



## OCTOBER 2021

*The ORA Social Justice working group is charged with keeping ORA staff informed of opportunities to engage in activities on Emory's campus and the greater Atlanta area around social justice, diversity, and inclusion. Our monthly newsletter aims to provide you with relevant information, events to stay connected to the Emory and Atlanta community.*

## HISPANIC HERITAGE MONTH



**Hispanic Heritage Month (9/15 to 10/15), is a way to celebrate the history, culture, and contributions of Hispanic-Americans — specifically, those whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.**

September 15 is set as the starting date for the month as it is important for many reasons. It is the independence anniversary for Latin American countries El Salvador, Guatemala, Costa Rica, Nicaragua, and Honduras. From here onwards, the independence days of Mexico and Chile fall on September 16 and September 18, respectively. Dia de la Raza or Columbus Day also falls within this month, on October 12. Hispanic Americans have been integral to the prosperity of the U.S. Their contributions to the nation are immeasurable, and they embody the best of American values. The Hispanic-American community has left an indelible mark on the U.S. culture and economy.

From: <https://nationaltoday.com/hispanic-heritage-month/>

## Fun Facts: Hispanic Heritage Month



### Educational Attainment

- For Hispanics 25 years and over, approximately...
- **7 out of 10 (74%)** have a high school diploma or equivalent.
  - **4 out of 10 (43%)** have some college.
  - **2 out of 10 (21%)** have a bachelor's degree or higher.



### Total Population of Hispanic Origin

**About 60.6 million** The Hispanic population of the United States in 2019 constitutes roughly **one out five (18.5%)** of the nation's total population. The Hispanic population grew from 16.4% in 2010 to 18.5% in 2019, a 21 percentage-point increase.

### Age Breakdown

- Approximate percentage of Hispanics in the United States in 2019:
- **8%** - under 5 years of age
  - **17%** - 5 to 14 years of age
  - **16%** - 15 to 24 years of age
  - **16%** - 25 to 34 years of age
  - **26%** - 35 to 54 years of age
  - **13%** - 55 to 74 years of age
  - **3%** - 75 years and over

### Where They Live

- More than 50%** of the 60.6 million Hispanics in the U.S. call themselves:
- **Californians - About 4 out of 10 (15,574,882).**
  - **Texans - About 4 out of 10 (11,524,842).**
  - **Floridians - About 3 out of 10 (5,663,629).**

### Spanish Speakers

Roughly **14%** of all people 5 years and over speak Spanish in the United States.

### Birthplace Populations of Famous Hispanics

- **Ellen Ochoa** - Los Angeles City, California (Pop. - 3,979,576)  
The first Hispanic American woman astronaut to go to space with a nine-day mission.
- **Sonia Sotomayor** - Bronx, New York (Pop. - 1,418,207)  
The first Hispanic American to sit on the Supreme Court.
- **Roberto Clemente** - Carolina, Puerto Rico (Pop. - 146,984)  
The first Hispanic American to win a World Series as a starting baseball player.
- **Selena** - Lake Jackson City, Texas (Pop. - 22,220)  
One of the most celebrated Mexican American entertainers.

### Business Owners\*

Approximately **6%** or **322 thousand** businesses in the United States were Hispanic-owned in 2018.

The top three sectors for Hispanic-owned businesses were:

**About 9%** Accommodation and food services. These businesses had a total of **710,095** employees. (Includes restaurants and food services.)

**Roughly 8%** Construction. These businesses had a total of **326,423** employees.

**Approximately 4%** Professional, scientific, and technical services. These businesses had a total of **186,918** employees. (Includes accounting, engineering, architectural, veterinary services.)



CENSUS.GOV/SCHOOLS

Note: \*The numbers in the Business Owners section only represent Hispanic-owned businesses with employees. Sources: Data on this page come from the U.S. Census Bureau's Vintage 2019 population estimates; 2019 Current Population Survey; Current Population Survey, 2020 Annual Social and Economic Supplement; 2019 American Community Survey 1-year estimates; 2019 Annual Business Survey, data year 2018; and biography.com.

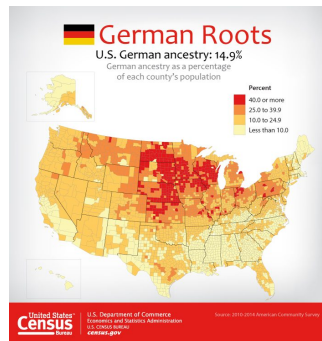
## GERMAN-AMERICAN HERITAGE MONTH



In October 1683 German families began settling in Pennsylvania. Since then, German Americans have contributed greatly to our society. Germans have had a huge influence in car manufacturing, the building of churches, the arts, and even the language.

Hugely historical entrepreneurs such as Heinz, Chrysler, Boeing, and Rockefeller all have German American heritage. The first proclamation of German-American Heritage Month was issued by Ronald Reagan in October 1987, and since then we have been celebrating every year.

From: <https://nationaltoday.com/german-american-heritage-month/>



## ITALIAN-AMERICAN HERITAGE MONTH

This October, mark Italian-American Heritage Month by recognizing the



contributions and achievements of Italian-Americans. Over 26 million Americans of Italian descent currently reside in the U.S. — making up America's seventh-largest ethnic group.

The heritage month is in October to coincide with Columbus Day — the national holiday celebrated on the second Monday of the month. Italian-American Heritage Month celebrates the distinguished cultural contributions of Americans with Italian lineage.

From: <https://nationaltoday.com/italian-american-heritage-month/#why-we-love>

## LET'S ENCOURAGE VOTING IN GEORGIA



Gov. Brian Kemp signed [Senate Bill 202](#) on March 31. Since then, the Justice Department [has filed a lawsuit](#) against the State of Georgia to stop racially discriminatory provisions. See below for important highlights of SB202:

- The law expands in-person early voting for general elections. Two early voting periods are required on a Saturday for each county, with optional voting on Sunday. In prior elections, early voting began on the fourth Monday before a primary or election and ended the Friday before an election day, according to the state's official website. For runoff elections, voting began as soon as possible before election day.
- The deadline for the issuance of to request absentee ballots has been moved up and is now at least 25 days before a federal primary, general election, or special election or 22 days before a municipal general election or primary
- A Georgia state driver's license number or, ID card number, date of birth, and the last four digits of a social security number or another approved form of identification must be printed on the outside of an absentee ballot. Georgia is now one of only four states in the US with this requirement.
- Conditions for rejecting absentee ballots if certain requirements are not met
- The law bans people aside from poll workers from soliciting votes or signatures from voters. The distribution or display of campaign materials is also restricted to 150 feet of the "outer edge" of a polling location or within 25 feet of a person waiting in line to vote. Offering money and gifts – including food or drink – to a voter is prohibited.

Our group is working on ways to partner up with other organizations to increase access to voting in Georgia. Stay tuned for opportunities to help!

## EVENTS AND OTHER UPDATES

- Emory Healthcare names its first chief diversity, equity, and inclusion (DEI) officer: Emory Healthcare has named Ildemaro González as its first chief DEI officer. He assumed this role as of Sept. 13, 2021. [Find more information here](#).
- **Día de Muertos 2021- Day of the Dead:** the Atlanta History Center has its annual celebration on October 31st from 12–5 pm. While the event is free and open to the public, capacity is limited, and advanced [registration is required](#).
- **Octoberfest in Helen, Georgia:** Alpine Helen's Oktoberfest celebrations have been going on for 50 years, involving multiple weeks of traditional dancing, food, and, of course, beer from September to November. Held in the city's riverside Festhalle, the

permanent home of the festivities, the celebration is the longest-running of its kind in the United States. [Find more information here.](#)

- The [Atlanta Pride Festival](#) was canceled this year due to the COVID-19 pandemic.

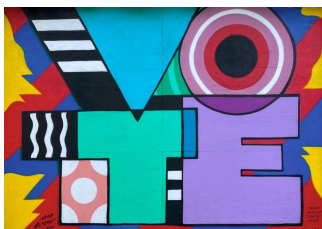
## DID YOU KNOW?

The fastest population growth among U.S. Latinos has come among those with origins in Venezuela, Guatemala, and Honduras. From 2010 to 2019, the Venezuelan population in the U.S. increased 126% to 540,000, by far the fastest growth rate. Guatemalans saw an increase of 49%, followed by a 47% increase among the Honduran population. By contrast, the number of people of Mexican origin grew by only 13% from 2010 to 2019, among the lowest growth rates in the top 10 origin groups. At 6%, the Ecuadorian population saw the slowest growth rate among the top origin groups.

## EVENT RECORDINGS AND PUBLICATIONS

- Emory conducted a Symposium discussing Emory's history of slavery and dispossession. Emory sits on land that belonged to the Muscogee (Creek) Nation, and enslaved people constructed buildings on the university's original campus. "In the Wake of Slavery and Dispossession," a symposium held from Sept. 29 – Oct. 1, examined Emory's history and journey towards restorative justice. Find information about what was covered in [the symposium here.](#)
- Last year, President Gregory L. Fenves announced the [Descendants Endowment](#) to provide scholarships for two undergraduate students each year who descended from enslaved people with ties to Emory University. The first scholarship is anticipated for fall 2022.

## EMORY AND OTHER RESOURCES



### Emory Votes Initiative

The Emory Votes Initiative fosters a more engaged campus by providing nonpartisan voter information, supporting voter turnout, and empowering our community with credible resources. Find more information [here.](#)

### Faculty Staff Assistance Program: Emory University

[FSAP](#) promotes emotional, behavioral, and occupational health. Emotional Support amid COVID-19 and Racial Injustice is available for those struggling with emotions or stress through individual appointments via phone consultation.

### Office of Diversity, Equity, and Inclusion: Emory University

The [Office of Diversity, Equity, and Inclusion](#) provides a safe environment conducive to intellectual engagement, learning, and working in positive ways. They focus their work on systemic issues by addressing policy and procedural concerns.

### Ombuds Office: Emory University

[Ombuds Office](#) provides a confidential, safe space to discuss issues and keep them confidential to the fullest extent possible. You may bring concerns about misunderstandings, incivility, or possible wrongdoing. Their role is to promote mutual respect, civility, and ethical conduct and alert university leadership to concerns that might justify policy changes.

### Important Emory Policies

- [Equal Opportunity and Discriminatory Harassment](#)
- [Employment \(Recruitment\) Equal Opportunity and Discriminatory Harassment](#)
- [Mandated Child Abuse Reporting](#)
- [Nepotism and Personal Relationships](#)
- [Sex and Gender-Based Harassment and Discrimination](#)
- [Standards of Conduct](#)
- [Violence in the Workplace](#)

**Other Resources**

- [Atlanta Solidarity Fund](#)
- [Homeless Black Trans Women Fund](#)
- [Racial Justice Action Center](#)
- [Solutions Not Punishment Collaborative \(SNaP Co.\)](#)
- [Beacon Hill Black Alliance for Human Rights](#)
- [SisterSong](#)
- [Feminist Women's Health Center](#)
- [Atlanta Jobs with Justice](#)
- [Project South](#)
- [Mijente](#)
- [Georgia Latino Alliance for Human Rights \(GLAHR\)](#)
- [Council for American-Islamic Relations Georgia \(CAIR-GA\)](#)
- [Asian Americans Advancing Justice - Atlanta](#)

The banner features the Emory University crest and name in the center. Below it, there are three yellow buttons: 'Office of Research Administration' on the left, a Twitter icon in the center, and 'Office of Diversity, Equity, and Inclusion' on the right.

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