# UNITED STATES HISPANIC CHAMBER OF COMMERCE

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# UNITED STATES HISPANIC CHAMBER OF COMMERCE 2023

**ANNUAL REPORT** 

UNITED STATES HISPANIC CHAMBER OF COMMERCE 2023 ANNUAL REPORT 公公公公公公公公公公公公公公公公公公公公公公公公公公公公公公



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National Hispanic Chamber Presidents

# ABOUT USHCC

The United States Hispanic Chamber of Commerce serves as the national umbrella organization representing more than 260 Hispanic Chambers of Commerce and business associations across the country. By partnering with hundreds of American corporations, we actively promote the economic growth, development, and interests of more than five million Hispanic-owned businesses.

Now celebrating its 45th year, the USHCC has advocated in Washington D.C. for public policies from access to federal procurement and international trade to affordable energy and comprehensive immigration reform. Through our advocacy and professional education programs, we expand access to capital, build capacity and establish connections for our three core constituents: Hispanic Business Enterprises, local chambers and business associations, and Corporate Partner Members.

Our national economy is fueled by U.S. Latinos generating \$3.2 trillion to our national GDP through job creation, consumer spending, and annual investments. As an independent, non-partisan national business association, we promote the pro-business policies that contribute to this tremendous economic influence. With our mission to foster the development of and build sustainable prosperity for Hispanic-owned small businesses, the USHCC continues to positively impact America's Hispanic business ecosystem.



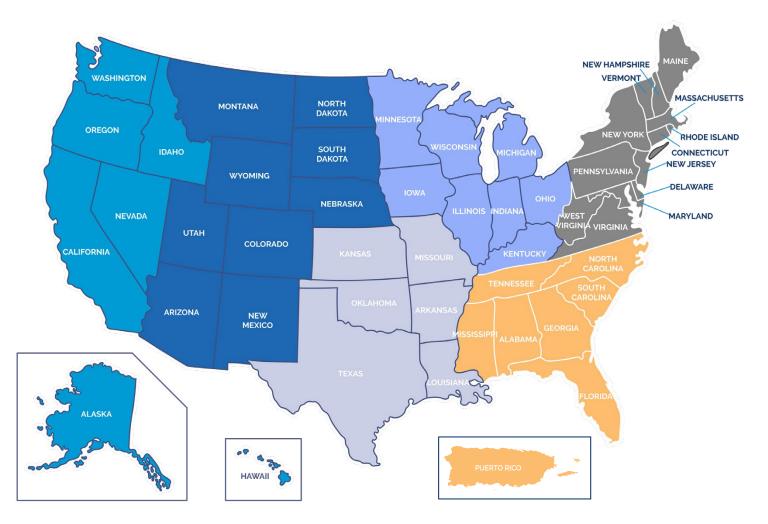


# CHAMBER

NETWORK The USHCC is proud to serve and advocate on behalf of

a national network of more than 260 Hispanic Chambers of Commerce across the country. These chambers serve as leaders at the local and regional level, each serving as an economic representative for Hispanicand minority-owned businesses in their communities. Regionally, we have six USHCC Chamber Liaisons. We work closely with chamber leaders to provide America's more than five million Hispanic-owned businesses with opportunities to access educational training, capital, and contracting opportunities to support their growth.





#### **REGION 1 - PACIFIC**

Reuben Franco President & CEO Orange County Hispanic Chamber of Commerce

#### REGION 3 - GULF & GREAT PLAINS

Mayra Pineda President & CEO Hispanic Chamber of Commerce of Louisiana

#### REGION 5 - NORTHEAST

Jennifer Rodriguez President & CEO Greater Philadelphia Hispanic Chamber of Commerce

#### REGION 2 - MOUNTAIN

Ernie C'de Baca President & CEO Albuquerque Hispano Chamber of Commerce

#### REGION 4 - MIDWEST

Jaime di Paulo President & CEO Illinois Hispanic Chamber of Commerce

#### REGION 6 - SOUTHEAST

Yuri Cunza President & CEO Nashville Area Hispanic Chamber of Commerce





# EXECUTIVE SUMMARY

On behalf of the United States Hispanic Chamber of Commerce Board of Directors and staff, thank you for your membership and support of our collective mission to build an ecosystem to accelerate Hispanic business growth and prosperity throughout America. Together with our national network of more than 260 Hispanic Chambers of Commerce, each of which serves as an economic oasis in its community, we have engaged in advocacy, provided small businesses with technical assistance, and utilized technology to address the adverse economic effects of the pandemic on Hispanic-owned businesses.

In 2023, we experienced a year of continued growth and increased investments in developing the necessary resources to keep the USHCC focused on small business wealth creation for years to come. This work has furthered our core mission: to add value to the more than 5 million Hispanic-owned businesses in the United States, which collectively contribute more than \$800 billion to the American economy each year. We are proud to support our USHCC Chamber Members through innovative programming and resources for our Hispanic Business Enterprise Members, as well as by creating new partnerships with America's largest corporations that benefit the Hispanic business community.



The USHCC has an active philanthropic arm and educational fund dedicated to providing capacitybuilding programs for the Hispanic small business community. Through the USHCC Educational Fund 501(c)(3), we expanded our Avanzar national small business accelerator program to serve small businesses in seven states. Each cohort is led by a local Hispanic Chamber of Commerce in their community. The Avanzar program has already graduated more than 265 small Hispanic-owned businesses that are ready to scale and take their businesses to the next level thanks to this partnership between our corporate members and our local chambers. USHCC's programs and educational initiatives also experienced significant growth and impact in 2023. New partnerships and funding opportunities expanded the reach of programs like Avanzar and Elevate Together, empowering Hispanic entrepreneurs with resources and support for growth and success.

Throughout the year, the USHCC organized signature events, webinars and programs aimed at educating and empowering Hispanic entrepreneurs. Efforts included expanding the Procurement Council Advisory Board, launching new programs like the Capital Readiness Program, and fostering partnerships with corporations and foundations to support small businesses. With strategic branding and sponsorship, the event provided ample networking opportunities, highlighted by high-profile speakers and facilitated productive engagements between attendees and national leaders. The organization's commitment to business matchmaking was evident across our events, facilitating connections and opportunities for Latinoowned businesses. From roundtable discussions to virtual procurement meetings, USHCC facilitated meaningful engagements between businesses and potential partners.

To this end, we have focused our advocacy on behalf of Hispanic-owned businesses, Hispanic Chambers of Commerce, and Corporate Partner Members guided by our "Three Cs":

## 1. Capital:

Expanding equitable access to capital through traditional and innovative partnerships

# 2. Capacity Building:

Capacity through programming, training, and new grant investments

## 3. Connections:

Establishing connections through matchmaking, supplier diversity, and procurement opportunities



Ourprofessionalstaffandmanagement team are guided by five core values what we call the "Five S's" — that drive our day-today operations. They are:

## 1. Solvency:

Strengthening and expanding our fiscal resources

## 2. Strategic:

Utilizing our best judgment in representing the interests of America's 63.5 million Hispanics

## 3. Storytelling:

Practicing transparent and clear communications and sharing the powerful impact that small businesses are championing every day

## 4. Service Delivery:

Continuing to provide tangible value to our chambers, Hispanic Business Enterprises, and corporate partners

## 5. Stewardship:

Mission-driven management in all our operations and programs with a commitment to strong ethics and good governance



We will continue to strengthen our collective voice as America's largest Hispanic business organization by advocating on behalf of the Hispanic business community for equity and a seat at the decision-making tables in the U.S. Congress administration and in America's largest corporations. We as a nation must continue to expand Hispanic businesses' access to capital, education, and procurement opportunities to unleash the potential of our \$3.2 trillion Hispanic GDP into the future. Together, we will create generational wealth in our Hispanic community through education, entrepreneurship and solidarity. America's promising economic future will be led by Hispanic businesses — and USHCC will be there to support them every step of the way.

In summary, 2023 was a transformative year for the United States Hispanic Chamber of Commerce, marked by successful events, strategic partnerships, and impactful programs. The chamber's dedication to advancing Hispanic businesses and fostering economic prosperity was evident throughout its endeavors, laying a solid foundation for future growth and influence.



Ramiro A. Cavazos President & CEO United States Hispanic Chamber of Commerce



Nelson Reyneri -Chair of the Board, USHCC Director of Strategic Alliances and Policy NRG



# **BOARD OF DIRECTORS**



## Nelson Reyneri

Chair Director of Strategic Alliances and Policy NRG



**Jacquelyn Puente** Chair-Elect, USHCC Vice President of External Affairs

Comcast



Victor Arias Managing Director, Partner in Charge DFW Office Diversified Search



**Carlos A. Becerra** Vice President Strategy and Operations Support **Toyota Financial Services** 



Ramiro A. Cavazos President & CEO United States Hispanic Chamber of Commerce



**Ernie C, de Baca** President & CEO Albuquerque Hispano Chamber of Commerce



**Yuri Cunza** President & CEO Nashville Area Hispanic Chamber of Commerce



Jaime di Paulo President & CEO Illinois Hispanic Chamber of Commerce



Reuben Franco President & CEO Orange County Hispanic Chamber of Commerce



Sil Gonzales President Gresham Auto Group, Inc





Patty Juarez Head of Hispanic/Latino Affairs Diverse Segments, Representation, and Inclusion Team Wells Fargo



Rachel Kutz VP/GM Sales and Distribution, Northwest States AT&T



Juan Carlos Liscano Vice President for Miami, the Caribbean and Latin America American Airlines



Roberto Martinez Founder and CEO Braven Agency I SMRTS



Rosa Navejar President The Rios Group, Inc. (TRG)



Mayra Pineda President & CEO Hispanic Chamber of Commerce of Louisiana



Christine Rice Executive Vice President VisionIT



Alice Rodriguez Immediate Past Chair of the Board, USHCC Retired Executive JP Morgan Chase & Co.



**Jennifer Rodriguez** President & CEO Greater Philadelphia Hispanic Chamber of Commerce



Raul F. Salinas General Counsel, USHCC Partner-in-Charge Frost Brown Todd



Yammel Sanchez-Ocana Executive Director, Global Sourcing & Procurement/Corporate & Site Services (CSS) Merck Sharp & Dohme



**Cesar Vargas** U.S. Chief External Affairs Officer **Anheuser-Busch InBev** 



# BOARD OF DIRECTORS EDUCATIONAL FUND





Monika Mantilla Chair

President & CEO Small Business Community Capital Altura Capital



Ruben Barrales Senior Vice President External Relations Wells Fargo



**Carlos A. Becerra** Vice President Strategy and Operations Support **Toyota Financial Services** 



Ramiro A. Cavazos President & CEO United States Hispanic Chamber of Commerce





Daniel Galindo Managing Director Allivate Impact Capital SVP, Director Community Development & Strategy Woodforest National Bank



### **Nelson Reyneri**

Chair, USHCC Director, Strategic Alliances and Policy NRG



Juan Carlos Liscano Vice President for Miami, the Caribbean and Latin America American Airlines



Alice Rodriguez Immediate Past Chair, USHCC Retired Executive JP Morgan Chase & Co.



Betty Manetta President & CEO Argent Associates



Raul F. Salinas General Counsel, USHCC Partner-in-Charge Frost Brown Todd



Kathleen Martinez Senior Director National Strategic Relationship BP



Yammel Sanchez-Ocana Executive Director, Global Sourcing & Procurement/Corporate & Site Services (CSS) Merck Sharp & Dohme



Jacquelyn Puente Chair-Elect, USHCC Vice President of External Affairs Comcast



Rosa Santana Founder & CEO Santana Group



Ramiro A. Cavazos President & CEO





**Synthia R. Jaramillo** Senior Vice President Corporate Relations

**Evelyn Barahona** Senior Vice President Educational Fund





Felipe Ugalde Chief Operations Officer

Anthony J. Hinojosa Vice President for Government & International Affairs





**Jessica G. Cavazos** Vice President of Chamber Relations

Jessica Coronado Director of Operations & Board Liaison





**Cristian Chapa** Director of Corporate Relations

Jessi Acuña Director of Communications and Marketing

Veronica De La Torre Senior Manager of Communications

Monica Alyssa Garza

Manager of Procurement





**Laura Sosa** Senior Events Manager

**Erica Salinas** 

& Administration

Senior Manager of Finance

**Santiago Salas Oliva** Manager of Government & International Affairs

Maria Fernanda Sierra Project Manager





**Jennifer Barillas** Associate Manager of Hispanic Business Enterprises (HBEs)



# PROCUREMENT COUNCIL ADVISORY BOARD (PCAB) as of March 2024



## Raul Suarez Rodriguez

Chair Associate Director, Global Economic Inclusion & Supplier Diversity Processes, Operations & Strategy Merck Sharp & Dohme

- 1st SOS Staffing Inc
- 3M Science
- AARP
- Ally Bank
- Amazon.com, Inc.
- American Airlines, Inc.
- American Fuel & Petrochemical Manufacturers (AFPM)
- American Petroleum Institute (API)
- American Red Cross
- American Retirement Association
- American Tower Corporation
- Anheuser-Busch Companies, LLC
- Apple, Inc.
- AT&T, Inc.
- Bank of America
- Block
- Boehringer Ingelheim Pharmaceuticals, Inc.
- Boston Scientific Corporation

- bp America, Inc.
- Caesars Entertainment
- Cargill, Inc.
- Cellular Telecommunications and
   Internet Association (CTIA)
- Charter Communications, Inc.
- Chevron
- Church Mutual Insurance Company
- Cintas
- Comcast Corporation
- Comerica Bank
- ConocoPhillips Company
- Constant Contact, Inc.
- Customers Bank
- CVS Health Corporation
- Denny's
- Diversified Search Group
- DoorDash, Inc.
- DWS



- Ecolab
- Edison Electric Institute (EEI)
- Edwards Lifesciences
- Enterprise Holdings, Inc.
- Experian
- FICO
- Fiserv, Inc.
- Frontier Communications
- Google, LLC
- GSK
- Guardian Life Insurance
- Hilton Worldwide Holdings, Inc.
- Home Depot
- Instacart
- Johnson & Johnson
- JPMorgan Chase & Co.
- Kyndryl
- Liberty Mutual
- Lyft, Inc
- Magna International, Inc.
- MassMutual
- Mastercard, Inc.
- McDonald's Corporation
- Medtronic
- Merck Sharp & Dohme
- Meta Platforms, Inc.
- MGM Resorts International
- Microsoft Corporation
- Nasdaq
- Nationwide Mutual Insurance Company
- NCTA The Internet & Television Association
- Nike, Inc.
- Nissan North America, Inc.
- Organon
- Paychex
- PayPal

- PepsiCo, Inc.
- Philip Morris International (PMI)
- PNC Financial Services Group
- Raytheon Technologies Corporation
- Robinhood
- Service Corporation International (SCI)
- Shell USA, Inc
- Southern California Edison
- State Farm
- Symetra
- Sysco Corporation
- T-Mobile
- TelevisaUnivision
- The Coca-Cola Company
- The Goldman Sachs Group, Inc.
- The Kroger Company
- The Molson Coors Beverage Company
- The United Services Automobile Association (USAA)
- The Walt Disney Company
- TikTok
- Toyota Motor North America, Inc.
- Travel + Leisure (Wyndham Destinations)
- U.S. Bancorp
- Uber Technologies, Inc.
- United Parcel Services (UPS)
- USI
- Verizon Communications, Inc.
- Walmart
- Wells Fargo & Company
- Williams
- Xero



# SENIOR EXECUTIVE CORPORATE ADVISORY BOARD (SECAB) as of March 2024



Angie Garcia-Lathrop Chair Community Affairs Executive Bank of America

- 1st SOS Staffing Inc
- 3M Science
- AARP
- Ally Bank
- Amazon.com, Inc.
- American Airlines, Inc.
- American Fuel & Petrochemical Manufacturers (AFPM)
- American Petroleum Institute (API)
- American Red Cross
- American Retirement Association
- American Tower Corporation
- Anheuser-Busch InBev
- Apple, Inc.
- AT&T, Inc.
- Bank of America
- Block
- Boehringer Ingelheim Pharmaceuticals, Inc.
- Boston Scientific Corporation

- bp America, Inc.
- Caesars Entertainment
- Cargill, Inc.
- Cellular Telecommunications and Internet
   Association (CTIA)
- Charter Communications, Inc.
- Chevron
- Church Mutual Insurance
- Cintas
- Comcast Corporation
- Comerica Bank
- ConocoPhillips Company
- Constant Contact, Inc.
- Customers Bank
- CVS Health Corporation
- Diversified Search Group
- DoorDash, Inc.
- DWS
- Ecolab



- Edison Electric Institute (EEI)
- Edwards Lifesciences
- Enterprise Holdings, Inc.
- Experian
- Exxon Mobil Corporation
- FICO
- Fiserv, Inc.
- Frontier Communications
- GEICO
- Google, LLC
- GSK
- Guardian Life Insurance
- Hilton Worldwide Holdings, Inc.
- Home Depot
- Instacart
- Johnson & Johnson
- JPMorgan Chase & Co.
- Kyndryl
- Liberty Mutual
- Lyft, Inc.
- Magna International, Inc.
- MassMutual
- Mastercard, Inc.
- McDonald's Corporation
- Medtronic
- Merck & Co., Inc.
- Meta Platforms, Inc.
- MGM Resorts International
- Microsoft Corporation
- Nasdaq
- Nationwide Mutual Insurance Company
- NCTA The Internet & Television Association
- Nike, Inc.
- Nissan North America, Inc.
- Organon
- Paychex, Inc.

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- PNC Financial Services Group, Inc.
- Raytheon Technologies Corporation
- Robinhood
- Service Corporation International (SCI)
- Shell USA, Inc.
- Southern California Edison
- State Farm
- Symetra
- Sysco Corporation
- T-Mobile
- TelevisaUnivision
- The Coca-Cola Company
- The Goldman Sachs Group, Inc.
- The Kroger Company
- The Molson Coors Beverage Company
- TikTok
- Toyota
- Travel + Leisure (Wyndham Destinations)
- U.S. Bancorp
- Uber Technologies, Inc.
- United Parcel Service (UPS)
- USAA
- USI
- Verizon Communications, Inc.
- Walmart
- Walt Disney Co.
- Wells Fargo & Company
- Williams
- Xero



# LATINO ECONOMIC IMPACT DATA

Latino-owned businesses continue to outpace the growth rates of Anglo-owned businesses - U.S. businesses in general-in terms of number of businesses and revenue. <u>Stanford University Graduate School of Business 2022 State of Latino</u> <u>Entrepreneurship (SOLE)</u>



Latinos create businesses three times faster than any other group in the United States. <u>The Poynter Institute</u>



Latinas create businesses six times faster than any other group in the United States. Latino Community Foundation



Between 2019 and 2022, Latino-owned businesses reported median growth of 25%, compared with 9% for Angloowned businesses." <u>Stanford Business</u> From 2007 to 2012, **80%** of new small businesses in the United States were U.S. Hispanic owned businesses. <u>CNBC</u>





Latinos contribute \$3.2 trillion to the U.S. Gross Domestic Product (GDP).

<u>UCLA</u>

Latino savers and businesses could produce nearly \$265 billion in revenue for financial services by 2030. The economic state of Latinos in America: Advancing financial growth, McKinsey, December 2023

Half of Latinos live in Texas, Florida, California, New York and Arizona – the other half live throughout the country. <u>Pew Research Center</u> Latinos will be 75% of the labor growth in the next ten years.

<u>Nielsen</u>

The Hispanic population in the United States is expected to double in 40 years, from 63.5 million in 2020 to 128.8 million in 2060. U.S. Census

In 2022, about 5.1% of Hispanic students in the United States dropped out of high school in grades 10 to 12. This is down from a high of 11.6% in 1995. <u>Statista</u>



Latinos have made strides in education, with the number of individuals holding a bachelor's degree or higher increasing by 6.8%...compared to 2.8% for non-Latinos.

(Pg. 20, 2023 U.S. Latino GDP Report, Latino Donor Collaborative)

Latinos who enroll in college graduate at a higher percentage rate than Anglos and/or African Americans. <u>Pew Research Center</u>

Between 2011 and 2021, (the U.S. Latino economy) was the third-fastest growing among major economies, trailing only China (7.7%) and India (6.2%).

(Pg. 11, 2023 U.S. Latino GDP Report, Latino Donor Collaborative)

Starting businesses at twice the rate of any other minority population, Latina entrepreneurs are the fastest growing small business segment in America. Aspen Institute Latinos & Society, Strengthening Latino Business Ecosystems, 2021

More than 2.5 million Latinos enrolled in health insurance through the Affordable Care Act in 2023 - that is an increase of more than 50% since 2020.

<u>A Proclamation on National Hispanic Heritage</u> <u>Month, 2023</u>

From 2013 to 2022, median inflation-adjusted wealth of Hispanic families in the U.S. more than

tripled, from \$18,000 to \$62,000. Council of Economic Advisers/The White House

The Hispanic eligible voter population projected at 36.2 million in 2024, up almost 4 million from 2020. This is a 12% change, a shift second only to Asians, who grew 15%. Pew Research Center, Key Facts about Hispanic Eligible Voters in 2024, January 2024

One million Latinos turned 18 years old in 2021 and will do so every year for the next 20 years. Latino Donor Collaborative







# **UNITED STATES HISPANIC CHAMBER OF COMMERCE** COMM Y NAVIGATOR



2023 marked the conclusion of the United States Hispanic Chamber of Commerce Community Navigator Program, a two-year effort to support Hispanic and minority entrepreneurs in the post-pandemic economy. We are proud that the Small Business Administration selected us among more than 50 applicants nationwide as the only Hispanic hub in the navigator network, providing small businesses with services and support in English and Spanish.

The Community Navigator Program relied on strategic regional partners located in areas across the nation with significant concentrations of Hispanic and minority businesses, like the El Paso and Illinois Hispanic Chambers of Commerce. Our partners, Stanford University's Latino Business Action Network and Hello Alice were pivotal given their access to large in-person and digital business audiences in the U.S.









Our teams and business counselors connected with small business owners, supporting them through startup and scaling processes focused on:

- Starting a business
- Business finances
- Funding and access to capital
- Government contracting, procurement and supply chains
- Minority certifications
- Growing a team
- Marketing and branding



Free program services included one-on-one bilingual business counseling from expert advisors, readiness and training through partners' digital platforms, webinars and live events.

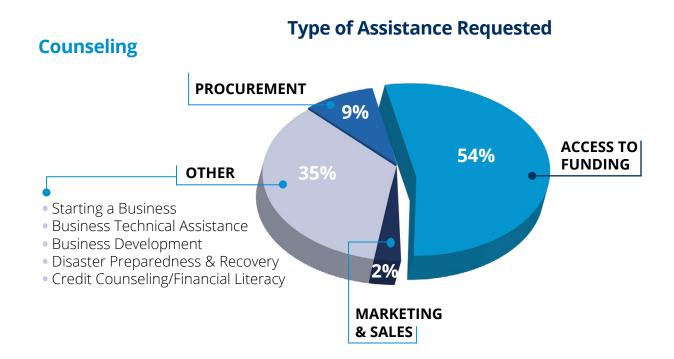
The USHCC Community Navigator Program had tremendous positive impact for our small, Hispanic, womenowned and minority business community.

The USHCC Community Navigator provided small, Hispanic and minority business owners with tools and resources they need to be competitive in local, national and global markets.	The program supported traditionally underserved communities, ensuring they are prepared to start, grow and scale.
It increased the number of small business owners that received 1:1 counseling to become more sustainable, streamlined businesses.	The program provided capacity building for small businesses to become strong and active players in private and public sector supply chains.
Grew the number of minority businesses that become grant-, loan-, and procurement-ready through our free dedicated business guidance.	Increased visibility of grants, loans, educational and business opportunities for small business owners through our allies and collaborators in the financial, educational and technical assistance spaces.

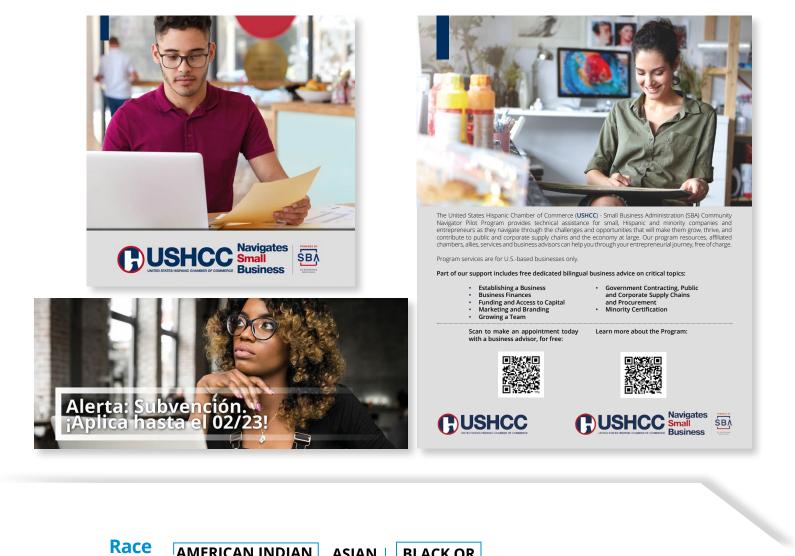
Our business counselors helped small and minority businesses to have the financial and operational structures, and information about access to capital and minority certifications to strengthen their roles as future government and corporate contractors.

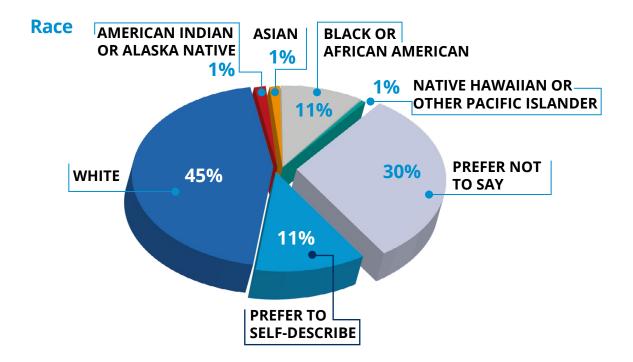


# NATURE OF ASSISTANCE SOUGHT BY CLIENTS

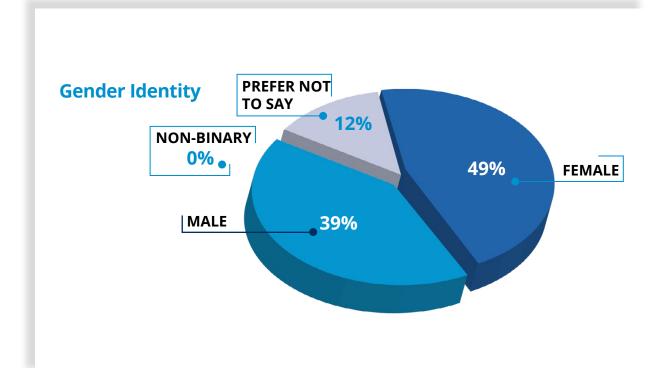


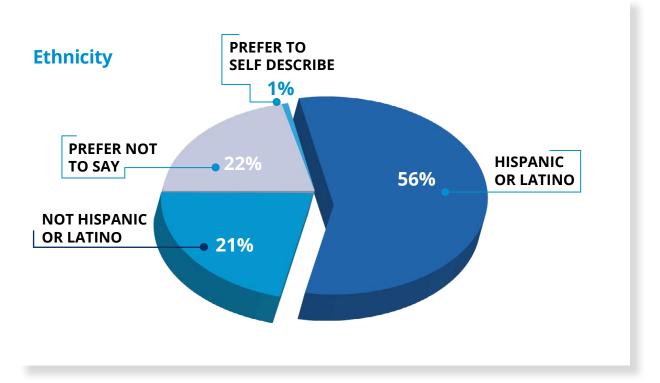








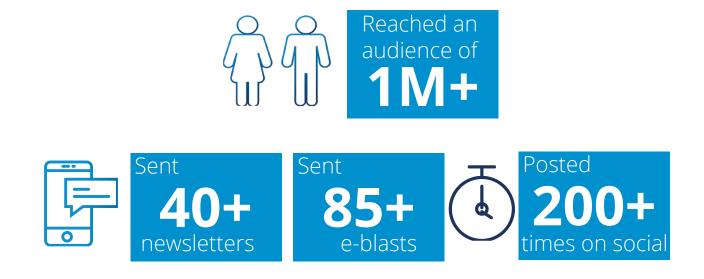






### **Marketing Outreach: Recruiting clients**

The USHCC Community Navigator leveraged social media campaigns, email blasts, newsletters, boots-on-the ground approaches and print and digital flyers to reach out to clients directly, or through the program's spokes and allies. To date, the program has:



Our teams did grassroot efforts to meet business owners where they are: El Paso visited rural communities to promote the program and serve clients. Illinois went door-to-door in key areas and recruited customers in malls, grocery stores and business areas. This revealed that over 67% of the businesses we helped had never received Small Business Administration assistance before.

Having bilingual and bicultural counselors was key to building trust and engagement, since >47% of our customers conduct business in a language other than English. We tailored the nature of advising and services to each individual business owner's needs, making our assistance targeted and highly relevant. The USHCC Community Navigator assisted customers in 45 states including Hawaii and Puerto Rico.

The relationships we built with key constituents invested in small and minority business growth, from capital providers to procurement officers, government agencies and corporations, will be key allies as we go on to support our more than five million Hispanic-owned businesses through different programs.

USHCC is grateful to our partners, allies, team members and vendors for their commitment to support small, Hispanic and minority entrepreneurs as they start up and scale their businesses.



# EDUCATIONAL FUND PROGRAMS

he United States Hispanic Chamber of Commerce Educational Fund, a 501(c)(3), amplifies the organization's mission and impact with programs and initiatives centered on access to capital, capacity building, and cultivating connections in its commitment to fueling America's economic growth with one of the largest and growing demographics in the United States.





Accelerating business growth for businesses ready to Avanzar ("to advance" in Spanish)

Avanzar is a six to eight-month business accelerator program designed to take Hispanic businesses to the next level with curated skills building sessions, resources, tools, and strategies to position participants for success. Avanzar participants will complete an updated business plan, learn how best to access capital for their business, and attend workshops aimed to strengthen operations and marketing capabilities to support their vision of scaling their business.

The program launched in 2019 thanks to the investment and partnership of Wells Fargo. Since 2019, Avanzar has expanded to additional cities and regions thanks to the support of USAA and Philip Morris International who joined Wells Fargo in this mission to advance Hispanic businesses ready to grow with Avanzar.

In 2023, we worked with 7 regional partners including 5 new markets to support over 100 entrepreneurs to accelerate their business with the program. To date, Avanzar has reached 14 regional markets supporting over 350 businesses on building core capacities to become scalable businesses in the near future.



**USHCC Avanzando Suppliers with Blue Wave** 

2023 Avanzando Suppliers with Blue Wave graduating class



This pilot program launched in 2022 and concluded in the spring of 2023 at USHCC's Energy Summit with reserve funds from the Educational Fund graduated 23 Hispanic suppliers with Blue Wave's pragmatic and proven methodology to take on competitive and global contracts. The purpose of this program now USHCC Avanzando Suppliers with Blue Wave, is to deepen the core capabilities of certified entrepreneurs to meet the most competitive international standards in procurement. Participants walk away understanding their personalized areas of improvement with a plan to update their procurement profile and compete successfully in the marketplace. This program has expanded to run in 2024 due to investment support of the Kroger Foundation and JP Morgan.



#### In Her Footsteps

An initiative to uplift Latina leadership stories across the United States

In Her Footsteps is a movement to highlight Latina leadership through personal stories of triumph, inspiration, and resilience. This initiative looks to provide the community with helpful information, resources, and strategies to support entrepreneurs and executives through the contributions of Latina leaders across all sectors.

The idea was initially launched in 2018, thanks to the partnership and community investments of Bank of America to develop a podcast featuring Latina executives sharing what it is like to follow in their footsteps. The podcast has since become a digital series set to launch in 2024 and features 10 Latina thought leaders on what they have learned running a business, including topics such as access to capital, family and business, and the entrepreneurial mindset.



#### **USHCC Green Builds Business**

Greening the supply chain program with USHCC members

The USHCC Green Builds Business Program seeks to offer Hispanic businesses to become green suppliers, becoming part of the solution to transform the supply chain with proven best practices. Program participants receive business coaching on identifying, designing, and implementing projects aiming to achieve a triple bottom line of results that lower costs, reduce environmental impacts, and support the well-being of communities.

This program was launched with the support of Toyota—a committed leader in greening the supply chain in-house and beyond. We are grateful for their commitment to share their framework with our USHCC suppliers interested in learning how to integrate these practical solutions into their business operations.

# WELLS FARGO

#### USHCC Chamber Community Grants Program

Powered by Wells Fargo, Google, PayPal, and Allivate Impact Capital (subsidiary of Woodforest National Bank).

USHCC's Chamber Community Grant Program partners with organizations committed to supporting the Hispanic entrepreneur ecosystem through Chamber investments with local USHCC Hispanic Chambers with multiple grants at various ranges supporting a variety of topics including empowering Latina entrepreneurs, promoting green energy and Diversity, Equity and Inclusion. At National Conference in Orlando, close to \$100,000 was presented to 12 USHCC Chambers to support their infrastructure and capacity building."



## USHCC and Educational Fund Partner Programs and Initiatives for USHCC Members



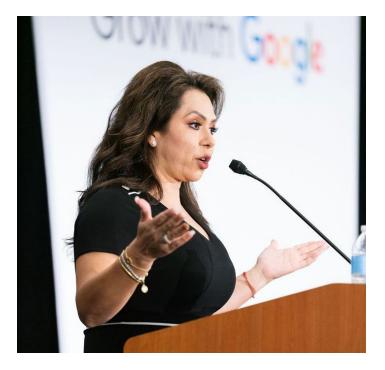
#### Elevate Together with Office Depot and Round It Up America

Elevate Together powered by Round It Up America is a nonprofit initiative designed to address systemic discrimination and racial disparities in business growth and profitability for Hispanic and Black communities. Through a partnership with the USHCC and the National Urban League's Entrepreneurship Centers, the initiative helps support Hispanic- and Black-owned small businesses with five or less employees. The ODP Corporation—parent company to Office Depot and CompuCom—is the initiative's founding partner.

USHCC is honored to partner with Elevate Together for a third year in a row. Through our partnership, technical assistance support is provided to select USHCC chamber members, including a program for chambers to deploy cash grants directly to entrepreneurs within specific cities aligned with ODP's geographic locations.

In 2023, USHCC partnered with 10 USHCC Chambers across the country deploying close to \$1 million dollars in cash grants to support small businesses. Through this initiative, we captured the collective impact of our USHCC Chambers technical assistance on small businesses in 2023 with the following achievements:

- >50,000 businesses served on technical assistance and resources
- Close to 40,000 hours of training and counseling
- 1600 sessions of capacity building and technical assistance



# Grow with Google

#### Grow with Google: A Latino-owned business training

In partnership with the USHCC, the Grow with Google program offers free training and tools to help our members and entrepreneurs grow their skills, careers, and businesses. Participants can earn Google Career Certificates and learn job-ready skills in fast growing fields like IT, project management, data analytics, and UX design. No experience is necessary to enroll.

In 2023, Grow with Google was featured at our USHCC National Conference during a two-hour summit focused on cybersecurity best practices to protect companies and Artificial Intelligence (AI) and digital skills for business efficiency.







#### Capital Readiness Program with the Department of Commerce's Minority Business Development Agency

The USHCC is launching the Capital Readiness Program (CRP) with the *Minority Business Development Agency* in partnership with select regional Hispanic chambers. The selected chamber partners for this initiative have a track record of running accelerator programs, managing public and private partnerships, and aligning with the MBDA and USHCC capital priorities. Through the Capital Readiness Program, USHCC and partners will provide targeted technical assistance and programming for Hispanic entrepreneurs seeking to scale their businesses with various forms of capital, facilitate introductions with government programs, such as State Small Business Credit Initiative (SSBCI), and accelerate the capacity and growth of Hispanic businesses in line with the mission of our organization and that of the Capital Readiness Program.

The USHCC's Educational Fund is one of 43 organizations in the country to be a recipient of the MBDA's largest initiative to date—\$125 million. Over the next four years, the USHCC and its regional Chamber partners will work toward closing the capital gap using the framework of our accelerator program Avanzar, launched in 2019 thanks to the support of Wells Fargo and resources provided by the MBDA.



#### Supplier Readiness Bootcamp with the Anheuser-Busch Foundation

The USHCC Educational Fund partnered with Anheuser-Busch Foundation to provide a program specifically to increase the readiness of Hispanic suppliers. This year, together, they launched a two-day virtual summit to provide a comprehensive overview of the procurement process Anheuser-Busch utilizes to engage suppliers across various categories at its company. These informative sessions covered a range of topics from the best forms of communication to how to assess a procurement opportunity to ensure there is alignment.

Navigating the procurement and contracting process successfully is a core tenet of USHCC's focus areas to provide supplier development learning to our network. Data shows that diverse suppliers receive less than 2% of all contracting dollars from corporate and federal procurement opportunities.



### An Upskilling Initiative with AARP Foundation

Older workers who are living with a low income and looking for greater financial security must be prepared to develop new skills or improve the skills they already have. This Upskilling Initiative was specifically designed as a way for AARP Foundation to work with industry associations like the USHCC whose member businesses are owned or managed by people who have faced challenges growing their business—and may have less access to resources to upskill their workforce. The initiative provides new benefits for business members, such as a retention tool to support their workforce, and pathways to economic security and mobility for low-income workers over the age of 50.



# An Educational Series on Financial Markets and Cryptocurrency with Robinhood

In partnership with the USHCC, Robinhood hosts "Lunch and Learns" with local Hispanic chambers to enrich the business community's resources. During these events, subject matter experts are featured to provide a financial education overview and how Cryptocurrency fits into the financial markets. This forum is for USHCC businesses to learn more about the benefits and emerging power of alternate financial instruments.

#### Comcast Universal

Universal Telemundo Enterprises in partnership with the USHCC launched the Nuestros Negocios ("Our Businesses" in Spanish) nationwide campaign under the umbrella of Telemundo's award-winning platform El Poder En Ti ("The Power in You"). The multiplatform campaign taps into Telemundo's network, local stations, and digital and social platforms to spotlight small- and medium-sized Hispanic-owned businesses impacted. It also promotes their services to help these businesses sustain through these challenging times.

#### Verizon Small Business Digital Ready

The USHCC partnered with the Verizon Small Business Digital Ready program. In partnership with Next Street and Local Initiatives Support Corp, the Verizon Small Business Digital Ready online curriculum is designed to give small businesses the tools they need to thrive in today's digital economy, including access to personalized learning plans, coaching from experts and networking opportunities with diverse, industry-specific businesses.

More than 100,000 small businesses closed due to the pandemic, with a disproportionate impact on Latino and Black-owned small businesses. Verizon Small Business Digital Ready offered businesses support, aiming to enable digital readiness and drive digital transformation through a customized curriculum that accounts for industry, size, and interests. The USHCC was proud to work with Verizon to reach those businesses most in need of support.













# UNITED STATES HISPANIC CHAMBER OF COMMERCE EVENTS RECAP



## SMALL BUSINESS MATCHMAKING



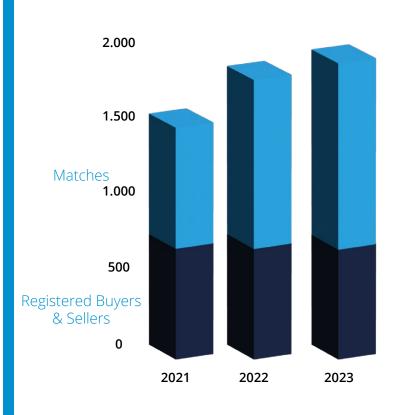
Facilitating procurement opportunities in real time Our Business Matchmaking program is a unique forum that takes place at USHCC signature events: National Conference, Legislative Summit, and Energy Summit. Procurement representatives from our corporate partner members, Fortune 500 companies, and federal agencies have an opportunity to meet with Hispanic suppliers from USHCC's Hispanic Business Enterprise membership. *These Business Matchmaking sessions with buyers and Hispanic suppliers represent hundreds of million dollars of business procurement opportunities.* 

Matchmaking sessions last around 15 minutes, with an opportunity for Hispanic suppliers to pre-register using the North American Industry Classification System (NAICs) codes, or business categories, and highlight their business capability statement and certifications. Matchmaking is offered virtually for Hispanic Business Enterprises that can't attend in person and want to connect with a corporate or agency buyer. This program is part USHCC's top three priorities in increasing the flow of capital opportunities to Hispanic entrepreneurs in partnership with committed supplier diversity initiatives.



This year, we significantly contributed to the growth of contracting opportunities for Latino-owned businesses in both the public and private sectors. We believe that through technical assistance and matchmaking our Hispanic Business Enterprises can leverage new opportunities to do more business with public agencies and Corporate America.

In 2023, we continued our work with two Hispanic Business Enterprises—Possible Missions and My Business Matches—in a partnership to conduct our three notable USHCC matchmaking events. This partnership has provided a seamless process for our matchmaking events and has given our participants familiarity with the continuous use of matchmaking technology.







### USHCC SMALL BUSINESS MATCHMAKING BY THE NUMBERS



Meetings: **293** Unique matches: **1,200** 



Meetings: 863

Unique matches: 3,000

Meetings: **90** Unique matches: **800** 



**Testimonial:** 

"Attending the Energy Summit enabled us to connect with industry leaders and potential collaborators, fostering direct access to a powerful network that has forever transformed our trajectory. Brief conversations at the New Mexico Governor's Mansion Reception led to URBANDER securing game-changing contracts with esteemed organizations like the American Heart Association and RIZZO International, who are committed to excellence, innovation, and social impact. Muchas gracias to our new clients for entrusting your projects to our team, and to JPMorgan Chase for believing in URBANDER and investing in our journey towards success".

> Samí Haiman-Marrero, President & CEO, URBANDER



## LEGISLATIVE SUMMIT



During the 2023 Legislative Summit, the USHCC welcomed more than 500 business leaders to the nation's capital. This summit offered stakeholders from diverse industries the opportunity to strengthen strategic business partnerships and advocate for policies that will further support the small business community. The Summit also spotlighted business matchmaking, tailoring opportunities for Hispanic business owners to meet with procurement managers from Fortune 500 companies and government agencies to develop connections and discuss potential contracts. Lastly, in response to the fluctuating economic changes of 2023, USHCC strategically found a way to continue elevating the quality and experience for all attendees resulting in a sold-out event.



### HERE ARE KEY TAKEAWAYS FROM THE 2023 LEGISLATIVE SUMMIT:

More than **20** corporate partners in attendance

**Speakers included:** U.S. Surgeon General Vivek Murthy and U.S. Small Business Administrator Isabel Casillas Guzmán.

**USHCC** organized private meetings with our USHCC Board Members and Deputy Secretary Wally Adeyemo from the U.S. Department of the Treasury.

**28** Hill Day meetings: Secured by the USHCC, with the help of Ogilvy GR, for local chamber leaders and their representatives on the Hill

**Four members of Congress:** USHCC hosted four roundtable discussions with our local chamber presidents in the Senate Building:

- Sen. Rick Scott (R-FL)
- Sen. Ben Ray Lujan (D-NM)
- Sen. John Hickenlooper (D-CO)
- · Congresswoman Jennifer González-Colón

**395,500** media impressions and **3.7M+ social media reach** through our social media wall experience featuring both Instagram and Twitter posts sponsored by T-Mobile



## ENERGY SUMMIT





The United States Hispanic Chamber of Commerce, in partnership with the Albuquerque Hispano Chamber of Commerce, hosted the second annual Energy Summit in Santa Fe, New Mexico. More than 300 constituents convened from across the energy sector to share knowledge of relevant energy issues and to ensure the role of Hispanic Business Enterprises within the industry. The two-day event featured a welcome reception at the Governor's mansion followed by a day of industry meetings, concluding with an Earth Day ceremony. As multiple energy expansion pathways emerge, New Mexico provided numerous opportunities for stakeholders from across the energy sector to exchange insights on pertinent energy issues and to ensure the integral role of Hispanic Business Enterprises within the industry.



### KEY TAKEAWAYS FROM THE 2023 ENERGY SUMMIT:

In 2022, the USHCC Educational Fund invested in a pilot program with reserved funds and partnered with a Hispanic owned supplier development company, Blue Wave. The purpose of the new pilot supplier development program was to address the contracting disparities seen with Hispanic suppliers who receive less than 1% of corporate and federal procurement opportunities and ensure that program participants received the development and tools to become competitive suppliers in the marketplace.

In the spring of 2023, the USHCC Avanzando Suppliers with Blue Wave proudly graduated

**24 companies** with a ceremony at Energy Summit in Santa Fe, New Mexico with many participating at our Matchmaking event gaining viable leads with key corporations

**New investors:** Chevron, Realtime Solutions, NextEra Energy, Marathon, and Southern Western Power Group

**3,800** impressions on Twitter, Facebook, LinkedIn, and Instagram

#### **Guiding the Way**: The Three C's in Action

The USHCC Energy Summit is not just a platform---it's a catalyst for growth, innovation, and lasting partnerships. Capital, Capacity, and Connections took center stage at this event as we unveiled a strategic framework designed to propel Hispanic-owned businesses into the forefront of the energy revolution. This event allowed attendees to learn more about equitable access to capital, enhance their capabilities through specialized programming, training, and investments, and foster meaningful connections through matchmaking and procurement opportunities.







# NATIONAL CONFERENCE

During the 2023 National Conference held in Orlando, Florida, the USHCC orchestrated a landmark gathering attended by over 2,000 business leaders. This event featured new opportunities to strengthen strategic, long-lasting business partnerships. Through engaging panels, networking, mentoring, and educational workshops, stakeholders from across industries connected on ways to seamlessly integrate Hispanic businesses into global economic recovery.

Thanks to sponsorship with Comcast Universal and Telemundo, we provided an additional opening conference, offering attendees the opportunity to network and visit Universal CityWalk. In addition, the National Conference featured business matchmaking, providing Hispanic business owners tailored opportunities to foster meaningful connections and explore potential contracts. The Hispanic Chamber of Commerce of Metro Orlando was this year's local Chamber host, which took place at the Loews Sapphire Falls Resort.





### 5 KEY TAKEAWAYS FROM THE 2023 NATIONAL CONFERENCE:

2,000 Hispanic leaders attended

**75** exhibitors in the USHCC Expo Business Lounge increasing from 40 in 2022

For the second year in a row, our Corporate Partners at Nationwide sponsored the **Mujeres Mercado** at the USHCC Expo Hall and Lounge giving 12 local Hispanic-owned businesses the opportunity to showcase and sell their products resulting in more than \$32,000 in revenue

A record breaking **3,000+** unique matches and potential contracting opportunities happened

New awards were added: **"Startup of the Year" and "Leader of Culture,"** which was awarded to actor and activist Edward James Olmos



# TRADE MISSION

### Inaugural U.S. – Mexico Trade Mission

In November 2023, USHCC hosted its inaugural U.S. – Mexico Trade Mission in Mexico City and Guadalajara with our Trade Mission Co-Chairs Victor Arias Jr. and Raul Salinas who represented the Board of Directors. The weeklong trade mission represented a unique opportunity to establish and expand the reach of businesses in Mexico, America's current top trading partner. Focusing on serving American businesses of underserved communities, the delegation consisted of business owners, representatives of chambers of commerce and business associations, and government officials.

Delegates were able to establish the necessary connections with key Mexican stakeholders to guide them through the process for future investments and bilateral trade projects, representing a unique opportunity to enter the Mexican market with the help of public and private sector experts. Transnational initiatives to fully implement the U.S. Mexico Canada Agreement help pave the way for a more interconnected and economically vibrant future in North America!

#### Here are 3 takeaways from our inaugural Trade Mission:



• The delegation consisted of 39 distinguished delegates comprised of business owners, representatives of chambers of commerce and business associations, and government officials.

• Major topic of discussion during the trade mission included: nearshoring and the United States-Mexico-Canada Agreement (USMCA). Nearshoring refers to bringing manufacturing and production to the region to produce goods more quickly and cheaply, allowing for products to continue the supply chain, uninterrupted.

• Meetings and briefings from high-level government officials and influential business leaders included:





#### - Adrian Vizcarra, CFO of SuKarne

- Rodrigo Morales Castillo, General Director for Global Investment, Mexican Secretariat of Foreign Affairs

-Edmundo Montes de Oca, Director of International Economic Promotion, Mexican Secretariat of Foreign Affairs

- Ambassador Ken Salazar, United States Ambassador to Mexico

- Gustavo Almaráz Petrie, President and CEO of Grupo Estrategia Política, AMCHAM Board of Directors

- Luis Gustavo Padilla Montes, President of University of Guadalajara Foundation USA

 Luis Roberto Arechederra Pacheco, Secretariat of Economic Development of the State of Jalisco
 Alfonso Pompa, Secretariat of Innovation, Science and Technology of Jalisco

- Roberto Arechederra, Secretariat of Economic Development of the State of Jalisco

- Francisco Ramírez Salcido, Interim Municipal President of Guadalajara

To continue increasing the influence of the USHCC internationally, we officially opened our first satellite office in Mexico City. In a ceremony held with the Partners and Staff of Pérez Correa González, the USHCC signed a Memorandum of Understanding to establish an international office and offer reciprocity in the U.S. for Pérez Correa González to access our D.C. offices.



### **CORPORATE PARTNER MEMBERS** as of March 2024

- 1st SOS Staffing Inc
- 3M Science
- AARP
- Abbott
- Advent Health
- Aetna
- Aflac
- Albuquerque Economic Development Department
- Ally Bank
- Altria
- Amazon.com, Inc.
- American Airlines, Inc.
- American Fuel & Petrochemical Manufacturers (AFPM)
- American Investment Council
- American Petroleum Institute (API)
- American Red Cross
- American Retirement Association
- Anheuser-Busch Companies, LLC
- Apple, Inc.
- ARCO Design/Build Companies
- AT&T, Inc.
- Avangrid
- Bank of America
- Block
- Block Energy
- Blue Cross & Blue Shield of RI
- Boehringer Ingelheim Pharmaceuticals, Inc.
- Boston Scientific Corporation
- bp America, Inc.
- Caesars Entertainment

- CareMax
- Cargill, Inc.
- Cellular Telecommunications and Internet Association (CTIA)
- Charter Communications, Inc.
- Chevron Services Company
- Church Mutual Insurance Company
- Cintas
- Comcast Corporation
- Comerica Bank
- ConocoPhillips Company
- Constant Contact, Inc.
- Council for Affordable Health Coverage (CAHC)
- Customers Bank
- CVS Health Corporation
- Denny's
- Dominion Energy, Inc.
- DoorDash, Inc.
- DWS
- Ecolab
- Edison Electric Institute (EEI)
- Edwards Lifesciences
- Eli Lily and Company
- Emera Technologies, LLC
- Empower
- Entergy Services
- Enterprise Holdings, Inc.
- Ewing Marion Kauffman Foundation
- Experian
- Exxon Mobil Corporation
- Fairwinds Credit Union



- FICO
- Fiserv, Inc.
- Frontier Communications
- Frost Brown Todd
- Google, LLC
- GSK
- Guardian Life Insurance
- H&R Block
- Hilton Worldwide Holdings, Inc.
- Home Depot
- Honda
- ICIC
- Instacart
- Johnson & Johnson
- JPMorgan Chase & Co.
- Lenovo
- Liberty Mutual
- LPL Financial
- Lyft, Inc.
- Magna International, Inc.
- Marathon Petroleum Corporation
- MassMutual
- Mastercard, Inc.
- McDonald's Corporation
- Merck & Co., Inc.
- Meta Platforms, Inc.
- MGM Resorts International
- Microsoft Corporation
- Molson Coors Beverage Company
- Municipal Finance & Services Corporation (MFSC)
- Nasdaq
- Nationwide Mutual Insurance Company
- NCTA The Internet & Television Association
- NextEra Energy
- NFP Corporate Services
- Nike, Inc.
- Nissan North America, Inc.
- NRG
- Oncor Electric Delivery
- Organon
- Paychex, Inc.
- PayPal
- PepsiCo, Inc.
- Pfizer
- Philip Morris International (PMI)

- PhRMA
- PNC Financial Services Group, Inc.
- PNM
- Public Private Strategies
- Public Service Company of New Mexico
- Puerto Rico Statehood Council
- Robinhood
- RTX Corporation
- Shell USA, Inc.
- Southern California Edison
- Southerwestern Power Group
- Southwest Airlines
- Spanish Broadcasting System, Inc.
- State Farm
- State Street Bank
- SuKarne
- Symetra
- Sysco Corporation
- T-Mobile
- Target Corporation
- TelevisaUnivision
- The Coca-Cola Company
- The Goldman Sachs Group, Inc.
- The Kroger Company
- The United Services Automobile Association (USAA)
- The Walt Disney Company
- TikTok
- Toyota Motor North America, Inc.
- Travel + Leisure Co.
- U.S. Bancorp
- Uber Technologies, Inc.
- United Healthcare
- United Parcel Service (UPS)
  - USI
- Verizon Communications, Inc.
- Visa, Inc.
- Walgreens
- Walmart
- Wells Fargo & Company
- Williams
- Woodforest National Bank



### HISPANIC BUSINESS ENTERPRISES as of March 2024

- 1790 Coffee
- 3 Lopez Media
- 5 Star Global Recruitment Partners
- AIM Global Logistics LLC
- Akorbi
- Altura Capital
- Ancor Automotive
- AnyPlace MD
- Aparicio Publishing LLC
- Argent Associates
- Atento
- Ayoroa Simmons
- Avanzar Interior Technologies
- BlueGrace Logistics LLC
- BlueWave International SDP
- Bold Digital Marketing Studio
- Bore Tech, Inc
- Braven Agency
- Brothers Building Blocks
- Carrasquillo Law Group PC
- CBQA Solutions
- CIEN+
- Colonial Press International
- Color&Culture
- Comatli
- Communicate 360
- Corus Consulting
- CTS Logistic Group
- Culture Shift Team

- Datamemory Americas
- Delta Personnel Services
- Diversified Search Group
- DLP Services
- DreamOn Group
- EAPHOTO
- El Tiempo Latino
- Elite Online Media
- Emerging Airport Ventures, LLC.
- Everybody Water
- Evolving Solutions Services
- Factory360
- Forma
- Global Containers & Custom Packaging Inc.
- Glocal Translators
- Gresham Ford
- Group O
- Grupo La Gloria
- Haven Foods
- Healthbird
- Hispanic Market Solutions
- ICG Cloud Automation LLC
- identity
- Inland Logistics
- Integrity General Contractors
- Inter-Con Security
- IOI Construction Corp
- JAX Construction Co.
- Lopez De Gull Inc.



- MCR Packaging & Printing
- Medwheels Inc
- Meridian Design Associates, Architects P.C.
- Mischler Financial Group
- MOCA Logistics & Industrial Solutions, Inc.
- Modern Managed IT
- Mr. Tortilla
- MyBusinessMatches
- Never Astray General Consulting, LLC
- Noble Texas Builders, LLC
- OneEthos
- OptHealth
- Parra Enterprises & Company
- PERIKIN Enterprises
- Pinnacle Group
- R&R Hospitality Team, LLC
- RealTime Solutions
- Reyes Automotive Group
- Sacramento Eco Fitness
- Schabel Solutions
- SDI International
- Sonic Delivery
- Semper Utilities, LLC.
- Small Business Community Capital
- Speech Fox
- · Stone Solutions and Research Collective LLC
- Strong Tower Carpentry
- TACFI Consulting
- The Queer Gym
- The Rios Group
- The W Buchanan Group
- Therapy RCM Partners
- TorreBlanc
- TraderPal USA
- URBANDER
- Valdes Engineering Company
- Varro Media
- Vensure Employer Services, Inc
- VeraLogics Inc
- VisionIT
- WelcomeTech
- Wilco Engineering Company
- Wilco Group LLC
- Y-Not Design & Manufacturing, Inc.





# NATIONALPARTNERSas of March 2024

- Alianza Americas
- American G.I. Forum
- AP Collective
- · Asociación de Empresarios Mexicanos (AEM)
- ASPIRA
- Association of Latino Professionals For America (ALPHA)
- AVANCE
- BeSe
- Blue Wave
- CAMACOL
- Casa de Esperanza
- Casa Esperanza: National Latino Network
- Colonial Print
- Concordia
- Congressional Hispanic Caucus (CHC)
- Congressional Hispanic Caucus Institute (CHCI)
- Congressional Hispanic Leadership Institute
- Cuban National Council (CNC)
- Delaware Hispanic Commission
- Farmworker Justice
- Friends of the American Latino Museum (FRIENDS)
- GreenLatinos
- Hello Alice
- Hispanic Association for Career Enhancement
- Hispanic Association of Colleges and Universities
- Hispanic Association of Coorporate Responsibility
- Hispanic Federation (HF)
- Hispanic Heritage Foundation
- Hispanic IT Executive Council (HITEC)
- Hispanic Marketing Council
- Hispanic National Bar Association (HNBA)
- Hispanic Technology & Telecommunication
   Partnership (HTTP)
- Hispanics in Energy

- Hispanics in Philanthropy
- Intercultural Development Research Association
   (IDRA)
- International Trade Administration
- Latina Golfers Association
- Latina Style Magazine
- Latino Business Action Network (LBAN)
- · Latino Corporate Directors Association (LCDA)
- Latino Donor Collaborative (LDC)
- Latino Hotel Association
- Latino Jewish Leadership Council
- Latino Justice PRLDEF
- Latino Restaurants Association
- Latino Victory Fund
- Latinx Startup Alliance
- LIBRE Initiative
- L'Attitude
- MANA, A National Latina Organization
- Mexican American Legal Defense and Education Fund (MALDEF)
- Mi Familia Vota
- NAHP
- NALEO Educational Fund (NALEO)
- National Association of Hispanic Federal Executives (NAHFE)
- National Association of Hispanic Journalists (NAHJ)
- National Association of Hispanic Real Estate
   Professionals
- National Association of Latino Arts and Cultures (NALAC)
- National Association of Latino Community Asset
  Builders
- National Association of Latino Elected Officials (NALEO)



- National Association of Latino Independent
   Producers (NALIP)
- National Conference of Puerto Rican Women (NACOPRW)
- National Day Laborer Organizing Network (NDLON)
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- National Hispanic Caucus of State Legislators (NHCSL)
- National Hispanic Corporate Council
- National Hispanic Council on Aging (NHCOA)
- National Hispanic Environmental Council (NHEC)
- National Hispanic Foundation for the Arts (NHFA)
- National Hispanic Media Coalition (NHMC)
- National Hispanic Medical Association (NHMA)
- National Latina Institute for Reproductive Health (NLIRH)
- National Latinx Psychological Association
- National Puerto Rican Chamber of Commerce
- New America Alliance
- NMSDC
- Pérez Correa González
- Presente.org
- Prospanica
- Saber Es Poder
- SCORE
- SER Jobs for Progress National, Inc.
- Small Business Administration
- Society of Hispanic Professional Engineers
- Southwest Voter Registration Education Project (SVREP)
- The Gill Foundation
- The Hispanic Star
- The Latino Coalition
- UnidosUS
- United States Black Chambers Inc. (USBC)
- United States Hispanic Leadership Institute
- United States Pan Asian American Chamber of Commerce (USPAACC)
- United States-Mexico Chamber of Commerce (USMCOC)
- US-Mexico Foundation
- VotoLatino
- We Are All Human Foundation
- Women's Business Enterprise National Council (WBENC)





## UPCOMING EVENTS











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