Since 1988, the United States has observed National Hispanic Heritage Month annually from September 15 through October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain and Latin America (Mexico, the Caribbean, Central and South America).

The AICPA values the rich cultures Hispanics and Latinx bring to the profession. The United States Census Bureau has projected that groups now considered ethnic minorities (African American/Black, Hispanic/Latinx, Native American, and Pan Asian) will make up the majority of the population by 2045 with Hispanics/Latinx being the second largest racial or ethnic group.

The AICPA’s 2019 Trends in the Supply of Accounting Graduates and the Demand for Public Accounting Recruits report indicates that Hispanic/Latinx students are the fastest growing population of accounting students.

A large part of Latinx success in the profession can be attributed to the Association of Hispanic Certified Public Accountants, founded in 1972. Now called Association of Latino Professionals For America (ALPFA), it has 92,000 members nationally with 45 professional and more than 160 university chapters.

We salute the rich history and contributions of Hispanic and Latin cultures across the profession and invite you to do the same.

**Why do we use references such as Hispanic, Latino and Latinx?**

The ethnonym Hispanic refers to a person whose ancestors are from Spain or a Spanish speaking country. Individuals from Latin America where Portuguese and Spanish languages prevail can be referred to as Latino (masculine) or Latina (feminine). The US Census uses “Hispanic or Latino” to reference a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race (e.g. Hispanic (culture) White (race). In 2018, Merriam Webster Dictionary added Latinx which neutralizes the reference of gender.

What should you use? Preferences vary depending on who you are talking to and where they are from. The best usage is the one, the person you are talking to prefers. Say “When referencing my ethnic background, I identify as________.” Then ask, “How do you identify________?”

**Hispanic and Latinx Accounting Enrollment and Graduation Rates**

As it relates to Hispanic/Latinx growth in the profession we continue to see the number of Latinx

**Hispanic and Latinx in the Accounting Profession**

Sources:
The US will become ‘minority white’ in 2045, Census projects, Brookings Institute
The Founding of ALPFA, alpfa.org