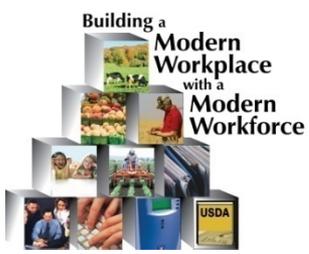


# Presentation Overview

- ❖ Hispanic Employment Program, Special Emphasis Programs, and Diversity and Inclusion
- ❖ Demographics
- ❖ Diversity and Inclusion – Adding Value
- ❖ Resources



# Employment Life Cycle



# Eighty-eighth Congress of the United States of America

AT THE SECOND SESSION

*Began and held at the City of Washington on Tuesday, the seventh day of January, one thousand nine hundred and sixty-four*

## An Act

To enforce the constitutional right to vote, to confer jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public accommodations, to authorize the Attorney General to institute suits to protect constitutional rights in public facilities and public education, to extend the Commission on Civil Rights, to prevent discrimination in federally assisted programs, to establish a Commission on Equal Employment Opportunity, and for other purposes.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Civil Rights Act of 1964".*

### TITLE I—VOTING RIGHTS

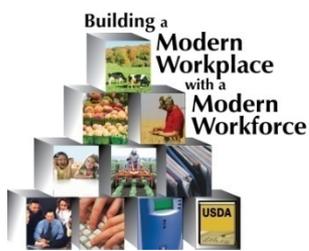
Sec. 101. Section 2004 of the Revised Statutes (42 U.S.C. 1971),



to read, write, understand, or interpret any matter."  
(b) Insert immediately following the period at the end of the first sentence of subsection (c) the following new sentence: "If in any such proceeding literacy is a relevant fact there shall be a rebuttable

**President Lyndon Johnson signs the Civil Rights Act of 1964**

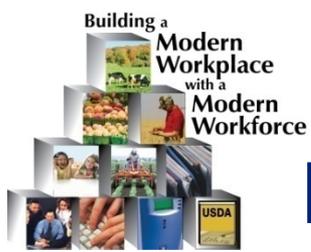




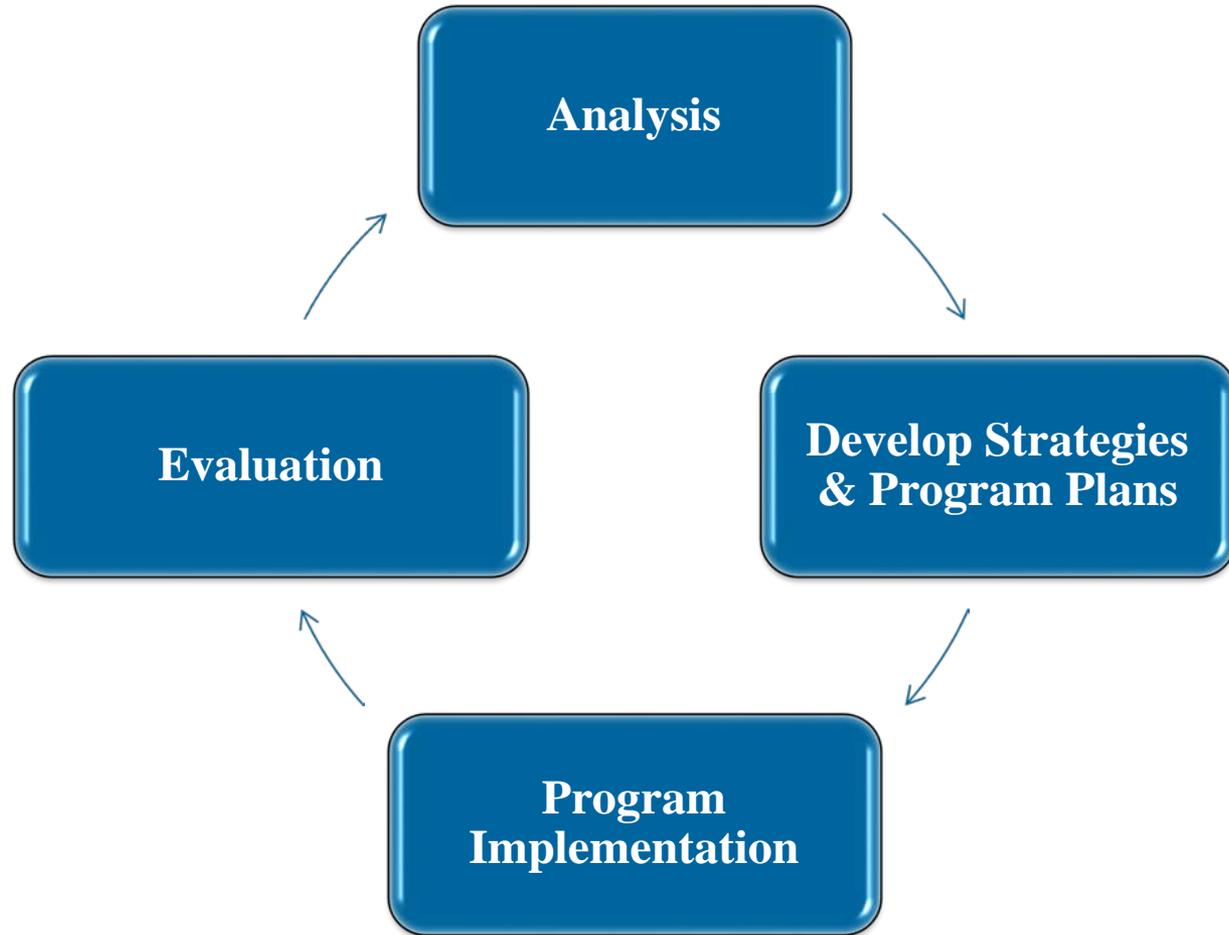
## Special Emphasis Programs (SEPM)

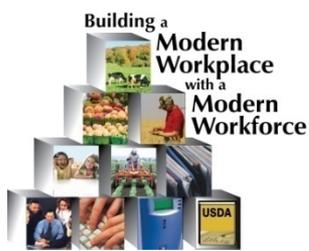
- **American Indian/Alaska Native Employment Program**
- **Asian American/Pacific Islander Employment Program**
- **Black Employment Program**
- **Disability Employment Program**
- **Federal Women's Program**
- **Lesbian, Gay, Bisexual, and Transgender (GLBT) SEPM**
- **Hispanic Employment Program**
- **Veterans Employment Program**





# Diversity and Inclusion Programs





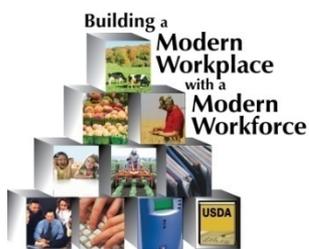
# Demographic Overview of Latinos/Hispanics in the U.S.

## *Population Size*

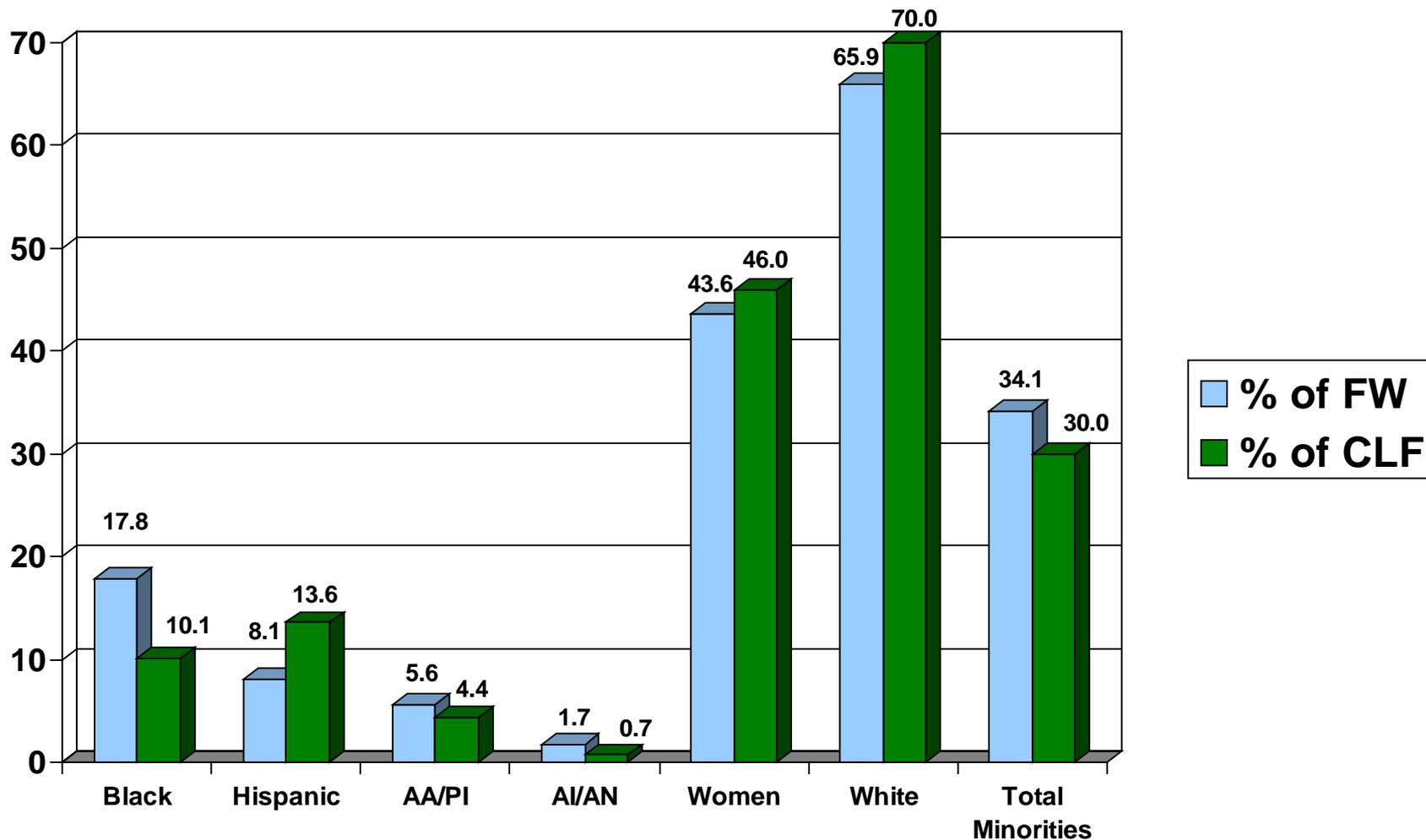
- 1990 Census – 22.4 million Hispanics lived in the United States
- 2000 Census – 32.8 million Hispanics
- 2010 Census – 50.5 million Hispanics *(53 mil in 2012)*  
3.7 million residents of Puerto Rico
- 16.3% of the U.S. population is Hispanic *(17% in July 2012)*

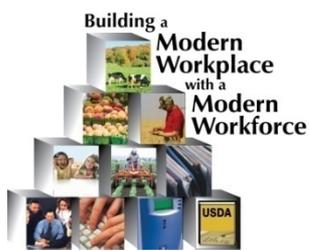
## *Projected Hispanic Population*

- 2060 – 128.8 million
- 31% of the U.S. population will be Hispanic



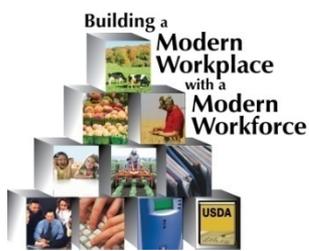
# Comparison of Permanent Federal Workforce (FW) and Civilian Labor Force (CLF)





*Cultural Transformation is the process of creating a workplace where all employees and customers are treated with dignity and respect and provided the opportunity for success...In terms of personnel, it looks like a modern day snapshot of America. It includes a workforce that reflects the demographic make-up of the citizens we serve.*

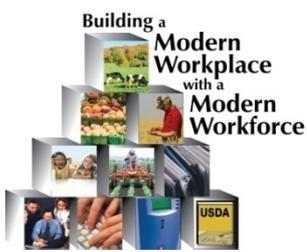
*— Thomas J. Vilsack  
Secretary*



# ADDING VALUE

- ❖ Eliminating Barriers and providing Access
- ❖ Fostering a Diverse and Inclusive Work Place.





# USDA Resources

## **Hispanic Employment Program Managers:**

POC is Jacqueline Padron at [jacqueline.padron@dm.usda.gov](mailto:jacqueline.padron@dm.usda.gov)

## **USDA Student Programs:**

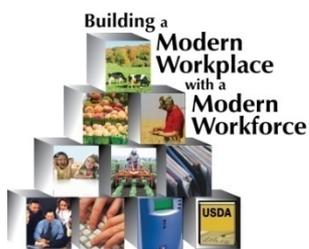
POC is Wenndy Carrasco at [wenndy.carrasco@dm.usda.gov](mailto:wenndy.carrasco@dm.usda.gov)

## **NIFA Hispanic-Serving Institutions (HSIs) Program:**

POC is Irma Lawrence at [irma.lawrence@nifa.usda.gov](mailto:irma.lawrence@nifa.usda.gov)

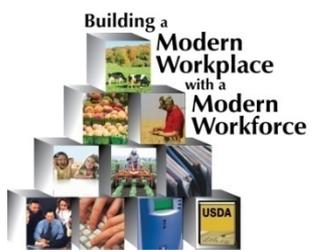
## **USDA Hispanic-Serving Institutions (HSIs) Program/HACU Interns:**

POC is Sandra Cortez at [sandra.cortez@osec.usda.gov](mailto:sandra.cortez@osec.usda.gov)



*Our Nation derives strength from the diversity of its population and from its commitment to equal opportunity for all. We are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges.*

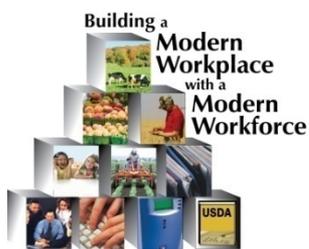
*— President Obama,  
Executive Order 13583*



# Questions?



**Thank You!**



# CONTACT INFORMATION

**Jacqueline Padrón**  
**Diversity and Inclusion Program Manager**  
**Diversity, Recruitment, and Work/Life Division**  
**Office of Human Resources Management**  
**U.S. Department of Agriculture**  
**Washington, DC**  
**(202) 720-7168**

**[Jacqueline.padron@dm.usda.gov](mailto:Jacqueline.padron@dm.usda.gov)**



**THANK YOU / GRACIAS**