




Latina
FUTURES
2050 lab

2024
annual report

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EXECUTIVE SUMMARY

With a pivotal election now behind us, we reflect on its lasting impact and our role in safeguarding decades of progress made thanks to generations of diverse and forward-thinking leaders. Voters in the United States, regardless of party affiliation, made clear that they are looking for solutions that will materially improve their day-to-day lives and ensure the country's long-term prosperity. To do this, there is only one path forward as we commence the second quarter of the twenty-first century: building a truly inclusive and representative democracy and economy.

Here at the Latina Futures 2050 Lab (Latina Futures), we know that Latinas stand as the vanguard on the long road ahead to protect past wins and secure future progress for the country. Numerically, Latinas

are the fastest-growing demographic in the workforce and, as a rising political force, they are uniquely positioned to lead this transformation alongside other women of color. Yet, the systemic barriers and underinvestment that Latinas encounter in public life, from frontline workplaces to the halls of Congress, continue to hinder progress. According to the *Latina GDP Report*, despite being the nation's most underpaid demographic group, in 2021 Latinas contributed \$1.3 trillion to the nation's gross domestic product, an amount larger than the GDP of Florida. Make no mistake: Latinas are inextricably tied to the nation's economic and political future, and the country cannot continue to leave them behind.

Numerically, Latinas are the fastest-growing demographic in the workforce and, as a rising political force, they are uniquely positioned to lead this transformation alongside other women of color.

Initiated in 2022 as a partnership between the UCLA Chicano Studies Research Center and the UCLA Latino Policy and Politics Institute, Latina Futures was established to address the persistent disparities that Latinas face in economic outcomes, educational attainment, and career and leadership opportunities in critical industries that determine the future. Our work began with a landmark \$15 million investment by the California State Legislature, secured through the Latino Legislative Caucus's Unseen Latinas Initiative and the Select Committee on Latina Inequities. This funding has enabled Latina Futures to develop a research agenda that promotes our vision of a society in which Latinas have equal opportunities to lead and thrive and can achieve full inclusion. We work toward this vision in three main ways: (1) by conducting and supporting rigorous research led

by Latinas across the country; (2) through community partnerships that help support advocacy for policy transformation; and (3) through leadership development that will guarantee Latinas will have a seat at decision-making tables now and far into the future. In 2024, Latina Futures made significant strides in advancing its mission by:

- ✿ Supporting over twenty-five junior and mid-career scholars that amplify Latinas' voices, experiences, and contributions by linking academic scholarship with policy innovations to advance evidence-based transformation.
- ✿ Continually uplifting the need to protect diversity, equity, and inclusion efforts through webinars, publications, public presentations, and social media outreach.
- ✿ Hosting a national Latina Futures law symposium that brought together over four hundred prominent Latina scholars, attorneys, policymakers, and students to engage in dialogue centered on interventions in law and policy affecting the lives of Latinas.
- ✿ Launching a partnership with Hispanas Organized for Political Equality to train over three hundred Latinas in three years to fill key leadership roles in their local communities and drive positive change through advocacy with local governments.
- ✿ Publishing research on Latina voters and the persistent Latina earnings gap; these studies reveal the investment and commitment that are still needed to recognize and tap into the power of Latinas in political and economic arenas.
- ✿ Supporting research that enlisted community college students to gather data from over 2,500 young Latinas in select regions across California.
- ✿ Partnering with Future Leaders of America to build the Central Coast's leadership ecosystem through targeted programming that provides young Latinas with mentorship, leadership training, and opportunities to hone their advocacy skills as they prepare for college and careers.



The stakes for Latinas in 2024 could not have been higher. Abortion care, better wages, inflation, and addressing climate change were all on the line. We heard time and again through work with our partners that kitchen table issues such as the cost of living and affordable housing were also top of mind for Latinas. As part of the second-largest voting bloc in the United States, Latinas were decisive in shaping the political landscape, especially down ballot. For example, in Arizona and Nevada, Latina votes led to ballot measure wins that will enshrine the right to abortion in those states. Further, from California to Georgia, Latinas helped elect Latinxs to local, state, and federal positions, making government at all levels more representative

of the US population. Now, as we usher in Donald Trump's second term as president, the leadership of Latinas and other women of color is more important than ever.

As part of the second-largest voting bloc in the United States, Latinas were decisive in shaping the political landscape, especially down ballot.

Thankfully, we have an example in California of how Latinas can lead and make progress. Latina legislators in California have long championed forward-thinking policies that address economic inequality, advance climate justice, and support the nation's youthful, diverse families. From the late Cindy Montañez and Gloria Molina, who championed public health, to María Elena Durazo and Lorena Gonzalez, who continue to fight for workers' rights, California's Latina legislators have created a legacy of bold policy action that has made California a bellwether for the nation. However, without inclusive and robust access to decision-making power, the progress that multiracial coalitions have fought so hard for is at risk

Latina Futures is ready to take on the new challenges we will see in the coming years, and we remain committed to a vision of a future in which Latinas lead with power and purpose. By investing in leadership, driving policy innovation, and shifting mainstream narratives, we are building a future-focused movement to protect women, communities of color, and other marginalized people for generations to come. We have also increased our dexterity to manage and grow our programs through fiscal sponsorship. Together, we will ensure that Latinas are at the center of shaping an equitable and inclusive democracy that leaves no one behind.

Sincerely,
Dr. Veronica Terriquez and Sonja Diaz



Latina Futures' Reach and Impact

California

Partners

- Legislative Advocacy: Hispanas Organized for Political Equality (Los Angeles)
- Power Building: TransLatin@ Coalition (Los Angeles)
- Structural Reforms: California Select Committee on Latina Inequities (Sacramento)

Marquee Events

- HSI Research Colectiva inaugural convening (Davis)
- Latina Futures Law and Policy Symposium (Los Angeles)

Colorado

Partners

- Power Building: LIDERAMOS (Denver)

Nevada

Marquee Events

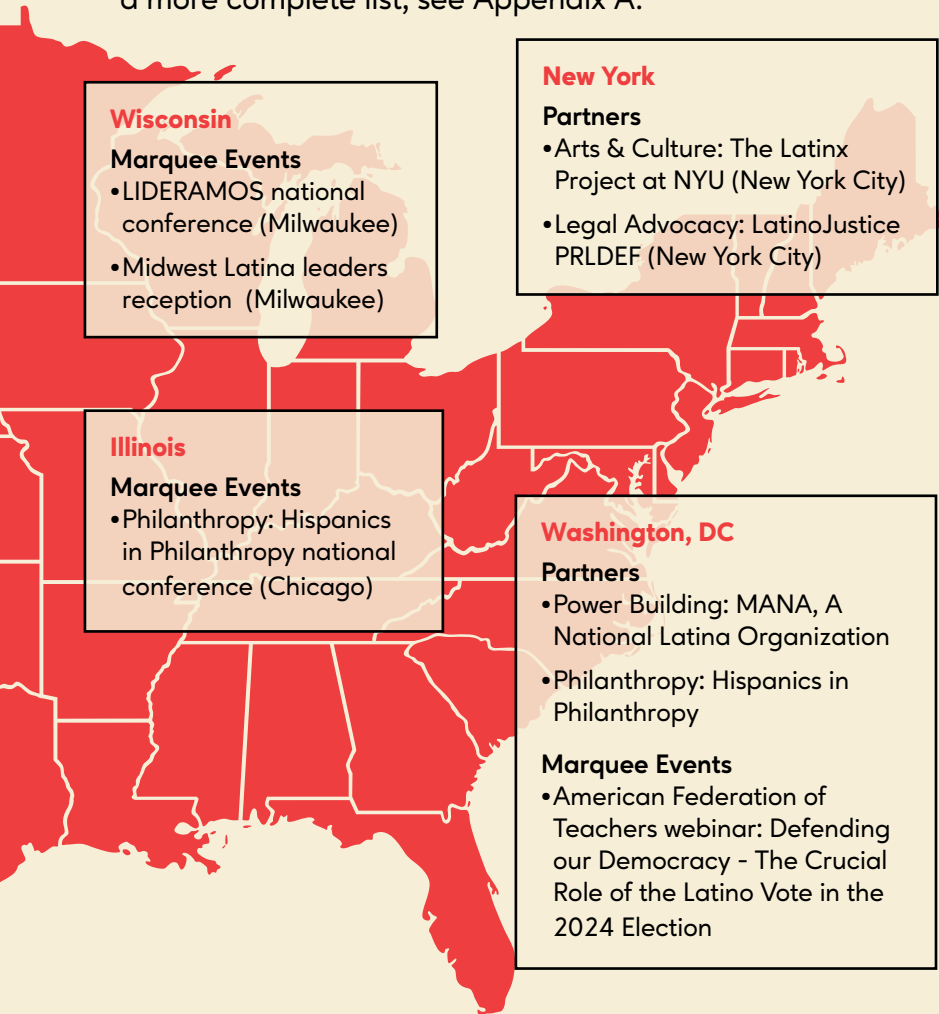
- Education Writers Association 77th National Seminar (Las Vegas)
- Our Time Is Now: UnidosUS annual conference (Las Vegas)

Texas

Marquee Events

- American Federation of Teachers Convention (Houston)

From coast to coast, Latina Futures has created transformative partnerships. In 2024, Latina Futures staff were featured at national events and participated in dynamic conference activations, and they united with other leaders to advance equity and opportunity for girls and women across the country. Below is a snapshot of some of our highest-impact partners and events. For a more complete list, see Appendix A.



Wisconsin

Marquee Events

- LIDERAMOS national conference (Milwaukee)
- Midwest Latina leaders reception (Milwaukee)

New York

Partners

- Arts & Culture: The Latinx Project at NYU (New York City)
- Legal Advocacy: LatinoJustice PRLDEF (New York City)

Illinois

Marquee Events

- Philanthropy: Hispanics in Philanthropy national conference (Chicago)

Washington, DC

Partners

- Power Building: MANA, A National Latina Organization
- Philanthropy: Hispanics in Philanthropy

Marquee Events

- American Federation of Teachers webinar: Defending our Democracy - The Crucial Role of the Latino Vote in the 2024 Election

LATINA FUTURES BY THE NUMBERS

Latina Futures experts were featured across radio, broadcast, print, and digital channels.

Over
350
Media Hits



KQED

TIME



ALJAZEERA

The New York Times



Opinion: What's missing from the Latino vote debate? The voice of Latinas



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The New York Times

OPINION | I Froze My Eggs to Reclaim My Right to Rest

OPINION
GUEST ESSAY

I Froze My Eggs to Reclaim My Right to Rest

Oct. 14, 2024

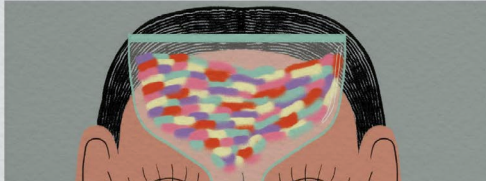


By Jean Guerrero
Contributing Opinion Writer

Sen. Catherine Cortez
Cabrero (D-Calif.)

By Sor
Nov.

Poste
The
campa
candid





21 speaking and conference engagements reaching nearly **5,000 attendees**



Instagram reach: **14.1K** impressions and **1.2k** content interactions



Broad reach in top cities, including **Los Angeles, New York City, and Chicago**



LinkedIn impressions: **11.4K** impressions and nearly **7K** LinkedIn members reached



HOPE

30TH ANNUAL LATINA ACTION DAY

SACRAMENTO | MAY 7, 2024



Building
**Latina-Serving
Systems Through
Research**

ADVANCING EQUITY THROUGH RIGOROUS RESEARCH

At Latina Futures, rigorous research is the cornerstone of our mission to amplify Latinas' voices, experiences, and contributions. In 2024, we produced data-driven insights that not only revealed systemic barriers but also offered actionable solutions to ensure that Latinas will thrive in our democracy, the workforce and beyond. By engaging in scholarly inquiry, we lay the foundation for advocacy, policy action, and community-led change.

Novel studies and thought leadership have made Latina Futures a trusted resource for legislators, academics, journalists, and advocates who are seeking to better understand and address Latinas' challenges and to tap into the opportunity that Latinas represent across the country. Among the highlights for 2024 are these three publications:



1. *The Persistent Latina Hourly Earnings Gap— a Threat to Prosperity*

Latinas continue to face the largest wage gap when compared to other racial and ethnic groups in the United States. This report exposes a stark reality: Latinas earn just 57 cents for every dollar earned by non-Hispanic

white men. Our analysis reveals that Latinas must work an additional 24 hours per week to achieve pay equity. The findings underscore the urgent need for systemic change to address this persistent disparity.



2. Latina Voters Can Shape the Future of American Politics

This research brief highlights the pivotal role that Latinas can play in shaping election outcomes. Because they represent 12 percent of all women registered voters and over 20 percent of women voters in five states, Latinas are a powerful electoral force.

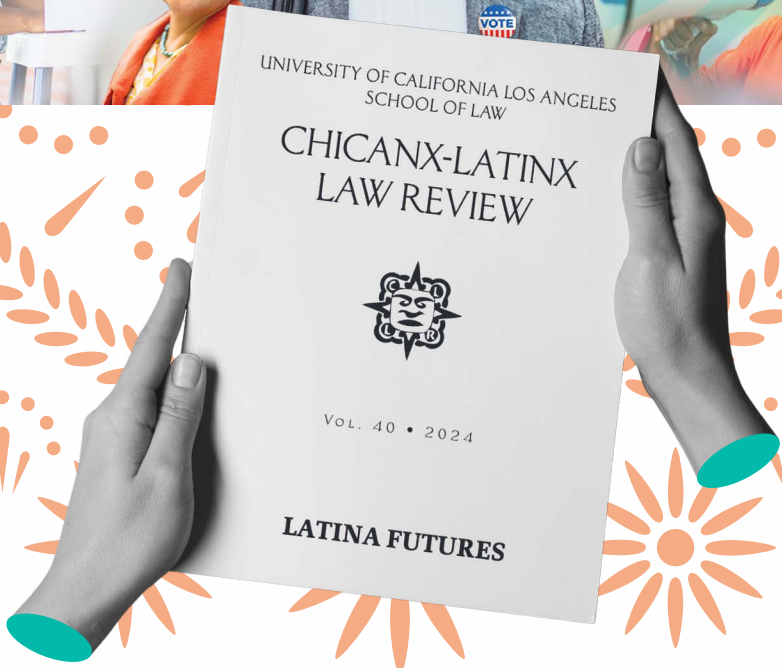
Our findings demonstrate that their vote is and will continue to be essential in future elections as Latinas' share of the electorate grows, underscoring their potential to drive policy change and reshape the political landscape.



3. UCLA Chicana-Latina Law Review

This year's issue of the UCLA School of Law's *Chicana-Latina Law Review*, volume 40, was dedicated to the voices of Latina scholars and advocates. Featuring six Latina writers, the special edition illuminated the inequities that Latinas face across a number of sectors,

from criminal justice to immigration, and offered bold insights and solutions to drive systemic change. Anchored by articles like Sonja Diaz's "Persistent Inequities and Underrepresentation as the Genesis of the 2024 Latina Futures Symposium," Malia Castillo's "Ghost Warrants and Mistaken Arrests: How They Haunt the Marginalized," and Rochelle Garza's powerful narrative, "How Our Stories Shape Our Work: Fighting for the Heart of Texas," the issue merged academic scholarship with community narratives to shine a bright light on the systemic disparities faced by Latinas. Further, the issue provided a nuanced understanding of Latinas' resilience as they pursue equity and justice in order to build a truly inclusive and representative future.



PROMOTING LATINA EXCELLENCE IN SCHOLARSHIP

Latina Futures is dedicated to fostering the next generation of Latina scholars and thought leaders to ensure they have the resources, opportunities, and platforms to thrive in academia and to inform policy action at local, state, and federal levels. By investing in projects that will close knowledge gaps about Latina life in the United States, we are building a robust pipeline of twenty-first-century scholars who will drive innovation across disciplines.



Bridging Equity and Innovation: The HSI Research Colectiva

The Hispanic-Serving Institution (HSI) Research Colectiva is a shining example of how Latina-led research is redefining higher education and creating inclusive environments in which historically excluded students can thrive. Because California is home to the most HSIs in the nation, the Colectiva's work is critical in creating intentional solutions that fully support Latinx student success and provide these students with the skills and knowledge to step confidently into all sectors of the workforce. Under the leadership of Marcela G. Cuellar (UC Davis), Gina Ann Garcia (UC Berkeley), and Rebecca Covarrubias (UC Santa Cruz), the Colectiva seeks to build a framework to support the aspirations and success of all students. It advances best practices for higher educational institutions in and beyond the Golden State through applied research, student mentorship, cross-sector collaboration, and evidence-based advocacy. In doing so, this work paves the way for a future in which Latina leadership, innovation, and resilience define the American story in higher education.

Cuellar's work focuses on understanding the barriers that students face and how HSIs can improve student outcomes and overall campus climate one institution at a time. Garcia's groundbreaking research examines how HSIs can move beyond enrollment thresholds

to truly serve Latinx and other marginalized students to advance a bold vision for HSIs that centers culturally affirming practices that foster belonging and success for Latinx students. And Covarrubias’s interdisciplinary research focuses on the systemic barriers that students encounter and how they can be dismantled, particularly how identity-affirming practices can create inclusive educational environments.

“The HSI Research Colectiva bridges research and practice to ensure Latinx students are supported and celebrated in higher education. Together, and with data-backed policy, we can create institutions that reflect the people, values, and strengths of the communities they serve.”

—Marcela G. Cuellar





DRIVING CHANGE THROUGH COMMUNITY-POWERED RESEARCH

With funding and mentorship backing, a collaborative research team led by Karina Chavarria (CSU Channel Islands) puts the experiences of Latinx young adults and immigrant communities at the center of transformative research in Southern California. This work focuses on three critical areas: immigrants' rights and partnerships with immigration-focused nonprofits, Latinas' family care responsibilities, and Latinas' access to healthcare.

Through a participatory-action framework, Chavarria’s research team has partnered with nonprofits that provide youth leadership programming. Their findings demonstrate how empowering young Latinas has a ripple effect, benefiting their families and communities. A current study highlights how family care responsibilities are often disproportionately borne by young Latinas, shaping their educational pursuits, and emphasizes the urgent need for affordable childcare and eldercare solutions.

“Community-powered research isn’t just about gathering data—it’s about creating pathways for young marginalized people to lead, transforming their lives, their families, and the policies that shape our communities.”

—Karina Chavarria

In addition to supporting robust research that can inform policymaking, this research initiative creates a unique pipeline for young Latina undergraduate and graduate students in the Oxnard region, offering mentorship, research experience, and a vision for pursuing graduate education that is rooted in community transformation. By connecting emerging scholars with established Latina leaders, Latina Futures fosters a network of mentorship and support that enables young Latinas to achieve their academic and professional goals while championing social change.



Nurturing a
**Multifaceted
Leadership
Ecosystem**

Latina leadership has the transformative power to shape a more equitable and inclusive future. Through strategic partnerships and programs, Latina Futures is committed to building a sustainable and resilient leadership pipeline that equips emerging and mid-career leaders with the skills, resources, and networks to make change across sectors. By creating new networks of support while amplifying the voices of change agents, we ensure that the ambition of all Latinas is not only recognized but realized.

The Unseen Latinas Initiative, launched in 2020 by the California Latino Legislative Caucus and the Assembly Select Committee on Latina Inequities—formed in response to the initiative—have been integral to making Latina Futures a reality. With a focus on addressing systemic inequities, Unseen Latinas and the Select Committee aimed to create a new infrastructure for forward-thinking action that can overcome longstanding injustices. Their support for Latina Futures represents a commitment to prioritizing gender equity, substantive representation, and access to decision-making spaces and to Latina Futures’ ambitious vision of equity for Latinas by 2050.

These intentional actions across sectors nourish existing leaders by providing the resources necessary to grow inclusive power ecosystems that are grounded in the needs of youthful, diverse communities. Within these ecosystems, leaders with lived experiences can chart transformative change for a vibrant and just future. Below are examples of the partnerships that Latina Futures fostered in 2024.

Future Leaders of America

Our partnership with Future Leaders of America (FLA) focuses on developing leadership skills among Latina adolescents on California’s Central Coast. FLA’s executive director, Gloria Soto, exemplifies the brand of leadership that Latina Futures is building as it develops a

broad ecosystem of transformative change agents. A child of field workers who were supported by local social services, Soto understands the power of mentorship and has dedicated her career to empowering the next generation of Latinx leaders. When she was just fourteen years old, she attended an FLA youth leadership conference that set her on the path to college and shaped her academic and leadership paths.

Soto believes that she must ensure that the door of opportunity opened for her at age fourteen remains open for other Latinxs. Under her leadership, FLA empowers young people through peer-to-peer leadership and participatory action research, which helps them address issues in their own communities by developing meaningful solutions. Soto's work with FLA has been bolstered by the support of Latina Futures. Among other resources, the partnership assures that the Central Coast's leadership has access to best practices around organizational sustainability, fundraising and development, narrative and media fluency, and organizing and advocacy. Further, through targeted programming, students receive mentorship, training, and other opportunities to hone their advocacy skills as they prepare for college and careers. Investing in young Latinas ensures that the next generation is equipped to step into leadership roles and drive equity in their communities.

“Latinas often underestimate their own capabilities and qualifications. Having an organization like Latina Futures that provides mentorship, funding, and support is essential for empowering this next generation.”

—Gloria Soto



Hispanas Organized for Political Equality

Latina Futures is proud to partner with Hispanas Organized for Political Equality (HOPE), a national nonprofit with a three-decade legacy, to strengthen the critical policymaking capacity of HOPE through regional hubs and to restore trust in our democratic institutions. Building on the successful HOPE Leadership Institute (HLI) model, this collaboration will establish Regional Institute and Leadership Hubs in six key California regions: the Bay Area, Central Valley, Imperial Valley, Inland Empire, Los Angeles County, and San Diego County. This collaboration, launched in 2024, will equip more than three hundred Latinas to step into pivotal decision-making roles, where they can steward California's economic growth and advance an inclusive democracy over the next quarter of the twenty-first century.

By focusing on a dynamic leadership ecosystem, regional equity, and youth power building, we can ensure that girls and women aren't just participants in leadership spaces but change agents—key decision-makers who can determine their shared futures. We are building a foundation on which Latinas can rise and thrive and creating inclusive avenues that lead to better futures for generations to come.



Amplifying Latina Voices:

**Transforming
Stories into
Power**

At Latina Futures, storytelling is more than an art; it's a powerful tool for shifting narratives and creating systemic change. Our mission to amplify the voices of Latina experts is rooted in the belief that their perspectives are essential for building a more inclusive and equitable future. In 2024, we highlighted Latinas' resilience, leadership, and contributions across generations and sectors through dynamic multimedia campaigns, archival projects, and community-centered events.

Through storytelling, Latina Futures is building bridges between generations, celebrating today's leaders, and paving the way for the changemakers of tomorrow.

Empowered Voices Video Series

The Empowered Voices video series, led by Becca Guzman at Richie Rue Productions, spotlights Latinas who opened the door of opportunity and those who now stand on their shoulders to shape the nation's future through their innovation, activism, and leadership. This series captures the unique stories of Latinas, from policymakers to grassroots organizers, who have broken barriers and are transforming their communities. By sharing these stories widely, we not only celebrate their achievements but also inspire others to lead, organize, and advocate for justice.

LGBTQ+ Archival Project

Recognizing the need to preserve and honor all facets of Latina history, Latina Futures launched a groundbreaking archival initiative at the UCLA Chicano Studies Research Center Library that focuses on the experiences and contributions of LGBTQ+ Latinas. This initiative, managed by Latina Futures Archivist Vanessa Esperanza Quintero, ensures that the diverse narratives of Latina leaders are not erased but are instead honored and integrated into the broader story of our community. By tying historical legacies to contemporary struggles and



triumphs, Latina Futures provides a foundation that future generations can build upon and interrogate.

Día de los Muertos 2024: Honoring Environmental Justice and Legacies Past and Present

This fall, Latina Futures hosted a Día de los Muertos celebration honoring the environmental justice legacy of the late Honorable Cindy Montañez, a visionary leader who fought for the health of communities and a sustainable future. The event featured Gen Z activist Nalleli Cobo, whose efforts to combat urban oil drilling exemplify the power of the next generation, which is carving out its own legacy. The intergenerational dialogue tied the past to the present, showing how the stories of Latina leaders inspire and guide those who follow in their footsteps, emphasizing the fortitude and endurance of transformational leadership.





Every Issue
Is a Latina Issue



At Latina Futures, we believe every major challenge facing our society today requires attention to and input from the nation's diverse girls and women. As we enter the second quarter of the twenty-first century, our concerns include renewed challenges to the right to privacy, reproductive choice, and basic freedoms. But they also include existential threats centered around artificial intelligence, climate change, and growing political polarization and othering. No matter the challenge or threat, Latinas are not only deeply impacted but also uniquely positioned to lead transformational change. Because American communities are besieged by growing distrust and economic anxiety, multiracial social, economic, and political movements can and must inform the future. Of critical importance are the legacy of Latinas, immigrants, and workers of color who reshaped the contours of the labor movement, the role of Latina mothers, sisters, and abuelas in fighting for environmental justice and equal political voice, and the advocacy of Latinas to compensate victims of forced sterilization in government institutions, including county hospitals and immigrant detention centers. Ensuring equity for Latinas means addressing the broader systemic inequities that affect us all.

We offer a few examples of our work in three interconnected issue areas—reproductive rights and health, labor and workforce equity, and protecting democracy—to highlight how Latina Futures is working to center Latina voices in the fight for a just and inclusive future.

CENTERING LATINAS IN THE FIGHT FOR REPRODUCTIVE JUSTICE

Latina Futures experts are at the forefront of advancing reproductive rights and health by amplifying the voices and experiences of Latinas and addressing the systemic barriers they face. From exposing historical injustices to advocating for equitable access to healthcare and representation, our work highlights the importance of centering Latinas in the ongoing fight for reproductive justice.

Forced Sterilization Archives

Processing and cataloging the nation's history of forced sterilizations, which disproportionately targeted Latinas in the twentieth century, not only sheds light on historical injustices but also has profound implications for contemporary policy and advocacy. Through collaboration with the UCLA Chicano Studies Research Center (CSRC), Latina Futures is making key archival collections, including the Espino and Tajima-Peña Collection of Sterilization Records and the Vélez-Ibáñez Sterilization Research Collection, available and accessible ethically. These materials include court transcripts from *Madrigal v. Quilligan*, which exposed the forced sterilizations of Latinas at Los Angeles County-USC Medical Center; research notes; and media clippings. To do this, Latina Futures is redacting all personal and otherwise private information, which is vitally important to protect the victims, allies, and private citizens and to build community trust in the CSRC. These records are invaluable for understanding the systemic racism and human rights abuses that are tied to forced sterilization practices especially now that *Madrigal* is being reviewed again to assist in current cases.

This work has policy consequences in and beyond California, particularly in light of the recent overturning of *Roe v. Wade* and debates around reproductive rights and bodily autonomy, which



share issues raised over forced sterilization. Led by Assemblymember Wendy Carrillo, in 2021 the state legislature created the Forced or Involuntary Sterilized Compensation Program to compensate survivors who were sterilized in state-run institutions. The legislature also funded a community-based study of forced and involuntary sterilization at Los Angeles County–USC Medical Center between 1960 and 1979. Because it was a county-run facility, women who were victims of its sterilization policy could not participate in the compensation program.

By spotlighting this history, Latina Futures is helping to expand the national conversation on reproductive rights to include intersectional perspectives, fostering a more inclusive and nuanced understanding of women’s health and autonomy. This work is a vital step toward

building responsive policies that repair past harms and respect and uphold civil and human rights for all.

Increasing Latina Representation in Medicine

Yohualli Anaya (University of Wisconsin-Madison) is leading efforts to increase the representation of Latinas in medicine and health administration. Recognizing the critical need for primary care physicians in medically and linguistically underserved communities, Anaya's research focuses on identifying and reducing barriers for Latinas who enter the medical field. By empowering Latinas to become physicians and healthcare leaders, Anaya is addressing the persistent disparities in access and quality of care for Latinas. Restrictions on abortion disproportionately impact Latinas because of their age and the state where they reside, which compounds well-documented disparities in access to quality health care. By spotlighting the role of Latina physicians, Latina Futures is working to diversify the medical profession and mitigate threats to bodily autonomy and patient dignity by elevating healthcare leaders who respect women and girls.

Elevating Latina Fertility Stories

Jean Guerrero, Latina Futures senior journalism fellow, brought the Latina fertility experience into the mainstream with her deeply personal New York Times piece, which detailed her journey to preserve her fertility through egg freezing. Guerrero's work sheds light on the unique cultural, social, and economic perceptions and challenges that Latinas face in their reproductive health journeys. As a demographic cohort, Latinas are fourteen years younger than non-Hispanic white women and have one of the highest uninsured rates in the United States. They also have one of the lowest rates of egg freezing, in part due to the high cost, which can reach \$15,000 per cycle. By sharing her story, Guerrero not only normalized conversations about



egg freezing but also advocated for greater awareness and more resources to support Latina reproductive choices and rights.

Through work like this, Latina Futures and the experts we support ensure that Latinas are at the center of conversations about reproductive rights and health. In addressing the historical, cultural, and systemic factors impacting reproductive justice, we drive change that creates space for Latinas to make informed decisions about their health and future. Together, we are shaping a healthcare system that is equitable, inclusive, and responsive to the needs of diverse women and girls.

“The myth that Latinas are hyperfertile leads to a lack of essential infertility testing and treatment opportunities, contributing to disparities in reproductive health outcomes for women of color.”

—Jean Guerrero

ADVANCING ECONOMIC EQUITY FOR LATINA WORKERS

Latina Futures is committed to addressing systemic inequities faced by Latina domestic workers and farmworkers, who are the backbone of our economy. Latinas also represent an outsized proportion of essential workers. Yet Latina workers remain among the most undervalued and underprotected labor groups, and they face a persistent wage gap that disproportionately affects them. Through research, advocacy, and targeted programs, Latina Futures uplifts these workers and strives to ensure that they receive fair wages, workplace protections, and access to economic mobility.

Unions and Economic Prosperity

In 2024, Latina Futures put a spotlight on the unique challenges that Latina workers face and the role that union representation has in creating a pathway to economic equity.

As the union landscape evolves, women of color are increasingly stepping into leadership roles, driving change that prioritizes equity and opportunity for women of color workers across the country. Amplifying Latina stories and ensuring that unions stay central to the fight for better wages and working conditions are key to achieving lasting change.

Sonja Diaz, cofounder of Latina Futures, provided a research briefing to Latina labor leaders that highlighted the benefits of union membership for Latinas' wages. Beyond wage increases, unions also provide essential workplace protections, including provisions for fair workloads, robust health benefits, and anti-discrimination policies. These protections are vital, as Latinas often bear a disproportionate share of caregiving responsibilities while facing workplace challenges. The briefing marked the beginning of a larger conversation with Latina labor leaders around union contracts, collective bargaining, and



legislative efforts in the fight for equal pay and the vital role union leaders play in raising issues to the top of national and state policy agendas.

“Union membership is not just a lever for fair pay; it’s essential to establishing workplace equity and protections that enable Latinas to thrive. This is about securing livelihoods and enabling Latinas to fully participate in the economic progress of our communities.”

—California State Senator María Elena Durazo

Essential Workers, Yet Still Invisible

Through targeted programming, Latina Futures is addressing the systemic barriers that limit Latina workers' potential by advocating for policies that provide fair wages, labor protections, and pathways to leadership across all sectors. By recognizing and amplifying the essential contributions of low-wage workers, we are building a future in which Latina workers lead the charge for justice and equality in both the workplace and the broader political landscape.

This is why Latina Futures launched research initiatives to inform policy and programming that supports workers in low-wage industries. Latinas continue to be overrepresented in some of the lowest-paid and most underappreciated jobs. One key effort is the research led by Ana Luz González-Vásquez (UCLA) in collaboration with Child Care Providers United. This work examines the workforce development needs of childcare providers, aiming to address the training and licensing requirements of this predominantly Latina workforce. It seeks to identify strategies to create career pathways and enhance job quality within the childcare sector.

Other targeted research efforts include partnerships with Líderes Campesinas and United Farm Workers to explore the unique challenges faced by the women who help feed our nation. Mirella Deniz-Zaragoza and Sarahy Torres, junior scholars and daughters of farmworkers, know firsthand that Latina farmworkers often struggle to maintain their health and safety in the workplace. In the face of wildfires, a global pandemic, and extreme heat, Latina workers put it all on the line to earn a paycheck, and little else, in their most productive years. Expanding access to the social safety net, including access to reproductive health care, security benefits, quality housing, and food access, remains an urgent priority as workers fight to survive. The research of Latina Futures aims to tangibly improve the lives of Latinas, who will play an important role in our society for generations to come.



LATINAS LEADING THE CHARGE TO PROTECT DEMOCRACY

A thriving democracy relies on a free and independent press, free and fair elections, and a shared commitment to building a deeply engaged multiracial and multiethnic electorate. In 2024, a critical election year, Latina Futures focused on serving as a credible, data-driven messenger to an electorate often left behind. Here are a few ways our work took up the protection of democracy on the cusp of the second quarter of the twenty-first century.



Advancing Accurate and Truthful Elections

Latina Futures hosted three election-focused webinars to inform and mobilize stakeholders, from voters to candidates, around the needs of diverse, youthful voters. The first, “Women of Color in the 2024 Election: Preferences and Power,”

convened influential social scientists to discuss the impact of diverse low-propensity and likely voters in an election that included the first major-party woman of color presidential candidate and a handful of abortion-related state constitutional amendments. The second, “Community Power in the 2024 Election,” emphasized the importance of local organizing and voter engagement in defending free and fair elections and strategies for leveraging Latinas’ unique experiences and intersectional identities to drive people to the polls. The third, “The 2024 Presidential Election Aftermath: Insights from Latina Journalists,” highlighted the on-the-ground perspectives of Latina journalists who covered the campaign and how women voters’ attitudes and experiences shaped electoral outcomes. These national webinars, which featured cross-sector experts, provided policymaking audiences with necessary insights that can and should be revisited, as the window



for engaging and persuading youthful, diverse voters can close as age advances and attitudes harden.



Educating and Mobilizing Voters in Battleground States

Young, diverse voters play a pivotal role in determining the outcome of elections. With high turnout, Latinas can shift election outcomes and shape the future of democracy. Latina Futures experts have long studied this population and

understand their political motivations, so they were important voices in the conversation about the 2024 presidential election.

Sonja Diaz, cofounder of Latina Futures, made the rounds at a series of high-impact conferences and forums in key battleground states, underscoring the vital role of Latinx—especially Latina—voices in shaping the future of American democracy. At the UnidosUS Annual Conference in Las Vegas, Nevada, Diaz moderated a plenary session highlighting the Latinx community’s crucial role in safeguarding democratic values; the speakers included Arizona Secretary of State Adrian Fontes and Nevada Secretary of State Francisco Aguilar. Also in Las Vegas, Diaz joined the Education Writers Association National Seminar for a plenary discussion that linked education and civic engagement and explored how public schools are fulfilling their obligation to develop engaged citizens. At the American Federation of Teachers national convention in Houston, Texas, Diaz and other labor and racial justice leaders discussed how inclusive strategies targeting low-propensity voters could pave the way for significant victories in 2024. This meeting convened just as Vice-President Kamala Harris was elevated to the top of the Democratic ticket. Finally, just ten days before the election, Diaz spoke to over one hundred Midwestern Latinx professionals at the LIDERAMOS 6th Annual National Symposium in



Milwaukee, Wisconsin, about the need to cast a ballot so that historic and emerging Latinx communities can thrive.

The promise of an inclusive democracy for all is within reach, but it faces threats. It is leaders like Diaz who are lighting the path forward and paving the way for the next generation to step into power.



Developing a Bench of Credible Messengers

In an era when press freedoms are increasingly under attack, Latina Futures is committed to building a bench of trusted and credible messengers who can provide impactful storytelling backed by

data and rigorous analysis. To this end, in 2024 we brought on Jean Guerrero, an award-winning journalist, as the Latina Futures senior journalism fellow. She has used various platforms like *Democracy Now!* to amplify the stakes of the election, including the continuance of a free press. Her work highlights the role of journalists in safeguarding democracy and ensuring accountability.

In addition to Guerrero, other Latina Futures experts elevated the conversation about democracy on national platforms. Journalist Paola Ramos's feature in *TIME Magazine* prior to the election explored the role of Latinxs in election outcomes and also examined what was and was not being offered to them by a potential second Trump presidency. Diaz's appearances on NBC as an election analyst also underscored the power of Latinx voters and raised the question of what the candidates, particularly on the political left, were doing to engage this critical voting bloc, reshape negative narratives, and inspire voters to exercise their right to cast a ballot and elect their candidates of choice.



Building a Multiracial and Multiethnic Democracy

Latina Futures' work is grounded in the belief that Latinas are pivotal to building a democracy that reflects the diversity of this nation's girls and women. US Latinas hail from nineteen countries around the world

and encompass most if not all racial categories, and some identify as part of the LGBTQ+ community. By cultivating Latinas into leaders serving across the political landscape, Latina Futures is fostering a coalition defined by its diversity of identities and relative youthfulness. In doing so, we are building the power necessary to create an inclusive democracy that is responsive to immediate challenges and can



capitalize on present and future opportunities that advance a new narrative of belonging and progress.

Through coordinated activities, including webinars, earned media, and leadership development, Latina Futures is creating space and providing resources for Latinas to shape and protect the democratic values that define our nation and advance gender equity.

THE NATION
& POLICY



Latinas

**Leading on a
National Stage**

In 2024, Latina Futures put Latinas, their needs, and the opportunity they represent on center stage. Latina Futures experts spoke at events across the country, showcasing the expertise of Latina leaders and fostering the connections needed to address the critical issues affecting our communities. The two examples below exemplify the depth and breadth of our work to uplift Latina voices and inspire action through thought leadership.

LATINA FUTURES LAW AND POLICY SYMPOSIUM

Latina Futures hosted the first-ever Latina Futures Law and Policy Symposium at the UCLA Luskin Conference Center in January 2024. This one-and-a-half-day event, titled “Latina Futures: Transforming the Nation Through Law and Policy,” convened over four hundred prominent Latina scholars, attorneys, policymakers, and students from across the nation to engage in dialogue centered on Latina-led interventions in law and policy. The event featured eleven panels and plenary sessions, two fireside chats, a keynote, and networking opportunities that touched on a variety of topics, including affirmative action and reproductive justice, the intersectionality of Latina and LGBTQ+ identities, and avenues toward advancing legal and policy reforms that promote equality and inclusion. Participants engaged in discussions on themes that ranged from reproductive justice to affirmative action, exploring strategies to improve the economic, social, and political status of Latinas and similarly situated groups. The symposium also catalyzed regionally focused conversations in key areas such as Texas, Illinois, and the Northeast, aiming to address policy and legal issues to advance equal opportunity and unlock the full ambition of Latina leaders.



HOLDING THE LINE IN THE FACE OF A CHILLING EFFECT ON DEI

In June and October 2024, Sonja Diaz, cofounder of Latina Futures, curated two cross-sector conversations featuring Latina leaders discussing the legal threats that seek to undermine equal opportunity in employment, education, and the economy. At the Hispanics in Philanthropy (HIP) national conference in June, leaders representing four powerful national organizations offered a new narrative for philanthropic and nonprofit organizations. In a response to the ripple effects of the Supreme Court's 2023 decision in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, panelist Fran Fajana of LatinoJustice PRLDEF stated, "In the wake of the Supreme Court's decision on race-conscious college admissions, those

intent on halting progress on racial equity have filed more than fifty cases challenging programs they claim are covered by the decision.” The panelists suggested that, rather than shrinking back from diversity, equity, and inclusion efforts, including any programs and initiatives that might be perceived as such, philanthropists and funders need to consider the vital role that Latina leaders and allies can play in promoting new models of inclusion and shared prosperity.

Based on the positive response to the panel, Angela Anderson Guerrero, a Latina Futures delegate to the HIP conference, requested a Midwestern version of the panel for the LIDERAMOS 6th Annual National Symposium in Milwaukee in October. For this event, Diaz curated a multigenerational cadre of Midwestern Latina leaders from philanthropy, advocacy, and law to interrogate the lawfulness of mission-aligned programs, investments, and policies that address historical discrimination and persistent inequities. Panelist Marlén J. Mendoza of the Latino Policy Forum noted that “advancing legislative priorities like immigration reform and affordable housing requires both strong data and unified advocacy.” Latina Futures recognizes the importance of maintaining a focus on racial and ethnic diversification and the role of Latina leaders at both the regional and national levels to champion community- and equity-centered solutions.

EMPOWERING LATINAS AND BUILDING A FUTURE OF EQUITY AND LEADERSHIP

At a reception celebrating the fiftieth anniversary of MANA, A National Latina Organization, hosted by Latina Futures and LIDERAMOS in Milwaukee, Amy Hinojosa, MANA’s national president and CEO, highlighted the organization’s pivotal role in shaping policy and providing resources to uplift Latinas. MANA was founded in Washington, DC, by a group of Mexican American women who recognized the lack of representation and inclusion for Latinas in

policy discussions and decision-making spaces. Over the past five decades, MANA has become the oldest and largest Latina-serving organization, and it continues to advocate for the Latina community by stepping in to address the gaps left by governmental neglect across presidential administrations.

Hinojosa spoke powerfully about the importance of centering Latinas in policy conversations, noting that “Latinas in the United States, one in five women today, will make up one in three by 2060. These are the women who will be raising families and making decisions for the future. And that’s where we need to be: in the middle of policy conversations.” One of the most powerful moments during the reception came from Norma Hernandez, Illinois state representative, and Gina Rodriguez, midwest regional administrator of the US Department of Labor’s Women’s Bureau. Both speakers emphasized the importance of supporting Latina-led initiatives and their role in advancing gender equity. Their remarks underscored the collaborative effort needed from civil society, government, and philanthropy to close the gender gap and empower Latinas in all sectors. MANA’s half-century legacy is just the beginning, as the next twenty-five years will require Latinas to unite, take action, and build a future in which gender parity is a necessary component of a thriving multiracial democracy.

The work done at these conferences and convenings is more than just talk; it’s a blueprint for action. Whether facilitating essential conversations on misinformation and telecommunications, contributing to critical discussions about the path toward a multiracial democracy through philanthropy, or promoting the legacy of Latina-led and Latina-serving community-based organizations, Latina Futures is helping to shape a future in which every voice is heard and every woman and girl matters.



WOMEN'S FUTURE
FORMING THE NATION
IN LAW & POLICY





The Team

Leading the Way

Latina Futures draws on the skills of strong organizational leaders and scholars who believe in the power of Latinas and the need to advance effective leadership, promote full inclusion, and amplify authentic narratives.

STAFF

Magaly Arias

Office Manager, UCLA Chicano Studies Research Center

Kacey Bonner

Strategic Communications Advisor

Sonja Diaz, JD MPP

Cofounder

Gaby Dominguez

Operations Manager, UCLA Chicano Studies Research Center

Dr. Rebecca Epstein

Senior Manager of Research Communications & Special Projects, UCLA Chicano Studies Research Center

Xaviera Flores, MS LIS

Librarian and Archivist, UCLA Chicano Studies Research Center

Krystell Jimenez, MLIS

Librarian, UCLA Chicano Studies Research Center

Dr. Celia Lacayo

Assistant Director, UCLA Chicano Studies Research Center

Roberto Carlos Martinez

Finance Manager, UCLA Chicano Studies Research Center

Vanessa Esperanza Quintero,

MLIS

Curator of Exhibitions, UCLA Chicano Studies Research Center

Yesenia Román, MLIS

Digital Projects Librarian, UCLA Chicano Studies Research Center

Jocelyne Sanchez, MLIS

Project Archivist, UCLA Chicano Studies Research Center

Janine Shimomura

Strategic Communications Advisor

Dr. Veronica Terriquez

Co-Founder, Latina Futures Director, UCLA Chicano Studies Research Center

EXPERTS

Dr. Yohualli B. Anaya

Associate Professor
University of Wisconsin-Madison

Dr. FloridaIdma Boj Lopez

Assistant Professor
University of California, Los Angeles

Dr. Jack Cárvaves

Assistant Professor
University of California, Riverside

Dr. Karina Chavarria

Associate Professor
California State University,
Channel Islands

Dr. Stephanie Correa

Associate Professor
University of California, Los Angeles

Dr. Rebecca Covarrubias

Associate Professor
University of California, Santa Cruz

Dr. Marcela G. Cuellar

Associate Professor and
Chancellor's Fellow
University of California, Davis

Dr. Arlene Dávila

Professor and Founding Director
The Latinx Project:
Interdisciplinary Center for Arts
and Culture, New York University

Mirella Deniz-Zaragoza

PhD Student
University of California, Santa Cruz

Dr. Mirella Díaz-Santos

Assistant Professor in Residence
University of California, Los Angeles

Dr. Sylvanna M. Falcón

Professor
University of California, Santa Cruz

Dr. Josefina Flores Morales

Propel Postdoctoral Scholar
Stanford University

Dr. Gina Ann Garcia

Professor
University of California, Berkeley

Dr. San Juanita García

Assistant Professor
University of California, Santa Barbara

Valerie García

Researcher
UCLA Chicano Studies Research
Center and University of
California, Santa Cruz

Dr. Yessica Garcia Hernandez

Assistant Professor
University of California, Los Angeles

Dr. Silvia R. González

Director of Research
UCLA Latino Policy and Politics
Institute

Dr. Ana Luz González-Vásquez

Project Director
UCLA Labor Center

Jean Guerrero

Senior Journalism Fellow
Latina Futures

Rebecca Guzman

Founder and Director
Richie Rue Productions

Dr. Stacy I. Macias

Associate Professor
California State University, Long
Beach

Dr. G. Cristina Mora

Associate Professor and Co-
Director
Institute of Governmental Studies,
University of California, Berkeley

Cynthia Moreno

Senior Data Analyst
Equity Research Institute,
University of Southern California

Dr. Jaimie Morse

Assistant Professor
University of California, Santa
Cruz

Dr. Bernardette J. Pinetta

Chancellor's HSI Postdoctoral
Fellow
University of California, Los
Angeles

Dr. María G. Rendón

Associate Professor
University of California, Irvine

Dr. Tanya Sanabria

Assistant Professor
California State
University, Los Angeles

Dr. Claudia Sandoval

Assistant Professor
Loyola Marymount University

Gloria Soto

Executive Director
Future Leaders of America

Dr. Ariana Valle

Assistant Professor
University of California, Davis

Dr. Daisy Verduzco Reyes

Associate Professor
University of California, Merced

Brianna Wright

Graduate Student
University of California, Los
Angeles

BUILDING A FUTURE WHERE LATINAS LEAD AND THRIVE

As we reflect on our journey, we know we would not be here without the vision of the California Latino Legislative Caucus and Latina leaders like Assemblymember Wendy Carrillo and Senator Lena Gonzalez. We offer our thanks for their efforts to ensure that Latinas do not continue to go unseen and for pushing the California State Legislature to maintain the critical funding that enables us to champion equity and leadership for Latinas across the state and beyond. Because of them, Latina Futures has the opportunity to build a society in which Latinas have full equity, are leading in all sectors, and contribute to a thriving, inclusive economy and democracy. This vision guides our initiatives and partnerships as we work toward systemic change that uplifts and empowers Latinas. In 2025, we look forward to building on our successes by:

- ✿ Continuing to conduct rigorous research on all issues affecting Latinas and advocating for policies that promote equity and justice. Our upcoming research projects will address critical areas such as economic stability and empowerment, health disparities, and political representation.
- ✿ Launching a boot camp in collaboration with Latina Futures Senior Journalism Fellow Jean Guerrero, which will focus on equipping Latina leaders with the tools to navigate and advocate effectively during the critical early days of the second Trump administration. This program will prepare Latinas in policy, media, and advocacy to respond strategically to the political challenges ahead.
- ✿ Spearheading the development of a comprehensive Latina Policy Agenda to shape the priorities of the next California gubernatorial administration. This agenda will be informed by rigorous research and community engagement, ensuring that the voices and needs of Latinas are at the forefront of California's policy decisions.
- ✿ Advocating for the promotion and tenure of Latinas in positions

of power and influence in the industries of the future, including in STEM fields, law and policy sectors, and the media. By providing mentorship, training, and opportunities for advancement, Latina Futures aims to ensure that Latinas are represented in spaces where decisions are made and narratives are shaped.

- ✿ Nourishing emerging Latina academics by amplifying peer-reviewed research opportunities and unlocking the guidance of senior academics who can support the next generation of thinkers and leaders by sharing their research and ideas.
- ✿ Expanding our leadership development programs, providing resources and support to Latina-serving community-based organizations, and strengthening regional leadership ecosystems in Texas, New York, and the Midwest.
- ✿ Continuing to support culturally responsive primary and secondary educational opportunities through the cultivation of an ethnic studies curriculum with the UCLA Institute of American Cultures, Dolores Huerta Research Center, UCLA Center X, and community-leadership partnerships with Latinx school board members and administrators.

As we look to the future, we are inspired by the legacy, fortitude, and innovation of diverse generations of girls and women. We know that together, we will continue to build a country where Latinas lead and everyone thrives.





ACKNOWLEDGMENTS

Housed at the UCLA Chicano Studies Research Center, the Latina Futures 2050 Lab is proud to work alongside a growing network of incredible partners and supporters who make our transformative work possible. We are especially grateful to those whose visionary leadership and unwavering support have been instrumental in launching and sustaining our mission.

We extend our thanks to the California State Legislature and the California Latino Legislative Caucus for their foundational investment in Latina Futures. Their visionary leadership has enabled us to establish impactful partnerships, fund rigorous research, and develop

talent pipelines that are shaping leadership across every sector. We are also deeply thankful to the California Select Committee on Latina Inequities, whose commitment to addressing systemic disparities has empowered us to uplift Latinas statewide and beyond, laying the foundation for long-lasting change.

We are grateful to the UCLA Institute of American Cultures and affiliated UCLA Ethnic Studies Research Centers for helping ground our work in the spirit of collaboration and solidarity as well as to the UCLA Latino Policy and Politics Institute for their invaluable support in launching this historic initiative and to their indispensable contributions to the Latina Futures Law and Policy Symposium.

A special acknowledgment goes to our fiscal sponsor, Social and Environmental Entrepreneurs, for their steadfast support in ensuring the sustainability and expansion of Latina Futures' programs and initiatives.

Finally, we want to recognize Chroma Collaborative for their creativity and dedication in helping us elevate the voices and stories of Latina leaders. Their innovative approach has been essential in amplifying our message and driving a powerful narrative shift that inspires progress.

To all our partners and collaborators, thank you for being part of this journey. Your support is paving the way for a brighter, more equitable future.

APPENDIX A: PARTNERS & SELECTED EVENTS

From coast to coast, Latina Futures has created transformative partnerships. In 2024, Latina Futures staff were featured at national events and participated in dynamic conference activations, and they united with other leaders to advance equity and opportunity for girls and women across the country.



California Partners

- ✿ California Latino Legislative Caucus
- ✿ California Assembly Select Committee on Latina Inequities
- ✿ Future Leaders of America
- ✿ Hispanas Organized for Political Equality
- ✿ Latina Lawyers Bar Association
- ✿ Líderes Campesinas
- ✿ TransLatin@ Coalition
- ✿ UC Berkeley Institute of Governmental Studies
- ✿ UCLA Center for the Study of Latino Health and Culture
- ✿ UCLA Center for Neighborhood Knowledge
- ✿ UCLA Center X

- ✿ UCLA Chicana- Latinx Law Review
- ✿ UCLA Labor Center
- ✿ UCLA Latino Policy and Politics Institute
- ✿ UCLA Williams Institute
- ✿ UCSC Dolores Huerta Research Center for the Americas
- ✿ United Farm Workers of America
- ✿ USC Equity Research Institute

Selected Events and Activations

- ✿ California Latino Legislative Caucus policy conference
- ✿ HSI Research Colectiva inaugural convening
- ✿ Latino Coalition for a Healthy California Health policy summit
- ✿ Latina emerging junior neuroscientist symposium
- ✿ Latina Futures screening of *iFenomenal! Rompeforma 1989-1996*
- ✿ Latina Futures talk with Jocelyne Sanchez, who presented “Lo que pasa con el alma es que no se ve”
- ✿ Latina Futures book talk with Paola Ramos presenting *Defectors: The Rise of the Latino Far Right and What It Means for America*
- ✿ Latina Futures Día de los Muertos event, “Latina Futures and the Environment”

- ✳️ Latina Futures Law and Policy Symposium
- ✳️ Latina Lawyers Bar Association 2024 Career Summit
- ✳️ LA Civil Rights Department panel discussion, “Latinas Leading Change: Trailblazers in Advocacy, Philanthropy, Politics, Academia, and Wealth Building”
- ✳️ Latina STEM scholars gathering
- ✳️ UCLA Medal presentation honoring Antonia Hernández

 **Colorado Partners**

- ✳️ LIDERAMOS

 **Illinois Selected Events and Activations**

- ✳️ Hispanics in Philanthropy national conference

 **Nevada Selected Events and Activations**

- ✳️ Education Writers Association 77th National Seminar
- ✳️ “Our Time Is Now,” UnidosUs annual conference

 **New York Partners**

- ✳️ The Latinx Project at NYU
- ✳️ LatinoJustice PRLDEF

 **Texas Selected Events and Activations**

- ✳️ American Federation of Teachers Convention

 **Washington, DC & National Partners**

- ✳️ Hispanics in Philanthropy
- ✳️ MANA, A National Latina Organization

Selected Events and Activations

- ✳️ American Federation of Teachers webinar, “Defending Our Democracy: The Crucial Role of the Latino Vote in the 2024 Election”
- ✳️ Latino Futures webinar, “2024 Presidential Election Aftermath: Insights from Latina Journalists”
- ✳️ Latina Futures webinar, “Community Power in the 2024 Election”
- ✳️ Latina Futures webinar, “Women of Color in the 2024 Election: Preferences and Power”

 **Wisconsin Selected Events and Activations**

- ✳️ LIDERAMOS national conference
- ✳️ Midwest Latina leaders reception

APPENDIX B - PHOTO CAPTIONS

Front cover: Original artwork by Kiara Aileen Machado, 2024.

Page 1: Celia Lacayo and Veronica Terriquez. Background image courtesy of Hispanas Organized for Political Equality's Latina Action Day 2024.

Page 4: Isabella Arzeno-Soltero speaking at Latina Futures' Día de los Muertos celebration, "Latina Futures and the Environment," Los Angeles, California, November 1, 2024.

Page 6: Latina Futures cofounders Sonja Diaz and Veronica Terriquez at UCLA.

Page 12: Performers at the Unity Council's sixtieth anniversary celebration, Oakland, California, September 12, 2024.

Page 13: From left to right: Diana Ceballos Robles, Tiffany Mathews, Yohualli Anaya, and California Assemblymember Mia Bonta at HOPE's 2024 Latina Action Day, Sacramento, California, May 7, 2024. They participated in session 2, "Women's Health Equity: Maternal Health in Focus."

Page 17: Marcela G. Cuellar of UC Davis School of Education.

Page 18: Gina Ann Garcia of UC Berkeley School of Education.

Page 19: Karina Chavarria of CSU Channel Islands. Background image courtesy of iStock.com.

Page 21: From left to right: Veronica Terriquez, Helen Torres, former Assemblymember Wendy Carrillo, Sonja Diaz, and Senator María Elena

Durazo at HOPE's 2024 Latina Action Day, Sacramento, California, May 7, 2024.

Page 24: Gloria Soto of Future Leaders of America.

Page 25: Rebecca Guzman of Richie Rue.

Page 27: Ofrenda at Latina Futures' Día de los Muertos celebration, "Latina Futures and the Environment," UCLA, November 1, 2024.

Page 28: Clockwise from top left: Stills from Latina Futures' Empowered Voices docuseries: Yohualli Anaya, Janet Murguía, and Mirella Diaz-Santos, 2024.

Page 29: People walking in the Pilsen neighborhood of Chicago, Illinois, courtesy of Hispanics in Philanthropy, 2024.

Page 32: Image courtesy of iStock.com.

Page 34: Jean Guerrero.

Page 36: Senator María Elena Durazo at the press event that launched the Latina Futures 2050 Lab at UCLA, November 2, 2022.

Page 38: Images courtesy of iStock.com.

Page 40: Background: Clockwise from top left: Celia Lacayo, Janelle Wong, Veronica Terriquez, G. Christina Mora, and Jennifer Jones during the Latina Futures webinar "Women of Color in the 2024 Election: Preferences and Power," September 19, 2024. Foreground:

Sonja Diaz speaking at the UnidosUS national conference in Las Vegas, Nevada, July 15, 2024.

Page 42: From left to right: Amy Hinojosa and Margarita Montañez speaking at the LIDERAMOS national conference in Milwaukee, Wisconsin, October 24, 2024.

Page 44: From left to right: Fernando Guerra, Jean Guerrero, and Mike Madrid speaking at the California Latino Legislative Caucus Foundation’s Policy Conference panel on “The Latino Vote 2024—Issues Raised, Points Made and Lessons to be Learned,” in Anaheim, California, December 6, 2024.

Page 45: From left to right: Vilma Martinez, former U.S. ambassador to Argentina with Evelyn Sanchez-Gonzalez and Luz Murillo of the UCLA Chicax Latinx Law Review during a fireside chat on leadership at the Latina Futures Law and Policy Symposium at UCLA, January 21, 2024.

Page 47: Panelists at the Latina Futures: Holding the Line in the Face of a Chilling Effect on DEI charla at the Hispanics in Philanthropy national conference in Chicago, IL, June 20, 2024. From left to right: Fran Fajana, Dr. Carmen Rojas, Michele Siqueiros, Helen Torres, and Sonja Diaz.

Page 50: Background - From left to right, UCLA Law Professor Laura Gómez spoke with California State

Senator María Elena Durazo, Texas State Representative Maria Luisa Flores, U.S. Representative. Nanette Barragán and New Mexico State Senator Antoinette Sedillo-Lopez about the need for a Latina lens in policymaking across all levels of government at the two-day Latina Futures Law and Policy Symposium in Los Angeles, California; foreground - Omar Gonzalez-Pagan, Dr. Berta Esperanza Hernández-Truyol, Bamby Salcedo, and Alejandra Caraballo on stage at the Latina Futures Law and Policy Symposium discussing LGBTQ+ rights through a Latina lens.

Page 51: From left to right, Latina Futures and Chicano Studies Research Center staff members Roberto Carlos Martinez, Jocelyne Sanchez, Dr. Celia Lacayo, Dr. Veronica Terriquez, Jean Guerrero and Dr. Rebecca Epstein at UCLA, April 23, 2024.

Page 56: From left to right, Gaby Dominguez and Margarita Montañez at the Latina Futures and the Environment Dia De Los Muertos Event at UCLA, November 1, 2024.

Page 57: Angela Anderson Guerrero embracing Sylvia Puente at the LIDERAMOS National Conference in Milwaukee, Wisconsin, October 25, 2024.



193 Haines Hall, Los Angeles, CA 90095

Founded in 1969, the UCLA Chicano Studies Research Center is one of four Ethnic Studies Research Centers housed under the UCLA Institute of American Cultures.



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