



CONCEPT DOCUMENT FOR COMMUNITY NOMINATING COMMITTEE

Introduction

Amplify Latinx and its partners seek to develop a community-led talent nominations committee that will focus on recommending members of our Latino community for leadership roles (especially executive roles); political appointments, including government boards and commissions that have significant decision-making and budgetary impact (e.g. community college boards, economic development and finance boards, development and planning boards, etc.); nonprofit boards; corporate boards; advisory boards; and for leadership awards, honors and other recognitions (e.g. BBJ awards, Boston Chamber, El Mundo 30 under 30, etc.).

Goals of the Committee

This group would focus on our collective goals of advancing more Latino leaders into decision making roles of influence (i.e. boards, commissions, cabinet roles, executive positions, elected positions) and amplifying them through awards and recognition. Our goal is to highlight the diverse Latino talent that exists in the Commonwealth and to connect that talent with opportunities where they can be civically engaged changemakers and advocates.

This group could set collective goals around representation, such as 50 Latinos nominated for board, or 10 leaders placed on a board or commission, etc. We would agree on these together based on a pipeline of opportunities.

In parallel, this Committee will build a database of Latino talent, help employers and agencies connect with this talent and provide education on how to best engage diverse talent in the workplace and on boards.

Responsibilities of the Committee:

- **Develop a scalable process for identifying and tracking Latino candidates.** This includes a process to understand their interests, skill and industry experience and career level. We are launching a website in the Spring that will have a platform that could track this information, as well as the impact of this work. We also understand that each organization will have its own way of tracking so we would need to agree on sharing of information.
- **Identify opportunities as they arise and which are ongoing.** This includes identifying and tracking key government boards and commissions, nonprofit and corporate board positions, corporate jobs, elected office, awards and leadership type of programs.



- **Making matches for searches, recommending candidates, submitting nominations and recommendations, and tracking outcomes, etc.** This includes checking back with the candidate to be sure they have followed through, checking with the entity in terms of following up with the nominees.
- **Advocating for representation** when there is an opportunity to add our voice. eg calling for representation on a working group or panel. Ensure that major searches have Latino candidates and selection committee members.

Composition of the Committee

The group would include a representative from the highly networked Latino organizations, including but not limited to:

- ALPFA Boston
- Amplify Latinx
- Conexión
- Greater Boston Latino Network (GBLN)
- Latinos for Education
- Latinos in Bio and Latinos in Tech
- Prospanica
- Hispanic American Institute
- MAHA/HNBA
- The Partnership Inc.
- The Lawrence Partnership in Essex County

A roles and responsibilities document for the members will need to be created.

Staffing the Committee

A broad network of connectors aware of government boards and commissions openings, for-profit and nonprofit boards opportunities, career-building job openings, awards etc. who are responsible for identifying candidates.

A Coordinator who could be the committee point person for organizing meetings, gathering data, follow-up, drafting nominations, etc.). We would develop a job description for this position as well as committee members.