

# More Than a Monolith: The Advancement of Hispanic & Latino/a Talent

"There is plenty of Latino talent. Exceptional Latino talent. But some of us saw the option to be invisible as a smart strategy. We were playing the system, hiding our *Latinidad*: 'Now I made it; I'm an executive. Should I "come out" as Latino? I haven't yet, so will that affect me?' We need to think about this as we strategize to fulfill this mandate for diversity and inclusion at the executive and board level - and we all need to help the next generation have a different experience." – Latino CEO and corporate board member

"Latino is a huge diaspora. At times, it feels like we don't belong anywhere. Our needs are never met." – First-generation Dominican woman

"Going back to what was going on in the country a few years ago with the previous election, it felt like there was a new fire every single day. And it was really overwhelming [and] I needed a way to connect with others. I found that here within the Latinx community. I would love it if organizations created spaces for us to come together to just talk about what's going on. [I think] that would be really healing." – First-generation Guatemalan man of Mayan descent

"It does influence which Latinos get career visibility. We were at a [Latino corporate] event where we saw no Afro-Latinos represented. It was a bit triggering to us. Afro-Latino experiences and stories—there is no space for those here." – Black Dominican woman

"I had a manager who would say, 'So-and-so's an undercover Latino.' From his perspective as a manager, there was a whole set of people who had benefited by being proximal to whiteness and resisting and repressing being Latino at all costs. It was survival." – Black Dominican woman

"I was wearing khaki pants and a blue shirt. Someone approached me and asked, 'Excuse me, are you with the cleaning crew?' No, I'm not. I happen to be a Director." – Latina Executive

"For younger generations, there's a demand and an urgency that will propel the work forward in ways that we haven't been able to. They're less likely to stick around and wait for it to happen. 'If it doesn't happen, then I can go somewhere else.' That's not something that people did. You just stayed at jobs because you were grateful you had access. I think those generational differences are really significant because we're often grouped as one collective." – Millennial Black Dominican professional

"I've seen a lot of the folks that were senior to me [grow] into management, which is great to see. But I'm talking single digits, less than ten that I interface with, even globally. They grew up in a different Wall Street. As much as their feedback is great, I find that the feedback tends to err on this older Wall Street of aligning more to what the traditional person on the floor looks like. There are two different generations. Not every Hispanic or Latino/a executive understands the career path for younger generations." – Millennial Latina woman

"You have to dance with your words. I have to use very specific language, especially as a Latina, because if you say one wrong thing, you're labeled as aggressive." – First-generation Peruvian woman

"I want to emphasize the importance of creating our own labels, not having other people label us... I want to have a say in what I'm being called." – Latino professional

"I had to leave my culture at the door when I would check in. I would have to work probably three times harder than my male colleagues or just colleagues in general. And I hate this word so much, but I was always known as the 'workhorse.'" – Gen X Chicana woman

**COQUAL**