



**LATINO POLICY INSTITUTE**

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FY 2026 - 2028

# **STRATEGIC** PLAN

**Research. Advocacy. Voice.**

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This Strategic Plan outlines LPI's vision to advance systemic change so that all Latinos in Rhode Island achieve social, civic, and economic equity, with a focus on economic development, community well-being, and education.

# Table of Contents

## 01 Executive Summary

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## 02 About Us

MISSION

VISION

FOCUS

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## 03 Strategic Goals

### GOAL 1

To be a proactive and leading voice for Latinos in Rhode Island, with priority on issues related to economic development, well-being, and education.

### GOAL 2

Strengthen our organizational capacity.

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The Latino Policy Institute (LPI) is committed to advancing public policy by examining and communicating on the evolving Latino experiences in Rhode Island through research, advocacy, and the amplification of community voices.

As the state's Latino population continues to grow and play a critical role in Rhode Island's economic and cultural vitality, LPI seeks to ensure that policies and systems reflect and support this impact.



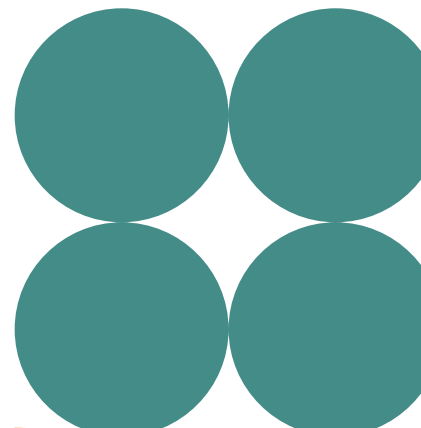
This Strategic Plan outlines LPI's vision to **advance systemic change** so that all Latinos in Rhode Island achieve social, civic, and economic equity, with a focus on economic development, community well-being, and education.

To achieve our vision, Latino Policy Institute (LPI) will deepen its legislative influence, expand its capacity to produce high-quality research, and serve as a critical bridge between Latino communities and decision-makers.

By fostering bilingual, inclusive spaces for civic engagement and strengthening partnerships across local, regional, and national networks, LPI will help ensure that community-driven priorities shape public policy.

At the same time, LPI recognizes that long-term impact requires a strong internal infrastructure. This plan prioritizes investments in staff development, financial sustainability, and governance to build a resilient organization capable of sustaining and scaling its work.

Together, these focus areas position LPI to drive meaningful, systemic change and to ensure that Latino communities are represented and actively shaping Rhode Island's future.



## Our Vision

LPI is **advancing systemic change** so that all Latinos in Rhode Island achieve social, civic, and economic equity.

## Our Mission

LPI stimulates **public policy discourse** by examining and communicating the evolving Latino experiences in Rhode Island.

## Our History

For over 20 years, **LPI has stood alongside Rhode Island's Latino communities**, celebrating victories, confronting challenges, and paving the way for progress. From policy wins to impactful research, explore the journey that brought us here.



# Our Work

To fulfill its mission and achieve its vision, LPI will employ **three key strategies:**

## RESEARCH

LPI provides research, data, and perspectives that elevate the strengths and contributions of Rhode Island's Latino communities, while also drawing attention to the inequities these communities continue to face.

## ADVOCACY

LPI advocates for policies, legislation, and systemic change to make Rhode Island more equitable for Latinos.

## VOICE

LPI amplifies the Latino community's voice, ensuring it is heard and meaningfully centered in decision-making

# Focus Area

To enhance its effectiveness, LPI concentrates its efforts on **three key focus areas:**



ECONOMICS



WELLBEING



EDUCATION

# Strategic Goal ONE

Be a **proactive** and **leading voice** for Latinos in Rhode Island, with priority on issues related to **economic development, well-being,** and **education.**

## **A. Consistently Provide a Proactive Advocacy Agenda**

To continue to advance a proactive advocacy agenda and build our legislative power.

- We will **build legislative power** by deepening our presence at the State House and cultivating high-level relationships with leadership.
- We will **lead with a strengths-based agenda.** Rather than just responding to deficits, our advocacy will intentionally highlight the vital economic and cultural impact of Latinos as drivers of Rhode Island's future.



**Goal ONE** *(continued)*

**B. Strategic Policy Response**

To systematically and strategically respond to legislation, policies, and administrative actions that affect Rhode Island Latinos.

- We will **serve as a convener** when policy changes arise, bringing together community organizations to **build a unified, collective response** alongside our own organizational stance.
- We will implement a prioritization matrix and standardized templates to **ensure our responses to proposed legislation are swift and systematic.**
- We will increase staff capacity by **providing specialized staff training** in testimony and real-time policy tracking.

**C. Identify and Develop High-Quality Research**

To be recognized as a go-to, reputable source for data, research, and analysis on Latinos in Rhode Island.

- We will research the status and impact of Latinos in Rhode Island to **foster a strengths-based perspective of the community** while identifying and filling existing research gaps.
- We will **secure the financial support necessary** to ensure our research is driven by internal priorities rather than funder mandates.



## Goal ONE *(continued)*

### **D. Engage Latino Community Members and Serve as a Bridge Between them and Policy Makers, Ensuring Community-Led Priorities Drive Policy and Decision-Making**

To serve as Rhode Island's primary bridge between Latino communities and systemic power by fostering inclusive, bilingual spaces for civic engagement, ensuring community-led priorities drive policy and decision-making.

- Will **engage directly with the Latino community** to ensure their voices are heard
- Will serve as a liaison, **connecting state leaders with community members** and ensuring they listen directly to their constituents.
- Will work to **strengthen Latino civic power & systemic influence** by sharing accessible information about actions occurring at the General Assembly to help members understand, engage with, and take action on them.
- Will continue to expand their definition of what a working partnership means with peer and community organizations. Systemic change requires collective impact, and LPI will lead efforts to ensure that they and their partner organizations all benefit from the work and available time of one another in the name of systemic change.
- Will ensure all reports, materials, and events are bilingual and accessible, **fostering inclusive participation across Rhode Island's diverse Latino communities.**




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## Goal ONE *(continued)*

### **E. Strengthen Connection with Local, Regional, and National Peers**

To build strong relationships with local, regional, and national leaders working on Latino policy and related issues, enhancing shared learning and collective impact.

- We will dedicate additional staff time to attending key convenings and **cultivating the professional relationships** formed there.
  - We will **seek funders to support cross-state networks** and coalitions of leaders with shared strategies and priorities.
  - We will **serve as a regional convener for Northeast leaders** to share strategies, tackle common challenges, and identify opportunities for mutual support and collaboration.
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# Strategic Goal TWO

**Strengthening** our organizational capacity.

## **A. Develop Staff Capacity to Support Organizational Priorities**

To build a skilled, supported staff team equipped to deliver on LPI's advocacy, research, and community engagement priorities.

- We will increase opportunities for professional development and capacity building.
- We will provide access to advanced research tools and resources.
- We will improve organizational systems, including increasing Standard Operating Procedures (SOPs) and research templates.
- Will make strategic investments in staff as needed.



### Goal 2 *(continued)*

#### **B. Advancing our Financial Health and Resiliency with Strategic and Capacity Investments to Drive Long-Term Impact**

To advance LPI's financial health and resiliency through strategic fundraising and capacity investments that drive long-term impact.

- Will develop and implement a fundraising plan, including dedicated fundraising and grant-writing capacity within the team. We will develop and implement a financial sustainability plan to diversify revenue, grow unrestricted funds and operating reserves, and explore investment

#### **C. Continue to Strengthen our Board and Governance**

To maintain a strong, engaged, and representative board that provides effective governance, strategic guidance, and fundraising leadership.

- We will broaden our board recruitment to include non-board committee members, creating a pipeline for future leadership.
- Improve succession assurance.
- We will prioritize recruiting members with deep financial and fundraising expertise to guide our new sustainability goals.





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