

ABSTRACT

For this article, our topic was “Working with Latinos/Hispanics”. We used social media, search engines such as google, worldly news, and other scholarly articles to research this topic. What we concluded was that many people had a stereotypical idea of what working with latinos was like. Many people don’t realize the cultural difference that America has in the workplace compared to other countries. As well as, the stereotyped idea of what jobs Latino/Hispanics work, how they carry out those jobs, and the struggles they face in those workplaces.. In this paper we will discuss more, in detail, about what it means to work with latinos.

INTRODUCTION

Working with Latinos should not be any different than working with any other person. Some people have a stereotypical idea of how working with latinos should be. We had questions as to what people thought working with latinos is like. Are they lazy or are they hard workers? Do they speak English or Spanish? If they do not speak english, how do I communicate with them? Are they hot tempered or unapproachable? Including some other question about what kind of position Latino/ Hispanics hold. Do they advance to leadership positions? Are they all blue collar workers? Do they have the knowledge to perform white collar jobs? Through research and polls, we came to conclusions that shape what stereotypes surround latinos and how equal they are to us.

METHOD

Latinos is a term often used in the U.S. to refer to people with cultural ties to Latin America and Hispanics are those relating to Spain or to Spanish-speaking countries, especially those of Latin America.

Hispanics innately want to establish a personal connection, including a close relationship with co-workers. In social situations, Hispanics find physical contact with others quite normal. Handshakes, hugs, kisses on the cheek, pats on the back are all part of daily interaction.

Hispanic employees respond to managers who lead through vision and inspiration, not fear and intimidation.

Working With Latinos

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RESULTS

Hispanics- another way to categorize Latinos- in the United States have always been in a complicated cycle of either all-American or proudly showing off their heritage. Sometimes stuck in between a law-abiding citizen confused as an immigrant or an immigrant fleeing from their country, attempting to get into terms with the laws of the state.

According to the article, *Latinos at Work: Unleashing the Power of Culture*, “... most Latinos in the US do not feel that they can bring their whole selves to the office”. Within that frame, only about 76% of Latinos repress parts of their personas at work starting with their appearance, body language, and communication style, which are all components of defining a person as a leader. Some observations made from a Latina executive, shows that as a Latina, they are told to “... calm down. Be careful with your voice, be careful with your hands” (*Latinos at Work: Unleashing the Power of Culture*), and these observations were also made from Latino men that move from a Hispanic-dominated company to a Caucasian workplace.

More that 53% of Latino/Hispanic workers say that their executive presence at their company is defined by conforming to traditionally white, male standards.
43% say they feel the need to compromise their authenticity to comply to these standards.
50% of Latino/ Hispanic workers are immigrants.
44.3% of women make up the Latino/ Hispanic workforce.
There are 4.5 million Latino/ Hispanic workers in Texas.
5.4% of Latino/ Hispanic workers have a college degree or more.
2 out of 3 Latino/ Hispanic workers are U.S. citizens.
58.9 million Latino/ Hispanics in the United States according to the U.S. census.

CONCLUSION

- ❑ Hispanic Culture is a bit more intimate than the American business culture.
- ❑ Latinos want to get to know others as complete human beings.
- ❑ Hispanic employees tend to treat those in positions of authority with a great deal of respect.

REMEMBER:

These are generalizations; the term Latino or Hispanic refers to a very diverse group of individuals. Each person is influenced by their ancestry, country of birth, language, region, years in the U.S., level of acculturation, level of assimilation, income level, and education.

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