

Case For Support 2022



SHPE
Leading Hispanics in STEM.

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.

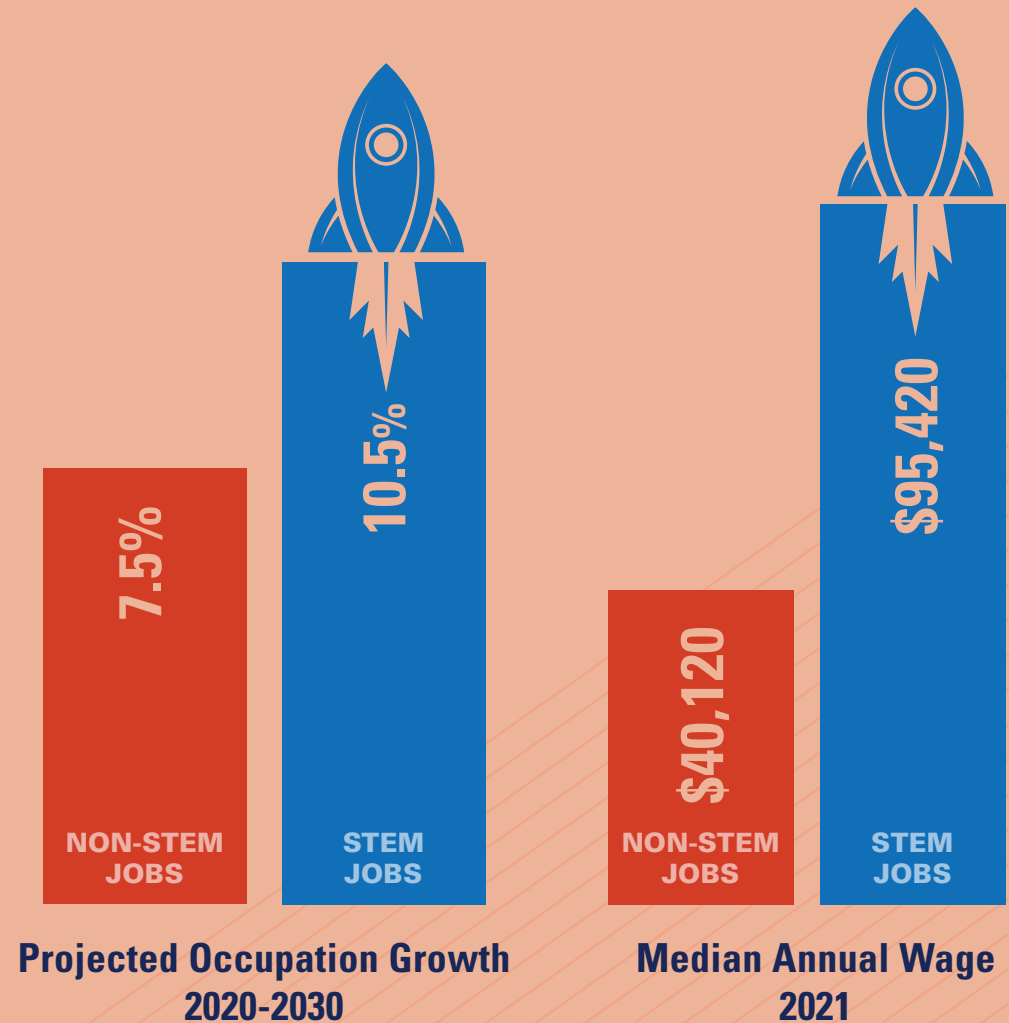
The STEM industry is growing rapidly, creating a huge demand for an educated, innovative, and capable workforce.

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



The Need

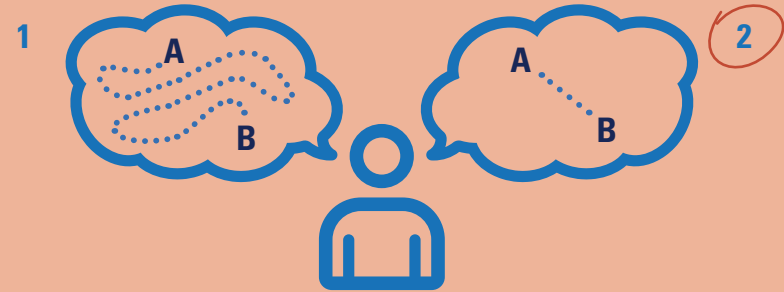
We need Hispanics in STEM fields.

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.

Occam's Razor

"When faced with two equally good hypotheses, always choose the simpler."



Demand for STEM positions is increasing.

The Hispanic population is increasing.

Simple Solution

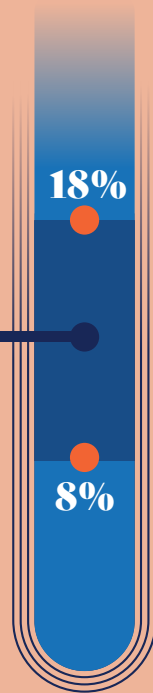
Increase Hispanic representation in STEM fields.

The Gap

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.**

The Gap
(10% Difference)



The Solution

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



“

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.

- **Annamarie Valdez Nicholson**,
Lifetime Member and VP of Finance for SHPE Colorado, NLP (Neuro-Linguistic Programming) Coach, Project Management Consultant, and Discover Pathwaze as an Independent Educational Consultant



“

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

Who We Are

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

Who We Are

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



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

Our Mission

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Our Vision

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Our Values

Familia | Leadership | Education | Service

Who We Are



Membership Breakdown



Total Members
12,866

Student Members
10,559

Professional Members
2,307

2020-2021 National Chapters

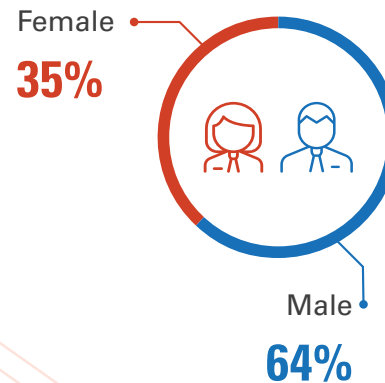


Total Active Chapters
286

Student Chapters
207

Professional Chapters
62

Gender Breakdown



Top Majors

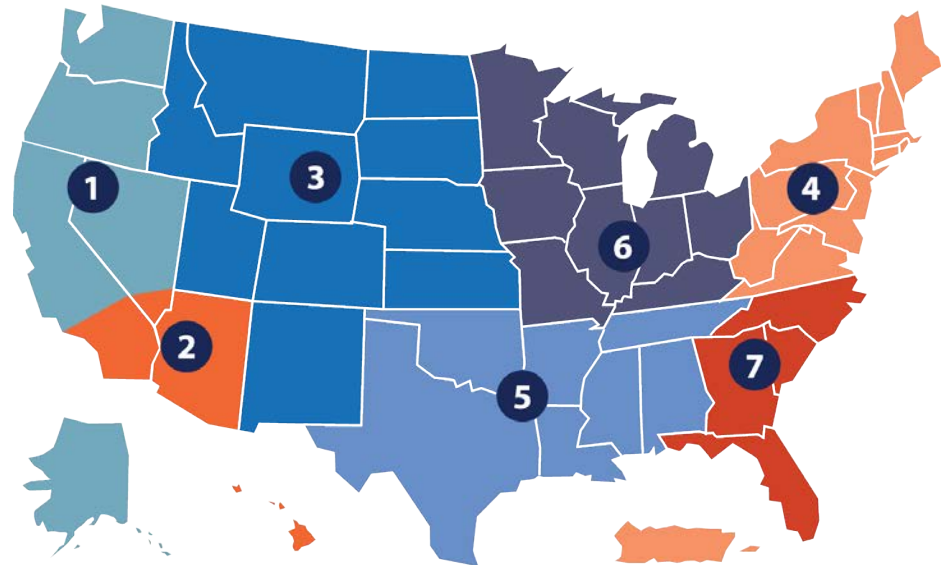


Mechanical Engineering	25%
Computer Sciences, MSI	20%
Electrical Engineering	11%
Civil Engineering	7%
Chemical Engineering	7%
Industrial Engineering	5%
Aerospace Engineering	5%
Medical Engineering	5%
General Engineering	2%
Environmental Engineering	2%
System Engineering	1%
Business Administration	1%
Others	10%

Where We Are

We are
13,000
members
and growing with
286 chapters
nationwide

- 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

Region 1	29	Region 5	46
Region 2	39	Region 6	55
Region 3	20	Region 7	30
Region 4	67		



Member Share by Region

Region 1	10%	Region 5	16%
Region 2	14%	Region 6	19%
Region 3	7%	Region 7	10%
Region 4	23%		



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.



ScholarSHPE

SUPPORTING OUR FUTURE

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

What We Do

Our Programs



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

What We Do



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.

Our Programs



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.

What We Do



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.

Our Programs



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

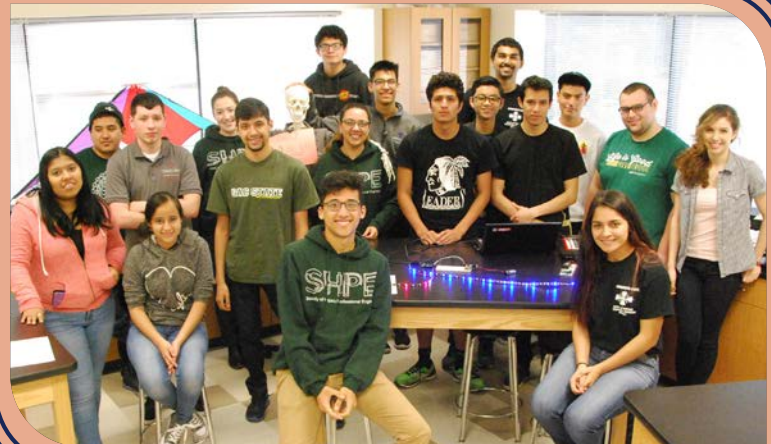
Our Programs



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

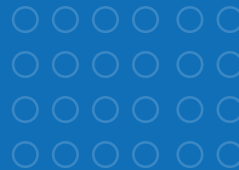
Our Events

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.

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



“

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

What We Do

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



What We Do

Our Events

RLDCs

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.

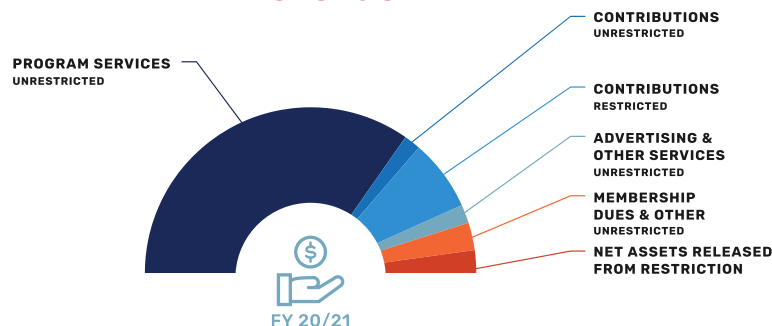
How We Do It

Financials

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

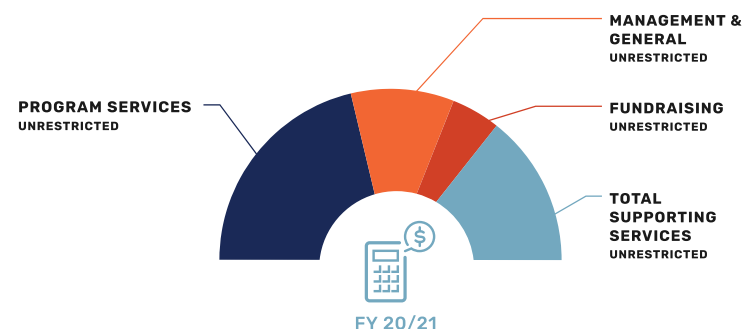
Statement of Activities (Fiscal year ends June 30, 2021)

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

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.

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.



2022–2023

3M Science. Applied to Life.

accenture

Actalent

AIR FORCE STEM

AIR PRODUCTS

amazon

NAVY

AM EX

Amsted INDUSTRIES



BANK OF AMERICA

RECHTEL

BOEING

Boston Scientific



cadence®

CapitalOne

Carrier

CATERPILLAR®



the human energy company

CISCO



Cummins

DANAHER

DELTA

DISCOVER

Dominion Energy
Actions Speak Louder

DOW

DUPONT

EATON
Powering Business Worldwide

ExxonMobil

Ford



GENERAL DYNAMICS

gm

Goldman Sachs

Google

GRANITE

spectris

Honeywell

IR Ingersoll Rand

intel

Jacobs

JOHN DEERE

Johnson & Johnson
FAMILY OF COMPANIES

Johnson Controls

JPMORGAN CHASE & CO.

Lam RESEARCH

LOCKHEED MARTIN

Medtronic

Microsoft

Milwaukee

MOTOROLA SOLUTIONS

NORTHROP GRUMMAN

P&G

PEPSICO
PepsiCo
Tropicana
G

Qualcomm

Raytheon Technologies

RA Rockwell Automation

SoCalGas

StanleyBlack&Decker

TEXAS INSTRUMENTS

TOYOTA

USAA

verizon

WELLS FARGO



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.

2022

ASU Ira A. Fulton Schools of Engineering
Arizona State University

B
BOISE STATE UNIVERSITY
COLLEGE OF ENGINEERING

BRADLEY University

FRESNO STATE
Discovery. Diversity. Distinction.



DARTMOUTH
ENGINEERING
THAYER SCHOOL

Duke | PRATT SCHOOL of ENGINEERING

GT Georgia Tech
College of Engineering



ILLINOIS TECH
Armour College of Engineering

IOWA STATE UNIVERSITY
College of Engineering

JMU Engineering

JOHNS HOPKINS
UNIVERSITY

KENNESAW STATE
UNIVERSITY
SOUTHERN POLYTECHNIC
COLLEGE OF ENGINEERING AND
ENGINEERING TECHNOLOGY

MIT | School of Engineering

College of Engineering
MICHIGAN STATE UNIVERSITY

MINNESOTA STATE
UNIVERSITY
MARSHALL

MISSOURI S&T

MORTON MC COLLEGE

NEW YORK INSTITUTE OF TECHNOLOGY
College of Engineering
& Computing Sciences

NORTHERN ILLINOIS UNIVERSITY
College of Engineering and
Engineering Technology
Your Future. Our Focus.

Oregon State
University

PennState
College of Engineering

PURDUE
UNIVERSITY
NORTHWEST

CITY COLLEGES OF CHICAGO
Richard J. Daley

RUTGERS

SAN DIEGO STATE
UNIVERSITY
College of Engineering

SJSU CHARLES W. DAVIDSON
COLLEGE OF ENGINEERING



SMU Lyle School of Engineering

STEVENS
INSTITUTE OF TECHNOLOGY
THE INNOVATION UNIVERSITY

Temple
University
College of Engineering

TEXAS TECH UNIVERSITY
Edward E. Whitacre Jr.
College of Engineering

University at Buffalo
School of Engineering
and Applied Sciences

UNIVERSITY OF ARKANSAS

UNIVERSITY OF CALIFORNIA
MERCED | SCHOOL OF ENGINEERING

UC San Diego
JACOBS SCHOOL OF ENGINEERING

University of CINCINNATI
COLLEGE OF ENGINEERING
AND APPLIED SCIENCE

University of Colorado Boulder

University of Dayton
School of Engineering

UNIVERSITY of HOUSTON
CULLEN COLLEGE of ENGINEERING

KU SCHOOL OF ENGINEERING
The University of Kansas

N COLLEGE OF ENGINEERING

University of New Haven

UNIVERSITY OF NORTH CAROLINA
CHARLOTTE

UNT COLLEGE OF ENGINEERING

USC University of Southern California

UTA College of Engineering

The University of Texas at Austin
Cockrell School of Engineering

UT DALLAS
Erik Jonsson School of Engineering
and Computer Science

The University of Texas
Rio Grande Valley

UTSA
Klesse College of Engineering
and Integrated Design

UNIVERSITY OF THE PACIFIC

UVA
ENGINEERING

College of Engineering
UNIVERSITY OF WISCONSIN-MADISON

UWMILWAUKEE | College of Engineering
Applied Science

VALPARAISO UNIVERSITY

WASHINGTON STATE
UNIVERSITY

Wichita State
UNIVERSITY

CITY COLLEGES of CHICAGO
Wilbur Wright

Our Impact



“

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



“

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



“

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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SHPE

Leading Hispanics in STEM®



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