

# DENVER CITY COUNCIL



## Proclamation No. 25-1438

### A Proclamation Honoring the Founders of the Hispanic Contractors of Colorado

**WHEREAS**, the Hispanic Contractors of Colorado (HCC) was founded in 1988 and formally incorporated in 1989 by visionaries including Jose Berumen, Bob Chavez, Phil Covarrubias, Jose Garcia, E.T. LaFore, Veronica LeDoux, Pat Marquez, Gabe Medina, Bill Montoya, and Bill Torrez, who recognized the urgent need to support and uplift Hispanic contractors in Colorado; and

**WHEREAS**, these founders established HCC to create opportunities, advocacy, and connections for Hispanic-owned construction businesses, ensuring access to fair contracting, technical assistance, and leadership development in a historically inequitable industry; and

**WHEREAS**, Hispanics today represent 30.3% of the U.S. construction workforce—over 3.7 million workers— but are concentrated in trade and general labor roles (84.3%), with only 15.7% in management, engineering, or supervisory positions, compared to 35.7% for non-Hispanics; and

**WHEREAS**, systemic wage disparities persist, with Hispanic workers facing up to a 10.6% pay gap in higher-paying management roles, even as they earn slightly more in entry-level positions; and

**WHEREAS**, educational barriers limit advancement: nearly 68% of Hispanic workers hold only basic or secondary education, and only 24% have postsecondary degrees, compared to 52% of non-Hispanics, creating fewer pathways into leadership, technical, and ownership roles; and

**WHEREAS**, despite these barriers, Latino-owned construction firms are growing faster than their non-Hispanic counterparts, demonstrating resilience and entrepreneurial strength, even as they face persistent challenges in accessing capital, government contracts, and mentorship; and

**WHEREAS**, the construction industry itself faces labor shortages, declining productivity, and rising costs, making the advancement of Hispanics into ownership and leadership roles not only an equity issue, but a strategic necessity for the stability, innovation, and growth of the sector.

### NOW THEREFORE, BE IT PROCLAIMED BY THE DENVER CITY COUNCIL:

**Section 1.** That the Denver City Council do hereby proclaim our recognition and deep gratitude to the founders of the Hispanic Contractors of Colorado for their foresight, courage, and commitment to building an organization that has empowered Hispanic workers to not only contribute as laborers, but to thrive as business owners, leaders, and decision-makers shaping the future of Colorado's construction industry. This proclamation celebrates their enduring legacy and calls on present and future generations to continue advancing equity, opportunity, and leadership for Hispanics in construction, ensuring that those who build our communities also share in their ownership, prosperity, and progress.

**Section 2.** That the Clerk and Recorder of the City and County of Denver shall affix the seal of the City and County of Denver to this proclamation and that a copy be transmitted to Juan Alvidrez, Phil Covarrubias, E.T. Lafore and Bill Montoya.

PASSED BY THE COUNCIL September 29, 2025

\_\_\_\_\_  
PRESIDENT

