



Diversity Challenges with Latino/Hispanics

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Overview & Objective

- History & Challenges
- Current Demographic Statistics
- Recent Discrimination Cases
- Recommendations



Historical Background



- The earliest known ancestors of Mexican Americans have a long history in what is now the United States, long before the arrival of Europeans.
- The arrival of the Spaniards in 1519, the colonization of “New Spain” and the conquest of the indigenous people began.
- New Spain won its freedom in 1821, but disputes with the United States over Texas boundaries and rule continued after the Mexican-American War.
- Mexicans residing in Texas were allowed to remain on their now U.S. land and become Americans. Many chose to stay in the country, becoming Mexican Americans.
- Large-scale migration again during World War II, and many who returned learned then that they were already U.S. citizens, by birth

Significant Milestones

- Hispanic Americans have the longest history in the U.S.
- Hispanic Latinos are the fastest growing population in the United States accounting for roughly 60.6 million of the nation's total population.
- Immigration and Nationality Act of 1965
- Extension of the Voting Rights Act to Protect Hispanic Americans (1975)
- Immigration Reform and Control Act (IRCA) of 1986
- Introduction of the DREAM Act (2001)



Notable Figures

Octaviano Larrazolo

The first Hispanic elected to the U.S. Senate. As a politician, he pushed to boost Hispanic representation so that the political system would reflect the state's population. He also helped write portions of the state's constitution guaranteeing that people of Mexican descent wouldn't be disfranchised.

Why does it matter?: it helps Hispanic representation and grow inclusivity in America



Notable Figures

Cesar Chavez

American labor leader and civil rights activist, co-founded the National Farm Workers Association. He organized and led the Delano grape strike, the most successful boycott in U.S. history with 17 million American participants. This led to better working conditions, the right to unionize, and access to health care and pensions.

Why It Matters: This early victory helped secure the place of the United Farm Workers and its leader Cesar Chavez, all of whom were key players in the Latino civil rights movement.



Notable Figures

Ellen Ochoa

In 1993, Ellen Ochoa became the first Hispanic woman in the world to go into space. Ochoa was in space for nine days while conducting important research into the Earth's ozone layer. After four missions, she's spent about 1,000 hours in orbit total.

In 2013 Ochoa became the first Hispanic director, and second female director, of the Johnson Space Center in Houston, Texas.

Why It Matters: He contributed to several outer space breakthroughs for the country and boosted hispanic women representation



Historical Challenges & Struggles

- Racism and discrimination
- Economic Inequality
- Immigration and Refugee Crises
- Civil Rights Movements
- Political Instability



Evolution of Challenges



- Hispanics are underrepresented in racial equity due to 2023 study
- About 70% of Hispanics have at least a high school degree, this impacts earning with lower education
- Work harassment
- **The top four issues Hispanic families want the government to address in 2023:**
- Child safety
- Access to quality child care
- Cost of college tuition
- Access to bilingual programs
- 46% of Hispanic families have not received any child care since their children's birth

Current Demographic Statistics

Cielo Guerrero

Total population numbers and percentage in the U.S

- 63.7 million as of July 1, 2022

Growth trends over recent years

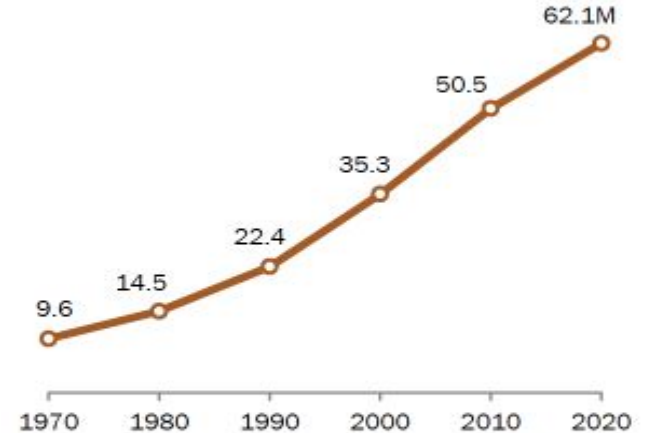
- From 2010 to 2022 hispanics accounted for increased by 53%

Education and Income

- 26% enrolled in K-12
- 21% enrolled in higher education
- GDP is valued at \$3.2 trillion- ranked 5th largest in the world
- 2021 Latino income is \$2.5 trillion with growth of 4.7% compared to 1.9% for non-latinos
- In 2011 9.2% earned bachelor's degrees compared to 2020 where 15.9% earned bachelor's degrees
- In 2011 13.2% earned an associates degree and in 2021 it was 25.4%

U.S. Hispanic population reached more than 62 million in 2020

In millions



Note: Population totals are as of April 1 each year. Hispanics are of any race.

Source: Pew Research Center analysis of 1970-1980 estimates based on decennial censuses (see 2008 report "U.S. Population Projections: 2005-2050"), 1990-2020 PL94-171 census data.

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Current Demographic Statistics

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Educational attainment levels

- 69.7% of hispanics are highschool graduates or more
- 18.8% are College graduates or more

Average income levels and comparison with national averages

- Median household income in 2021 was \$59,000 below the overall U.S median of \$67,800.

Poverty Rates and Economic Challenges

- 16.8% or 10 million latinos lived in poverty in 2022. The nation's overall poverty rate is 11.5%.
- Hispanic Americans are less financially prepared for retirement than any other racial or ethnic group.
- 46% of hispanics reported to have an annual income of \$50,000 and 15% reported at least \$75,000.

Current poverty rates and economic disparities

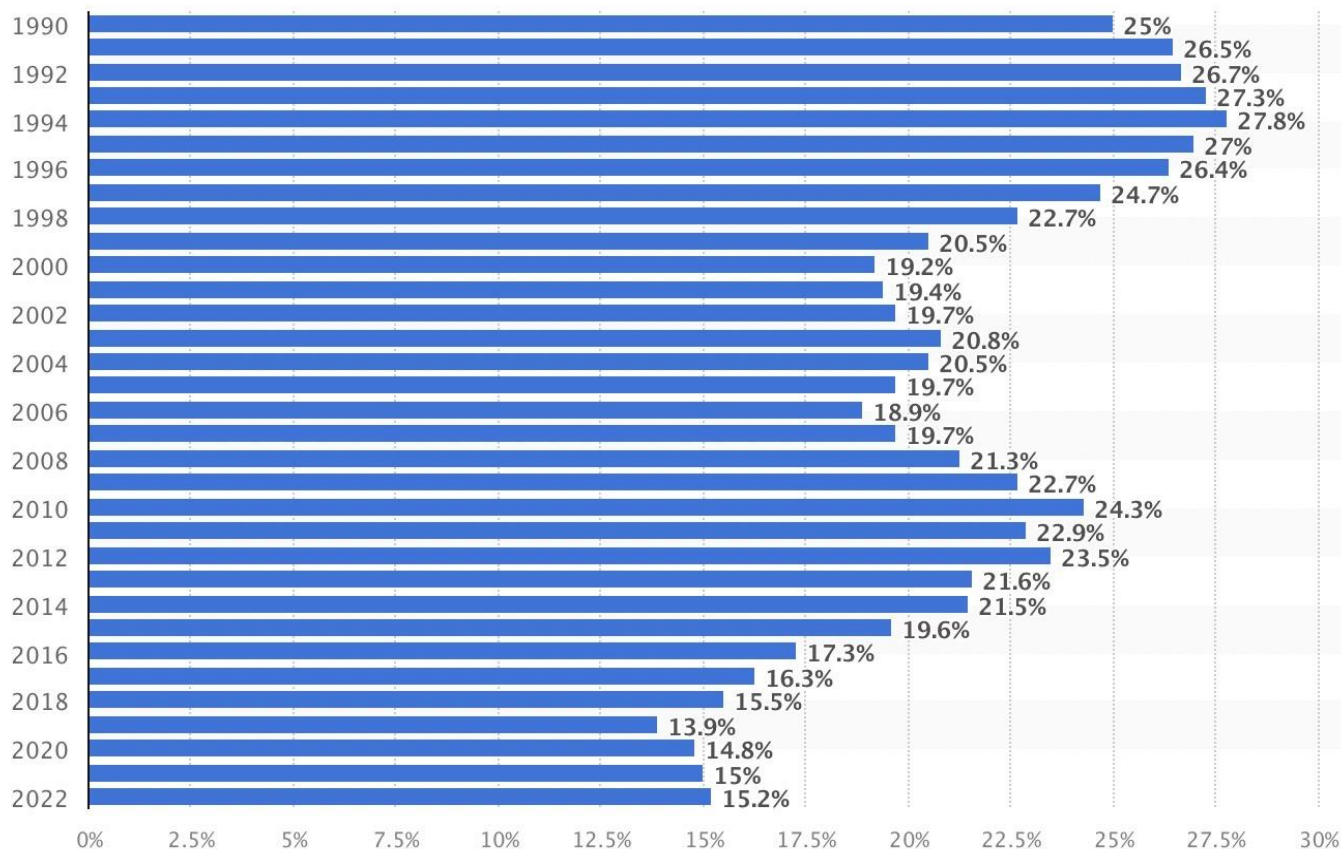
- The poverty rate for 2023 had latinos as a whole at 16.9%.
- Latinos make up 17.3% of the US labor force and is said to raise more than 30% by 2060.
- Latinos face discrimination when it comes to securing financing and struggle with access to food, housing, and other essentials.

Barriers to Education for Hispanics in the United States.



Hispanic families living below poverty line in US from 1990 to 2022

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- From 1990 to 2000 poverty rates decreased by 5.8%
- From 2000 to 2010 rates increased by 5.1%
- From 2010 to 2022 rates decreased by 9.1%
- The highest year was 1994 standing at 27.8% and the lowest was 2019 standing at 13.9%



Comparison with other groups in the U.S.

- Participation rates of Latinas in the workforce are lower than White, Black and Asian women.
- Hispanic men have the highest participation rate compared to White, Black and Asian men
- For hispanics the unemployment rate is lower than Blacks but higher than Whites and Asians.

Geographical Distribution

- Over half of hispanic population is in the Southwest region
- California and Texas both hold some of the largest populations of hispanics
- Some other states that follow are Arizona, Illinois and Colorado

Current Demographic Statistics

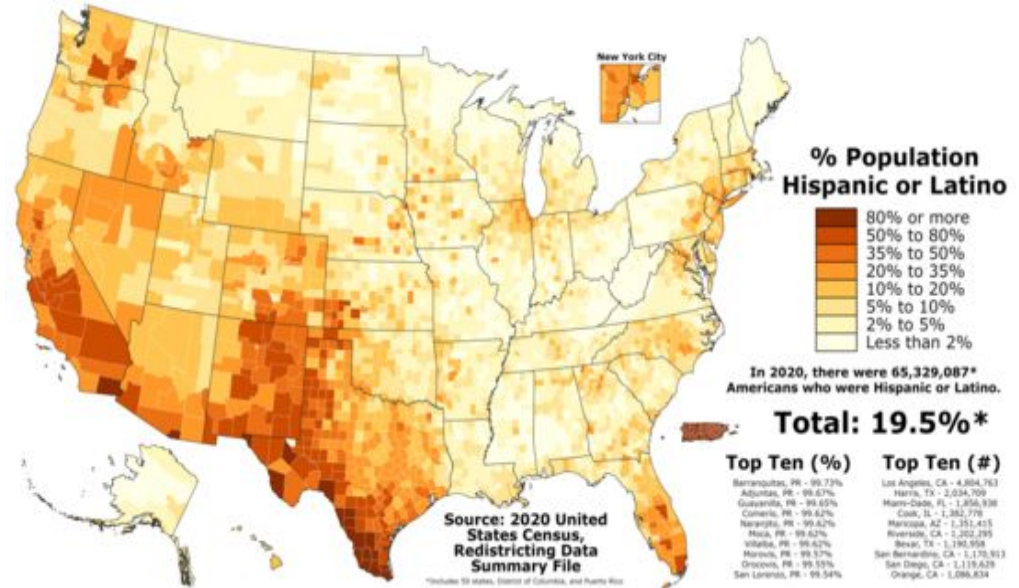
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Most populated cities and regions

- San Antonio, Texas with 1.4 Million
- Los Angeles, California with 1.8 million
- Huston, Texas with 908,000
- Phoenix, Arizona with 643,000
- San Diego, California with 354,000

Any notable migration patterns

- Many hispanics migrate to the U.S to seek job opportunities
- Many want to improve their economic situations
- The makeup of hispanics are mostly in metropolitan areas because they are more diverse
- Many migrate due to wanting to escape violence happening in their country.





U.S. Equal Employment Opportunity Commission

History: June 19, 1964, President Lyndon B. Johnson signs the Civil Rights Act of 1964. EEOC is to open its doors for business on July 2, 1965, one year after Title VII's enactment into law.

EEOC's Vision & Mission: Fair and inclusive workplaces with equal opportunity for all; prevent and remedy unlawful employment discrimination and advance equal opportunity for all.

- March 3, 2008, Judge approves \$1.278 million, Faribault Foods Inc., discriminated against Hispanic employees.
- April 20, 2015. Patterson-UTI Drilling to Pay \$14.5 Million to settle claims of race / national origin discrimination.
- September 9, 2000, Court Speaks: English only rule unlawful; Awards EEOC \$700,000 for Hispanic workers.
- December 19, 2018, Maritime Autowash pay \$300,000 in EEOC race and national origin discrimination case.
- January 2003, \$250million, California Public Employees' Retirement System.
- May 2013, \$240million, Henry's Turkey Service.
- November 2000, \$192.5million, Coca-Cola.
- June 2000, \$176million, Nextel.
- July 2010, \$175million, Novartis.
- November 1996, \$172million, Texaco.
- June 2005, \$132.5million, Shoney's.



Texas Property Management Company Pays \$85K Over Harassment Suit

April 11, 2023

Who: Alden Short and Hinson Jennings, a Dallas-based property management company.

What: Company to pay \$85k and furnish other relief lawsuit for national origin harassment against three Hispanic female employees.

When: April 4, 2023.

Where: Settled in the U.S. District Court for the Northern District of Dallas, Texas.

Why: Allegations that the owner, president, and COO subjected 3 Hispanic female employees to a hostile work environment, discriminatory comments related to their heritage, parents, and children. **“One former employee said the COO told her he could treat her any way he wanted to because she is Mexican.”**

How: The resolution was achieved through EEOC's pre-litigation settlement and a three-year consent decree. Payment of damages, requires the companies to **develop and implement a new employee handbook, and provide annual training on discrimination** to prevent future discrimination.

Outcome:

- Comply with laws that prohibit discrimination based on national origin.
- Create a respectful and inclusive workplace environment.
- Proactively **implement and enforce policies and training** that prevent harassment and discrimination.
- Ensuring management and **staff understand these policies.**
- Take employee complaints seriously and address them promptly to prevent escalation and legal action.

ERA & Women Janitors Win Sexual Harassment Lawsuit against ABM Industries

February 26, 2021

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Janitorial worker client & changemaker, Maria Paramo

Who: ABM Industry Groups, the nation's largest facility management services company.

What: ABM settled federal charges of sexual harassment filed with the EEOC for \$310,000.

When: February 21, 2021.

Where: Fresno, California.

Why: EEOC investigated allegations that ABM subjected female employees to persistent sexual harassment, including unwanted touching and sexual advances, vulgar phone calls, unwelcome sexually explicit gifts, and creating a hostile work environment. **"This problem affects many workers, especially women in our industry, across the country. I am proud to stand up for myself and others who cannot speak to say 'ya basta!' You are not going to get away with this anymore."**

How: Resolution was attained through the EEOC's pre-litigation process. ABM agreed to a 42-month conciliation agreement without admitting liability, includes paying compensatory damages.

Outcome:

- Take swift action on complaints.
- **Review and update policies and practices** that are compliant with federal laws.
- **Comprehensive training for all employees, including supervisory roles** in maintaining the workplace environment.
- **Implement climate surveys and SOPs** in monitoring the workplace environment and evaluate the effectiveness of harassment prevention measures.
- **Increase diversity in supervisory and management positions** for an inclusive and respectful workplace culture.
- **Hire an equal employment opportunity consultant, maintain a centralized complaint system.**



ENGLISH AS A SECOND LANGUAGE

Recommendations for Organizational Awareness #1

-Organizational Leaders should provide “English as a Second Language” ESL classes for non-english speaking employees to help acquire job-related skills while learning English. ESL programs will help decrease turnover, improve safety and elevate customer satisfaction while also building trust and self-esteem.

-This will address the language barrier that non-english speaking employees face on a daily basis. By providing ESL classes, non-english speaking employees will feel embraced and respected by their employer.

-Organizational Leaders should encourage English-speaking managers, supervisors and employees to learn Spanish to help employee training and improve employee relations. Organizational Leaders should also provide salary incentives after Spanish is learned.



Recommendations for Organizational Awareness #2

- Create clubs and unions for Latino employees to increase awareness locally and help generate a voice within the community. By creating this union Latino employees will have a safe space to meet and discuss misconduct they experience and determine the next steps to put a end to it.
- This will positively impact organizational culture in the workplace because Latino employees will have the opportunity to voice out their frustration confidently, knowing they have a union that supports them.
- This will also help Employers avoid making assumptions and job-related decisions based on group ethnicity rather than individual qualifications.



Recommendations for Organizational Awareness #3

- Recruitment at High Schools and Universities with large Latino populations.
- Targeted advertising in Latino media will help expand representation of Latino Employees. This will give Latino employees media coverage, which will be beneficial to forbidding unfair treatment Latino employees face.
- A Long-term benefit for recruiting at High Schools and Universities is building relationships with the younger generation and showing them the importance of standing together and raising awareness within the community.
- A Long-term benefit for targeted advertising is creating lifetime referrals for Latino employees. Being able to connect one another with a helpful hand.

Conclusion

Hispanic Americans have the longest history in America and populate a lot of our country. Hispanics bring their hard work, dedication, and sense of community to the workforce and help our country grow as we continue to expand our diversity.



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