

CULTURAL COMPETENCY CORNER

A MONTHLY PUBLICATION FOR THE EMPLOYEES OF
RISE SERVICES, INC.

Dear Rise Employee:

In this edition of the Cultural Competency Corner, we will discuss Hispanic and Latin heritage and the contributions of this community to the workplace. Additionally, we will share ways that organizations and their members can be more inclusive and encouraging of people with Hispanic and Latin heritage. We want this insight to add to the collaborative spirit that exists at RISE. We hope you enjoy this edition.



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This newsletter is designed with you in mind. If you have content ideas, cultural events, or cultural celebrations to share, please forward them to Steven Hunter for consideration.

RISE CORPORATE VALUES



**NATIONAL HISPANIC HERITAGE MONTH:
SEPT. 15-OCT. 15, 2021**



HISPANIC MEMBERS IN THE WORKPLACE

Hispanic and Latin Americans comprise the largest ethnic group in the United States. This community is estimated to make up over 18% of the U.S. population. By 2025, this population will account for one out of every two employees entering the workforce.

Americans observe National Hispanic Heritage Month from September 15 to October 15. The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson. In 1988 Hispanic Heritage Week was expanded to Hispanic Heritage Month by President Ronald Reagan. Hispanic Heritage Month is celebrated by acknowledging the histories, cultures, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America. Hispanic Heritage Month's date range was deliberately chosen to include the anniversaries of independence for five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua.

Discrimination Against Hispanics in the Workplace:

Employees of Hispanic and Latin heritage face many types of discrimination in the workplace. It is important to understand that harassment and discrimination are illegal. Is it especially disconcerting if they are based on protected characteristics including a person's race, skin color, national origin, religious creed (as well as other traits). Discrimination and harassment can range from microaggression to severe abuse. They include:

- Racist jokes
- Backhanded remarks
- Broad Generalizations about Hispanic workers ("You people" statements)
- Threats of violence
- Intimidating remarks
- Unlawful harassment
- Hostile work environment
- Dismissive comments
- Exclusion from team meetings
- Other

Contributions of Hispanic and Latin workers:

Hispanic workers are the fastest-growing employee sector of the U.S. This population of employees is known to be hardworking, conscientious, and loyal. Members of the Hispanic and Latin communities make unique contributions to the workplace. For example, Spanish fluency allows employees to provide additional support to Spanish-speaking clients. These clients may have previously felt ignored or misunderstood due to language barriers or unfamiliarity with their culture and customs.

When you work with employees who are Hispanic or Latin you can improve your interactions by:

- Addressing your personal bias
- Educating yourself about stereotypes you may believe about this group of people
- Being intentional about constructive conversations and positive interactions with Hispanic and Latin coworkers

Hispanic and Latin employees are valuable members of the working community. Like all other members of the workforce, they want to be seen and heard. They want to know that they are appreciated and valued. The best way to value members of this community is to be open to their experiences and appreciative of the work and contributions they make to the workplace and culture.

Interesting Facts:

Hispanic is a term created by the U.S. federal government in the early 1970s to provide a common denominator to a large, diverse, population with connections to the Spanish language or culture from a Spanish-speaking country. The term Latino reflects the origin of the population in Latin America.

Recommended Readings:

Laezman, R.(2002). *100 Hispanic-Americans who shaped American History*. BluewoodBooks: NY, NY

Martin, M. (2020). *Crossing Borders, Building Bridges: A Journalist's Heart in Latin America*. ISBN-13: 978-1735121024

References:

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Retrieved from: <https://americanhistory.si.edu/topics/latino-history/pages/hispanic-heritage-month-2021>