MESSAGE FROM THE CEO AND BOARD CHAIR

Watch the video message here.
ABOUT SHPE

MISSION
SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development.

VISION
SHPE’s vision is a world where Hispanics are highly valued and influential as the leading innovators, scientists, mathematicians and engineers.

VALUES

FAMILIA
We take responsibility for our collective strength and passion by developing communities, building a diverse and inclusive membership, and challenging each other to be our best.

EDUCATION
We value formal education and professional development. We are dedicated to continuous improvement and renewal. We learn from successes, setbacks, and each other.

SERVICE
We act on a foundation of service. We commit to deliver the highest levels of quality, integrity, and ethical behavior. We act with empathy, patience, and understanding.

RESILIENCE
We embrace our diverse cultures and communities, which enable us to adapt, thrive, and persist with optimism.
GOALS

SHPE NATIONAL STRATEGY

Excellence & Innovation
Become the most highly regarded organization service Hispanics in STEM

Advocacy & Influence
Advocate, educate and support for parity in diversity and inclusion for Hispanics in STEM

Employment & Career Growth
Orchestrate new employment opportunities & career growth by partnering with corporations, academia and government

Member & Stakeholder Value
Continually improve member & stakeholder satisfaction & loyalty

Operational Optimization & Accountability
Continually increase SHPE’s operational & financial stability
ORGANIZATIONAL STRUCTURE OF SHPE

PROFESSIONAL CHAPTERS

STUDENT CHAPTERS

JUNIOR CHAPTERS

REGIONAL VICE PRESIDENTS

REGIONAL REPRESENTATIVES

GRADUATE
UNDERGRADUATE
JUNIOR

REGION 1

REGION 2

REGION 3

REGION 4

REGION 5

REGION 6

REGION 7

SHPE NATIONAL OFFICE / BOARD OF DIRECTORS
NATIONAL STAFF

RAQUEL TAMEZ
CHIEF EXECUTIVE OFFICER

DR. CHRIS WILKIE
CHIEF OPERATING OFFICER

ROSA ANGEL
MANAGER, EVENTS & MARKETING

DARRELL APPELZOLLER
COORDINATOR, MARKETING

DR. KIMBERLY DOUGLAS
SENIOR DIRECTOR, RESEARCH & PROGRAM DESIGN

KATHLEEN DUBOIS
SENIOR DIRECTOR, DEVELOPMENT & EXTERNAL RELATIONS

DAISY DURANGO
SPECIALIST, EVENT SERVICES

ESTHER GONZALEZ
MANAGER, RESEARCH & PROGRAM DESIGN

MONIQUE HERRERA
SENIOR DIRECTOR, CORPORATE RELATIONS & MARKETING

NICOLE KNODERER, CMP
DIRECTOR, CONFERENCE AND EVENTS

BRIANNE MARTIN
SENIOR MANAGER, MEMBERSHIP RELATIONS

ALEXIS MEDRANO
MANAGER, MEMBER RELATIONS & DATABASE SERVICES
NATIONAL STAFF CONTINUED

DR. DORA RENAUD
SENIOR DIRECTOR, ACADEMICS & PROFESSIONAL DEVELOPMENT

DR. ANA RODRIGUEZ
MANAGER, PROGRAMS

JOSUE SANDIGO
DIRECTOR, INFORMATION TECHNOLOGY

AMANDA TOVAR
SENIOR MANAGER, HUMAN RESOURCES & CORPORATE OPERATIONS

ZACK VALDEZ
MANAGER, CAREER SERVICES

SARA WARREN
SENIOR MANAGER, EXECUTIVE OFFICE, LEGAL, & PROCUREMENT
REGIONAL LEADERSHIP

REGION 1

VINCENT RODRIGUEZ RUIZ
VICE PRESIDENT

LUIS SOTELO MARTIN
GRADUATE REPRESENTATIVE

REY CERVANTES
STUDENT REPRESENTATIVE

CHRISTIAN BUENROSTRO
JUNIOR REPRESENTATIVE

REGION 2

LEO SOTO
VICE PRESIDENT

SEBASTIAN OJEDA
GRADUATE REPRESENTATIVE

MIGUEL CUEN
STUDENT REPRESENTATIVE

KENNY LINARES
JUNIOR REPRESENTATIVE

REGION 3

MINDY SANCHEZ
VICE PRESIDENT

EUGENIO CAMPOS
GRADUATE REPRESENTATIVE

ADRIAN ROMERO
STUDENT REPRESENTATIVE
REGIONAL LEADERSHIP CONTINUED

REGION 4

ANTHONY JARA  
VICE PRESIDENT

ADRIAN DAVILA  
GRADUATE REPRESENTATIVE

ASHLEY GILLETTE  
STUDENT REPRESENTATIVE

REGION 5

OMAR TORRES  
VICE PRESIDENT

ISELA RIVERA-ANDRADE  
STUDENT REPRESENTATIVE
REGIONAL LEADERSHIP CONTINUED

REGION 6

RODRIGO LOPEZ
VICE PRESIDENT

ESTEBAN LOPEZ
GRADUATE REPRESENTATIVE

KAREN SANTOS
STUDENT REPRESENTATIVE

ANDREA DIAZ
JUNIOR REPRESENTATIVE

REGION 7

MELANIE L. WEBER
VICE PRESIDENT

JOSE MONTES
STUDENT REPRESENTATIVE
MEMBERSHIP BY THE NUMBERS 2019 – 2020

GENDER

- Male: 67%
- Female: 33%

MEMBERSHIP TYPE

- Student: 80%
- Professional: 20%

Total Members: 13,382
- Student Members: 10,716
- Total Chapters: 286
- Professional Members: 2,666
- Professional Chapters: 62
- Junior (K-12) Members: 479
- Junior (K-12) Chapters: 16
MEMBERSHIP BY THE NUMBERS 2019 – 2020

BY REGION

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683 LIFETIME MEMBERS FAMILIA FOR LIFE!

THANK YOU TO THE ELITE GROUP OF 683 LIFETIME MEMBERS WHO HAVE MADE THE COMMITMENT TO SUPPORTING THE MISSION AND GOALS OF SHPE FOR LIFE.

Antonio A Abadia  Jennifer Arguello  Jeet Bindra  Henry David Castaneda  Beltran
Leonard Abeyta  Paul Guillermo Arias  Carlos E Blanco  Hugo Castellanos  Araceli Cortez
Dora Maria Abreu  Ximena Aristizabal  Marjorie N Blanco  Elsa M Castillo  Andres Elias Crespo
Roberto Acosta  Natalia Y Ariza  Elda Bloemendal  Steven Castillo  Honorio Crespo
Viviana A Acosta  Randy Arizmendiz  Leidens Boscan  Carlos Castrejon  David Cruz
Deborah Aguier-Velez  Nelson Arocho  Francis Joseph Botero  Gerald Castro  Joaquin Santiago Cadena
Gabriel Aguilar  Heidi Arriola  William M Brenes P.E.  Alejandro E Catalan  Cruz
Juan M Aguirre  John Arroyave  Luke Anthony Burgan  Hector Eloy Cavazos  Michael A Cruz
Marlon A Aguirre  Yajaira Arvelo  Salvador Burgueno  Fernando A Ceballos  Omar Cruz
Veronica VA Alcantara  Julian Astudillo  Eileen Burstein  Alejandro Cedeno  Tizoc Cruz-Gonzalez
John A Aldrete  Sam M Attaguile  Miguel Angel Cabrera  Gabriela E Cepeda-Rizo  Robert J Cuneo
Miguel Alemany  Adriana Avalos  Alejandra E Caceres  Elizabeth Cercado  Socorro Cathlyne Curiel
Albert C Alfaro  Rene Avendano  Jonathan Calva  Oscar A Ceron  Joseph Anthony Curran
Emily L Allen  Ana Angelina Avila  Benjamin C Camarena  Victor Hugo Cervantes  David Davila
Jesus Almaguer  Pete Avila III  Maria Araceli Campelo  Victor G Cervantes  Natalie Davila-Rendon
Matthew Paul Alonso  Carlos Aviles  Trinidad A Campos  Christella J Chavez  Shalyn L Davis
Daniela Altamirano  David Falcon Ayala  Christine Lori Cano  Gabriel Chavez  Leo De La Cruz
Carlos M Alvarez  Juan Ayala  Mirkeya Capellan  Handel A Chavez  Jose J De La Pena
George Alvarez  Alejandro Badia  Jorge L Caraccioli  Tony Chavez  Leony De La Rosa
Andrew Amador  Gabriel J Banuelos  Domingo Caratachea  Michael Cheung  Omar De Leon
Bryant Amador  Gustavo Barajas  Danny Cardenas  Samira Clark  J. Eliseo De León
Hiram Amador  Pablo Barcenas  Pedro E Cardenas  Jerry Colon  Aaron De Los Santos
Fabiola Amezquita  Frank Barragan  Maria Elena Cardwell  Luis Concha  Hector Del Castillo
Cristina H Amon  Elvia Bautista  Raul A Careta  Luis Alejandro Conde  Antonio Del Real
Jean M Andino  Alberto Bazan  Catalina Carlos  Arnold Conner  Ruben Del Rosario
Ramiro A Andrade  Robert beadles  Ricardo Carlos  Felipe Contreras  Antonio J Delgado
Carlos Anton  Paloma Beamer  Mario T Carreon  Barry Cordero  Rosa Delgado
Nancy Antunez  Ismael Becerra-Ramirez  Daniel F Carrera  Julie V Cordero  Alejandro Diaz
Christian Aponte  Moris Behar  Fausto Carrera  Toni Cordero  Fernando Diaz
Marisol Aponte  Ausberto E Beltran  Henry Amado Carrero  Jorge Corona  Jimi Diaz
Jose G Aragon  Priscilla Bustamante Bennett  Moises Cases  Adam P Coronado  Maria Carolina Diaz
Sergio R Arauz-Cortez  BECOME A LIFETIME MEMBER // SHPE.ORG/MEMBERSHIP  Andrea Ximena Cortes-Edo  Eduardo A Divo

SHPE 2020 ANNUAL REPORT | 14
### 683 Lifetime Members Continued

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**BECOME A LIFETIME MEMBER // SHPE.ORG/MEMBERSHIP**
683 LIFETIME MEMBERS

CONTINUED

Maurice A Light
Karla P Lima
Iliaana B. Limon
alejandro lopez
Diana B Lopez
Heyde E Lopez
Homer Lopez
Jaime Lopez
Johnny Anderson Lopez
Jose M Lopez
Katherine Lopez
Liza Lopez
Maida Lopez
Martin M Lopez
Mike Lopez
Nicole Irene Lopez
Juan L Lopez Marcano
Isela Lopez-Garibay
Jose R Lopez-Ramos
Anthony Lora
Armando F Luera
David John Lugo
Brianna Lutes
Pablo T Luznaris
Emir Jose Macari
Jesse R Macias
Larry D Madrid
Andrew Mairena
David Maldonado
Miguel Angel Maldonado
Tomas F Maldonado
Jose Luis Mancera
Andrew Manikas
Iris Yareli Marban
Jesse Marez
Ana Maria Marin
Danny M Marin
Mike Marin
Oscar O Marquina
Sergio Marrero
Andres Martin
Brianne C Martin
Jason Ortega Martin
Harim Martinez
Henry Martinez
Joaquin G Martinez
Jose L Martinez
Jose de Jesus Martinez
Maritza Martinez
Mina Martinez
Priscilla Martinez
Solomon Martinez
Zoraida Martinez
Alma U Martinez Fallon
Alfred Mata
Jose Luis Matos
Brian Mazzeo
Jason McKenna
Gustavo Medina
Marisa N Medina
Theresa S Medina
Jesus S Medrano
Lourdes R Medrano
Pedro Medrano
Jose Manuel Melendez
Laura C Mendez
Samantha Mendez
Alfredo Mendoza
Ana Luisa Mendoza
Gabriel Mendoza
Ismael Mendoza
Reinaldo Mendoza
Iatiana Mendoza
Olga L Mendoza-Schrock
Luisa Mera
Jaime E Merino
Bryan Meyer
Jorge Luis Meza
Juan A Meza
Luis S Miranda
Elias Monreal
Orlando D Montan
Edward Montenegro
Feliciano Montoya
Mario Montoya
Paul F Montoya
Pilar Montoya
Lupita D Montoya-Jansen
Daniel E Morales
Jeremy Morales Madrigal
Jessica S Moreno
Theo Moreno
Miguel O Mota Paulino
Ingrid Moulckers
Edwin Moure Negron
Javier I Moya
Ismaela Muniz
Laura Munos
Freddermann Anthony Munoz
Isaac Munoz
Jairo Munoz
Jose Maria Munoz
Rafael E Munoz
Brian Keenan Muzas
Gabriel Najera
James Narey
Juan Manuel Navalro
Julio A. Navarro
Maggie Navarro
Mike J Nazareth
Axel S Novion
Cristina P Nunez
Roberto Alfredo Nunez
Ana Maria Nungo
Adriana S Ocampo
Emma Ocampo
Jorge A. Ochoa
Timothy O’Conner
Brian Olds
Daniel Luciano Olivares
Andrew Esteban Olson
Moyano
Steven M O’Neill
Cordelia Ontiveros
Douglas Orellana
Diorka Ortega
Enoch D Ortega
Miguel Ortega
Jennifer Ortiz
Neftali Ortiz
Patricia Ortiz
Belix M Ortiz Ditren
Luis M Otero
Walter H Ott
Diana Ovadia
Cesar F Ovalles
Hernando Ovies
Jose A Padrino
William Gabriel Pagan
Luis A Palacio
Sean Palacio
Elda M Palma
Laura B Parr
Daniel M Parra
Amanda Elyse Pena
Julio Alexander Pena
Samuel Pena
Richard A Perales
Maria Peralta
Steven A Peralta
Adriana Alexandra Perdomo-Pico
Aram Perez
Arturo J Perez
Guadalupe Perez
Miguel Perez
Paul Perez
Yamille X Perez
Ramon Leonardo Picado
Denny Pichardo
Mauricio Pincheira
Napoleon Pinos
Brandi Pitta
Erick Ponce
Yuliana E Porras
Zenia M Portillo
Daniel Pradel
Monica M Quaresma
Carlos R Quiles
Edward Quiroz
Amanda Ramirez
Axel Ramirez
Jorge Ramirez
Jose J Ramirez
Kristina M Ramirez
Osvaldo Ramirez
Ullises Ramirez
Crystal E Ramon
Armando Ramos
Diana Ramos
683 LIFETIME MEMBERS CONTINUED

Shakira Aida Ramos
Laura Rangel
Leilani Rangel
Arianna Flores Raymundo
Renato John Recio
Santiago Remersaro
Linda Renteria
Dina Requena
Mariela Resendez
Juan Jose Reyes
Maria Magdalena Reyes
Marisa Reyes
Jose Jhamil Reynolds
Nora Elda Rincon
Gabriel Alfonso Rincon-Mora
Jeffrey N Rios
Peter Daniel Rios
Jose Orlando Rivera
Jose E Rivera
Lizzette Rivera
George F Rivero
Irene H Roberts
Carrie Robinson
Mariela Robledo
Antonina Robles
Luis Robles
Marisela Rocha
Monica M Rodas
Artie Rodriguez
John Rodriguez
Jorge Rodriguez
Jorge Rodriguez
Juan Carlos Rodriguez
Kevin M Rodriguez
Marie Rodriguez
Raymond Lupe Rodriguez
Hicardio J Rodriguez
Roddy Rodriguez
Sara Rodriguez
Vincent Rodriguez-Ruiz
Priscilla Rojas-Ventura
Carlos G Roman
David Roman
Jason Romero
Mark Romero
Jason A Roney
Wanda T Ronquillo
Juan A Rosal
Alma Rosales
Arturo A Rosales
Jorge A Rosales
Fernando JRosario
Juan Rosario
Mary Ellen Ruiz
J. Alfredo Ruvalcaba
Natalie Sabin Manrara
Antonio Sacin
Gilbert Saenz
Monica Saenz
Alejandro Javier Saint-Blancard
Rocio V Salas-Lopez
Jason Michael Saldana
Francis J Samalot
Adailo Sanchez
Andrea N Sanchez
David E Sanchez
Gloria Sanchez
Maritza Sanchez
Mauricio Sanchez
Mindy Sanchez
Nicolas Adalio Sanchez
Iliza Sanchez
Jesse E Sandoval
Vera Sandoval
Andres Santamaria
Angel L Santiago
Dimitri Santiago
Jennifer Santiago Rivera
Jose’ G Santiesteban
Yanira Santos
Michael A Saville
Elizabeth Sazo
Rafaela Schwan
Federico Sciammarella
Ann Seki
David Daniel Sequeira
Stephanie Serrano
Amir Shahkarami
Andrea Valdivia Shinn
Tarek Shraibati
Karen Mariela Siles
Jaime R Silva
Lorena Silva
Eunices Simon-Alexander
Michael D. Smith
Policarpio Antonio Soberanis
Anna M Solis
David J Solis
Elizabeth Solis
Saul Solis
Luis Miguel C Soria
Esmeralda Evette Soto
Leonel S Soto
Bryan Edward Michael St
George
Gregory W Stephens
Marcos David Stocco
Carol J Strong
Sonya Sullenberger
Vivian Tanniehill
Aileen ATapia
Isaac ITapia
Tariq Tashfoush
Monica Taysing-Lara
Frendy Tejada
Rendy Tejada
Gustavo E Tellez
Nicolás ATempestini
Graciela Tijerina
Janet Tisnado
Franklin Tomei
Faraon Torres
Omar Torres
Daniel Totong
Justa Trevino
Rudolfo Trevino
John A Urdaneta
Gilberto E Urroz
Angel Uruchima
Gil Valadez
Annamarie Valdez
Eduardo Valdez
Francis Valenchek
Justin Valencia
Juan D Valentin
Carolyn A Vallas
Michael Justin Vallejo
Christopher Valles
Emily Anne Vargas
Garrett Vargas
Sandra J Vargas
Clara Villarreal Varner
Charles TVasquez
Kristi Michele Vasquez
Sarah Vasquez
Brian Vazquez
Madeline Vega
Charles Vela
Gerardo Ivan Velazquez
Ruben Velazquez
Joe V Velez
Miguel Velez-Reyes
David Ventura
Louis P Vera-Portocarrero
Mariana Verdi
Santiago Alejandro Vicente
Alex J Vidaurrazaga
John R Viego
Mario Villacourt
Gabriel CVillarreal
Rahul Parada Vishwanath
Iloylan Wald
Melanie L Weber
Sandi J Wong McKellips
Devan Woods
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Maria S Zack-Cabadas
Jesse Michael Zamarron
Ray Zamora
Emilio F Zegarra
Virmarie J Zengotita

BECOME A LIFETIME MEMBER // SHPE.ORG/MEMBERSHIP
SCHOLARSHPE 2020 PROGRAMS

A TOTAL OF $650,000 IN SCHOLARSHIPS WAS GRANTED TO 175 RECIPIENTS FOR THE 2020-2021 ACADEMIC YEAR

In 2020 we welcomed new corporate sponsors to our ScholarSHPE program. You might have heard of them? We’re talking about the likes of Apple, Spectrum, and Toyota! They join our already impressive list of longtime partners – API, Chevron, Eaton, Intel, John Deere, Lockheed Martin, Northrop Grumman, and Raytheon Technologies. Together they provided more support to our SHPE members than ever before.

A TOTAL OF $650,000 WAS GRANTED TO OVER 175 RECIPIENTS FOR THE 2020-2021 ACADEMIC YEAR

Last year, we introduced our first scholarship fund founded by an individual donor. Miguel Alemañy, chair of SHPE’s Board of Directors, established the Helen Cuesta Scholarship Fund. Named after his mother, it was formed to support extraordinary female students who demonstrate the ability to overcome life’s obstacles. This year it grew 300%, raising over $45,000 and funding 20+ awards through individual donations.

In a year like 2020, our continued commitment to supporting our students financially is firmly in place. These students are the future of STEM. We are proud to give them the monetary support they need—and the educational foundation they deserve.
LATINXFACTOR 2020 PROGRAMS

SHPE SERVED 3,375 CURRENT AND FUTURE HISPANIC STEM LEADERS OVER THE COURSE OF 14 LATINXFACTOR WEBINARS

2020 forced many events to adapt to virtual platforms, but at SHPE, we were ahead of the curve with our latinXfactor program which has been offering free webinars to our members since 2018. Because we were already set-up for online learning, this program only grew as the demand for streaming workshops skyrocketed.

In all, SHPE offered 14 latinXfactor webinars with 3,375 unique views. The topics covered were as diverse as the instructors. They included five IPC (Industry Partnership Council) panelists, four lifetime SHPE members, and three subject matter experts.

THE QUALITY OF OUR CONTENT REMAINED AS HIGH AS EVER WITH 90% OF ATTENDEES FINDING THE MATERIAL DIRECTLY RELATING TO THEIR INTEREST. 73% SAID THEY WOULD RECOMMEND LATINXFACTOR TO A FRIEND OR COLLEAGUE.

We are so pleased that our members never had to experience a gap in their pursuit of STEM excellence. This is what the #SHPEFamilia is all about: giving young Hispanics the tools they need to persist, grow, and thrive – no matter what.
A NEW COLLABORATION WITH SMU-COX SCHOOL OF BUSINESS OFFERED 21 HISPANIC PROFESSIONALS THE OPPORTUNITY TO EARN A CERTIFICATE IN STRATEGIC LEADERSHIP

A year before the COVID-19 pandemic changed everything, SHPE had been hard at work planning a new leadership development program specially curated for our professional and associate members. After a small delay, we launched a new partnership with the SMU-Cox School of Business’ Latino Leadership Initiative (LLI), and in September 2020, we welcomed our first cohort of 21 participants. This collaboration offers a unique leadership development certificate program specifically for Hispanic professionals. For five days, these fellows were immersed in professor-led sessions designed to help students hone their management and strategic skill-sets.

It was a great success. 100% of the attendees strongly agreed that the classes were worthwhile. One participant stated, “[It was] very engaging, bringing all the topics together, so much information packed in.”

“I NOW KNOW HOW TO EFFECTIVELY COMMUNICATE THE UNIQUE VALUE I REPRESENT AND CAN BRING TO MY ORGANIZATION.”

We can’t wait to admit a new cohort in 2021, and continue this incredible, one-of-a-kind opportunity for Latinos in STEM looking to bolster their leadership readiness.
SHPEXCHANGE  2020 PROGRAMS

THIS NEW PROGRAM SUPPORTS AND REINFORCES OUR CORPORATE PARTNERS AS THEY DEVELOP A STRATEGIC MINDSET WITH THEIR ERG PROGRAMS AND LEADERS

In 2020, SHPE was thrilled to take the next step in assisting our business partners and their Hispanic employees. This past summer, we welcomed Dr. Robert Rodriguez to our team as the staff lead for our newest corporate endeavor – SHPExchange.

This program helps organizations establish a strategic operating framework for Employee Resource Groups (ERGs) that are enhancing and supporting the careers of their Hispanic colleagues in STEM.

DR. RODRIGUEZ IS RECOGNIZED AS ONE OF THE TOP 100 MOST INFLUENTIAL LATINOS IN CORPORATE AMERICA, AND IS AN EXPERT IN TALENT MANAGEMENT, SUCCESSION PLANNING AND EXECUTIVE DEVELOPMENT WITH AN EMPHASIS ON ERG OPERATIONS AND DIVERSITY & INCLUSION PLANNING.

We can think of no one better to take our Industry Partnership Council members to the next level.

The SHPExchange is just another example of how SHPE supports the journey of our members holistically – ensuring the very organizations they work for are prepared to properly nurture and utilize their diverse talents!
ESPRESSO SHOTS 2020 PROGRAMS

OUR ESPRESSO SHOT VIDEOS OFFERED PRACTICAL, RELEVANT, AND USEFUL TIPS ON VIRTUAL LEARNING AND WORKING DURING A CHALLENGING TIME

When the pandemic forced academic and professional institutions to move their workforce online, SHPE was quick to respond making sure our members were properly equipped to excel in this “new normal.” We launched Espresso Shots, a series of videos aimed at keeping our Familia motivated and engaged during this new stay-at-home reality.

We offered two series – one for students and one for professionals. Each one was led by a different SHPE staff member and offered little “pick-me-ups” or shots of energy to get us through the day. Topics ranged from helping people achieve that elusive work/life integration to creating a productive home office environment. They were practical, relevant and just plain useful.

THESE LITTLE VIDEOS HAD A GRAND REACH – RACKING UP NEARLY 1,750 VIEWS ON YOUTUBE AND 7,600 VIEWS ON INSTAGRAM.

We are proud of our ability to react and prioritize timely content when our members needed it most. After a year of virtual working and learning, these have remained a popular and meaningful resource for all.

FOR PROFESSIONALS

FOR STUDENTS
SHPE SHAPE 2020 PROGRAMS

SHPE OFFERED VIRTUAL WORKOUTS FOR 5 WEEKS DURING THE MONTH OF MAY TO HELP THE FAMILIA GET INTO SHPE SHAPE!

SHPE entered into uncharted territory in 2020. We’ve always been committed to nurturing the minds of our members, but with national stay-at-home orders due to the pandemic, it became obvious we needed to nurture their bodies as well.

With the help of superstar SHPE member, Jay Flores, we launched #FitFridays – a series of virtual workouts every week during the month of May. Together we stretched, squatted, and sweated our hearts out. We boosted both our mental and physical endurance – a testament to our ability to collectively thrive as a Familia, even in a time of crisis.

THESE VIDEOS GARNERED 3,000+ VIEWS AND DEMONSTRATED THE DEFTNESS AND DIVERSITY OF OUR ORGANIZATION.

There is nothing we can’t overcome. We are resilient indeed!
NATIONAL CONVENTION 2020 EVENTS

FORCED TO REIMAGINE WHAT OUR CONVENTION COULD BE, WE DIDN'T JUST RISE TO THE OCCASION; WE EXCEEDED IT. WE HAD NEARLY 9,000 ATTENDEES AND 240 EXHIBITORS WITH OVER 13,000 JOB INTERVIEWS. WE ASCENDED *AND* TRANSCENDED.
**NILA 2020 EVENTS**

**LEADING LEADERS TAKES A SPECIAL KIND OF CHOPS. NILA HELPS FOSTER THESE EXTRAORDINARY MEMBERS.**

It’s no secret that SHPE’s success is heavily reliant on the commitment and involvement of our regional and chapter leaders. As a result, for the past thirty years, SHPE has used our National Institute for Leadership Advancement (NILA) to build a strong foundation among our ranks across the nation.

In 2020, this fundamental fact was as important as ever, but the format had to adapt to the social distancing standards needed to keep everyone safe. As a staff, we quickly pivoted to a fully virtual NILA. And while there is no substitute for being in a room with almost 200 of our most enthusiastic members proudly shouting their region chant, our online event offered an unexpected benefit.

**THIS YEAR, WE HAD OVER 700 INDIVIDUALS IN ATTENDANCE WHICH INCLUDED 140 PROFESSIONALS AND 621 STUDENTS.**

Compare this to the 183 participants we had in 2019, and we saw a nearly 400% increase!

From August 7 – 9 attendees were immersed in intensive content for 8-hours a day. Lectures given by experts from Honeywell, Accenture, PG&E, Lockheed Martin, BP, Toyota, and ExxonMobil provided high-level insights into critical thinking and global innovation. Breakout sessions offered practical boots-on-the-ground advice and tools to help our leaders recruit, educate, and inspire their members. And Regional Check-Ins gave the local connections and personal interactions our events are known for.

We were still even able to offer an interactive competition, Game On!, which declared a winner each day as well as an overall champion. It was exciting to see how motivated our members were and how they still managed to thrive in these unusual circumstances.
NILA 2020 EVENTS

While we weren’t sure how interactive an online event could be, we were floored with the response!

WITH SPONSORS, PRESENTERS, BOARD MEMBERS, AND SHPE ATTENDEES, WE HAD 939 UNIQUE USERS. WE COUNTED NEARLY 1,200 CHAT MESSAGES AND 770 ATTENDEE NOTES.

We tracked 870 social posts with 6,500 likes and comments. 1,414 responses came from polls and surveys throughout the conference, and 422 sponsor connections were made.

At the end of the three-day conference, 576 leaders were certified. With these numbers, some would say our membership is more prepared, equipped, and ready than ever before to face the challenges ahead. We’re not yet sure what 2021 has in store for us, but we’re now confident whatever it is, our Familia will handle it with resilience and pride!
THE PANDEMIC HAD A BIG IMPACT ON OUR RLDC EVENTS, BUT 3 OF OUR REGIONS WERE STILL ABLE TO GATHER 1,000 MEMBERS FOR LOCAL LEADERSHIP DEVELOPMENT AND TECHNICAL SUPPORT.

Not all of our programs were able to continue in the reality of the pandemic. Some suffered the full brunt of the COVID-19 fallout. This includes most of our Regional Leadership Development Conferences (RLDCs). Unfortunately, four of our RLDC events needed to be canceled due to university and college campus closures. And although we are sad that we were not able to see the fruition of so much hard work, we are still so incredibly grateful for the many hours of blood, sweat, and tears our committees and regional teams put into planning and coordinating. Their efforts are acknowledged and appreciated at the highest levels of our organization!

The good news is that 3 of our 7 regions were able to hold their conferences before the forced shutdown of our educational institutions. Regions 3, 4, and 5 executed their in-person gatherings in Albuquerque, New Mexico, Newark, New Jersey, and Baton Rouge, Louisiana respectively.

COMBINED, THEY BROUGHT NEARLY 1,000 MEMBERS TOGETHER TO STRENGTHEN THEIR LEADERSHIP AND PROFESSIONAL SKILLS.
RLDC 2020 EVENTS

REGION 3 = 135 ATTENDEES
Theme: Scale to Success: Guide Your Community
Hosted by the New Mexico Institute of Mining and Technology and the University of New Mexico
2/27 – 3/1 in Albuquerque, New Mexico

REGION 4 = 610 ATTENDEES
Theme: Ascend to New Heights
Hosted by SHPE New Jersey and New Jersey Institution of Technology
3/5 – 3/7 in Newark, New Jersey

REGION 5 = 246 ATTENDEES
Theme: Reaching New Heights
Hosted by Louisiana State University
2/20 – 2/23 in Baton Rouge, Louisiana

The agendas for these events are impressive. They are a combination of lectures, panels, and breakout sessions that bring the fundamentals of STEM career success to all attendees, wherever they might be on their path. Topics like “The Power of Habit,” “Servant Leadership,” and “Leveraging Your Personal Brand” prepared participants to hone their organizational, managerial, and technical skills. As a collection these sessions, and others like them, fortify strengths and allow SHPE to cultivate the future of our organization.

The year may not have turned out exactly as we hoped, but Region 3’s program intro seems almost prophetic as it states, “By the end of our journey we hope to equip you with the confidence and knowledge to scale obstacles facing you and your community.” 2020 certainly had a litany of obstacles, but with resources like these RDLCs, our Familia is always ready to rise above.
THE EFFECTS OF COVID-19 ON THE WORKPLACE AND JOB MARKET ARE STILL REVERBERATING THROUGHOUT OUR COUNTRY. SHPE WAS QUICK TO RESPOND WITH OUR FIRST EVER STAND-ALONE VIRTUAL CAREER FAIR ON APRIL 18TH ENSURING OUR MEMBERS COULD WEATHER THIS STORM WITH RESILIENCE AND HOPE.

The impact of COVID-19 on the job market was swift and extended. At SHPE we knew we had a responsibility to support our members during this uncertain time. Thus was born our very first stand-alone virtual Career Fair.

The goal of this event was to help not only those actively looking for a job, but give everyone a full understanding of the STEM career landscape in 2020. There were opportunities to explore what jobs were out there, practice networking skills, connect with hiring managers for present and future prospects, and just allow people to take a break from the monotony of quarantine.

Resumes were uploaded to our online portal and reviewed by hiring managers. Then, for four productive hours on Saturday, April 18th, our Career Fair commenced!

Two universities and 14 companies participated. These included some of biggest heavy hitters in the STEM industry such as:

- Clemson University
- Intel Corporation
- Lyft
- Microsoft
- National Geospatial Intelligence Agency
- New York University
- Northrop Grumman
- P&G
- Qualcomm
- Raytheon Technologies
- U.S. Department of Energy
- U.S. Marines
- Whiting-Turner

Attendees were able to sign-up for one-on-one 10-minute text chats with recruiters from these institutions and perform mini-interviews with Q&As.

IN ALL, 873 CANDIDATES MET WITH 79 COMPANY REPRESENTATIVES FOR A TOTAL 1,501 CHATS.

The participating organizations were incredibly impressed with the talent and enthusiasm of our SHPE members. It was a great testament to the preparedness and flexibility of our familia!
# Financials

## Statement of Activities

Fiscal year ends June 30

### Revenue

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<td>Unrestricted</td>
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<tr>
<td>Program services</td>
<td>$7,088,120</td>
<td>$7,703,337</td>
</tr>
<tr>
<td>Contributions</td>
<td>$323,561</td>
<td>$513,211</td>
</tr>
<tr>
<td>Advertising &amp; other services</td>
<td>$184,755</td>
<td>$178,002</td>
</tr>
<tr>
<td>Membership dues &amp; other</td>
<td>$293,482</td>
<td>$329,527</td>
</tr>
<tr>
<td>Net assets released from restriction</td>
<td>$0</td>
<td>$283,826</td>
</tr>
<tr>
<td><strong>Total Support and Revenue</strong></td>
<td><strong>$7,889,918</strong></td>
<td><strong>$9,007,903</strong></td>
</tr>
</tbody>
</table>
## STATEMENT OF ACTIVITIES

Fiscal year ends June 30

### EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2020</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TOTAL</td>
<td>UNRESTRICTED</td>
<td><strong>TEMPORARILY RESTRICTED</strong></td>
<td>TOTAL</td>
</tr>
<tr>
<td><strong>PROGRAM SERVICES</strong></td>
<td>$5,003,976</td>
<td>$5,470,242</td>
<td>-</td>
<td>$5,470,242</td>
</tr>
<tr>
<td><strong>SUPPORTING SERVICES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MANAGEMENT &amp; GENERAL</td>
<td>$2,218,713</td>
<td>$2,112,389</td>
<td>-</td>
<td>$2,112,389</td>
</tr>
<tr>
<td>FUNDRAISING</td>
<td>$453,535</td>
<td>$1,110,038</td>
<td>-</td>
<td>$1,110,038</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORTING SERVICES</strong></td>
<td>$2,672,248</td>
<td>$3,222,427</td>
<td>-</td>
<td>$3,222,427</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>$7,676,224</td>
<td>$8,692,669</td>
<td>$0</td>
<td>$8,692,669</td>
</tr>
</tbody>
</table>

**CHANGE IN NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NET ASSETS, BEGINNING OF YEAR</strong></td>
<td>$2,183,978</td>
<td>$2,138,083</td>
<td>$259,589</td>
</tr>
<tr>
<td><strong>NET ASSETS, END OF YEAR</strong></td>
<td>$2,397,672</td>
<td>$2,453,317</td>
<td>$462,581</td>
</tr>
</tbody>
</table>

*Our temporarily restricted funds refer to scholarship donations and scholarship awards to our members.
FINANCIALS

STATEMENT OF FINANCIAL POSITION
Fiscal year ends June 30

ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash, Cash Equivalents, Investments</td>
<td>$5,235,494</td>
<td>$4,577,071</td>
</tr>
<tr>
<td>Accounts Receivable, Net</td>
<td>$211,973</td>
<td>$232,376</td>
</tr>
<tr>
<td>Prepaid Expenses and Other Current Assets</td>
<td>$74,946</td>
<td>$124,979</td>
</tr>
<tr>
<td>Deposits</td>
<td>$10,130</td>
<td>$10,130</td>
</tr>
<tr>
<td>Property and Equipment, Net</td>
<td>$60,443</td>
<td>$22,760</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$5,592,986</td>
<td>$4,967,316</td>
</tr>
</tbody>
</table>
FINANCIALS

STATEMENT OF FINANCIAL POSITION
Fiscal year ends June 30

LIABILITIES & NET ASSETS

LIABILITIES

<table>
<thead>
<tr>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCOUNTS PAYABLE</td>
<td>$237,455</td>
</tr>
<tr>
<td>ACCRUED EXPENSES AND OTHER LIABILITIES</td>
<td>$298,937</td>
</tr>
<tr>
<td>DEFERRED REVENUE</td>
<td>$2,631,297</td>
</tr>
<tr>
<td>CAPITAL LEASES</td>
<td>$27,625</td>
</tr>
<tr>
<td>LONG TERM LIABILITY - PPP LOAN</td>
<td>$3,195,314</td>
</tr>
</tbody>
</table>

TOTAL LIABILITIES $3,195,314 $2,051,418
## FINANCIALS

### STATEMENT OF FINANCIAL POSITION

Fiscal year ends June 30

### LIABILITIES & NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted Net Assets</td>
<td>$1,538,083</td>
<td>$1,853,317</td>
</tr>
<tr>
<td>Unrestricted Net Assets - Board Designated</td>
<td>$600,000</td>
<td>$600,000</td>
</tr>
<tr>
<td>Unrestricted Net Assets - Total</td>
<td>$2,138,083</td>
<td>$2,453,317</td>
</tr>
<tr>
<td>Temporarily Restricted Net Assets</td>
<td>$259,589</td>
<td>$462,581</td>
</tr>
<tr>
<td><strong>Net Assets - Total</strong></td>
<td><strong>$2,397,672</strong></td>
<td><strong>$2,915,898</strong></td>
</tr>
<tr>
<td>Total Liabilities and Net Assets</td>
<td><strong>$5,592,986</strong></td>
<td><strong>$4,967,316</strong></td>
</tr>
</tbody>
</table>
The Industry Partnership Council (IPC) is composed of national, top-level companies and government agencies that are committed to diversity and inclusion. IPC members align with the SHPE mission by supporting year-round programs, sharing industry perspective, providing resources and development tools, and meeting recruitment and retention strategy goals. Collaboration with the IPC greatly influences SHPE’s program design and execution to better prepare our members for their careers.
2019-2020 INDUSTRY PARTNERSHIP COUNCIL ¡MIL GRACIAS!

WELCOME TO THE NEW IPC MEMBERS FOR 2020-2021
SHPE PHILANTHROPY

TO OUR FAITHFUL SUPPORTERS, THANK YOU!

It is because of the unwavering support and generosity of individuals, corporations, and organizations that SHPE can continue to advance its mission to empower the lives of Hispanic men and women to realize their full potential. We couldn’t do it without you!

If you would like to learn more about SHPE philanthropy, please contact Anabel Evora at anabele@shpe.org.

Donations of $25 or above are reflected below.

ANNUAL FUND DONORS

Miguel Alemany
Emily Allen
Emily Ashbolt
Elizabeth Bartlett
Alejandra Beatty
Daniela Beck
Richard Benfield
Jeremiah Bonewitz
Benjamin Brannon
Sara Calderon
Alexander Campano
Laura Campo
Samuel Castillo
Cynthia Castro
Cynthia Castro
Huoy Chen
Jorge Cisternas
Michele Cordova
Tara Cunningham
Alyssa Damiani
Ruben Del Rosario
Rosa Duenas
Abigail Estrada-Bey
Jeffrey Fisk
Joyce Fletcher
Rodrigo Garcia
John Goodrich
Michael Gutierrez
Nicolyn Hernandez
Chris Hetner
Heath Hofman
Jennifer Izu
Kayra Johnson
Dave Jules
Lori Kahn
June Keller
Diane Kozobolis
Steven Ladavich
Jose Lara
Andrew Mairena
Eva Majercsik
Aaron Martinez
Andrea Martinez
Judith Martinez
Jorge Martinez-Navarrete
Laura Medrano
Arlene Mendoza
Hector Montenegro
Ernesto Morales-Perea
Jorge Moreno
Isaac Naecia
Nichole Neal
Adam Ortega
Adrienne Osborne
Maria Pabon
Kenny Phu
Richard Quiroz
Mario Ramirez
Gabriela Rodriguez
Michael Ruiz
Haileab Samuel
Jesus Sandoval
Valynca Saunders
Adam Tarshis
Favian Villalobos
Jake Zigelman
Anonymous
SHPE PHILANTHROPY

CORPORATE ANNUAL FUND DONORS

Booz | Allen | Hamilton

CLARK
CONSTRUCTION

IRON
MOUNTAIN

CORPORATE ANNUAL FUND MATCHING GIFTS

BOEING

Exelon.

IBM

intel.

Microsoft
SHPE PHILANTHROPY

BRIGHT MINDS

Financial need is the #1 reason why Hispanic students do not complete a bachelor’s degree. Through the Bright Minds ScholarSHPE Campaign, SHPE offers thousands of reasons to ensure their members DO reach graduation—629,000 to be exact. With 170+ scholarships totaling over $629,000 awarded for 2019-2020, SHPE is actively narrowing the gap in the Hispanic STEM education pipeline.

HELEN CUESTA SCHOLARSHIP FUND DONORS

Established in 2019 by SHPE Board Chair Miguel Alemany in honor of his mother, the Helen Cuesta Scholarship Fund recognizes deserving female students in SHPE who have demonstrated an ability to overcome life’s obstacles and who don’t give up. Seventeen women were awarded Helen Cuesta Scholarships in 2020.

Miguel Alemany
Heidy Arriola
Iowany Alfonso
Castiblanco Galvis
German Castillo
Kathleen DuBois
Luis Duque
Julio Grapa
Katia Gutierrez
EE Jimenez
June Keller
Maura Knutson
Edwin Negron
Laura Lara Rodriguez
Mindy Sanchez
Guillermo Silva
Anna Solis
Leonel Soto
Maria Vanegas
SHPE PHILANTHROPY

BRIGHT MINDS

GENERAL SCHOLARSHIP FUND DONORS

Dora Maria Abreu
Emily Allen
James Alstrum-Acevedo
Jean Andino
Jocelyn Argueta
Gabriel Chavez
Jaime Diaz
Kathleen DuBois
Francesca Escoto
Juan Fernandez
William Godoy
Claudia Goggin
Angelica Gomez
Jesus Gomez
Michael Guiracocha
Andres Gutierrez
Carlos Lemus
Theodore Manikas
Kristen Marquez Blacketer
Sean Muir
Joshua Pascoe
Aram Perez
Jorge Ramirez
Peter Rios
Vincent Rodriguez-Ruiz
Raquel Romano
Juan Rosales Fajarso
David Rosenberg
David Rosenberg
Javier Ruiz
Julian Salguero
Walter Salguero
Carlos Sanchez-Lopez
Elizabeth Sazo
Anna Solis
Frank Soto
Eduardo Viera
Andres Vinueza
Sara Warren
Paola Melissa Wisner

CORPORATE SCHOLARSHIP DONORS

Ansys
Apple
Ball
Chevron
Dell Technologies
Google
Intel
Human Energy
Jimenez Family
John Deere
SHPE PHILANTHROPY

ALL-IN RELIEF FUND

In response to COVID-19 and the global pandemic that happened in 2020, SHPE launched the ALL-IN Relief Fund. Understanding that the pandemic created new challenges for all of our members, we established a fund to support those with a demonstrated hardship as a result. Thanks to our donors we were able to support 563 SHPE members through trying times.

ALL-IN RELIEF FUND DONORS

Gladis Aispuro
Miguel Alemany
Emily Allen
Megan Anderson
Faustin Arevalo
Jocelyn Argueta
Nicholas Balderas
William Davis
Kristina DeHerrera
Mario DeLaPaz
Kathleen DuBois
Kathryn Farrago
Sara Faust
Ross Frellick
Julio Grapa
Ana Lazarin
Jennifer Linck
Milton Martinez
Katherine Meza
Joshua Pascoe
Sergio Patino
Miguel Payan
Marie Peterson
Luis Ramirez
Luis Renaud
Karla Rivero Valles
Estrella Rogel
Erika Sanchez Garrido
Esmeralda Sotelo
Raquel Tamez
Louis Terry
Jaime Torres
Iloylan Wald
Michael Wangen

CORPORATE ALL-IN RELIEF FUND DONORS

Ansys
Honeywell
Intel
SAIC
SHPE: LEADING HISPANICS IN STEM

WEST COAST OFFICE
13181 Crossroads Parkway North, Suite 220
City of Industry, CA 91746

EAST COAST OFFICE
700 Pennsylvania Ave SE, Suite 2106
Washington, DC 20003

P: 323.725.3970 | F: 323.725.0316
SHPENATIONAL@SHPE.ORG

FOLLOW US

SHPE, a 501c3 tax-deductible non-profit organization, welcomes your financial contributions in support of its endeavors to support educational enrichment programs for Hispanic students pursuing academic studies in science, technology, engineering and math. Our organization is dependent upon the support of sponsors and donors from industry and private donations. Your tax-deductible donation will assist us in continuing our mission of educational enrichment for the Hispanic community.