio to the city's boards and commissioners, no Latinos were appointed by him to the following panels:

- Tech Talent Advisory Board
- Civilian Complaint Review Board

- Civil Court Judges
- NYC Global Partners
- Board of Corrections
- Queens Public Library
- Business Integrity Commission
- CUNY Board of Trustees
- Hudson River Park Trust
- Landmarks Preservation Commission
- Lincoln Center Board
- NYC Housing Authority

Also, Latinos only received token representation in de Blasio appointments to the following panels:

- third New York City Panel on Climate Change (5.3%)
- Mayor's Fund to Advance New York City (6.7%)
- Mayor's Clergy Advisory Council (9.3%)
- Mayor's Advisory Committee on the Judiciary (11.1%)

Below is a listing of the 53 Latinos appointed by Mayor de Blasio between January 2014 and July 2015, as announced in the Mayor's news releases and the general media.

NYC Mayor de Blasio Latino Appointees

January 6, 2013-July 19, 2015 (N = 53)

Alicea Elloras	Judge, Family Court
Alma Gomez	Judge, Family Court
Ana Bermudez	Commissioner, Department of Probation
Ana Oliveira	Member, Human Rights Commission
Angelo Rosario	Member, Mayor's Clergy Advisory Council
Arelis Hernandez-Cruz	Chief of Staff, Mayor's Community Assistance Unit
Arnaldo Segarra	Member, Human Rights Commission
Carla Matero	Director, Mayor's Office of Special Projects and Community Events
Carmen Beauchamp Ciparick	Chair, Mayor's Advisory Committee on the Judiciary
Carmen Farina	Schools Chancellor
Catherine Albisa	Member, Human Rights Commission
Cecilia Gaston	Member, Commission on Gender Equity
Cecilia Joza	Public Member, Rent Guidelines Board
Connie Gonzalez	Judge, Family Court
Cynthia Lopez	Commissioner, Mayor's Office of Media and Entertainment
Feniosky Peña-Mora	Commissioner, Department of Design and Construction
Estela Vasquez	Board of Advisors, Mayor's Fund to Advance New York City
Fernando Bohorquez, Jr.	Member, Conflicts of Interest Board
Fiordaliza Rodriguez	Judge, Family Court
Frankie Martinez Blanco	Director of Advance
Gabriel Salguero	Member, Mayor's Clergy Advisory Council
Georgia Pastrana	First Assistant Corporate Counsel
Gladys Carrion	Commissioner, Administration for Children's Services
Jessica Ramos	Communications Advisor to Deputy Mayor for Strategic Policy Initiatives
Jonathan Soto	Senior Community Liaison, Mayor's Community Assistance Unit
Jorge Gonzalez Cruz	third New York City Panel on Climate Change
Larisa Ortiz	Member, City Planning Commission
Lilliam Barrios-Paoli	Deputy Mayor for Health and Human Services
Lin-Manuel Miranda	Member, Theater Subdistrict Council
Lisette Camilo	Director, Mayor's Office of Contract Services
Lorraine Cortes-Vazquez	Member, Commission on Gender Equity
Louis Hernandez	Board of Advisors, Mayor's Fund to Advance New York City
Maibe Ponet	Deputy Press Secretary
Mallika Dutt	Member, Commission on Gender Equity
Marco A. Carrión	Commissioner, Mayor's Community Affairs Unit
Mariel Juarez	Member, Veterans' Advisory Board
Marisol Alcantara	Board of Advisors, Mayor's Fund to Advance New York City
Max Sevilla	Director, Federal Legislative Affairs
Melissa Mark-Viverito (Honorary)	Member, Commission on Gender Equity
Miguelina Zorrilla-Aristy	Member, Panel for Educational Policy
Milady Baez	Member, Panel for Educational Policy
Prisca Salazar-Rodriguez	Director of Scheduling, Office of the Mayor
Raymond Rivera	Member, Mayor's Clergy Advisory Council
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
Sam Cruz	Member, Mayor's Clergy Advisory Council
Sheila Garcia	Tenant Representative, Rent Guidelines Board
Silda Palerm	Chair, Commission on Gender Equity
Ursulina Ramirez	Chief of Staff for Schools Chancellor
Veronica Vanterpool	Member, MTA Board (to be confirmed)
Ydanis Rodriguez	Member, MTA Board (to be confirmed)
Yrthya Dinzey-Flores	Member, Commission on Gender Equity

The NiLP Report on Latino Policy & Politics is an information service provided by the National Institute for Latino Policy. For further information, visit www.latinopolicy.org. Send comments to editor@latinopolicy.org.