

Most Magical Year

2021 ANNUAL REPORT



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.

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.



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.

VISION

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



EDUCATION

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



RESILIENCE

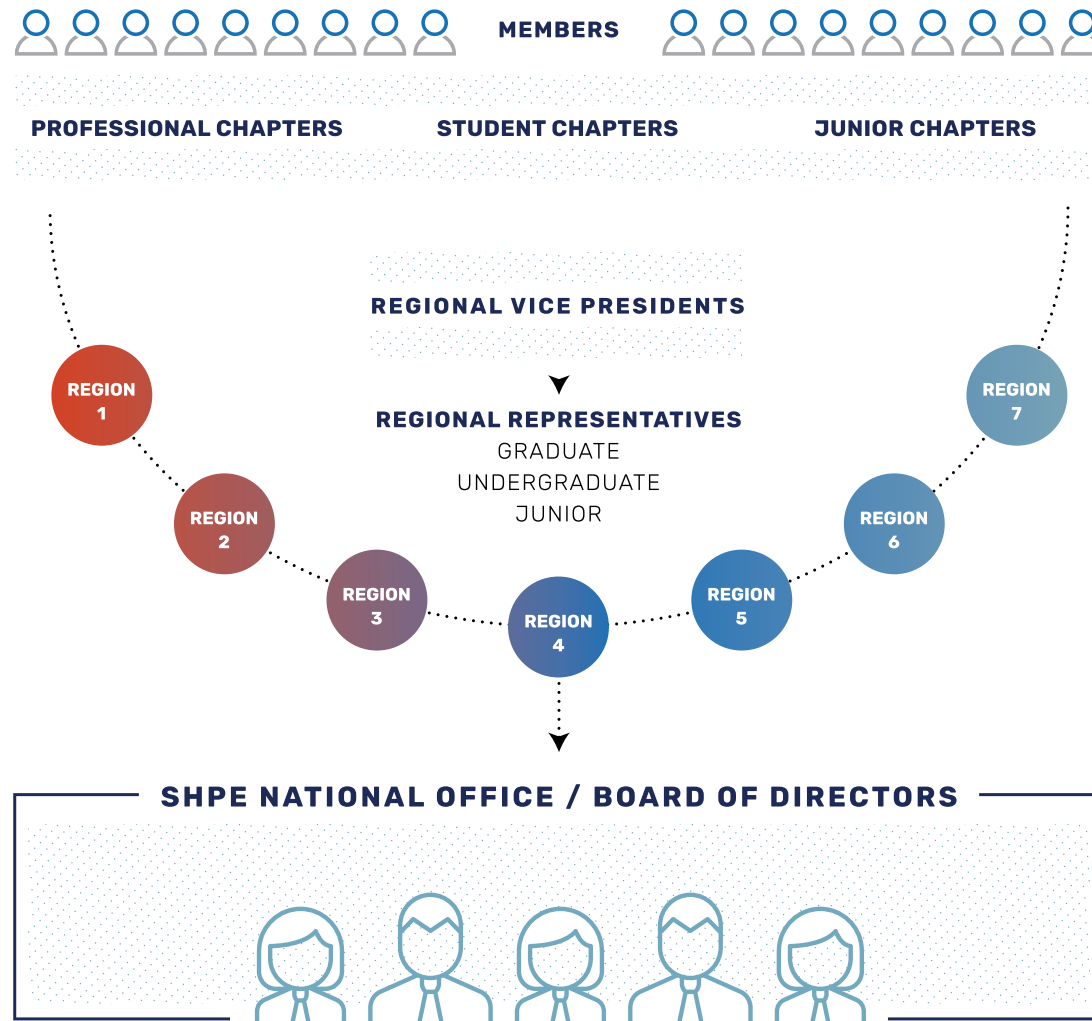
We embrace our diverse cultures and communities, which enable us to adapt, thrive, and persist with optimism.

GOALS

SHPE NATIONAL STRATEGY



ORGANIZATIONAL STRUCTURE OF SHPE



NATIONAL BOARD OF DIRECTORS



MIGUEL ALEMANY
BOARD CHAIR
Procter & Gamble



EMILY ANNE VARGAS
VICE CHAIR
USC



MICHAEL WANGEN
TREASURER
IBM



ADRIANA OCAMPO
SECRETARY
The Boeing Company



EMILY L. ALLEN, PH.D
BOARD MEMBER
California State University, Los Angeles



STEVE BERMUDEZ
BOARD MEMBER
Redline Ventures



JOAQUIN GAMBOA
BOARD MEMBER
Everly Health



WILL DAVIS
BOARD MEMBER
U.S. Government



CHRIS HETNER-NUSSA
BOARD MEMBER
National Association of Corporate Directors



FERNANDO PAZ
BOARD MEMBER
Cox Automotive



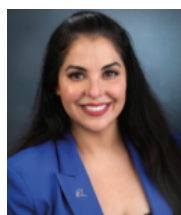
CARISTA RAGAN
BOARD MEMBER
Stackpath



LEO SOTO
BOARD MEMBER
The Boeing Company



NICOLAS TEMPESTINI
BOARD MEMBER
Accenture



MELANIE WEBER
BOARD MEMBER
The Boeing Company



JUAN BANCHS
VICE CHAIR-UNDERGRADUATE
UCLA



KAREN SANTOS
BOARD MEMBER-UNDERGRADUATE
The Ohio State University

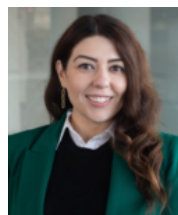
NATIONAL STAFF



DR. CHRIS WILKIE
CHIEF EXECUTIVE
OFFICER



**DR. KIMBERLY
DOUGLAS**
CHIEF RESEARCH
& INNOVATION
OFFICER



**MONIQUE
HERRERA**
CHIEF EXTERNAL
RELATIONS OFFICER



RHONDA MCNEIL
CHIEF
ADMINISTRATION
OFFICER



DR. JOSE SILVA
CHIEF ENGAGEMENT
OFFICER



MARTA ALVAREZ
EXECUTIVE
ASSISTANT TO THE
CEO



ROSA ANGEL
MANAGER,
MARKETING



ALEJANDRA BAEZ
COORDINATOR,
EVENTS LOGISTICS



ELAINE ESTRADA
SPECIALIST,
ACCOUNTS PAYABLE



PRISMA GARCIA
FINANCE
COORDINATOR



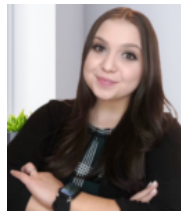
**ESTHER
GONZALEZ**
DIRECTOR,
RESEARCH &
INNOVATION



**LILIANA
GONZALEZ**
MANAGER,
RESEARCH &
INNOVATION



**ENRIQUE
GUZMÁN**
MANAGER,
RESEARCH &
INNOVATION



THERESA HART
COORDINATOR,
EVENTS



**NICOLE
KNODERER, CMP**
SENIOR DIRECTOR,
CONFERENCE AND
EVENTS



MYRIAM LOPEZ
MANAGER,
PARTNERSHIPS
AND EMPLOYER
SERVICES

NATIONAL STAFF CONTINUED



BRIANNE MARTIN
SENIOR MANAGER,
MEMBERSHIP
RELATIONS



**DR. DAYNA
MARTÍNEZ**
MANAGER,
RESEARCH &
INNOVATION



ALEXIS MEDRANO
MANAGER, MEMBER
RELATIONS &
DATABASE SERVICES



**DR. ANA
RODRIGUEZ**
MANAGER, EVENT
PROGRAMMING



JOSUE SANDIGO
DIRECTOR,
INFORMATION
TECHNOLOGY



**ASHLEIGH
TIERNEY**
MANAGER,
RESEARCH &
INNOVATION



AMANDA TOVAR
DIRECTOR, HUMAN
RESOURCES &
CORPORATE
OPERATIONS



ROBERT TOVAR
MANAGER,
RESEARCH &
INNOVATION



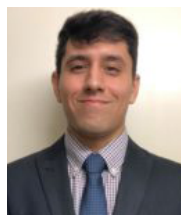
SARA WARREN
DIRECTOR,
SOURCING,
CONTRACTS, &
BOARD OPERATIONS

REGIONAL LEADERSHIP

REGION 1



**CHRISTIAN
BUENROSTRO**
VICE PRESIDENT



**LUIS SOTELO
MARTIN**
GRADUATE
REPRESENTATIVE



LUIS CHAPARRO
STUDENT
REPRESENTATIVE



**ERNESTO ZURITA
RUIZ**
JUNIOR
REPRESENTATIVE

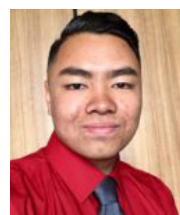
REGION 2



LUPE PEREZ
VICE PRESIDENT



JOHN BERNAL
GRADUATE
REPRESENTATIVE



**JANSON
VILLANUEVA**
STUDENT
REPRESENTATIVE



KENNY LINARES
JUNIOR
REPRESENTATIVE

REGION 3



**GILBERTO SAENZ,
JR.**
VICE PRESIDENT



VALENTINA NINO
GRADUATE
REPRESENTATIVE

REGIONAL LEADERSHIP CONTINUED

REGION 4



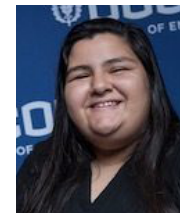
ANTHONY JARA
VICE PRESIDENT



ADRIAN DAVILA
GRADUATE
REPRESENTATIVE

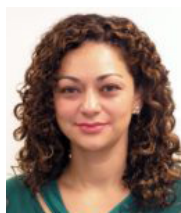


JENNIFER ORTEGA
STUDENT
REPRESENTATIVE



ASHLEY GILLETTE
JUNIOR
REPRESENTATIVE

REGION 5



FRANCIS VALENCHECK
VICE PRESIDENT



CHRISTIAN VALDIVIEZO
GRADUATE
REPRESENTATIVE



ANDREA LASTRA
STUDENT
REPRESENTATIVE



LUISA FLOREZ
JUNIOR
REPRESENTATIVE

REGIONAL LEADERSHIP CONTINUED

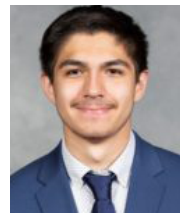
REGION 6



RODRIGO LOPEZ
VICE PRESIDENT



JULIE LORENZO
GRADUATE
REPRESENTATIVE



**ALEXANDER
TORRES-SOTO**
STUDENT
REPRESENTATIVE



GABRIELA MOYA
JUNIOR
REPRESENTATIVE

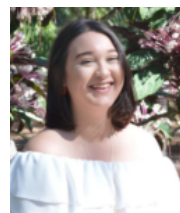
REGION 7



ANDRES VARGAS
VICE PRESIDENT



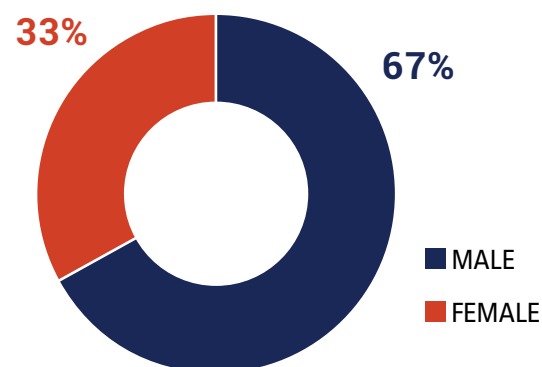
GAVIN GONZALES
GRADUATE
REPRESENTATIVE



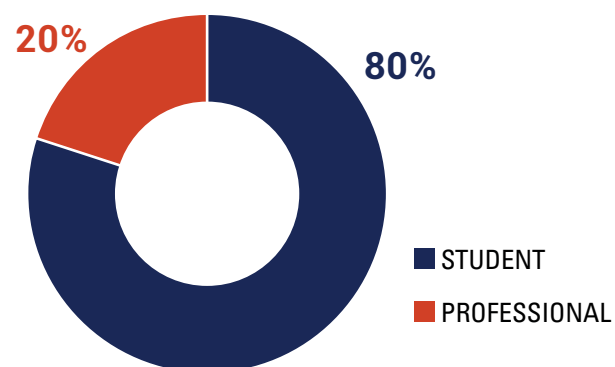
MARIANA AVILA
STUDENT
REPRESENTATIVE

MEMBERSHIP BY THE NUMBERS 2020 – 2021

GENDER



MEMBERSHIP TYPE



10,716

STUDENT
MEMBERS

224

STUDENT
CHAPTERS

2,666

PROFESSIONAL
MEMBERS

62

PROFESSIONAL
CHAPTERS

479

JUNIOR (K-12)
MEMBERS

16

JUNIOR (K-12)
CHAPTERS

13,382

TOTAL
MEMBERS

286

TOTAL ACTIVE
CHAPTERS

MEMBERSHIP BY THE NUMBERS 2020 – 2021

BY REGION

REGION 1 – 13%

Total Members **1,639**
 Student Members **1,007**
 Professional Members **420**
 Junior Members **50**
 Total Chapters **29**
 Student Chapters **19**
 Professional Chapters **9**
 Junior Chapters **1**

REGION 2 – 16%

Total Members **2,033**
 Student Members **1,381**
 Professional Members **363**
 Junior Members **61**
 Total Chapters **39**
 Student Chapters **28**
 Professional Chapters **9**
 Junior Chapters **2**

REGION 3 – 4%

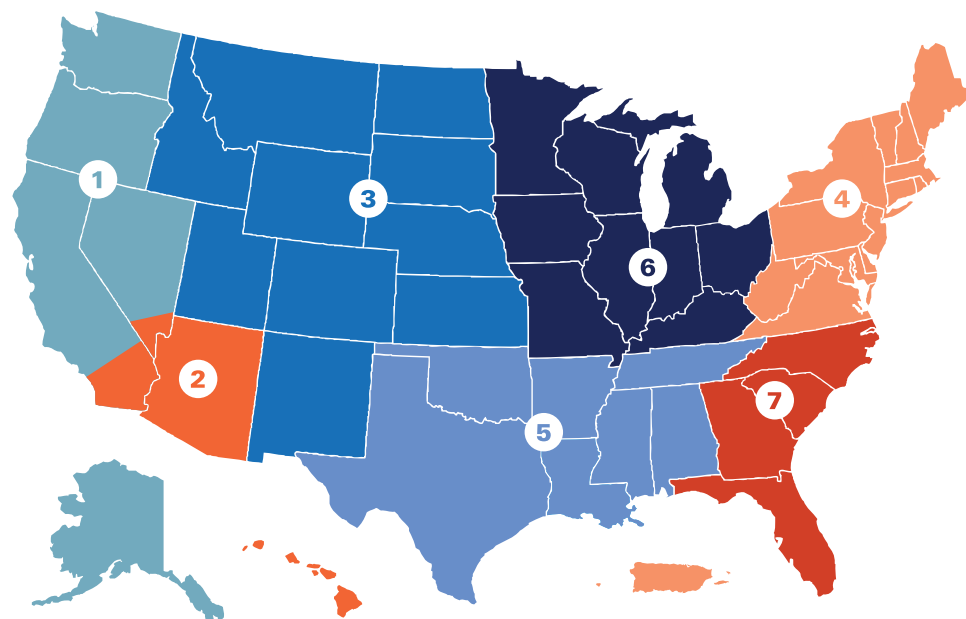
Total Members **507**
 Student Members **383**
 Professional Members **72**
 Junior Members **17**
 Total Chapters **20**
 Student Chapters **16**
 Professional Chapters **3**
 Junior Chapters **1**

REGION 4 – 20%

Total Members **2,513**
 Student Members **1,867**
 Professional Members **274**
 Junior Members **161**
 Total Chapters **67**
 Student Chapters **53**
 Professional Chapters **11**
 Junior Chapters **3**

REGION 5 – 18%

Total Members **2,355**
 Student Members **1,687**
 Professional Members **383**
 Junior Members **87**
 Total Chapters **46**
 Student Chapters **33**
 Professional Chapters **9**
 Junior Chapters **4**



REGION 6 – 13%

Total Members **1,667**
 Student Members **1,068**
 Professional Members **373**
 Junior Members **82**
 Total Chapters **55**
 Student Chapters **37**
 Professional Chapters **14**
 Junior Chapters **4**

REGION 7 – 17%

Total Members **2,152**
 Student Members **1,806**
 Professional Members **162**
 Junior Members **75**
 Total Chapters **30**
 Student Chapters **21**
 Professional Chapters **7**
 Junior Chapters **2**

SHPE CHAPTER AWARDS

SHPE chapters throughout the nation are made up of leading Hispanics in STEM carrying out SHPE's mission and vision. With thousands of volunteer hours, leadership in action, and countless servant leaders, the National Chapter Program recognizes the hard work of the volunteers and the level of excellence at which our chapters operate.

Through twice a year assessment, chapter leaders report their activity, impact, and lessons learned. Based on evaluations of those assessments, SHPE acknowledges chapter excellence through three awards.

2020-2021 NATIONAL CHAPTER AWARDS

National awards are given to chapters for their excellent performance overall for the year. Awards are based on the Chapter Management Template (CMT) submission, chapter report evaluation, chapter's self-nomination, and the strength of the chapter's functions, activities, and events in all the relevant categories. A minimum of 90% (27 of 30 total points) of the points are required for award eligibility.



REGION 1

San Francisco Bay Area
Professional Chapter



REGION 2

Arizona State University
Student Chapter



REGION 2

California State Polytechnic
University, Pomona Student Chapter



REGION 3

Colorado State University, Ft.
Collins Student Chapter



REGION 4

George Mason University
Student Chapter



REGION 5

Rice University Student Chapter



REGION 5

Texas A&M University, College
Station Student Chapter



REGION 6

University of Illinois, Urbana-
Champaign Student Chapter



REGION 6

University of Michigan
Student Chapter

2020-2021 REGIONAL CHAPTER AWARDS

Regional awards are given to chapters for their laudable performance overall for the year. Awards are based on the Chapter Management Template (CMT) submission, chapter report evaluation, chapter's self-nomination, and the strength of the chapter's functions, activities, and events in all the relevant categories. A minimum of 80% (24 of 30 total points) of the points are required for award eligibility.

REGION 1

- Delta Valley Professional
- California Polytechnic State University, San Luis Obispo Student
- California State University, Fresno Student
- Oregon State University Student
- University of Portland Student

REGION 2

- South Bay LA Professional
- California State University, Long Beach Student
- California State University, Los Angeles Student
- Embry-Riddle Aeronautical University Prescott Campus Student
- University of California, San Diego Student
- University of Southern California Student

REGION 4

- Boston University Student

REGION 5

- Houston Professional
- Lockheed Martin Aeronautics Fort Worth Professional
- Texas Bay Area Professional
- University of Houston Student
- University of Texas, Austin Student

REGION 6

- Case Western Reserve University Student
- Illinois Institute of Technology Student
- The Ohio State University Student
- University of Illinois, Chicago Student
- University of Wisconsin, Madison Student
- Wilbur Wright College Student

REGION 7

- University of Central Florida Student
- University of Florida Student
- University of Georgia Student
- University of South Florida Student

2021 BLUE CHIP CHAPTER AWARDS

These awards are given to chapters based on proven performance in the first or second half of the SHPE year as detailed in their chapter reports. A minimum of 80% (12 of the 15 points) of the points per chapter report are required for award eligibility. Chapters are eligible to win this honor twice a year (one with each report submitted) if they meet the requirements.

FALL 2021 BLUE CHIP AWARDS

PROFESSIONAL CHAPTERS

Dallas Fort Worth
Professional Chapter
Delta Valley
Houston Professional
Phoenix
San Francisco Bay Area
SHPE Oregon
South Bay Los Angeles

STUDENT CHAPTERS

Binghamton University
California State Polytechnic
University, Pomona
California State University,
Los Angeles
Carnegie Mellon University
Case Western Reserve
University
Clarkson University
Embry-Riddle Aeronautical
University Prescott Campus

Illinois Institute of Technology
Johns Hopkins University
Ohio State University
Portland State University
Rensselaer Polytechnic
Institute
Rice University
Stevens Institute of Technology
Texas A&M University
The Pennsylvania State
University (Penn State)
The University of Texas

at Austin
The University of Texas
at El Paso
University of Arizona
University of California
Los Angeles
University of California,
Santa Barbara
University of Florida
University of Houston
University of Illinois at
Urbana-Champaign

University of Michigan –
Ann Arbor
University of Minnesota –
Twin Cities
University of North Texas
University of Oklahoma
University of Pittsburgh
University of Southern
California
University of Texas at Arlington
University of Wisconsin –
Madison

FALL 2021 BLUE CHIP AWARD

PROFESSIONAL CHAPTERS

Central Florida
Delta Valley
Houston
Lockheed Martin Aeronautics
Fort Worth
Los Angeles
Phoenix
San Francisco Bay Area
South Bay LA
Texas Bay Area

STUDENT CHAPTERS

Arizona State University
Boston University
California Polytechnic San
Luis Obispo
California State Polytechnic
University, Pomona
California State University of
Long Beach
California State University, Los
Angeles
Case Western Reserve
University
College of the Sequoias

Colorado State University Fort
Collins
Embry-Riddle Aeronautical
University, Prescott
George Mason University
Georgia Institute of Technology
Illinois Institute of Technology
Oregon State University
Purdue University
Rice University
Rutgers University
Southern Methodist University
Texas A&M University,
College Station

The Ohio State University
The University of Texas
at Austin
University of California,
Los Angeles
University of California,
San Diego
University of Central Florida
University of Florida
University of Georgia
University of Houston
University of Illinois at Chicago
University of Illinois at
Urbana-Champaign

University of Michigan at Ann
Arbor
University of Minnesota Twin
Cities
University of Portland
University of South Florida
University of Southern
California
University of Wisconsin
Madison
Wilbur Wright College

772 LIFETIME MEMBERS *FAMILIA FOR LIFE!*

THANK YOU TO THE ELITE GROUP OF 772 LIFETIME MEMBERS WHO HAVE MADE THE COMMITMENT TO SUPPORTING THE MISSION AND GOALS OF SHPE FOR LIFE.

Antonio A Abadia	Christian Aponte	Frank Barragan	Mirkeya Capellan	Christella J Chavez
Leonard Abeyta	Hans Aponte	Elvia Bautista	Jorge L Caraccioli	Gabriel Chavez
Dora Maria Maria Abreu	Marisol Aponte	Alberto Bazan	Domingo Caratachea	Handel A Chavez
Roberto Acosta	Jose G Aragon	Robert beadles	Danny Cardenas	Tony Chavez
Viviana A Acosta	Sergio R Arauz-Cortez	Paloma Beamer	Pedro E Cardenas	Michael Cheung
Alexia Acosta	Justin Jacob Arbaiza	Ismael Becerra-Ramirez	Maria Elena Cardwell	Samira Clark
Deborah Aguiar-Velez	Jennifer Arguello	Moris Behar	Raul A Caretta	Jerry Colon
Gabriel Aguilar	Paul Guillermo Arias	Ausberto E Beltran	Catalina Carlos	Luis Concha
George A Aguirre	Ximena Aristizabal	Priscilla Bustamante Bennett	Ricardo Carlos	Luis Alejandro Conde
Juan M Aguirre	NataliaY Ariza	Jeet Bindra	Ana Angelina Carpenter	Arnold Conner
Marlon A Aguirre	Randy J Arizmendiz	Carlos E Blanco	MarioT Carreon	Felipe Contreras
Veronica VA Alcantara	Kenneth Miguel Armijo	Marjorie N Blanco	Daniel F Carrera	Barry Cordero
John A Aldrete	Nelson Arocho	Elda Bloemendal	Fausto Carrera	Julie V Cordero
Miguel Antonio Alemany	Gilberto Arreola	Leidens Boscan	Henry Amado Carrero	Toni Cordero
Miguel Alemany	Juan Carlos Arrieta	Francis Joseph Botero	Moises Cases	Jorge Corona
Albert C Alfaro	Heidy Arriola	Rosa Bravo	Alex M Casimiro	Adam P Coronado
Emily L Allen	John Arroyave	William M Brenes P.E.	Alexandro Castaneda	Javier S Cortavitarte
Jesus Almaguer	Yajaira Arvelo	Claudia Patricia Brodtkin	Henry David Castaneda	Andrea Ximena Cortes-
Matthew Paul Alonso	Julian Astudillo	Francisco Brown-Muñoz	Hugo Castellanos	Beltran
Daniela Altamirano	Sam M Attaguile	Christian Buenrostro	Elsa M Castillo	Araceli Cortez
Carlos M Alvarez	Adriana Avalos	Luke Anthony Burgan	Steven Castillo	Andres Elias Crespo
George Alvarez	Rene Avendano	Salvador Burgueno	Carlos Castrejon	Honorio Crespo
Andrew Amador	Pete Avila III	Eileen Burstein	Gerald Castro	David Cruz
Bryant Amador	Carlos Aviles	Miguel Angel Cabrera	Alejandro E Catalan	Joaquin Santiago Cadena Cruz
Hiram Amador	David Falcon Ayala	Alejandra E Caceres	Hector Eloy Cavazos	Michael A Cruz
Fabiola Amezcua	Juan Ayala	Jonathan Calva	Fernando A Ceballos	Omar Cruz
Cristina H Amon	Alejandro Badia	Benjamin C Camarena	Alejandro Cedenro	Tizoc Cruz-Gonzalez
Jean M Andino	Juan Bahena	Maria Araceli Campelo	Gabriela E Cepeda-Rizo	Miguel Angel Cuen
Ramiro A Andrade	Jesus Bamford	Susana Campos	Elizabeth Cercado	Robert J Cuneo
Rosa Angel	Gabriel J Banuelos	Trinidad A Campos	Oscar A Ceron	Socorro Cathlyne Curiel
Carlos Anton	Gustavo Barajas	Christine Lori Cano	Victor G Cervantes	Joseph Anthony Curran
Nancy Antunez	Pablo Barcenaz	Cristina Cantero	Victor Hugo Cervantes	David Davila

772 LIFETIME MEMBERS *CONTINUED*

Natalie Davila-Rendon	Linda Estepa	Christian E Garcia	Misael Gonzalez	Ramon M Haynes
Shalyn L Davis	David Estrada	Jose Miguel Garcia	Raul Gonzalez	Aida Gabriela Hernandez
Leo De La Cruz	Jose Luis Estrada	Juan M Garcia	Sylvia R Gonzalez	Alan Hernandez
Jose J De La Pena	Virginia Estrella	Marisol Garcia	Fernando I Gonzalez	Elmer E Hernandez
Leony De La Rosa	Ian Falu	Martha A. Garcia	Mikasobe	Ever I Hernandez
Omar De Leon	Oliver R Fasterling	Rodrigo T Garcia	Davina Renee Gonzalez-	Gabriel Hernandez
J. Eliseo De León	Miriam J Febus	Vanessa Joanel Garcia	Carboni	Jose Moreno Hernandez
Aaron De Los Santos	Arthur Felix	Tom Garibay	Luis O Gonzalez-Mendez	Juan Hernandez
Hector Del Castillo	Ernest V. Felix	Americo Garza	Aurelia Lavette Gooden	Karen Yesenia Hernandez
Antonio Del Real	Samuel Fernandez	Christopher Garza	John Goodrich	Lourdes M Hernandez
Ruben Del Rosario	Serafin Fernandez	Madelline Garza	Jordan Gorrochotegui	Luis A Hernandez
Antonio J Delgado	Ileana I Figueroa	Benjamin C Gerald	Kelly Goulis	Manuel Manny Hernandez
Luis David Delgado	Jose Carlos Figueroa	Fernando Gil	Olivia A Graeve	Nicolyn D Hernandez
Rosa Delgado	Julio Figueroa	Natalie Gil	Gabriel Bernard Grajeda	Brenda E Hernandez Cortazar
Alejandro Diaz	Lizbeth Figueroa	Rebekah Godett	Fernando S Granda	Jose J. Hernandez-Mulero
Alex Diaz	Sarah P Fiol	Claudia M Goggin	Julio Grapa	Claudia M Herrera
Andrea Diaz	Jamie Fitz-Gerald	Diana L Gomez	Joni M Graves	Lazaro Herrera
Fernando Diaz	Lizette Sanchez Flint	Edith Kathleen Gomez	Dianne Grosskopf	Monique Herrera
Jimi Diaz	Benjamin C Flores	Ellis Gomez	Otto Gudiel	Oscar A Herrera
Maria Carolina Diaz	Jay Daniel Flores	Enrique Gomez	Eliseo C Guerrero	Jennifer Maria Herrera
Eduardo A Divo	Jeffrey B Flores	James Michael Gomez	Jasmin Guerrero	(Coronado)
Ryan H Doctor	Jose F Flores	Julian Gonzales	Summer J Guerrero	Maytelin Herrera-Batista
Joseph Dominguez	Nato Flores	Angie Gonzalez	Xenia C Guerrero	Maria Herrera-Bill
Luis Antonio Dominguez	Sol Luis Fontanes	Antonio Jose Gonzalez	Michael S Guiracocha	Andrea Catalina Hidalgo
Alvaro Wayne Donnelly	Ronaldo Foresti	Azael C Gonzalez	Byron M Gutierrez	Mario A Hidalgo
Melissa Villegas Drake	Eugenia A Franco	Benancio J Gonzalez	Dina Renee Gutierrez	Miurka Hidalgo
Nandika Anne DSouza	Julio Gaitan	Cesar A Gonzalez	Michael Edward Gutierrez	Teany Hidalgo
Oscar Dubon	Margo Gaitan	David J Gonzalez	Orlando A Gutierrez	Diana Johnson Hightower
James A Elespuru	Amado V Galaviz III	Grace Madrid Gonzalez	Cuauhtemoc J Gutierrez	Juan P Hinojosa
Carlos L Enllanche	Charles Galindo	Harold Gonzalez	Cesar Guzman	Ruben Hinojosa
Victor Armando Escarate-Cruz	Rolando Gallardo	Ivan Gonzalez	Edwin Guzman	Su-Lieng Ho-Kong
Jr.	Hector M Galvez	Jorge A Gonzalez	Jose A Guzman	Jose Holguin-Veras
Francesca V Escoto	Jimmy A Galvez	Joseph Fernando Gonzalez	Robert C Guzman	Percy Domingo Hurtado
John Escoto	Beatriz Garcia	Manuel Alejandro Gonzalez	Victor M Guzman	Stephanie Hurtado Lonard
Victor M Esparza	Cesar Garcia	Manuel Eduardo Gonzalez	Wendy Haro	Marisela Rocha Iglesias
Carlos Jose Espinal	Charles Garcia	Michael W Gonzalez	Claire Havhow	Javier Irizarry

772 LIFETIME MEMBERS *CONTINUED*

Rolando Irizarry	Lorena Leon	Tomas F Maldonado	Marisa N Medina	Theo Moreno
Deyzi Ixtabalan	Luis R Leon	Jose Luis Mancera	Theresa S Medina	Elio B Morillo
Monique Rene Jackson	David Jaime Lerma	Andrew Manikas	Jesus S Medrano	Miguel O Mota Paulino
Jose Luis Jacobo	Anthony L Leycock	Jesse Marez	Lourdes R Medrano	Ingrid Moulckers
Anthony Jara	Maurice A Light	Ana Maria Marin	Pedro Medrano	Edwin Moure Negron
Diego F Jaramillo	Karla P Lima	Danny M Marin	Jose Manuel Melendez	Javier I Moya
Eugenio Jaramillo	Iliana B. Limon	Mike Marin	Laura C Mendez	Ismaela Muniz
Anthony G Jarvis	Alejandro Lopez	Kristen Elizabeth Marquez	Samantha Mendez	Laura Munos
Michael A Jauregui	Diana B Lopez	Oscar O Marquina	Alfredo Mendoza	Freddermann Anthony Munoz
Annette Jimenez	Heyde E Lopez	Sergio Marrero	Ana Luisa Mendoza	Isaac Munoz
Dencil Jimenez	Homer Lopez	Andres Martin	Gabriel Mendoza	Jairo Munoz
Concepcion Jimenez-	Jaime Lopez	Brianne C Martin	Ismael Mendoza	Jose Maria Munoz
Gonzalez	Johny Anderson Lopez	IrisYareli Martin	Reinaldo Mendoza	Rafael E Munoz
Virginia Marie John	Jose M Lopez	Jason Ortega Martin	Tatiana Mendoza	Brian Keenan Muzas
Maldonado	Katherine Lopez	Dennis A Martinez	Olga L Mendoza-Schrock	Gabriel Najera
Christina Becerra Jones	Liza Lopez	Enrique Alberto Martinez	Luisa Mera	James Narey
Orosco	Maida Lopez	Harim Martinez	Jaime E Merino	Juan Manuel Navarro
Scott David Joseph	Martin M Lopez	Henry Martinez	Bryan Meyer	Julio A. Navarro
Rafael S. Juarez, P.E.	Mike Lopez	Joaquin G Martinez	Jorge Luis Meza	Maggie Navarro
Jessyca Kamel	Nicole Irene Lopez	Jose L Martinez	Juan A Meza	Ricardo Navarro
Silvia Karlsson	Rodrigo Lopez	Jose Luis Martinez	Luis A Miramontes	Andrea Navas Asturias
Marcel Karolys	Lazaro Lopez	Jose de Jesus Martinez	Luis S Miranda	Mike J Nazareth
June E. Keller	Juan L Lopez Marcano	Leticia Martinez	Elias Monreal	Axel S Novion
Noi Keothammakhoun	Isela Lopez-Garibay	Luis J. Martinez	Orlando D Montan	Cristina P Nunez
Matthew Kerner	Jose R Lopez-Ramos	Maritza Martinez	Edward Montenegro	Roberto Alfredo Nunez
David E Kirtley	Anthony Lora	Mina Martinez	Nelson Monterrosa	Ana Maria Nungo
George Nicholas Kousaros	Armando F Luera	Priscilla Martinez	Feliciano Montoya	Adriana S Ocampo
Maria M Larrondo Petrie	David John Lugo	Solomon Martinez	Mario Montoya	Emma Ocampo
Thomas J Laskowski	Brianna Lutes	Zoraida Martinez	Paul F Montoya	Jorge A. Ochoa
Benny E Laureano	PabloT Luzunaris	Alma U Martinez Fallon	Pilar Montoya	Timothy OConner
Juanita Leal	Emir Jose Macari	Alfred Mata	Lupita D Montoya-Jansen	Brian Olds
Kathleen Ledesma	Jesse R Macias	Jose Luis Matos	Daniel E Morales	Daniel Luciano Olivares
Salvador Ledesma	Larry D Madrid	Ligia Matousek	Rosa Edith Morales	Andrew Esteban Olson
Omar Ledezma	Andrew Mairena	Brian Mazzeo	Jeremy Morales Madrigal	Moyano
Marco Legoas	David Maldonado	Jason McKenna	MonicaT Morales, PE, ENV SP	Steven M O'Neill
Edgar Omar Leon	Miquel Angel Maldonado	Gustavo Medina	Jessica S Moreno	Cordelia Ontiveros

772 LIFETIME MEMBERS *CONTINUED*

Douglas Orellana	Bartholomew Perez	Arianna Flores Raymundo	Raymond Lupe Rodriguez	Gloria Sanchez
Diana E Ortega	Guadalupe Perez	Renato John Recio	Ricardo J Rodriguez	Maritza Sanchez
Diorka Ortega	Miguel Perez	Elaine Louise Reeves	Robert Rodriguez	Mauricio Sanchez
Enoch D Ortega	Paul Perez	Santiago Remersaro	Roddy Rodriguez	Mindy Sanchez
Miguel Ortega	Yamille X Perez	Linda Renteria	Sara Rodriguez	Nicolas Adalio Sanchez
Jennifer Ortiz	Ana S Perez Dominguez	Dina Requena	Vincent Rodriguez-Ruiz	Taliza Sanchez
Neftali Ortiz	Jesille Perez Rivera	Mariela Resendez	Priscilla Rojas-Ventura	Adriana Sandoval
Patricia Ortiz	Ramon Leonardo Picado	Juan Jose Reyes	Carlos G Roman	Jesse E Sandoval
Belix M Ortiz Ditren	Denny Pichardo	Maria Magdalena Reyes	David Roman	Vera Sandoval
Luis M Otero	Mauricio Pincheira	Marisa Reyes	Jason Romero	Andres Santamaria
Walter H Ott	Napoleon Pinos	Marisela Reyes	Mark Romero	Steven Santana
Diana Ovidia	Aaron Luis Pintado	Jose Jhamil Reynolds	Jason A Roney	Angel L Santiago
Cesar F Ovalles	Brandi Pitta	Nora Elda Rincon	Wanda T Ronquillo	Dimitri Santiago
Hernando Ovies	Erick Ponce	Gabriel Alfonso Rincon-Mora	Juan A Rosal	Jennifer Santiago Rivera
Jose A Padrino	Yuliana E Porras	Jeffrey N Rios	Alma Rosales	Jose' G Santiesteban
William Gabriel Pagan	Zenia M Portillo	Peter Daniel Rios	Arturo A Rosales	Yanira Santos
Luis A Palacio	Daniel Pradel	Isela Rivera	Jorge A Rosales	Michael A Saville
Sean Palacio	Stephanie Virginia Prado	Jose E Rivera	Fernando J Rosario	Elizabeth Sazo
Elda M Palma	Monica M Quaresma	Jose Orlando Rivera	Juan Rosario	Rafaela Schwan
Hugo Pardo Garcia	Carlos R Quiles	Lizzette Rivera	Juan Eduardo Rubio	Federico Sciammarella
Laura B Parr	Yuri Quintana	George F Rivero	Javier Ruiz	Ann Seki
Daniel M Parra	Edward Quiroz	Irene H Roberts	Mary Ellen Ruiz	David Daniel Sequeira
Sergio Ivan Patino	Amanda Ramirez	Carrie Robinson	Robert Ruiz	Hector Serrano
Lenin Paulino	Axel Ramirez	Mariela Robledo	J. Alfredo Ruvalcaba	Stephanie Serrano
Amanda Elyse Pena	Jorge Ramirez	Antonina Robles	Natalie Sabin Manrara	Amir Shahkarami
Julio Alexander Pena	Jose J Ramirez	Luis Robles	Antonio Sacin	Andrea Valdivia Shinn
Samuel Pena	Kristina M Ramirez	Monica M Rodas	Gilbert Saenz	Tarek Shraibati
Scott Pena	Naomi Ramirez	Artie Rodriguez	Monica Saenz	Daniel Sierra
Richard A Perales	Osvaldo ramirez	David Rodriguez	Alejandro Javier Saint-Blancard	Karen Mariela Siles
Maria Peralta	Ulises Ramirez	John Rodriguez	Rocio V Salas-Lopez	Jaime R Silva
Steven A Peralta	Crystal E Ramon	Jorge Rodriguez	Jason Michael Saldana	Lorena Silva
Joana L Perdomo	Armando Ramos	Jorge Rodriguez	Francis J Samalot	Eunices Simon-Alexander
Adriana Alexandra Perdomo-Pico	Diana Ramos	Juan Carlos Rodriguez	Adalio Sanchez	Michael D. Smith
Aram Perez	Shakira Aida Ramos Crespo	Kevin M Rodriguez	Andrea N Sanchez	Policarpio Antonio Soberanis
Arturo J Perez	Laura Rangel	Marie Rodriguez	David E Sanchez	Anna M Solis
	Leilani Rangel	Mauro Rodriguez		David Solis

772 LIFETIME MEMBERS *CONTINUED*

Elizabeth Solis
Saul Solis
Luis Miguel C Soria
Luis Enrique Sotelo Martin
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 Aime Tapia
Isaac I Tapia
Tariq Tashtoush
Daniel Taveras

Monica Taysing-Lara
Frendy Tejada
Rendy Tejada
Gustavo E Tellez
Nicolas A Tempestini
Ana Tharp
Graciela Tijerina
Janet Tisnado
Franklin Tomei
Faraón Torres
Omar Torres
Daniel Totong
Justa Trevino
Rudolfo Trevino
Catherine Treviño
John A Urdaneta
Gilberto E Urroz

Angel Uruchima
Gil Valadez
Annamarie Valdez
Eduardo Valdez
Francis Valencheck
Justin Valencia
Juan D Valentin
Carolyn A Vallas
Michael Justin Vallejo
Christopher Valles
Emily Anne Vargas
Garrett Vargas
Jesus M Vargas
Sandra I Vargas
Clara Villarreal Varner
Charles T Vasquez
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
Maria D Vetencourt
Santiago Alejandro Vicente
Alex J Vidaurrazaga
John R Viego
Mario Villacourt
Carmen Villafane

Gabriel C Villarreal
Rahul Parada Vishwanath
Iloylan Wald
Melanie L Weber
Chris Wilkie
Sandi J Wong McKellips
Devan Woods
Alex MYupanqui
Edgar Yzquierdo
Maria S Zack-Cabadas
Jesse Michael Zamarron
Ray Zamora
Emilio F Zegarra
Virmarie J Zengotita
Juan Antonio Zepeda
Edwin F Zhingri

EQUIPANDO PADRES 2021 PROGRAMS

SHPE CREATED THIS PROGRAM TO PROVIDE PARENTS OF FIRST-GENERATION-TO-COLLEGE AND LOW SES HISPANIC STUDENTS THE KNOWLEDGE AND TOOLS TO BETTER SUPPORT THEIR CHILDREN EARNING ENGINEERING DEGREES.

Another new program founded in 2021 is Equipando Padres. At SHPE, we know that family support is one of the most important keys for success in STEM. We created this program to provide parents of first-generation-to-college and low SES Hispanic students the knowledge and tools to better support their children earning engineering degrees.

An Advisory Board was established to help direct the implementation. The organizations participating include AISES, DISCOVER, HACU, LAPPS, LULAC, NAF, Raytheon Technologies, the STEM Education Coalition, and SHPE. Together, we conducted extensive background research, which we will publish at the ASEE Annual Conference Proceedings in June 2022.



**EQUIPANDO
PADRES**
APOYA EL ÉXITO DE TU ESTUDIANTE

INTERNSHPE 2021 PROGRAMS

INTERNSHPE CONNECTS SHPE WITH A CORPORATE PARTNER TO BUILD BRAND AWARENESS FOR MEMBERS THROUGH VARIOUS EVENTS AND SPECIALLY TAILORED SUPPORT

We were thrilled to introduce a new and exciting offering to our members this past year. Launched in summer of 2021, InternSHPE connects SHPE with a corporate partner to build brand awareness for members through various events and specially tailored support.

Among the customized services offered are facilitated virtual networking and community building events for interns before, during, and after their internships; organized pre-internship experiences to integrate interns into the company culture; and coordinated co-learning programs related to project management and finances. All are geared toward ensuring our members' short and long term success in their STEM careers.

Longtime IPC member, Raytheon Technologies, stepped-up to help us pilot this program for the summer, and then Medtronic took over in the fall. At least 171 SHPE members attended one of the 8 early career panels, and nearly 200 applications were received for internships.

In the case of Medtronic, 35 internship offers were accepted which increased Hispanic intern representation by over 300% from the prior year! And of these interns, 40% were female, and 68% were first-generation college students. With results like these, InternSHPE is proving to be one of our most successful, mission-focused programs.



8

early career panels held

200

internship applications received

LATINXFACTOR 2021 PROGRAMS

SHPE CONTINUED TO MEET THE DEMAND FOR RELEVANT, TOPICAL VIRTUAL LEARNING OPPORTUNITIES WITH 15 LATINXFACTOR WEBINARS OFFERED LAST YEAR

Virtual learning opportunities were still the norm in 2021, and our latinXfactor™ webinars stayed as relevant and in-demand as ever. This program has been offering free online classes to our members since 2018, and it won't be slowing down anytime soon.

This year, latinXfactor™ evolved to include both Sharpening Your Professional Edge and newly added Partnership Dedicated Program. The former program stayed focused on professional development and career readiness designed to help participants make the difficult transition from student to an early career professional.

The latter offering, Partnership Dedicated Program, focused on highlighting the culture, climate, trending topics, and career opportunities available for participants. Of the 13 total webinars, 3 were Partnership Dedicated webinars. These were grouped into two- or three-part series in order to provide members depth of knowledge and understanding. The topics covered included Diversity & Inclusion, Financial Literacy, Entrepreneurial Mindsets, Cyber Security and Latinas in STEM.

There were also five featured webinars from our industry partners to prepare our members for interviews at the National Convention.



15

latinXfactor webinars offered

3

Partnership Dedicated webinars

MENTORSHPE 2021 PROGRAMS

MENTORSHPE IS ONE OF OUR LONGEST RUNNING AND MOST IMPACTFUL PROGRAMS. HERE, WE COORDINATE ONE-TO-ONE MENTORING RELATIONSHIPS THAT SUPPORT PERSONAL AND PROFESSIONAL DEVELOPMENT

MentorSHPE is one of our longest running and most impactful programs. Here, we coordinate one-to-one mentoring relationships that support personal and professional development. It is designed to expand networks, allow participants to gain new knowledge and insights, and build new skills for both mentors and mentees.

In 2021 we launched on an online platform, Chronus, to help facilitate these connections with greater ease, and log interactions for our own internal tracking. A total of 74 mentors and 151 mentees signed up, inputting a total of 885 activities including meetings, messages, and assigned tasks.

The feedback has been phenomenal! 100% of mentees reported achieving all or some of their set goals, and they reported improvement in the areas of being first-generation in college, authenticity, and networking.

MentorSHPE has proven to be even more crucial during the pandemic. As one SHPE mentee puts it, "During the pandemic, I lost motivation and got side-tracked looking for jobs. Having a mentor to guide me has motivated me to continue to look for opportunities... A professional who is also Hispanic knows and can relate to my own hurdles and struggles as a first generation Latina student."



74
mentors

151
mentees

885
activities

NOCHE DE CIENCIAS 2021 PROGRAMS

NOCHE DE CIENCIAS IS BACK AND BETTER THAN EVER. THIS PROGRAM AIMS TO ENGAGE AND INSPIRE HISPANIC YOUTH (AND THEIR PARENTS) TO PURSUE STEM DEGREES AND CAREERS

Noche de Ciencias is back and better than ever. This program aims to engage and inspire Hispanic youth (and their parents) to pursue STEM degrees and careers. Events are delivered by chapters, regions, or centrally coordinated by SHPE staff, and may be hosted at the target school, community venue, or virtually. This program is structured to achieve three core objectives:

- 1. Increasing STEM awareness**
- 2. Increasing STEM self-efficacy**
- 3. Increasing STEM identity**

In spring of 2021, three of these events were held virtually across our Western, Central, and Eastern regions. A total of 234 students participated and learned about the profound possibilities of STEM as their future. SHPE also funded three chapter events in 2021 supporting an additional 294 students, 55 parents, and 18 educators.

In September, Noche de Ciencias partnered with Facebook's Beats Unlocked attracting online participation nationwide. Marlon Richardson from Hip Hop for Change emceed the event, and Erika Jiménez, Ed Mod Lead from Meta (FKA Facebook), was the featured speaker. 85 students and 89 parents participated and the seeds of STEM were planted among our next generation of the SHPE Familia.



613

participants

144

parents

SCHOLARSHPE 2021 PROGRAMS

A TOTAL OF OVER \$1,300,000 IN SCHOLARSHIPS WAS GRANTED TO OVER 200 RECIPIENTS FOR THE 2021-2022 ACADEMIC YEAR

In 2021 we welcomed new corporate sponsors to our ScholarSHPE program. These include major industry players such as 3M, Avangrid, Berkshire Hathaway Energy, Stanley, Black, & Decker, Triumph Group, among others. They join our already impressive list of longtime partners, which include – API, Apple, Chevron, Eaton, Intel, Lockheed Martin, Northrop Grumman, Spectrum, Toyota, and Raytheon Technologies. Together they provided more support to our SHPE members than ever before. A total of \$1.3M+ was granted to over 200 recipients for the 2021-2022 academic year.

A TOTAL OF \$1,300,000 WAS GRANTED TO OVER 200 RECIPIENTS

Our ScholarSHPE program also welcomed its first endowment this year. Board Members, Dr. Emily Allen, Will Davis, and Diana Gomez, established the Pride Scholarship to make a difference for those who find themselves at the intersection of LGBTQ and Hispanic identities. “This is a chance to support a community of students within SHPE that are dear to my heart, are often marginalized, but deserve to be recognized and celebrated,” said Dr. Emily Allen. The fund has already raised over \$5,000 in additional contributions from individual members.

Since 2019, the Helen Cuesta Fund has supported female students who demonstrate the ability to overcome life’s obstacles. This year, National Convention committee member, Juan Valentin

from the USPTO SHPE Chapter, launched a creative “Telenovela” fundraiser, and raised over \$5,000 specifically for this cause.

We also launched a Financial Literacy course for ScholarSHPE winners. All recipients were required to complete 10 fiscally focused courses that included topics such as budgeting, student loan repayment, and retirement planning. Over 150 SHPE scholars have completed this training so far, improving the financial well being of our SHPE Familia and greater Hispanic community.

In a year like 2021, our continued commitment to supporting our students financially is firmly in place. We are so thankful for the collective and individual efforts that raised money for ScholarSHPE. These beneficiaries are the future of STEM. We are proud to continue to give them the monetary support they need—and the educational foundation they deserve.



\$1,300,000+
in scholarships granted

200+
recipients

SHPE PASSPORT TO... 2021 PROGRAMS

IN PARTNERSHIP WITH AN INDUSTRY LEADER, WE PROVIDE INSIGHTS INTO CAREER OPTIONS FOR THOSE WHO HAVE EARNED OR ARE WORKING ON AN ADVANCED DEGREE

Here at SHPE, we are always looking for new, impactful ways to support our graduate members. To this end, we started the “SHPE Passport to...” webinar series. In partnership with an industry leader, we provide insights into career options for those who have earned or are working on an advanced degree.

The first installment was brought by Dow and SHPE’s National Graduate Committee and called “Passport to Dow.” Over the course of 3 months, four webinars covered the kinds of jobs available to Hispanics with an advanced degree in STEM, as well as specific opportunities with Dow. A total of 77 attendees, representing 29 different institutions, joined. In the end, \$4,600 in incentives were given to participants of the program to assist them in attending the 2021 National Convention. All in all, it was a very beneficial and meaningful endeavor, as seen in this message from Dow, Inc.

“We would like to thank the participants who attended the “Passport to Dow” program. This series of events was meant to give participants an inside perspective of what a career in industry looks like and to provide helpful information to making more informed decisions along their career journeys. Along the way, we hoped that you all got some insight into the culture of Team Dow and the diverse people, jobs, and technologies that the company takes great pride in showcasing. The panelists and speakers from Dow were impressed with the professionalism and interactive nature of the discussions and wish you all the best as you pursue your graduate degrees. Thank you!”

Based on the success of this series, a new installment will be offered in 2022 called, “Passport to M.A.D. (My Advanced Degree) Careers.”

4

webinars

77

attendees

\$4,600

given to help participants attend the 2021 National Convention



#SHPEREADS: GRADS EDITION 2021 PROGRAMS

#SHPEREADS IS AN INAUGURAL PROGRAM THAT CAME TO BE AS A RESULT OF ONGOING SOCIAL DISTANCING, IRREGULAR IN-PERSON ACADEMICS, AND CONTINUED FEELINGS OF ISOLATION.

#SHPEReads is an inaugural program that came to be as a result of ongoing social distancing, irregular in-person academics, and continued feelings of isolation. Looking for additional ways to virtually connect and educate our members, we started a “book club” of sorts.

#SHPEReads places students into an online community to discuss literature, whether it be books, articles, or essays. Topics are selected to address critical issues facing the participants, and a discussion is led by authors or facilitated by volunteer leaders. Participants learn from both the content and each other.

In November 2021, we unveiled #SHPEReads: GRADS (GRaduate & Advanced Degree Students) Edition. Attended by 81 SHPE members, the first meeting discussed the paper “Survival Skills for Graduate School and Beyond,” and author Dr. Michael Zigmond led a 90-minute conversation around what it takes to make it through the challenges of graduate work.



81

kickoff meeting attendees

2021 NATIONAL CONVENTION 2021 PROGRAMS

WE ALL HAD THE MOST MAGICAL TIME IN ORLANDO COMING TOGETHER IN PERSON TO CELEBRATE SHPE, OUR MEMBERS, AND OUR STAR AWARD WINNERS.

November 2021 brought about the most magical time of the year for SHPE. From November 10 – 14, we saw our mission blossom in a way we'd never seen before.

After going completely virtual in 2020, SHPE leadership carefully considered how to handle our 2021 Convention with the safety of our membership in the forefront of our minds. We were optimistic that the timing of our gathering would give our attendees ample time to access vaccines and track efficacy rates across our nation. And as our event date neared, we felt comfortable moving forward with an in-person Convention, keeping strict COVID Safety Protocols and partially virtual options in place.

So, on November 10th, the Orlando Convention Center opened its doors to nearly 5,500 members of the Familia. It was a joyous reunion, to say the least. Although masks were everywhere, and chairs were arranged in compliance with social distancing standards, it was the life-changing and industry-shaking experience we've come to expect.

Of course there were some notable changes and additions. There was a new agenda flow with the Career Fair occurring on Thursday and Friday. Each day required morning reservations to enter the Exhibit Hall in order to keep capacity down and support a safer environment for all. We also held a Virtual Career Fair for those companies and students who felt more comfortable

interacting in that manner, giving everyone a fair chance at career advancement and access to top Hispanic STEM talent.

The Pre-College tracks for high school students, parents, and STEM educators stayed completely virtual. And the Competitions were also virtually held leading up to Convention. However, the winners were announced onsite in a new Awards Ceremony to provide a popper in-person celebration.

As far as new offerings go, a Lifetime Member Lounge was sponsored for the first time ever. And the inaugural Professional Hospitality Suite gave our Professional members a chance to meet recruiters looking for a casual networking opportunity.

Our General Session included an inspiring keynote from 4-time Olympian, Ruben Gonzalez. And, in another first, we ended the Convention with a closing celebration, Una Noche Encantada, that saw the dance floor hopping all night long.

While some things were certainly different, in all the important ways, the Convention was exactly the same. It was a magical gathering of the Familia – bridging the gap between Hispanics and STEM one student, one session, one award at a time.

2021 NATIONAL CONVENTION 2021 PROGRAMS

WE ALL HAD THE MOST MAGICAL TIME IN ORLANDO COMING TOGETHER IN PERSON TO CELEBRATE SHPE, OUR MEMBERS, AND OUR STAR AWARD WINNERS.



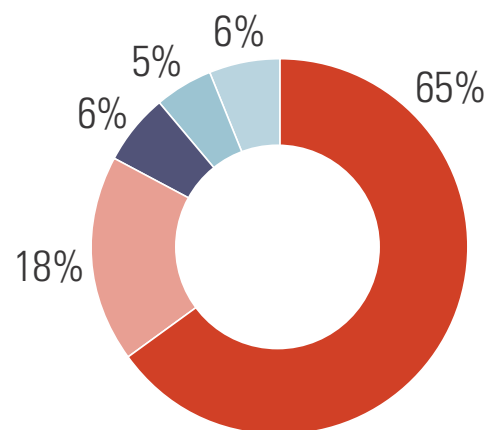
2021 NATIONAL CONVENTION 2021 PROGRAMS

ATTENDEE DEMOGRAPHICS

IN-PERSON CONVENTION

ATTENDEES

5,380

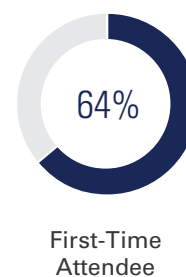
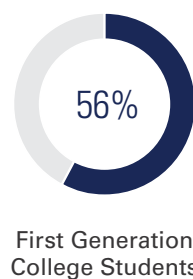
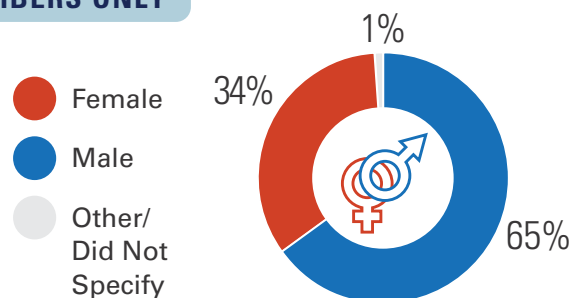


BY TYPE

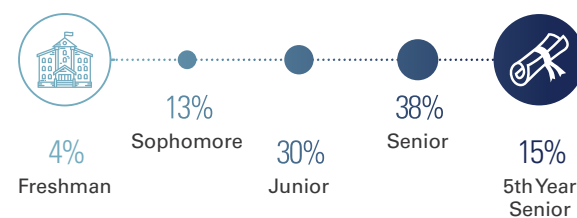
- Undergraduate Members
- Exhibitors/Sponsors*
- Graduates
- Professional Members
- Other (Leadership, Staff, Committee, Vendors)

* Includes SHPE members who recruit during the event

MEMBERS ONLY



YEAR IN SCHOOL

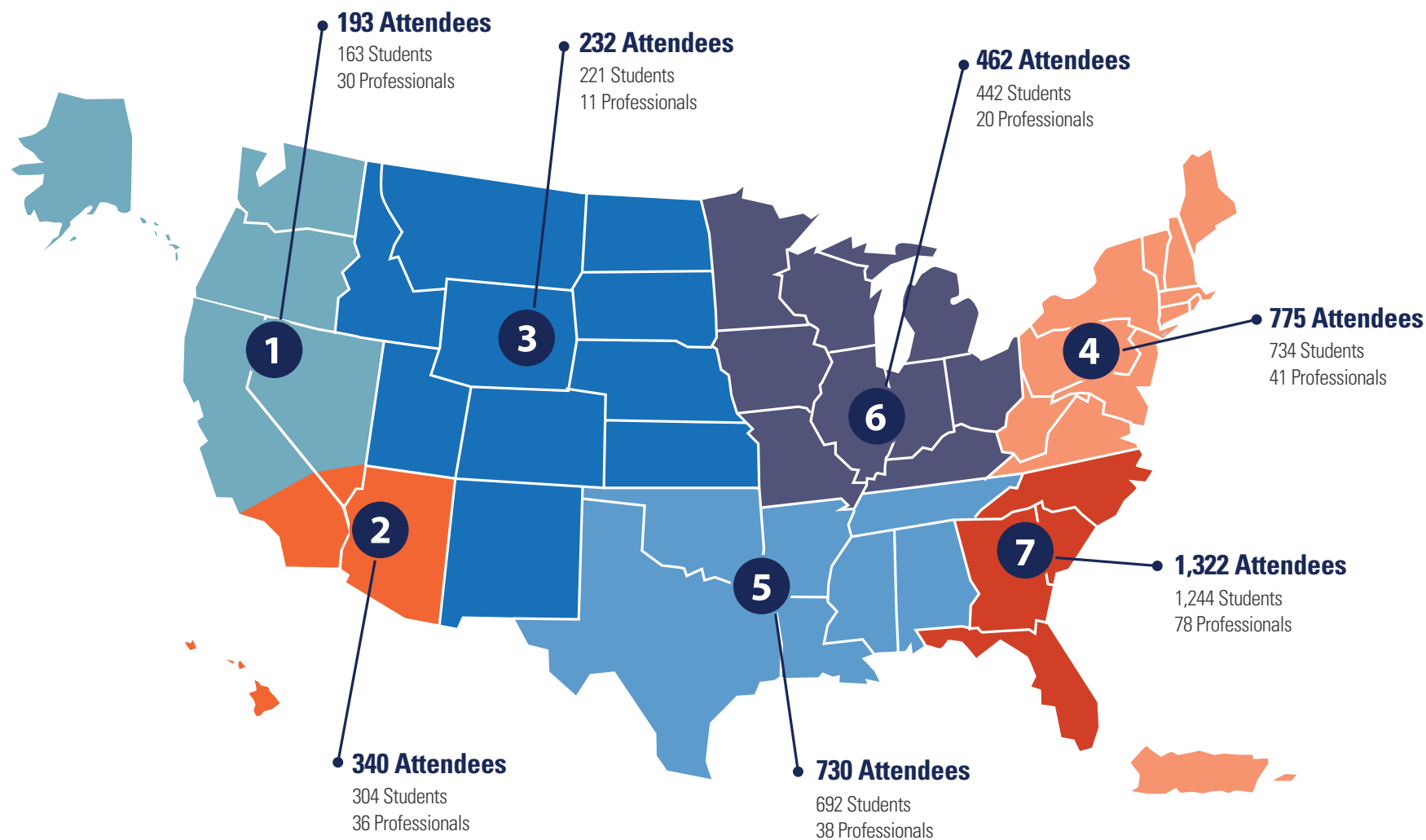


2021 NATIONAL CONVENTION 2021 PROGRAMS

ATTENDEE DEMOGRAPHICS

IN-PERSON CONVENTION

MEMBERS ATTENDING BY REGION

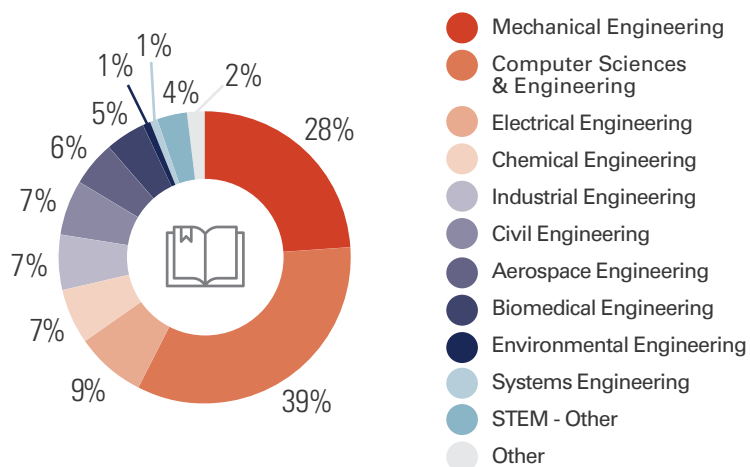


2021 NATIONAL CONVENTION 2021 PROGRAMS

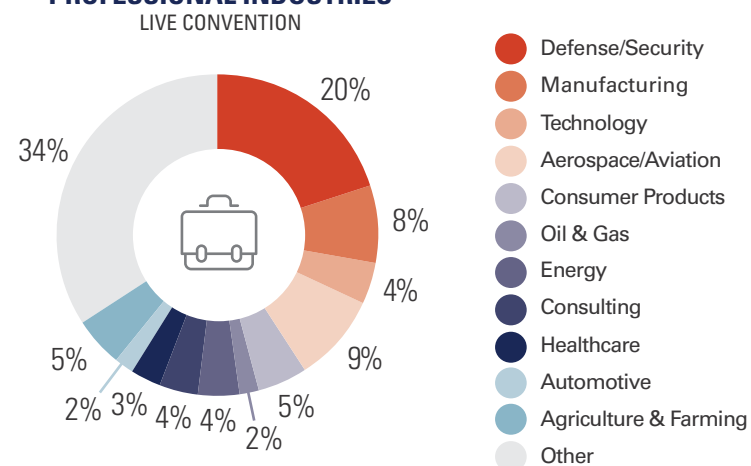
ATTENDEE DEMOGRAPHICS

IN-PERSON CONVENTION

UNDERGRADUATE MAJORS LIVE CONVENTION



PROFESSIONAL INDUSTRIES LIVE CONVENTION



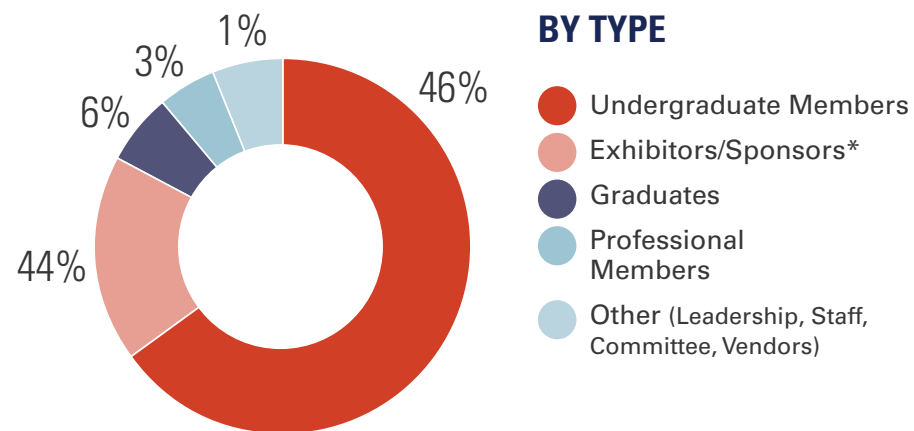
2021 NATIONAL CONVENTION 2021 PROGRAMS

ATTENDEE DEMOGRAPHICS

VIRTUAL CAREER FAIR

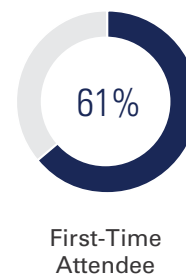
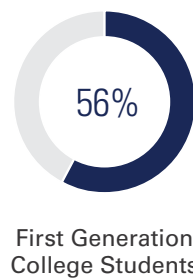
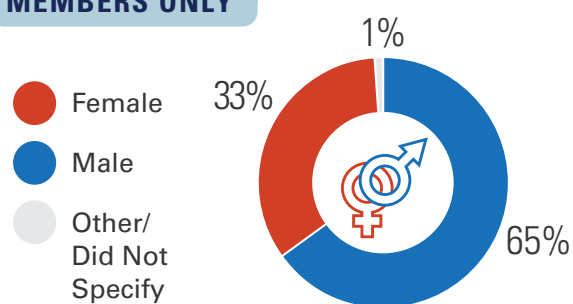
ATTENDEES

4,150

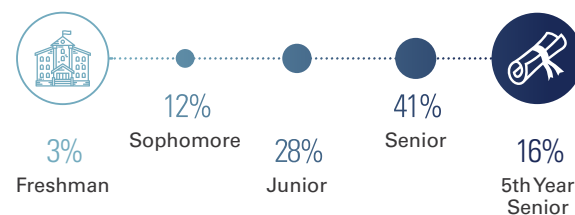


* Includes SHPE members who recruit during the event

MEMBERS ONLY



YEAR IN SCHOOL

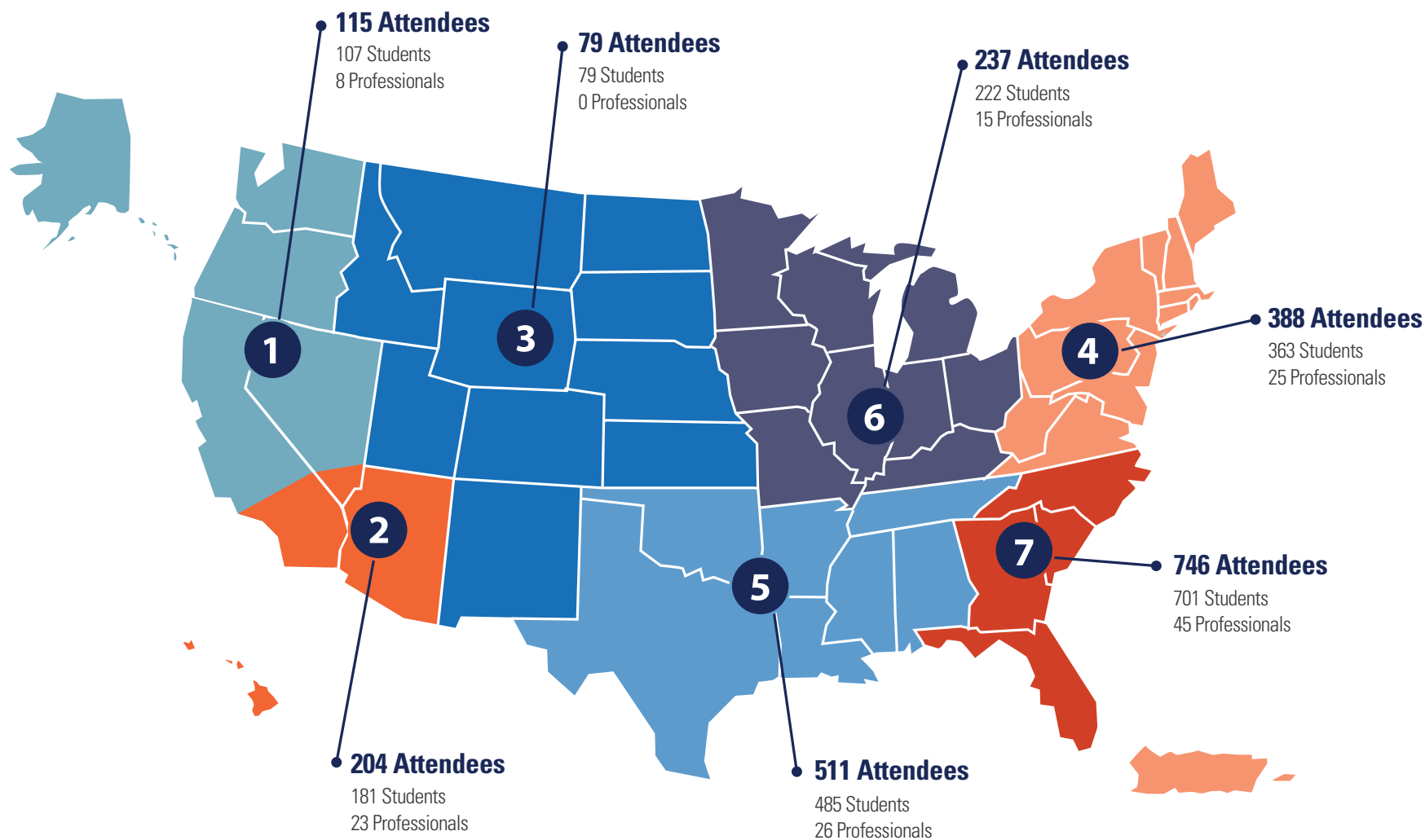


2021 NATIONAL CONVENTION 2021 PROGRAMS

ATTENDEE DEMOGRAPHICS

VIRTUAL CAREER FAIR

MEMBERS ATTENDING BY REGION

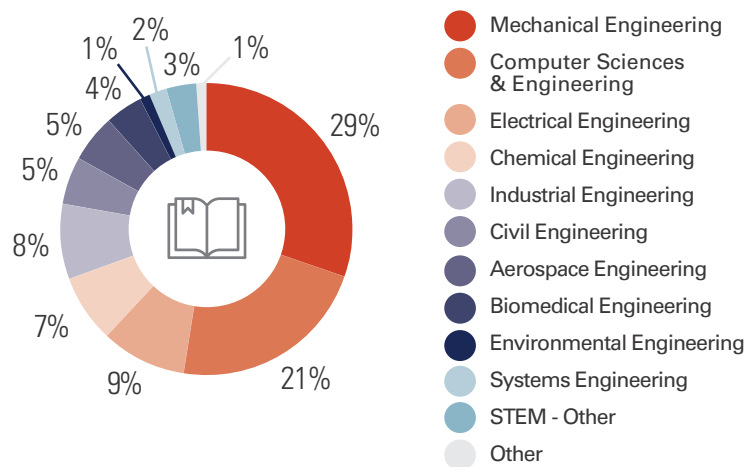


2021 NATIONAL CONVENTION 2021 PROGRAMS

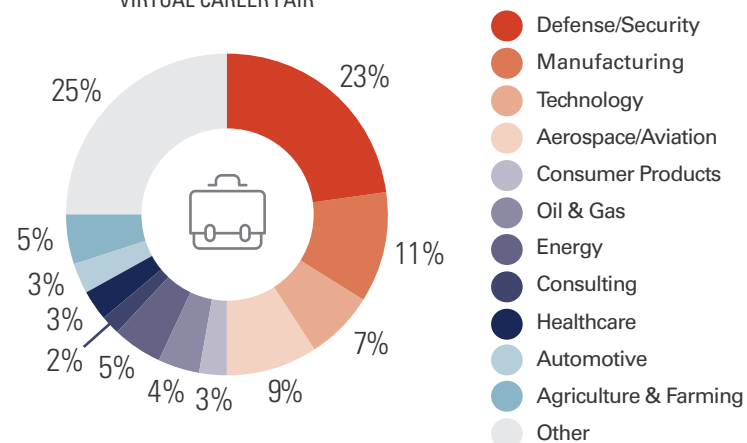
ATTENDEE DEMOGRAPHICS

VIRTUAL CAREER FAIR

UNDERGRADUATE MAJORS VIRTUAL CAREER FAIR



PROFESSIONAL INDUSTRIES VIRTUAL CAREER FAIR



NILA 2021 EVENTS

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

SHPE's Regional and Chapter-based model is dependent on the tenacity and strength of local leadership. And we are committed to supporting, developing, and empowering these leaders however we can! Enter our National Institute for Leadership Advancement (NILA), which has been a pinnacle of our organization's leadership development for the past 30+ years!

As we entered into the second year of the Pandemic, we knew we must prioritize the safety of our membership while still offering the best training and networking opportunities possible. So to that end, we planned and executed our second fully virtual NILA.

However, taking into consideration the feedback from 2020, and in order to more fully meet the needs of leaders at all levels, we split NILA into two different sessions.

Part 1 was called the **"Certified Chapter Leader Program"** and was offered from July 16-18. The content was aimed at all chapter and regional leaders and their advisor. Session covered topics such as deep dives into chapter operations, available chapter support, and a chance for like chapters to collaborate on best practices.

Part 2 was named **"Presidents' Summit,"** and it was held from August 13-15. This targeted regional leaders and chapter presidents, and included subject matter experts offering leadership and professional development specifically.

The new structure was a resounding success, catering specifically to the needs of the attendees in a way we were never able to do before. And the reviews confirmed that this was something to reprise in the coming years.

As an additional, year-round resource, SHPE created the 2021 Chapter Leader's Workbook as an on-demand reference for all SHPE leaders. We are hopeful this brings the spirit of NILA to our membership every day of the year.



1,263

Certified Chapter Leader Participants

321

Presidents Summit Participants

ATTENDEE DEMOGRAPHICS

PART 1: CERTIFIED CHAPTER LEADERS PROGRAM

566
Chapter Leaders


44%
Women

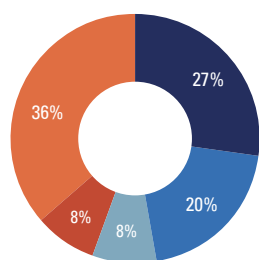
58
Professionals


55%
Men

508
Students

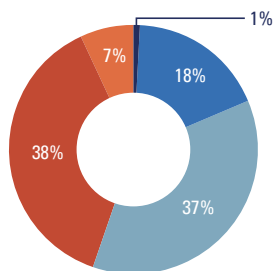
1
61%
First Generation Students

CHAPTER POSITION



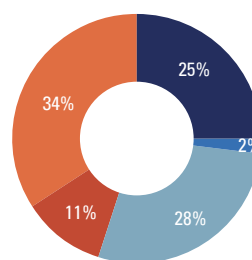
- President
- Vice President
- Secretary
- Treasurer
- Other

YEAR IN SCHOOL



- 1st Year
- 2nd Year
- 3rd Year
- 4th Year
- 5th Year

EXPERIENCE LEVEL



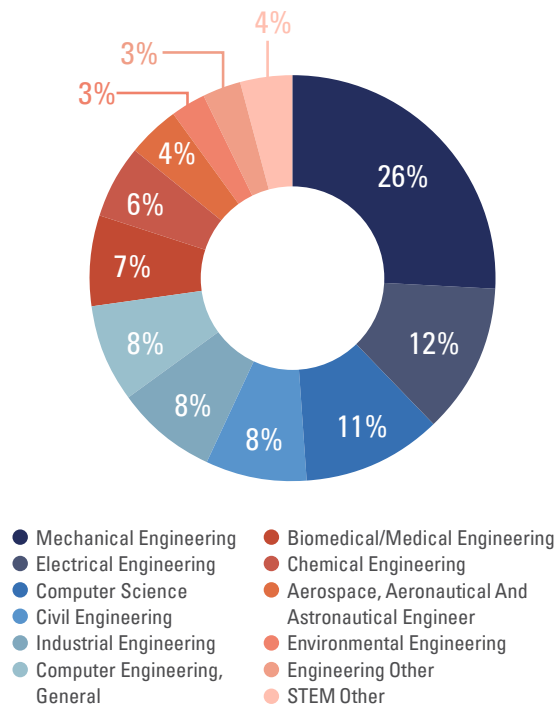
- 1-2 Years
- 2 Internships
- 3-5 Years
- 6-8 Years
- 9+ Years

NILA 2021 EVENTS

ATTENDEE DEMOGRAPHICS

PART 1: CERTIFIED CHAPTER LEADERS PROGRAM

ENGINEERING MAJOR/CONCENTRATION



ENGAGEMENT STATISTICS

PARTICIPANT COUNTS BY DAY:

421

Day 1

448

Day 2

394

Day 3

14 hours, 32 minutes

Average time spent on the platform

4,694

Chat messages

14

polls with a total of 2138 responses

54

Sponsor booth visits/connections

484

Networking connections

ATTENDEE DEMOGRAPHICS

PART 2: PRESIDENT SUMMIT

135
Chapter Presidents

2
Chapter Vice Presidents

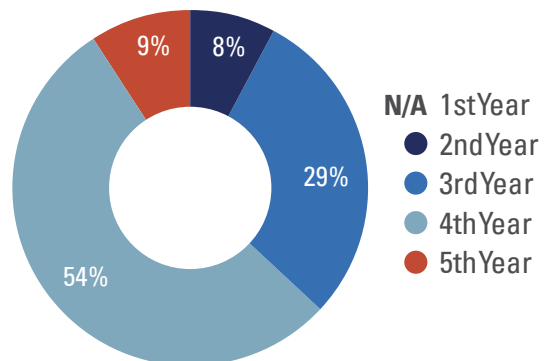
18
Professionals

120
Students

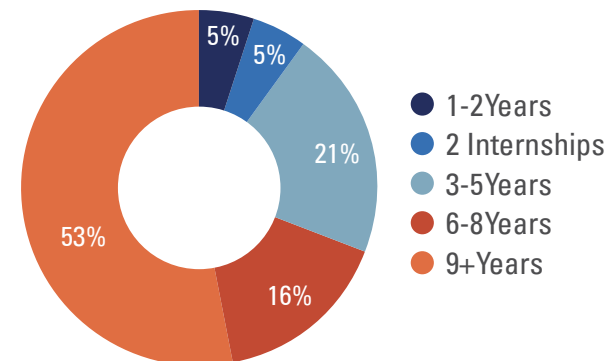

43%
Women


56%
Men

YEAR IN SCHOOL



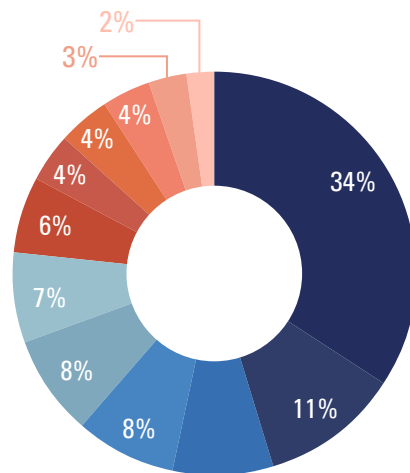
EXPERIENCE LEVEL



ATTENDEE DEMOGRAPHICS

PART 2: PRESIDENT SUMMIT

ENGINEERING MAJOR/CONCENTRATION



- Mechanical Engineering
- Electrical Engineering
- Computer Science
- Civil Engineering
- Industrial Engineering
- Computer Engineering, General
- Biomedical/Medical Engineering
- Chemical Engineering
- Aerospace, Aeronautical And Astronautical Engineer
- Environmental Engineering
- Engineering Other
- STEM Other

ENGAGEMENT STATISTICS

PARTICIPANT COUNTS BY DAY:

123

Day 1

104

Day 2

94

Day 3

10 hours, 24 minutes

Average time spent on the platform

383

Chat messages

46

Networking connections

RLDC 2021 EVENTS

Typically Regional Leadership Development Conferences (RLDCs) occur during the spring in each one of our seven regions. However, as COVID continued to impact the daily lives of our members, SHPE found it necessary to adapt and lean into its creative problem-solving once again.

The seven regional events were combined into 3 virtual 3-day conferences. But the agendas remained robust and relevant. They were a combination of lectures, panels, and breakout sessions that brought 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.

A completely virtual VUCA Competition kept our students engaged and motivated. VUCA stands for VOLATILE, UNCERTAIN, COMPLEX, and AMBIGUOUS, and refers to the kind of problems the STEM Industry addresses everyday. Teams from around the country created a new product or service to address the problems presented by their specific regional VUCA challenges. Their work was presented and judged over two-days, and then the winners were announced! Over \$14,000 were awarded in cash prizes.

CONGRATULATIONS TO THE WINNING TEAM!

TEAMVOLTAGE

Arthur Gomez, University of Colorado Boulder

Christopher Rodriguez, University of California, Merced

Mateo Alexander, Rochester Institute of Technology

Saul Montano, San Diego Professional

Daniel Morales, American River College, Sacramento

Team Voltage won by addressing the question: “How can we increase the use of different types of Battery Charging Technology?”

We also added a Virtual Career Fair, which was a huge hit for exhibitors and attendees alike! Close to ___ companies participated, meeting with over ____ job seekers.

This was the second year in a row that our RLDC’s were significantly impacted by COVID. But SHPE continued to provide flexible and accessible instruction to our members, demonstrating our steadfast commitment to always supporting and equipping our Familia, no matter what.

RLDC 2021 EVENTS

RLDC 1,2, & 3

Theme: *Discovering Your Own Magic*

Hosts: SOLES | SHPE at UCLA, Region 2 Professionals, SHPE
Silicon Valley, Region 1 Student Chapters
April 15-17



RLDC 4 & 6

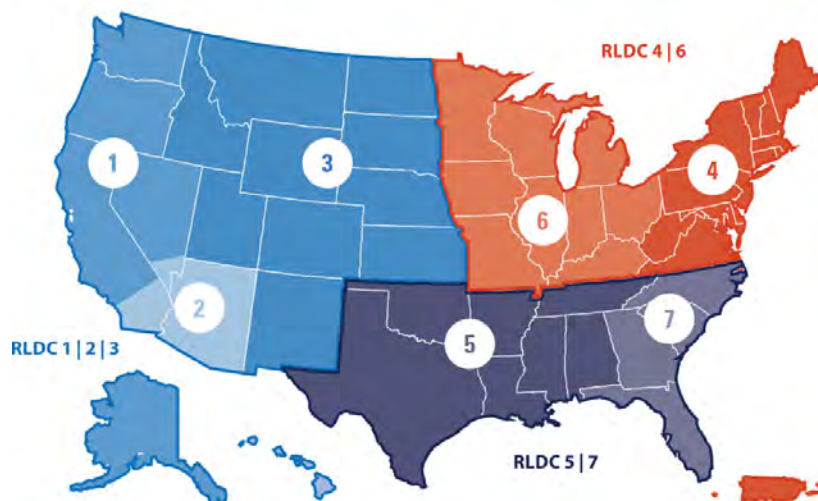
Theme: *Discovering Your Own Magic*

Hosts: Illinois Institute of Technology – IIT Student Chapter, Fermi National
Accelerator Laboratory Professional Chapter, Region 4, Region 6
March 25-27

RLDC 5 & 7

Theme: *Delivering Magical Leadership*

Hosts: Texas A&M University, Georgia Institute of Technology, LM Aero SHPE
March 18-20

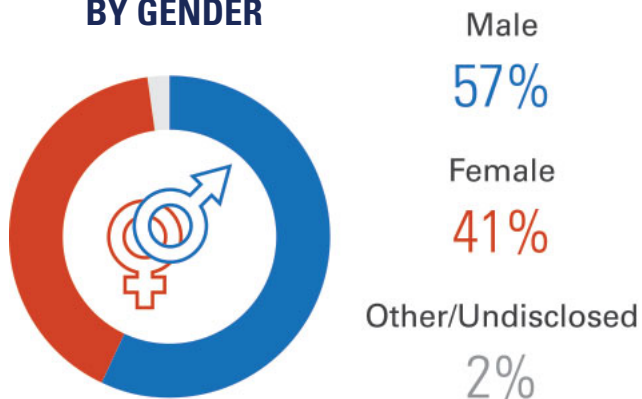


RLDC 2021 EVENTS

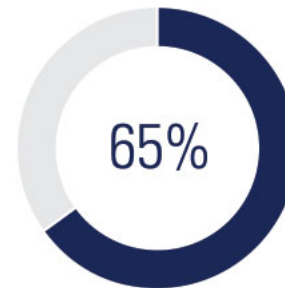
ATTENDEE DEMOGRAPHICS

PART 1: CERTIFIED CHAPTER LEADERS PROGRAM

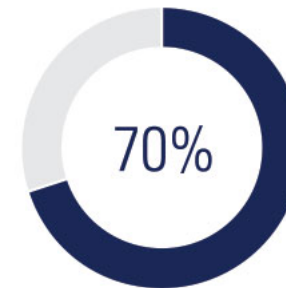
BY GENDER



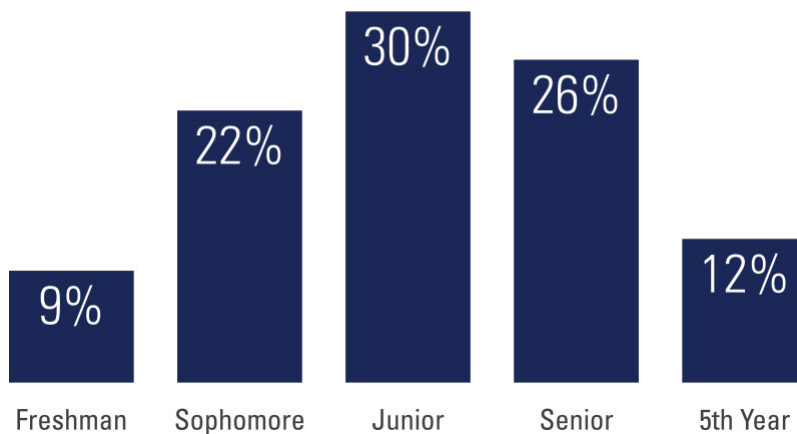
FIRST GENERATION COLLEGE STUDENT



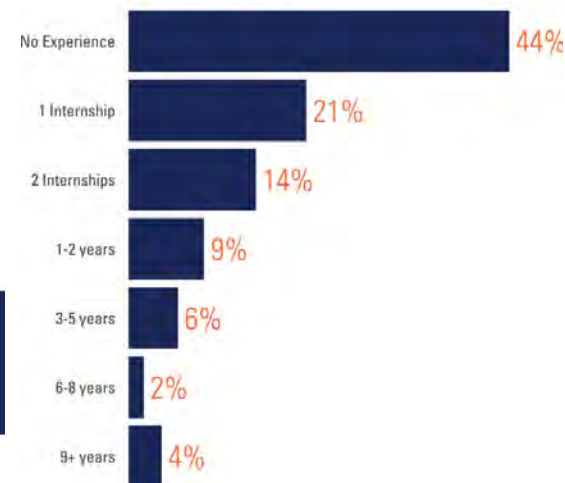
FIRST TIME ATENDEE



YEAR IN SCHOOL



EXPERIENCE LEVEL

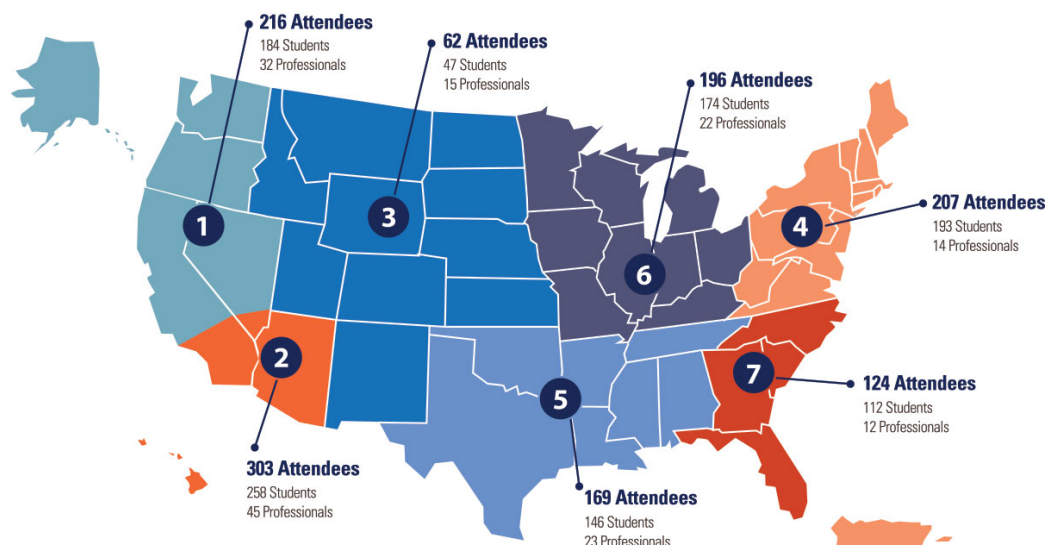


RLDC 2021 EVENTS

ATTENDEE DEMOGRAPHICS

PART 1: CERTIFIED CHAPTER LEADERS PROGRAM

MEMBERS ATTENDING BY REGION



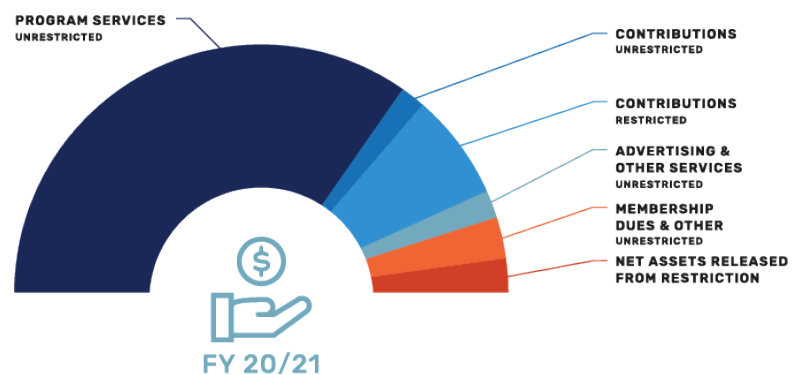
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7
Aerospace Engineering	4%	13%	6%	3%	5%	2%	9%
Biomedical Engineering	2%	6%	3%	6%	4%	6%	7%
Chemical Engineering	3%	3%	6%	10%	11%	9%	2%
Civil Engineering	12%	6%	18%	8%	4%	5%	8%
Computer Sciences & Engineering	22%	18%	11%	23%	11%	20%	19%
Electrical Engineering	9%	10%	8%	8%	14%	14%	16%
Environmental Engineering	1%	1%	3%	2%	2%	2%	2%
Industrial/Manufacturing/Systems Engineering	2%	3%	3%	5%	14%	7%	9%
Materials Science/Engineering	2%	2%	0%	0%	1%	0%	0%
Mechanical Engineering	33%	27%	16%	28%	25%	26%	31%
Petroleum Engineering	0%	0%	2%	0%	1%	1%	0%
Other	9%	10%	23%	6%	8%	9%	7%

FINANCIALS

STATEMENT OF ACTIVITIES

Fiscal year ends June 30

REVENUE



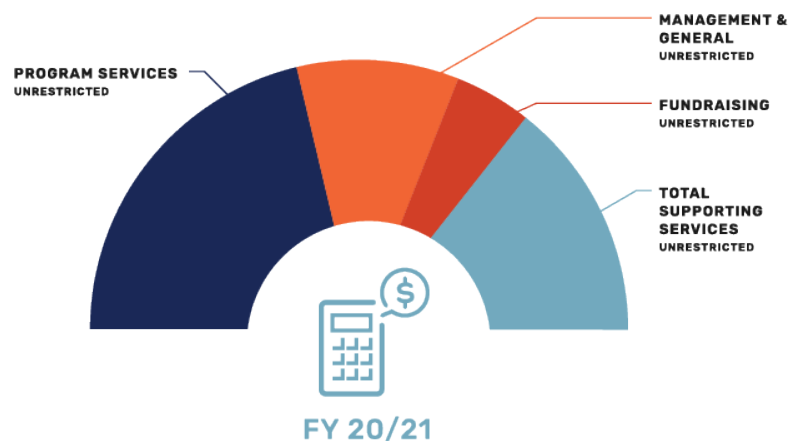
	FY 19/20	FY 20/21		
	TOTAL	WITHOUT DONOR RESTRICTIONS	*WITH DONOR RESTRICTIONS	TOTAL
PROGRAM SERVICES	\$7,703,337	\$6,314,256	-	\$6,314,256
CONTRIBUTIONS	\$1,000,029	\$297,615	\$1,264,290	\$1,561,905
ADVERTISING & OTHER SERVICES	\$178,002	\$330,094	-	\$330,094
MEMBERSHIP DUES & OTHER	\$329,527	\$488,114	-	\$488,114
NET ASSETS RELEASED FROM RESTR.	\$0	\$403,820	(\$403,820)	-
TOTAL SUPPORT AND REVENUE	\$9,210,895	\$7,833,899	\$860,470	\$8,694,369

FINANCIALS

STATEMENT OF ACTIVITIES

Fiscal year ends June 30

EXPENSES



	2020	2021		
	TOTAL	WITHOUT DONOR RESTRICTIONS	*WITH DONOR RESTRICTIONS	TOTAL
PROGRAM SERVICES	\$5,470,242	\$4,123,075	-	\$4,123,075
SUPPORTING SERVICES				
MANAGEMENT & GENERAL	\$2,112,389	\$1,890,107	-	\$1,890,107
FUNDRAISING	\$1,110,038	\$899,299	-	\$899,299
TOTAL SUPPORTING SERVICES	\$3,222,427	\$2,789,406	-	\$2,789,406
TOTAL EXPENSES	\$8,692,669	\$6,912,481	\$0	\$6,912,481
CHANGE IN NET ASSETS	\$518,226	\$921,418	\$860,470	\$1,781,888
NET ASSETS, BEGINNING OF YEAR	\$2,397,672	\$2,453,317	\$462,581	\$2,915,898
NET ASSETS, END OF YEAR	\$2,915,898	\$3,374,735	\$1,323,051	\$4,697,786

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

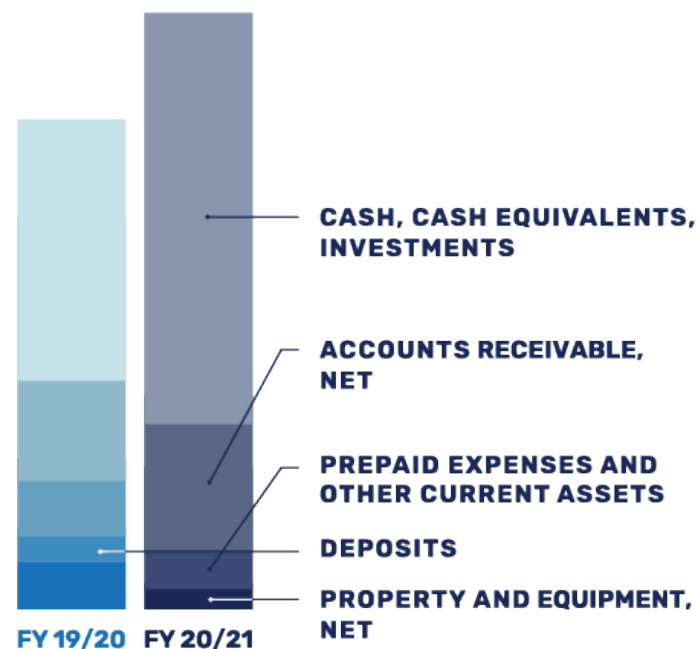
FINANCIALS

STATEMENT OF FINANCIAL POSITION

Fiscal year ends June 30

ASSETS

	2020	2021
CASH, CASH EQUIVALENTS, INVESTMENTS	\$4,577,071	\$6,430,089
ACCOUNTS RECEIVABLE, NET	\$232,376	\$347,691
PREPAID EXPENSES AND OTHER CURRENT ASSETS	\$124,979	\$36,933
DEPOSITS	\$10,130	\$0
PROPERTY AND EQUIPMENT, NET	\$22,760	\$26,144
TOTAL ASSETS	\$4,967,316	\$6,840,857



FINANCIALS

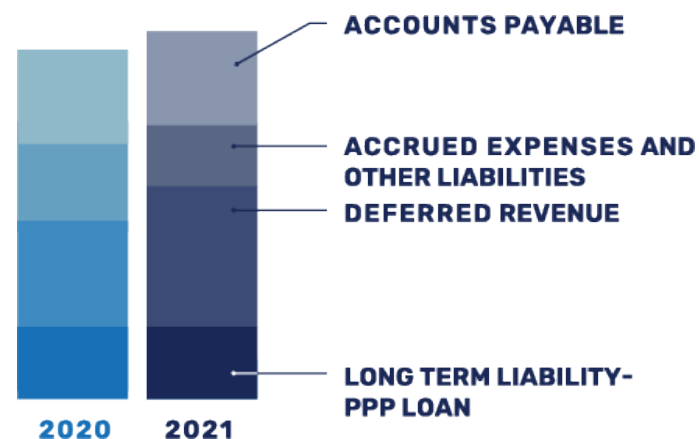
STATEMENT OF FINANCIAL POSITION

Fiscal year ends June 30

LIABILITIES & NET ASSETS

LIABILITIES

	2020	2021
ACCOUNTS PAYABLE	\$237,289	\$228,127
ACCRUED EXPENSES AND OTHER LIABILITIES	\$205,778	\$135,032
DEFERRED REVENUE	\$1,262,689	\$1,434,250
LONG TERM LIABILITY - PPP LOAN	\$345,662	\$345,662
TOTAL LIABILITIES	\$2,051,418	\$2,143,071



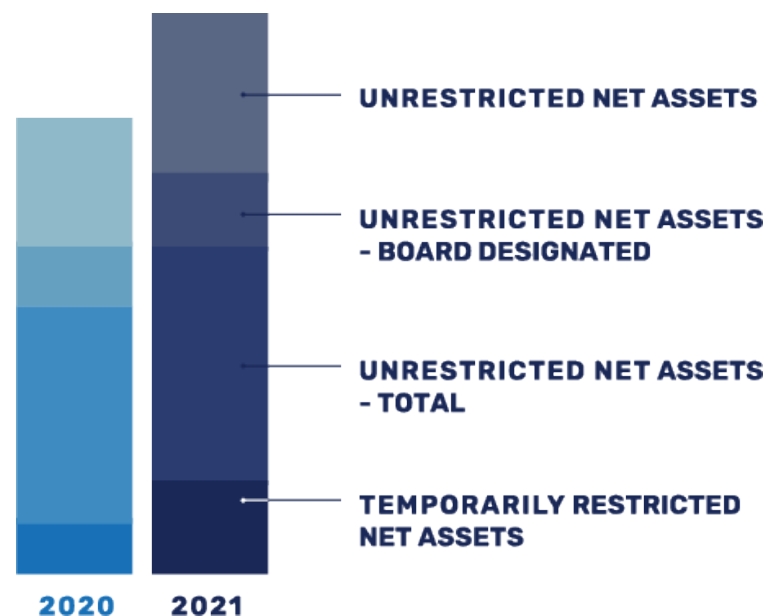
FINANCIALS

STATEMENT OF FINANCIAL POSITION

Fiscal year ends June 30

LIABILITIES & NET ASSETS

	NET ASSETS	
	2020	2021
UNRESTRICTED NET ASSETS	\$1,853,317	\$2,538,739
UNRESTRICTED NET ASSETS - BOARD DESIGNATED	\$600,000	\$835,996
UNRESTRICTED NET ASSETS - TOTAL	\$2,453,317	\$3,374,735
TEMPORARILY RESTRICTED NET ASSETS	\$462,581	\$1,323,051
NET ASSETS - TOTAL	\$2,915,898	\$4,697,786
TOTAL LIABILITIES AND NET ASSETS	\$4,967,316	\$6,840,857



2020-2021 INDUSTRY PARTNERSHIP COUNCIL ¡MIL GRACIAS!

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.



2020-2021 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!

Donations of \$25 or above are reflected below.

ANNUAL FUND DONORS

Alexander D. Campano	Daniela Beck	Haxtel Estavillo	Laura Campo	Ernesto Morales-Perea
Alfredo Corral	Danielle Pierce	Heather Hernandez	LaWanda Kamalidiin	Reyes Massie Puentes
Alicia Chombo	Dayna Martinez	Huntington Gazecki	Linda Stewart Krispin	Rhonda McNeil
Altan Ozler	Delilah Nunez	Daniel Reyes	Luz Z Navarrete	Rivera Maria Negron
Amazon Smile Foundation	Dennis Rivera	Jason Monusco	Manuel Lopez	Roberto Seldner
Anabel Evora	Donald Butterworth	Javier Munoz	Marcy & Chris Paul	Rodolfo Jr Medina
Angie Hardy	Edgar Rodriguez	Jen Linck	Marie Peterson	Sara Benhamron
Anonymous	Edwin Salguero	John Martinez	Matthew Coyne	Sara Warren
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Barbara Gonzalez	Eva Majercsik	Jorge Martinez-Navarrete	Mia Lama	Steve Bermudez
Barry Cordero	Fabian Villalobos	Jose L. Estrada	Michael Pierce	Stuart Claxton
Benjamin Gabbard	Fidel & Jill Vargas	Joshua Pascoe	Monique Herrera	Traunza Adams
Brandi Lemon	Francine Norwood	Juan Carlos Lopez	Natalie Brown	Michael Wangen
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Cecilia Carranza	Freddy Castillo	Julio Lopez	Nicolas Tempestini	Yuritzi Vargas
Clarissa Ramirez	Gabriel Chavez	Kathleen Ermitage	Oscar Loera	
Daniel Arellano	Gilbert Saenz	Kristen Harris	Oscar Soto	
Daniel F. Perez	Guilherme Raimundo	Larry Roeth	Pedro Gelabert	

SHPE PHILANTHROPY

CORPORATE ANNUAL FUND DONORS

Abbvie	Giving Prog	Healthier C Creating	Iron Mountain, Inc.	Synapse Product Development
Accenture	Dow	Hispanic Business &	Murraysmith Inc.	Texas Instruments, Inc
Booz Allen Hamilton	Exelon	Technology Council	Pacific Gas & Electric	Twilio
America's Charities	Foothills Bridge Company	IBM	Company	UKOGF
BAE Systems, Inc.	Gigamon	Intel	Principal Development Group	WSP Foundation
Benchling	Google	Jama Software	Consulting	
The Boeing Company	Health Cha Community	Microsoft	RaytheonTech Hispanic	

CORPORATE ANNUAL FUND MATCHING GIFTS

Accenture	Elasticsearch	IBM	Relativity	UHG
Abbott Laboratories – EGC	Exelon	Intel	Synopsys Inc. &The Synopsys	
Arconic	Gigamon	Microsoft	Foundation	
The Boeing Company	Google	RaytheonTechnologies	The Aerospace Corporation	

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 – 705,000 to be exact. With 552 scholarships totaling \$705,000 awarded for 2020-2021, SHPE is actively narrowing the gap in the Hispanic STEM education pipeline.



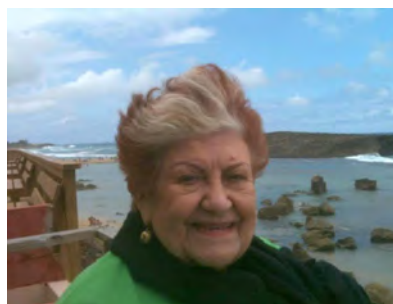
HELEN CUESTA SCHOLARSHIP FUND DONORS

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. Thirteen women were awarded Helen Cuesta Scholarships in 2021.

Alma Menses
Jaime Carbajal
Juan Palacio

Juan Valentin
Luis F. Duque
Miguel Aleman

Monique Herrera



HELEN CUESTA SCHOLARSHIP COMPANY DONORS

Abbott

Aura

SHPE PHILANTHROPY

BRIGHT MINDS

GENERAL SCHOLARSHIP FUND DONORS

Adam Wheeler	Diego Traviezo	Jose Lara	Marcelo Morqueta	Richard J Walls
Adriana Ocampo	Gerardo Garza	Joseph Gonzalez	Marcelo Rangel	Tiffany Javid
Alejandro Saint-Blancard	Guadalupe Perez	Katherine Meza	Marquis Johnson	Tracey Hustad
Anabel Evora	Henry Solis	Kristen Blacketer-Marquez	Megan McKay	Tracie Gliozzi
Benjamin Butina	Iowany Castiblanco	Kyle Amor	Monica Ochoa	Travis Catlin
Carol Pawlos	Janette Sterlitz	Lauren Wilk	Nathalie Moyano	
Claudia Camarena	Jimi Diaz	Leonel Soto	Nicholas Kezmarsky	
Daniela Altamirano	Jorge Rodriguez	Lori Boucher	Olan Veronica Aragon	
Diana Perreiah	Jose Jacobo	Lucas Torrico	Oscar Robles Gil	

GENERAL SCHOLARSHIP DONORS

3M Corporation	Arconic	Greenman-Pedersen Inc.	Honda Aero Inc.
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SHPE PRIDE SCHOLARSHIP

Daniel Cortes	Emily L. Allen	Leticia Duenas	Stephanie Adams	Valerie Valenzuela
Diana Gomez	Juan Cruz	Maira Garcia	Susan Thomas	

SHPE PRIDE SCHOLARSHIP COMPANY DONORS

Murraysmith, Inc.

SHPE PHILANTHROPY

CORPORATE DONOR CONTRIBUTION

Choate Construction

DTE Energy

Southwire Company

CORPORATE SPONSORSHIP DONORS

Ansys
AVANGRID Management
Berkshire Hathaway Energy
Foundation
Henkel

Intel
IPG Photonics Corporation
JBT Corporation
PPG Industries, Inc
The American Ceramic

Triumph Group
Apple Inc.
Bechtel Corporation
Chevron Corporation
Tenable

Stanley, Black, & Decker
Eaton
Jacobs Engineering Inc.
Northrop Grumman
ZFA

3M Corporation
Dell Technologies

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 223 SHPE members through trying times.

ALL-IN RELIEF FUND DONORS

Arturo Vivar

Brenda Marquez



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

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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.