

SEPTEMBER 15TH - OCTOBER 15TH 2021

HISPANIC HERITAGE MONTH



CREATED BY



TABLE OF CONTENTS

• History of Hispanic Heritage Month	Page 1
• More HHM History	Page 2
• Important Dates	Page 3
• Discourse in Hispanic/Latinx Community	Page 4
○ Definitions	Page 5
○ Latinx	Page 6
○ Hispanic	Page 7
• Intersectionality	Page 8
• Immigration	Page 9
• The Dream Act	Page 10
• Business and Market Share	Page 11
• Celebrations / Culture	Page 12
• Religion	Page 13
• Food and Cuisine	Page 14
• Sports	Page 15
• Important People to Know	Page 16
○ Argentina and Spain	Page 17
○ Colombia / Ecuador	Page 18
○ Costa Rica	Page 19
○ Cuba	Page 20
○ Guatemala	Page 21
○ Mexico	Page 22
○ Panama	Page 23
○ Puerto Rico	Page 24
○ Panama	Page 25
○ Venezuela / Dominican Republic	Page 26
• Questions and Discussion Topics	Page 27
• Resources	Page 28
• In Memoriam	Page 29
• Power of Language Series	Page 30
• Diverse Voices	Page 31
	Page 32
	Page 33
	Page 34

WHAT IS HISPANIC HERITAGE MONTH?

September 15th - October 15th is Hispanic Heritage Month. This is an official celebration of American citizens whose ancestry traces back to Spain, Mexico, Central America, South America, and the Caribbean.



The significance of it starting on the 15th of the month is to celebrate the anniversary of independence for Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. Also falling in between these dates is the anniversary of Mexico's independence on September 16th, Chile's independence on September 18th, and Columbus Day-Indigenous People Day, and Dia de la Raza which falls on October 12th.

According to the **official website**, Hispanic Heritage Month celebrates "the generations of Hispanic Americans who have positively influenced and enriched our nation and society". It started under President Lyndon B. Johnson as a week-long celebration of Hispanic culture. President Ronald Reagan then expanded Hispanic Heritage Month to 30 days twenty years later.

Population

The hispanic population of the United States is 60.6 million people, this makes the hispanic population of the United States the largest ethnic or racial minority. Coming from a range of different backgrounds and countries. Pictured to the right in red are the different countries people of hispanic lineage come from.

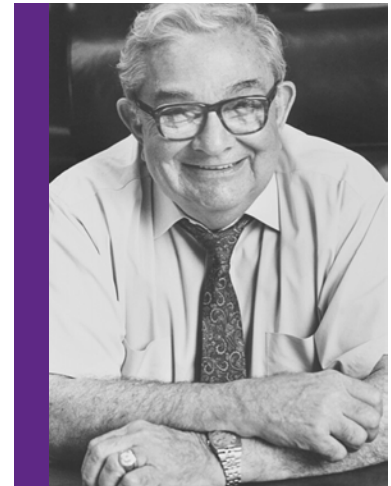


200th Anniversary of the Separation from Spain

On September 15th, five Central American countries celebrate their 200th anniversary of gaining independence from Spain. These countries include Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In 1821 members of each of these countries gathered in Guatemala City and created the Act of Independence of Central America which officially made these countries independent from Spain.

HISPANIC HERITAGE MONTH HISTORY

Hispanic Heritage Month began as a commemorative week in June of 1968 by California Congressman George E. Brown, who believed strongly in the importance of representing Latinx/Hispanic communities, which were heavily populated in Los Angeles. Congress passed Public Law 90-48 that September, officially authorizing and requesting the president to issue annual proclamations declaring that September 15 and 16 be National Hispanic Heritage Week.



In a statement from Congress, they said, "People of the United States, especially the educational community, should observe such a week with appropriate ceremonies and activities." The Congressional Hispanic Caucus celebrated the week recognizing the many Hispanic Americans that have influenced the United States in a multitude of ways. This drew media attention, which later resulted in a more substantial legislation supporting Hispanic and Latinx Americans. Grass roots and civil rights activists inside and outside the Hispanic American community were able to make headway, with Congress, with the additional newfound support.

In 1987, Representative Esteban Torres of California submitted H.R. 3182, a bill to expand Hispanic Heritage Week into a Hispanic Heritage Month. Torres noted that supporters of the legislation "want the American people to learn of our heritage." The date which celebrates Hispanic Heritage Month signifies the push to recognize the contributions of the Latinx community, who had gained momentum throughout the 1960s when the civil rights movement was at its peak, with growing awareness of the United States' multicultural identities.



IMPORTANT DATES

- **1846** - June 14th, The Articles of Capitulation are signed making California an independent republic.
- **1862** - The Homestead Act is passed in Congress, allowing squatters in the West to settle and claim vacant lands—many of which were owned by Mexicans.
- **1868** - 14th Amendment to the U.S. Constitution is adopted, declaring all people of Hispanic origin born in the United States as U.S. citizens.
- **1898** - On February 15, in Havana Harbor, Cuba, an explosion destroys a U.S. battleship—killing 266 men aboard. The United States declares war on Spain, lasting 13 weeks. The Cuban Revolutionary Party strikes a deal with the U.S. Congress—the United States promises to leave Cuba at the end of the war.
- **1954 - 1958** - "Operation Wetback" is put into place by the U.S. government. The initiative is a government effort to locate and deport undocumented workers—over the four-year period, 3.8 million people of Mexican descent are deported. The term *"Wetback" is a highly offensive derogatory term that is often directed toward immigrants to the US, especially those who are illegal immigrants from Mexico.*
- **1964** - Congress passes the Civil Rights Act of 1964. The act establishes affirmative action programs, prohibiting discrimination on the basis of gender, creed, race, or ethnic background (Title VII). The Equal Employment Opportunity Commission (EEOC) was also established through Title VII to prevent job discrimination.
- **1974** - Congress passes the Equal Educational Opportunity Act to create equality in public schools by offering bilingual education to Hispanic students.
- **1994** - On November 8, Californians passed Proposition 187 with 59 percent of the vote. This bans undocumented immigrants from receiving public education and benefits such as welfare and subsidized health care.
- **1996** - Proposition 187 is ruled unconstitutional, on the grounds that only the federal government has the authority to regulate immigration.
- **2003** - The Hispanic population is the nation's largest minority group—surpassing people who identify as Black/African American
- **2004** - Anti-immigrant sentiment reaches a tipping point when Arizonans organize a group of volunteers known as "The Minutemen" to patrol the border.
- **2010** - In April, Arizona Governor Jan Brewer signed the broadest and toughest anti-illegal immigrant law in U.S. history, SB-1070, cracking down on harboring or hiring undocumented immigrants, giving local police unprecedented powers.
- **2020** - United States Census numbers indicate that Hispanic and Latinx populations are up to 18.5% compared to 16% from the 2010 Census.

DISCOURSE IN THE HISPANIC/LATINX COMMUNITY

There are many points of discourse and discussion in the Hispanic community. In order to understand and continue the conversation, we need to understand the discourse and the nuances.

Definitions

• How do you address Hispanic people?

- Hispanic generally refers to people of Spanish-speaking descent.
- People who come from Portuguese-speaking countries are generally not seen as Hispanic, as they speak Portuguese rather than Spanish.
- The word Hispanic comes from Hispania, a province previously making up the entire Iberian peninsula, including Portugal, leading some people to suggest that Portuguese people are in fact Hispanic. Generally speaking, the term Hispanic does not refer to people of Portuguese descent.



• What does Latinx mean vs Latino?

- Latinx refers to people of Latin American origin. Brazil is therefore included in this definition.
- Many identify Latino as an indication of someone living in the United States. Latino, while being an English word, is also a Spanish word, simply meaning Latin.
- Some argue that other countries that speak a Latin or romance language, such as Italy, are also included in being called Latino due to this translation, but the word Latino is shortened from the word Latinoamericano, a term emerging following independence for Spain's former colonies, translating to Latin American in Spanish.
- By these definitions, not all Hispanic people are Latinx and not all people who are Latinx are Hispanic.

These are the most widely accepted version of how to define the terms Hispanic and Latinx. Both terms are subject to change and are not universally defined as above.

LATINX

Latinx is a term, subject to controversy and frequent debate. The term Latinx originated online around 2004, later being used by activists and academics to encourage inclusion and acceptance of non-binary gender identities. Some prefer this term over Latino or Latina, as it encourages gender neutrality in the Spanish language, a language that is frustrating to navigate for non-binary Spanish speakers. Unlike terms such as 'folx' that has been criticized for appearing to be only performative (with the argument being that the term 'folks' is inherently gender-neutral), Latinx came about to provide space for non-binary people in the Hispanic community.



Latin America

Which countries make up Latin America? This is also subject to debate. Some definitions are as broad as “everything south of the United States”, but this would also include countries that don’t speak Spanish or Portuguese as a first language, such as Bahamas, Jamaica, Belize, and other countries and territories in the Caribbean. There’s also Suriname, Guyana, and French Guiana, all countries that don’t speak predominantly Spanish, that are in South America.

Many assume Latin America people speak solely Spanish. However, most people in Brazil speak Portuguese and not Spanish. Dictionary.com defines Latin America as “the part of the American continents south of the United States in which Spanish, Portuguese, or French is officially spoken”. French is included as it is a Latin, or romance, language.

Pronouncing Latinx

Latinx has been criticized for seemingly anglicizing the word Latino or Latina, making it difficult to pronounce in Spanish. 'X' is pronounced with an English H sound like hope, but can also be pronounced as a Z, like zoo. This begs the question: Is it pronounced Latinh, Latinz or another way? Some have even claimed Latinx is an example of “linguistic imperialism”, or the changing of a language for a foreign group of people or culture, usually English speakers.

HISPANIC

Like many aspects of being Hispanic, this is complex. Some people argue that Hispanic people are inherently people of color, as they are not treated the same way a person of European descent is treated. Some say Hispanic people are white, an opinion synonymous with many official documents. According to the same study by Pew Research Center, **51% of Hispanic people identify their race as “some other race”** on surveys.

While the notion that Hispanic people are white may be true for Hispanic people strictly of European descent, most Hispanic people are a mix of races due to sexual violence being part of colonization of South America. Most Hispanic people fit into these categories:

1. Mestizo, or being of European and Amerindian, or Indigenous descent.
2. Mulatto, or being of European and African descent.
3. A combination of the two, or another combination.



Wrapping up Discourse in the Hispanic/Latinx Community

These categories, while being used by Hispanic and Latinx people to describe their genealogical makeup, caused the implementation of a caste system where whiter appearing people were given preferential treatment, a form of colorism that is ever-so prevalent in modern culture. Many Hispanic people prefer to label themselves as white for this reason, even if they have some Mestizo or Mulatto heritage, with 36% of Hispanic people identifying as white, opposed to only 3% who identify as Black.

Discourse is only natural in such a diverse community of people. This is why categorizing all people who fit into the Hispanic or Latinx community is not as productive as one may think, a point that has been continuously expressed by those advocating for their community. For many Hispanic people, the feeling of “No Soy de Aquí, Ni Soy de Allá” (I’m not here nor from there) is a feeling all too familiar, but interacting with a group of like-minded people who relate to this feeling can mean all the difference.

INTERSECTIONALITY

Race, gender identity, sexual orientation, disability, and socioeconomic status are all additional factors (among others) to a Latinx person's identity. Their identity can connect with these and other aspects all of which makes them unique.

Many Latinx people tie their identity to their racial background and indigenous roots. Black Latinx people or Afro-Latinx people are one of these groups, with a quarter of U.S. Latinx people self-identifying as Afro-Latinx. **39%** of Afro-Latinx people define themselves as white and only **18%** identify as Black. About half of Brazil's population is of African descent, and Black Cubans make up about a third of Cuba's population.

Racism and representation is an issue for African-Latinx people.

- In 2015, Mexico allowed people to identify as Black or an African-Mexican. In its mid-decade national survey, about **1.4 million** participants identified with either term.
- Latinx people are the least represented group in film and TV, with only **4.6%** of movie roles being Latinx characters in 2019, and **5.3%** of broadcast TV roles being Latinx between 2018-19.



More than one in five Latinx millennials identify as being part of the LGBTQIA+ community. And, transgender Latinx people face extra barriers, particularly when profiled as immigrants.

- **21%** of people who identify as Latinx and Transgender are unemployed, as opposed to **5%** of the total population in the US
- **43%** of people who identify as Latinx and Transgender are living in poverty, at a rate nearly four times the total poverty rate(**12%**).



Mental health is a serious concern among LGBTQ+ Latinx individuals. **45%** of people who identify as Latinx and Transgender experience severe psychological distress, nine times the rate of the U.S. population(**5%**). Latinx queer youth are **30%** more likely to attempt suicide than non-Latinx queer youth, due to stigma, discrimination, and the fear of detainment/deportation.

8.9% of Latinx/Hispanic people in the U.S. have a disability of some kind and are less likely to receive treatment for their disability.

- Latinx people have the highest uninsured rates in the US, with **32.7%** not being covered by health insurance, as opposed to **15.6%** overall.
- **24%** of Latinx youth have had no healthcare visits to an office or clinic within the ages of 6-17, as opposed to **14.8%** of all children.
- In the workforce, Latinx men with a disability have a **65%** lower chance of being employed than able-bodied Latinx men, and when employed, earn less money than disabled white men as well as able-bodied Latinx men.

IMMIGRATION

Immigration to the United States is generally limited to three routes:

1. Employment-based
2. Family-based
3. Humanitarian protection, such as refugee status.

Each of these routes is highly regulated and is subject to a myriad of limitations and different requirements for eligibility.

Family-Based Immigration:

- Is limited to certain immediate family members, and is restricted numerically.
- U.S. citizens can petition for spouses, parents (if the petitioner is at least 21 years old), their children, and siblings.
- Green card holders can petition for their spouses, and unmarried children. The petitioner must demonstrate an already-existing income level above the poverty line, and those being supported by the petitioner must meet the eligibility requirements as well.



Employment-Based Immigration:

- Requires an employer in the U.S. to commit to being a sponsor of a worker looking to immigrate.
- The employer can only request the worker if the worker meets the existing guidelines, such as education level.
- There is a finite amount of employment-based visas, and competition is fierce.

Humanitarian Protection Immigration:

- Those entering the U.S. must demonstrate a “well-founded fear of persecution based on race, religion, and membership in a particular social group, political opinion, or national origin.” ([USA for UNHCR](#))
- The law generally requires a person to apply for asylum within a year of entering the U.S.
- It is not possible to qualify as a refugee or an asylee (person eligible for asylum) because of economic conditions in their country of origin.

THE DREAM ACT

The Development, Relief, and Education for Alien Minors (DREAM) act was first introduced in 2001 to protect those who entered the US as minors from deportation. Those who qualify under the DREAM act are known as “dreamers”. It served to provide current, former and future undocumented high-school graduates and those with GEDs a pathway to citizenship status in the United States.



The DREAM Act outlined in a three-step process:

1

Conditional Permanent Residence. To be eligible for conditional permanent resident (CPR) status, the Deferred Action for Childhood Arrivals (DACA) or meet all of the following requirements:

- Arrived in the U.S .as a child.
- Attending an institution of higher education, having graduated high school or obtained a GED, or being enrolled in a secondary school (or a program helping students obtain a high school diploma or GED).
- Has not been convicted of committing “significant misdemeanors”, such as burglary, unlawful possession or use of a firearm, or drug distribution or trafficking.

2

Lawful Permanent Residence. Those who have CPR status are able to obtain a green card, or lawful permanent residence, by:

- Earning a degree at a higher education institution in the U.S., or completing at least two years in a program for at least a bachelor’s degree.
- Completing at least two years of military service, being honorably discharged if discharged at any time.
- Been employed for a total time of three years, and at least 75% of the time had the authorization to work. There are exceptions for those enrolled in higher education.

3

Naturalization. After having a green card for five years, there is now the option to apply for citizenship through the regular naturalization process.

The DREAM Act has been continuously fought over in politics since its inception. It has been introduced and re-introduced, and typically killed by means of a filibuster, blocking, or expiration. As a response to the DREAM Act failing to pass in both houses of Congress, President Obama announced the Deferred Action for Childhood Arrivals, or DACA, in 2012. It provided a 2-year deferment from deportation and eligibility for a work permit to those who entered the US under the age of 16.

BUSINESS & MARKET SHARE

The \$2.6 Billion Global Latinx Population - and growing!

According to the 2020 LDC U.S. Latino GDP Report, the size of the U.S. Latinx market, measured by GDP, was **\$2.6 Trillion in 2018, up almost 9% from \$2.3 Trillion in 2017**. Let's put it this way - If the Latinx American market was its own country, it would be the 8th largest economy in the world and the largest Latinx market in the world. It would surpass Brazil, and be more than twice the size of Mexico. When compared to the non-Latinx population in the U.S., the Latinx population grew 4.5 times faster in terms of GDP.

Latinx in the Workforce

Young, educated Latinx Americans. This population is critical to entering the workforce, as it also offsets the baby boomer population that is slowly exiting the workforce. According to the *Latino Donor Collaborative report*, people who are Latinx were responsible for **78% of the net new jobs in the labor force since the Great Recession**. Regardless of the substantial size of the Latinx population, many companies overlook the opportunities that lie within.

They're also amongst the least-supported groups in terms of government business assistance. During the COVID-19 Pandemic, Latinx-owned businesses were disproportionately impacted by both the disease and were 50%+ less likely to receive government relief under the Payment Protection Program, compared to white-owned businesses.

Women in the Workforce

This distortion goes further, women who are Latinx comprise **less than 1%** of those who receive venture capital. These women are **the fastest-growing group of entrepreneurs in the U.S.**



Regarding market share, people who are **Hispanic in the U.S. make up over 62 million people as of 2020**, which is more than double the population was in 2000. **These 62 million people make up about 20% of the country's population as a whole - making them also the fastest-growing population in the U.S as they accounted for 56% of the growth in the past two decades.** As another frame of reference - by 2060, it is estimated that people who are Hispanic will make up nearly 111.1 million.

BUSINESS & MARKET SHARE, CONTINUED

The growth trends will continue into the foreseeable future, as Hispanic people are projected to **drive 62%** of the population growth through 2025. The youngest two consumer generations (Millennials and Gen-Z) account for nearly **25%** of that growth.

Location

A large population of people of Hispanic descent resides in Los Angeles, New York, Houston, Miami, Dallas, Chicago, and San Francisco. Other states are starting to see a growth in population – significantly in Phoenix, Washington, D.C., Orlando, Philadelphia, and St. Petersburg.

The opportunity to market to the substantial population of Hispanic and Latinx people is great. The global pandemic has pushed businesses to reexamine their consumer plans, placing a larger focus on Latinx and Hispanic consumers. **They are critical to our road to recovery, pivoting and driving growth over the next handful of years.**

Entrepreneurs and Business Leaders

- **Anthony “Tony” Jimenez, Jr.** is the Founder, Chairman, and Chief Executive Officer of MicroTech, a half-billion-dollar company and one of the largest Hispanic-owned IT Integrators in the country. They were named the No.1 Fastest-Growing Hispanic-Owned Business in the Nation for three years in a row (2009-2011) by Hispanic Business Magazine.
- **Maria Cristina Caballero** is the founder, President, and CEO of Dialogue on Diversity based in Washington DC, for the past 28 years. They are a non-profit 501(c)(3) educational organization that works as a forum for the interchange of ideas, experiences, and conversations for women of different ethnic and cultural communities.
- **Matias De Tezanos** founded 11 different companies and held ten executive positions. In 2000, he founded Spanish Hoteles.com, now operated by Expedia; was the CEO and Co-Founder (2006) of ClickDiario.com Network; was Honored as a Young Global Leader by the World Economic Forum in 2009 and named one of the top 10 Hispanic entrepreneurs by INC Magazine during 2011 and 2012.
- **Hector V. Barreto** became Chairman of The Latino Coalition (TLC) in 2006, one of the largest and most successful Latinx advocacy groups in the nation. Barreto is internationally recognized for his community leadership, government service, and as a leading voice for Latinx people across the country. He is a frequent public speaker, media guest, panelist, and commentator on business, politics, and the Latinx community.

INTRODUCTION TO CULTURE

Hispanic and Latinx American cultures are rich with a dedication to music, celebrations, the culinary arts, sports, and business. All of this is attributed to the many people who have made this possible.

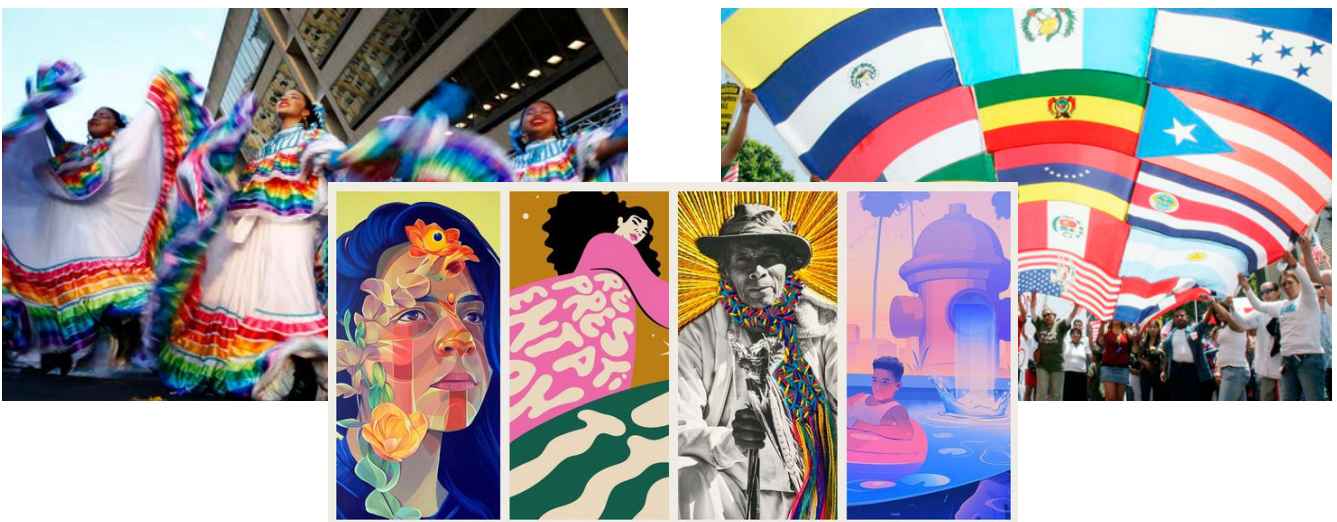
Music and dance are essential in Latin America. There are a wide variety of culturally enriched dances that reflect the origins of its people. Music is a significant mode of expression, followed by energetic dances that can be seen in festivals throughout the year, with massive crowds. The **Mambo** stems from Cuba originally and later made its way to Mexico. The **Merengue** originated in the Dominican Republic, the **Tango** was first performed in Buenos Aires - and all have made an influence in dances around the world.

We've seen the immense popularity of other performing art forms as well; Telenovelas are a drama lover's go-to shows and Latin American music exposure continues to expand with a newly-produced annual Latin American Award ceremony.

In the culinary world, we celebrate those who specialize in their culture's cuisine, athletes who have paved the way from soccer to baseball, and business leaders who overcame challenges that pushed them forward to success.

CELEBRATIONS

Hispanic Heritage Month is about celebrating Hispanic heritage in the United States. A majority of the festivities held throughout the U.S. are family-friendly, occur at the local level, and may be free to attend.



On the following pages, we celebrate traditions, sport, and people who have made a cultural impact from around the world, bringing their country's influences to light.

RELIGION

Among people who are Latinx, 62% say they are affiliated as Catholics. 19% of Latinx adults say they are Protestant, and 14% say they are unaffiliated with any religion.

Among people who are Hispanic, 13% say they are 'born again' or evangelical Protestants versus those considering themselves as mainline Protestants at 6%.

Only small percentages of this population identify with other religions like Mormonism, Orthodox Christianity, Judaism, or Buddhism. Compared with the general public, people who are Hispanic are much more likely to be Catholic—62% versus 23%—and less likely to be Protestant—19% versus 50%.

January 6th

Día de los Reyes Magos or Día de los Santos Reyes, Epiphany is celebrated on January 6th. In many Catholic countries, this is a Christmas celebration. Traditionally, children receive gifts on this day (rather than on Christmas) celebrating the Three Kings bringing gifts. People exchange presents, and children put out their shoes for the magi (Wise Men/High Priests) to fill with presents.



March 5th

Carnaval is an official Mexican holiday that kicks off a five-day celebration of the 'libido' before Catholic Lent. The holiday begins the weekend before Lent and is celebrated with parades, floats, and dancing in the streets.

November 1st & 2nd

Día de Los Muertos, or Day of the Dead (Mexico, Central America), is celebrated in most regions of Mexico on November 1st. This holiday honors children and infants, whereas deceased adults are honored on November 2.

November 1 is mainly Día de Los Santos Inocentes - "Holy Innocents Day" and Día de Los Angelitos-"Day of the Little Angels". November 2 is referred to as Día de Los Muertos or Día de Los Difuntos, "Day of the Dead".

Día de Los Muertos is celebrated to honor one's ancestors, believing there is an interaction between the living world and the world of spirits. On Día de Los Muertos, the Almas (spirits of the dead), are said to come back for family reunions.



FOOD AND CUISINE

Hispanic cuisine is very diverse as is its' culture. While there are a number of smaller countries that have their own mix of cuisines, we will focus on five different countries or regional cuisines, as in an overall umbrella to understanding their food and culture.

MEXICAN CUISINE

This cuisine is the most prevalent in the United States, using different main ingredients and spices that depend on region. In Northern Mexico, typical foods include beef, Spanish rice, refried beans, and flour tortillas. In Baja California, which, despite its name, is a Mexican state, typical foods include seafood, paella, and salads. When you get to the Southern part of Mexico, typical foods include chicken dishes, corn tortillas, a variety of chile peppers, and tropical fruits and vegetables. And finally, in the Yucatan Peninsula, typical foods include pork dishes, root vegetables, and indigenous plants. Mexican cuisine is often spicy, typically offset with a corn or flour tortilla.



CENTRAL AMERICAN CUISINE

When you travel down to Central America food typically becomes milder and not as spicy. These countries include Guatemala, El Salvador, Honduras, Nicaragua, and Costa Rica. Instead of yellow Spanish rice, white rice is served. Pork and chicken are still very prominent in Central American cuisine. Instead of refried beans, the beans become smaller red beans. Plantains are a huge part of this cuisine and are usually served as a side with every meal including breakfast. Tropical fruits like mango and papaya are a favorite.



CARIBBEAN CUISINE

Caribbean cuisine includes Cuba, Puerto Rico, and the Dominican Republic. Seafood is very popular with all different types of fish and shellfish served. White rice and black beans are also popular side dishes. Green plantains are the base of tortillas in the Caribbean. Rather than using chile peppers to cook with, Caribbean cuisine relies heavily on garlic and fresh herbs like cilantro and parsley. Tropical fruits are also popular, like guava and papaya.



FOOD AND CUISINE, CONTINUED

South American Cuisine is split into two types 1) Northern South America and 2) Southern South America. They have some similarities but also have key differences that make them both unique.

NORTHERN SOUTH AMERICAN CUISINE

In Columbia, Venezuela, Ecuador, and Peru, beef and seafood is popular. Seafood is served in ceviche style most of the time. Vegetables are the main source of flavor in this cuisine. Corn and potatoes are served with most dishes and come in many different varieties. White rice and black beans are also the most popular. Arepas are very popular in this region and originated in Columbia, they are made of cornmeal. Instead of just using chile peppers in cooking they also counter this with sweet peppers.



SOUTHERN SOUTH AMERICAN CUISINE

In Chile, Argentina, Paraguay, and Uruguay, beef is the most popular part of this cuisine. Southern South American is famous for steak, ribs, and chorizo. Sweetbread is a common side dish. In Paraguay barbecuing is the most popular part of this cuisine. When you travel to Patagonia which includes Chile and Argentina, lamb and goat are popular.

The vast European influence of this region has resulted in the popularity of pasta dishes and baked goods like empanadas filled with eggs, beef, chicken, and cheese, as well as their variation of the milk-based dessert dulce de leche. Legumes including chickpeas and pumpkin are popular, as are olive oil and fruits like apples, grapes, and peaches, which are more common in the subtropical and temperate climates of this region.



SPORTS

Soccer

Soccer or Fútbol has been a key part of Latin American culture. When you think about soccer, typically Latin American culture is what comes to mind. Soccer is a key part of Latin American culture and is intertwined with Latin Americans overcoming racial and class issues.

Those who share a love for soccer come together in light of any other issues that may be occurring. Many Latin Americans think of soccer as a 'religion' due to its ties within the community. The World Cup is also known for gathering millions of people every four years, bringing the community together. People travel from all over the world for this tournament, enjoying watch parties with family and friends.



Baseball

While soccer is probably the most popular sport in many Latin American countries, baseball has also gained popularity mostly in the Dominican Republic, Venezuela, and Cuba. Many players from these countries come to the United States to play major league baseball.

Baseball has a history in these countries dating back to the 1800s when two Cuban boys were attending college in Alabama and first learned about baseball - deciding to bring bats back home. They founded Habana Baseball club and the popularity grew from there. During the Ten Years War, the Spaniards outlawed baseball because they believed it was seen as a rebellion against traditional sports. During this war, many Cubans fled to the Dominican Republic, starting their love for baseball there.

In 2016, 10% of the Major Baseball league players were Dominican, adding Venezuela and Cuba it was now up around 24.1%. Today all MLB teams have official recruiting and training programs in the Dominican Republic. People with recognizable names from the Dominican Republic are David Ortiz, Sammy Sosa, Julio Franco, and Pedro Martinez.



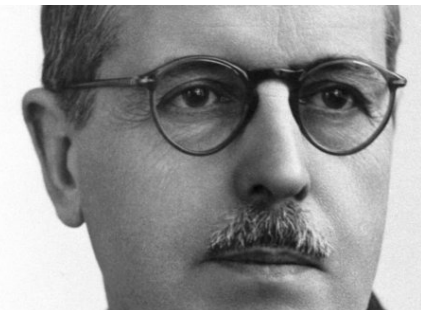
PEOPLE - ARGENTINA & SPAIN

Bernardo Alberto Houssay

He was an Argentine physiologist who shared the 1947 Nobel Prize in Medicine for his research (after the discovery of insulin) on the role of pituitary gland hormones in carbohydrate metabolism. In addition to being recognized by the Nobel Foundation, he received honorary degrees and distinctions from multiple prestigious academic institutions, along with several accolades. His devotion to education and scientific research continues to inspire many medical professionals today.

Pope Francis, Jorge Mario Bergoglio

Pope Francis, born in Buenos Aires Argentina, is the head of the Catholic Church and sovereign of the Vatican City State since 2013. He maintains that the Church should be more open and welcoming for members of the LGBT community, and favors legal recognition of same-sex couples. He is an outspoken critic of capitalism and consumerism.

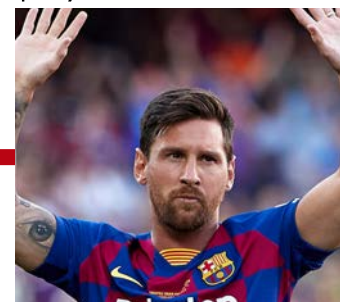


Luis Alvarez

Was an American physicist of Spanish descent. His research included particle physics, radar, and nuclear science. He developed multiple radar systems during World War II, worked on the Manhattan Project, and was involved in the development of a liquid hydrogen bubble chamber, which enabled the detection of subatomic particles. Alvarez won the 1968 Nobel Prize in Physics.

Lionel Messi

Is a household name in the game of soccer. He was born in Argentina and plays for both the Spanish Club Barcelona team and the Argentina National team where he is the team captain. Messi has played in a total of 929 games and has scored 748 times. Messi has won a multitude of trophies and awards from major club trophies, to La Liga titles, to being awarded the Ballon d'Or six times, more than any other player.



PEOPLE - COLOMBIA & ECUADOR



Shakira

Shakira Isabel Mebarak Ripoll is a Colombian singer and songwriter. Born and raised in Barranquilla, Shakira has been referred to as the Queen of Latin Music and is noted for her versatility in music. She made her recording debut under Sony Music Colombia at the age of thirteen.

Ingrid Hoffman

Is a television personality and a Columbian American chef, in 2018 she won the Hispanic heritage award for culinary arts. She has published multiple cookbooks in both English and Spanish. She has a very loyal fanbase in both America and Columbia. Has been the host of food network Simply Delicious.



Jose Garces

Ecuadorian American chef. He found his love of cooking through his paternal grandmother who taught him the Latin way of cooking. He has remained a top chef, and owns about a dozen restaurants, he also owns a catering division, his own farm, and a non-profit organization. He has written two cookbooks and won Iron Chef.

Rafael Vicente Correa Delgado

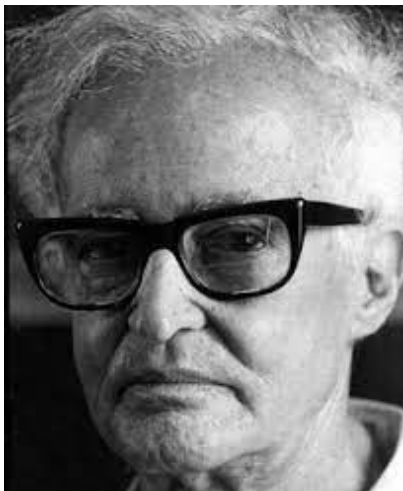
Is known as Rafael Correa, an Ecuadorian politician, and economist who served as President of Ecuador from 2007 to 2017. Correa is a democratic socialist. Rafael was the leader of the PAIS Alliance political movement from its founding until 2017.



PEOPLE - COSTA RICA

Franklin Chang-Díaz

Is a mechanical engineer and astronaut. As the first Hispanic NASA astronaut, he was involved in seven space shuttle missions, including Columbia and Endeavor. He founded the company Ad Astra Rocket, which develops space technology known as the VASIMR plasma engine and has operations in both Texas and Costa Rica. Franklin is passionate about developing education, science, space, and technology research initiatives in Latin America.



Francisco Amighetti

Was a Costa Rican painter. His most famous works included the technique of xylography or wood engraving, and his oil paintings and watercolors, which had international success. Amighetti was also a poet, he published his first collection in 1936. With over 500 pieces of art produced, he won the National Culture Award in 1970.

Nery Antonio Brenes Cardenas

Is a Costa Rican sprinter. He is one of Costa Rica's most renowned track and field athletes, reaching the semi-finals at the 400m sprint in the 2008 Beijing Olympics. He has participated in major international competitions such as the 2007 World Championships in Osaka, Japan, finishing 3rd place at the 2008 ÅF Golden League in Oslo, Norway, and winning the gold medal at the 2012 IAAF World Indoor Championships in Istanbul, setting a new national and championship record.





PEOPLE - CUBA

Gloria Estefan

The Cuban American superstar is known for fronting the band Miami Sound Machine. Songs like "Conga" and "Rhythm Is Gonna Get You" topped the charts in the 1980s and 1990s and became pop classics. She has won three Grammys with nine nominations, along with many Latin American music awards. Gloria is married to former bandmate Emilio Estefan.



Eva Rodriguez

A Cuban American editorial writer, and current senior editor for POLITICO Magazine. Joining POLITICO in 2014, Rodriguez began her career at Miami Daily Business Review, where she covered courts and business. She spent 10 years at the Washington-based Legal Times, partially spent as editor-in-chief. She joined The Washington Post in 2007 as a legal affairs editorial writer, later being named Deputy Editor. She has also worked for The New York Times, the Wall Street Journal and the Miami Herald.

Soledad O'Brien

Is an American broadcast journalist and executive producer of African and Cuban descent. Since 2015, O'Brien has been the host of Matter of Fact with Soledad O'Brien, a weekly talk show produced by Hearst Television. O'Brien sports an impressive resume, being chairwoman of the media production and distribution company Starfish Media Group, that she founded in 2013. She is on the board of directors for the George Foster Peabody Awards, an awards program honoring mass media and journalism, presented by the University of Georgia's Henry W. Grady College of Journalism and Mass Communication. She has previously worked in leadership roles at CNN, NBC, MSNBC and HBO.



PEOPLE - GUATEMALA

Carlos Ruiz

A born Guatemalan Soccer player is nicknamed Pescado or "Fish". He has played for five Major League Soccer clubs in the United States and was on the Guatemalan national team from 1998–2016. In 2002 he was named the MLS's most valuable player. He is regarded as one of the greatest Guatemalan players of all time, being the all-time top-scoring player in the country.



Oscar Isaaca

Is a Guatemalan American critically acclaimed actor. Born Oscar Isaac Hernández Estrada, he began acting in 1996 and has had roles in films, television, and theatre. His major films include the most recent Star Wars films, Inside Llewyn Davis, A Most Violent Year, and X-Men: Apocalypse. He can also be seen on the stage and has had roles in Hamlet (2017), Romeo and Juliet (2007), We Live Here (2011), and more.



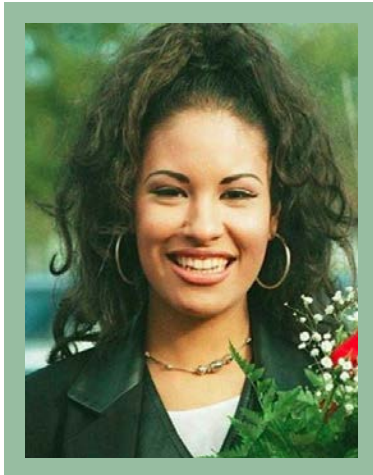
Miguel Ángel Asturias

Is a Nobel Prize-winning Guatemalan poet-diplomat, novelist, playwright, and journalist, known for his writings centered around postcolonial Guatemalan identity, anti-dictatorship, and poverty. He founded the Popular University of Guatemala, a school offering courses to those who could not afford to attend the national university, where he lectured later in his life. Between 1923–1933 while staying in Paris, Asturias wrote *El Señor Presidente* (The President), which explores the nature of political dictatorship and its effects on society. He could not publish the book at the time, as Guatemala was then ruled by the dictator Jorge Ubico - and his book remained unpublished for 13 years. He wrote nine books in total as well as many other anthologies, poems, scripts, and essays, receiving the Nobel Prize for Literature in 1967 for *Hombres de Maíz*.





PEOPLE - MEXICO



Selena

Selena Quintanilla-Pérez was a Mexican American singer, songwriter, spokesperson, businesswoman, model, actress, and fashion designer. Referred to as the "Queen of Tejano music", her contributions to music and fashion made her one of the most celebrated Mexican American entertainers of the late 20th century. Her untimely death shook the Latin American community in 1995 when she was shot by the president of her fan club, who was had a close relationship to Selena, after she was caught for embezzling money. Her music continues to inspire people around the world.



Aarón Sánchez

Is a Mexican American celebrity chef, restaurant owner, television personality, and cookbook author. He is also the partner/creative director of Cocina, the first online content platform dedicated to celebrating and showcasing the Latin lifestyle through its vibrant culinary culture. Sánchez was recognized by the Hispanic Federation with the Premio Orgullo Award (Pride Award), for being a leader in the Hispanic Community. He founded the Aarón Sánchez Scholarship Fund, an initiative empowering aspiring chefs from the Latin community.



Sara Ramirez

Is a Mexican American actor, singer, songwriter, and activist. Born in Mazatlán, Sinaloa, Ramírez moved to the United States at eight years old, graduating with a fine arts degree from the Juilliard School. She is known for their roles in *Grey's Anatomy* and *Madam Secretary*. Sara recently came out as non-binary and uses they/she pronouns. At the True Colors Fund's 40 to None Summit in 2016, Ramirez described themselves as, "Woman, multi-racial woman, a woman of color, queer, bisexual, Mexican-Irish American, immigrant, and raised by families heavily rooted in Catholicism on both my Mexican and Irish sides.



PEOPLE - MEXICO

Maria Hinojosa

Is a Mexican American journalist most known for helping launch LatinoUSA, one of the first public radio programs focusing on the Latinx community. She has been both host and executive producer of the show for its entire run. In 2010, she founded Futuro Media Group, which took over the production of LatinoUSA. America By The Numbers with Maria Hinojosa, a PBS documentary series, was the first program covering public affairs on PBS to be executive produced and anchored by a Latina woman. She has written three books and received numerous awards and honors for her work.



Dolores del Río

Dolores del Río was a Mexican actress, dancer and singer. With a career spanning more than 50 years, she is regarded as the first major female Latin American crossover star in Hollywood, with an outstanding career in American cinema in the 1920s and 1930s



Ellen Ochoa

Is an American astronaut and engineer of Mexican descent, who was the first Hispanic woman in space on the space shuttle Discovery in 1993. She logged almost 1,000 hours in orbit and went on to serve as Director of NASA's Johnson Space Center. In 2020, Ochoa was elected a member of the National Academy of Engineering for service as an astronaut, a technical leader in government, and an optical scientist/engineer.





PEOPLE - PANAMA



Mariano Rivera

Is a Panamanian American former baseball player who played for the New York Yankees of Major League Baseball. A five-time World Series champion and thirteen-time All-Star, Rivera was inducted into the Baseball Hall of Fame in 2019. Rivera also holds the best regular-season ERA in live ball history. He's known for being a "power-pitcher", pitching at 96 mph! He is considered one of the most dominant relievers in the history of the MLB.



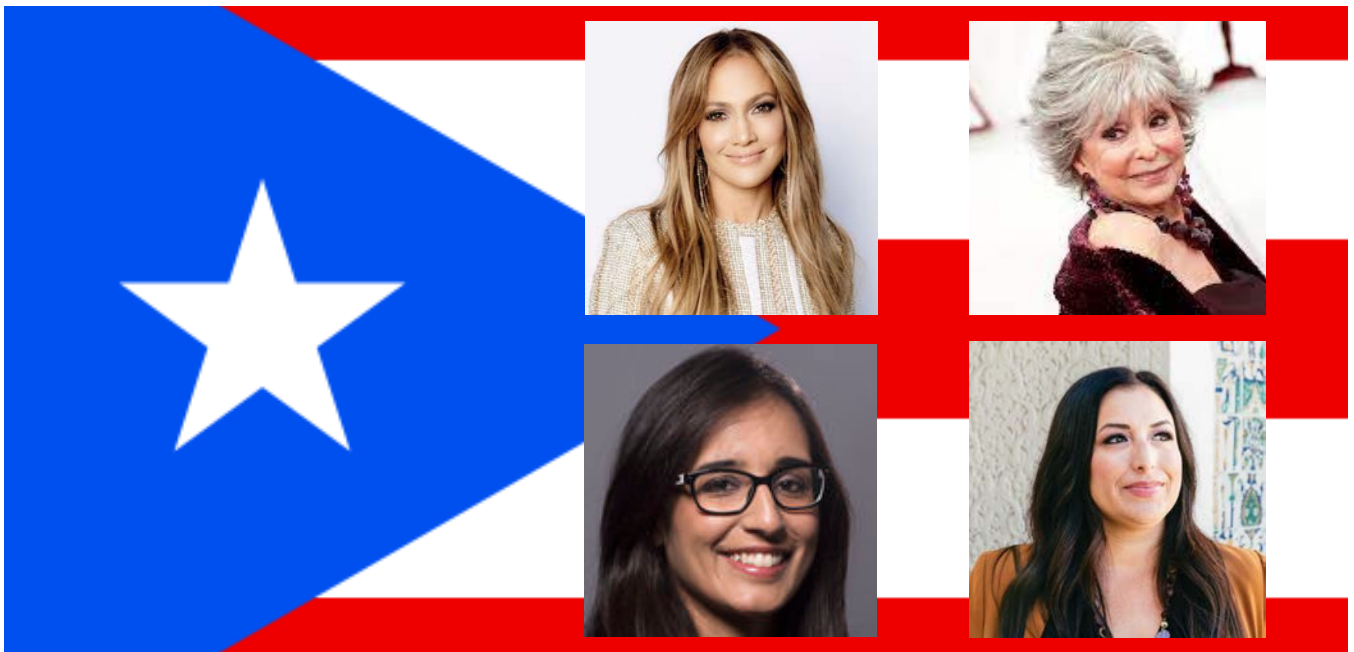
Marta Matamoros

Was a labor rights leader in Panama, known for her tireless work in tightening the gender pay gap. In the 1940s, the textile garment industry paid men paid between \$15 to \$20 a week, and women received only between \$ 5 and \$ 7. Pregnant women had to work up until they went into labor and return to work quickly so as not to get fired. Matamoros lead to multiple strikes, resulting in workers gaining maternity leave with pay and job security upon return. In 1951, she became the first woman general secretary of the Trade Union Federation of Workers of Panama. Her efforts led to the first minimum wage law in Panama.



Rubén Blades

Is a Panamanian musician, singer, composer, actor, activist, and politician, performing musically most often in the salsa, and Latin jazz genres. He is an icon in Panama and is much admired throughout Latin America and Spain. He even won 17% of the popular vote during his 1994 run in the Panama presidential election. His career continued in politics when he was appointed minister of tourism by Panamanian president Martín Torrijos for a five-year term in 2004. Blades has won nine Grammy Awards and five Latin Grammy Awards.



PEOPLE - PUERTO RICO

Jennifer Lopez

Is an American singer, actress, and dancer who was born in the Bronx, to parents of Puerto Rican descent. Lopez is considered a pop culture icon and is often described as a triple threat entertainer. With a cumulative film gross of US\$3.1 billion and estimated global sales of 70 million records, Lopez is considered the most influential Latin entertainer in North America.

Rita Moreno

Is a Puerto Rican actress, dancer, and singer. Her career has spanned over 70 years. She is most notable for her acting work includes supporting roles in the musical films Singin' in the Rain, The King and I, and West Side Story.

Alida Garcia

Is a Puerto Rican American social activist. Garcia currently serves as the Vice President of Advocacy for FWD.us, a lobbying group co-founded by Mark Zuckerberg. She previously served as Director of Coalitions & Policy. She is most known for her efforts to provide immigration reform, enhance the education system, and invest in the sciences. She is also the co-founder & Executive Director of Inclusv, a community organization working to ensure BIPOC professionals have a seat at the table in politics.

Arelis Hernández

Is a Puerto Rican American journalist for The Washington Post, and a Senior Web Producer for POLITICO PRO. She joined The Washington Post in 2014, and her coverage areas include transportation, cybersecurity, health, and financial services, among several others. Hernández has won several international and national awards for her work, including an Emmy nomination.

PEOPLE - VENEZUELA & DOMINICAN REPUBLIC

Lorena Garcia

Is a Venezuelan American chef famous for her modern fusion cooking incorporating classic techniques of Latin ingredients. In 2017 her hard work paid off and she opened a restaurant on the Vegas strip, in the Venetian hotel. Millions of travelers can now eat at her restaurant Chica by Lorena Garcia. She also has two best-selling cookbooks.



Carolina Herrera

Is a Venezuelan American fashion designer known for her exceptional personal style, and for dressing various First Ladies. Her fashion label can be purchased in over 50 countries and fragrance in over 100. Today, the distribution of Carolina Herrera collections includes wholesale, retail, and online selling channels.



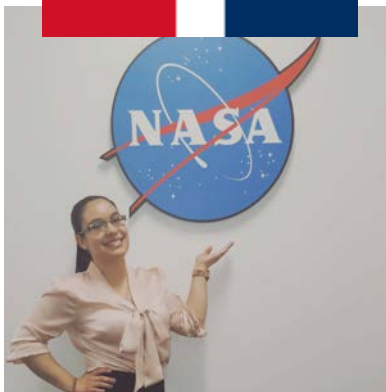
Chris Peña

Is a Dominican American senior executive producer. He has worked in local media at SVP News since 2016. Previously, he had directorial and executive roles in NBC, where he launched NBC Latino, MSNBC, Telemundo, Univision, and FOX.



Scarlin Hernandez

Is a Dominican American aerospace engineer working on NASA's James Webb Space Telescope in Baltimore, MD. She tests and verifies the ground systems that will be used to command and control the telescope once it's in space. Hernandez's work testing command codes before launch is vital to the success of the mission. "I like to celebrate my Hispanic heritage month by spending quality time with family and doing something that reminds us of our homeland. Whether it's going through old pictures of us in the Dominican Republic, picking vegetables at the farm, or horseback riding, remembering your roots is what's important!"



QUESTIONS AND DISCUSSION TOPICS



Hispanic/Latinx people in America today

- How would you define Hispanic/Latinx?
- What would you consider to be the potential benefits and downsides of growing up Hispanic/Latinx in America?
- What challenges do you think confront Hispanic/Latinx people in the United States today? How are these challenges similar to or different from those that confront all Americans?

American Dream

A lot of immigrants are known to travel to the United States to achieve the American Dream. Let's talk about that:

- How would you define the "American Dream"?
- In your opinion: What factors can help a person to achieve the American Dream? Is the American dream attainable for all individuals? Explain.
- Who are some Hispanic/Latinx people whom you believe have achieved the American Dream? Why would you put them in this category?

Contributions

- What are some major contributions Hispanic/Latinx people have made to our society?
- What would you say is the biggest aspect of society that is influenced by Hispanic/Latinx people? Examples: Cuisine, Music, Art, etc.

RESOURCES FOR CELEBRATING HHM



Organizations

- [National Alliance for Hispanic Health](#)
- [Hispanic Heritage Foundation](#)
- [NALEO Educational Fund](#)
- [United We Dream](#)
- [Latino Equality Alliance](#)
- [The Committee for Hispanic Families and Children \(CHFC\)](#)
- [National Coalition of Latinxs with Disabilities](#)



Videos and TedTalks

- [When Labels Don't Fit: Hispanics and Their Views on Identity - Pew Research Center](#)
- [Hispanic Heritage Month is confusing_\(and that's ok!\)](#)
- [I am hispanic and I am American - TED Talk by Isabel Escobar](#)
- [America Ferrera: My identity is a superpower-not an obstacle - Ted Talk](#)



Exhibitions and Events

- [Home Art + Artists Exhibitions ¡Printing the Revolution! The Rise and Impact of Chicano Graphics, 1965 to Now](#)
- [Spanish Missions \(Library of Congress, National Park Service and Historic American Buildings Survey\)](#)
- [A Celebration of Mexico \(Library of Congress\)](#)



Books

- [I Am Not Your Perfect Mexican Daughter by Erika Sanchez](#)
- [My Time Among The Whites: Notes From an Unfinished Education by Jennine Capó Crucet](#)
- [Dominicana: A Novel by Angie Cruz](#)

Children's Books

- [Dreamers by Yuyi Morales](#)
- [Alma and How She Got Her Name by Juana Martinez-Neal](#)
- [Separate is Never Equal: Sylvia Mendez & Her Family's Fight for Desegregation by Duncan Tonatuih](#)

MORE IDEAS FOR CELEBRATING HHM



Celebrations

- The El Barrio Latin Jazz Festival in The Bronx, New York City.
- The Smithsonian Institution hosts Hispanic Heritage Month events in Washington, D.C.
- The Hispanic Family Festival is held annually at Springdale Park in Springdale, Holyoke, Massachusetts.
- The Carnival's will host their 12th "Carnaval De La Cultura Latina" it is located on Junction Boulevard in Corona, Queens.
- Other ideas: Enjoy a classic Latin American dish, Enjoy Hispanic Films, Support a Hispanic or Latinx-owned Business, Take a Dance Class, Visit a museum highlighting Hispanic and Latinx culture.



ERGs Program Ideas

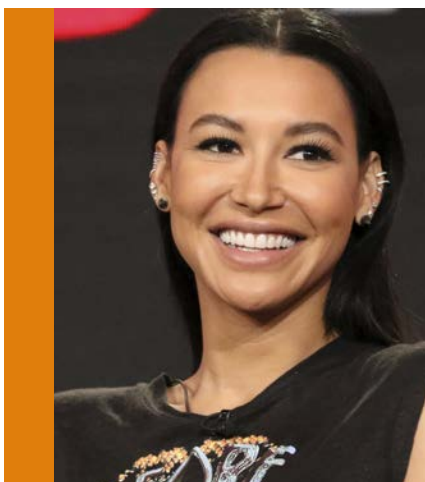
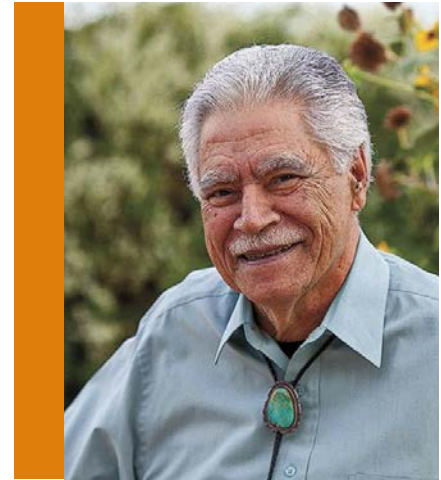
- Get Employee Input: If you have Hispanic/Latinx employees see what they want to do, you are celebrating them!
- Arrange a keynote speaker.
- Volunteer with local Hispanic/Latinx organizations as a company.
- Eat! There are many delicious cuisines to enjoy together as a company.
- Create shareable graphics with inspiring quotes from Hispanic/Latinx people to hang around the office.
- Create a get-to-know-you post for Hispanic/Latinx people in your company so people employees can get to know who they are and what they do in your workspace.
- Read a book recognizing the Hispanic/Latinx cultures, and discuss.

IN MEMORIAM



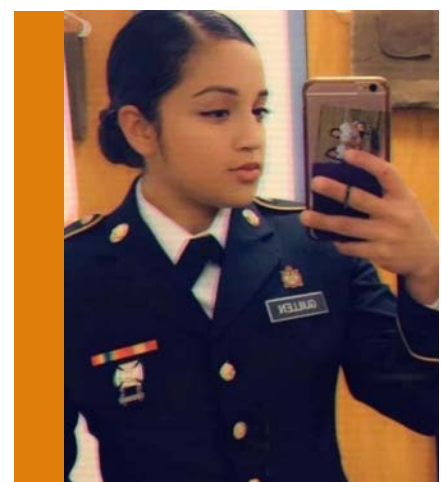
We honor and remember those who have lost their lives.

RUDOLFO ANAYA, 82, was the "godfather" of Chicano literature. Anaya, who was of Mexican American descent, is best known for his novel "Bless Me, Ultima" (1972), a coming-of-age story set in 1940s New Mexico. "Ultima" follows the relationship between a young boy and a curandera (healer) who comes to live with his family. "Ultima" has become one of the most acclaimed works in the Chicano literary world, inspiring generations of Latinx writers. "Seeing names like ours, and figures that are familiar to us is powerful." González said he believes "Ultima" will continue to have longevity in libraries and schools and on bookshelves.



NAYA RIVERA, 33, actress and singer of African American, German, and Puerto Rican descent. Supporters from around the world mourned her after her untimely drowning. Her role as Santana in the hit TV show "Glee" inspired many in the LGBTQ+ community. She was an advocate for the LGBTQ+ community, for immigrants and for women's rights, and earned three American Latinx Media Arts Awards for her acting and singing. "As a Latina, it's rare to have rich, complex characters reflect us in media," Rep. Alexandria Ocasio-Cortez, D-N.Y., tweeted. "Naya worked hard to give that gift to so many."

VANESSA GUILLÉN, 20, U.S. Army soldier. Guillén, a daughter of Mexican immigrants, was born and raised in the Houston area. After high school, she joined the Army and was stationed in Texas at the time of her disappearance. With little help from the Army, her family launched a search along with the help of the Latinx community. After Guillén's remains were found in July of 2020, Authorities alleged that she had been killed by a fellow soldier and an accomplice. Guillén's death led to a national 'Me Too' movement of women in the military, encouraging people to come forward to tell their stories of sexual harassment and abuse.



IN MEMORIAM, CONTINUED



JUAN GÓMEZ QUIÑONES, 80, Chicano studies scholar and activist.

Quiñones was born in Mexico and raised in Los Angeles', predominantly in the Latinx Boyle Heights neighborhood. He went on to teach history at UCLA for nearly 50 years, where he inspired generations of students, many of whom went on to careers in politics, public service, and education.

Quiñones served as a director of UCLA's Chicano Studies Research Center and on the board of the Mexican American Legal Defense and Educational Fund. He believed that it was important for Latinx people in academia to stay connected to their roots. For decades, he supported and participated in student activism. His work in the field of Chicano Studies pushed the boundaries in our understanding of California's Mexican American communities.

SORAYA SANTIAGO, 72, transgender trailblazer.

Soraya was raised in Puerto Rico and went to New York City in 1975, where she received gender reassignment surgery. After returning to Puerto Rico, she was the first person there to publicly acknowledge having transitioned. She later successfully petitioned a court to change her name and gender on her birth certificate, making her also the first person in Puerto Rico to do so.

The hair salon owner lived openly during a time of near-zero transgender visibility; where homophobia and violence very much affect the Puerto Rican LGBTQ+ community. In 2008, Santiago was also the first openly trans person to run for public office in Puerto Rico.

THE POWER OF LANGUAGE WORKSHOP SERIES

As organizations traverse the changes happening in the world today and focus on creating a culture of diversity, equity, inclusion, and belonging (DEIB) – leaders and employees must be aware of how they communicate with customers, vendors, stakeholders, and their community.

Our Power of Language Workshop Series helps participants gain a deeper understanding and awareness of their own dimensions of diversity, educating them on the different types of micro-messages, and how to interrupt them.

The sessions are facilitated over several weeks via Zoom and lead by two facilitators. They can be offered as three sessions or two sessions, and customization is available.

- **Session 1: Dimensions of Diversity**
- **Session 2: Identifying Microaggressions**
- **Session 3: Interrupting Microaggressions**

Session 1: Dimensions of Diversity

Time: 60-90-minutes | Max 24 participants

What are the dimensions of diversity? We begin by discovering what we mean by diversity, equity, inclusion, and belonging and how they are different. We then continue our journey to help us understand where differences exist (dimensions of diversity) and how we can better understand one another if we better understand where people are similar and different from us.

Session 2: Identifying Microaggressions

Time: 60-90-minutes | Max 24 participants

Explore real-time, proactive ways to address bias. During this session participants define key terminology terms; explore various types of micro-messaging, its impact on individuals, build awareness to communicate with a deeper understanding of bias.

Session 3: Interrupting Microaggressions

Time: 60-90-minutes | Max 24 participants

Engaging in bold conversations around DEIB is difficult. Once you understand what micro-messages are, their impact, and what is happening, the next step is learning how to interrupt them. Using our ACES model along with customized case studies, participants have the opportunity to recognize practice interrupting micro-messages and discussing the impact of these situations on individuals, organizations, and the world.

Connect with us at hello@satermanconnect.com to discuss our workshops.

DIVERSE VOICES

Saterman Connect is hosting a LinkedIn Live program called "**Diverse Voices**" every Wednesday at 12:15 EST. "Diverse Voices" is dedicated to sharing leadership stories with viewers who embrace a growth mindset and are excited to learn about leadership from many different perspectives.

Our guest speakers have diverse backgrounds and share their personal stories on a variety of leadership topics. Take a peek from two recent guests, Jason Press, on Coaching on Reinvention During The Great Resignation, and Irene and Samantha, mother and daughter duo, discussing Transitioning at Work - to get a sense of the format and context.

Use this [link](#) to access to visit our YouTube Channel and listen to some to **Diverse Voices**.

DIVERSE VOICES
SATERMAN CONNECT

**Exploring Coaching:
Finding Your Best Professional Self**

Michael Saterman
Diverse Voices, Host

Rini Fonseca-Sabune
Professional Coach

LIVE JULY 28 | ON
12:15 EST | LINKEDIN LIVE
9:15 PDT | YOUTUBE

DIVERSE VOICES
SATERMAN CONNECT

with our guest:
HMI HETRICK-MARTIN
INSTITUTE
FOR LGBTQ+ YOUTH

**"What does creating inclusive
spaces and places for queer
communities mean?"**

Michael Saterman
Diverse Voices, Host

Bryson Rose
Director, Advocacy and
Capacity Building

LIVE JUNE 9 | ON
12:15 EST | LINKEDIN LIVE
9:15 PDT | YOUTUBE



Thank you for taking the time to read our Hispanic Heritage Month Resource Guide.

We create these resource guides to provide useful information to build awareness and support you and your organization along the DEIB Journey.

Please sign-up for our mailing list to continue receiving our other resource guides as we celebrate Heritage/History Months and Awareness Days.

If you would like more information about Saterman Connect and how we can help you navigate your cultural journey, please find us at satermanconnect.com.