



Rock County Equity Brief

Sept 2022

OBSERVE

Hispanic Heritage Month

Many Hispanic Americans can trace their roots back to the cultures of the Americas' indigenous peoples, including the Aztecs (Mexico), Arawaks (Puerto Rico), Incas (South America), Maya (Central America) and Tainos (in Cuba and Puerto Rico). Some of their roots can be traced back to the Spanish explorers, who set out in the 1400s to find a cheaper and easier way to trade with the Indies. Other Latinos can trace their roots back to African slaves brought to the New World.

Hispanic Americans are today identified by the countries from which they or their ancestors originated. This includes Mexico, Puerto Rico, and Spain. This observation began in 1968 under President Lyndon Johnson as Hispanic Heritage Week. President Ronald Reagan expanded it in 1988 to include a 30-day period that started on September 15th and ended on October 15. The Public Law 100-402 approved it, and it was made law on August 17, 1988.

September Day(s) Group, Culture or Cause Recognized

- All Hispanic Heritage Month (Sept. 15–Oct. 15)
- All National Guide Dog Month
- 5 Labor Day
- 11 Patriot Day
- 15 International Day of Democracy
- 16 Mexican Independence Day
- 19 International Talk Like a Pirate Day
- 21 International Day of Peace
- 25–27 Rosh Hashanah
- 26 European Languages Day
- 27 World Tourism Day



For more information on Hispanic Heritage Month, visit www.hispanicheritagemonth.gov



RECOGNIZE

Dolores Huerta

Dolores Clara Fernandez Huerta is one of the most influential labor activists of the 20th century and a leader of the Chicano civil rights movement.

Huerta was the driving force behind the ground-breaking California Agriculture Labor Relations Act of 1975, which allowed farm workers to form unions and bargain for better wages and conditions.

Huerta received the Eleanor Roosevelt Human Rights Award in 1998 and the Presidential Medal of Freedom in 2012. As of 2015, she was a board member of the Feminist Majority Foundation, the Secretary-Treasurer Emeritus of the United Farmworkers of America, and the President of the Dolores Huerta Foundation.

Source: <http://doloreshuerta.org>

LEARN

The Difference Between Hispanic & Latino

Hispanic and Latino are often used interchangeably though they mean two different things. Hispanic refers to people who speak Spanish and/or are descended from Spanish-speaking populations, while Latino refers to people who are from or descended from people from Latin America. In today's United States, these terms are often thought of as racial categories and are often used to describe race, in the way that we also use white, Black, and Asian. However, the populations they describe are composed of various racial groups, so using them as racial categories is inaccurate. They work more accurately as descriptors of ethnicity, but even that is a stretch given the diversity of people they represent.

That said, they are important as identities for many people and communities, and they are used by the government to study the population, by law enforcement to study crime and punishment, and by researchers of many disciplines to study social, economic, and political trends, as well as social problems. For these reasons, it's important to understand what they mean literally, how they are used by the state in formal ways, and how those ways sometimes differ from how people use them socially.

Source: courageousconversation.com.

ACTION

Rock County DEI Training Requirement

All employees must complete two DEI trainings per year. There are a variety of diverse topics and training formats provided to all employees. Please note that one of the training must be from the County DEI list to fulfill your County DEI requirement, and one training **can** be from a community partner or outside DEI training (if it meets the DEI training requirements). New employees are only required to participate in one equity training within the year of their hire.

Have questions? Contact: Equity@co.rock.wi.us

FAQ's

Once I register, when will I receive a confirmation email or location details?

Once you submit the registration form, you will be sent a confirmation and location/Zoom information the Monday before the training date.

Do I have to pay for the e-course?

No, if you are signed in with your county email, once you click on the registration link, the 'ENROLL NOW' button is at the top of the page; this will allow you to register at no cost.

ROCK COUNTY EQUITY TRAINING



Windows and Mirrors
Cultural Diversity

[Register Here](#)

SafeZone Gender
Diversity

[Register Here](#)

Race, Power, and
Privilege E-course

[E-Course
Registration](#)

YWCA Racial Justice
Conference

November 10th – 8:30-4pm
[More Information](#)