

HISPANIC VETERANS
LEADERSHIP ALLIANCE



MSG Leroy Petry, USA (Ret)
Medal of Honor, 2011



Col Eddie Cabrera, USAF (Ret); HVLA Founder, Former President, & current CFO

Col Eddie Cabrera is a USAFA graduate who served as a combat-proven F-16 fighter pilot and experimental test pilot. He has nearly 4,000 hours in 65 different aircraft types. As a test pilot, he led the Joint Strike Fighter Test Force at Edwards AFB, CA and Patuxent River, MD, which set world records for X-aircraft testing in the X-32 and X-35 concept demonstrators. He was the Air Force's sole X-32 test pilot and became the only Air Force pilot in history to fly both the X-32 and F-22 Raptor.

“The Hispanic Veterans Leadership Alliance (HVLA) is a growing consortium of military veterans, civil servants, national organizations and congressional supporters with a shared mission: **to advance the inclusion of Hispanics at all leadership levels across the DoD.**”

About HVLA

- A non-profit 501(c)(3) organization
- Led by veterans with centuries of collective military experience
- Membership now includes college ROTC/Academy students to the General/Flag Officer levels

History of HVLA

- 2016: Initial focus was advocacy letter signed by 26 members of Congress
- From that initial focus, continued to advocate to increase awareness on the profound under-representation of Hispanics at the executive level in DoD

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Mission of HVLA: Identify and promote policy, process, and legislative initiatives that increase inclusion of Hispanics across all levels of military and civilian leadership, especially at the most senior levels, to better reflect the growing Hispanic population

Vision: To serve as a recognized advocate holding the DoD and the respective Services accountable for having their military and civilian leadership ranks “reflect the face of the nation.”

HVLA Accomplishments to date:

- Multiple Advocacy Letters
- Speaking engagements on Veterans Radio, Panels, and at schools/colleges
- Members appointed to DoD Advisory Boards
- Engagement with services officer accession program leadership
- Virtual Flight Academy (VFA)
- Established relationships with aligned organizations (ANSO, ALVA, the Rocks)

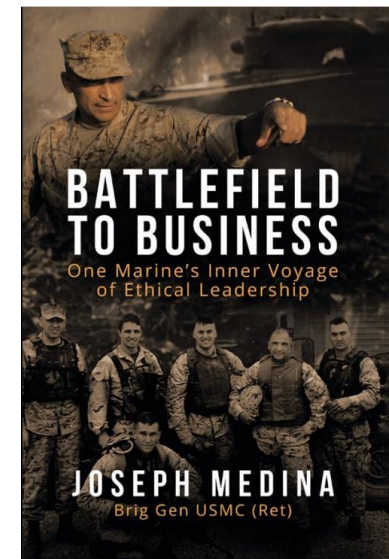
Brig Gen Joseph Medina, USMC (Ret)

Military Career

- USNA Graduate, BS Physics; MS, Univ So Calif
- Command at all levels as a USMC infantry officer)
- Commander, Expeditionary Strike Group THREE/
Commander TF 58 during combat deployment
- Commanding General: MC Base Butler; 3rd Marine Expeditionary Brigade; 3rd Marine Division

Post-Military Career

- Asia Region Director/GM, Granite Services (GE)
- Global Director, Engineering Field Service, Elliott
- Board Member, American College of National Security Leaders
- Board Chair, Hispanic Veterans Leadership Alliance
- Book Author, *“Battlefield to Business”*



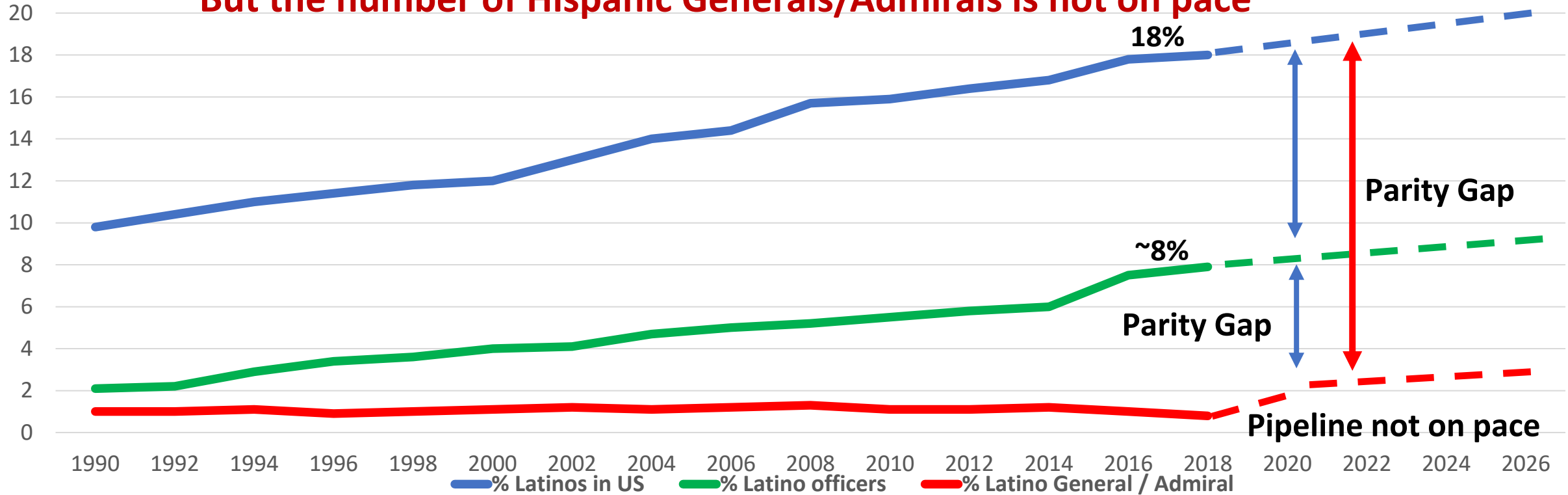
Hispanic Contributions to the Armed Forces

“We celebrate Hispanic Heritage Month to recognize the achievements and contributions of Hispanic American champions who have inspired others to achieve success.”

- 61 service members awarded the MOH: 46 soldiers, 13 Marines, 2 Sailors
- 17.2% of the active duty force (as of July 2021) claim Hispanic/Latino (Defense Manpower Data Center)
- David Glasgow Farragut was the first Hispanic-American Rear Admiral (1862); full Admiral in 1866
- Admiral Horacio Rivero, Jr. was the first 4-star Admiral from Puerto Rico
- Several Astronauts are of Hispanic heritage: Col Sidney Gutierrez, USAF; Capt Miguel Lopez Alegria USN; LtCol Gus Loria, USMC; Col George David Zamka, USMC; LtCol Carlos Ismael Noriega, USMC; Ellen Ochoa (first Hispanic woman to travel to space)
- The USMC has the highest percentage of Hispanic members of all services. However, they have had only one 3-star; LtGen Pedro del Valle, during WWII over 70 years ago

What is the issue, and where are we ?

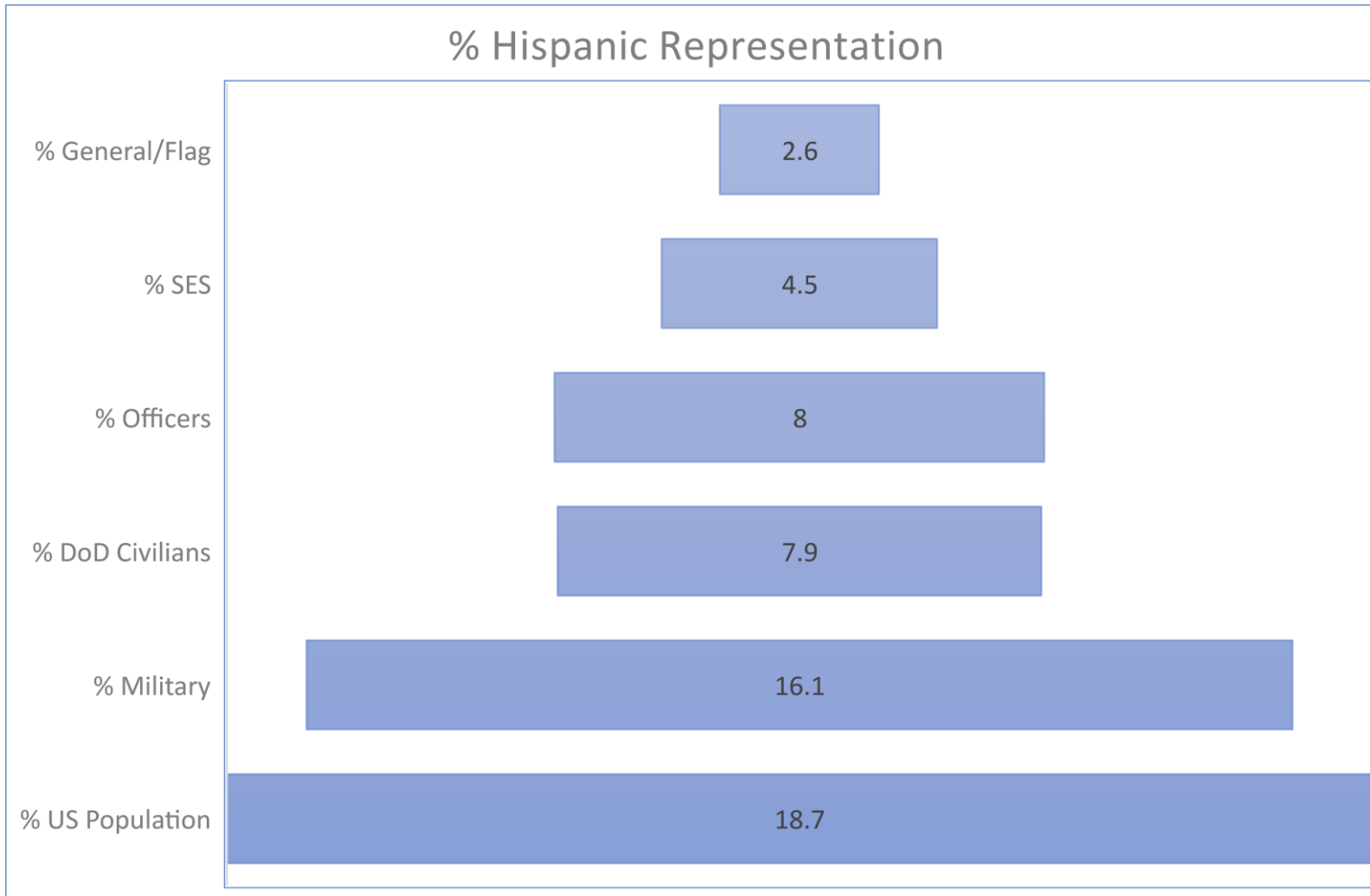
**Hispanic officers in the armed forces have more than tripled in 30 years --
But the number of Hispanic Generals/Admirals is not on pace**



Data derived from www.cna.org, Population Representation in the Military Services

“Because we had prioritized on African-Americans, we were nowhere with Hispanics--nowhere.” Admiral Mike Mullen, Chairman, Joint Chiefs of Staff, testimony to Military Leadership Diversity Commission, 2009

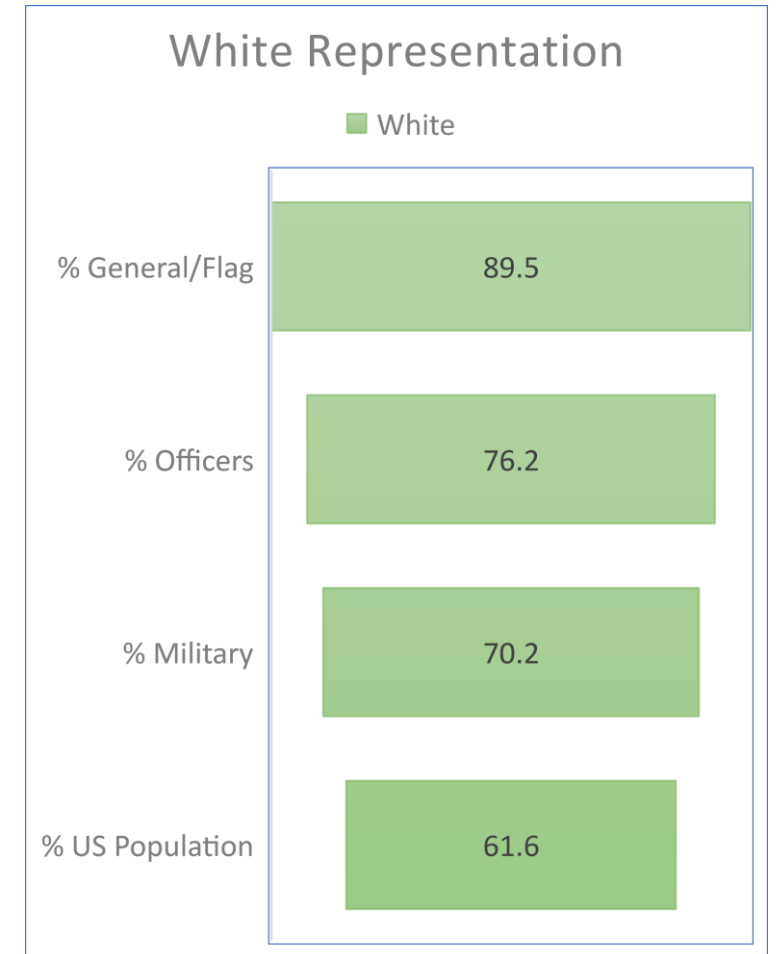
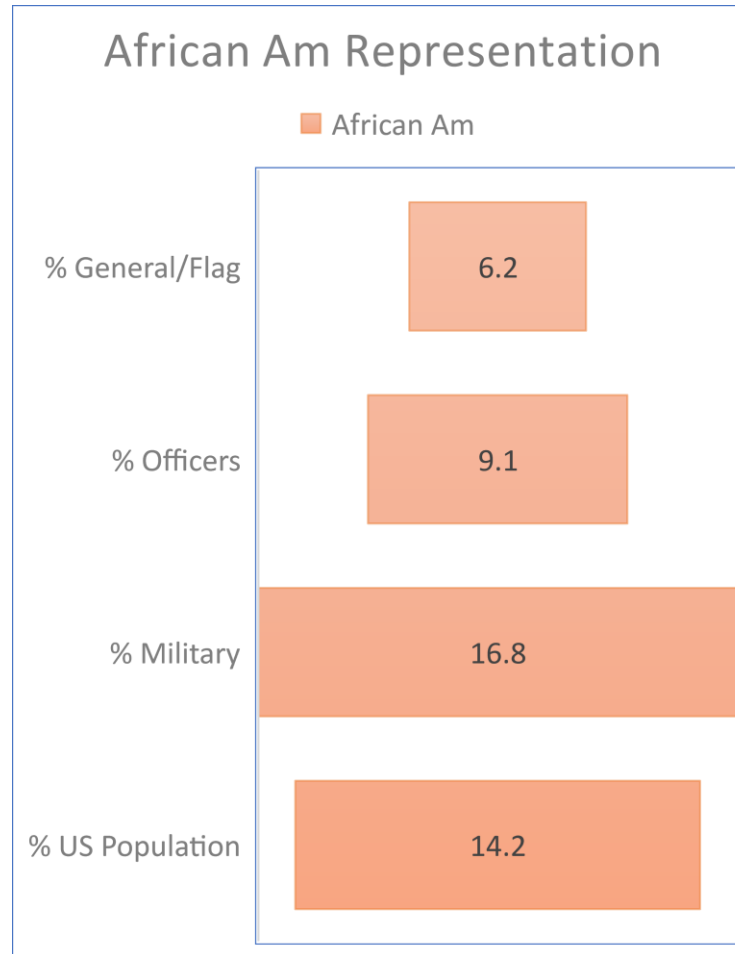
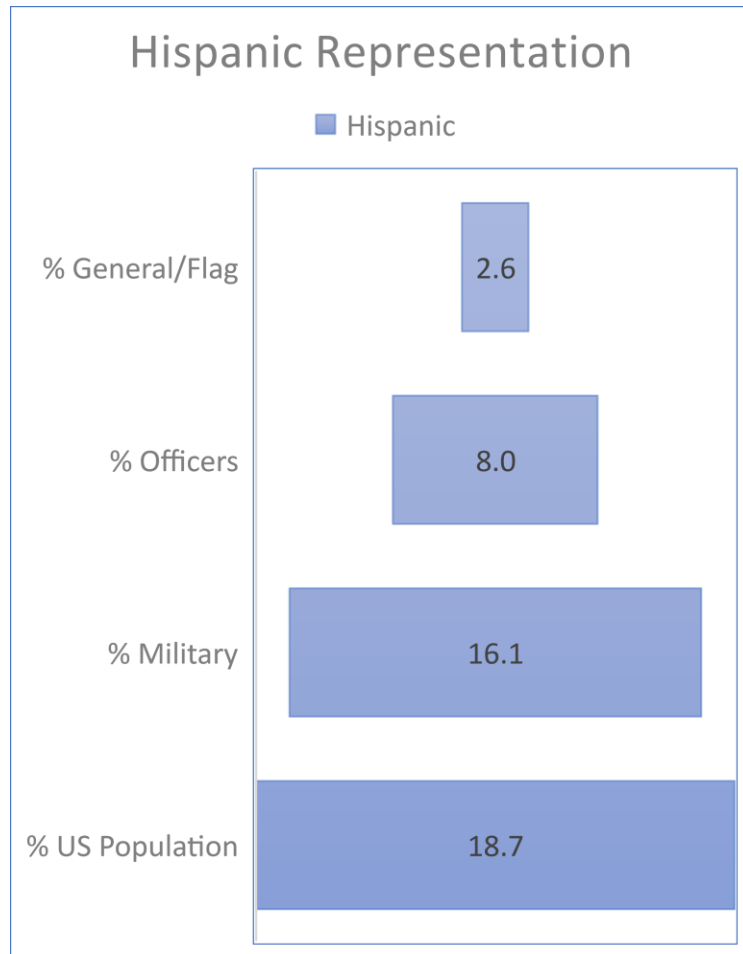
Hispanic Representation at All Levels



17.2% Active
14.1% Reserve/Guard

Source: 2020 DoD Demographics Profile of the Military Community,
<https://download.militaryonesource.mil/12038/MOS/Reports/2020-demographics-report.pdf>

Comparative Representation



Source: 2020 DoD Demographics Profile of the Military Community,
<https://download.militaryonesource.mil/12038/MOS/Reports/2020-demographics-report.pdf>

SELECTED POLICY HISTORY

- 2000: Defense Senior Advisory Council for Hispanic Issues
- 2002: AF 4-Star Minority Officer Accessions/Development Summit
- 2004: Defense Business Board's "Task Group on Increasing Diversity in DOD's Flag Ranks"
 - *"Recognizing the fact that Hispanics are now the largest minority group in the US, and their representation in senior military ranks is relatively small, there is an important need for further emphasis and energy in the recruitment and accession, purposeful development, retention and promotion of Hispanic/Latino military officers."*
- 2009-11: Military Leadership Diversity Commission
- 2012-2017: DoD Diversity Strategic Plan
 - *"An all-volunteer force must represent the country it defends. We are committed to the values of diversity and inclusivity..."*
- 2019: DoD Office of Diversity, Equity, and Inclusion:
 - *"That the Armed Forces develop a demographically diverse leadership that reflects the public it serves and the forces it leads."*

***DOD HAS BEEN WORKING TO ADDRESS A LACK OF
HISPANIC DIVERSITY IN THE SENIOR RANKS FOR DECADES***

What is Needed for Long Term Improvement?

Requires a holistic approach, not just single focus:

- > Recruiting/Accessions
- > Mentorship and training programs (preservice such as VFA and in-service)
- > Manpower policies (career enhancing assignments, schools, promotions)
- > Advocacy of superior candidates to senior DoD positions and select high vis programs

Services need an approach similar to the “Task Force One Navy” program recently implemented by the USN {*HVLA Board Member was part of the steering group*}

DoD and individual Services should encourage and support strong mentorship programs

- > Work with groups such as ANSO, The Rocks, and NNOA to complement mentorship
- > Review with services their mentorship programs for effectiveness

Transparency is required (Ex: USAF Disparity Review)

- > Periodic reports to review trends, rather than “check in the box” actions
- > Look at the “pipeline” from initial accessions to highest positions
- > Review actual results based on promotions and assignments

- > HVLA is engaging with national community leaders to inform and educate, and gain their support with senior DoD leadership
- > Established Congressional Liaison effort – inform/educate, gain support
- > Work with other similarly focused organizations (ANSO, The Rocks, ALVA, LULAC, etc.) and establish other additional partnerships (such as with NFCU) to advance our initiatives
- > Direct engagement with appropriate executives in DoD and Service Secretariats to address issues impacting recruiting, retention, and upward mobility to “level the playing field”
- > Representation on appropriate committees/bodies that address our issues, such as the Defense Advisory Committee for DE&I, Reserve Policy Board, and Academy Boards of Visitors

***HISPANIC SENIOR OFFICER PARITY IS NOT A DIVERSITY INITIATIVE,
IT'S A NATIONAL IMPERATIVE***

Questions

and

Discussion

HVLA website:
<https://hvlavets.org/>

HVLA Vice President is new member of the Reserve Forces Policy Board

Department of Defense

Jun 22, 2022

HVLA Vice President Brig Gen Carlos E. Martinez was recently named to the Reserve Forces Policy Board. First established in 1951, the RFPB serves as an independent adviser to provide advice and recommendations directly to the Secretary of Defense on strategies, policies, and practices designed to improve and enhance the capabilities, efficiency, and effectiveness of the reserve components.



[Few Latinos hold high-ranking positions in U.S. military](#)

NBC News

Nov 10, 2021

According to the Defense Manpower Data Center, Latinos make up just over 17 percent of active-duty members, but only 8 percent of the officer corps and 1 percent of general and flag officers. NBC News' Tom Llamas reports on the obstacles Latinos are facing and looks at the efforts to bring change.

[Gil Cisneros: A life of service towards others](#)

Military Times

Apr 22, 2021

The nomination of Gil Cisneros to be under secretary for personnel and readiness at the Department of Defense is welcomed by the Hispanic Veterans Leadership Alliance (HVLA) as timely and visionary.

[There should be more Hispanics in the senior ranks](#)

Stars and Stripes

Jun 24, 2020

The continuing focus on Diversity and Inclusion has become more of a "Race issue" and a "Gender issue" than an "Ethnicity issue". The Hispanic American population has grown to be the largest minority group in this country, and yet, comparatively speaking, our Armed Forces still do not reflect "the face of the nation" with regard to the Hispanic American population.

[DoD Must Do More to Recruit and Grow Hispanic American Officers](#)

MOAA

Mar 16, 2020

The struggle for equality of races, genders, and ethnicities at the Defense Department has undergone many positive transitions since the end of World War II. But, counter to these successful outcomes, there are other groups severely lacking in representation in the senior ranks of military and civil service levels. One of these groups has a strong tradition of exemplary service to our nation.