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Angelo Falcón  
President  
National Institute for Latino Policy (NiLP)

July 22, 2015

Ms. Carmelyn P. Malalis, Esq.  
Commissioner/Chair  
New York City Commission on Human Rights (CCHR)  
100 Gold Street, Suite 4600  
New York, NY, 10038  
(212) 306-7450 Fax: (212) 341-3838

Dear Ms. Malalis:

I am writing on behalf of the Campaign for Fair Latino Representation to request a meeting with you and Commissioners Catherine Albisa, Ana Oliveira and Arnaldo Segarra to discuss our concerns about the underrepresentation of Latinos in the city government workforce and your commission's role in addressing this problem. Your appointment as Chair and that of other new commissioners raises expectations that the Commission's work is receiving more serious support by the city in order to revitalize your important historic mission of protecting the human rights of Latinos, other minorities and protected classes. We applaud this new direction and hope we can contribute to the Commission's success.

Along these lines, we would like to discuss the need for the Human Rights Commission to develop more services and publications geared specifically to the history and realities of the 2.5 million Latinos in the city who make up close to a third of its population. We would like to discuss an expansion of your NYC Civil Rights Museum series to include a focus on interviews and profiles of Latino civil rights leaders in NYC and the role of the Latino community in the struggle for civil and human rights in New York.

In addition, we believe the time is long overdue for the Human Rights Commission to convene a Commission on Latino Equity that would produce a report on the state of Latino human rights in New York City. The National Institute for Latino Policy (NiLP), our technical advisor, has produced a number of reports on the state of the Latino community in New York City, including the problem of employment discrimination that raise troubling questions that your Commission needs to address.

We would also be interested in learning about the Commission's:

- Specific efforts on behalf of Latinos in your enforcement of the Human Rights Law; Activities within the various Latino communities to educate and encourage positive community relations;
- Access to data and reports on Latinos from your Law Enforcement Bureau in their intake, investigation, and prosecution of complaints alleging violations of the Law;
- Work through your Community Relations Bureau with the Latino community in providing public education about the Human Rights Law and cultivating understanding and respect among the city's many diverse communities through your borough-based Community Service Centers and numerous educational and outreach programs.

This would involve, among other things, receiving information from you on:

- The number and types of complaints received from Latinos to the Commission in the last two years and their disposition, specifically in the number of inquiries, cases resolved and resolved allegations through "pre-complaint intervention";
- The number and types of settlements reached on behalf of Latino complainants;

- The number and types of community service programs designed and provided to Latino communities;
- A listing of public service announcements and videos specifically geared to the Latino community, both immigrant and non-immigrant Latinos, and based on the Latino civil rights movement;
- A list of Latino media and community organization contacts your regularly utilize for outreach; and
- The degree of Spanish language reports and publications (brochures, reports, posters, etc.) you produce and plan to produce.

We very much look forward to meeting with you as soon as possible to discuss our concerns and ways in which we can assist you in your efforts to protect the human rights of Latinos, other people of color and protected classes. I can be contacted at 646-963-1114 and Nievesj38@gmail.com to set a date and time to meet. For further information on our Campaign, visit our website at [www.latinorepresentation.org](http://www.latinorepresentation.org), which also contains a series of recommendations to improve Latino hiring by the city.

Sincerely,

*Javier A. Nieves*

Javier A. Nieves

Chair

Campaign for Fair Latino Representation