

NJ LATINO
GUBERNATORIAL
APPOINTMENTS
TASK FORCE

2017

A volunteer driven collaborative founded by NALEO Educational Fund, HBA-NJ, SHCCNJ and NJHLA Inc.



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Conveners of the Task Force

Roberto Frugone, Northeast Director - NALEO Educational Fund
Arlene Quinones Perez, Esq., Immediate Past President - Hispanic Bar Association of NJ
Carlos Medina, Esq., Chairman - Statewide Hispanic Chamber of Commerce
Former Assemblyman Angel Fuentes, President - Hispanic Leadership Association, Inc.

Roundtable Leadership:

- Patricia Campos-Medina, President, Latinas United for Political Empowerment PAC (LUPEPAC),
- Chris Estevez, President, Latino Action Network (LAN)
- Luis de La Hoz, Vice-Chairman, Statewide Hispanic Chamber of Commerce (SHCC)
- Analilia Mejia, Executive Director, NJ Working Families

Mission of the Task Force

The NJ Latino Task Force is a volunteer driven collaborative made up of the leadership from each of the member organizations, HBA-NJ, NALEO Educational Fund and SHCCNJ, and is not affiliated with any specific campaign or political party. The mission of the NJ Latino Task Force is to advocate for Latino representation in the appointment process to ensure that Latinos are represented at all levels in state government.

Goals of the Task Force

1. Set up a process by which Latinos are ready to engage in the transition process for any future governor.
2. Meet with candidates for Governor prior to election to discuss our mission and goals and process for immediate engagement after election.
3. Develop a “Binder of Resumes” of qualified Latino professionals to submit to new administration for consideration to serve on Transition Team, Cabinet, Staff, Boards, Commissions and Authorities.
4. Introduce the Taskforce effort to the Legislative Leadership of NJ who play a critical role on the appointments process.
5. Develop ongoing dialog and meetings with the new Governor’s administration and legislative leadership to advocate and be a resource for Latino appointments on an on-going basis and help identify qualified professionals for positions in government departments, boards, commissions and authorities throughout the new Governor’s tenure.

Outcomes

After Governor Murphy's election, the Task Force worked successfully with the Governor and his leadership team to successfully engage Latinos in the transition process.

Key Election Observations:

- According to Exit Polls, 261,000 Latinos came out to vote (about 41% participation compared to 35.6% of General population).
- Of the Latinos who voted, about 214,000 voted for Phil Murphy.
- Latinos comprised about 18% of Governor Murphy's total vote count. (<https://www.nbcnews.com/politics/2017-election/NJ>)
- The total Latino population in NJ is 20%.
- Total percentage of Latino registered voters in NJ for 2017 was 12%

Key Observations of the Transition:

- **Transition Committees Leadership**

A Latino was selected to lead Governor Murphy's Transition Team

Out of the 82 names listed as co-chairs of Gov Murphy's Transition Team, twelve were Latinos. Ten of the names were from the list of resumes submitted by the Task Force. Overall, nine of the fourteen transition committees had Latinos represented. And of the two policy advisers announced, one was a Latino (director of transition policy committees).

For more details visit:

<https://www.insidernj.com/governor-elect-murphy-announces-full-transition2018-committees-leadership/>

- **Transition Committees Membership** (based on first initial announcement)
Out of 500 overall people appointed to serve on Gov Murphy's Transition Team, 55 were Latinos. Twenty-seven (27) were Latino males and twenty-eight (28) were Latina females.
- Latino representation in the Transition Team of Governor Murphy was 11%.

Other notable observations:

- Important policy Transition Team Committees needed more Latino participation. Those committees were: Education, Human & Children Services, Labor & Workforce Development, Military & Veteran Affairs, Stronger and Fairer Economy, Transportation & Infrastructure
- The Urban and Regional Growth and Stronger & Fairer Economy Committee needed

- more representation of Latino Mayors from urban communities.
- Representation of Latinos from South Jersey in the Transition Team leadership team was 7.3% (4 out of the 55); and total participation in the membership of Transition Team was a low percentage of 0.8 %.

Appointments to Governor Murphy's Administration

Prior to his swearing-in, Governor-Elect Murphy announced the following Latino appointments to his Cabinet:

- Commissioner Marlene Caride, Department of Banking and Insurance
- Commissioner Diane Gutierrez- Scaccetti, Department of Transportation

After swearing-in, Governor Murphy made the following appointments to his administration:

- Chief of Staff and Assistant Commissioner Kellie Ledet, Department of Education
- Assistant Commissioner of Education, Diana Gonzalez - Deputy Commissioner of Health, Marcela Ospina Maziarz
- Chief of Staff, Department of Transportation, Jay Jimenez
- Chief of Staff, Department of Health, Andrea Orbe-Martinez
- Chief of Staff, Department of Labor & Workforce Development, Julie Diaz
- Chief of Staff, NJ Schools Development Authority, Al Alvarez
- Deputy Chief of Staff Adam Alonso, Office of the Governor
- Assistant Governor's Counsel Guillermo Artilles
- Chief Executive Officer, Choose New Jersey, Jose Lozano
- Chief Executive Officer, NJ Schools Development Authority, Lizette Delgado-Polanco
- Executive Office Staff: Briana Earle, Marelyn Rivera, and Noemi Velazquez
- Sara Pena, Director, Center for Hispanic Policy Research & Development, Dept of State
- Anna Martinez, Acting Division Director DOW, NJ-Department of Children and Families
- Francis Blanco, Director, Women Empowerment Initiatives, DOW, NJ-Department of Children and Families
- Director, Office of Consumer Affairs, Paul Rodriguez

Current nominations to Boards, Commissions & Authorities: (Pending confirmation)

- Mary Bustillo Donahue, Historic New Bridge Landing Commission
- Hector Lora, Passaic Valley Sewerage Commission
- Danielle Beyer, State Investment Council
- Maria Ivette Torres, Board of the Higher Education Student Assistance Authority

Others notable announcements :

- Puerto Rico Relief Commission
- Creation of Office of Immigrant Protection within AG's Office

Conclusions and Recommendations

Governor Murphy and his administration leadership have taken strong action to engage Latinos in his Transition Team, Cabinet and Administration. As the task of filling vacancies in state agencies, commissions, boards and authorities continues, the Task Force encourages ongoing dialog and meetings to continue to advance diversity in appointments of Latinos at all levels of NJ Government.

In order to continue in the progress already achieved, the Task Force makes the following recommendations to the Administration of Governor Murphy:

- Quarterly meetings between Governor's appointments representative and the Task Force leadership.
- Continue to work with Task Force leadership to identify qualified candidates for consideration for commissions, boards and authorities.
- Prioritize the appointment of Latinos to Top Tier boards and commissions in NJ
- Review all current openings and engage key partners to identify diverse candidates for all high-level staff appointments in key state agencies.
- Assign an office responsible for tracking the race and gender of employees and new appointments. This information is important to be able to track progress on diversity and inclusion in New Jersey.
- Mandate state agencies to track and report on their diversity efforts in contracting work to diverse consultants, contractors and vendors.
- Increase representation of Latinos from South Jersey to a number more representative of their population contributions' to the economy of New Jersey.

Acknowledgements

Special thanks to Governor Murphy and his leadership team in the Governor's office for their dedication to continue to work together to increase diversity in state government and for believing that Government should represent the diverse strength and talents of New Jersey's hard working population.

The Task Force extends a special thank you to each and every one who attended the Task Force meetings and dedicated countless hours, energy, and political capital to support this effort to empower New Jersey's Latino community. Your constant dedication to "*La Causa*," the cause of advancing our community's empowerment is greatly needed and appreciated.

APPENDIX A

Media Coverage of Taskforce Initiative:

HBA-NJ, NALEO Educational Fund and SHCCNJ Launch New Jersey Latino Gubernatorial Appointments Task Force (10/3/17)

<https://www.insidernj.com/press-release/hba-nj-naleo-educational-fund-shccnj-launch-new-jersey-latino-gubernatorial-appointments-task-force/>

Task force aims to increase number of Latinos in state government (10/4/17)

<https://www.njtvonline.org/news/video/task-force-aims-increase-number-latinos-state-government/>

More than 100 Resumes of Qualified Latino Candidates Sent to Gubernatorial Candidates in Advance of Election Day (11/6/17)

<https://www.insidernj.com/press-release/100-resumes-qualified-latino-candidates-sent-gubernatorial-candidates-advance-election-day/>

"Another Name Surfaces in the Murphy AG Back Drama: Ricardo Solano"

<https://www.insidernj.com/another-name-surfaces-murphy-ag-back-drama-ricardo-solano/>

Nearly 670,000 Latino Voters Registered to Cast Ballots in New Jersey General Election

[https://d3n8a8pro7vhmx.cloudfront.net/naleo/pages/704/attachments/original/1515539496/10_11_17 - NEF NJ Profile - Gubernatorial - Final Draft 2.pdf?1515539496](https://d3n8a8pro7vhmx.cloudfront.net/naleo/pages/704/attachments/original/1515539496/10_11_17_-_NEF_NJ_Profile_-_Gubernatorial_-_Final_Draft_2.pdf?1515539496)

APPENDIX B

Dates of General Convening: Members at Large

Latino leaders across the state participated in the different meetings prior to the election and during transition. The dates of the meetings were the following:

- October 10, 2017 – First General convening at Maize Restaurant, Newark
- November 1, 2017 – First Planning Meeting held in person at DeCotiis, FitzPatrick, Cole & Giblin, LLP, Teaneck.
- November 3, 2017 – Planning Meeting held in-person at DeCotiis, FitzPatrick, Cole & Giblin, LLP, Teaneck.
- November 7, 2017 – Planning Meeting via Conference Call
- November 8, 2017 – Planning Meeting held in-person at DeCotiis, FitzPatrick, Cole & Giblin, LLP, Teaneck.
- December 1, 2017 – Planning Meeting held in-person at DeCotiis, Teaneck
- Weekly conference calls of Conveners and Roundtable leadership to agree on next steps.

Stakeholders Meetings

November 2, 2017 – Task Force Members meet with Ambassador Murphy (Democratic Candidate for Governor), Newark.

- *Meeting request was also made to Candidate for Governor Kim Guadagno. Despite initial interest in meeting with the Task Force, a date for a meeting was never confirmed by the Guadagno campaign.*

November 3, 2017 – Meeting with Assembly Speaker Vincent Prieto

November 9, 2017 – Meeting with Governor-elect Transition Team (Task Force provides a Binder of Resumes and a web-link to all resumes folder)

December 6, 2017 – Meeting with Adam Alonso, Transition Office, Trenton

January 9, 2018 – Meeting with Jose Lozano (& Gov-elect Murphy), Transition Office, Trenton

January 9, 2018 – Meeting with Adam Alonso at Transition Office, Trenton

January 22, 2018 – Meeting with Senator Nellie Pou, Chair of the Latino Legislative Caucus and a member of the State Senate Judiciary Committee, Paterson, NJ.

Important Dates

- October 23, 2017 – Meeting request sent for Ambassador Phil Murphy
- October 23, 2017 – Meeting request sent to Lt. Governor Kim Guadagno
- November 6, 2017 – Second Resume Binder Delivered to Guadagno Campaign HQ
- November 7, 2017 – General Election Day, New Jersey

- November 9, 2017 – Sent Transition Committee Resume Folder Link
- November 21, 2017 – Latinos in Transition Progress Tweet
- January 16, 2018 – Governor Murphy Swearing-in
- January 24, 2018 – Meeting with Deputy Chief of Staff Adam Alonso & Appointments Director Scarlett Rajski Martin
- March 5, 2018 – Meeting with Senate President Steve Sweeney, Statehouse, Trenton
- April 12, 2018 – Meeting with NJ Legislative Latino Caucus, Statehouse, Trenton

Meeting Notes: Leadership Meeting

Meeting with Senator Nellie Pou, Leader of the Latino Legislative Caucus (1/22/18):

- Taskforce will work with Senator’s staff to identify vacancy’s on boards & commissions, including list of those serving expired terms
- Create own priority list for Boards & Commissions (B&C) (i.e. our tier 1, 2, 3)
- OLS has access to “statutory required appointments” (by Senate President & Speaker)
- Taskforce will share blurb on appointments for Latino Caucus to include in their policy priorities to present Governor Murphy.
- Senator Pou will invite Task Force leadership to present at the next caucus meeting, likely date will be in March.
- Task Force shared relevant resumes with Senator Pour, broken into area of interest.

Meeting Notes: Leadership Meeting

Governor DCOS Adam Alonso & Appointments Director Scarlett Rajski Martin (1/24/18):

- The appointments office is conducting audit of boards & commissions to understand openings
- Scarlett will share openings with Task Force
- Office using I-Sys database with resumes to fill B&C
- Deputy Chief of Staff Lynn Haynes continues to be the contact for staffing
- First, the administration has not completed the audit of all boards and commissions (B&C), but is prepared to make appointments when/where appropriate
- In the meantime, important that members of the Task Force do their due diligence regarding specific B&C openings that may exist. The website containing the complete list is: <http://nj.gov/governor/admin/search.shtml>
- The Task Force will submit individual names, accompanying resume, and the board/commission of interest, based on the research done on openings.
- The Task Force will soon send out a call for resumes to focus on boards and commissions.
- New resumes and areas of interests are to be send to NJTask Force@naleo.org.

Meeting Notes: Leadership Meeting

Meeting with Senate President Steve Sweeney, Statehouse, Trenton, NJ (3/5/18):

- Senator's staff is conducting audit of boards & commissions to understand openings, once they have been identified, they will share with Taskforce
- Senate President Sweeney stated his commitment to work with Taskforce to identify Latinos for the Boards and Commissions he has authority over.
- For appointments coming from Governor's office, we will communicate with his office on our support for different appointments.
- Urge Taskforce to ID individuals who have relationships with respective Senators in their districts, as he always consults with them before moving forward a nomination.
- Reinstated commitment to work with Taskforce to improve diversity on all appointments.

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