

CEO

ANNUAL REPORT | 2016

January 7, 2017

Senator Osten and Representative Walker,

Kindly accept the annual report for the commission on equity and opportunity as required by PA 16-3.

As you are well aware the Commission on Equity and Opportunity was formed on July 1 as a result of the consolidation of three legislative commissions the African-American Affairs, Asian Pacific American Affairs and the Latino and Puerto Rican Affairs commissions. The commission is divided into three policy divisions to represent each consolidated commission.

Since its inception the CEO has focused on creating an agency that can adequately represent all three demographic groups both in the community and at the legislature.

The mission is to inform and engage all policy makers about constituent needs for the African American, Asian American, Pacific Islanders, and Latino and Puerto Rican populations in Connecticut. The CEO is a nonpartisan agency with a data driven, cross-cultural approach to policy innovation. It works to eliminate disparities by creating opportunities, building connections and promoting change.

Since July we have collaborated with several community groups to host educational sessions that address our mandate.

This annual report will highlight some of the work done since July as well as providing Results Based Accountability information for the communities that we serve.

I look forward to continuing to work with you to continue to move the needle on public policy that will serve all residents in the state.

Sincerely,



CEO

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COMMISSION OFFICERS

Pending Appointment

COMMISSIONERS

Carlos Álvarez
Josephine Fulcher-Anderson
Arlene Avery
Yolanda Castillo
Richard A. Cruz
Byron P. Francis
Charles Frazier
Jay González
Donald Harris
Theodore C. Hsu
Robert W. Ike
Stephanie Johnson
George Mathanool
Dr. Ruby O'Neill
Emanuela Palmares
Rúben Rodríguez
Pablo Soto
Alan Tan
Alexander Tettey, Jr.
Danny Torres
An-Ming Truxes
Regina Vermont
Clifton Watson
Alphonse Wright

EXECUTIVE DIRECTOR

Subira Gordon, M.P.P.

STAFF

Alok Bhatt
Senior Policy Analyst, Asians
Clarisa Cardone
Resource Manager
Denise Drummond
Public Information Officer
Lucía Goicoechea-Hernández
Senior Special Projects Coordinator
Mui Mui Hin-McCormick
Senior Special Projects Coordinator
Werner Oyanadel
Senior Policy Analyst, Latino & Puerto Ricans
Vacant *Senior Policy Analyst, African Americans*

OUR MANDATE (excerpted)

Sec.127. (NEW) (Effective July 1, 2016) (a)There is established a Commission on Equity and Opportunity (CEO) which shall be part of the Legislative Department. The commission shall focus on issues affecting each of the following underrepresented and underserved populations: African Americans, Asian Pacific Americans, and Latinos and Puerto Ricans. The Commission on Equity and Opportunity shall constitute a successor to the African-American Affairs Commission, Latino and Puerto Rican Affairs Commission and Asian Pacific American Affairs Commission in accordance with the provisions of subsections (b) to (d), inclusive, and subsection (f) of section 4-38d and section 4-38e of the general statutes.

PA 93-411 Sec. 24 (Effective July 1, 2016)

(a) The Commission on Equity and Opportunity shall:

- (1) Improve and promote the economic development, education, health and political well-being of the African-American community in the State of Connecticut. We accomplish these goals through information sharing, promoting cultural awareness, community networking, and legislation. The AAAC was a semi-autonomous agency of the State of Connecticut, established in 1997 by action of the Legislature and by approval of the Governor.
- (2) Review and comment on any proposed state legislation and regulations that would affect the populations represented by the CEO in the state;
- (3) Advise and provide information to the Governor on the state's policies concerning all of the represented CEO Communities;
- (4) Encourage CEO populations' representation at all levels of state government, including state boards and commissions;
- (5) In response to the challenge of its mandates, the CEO continues to be an advocate for Connecticut's under-represented CEO populations by setting legislative priorities and working cooperatively with state commissions and agencies as well as local and national organizations for the benefit its constituencies.
- (6) Conduct educational and outreach activities intended to raise awareness of critical issues for the CEO represented populations of the state. Source: Public Act 09-07 (i.e., HB No. 7007 as adopted 10/2/2009)



CEO

HISPANIC STATISTICS FOR 2016 ANNUAL REPORT

540,000
Hispanic Population

15%
Hispanic Percentage
of statewide population

11%
Hispanic percentage of
statewide population
under age 18

28
Median age
of Hispanics

\$24,000
Per Capita Income
of Hispanics

12%
Unemployment rate
for Hispanics

62.4%
Percent of Hispanic
households that pay more
than 30 percent of income
for housing

52%
Poverty rate for
Hispanic children

16%
Percent of Hispanics
without health insurance

6.1%
Infant mortality
rate for Hispanics

481%*
2014 purchasing power
of Latinos in CT totaled
\$13.4 billion—
*increase from 1990

31%
Percent of eligible Hispanic
residents who voted in 2015

Sources:

<http://www.pewhispanic.org/states/state/ct/>
http://www.pewhispanic.org/files/2016/09/CT_14.pdf <http://kff.org/other/state-indicator/infant-mortality-rate-by-race-ethnicity/?currentTimeframe=0&selectedRows=%7B%22nested%22:%7B%22connecticut%22:%7B%7D%7D%7Dhttps://www.americanimmigrationcouncil.org/research/>



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AFRICAN AMERICAN STATISTICS FOR 2016 ANNUAL REPORT

362,296

African American Population

11.6%

African American Percentage
of statewide population

100,857

African American percentage of
statewide population
under age 18

32

Median age
of African Americans

\$22,381

Per Capita Income
of African American

13.2%

Unemployment rate
for African Americans

60.4%

Percent of African
Americans households that
pay more than 30 percent
of income for housing

30.5%

Poverty rate for African
American children (2014)

7.6%

Percent of African Americans
without health insurance

10.2%

Infant mortality
rate for African Americans

29.9%

African American buying
power as share of state's
buying power

Sources:

suburbanstats.org/population/how-many-people-live-in-connecticut

<https://www.census.gov/quickfacts/table/PST045215/09/accessible>

<https://www.bls.gov/opub/ted/2016/unemployment-rates-for-african-americans-by-state-in-2015.htm>
<http://yaledailynews.com/blog/2015/10/01/child-poverty-rate-stagnates-in-connecticut/>

<http://kff.org/other/state-indicator/infant-mortality-rate-by-race-ethnicity/?currentTimeframe=0>
http://nationalequityatlas.org/indicators/Housing_burden/By_race~ethnicity%3A32961/United_States/Connecticut/Year%28s%29%3A2014/Tenure%3ARenters



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ASIAN PACIFIC AMERICAN STATISTICS FOR 2016 ANNUAL REPORT

135,565

Asian Population

4.7%

Asian Percentage
of statewide population

.005%

Asian percentage of
statewide population
under age 18

32

Median age
of Asians

4.0%

Unemployment rate
for Asians

35.7%

Percent of Asian
households that
pay more than 30 percent
of income for housing

6.3%

Percent of Asians
without health insurance

NSD

Infant mortality
rate for Asians

.042%

Asian buying
power as share of state's
buying power

Sources:

suburbanstats.org/population/how-many-people-live-in-connecticut

<https://www.census.gov/quickfacts/table/PST045215/09/accessible>

NSD – Not Sufficient Data

[https://www.bls.gov/opub/ted/2016/unemployment-rates-for-african-americans
-by-state-in-2015.htm](https://www.bls.gov/opub/ted/2016/unemployment-rates-for-african-americans-by-state-in-2015.htm)

Selig Center for Economic Growth, Terry College of Business,
The University of Georgia, June 2013.

[http://nationalequityatlas.org/indicators/Housing_burden/By_](http://nationalequityatlas.org/indicators/Housing_burden/By_race~ethnicity%3A32961/United_States/Connecticut/Year%28s%29%3A2014/Tenure%3ARenters)
[race~ethnicity%3A32961/United_States/Connecticut/Year%28s%29%3A2014/Tenure%3ARenters](http://nationalequityatlas.org/indicators/Housing_burden/By_race~ethnicity%3A32961/United_States/Connecticut/Year%28s%29%3A2014/Tenure%3ARenters)



CEO



Mission:

To inform and engage all policy makers about constituent needs for the African American, Asian American, Pacific Islanders, and Latino and Puerto Rican populations in Connecticut. We are a nonpartisan agency with a data driven, cross-cultural approach to policy innovation. We work to eliminate disparities by creating opportunities, building connections and promoting change.

Vision:

As the Commission on Equity and Opportunity, our vision is:

- To be a leading policy agency in Connecticut,**
- To be a recognized and trusted source for information,**
- To break barriers and empower communities, and**
- To create equity and opportunity for future generations.**



2016 HIGHLIGHTED EVENTS

National Convention Problem Gambling Conference



The National Convention Problem Gambling Conference provided the latest information on problem gambling prevention, education, treatment, responsible gambling, research and recovery. Mui Mui Hin-McCormick, CEO's Senior Special Projects Coordinator of the Civic Engagement Division, discussed preventive measures in problem gambling and presented a unique strategy that CT has developed to reach the Asian Pacific American (APA) population in CT. A collaboration between the CT Council on Problem Gambling, the State of CT Department of Mental Health and Addiction Services/Problem Gambling Services, and the Asian Pacific American Affairs Commission. This project has identified and utilized APA ambassadors to implement evidenced-based and other prevention strategies tailored for outreach to APA communities in CT. For more information about the National Council on Problem Gambling, (NCPG) visit: <http://www.ncpgambling.org/>.

13th Annual Brazilian Independence Day Celebration & Flag Raising Ceremony

On September 7, 2016 at the CT State Capitol Brazilian-American community leaders, local and state dignitaries and members of the Commission on Equity and Opportunity (CEO) successfully celebrated the 13th Annual Brazilian Independence Day Celebration & Flag Raising Ceremony.



CEO

First Secretary to the Embassy of the Republic of Cuba



Executive Director, Subira Gordon and Senior Commission Analyst, Werner Oyanadel met with Miguel Fraga, First Secretary to the Embassy of the Republic of Cuba. A dialogue and panel discussion about Cuban -US Relations was held at Central Connecticut State University (CCSU). The visit comes after the historic announcement by Presidents Obama and Castro that the US and Cuba would reestablish diplomatic relations, which was followed by the opening of embassies in the two countries in 2015. Much remains to be done before normal relations between the two countries can be established. A central issue in the ongoing negotiations is the decades-old embargo of Cuba that has been enforced by ten successive US administrations.

Hispanic Forever Stamp Exhibit

The Hispanic Forever Stamp Exhibit was displayed in the Legislative Office Building Concourse from September 6th – 30th, 2016. The first stamp specifically to honor a Hispanic American was issued in 1903. Since then many stamps have been issued to honor Hispanics and their contributions. If you would like to view the collection, The Postal Service Guide to U.S. Stamps lists all U.S. postage stamps and provides useful information, including illustrations, visit the Postal Store at www.usps.com/shop.



Mexico's Independence



The national flag of Mexico was raised at the CT State Capitol Building in Hartford on September 16, 2016 to celebrate Mexico's Independence. This honor was in recognition of the citizens and residents of Mexican ancestry living in Connecticut and for their invaluable contributions to the economy and to the cultural diversity of Connecticut and the region. Members of the Mexican community and public officials offered remarks; a musical performance by Mariachi México Antiguo and a reception followed the flag rising.



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Race & The Future of Asian American Politics

Senior Commission Analyst, Alok Bhatt was a panelist for "Race & The Future of Asian American Politics" at UConn NEAG School of Education on Asian/Pacific American Civic Engagement. Panelists discussed the place of Asian/Pacific Islander Americans (API) in the political and racialized context of the 2016 election cycle and encouraged the API community to get involved in political discourse on all levels.



Bill Signing



PA 16-41 An Act Concerning The Recommendations Of The Minority Teacher Recruitment Task Force makes a number of policy changes regarding how the state addresses the low number of teachers of color that are in the public school system.

Research shows that students benefit from having teachers from diverse backgrounds. The percentage of minority teachers in the state is dismal at 6% with the minority student population in many of the State's urban schools standing at over 70% and over 40% for the state on a whole, and 64% of our school districts don't have an administrator of color. The CEO will continue to work on this issue to ensure that in the future students in the state have

College Goal Sunday-CT

Information Officer, Denise Drummond along with other College Goal Sunday- CT volunteers assisted high school seniors and their families to complete their Free Application for Federal Student Aid, (FAFSA) forms. This annual statewide event was held at 11 locations. Families received one-on-one, expert advice on how to complete the forms as well as information on how to plan for college.



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Latino Scholarship Awards

On September 24, 2016, the Commission on Equity and Opportunity (CEO) recognized 12 Connecticut Latino students for their academic achievements. Each scholar received a proclamation from the Connecticut General Assembly, a certificate and an \$800 scholarship award from the Commission.

Mayor Toni Harp was in attendance and welcomed the CEO and guests to the City of New Haven. The keynote speaker was the Honorable Juan Candelaria, State Representative from New Haven. Also in attendance were Representatives Minnie González Majority Whip, Edwin Vargas, Hilda Santiago and Minority Leader Themis Klarides. CEO Board members - Commissioners Alphonse Wright, Dr. Dennis Canterbury, Danny Torres, Chris Soto and Emanuela Palmares who served as the Mistress of Ceremonies.



Scholarships | Resources | Information



The Commission compiles a book of scholarships, resources and information to help make the journey to college easier for high school seniors. A large percentage of the U.S. college population is comprised of minority students. Scholarships for minority students vary from academic merit scholarships to athletic scholarships to needs-based scholarships. Scholarships are not limited to college institutions there are charitable organizations, corporations, professional associations, and minority advocacy groups that are dedicated to serving the underrepresented student populations. CEO's Scholarships, Resources and Information is distributed to all Connecticut high schools and community organizations.



CEO

Legislative priorities for 2017

For the 2017 session the CEO will focus on a few initiatives that we believe are important to communities that we serve. The primary focus will be on Education, Housing, Criminal Justice and Health Equity. For each of these subject areas CEO staff will closely monitor proposed legislation that affects our communities while working with legislators to provide research and analysis of data.

As a non-partisan agency we aim to work closely with all caucuses to eliminate disparities and continue to provide well needed input during the legislative session to represent the demographics that we serve.

I thank you for the opportunity to serve as Executive Director to this important policy agency and look forward to continuing to work closely with you.

Thanks

Subira Gordon



CEO

2016 Program Report Card: Graduation Rates for 3 Divisions of Commission on Equity & Opportunity

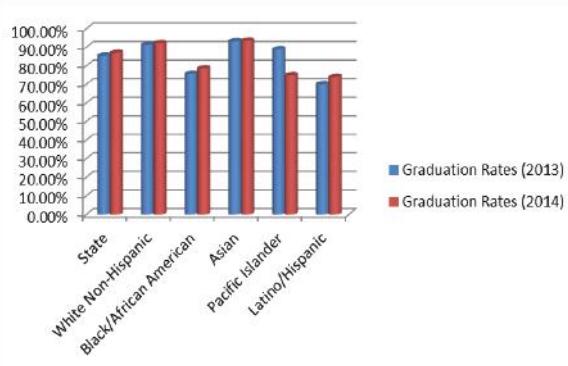
Quality of Life Result: All members of the Commission on Equity and Opportunity populations of the State attain educational success.

Contribution to the Result: The Commission on Equity and Opportunity's Board and Staff collaborated with the partners below to continue narrowing the educational achievement gap among CEO's represented populations in Connecticut.

Partners: Eastern Connecticut State University, AARP-CT, Central Connecticut State University, Connecticut Housing Finance Authority, Connecticut Congress of Community Colleges, Connecticut Hispanic Democratic Caucus, Dressler Law Offices, Connecticut Department of Public Health, Connecticut Oral Health Initiative, Connecticut Health Foundation, Asian Family Services, CT Asian Pacific American Bar Association (CAPABA), Asian Pacific American Coalition of CT, Chinese Cultural Center, Vietnamese American Coalition of CT, African American Cultural Center-UCONN, Trinity African Students Association, Africana Student Organization-CCSU, Legislative Members of the Connecticut House and Senate, Governor's Office

How Much Did We Do?

Graduation rate comparison for 2013 and 2014 outlined below reflects an upswing in the rates among majority from one year to the next:

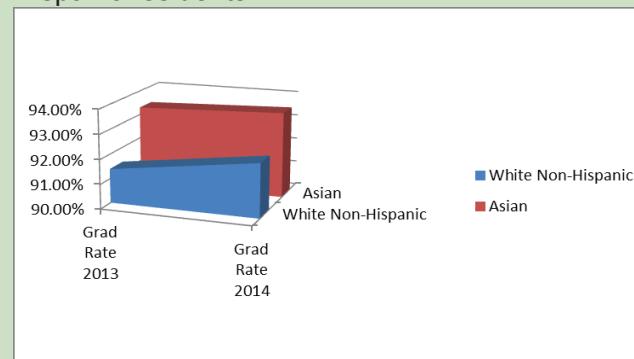


Story behind the baseline:

The graduation rate statewide is 85.50% for 2013 and 87% for 2014 of school-aged population. White non-Hispanic rates were 91.4% and 92.2% respectively. In the Black/African American community the rate was 75.7% and 78.6% respectively; the Asian rates were 93.3% and 93.5%; Pacific islanders 89% and 75% and for Hispanic/Latino rates were 70% and 74% respectively for the years 2013 and 2014. Source: US Census ACS

How Well Did We Do It?

We are able to track four of the communities CEO represents and demonstrate comparisons with statewide residents and White non-Hispanic residents.



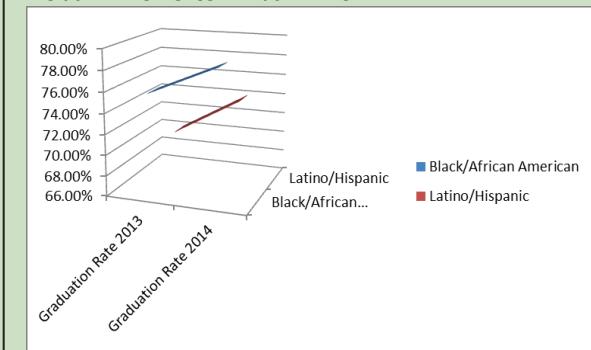
Story behind the baseline:

Connecticut's educational gap is in 50th percentile in the United States; many students impacted come from the Hispanic and Black/African American communities.

The above chart reflects the Asian community surpassing the White non-Hispanic population as well as the other four populations we track in its graduation rate in 2013 and 2014.

How Well Did We Do It?

The Black/African American graduation rate increased by 2.9% from 2013 to 2014 and the Hispanic/Latino rate increased 4 points from 70% in 2013 to 74% in 2014.



Story behind the baseline:

The objective for the Commission on Equity and Opportunity is to continue assisting with the increase of the rates across all four populations we serve. It is our hope to partner with above supporters and others in the community to continue increasing the graduation rates among all 4 populations until they are all in the 90 or 100 percentile.



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Commission on Equity and Opportunity

2016 Program Report Card: Unemployment Rates for 3 Divisions of Commission on Equity & Opportunity

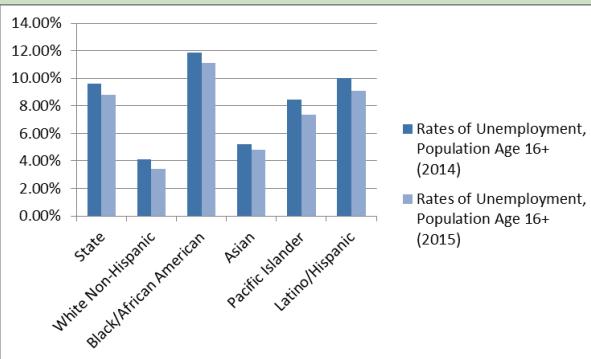
Quality of Life Result: All members of the Commission on Equity and Opportunity populations of the State realize full employment.

Contribution to the Result: The Commission on Equity and Opportunity's Board and Staff will work to make an impact in realizing full employment among CEO's represented populations in Connecticut.

Partners: Connecticut Department of Social Services, Connecticut Department of Labor, Community Renewal Team, Hispanic Federation, NAACP, Urban League of Greater Hartford, Asian Family Services, CT Asian Pacific American Bar Association (CAPABA), Asian Pacific American Coalition of CT, Chinese Cultural Center, Vietnamese American Coalition of CT, African American Cultural Center-UCONN, Trinity African Students Association, Africana Student Organization-CCSU, Legislative Members of the Connecticut House and Senate, print and broadcast media in under-represented communities and Governor's Office.

How Much Did We Do?

The Commission on Equity and Opportunity (CEO) charted the unemployment rates in 2014 and 2015 for all 4 of the populations it serves. All are trending downward. See chart below.

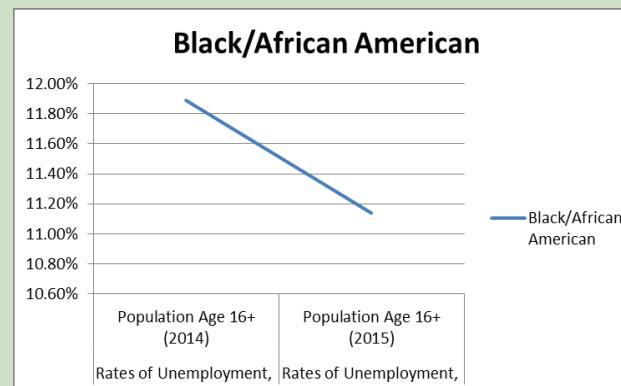


Story behind the baseline:

Connecticut's unemployment rate was 8.8% in 2015 down .8% from 2014. The largest rate reduction occurred in the Pacific Islander community with a 1.13% drop in 2015 over 2014. The CEO staff will continue to collaborate with its partners in order to continue the downward trend in unemployment for its populations. *Source: US Census ACS*

How Well Did We Do It?

While the Black/African American community realized a reduction in unemployment rate, they are still facing double digit unemployment.

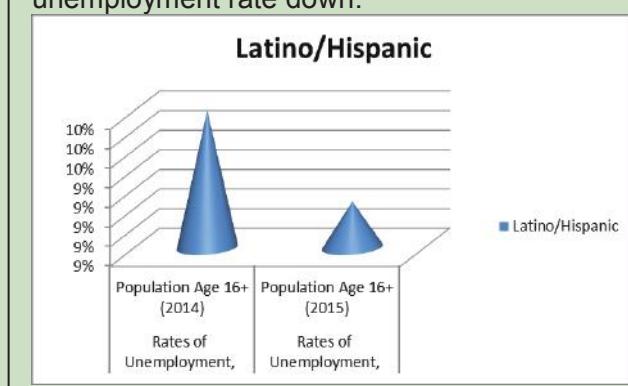


Story behind the baseline:

The CEO will collaborate with the State Department of Labor, Workforce Development, the Urban League and other community agencies to ensure that on the job trainings, apprenticeships and other employment resources are made available to further reduce the unemployment rate in the Black community.

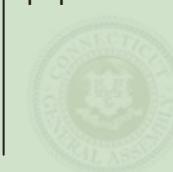
How Well Did We Do It?

The CEO will work with such agencies as the Hispanic Federation and state agencies to keep the Latino/Hispanic community's unemployment rate down.



Story behind the baseline:

The goal for the Commission on Equity and Opportunity is to continue assisting with the overall reduction in the unemployment rates among the populations it serves. We plan to achieve this long-term goal by partnering with key collaborators in the state that have an impact in the lives of our represented populations.



CEO
Commission on Equity and Opportunity

2016 Program Report Card: Poverty Rate Reductions for 3 Divisions of Commission on Equity & Opportunity

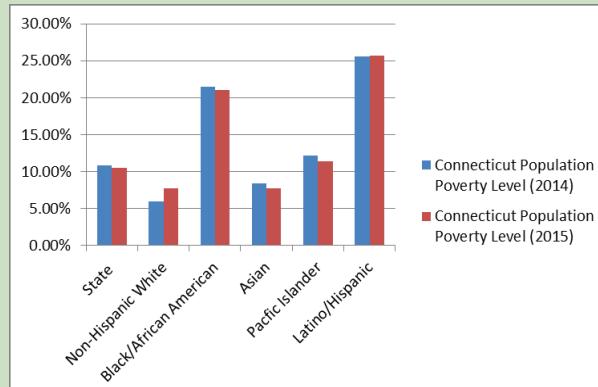
Quality of Life Result: All members of the Commission on Equity and Opportunity populations of the State achieve reductions in poverty rates.

Contribution to the Result: The Commission on Equity and Opportunity's Board and Staff will work with CEO's represented populations in Connecticut to continue to reduce the rates of poverty in their respective communities.

Partners: Connecticut Department of Social Services, Connecticut Department of Labor, Community Renewal Team, Hispanic Federation, NAACP, Urban League of Greater Hartford, Asian Family Services, CT Asian Pacific American Bar Association (CAPABA), Asian Pacific American Coalition of CT, Chinese Cultural Center, Vietnamese American Coalition of CT, African American Cultural Center-UCONN, Trinity African Students Association, Africana Student Organization-CCSU, Legislative Members of the Connecticut House and Senate, print & broadcast media in under-represented communities & Governor's Office.

How Much Did We Do?

The Commission on Equity and Opportunity (CEO) identified poverty rates among the populations it represents to be in double digits below the poverty rate.



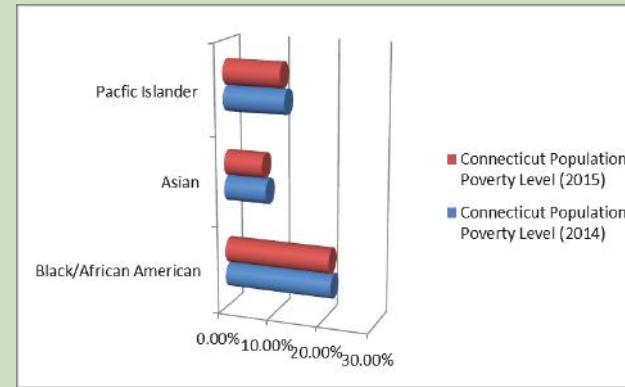
Story behind the baseline:

Connecticut's poverty rate went down .3% to 10.5% in 2015 from 10.8 in 2014. In the White, Non-Hispanic as well as in the Latino/Hispanic communities, the rates increased from 5.98% to 7.79% in 2015 and from 25.57% to 25.66% respectively. While the Black/African American, Asian and Pacific Islander poverty rates showed a decrease, at least 2 of the populations' rates are also in double digits .

Source: US Census ACS

How Well Did We Do It?

At least 3 of the populations CEO represents are trending downward in the poverty rates when 2014 is compared to the rates for 2015 in each of the 3 communities.

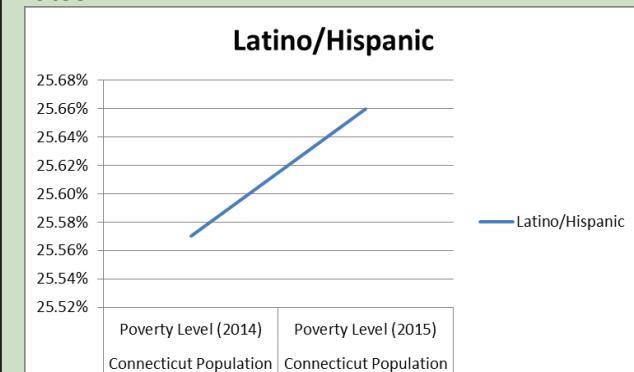


Story behind the baseline:

Connecticut's Pacific Islander, Asian, and Black/African American communities are making headway in reduction of poverty rates from 2014 to 2015. However, in the African American and Pacific Islander communities the rates are in the double digits and unacceptable.

How Well Did We Do It?

While the other 3 populations represented by the CEO showed signs of progress in reducing poverty rates, the Latino/Hispanic community rates increased by .09% in 2015 over 2014 rates.



Story behind the baseline:

The goal for the Commission on Equity and Opportunity is to continue assisting with the overall reduction in the poverty rates among the populations it serves. We plan to achieve this long-term goal by partnering with key collaborators in the state that have an impact in the lives of our represented populations.



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Commission on Equity and Opportunity

2016 Program Report Card: Health Insurance Coverage for 3 Divisions of Commission on Equity & Opportunity

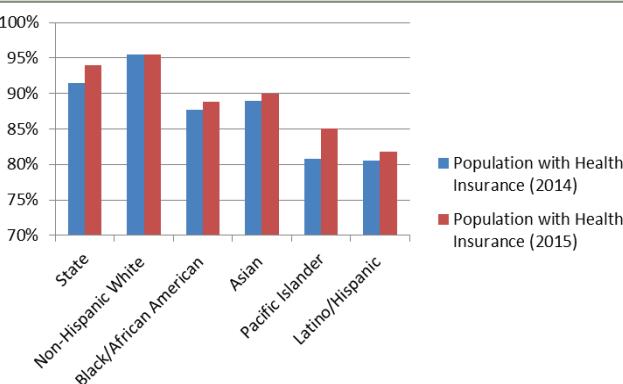
Quality of Life Result: All members of the Commission on Equity and Opportunity populations of the State are covered under health insurance

Contribution to the Result: The Commission on Equity and Opportunity's Board and Staff will work toward helping CEO's represented populations in Connecticut in gaining health insurance coverage

Partners: Connecticut Department of Social Services, Connecticut Department of Public Health, Access Health CT, Community Renewal Team, Hispanic Federation, NAACP, Urban League of Greater Hartford, Asian Family Services, CT Asian Pacific American Bar Association (CAPABA), Asian Pacific American Coalition of CT, Chinese Cultural Center, Vietnamese American Coalition of CT, African American Cultural Center-UCONN, Trinity African Students Association, Africana Student Organization-CCSU, Legislative Members of the Connecticut House and Senate, print and broadcast media in under-represented communities and Governor's Office .

How Much Did We Do?

The Commission on Equity and Opportunity (CEO) identified that 94% of Connecticut's population has health insurance.



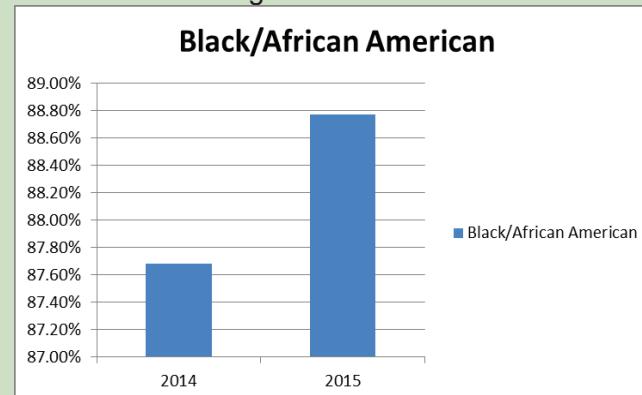
Story behind the baseline:

The 4 populations represented by the CEO have realized increases in obtaining health insurance from 2014 to 2015. Once again, the Pacific Islander community realized the largest increase in health insurance coverage up from 80.8% in 2014 to 85% in 2015.

Source: US Census ACS

How Well Did We Do It?

We observed that the African-American community realized a small increase from 2014 to 2015 in obtaining health insurance.

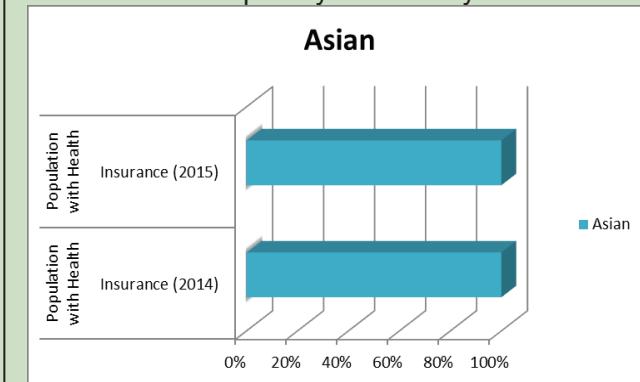


Story behind the baseline:

The Black/African-American community showed a 1.09% increase in obtaining health insurance from 2014 to 2015. We must work with partners in this community to ensure that the message is filtering through to everyone about how to obtain health insurance coverage.

How Well Did We Do It?

The health insurance rates for the Asian community increased only 1.01% from 2014 to 2015 so this is a priority community for us.



Story behind the baseline:

The intent of the Commission on Equity and Opportunity is to continue assisting with the continued increase in health insurance coverage among the populations it serves. We plan to achieve this long-term goal by partnering with key collaborators in the state that have an impact in the lives of our represented populations.



Commission on Equity and Opportunity