



Latino/Hispanic Anti-Hate
Taskforce
November 16, 2023

OUR DREAM IS TO ERADICATE HATE

Welcome & Overview

- ★ Meet the members
- ★ Who is the Latinx community in Montgomery County?
- ★ Racial Bias/Hate Incidents
- ★ Defining the Challenge
- ★ Recommendations



Meet the Members:

Latino/Hispanic Cohort Taskforce Members

- Daniel Centeno, Impact Silver Spring, Co-Chair
- Alex Vazquez, CASA, Co-Chair
- Rubén Meana Pañeda, Community Member
- Nora Illia Morales, Identity, Inc.
- Vanesa Pinto, CHEER





HISPANIC

LATINO

LATINX

LATINA

LATINE

Latin American Countries & Territories



1. Antigua & Barbuda
2. Argentina
3. Aruba
4. Barbados
5. Bahamas
6. Belize
7. British Virgin Islands
8. Bolivia
9. Brazil
10. Cayman Islands
11. Chile
12. Colombia
13. Costa Rica
14. Cuba
15. Curaçao
16. Dominica
17. Dominican Republic
18. Ecuador
19. El Salvador
20. Haiti
21. Honduras
22. Jamaica
23. Martinique
24. Mexico
25. Nicaragua
26. Panama
27. Paraguay
28. Peru
29. Puerto Rico
30. Saint Kitts & Nevis
31. Saint Lucia
32. St. Maarten
33. St. Vincent & Grenadines
34. Suriname
35. Trinidad y Tobago
36. Turks & Caicos
37. Uruguay
38. U.S. Virgin Islands

Countries
where
Spanish is
their first
language



Immigration Timeline: Latinx Community in DMV: 1950-1970s

1940s

1943: WW2 Labor shortage, temporary Mexican workers

1944: Operation Bootstrap; 1st wave of Puerto Rican migrant workers

1948: La Violencia, start of decade of political violence in Colombia

1950s

1950: Bracero program formalized; annual avg 350k workers

1958: La Violencia, end of decade of political violence in Colombia

1959: Dictator Fulgencio Batista overthrown. Fidel Castro became Cuba's Prime Minister

1960s

1960: Civil war in Guatemala begins

1961: DR Dictator Trujillo is assassinated

1961: Right-wing National Conciliation Party comes to power in El Salvador

1962: Cuban Missile Crisis

1963: Bracero Program Ends

1964: Colombian Conflict begins

1970s

1972: Earthquake in Nicaragua

1973: Chilean Coup

1976: Communist Party in Cuba elects Castro President

1977: Left-wing Farabundo Marti Front ups guerrilla activity

1976-1983: Argentina Dirty War

1978: Sandinistas vs. Nicaraguan gov't civil war

Cont'd...Immigration Timeline in DMV: 1980-1990s



1990S

1990: TPS enacted, Nicaraguan Revolution ends

1991: Earthquake in El Salvador, 6.6

1992: Civil war in El Salvador ends

1996: Civil war in Guatemala ends

1998: Hurricane Mitch hits central america impacting Honduras most/ Hurricane George hits the Dominican Republic

1980S

1980: 120,000 Cubans flee to US

1980: Archbishop Oscar Romero assassinated/ start of civil war in El Salvador

1981: Honduras becomes staging point for US intervention in civil war in El Salvador & Nicaragua

1982: Right-wing party wins parliamentary elections in El Salvador

1986: Earthquake in El Salvador, 5.7

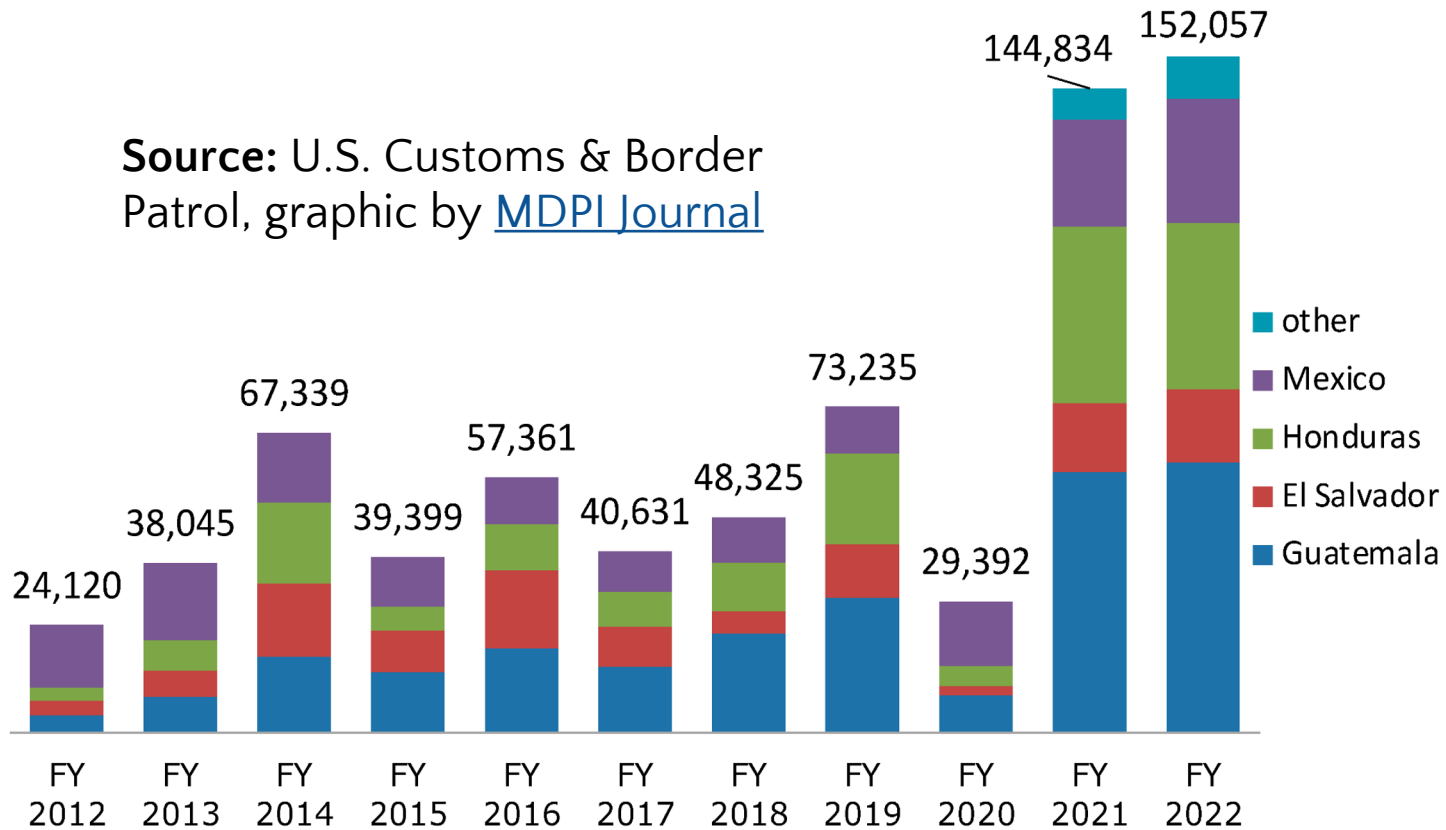
1988: Jamaica hit by hurricane Gilbert/Nicaragua hit by Hurricane Hugo



Children Fleeing Violence + Venezuelan Migrant Crisis

Unaccompanied Immigrant Children Apprehended at Southwest Border, FY 2012-2022

Source: U.S. Customs & Border Patrol, graphic by [MDPI Journal](#)



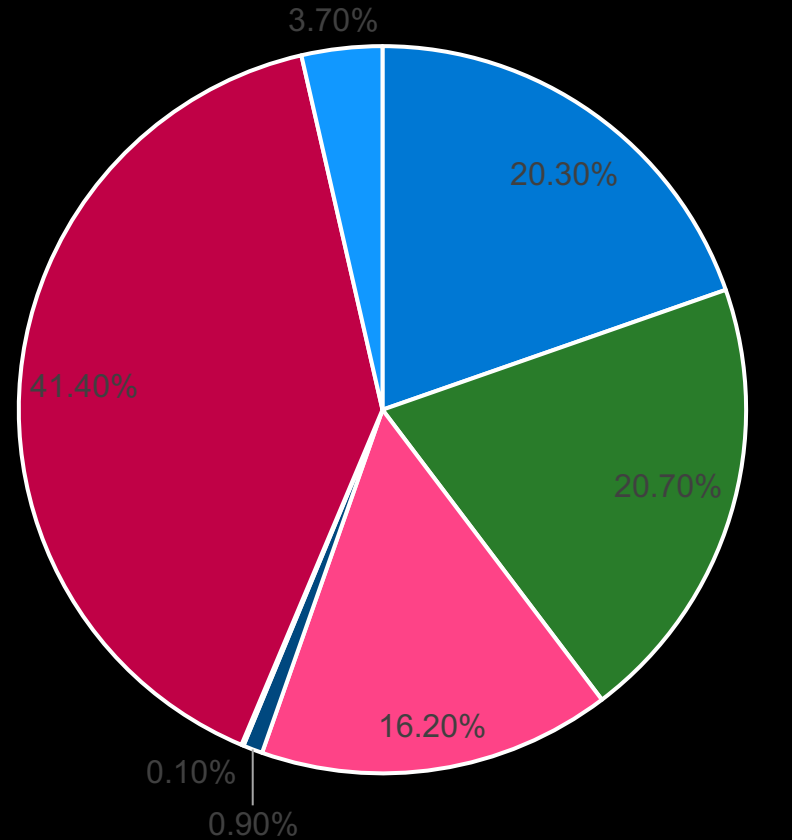
Main destinations for Venezuelan migrants in 2022



Source: United Nations, September 2022

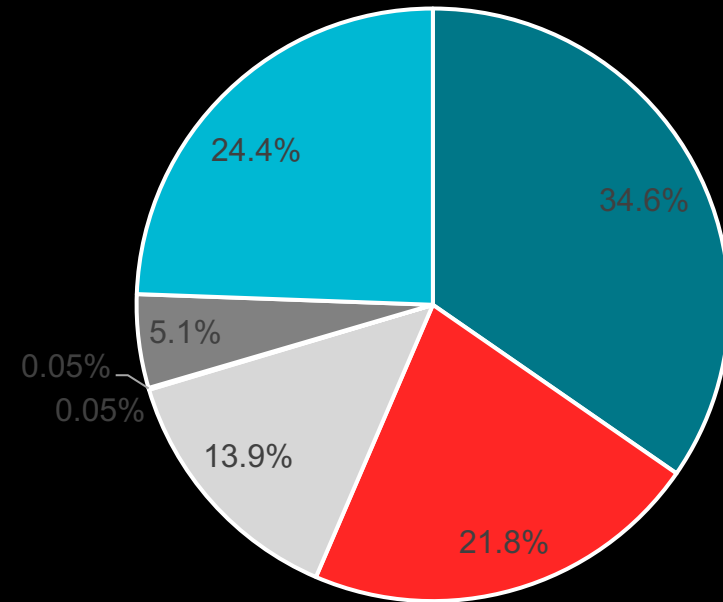
County's Demographics by Race/Ethnicity

County Demographics by Race/Ethnicity



- Latinos
- Asian
- Native Hawaiian/Other Pacific Islander
- 2+ Races
- African Am/Black
- Am. Indian/Alaskan Native
- White

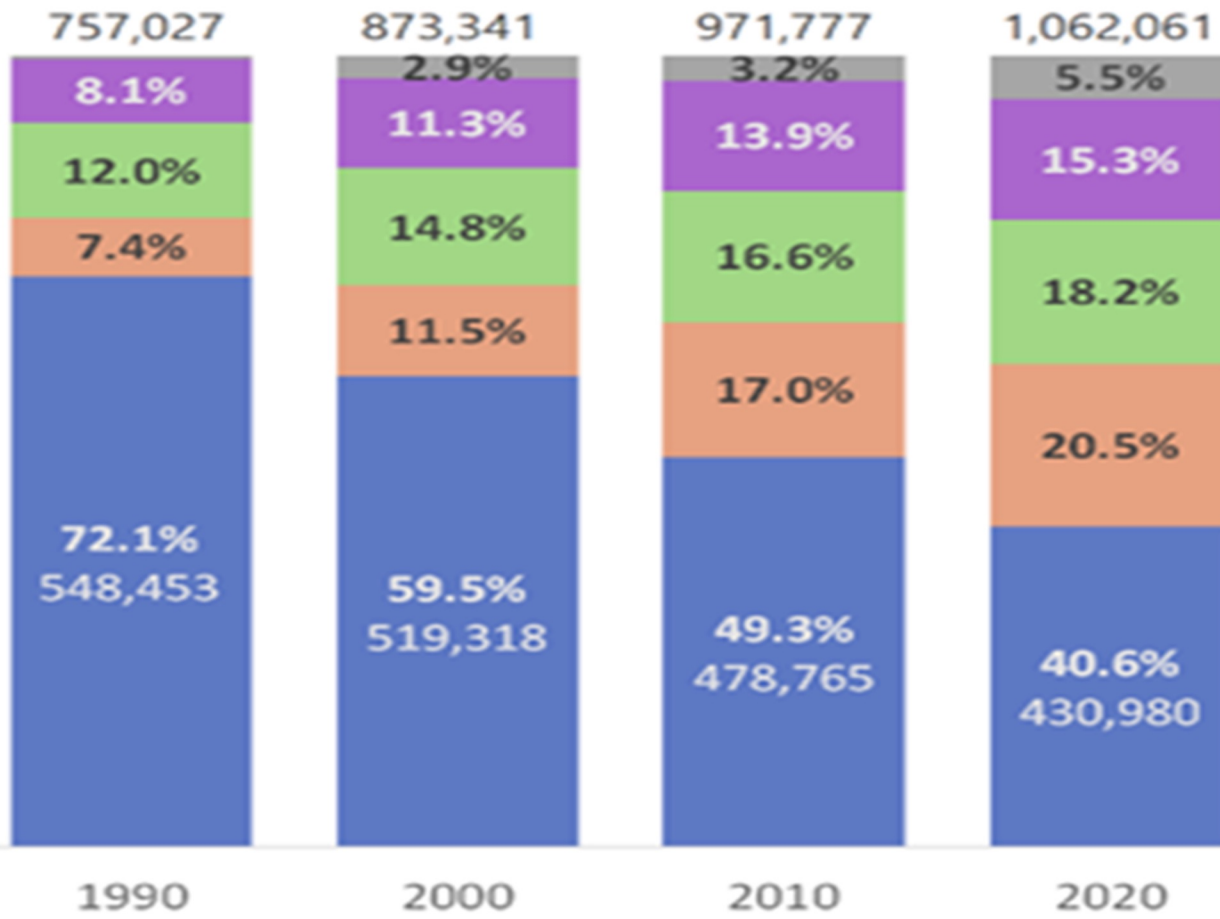
MCPS Demographics by Race/Ethnicity



- Latinos
- African Am/Black
- Asian
- Am Indian/Native Alaskan
- Native Hawaiian & Other Pacific Islanders
- 2+ Races
- White

Population by Race and Hispanic Origin, 1990-2020

Percent of total population



Since the 1980s, the Latinx population in Montgomery County has grown 415%

Source: 1990-2020 Decennial U.S. Census, U.S. Census Bureau

BUILDING THE AMERICAN DREAM

**86% OF HISPANICS
IN THE COUNTRY**
are legal residents or
U.S. Citizens

**60% experience
DISCRIMINATION**



4 OUT OF 5
YOUNG LATINOS
say their family & friends
have been *targets*

IN THE MEDIA

42% of hispanics say
the media depicts
them negatively

 U.S. Hispanics are
driving growth

8 OF 10 NEW BUSINESS
formed were *latino-owned*.

72% **REAL**
consumption
GROWTH  **82%**
workforce
GROWTH
IN THE U.S.

 **66% OF NEW
HOMES**
are being bought by U.S. Hispanics

\$1.7 TRILLION

HISPANIC BUYING POWER
..... In the U.S.


**HISPANICS ARE
MOVING FORWARD**

162% INCREASE 
IN DEGREES
earned from 2000 to 2018

**THEY BELIEVE IN THE
AMERICAN DREAM**

 70% believe their
children will be
better off

82% HAVE BIG PLANS
FOR THE NEXT 5 YEARS

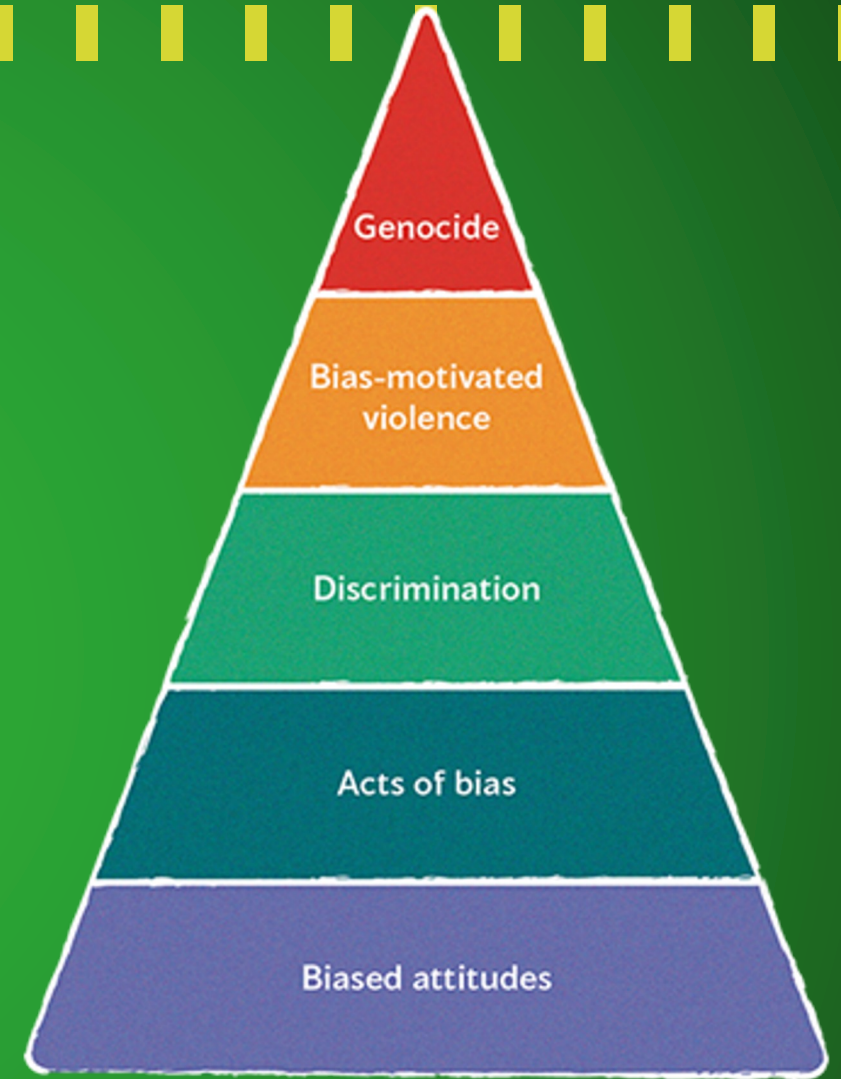
 For more info go to
hispanicstar.org



Hate in Context

While the definition of a Hate Crime is a crime that is motivated either in whole or substantial part by another person's or group's race, color, national origin, religious belief, sexual orientation, gender, gender identify, homelessness or disability, the precursor for hate starts with attitudes and Acts of Bias.

[Montgomery County State's Attorneys Office](#)

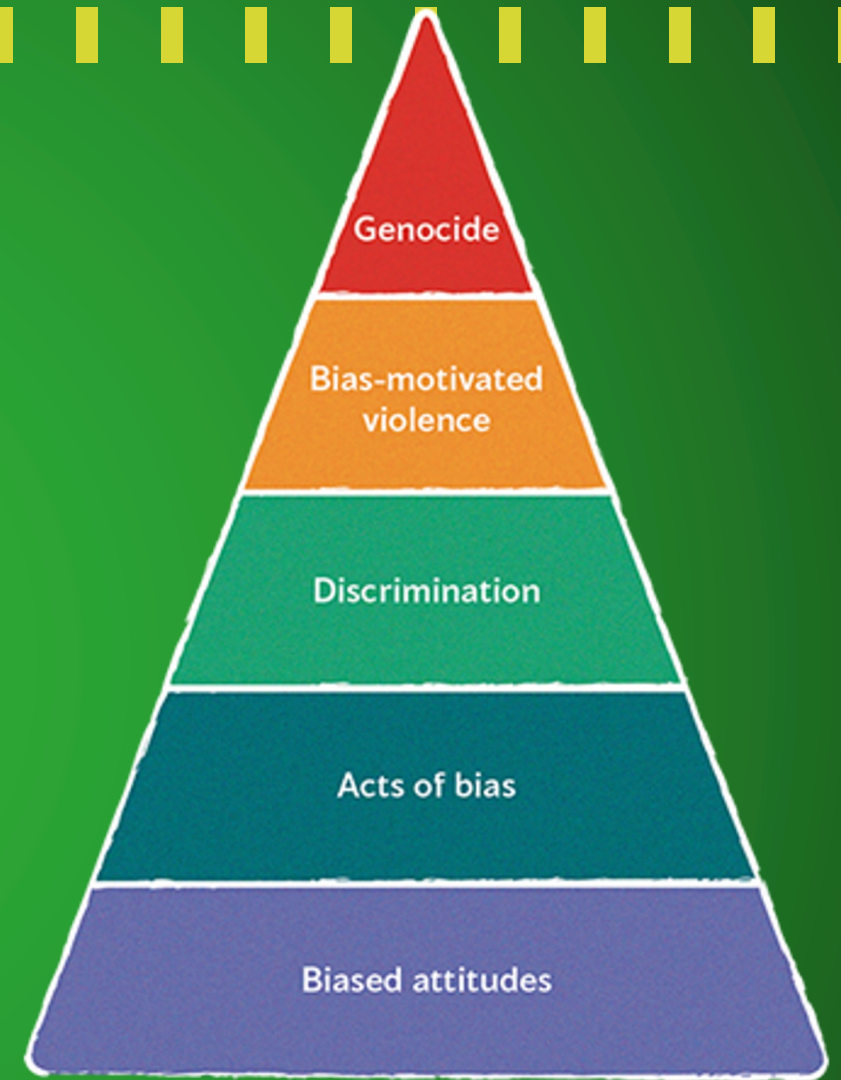


Pyramid of Hate

Bias in Context

A bias-related incident may be motivated by the same reasons as a hate crime, but is different because the initial action did not rise to the level of criminal offense.

[Montgomery County State's Attorneys Office](#)



Pyramid of Hate

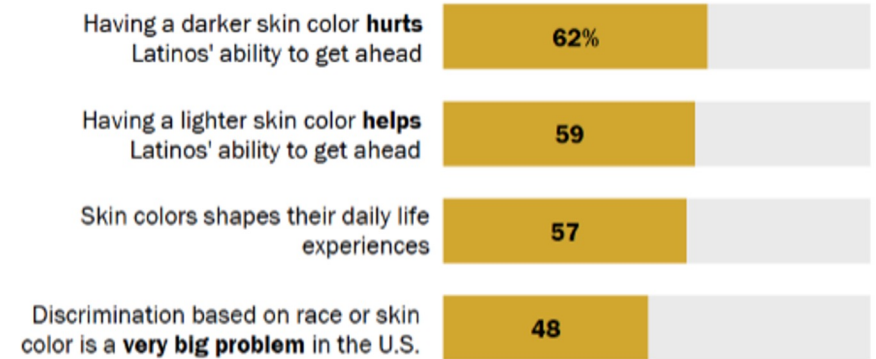
Nuestras Voces, *Our Voices*

PEW RESEARCH CENTER

A majority (62%) of Hispanic adults say having a darker skin color hurts Hispanics' ability to get ahead in the United States today at least a little. A similar share (59%) say having a lighter skin color helps Hispanics get ahead. And 57% say skin color shapes their daily life experiences a lot or some, with about half saying discrimination based on race or skin color is a "very big problem" in the U.S. today, according to Pew Research Center's National Survey of Latinos, a bilingual, national survey of 3,375 Hispanic U.S. adults conducted in March 2021.

For U.S. Latinos, skin color shapes life experiences

% of Latino adults saying ...



Note: Share of respondents who did not offer an answer and other answer options not shown.

Source: National Survey of Latinos conducted March 15-28, 2021.

"Majority of Latinos Say Skin Color Impacts Opportunity in America and Shapes Daily Life"

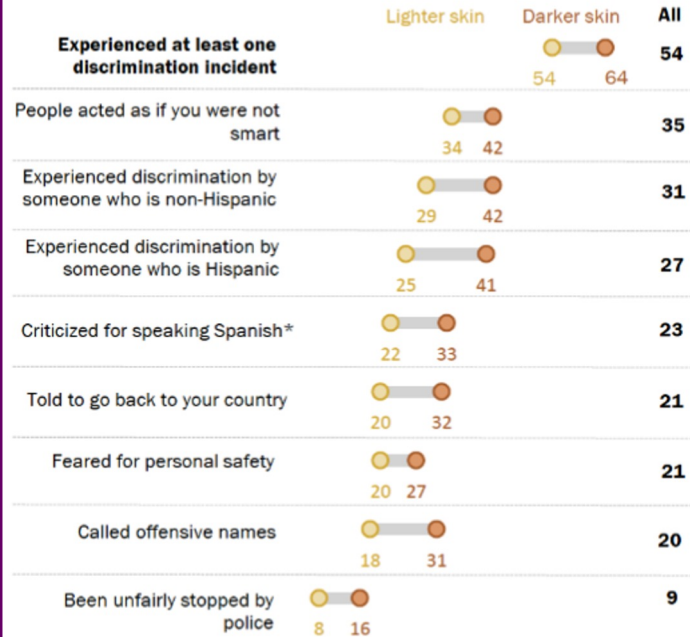
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Source: [Pew Research Center, November 4, 2021](#)

Latinx Experiences with Racial Bias & Hatred

Hispanics with darker skin more likely to experience discrimination incidents than those with lighter skin

% of Hispanic adults who say each of the following has happened to them in the 12 months prior to March 2021



*Asked only of those who spoke Spanish at least a little.

Note: Skin color is self-assessed based on a 10-step color scale, ranging from lightest (1) to darkest (10). Respondents with lighter skin selected 1-4 on the scale when identifying their skin color while respondents with darker skin selected 5-10. Share of respondents who did not offer an answer not shown.

Source: National Survey of Latinos conducted March 15-28, 2021.

"Majority of Latinos Say Skin Color Impacts Opportunity in America and Shapes Daily Life"

PEW RESEARCH CENTER



A slur, and more

That exclusion comes with a label attached, the Spanish word "chanchi," which means piglet.

"Anyone that's not Americanized is basically a 'chanchi' but that only goes for the Hispanic kids. If you are from India and don't speak English you just don't speak English, there is no code name," explains Jennifer.

Ashli is also 16, also from El Salvador, but unlike Jennifer, she is recently arrived in the United States. Since fleeing her home country last year, she's heard the word "chanchi" frequently.

"That word 'chanchi,' it's something like a dirty animal, a pig," she says in Spanish. "That word it's like a piece of garbage you find on the street — you aren't capable of learning anything, of understanding anything."

"[Chanchi] it's like a piece of garbage you find on the street — you aren't capable of learning anything, of understanding anything.

— Ashli, 16, a student at Watkins Mill High School

BLOG JUSTICE

Md. Senators Slam ICE Raids as Reckless and Unnecessary

By Robin Bravender • July 11, 2019



The Trump administration is reportedly gearing up to arrest thousands of undocumented immigrants across the country, perhaps including raids in Baltimore.

Sen. Chris Van Hollen in an interview Thursday called the move a "reckless and unnecessary action" orchestrated by President Trump. And the Maryland Democrat said his offices are working throughout the state to monitor what's happening and "do what we can to make sure that people are treated fairly and humanely."

Sen. Benjamin L. Cardin (D-Md.) said he is urging the administration to abandon any plans for raids.

"The federal government cannot be in the business of tearing apart families, including separating American citizen children from their immigrant parents," Cardin said in a statement provided to

Latinx Survey- Anecdotal Observations

Surveyed 30 Latinx people at a food distribution center in Long Branch

KEY HIGHLIGHTS:

“In a PTA meeting I was told to speak English.”

“I don’t know where to report a hate crime or bias incident.”

“I did not report for fear of retaliation.”

“I was told I should only speak English.”

“When picking up donated food I was told to go back to my country.”

“At MCPS, teachers need to be more alert”

“Need increased supports: HATE/BIAS education & outreach, community relations, trainings, how to report incidents, more public safety supports like police and cameras...”

“We must RESPECT, PROTECT, and SUPPORT each other.”

Latinx Youth Survey

560 students between the ages of 10-15 participated on this 3-question survey

The Survey:

- Do you know what a hate crime is?
- Have you been a victim of a hate crime?
- Would you like to learn more about this issue or be part of effort/initiative to combat hate?

The Findings:

65% did **not** know what a hate crime is

10% think they have been victims or recipients of hate

25% want to learn or be a part of an effort combating hate

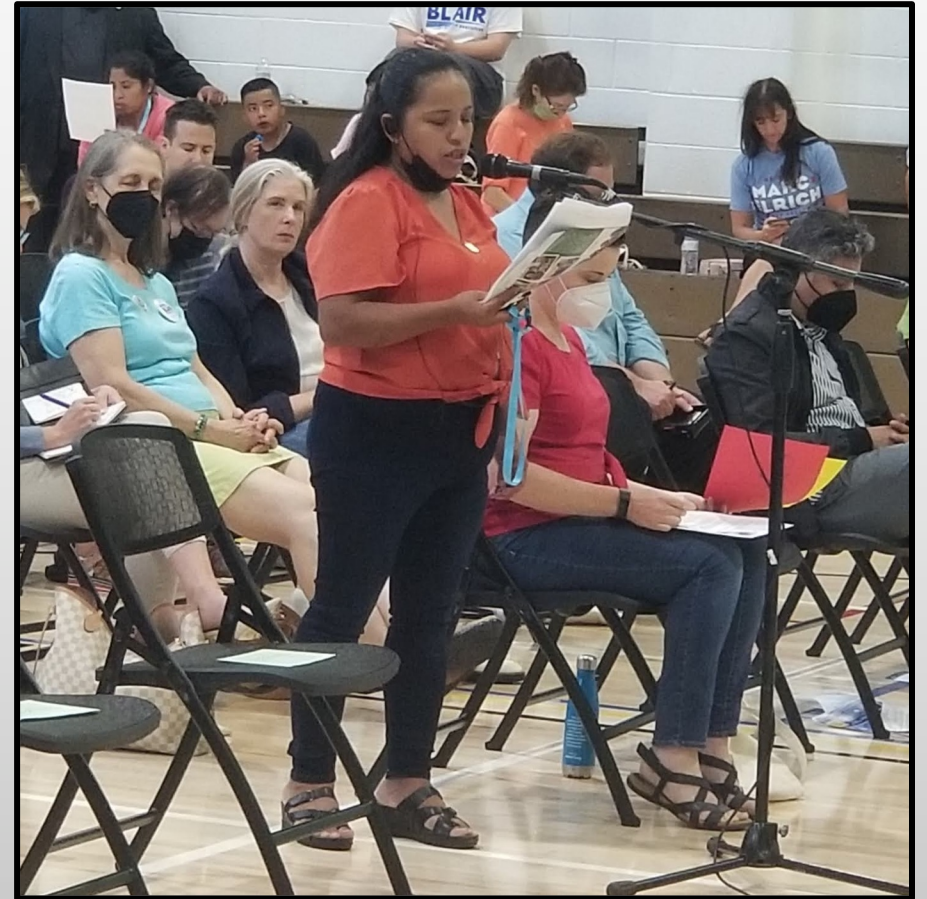




POLICY RECOMMENDATIONS

Policy Recommendation #1:

Task the Office of Community Engagement to conduct regional Spanish listening sessions in the predominantly Latinx Census tract of the County with adults and youth (ages 11-18) to collect their experiences with agencies regarding hate, bias, and prejudice in the County to pinpoint areas of concern and develop an action plan to address concerns.



Policy Recommendation #2:

Launch a campaign and training for the community on how to report hate crimes towards Latinx, where to obtain help, and what to do when concerns are not addressed in a timely manner.



Policy Recommendation #3:

Provide cultural competency training to all County agencies on the Latinx community, how to conduct outreach with our community, and how to provide effective and excellent customer service to Latinx people.



Policy Recommendation #4:

Task the County's Equity Office to form a Diversity Hiring Workgroup to increase the number of Latinx represented in managerial and executive roles within County governmental agencies, because representation matters.



Policy Recommendation #5:

Increase funding and capacity for interpretation and translation in key County agencies—i.e. courts, MC311 information line, DHHS, police, fire, etc.



Policy Recommendation #6:

Create an Montgomery County Office of Immigrant Affairs to help coordinate information, resources, training, and services for new and long-term immigrant residents of the County.



Policy Recommendation #7:

Create a Community Grant Initiative to distribute funding to grassroots organizations to engage in authentic community outreach and education to prevent hate/bias incidents and crimes towards the Latinx community.



¡Muchas Gracias!

**Special thanks to all the Latinx community members who provided valuable feedback during this process.
Big shout out to the youth volunteers who helped gather survey responses.**

Focus Group/Roundtable participants:

- Tanya Aguilar (Community Liaison)
- Liz Carol (CASA)
- Nayireth Castro (CASA Afro-Latino)
- Carmen Castro, Housing Initiative Partnership
- Diana Castro Crider (Sheppard Pratt)
- Javier Chavez (Impact Silver Spring)
- Fatima Coreas (Montgomery Housing Partnership)
- Besty Cordero McGuire (Mi Madre)
- Iris Jimenez (Business Owner, La Casita Pupuseria)
- Jovy Lopez (MCEA)
- Ada Pineda (Business Owner)
- Carlos Repreza (Street Outreach Network, MCDHHS)
- Zoila Rodriguez (Mi Madre)
- Evangelina Tenorio (CASA)
- Julia Zavala (Social Worker at USG)

Montgomery County Council:

- Council President Evan Glass and Staff
- Councilmember Natali Fani-González
- Councilmember Gabriel Albornoz
- Selena Mendy Singleton
- Bertha Lidia Cerzosimo
- YQuynh Nguyen

Montgomery County Executive Staff and Agencies:

- Ken Hartman, Director of Strategic Partnerships
- Director Jim Stowe, Office of Human Rights
- Public Information Office, MC311
- MCDHHS
- Office of Community Partnerships
- Montgomery County Police Department

Montgomery County Public Schools



Questions & Answers

