

# **CURATED CONVERSATION: THE IMPACT OF PROJECT 2025 ON LATINE-SERVING NONPROFITS**

**PRESENTED BY LA PIANA CONSULTING  
VÍAS**

**La Piana**  
CONSULTING



[www.lapiana.org](http://www.lapiana.org)

# OBJECTIVES

- Clarify **what is Project 2025**
- Discuss **the impacts** on Latine-serving nonprofits and the people they serve
- **Anticipate challenges** should Project 2025 come to fruition
- Identify **actionable steps** to become more resilient and better serve Latine communities in the face of detrimental policy

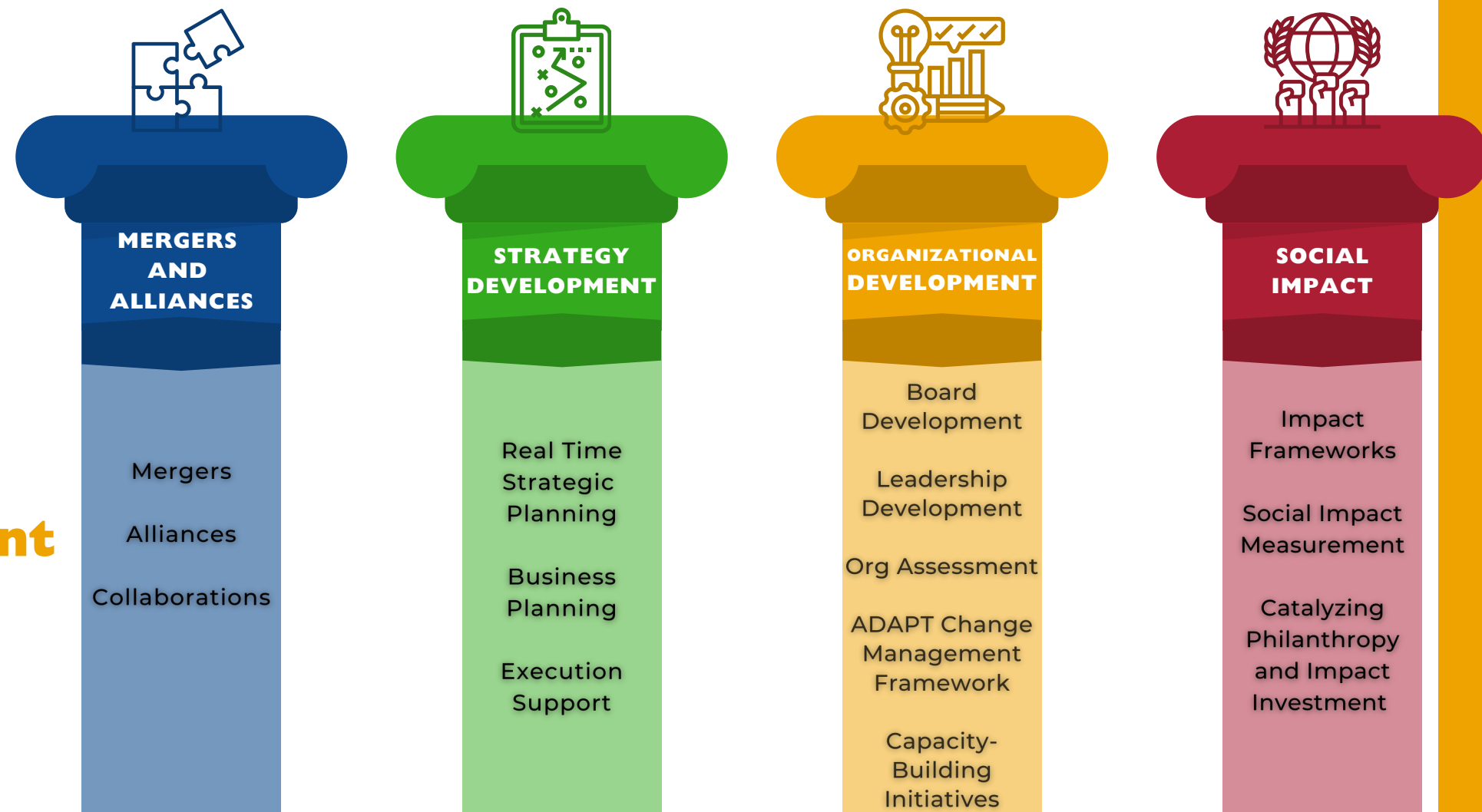
# LA PIANA CONSULTING

**La Piana Consulting is a national firm serving the social sector since 1998.**

**We partner with nonprofits and philanthropy to develop and deliver customized solutions.**

## **We work in four areas:**

- **Mergers and Alliances**
- **Strategic Planning**
- **Organizational Development**
- **Social Impact Investment**





*Source: US Census 2023, Boardsource, Hispanics in Philanthropy, <https://www.pewresearch.org/topic/race-ethnicity/racial-ethnic-groups/hispanics-latinos/>*

The Latine social sector is booming, but culturally competent consultants are scarce

**Vías bridges that gap.**

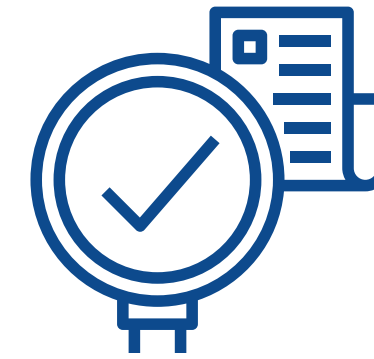
# WHY LATINE?

## Latine:

- A gender-neutral alternative for people of Latin American heritage that became popular in the late 2010s.
- Unlike Latinx, Latine has origins in Spanish-speaking countries and can be used in Spanish as another way to advocate for the evolution of the language.

Sources:  
<https://www.merriam-webster.com/dictionary/Latine>

# SO WHAT IS PROJECT 2025?



- Project 2025 is a **proposed presidential transition project** that is composed of four pillars:
  - a policy guide for the next conservative presidential administration;
  - a LinkedIn-style database of personnel who could serve in the next administration;
  - training for that pool of candidates dubbed the "Presidential Administration Academy;"
  - and a playbook of actions to be taken within the first 180 days in office.
- Project 2025 is **organized by the Heritage Foundation** and has an advisory council of over 100 conservative organizations. It is headed by two former Trump officials, though former President Trump has denied any ties to the initiative.
- **64% of policy recommendations from the 2016 Mandate for Leadership were either implemented** or taken into consideration by the Trump Administration in 2017

Sources:

[https://lulac.org/project\\_2025/](https://lulac.org/project_2025/)

<https://www.cbsnews.com/news/what-is-project-2025-trump-conservative-blueprint-heritage-foundation/>

<https://www.project2025.org>

# HOW WILL PROJECT 2025 AFFECT LATINES?



## Direct Policy Impacts

1. Facilitate Mass Deportations
2. Limit Legal Migration Options
3. Make Federal Funding & Benefits Contingent on Immigration Law
4. Repeal Vital Protections for Latine-Dominated Industries
5. Impose Sanctions on Countries Not Accepting Deportees

# MENTIONS IN PROJECT 2025

references to:

Abortion



Immigration



The Border



'Aliens'



DEI



Reproductive Rights/Health



LGBT





# HOW WILL PROJECT 2025 AFFECT LATINES?



## Facilitate Mass Deportations

1. **Fund border wall systems and technology**
2. Enable a large-scale **use of detention facilities to mass incarcerate migrants.**
3. Direct **ICE to take custody** of all undocumented immigrants with records for **felonies, crimes of violence, DUIs, previous removals, and any other crime that is considered a national security or public safety** threat as defined under current laws. Require mandatory detention for unauthorized migrants caught within the US interior
4. Increase ICE capabilities by **removing all sensitive zones where ice personnel are prohibited from operating**, allowing for raids in schools, churches, and businesses
5. Allow the Department of **Homeland Security to obtain information about “criminal aliens” in jurisdictions across the United States**, particularly those inside “sanctuary” jurisdictions.

# HOW WILL PROJECT 2025 AFFECT LATINES?



## Limit Legal Migration

1. Increase **visa application fees**
2. **Limit** the issuance of **H-2A and H2-B Visas for seasonal agricultural workers**, as well as the complete **elimination of T and U Visas** meant to protect trafficking or crime victims who are actively cooperating with law enforcement as a witness
3. **Remove and deport all Temporary Protected Status (TPS) designations** for migrants whose home countries are considered unsafe to live in (El Salvador, Venezuela, Haiti, Honduras, Nicaragua)
4. **Phase out DACA** for the over 500,000 recipients by eliminating staff time for reviewing and processing renewal applications which will make it very hard for DACA recipients to renew their status
5. Transform **H-1B program into an elite program** through which employers are vying to bring in only the top and “best and brightest” foreign workers at the highest wages

# HOW WILL PROJECT 2025 AFFECT LATINES?



## Make Federal Funding & Benefits Contingent on Immigration Law

1. **Prohibit** noncitizens, including mixed-status families, from **living in all federally assisted housing**
2. **Deny student loan access** to students at schools that provide in-state tuition to individuals who lack immigration status
3. **Require Federal Emergency Management Agency (FEMA) to certify that they comply with all aspects of federal immigration laws**, including the honoring of all immigration detainers.

# HOW WILL PROJECT 2025 AFFECT LATINES?



## Repeal Vital Protections for Latine-Dominated Industries

1. **Permanently authorize and make mandatory E-Verify.** Because E-Verify is not routinely updated, it would leave legal immigrants whose paperwork is under review to be classified as undocumented and treated as such
2. **End the Project Labor Agreement,** which will decrease diversity and support for equitable workforce development and disregard worker health and safety on the job in the construction industry
3. **Repeal the Davis-Bacon Act,** which is an attack on unionized labor as it enables wage reductions and exploitation within the construction industry

# HOW WILL PROJECT 2025 AFFECT LATINES?



## Impose Sanctions on Countries Not Accepting Deportees

1. Allow DHS quickly and aggressively address recalcitrant countries' failure to accept deportees by **imposing stiff sanctions until deportees are in fact accepted for return** (not just promised to be taken).

# HOW WILL PROJECT 2025 AFFECT LATINES?

## Indirect Policy Impacts

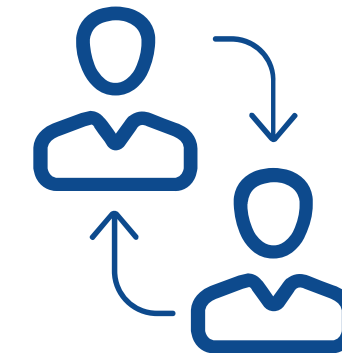


- Greater Executive Power to Hire and Fire
- End DEI Initiatives
- Restrict Healthcare Access
- Create Economic Restrictions on Education
- Cut and Alter Social Programs
- Limit Climate Protections
- Weakened Civic and Political Power
- Mental Health Strain
- Social Isolation and Community Fragmentation

These indirect policy impacts will disproportionately affect Latines in 2025 and beyond, reinforcing systemic barriers that inhibit social, economic, and political success and contribute to generational trauma.

# HOW WILL PROJECT 2025 AFFECT NONPROFITS?

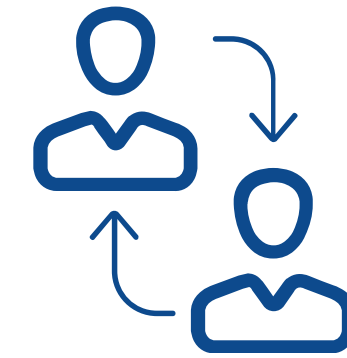
## Funding



- **Funding Instability:** Nonprofits that heavily rely on government programs may experience significant financial instability if those programs are discontinued or reduced. This could lead to program closures, layoffs, or a reduction in services.
- **Tax Implications:** Changes in tax laws can have a direct impact on nonprofit revenue. For example, if tax deductions for charitable contributions are reduced, it may lead to a decrease in individual donations.
- **Increased Competition:** As more organizations seek to secure limited funding resources, competition may become more intense.

# HOW WILL PROJECT 2025 AFFECT NONPROFITS?

## Programs

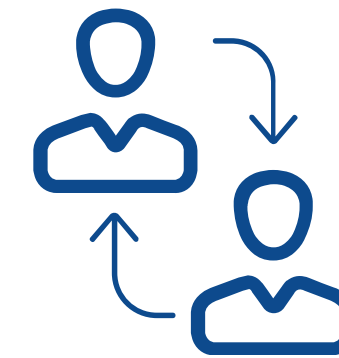


- **Program Restrictions:** Some regulations may impose restrictions on nonprofit programs or activities, limiting their ability to serve their communities effectively.
- **Mission Drift:** To adapt to funding cuts or policy changes, nonprofits may be forced to modify their missions or service delivery, potentially compromising their core values.
- **Uncertainty and Risk:** The uncertainty created by changing political landscapes can make it difficult for nonprofits to develop long-term strategic plans.



# HOW WILL PROJECT 2025 AFFECT NONPROFITS?

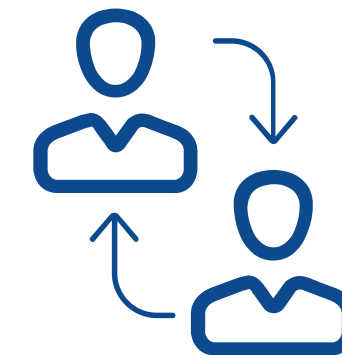
## Operations



- **Regulatory Burden:** Changes in regulations can impose additional costs on nonprofits, such as compliance fees, audits, and reporting requirements.
- **Data:** Changes in data privacy laws or regulations could impact reporting requirements and influence how they collect, store, and use personal data, potentially hindering their ability to track outcomes effectively.
- **Navigational Challenges:** Understanding and adapting to complex policy landscapes can be time-consuming and resource-intensive, diverting staff attention from core programs and operations.
- **Legal:** Nonprofits may face increased legal costs as they navigate policy changes and ensure compliance with new regulations. This could include legal advice, representation, and potential litigation.

# HOW WILL PROJECT 2025 AFFECT NONPROFITS?

## People and Culture



- **Job Security:** Policy changes can create uncertainty about funding and program sustainability, leading to concerns about job security among staff.
- **Hiring:** Changes in equal opportunity policies could impact diversity initiatives of organizations. In addition, changes in immigration policies and E-Verify could determine who can be hired.
- **Workload and Stress:** Adaptations to new regulations or program changes can increase workload and stress levels for staff.
- **Morale:** The overall changes brought on by a changing political landscape can negatively impact staff morale and motivation.

# LA RESISTENCIA

## Vías' Recommended Action Steps for Nonprofits



### Financial Sustainability

- **Policy Tracking:** Stay informed about relevant policy changes at the federal, state, and local levels, and assess their potential impact on the organization's programs and funding. This includes monitoring federal and state tax laws that may encourage or discourage charitable giving.
- **Monitor Funding Trends:** Analyze potential changes in government funding allocations and explore alternative funding sources, such as corporate sponsorships, foundations, or individual donors.
- **Grant Writing:** Refine your grant writing skills to increase the organization's chances of securing funding in a changing political landscape.
- **Philanthropy:** Strengthen relationships with individual donors and foundations to increase private support and build a sustainable funding base.
- **Adapt Messaging:** Tailor messaging and outreach efforts to align with current events and donor interests.

# LA RESISTENCIA

## Vías' Recommended Action Steps for Nonprofits



### Organizational Agility

- **Scenario Planning:** Develop detailed contingency plans for different potential outcomes, considering factors such as policy changes, funding cuts, and increased regulation.
- **Risk Assessment:** Identify potential risks and vulnerabilities, such as dependence on specific government programs or funding streams, and develop strategies to mitigate them.
- **Strategy Development:** Develop a plan to guide your organizations efforts – a north star – that will align the activities of your staff, board and stakeholders to mitigate any changes.

# LA RESISTENCIA

## Vías' Recommended Action Steps for Nonprofits



### People and Culture

- **Open communication:** Maintain transparency with staff, board, and funders.
- **Engage Staff:** Have a staff discussion on ways to address and mitigate the issues that might impact your communities both before and after the election.
- **Adaptability:** Foster a culture of adaptability within the organization, encouraging staff to be flexible, innovative, and open to change.
- **Shared Learning:** Engage in shared learning opportunities to build capacity, increase knowledge, and stay up-to-date on emerging trends and best practices in the nonprofit sector.
- **Mental Health:** Provide resources and support for staff to cope with potential stress and uncertainty.
- **Diversity and Inclusion:** Prioritize diversity, equity, and inclusion initiatives to ensure that all staff members feel valued, supported, and empowered to contribute to the organization's mission.
- **We encourage you to share this information with your teams.**

# LA RESISTENCIA

## Vías' Recommended Action Steps for Nonprofits



### Community

- **Community Engagement:** Actively engage community members to gain a deeper understanding of their needs, build trust, and foster strong relationships.
- **Advocacy:** Create opportunities for policy advocacy by engaging with local stakeholders, policymakers, and other constituents to influence change.
  - **Focus on Local Policy:** Consider focusing policy efforts close to home as it may be easier to help create change locally than nationally.
- **Referrals:** Establish referral systems to connect community members with relevant services and resources provided by other organizations.

# THANK YOU!



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