

Latino Leadership Network Professional Development & Inclusion 2020 Survey Report Executive Summary

The Latino Leadership Network (LLN), a Washington State Business Resource Group (BRG), is an organization of Latinos and allies with a bold vision to build, connect, and inspire our state's Latino workforce. We seek to prepare outstanding Latino leaders and a qualified workforce to serve our state today and tomorrow.

The Latino Leadership Network's Best Practices Subcommittee created the Professional Development and Inclusion survey to better understand the work experiences of Latino state employees. This was our first statewide survey of Latino state employees. It establishes a data set that creates a baseline for future research.

The Professional Development and Inclusion survey received 459 responses. Latinos represented 56 percent of responses (257 responses).

Recommendations

Create space for diverse authentic leaders

- Set the expectation
- Celebrate inclusive acts
- Hold boundaries for bad behavior

39.8 percent feel they had to make superficial adjustments to speech, appearance, or behavior to mimic other leaders within their organization in order to advance

1 in 5 Latinos felt they had been paid less or passed over for promotion because they were Latino

Only **40.8 percent** of Latinos felt their unique experience as a Latino is valued as an asset within their agency

Offer consistent and universal participation in DEI training and education

1 in 3 Latinos felt they experienced discrimination in the workplace

24 percent of Latinos either disagreed or did not know if their agency offered DEI education

Provide training and education more inclusive of Latinos

44.4 percent of Latinos felt diversity training was not inclusive of Latinos

Promote and partner with Business Resource Groups

70.8 percent of Latinos feel it is important to be connected with other Latino state employees

Only **34 percent** of Latinos and **31 percent** of non-Latinos felt their agency had informed them about BRGs

Recognize the value of multilingual employees

19.9 percent did not feel comfortable speaking languages other than English in the workplace

Only **37 percent** felt their coworkers appeared comfortable when a language other than English was spoken in the workplace

41.4 percent have made adjustments to preferred or authentic communication style such as how they pronounce words or choose words to fit the mold of a leader at their organization