

2025 GRANT CYCLE

Strategy Statements & Guiding Definitions

We invest in direct services and systems-level change in the following impact areas:



EARLY CHILDHOOD EDUCATION

Kindergarten-readiness is essential for improving long-term academic outcomes for Latino children. The Fund invests in organizations that provide access to affordable, high-quality pre-K and early childhood education starting at age 3, building the pipeline from cradle to career for Latino families.



HEALTH & WELLNESS

Access to affordable, preventative healthcare is a key factor in helping Latino families avoid unexpected health crises and resultant financial ruin. The Fund invests in organizations that expand access and create pathways to quality physical and mental healthcare services that are culturally competent, secure, and honor privacy.



JOB SKILLS & ENTREPRENEURSHIP

Many Latinos are confined to minimal incomes. The Fund invests in organizations that advance workforce development and entrepreneurship through skills training, expert advising, and access to capital—enabling individuals to build careers and grow sustainable businesses.



LEADERSHIP DEVELOPMENT

Latinos in Central Texas represent a third of the population, however, they are not proportionately reflected in key leadership positions across all sectors. The Fund invests in organizations that develop the potential of emerging Latino leaders by expanding access to tailored training and opportunities that unlock pathways to increase representation across sectors.

Guiding Definitions

- / **Access** – Impact area is approached or addressed through either direct services provided to the end user or by advocating for systems-level change that will have broader, or more long-term, benefits for Latinos.
- / **Careers** – Living-wage, stable, and advancement-oriented occupations that offer individuals and families the opportunity for long-term economic mobility and financial security.
- / **Culturally Competent** – The ability to understand, appreciate, and interact with people from cultures or belief systems different from one's own. Suggests an ability by health care providers and organizations to understand and respond effectively to the cultural and linguistic needs brought by patients.
- / **Emerging Leaders** – Individuals—typically high school age and above—who have demonstrated leadership potential or interest.
- / **Healthcare Services** – Includes the formal delivery of healthcare by trained professionals and facilities that increase the likelihood of desired health outcomes and are consistent with evidence-based professional knowledge. Services should be effective, safe, and people-centered.
- / **High-Quality Pre-K** – Families have access to options that meet their needs, and all areas of a child's development is fostered by responsive, nurturing, and engaging care—with educators who are well-qualified and well-paid—including culturally and linguistically responsive and developmentally appropriate for all children.
- / **Minimal incomes** – Annual household earnings below 200% of the Federal Poverty Level. For a family of 4 in 2025, this is an annual income of \$64,300.
- / **Secure** – Services that are reliable, consistently available, and delivered by trusted providers. It ensures that individuals can count on ongoing access to care, feel safe engaging with the system, and have confidence that their health needs will be met with respect and continuity.

A note on terminology: In the United States, there is a complex discussion between the terms *Hispanic*, *Latino*, and *Latinx* for individuals of Latin American descent. While many Latinos identify based on their country of origin, there is a need to measure our shared experience. According to the Pew Research Center, *Hispanic* was put into use by the United States (U.S.) government in the 1970s after Mexican Americans and other Spanish-speaking organizing groups demanded the federal government officially collect data on Spanish-speaking populations. The term *Latino* was first used by the federal government in the 1990s when many Latino groups cited that the term *Hispanic* embraced the Spanish colonialism of the Americas. The Hispanic Impact Fund has adopted both *Latino* and *Hispanic*, using them interchangeably.