



Transformation & Impact

2020

ANNUAL  
REPORT

## LETTER FROM THE CO-FOUNDER AND EXECUTIVE DIRECTOR



Dear Friends,

2020 changed us at Ser Familia, as people and as an organization. We saw a level of need and desperation that we had not experienced in our twenty years of service. We had children clapping at the sight of milk during our food distribution days and a 112% increase in the domestic violence cases we normally attend to in one year.

Our families were already in a very fragile state prior to the pandemic, and this emergency dug a deeper hole that will take years to recover from. A study completed throughout the year, showed us that only 10% of the children we serve were able to complete school work virtually. Some additional statistics show that our Latino children will fall behind in their education and be negatively impacted at a higher rate than other children.

I am surrounded by heroes in our staff, our board of directors, supporters and volunteers. Early on in the pandemic, we made the decision to remain open in all of our offices to provide the support our community needed. We quickly devised new sanitation protocols, mask mandates to keep everyone safe and pivoted our intake process to include mental health and domestic violence assessments for every person that walked through our doors. We also began a pilot tutoring program and held a two-week-long summer camp to help bridge the education gap for our students, all amidst the pandemic.

We have been absolutely floored by the support we have received from you, our community, corporations and foundations. We are so grateful for all that we were able to do for our families during the year, including providing over one million dollars in rental assistance.

As I look into the future, I am hopeful to see our families getting better and starting to thrive again. This includes lowering the levels of intrafamily violence we have seen and witnessing our children being raised in healthy and peaceful family environments. I hope that the information included in this report provides further insight into our organization and compels you to continue to support the mission we serve.

Sincerely,

A handwritten signature in black ink that reads "Belisa M. Urbina". The signature is written in a cursive, flowing style.

Belisa Urbina

# Transformation & Impact 2020 Milestones

2020 WAS BY FAR OUR MOST SUCCESSFUL YEAR IN TERMS OF NUMBER OF CLIENTS SERVED AND VARIETY OF SERVICES OFFERED.



01

**PROGRAMS & SERVICES:** Ser Familia served 7,549 clients (not including food and diaper distribution events) through 2020 in the midst of a global pandemic. We were able to provide more than 300,000 diapers to parents in the community, \$100,000 worth of toys, home appliances, furniture and medical equipment during the Holiday season in addition to more than 800 coats to children and adults. In partnership with various health care providers, we administered 280 free COVID-19 tests in Cobb and Gwinnett counties and also assisted almost 100 families to apply for government assistance such as EBT and Medicaid. We also supported 56 victims of crime through our immigration legal services program.



02

**CARF ACCREDITATION:** We earned the Commission on Accreditation of Rehabilitation Facilities (CARF) three-year accreditation, for the first time, for our adult, child and adolescent mental health programs. It is the only accreditation of its kind currently held by a Hispanic-led and serving organization in Georgia and represents the highest level of accreditation that can be given to an organization.



03

**C.A.F.E. LAUNCH:** Ser Familia and the Georgia Division of Family & Children Services (DFCS) announced the opening of their joint initiative known as C.A.F.E., short for Centro de Ayuda Familiar y Emocional in Spanish or the Center for Family & Emotional Support in English. The C.A.F.E. serves as a hub for family, children and community services in Gwinnett County. The initiative is a \$500,000 investment and includes a 6,000 square foot facility with 8 offices, 2 conference rooms and a training room for counseling and family programs.



04

**COVID-19 EMERGENCY RELIEF:** The COVID-19 pandemic created a state of emergency across the Latino community. Ser Familia provided 405,636 pounds of groceries to 18,438 people through several food distribution events held safely in 2020. We also paid a total of \$1,198,850 in rental assistance to 1,006 families.



05

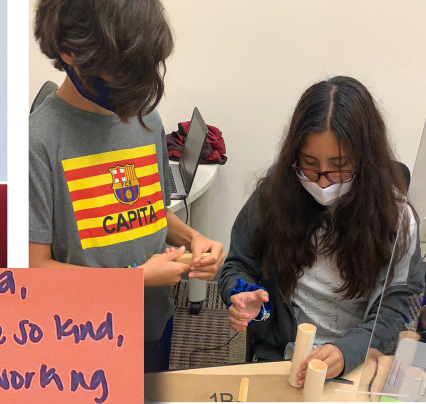
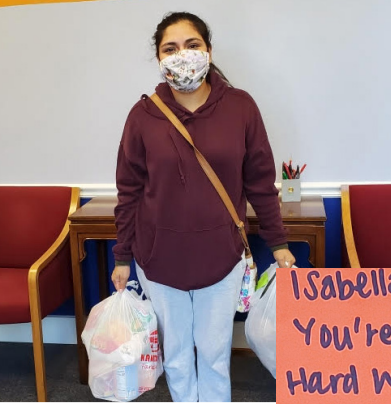
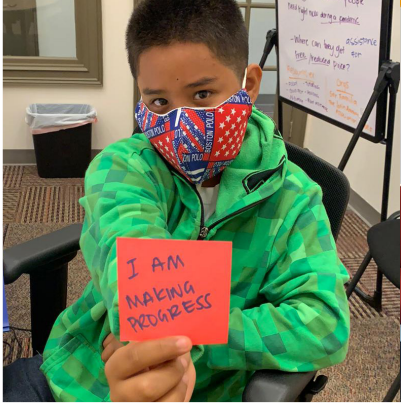
**COVID-19 IMPACT STUDY:** Ser Familia conducted a study along with the Thrive Research Lab at Emory University that examined the impact of COVID-19 in our Latino community. Currently, this is the only study of its kind and can be found in the adjacent pages of this report.



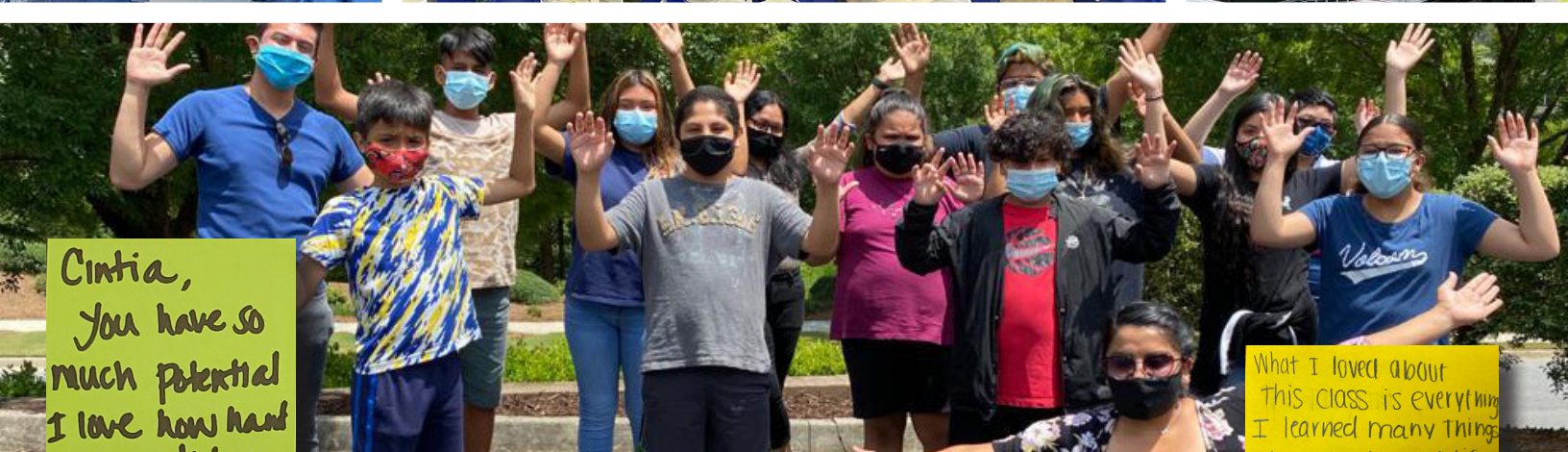
06

**EDUCATION:** We piloted a successful tutoring program that is held once a week to bridge the education gap produced by the lack of access to technology in our Latino children's homes. In addition, we hosted at the C.A.F.E., the first-ever two-week Summer Camp with 24 middle school students focused on math, language arts and Latino history and literature. We provided school supplies to 175 children and secured computers for 62 children in our community. We also partnered with Thrivent to offer a new financial literacy workshop for adults.





Isabella,  
You're so kind,  
Hard working  
& Caring!  
♡  
♡-Ms. López



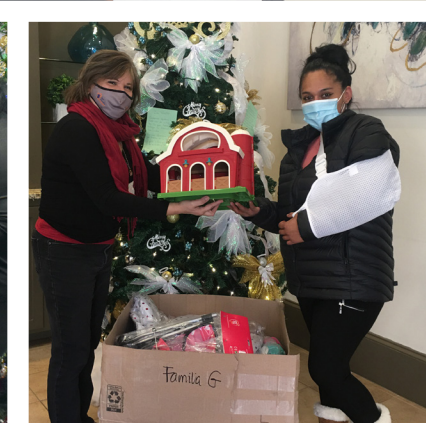
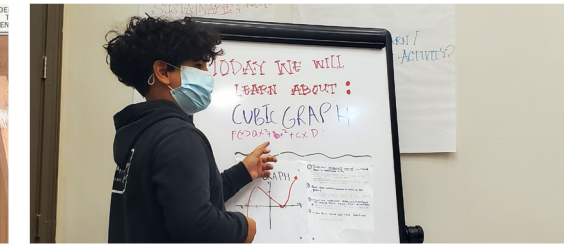
Cintia,  
You have so  
much potential  
I love how hard  
you work! ♡

What I loved about  
this class is everything  
I learned many things  
about math and life  
and I appreciate  
everything you have  
done for me Ms. López  
♡

# Transformation & Impact 2020



TOLANDA  
YOU'RE ON  
TOP OF YOUR  
GAME ♡ it  
♡ LÓPEZ





# Transformation & Impact 2020

Ser Familia equips Latinos with tools, resources, and skills they need to move from crisis to thriving.

Our Mission

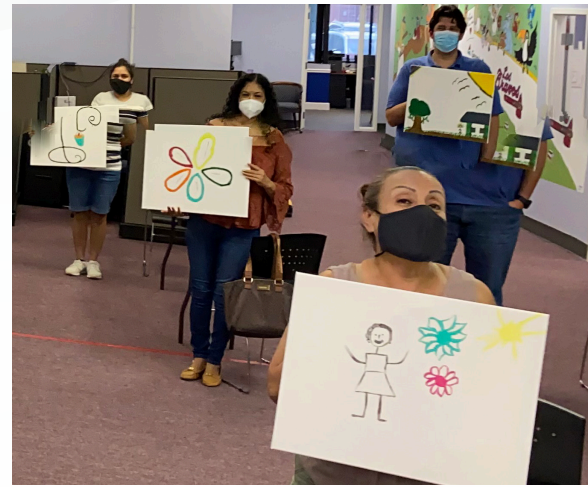


## 36 counties reached over the course of the year

Barrow, Bartow, Bibb, Carroll, Catoosa, Chattooga, Cherokee, Clayton, Cobb, Coweta, DeKalb, Douglas, Fayette, Floyd, Forsyth, Fulton, Gilmer, Gordon, Gwinnett, Habersham, Hall, Henry, Jackson, Jefferson, Morgan, Murray, Newton, Oconee, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Walton and Whitfield.

## DOMESTIC VIOLENCE

Georgia Latin@s Against Domestic Violence strives to bridge the gap between community service providers and victims of domestic violence and other crimes in the Georgia Latino community. Through this program, we provide the education and resources necessary to raise awareness and promote advocacy against domestic violence, and we host support groups for men and women, to help them process and overcome the traumas caused by an episode of violence in their lives. The program also offers training and networking opportunities for other victims' services providers.



The number of domestic violence victims served increased by 112% in 2020. Ser Familia safely provided support groups, mental health counseling and additional services.

## WHOLE FAMILY

Ser Familia has two key programs to serve families as a whole. The first one, Strengthening Families Program (SFP), is a nationally and internationally recognized, evidence-based family skills training program found to significantly reduce problem behaviors, delinquency, alcohol and drug abuse in children and improve social competencies and school performance. Child maltreatment also decreases as parents strengthen bonds with their children and learn more effective parenting skills.

Our second whole-family-focused program, consists of a one-day workshop designed to open new and better channels of communication between parents and their children. The workshop is aimed at parents and children from 13 to 18 years of age.







## COUPLES

Our Couples' program offers each person the opportunity to improve their self-understanding, get to know their spouse or partner on a deeper level and strengthen the couple's love and commitment. The goal of our workshops and retreats is for couples to recover confidence in each other and regain mutual respect.

During our workshops, participants are able to openly discuss their feelings about situations and problems that affect their relationship. Our volunteer mentors are available to help them address their concerns. After every workshop, participants have the opportunity to participate in a support group for all couples, free of charge.



The number of youth participating in our monthly "Renovación Juvenil" meetings has increased by 20% over years prior. This program focuses on teaching our youth life and leadership skills as well as how to improve their communication with family and others.

## YOUTH

Our youth program (Renovacion Juvenil® - RJ) is designed to provide practical tools to Latino teenagers, between the ages of 13 and 18, so they can better communicate not only with their parents, but also with other people in their family environment. The two-day workshop, offers the young participants ideas on how to resist peer pressure, steer clear of the use of drugs and alcohol, avoid falling into the pressures of gangs and prevent premature pregnancies. All while helping them adapt to living in a multicultural environment. A key distinction of this program is that it is entirely facilitated by other Latino teens, all of whom are program graduates. This helps the participants identify themselves with the presenters. RJ also offers monthly meetings in which participants continue to acquire and practice their life, communication and leadership skills.



### PARENTS

Ser Familia has one key program for parents, Triple P – Positive Parenting Program®. Triple P is one of the most effective evidence-based parenting programs in the world. It gives parents simple and practical strategies to help them confidently manage their children’s behavior, prevent developing problems and build strong, healthy relationships. This program is facilitated on a group basis, based on recommendations from our Case Managers. Parents also get individual coaching calls to work on the specific parenting challenges they are facing.

### LEGAL SERVICES

We offer immigration legal assistance to crime victims who might be undocumented so that they can obtain a U Visa, VAWA Visa or T Visa as well as advocacy for non-citizens who are victims of a crime in the United States.



During the COVID-19 pandemic, Ser Familia has seen an 86% increase in clients with major depression and psychotic symptoms. In addition, there has been a 52% increase in suicide risk cases.



### MENTAL HEALTH

Ser Familia is pleased to offer counseling services for youth, couples, individuals and families. We offer a range of behavioral and mental health therapies at no cost, aimed at improving self-esteem and relationships with others, and dealing with life events. Our therapists take a client-centered approach taking into account the person as a whole: body, spirit and mind, and use therapeutic interventions tailored to the client’s individual needs. We also offer Individual Play Therapy for children; these therapies help prevent or resolve emotional difficulties and promote optimal growth development. Our mental health services are an imperative need in our community, as there is a major gap in mental health services offered in Spanish.



# Transformation & Impact **2020** Organizational Outcomes

## SER FAMILIA'S AREAS OF STRENGTH ACCORDING TO CARF

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- The members of the Board of Directors are clearly dedicated to the mission of the organization.
- The Executive Director and Programs Director are enthusiastic about the organization, having started it 20 years ago with a single purpose. They have carefully and purposefully grown the organization to its present configuration and express excitement to see the growth that is coming.
- Funders and other community organizations speak highly of the way that services are delivered, recognizing that the organization delivers high-quality services in a culturally specific manner to clients.
- The leadership and management are highly creative in addressing barriers that might impede access to their services.
- When the COVID-19 Pandemic hit, the organization carefully prepared its facilities so that clients could continue to be seen in person. These efforts continue, with proper screening, protective equipment, extensive cleaning and mask wearing being consistent at all locations. This has enabled clients who do not have access to Wi-Fi or telephone connections to continue to receive services.
- The organization has a clear and unwavering commitment to doing the right things for the persons served and enjoys a reputation as an organization that is truly committed to operational excellence.
- The organization's staff members are competent, caring and genuinely dedicated to the success and long-term viability of the organization and the accomplishment of its stated mission.
- Families served throughout the organization report a high level of satisfaction with the staff members and services provided.

## SOME MEASURED OUTCOMES

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- 98% of clients express satisfaction with services provided
- 97% of clients believe that their family situation is better as a result of the services provided by Ser Familia
- 100% of victims served feel safer and with more resources to thrive after the trauma experience
- 100% of students participating from the educational support program at the C.A.F.E. have improved their grades as a result of their participation in the program
- Our clients report an improvement on their depression symptoms taking them from severe to mild from intake to discharge.
- 93% of parents who complete the Triple P Program reported reduced problem behavior in their children, better personal wellbeing and more effective parenting skills.

# Transformation & Impact **2020** Our Team/Contributions

## SER FAMILIA LEADERSHIP & STAFF

**Co-Founder and Executive Director**  
Belisa Urbina

**Co-Founder and Programs Director**  
Miguel Urbina

**Clinical Coordinator**  
Dr. Carla Santiago, PSyD

**Case Managers Supervisor**  
Marielis Garcia, MSW

**Programs Supervisor**  
Nurkys Brea, MA

**Accountant**  
Omar Almodovar

**Grants Manager**  
Elsa Sánchez

**Development Officer**  
Myriam Hysa

**Georgia Latinos Against Domestic Violence (GLADV) Program Coordinator**  
Mónica Martínez

**Outreach Coordinator**  
Migdalia Rivera

**Intake Specialist**  
Mary Calvo

**Data & Administrative Specialist**  
Brenda Barrera

**Marketing and Compliance**  
Miguel Urbina, Jr.

**I.T. Specialist**  
Jose Vanegas

**Counselor**  
Juan Marrero, MC

**Counselor**  
Marlen Adames, LAPC

**Counselor**  
Rebecca Sheetz, LPC

**Counselor**  
Ana Pinto, MA, CADC-II

**Counselor**  
Katie Portillo, LAPC

**Domestic Violence Advocate**  
Monica Payne

**Case Manager Emergency Assistance**  
Diana Román

**Case Manager Kennesaw Office**  
Myriam Rojas Neidlinger

**Case Manager Norcross Office**  
Jeannette Vargas

**Case Manager Smyrna Office**  
Eliana Uribe

**Case Manager Suwanee Office**  
Yaritza Pérez

**C.A.F.E. Family Navigator**  
Ruth Colquitt

**C.A.F.E. Programs Coordinator**  
Sasha Fret

**Administrative Assistant Kennesaw Office**  
Mirna Jiménez

**Administrative Assistant Norcross Office**  
Maria Márquez

**Administrative Assistant Suwanee Office**  
Valerie Rivera

We have the **LARGEST** geographical **FOOTPRINT** of any Latino organization in **GEORGIA**, with offices in Kennesaw, Norcross, Smyrna and Suwanee



**7,549 CLIENTS SERVED** (not counting food distribution, diapers or COVID-19 testing)

## BOARD OF DIRECTORS

**Board Chair**  
Tony Gonzalez, MBA - Scott Madden

**Board Vice-Chair**  
Hanna Dafne Bauer, BA - Heartnomics Enterprises

**Board Treasurer**  
Miles Crowe, BBA - Crowe Countertops

**Board Secretary**  
Linda Pérez, MA - Morrison Healthcare

José O. Rodríguez, MD - Kennestone Pediatrics

Enrique Garza, BS - Clorox Company

Marta DeLoach, BA - Southern Company Gas

Jerry James, BS - Atlanta Gladiators

Ramón Reyes, MS - Omni Hotel at The Battery

Shelli Willis, Esq. - Troutman Pepper

Rose Walker, BA - Assurant





We are grateful for the incredible support provided by our local foundations, government entities and corporations. Your assistance has allowed us the opportunity to help our local community in ways beyond our imagination.

## FOUNDATIONS

Atlanta Braves Foundation  
 Atlanta Gladiators Foundation  
 Bank of America Charitable Foundation  
 Betty and Davis Fitzgerald Foundation  
 Catholic Foundation of North Georgia  
 Charitable Adult Rides & Services, Inc.  
 Cobb Community Foundation  
 Cobb EMC Community Foundation  
 Community Foundation for Greater Atlanta  
 Community Foundation for Northeast Georgia  
 Coweta-Fayette EMC Foundation  
 Dow Company Foundation

Georgia's Own Foundation  
 Gilbert Fund  
 Greater Atlanta COVID-19 Response & Recovery Fund  
 GreyStone Power Foundation  
 Healthcare Georgia Foundation  
 J.B Fuqua Foundation  
 Jackson EMC Foundation  
 Jesse Parker Williams Foundation  
 John and Polly Sparks Foundation  
 Jordan Family Fund  
 Koch Family Fund  
 Latino Community Fund

Los Vecinos de Buford Highway  
 North Georgia EMC Foundation  
 Sandy Springs Society  
 Snapping Shoals EMC Foundation  
 The Imlay Foundation  
 The Kirby Smart Family Foundation  
 The Sartain Lanier Family Foundation  
 Thomas H. Pitts Trust  
 TR Joe E Johnston Foundation  
 Tull Charitable Foundation  
 United Way of Greater Atlanta  
 Walton Electric Trust Inc.

## GOVERNMENT & CORPORATIONS

AllScripts  
 Assurant  
 Atlanta Braves  
 Atlanta Gladiators  
 Bank of America  
 BB&T Bank  
 Clorox Company  
 Cobb County CDBG Program  
 Cobb County CSBG Program  
 Cobb County Chamber of Commerce  
 Cobb County Executive Women  
 Cobb & Douglas Public Health  
 Cobb EMC  
 Colonial Pipeline Company

Criminal Justice Coordinating Council  
 Crowe Custom Countertops  
 DeKalb County  
 Delaware North  
 Emergency Food and Shelter National Board Program  
 Emory University  
 Gas South  
 Georgia Association of Realtors  
 Georgia Division of Family and Children Services  
 Georgia Power Company  
 Gwinnett County CDBG Program  
 Hasner Law

Kimberly Clark  
 Latin American Chamber of Commerce  
 Omni Hotels & Resorts  
 Promoting Safe and Stable Families  
 Select Cobb  
 Southern Company Gas  
 Thrivent  
 Univision 34 Atlanta  
 UPS  
 Urbina Law Firm  
 Vireo Communities  
 Welcoming Atlanta  
 WellStar Health System  
 Zillow Group



Thank you to our incredible supporters.  
By supporting our mission you help us  
make a great difference in our community.

## INDIVIDUALS

Aida Perez-Flam  
Aisha Yaqoob  
Alan Martin  
Alejandro Coss  
Allison Coffman  
Alma Pedrosa  
Amanda Alvarado  
Amy Rudolph  
Andrew Carr  
Angie Bucki  
Anonymous  
Barbara Snow  
Benny Vega  
Betsy Sunny  
Bradley Levenberg  
Carlos Esteban Gomez  
Carmen Cruz Gonzalez  
Carmen Rosa Pedrosa  
Carolyn Westry  
Cat Gitonga  
Catalina Villareal  
Chris Smith  
Christiane Price  
Christina Lennon  
Christy Conway  
Cipriano & Jennifer  
Peinado  
Cristian Adasme  
David Felfoldi  
David Mathews  
Deborah Goodman

Denise Reese  
Donald Cirino  
Doris Quiros  
Doug Todd  
Dwight Minio  
E Todd Chamberlain  
Eduardo Dos Santos  
Edward J Bloomer  
Efrain Morales  
Eileen Hernandez  
Eliana Lesser  
Elizabeth Magaña  
Elly Yampierre  
Elsa Sanchez  
Emilia Cruz  
Emily Hulkower  
Emily Nybo  
Enrique & Araceli Garza  
Enrique Millan  
Epifania Rodriguez  
Eric Rangel  
Fernando Cortes  
Gigi Pedraza  
Gordon Neville  
Grant Hurless  
Gretchen Class-Diaz  
Guioamar Obregón  
Hanna Bauer  
Heather Corbin  
Haseenah James  
Ida Aaron

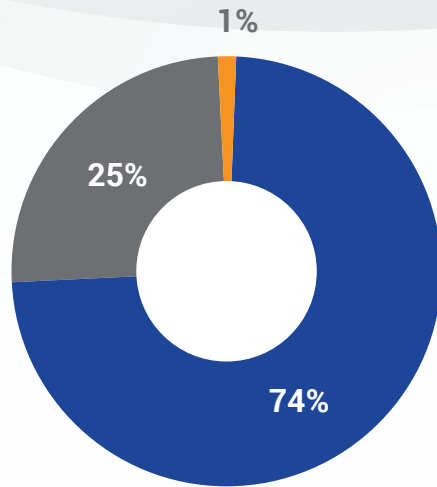
Irene Barton  
Isabel Summe  
J Zachary Thurman  
Jack Womack  
Jaime Rangel  
Jami Buck-Vance  
Javan Gordon  
James Squires  
Jane Fishman  
Janita Green  
Jennifer Headrick  
Jenni Shover  
Jennifer Zenteno  
Jerry Gonzalez  
Jerry James  
Jill Morrison  
Jonathan Karron  
Jorge Granados  
José O. Rodriguez  
José Vanegas  
Joseph Hernandez  
Joseph Vella  
Karen Huban  
Kathleen Marran  
Kenneth Machovec  
Kerri Sauer  
Kevin Abel  
Kiara Alexis Williams  
Kimberley Burdette  
Lara Fain  
Leny Montaner

Leonardo Martinez  
Linda Pérez  
Linette Cleary  
Logan Toms  
Maria del Rosario  
Palacios  
Mario Nassar Guier  
Marisol Estrada  
Marissel Vázquez  
Marita Lecaros  
Mark Meltzer  
Mark Vincent  
Marta DeLoach  
Mary Keller  
Melanie Kagan  
Melissa Wiggins  
Michael Taylor  
Michael & Giselle Urbina  
Miguel & Belisa Urbina  
Miles & Monica Crowe  
Milka Medina  
Molly Malone  
Nancy Vicente  
Omar Almodovar  
Pegui Maridueña  
Peter Savitz  
R Tyler Nelson  
Rachel Babcock  
Ramón Reyes  
Rebecca Rice  
Regina M. Quick

Rick Tapia  
Rizwan Aslam  
Rob Schreiner  
Robert Howard  
Ronald Peterson  
Rose Walker  
Russell Roberts  
Samantha Garcia  
Sara Mack  
Sarah Coulter  
Sarah Higinbotham  
Scott Jordan  
Scott Snyder  
Shannon McCoy  
Sharon Thompson  
Shelli Willis  
Shirley Anne Smith  
Sivan and Jeff Hines  
Stacy Blake  
Stephanie Watson  
Ted Schwartz  
Temme Barkin-Leeds  
Tracie Kinke  
Tricia Croone  
Tricia Kinney  
Tony & Liz Minnette  
Gonzalez  
Vanessa Emmenegger  
Viviana Domikian  
Vish Narendra  
Yolando DaSilva



# Income



- Government Grants & Contracts
- Foundations, Corporations and Individuals
- Fundraising

### TOTAL INCOME

**\$3,773,199.34**

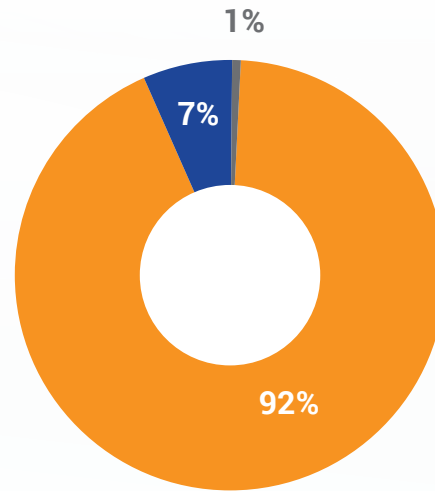


**PAID A TOTAL OF \$1,198,850** in rent to **1,006 families**



**\$100,000 GIVEN OUT** in toys, home appliances, furniture & medical equipment in our Christmas project

- Program Expenses
- Fundraising
- Operations



### TOTAL EXPENSES

**\$3,463,644.36**

# Expenses



# THANK YOU

**“Family is not an important thing.  
It’s everything.”**

– Michael J. Fox

**“La familia no es algo importante.  
Lo es todo.”**

– Michael J. Fox



# THE IMPACT OF COVID-19 ON LATINX IMMIGRANT FAMILIES

## Preliminary Findings for the Latinx Summit 2020

According to CDC, Latinx communities across the U.S. are facing high levels of COVID-19 exposure, disease severity, and mortality.<sup>1</sup> Nationwide, COVID-19 mortality is increasing among the Latinx population while decreasing in the non-Hispanic White population.<sup>1</sup> Since January, the number of excess deaths among Latinxs increased by 54% as a result of COVID-19 while excess deaths due to COVID-19 increased by 12% in the non-Hispanic White population.<sup>2</sup> In Georgia, an estimated 16% of COVID-19 cases are among Latinxs, even though they only represent 9% of the state population.<sup>3</sup>

**COVID-19 exacerbates many existing challenges faced by Latinx families**, such as economic hardship, food insecurity and housing instability. A national survey of the economic impact of COVID-19 conducted in June 2020 found that 29% of Latinx families experienced someone losing their job due to COVID-19.<sup>4</sup> This same study found that 41% of Latino parents had trouble paying their rent or mortgage and 42% ran out of savings to cover costs of living.<sup>4</sup>

The challenges posed to Latinx families during COVID-19 are multiplied in undocumented and mixed status families, as they are excluded from many social safety net programs.<sup>5</sup> Mixed-status refers to families where at least one member is undocumented and others may have another status such as permanent residency or citizenship.

**In our study, we looked at how Latinx undocumented and mixed status immigrant families who are clients of Ser Familia have been affected by the COVID-19 pandemic.** We focused on the mental health of parents, how parents are affected by immigration policy, and potential risks for family violence due to COVID-19-related stressors. The majority of participants in the sample were undocumented immigrants, primarily from Mexico or Central America, living in Cobb, Gwinnett, and DeKalb counties. All participants were parents, and most were women. On average, parents had 3 children, with the number of children ranging from 1 to 8. On average, participants have lived in the U.S. for 14 years.

## COVID-19 RELATED STRESSORS

Participants in our study reported multiple COVID-19-related stressors, most often reporting general stress or frustration due to COVID-19. Many also reported economic insecurity, and food insecurity.

- 80% Stress and frustration due to COVID-19
- 60% Not enough money to pay rent
- 50% Not enough money to pay for gas
- 48% Are an essential worker
- 53% Not enough money to pay for food
- 38% Not enough access to transportation
- 24% COVID-19 in the family
- 29% Did not have a regular place to sleep or stay



EMORY  
ROLLINS  
SCHOOL OF  
PUBLIC  
HEALTH

This brief report is based on preliminary data from an ongoing community-based participatory research study led by Dr. Briana Woods-Jaeger (PI) and in partnership with Ser Familia to understand the impact of COVID-19 on the health of undocumented and mixed status families in Georgia. For more information about the study findings please visit the THRIVE lab website: <https://scholarblogs.emory.edu/woods-jaegerthrive/>

# MENTAL HEALTH OF LATINX PARENTS IN GA

## SYMPTOMS OF DEPRESSION

Participants in our study reported high levels of depressive symptoms.

**65%**

of parents had symptoms that could indicate depression diagnosis.

## SYMPTOMS OF PTSD

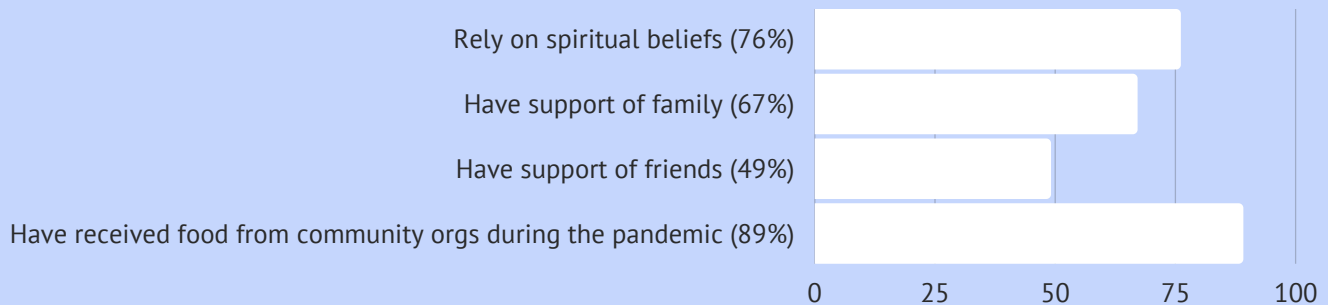
Participants in our study reported high levels of post traumatic stress disorder (PTSD) symptoms.

**16%**

of parents had symptoms that could indicate PTSD diagnosis.

## STRENGTHS WITHIN LATINX FAMILIES

Latinx parents in Georgia have many strengths within their families, communities, and within themselves that can help them through the pandemic. Supporting Latinx families during this pandemic requires bolstering existing strengths and systems of support such as spirituality, social support, and community resources. Participants in our study reported the following strengths:



## PROMOTING HEALTH EQUITY

As we strive to promote health equity among Latinx families, some recommended key actions include:

- Conduct a system-focused analysis regarding how systemic oppression contributes to health inequities combined with a community-focused and strength-based approach to developing solutions
- Ensure COVID-19 disparities and the conditions that cause them are considered in policy development
- Center the experiences of Latinx families and build from community and cultural strengths and previous experiences of resiliency
- Foster community by supporting mutual aid organizations and initiatives and building collaboration and coalitions to promote health equity

References:

1. Gold JA, Rossen LM, Ahmad FB, et al. Race, Ethnicity, and Age Trends in Persons Who Died from COVID-19 – United States, May–August 2020. *MMWR Morb Mortal Wkly Rep* 2020;69:1517–1521. DOI: <http://dx.doi.org/10.15585/mmwr.mm6942e1>
2. Rossen LM, Branum AM, Ahmad FB, Sutton P, Anderson RN. Excess Deaths Associated with COVID-19, by Age and Race and Ethnicity – United States, January 26–October 3, 2020. *MMWR Morb Mortal Wkly Rep* 2020;69:1522–1527. DOI: <http://dx.doi.org/10.15585/mmwr.mm6942e2>
3. Racial Data Dashboard. The COVID Tracking Project. <https://covidtracking.com/race/dashboard>
4. National economic impacts from Vargas, E., Sanchez, G.R. COVID-19 Is Having a Devastating Impact on the Economic Well-being of Latino Families. *J Econ Race Policy* (2020). <https://doi.org/10.1007/s41996-020-00071-0>
5. Clark, E., Fredricks, K., Woc-Colburn, L., Bottazzi, M. E., & Weatherhead, J. (2020). Disproportionate impact of the COVID-19 pandemic on immigrant communities in the United States. *PLoS neglected tropical diseases*, 14(7), e0008484. <https://doi.org/10.1371/journal.pntd.0008484>