




Hispanic Heritage Month

Does it REALLY matter... Who are my co-workers? Are they immigrants?
Are they Multilingual?

Dr. Daisy Collins Barrón



Overview

- Hispanic Heritage Month
 - Affirmative Action
 - Cultural Humility & Cultural Competence
 - Plan to Action
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Why are we celebrating Hispanic Heritage Month?

During National Hispanic Heritage Month, we honor the diverse history of generations of Latinos, whose aspirations and achievements have shaped the soul of our Nation. ([White House, 2023](#)).

In 1968, President Lyndon Johnson signed a bill for the national observance into law.

Twenty years later, President Ronald Reagan expanded the observance to 30 days.

Spain, Mexico, Guatemala, Honduras, El Salvador, Nicaragua, Costa Rica, Panama, Colombia, Venezuela, Ecuador, Peru, Bolivia, Paraguay, Chile, Argentina, Uruguay, Cuba, Puerto Rico, and the Dominican Republic.

2023 National Hispanic Heritage Month Theme

"Todos Somos, Somos Uno: We Are All, We Are One"

— Jennifer Lasko



The National Council of Hispanic Employment Program Managers (NCHEPM) is the nation's premiere authority on and advocate for efforts to improve and accelerate Hispanic participation and representation in the Federal government.

Geography & Cuisine

- Latin America is divided into several regions: North America, Central America, South America, and the Caribbean.
- In Latin America, there are over 448 languages, many unclassified. There are 37 language families from indigenous roots spoken across the continent and are co-official languages of Hispanic countries.
- Typical of Latin American cuisine include maize-based dishes arepas, empanadas, pupusas, tacos, tamales, tortillas, and various salsas and other condiments (guacamole, pico de gallo, mole, chimichurri, chili, aji, pebre). A diverse culinary cousin from Spain, island, and America flavors. Styles of food range from mountains to seafood-rich coasts and beyond.



Pop Quiz History

Taco Tuesday

Date: Early 1980s

Description: David Olsen, the owner of a Taco John's in Minnesota, coins the term "Taco Twosday" when he started selling 99 cents tacos in pairs, as per Taco John's lore. 1984: Steve Levinson, owner of Tortilla Flats in Laguna Beach, applies for a state trademark for "Taco Tuesday" in California in 1984.



National Tamale Day

Date: March 23, 2015

Description: Tamales are believed to have originated in Mesoamerica between 8000 and 5000 B.C. Richard Lambert, the owner of a Santa Barbara eatery called Tamales-to-Go, came up with the idea for this holiday in 2014. He selected March 23rd as the date because the only other food holiday on that day was Melba Toast and he thought the day was far enough away from the holiday tamale eating season to revive interest in eating the food year-round.



Cinco de Mayo

Date:

Description Cinco De Mayo's popularity in the U.S. began in California during our own Civil War in the 1860s as a response to the resistance against continued European efforts to colonize Latin America. It then became an important symbol of the Chicano movement which began in California in the 1940s and eventually spread across the country in the 1970s and '80s when beer companies began marketing to our nation's growing Latino and Spanish-speaking population.





Interesting facts

List some interesting facts about Hispanic Heritage Month. Here are a few examples:

- Latino/a refers to people that are from or are descendent from Latin America. Not all Latinos speak Spanish. Some Latinos speak Portuguese and French.
- Hispanic refers to people who share a common language—Spanish.
- People who identify as Hispanic or Latino can be from any race or background.

Key points learned until now



Why?



Who?



What?

Affirmative Action

Affirmative action has historically been an instrument that colleges can use to ensure that students of color receive fair consideration for admissions given the systemic barriers, underinvestment in schools that students of color attend, inequities in access to advanced coursework, and non-academic factors that overwhelmingly advantage White and wealthier applicants.

Affirmative action is defined by Office of Federal Contractor Compliance Programs regulations as the obligation on the part of the contractor to take action to ensure that applicants are employed, and employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. See [41 CFR 60-1.4](#), [60-300.5](#), and [60-741.5](#). The regulations state that the affirmative action obligation reaches all terms, conditions, and privileges of employment, including recruitment, promotion, termination, and compensation.



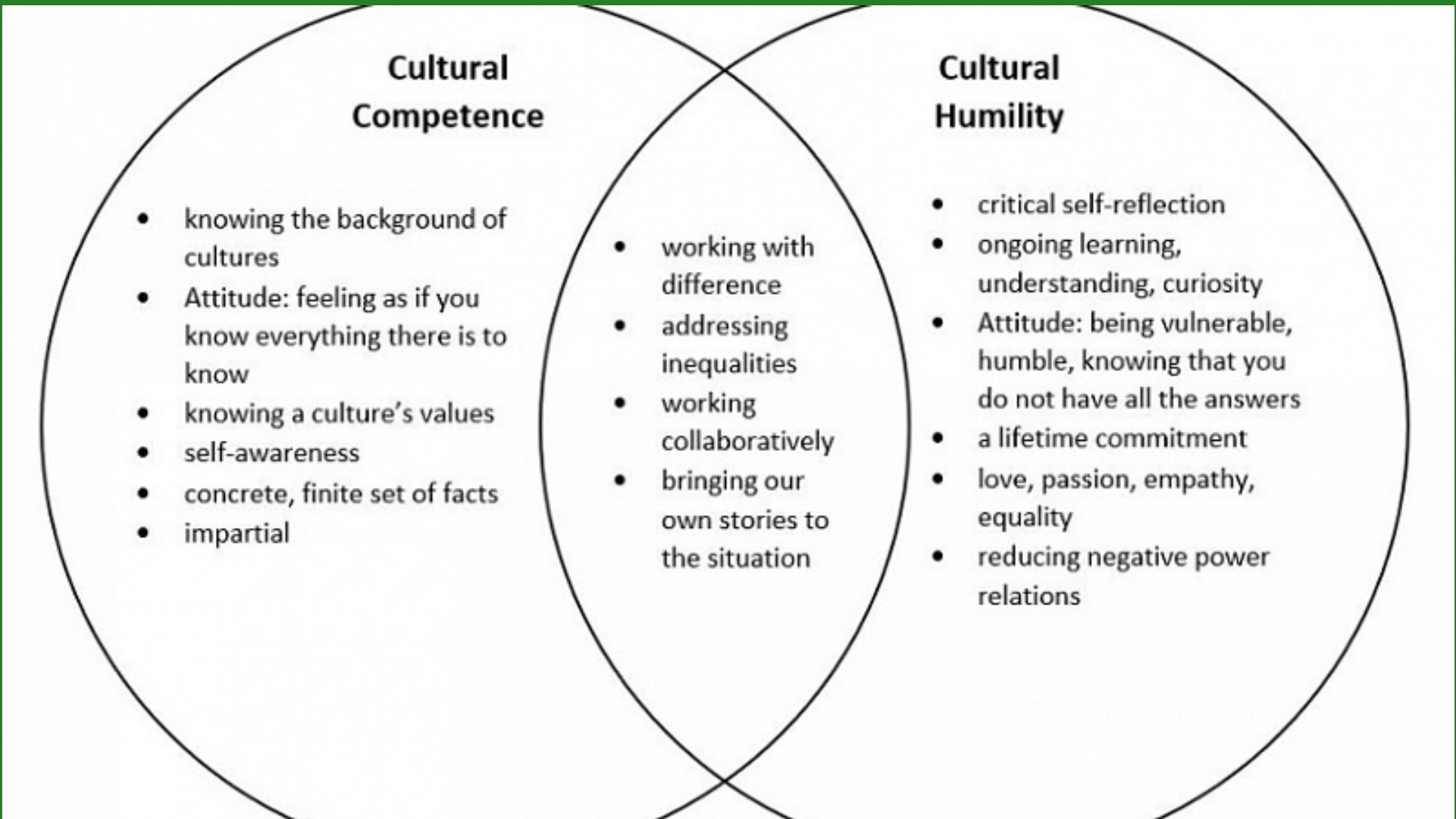
Affirmative action includes assistance for gender representation, people with disabilities, and covered veterans.

If ALL are welcome, why still discrimination and bias at work?

What are we missing...



Cultural Humility & Cultural Competence





CULTURAL DIVERSITY AND CULTURAL COMPETENCY FOR LAW ENFORCEMENT

Four practices of procedural justice cultivate legitimacy across cultures:

1. Treating people in the intercultural environment with dignity and respect.
2. Giving “voice” to people during the regulatory process.
3. Displaying transparency in decision-making.
4. Conveying trustworthiness in motives.³



Plan to Action

- Walk with a thankful heart
- Meditate & Self-Reflection
- Commit to work with passion, and empathy
 - Find ways to support equality
 - Reduce negative power relations

Questions & Answers





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