



Zoom in –  
Tues, April 9 at Noon

12 | Welcome  
12:05 | Topic Overview  
12:25 | Video  
12:35 | Full Conversation  
&/or Breakout Groups



## A Conversation With Latinos on Race The New York Times

The  
New York  
Times



**Mayra Castillo**, Coordinator of Program Activities, PA  
Migrant Education Program, CCIU, [mayrac@cciu.org](mailto:mayrac@cciu.org)



**Nina Guzmán**, Director, Alianzas de Phoenixville



**Vivianne Schorle**, Director of Corporate & Foundation Relations,  
West Chester University Foundation

# THANKS TO OUR PROMO PARTNERS



- Please be respectful to all.
- Some may never have dealt with these topics before while others may have lived through traumatic experiences.
- Unmute yourself + turn on your video to encourage open dialogue.
- Mute yourself during the video streaming.
- Raise your hand or use the chat room to make a comment or pose a question.
- Tackle problems, not people.
- Discuss the undiscussable.





# THE LATINO LEGACY IS AMERICA'S HERITAGE

**LATINOS HAVE CONTRIBUTED TO THE U.S.** since the very beginning of the **COUNTRY'S EXISTENCE**



**SPANISH WAS SPOKEN**  
..... in the U.S. territory .....  
**100 YEARS** **BEFORE**  
..... *English* .....

Latinos have *fought to defend*



**OUR FREEDOM**  
IN EVERY WAR

**MOST OF THE SOLDIERS**

who fought for *U.S. Independence* were

**HISPANIC**

The Spanish monarchy put more fighters into the field than the French or the thirteen colonies.



**LATINOS** have had a **MAJOR IMPACT** on America's culture



**IN THE 1500'S**  
**LATINOS**

developed *ranching & grazing* economies through the Southwest



**LUIS MIGUEL CASTRO** was the first Hispanic to play in **MAJOR LEAGUE BASEBALL**

**BRAZILIAN & AFRO-CARIBBEAN**

**RHYTHMS** helped shape the sounds of *American jazz*

The first American super-hero, **ZORRO, WAS A HISPANIC**  
His successors wear his mask



America is becoming **MORE AND MORE LATINO**



**BY 2050**

**132.8 MILLION** projected U.S. Hispanic population

**30%** OF THE YOUTH

**30%** OF THE U.S. WORKFORCE

Latinos will be the **LARGEST VOTING SEGMENT** in the *top 3 states* by electoral college votes

Let's use this Hispanic Heritage Month to **UNIFY & FEEL PROUD** about our contributions to the U.S.

For more info go to [hispanicstar.org](https://hispanicstar.org)



- ❑ American Hispanic/Latino history is rich, diverse and long
- ❑ Immigrants, refugees and Spanish-speaking or Indigenous people have lived in the US since long before the nation was established.
- ❑ Bringing traditions and culture from Mexico, Spain, Cuba, Puerto Rico, the Dominican Republic and other Latin American and Iberian nations, America's Hispanic population continues to grow
- ❑ A record 62.5 million Hispanic/Latinos in 2020 = 19% of the U.S. population

### Latino Country Flags

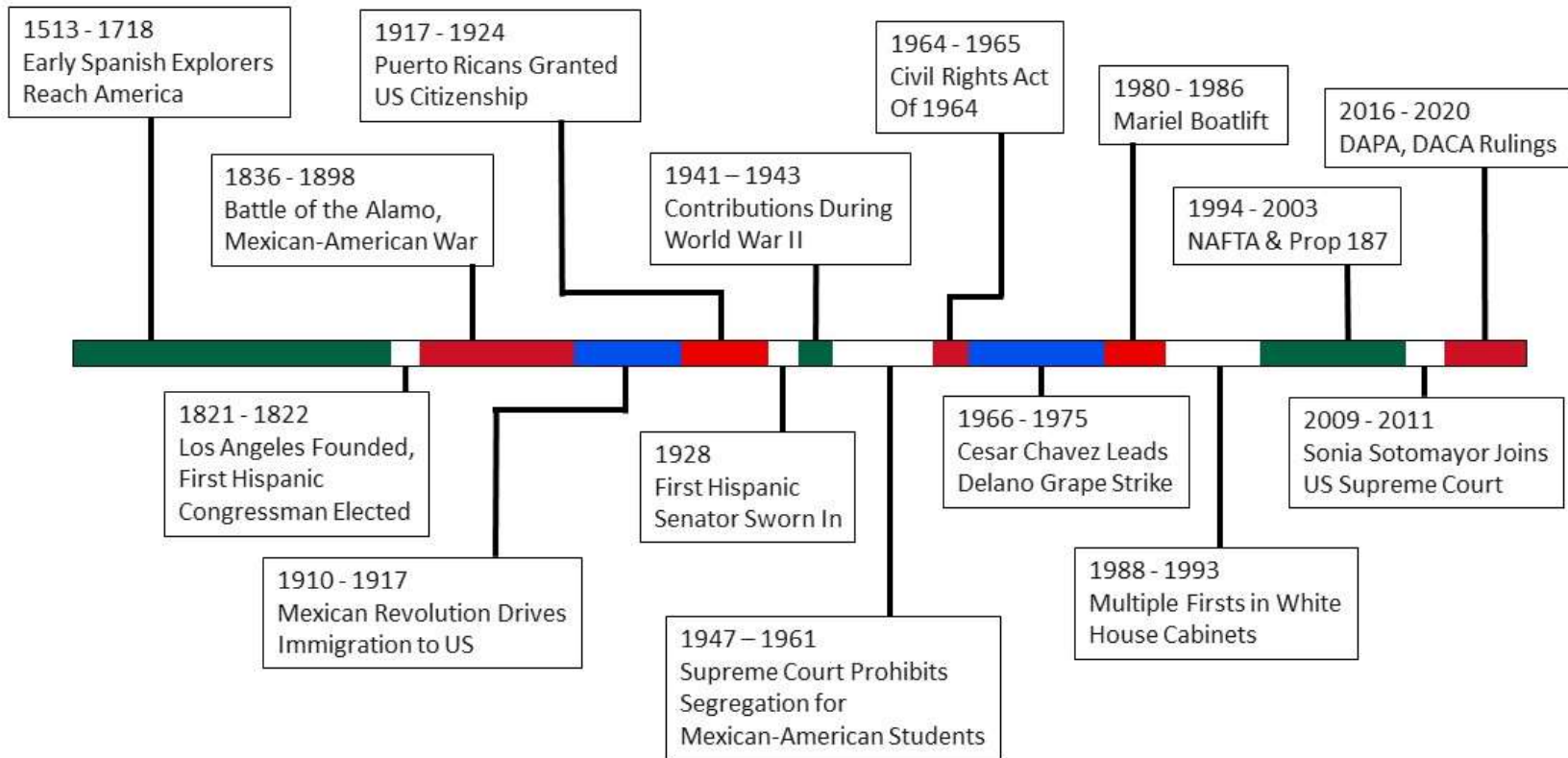


From early Spanish colonialism, to civil and worker rights laws, to famous firsts, to recent Supreme Court decisions on immigration, here's a brief timeline of notable events in U.S. Hispanic and Latino history.

# Hispanic History Milestones



Click on each time period to learn more about the milestones that occurred.



<https://www.spk.usace.army.mil/Media/News-Stories/Article/2775914/celebrating-hispanic-heritage-month/>  
<https://www.history.com/topics/hispanic-history/hispanic-latinx-milestones>

# EVENTS IN HISPANIC AMERICAN HISTORY



-  **1492** The arrival of Christopher Columbus marks the beginning of three centuries of Spanish imperialism in the Caribbean, South America, Central America, and North America
-  **1565** The founding of St. Augustine, the first European and Spanish-speaking settlement in America
-  **1765** Spain reacts to Russian and British interest in the Pacific Coast by creating missions to reinforce the claim of the Spanish Crown in western North America
-  **1810** Separatist movements arise among Creole elites, indigenous peoples, blacks, and those of mixed race in Iberian-controlled Latin America
-  **1821** Mexico declares independence from Spain
-  **1836** Texas, a Mexican territory, declares independence
-  **1845** Texas is annexed by the United States, resulting in conflict over the border
-  **1846** Onset of the Mexican-American War, Mexico surrenders in 1848
-  **1853** Mexican president Santa Anna sells the land between Yuma, AZ, and the Mesilla Valley, NM, to the U.S.
-  **1868** The United States adopts the 14th Amendment, declaring all people born in the U.S. to be American citizens
-  **1898** Onset of the Spanish-American War—the U.S. invades Puerto Rico and acquires it as a territory as part of the Paris Treaty, while Cuba is declared a U.S. protectorate
-  **1901** The Platt Amendment restricts Cuba's independence in exchange for Cuban home rule; in 1902, Cuba declares independence from the United States
-  **1917** The U.S. extends citizenship to Puerto Ricans, and allows Mexican workers to enter the U.S. during World War I; the Selective Service Act becomes law, forcing immigrants to register for the draft
-  **1924** Congress creates the Border Patrol
-  **1929** The U.S. begins Mexican Repatriation, a program that encourages Mexico-born individuals to return to Mexico, but that also results in thousands of forced deportations
-  **1941** President Franklin D. Roosevelt creates the Fair Employment Practice Committee, banning discriminatory employment practices by entities engaged in war-related work
-  **1942** Creation of the Bracero Program, an agreement that allows Mexicans to work in the U.S. and guarantees decent living conditions and minimum wage
-  **1943** Increasing racial tensions in California result in the Zoot Suit Riots, five nights of violent clashes that became a turning point for the Hispanic civil rights movement
-  **1947** *Mendez v. Westminster* gives California students the right to an equal education regardless of ethnicity or language
-  **1949** Funeral services are denied to the family of deceased Mexican-American soldier Felix Z. Longoria, sparking a united effort for equal treatment of veterans in the post-war Chicano Movement
-  **1952** Puerto Rico becomes a self-governing U.S. commonwealth
-  **1954** In a unanimous ruling, *Hernandez v. Texas* affirms that Mexican Americans and all minority groups in the U.S. have equal protection under the 14th Amendment
-  **1964** The Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex, or national origin
-  **1965** Filipinos and Mexican Americans unite in the Delano Grape Pickers Strike, demanding payment equal to the federal minimum wage; activists Cesar Chavez and Dolores Huerta help lead the strike
-  **1968** Mexican-American students in Los Angeles, CA, stage school walkouts to protest inequalities in education, inspiring similar events in the decades that followed
-  **1975** Amendments to the U.S. Voting Rights Act protect minority groups from discriminatory voting practices
-  **1986** Congress enacts the Immigration Reform and Control Act to curb unauthorized immigration with employer sanctions and legalize some unauthorized immigrants who entered the U.S. prior to 1982
-  **2010** States enact a record number of immigration laws and resolutions in the absence of a comprehensive federal policy
-  **2012** President Barack Obama instates Deferred Action for Childhood Arrivals, allowing individuals brought to the U.S. without authorization as children to receive deferred action from deportation
-  **2016** President Donald Trump is elected on a platform that includes a strict immigration policy and building a border wall between the U.S. and Mexico





## [A Conversation With Latinos on Race The New York Times](#)

In this short documentary, Latinos grapple with defining their ethnic and racial identities, as well as what they deal with in their every day lives.

Before we could even discuss racism and the challenges Latinos face in this country, we had to define the term “Latino.”

When we asked our interviewees, their responses were wide-ranging.

For some, Latino identity is a political stance involving both race and nationality

Others found the label deeply constraining.

Most pointed to the frustrations of being stereotyped, marginalized and demeaned.



# LATINAS ASK FOR MORE!



**LATINAS ARE HARDWORKING AND AMBITIOUS**  
yet they continue to be stereotyped in the workplace

Latinas are mostly defined by their **PHYSICAL FEATURES**, NOT GETTING THE CREDIT THEY DESERVE  
*an exceptional contributors in the U.S.*

**BEAUTIFUL, SEXY AND LOUD**  
ARE THE MOST COMMON ADJECTIVES used by non-Latinos to describe Latinas.

On another hand...  
The Latino community notices the **STRENGTH OF CHARACTER, INTELLIGENCE & ENTREPRENEURSHIP** identity of Latinas.

**CORPORATE AMERICA NEEDS MORE Latinas in LEADERSHIP ROLES**

Less than **1% OF EXECUTIVES** and **2% OF CORPORATE BOARDS SEATS** are Latinas.

Only **2 Latinas** have been CEO's of a **FORTUNE 500 COMPANY**

**LATINAS ARE UNDERREPRESENTED** IN HIGHER-PAYING POSITIONS, only 1% in high-paying engineering and computing jobs.

**LATINAS ARE THE FASTEST-GROWING COHORT OF ENTREPRENEURS**

They run around **2 MILLION BUSINESSES** IN THE U.S. and yet they receive **LESS THAN 2% OF VENTURE CAPITAL FUNDS**

If Latinas were retained and scaled in STEM positions, there would be a **\$1.7 MILLION INCREASE** in their lifetime earning average.

For more info go to **hispanicstar.org**

<https://hispanicstar.org/infographics/>



# WE NEED CHANGE FOR LATINA EQUAL PAY



In 2022, the pay gap for Latinas is of **0.64 CENTS FOR EVERY DOLLAR**

**LATINAS LOSE OVER \$1M** in their life, as a result of the pay gap

Latinas are an integral part of the **WORKFORCE** AND THE FUTURE OF THE U.S.

THE PAY GAP GROWS WITH AGE **↑↑↑**

**LATINA MANAGERS MAKE 36% LESS** than white male managers and keep being

**72.8%** of Latinas GRADUATE FROM HIGH SCHOOL (vs 81% from 2010) **20.08%** have a BACHELOR'S DEGREE (vs 30% from 2010)

**42%** of Latinas aged 16 years **47%** aged 55+ years

**LATINA MANAGERS MAKE 36% LESS** than white male managers and keep being OVERREPRESENTED IN LOWER PAYING JOBS UNDERREPRESENTED IN HIGHER PAYING JOBS

**LATINA PAY GAP** has only narrowed by a penny every decade **1980 > \$0.62** **2020 > \$0.66**

However, even within the same occupation, **THE GAP REMAINS**

There are more than **11 MILLION LATINAS** IN THE U.S. WORKFORCE:

**50%** LATINAS WILL NOT ACHIEVE EQUAL PAY UNTIL 2197

**LATINA NURSES MAKE 25% LESS** than white male nurses

**1 OUT OF 3 SERVICE INDUSTRY EMPLOYEES ARE LATINAS**



**29%** OF LATINAS WORK IN: Management, Arts Occupations, Business, Science

For more info go to [hispanicstar.org](https://hispanicstar.org)

# LATINAS DESERVE MORE THAN EQUAL PAY



**LATINAS ARE THE LOWEST PAID** segment in the U.S.

**LATINAS MAKE ONLY \$0.67 FOR EVERY DOLLAR** made by white men (Hispanic.com)

THE LATINA WAGE GAP **INCREASES** with their age

**15%** in 16 years **15%** in 20 years **40%** in 30 years

**LATINAS ASK FOR PROMOTIONS AND RAISES** less frequently than white men, but for every \$100K of additional experience

**THEY LOSE \$2,500 EACH MONTH** in unremunerated work **1 MILLION USD** in lost wages

**LATINAS INVEST MORE TIME** in unpaid work than anyone else

**LATINAS SPEND SIX MORE TIME** on household work

**SIX MORE TIME** on household work

**7.2 HOURS PER DAY** in unpaid care and household work, vs 4.5 hours for white women

**8 IN 10 LATINA WORKERS** have children under 18

**29% OF LATINA MOTHERS** experience harassment in the workplace

The pandemic forced Latinas to **LEAVE WORK** because not paid for their children, but also for their extended family

Despite the barriers, **LATINAS ARE A DRIVING FORCE FOR GROWTH**

Latinas account for nearly **ONE TRILLION** in U.S. buying power

**THEY ARE** entrepreneurs & decision makers in over **3 MILLION** households

Looking for 10x work? **LATINAS** tend to be the creators of small businesses **6X FASTER** than any other group

**80% OF LATINAS** have major life experience in the global economy

## Brief Intros

- Who are you? What brought you to today's Community Conversation?
- What did you want to learn? What have you learned?

## Discussion Questions

- What can we as a community do to help assure that all people can have the self-evident truths noted in Preamble of the Declaration of Independence:

*"We hold these truths to be self-evident,  
that all men are created equal,  
that they are endowed by their Creator with certain unalienable Rights,  
that among these are Life, Liberty and the pursuit of Happiness.*



**Mayra Castillo**  
Migrant Education Program  
CCIU



**Vivianne Schorle**  
West Chester  
University Foundation



**Nina Guzmán**  
Director, Allianz Phoenixville

# Spread the Word

## Community Conversations

Zoom in at noon – 2<sup>nd</sup> Tues monthly - free

DATE	TOPIC	TITLE	SPEAKER
10/10/2023	<b>Income Inequity</b>	<u><a href="#">Income Inequity: Building Bridges To Get Out of Poverty in America</a></u>	<u><a href="#">The Economist</a></u>
11/14/2023	<b>Diversity</b>	<u><a href="#">Implicit Bias--How It Effects Us &amp; How We Push Through</a></u>	Melanie Funchess TEDx Flour City
1/9/2024	<b>Equity &amp; Education</b>	<u><a href="#">The Consciousness Gap in Education - An Equity Imperative</a></u>	Dorinda Carter Andrews TEDxLansingED
2/13/2024	<b>Black History</b>	<u><a href="#">The Mission to Safe Guard Black History in the US</a></u>	Julieanna L. Richardson, Founder The HistoryMakers
3/12/2024	<b>Nutrition, Health &amp; Wellness</b>	<u><a href="#">What We Get Wrong When We Think About Food Insecurity</a></u>	Leslie Campbell TEDxYouth@PCI
4/9/2024	<b>Latinos &amp; Race</b>	<u><a href="#">A Conversation With Latinos on Race</a></u>	<u><a href="#">The New York Times</a></u>
5/14/2024	<b>Get Out The Vote ChesCo</b>	<u><a href="https://www.youtube.com/watch?v=5bB-J4sxLEo">https://www.youtube.com/watch?v=5bB-J4sxLEo</a></u> <u><a href="https://www.youtube.com/watch?v=hw7MOGISE-Q">https://www.youtube.com/watch?v=hw7MOGISE-Q</a></u>	
6/11/2024	<b>Juneteenth</b>	<u><a href="#">The Truth About Juneteenth</a></u>	Daniel Middleton for Unique Coloring/Black History Explainer