



There's room at the top for more Hispanic leaders. It's in everybody's best interest to get them there.

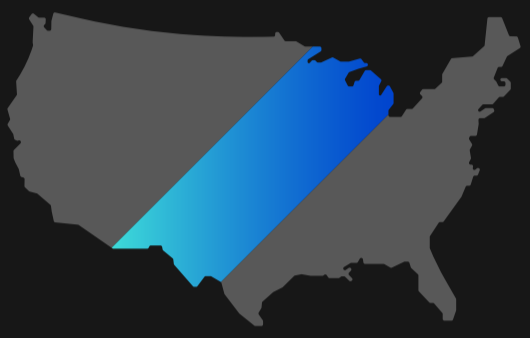
Hispanics and people of color disproportionately serve on the frontlines, as EMTs, healthcare workers, food and package deliverers, and in other roles essential to our wellbeing and sanity. But if our economy is to thrive and innovation to grow, we need increased representation on the top floor.

### Hispanics in the US

Hispanics make up

**18.5%**

of the population<sup>1</sup>



### Hispanics are an economic power

Hispanics are responsible for

**24.4%**

of GDP growth in the US<sup>2</sup>



### Hispanics are the youth

Did you know that

**6 in 10**

Hispanics in the US are 35 and younger?<sup>3</sup>

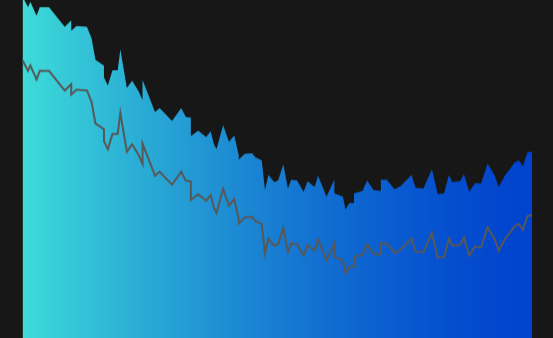


### Hispanics are the workforce

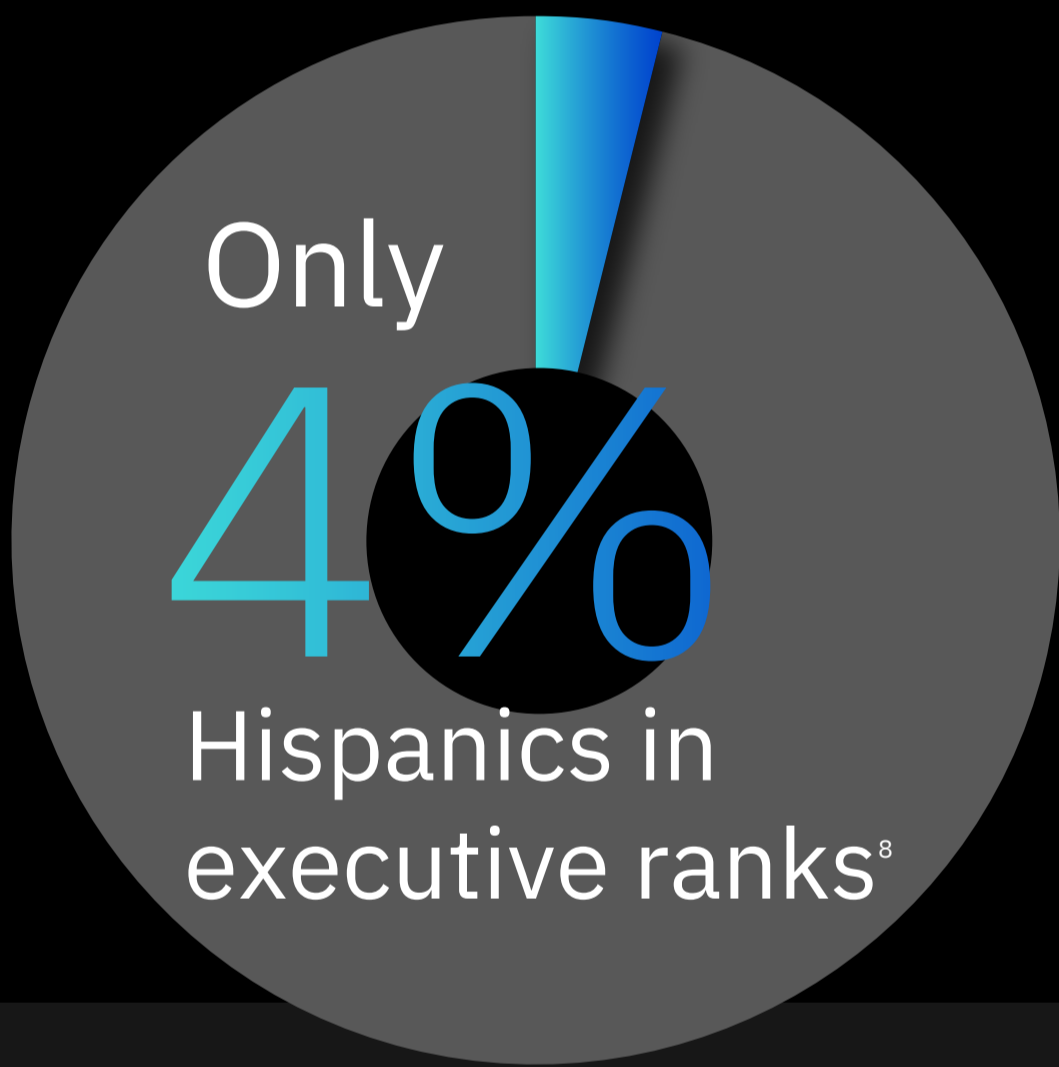
Hispanics are responsible for

**74%**

of the US labor force growth<sup>4</sup>



And yet, there aren't enough Hispanics in leadership positions



Only **30%** of junior managers say they have access to mentorship programs or on-the-job training<sup>5</sup>



Only **20%** of junior managers say they are empowered to overcome their professional challenges<sup>6</sup>



**67%** of junior managers say that they have to work harder to succeed because of their Hispanic identity<sup>7</sup>

Turn these learnings into action:

3 essential factors can help Hispanics succeed. At IBM, we're taking steps to advance all three.

#### Education

IBM's P-TECH program is already active in many school districts. IBM will continue to expand this program in order to serve more Hispanic communities.

#### Advocacy

IBM is providing advocates for Hispanics in selected school districts so that everyone in those schools has assistance to help them develop to their full potential.

#### Mentoring

IBM commits to provide mentoring for Hispanics and to helping create opportunities for them to advance in their careers.

Results from the recent IBM Institute for Business Value survey of Hispanics in the US confirm that professional advancement opportunities have played a key role in helping Hispanic executives achieve their success. However, younger leaders say they don't have access to those opportunities, and many don't feel empowered to overcome professional challenges. For more insights—and ways to foster their success—look for the full report available in December 2020.

Notes and sources:

1 Pew Research Center, February 13, 2012. <https://www.pewsocialtrends.org/2012/02/13/labor-force-growth-slows-hispanic-share-grows-2/>  
 2 Pew Research Center, April 20, 2016. <https://www.pewresearch.org/hispanic/2016/04/20/the-nations-latino-population-is-defined-by-its-youth/>  
 3 LDC U.S. Latino GDP Report, September 2019. <http://latinodonorcollaborative.org/latino-gdp-report/>  
 4 Pew Research Center, July 7, 2020. <https://www.pewresearch.org/fact-tank/2020/07/07/u-s-hispanic-population-surpassed-60-million-in-2019-but-growth-has-slowed/>  
 5 IBM Institute for Business Value study on Hispanics in the US, August-September 2020.  
 6 Ibid.  
 7 Ibid.  
 8 Center for Employment Equity, University of Massachusetts Amherst, Accessed 9/15/20. <https://www.umass.edu/employmentequity/race-states-and-mixed-fate-white-men#overlay-context=diversity-reports>

