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This monthly newsletter is the recreation professional's guide to diversity, equity and inclusion. Each month we will highlight one theme or idea related to equity, share important dates, vocabulary, resources and ideas you can implement in your community! What we do matters to all!

### **History**

From September 15 to October 15, this important month-long event recognizes the contributions, histories, and cultures of Americans who hail from 20 countries and territories across the globe. The reason for it starting in the middle of the month is due to several Latin American countries observe their Independence Day on this date. They include El Salvador, Honduras, Costa Rica, Guatemala, and Nicaragua, all of which are located in Central America.

To the north, Mexico celebrates Independence Day on September 16, and to the south, Chile commemorates its sovereignty on September 18. Finally, Dia de la Raza — a decolonized alternative to Columbus Day celebrated by Mexico and Chile — occurs on October 12.

What was once just a week-long celebration 50 years ago is now a month-long observance, uniting one of the largest groups in the United States. In the most recent U.S. Census (2020), 62.6 million people (1 in 5 people in the United States) self-identified as Hispanic, making this group the largest racial-ethnic minority.

### **Locally**

According to the 2020 Census, the Latino Minnesotan population is 6.1% of the total population (about 346,000 residents) but have one of the highest labor force participation rates. The Latino economy in Minnesota is an estimated \$10 billion. With more than 12,000 Latino small businesses, and paying an estimated \$600-plus million in state and local taxes, Latino Minnesotans are crucial assets with untapped potential for the future of this great state. Our population grew by 38% between 2010 and 2020 with 68% of the state's Latino population being natural-born citizens.

### **Programming**

Red Wing Hispanic Heritage Festival

Mark your calendars for the 2023 Hispanic

Heritage Festival: this coming September

9th at Central Park in Red Wing, MN!

<https://hispanicoutreach.org/hispanic-heritage-festival-2023/>

### **CLUES**

CLUES is Minnesota's largest Latino-led nonprofit organization, founded in 1981 by and for Latinos. Our work is to ensure the advancement of social and economic equity and wellbeing for Latinos in Minnesota. CLUES has offices on the East Side of St. Paul, Lake Street in Minneapolis, and also Willmar and Austin in Greater MN.

CLUES partnered with the City of Brooklyn Center Recreation in August by coming out to their Entertainment in the Park when Salsa del Soul performed for over 300 people and gave away 60 bags of free produce.

<https://clues.org/>

### Buzz Words

The terms Hispanic and Latino/a can cover linguistic and geographic origins. Hispanic typically refers to people who speak Spanish or people from a Spanish-speaking country. Alternatively, Latino/a usually refers to people specifically from Latin America, which includes people from Brazil (where Portuguese is the official and national language).

There is also the term Latinx, which rejects the gendered nature of the terms Latino/Latina. However, some people are reluctant to adopt this word since colonizers of North, Central, and South America brought the letter “x” to the Spanish language. Latine and Latin@ are other similar terms that have started to gain popularity in recent years.

<https://www.washingtonpost.com/lifestyle/2022/10/01/hispanic-latino-latinx-latine-words-history/>

### Video

What is Hispanic Heritage Month (6 minutes, you may need to create a free account)

[https://study.com/academy/lesson/what-is-hispanic-heritage-month-facts-people.html?](https://study.com/academy/lesson/what-is-hispanic-heritage-month-facts-people.html?src=ppc_bing_nonbrand&rcntxt=aws&crt=&kwd=SEO-PPC-ALL&kwid=dat-2329040505669481:loc-190&agid=1235851302596746&mt=b&device=c&network=o&campaign=SeoPPC&msclkid=f8729f9ded891d486b5bfb7e2777171e)

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### September

- Hispanic Heritage Month
- National Guide Dog Month
- Suicide Prevention Month
  
- September 4 – Labor Day
- September 5 – International Day of Charity
- September 11 – Patriot Day (U.S.A.)
- September 15 – International Day of Democracy
- September 15 – Rosh Hashanah begins (Jewish)
- September 16 – Mexican Independence Day
- September 21 – International Day of Peace
- September 21 – World Gratitude Day
- September 22 – National Native American Day
- September 24 – Yom Kippur (Jewish)
- September 29 – Sukkot (Jewish)
- September 30 – National Day for Truth & Reconciliation (Canada)

### October

- Breast Cancer Awareness Month
- Bullying Prevention Month
- Domestic Violence Awareness Month
- Filipino-American Heritage Month
- German-American Heritage Month
- Italian-American Heritage Month
- LGBTQ History Month
- National Work and Family Month
- Polish-American Heritage Month
- Family History Month
  
- October 2 – International Day of Nonviolence
- October 9 – National Indigenous Peoples’ Day (United States)
- October 10 – Thanksgiving Day (Canada)
- October 10 – World Mental Health Day
- October 11 – National Coming Out Day (LGBTQ+)
- October 15 – Navrati begins (Hindu)
- October 16 – Birth of the Bab (Baha’i)
- October 16 – Waste Reduction Week
- October 16 – Bosses’ Day
- October 19 – Spirit Day (LGBTQ+ anti-bullying)
- October 20 – Sikh Holy Day (birth of Guru Granth)
- October 22 – International Stuttering Awareness Day
- October 25 – Birth of Baha’u’llah (Baha’i)
- October 31 – Halloween

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