From September 15th to October 15th America celebrates its citizens whose ancestors came from Spain, Mexico, the Caribbean, Central America and South America. Why is the observation split between two months? September 15th is the anniversary of independence for a few Latin American countries and Columbus Day is October 12th.

Under President Ronald Reagan, Hispanic heritage week was expanded to Hispanic Heritage Month in 1988. To support the recognition of the varied and influential place of Hispanic Americans, we at Diversity Best Practices have put together a resource guide to help guide discussion.

**DID YOU KNOW?**

According to the Pew Research Center, the nation’s Latino population is projected to grow to 119 million and be 28.6 percent of the U.S. population by 2060.

A recent article in the Harvard Business Review reported that members of the Hispanic workforce value time shifting, asynchronous work and flexible schedules the most.

The number of Hispanics who are bilingual in Spanish and English differ generation to generation. Of Hispanics who are bilingual 35 percent are foreign-born, 39 percent are U.S.-born, 50 percent are second generation and 23 percent third generation.

Nielsen conducted a survey on how Latinos celebrate Hispanic Heritage Month and found that 73 percent of respondents consider it extremely or highly important that companies and organizations recognize Hispanic Heritage Month and the contributions Hispanics have made to the U.S.

**ADDITIONAL INFORMATION:**

The Hispanic Heritage Foundation (HHF) honors the contributions and accomplishments of Latino leaders in various fields. This year Angélica María Hartman Ortiz will receive the Hispanic Heritage Award.

With the 2016 Presidential less than two months away, the Hispanic vote may be more impactful than ever before because of support from Univision and Dell.

Public Broadcasting Services has created a timeline of important events for Latino Americans and Diversity Best Practices summarized key trends on this WOW! Facts One Pager.

If you have any questions about Hispanic Heritage Month or the diversity and inclusion sphere please contact us HERE.