Case For Support 2022
Our 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.

“
No one in my family has ever been an engineer. Nobody’s ever gone into the STEM field. So me being the first one, I’m breaking the barriers and representing my family.

- Elmer Mateo,
  SHPE Member, Engineering Student at University of California-Irvine

“
When I found SHPE in college, it was the first time that I was surrounded by people who looked like me, people who wanted to do what I was doing. I see what SHPE does to change people’s lives and it’s the reason that I’m so involved now.

- Carina Pineda,
  SHPE Member, Mechanical Engineer at Raytheon Missiles & Defense
The Need

STEM is where it’s at.

The STEM industry is growing rapidly, creating a huge demand for an educated, innovative, and capable workforce.

Hispanics are the next big thing.

The Hispanic population has increased from 16.4% to 18.7% between 2010 and 2020, accounting for 51% of population growth in the U.S., and by 2060, 1 in 4 people living in the United States will be Hispanic or of Hispanic heritage.

The STEM Landscape

STEM jobs are growing faster than other industries

<table>
<thead>
<tr>
<th>Projected Occupation Growth 2020-2030</th>
<th>Median Annual Wage 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.5%</td>
<td>$40,120</td>
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<tr>
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Projected Occupation Growth 2020-2030

Median Annual Wage 2021

Hispanics are the next big thing.

The Hispanic population has increased from 16.4% to 18.7% between 2010 and 2020, accounting for 51% of population growth in the U.S., and by 2060, 1 in 4 people living in the United States will be Hispanic or of Hispanic heritage.
We need Hispanics in STEM fields.

Let’s invoke every engineer’s favorite principle, Occam’s Razor — all things being equal, the simplest solution with the least number of assumptions is often the best one.

In other words, with their notable growth and future projections, Hispanics are primed to help meet the demand for a STEM workforce. And numbers aren’t their only asset. They are smart, resourceful, and creative! The future of STEM looks bright in their hands.
But, there is a sticking point.

Despite making up 18% of the workforce, Hispanics only make up 8% of STEM professionals. There is a 10% gap. We call it The Gap.
And that is why SHPE exists.

We are science-minded and solution-oriented. We are dedicated to closing The Gap between the Hispanic population and its representation in STEM. It’s the simplest answer to a growing problem.

Our Vision

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

"SHPE has made me realize the power of having a network. Even if it’s a room full of strangers, if they’re in SHPE, they’re my family.

- Xavier Alexander Zapien, SHPE Member, Robotics Electrical Engineer at NASA Jet Propulsion Laboratory"

"I think SHPE filled a void for us. It brought us into a world where we were able to find people that were mentors and see the things that are possible in engineering.

- Cesar Gonzalez, SHPE Lifetime Member, Chief Technology Officer at Barrios Technology"

"My school was predominantly white and male. In order for me to fit in, I really had to have connections with the network of people who could be my support system and my family away from home. SHPE gave me that. To be in SHPE, you just have to support our vision for young people to have opportunities in STEM to make a difference in the world.

We are engineers, computer scientists, mathematicians, and scientists, first and foremost.

We specialize in problem-solving. And we believe our most pressing problem is that the STEM workforce has yet to reflect the diversity of our nation. This is a huge loss for our country. We will all benefit from a world where Hispanics have realized their full potential.
Who We Are

We are a Familia.

We believe Hispanics are some of the most intelligent and resourceful innovators BECAUSE of their heritage, not in-spite of it. At the heart of our organization is the Familia. A signature of our Hispanic culture, SHPE has all the elements of a healthy family: we face collective challenges together, foster new opportunities, and provide unconditional support.

“SHPE is going to help you with self growth. [The Familia] provides you with opportunities for professional development, mentoring, and networking. It’s really that involvement that enables you to jump into a corporate environment and stand out.

- Annamarie Valdez Nicholson, SHPE Member since 1992
Our membership is diverse.

We are high school students, college students, and professionals. We are senators and congress members. We are astronauts and astrophysicists, CEOs and doctors. And we are the future of all of the above and more.

According to the Pew Research Center, no group faces a larger representation gap in STEM jobs than Latinos. Diversity in the research environment drives scientific discovery. A more diverse STEM pipeline is key to maintaining America’s leadership in innovation.

- Alex Padilla,
  U.S. Senator and former SHPE Member
Who We Are

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Our Values

Familia | Leadership | Education | Service

“SHPE will be the driving force of the future as we continue to be and grow as the go-to advocate for Hispanics in STEM.

- Leo Soto,
  SHPE Lifetime Member
Who We Are

Membership Breakdown

- Total Members: 12,866
  - Student Members: 10,559
  - Professional Members: 2,307

2020-2021 National Chapters

- Total Active Chapters: 286
  - Student Chapters: 207
  - Professional Chapters: 62

Gender Breakdown

- Female: 35%
- Male: 64%

Top Majors

- Mechanical Engineering: 25%
- Computer Sciences, MSI: 20%
- Electrical Engineering: 11%
- Civil Engineering: 7%
- Chemical Engineering: 7%
- Industrial Engineering: 5%
- Aerospace Engineering: 5%
- Medical Engineering: 5%
- General Engineering: 2%
- Environmental Engineering: 2%
- System Engineering: 1%
- Business Administration: 1%
- Others: 10%
We are
13,000 members and growing with
286 chapters nationwide

Where We Are

1. Northern CA, Northern NV, AK, OR, WA
2. AZ, HI, Southern CA, Southern NV
3. CO, ID, KS, MT, ND, NE, NM, SD, UT, WY
4. CT, PA, DC, PR, DE, RI, MA, VA, MD, VT, ME, WV, NH, NJ, NY
5. AL, AR, LA, MS, OK, TN, TX
6. IA, IL, IN, KY, MI, MN, MO, OH, WI
7. FL, GA, NC, SC

Active Chapter Count By Region

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<tr>
<th>Region</th>
<th>Active Chapters</th>
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<tr>
<td>Region 1</td>
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<td>Region 2</td>
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Member Share by Region

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<tr>
<th>Region</th>
<th>Share</th>
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</thead>
<tbody>
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<td>19%</td>
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<tr>
<td>Region 7</td>
<td>10%</td>
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What We Do

Our Programs

Every program and event we design is specifically targeted to fill The Gap. Whether reaching out our hand or giving a leg-up, we’re equipping our members today to become the STEM leaders of tomorrow.

Lack of funds is the number one reason Hispanics don’t graduate college. We put our money where our mouth is, and distribute over $1.3 million in scholarships annually to our members. As a result, our ScholarSHPE program demonstrates that our SHPE Familia values them as members of the STEM community and is invested in their future.

SHPE awarded scholarships to 200+ students for the 2021-2022 academic year.

“Growing up in a less privileged household and having financial and academic challenges has helped me realize the value of a college education. It is what has encouraged me to work so hard and invest in my future.

- David Boudin,
  SHPE Undergraduate Scholarship Recipient
At SHPE, we lift as we climb. And, there is no better guide for our SHPE members than connecting with a role model in the Familia. Connecting mentors with mentees, our MentorSHPE program is designed to expand networks, offer key insights and knowledge, and build new skills both academically and professionally.

Since our new platform launch in July 2021, MentorSHPE has supported over 150 mentoring connections, where 100% of participants reported achieving all or some of their set goals.

"Since SHPE changed my life, I can’t think of a better way to thank them than to give back to my chapter. My hope is to influence students to feel like they are a part of something bigger and that engineering is definitely for them."

- Catherine Trevino, SHPE Member since 2014
SHPE supports interns before, during, and after their internships to make sure that they are successful from day one. We take internships to the next level with year-round individualized engagements that provide professional development and community building and empower our members to meet their objectives.

In the inaugural year of our InternSHPE program, we helped increase Hispanic representation at corporate partner, Medtronic, by 300% through the placement of 35 interns.
What We Do

Our Programs

Identifies that special something—that X-factor—and delivers webinars to support participants learning to use it to excel as a student, a professional, and a leader. Expertly designed and curated webinars focus on early career readiness and professional development.

In 2021, SHPE served 3,375 current and future Hispanic STEM leaders over the course of 14 latinXfactor webinars.
Our Programs

What We Do

SHPEReads

An opportunity to learn from the source! Participants join a community to discuss articles on surviving and thriving in their career paths. Each meeting is led by the paper’s author and gives participants the opportunity to not only learn from the author and the paper’s content, but also from each other.

We held our very first #SHPEReads GRADs Edition meeting in November 2021 with speaker Dr. Michael Zigmond discussing survival skills for graduate school and beyond.
What We Do

Our Programs

Bringing the profound possibilities of STEM to pre-college students and their families in just one night. Events plant the seeds of STEM potential with our next generation of the SHPE Familia.

We hosted 6 Noche de Ciencias events regionally and virtually for over 600 participants in 2021.
What We Do

Our Events

The magic of gathering. SHPE wouldn’t be a Familia if we didn’t get together from time to time.

- National Convention
- NILA
- RLDCs
What We Do

Our Events

National Convention

What happens when you bring together over 8,000 aspiring and brilliant scientists, engineers, and mathematicians with the most influential and innovative STEM companies in the industry? A life-changing and world-shaking symposium of substantial significance. Our mission embodied in just 5 days. It is the largest gathering of its kind in the country, and is a beacon for top STEM talent.

“On my first day of the Convention, when I saw the “mob” of students so eager to enter the show floor, I was amazed and impressed. When I heard them cheer when the clock struck 2pm and there was this organized, professional rush to get into the room, frankly, it almost took my breath away. The enthusiasm, interest, and desire – I could feel it.

- Charles H. Allison Jr., Harvard Business School Admissions

2021 Convention Statistics:

- 5,300+ In-person Convention attendees
- 4,100+ Virtual Career Fair attendees
- 250+ Workshops and sessions
- 13,000+ Interviews/meetings conducted or planned
Our Events

NILA

Leaders need to lead. And we’re here to help them be the best. The National Institute for Leadership Advancement (NILA) conference prepares hundreds of SHPE chapter leaders to springboard into the year, helping them align their chapter plans with SHPE’s mission and goals.

2021 NILA:

600+ Attendees in 2021
40 Leadership development sessions
Think global, act local. Our membership is broken up into 7 geographical regions. SHPE’s Regional Leadership Development Conferences (RLDCs) meet our members where they are at… literally. We bring national knowledge and expertise to accessible, local learning-events for members no matter where in the country they are.

2021 RLDCs:

1,200+
Attendees in 2021
What We Do

Government Relations

In the last few years, it’s become more and more apparent that we need to be in the rooms where decisions are made. With this in mind, SHPE is committing resources to being a major player and influencer on Capitol Hill.

We Support:

- Policies to increase the number of Hispanic men and women in engineering as a way to promote economic empowerment and sustainability in their community.
- Increased federal funding for initiatives aimed at boosting the number of Latino students who pursue STEM education and career paths, particularly engineering.
- Increased targeted funding for Hispanic Serving Institutions and other colleges and universities that are focused on STEM opportunities for Hispanic students.
How We Do It

Financials

We’re an open book when it comes to accounting for where our funding and support comes from.

Statement of Activities (Fiscal year ends June 30, 2021)
How We Do It

Industry Partnership Council (IPC)

Our Industry Partnership Council (IPC) members are committed to diversity and inclusion, aligning perfectly with SHPE’s mission to advance Hispanic leadership in STEM. The IPC is made up of over 60 organizations including Fortune 500 companies and multiple government agencies.
How We Do It

Academic Partnership Council (APC)

Our Academic Partnership Council (APC) members are higher education institutions that are committed to supporting Hispanics in STEM. They are integral to defining SHPE’s strategies to realize success for our members.
I would sum up SHPE with one word: Impact. Everybody that’s a part of this organization will be surrounded by like-minded individuals who are all trying to impact this world. I came from a rough neighborhood. How can I impact the neighborhood that I came from and show people that there’s something bigger out there?

- Rudy Medina, SHPE Member since 2012

Through SHPE, I am able to network and engage with like-minded faculty and professionals who want to give back through education, and I am also able to mentor students who want to better the environment for their community and future generations. The SHPE familia provides a rich network of skilled people who have a common mission of advancing Hispanics through STEM.

- Sophia Plata, PhD, SHPE Member since 2015

Being a mentor to underserved students, I stress the importance of sharing your story. In doing so, we become mentors to the next generation of scientists, engineers, and mathematicians, who may not have had someone to look up to at home.

- Emily Anne Vargas, SHPE Member since 2013
How You Can Help

The world needs the brilliance, creativity, and perspective of the Hispanic community in STEM now. Help us fill *The Gap* today. It’s simple.

**Donate**
A gift to SHPE will directly support our programming, including funding scholarships, connecting mentors, and offering cutting-edge learning opportunities.

**Volunteer**
Work for free! Just kidding. Give back and make a difference. Our events and programs are fueled by generous, enthusiastic volunteers. Join us and get paid in karma and gratitude.

**Sponsor a Named Scholarship**
Change lives and invest in the futures of our students and the STEM field at large. Education equals opportunity and a better future for all.
Contact Us

Rafael Magana
Director, Philanthropy & Major Gifts

Email: rafaelm@shpe.org

Visit: SHPE.org

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City of Industry, CA 91746
We were engineers. We drew up the plan. This is what we dreamed of: an organization with a clear mission and a national presence. We always knew it had this kind of potential. To see it take off the way it has—it’s really special.

- Rodrigo Garcia,
SHPE Founder