

# THE INCLUSIVE INSIDER

## Message from the Chief Diversity Officer



**Richard M. Potter, Jr.**  
Chief Diversity Officer

### Hispanic Heritage Month

Let us come together to celebrate and honor Hispanic and Latino Heritage Month, a time to recognize the rich cultural contributions and diverse histories of Hispanic and Latino communities. From September 15th through October 15th, let us embrace the vibrancy, resilience, and creativity that enhances our society. May we amplify voices, celebrate achievements, and promote inclusivity, unity, and understanding. Together let's commemorate and uplift the multifaceted tapestry of Hispanic and Latino heritage, shining a light on their invaluable impact on our world.

### Take Our Survey

We welcome your feedback about this month's Inclusive Insider.

[Click here](#) to take our survey

## Origins of Hispanic Heritage Month

National Hispanic Heritage Month is celebrated from September 15 to October 15, honoring the achievements of Hispanic Americans. It began as National Hispanic Heritage Week in 1968 when Congress asked the president to issue a proclamation for a week in September including the 15th and 16th. In 1988, Congress extended it to a 31-day celebration. This period coincides with the Independence Days of Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Mexico, and Chile, as well as Día de la Raza and Columbus Day. The month encourages educational and community activities celebrating Hispanic heritage.

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## Local Hispanic Resources and Organizations



## The Minerva Marrero Hispanic Scholarship Program

### About the Scholarship

The 2024 **Minerva Marrero Hispanic Scholarship Program** is an opportunity for Hispanic High School Seniors embarking on their post-secondary education journey. Recognizing the importance of supporting students as they transition to higher education, this program provides financial assistance to those pursuing studies at trade schools, as well as 2-year or 4-year colleges and universities. To find out more go to [here](#)

## Local Hispanic Resources and Organizations



Founded in 1996 by several Hispanic leaders and three Carmelite Sisters of Charity—Sister Rosa Álvarez, Sister Ascencion Banegas, and Sister María Mairlot—**La Esperanza** addresses the needs of the growing Guatemalan and Mexican immigrant populations in southern Delaware. As the second-largest multi-service agency for Hispanic immigrants in the state, La Esperanza aids clients with employment, housing, education, and citizenship. Located in Georgetown, Delaware, La Esperanza symbolizes hope, with its logo featuring a sun for new beginnings and a grasshopper representing triumph in a new land. Rest in peace, Sister Rosa and Sister Ascension, who passed in 2019. Click [here](#) to find out more.

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## Local Hispanic Resources and Organizations



Established in May 2019, **HOLA (Hispanic Organization of Latin Americans)** traces its roots back to a small group of individuals who recognized a need within the Latino Community on Dover Air Force Base. Motivated by a shared desire to address this need and provide support to their fellow community members, they joined forces and founded HOLA. From its humble beginnings, HOLA has grown into a dynamic organization dedicated to serving and uplifting the Hispanic community in Dover and beyond. With a commitment to fostering cultural pride, promoting unity, and providing essential resources, HOLA continues to make a meaningful impact on the lives of those it serves. To find out more click [here](#).



Discover how the **Delaware Community Foundation's** "Latinos in Sussex County" initiative is working to advance equity and inclusion for the Latino community. This program highlights key issues and opportunities, aiming to improve access to resources and services in areas like education, healthcare, and economic development. By supporting local organizations and fostering community engagement, this initiative seeks to empower Latino residents and promote a brighter future for all. Learn more and get involved. Click [here](#).

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## Local Hispanic Resources and Organizations



The **Votamos We Vote coalition** was formed by advocacy groups across Delaware during a historic presidential election and global pandemic. Its mission is to engage Latinx voters in Delaware and build their political power. Delaware's Latinx community, especially in rural southern areas, has grown significantly due to employment opportunities in poultry factories, farms, and nurseries. This growth has increased the need for effective advocacy on healthcare, law enforcement, and government services. The COVID-19 pandemic disproportionately affected the Latinx community, highlighting these urgent needs. To find out more click [here](#).



Representation matters. As the demographics of our state change, it is important that we have an honest discussion about how we are meeting the needs of our Latino neighbors. United Way of Delaware's Latinos Unidos members are leading the way to a brighter future for our state, to ensure equity and inclusion for all.

The mission of **UWDE Latinos Unidos** is to support the Hispanic community with a strategic focus on grade-level reading, college and career success, and financial empowerment. In Delaware, the Hispanic population has grown by 50% in the last decade. They represent 9.6% of the state's population and often face challenges in many areas, including language barriers, immigration status, and more. To find out more click [here](#).

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## Cultural Heritage Month Community Events



**Date: Sunday October 12th**

**Time: 8:00 AM - 5:00 PM**

**Location: Aspira Academy  
Newark Delaware**

## Latinos Unidos Student Summit

A half-day gathering to connect and uplift members of Latinos Unidos Student Unions & Associations, Advisors, School administrators and allies that support them as they fight for equity and justice. Click [here](#) to find out more.

## Latino/Hispanic Recipes

Check out these Diverse recipes. Enjoy!

[Click here](#) to view Sabores del Corazón: Un Viaje Culinario Hispano a diverse and rich cookbook of various recipes from the our latino/hispanic Delaware employees.



### Ingredients

#### Arroz con Gandules (Puerto Rico)

- 3 cups Long Grain Rice
- 6 cups Water
- 1 can Gandules (pigeon peas, drained)
- ½ cup Pork Ham (chopped)
- ⅓ cup Vegetable Oil/ Corn Oil or Olive Oil
- 10 Whole Spanish Olives
- ½ cup Sofrito
- 6 ounces Tomato Sauce
- 1 packet Goya Sazon Culantro Y Achiote
- 1 teaspoon Cumin
- ½ cup red bell peppers ( pimientos morones)
- add Salt (for taste)

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### Ingredients

#### Carne Guisado (Columbia)

- 2 pounds beef for stew (chuck)
- 1 tablespoon oil canola or vegetable
- ½ cup chopped white or yellow onion
- 2 scallions, chopped
- ½ cup chopped red bell pepper
- 2 minced garlic cloves
- 2 cups chopped tomato
- ½ cup chopped fresh cilantro
- ½ teaspoon sazón with color (I used Goya)
- ½ teaspoon ground cumin
- ½ teaspoon salt
- ½ teaspoon pepper
- 3 medium potatoes peeled and cut in half
- ½ pound frozen or fresh yuca cassava
- 3 cups beef broth

### Ingredients

*Dinho, Erica.*

*“Colombian Beef Stew (Sudado de Res).” My Colombian Recipes, 28 Apr. 2023, [www.mycolumbianrecipes.com/beef-stew-sudado-de-res/](http://www.mycolumbianrecipes.com/beef-stew-sudado-de-res/).*



### Ingredients

#### Tres Golpes (Republica Dominicana)

Green Plantains 3-4 for Mangu, depends for how many people.  
salt  
canola oil  
avocado 2-3 slices  
vinegar  
1- red onion  
Eggs 2-3  
Salchichon/ Dominican Salami Especial Tropical brand, 5-6 pieces  
White Fried cheese  
Tropical brand my preference- 4-5 slices

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### Ingredients

#### Arroz Chaufa (Peru)

- 2 Tbs sesame oil
- 1 bunch green onion , chopped, (divided into greener and whiter parts)
- 1 bell pepper , diced
- 2 hot dogs
- 2 eggs , beaten
- 2 garlic cloves
- 1 tablespoon ginger root , grated
- 1 cup cooked and shredded chicken
- 4 cups pre-cooked, cold rice
- 2-3 Tablespoons soy sauce (more or less to taste)

***Eat Peru. "Arroz Chaufa de Pollo: Mouth-Watering Chinese-Peruvian Fried Rice." Eat Peru, 14 Sept. 2019, [www.eatperu.com/arr-oz-chaufa-de-pollo-peruvian-rice/](http://www.eatperu.com/arr-oz-chaufa-de-pollo-peruvian-rice/).***



### Ingredients

#### Casamiento (Salvadoran Beans and Rice)

- 1 Tablespoon vegetable oil
- 1/2 onion, chopped
- 1/2 green pepper, chopped
- 1-1/2 cups cooked rice
- 1 15.5 ounces canned red beans (do not drain)
- 1 chicken bouillon cube
- Salt and pepper to taste
- To serve
- Fried plantains
- Fried eggs
- Sliced cheese
- Sliced avocados

#### ***Casamiento (Salvadoran Beans and Rice)***

***." Curious Cuisiniere,***

***April 11, 2023***

***[www.curiouscuisiniere.com/empanadas-de-pino/](http://www.curiouscuisiniere.com/empanadas-de-pino/).***

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### Ingredients

#### Ultimate Ropa Vieja (Cuba)

- 1 Tablespoon Vegetable Oil
- 2 Pounds Beef Flank Steak
- 1 Cup Beef Broth
- 8 Ounces of Tomato Sauce
- 6 Ounces of Tomato Paste
- 1 Green Bell Pepper
- 1 Small Onion
- 2 Garlic Cloves
- 1 Teaspoon Ground Cumin
- 1 Teaspoon Chopped Fresh Cilantro
- 1 Tablespoon Olive Oil
- 1 Tablespoon White Vinegar

**Stanton, Jim, and Jim Stanton** Hello. *“Ropa Vieja: The National Dish of Cuba.” Havana Guide, 18 July 2022, [havana-guide.com/ropa-vieja-the-national-dish-of-cuba/](http://havana-guide.com/ropa-vieja-the-national-dish-of-cuba/).*



### Ingredients

#### Empanadas de Pino (Chile)

##### For The Empanada Filling

- 1 ½ tsp oil
- 2 onions, minced
- 1 lb ground beef, (85% lean)
- 1 Tbsp paprika
- 1 tsp cumin
- 1 tsp salt
- 1 tsp ground black pepper
- 1 tsp chili powder, (more if you want spicy empanadas)
- prefer low sodium)
- ¼ c raisins
- 1 Tbsp unbleached all-purpose flour

##### For The Empanada Dough

- 1 c milk
- 1 ½ tsp salt
- 8 Tbsp (½ c) shortening, (or unsalted butter)
- 2 egg yolks
- 5 c unbleached all-purpose flour, (divided)

### Putting The Empanadas Together

- 24 black olives, drained
- 3 hard boiled eggs, peeled and quartered
- 1 egg yolk beaten with 1 Tbsp milk, (for egg wash)

*“Empanadas de Pino (Chilean Beef Empanadas).” Curious Cuisiniere, 16 Jan. 2023, [www.curiouscuisiniere.com/empanadas-de-pino/](http://www.curiouscuisiniere.com/empanadas-de-pino/).*



### Ingredients

#### Salsa verde (Mexico)

- 5 Tomatillos
- 1/4 - 1/2 bunch fresh Cilantro finely chopped
- 2 Cloves of Garlic
- 1/4 Onion
- Jalapenos 1-3 depending on how spicy you want it
- Salt to taste
- Olive Oil