



SHPE

Leading Hispanics in STEM®

SHPE (Society of Hispanic Professional Engineers) is a nonprofit organization serving and advancing Hispanics in STEM.

With more than 13,000 student and professional members, SHPE's mission is to change lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development. To accomplish this, SHPE provides a variety of programming, services, resources, and events, including hosting the largest Hispanic STEM convention in the nation.

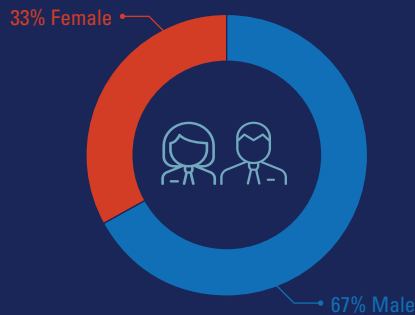


MEMBERSHIP BY THE NUMBERS

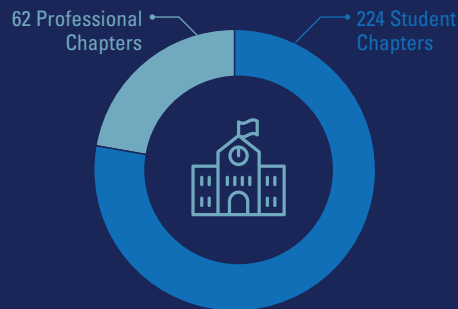
2019-2020

13,000+ Members

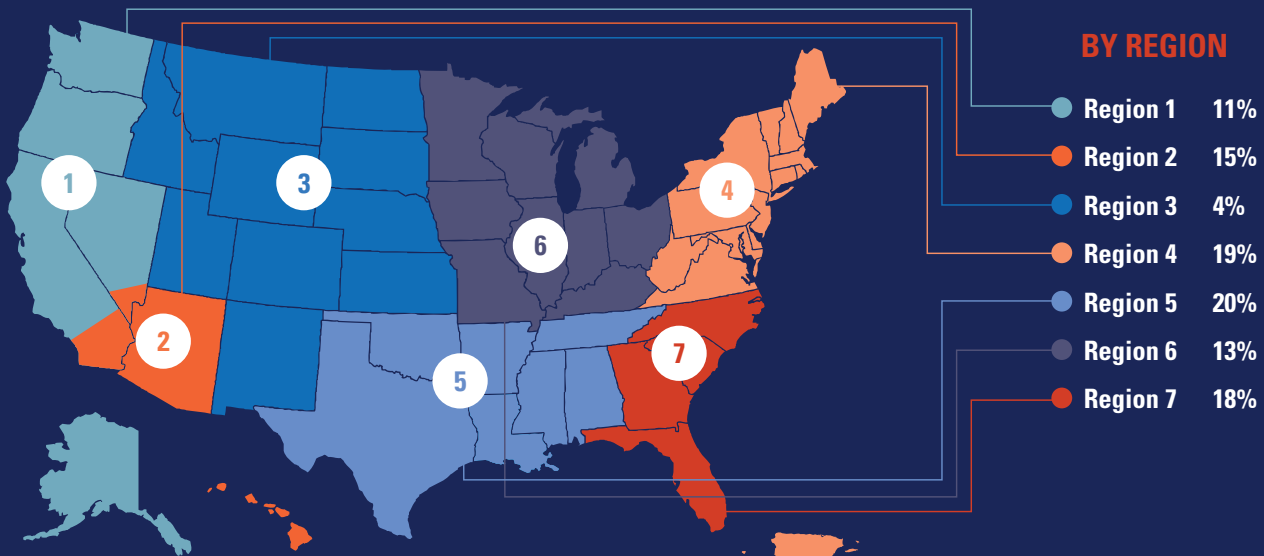
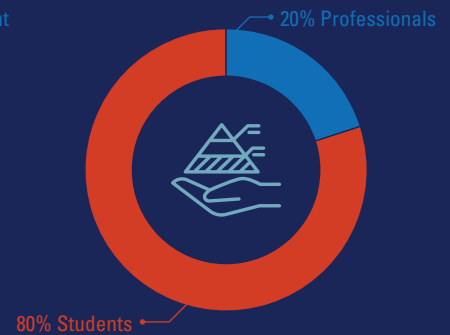
GENDER



286 TOTAL ACTIVE CHAPTERS



MEMBER TYPE



BECOME A MEMBER

SHPE is the nation's largest and longest-standing network for Hispanic students and professionals in STEM. Membership benefits include:

- » Access to a nationwide STEM network
- » Unique scholarship and internship opportunities
- » Exclusive access to the SHPE Career Center
- » Career and leadership training
- » Discounted registration to events
- » Competition and award opportunities

Join the SHPE familia today at shpe.org

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



Service



Education



Resilience

GOALS

Excellence & Innovation: Become the most highly regarded organization serving 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 and stakeholder satisfaction and loyalty

Operational Optimization & Accountability:

Continuously increase SHPE's operational and financial stability

KEY EXECUTIVES



Raquel Tamez,
CEO



Miguel Alemañ,
Board Chair

“

SHPE has provided me with resources I couldn't have obtained otherwise. It's given me a voice and experience as a Hispanic leader to appreciate the community around me and really explore the potential we have as Hispanics to improve and change the world around us.



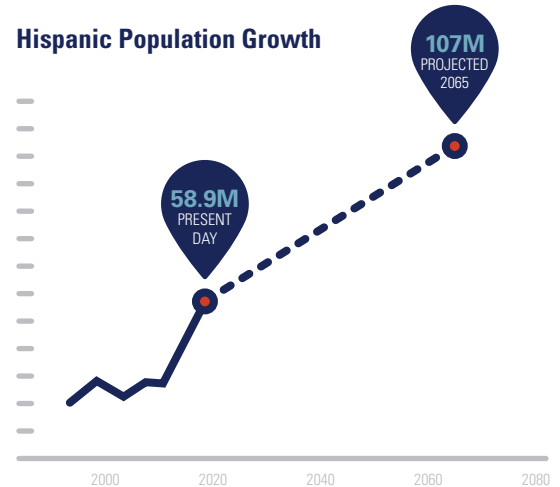
FILLING A NEED

SHPE EXISTS TO CLOSE THE GAP BETWEEN HISPANICS AND STEM.

Since 2016, the Hispanic population in the U.S. has grown to 58.9 million, or 18%. Hispanics account for half of the national population growth since 2000. And those numbers are projected to continue growing to 107 million by 2065, or 24% of the population, according to the Pew Research Center.

Subsequently, employment in science, technology, engineering, and math (STEM) occupations has grown 79% since 1990, from 9.7 million to 17.3 million in 2018, outpacing overall U.S. job growth, and is projected to continue growing.

Hispanic Population Growth



9.7 Million

STEM occupations in 1990

17.3 Million

STEM occupations in 2018



Despite being 18% of the population, Hispanics remain under-represented and under-employed in STEM fields, holding only

7% of STEM jobs



But according to a *Forbes Insights* report,

85% of executives agree

that a "diverse and inclusive workforce is crucial to encouraging different perspectives and ideas that drive innovation."

SHPE exists to narrow and eventually close this gap by raising awareness and increasing access. SHPE prepares Hispanic students and professionals to be top talent and leaders in their field; driving innovation, the global economy, and a prosperous Hispanic community.



THE MISSION IN ACTION



CyberTech Trek: Your Path to Cybersecurity

The global cyber security market value is projected to reach \$281.74 billion by 2027. This program offers courses on cybersecurity and the opportunity to earn a Certified Information Systems Security Professional (CISSP®) certification. Carefully selected and curated by SHPE and powered by MindEdge, these courses offer our professional members a path into one of the fastest-growing specialties in STEM.



latinXfactor™: Sharpen Your Professional Edge

This career readiness program is uniquely designed to help members make the exciting transition from student to early career professional. The latinXfactor program offers the inside scoop on navigating the unwritten rules of the professional world through focused webinars presented by engaging panelists who are experts in their field.



MentorSHPE

Because "research shows that mentees generally perform better in their programs and after they get out of school than students without mentors," SHPE offers a robust mentorship program, in a variety of formats, that allows mentees to get support and perspective on challenges when needed and mentors to feel the reward of giving back to their community.



Noche de Ciencias™

According to a White House study, "Hispanics are not sufficiently exposed to STEM subjects at the K-12 levels." To counter this issue, SHPE created the Noche de Ciencias™ program, hosting local family science nights designed to inspire Hispanic high school students to pursue STEM careers, while also educating their parents on how to support their child's goals.



Propel: Boost Your Career with SHPE Online

SHPE in collaboration with MindEdge offers the very latest in self-paced online courses and certificate programs. SHPE has composed a comprehensive suite of over 150 online, self-study professional development courses and certificate programs specifically for our professional members.



ScholarSHPE: Supporting Our Future

Financial need is the #1 reason why students do not complete a bachelor's degree. The ScholarSHPE program provides much-needed financial support to ensure graduation by Hispanics in STEM. For the 2019-2020 academic year, SHPE provided over \$680,000 in scholarships to students at a variety of education levels.



SHPEtinaz: Igniting Latinas in STEM

Only 2% of Latinas held science and engineering positions in 2015 despite being 9% of the population. Offered as a dedicated conference at the National Convention and through special events at the national, regional, and chapter level, the SHPEtinaz program encourages, empowers, and retains Latinas in STEM by providing strategies to overcome obstacles and thrive.



SHPEXchange ERG Program

Helps our partner organizations establish a strategic Employee Resource Group (ERG) operating framework that serves Hispanics employees in STEM careers, their respective company's community impact initiatives, and the Hispanic community overall.



SHPE | SMU-Cox Rising Latino Leaders Professional Development Program

SHPE collaborated with the country's only dedicated business school-based executive education program focused exclusively on cultivating and growing today's and tomorrow's Latino business leaders to offer members this unique leadership certificate program.

 shpe.org/programs

ANNUAL EVENTS

RLDC

Regional Leadership Development Conferences (RLDC) are training conferences held in each of seven regions every spring. Led by experienced speakers professionals, the sessions equip students and SHPE's young professional members to lead in their chapters, at work, and in their community.

"RLDCs allow us to bring in the best local resources to train the next generation of Hispanic leaders who will shape this country."

– Gabriel Grajeda, Region 4 Member

NILA

The National Institute for Leadership Advancement (NILA), a four-day leadership development conference held every summer, equips SHPE's newest regional and chapter leaders with the skills and knowledge for success. Attendees who successfully complete the curriculum graduate as a Certified Chapter Leader.

National Convention

The SHPE National Convention serves as the country's largest gathering of Hispanic STEM students and professionals, offering a unique opportunity to engage, support, educate, and advance the careers of Hispanic students and professionals. The Convention is made up of five unique conferences: Pre-College, Academic, SHPEtinias, Professionals, Tech & Innovation; as well as, a robust Career Fair & Graduate School Expo, and much more.

"There are just so many opportunities at the convention. It's really life changing for everybody who attends."

– Samantha Inguanzo, Region 7 Member



 shpe.org/events

2020-2021 INDUSTRY PARTNERSHIP COUNCIL

SHPE's Industry Partnership Council (IPC) is composed of national, top-level companies and government agencies that value diversity in the workplace and have made an annual commitment to support SHPE's mission.





ACADEMIC PARTNERSHIP COUNCIL

Launched in 2020, SHPE's Academic Partnership Council (APC) provides a formal process for comprehensive universities, primarily undergraduate institutions, research institutions, and community colleges to partner with SHPE to provide guidance and insight for academic-related aspects of the National Convention and other SHPE programs.

 shpe.com/APC

SUPPORT SHPE

SHPE relies on thousands of volunteers, sponsors, and financial supporters to carry out our mission. Here are some ways you and your organization can help increase the number of Hispanic students successfully graduating with a STEM degree and expand the number of Hispanic STEM professionals in the workplace and leadership positions:

- » Sponsor an event
- » Establish a named scholarship
- » Participate in SHPE's Career Center, the top job board for Hispanics in STEM
- » Sponsor one or more SHPE programs
- » Advertise in SHPE SmartBrief, the go-to digital publication for Hispanics in STEM
- » Make an unrestricted financial contribution to the SHPE Innovation Fund
- » Establish a SHPE chapter in your organization

Contact partnerships@shpe.org today for more information

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 SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

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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.