

February 3, 2026

Governor Gavin Newsom  
State of California  
1021 O Street, Suite 9000  
Sacramento, CA 95814

## **Latino Exclusion from California's AI Initiatives Raises Governance and Equity Concerns**

Dear Governor Newsom,

We write as a group of organizations committed to advancing equitable economic opportunity, responsible innovation, and inclusive public policy. We appreciate your leadership in launching initiatives to accelerate the responsible use of artificial intelligence in California. However, the complete absence of Latino representation in these initiatives is unacceptable and fundamentally undermines their legitimacy and effectiveness.

Latinos constitute 40% of California's population and nearly half of the state's workforce under age 40. Yet the announced composition of your AI initiatives includes zero Latino voices—none in leadership, advisory, or technical positions. This is not a pipeline problem. California is home to thousands of Latino technology leaders, researchers, policy experts, labor advocates, and community innovators. Their exclusion reflects a failure of intentional inclusion, not a scarcity of talent.

The consequences of this omission extend far beyond symbolism. AI systems are already making determinations about credit access, employment screening, housing eligibility, and public benefits, decisions that disproportionately affect Latino families and workers. Without Latino expertise embedded in the design of these initiatives, California risks:

1. Deploying AI systems that encode and amplify existing disparities in access to capital, opportunity, and public services.
2. Making policy decisions that fail to account for the economic realities and vulnerabilities of Latino workers in sectors most exposed to AI disruption.
3. Missing critical insights from communities that have historically been subject to discriminatory technology systems, from redlining algorithms to biased risk assessment tools.
4. Eroding public trust in government innovation among the very communities California depends on for its economic future.

Latino representation is especially critical in areas where these initiatives will have immediate, real-world impact: workforce development and displacement; language access and service delivery; small business and entrepreneurship; education technology; and oversight of AI systems that affect civil rights, voting, health care, housing, credit, and media and entertainment. These are not abstract policy debates—they shape the everyday experiences and economic security of communities across California.

California has positioned itself as a national leader in equitable technology policy. The state's AI initiatives should reflect that commitment, not contradict it. Your administration has rightly called for accountability and transparency from technology companies. The same standards must apply to state government.

We request an urgent meeting with you and senior members of your administration to address this failure and to establish specific commitments to Latino inclusion to better reflect the lived experiences of Latinos in the state. We are prepared to recommend qualified individuals for immediate appointment, provide substantive input on initiative design, and work collaboratively to ensure that California's AI leadership reflects the full diversity of its people.

This is not a request to be consulted after decisions have been made. This is a call to ensure Latino voices are represented from the outset. Anything less perpetuates the exclusion that this letter confronts. Although this letter focuses on the exclusion of Latinos, we share broader concerns about the widening gap between stated commitments to equity and the actual composition of decision-making bodies, at a time when diverse perspectives are essential.

California must do better. We are ready to help you meet that standard.

Sincerely,

Alliance for a Better Community  
City Heights Community Development Corporation  
Creser  
LatinoProsperity  
National Hispanic Media Coalition  
UnidosUS  
Unseen  
Urban Leadership Development Institute  
Sacramento Hispanic Chamber of Commerce