



ANNUAL REPORT

2016



FROM THE EXECUTIVE DIRECTOR



Dear Friends,

I'm sure it will come as no surprise that the past year has been a challenging one for Casa Latina. Even before 2016, it was evident that the rising cost of housing was forcing many low income immigrants and people of color to seek housing outside of Seattle. Casa Latina members have been no different, and the growing inequity presents us with new challenges in terms of the best ways (and places) to serve our members.

Then, November 2016 marked a very dramatic turning point for our country and especially for immigrant communities. The election has pushed us to evaluate, modify, and improve our work—especially in the area of community organizing.

Despite these challenges, one thing has remained certain: our community is resilient. Latino immigrants work very hard—and often in jobs no one else wants—to provide for their families. In turn, they've become an essential part of a strong regional economy. And when the going gets tough, our community bands together, supports one another, and fights for change.

Organizationally, we recognize that our employment program, English classes, and other workshops are essential. As threats to immigrant communities grow, more and more people will need our help. We also recognize that it is not enough to provide services. Along with our community, we must fight for justice. That's why we've expanded our know-your-rights trainings and emergency planning for immigration raids. And we're not just playing defense.

We've also begun exploring options for expanding some of our programs north and south of Seattle. We are part of an exciting campaign to win a Domestic Workers' Bill of Rights in the City of Seattle, and we recently completed a new strategic plan. In the coming months, you will hear more about our ambitious goals for the next three years. Rest assured that we will grow and innovate—showing the same resilience as our community—while we continue fighting for equity across the region and across the country. ¡Sí se puede!

En solidaridad,

Marcos Martinez



600 registered members; 65% are men and 35% women

OUR PROGRAMS



Casa Latina advances the power and well-being of Latino immigrants through employment, education, and community organizing, and we work toward a vision of the Latino community participating fully in the economy and democracy of this country. We believe that our programs create an “advancement pipeline” that improves both the lives of individuals and the well-being of our community as a whole. Our employment programs provide members with the means to support themselves and their families, which in turn allows them the flexibility to seek upward mobility through education programs like English classes and skill workshops. Both these programs feed into our community organizing, which helps our members become leaders in their families and communities, as well as in public roles across the region and country. Of course, not every member moves through this “pipeline” the same way, but we’re excited to share Maricela Osorio’s story in the impact statements on the following pages as an example of the way Casa Latina advances the power and well-being of Latino immigrants.

EMPLOYMENT

Our employment program connects Casa Latina members with day labor (gardening, construction, painting, etc.) and domestic work (housecleaning, etc.) on a day-to-day basis. These temporary jobs provide members with the income they need to get by while also providing them with the connections and skills they need to pursue regular employment.

When immediate needs like these are met, it helps our members find the time and energy to contribute to our community as volunteers and leaders and to become part of the “advancement pipeline” that creates lasting change.



7,344 jobs
dispatched with an
average hourly wage
of **\$19.63**





2016 Employment Highlights:

- 7,344 jobs were dispatched while the average hourly wage at Casa Latina rose from \$17.50 in 2015 to \$19.63 in 2016
- Casa Latina day workers voted to raise their minimum wage to \$19/hour
- As part of the City of Seattle's Priority Hire initiative, Casa Latina referred 40 workers to pre-apprenticeship programs or apprenticeship programs in trade unions

Impact: Maricela Osorio (pictured to the right, making rally signs with two of her daughters) joined Casa Latina while trying to balance being a busy mother and working full time as a housekeeper in a hotel. The hotel work was physically hard and the schedule was not flexible, making it nearly impossible for her to be present for her daughters, stay safe on the job, and earn the wages she needed. At Casa Latina she found work that was both supportive and economically advantageous.

EDUCATION

Casa Latina provides our members with access to know-your-rights trainings, job skills development, financial literacy workshops, technology classes, workplace health and safety trainings, and free English classes. English classes prepare members to participate fully in their jobs and communities. Job skills development broadens workers' employment options, helping them work more often and at a higher wage. And, know-your-rights classes help our members stay safe even in a political environment that is increasingly hostile to immigrants. In a sense, education is the middle of our "advancement pipeline." It helps people become more employable while also helping them to move from meeting their immediate needs to thinking strategically about the needs of their family and their community.



2016 Education Highlights:

- Casa Latina implemented an ergonomics class to help workers avoid workplace injuries
- Our English classes were selected as Education Site Visits for the TESOL International Convention & English Language Expo
- Know-your-rights trainings were created to help members feel safe even as anti-immigrant sentiments grew post-election

Impact: Maricela continued her Casa Latina journey by joining our English classes. While cleaning houses through Casa Latina, she could work on her own schedule and attend classes in the morning. Our English classes are specially designed to provide our members with the day-to-day language skills they need to be successful as workers, community members, and parents.



258 attendees of English classes with 26% attending more than 24 hours of class



1445 attendees of workplace safety or skill trainings





COMMUNITY ORGANIZING

Our community organizing efforts range from cultural celebrations such as *Día de los Muertos* and *Las Posadas*, to attending marches and rallies for worker and immigrant rights, to proposing and implementing new governing policies at the city, state, and national levels. With these efforts, we strive to create an environment in which Latino/a workers feel safe and have the opportunity to advocate for themselves and their families, and we strive to amplify their voices so that they may have greater influence in the political issues that affect them. At the end of the “advancement pipeline,” our efforts led to victories like Seattle’s \$15 minimum wage and the opening of Seattle’s Office of Labor Standards, as well as the placement of our members in leadership roles both within and outside of Casa Latina.

2016 Community Organizing Highlights:

- A team of Casa Latina members known as *promotoras* began expanding our women’s leadership group, Women Without Borders, to areas north and south of Seattle
- Our Worker Defense Committee, which provides workers with resources to recover stolen wages, expanded to include clinics in South Park

Impact: After participating in Casa Latina’s programs for several years, Maricela has grown into a true leader. Today she is one of the *promotoras* leading Women Without Borders, and she sets a strong example for the other women in our programs and for her daughters. We frequently see her participating in marches and rallies, and she helped organize know-your-rights trainings after the 2016 elections as well as Washington State’s first ever Regional Assembly of Domestic Workers.

53 participants in
Mujeres Sin Fronteras
(Women Without
Borders)



FINANCIAL HIGHLIGHTS



EXPENSES

Programs	952,269
Day Workers' Center	
Household Helpers	
Workforce Development	
English as a Second Language	
Somos Vecinos Spanish Classes	
Computer Literacy	
Worker Defense Committee	
Women Without Borders	
Community Organizing	
Administration	269,784
Fundraising	267,834
Total	\$1,489,887
Surplus	\$246,434

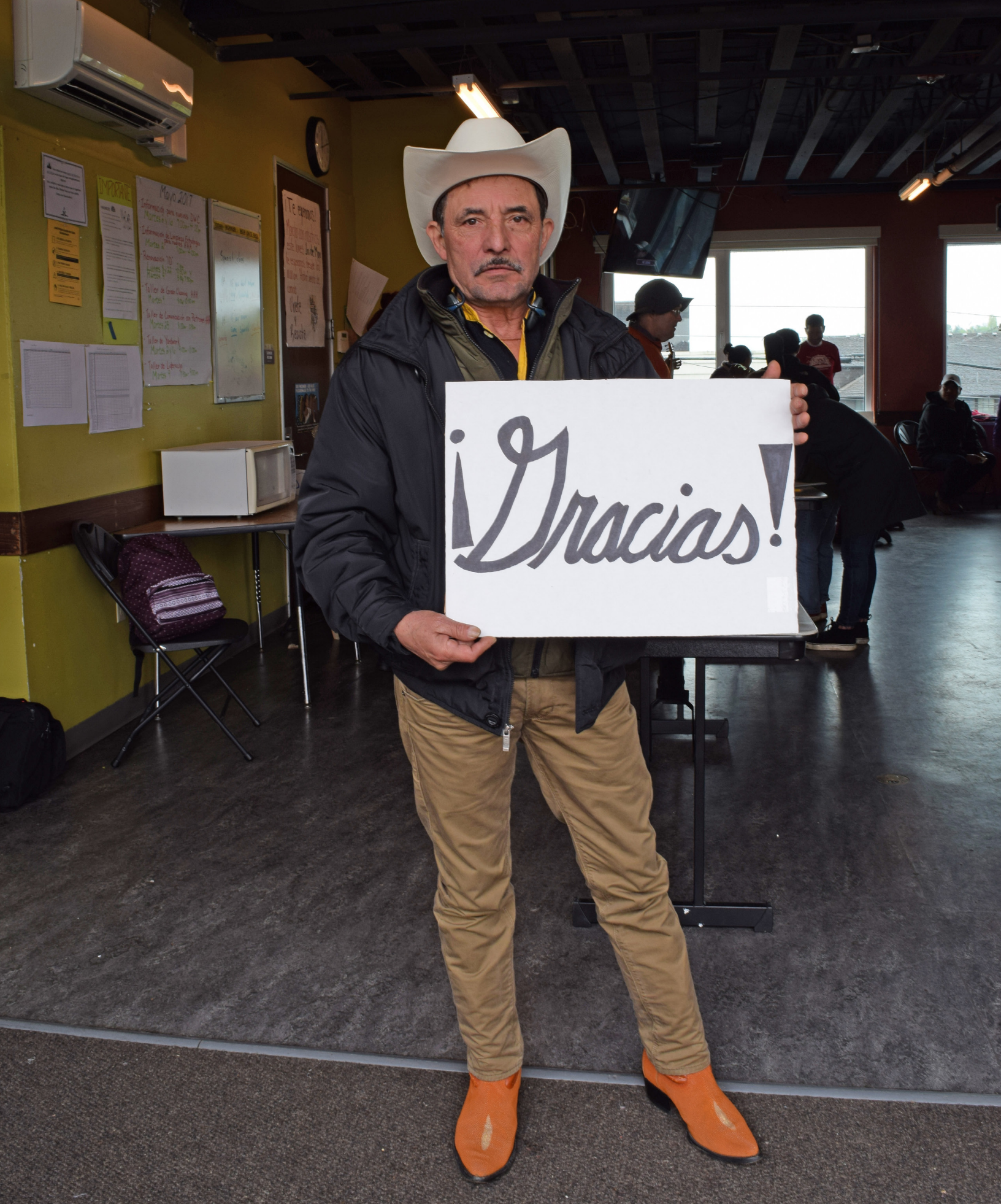
REVENUE

Individuals	391,864
Corporations	108,610
Foundations	319,181
United Way	70,000
Government	719,998
Fees for Services	115,854
In-kind Contributions	8,325
Misc	2,489
Total Revenue	\$1,736,321

Over 320 volunteers performed nearly 10,000 hours of work at Casa Latina. If we were to hire staff to replace our volunteers, we would need to hire 5 full time employees. Our volunteers helped us save \$240,000 in personnel expenses!

\$43,937 in overdue wages collected by our Worker Defense Committee





THANK YOU TO OUR DONORS

Alphabetical listing of contributors from Jan. 1 to Dec. 31, 2016



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Latino Center for Health
Macalester College
Martin Luther King, Jr. County Labor Council, AFL-CIO
Muckleshoot Indian Tribe
National Day Laborer Organizing Network
National Domestic Workers Alliance
Northwest Immigrant Rights Project
Northwest Regional Organizing Coalition/Laborers International Union
SEIU 775
SEIU Healthcare 1199NW
SEIU Local 6
Teamsters Local Union No. 117
UAW Local 4121
United Way of King County
University of Washington
Washington State Labor Council, AFL-CIO

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*“We can reach things that we never imagined before.
When we inform ourselves, educate ourselves, prepare ourselves,
when we’ve done all that, we can achieve so much.”*

– Estuardo Mejia, Casa Latina member



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