



HISPANIC AMERICAN CONSTRUCTION  
INDUSTRY ASSOCIATION

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# IMPACT REPORT

# 2023

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HACIA'S REACH

# INTRODUCTION

HACIA is a regional membership organization that advocates for equity in construction, connects its members to opportunities, and builds their capacity.

For over 40 years, HACIA has been paving a path to opportunity for minority and women-owned businesses across the Midwest. By actively working to break down systemic barriers and biases, HACIA aims to help professionals in the construction industry realize their full potential.

**Mission:** The Hispanic American Construction Industry Association (HACIA) advocates for its members, builds capacity, and facilitates access to a broad network of diverse professionals and industry leaders.

**Vision:** A community of diverse construction leaders with equitable opportunities, creating generational wealth and transforming communities.



# MESSAGE FROM OUR LEADER

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As we look back at the past year and reflect on the many challenges that our communities faced, including racial discord, social strife, and economic uncertainty, we realize that we must do more to shape and support the next generation of leaders, strengthen our relationships, and engage in ongoing conversations with stakeholders to bridge the diversity gap in our industry. Despite the obstacles that lie ahead, we remain steadfast in our commitment to moving forward and making a difference.

At HACIA, we are dedicated to building a construction community that is more diverse and inclusive, one that reflects the communities we serve. We take great pride in being a champion and leader for equity in construction and are committed to its growth and success.

Together, we can continue to provide valuable resources, networking opportunities, workforce development, and capacity-building programming to small and diverse businesses while engaging with policymakers to advocate for greater inclusion and reduce barriers to entry in the contracting process.

The plans for 2024 are just as ambitious as the accomplishments of 2023. We will continue to rely on the generous support of our stakeholders to help us achieve our goals and build an industry that is truly reflective of all our communities. Thank you for supporting us in our mission and making a difference.



”  
*We remain  
steadfast in our  
commitment to  
champion  
equity in  
construction.*



# OUR BOARD



**Ivan Solis**  
*President*



**Jorge Escarpita**  
*Executive Vice  
President*



**Sandi Llano**  
*Vice President*



**Antonio  
Robledo**  
*Treasurer*



**Gabriel  
Dziekiewicz**  
*Secretary*



**Tim Caballero**  
*Board Member*



**Jeanette  
Chavarria Torres**  
*Board Member*



**Javier Diaz**  
*Board Member*



**Roberto  
Escalante**  
*Board Member*



**Brenda Garza  
Karhoff**  
*Board Member*



**Susana Meza**  
*Board Member*



**Gerardo  
Sanchez**  
*Board Member*



**Harrison Staley**  
*Board Member*



**Mary Ann Van  
Hook**  
*Board Member*



**Carolyn  
Caballero**  
*Board Member*

# OUR STAFF



**Jaqueline Gomez**  
*Executive Director*



**Alma Tello**  
*Senior Director of  
Innovation and  
Impact*



**Ivette Treviño**  
*Director of Strategic  
Partnerships &  
Membership Engagement*



**Luis Acosta**  
*Director of  
Development and  
Fundraising*



**Christina Castillo**  
*Program Initiatives  
Manager*



**Marisabel Pozo**  
*Business Capacity  
Program Manager*



**Hector Tello**  
*Sustainability  
Program Manager*



**Grace McGann**  
*Grants Manager*



**Martha Pita**  
*Program  
Coordinator*



**Gabidel Miranda**  
*Program Coordinator*



**Dennis Esquivel**  
*Senior Retention  
Specialist*



**Vincent Asta**  
*Programs Data  
Analyst*



**Ndaya Lanter**  
*Senior Alumni  
Specialist*



**Mercedes Esparza**  
*Accounting/HR  
Manager*



**Neida Cintron**  
*Events Manager*



**Cindy Patino**  
*Membership  
Manager*



**Victoria Lopez**  
*Senior Project  
Coordinator*



**Jose Escobedo**  
*Marketing  
Manager*



**Dulce Lopez**  
*Marketing  
Coordinator*



**Karen Cruz**  
*Office  
Coordinator*

# STRATEGIC PLAN PRIORITIES

01

## **Deliver Member Value**

We strive to provide our members with a competitive edge, empowering them to succeed. We advocate for creating equitable business opportunities and promote prime and subcontracting opportunities while representing our members' interests.

02

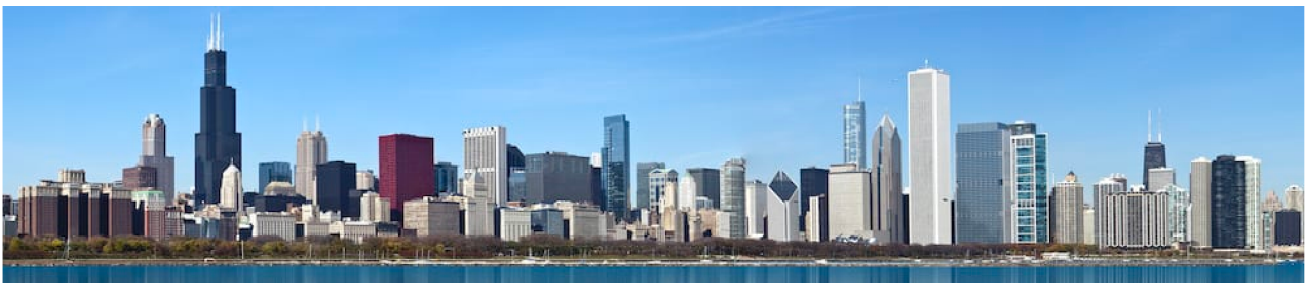
## **Organizational Sustainability**

It's crucial to ensure that the financial health of an organization is maintained and sustainable and that it adapts to meet the evolving needs of its stakeholders. To achieve this, it's important to create a strong and innovative funding model that ensures long-term financial stability. Apart from this, HACIA also aims to achieve operational excellence by attracting, developing, and retaining top talent, investing in technology, and being agile in its programs, events, and processes.

03

## **Shape the Future of Construction**

Our goal is to create an infrastructure that can overcome the present challenges and clear the path for future opportunities. We will continue our programmatic efforts in developing the next generation of diverse business leaders and building a strong and diverse talent pipeline for the architecture, engineering, and construction industries. To achieve this, we plan to improve workforce development programs and promote career opportunities. Additionally, we aim to expand educational scholarships through the Foundation.



# HACIA MEMBERSHIP

The Hispanic American Construction Industry Association is one of the largest communities of Hispanic business owners in the professional service and construction industries in the state of Illinois. HACIA membership includes corporate, primes and subcontractors represented by the various trades.

HACIA offers the following membership levels:

<p><b>\$500</b></p> <p><i>Regular &amp; Associate Revenues under \$250K or Less than 2 years old</i></p>	<p><b>\$950</b></p> <p><i>Regular &amp; Associate Revenues \$251K - \$1M</i></p>	<p><b>\$1,500</b></p> <p><i>Regular &amp; Associate Revenues \$1M - \$3M</i></p>
<p><b>\$2,000</b></p> <p><i>Regular &amp; Associate Revenues \$3M - \$10M</i></p>	<p><b>\$2,500</b></p> <p><i>Regular &amp; Associate Revenues \$10M - \$20M</i></p>	<p><b>\$3,000</b></p> <p><i>Regular &amp; Associate Revenues + \$20M</i></p>
<p><b>\$3,800</b></p> <p><i>Corporate Revenues +\$20M</i></p>		



**367**

HACIA Members



**67%**

M/W/DBE Certified



**60%**

Hispanic-owned



For more information about membership please contact Ivette Trevino, Director of Strategic Partnerships and Membership Engagement at [itrevino@haciaworks.org](mailto:itrevino@haciaworks.org) or at (312) 940-6254



# MEASURING PROGRESS - WORKFORCE PROGRAMS

Emphasizing strategic program development, HACIA seeks to shape the future of construction by building infrastructures to transcend today's challenges and leverage tomorrow's opportunities. We aim to create the next generation of business leaders by providing targeted educational opportunities to enhance business skills, facilitate mentorship, and share employer best practices. We also work to build a robust pipeline of diverse talent for architect and engineering fields and the construction trades by offering training that addresses real industry needs.

HACIA's workforce development training prepares individuals for gainful employment and supports them in their efforts to build prosperous careers in the construction trades, emphasizing skills that are crucial to stay competitive in the industry. HACIA's workforce development programs include:

- Pre-apprenticeships in carpentry, general construction, and electrical: Cohort training programs that provide participants with the basic skills (soft and technical) needed for entry into the construction trades.
- NABCEP PV (Photovoltaics) and LEED Introduction to Green Construction: Certification training specific to the green building space.
- Safety Training: Certification training that provides participants with credentials required or recommended for all industry professionals, including OSHA10, OSHA30, First Aid/CPR, and more.
- Solar Panel Installation Training: A two-day program designed for participants to learn the basics of commercial solar racking systems and complete hands-on commercial installation training.

HACIA ensures that programs align with industry needs, cultivating a workforce that is highly skilled and adaptable to the evolving construction landscape.



**95%**

Of Participants  
are Minorities



**171**

Total Workforce  
Development  
Participant  
Completions



**17,000**

Hours Logged of  
Hands-on / In-  
class Instruction

# MEASURING PROGRESS - BUSINESS CAPACITY PROGRAMS

HACIA's business capacity training aims to break down three main barriers: 1) capacity constraints, 2) limited access to networks; and 3) sparse contracting opportunities. Our programs focus on expanding access to capital, widening and enriching networks, and offering technical training, certifications, and credentials needed by all entrepreneurs and their teams to scale their businesses and remain competitive in an evolving construction ecosystem.

HACIA's business capacity offerings include:

- **Introduction to Construction Management:** A 13-week course for construction industry professionals, including owners and managers, to advance their skill sets and build capacity. Subjects include small business management, QuickBooks for contractors, and project management.
- **Executive Fellows:** A 16-week business accelerator designed to help Black and Latinx business owners scale their construction-related businesses. This program provides executive coaching and customized technical assistance in the following four core areas: finance, operations, business development, and legal.
- **Contractors Development Program:** A series of professional development courses for construction business owners & their staff who want to diversify their skill set with innovative technologies and insight from industry experts. Topics include business development, operations, financial management, and technical skills such as bidding and estimating and blueprint reading.
- **The Chicago Transit Authority (CTA) Building Small Businesses (BSB) Program:** An immersive financial capacity-building program tailored to help small, diverse businesses ascend to the next level by providing access to capital sourcing and bonding, procurement connections, and improved organizational practices.
- **Owner 2 CEO:** 12-week program designed to assist construction business owners in the creation of a strategic action plan tailored to the latest industry trends.
- **Open Roads:** Live training for the software used by civil engineering professionals who work with the Tollway and Illinois Department of Transportation.
- **Phius Passive Building:** Certification for architects and engineers that focuses on eliminating carbon emissions from buildings through design principles.



**525**  
Program  
Participants



**66**  
Small Business  
Owner  
Participants



**260**  
Companies  
Served



# HACIA SCHOLARSHIP AND EDUCATION FOUNDATION

Established in 2002, the HACIA Scholarship Foundation (HACIASEF) is a non-profit 501(c)(3) organization whose mission is to provide support to young aspiring leaders pursuing a degree in a construction-related field. Since its inception, the HACIA Scholarship & Education Foundation has awarded over \$650,000 in scholarships to over 130 students pursuing careers in engineering, architecture or construction technology

The HACIA Scholarship & Education Foundation awards up to \$50,000 in scholarships to ten deserving students studying in the construction field every year. The scholarships are presented at HACIA's Annual Awards Banquet Held at the Chicago Hilton in the spring. The scholarships are made possible through ongoing individual, corporate and foundation donations.

## 2023 SCHOLARSHIP RECIPIENTS



**11**  
Scholarships Awarded

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**\$5,000**  
to Each Recipient

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**\$55,000**  
in  
Total Scholarship Funds

# ADVOCACY WORK

## WHY THIS IS IMPORTANT

HACIA is proud to be a champion and industry leader for the growing and thriving minority construction community. Advocacy for small and diverse businesses is not just important, it is essential. Diverse businesses are the lifeblood of our economy, driving innovation, creating jobs, and fueling economic growth in our local communities. By supporting these entrepreneurs, we can help level the playing field and ensure access to the resources and support they need to succeed. Together, we can build a brighter future for all by empowering minority businesses and creating a more equitable and prosperous society for everyone.

Advocating for our minority and women businesses is incredibly important - these businesses play a vital role in creating jobs, boosting innovation, and driving economic growth in local communities, as they face unique challenges when trying to access capital and resources. We assist them in various areas from training and mentorship programs to advocating for policy changes that promote small business growth and development.

Furthermore, supporting small, diverse businesses can have a ripple effect on the broader economy. When small businesses thrive, employment increases creating more opportunities and boosting consumer spending, ultimately benefiting everyone in the community.

### ***HACIA introduced and championed a historic bond reform bill to reduce contractor redlining.***

Illinois formally implemented the nation's biggest reform to contractor redlining in public works law. The General Assembly passed and Governor Pritzker certified it on December 8, 2023 HB 2878. Part of the new law is a larger exception from the requirement that contractors purchase wealth-based surety bonds on public contracts. Senate Bill 157 was filed by State Senator Villivalam and co-sponsored by Senators Peters, Fine, Hunter, Harris, Lightford and Castro. The law tripled the exception for local governments (from \$50K to \$150K) and increased it by ten times for IDOT and the Tollway (from \$50K to \$500K) - as of January 1, 2024 contracts under that amount no longer will require surety bonds.



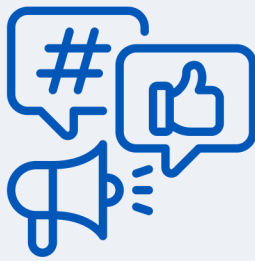


# HACIA'S REACH



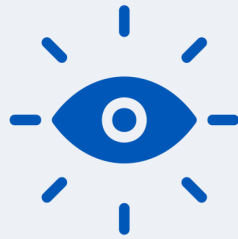
**12K+**

*Followers Across  
All Social  
Platforms*



**200K+**

*Engagements  
Across All Social  
Platforms*



**3.2M+**

*Impressions  
Across All Social  
Platforms*



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