



Latinos LEAD

Latinos LEAD promotes more inclusive and effective nonprofit organizations by preparing and recruiting Latinos for community leadership

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Congratulations! Melissa Lopez

Newest Board Member at [Filoli](#)
Elected in January 2024

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Melissa is an accomplished investment strategist and equity market analyst. Her 20-year career spans investment banking, equity research, and investment management. Today, she leads the investment strategy for global equities at the James Irvine Foundation in San Francisco. Melissa's investment selection and portfolio oversight enable the Foundation's \$200 million annual grantmaking capacity.

Panel Addresses Lack of Latinos in Silicon Valley Nonprofit Leadership

Latinos Rarely Seen in San Jose Nonprofit Boardrooms

San Jose, CA – Latinos hold barely 12% of the board positions that oversee the 104 nonprofit organizations, while they make up 27% of the Greater San Jose region's population, according to a ground-breaking study prepared by [Latinos LEAD](#). This disparity in community leadership was the topic of discussion for a panel held December 6 at the Silicon Valley Capital Club in San Jose by the [Hispanic Foundation of Silicon Valley](#). Panelists also discuss the challenges to and successful approaches for recruiting Latino board members. "The lack of Latinos in these crucial roles represents a glaring disconnect among organizations that claim to promote community and human development," said Ron Gonzales, President & CEO at the Foundation. "The *Boards Count!* findings point to the need for greater transparency and for serious action by these boards."

Patrick Salazar, Executive Director of Latinos LEAD, explained, "This report challenges nonprofit organizations to assess whether their board recruiting practices include their constituents at all levels." Salazar added, "We don't propose that nonprofit boards reflect proportionally the region's Latino population, but I think we can all agree that having one Latino board member—or none at all—is simply unacceptable."

Boards Count! provides a baseline for the objective measurement of Latino board representation of nearly 2,000 nonprofit organizations in 19 U.S. cities. Latinos LEAD will continue to examine this group to report on progress in nonprofit governance inclusion.

Boards Count! Highlights - Silicon Valley

- Latinos make up barely 12% of nonprofit board members in the San Jose region
- There are no Latino board members seated at more than 34% of San Jose regional nonprofits
- 11 of the 38 Health & Human Services nonprofits reviewed have no Latino board members
- There were 8 Latinos among 130 board members at 11 Housing/Homelessness nonprofits; six of these agencies had no Latino board members.



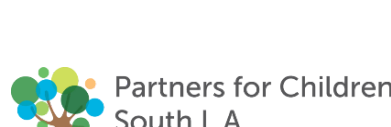
Sabrina DeSantiago

think of us

Latinos LEAD board member Sabrina DeSantiago has joined [Think of Us](#) as the Senior Director for Government Affairs and Community Building. Think of Us is a nationally recognized research and design lab. Its mission is to fundamentally re-architect the foster care system as we know it, powered by the data, leadership and insights of people with lived experience. In her new position, Sabrina will bring lived experience, research and voices to policymakers and grow a national network of allies ready to power change.

YOUR COMMUNITY NEEDS YOU!

Latinos LEAD is Collaborating with Highly Effective and Impactful Nonprofit Organizations to Recruit Latinos for their Governing Boards! [Learn More HERE!](#)



Benefits of Nonprofit Board Service

- Expand Professional Networks Among Community Leaders, Public Officials, and Philanthropy
- Strengthen Senior Management Experience
- Deepen Your Expertise in New Fields
- Contribute Your Skills to Improve Our Community

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Partner Profile: Salesian Family & Youth Center

The Salesian Family Youth Center (Salesian) stands as a place of hope and empowerment for the youth in Boyle Heights and neighboring communities in Los Angeles. With a history of over 57 years, Salesian has continually evolved to meet the ever-changing needs of the young population it serves. Rooted in a mission to enable youth to realize their full potential as responsible, caring citizens, Salesian operates with a holistic approach, nurturing each participant's mind, body, and soul.

As an organization deeply entrenched in its community, Salesian has undergone significant transformations in recent years. Under the leadership of Executive Director Dr. Juan Carlos Montenegro, Salesian charted a course of independence, breaking away from affiliations with larger entities to maintain its unique identity. This strategic move allowed Salesian to tailor its programs and services more effectively to the specific needs of Boyle Heights and East Los Angeles.

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Boards Count! Data Point



Latinos made up 14% of the board members at the 55 nonprofit Legal Aid organizations reviewed. We counted 142 Latinos among the 1,018 board members at these organizations, 11 of which had no Latino board members.

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