

THE CONCILIO

Latino Strategy Institute (LSI)

Presented by:
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President and CEO

The Concilio

Serving DFW since 1981

Mission: To build stronger communities by unlocking opportunities for Latino families

Vision: Equity and Opportunity for Every Family

20,000+ families annually



Family Services

Education—Parental Engagement cradle to career.
(PASE, PAL, Abriendo Puertas, and LENA Start)

Health—Access to healthcare and Prevention; obesity, mental wellness, dental, etc. (HKHF and CRYS)

Economic Mobility and Financial Stability—Rental Assistance, ESL, Technology courses, wrap around services, and Financial Empowerment (FEN)



Facing Common Barriers Together

The barriers our communities face aren't new.

It's not just about local issues; these are national patterns.

Together, we have the power to drive change across the entire country.



Nonprofit Approaches to Community Impact

Down Stream, Mid-Stream, & Upstream

Our Multilevel Approach

Downstream

Direct Services

Midstream

Capacity Building

Upstream

Systems Change



What Led to Our Focus on Systems Change

Recognizing Disparities: Long-standing systemic barriers prevented equitable access and opportunities for Latinos.

Capacity Gaps: Many organizations serving Latino communities lacked the resources and cultural competency to create sustainable impact.

Beyond Direct Services: After 40 years of direct service, we realized that systemic barriers persisted. We saw the need to address the root causes.

Scalability and Long-Term Impact: Our commitment is to creating scalable, lasting solutions that ensure Latino families thrive in education, health, and wealth-building.

Latino Strategy Institute

An upstream approach



LSI Theory of Change:

The Problem:

Latinos face systemic barriers that limit their opportunities for long-term success.



Interventions:

- Research and Data
- Capacity Building
- Stakeholder Engagement



Expected Outcomes:

Short-Term:

Increased awareness and improved capacity for organizations to serve Latino communities.



Medium-Term:

Stronger organizational infrastructure and enhanced Latino leadership.



Long-Term:

Increase Latino Wealth by 100% by 2040.



Driving Systemic Change

- **Research and analysis:** We provide essential knowledge about Latino contributions and disparities to inform decision-making and foster understanding.
 - **State of Latino Report**
- **Building Capacity:** We equip organizations with the skills to create inclusive environments, enhancing their ability to serve Latino communities effectively.
 - **Hispanic Cultural Competency Training**
- **Stakeholder Engagement:** Collaborate with nonprofit, corporate, and government sectors to foster meaningful partnerships aimed at addressing barriers and creating opportunities.
 - **Power of Latino Summit, Think Tanks**





Pensando Juntos 2024

Think Tank Wealth Sessions



Why Think Tanks?

Harness Diverse Expertise
Engages Key Stakeholders
Generates Data-Driven Insights
Guides Strategic Direction
Inspires Actionable Change



Data Overview



As of 2023, **40.2%**
of the total population of
Texas is Hispanic/Latino



As of 2023, **41.5%**
of the total population of Dallas
County is Hispanic/Latino

\$3.4 trillion

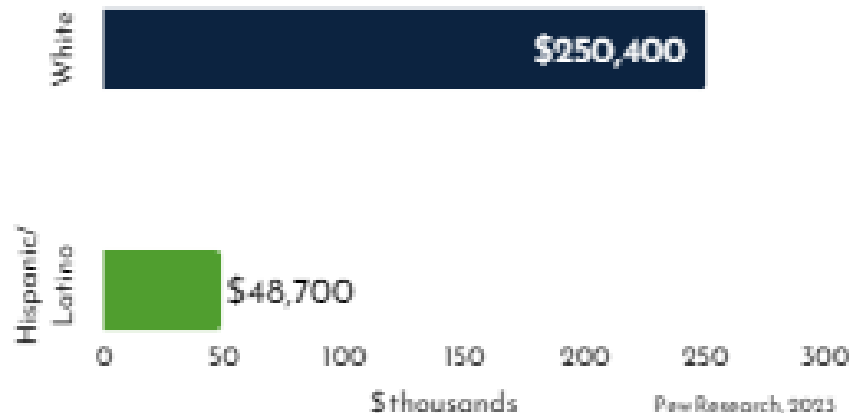
US Latino Purchasing Power in 2021 (LDC, 2023)

4.7 vs 1.9 %

Real annualized income growth rate for US Latinos
compared to non-Latinos, respectively (LDC, 2023)

However, White households had **5 times**
more wealth than Hispanic/Latino households.

Median US Household Wealth in 2021 by Race and Ethnicity



System Mapping: Wealth

Affect: what are the 20 key items that limit a person's ability to build wealth?

Effect: What are the 20 key consequences or effects of a person who does not build wealth?

Think about stakeholders, resources, relationships, attitudes, capacities, knowledge



Instructions

1. You will have 7 minutes
2. You will work in pairs
3. Start with the AFFECTS or causes then do the EFFECTS or consequences
4. Record one thought/item per square (in legible handwriting)

1

SYSTEM MAPPING: WEALTH

AFFECT: WHAT ARE THE KEY ITEMS THAT LIMIT A LATINO'S ABILITY TO BUILD WEALTH?

Income			
Trust in financial institutions			
Accessibility			

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Instructions

1. Discuss with your table what you think are the top key affects and effects. (7 Minutes)
2. Then each of you will have four dots to vote.
3. Use them to vote on and select the two top causes and consequences that you think create the largest barriers for Latinos.

2

SYSTEM MAPPING: WEALTH

EFFECT: WHAT ARE THE KEY CONSEQUENCES OR EFFECTS OF A LATINO WHO DOES NOT BUILD WEALTH?

No savings			
Low credit scores			
Capacity to buy a house			

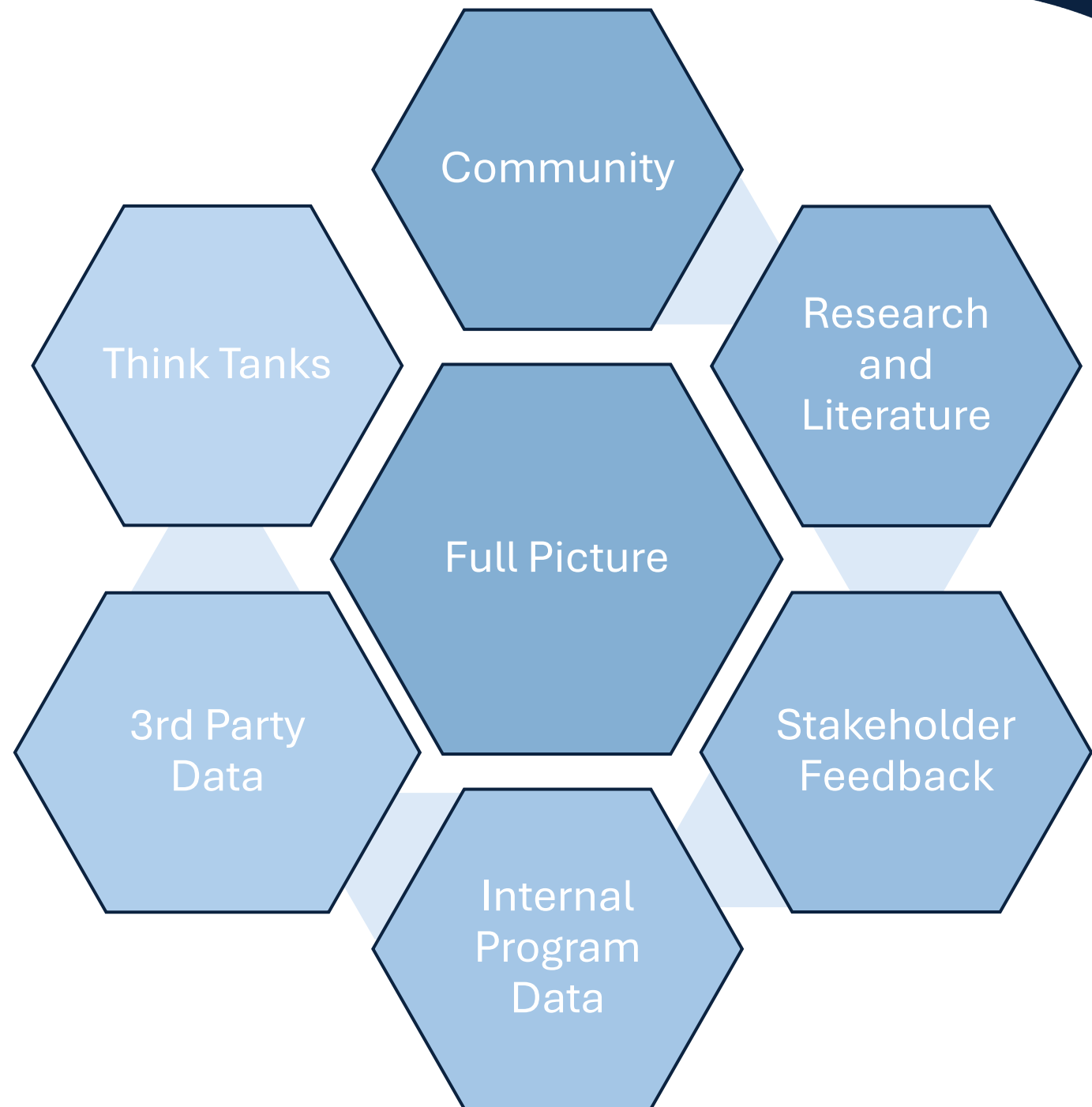
Follow up Questions:

Which causes or consequences stood out the most during your table discussions, and why?

What is the one cause or consequence you feel is the most urgent to address, and why?



Components of a Complete Picture



**Actionable
strategies
we've found
effective in
advancing
systems
change**

Invest in your Internal Capabilities

Utilize Data for Decision-Making

Develop Leadership Pipelines

Engage Cross Sector Stakeholders

Advocate for Policy Change



*Thank you and we hope you join
the movement to look upstream!*