



Office of Human Resources

The Inclusion Council

Dear Colleague,

Hispanic Heritage Month, September 15 to October 15, celebrates contributions to the United States' society and culture made by Americans with roots from Latin American countries. Its timing is aligned with the independence



Celebrating Hispanic heritage in Northfield

anniversaries of several Latin American countries, many of which fall between September 15 and 18. National Hispanic Heritage Week was established by Congress in 1968 and expanded to a month in 1988.

U.S. history ebbs and flows between needing and welcoming Latinx contributions and pushing away Latinx people when we no longer recognize their value. The country has welcomed immigration when we need help during wars and workforce shortages created by those wars or by economic conditions, such as the modern-day shortages in construction, hospitality, food service, the meat-packing industry, and farming, to name a few.

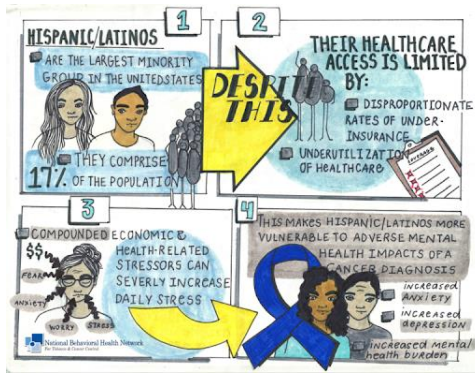
At other times, deportation campaigns have begun when wars were concluded or the economy struggled.

Latinx people were originally native to great portions of today's United States. The Spanish were the first Europeans to explore the U.S., [267 years before Lewis and Clark](#), and were the first to create a permanent European settlement, [St. Augustine](#), in 1565.



El Castillo de San Marcos, St. Augustine, Fla.

The very first U.S. census in 1790 showed 20,000 people of Latinx origin living in the new country. Furthermore, a large portion of the Latinx American population originates from the Mexican Cession, when Mexico signed a treaty to end the Mexican-American War and relinquished 55% of its territory to the United States—land that now makes up much of the southwest region of the United States. Most Mexican citizens of that territory then became U.S. citizens. They were promised their land and protection in the treaty, but the realities fell short. Most lost their land and were victims of hostility and violence as white Americans moved in.

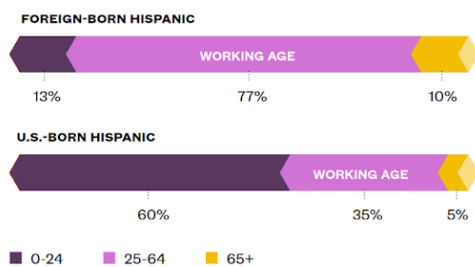


Source: National Behavioral Health Network

Today, [two out of three](#) Latinx people in America were born here. Latinx Americans are the largest minority (18.7% of the population, or 62.1 million people) and account for more than half of the nation's population growth. Demographics are shifting as fewer citizens identify as white and more identify as diverse and multiracial. In addition, 75% of eligible Latinx American voters are born in the United States. The voting power of this group is huge, and the turnout of registered Latino voters tends to be high, with [80% to 83%](#) voting in recent presidential elections.

While the United States is seeing an increase in diversity, northern states, including Minnesota, are a bit immune to the diversifying reality, as the southern region is currently seeing the biggest shifts. **In comparison to 18.7% of the U.S. population, the University of Minnesota's staff is only 3.4% Latinx (a figure boosted by the 4.6% of graduate and professional-in-training employees who are Latinx). In the last five years, the University has increased its Latinx employee population by only 0.9%.**

FIGURE 14: AGE BREAKDOWN OF HISPANIC POPULATION, FOREIGN-BORN AND U.S.-BORN, 2015



Source: Author's analysis of the American Community Survey, 2015.

Source: *New American Economy*

In addition to having a large Latinx citizen population, the United States takes in more immigrants than any other country, the largest portion from Latinx countries. Immigration is an intentional strategy of our government because it [helps the economy](#) by raising our ability to produce, which raises the GDP, a phenomenon known as immigration surplus. Latinx immigrants fill gaps in our workforce, primarily coming here for work and filling lower-wage jobs in construction, farming, maintenance, cleaning, security, and food services—jobs that otherwise would go unfilled. Most Latinx immigrants are of prime working age and pay a large portion into Social Security, Medicare, and other state and federal taxes, yet many may eventually

return to their home country, drawing down fewer benefits than they contribute. The sad reality is that much of the economic struggles of their home countries can be attributed to U.S. involvement, forcing many to flee and to accept our country's low wage jobs as a better option.

Just as the economic situations of Latin countries differ widely, some Latinx immigrants have better financial situations and opportunities to begin with. Many who have the means come to the U.S. for educational opportunities. This can perpetuate inequities, since they have more exposure to potential employers, increasing their likelihood of being sponsored for immigration.

Latinx Americans generally, in addition to Latinx immigrants, disproportionately fill lower-wage jobs. This is true even at the University, though the gap is not as large as the country as a whole, where Latinx median household income is [25% less than the national average](#). At the University, 3.5% of Labor-Represented employees identify as Latinx versus 2.9% of P&A and 3% of Faculty.

Learn more about our Latinx communities

- First, we should consider the terms used: Latino, Latina, and Latinx:

- In this article, [Teach for America shares why they use and encourage the term Latinx](#): *"We aspire to be an all-inclusive organization. This is why our community has decided to use the term Latinx. The "x" makes the word "Latino" gender-neutral and inclusive of genders outside of the male-female binary. Latinx includes people of Latin American descent of diverse cultural, national, racial, indigenous, and linguistic backgrounds. Additionally, it's inclusive of individuals whose gender identities fluctuate along different points of the spectrum from agender or nonbinary to gender nonconforming, genderqueer, genderfluid, and intersex."*
- [Latinx: The Ungendering of the Spanish Language](#)
- Afro-Latinos (BLM is a global issue) is the intersection between Latinx and Black identities, and it should be acknowledged and celebrated. Here are some interesting articles for you to learn more:
 - [Afro-Latino Identities in the U.S. and Double Marginalization](#)
 - [What It Means to Be Afro-Latino: 'We Are Diverse in Every Single Possible Way'](#)
 - [Pew: 5% of 2019 U.S. Black Population Identifies as Afro-Latino](#)
 - ["16 Trailblazing Afro-Latinos to Know"](#)
- Local groups focusing on our Latinx communities offer opportunities for all to learn more about one another. Here are a few:
 - [LatinoLEAD](#)
 - [Comunidades Latinas Unidas En Servicio](#)
 - [Esperanza United](#)
 - [Minnesota Council on Latino Affairs](#)

Latinx (Hispanic) Heritage Month Resources:

- [Hispanic Heritage Month resources](#) (Smithsonian Latino Center)
- [12 Hispanic Heritage Month Activities to Try This Year](#) (article, OprahDaily.com)
- [National Hispanic Heritage Month: Sept. 15–Oct. 15, 2021](#) (U.S. Census Bureau)
- [National Hispanic American Heritage Month 2021: Exhibits and Collections](#) (U.S. government)
- [Hispanic Heritage Month timeline](#)
- [Minneapolis Latinx \(Hispanic\) Heritage Month information](#)
- ["10 Day of the Dead Facts"](#) (article on Día de los Muertos history, OprahDaily.com)
- ["We're Celebrating Latino Heritage Month 2021 at Every Target Store"](#) (article, Target.com)
- [Celebrate Hispanic Heritage Month with the Northfield Public Library](#)

Video Resources



- Minneapolis St. Paul Film Society is celebrating [Cine Latino October 8–14](#)
- ["19 Incredible Latinx Shows and Movies That Are Luckily Streaming on Netflix"](#) (BuzzFeed)
- [Apple App Store Must-Watch Latinx TV](#)
- *Los Espookys*: [Official Website for the HBO Series](#)
- ["20 of the Best Spanish-Language Movies of All Time"](#) (article, OprahDaily.com)
- [Desi Arnaz Changed Television and Business History With *I Love Lucy*](#) (article, NPR Planet Money)
- [Broke, season 1](#) (Prime Video): This 2020 sitcom featured a rare Latinx male lead.

- [John Leguizamo's Latin History for Morons](#) (Netflix): A fast-paced look at the many contributions made by Latinx (91 minutes; the language may not be appropriate for all audiences)

Food

- New cookbook from local Twin Cities chef: [Amalia's Mesoamerican Table: Ancient Culinary Traditions with Gourmet Infusions](#)
- ["The Corn Is the Key: Chef and Owner of Nixta Tortilleria In Northeast Minneapolis Stays Close to Tradition to Produce Authentic Flavors"](#) (article, NPR)
- [Chimborazo Ecuadorian Restaurant, Minneapolis](#)
- [El Burrito Mercado, St. Paul](#)
- [Mercado Central, Minneapolis](#)

Questions to Consider and Share on the [OHR Inclusion Council Slack Channel](#)

- How are Latinx people connected to your immediate relationships here at work and in our everyday lives?
- What misconceptions did you have that this newsletter helped highlight?
- What pain points and inequities are Latinx immigrants and Americans experiencing in today's world?
- Share how you will be intentional with Latinx communities.

Sincerely,

Josh Iniguez and Sondang Cornelia
OHR Inclusion Council Co-Chairs

THE LAND

The University of Minnesota Twin Cities is built within the traditional homelands of the Dakota people. Minnesota comes from the Dakota name for this region, Mni Sota Makoce—the land where the waters reflect the skies. Each day, the students, faculty, staff, and community members who traverse this campus engage with Dakota territory and should reflect on the ongoing relationship that Dakota people have to this area.

—Adapted from a statement by Iyekiyaipiwiŋ Darlene St. Clair, Bdewakaŋtuŋwaŋ Dakota

This email was sent to OHR staff on behalf of Josh Iniguez and Sondang Cornelia on September 16, 2021, by the Office of Human Resources, 100 Donhowe Building, 319 15th Ave SE, Minneapolis, MN, 55455, USA. The University of Minnesota is an equal opportunity educator and employer. [Read our privacy statement.](#)

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