

GOVERNMENT ACCOUNTABILITY

NHLA is committed to improving the representation of Hispanics in the federal government career workforce, in appointments to state and federal political positions, and in federal procurement.

PRINCIPAL POLICY RECOMMENDATIONS

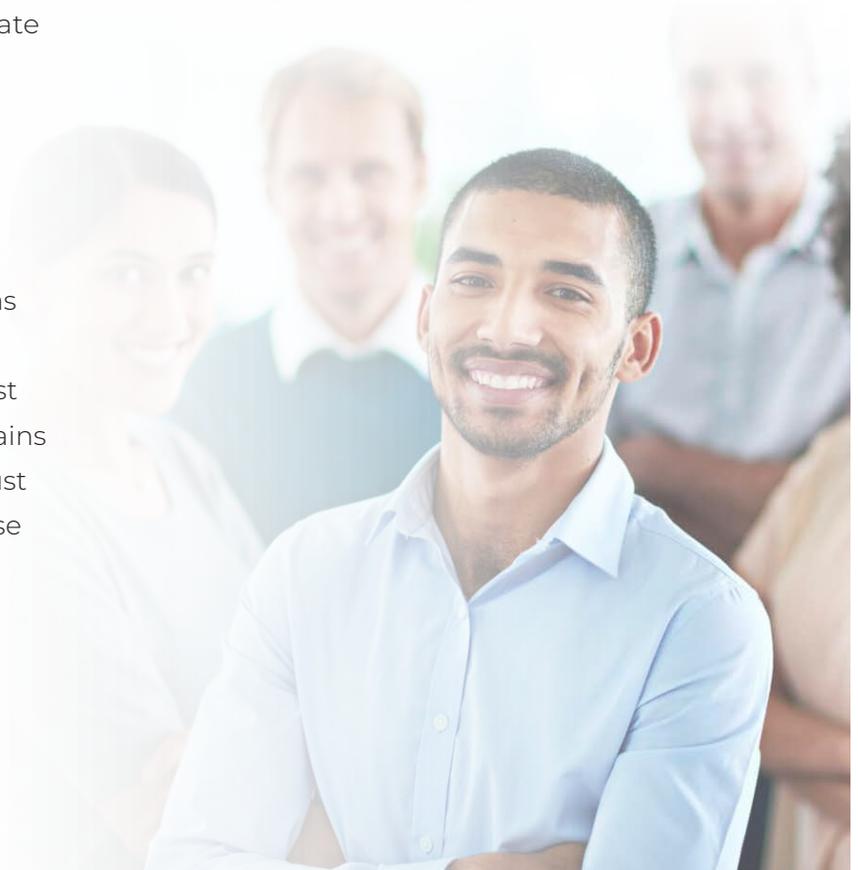
FEDERAL EMPLOYMENT

The president should issue an executive order on Hispanic hiring to increase the representation of Hispanics in career federal employment positions and other government posts. In the absence of an executive order, federal government agencies and departments should address the underrepresentation of Hispanics in the federal workforce by implementing the following items:

- Developing, funding, implementing, and enforcing a pipeline program for Hispanic candidates into GS-12 through GS-15 senior positions, to include the career Senior Executive Service (SES) and Candidate Development Programs.
- Increased cooperation with Hispanic organizations that promote Hispanic hiring and training through memorandums of understanding and partnerships.
- Implementing, funding, and enforcing strong accountability mechanisms that encourage agencies and managers to meet hiring targets.
- Require hiring and retention policies that do not discriminate based on sexual orientation or gender identity, which include policies that are inclusive of transgender military personnel.

POLITICAL APPOINTMENTS

NHLA Latino Appointments Program has helped increase the number of Latinos tapped for appointed positions in the last Administration, though more work remains to be done. The next administration must implement an executive order to increase the pool of eligible candidates for appointed positions.



FEDERAL PROCUREMENT

To increase federal contracting opportunities for the thriving Latino-, and particularly Latina-, owned small business sector, the federal government should:

- Take steps to increase Hispanic participation in the 8(a) Business Development Program.
- Increase the number of Hispanics serving as Small Business Directors in the top 25 agencies.
- Implement the White House's Small Business Federal Contracting Task Force recommendations.
- Improve small business contracting opportunities in general.

GOVERNMENT SHUTDOWNS

Amend the Antideficiency Act to ensure that government shutdowns are no longer used as a partisan weapon that puts innocent Americans in the crossfire.

