



Hispanic Heritage:

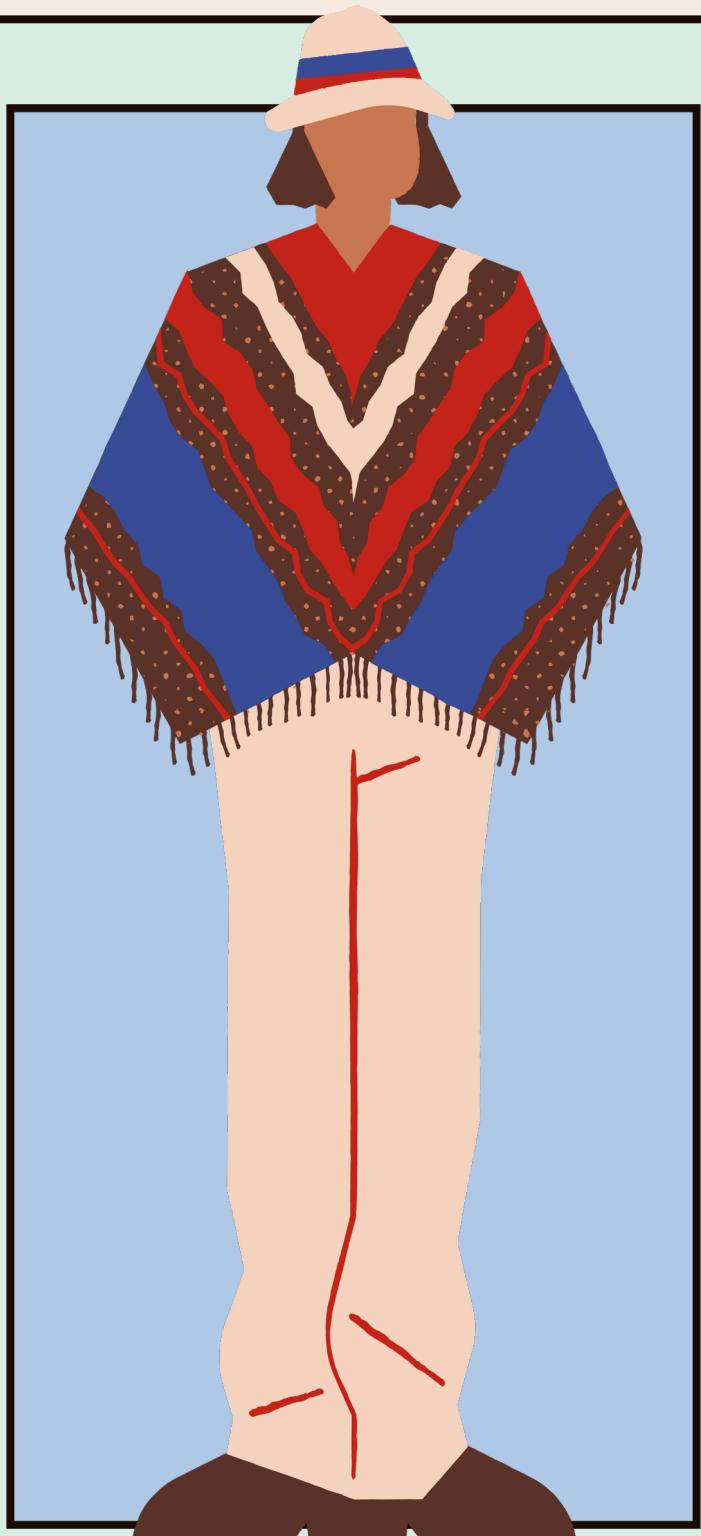
Understanding Culture and Data

Data Source: The Library of Congress



01

National Hispanic Heritage Month (Spanish: Mes Nacional de la Herencia Hispana) is annually celebrated from September 15 to October 15 in the United States. This month celebrates the histories of Americans whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.



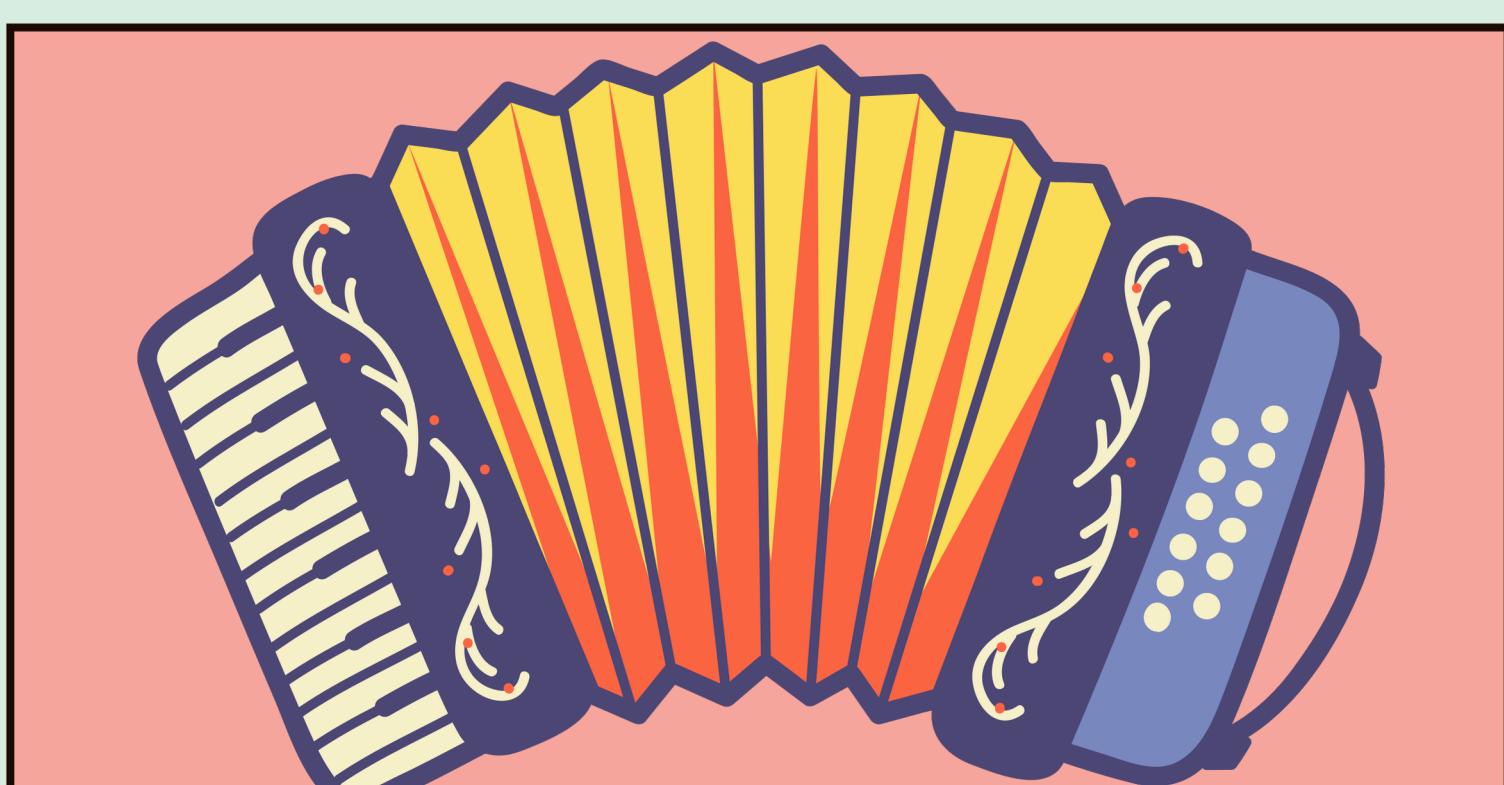
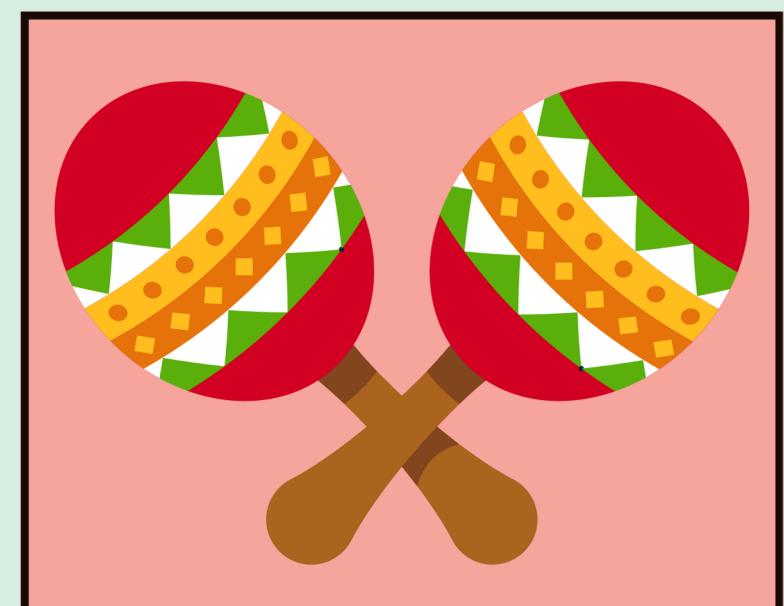
02

September 15th is a significant day for Latin American countries such as Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua because it celebrates their independence day.



03

On September 16th and September 18th Mexico and Chile celebrate their Independence days

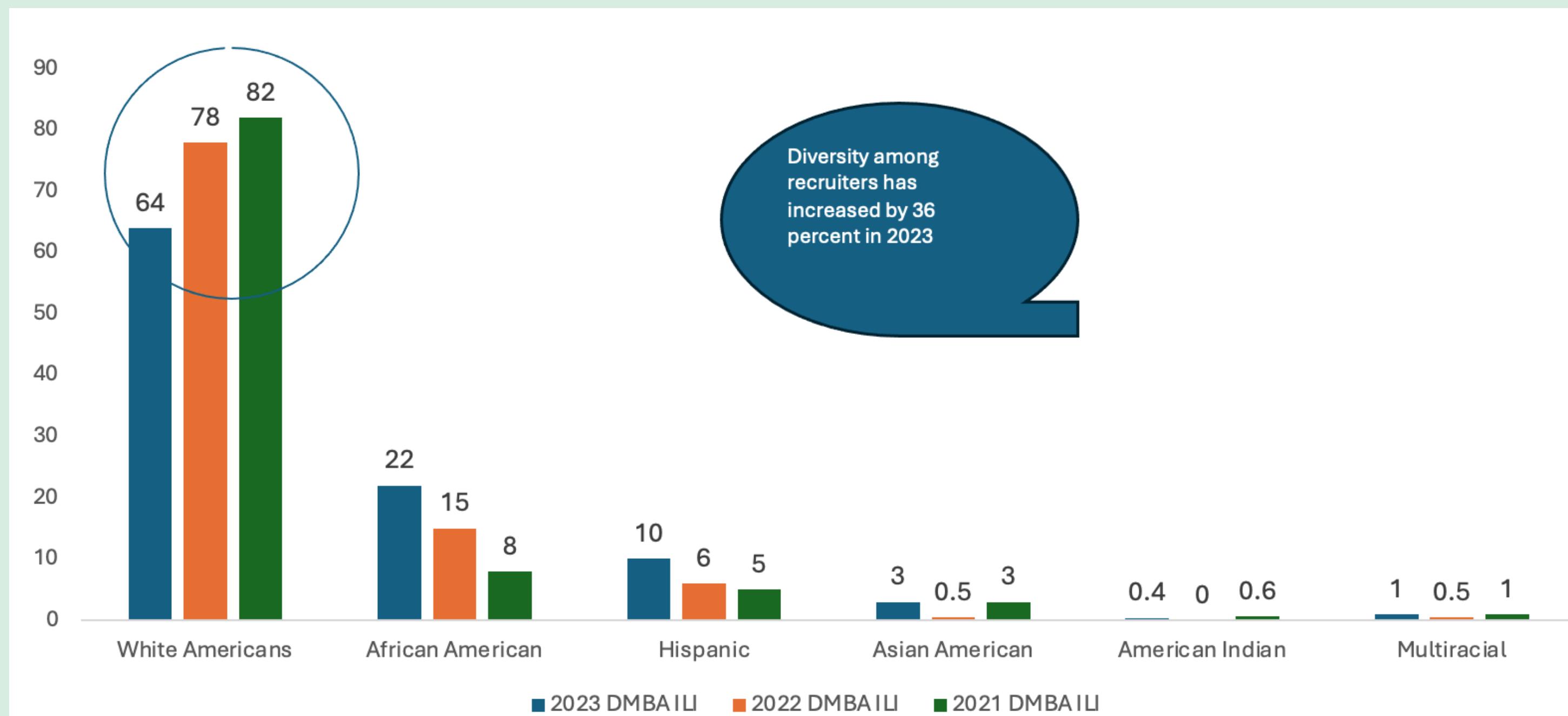


04

Hispanic Heritage week started in 1968 and later expanded and became National Hispanic Heritage week in 1988.

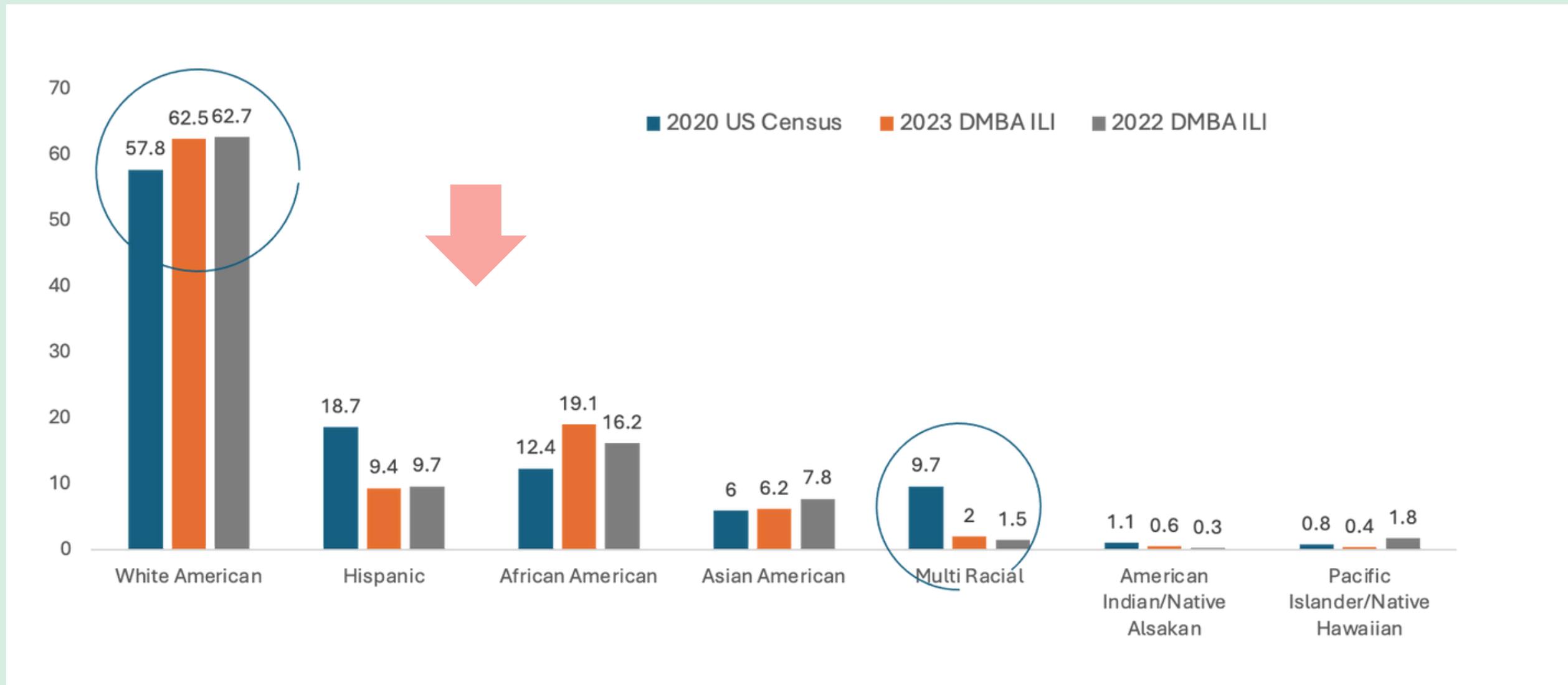
Data on Hispanics in business

Data Source: 2024 PLG Inclusive Leadership Index



Insight: Diversity among recruiters significantly increased by 36 percent in 2023. African American recruiters increased by 14 percent, Hispanics by 4 percent and Asians by 1 percent. This is great progress.

US Employee Base by Ethnicity US Census Population compared to PLG Index Workforce Percent of Employees



Insight: According to 2020 US Census White Americans have declined by 8.6 percent from 2010 for the first time in history. White Americans are 57.8 percent of the population, and 62.2 percent of the workforce. Not much change in insights since the 2024 PLG ILI results.