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**Latino Datanote**

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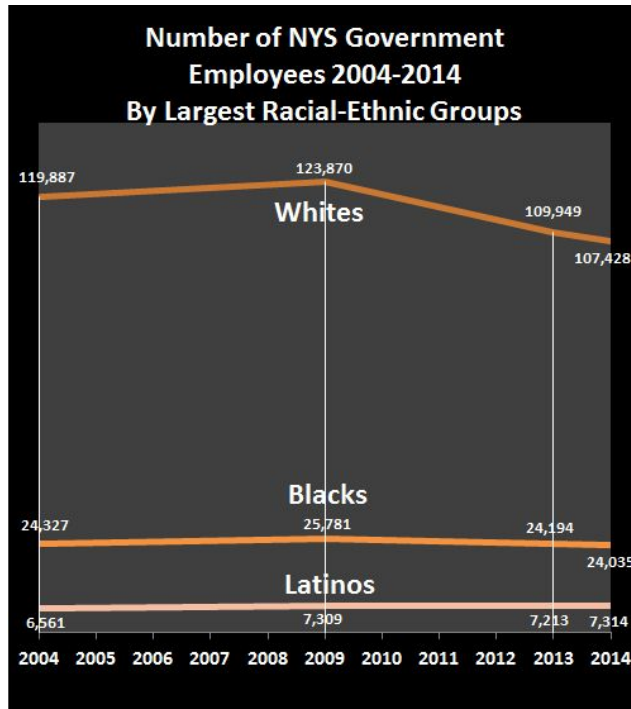
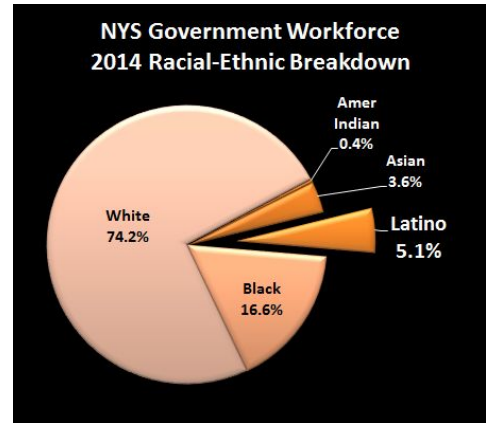
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## Extreme Latino Underrepresentation in New York State Government: 2014

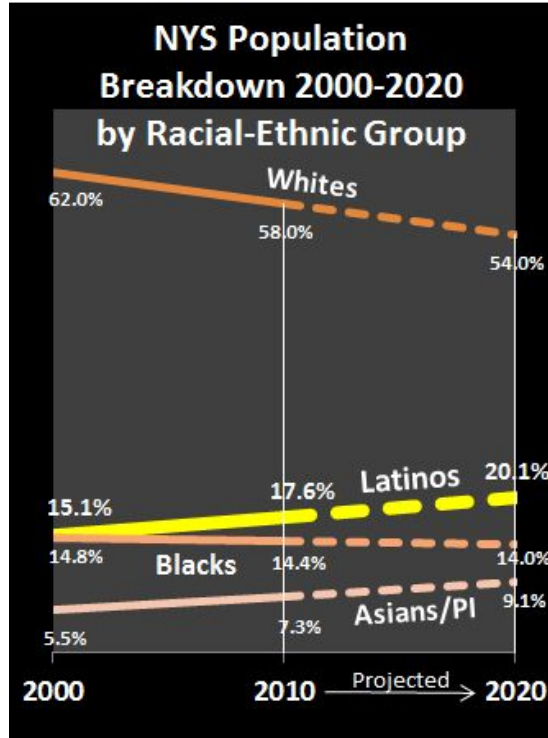
The NiLP Network on Latino Issues (January 8, 2015)

The latest data from the New York State Civil Service Commission, [2014 New York State Workforce Management Report](#), continues to document the longstanding problem of the extreme underrepresentation of Latinos in New York State government employment. Although making up over 18 percent of the state's population, Latinos only constituted 5 percent of the state government workforce in 2014, unchanged [since the year before](#). Latinos remain the most underrepresented community in state government employment today.

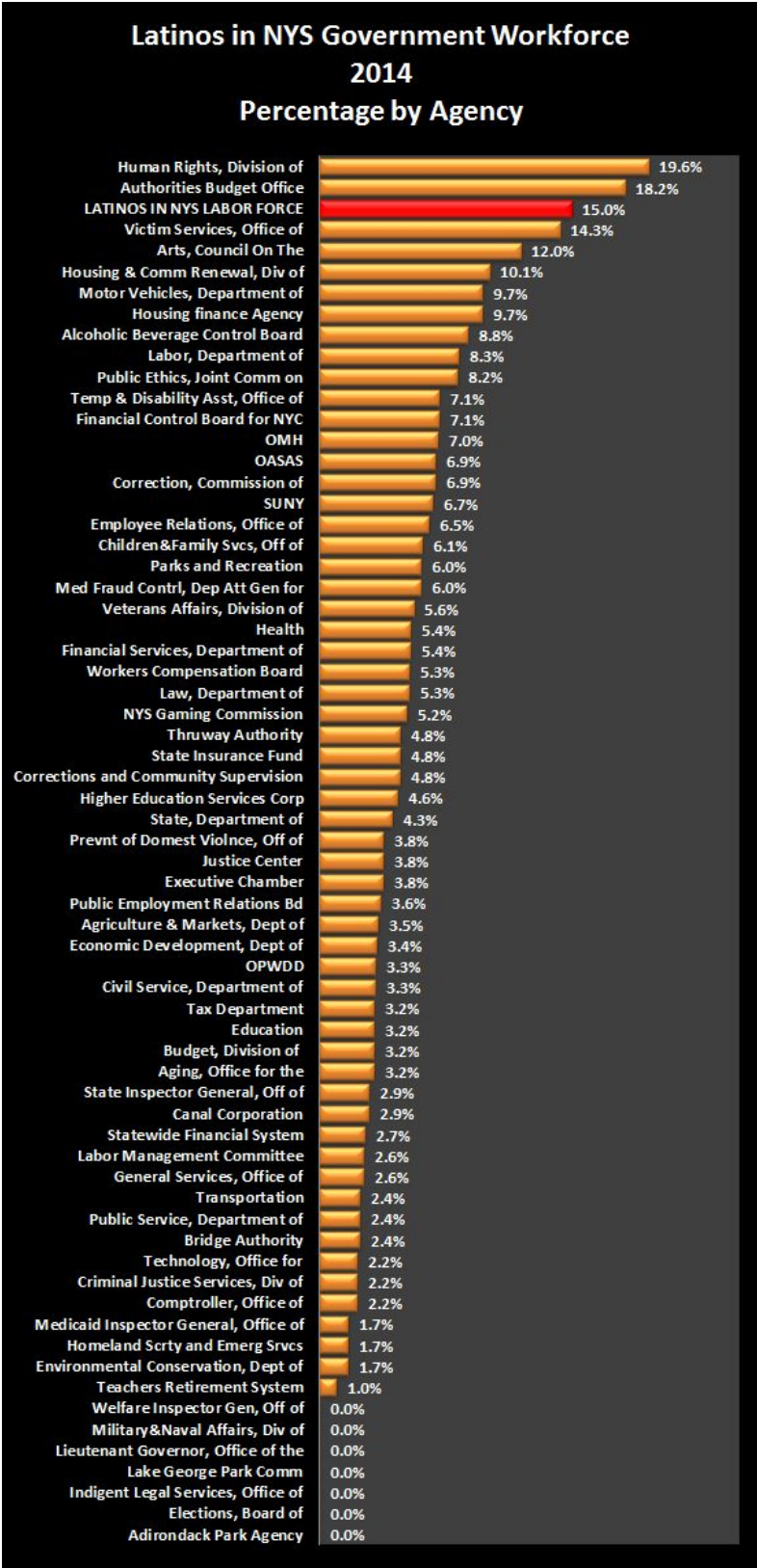
In 2014, there were 7,314 Latinos working for New York State, compared to 24,035 Blacks, 107,428 Whites, and 5,385 Asians. If New York State had hired Latinos at the level at which they are represented in the state's civilian labor force (15 percent), this would have put the number of Latino state employees at 22,559. The difference represents a Latino employee deficit of 15,245. Given a median salary of \$54,590 for state workers, this means that the state's Latino community has forgone an estimated \$835,270,811 in salaries last year alone (not including benefits).



As one of the largest and fastest-growing segments of the state's population, the failure of New York State to fully include Latinos in its government workforce means that this disparity will continue to grow. By 2020, the state's population is estimated to grow to be 20 percent Latino, while, according to current optimum trends, the Latino share of the state government workforce will reach only 5.6 percent.

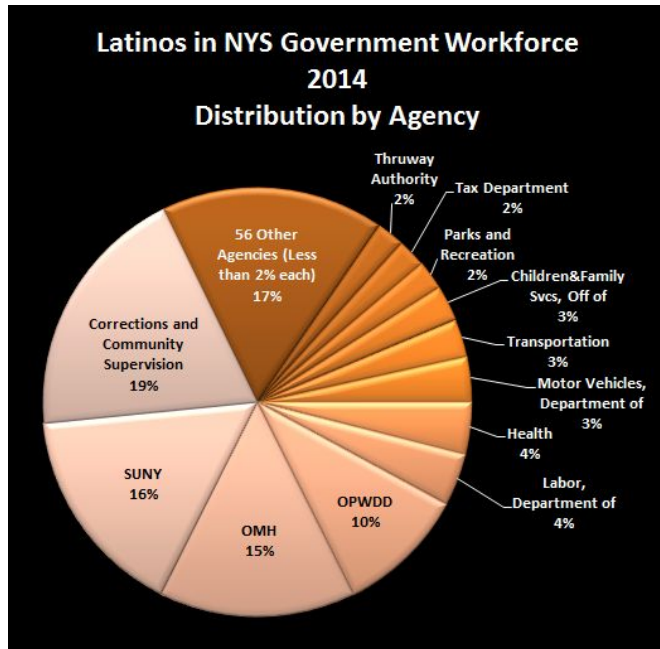


Of the 65 state agencies listed in the Civil Service report, only two had Latino employment levels above the Latino labor force participation rate of 15 percent: the Division of Human Rights (19.6 percent Latino) and the Authorities Budget Office (18.2 percent). The department that runs the state's equal employment opportunity (EEO)/workforce diversity program, Civil Service, has one of the lowest rates of Latino hiring (only 3.3 percent of their staff is Latino). In addition, there were 7 agencies reporting no Latino employees: the Adirondack Park Agency, the Board of Elections, the Office of Indigent Legal Services, the Lake George Park Commission, the Office of the Lieutenant Governor, the Division of Military and Naval Affairs, and the Office of the Welfare Inspector General.



The few Latinos employed by New York State are concentrated in fewer agencies than the total workforce. Of the 65 agencies listed, 59.9 percent of Latino state employees were concentrated in only four: Corrections and Community Supervision (19.3 percent), the State University (SUNY) (16.0 percent), the Office of Mental Health (OMH) (14.7 percent), and the

Office for People with Developmental Disabilities (OPWDD) (9.8 percent).



When we look at the Latino presence at higher levels of policymaking in the Andrew Cuomo Administration, the situation is worse. Within the Office of the Governor, according to the phone directory on the state government's website, of 38 positions listed for this office, not one is a Latino. In terms of the more visible policy-making positions, of the 59 commissioner and other titles we could identify, only 3 (or 5.1 percent) are currently held by Latinos. These are Cesar A. Perales, Secretary of State; Arlene González Sánchez, Commissioner of the Department of Alcoholism and Substance Abuse Services; and, most recently appointed, Roberto Velez as Commissioner of the Office of Children and Family Services. A fourth, Peter M. Rivera, Commissioner of Department of Labor, has just retired.

## Discussion

Since the October's [NiLP Latino Datanote](#) documenting the problem of the extreme underrepresentation of Latinos in NYS government, the Cuomo Administration has not developed any initiatives to address this issue. Attempts by NiLP to get information about the Governor's plans in this area from the office of his Chief Diversity Officer have failed. The few efforts to address employment exclusion in state government that we have been able to identify on our own, particularly in policymaking positions, have proven ineffective. These include the Empire State Fellows and Excelsior Service Fellowship programs that include few Latinos and are not of a sufficient scale to have a noticeable impact on the extreme underutilization of Latinos in state government policymaking positions.

As Governor Andrew Cuomo begins his second term in office, will he acknowledge the problem of the extreme Latino underrepresentation in his administration? Will the 22 Latino state legislators and other legislators with large Latino constituencies make this a priority in this session and provide advocacy through their Somos Conference on March, public hearings and other vehicles at their disposal?

*The NiLP Network on Latino Issues is an online information service provided by the National Institute for Latino Policy (NiLP). For further information, visit [www.latinopolicy.org](http://www.latinopolicy.org).*