

**HISPANIC/  
LATINX  
HERITAGE  
MONTH  
2021**

**Latinxs in a “Post” COVID World:  
Latinxs en el mundo “post” COVID:  
A Talk with Professor John R. Fugazzie**

**HISPANIC HERITAGE MONTH  
OCTOBER 6, 2021 AT 6:30PM ON ZOOM**

Adjunct Professor  
Becton School of Arts & Sciences  
Fairleigh Dickinson University  
Hispanic Center

**HISPANIC/  
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# ABOUT JOHN R. FUGAZZIE

Presenter



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HISPANIC CENTER



[ASK PROFESSOR JOHN](#)

[LATINOS-HELPING-LATINOS USA](#)

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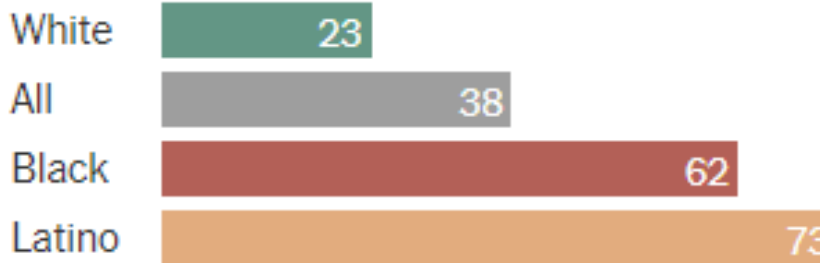
## HISPANIC LATINX IMPACT FROM COVID

- Immigration
- Health Inequity
- Political Rhetoric
- Changing demographics
- Diversity and Inclusion
- Entrepreneurship

## COVID LATINX INEQUITY

The New York Times

### Coronavirus cases per 10,000 people



# The Fullest Look Yet at the Racial Inequity of Coronavirus

# COVID RACIAL INEQUITY

## Risk for COVID-19 Infection, Hospitalization, and Death By Race/Ethnicity

Updated Sept. 9, 2021 [Print](#)

Rate ratios compared to White, Non-Hispanic persons	American Indian or Alaska Native, Non-Hispanic persons	Asian, Non-Hispanic persons	Black or African American, Non-Hispanic persons	Hispanic or Latino persons
Cases <sup>1</sup>	1.7x	0.7x	1.1x	1.9x
Hospitalization <sup>2</sup>	3.5x	1.0x	2.8x	2.8x
Death <sup>3</sup>	2.4x	1.0x	2.0x	2.3x

Race and ethnicity are risk markers for other underlying conditions that affect health, including socioeconomic status, access to health care, and exposure to the virus related to occupation, e.g., frontline, essential, and critical infrastructure workers.



# HISPANIC/ LATINX HERITAGE MONTH 2021

## GENDER/LATINA PAY INEQUITY

### Equal Pay Day: A look at the wage gap

For every \$1 a white man earns:



Asian American and Pacific  
Islander women earn  
**85 cents**



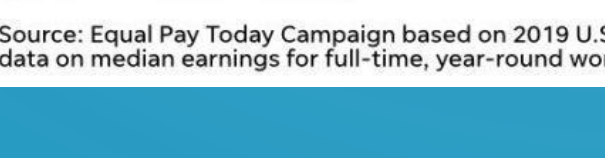
Women on average earn  
**82 cents**



Black women earn  
**63 cents**



Native American women earn  
**60 cents**



Latina women earn  
**55 cents**

Source: Equal Pay Today Campaign based on 2019 U.S. Census data on median earnings for full-time, year-round workers



Latina Equal Pay Day  
Thursday, October 21, 2021

Latinas earn \$0.55 for every dollar paid to White men, a pay gap that has barely moved in 30 years

Over the course of a 40-year career, it's estimated that Latinas stand to lose \$1,163,920 due to the wage gap, according to data from the National Women's Law Center (NWLC).

## LATINX EDUCATION

Here are five facts about U.S. Latinos and education:

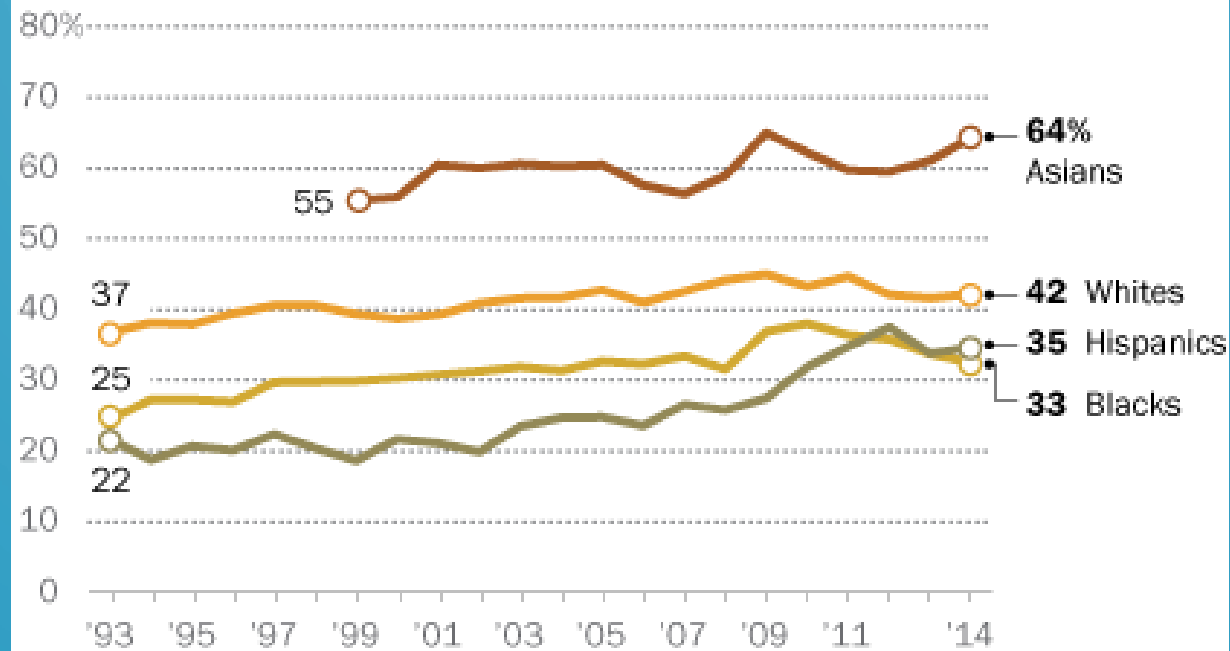
**1 Over the past decade, the Hispanic high school dropout rate has dropped dramatically.** The rate [reached a new low](#) in 2014, dropping from 32% in 2000 to 12% in 2014 among those ages 18 to 24. This helped lower the national dropout rate from 12% to 7% over the same time period – also a new low. Even so, the Hispanic dropout rate remains higher than that of blacks (7%), whites (5%) and Asians (1%)

**2 Hispanics are making big inroads in college enrollment.** In 2014, 35% of Hispanics ages 18 to 24 were enrolled in a two- or four-year college, up from 22% in 1993 – a 13-percentage-point increase. That amounted to 2.3 million Hispanic college students in 2014. By comparison, college enrollment during this time among blacks (33% in 2014) increased by 8 percentage points, and among whites (42% in 2014) the share increased 5 points. Among Asians, 64% were enrolled in college in 2014, a nearly 9-point increase over 1999

# LATINX EDUCATION

## College enrollment by race and ethnicity

*% of 18- to 24-year-olds enrolled in college*



Notes: Blacks and Asians include the Hispanic portions of those groups. Whites include only non-Hispanics. Hispanics are of any race.

Source: U.S. Census Bureau October Current Population Survey.

PEW RESEARCH CENTER



## LATINX EDUCATION

**3** Even though more Hispanics are getting a postsecondary education than ever before, **Hispanics still lag other groups in obtaining a four-year degree.** As of 2014, among Hispanics ages 25 to 29, just 15% of Hispanics have a bachelor's degree or higher. By comparison, among the same age group, about 41% of whites have a bachelor's degree or higher (as do 22% of blacks and 63% of Asians). This gap is due in part to the fact that [Hispanics are less likely than some other groups](#) to enroll in a four-year college, attend an academically selective college and enroll full-time.

## LATINX EDUCATION

4 Another reason why Hispanics lag in bachelor's degrees is that nearly half who go to college attend a public two-year school, or community college, the highest share of any race or ethnicity. By comparison, among college-goers, 30% of whites, 32% of Asians and 36% of blacks go to a community college.

- **5 Hispanics are significantly less likely than other groups to have student debt.** About 22% of young Hispanic households (those headed by someone younger than 40) have student loans. The share is nearly twice as high among young white households (42%) and young black households (40%). This is because, despite growing college enrollment, young Hispanics are not as likely to go to college as some other groups. And among those who do, Hispanics are more likely than others to attend community colleges, which generally have lower tuition than four-year schools.

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## THE COVID WORKPLACE

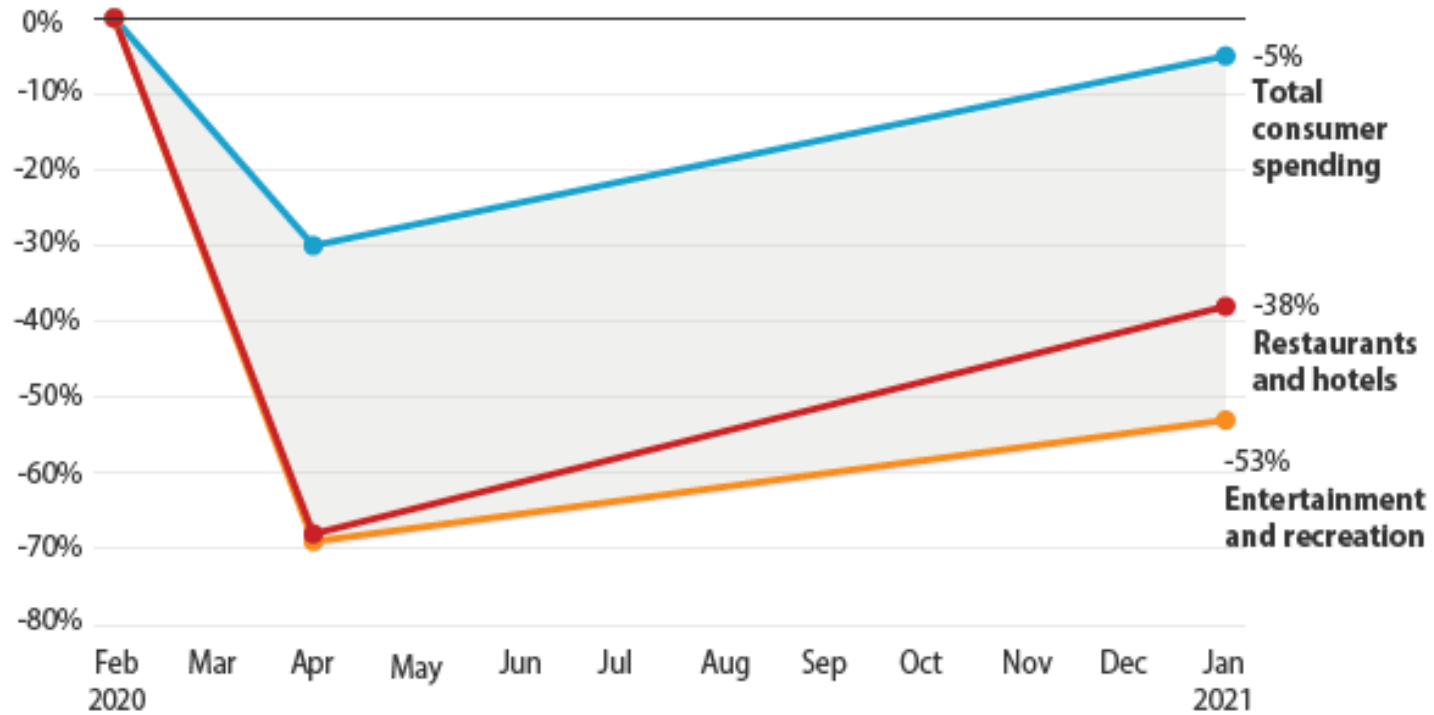
- Health
- Safety
- Remote vs Office
- Continuing health concern for employees
- Re design of business and pivoting to rapid changes
- Shortage of properly trained workers
- Early retirement and

# LATINX EMPLOYMENT RECOVERY

FIGURE 1

## Spending in categories with high Latino employment has not recovered

Percent change in spending from February 2020 to January 2021, by spending category



Source: Source: Author's analysis of Raj Chetty and others, "Opportunity Insights Economic Tracker," available at <https://www.tracktherecovery.org/> (last accessed February 2021).

## HEALTH AND ECONOMY

- Key Point > COVID isn't over for a host of reasons.
- COVID brought to the surface a lot of trends and issues that were already existing but not acknowledged or ignored.
- COVID impacted everyone in some way and in ways you do not even realize yet and more impacts will surface over time.
- What we all learned the past 18 months was how important your health and the health of all your neighbors is to you. The globe is now connected and not just technology wise, but health wise and economic wise.
- Business trends in place before COVID were accelerated.
- Online shopping, online learning, large number of jobs without the skilled workers to hire.



## EMPLOYEES

- Prospective employees are looking at more than what their paycheck may be, according to a recent Edelman Trust Barometer report. Over 75% of those surveyed in the U.S., China, the U.K., Brazil, India, Germany and Japan say they have higher expectations for a prospective employer than three years ago, while 61% say they evaluate an employer based on where it stands on social issues, and allowing employees to freely express political beliefs. Today's employees say they also feel more empowered to take action within their organizations.

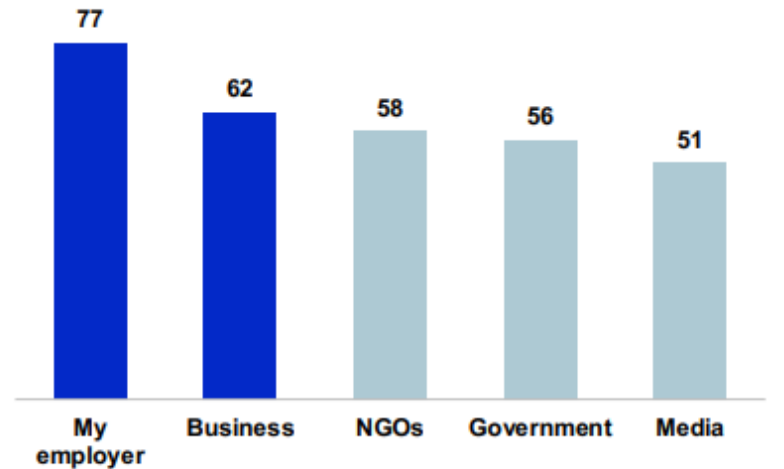
# COVID INCREASED TRUST IN EMPLOYERS

2021 Edelman Trust Barometer Spring Update: A World in Trauma

## A CRITICAL ROLE FOR EMPLOYERS

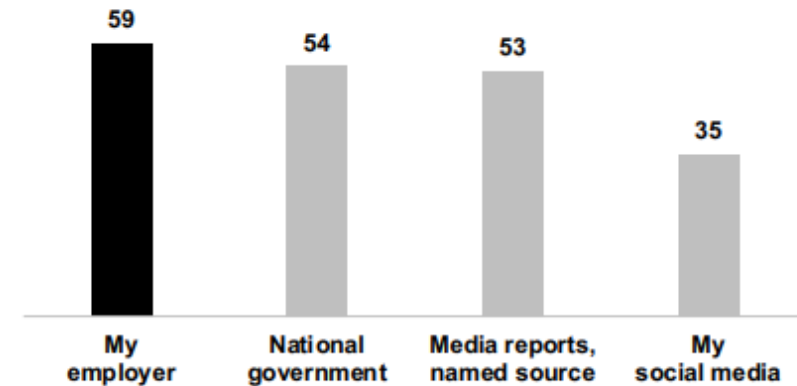
### MY EMPLOYER MOST TRUSTED INSTITUTION

Percent trust



### EMPLOYER MEDIA MOST BELIEVABLE

Percent who believe information from each automatically, or after seeing it twice or less

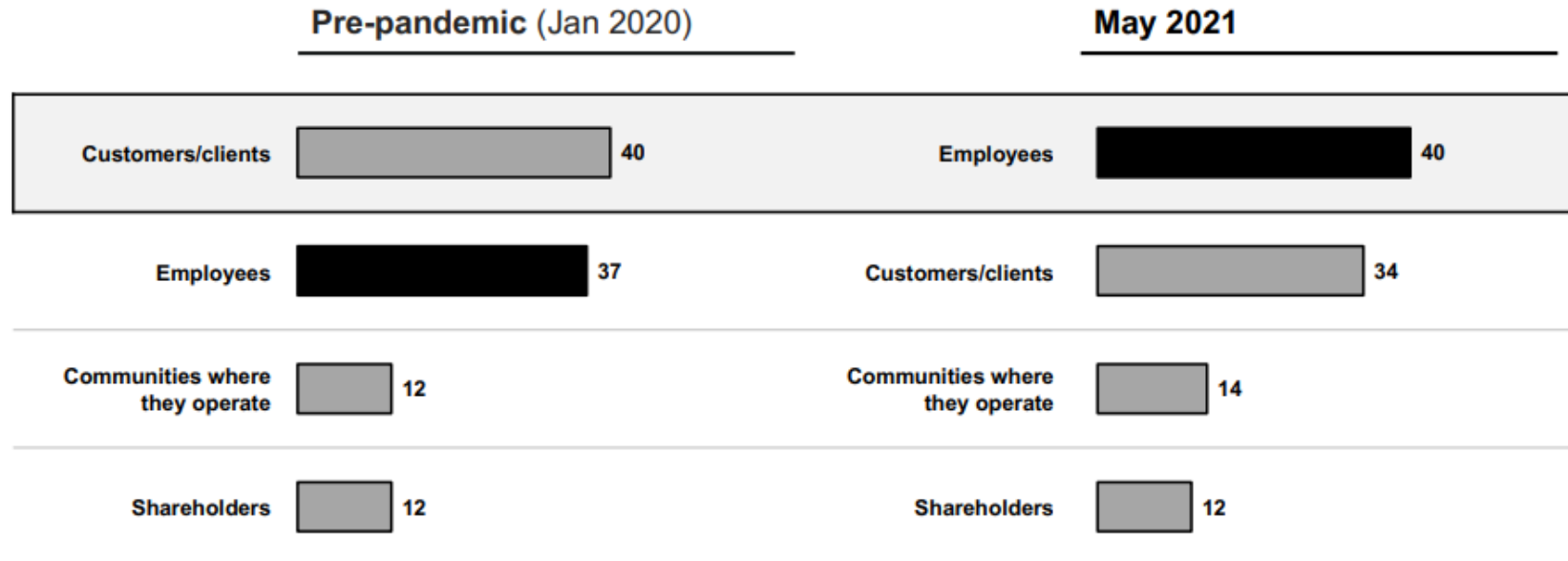


2021 Edelman Trust Barometer Spring Update: A World in Trauma. TRU\_INS. Below is a list of institutions. For each one, please indicate how much you trust that institution to do what is right. 9-point scale; top 4

# COVID INCREASED VALUE OF EMPLOYEES

## EMPLOYEES NOW MOST IMPORTANT STAKEHOLDER

Percent who ranked each group as most important to a company achieving long-term success



# EMPLOYEE ANXIETY

## ANXIETY ABOUT JOB LOSS REMAINS HIGH

Percent who worry

I worry about **losing my job**  
due to one or more of these causes

*Looming recession  
Lack of training/skills  
Freelance/gig economy  
Automation  
Cheaper foreign competitors  
International conflicts  
Jobs moved to other countries  
Immigrants who work for less*

(net)  
**78%**  
-3 pts  
Change,  
Jan 2020 to  
Aug 2021

I worry that the **pandemic will accelerate the rate at which companies move to replace human workers with AI and robots**

**49%**

## EDUCATION

- Online delivery
- Blended Learning
- Alignment with Employers needs
- Life long learning and continuing education
- Entrepreneurship



## GLOBALIZED ECONOMY

- With the global population set to reach 10 billion by 2050, the need to harness our natural resources more responsibly is more urgent than ever. Leaders must insure their organizations are active in solutions.
- Under the assumption of a high level of net international migration, the population is expected to grow to 458 million by 2050.
- Projections depend on immigration policies can vary from 379 million - 458 million in 2050..

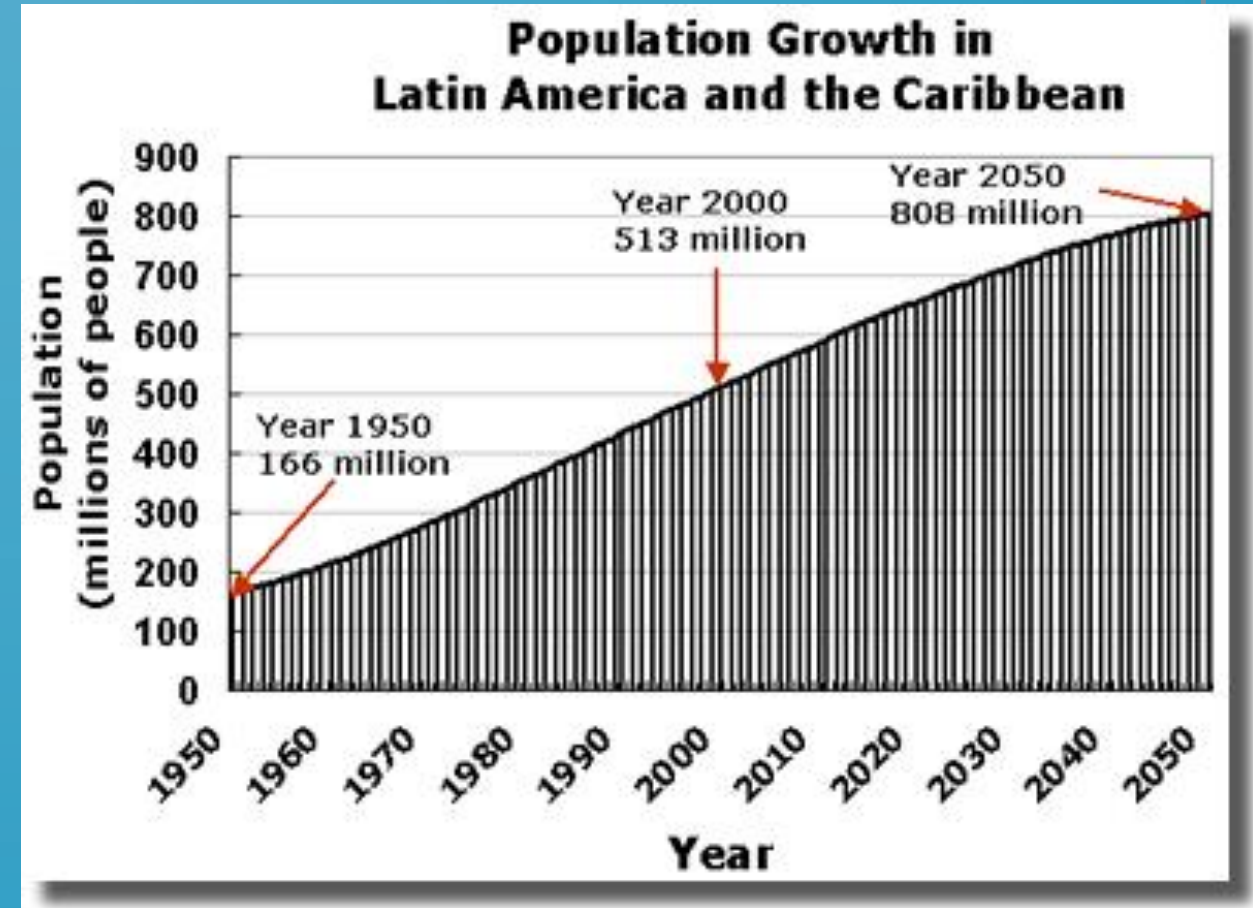


Country	2020 (mil)	2050 (mil)
China	1,439	1,402
India	1,380	1,639
United States	331	419
Indonesia	273	331
Brazil	211	215

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## LATINX POPULATION

Brazil in 2050 growth rate will decrease to -0.291%, which will represent a population of **215.3 million inhabitants**. According to projections, the population will increase until 2039, when it is expected that the population shall reach “growth zero



# HISPANIC/ LATINX HERITAGE MONTH 2021

## UN SUSTAINABLE GOALS

Sustainable Development Goals are:

- No Poverty
- Zero Hunger
- Good Health and Well-being
- Quality Education
- Gender Equality
- Clean Water and Sanitation
- Affordable and Clean Energy
- Decent Work and Economic Growth
- Industry, Innovation, and Infrastructure



Sustainable Development Goals are:

- Reducing Inequality
- Sustainable Cities and Communities
- Responsible Consumption and Production
- Climate Action
- Life Below Water
- Life On Land
- Peace, Justice, and Strong Institutions
- Partnerships for the Goals

## TECHNO-CENTERED ECONOMY

Disruptors using technology are re-configuring every industry

COVID 19 advanced the rate of adoption of these technologies at a much greater rate.

Aging of population is increasing use of technology with younger generations becoming larger portion of the consumer economy



In futures studies and the history of technology, **accelerating change** is a perceived increase in the rate of technological change throughout history, which may suggest faster and more profound change in the future and may or may not be accompanied by equally profound social and cultural change.

Supposedly, every 18 or so months, computer processing speed doubles. This is known as Moore's law.

Chip shortages and insufficient current production capacity is now impacting production, Ford last week reduced truck production projections.

[Did You Know \(Officially updated for 2021\) #2021](#)

Technology is accelerating and enables increased global business and interaction



## TECHNOLOGY TRENDS THAT WILL SHAPE 2021-22

- Artificial Intelligence
- Vehicle Automation
- 5G And Improved Connectivity
- Remote Medical Examinations  
And Diagnosis



Disruptors using technology are re-configuring every industry

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Aging of population is increasing use of technology with younger generations becoming larger portion of the consumer economy

Technology is accelerating and enables increased global business and interaction



## LOCAL-CENTERED ECONOMIES

- Local economies and local purchasing and hiring, local community investment are all increasingly important to all organizations.
- Many large organizations are anchor intuitions, large hospitals, university's and large multinational corporations.
- The word community is, without question, central to human experience. Being part of a community gives us a sense of belonging. It enables us to share personal relatedness and support perpetual growth of each other, ourselves and our environment.



# HISPANIC/ LATINX HERITAGE MONTH 2021

## Latinx Business Ownership



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## Latinx Political Activism

New Jersey's population is 25% Hispanic second largest group to white. Only 10% of the state assembly is Hispanic. Increasing representation would be of major help for the issues important to the Hispanic population. Vote in November vote in all local elections to make your voice heard.

## NJ Political Representation

There are officeholders of Latino background throughout the state.

### US Congress

Bob Menendez

[Bob Menendez](#), [United States Senator](#)<sup>1</sup>

[Albio Sires](#), Member of the [United States House of Representatives 13th congressional district](#)

### State Legislators

[Marlene Caride](#) (1963), [36th Legislative District](#).

[Gabriela M. Mosquera](#), State Assemblywoman, 4th Legislative District

[Nilsa Cruz-Perez](#), State Senator, 5th District

[Annette Quijano](#), State Assemblywomen 20th Legislative District

[Teresa Ruiz](#), State Senator, 29th Legislative District

[Eliana Pintor Marin](#), State Assemblywomen 29th Legislative District

[Vincent Prieto](#), [State Assemblyman 32nd legislative district](#), Speaker of Assembly

[Angelica M. Jimenez](#), State Assemblywomen 32nd Legislative District

[Ruben J. Ramos](#), [State Assemblyman, 33rd legislative district](#)

[Caridad Rodriguez](#), [State Assemblywoman 33rd Legislative District](#)<sup>[14]</sup>

[Nellie Pou](#), State Senator, 35th Legislative District

[Kristin Corrado](#), State Senator, 40th Legislative District

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## About One-in-Four U.S. Hispanics Have Heard of Latinx, but Just 3% Use It

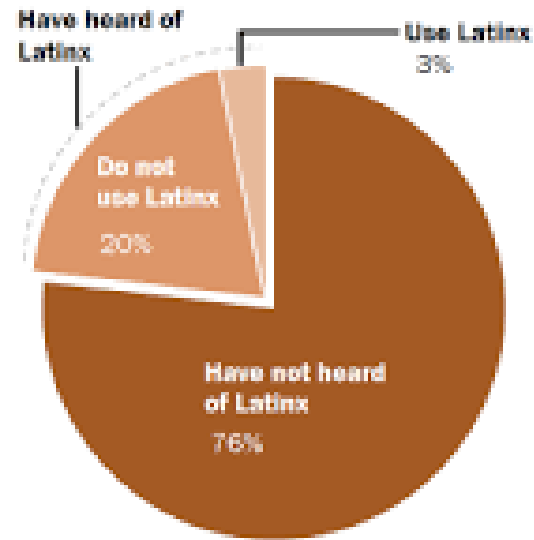
*Young Hispanic women among the most likely to use the term*



[www.helping-latinos.org](http://www.helping-latinos.org)

### Most Latino adults have not heard of the term Latinx; few use it

% who ...



Note: No answer responses not shown.

Source: Survey of U.S. Latino adults conducted Dec. 3-23, 2019.

"About One-in-Four U.S. Hispanics Have Heard of Latinx, but Just 3% Use It"

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# Talk with Me

**Any Questions ?  
Alguna Pregunta ?**

**Ask Professor John**

@



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[www.linkedin.com/groups/86600](http://www.linkedin.com/groups/86600)

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**Gracias !**

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