

**The Kent County
Cultural Insight Council
Presents:**



Hispanic Heritage Month

A Tribute to Kent County's Latin-American Workforce

September 15 through October 15 is Hispanic Heritage Month. Hispanic Heritage Month is the period to recognize the contributions that Hispanic Americans have made to the United States and to celebrate Hispanic heritage and culture. The observation started in 1968 as Hispanic Heritage Week and was expanded and enacted into law in 1988 to cover a 31-day period starting on September 15 and ending on October 15. Hispanic Heritage Month begins on September 15, the anniversary of independence for five Latin American countries - Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared its independence on September 16 and Chile on September 18.

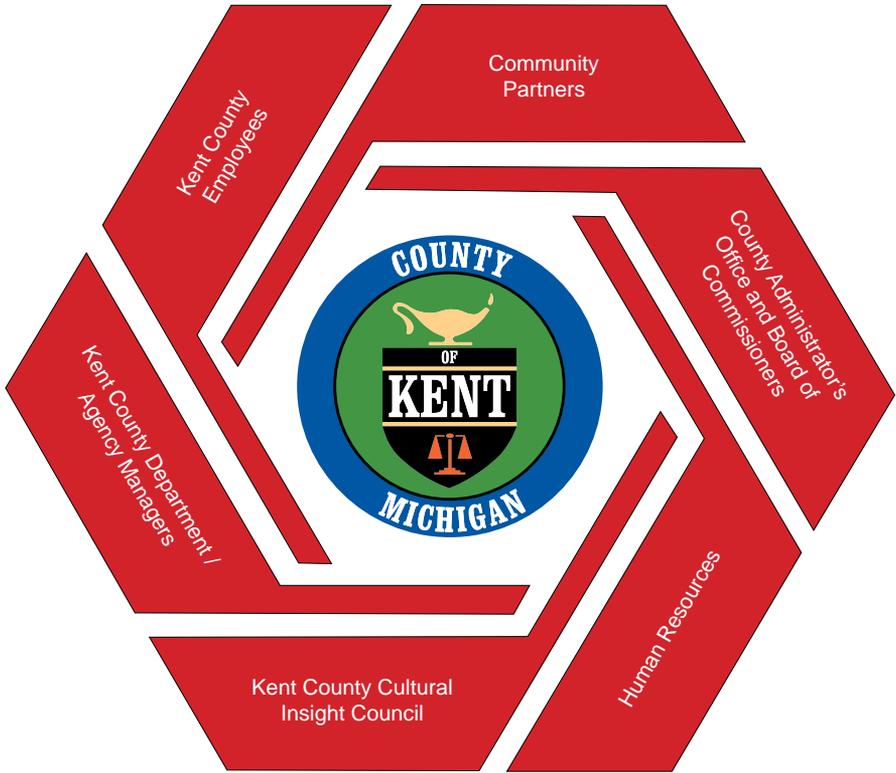
When: Tuesday, September 15th
Where: Kent County Courthouse
 Employee Conference Center – 5th Floor
Time: 12:00 PM – 1:15 PM



"Kent County...Donde la Diversidad e Inclusión Importan"

Celebrating our Common Fabric

Kent County Diversity Partnership Success Model



Diversity Is Everyone's Business

Cultural Insight Council

Brown Bag Luncheon Presentation

Panelists

Zoraida Sanchez - Community Leader & Advocate

Hilda Babbitt - Appraiser, Bureau of Equalization

Marcela Moralez-Morris - Juvenile Probation Officer, Circuit Court - Family Division

Andres Castillo - Corrections Officer, Kent County Sheriff's Office

Marcello Aranda - Cadet, Kent County Sheriff's Office

Irma Estrada - Senior Docket Clerk, Kent County Clerk's Office (Courtside)

Facilitators

Carlos Sanchez - Executive Director, West Michigan Hispanic Chamber of Commerce

Darius Quinn - Human Resources Manager, Kent County Human Resources

Keynote Speaker

Roberto Jara, Executive Director, Latin Americans United for Progress

Artwork

Paul Collins Fine Art - McKay Tower, 146 Monroe Center, Suite 146 Grand Rapids, MI 49503 - www.collinsart.com or carol@collinsart.com - (616) 742-2000

National Hispanic Heritage Month



National Hispanic Heritage Month celebrates and recognizes the contributions Hispanic Americans have made to American society and culture and to honor five of our Central American neighbors who celebrate their Independence days in September.

National Hispanic Heritage Month had its origins in 1968 when Congress passed **Pub. L. 90-498** which authorized and requested the President to issue an annual proclamation designating the week including September 15 and 16 as National Hispanic Heritage Week. By directing that this week should include September 15 and 16, this law celebrated Hispanic Americans and the anniversaries of independence for the Latin American countries of Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua as well as Mexico's independence on September 16. President Lyndon Johnson issued the first proclamation, Presidential Proclamation 3869, in September 1968 which stated in part:

Wishing to pay special tribute to the Hispanic tradition, and having in mind the fact that our five Central American neighbors celebrate their Independence Day on the fifteenth of September and the Republic of Mexico on the sixteenth, the Congress by House Joint Resolution 1299, has requested the President to issue annually a proclamation designating the week including September 15 and 16 as National Hispanic Heritage Week.

Between 1969 and 1988 Presidents Nixon, Ford, Carter and Reagan issued a series of annual proclamations which designated a week in September which included September 15 and 16 as National Hispanic Heritage Week. These proclamations celebrated the contributions of the men and women of Hispanic origin as well as recalling the work of the early Spanish explorers and settlers.

In 1988 Congress passed **Pub. L. 100-402** which amended **Pub. L. 90-498** and established National Hispanic Heritage Month. The President was again authorized and requested to issue an annual proclamation designating the "31-day period beginning September 15 and ending on October 15" as National Hispanic Heritage Month. President George H.W. Bush issued the first proclamation, **Presidential Proclamation 6021**, for National Hispanic Heritage Month on September 14, 1989. Between 1990 and 2007, Presidents George H.W. Bush, Clinton and George W. Bush have issued annual proclamations for National Hispanic Heritage Month. On September 14, 1994, President Clinton issued **Presidential Proclamation 6719** which recognized the extraordinary contributions and culture of Hispanic Americans. Most recently on September 12, 2007, President George W. Bush issued **Presidential Proclamation 8175** proclaiming National Hispanic Heritage Month for 2007 and applauding the accomplishments of Hispanic Americans.

Ethnic Enlightenments:

Five Major Hispanic Ethnic Groups of Western Michigan

Source: Field Guide to Ethnic Groups in West Michigan
Public Museum - Grand Rapids
Grand Rapids, Michigan

CUBANS



Countries or Regions of Origin:

Cuba

Languages Spoken:

Spanish

Geography and Politics:

Cuba is the largest of the Caribbean islands in the West Indies and is 90 miles south of Key West, Florida. Christopher Columbus landed on the island in 1492 and spurred the Spanish settlement of Cuba for the next several centuries. Following the Spanish American War, Cuba gained independence in 1902. Fidel Castro led Cuba's communist revolution in 1959, which seized many private assets and allied the country with the Soviet Union. While they enjoy free health care and a high rate of literacy, the fall of the Soviet Union brought an end to Cuba's subsidies and caused economic hardship for the people.

Leaving and Arriving:

The communist revolution in 1959 caused a mass exodus from Cuba to the United States. The U.S. granted all Cubans refugee status, allowing large numbers to enter. The Cuban Missile Crisis in 1964 ended air service to the U.S. slowing the pace of immigration. Several times over the next fifteen years, Cuba allowed Cuban exiles to "boatlift" or "airlift" their Cuban relatives to this country. Additional waves of refugees left for America by boat and raft in 1980 and 1994. After 1994, the two nations reached a quota agreement that restricts the number accepted each year.

Settlement in West Michigan:

The Cuban Refugee Program resettled 300,000 Cubans across the U.S. between 1961 and 1978. Some Cubans came to West Michigan through this program, while others moved here from Miami, New York, and other cities with large Cuban populations. Many settled in areas south of downtown Grand Rapids along Grandville and Division Avenues, near other Spanish-speaking immigrants.

Population Size:

The 2000 census counted 1,256 people of Cuban descent in Kent County and 2,229 in the 28 counties of Western Michigan.

DOMINICANS



Countries or Regions of Origin:

Dominican Republic

Languages Spoken:

Spanish

Geography and Politics:

Located in the West Indies, the Dominican Republic occupies the eastern two-thirds of the island Hispaniola, which it shares with Haiti. The Dominican Republic had a turbulent past of foreign occupation by Spain, France, the United States and Haiti, and an internal history of harsh dictatorships. However, since 1996 the Dominican Republic has had regulated elections and is now a democratic republic.

Leaving and Arriving:

Beginning in the mid 1960's and continuing today, steady Dominican immigration has made them the fourth largest Latino population in the United States after Mexicans, Puerto Ricans, and Cubans. Most Dominican immigration is driven by the desire to improve social and economic opportunities. Some Dominicans came to Grand Rapids as a second destination, after first passing through nearby Puerto Rico, or the large Dominican neighborhoods in New York and New Jersey. Many Dominicans circulate back and forth between the U.S. and the island for jobs, holidays, and to maintain social and cultural ties.

Settlement in West Michigan:

Dominican settlement is overwhelmingly urban. In West Michigan, the Dominican population is centered in the large Hispanic neighborhoods along Division and Grandville Avenues south of downtown Grand Rapids, intermixed with large Mexican, Puerto Rican, Cuban, and Central American populations.

Population Size:

During the 2000 census 1,172 people claimed Dominican ancestry in Kent County, with a total of 1,399 throughout the 28 counties of Western Michigan.

GUATEMALANS AND CENTRAL AMERICANS

Countries or Regions of Origin:

Guatemala, Belize, Honduras, El Salvador, Nicaragua, Costa Rica, Panama

Languages Spoken:

Spanish, various dialects of Mayan, English, and Kriol

Geography and Politics:

Guatemala is the most populous and northernmost nation in Central America, and borders Mexico, the Gulf of Honduras, the North Pacific Ocean, and several other Central American countries. The Mayan empire prospered in Central America from 2000 BC to 900 AD. Even today about half of Guatemala's population claims Mayan heritage. After living under Spanish rule for three centuries, Guatemala gained independence in 1821. A 36 year civil war ended in 1996 with the signing of a peace treaty, thus ending a conflict that resulted in the deaths of 200,000 Guatemalans.

Leaving and Arriving:

Guatemalan immigration to the United States began in the 1970's and accelerated in the 1980's due to civil violence between the government and insurgents. After the civil war ended, some chain migration continued as family and friends joined earlier immigrants already in the U.S. Immigrants from other Central American countries to West Michigan also began to arrive in the 1980's in search of better education or jobs. Many came with the intent of making money to send back home, and practice "circular migration" between the U.S. and their home country through Mexico.

Settlement in West Michigan:

Since some were farmers before they came to the U.S., many Guatemalan and other Central American immigrants find employment as seasonal migrant workers on West Michigan fruit and vegetable farms. Others have grouped together in southwestern Grand Rapids and the adjacent suburb of Wyoming. Those who speak Spanish have integrated into the larger Hispanic community there. However, ethnic Guatemalan Mayans, who are descendants of the original indigenous or Native American people of Central American, often speak their own dialects of Mayan, and may only speak Spanish as a second language.

Population Size:

During the 2000 census, 2,710 people listed their ancestry as Central American and 1,971 as Guatemalan in Kent County. A total of 3,615 claimed Central American ancestry and 2,244 claimed Guatemalan ancestry throughout the 28 counties of Western Michigan.

Guatemala



Belize



Honduras



El Salvador



Costa Rica



Panama



MEXICANS & SOUTH TEXANS

Countries or Regions of Origin:

Mexico, Rio Grande Valley of Texas



Languages Spoken:

Spanish, English

Geography and Politics:

Mexico is located south of the United States between the Pacific Ocean and Gulf of Mexico. Mexico was home to great ancient civilizations before the Spanish conquest in the 16th century. After gaining independence in 1821, Mexico went through political instability and wars with the United States that resulted in the loss of Texas and other territories. Mexico's 20th and 21st century history have been marked by political instability, land reforms, unionization, economic fluctuations, a high birth rate, and increasing economic interdependence with the U.S. The long border between the two countries has been a point of entry for millions of documented and undocumented immigrants seeking better jobs and education.

Leaving and Arriving:

19th century wars and treaties made Texas and adjacent territories part of the U.S. instead of Mexico. As a result, many people of Mexican ancestry (Tejanos) became U.S. citizens without ever moving. Mexicans first came to Michigan for economic opportunity. Small numbers, mostly single men, already resided in Grand Rapids and Battle Creek by 1920. But unlike many other groups, the majority of Mexicans came as migrant workers and did not stay. They participated in circular migration; working in Michigan, moving on to other states, then returning to Texas or Mexico. The Bracero program of the 1940's encouraged Mexican migrant workers to come to Michigan. When the program ended some stayed, others continued to return annually. As some migrants began to settle in Michigan, their families and friends followed. Today the inflow continues, as second and third generation Mexican Americans follow diverse employment paths throughout West Michigan.

Settlement in West Michigan:

The cities of Grand Rapids, Holland, Muskegon, Battle Creek, and Kalamazoo are homes to large neighborhoods of Mexicans and Mexican Americans. Several neighborhoods south and west of downtown Grand Rapids, and parts of the adjacent suburb of Wyoming, host vibrant Mexican shopping districts. Significant numbers of both migrant and permanent Mexican communities can also be found in the rural fruit belt along Lake Michigan between Berrien and Oceana Counties.

Population Size:

The 2000 census counted 25,372 people of Mexican descent in Kent County and 12,430 in Ottawa County, and a total 75,619 across the 28 counties of Western Michigan.

PUERTO RICANS



Countries or Regions of Origin:

Puerto Rico, New York

Languages Spoken:

Spanish, English

Geography and Politics:

Puerto Rico is an island between the Atlantic Ocean and the Caribbean Sea, just east of the Dominican Republic. After 400 years of Spanish rule, Puerto Rico was ceded to the United States in 1898 after the Spanish American War. Puerto Ricans gained U.S. citizenship in 1917. They have their own constitution and elected government officials but are still considered a U.S. territory.

Leaving and Arriving:

Because they enjoy U.S. citizenship, Puerto Ricans are classified as migrants and not immigrants. Significant numbers of Puerto Ricans came to Michigan as seasonal laborers in the years following World War II and then returned home to the island. During the 1950's, one-third of Puerto Rico's work force came north to work in America's post-war factories. Some came directly to West Michigan, while others came here by way of New York, Chicago or Detroit. Puerto Rican migration to the continental U.S. declined in the 1960's and 1970's, and large numbers even returned to the island as job opportunities improved there. This trend reversed as migration increased again in the 1980's and 1990's. During this period, large numbers of Puerto Ricans also left America's largest cities in search of better living conditions in smaller urban centers in the Northeast and Midwest.

Settlement in West Michigan:

The sizable Puerto Rican community in Grand Rapids mixed with other Latinos in the large Spanish speaking neighborhoods south and west of downtown and in the adjacent suburb of Wyoming. Puerto Rican professionals were attracted to work in Kalamazoo's pharmaceutical industry in the 1990's. Additional populations of Puerto Ricans located in West Michigan's other urban centers including Muskegon, Holland, and Battle Creek, and in areas that employ large numbers of migrant workers, particularly West

Michigan's fruit belt between Berrien County in the south, and Muskegon County further north.

Population Size:

The 2000 census counted 3,846 people of Puerto Rican descent in Kent County, accounting for 51% of the 7,474 living in all 28 counties of Western Michigan.

Hispanic Heritage Month 2009 Recommended Reading List

<i>Latinos in Michigan</i>	David A. Badillo
<i>Hunger of Memory: The Education of Richard Rodriguez</i>	Richard Rodriguez
<i>The Line of the Sun</i>	Judith Ortiz Cofer
<i>Empress of the Splendid Season</i>	Óscar Hijuelos
<i>In The Time of the Butterflies: A Novel</i>	Julia Alvarez
<i>Never Through Miami</i>	Robert Quesada
<i>Down These Mean Streets</i>	Piri Thomas
<i>Our House in the Last World</i>	Óscar Hijuelos
<i>The Mambo Kings Play Songs of Love</i>	Óscar Hijuelos
<i>Collected Fictions</i>	Jorge Luis Borges, translated by Andrew Hurley
<i>Shadow without a Name</i>	Ignacio Padilla, translated by Peter R. Bush & Anne McCleane
<i>By the Lake of Sleeping Children: The Secret Life of the Mexican Border</i>	Luis Alberto Urrea

Cultural Insight Council Background:

For many years Kent County has recognized the value of visionary leadership in the area of diversity and inclusion. Kent County's activities and efforts in this area have not only existed so that we may be viewed as a visionary leader in all aspects of business, but we have also strived to transform this vision into reality by working to create an environment where all employees feel accepted and valued. The County's leadership realized early on that to achieve its vision in the area of diversity and inclusion, it must be shared and owned collectively by many of the approximately 2,000 employees who make up the organization known as Kent County.

In 2000 County Administrator, Daryl Delabbio, led the way for all County employees to embrace a diverse workforce. To help obtain this goal, the Cultural Insight Council was formed in January 2001. The council was and remains comprised of employees from various County departments and levels; bargaining unit employees and members of management. During the formation of the council, each member went through intensive diversity training to equip him or her with additional knowledge to increase their cultural competency. Subcommittees were formed to identify ground rules, to generate ideas, to discuss expectations and to develop plans on how the council would reach out to employees and the community to let them know that "we" value diversity and inclusion.

The mission of the CIC is "To act as a catalyst to foster a culture which recognizes, accepts and values the individual differences of its employees and is responsive to the changing need of our diverse community." Our vision is "To have a culture where employees understand, value and sustain diversity and inclusion." In order to realize our vision, the CIC hosts several educational and entertaining events designed to create a greater awareness among our employees about the various cultures that exist within our workplace and in our community.

For More Information about the Cultural Insight Council Please Contact:
Kent County Human Resources Department
300 Monroe Avenue NW, Grand Rapids, MI 49503
616-632-7440



"Kent County... Where Diversity & Inclusion Matter"

Paul Collins

Awarded one of the top 20 figurative painters by Watson-Guption Publications in the United States of America, this self-taught artist's career spans over 5 decades of accomplishments. His brilliant combination of technical mastery and emotional power embraces and unveils people of all ages, races, and cultures. Collins captures their truth and raw reality, sharing with us the beauty and traditions that are the human legacy.

His craft started as a young child when his talent began to emerge. His classmates requested sketches and his history teacher encouraged him to draw the lessons on the chalkboard. As a young child of American Indian, African and European descent, life was challenging. Those formative years of seeing and experiencing the inequalities and prejudices of the world helped shape him into the man he is today. Everyday he strives to better the world either through large endeavors, one person at a time, or quietly through his art that hangs throughout the world.

Collins embarked on forays in and beyond his home to several far corners of the globe, when his engaging qualities and quest to unite one another helped open the doors to the cultures he portrays. His first major sojourn was to Senegal on the West Coast of Africa, where he created over 30 paintings that propelled him into international light.

His travels have taken him from New York to Israel to Cuba. Whether his work is focusing on the heroes of the United States, the people of Japan, Dakar, Jerusalem, the Pine Ridge Reservation in South Dakota or Key West, the lines that present their expressions project the defining quality of dignity that comes from being human. His work has created a movement of truth, giving people the chance to experience the unique beauty of one another enlightened in a positive and freeing way.

A steady climb to international recognition has been punctuated by exhibits and some of the most prestigious museums and galleries around the world. Collins has exhibited nationally and internationally, credited with over 100 one man exhibitions, with several breaking attendance records.

His works have been viewed from the Pushkin Museum in Moscow to the Kennedy Center in Washington DC, the Key West Museum of Art and History and the Studio Museum of Harlem in New York. He is the designer of the Martin Luther King Peace Prize Medal, the National Physical Fitness Poster for the Carter administration, and the NASA space shuttle emblem. He painted the President Ford Mural, the 40th Anniversary of Israel Mural and many commissioned works for companies such as Anheuser Busch, Blue Cross Blue Shield, Universal Forrest Products, Amway Corporation, and Johnson Products.

Collins' achievements have won him several national and international awards not only for his artistic skills, but his humanitarian deeds as well. He is the recipient of the Mead Book Award, Tadlow Fine Art Award, and Peoples Choice awards in Paris to name a few. He has served on many boards including the John F. Kennedy Center for Performing Arts and the Martin Luther King, Jr. for Non-Violence Center. He has also spearheaded many major social programs for his community.

He has a way of capturing the human spirit on canvas and bringing to life the joys, struggles, and serenity of humanity while stirring our souls. His mission is to gently break down walls, bring back the emphasis on our true heroes, and quietly touch souls through the images of his art. Collins' art reaches the hearts of his viewers and connects them to the images he portrays, whether they are from the same neighborhood or across the world.

NOTES

2009 Cultural Insight Council Members

Kim Alexander	Department of Public Works
Teresa Branson	Health Department
Wayman Britt	Administrator's Office
Michelle Burt	Fiscal Services
Raji Daniel	Fiscal Services - Payroll
Sonya Dean	Clerk's/Register Of Deeds Office
Jon Denhof	Fiscal Services - Purchasing
Christine Drew	Human Resources
Anthony Edozie	Juvenile Detention
Helen Gutierrez	Kent/MSU Cooperative Extension
Roy Hawkins	Department Of Aeronautics
Jon Hess	Sheriff's Office
Lorraine Hopson	Department of Public Works
Micoa Lewis	Friend of The Court
Linda Likely	Community Development & Housing
Michael Loxterman	Information Technology
Garry May	Friend of The Court
Stacy McGinnis	Juvenile Detention
Lisa Plowman	Sheriff's Office
Darius Quinn	Human Resources
Rebecca Ramirez-Barnes	Circuit Court - Family Division
Cynthia Robinson	Information Technology
Juan Saldivar	Information Technology
Diane Stancle	Health Department
Kathleen Vanderweert	Circuit Court - Family Division
Reunell Ward	Health Department

Hispanic Heritage Month

September 15 - October 15

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"Kent County...Where Diversity and Inclusion Matter"