



2025 IMPACT REPORT

Breaking Barriers. Building Leaders. Expanding Opportunity.



CREATING OPPORTUNITY, ADVANCING LEADERSHIP

At HACE, we believe that diverse talent strengthens organizations, communities, and the future of the American and global workforce. For more than four decades, we have remained committed to creating pathways that equip professionals with the knowledge, access, and leadership skills needed to thrive in an ever-changing world.

Since our founding in 1982, HACE has worked to cultivate and develop a robust talent pipeline that connects individuals with opportunities for personal and professional growth. Through our programs, partnerships, and leadership development initiatives, we continue to empower students, entrepreneurs, and professionals to navigate with confidence, authenticity, and purpose.

As industries evolve and workforce needs continue to shift, HACE remains dedicated to preparing current and future leaders to meet those challenges. Our programs foster leadership excellence, professional advancement, and meaningful connections while creating inclusive environments where individuals feel valued, supported, and empowered to succeed.

The strength of our community has always been rooted in resilience, collaboration, and a shared commitment to lifting others as we rise. Across the country, HACE participants, alumni, corporate partners, facilitators, volunteers, and supporters are making an impact within their organizations and communities every day. Together, we are helping shape workplaces that are more innovative, inclusive, and reflective of the diverse talent that drives our nation's success.

As President and CEO of HACE, I am proud to share this year's Impact Report and the collective achievements made possible through our community. The stories and outcomes highlighted in these pages reflect not only the progress of individuals, but also the power of partnership and the lasting impact of investing in leadership development.

Thank you to our participants, partners, donors, facilitators, volunteers, staff, and champions for your continued dedication to HACE's mission. Your support enables us to expand opportunities, strengthen communities, and inspire the next generation of leaders.

Together, we are creating opportunities, advancing leadership, and building a stronger future for all.

With gratitude,



Patricia Mota
President & CEO



IMPACT AT A GLANCE

2025 was a year of momentum, growth, and transformation. Through leadership development, career advancement opportunities, strategic partnerships, and community-building initiatives, HACE continued to expand access and create pathways for Latino professionals at every stage of their journey. Together, we are strengthening an international network that empowers talent, advances leadership, and opens doors for future generations.



150,000+

Member Network



25

New Corporate Partners



175+

Partners



369

Leadership Program Graduates



Global Reach

**Nationwide & International Reach Across
the US, Colombia, Puerto Rico, Canada & Mexico**

THE HACE STORY



The Hispanic Alliance for Career Enhancement (HACE) is a national non-profit dedicated to the employment, development, and advancement of current and aspiring Latino professionals.

OUR VISION

A world where Latinos reach their full potential for themselves and their communities.

OUR MISSION

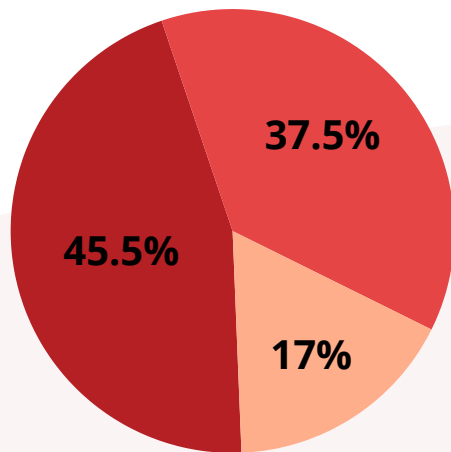
To positively impact the American workplace by cultivating the pipeline of Latino talent and providing Latino professionals the insight, access, and support to be successful in their careers.

OUR VALUES

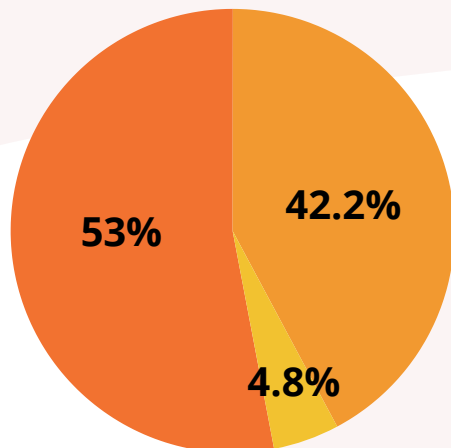
Achievement | Inclusion | Accessibility
Excellence | Leadership

THE HACE STORY

WHO WE SERVE



- Experienced Professionals (Non-Manager)
- Managers & Supervisors
- Senior Executives & C-Suite



- Bachelor's Degree
- Master's Degree
- Doctoral/Post-Doctoral



PROGRAM IMPACT



HACE's programs are designed to address the unique cultural values and challenges faced by multicultural individuals and transform high-potential multicultural individuals into high-performing and courageous leaders. These programs help participants develop the skills necessary to produce immediate and sustainable results for themselves and organizations they serve. Programs are offered in various cities across the United States with participant representation spanning internationally across Colombia, Puerto Rico, Canada, and Mexico.



2025 Number of Graduates

Program	Certified Graduates
El Futuro	60
University Leadership	95
Mujeres de HACE	29
Hombres de HACE	13
Elevando Latino Leadership	44
Multicultural Leadership	17
Mujeres de HACE Entrepreneurs	111
Total Number of Graduates	369



PROGRAM IMPACT



2025 SCHOLARSHIPS AWARDED

2025 Dr. Ervin Vinny Caraballo Scholarship & Olga Camargo Scholarship

\$32,500 Scholarship dollars awarded to 13 students

Student Stipends

\$15,000 Stipends granted to 60 El Futuro program graduates

\$95,000 Stipends granted to 95 University Leadership program graduates

Total Value of Tuition Assistance

\$451,160

To program participants through the MacArthur, Coca-Cola, Truist, and Ares Charitable Foundations



ADDITIONAL PROGRAM MILESTONES

Celebrated two in-person graduations for El Futuro and University Leadership in Chicago, IL and two regional graduations in Chicago, IL and Boston, MA for Mujeres de HACE Entrepreneurs

100+ Executive and individualized coaching sessions delivered in English and Spanish)

Coaching Corner

117 Sessions Offered

44 Sessions Delivered

Professional Development Workshops & Speaking Engagements

98 Sessions Delivered



In Fall 2025, the Mujeres de HACE Entrepreneurs program expanded to seven cohorts across 10 target markets, celebrating over 90 graduates. **During the program, seven participants were awarded \$1,000 each as business pitch winners.**

CAREER ACCESS & TALENT DEVELOPMENT

ONLINE CAREER CENTER & JOB BOARD

HACE's career portal comprises over 30,000+ job openings from partners who integrate their job site with our job board or post manually. The board has over 37,000+ subscribers and is growing daily. Available as an add-on to partners with a job scrape subscription, HACE's resume database allows recruiters to search using keywords and the option to request to meet with potential candidates. The HACE career portal has over 2,000+ resumes and continues to grow with new subscribers daily.

RECRUITER CONNECT

The Recruiter Connect Series serves as an exclusive platform to spotlight our esteemed partners. This event offers our network members a unique opportunity to explore career opportunities within partner companies, with a specific focus on diverse industries.

Through engaging panel discussions and interactive Q&A sessions, participants gain valuable insights into each featured company. Following the discussions, attendees have the exclusive opportunity to connect with panelists and recruiters in individual virtual lounges, fostering meaningful connections and unlocking potential career advancements.



CAREER ACCESS & TALENT DEVELOPMENT



VIRTUAL CAREER FAIRS

HACE hosts career fairs several times throughout the year to match potential job seekers and recruiters.

Events in May and September focus on professional level candidates while in October, it focuses on college students, recent graduates, and early career. Several sponsor packages are available.



442

2025 Career Fair Attendees



94

Participating Employers

PARTNERSHIP IMPACT

Despite economic uncertainty across corporate America, HACE partner engagement grew significantly. Rather than scaling back, existing partners expanded their commitments in 2025.

INVESTMENT EXPANSION

25 New corporate partners added

72% Partner retention heading into 2026

\$435K New financial growth to scale localized community programs

JPMorganChase

THE *Coca-Cola* COMPANY

 experian.



UNITED 



GEICO

Ferrara

PARTNERSHIP IMPACT



STRATEGIC CORPORATE SPOTLIGHT

Year-over-year, US Foods has integrated HACE programming deep within its corporate culture, designing specialized internal debriefs, custom digital toolkits, and expanding their Employee Resource Groups (ERGs) to introduce year-round mentorship tracks.

Despite a highly challenging corporate landscape for DEI initiatives, our mission has never been more critical. Our partners remain deeply committed, doubling down on their investment in our work because they recognize its enduring, long-term dividends.

PARTNERSHIP IMPACT



HACE & SHOES THAT FIT W/ GEICO PHILANTHROPIC FOUNDATION

In May 2025, HACE partnered with Shoes That Fit & GEICO Philanthropic Foundation to donate over 300 pairs of athletic shoes to every child at Perez Elementary School in Chicago.



FERRARA CANDY COMPANY SPONSORS UNIVERSITY LEADERSHIP PROGRAM

Ferrara Candy Company's December 2025 sponsorship launched the first-ever winter cohort of the University Leadership Program (ULP), providing diverse, first-generation college students with critical career readiness, corporate exposure, and a barrier-breaking pathway to leadership.



SUMMIT 2025



Summit 2025's theme was “Juntos We Rise: Uplifting Tomorrow’s Leaders”.

The word “Juntos,” means “together,” reflecting the power of collective action. By uplifting one another, “We Rise” and drive our community forward. The HACE community engaged in dynamic sessions led by subject matter experts from leading industries. Together, attendees explored actionable strategies following three tracks: Track 1: Building Bridges, Track 2: The Future of Work, and Track 3: Empowerment Through Storytelling.



23

**Master-level Sessions,
Panels & Interactive
Workshops**



62

National Speakers



338

**Companies & Enterprises
Represented**



534

**Cross-Industry
Leaders**



385

**In-person Summit
Attendees**



149

**Virtual Summit
Attendees**

SUMMIT 2025



SPONSORSHIP SUPPORT

Summit 2025 was sponsored by 24 corporate sponsors, and led by our Champion Sponsors.

JPMorganChase

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ally
do it right.

GEICO

 **AT&T**

Walgreens



VOICES OF IMPACT



“

Own your story! It's your superpower. Your background, culture, family, resilience - that isn't something to "fit in" around. It's the exact reason you will stand out. Lean into it. Speak about it. Let it guide your leadership. Don't do your career alone. Join organizations that can help you! Advocate for yourself - your voice matters. Never lose your corazon. Lead with empathy! Stay grounded in your value! - Holly Sales-Mlanese, 2025

Holly Sales-Mlanese | Elevando Latino Leadership Program

“

Through Hombres de HACE, I received honest feedback, real coaching, and a network that genuinely believes in my potential. Those words stayed with me. They pushed me to think bigger, lead with confidence, and trust my ability to build something impactful.

Angel Escobedo | Hombres de HACE

“

HACE's Multicultural Leadership Program has strengthened my confidence and elevated my self-awareness as a leader. It's given me the tools to lead with cultural competency and better understand the unique challenges professionals face in today's workplace. Grateful for this growth and excited to put it into action

Sonia Garcia | Multicultural Leadership Program

COMMUNITY IMPACT



Amigahood™ is a digital community designed for impactful Latinas and femme Latines that offers original content, virtual events, mentorship, wellness sessions, resources, connections, and exclusive perks created specifically to support entrepreneurs, creatives, and professionals.

In March 2025, HACE **officially acquired** We All Grow / Amigahood, integrating the platform into HACE's ecosystem to serve as a digital community home. This acquisition brought clear growth in 2025:

258 New Members Added

76 Amigahood Hosted Digital Events

1,572 Active Members on the Platform

699 Engaged Members Generating Content & Initiating Discussions



Amigahood Member & Mujeres de HACE
Entrepreneur Enrollee

**Dr. CarolLaine
Garcia**

won a \$1,000 national pitch competition grant

MARKETING & BRANDING



In 2025, HACE strengthened its brand presence and expanded its digital reach to better engage members, partners, donors, and supporters nationwide. Through strategic storytelling, compelling visual content, and integrated marketing campaigns, we elevated the voices and experiences of our community while increasing awareness of HACE's mission and impact.

Every story shared, every campaign launched, and every voice amplified helped strengthen HACE's national presence and deepen our connection with the community we serve.

HACE
Hispanic Alliance for Career Enhancement

NATIONAL HISPANIC HERITAGE MONTH

Celebrating Latino Leadership, Legacy, and Opportunity.

Month: **09** - Day: **15** - Year: **25**

12:00 PM CST

SPEAKERS PANEL:

Patricia Mota
President & CEO, HACE
Ana Valdez
President and CEO, Latino Donor Collaborative
Damian Rivera
CEO, ALPFA
Erica Bernal-Martinez
CEO, NALFO Educational Fund
Ozzie Meza Gromada
President and CEO, LCDA

FINANCIAL STEWARDSHIP

The generosity of our partners, donors, foundations, and supporters fuels HACE's mission and allows us to invest in the next generation of Latino leaders. Through responsible stewardship and strategic investment, we continue to expand opportunities, strengthen programs, and increase our impact across communities nationwide.



\$19,042

Individual Donors



\$270,000

Foundation Donations



\$140,000

Scholarship Revenue



\$16,499

Board, Auxiliary & Committee



\$276,075

Corporate Contributions

LOOKING AHEAD

As HACE approaches its 45th anniversary, we remain committed to accelerating Latino leadership and expanding access to transformative opportunities. The future is rooted in innovation, community, and a bold vision to ensure Latino professionals are represented and thriving at every level of leadership.



THANK YOU



OUR PARTNERS



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Alight
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Allstate Insurance Company
American Family Insurance
American Petroleum Institute
Assurant
Baltimore Ravens

Bank of Montreal (BMO)
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Blue Cross Blue Shield Assoc.
Bristol Myers Squibb
Central Intelligence Agency
Chicago Transit Authority
CIBC
College of American Pathologists
Comerica
Cook County Government

CVS Health Corporation
Discover
Eli Lilly & Company
Empower
Enbridge
Fannie Mae
Federal Home Loan Bank of Chicago
Federal Reserve Bank of Chicago
Grainger
Huron

Hyatt Corporation
IDEX Corporation
Illinois Dept. of Transportation
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US Foods
Verizon Wireless
Walgreens

Wintrust
Zebra
Zimmer Biomet
Zurn Elkay Manufacturing

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Hispanic Alliance for Career Enhancement

Join Us. Partner With Us.
Invest In Latino Leadership.

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