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.

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

MEMBERS

PROFESSIONAL CHAPTERS

STUDENT CHAPTERS

JUNIOR CHAPTERS

REGIONAL VICE PRESIDENTS

REGION 1

REGION 2

REGION 3

REGION 4

REGION 5

REGION 6

REGION 7

REGIONAL REPRESENTATIVES

GRADUATE

UNDERGRADUATE

JUNIOR

SHPE NATIONAL OFFICE / BOARD OF DIRECTORS
## NATIONAL STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>DR. CHRIS WILKIE</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>DR. KIMBERLY DOUGLAS</td>
<td>Chief Research &amp; Innovation Officer</td>
</tr>
<tr>
<td>MONIQUE HERRERA</td>
<td>Chief External Relations Officer</td>
</tr>
<tr>
<td>RHONDA MCNEIL</td>
<td>Chief Administration Officer</td>
</tr>
<tr>
<td>DR. JOSE SILVA</td>
<td>Chief Engagement Officer</td>
</tr>
<tr>
<td>MARTA ALVAREZ</td>
<td>Executive Assistant to the CEO</td>
</tr>
<tr>
<td>ROSA ANGEL</td>
<td>Manager, Marketing</td>
</tr>
<tr>
<td>ALEJANDRA BAEZ</td>
<td>Coordinator, Events Logistics</td>
</tr>
<tr>
<td>ELAINE ESTRADA</td>
<td>Specialist, Accounts Payable</td>
</tr>
<tr>
<td>PRISMA GARCIA</td>
<td>Finance Coordinator</td>
</tr>
<tr>
<td>ESTHER GONZALEZ</td>
<td>Director, Research &amp; Innovation</td>
</tr>
<tr>
<td>LILIANA GONZALEZ</td>
<td>Manager, Research &amp; Innovation</td>
</tr>
<tr>
<td>ENRIQUE GUZMÁN</td>
<td>Manager, Research &amp; Innovation</td>
</tr>
<tr>
<td>THERESA HART</td>
<td>Coordinator, Events</td>
</tr>
<tr>
<td>NICOLE KNODERER, CMP</td>
<td>Senior Director, Conference and Events</td>
</tr>
<tr>
<td>MYRIAM LOPEZ</td>
<td>Manager, Partnerships and Employer Services</td>
</tr>
</tbody>
</table>
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 MARTIN, 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
- 33% Male
- 67% Female

MEMBERSHIP TYPE
- 80% Student
- 20% Professional

MEMBERSHIP BY THE NUMBERS:
- 10,716 Student Members
- 224 Student Chapters
- 2,666 Professional Members
- 62 Professional Chapters
- 479 Junior (K-12) Members
- 16 Junior (K-12) Chapters

TOTAL MEMBERS: 13,382
TOTAL ACTIVE CHAPTERS: 286
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 4
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.
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 3
- Houston Professional
- Lockheed Martin Aeronautics Fort Worth Professional
- Texas Bay Area Professional
- University of Houston Student
- University of Texas, Austin Student

REGION 4
- Boston University Student

REGION 5
- 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 6
- University of Central Florida Student
- University of Florida Student
- University of Georgia Student
- University of South Florida Student

REGION 7
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 at 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 Aguiair-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  Natalia Y Ariza  Jeet Bindra  Ana Angelina Carpenter  Arnold Conner
Marlon A Aguirre  Randy J Arizmendiz  Carlos E Blanco  MarioT Carreon  Felipe Conteras
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 Boscanc  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 Brodkin  Henry David Castaneda  Andrea Ximena Cortes-Beltran
Matthew Paul Alonso  Julian Astudillo  Francisco Brown-Muñoz  Hugo Castellanos  Araceli Cortez
Daniela Altamirano  Sam M Attaguile  Christian Buenrostro  Elsa M Castillo  Andres Elias Crespo
Carlos M Alvarez  Adriana Avalos  Luke Anthony Burgan  Steven Castillo  Honorio Crespo
George Alvarez  Rene Avendano  Salvador Burgueno  Carlos Castrejon  David Cruz
Andrew Amador  Pete Avila III  Eileen Burstein  Gerald Castro  Joaquin Santiago Cadena Cruz
Bryant Amador  Carlos Aviles  Miguel Angel Cabrera  Alejandro E Catalan  Michael A Cruz
Hiram Amador  David Falcon Ayala  Alejandro Cabrera  Hector Eloy Cavazos  Omar Cruz
Fabiola Amezcuca  Juan Ayala  Alejandra Caceres  Jonathan Calva  Tizoc Cruz-Gonzalez
Cristina H Amom  Alejandro Badia  Benjamin C Camarena  Fernando A Ceballos  Miguel Angel Cuen
Jean M Andino  Juan Bahena  Maria Arceli Campe  Alejandro Cedeno  Robert J Cuneo
Ramiro A Andrade  Jesus Bamford  Susana Campos  Gabriela E Cepeda-Rizo  Socorro Cathlyne Curiel
Rosa Angel  Gabriel J Banuelos  Trinidad A Campos  Elizabeth Cercado  Joseph Anthony Curran
Carlos Anton  Gustavo Barajas  Christine Lori Cano  Oscar A Ceron  David Davila
Nancy Antunez  Pablo Barcenas  Cristina Cantero  Victor G Cervantes  Victor Hugo Cervantes

BECOME A LIFETIME MEMBER // SHPE.ORG/MEMBERSHIP  SHPE 2021 ANNUAL REPORT | 17
772 LIFETIME MEMBERS CONTINUED

Natalie Davila-Rendon
Shalyn L Davis
Leo De La Cruz
Jose J De La Pena
Leony De La Rosa
Omar De Leon
J. Eliseo De León
Aaron De Los Santos
Hector Del Castillo
Antonio Del Real
Ruben Del Rosario
Antonio J Delgado
Luis David Delgado
Rosa Delgado
Alejandro Diaz
Alex Diaz
Andrea Diaz
Fernando Diaz
Jimi Diaz
Maria Carolina Diaz
Eduardo A Divo
Ryan H Doctor
Joseph Dominguez
Luis Antonio Dominguez
Alvaro Wayne Donnelly
Melissa Villegas Drake
Nandika Anne D'Souza
Oscar Dubon
James A Elespuru
Carlos L Enllanche
Victor Armando Escarate-Cruz Jr.
Francesca V Escoto
John Escoto
Victor M Esparza
Carlos Jose Esosinal
Linda Estepa
David Estrada
Jose Luis Estrada
Virginia Estrella
Ian Falu
Oliver R Fasterling
Miriam J Febus
Arthur Felix
Ernest V. Felix
Samuel Fernandez
Serafin Fernandez
Ileana I Figueroa
Jose Carlos Figueroa
Julio Figueroa
Lizbeth Figueroa
Sarah P Fiol
Jamie Fitz-Gerald
Lizette Sanchez Flint
Benjamin C Flores
Jay Daniel Flores
Jeffrey B Flores
Jose F Flores
Nato Flores
Sol Luis Fontanes
Ronaldo Foresti
Eugenia A Franco
Julio Gaitan
Margo Gaitan
Amado V Galaviz III
Charles Galindo
Rolando Gallardo
Hector M Galvez
Jimmy A Galvez
Beatriz Garcia
Cesar Garcia
Charles Garcia
Christian E Garcia
Jose Miguel Garcia
Juan M Garcia
Marisol Garcia
Martha A. Garcia
Rodrigo T Garcia
Vanessa Joanel Garcia
Tom Garibay
Americo Garza
Christopher Garza
Madeline Garza
Benjamin C Gerald
Fernando Gil
Natalie Gil
Rebekah Godett
Claudia M Goggin
Diana L Gomez
Edith Kathlen Gomez
Ellis Gomez
Enrique Gomez
James Michael Gomez
Julian Gonzales
Angie Gonzalez
Antonio Jose Gonzalez
Azael C Gonzalez
Benancio J Gonzalez
Cesar A Gonzalez
David J Gonzalez
Grace Madrid Gonzalez
Harold Gonzalez
Ivan Gonzalez
Jorge A Gonzalez
Joseph Fernando Gonzalez
Manuel Alejandro Gonzalez
Manuel Eduardo Gonzalez
Michael W Gonzalez
Misael Gonzalez
Raul Gonzalez
Sylvia R Gonzalez
Fernando I Gonzalez
Mikasobe
Davina Renee Gonzalez-Carboni
Luis O Gonzalez-Mendez
Aurelia Lavette Gooden
John Goodrich
Jordan Gorrochotegui
Kelly Goulis
Olivia A Graeve
Gabriel Bernard Grajeda
Fernando S Granda
Julio Grapa
Joni M Graves
Dianne Grosskopf
Otto Gudiel
Eliseo C Guerrerro
Jasmin Guerrero
Summer J Guerrero
Xenia C Guerrero
Michael S Guiracocha
Byron M Gutierrez
Dina Renee Gutierrez
Michael Edward Gutierrez
Orlando A Gutierrez
Cuauhtemoc J Gutierrez
Cesar Guzman
Edwin Guzman
Jose A Guzman
Robert C Guzman
Victor M Guzman
Wendy Haro
Claire Havhow
Ramon M Haynes
Aida Gabriela Hernandez
Alan Hernandez
Elmer E Hernandez
Ever I Hernandez
Gabriel Hernandez
Jose Moreno Hernandez
Juan Hernandez
Karen Yesenia Hernandez
Lourdes M Hernandez
Luis A Hernandez
Manuel Manny Hernandez
Nicolyn D Hernandez
Brenda E Hernandez Cortazar
Jose J. Hernandez-Mulero
Claudia M Herrera
Lazarro Herrera
Monique Herrera
Oscar A Herrera
Jennifer Maria Herrera
(Coronado)
Maytelin Herrera-Batista
Maria Herrera-Bill
Andrea Catalina Hidalgo
Mario A Hidalgo
Miurka Hidalgo
Teany Hidalgo
Diana Johnson Hightower
Juan P Hinestroza
Ruben Hinojosa
Su-Lieng Ho-Kong
Jose Holguin-Veras
Percy Domingo Hurtado
Stephanie Hurtado Lonard
Marisela Rocha Iglesias
Javier Irizarrv
Rolando Irizarry
Deyzi Ixtabalan
Monique Rene Jackson
Jose Luis Jacobo
Anthony Jara
Diego F Jaramillo
Eugenio Jaramillo
Anthony G Jarvis
Michael A Jauregui
Annette Jimenez
Dencil Jimenez
Concepcion Jimenez-Gonzalez
Virginia Marie John Maldonado
Christina Becerra Jones Orosco
Scott David Joseph
Rafael S. Juarez, P.E.
Jessyca Kamel
Silvia Karlsson
Marcel Karolyis
June E. Keller
Noi Keothammakhoun
Matthew Kerner
David E Kirtley
George Nicholas Kousaros
Maria M Larrondo Petrie
Thomas J Laskowski
Benny E Laureano
Juanita Leal
Kathleen Ledesma
Salvador Ledesma
Omar Ledezma
Marco Legas
Edoar Omar Leon
Lorena Leon
Luis R Leon
David Jaime Lerma
Anthony L Leycock
Maurice A Light
Karla P Lima
Iliaana B. Limon
Alejandro Lopez
Diana B Lopez
Heyde E Lopez
Homer Lopez
Jaime Lopez
Johny Anderson Lopez
Jose M Lopez
Katherine Lopez
Liza Lopez
Maida Lopez
Martin M Lopez
Mike Lopez
Nicole Irene Lopez
Rodrigo Lopez
Lazaro Lopez
Juan L Lopez Marcano
Isela Lopez-Garibay
Jose R Lopez-Ramos
Anthony Lora
Armando F Luera
David John Lugo
Brianna Lutes
Pablo T Luzunaris
Emir Jose Macari
Jesse R Macias
Larry D Madrid
Andrew Mairena
David Maldonado
Miquel Anoel Maldonado
Tomas F Maldonado
Jose Luis Mancera
Andrew Manikas
Jose Marez
Ana Maria Marin
Danny M Marin
Mike Marin
Kristen Elizabeth Marquez
Oscar O Marquina
Sergio Marrero
Andres Martin
Brianne C Martin
Iris Yareli Martin
Jason Ortega Martin
Denis A Martinez
Enrique Alberto Martinez
Harim Martinez
Henry Martinez
Joaquin G Martinez
Jose L Martinez
Jose Luis Martinez
Jose de Jesus Martinez
Leticia Martinez
Luis J. Martinez
Maritza Martinez
Mina Martinez
Priscilla Martinez
Solomon Martinez
Zoraida Martinez
Alma U Martinez Fallon
Alfred Mata
Jose Luis Matos
Ligia Matousek
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
Tatiana Mendoza
Olga L Mendoza-Schrock
Luisa Mera
Jaime E Merino
Bryan Meyer
Jorge L Meza
Juan A Meza
Luis A Miramontes
Luis S Miranda
Elias Monreal
Orlando D Montan
Edward Montenegro
Nelson Monterroza
Feliciano Montoya
Mario Montoya
Paul F Montoya
Pilar Montoya
Lupita D Montoya-Jansen
Daniel E Morales
Rosa Edith Morales
Jeremy Morales Madrigal
Monica T Morales, PE, ENV SP
Jessica S Moreno
Theo Moreno
Elio B Morillo
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 Navarro
Julio A. Navarro
Maggie Navarro
Ricardo Navarro
Andrea Navas Asturias
Mike J Nazareth
Axel S Novion
Cristina P Nunez
Roberto Alfredo Nunez
Ana Maria Nungo
Adriana S Ocampo
Emma Ocampo
Jorge A. Ochoa
Timothy OConner
Brian Olds
Daniel Luciano Olivares
Andrew Esteban Olson
Moyano
Steven M O’Neill
Cordelia Ontiveros
### 772 Lifetime Members

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Douglas Orellana</td>
</tr>
<tr>
<td>Diana E Ortega</td>
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<tr>
<td>Diorka Ortega</td>
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<tr>
<td>Enoch D Ortega</td>
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<td>Cesar F Ovalles</td>
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<td>Sean Palacio</td>
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<td>Elda M Palma</td>
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<td>Hugo Pardo García</td>
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<td>Laura B Parr</td>
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<td>Maria Peralta</td>
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<td>Steven A Peralta</td>
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Brian Vazquez
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Iloylan Wald
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Sandi J Wong McKellips
Devan Woods
Alex M Yupanqui
Edgar Yzquierdo
Maria S Zuck-Cabadas
Jesse Michael Zamarron
Ray Zamora
Emilio F Zegarra
Virmarie J Zungottta
Juan Antonio Zepeda
Edwin F Zhingri
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.
INTERNSHPE 2021 PROGRAMS

INTERNSHPE CONNECTS SHPE WITH A CORPORATE PARTNER TO BUILD BRAND AWARENESS FOR MEMBERS THROUGH VARIOUS EVENTS AND SPECIALY 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, InterSHPE is proving to be one of our most successful, mission-focused programs.
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.
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.”
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.
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.
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.
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.
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

MEMBERS ATTENDING BY REGION

1. 193 Attendees
   - 163 Students
   - 30 Professionals

2. 340 Attendees
   - 304 Students
   - 36 Professionals

3. 232 Attendees
   - 221 Students
   - 11 Professionals

4. 775 Attendees
   - 734 Students
   - 41 Professionals

5. 730 Attendees
   - 692 Students
   - 38 Professionals

6. 462 Attendees
   - 442 Students
   - 20 Professionals

7. 1,322 Attendees
   - 1,244 Students
   - 78 Professionals
2021 NATIONAL CONVENTION 2021 PROGRAMS

ATTENDEE DEMOGRAPHICS
IN-PERSON CONVENTION

UNDERGRADUATE MAJORS

- Mechanical Engineering: 28%
- Computer Sciences & Engineering: 9%
- Electrical Engineering: 5%
- Chemical Engineering: 7%
- Industrial Engineering: 7%
- Civil Engineering: 7%
- Aerospace Engineering: 5%
- Biomedical Engineering: 5%
- Environmental Engineering: 5%
- Systems Engineering: 5%
- STEM - Other: 5%
- Other: 5%

PROFESSIONAL INDUSTRIES

- Defense/Security: 20%
- Manufacturing: 9%
- Technology: 8%
- Aerospace/Aviation: 7%
- Consumer Products: 5%
- Oil & Gas: 4%
- Energy: 3%
- Consulting: 3%
- Healthcare: 3%
- Automotive: 3%
- Agriculture & Farming: 2%
- Other: 2%
ATTENDEE DEMOGRAPHICS
VIRTUAL CAREER FAIR

ATTENDEES

4,150

MEMBERS ONLY

Female 33%
Male 65%
Other/Did Not Specify 1%

BY TYPE

Undergraduate Members 46%
Exhibitors/Sponsors* 3%
Graduates 6%
Professional Members 4%
Other (Leadership, Staff, Committee, Vendors) 4%

YEAR IN SCHOOL

First Generation College Students 56%
First-Time Attendee 61%

* Includes SHPE members who recruit during the event
MEMBERS ATTENDING BY REGION

1. 115 Attendees
   - 107 Students
   - 8 Professionals

2. 204 Attendees
   - 181 Students
   - 23 Professionals

3. 79 Attendees
   - 79 Students
   - 0 Professionals

4. 237 Attendees
   - 222 Students
   - 15 Professionals

5. 511 Attendees
   - 485 Students
   - 26 Professionals

6. 388 Attendees
   - 363 Students
   - 25 Professionals

7. 746 Attendees
   - 701 Students
   - 45 Professionals

ATTENDEE DEMOGRAPHICS
VIRTUAL CAREER FAIR
2021 NATIONAL CONVENTION 2021 PROGRAMS

ATTENDEE DEMOGRAPHICS
VIRTUAL CAREER FAIR

UNDERGRADUATE MAJORS VIRTUAL CAREER FAIR
- Mechanical Engineering: 29%
- Computer Sciences & Engineering: 5%
- Electrical Engineering: 8%
- Chemical Engineering: 7%
- Industrial Engineering: 9%
- Civil Engineering: 3%
- Aerospace Engineering: 1%
- Biomedical Engineering: 5%
- Environmental Engineering: 7%
- Systems Engineering: 11%
- STEM - Other: 5%
- Other: 2%

PROFESSIONAL INDUSTRIES VIRTUAL CAREER FAIR
- Defense/Security: 25%
- Manufacturing: 11%
- Technology: 7%
- Aerospace/Aviation: 7%
- Consumer Products: 1%
- Oil & Gas: 8%
- Energy: 2%
- Consulting: 3%
- Healthcare: 3%
- Automotive: 2%
- Agriculture & Farming: 3%
- Other: 4%
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.
**NilA 2021 Events**

**Attendee Demographics**

Part 1: Certified Chapter Leaders Program

- **566** Chapter Leaders
  - Women: 44%
  - Men: 55%
  - Other: 1%

- **58** Professionals
  - President: 20%
  - Vice President: 8%
  - Secretary: 8%
  - Treasurer: 27%
  - Other: 20%

- **508** Students
  - 1st Year: 38%
  - 2nd Year: 37%
  - 3rd Year: 11%
  - 4th Year: 7%
  - 5th Year: 1%
  - 6-8 Years: 1%
  - 9+ Years: 1%

**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
### Attendee Demographics

#### Part 1: Certified Chapter Leaders Program

<table>
<thead>
<tr>
<th>Engineering Major/Concentration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanical Engineering</td>
<td>26%</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>12%</td>
</tr>
<tr>
<td>Computer Science</td>
<td>11%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>8%</td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>8%</td>
</tr>
<tr>
<td>Computer Engineering, General</td>
<td>7%</td>
</tr>
<tr>
<td>Biomedical/Medical Engineering</td>
<td>6%</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>4%</td>
</tr>
<tr>
<td>Aerospace, Aeronautical And</td>
<td>4%</td>
</tr>
<tr>
<td>Astronautical Engineer</td>
<td>3%</td>
</tr>
<tr>
<td>Environmental Engineering</td>
<td>3%</td>
</tr>
<tr>
<td>Engineering Other</td>
<td>2%</td>
</tr>
<tr>
<td>STEM Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

### Engagement Statistics

**Participant Counts by Day:**

- **Day 1:** 421 participants
- **Day 2:** 448 participants
- **Day 3:** 394 participants

**Average Time Spent on the Platform:**

- **14 hours, 32 minutes**

**Chat Messages:**

- **4,694** messages

**Polls with a Total of 2138 Responses:**

- **14** polls

**Sponsor Booth Visits/Connections:**

- **54** connections

**Networking Connections:**

- **484** connections
NILA 2021 EVENTS

ATTENDEE DEMOGRAPHICS
PART 2: PRESIDENT SUMMIT

- **135** Chapter Presidents
- **2** Chapter Vice Presidents
- **18** Professionals
- **120** Students

- **43%** Women
- **56%** Men

**YEAR IN SCHOOL**
- **54%** N/A
- **29%** 1st Year
- **8%** 2nd Year
- **9%** 3rd Year
- **5%** 4th Year
- **5%** 5th Year

**EXPERIENCE LEVEL**
- **53%** 1-2 Years
- **21%** 2 Internships
- **5%** 3-5 Years
- **16%** 6-8 Years
- **5%** 9+ Years
NILA 2021 EVENTS

ATTENDEE DEMOGRAPHICS
PART 2: PRESIDENT SUMMIT

ENGINEERING MAJOR/CONCENTRATION

ENGAGEMENT STATISTICS
PARTICIPANT COUNTS BY DAY:

<table>
<thead>
<tr>
<th>Day</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>123</td>
</tr>
<tr>
<td>2</td>
<td>104</td>
</tr>
<tr>
<td>3</td>
<td>94</td>
</tr>
</tbody>
</table>

10 hours, 24 minutes
Average time spent on the platform

383
Chat messages

46
Networking connections

- 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
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 of 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.

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.

CONGRATULATIONS TO THE WINNING TEAM!

TEAM VOLTAGE
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?”
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
Male 57%
Female 41%
Other/Undisclosed 2%

FIRST GENERATION COLLEGE STUDENT 65%
FIRST TIME ATTENDEE 70%

YEAR IN SCHOOL
Freshman 9%
Sophomore 22%
Junior 30%
Senior 26%
5th Year 12%

EXPERIENCE LEVEL
No Experience 44%
1 Internship 21%
2 Internships 14%
1-2 years 9%
2-5 years 6%
6-8 years 2%
9+ years 4%
## RLDC 2021 EVENTS

### ATTENDEE DEMOGRAPHICS

**PART 1: CERTIFIED CHAPTER LEADERS PROGRAM**

### MEMBERS ATTENDING BY REGION

![Map of USA showing attendees by region](image)

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

STATEMENT OF ACTIVITIES
Fiscal year ends June 30

REVENUE

<table>
<thead>
<tr>
<th></th>
<th>FY 19/20</th>
<th>FY 20/21</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TOTAL</td>
<td>WITHOUT DONOR</td>
<td>WITH DONOR</td>
<td>TOTAL</td>
</tr>
<tr>
<td></td>
<td></td>
<td>RESTRICTIONS</td>
<td>RESTRICTIONS</td>
<td></td>
</tr>
<tr>
<td>PROGRAM SERVICES</td>
<td>$7,703,337</td>
<td>$6,314,256</td>
<td>-</td>
<td>$6,314,256</td>
</tr>
<tr>
<td>CONTRIBUTIONS</td>
<td>$1,000,029</td>
<td>$297,615</td>
<td>$1,264,290</td>
<td>$1,561,905</td>
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<tr>
<td>ADVERTISING &amp; OTHER</td>
<td>$178,002</td>
<td>$330,094</td>
<td>-</td>
<td>$330,094</td>
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<tr>
<td>SERVICES</td>
<td>$329,527</td>
<td>$488,114</td>
<td>-</td>
<td>$488,114</td>
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<tr>
<td>MEMBERSHIP DUES &amp;</td>
<td>$0</td>
<td>$403,820</td>
<td>($403,820)</td>
<td>-</td>
</tr>
<tr>
<td>OTHER</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NET ASSETS RELEASED</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FROM RESTRICTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL SUPPORT AND</td>
<td>$9,210,895</td>
<td>$7,833,899</td>
<td>$860,470</td>
<td>$8,694,369</td>
</tr>
</tbody>
</table>
FINANCIALS

STATEMENT OF ACTIVITIES
Fiscal year ends June 30

EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2020 Total</th>
<th>2021 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Without Donor Restrictions</td>
<td>With Donor Restrictions</td>
</tr>
<tr>
<td>PROGRAM SERVICES</td>
<td>$5,470,242</td>
<td>$4,123,075</td>
</tr>
<tr>
<td>SUPPORTING SERVICES</td>
<td>$2,112,389</td>
<td>$1,890,107</td>
</tr>
<tr>
<td>MANAGEMENT &amp; GENERAL</td>
<td>$1,110,038</td>
<td>$899,299</td>
</tr>
<tr>
<td>FUNDRAISING</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL SUPPORTING SERVICES</td>
<td>$3,222,427</td>
<td>$2,789,406</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>$8,692,669</td>
<td>$6,912,481</td>
</tr>
<tr>
<td>CHANGE IN NET ASSETS</td>
<td>$518,226</td>
<td>$921,418</td>
</tr>
<tr>
<td>NET ASSETS, BEGINNING OF YEAR</td>
<td>$2,397,672</td>
<td>$2,453,317</td>
</tr>
<tr>
<td>NET ASSETS, END OF YEAR</td>
<td>$2,915,898</td>
<td>$3,374,735</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

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH, CASH EQUIVALENTS, INVESTMENTS</td>
<td>$4,577,071</td>
<td>$6,430,089</td>
</tr>
<tr>
<td>ACCOUNTS RECEIVABLE, NET</td>
<td>$232,376</td>
<td>$347,691</td>
</tr>
<tr>
<td>PREPAID EXPENSES AND OTHER CURRENT ASSETS</td>
<td>$124,979</td>
<td>$36,933</td>
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<tr>
<td>DEPOSITS</td>
<td>$10,130</td>
<td>$0</td>
</tr>
<tr>
<td>PROPERTY AND EQUIPMENT, NET</td>
<td>$22,760</td>
<td>$26,144</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$4,967,316</strong></td>
<td><strong>$6,840,857</strong></td>
</tr>
</tbody>
</table>
STATEMENT OF FINANCIAL POSITION
Fiscal year ends June 30

LIABILITIES & NET ASSETS

LIABILITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$237,289</td>
<td>$228,127</td>
</tr>
<tr>
<td>Accrued Expenses and Other Liabilities</td>
<td>$205,778</td>
<td>$135,032</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>$1,262,689</td>
<td>$1,434,250</td>
</tr>
<tr>
<td>Long Term Liability - PPP Loan</td>
<td>$345,662</td>
<td>$345,662</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$2,051,418</strong></td>
<td><strong>$2,143,071</strong></td>
</tr>
</tbody>
</table>

ACCOUNTS PAYABLE
ACCrued EXPENSES AND OTHER LIABILITIES
Deferred Revenue
Long Term Liability - PPP Loan

SHPE 2021 ANNUAL REPORT | 50
### STATEMENT OF FINANCIAL POSITION

**Fiscal year ends June 30**

**LIABILITIES & NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UNRESTRICTED NET ASSETS</strong></td>
<td>$1,853,317</td>
<td>$2,538,739</td>
</tr>
<tr>
<td><strong>UNRESTRICTED NET ASSETS - BOARD DESIGNATED</strong></td>
<td>$600,000</td>
<td>$835,996</td>
</tr>
<tr>
<td><strong>UNRESTRICTED NET ASSETS - TOTAL</strong></td>
<td>$2,453,317</td>
<td>$3,374,735</td>
</tr>
<tr>
<td><strong>TEMPORARILY RESTRICTED NET ASSETS</strong></td>
<td>$462,581</td>
<td>$1,323,051</td>
</tr>
<tr>
<td><strong>NET ASSETS - TOTAL</strong></td>
<td>$2,915,898</td>
<td>$4,697,786</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$4,967,316</td>
<td>$6,840,857</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.
2020-2021 INDUSTRY PARTNERSHIP COUNCIL ¡MIL GRACIAS!

WELCOME TO THE NEW IPC MEMBERS FOR 2020-2021

[Logos of various companies]
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
Alfredo Corral
Alicia Chombo
Altan Ozler
Amazon Smile Foundation
Anabel Evora
Angie Hardy
Anonymous
Ashley Savageau
Barbara Gonzalez
Barry Cordero
Benjamin Gabbard
Brandi Lemon
Cecile Pinto
Cecilia Carranza
Clarissa Ramirez
Daniel Arellano
Daniel F. Perez

Daniela Beck
Danielle Pierce
Dayna Martinez
Delilah Nunez
Dennis Rivera
Donald Butterworth
Edgar Rodriguez
Edwin Salguero
Eric Beahan
Eva Majercsik
Fabian Villalobos
Fidel & Jill Vargas
Francine Norwood
Francisco Martinez
Freddy Castillo
Gabriel Chavez
Gilbert Saenz
Guilherme Raimundo

Haxtel Estavillo
Heather Hernandez
Huntington Gazecki
Janiel Reyes
Jason Monusco
Javier Munoz
Jen Linck
John Martinez
Jorge Lucero
Jorge Martinez-Navarrete
Jose L. Estrada
Joshua Pascoe
Juan Carlos Lopez
Judy Suliman
Julio Lopez
Kathleen Ermitage
Kristen Harris
Larry Roeth

Laura Campo
LaWanda Kamalidiin
Linda Stewart Krispin
Luz Z Navarrete
Manuel Lopez
Marcy & Chris Paul
Marie Peterson
Matthew Coyne
Melissa Montoya
Mia Lama
Michael Pierce
Monique Herrera
Natalie Brown
Ngoc Hallmark
Nicolas Tempestini
Oscar Loera
Oscar Soto
Pedro Gelabert

Ernesto Morales-Perea
Reyes Massie Puentes
Rhonda McNeil
Rivera Maria Negron
Roberto Seldner
Rodolfo Jr Medina
Sara Benhamron
Sara Warren
Sarah Jerez
Steve Bermudez
Stuart Claxton
Traunza Adams
Michael Wangen
Warner A. Fite
Yuritzi Vargas
SHPE PHILANTHROPY

CORPORATE ANNUAL FUND DONORS

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

CORPORATE ANNUAL FUND MATCHING GIFTS

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adam Wheeler</td>
<td>Diego Traviezo</td>
<td>Jose Lara</td>
<td>Marcelo Morgueta</td>
</tr>
<tr>
<td>Adriana Ocampo</td>
<td>Gerardo Garza</td>
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<td>Marcelo Rangel</td>
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<td>Guadalupe Perez</td>
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<td>Iowany Castiblanco</td>
<td>Kyle Amor</td>
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<td>Lauren Wilk</td>
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<td>Jimi Diaz</td>
<td>Leonel Soto</td>
<td>Nicholas Kezmarsky</td>
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<td>Jorge Rodriguez</td>
<td>Lori Boucher</td>
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<td>Travis Catlin</td>
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### GENERAL SCHOLARSHIP DONORS

<table>
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<tr>
<th>Company</th>
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<tbody>
<tr>
<td>3M Corporation</td>
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<td>Greenman-Pedersen Inc.</td>
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<td>Honda Aero Inc.</td>
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### SHPE PRIDE SCHOLARSHIP

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Daniel Cortes</td>
<td>Emily L. Allen</td>
<td>Leticia Duenas</td>
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<td>Diana Gomez</td>
<td>Juan Cruz</td>
<td>Maira Garcia</td>
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<td>Stephanie Adams</td>
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<td>Susan Thomas</td>
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### SHPE PRIDE SCHOLARSHIP COMPANY DONORS

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<tr>
<td>Murraysmith, Inc.</td>
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SHPE PHILANTHROPY

CORPORATE DONOR CONTRIBUTION

Choate Construction  DTE Energy  Southwire Company

CORPORATE SPONSORSHIP DONORS

Ansys  Intel  Triumph Group  Stanley, Black, & Decker  3M Corporation
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Foundation  PPG Industries, Inc  Chevron Corporation  Northrop Grumman
Henkel  The American Ceramic  Tenable  ZFA
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, 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.