

Racing Towards the Future

2022 ANNUAL REPORT



ANNUALREPORT2022.SHPE.ORG

VIDEO HIGHLIGHTS



2022 National Convention
8,854 Hispanics in STEM in Charlotte



InternSHPE Program
1 debut cohort of 31 Medtronic interns



ScholarSHPE Program
346 scholarships totaling over \$1,800,000



2022 NILA Conferences
214 certified chapter leaders & 189 chapter presidents

MESSAGE FROM THE CEO & BOARD CHAIR

Hola Familia!

It's that time again when we take a moment to reflect on the accomplishments of 2022 and acknowledge the exciting changes and sometimes difficult ones too. It was a year of embarking on new journeys while paying our respect to old ones.

It is impossible to think about this past year without acknowledging a huge loss. Rod Garcia, SHPE Founder and STEM visionary passed away in July. The saying goes, "We're standing on the shoulders of giants," and Rod was our giant. He was an architect, leader, advocate, and friend. The SHPE of today – and tomorrow – is only possible because of the work he started almost 50 years ago. We miss Rod every day but are so grateful for the impact he made and the thousands of lives he changed. He will never be forgotten.

As we said goodbye to Rod and committed ourselves to honoring his memory, SHPE looked to future horizons with a new strategic plan, organizational structure, board leadership, and government relations.

The year started with the National Board of Directors approving a three-year Strategic Plan. After thoughtful discussions with the SHPE Board, staff, regional leadership, and membership, a comprehensive framework was laid out based on three foundational objectives – Protect our Core, Grow to Prosper, and Establish Prestige & Respect in STEM. These goals were designed specifically to fill the gap between Hispanics and STEM and ensure that this workforce reflects the true diversity of our country. While it might evolve as the environment around us changes, this plan is the blueprint for SHPE's growth through 2025.

In the summer, we appointed several new Board Members, including a new Board Chair, Fernando Paz. Fernando is Associate Vice President of Software Engineering at Cox Automotive, and a passionate advocate for SHPE's mission. His leadership style is poised to take SHPE to the next level and prepare us for another 50 years of Hispanic excellence in innovation and technology.

Finally, we formally launched our Government Relations work by hiring a dedicated staff member to strengthen and develop our relationships with Congressional leaders, agency members, and the White House. Mariana Acuña Delgado is our new Senior Associate of Government Relations, and we've already seen some major successes including the passage of Senate Resolution 640, and SHPE's elevated participation in the Department of Education's #YOUBelongInSTEM Campaign.

All of these efforts have culminated in a record number of members coming to SHPE. With over 13,000 members and over \$11 million in support, we're truly a national force to be reckoned with. Every dollar raised is another dollar committed to our mission and vision and our continued financial growth allows us to better support our members and serve Hispanics in STEM. SHPE is strong and ready for what's next.

So, as you can see, 2022 was about moving forward without forgetting where we came from. Thank you for being there through it all, Familia. We can't wait to see how 2023 unfolds!



Miguel Alemañy
Interim CEO



Fernando Paz
Board Chair

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

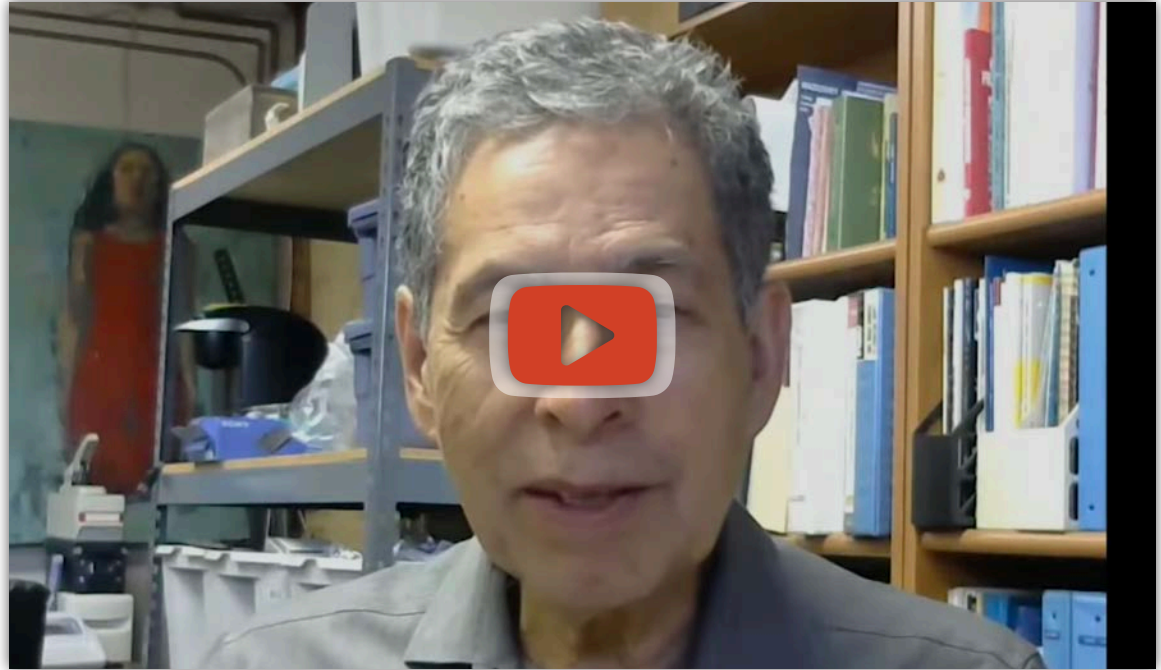
We embrace our diverse cultures and communities, which enable us to adapt, thrive, and persist with optimism.



1943-2022 **ROD GARCIA**

We lost a giant this year. A visionary, leader, advocate, and friend, SHPE's founder Rod Garcia passed away on July 2, 2022.

READ THE TRIBUTE

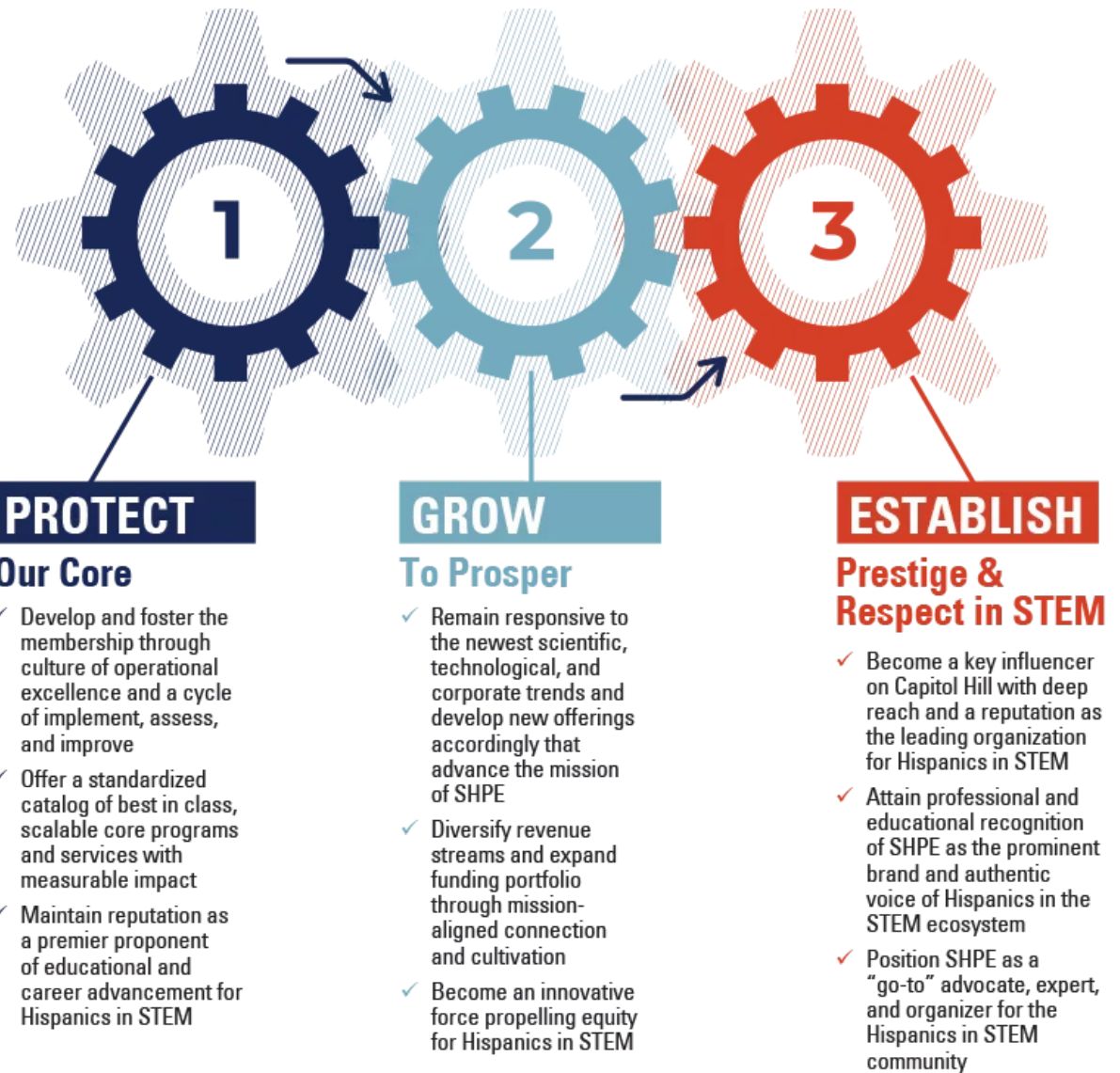


Founder Rod Garcia talks about the beginnings of SHPE and how the organization has been changing lives for close to 50 years.

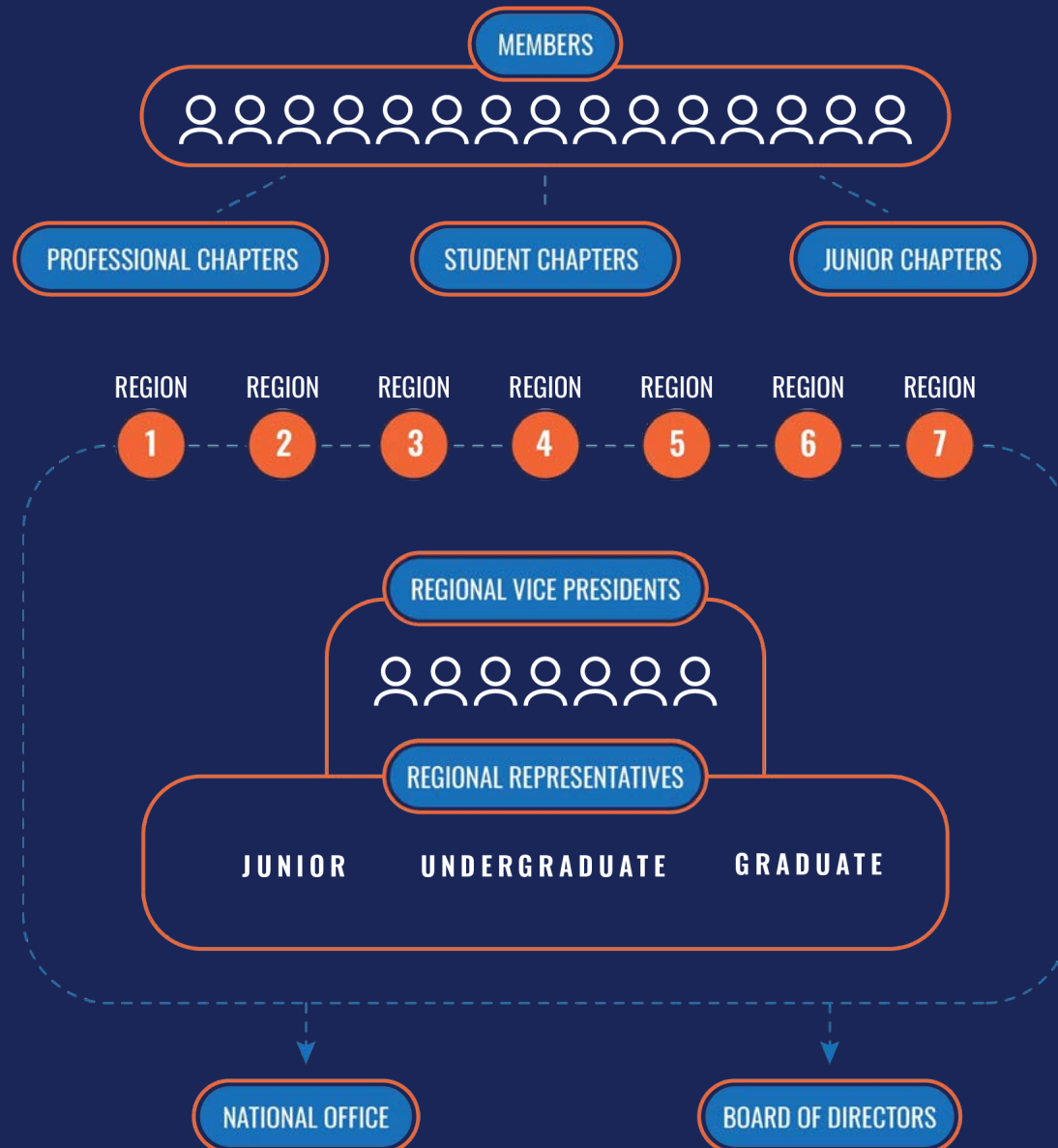
GOALS SHPE NATIONAL STRATEGY

After thoughtful discussions with the SHPE Board, staff, regional leadership, and membership, we created the SHPE 2022-2025 Strategic Plan. While it might evolve as the environment around us changes, this plan is the blueprint and the foundational document for SHPE's growth over the next three years.

[READ THE PLAN](#)

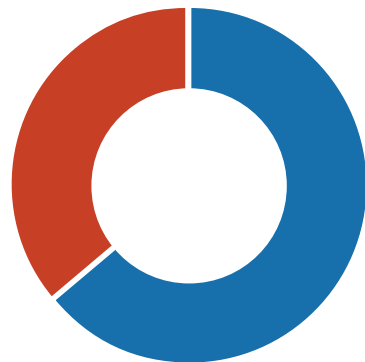


A MEMBER-DRIVEN ORGANIZATION



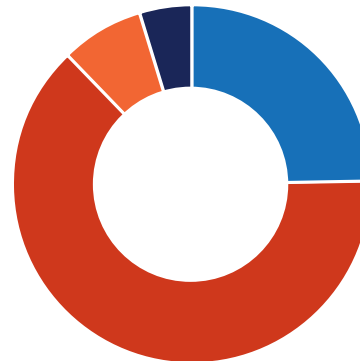
2021-2022 MEMBERSHIP DEMOGRAPHICS

Gender Breakdown



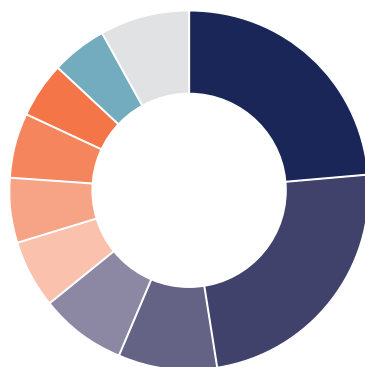
64% male
36% female

Membership Type



3,362 professional members
8,473 undergraduate members
1,023 graduate members
614 junior members

Major/Industry Breakdown



24% computer sciences
24% mechanical engineering
9% electrical engineering
8% civil engineering
6% industrial engineering
6% chemical engineering
6% computer engineering
5% aerospace, aeronautical & astronautical engineering
5% biomedical/medical engineering
8% other stem

13,472
Members

271
total chapters

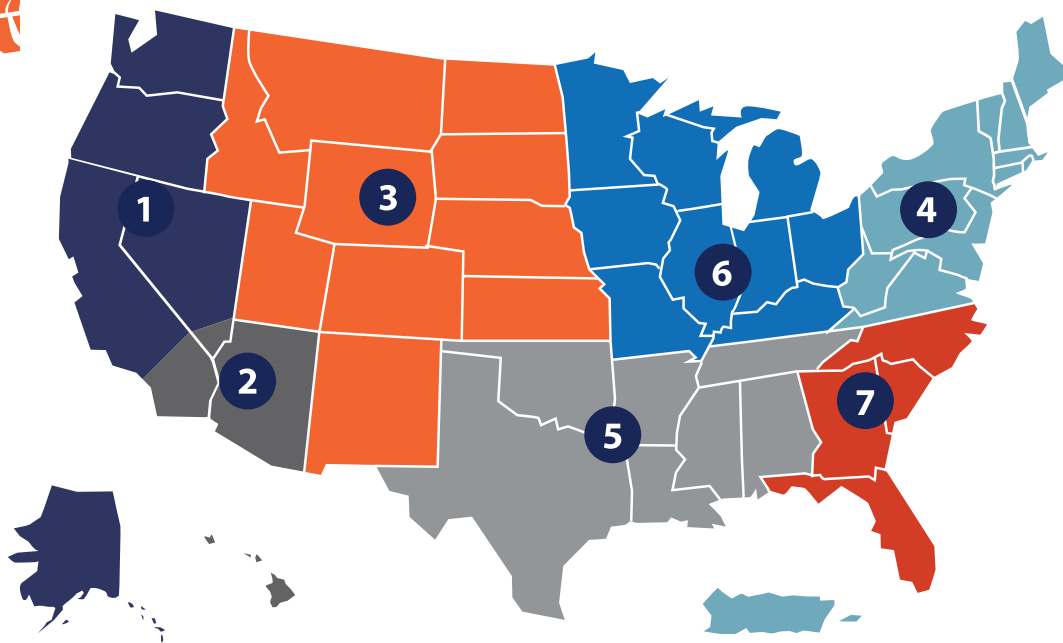
193
student chapters

64
professional chapters

14
junior chapters

2021-2022 MEMBERSHIP DEMOGRAPHICS

By Region



Region	1	2	3	4	5	6	7
Total Members	1,367	1,787	696	2,355	2,817	1,721	2,729
Student Members	789	1,084	527	1,698	1,980	1,128	2,290
Professional Members	511	647	151	527	691	487	348
Junior Members	67	56	18	130	146	106	91
Total Chapters	33	32	20	66	45	44	31
Student Chapters	21	20	16	51	33	30	22
Professional Chapters	10	11	3	11	11	11	7
Junior Chapters	2	1	1	4	1	3	2

2022 LEADERSHIP MEET THE TEAM

National Board of Directors

Fernando Paz
CHAIR

Melanie Weber
VICE CHAIR

Michael Wangen
TREASURER

Will Davis
BOARD SECRETARY

Board Members

Steve Bermudez

Adrian Dávila

Natalie Davila-Rendon

Joaquin Gamboa

Matteo Sanchez-Dahl Gonzalez

Chris Hetner

Juliette Jimenez

Carista Ragan

Leo Soto

Nicolas Tempestini

MEET THE STAFF

2022 LEADERSHIP MEET THE TEAM

Regional Leadership

REGION 1

Christian Buenrostro
REGIONAL VICE PRESIDENT

Isabella Loureiro Muller Costa
REGIONAL GRADUATE REPRESENTATIVE

Jessica Romero
REGIONAL STUDENT REPRESENTATIVE

Ernesto Zurita Ruiz
REGIONAL JUNIOR REPRESENTATIVE

REGION 2

Raysa Guerrero
REGIONAL VICE PRESIDENT

Daniel Haros
REGIONAL GRADUATE REPRESENTATIVE

Valeria Hernandez Echegaray
REGIONAL STUDENT REPRESENTATIVE

REGION 3

Ramon Martinez, P.E.
REGIONAL VICE PRESIDENT

Cesar Alberto Martinez Bejarano
REGIONAL GRADUATE REPRESENTATIVE

Moises Campos
REGIONAL STUDENT REPRESENTATIVE

Hunter Chase
REGIONAL JUNIOR REPRESENTATIVE

REGION 4

Anthony Jara
REGIONAL VICE PRESIDENT

Jose Zamora Orellana
REGIONAL GRADUATE REPRESENTATIVE

Amy Paz Cuervo
REGIONAL STUDENT REPRESENTATIVE

REGION 5

Francis Valenccheck
REGIONAL VICE PRESIDENT

Quang N Vo
REGIONAL GRADUATE REPRESENTATIVE

Andrea Rivera
REGIONAL STUDENT REPRESENTATIVE

Luisa Florez
REGIONAL JUNIOR REPRESENTATIVE

REGION 6

Paula Angarita Rivera
REGIONAL VICE PRESIDENT

Jaqueline O. Rojas Robles
REGIONAL GRADUATE REPRESENTATIVE

Leah Flores-Cabrera
REGIONAL STUDENT REPRESENTATIVE

Eric Rochel
REGIONAL JUNIOR REPRESENTATIVE

REGION 7

Andres Vargas
REGIONAL VICE PRESIDENT

Erik Barbosa
REGIONAL GRADUATE REPRESENTATIVE

Gabi de Figueiredo
REGIONAL STUDENT REPRESENTATIVE

Italo Travi
REGIONAL JUNIOR REPRESENTATIVE

2022 AWARDS

chapter awards

In 2022, we had 14 National Chapter Award winners, 9 Regional Chapter Award winners, and 7 Blue Chip Award winners. Congratulations to all of these chapters for achieving excellence!

[SEE THE WINNERS](#)

STAR awards

We awarded 25 SHPE Technical Achievement and Recognition (STAR) Awards this year during the 2022 SHPE National Convention in Charlotte, NC.

[SEE WHO WE HONORED](#)



MEMBERSHIP CHAPTER IMPACT

The best part of SHPE's chapter structure is that our national mission makes a local impact year after year. Our chapter leaders and their members spend thousands of hours outreaching to their communities and encouraging young Hispanics to consider and pursue a future in STEM. Whether it is raising scholarship dollars or producing a Noche de Ciencias or connecting mentors with mentees, our chapters are bridging the gap between Hispanics and STEM one school, family, and student at a time. And 2022 was no exception. Our chapters were as busy as ever!

JOIN THE FAMILIA

20,407
Total Outreach Hours

170

of K-12 Schools Impacted

6,943

of Families Served

67,401

SHPE Mission Hours

1,869

MentorSHPE Connections

\$427,990

Sponsorship Dollars

\$77,200

Scholarship Dollars

** All numbers reflect reporting from 46 of our 250 active chapters*

2022 PROGRAMS EQUIPANDO PADRES

Equipando Padres is a dedicated effort to provide parents of first-generation-to-college Hispanic students the knowledge and tools to better support their children earning STEM degrees.

Equipando Padres is a bilingual program funded by Raytheon Technologies and dedicated to providing parents of first-generation-to-college Hispanic students the knowledge and tools necessary to better support their children earning engineering degrees. The ultimate goal is to position parents and caregivers as an integral contributor to their student's success. 2022 marked its second year since inception, and by all accounts it was the most successful year yet!

[LEARN MORE](#)



**EQUIPANDO
PADRES**
SUPPORT YOUR STUDENT'S SUCCESS



10

virtual events

207

parents impacted

25

volunteers




2022 PROGRAMS VIRTUAL STEM LABS

Last year was all about giving true access to STEM exploration without any limits.

SHPE's pre-college Virtual STEM Lab offerings provide K-12 students access to a variety of opportunities and experiences that spark excitement for science, technology, engineering and math. These efforts meet students where they are – both developmentally and geographically. In 2022 we brought over 20 hands-on STEM experiences to student's homes, schools, communities, and computers all across the country. 2022 was all about giving true access to STEM exploration without any limits.

[LEARN MORE](#)

SHPE 
PRE-COLLEGE
STEM
VIRTUAL LAB

21

events

2,703

pre-college students impacted

3M Science.
Applied to Life.™



Honeywell

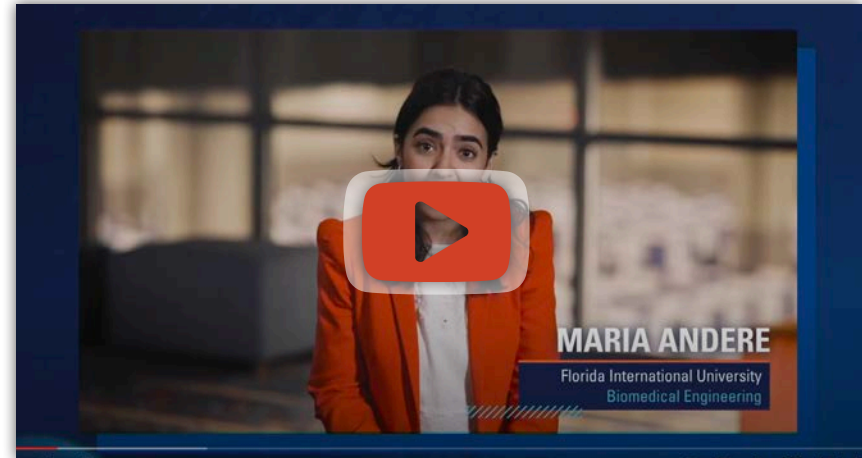
 Meta



2022 PROGRAMS **INTERNSHPE**

The InternSHPE program is a collaboration with industry partners to provide tailored services throughout the intern process.

Expanding upon traditional internships, the InternSHPE program provides opportunities for interns to gain a sense of community and build upon their professional development through a combination of activities like MentorSHPE, self-paced courses, monthly workshops like overcoming imposter syndrome, and much more. In 2022, SHPE partnered with Medtronic to engage a cohort of 31 interns with hands-on corporate experience while cultivating a community of support along the way. The results were remarkable, and we've got the receipts to prove it. Check out any of the 40 videos we captured of these interns recapping their experiences.

[LEARN MORE](#)[VIEW THE FULL PLAYLIST](#)[MEET THE 2022 SUMMER COHORT INTERNS](#)

RECRUITMENT CYCLE

10
career panels

843
views

INTERNSHPE INFO SESSION

154
info session views

APPLICATION CYCLE

301
applications

185
SHPE members
continuing to 1st
Round Interview

165
SHPE members
continuing to 2nd
Round Interview

RESULTS

31
medtronic interns in
summer 2022

10
interns accepted full time
offers with medtronic

2022 PROGRAMS **INTERNSHPE**

SHPE COMMUNITY & PROFESSIONAL DEVELOPMENT EVENT TIMELINE

- 
- February**
Intern Welcome Event
 - March**
Personal Finance Course Discussion
 - April**
**3 Day Bootcamp & “My First 30 Days”
Course Discussion**
 - May**
Medtronic HLN Panel
Tips to Prepare for InternSHPE
 - June**
Medtronic HLN Panel
Authenticity in the Workplace Panel
 - July**
Project Management Course Discussion
 - August**
Reflection & Celebration Event



2022 PROGRAMS MENTORSHPE

The MentorSHPE program facilitates one-to-one mentoring and group relationships that support personal and professional growth and development.

MentorSHPE program facilitates one-to-one mentoring relationships that support personal and professional growth and development. The program is designed to expand networks, give participants knowledge and insights, and build skills for both mentors and mentees. Mentoring matches work together to define expectations, determine goals and a corresponding action plan, and outline milestones to track progress.

[LEARN MORE](#)

328

connections

173

new mentors added

157

new mentees added

239

total mentors

296

total mentees

2,164

activities for the year
(messages, meetings and tasks tracked)

SEPTEMBER: MENTEE TRAINING

39

recording views

27

registered



2022 PROGRAMS MENTORSHPE

Mentoring Moment

Launched in January 2022, Mentoring Moment, or one-time mentoring, provides a focused opportunity for networking and learning experiences. Mentoring Moment helps participants learn job related skills, gain cross-departmental knowledge, explore internal career paths, and build stronger networks – all with no minimum time commitments.

[LEARN MORE](#)

26

mentors

18

mentees

Future GRADS MentorSHPE

The Future GRADS MentorSHPE program facilitates one-to-one mentoring relationships that connect graduate school applicants with mentors to guide them through the application process. Mentees receive guidance on the application process from those who have experienced the process themselves. In October 2022 we hosted both Mentor Training and Mentee Training/Kickoff events. In November 2022 we conducted a mid-point check-in meeting with mentors.

[LEARN MORE](#)

340

activities for the year (messages, meetings and tasks tracked)

21

mentors

25

mentees

43

mentee applications



2022 PROGRAMS MENTORSHPE

GRADS MentorSHPE Groups

The GRADS MentorSHPE Groups focus on the need for our GRaduate & Advanced Degree Students to develop skills that can help them survive and thrive in graduate school and beyond. These mentorship groups provide our GRADS with a safe space where they can discuss professional experiences and challenges with more experienced colleagues and facilitators. In the Spring and the Fall, we hosted both Mentor Training and Mentee Training/Kickoff and then conducted a mid-point check-in meeting with mentors.

[LEARN MORE](#)

SPRING 2022 COHORT

6 groups	3 topics	6 mentors
32 participants		330 activities

FALL 2022 COHORT

7 groups	7 topics	7 mentors
31 participants		306 activities



2022 PROGRAMS MENTORSHPE

Corporate Partnerships

Our corporate partners are a key component of bringing our mentorships to life in a meaningful, applicable way. A big thank you to our 2022 sponsors Uber, Honeywell, Henkel, and Medtronic! You are empowering the next generations of Hispanics in STEM!



Honeywell

Medtronic

Uber

UBER

1
platform

MEDTRONIC

45
mentors

47
mentees

HONEYWELL

23
mentors

23
mentees

**HENKEL - HOSTED WEBINAR:
"FOUNDATIONS OF SUCCESSFUL MENTORSHPE"**

74
SHPE members attended/
viewed recording

4
Henkel panelists



2022 PROGRAMS PASSPORT TO...SERIES

We are always looking for new, impactful ways to support our graduate members.

We are always looking for new, impactful ways to support our student members. To this end, we started the “SHPE Passport to...” webinar series. In partnership with an industry, academia, or government agency leader, we provide insights into career options. In 2022 we partnered with DOW to offer “Passport to DOW Careers” specifically for graduate student members. In September, 20 participants heard from DOW colleagues, Gregorio Lok and Erika Vergara, as they discussed their journeys and experiences as Hispanics leaders.

[LEARN MORE](#)

1

webinar

2

panelists

20

participants



Dow Careers



2022 PROGRAMS SCHOLARSHPE

With 346 scholarships totaling over \$1,800,000 awarded in 2022, SHPE is actively narrowing the gap in the Hispanic STEM education pipeline.

Financial need is a primary reason why Hispanic students do not complete a bachelor's degree. So SHPE offers thousands of reasons to ensure their members **DO** reach graduation – almost two million to be exact. With 346 scholarships totaling over \$1,800,000 awarded in 2022, SHPE is actively narrowing the gap in the Hispanic STEM education pipeline.

A BIG THANK YOU TO OUR CORPORATE SPONSORS FOR MAKING DREAMS COME TRUE!

Apple, Berkshire Hathaway Energy Foundation, Boeing, Chevron, DOW, GE, Intel, Medtronic Foundation, Northrop Grumman, Raytheon, and Stanley Black & Decker

[LEARN MORE](#)



346
scholarships awarded

\$1,863,223
Total dollar amount awarded

2,827
applications

Support Webinars:

INS & OUTS OF APPLYING

221
impacted

BUILDING AN AMAZING RESUME

145
impacted

TELLING YOUR STORY THROUGH
A COMPELLING ESSAY

178
impacted

WOW! WHAT A LETTER

189
impacted



2022 PROGRAMS #SHPEREADS

When it came to our #SHPEreads program, graduate students were the main focus in 2022.

When it came to our #SHPEreads program, graduate students were the main focus in 2022. #SHPEreads: GRADS Edition brought together graduate students for a 90-minute session to read and discuss a journal article on a relevant topic. Each meeting was led by the paper's author and gave graduate students the opportunity to not only learn from the author and the paper's content but also from each other.

LEARN MORE

8

total sessions

443

participants
attended from over
150 universities

93%

of attendees say they
are satisfied or very
satisfied attending
#SHPEreads

#SHPE Reads

SESSION TOPICS AND SPEAKERS:

January

Engineering students and Professionals Living with a Mental Illness

Dr. Matilde Sánchez-Peña

March

The Rising Doctoral Institute

Dr. Juan Manuel Cruz Bohorquez

May

Hidden Curriculum in Engineering

Dr. Idalis Villanueva Alarcón

June

LGBTQ+ in Engineering

Jerry A. Yang

July

Surviving, Thriving, Departing, and the Hidden Competencies of Engineering Graduate School

Dr. Catherine Berdanier

September

Words Matter: On the Debate over Free Speech, Inclusivity, and Academic Excellence

Professor John M. Herbert

October

The Mentoring Experiences of Latinx PhD Students with Faculty of Color

Stephen Santa-Ramirez, Ph.D

December

Processing the Process: Some Steps, Suggestions, and Resources for Navigating and Writing the Thesis or Dissertation

Garrett I. Colón

2022 PROGRAMS NSF PANEL

The NSF Panel brought 11 directorates together virtually to give a brief presentation and then offer interactive breakout rooms.

SHPE coordinated a special informational event with the National Science Foundation on August 19 for an audience of Latinx faculty members. The NSF Panel brought 11 directorates together virtually to give a brief presentation and then offer interactive breakout rooms. After attending the main presentations, participants visited the breakout rooms of their choice to engage in a Q&A session with the respective directorate representative. It was an amazing opportunity to get to know the various facets of the NSF and prepare for possible influential careers in government.

LEARN MORE



National Science Foundation
WHERE DISCOVERIES BEGIN

63

participants

11

directorates presented

Directorates Representatives from:

- Major Research Instrumentation
- IIS (Information and Intelligent Systems) Core Programs
- EEC (Division of Engineering Education and Centers) Programs – Eng Ed, WD, BPE
- ERC (Engineering Research Centers) Program
- GEO (Geosciences) opportunities
- Hispanic Serving Institutions
- CREST (Centers of Research Excellence in Science and Technology)
- AAAS (American Association for the Advancement of Science) Fellowship
- Build and Broaden and SBP (Science of Broadening Participation)
- EpSCOR (Established Program to Stimulate Competitive Research)
- NEW TIP (Technology, Innovation and Partnerships) Directorate

2022 PROGRAMS FACULTY DEVELOPMENT SYMPOSIUM

An effort to provide additional support and networking opportunities for our faculty advisors and members.

In an effort to provide additional support and networking opportunities for our faculty advisors and members, SHPE offered a Faculty Development Symposium on November 5 during SHPE's National Convention in Charlotte, North Carolina. The event was a great success, bringing together a deans panel, agency panel, faculty panel, and workshops.

[LEARN MORE](#)

56

faculty registered

16

faculty participated
representing 13
schools

2

tracks (tenure and
non-tenure)

WORKSHOPS TOPICS:

- Creating Your Personal Brand
- How to Say No
- Promotion Process Non-Tenure Track
- Promotion Process Tenure Track
- Deans Panel
- Agency Panel
- Networking event
- Q&A with CEO
- Panel with Planning Committee

2022 PROGRAMS CYBERTECH TREK

This first cohort of 10 future cybersecurity experts were welcomed and provided with 40 hours of technical training in cybersecurity.

In September, a new Cybertech Trek cohort was sponsored by Bank of America. This first cohort of 10 future cybersecurity experts were welcomed and provided with 40 hours of technical training in cybersecurity. These participants received free instruction and certification coursework, sponsorship to last year's National Convention, and mentoring from cybersecurity professionals.

21

participants sponsored
by Bank of America

40

hours of technical training
in cybersecurity



BANK OF AMERICA



SHPE
CyberTech
Trek YOUR PATH TO
CYBERSECURITY

2022 PROGRAMS **GOOGLE CLOUD**

SHPE and Google Cloud collaborated to launch a free Associate Cloud Engineer training and certification program designed to prepare members for ACE certification.

This past summer, SHPE and Google Cloud collaborated to launch a free Associate Cloud Engineer training and certification program designed to prepare members for ACE certification. It also focused on building proficiency in cloud skills needed for entry-level employment opportunities. The training and certification program lasted 10 weeks and a cohort of 80 participants completed the program.

80

**participants sponsored by
Google Cloud**

10

**weeks of technical training in
Cloud Engineering**



2022 PROGRAMS DÍA DE CIENCIAS

A day dedicated to building the pipeline of Hispanics in STEM by engaging students and parents together across local SHPE chapters.

On Saturday, September 22, SHPE hosted its inaugural Día de Ciencias challenge to build the pipeline of Hispanic students in STEM through increased access and awareness. The day was designed by leadership across SHPE chapters in Los Angeles and Denver to provide today's students with the models, mentors, ambassadors, and bilingual speakers they lacked when they were younger. Students engaged in fun hands-on activities rooted in STEM concepts and the Mars Rover. Simultaneously, parents attended a bilingual workshop, "Preparing for College" where they heard from a panel of students and learned about the benefits, resources, and support available through our SHPE Familia. Parents and their children came together at the end of the day to hear from bilingual panelists who shared their personal journey studying STEM and how they built successful careers.



Los Angeles Event

Host Chapters:

SHPE SOUTH BAY LA PROFESSIONAL CHAPTER, SHPE LOS ANGELES PROFESSIONAL CHAPTER, SHPE USC

137
attendees

72
students

54
parents/guardians/adults

11
other

32
volunteers

Activity: Mars Rovers

2022 PROGRAMS **DÍA DE CIENCIAS**



Denver Event

Host Chapters:

UNIVERSITY OF COLORADO BOULDER AND DENVER CAMPUSES,
COLORADO SCHOOL OF MINES AND COLORADO STATE UNIVERSITY

57
attendees

40
students

17
parents/guardians/adults

Activities included:

The Magician's Catapult

LEDs and Resistor Circuits

Polygons and Popsicle Trusses – Bridge Building

Rubber Band Propelled Cars

2022 PROGRAMS **LATINXFACTOR**

LatinXfactor was designed to help participants identify that special something—that X-factor—and use it to excel as a student, a professional, and a leader.

Virtual learning has skyrocketed over the last couple of years, and it's hard to believe that it wasn't always the norm. But at SHPE, we've been in the webinar game since 2018 with our latinXfactor program.

LatinXfactor was designed to help participants identify that special something—that X-factor—and use it to excel as a student, a professional, and a leader. In 2022 subject matter experts cover topics like the successful launch of the gaming product line, WD Black and the future of data storage. Students learned cutting-edge skills, like what it takes to bring a new product to market, and how to protect the management and storage of the personal and professional data that holds onto our most precious memories.

We are so pleased that our members never had to experience a gap in their pursuit of STEM excellence because of virtual programming like latinXfactor. This is what the #SHPEfamilia is all about: giving young Hispanics the tools they need to persist, grow, and thrive – no matter what.



[LEARN MORE](#)

[VIEW THE FULL PLAYLIST](#)



2022 EVENTS **RLDC**

REGIONAL LEADERSHIP DEVELOPMENT CONFERENCES (RLDC)

These events equip both undergraduate and graduate students as well as professional members to be leaders.

The SHPE Regional Leadership Development Conferences (RLDCs) were held in each of seven regions in Spring 2022. These events equip both undergraduate and graduate students as well as professional members to be leaders — in their academic communities or workplace. Guided by experienced professionals, RLDC participants are inspired and trained to impact their community through STEM.



RLDC 1

MARCH 3-6, 2022 / PORTLAND, OR / 230 ATTENDEES

Theme: Racing Toward Your Dreams – CARRERA HACIA TUS SUEÑOS

Host Chapter(s): Oregon Professional

RLDC 2

APRIL 7-10, 2022 / NEWPORT BEACH, CA / 368 ATTENDEES

Hotel: Westin

Theme: Ready Set Grow

Host Chapter(s): Cal State Long Beach and Region 2 Professionals At-Large

RLDC 3

MARCH 17-20, 2022 / DENVER, CO / 129 ATTENDEES

Hotel: Hyatt Regency Aurora – Denver Conference Center

RLDC 4

MARCH 17-20, 2022 / ALBANY, NY / 219 ATTENDEES

Theme: Revved for Success

Host Chapter(s): Rensselaer Polytechnic Institute and Region 4 Professionals At-Large

RLDC 5

MARCH 10-13, 2022 / COLLEGE STATION, TX / 358 ATTENDEES

Theme: Keep Moving Forward

Host Chapter(s): SHPE Houston Professional and SHPE TAMU (Texas A&M University)

RLDC 6

MARCH 31 – APRIL 3, 2022 / INDIANAPOLIS, IN / 317 ATTENDEES

Theme: Igniting OUR Innovation

Host Chapter(s): Indiana Professional and Purdue Northwest Chapter

RLDC 7

APRIL 7-10, 2022 / ATLANTA, GA / 332 ATTENDEES

Theme: Make Your Destination Your Future

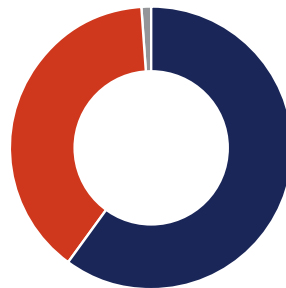
Host Chapter(s): Georgia Tech, Georgia Southern, University of Georgia, and Kennesaw State

1,953
total attendees



Overall Event Demographics

Gender



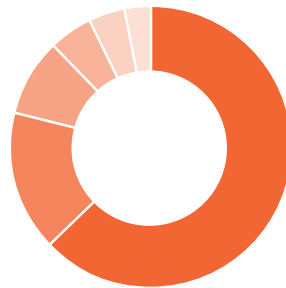
60% male
39% female
1% non-binary

Attendees by Region



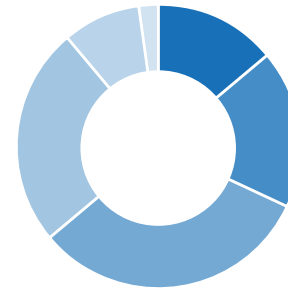
12% region 1
19% region 2
7% region 3
11% region 4
18% region 5
16% region 6
17% region 7

Registration Type



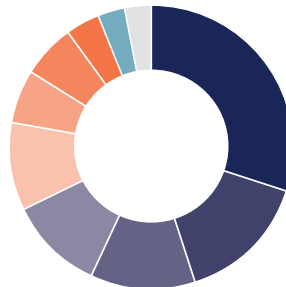
63% undergraduate
16% sponsor
9% staff/committee
5% presenter
4% professional
3% graduate

Year in School



14% 1st year
18% 2nd year
32% 3rd year
25% 4th year
9% 5th year
2% other

Major/Industry Breakdown



30% mechanical engineering
15% computer science & engineering
12% stem/other
11% civil engineering

10% electrical engineering
6% aerospace engineering
6% industrial engineering

4% biomedical engineering
3% chemical engineering
3% non-stem/other

NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT (NILA)

A select event for chapter leaders only, NILA prepares chapter leaders to springboard into the year, helping them align their plans with SHPE's mission and goals.

A select event for chapter leaders only, the National Institute for Leadership Advancement (NILA) prepares chapter leaders to springboard into the year, helping them align their plans with SHPE's mission and goals. It is developed specifically to learn best practices for running a successful chapter and for executing national objectives at a local level.

NILA takes place in two distinct parts: the virtual Certified Chapter Leader Program (CCLP) for all chapter leaders, and the in-person Presidents Summit which is exclusively for chapter presidents.



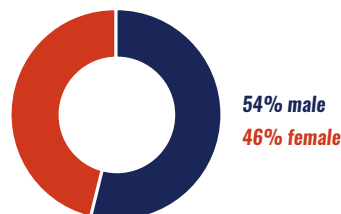
NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT

CERTIFIED CHAPTER LEADER PROGRAM (CCLP)

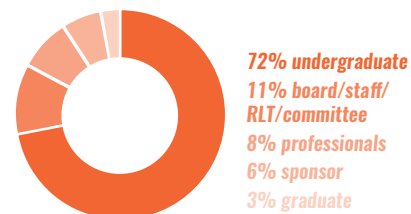
JUNE 16-18

The CCLP program is guided by the Chapter Leader Workbook, which is updated every year and provides chapter leaders with an easy to use reference guide for how to successfully run a chapter. As part of the event, staff members each lead sessions about their areas of responsibility as covered in the workbook, supplemented by leadership training sessions offered by the membership team and outside speakers.

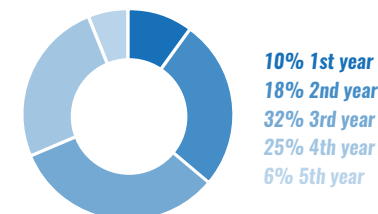
Gender



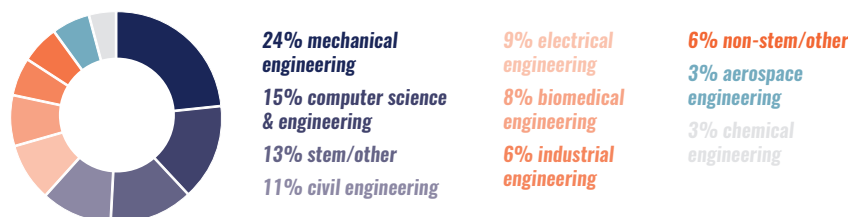
Registration Type



Year in School



Major/Industry Breakdown



214

Certified Chapter Leaders

664

Attendees



LEARN MORE

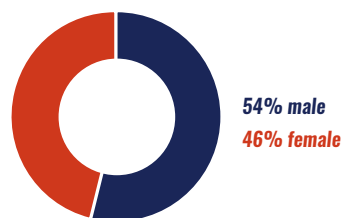
PRESIDENTS SUMMIT

AUGUST 3-7 | ORLANDO, FLORIDA

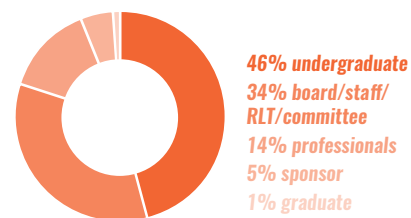
As SHPE's best and brightest servant leaders, our chapter president's gather together in person every summer for leadership training and networking.

In 2022, we created a special chapter president handbook entitled "Ready, Set, Go!" This guide was based on the 2021 book *Auténtico, 2nd Edition: The Definitive Guide to Latino Success* by Dr. Robert Rodriguez and Andrés Tapia; and it included lessons and inspiration from the book, along with reflections on how to apply the learnings.

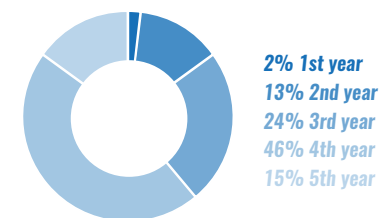
Gender



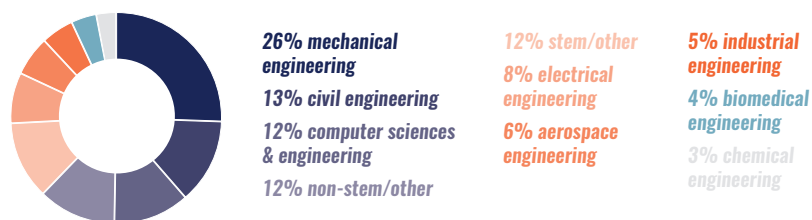
Registration Type



Year in School



Major/Industry Breakdown



NILA

NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT

189
Attendees

2022 EVENTS NATIONAL CONVENTION

We had 8,854 attendees show up to the largest gathering of Hispanics in STEM in the U.S.

This year's SHPE National Convention was held on November 2-6 in Charlotte, North Carolina under the theme of Racing Towards the Future, in honor of Charlotte's history with NASCAR. It was our first fully in-person convention since 2019, the worldwide COVID pandemic having forced virtual events for 2020 and 2021, and we had 8,854 attendees show up to the largest gathering of Hispanics in STEM in the U.S.

In addition to the tried and true conferences, events, and competitions of the past, we offered several new & notable programs.



8,854
total attendees

293
career fair exhibitors

2022 EVENTS NATIONAL CONVENTION

FEARLESS
FEARLESS
FEARLESS
VALIENTE
FEARLESS
FEARLESS
FEARLESS

SPONSORED BY



THE FEARLESS SPEAKER SERIES

Curated by the SHPE CEO and sponsored by Rockwell Automation, this new 8-session series inspired us to take risks when we normally would not, conquer the fears that get in our own way, and lead a fulfilling life of clear purpose, defined intent, and maximum impact. Speakers included STEM influencers, astronauts, CEOs, and leading experts on topics such as leadership, diversity and inclusion, technology, equity in the workplace.

Meet the speakers



Blake Moret
Rockwell Automation
| Chairman & CEO



Alba Colon
Hendrick
Motorsports |
Director Competition
Systems & Technical
Partnerships



Lori Costew
Ford Motor Company
| Chief Diversity,
Equity & Inclusion
Officer



Cheya Dunlap
Honeywell | Chief
Inclusion & Diversity
Officer



Katya Echazarreta
Electrical
Engineer, Science
Communicator, &
STEM Influencer



Kevin Edwards
Bechtel Global
Corporation | CDIO



Jay Flores
Invent The Change |
Founder & CEO



Gina Moreno
STEM Influencer



Elio Morillo
STEM Influencer



Fernando Rosario
Exeqpath LLC |
President & Founder



Fernanda Sulantay
STEM Influencer



Cid Wilson
HACR | President
& CEO

2022 EVENTS NATIONAL CONVENTION



SHPEFLUENCER PROGRAM

Some of the most influential social voices in STEM were onsite to share the opportunities, the excitement, and the life-changing outcomes of the SHPE National Convention.

Meet the SHPEfluencers



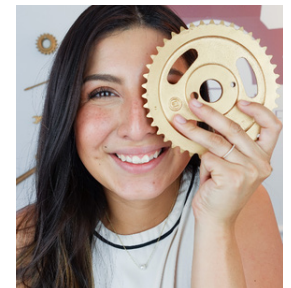
Sonia Camacho
@Sonia_macho



Eduardo Flores
@Engineeringmemesguy



Jay Flores
@JayFloresInspires



Diana Iracheta
@Latina_engineer



Gina Moreno
@soyginamoreno



Elio Morillo
@Thespacemechanic

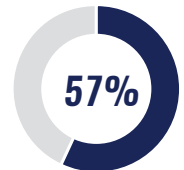
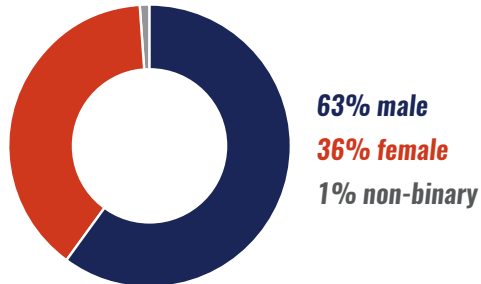


Fernanda Sulantay
@fernsulantay

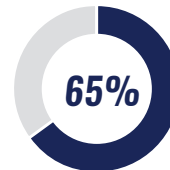
2022 EVENTS NATIONAL CONVENTION

Demographics

Gender

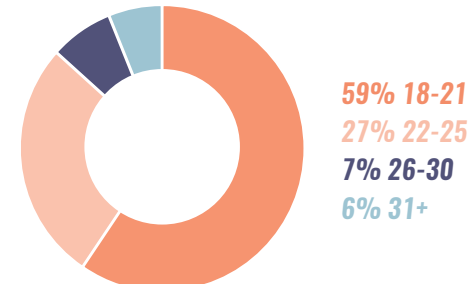


First Generation
College Students

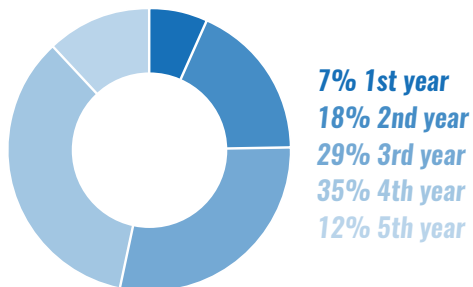


First-Time
Attendee

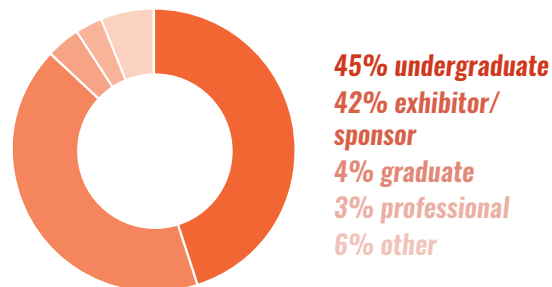
Attendees by Region



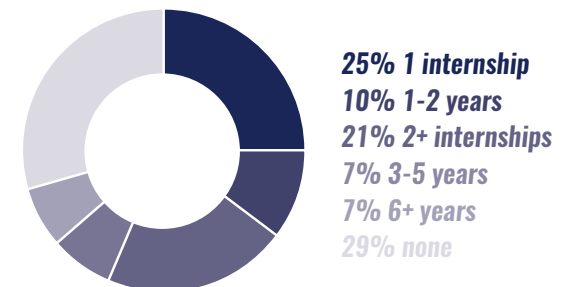
Year in School



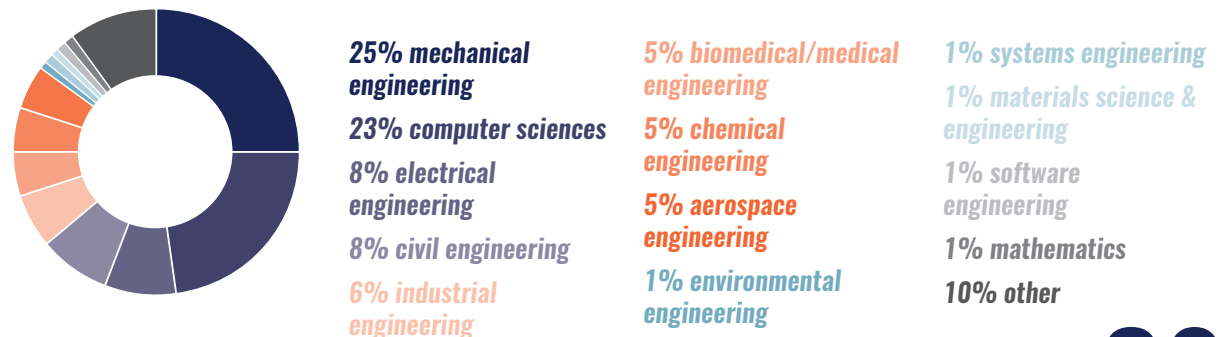
Registration Type



Work Experience



Major/Industry Breakdown



2022 EVENTS NATIONAL CONVENTION

Career Fair

307

sponsors

658

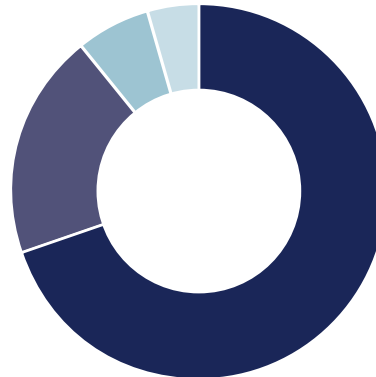
interview booths

116,240

total square feet



293 Exhibitors



205 corporate

57 university

18 government

13 nonprofit

Largest Chapters Represented

University of South Florida	245	University of North Florida	52
University of Florida	136	Kennesaw State University	49
University of Central Florida	127	University of Texas, Arlington	48
Georgia Institute of Technology	97	New York University	47
Florida International University	95	University of Southern California	46
Rutgers University	86	University of Michigan	45
University of Texas, Austin	83	Texas A&M International University	43
University of Illinois, Urbana-Champaign	79	Embry-Riddle Aeronautical University	41
University of Texas, El Paso	72	Illinois Institute of Technology	41
University of Houston	65	Virginia Commonwealth University	37
Texas A&M University, College Station	63	University of California, Los Angeles	36
Arizona State University	59		

2022 HIGHLIGHTS **GOVERNMENT RELATIONS**

With over 13,000 members across the country, SHPE is an expert in serving Hispanic students and young professionals on their journeys towards a career in STEM. Although we have made great strides over the past five decades, the STEM industry still hasn't met the exponential growth rate and potential of our highly skilled community. That is why SHPE seeks to become the leading voice for our Familia in Washington, DC.

In 2022, we formally launched our Government Relations work by hiring a dedicated staff member to strengthen and develop our relationships with Congressional leaders, agency members, and the White House. Mariana Acuña Delgado is our new Senior Associate of Government Relations, and we've already seen some major successes.

In May, SHPE collaborated with Senators Alex Padilla and John Cornyn and Representatives Tony Cárdenas and Maria Salazar to compose Senate Resolution 640. The Resolution officially expresses support for increasing the number of Latino students and young professionals entering careers in STEM fields. It acknowledged the current disparity in graduation rates while emphasizing the potential of Latinos in STEM career success. It was passed unanimously, and is a huge step in encouraging Congress to deliver on this important national imperative.

In December, SHPE participated in the Department of Education's #YOUBelongInSTEM Coordinating Conference, and pledged to take part in the initiative's commitments towards ensuring that all students from PreK to higher education can excel in rigorous, relevant, and joyful STEM learning. Out of 90 commitments submitted at the time of the conference, SHPE had submitted three and was one of six organizations selected to publicly share them.

LEARN MORE

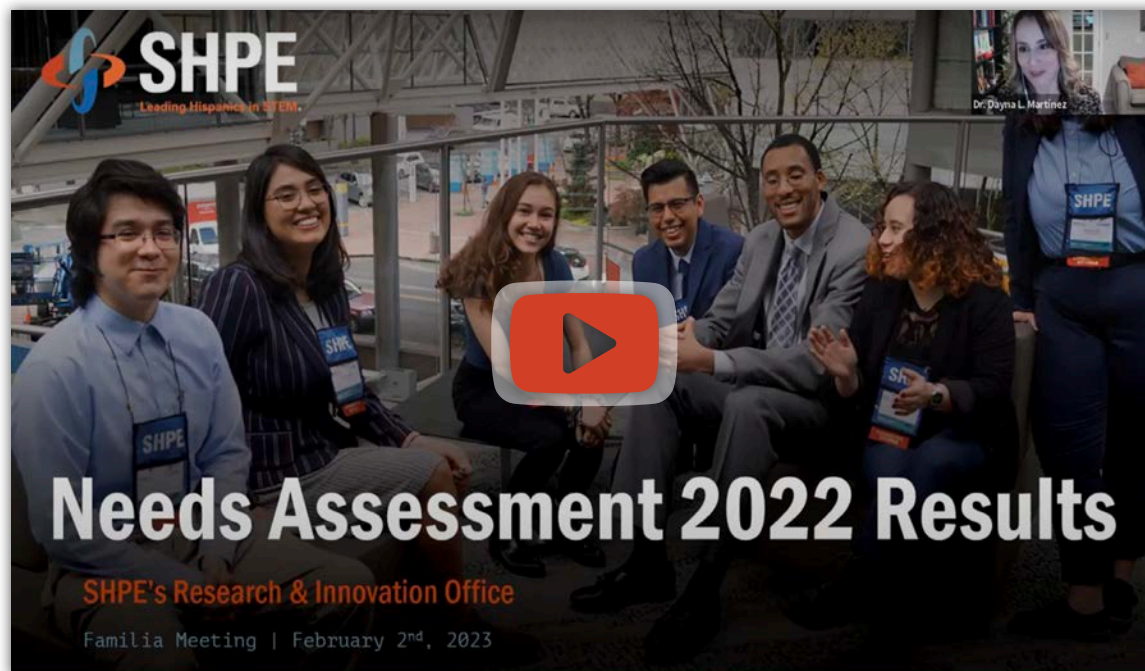


2022 NEEDS ASSESSMENT REPORT

In 2022 SHPE conducted its first ever Needs Assessment. The goal of the Needs Assessment was to better understand the needs, issues, and challenges that our members face, and ways we can help them succeed. Designed, implemented, and analyzed by our Research & Innovation Office, the information is being used to design programs, services, and events to better support our member's personal and professional growth and success.

The survey was sent by email to 36,185 current and past members with a 59.3% opening rate. From those, 12.2% completed the survey, giving the R&I office a great sample of 4,416 responses. The member type breakdown was 54% undergraduate, 30.8% professional, 11.1% graduate students, and 2.8% professionals in graduate school.

SHPE plans to conduct this Needs Assessment annually and is currently partnering with the Latino Donor Collaborative to publish results.



Join Dr. Dayna L. Martínez, SHPE's Director of Research & Innovation, as she shares the results of the 2022 Needs Assessment survey. She shares information on survey design and delivery, methodology for analysis, and highlight some of the most impactful results. She also goes over what the data says about our members and how it's been used and will continue to be used for the development of programs, events, and other SHPE benefits.

PODCAST SHPE OUT LOUD

We launched a podcast! SHPE Out Loud is a leadership podcast that guides young Hispanics in STEM by creating a community that provides support and a sense of belonging.

APPLE

SPOTIFY

ANCHOR FM



FINANCIALS STATEMENT OF ACTIVITIES

Fiscal year ends June 30

Revenue

	Without Donor Restrictions	With Donor Restrictions	TOTAL	2021 TOTAL
National Conference/Events	\$ 4,598,515		\$ 4,598,515	\$ 3,921,270
Contract Income	\$ 2,737,643		\$ 2,737,643	\$ 2,039,425
Contributions	\$ 769,365	\$ 2,223,959	\$ 2,993,324	\$ 1,216,243
Regional Events	\$ 568,049		\$ 568,049	\$ 353,561
Membership Dues	\$ 220,357		\$ 220,357	\$ 251,930
Branding & Other Services	\$ 418,721		\$ 418,721	\$ 330,094
Net Investment Gain (loss)	-\$ 182,463		-\$ 182,463	\$ 236,184
Recognized Forgiveness – PPP Loan Advance	\$ 345,662		\$ 345,662	\$ 345,662
Net assets released from restriction	\$ 1,811,906			
TOTAL SUPPORT AND REVENUE	\$ 11,287,755	\$ 412,053	\$ 11,699,808	\$ 8,694,369

FINANCIALS STATEMENT OF ACTIVITIES

Fiscal year ends June 30

Expenses

	Without Donor Restrictions	With Donor Restrictions	TOTAL	2021 TOTAL
Program Services	\$ 7,362,952		\$ 7,362,952	\$ 4,123,075
Supporting Services	\$ 2,838,163		\$ 2,838,163	\$ 2,789,406
– Management & General	\$ 1,861,862		\$ 1,861,862	\$ 1,890,107
– Fundraising	\$ 976,301		\$ 976,301	\$ 899,299
TOTAL EXPENSES	\$ 10,201,115		\$ 10,201,115	\$ 6,912,481
CHANGE IN NET ASSETS	\$ 1,086,640	\$ 412,053	\$ 1,498,693	\$ 1,781,888
NET ASSETS, BEGINNING OF YEAR	\$ 3,374,735	\$ 1,323,051	\$ 4,697,786	\$ 2,915,898
NET ASSETS, END OF YEAR	\$ 4,461,375	\$ 1,735,104	\$ 6,196,479	\$ 4,697,786

FINANCIALS STATEMENT OF FINANCIAL POSITION

Fiscal year ends June 30

Assets

	2021	2022
<i>Cash, Cash Equivalents, Investments</i>	\$ 7,019,657	\$ 5,534,345
<i>Investments</i>	\$ 1,134,600	\$ 895,744
<i>Accounts receivable, net</i>	\$ 182,872	\$ 347,691
<i>Prepaid expenses and other current assets</i>	\$ 228,978	\$ 36,933
<i>Property and equipment, net</i>	\$ 85,980	\$ 26,144
TOTAL ASSETS	\$ 8,652,087	\$ 6,840,857

FINANCIALS STATEMENT OF FINANCIAL POSITION

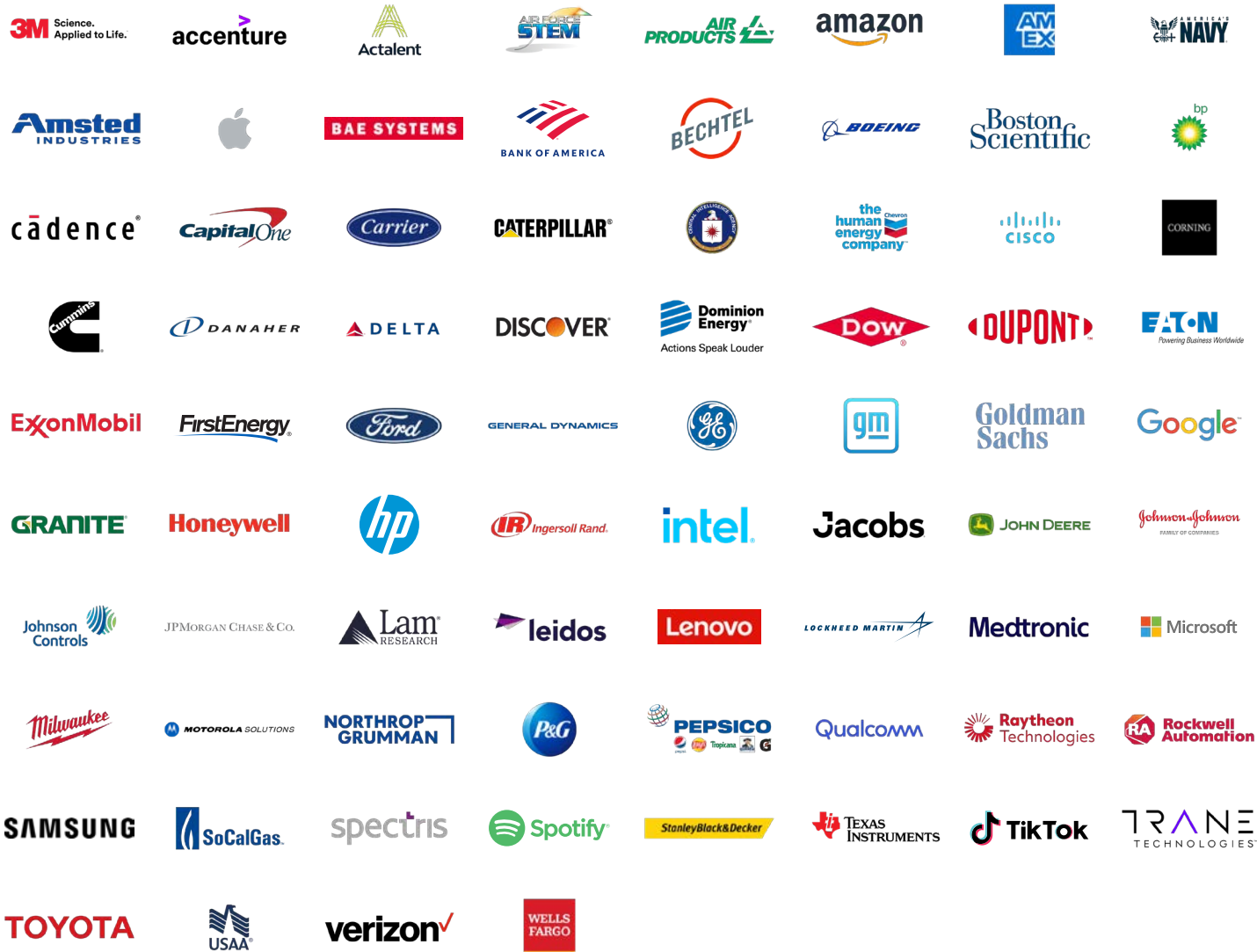
Fiscal year ends June 30

Liabilities & Net Assets

	2021	2022
LIABILITIES		
<i>Accounts payable</i>	\$ 211,204	\$ 228,127
<i>Accrued expenses and other liabilities</i>	\$ 272,790	\$ 135,032
<i>Deferred revenue</i>	\$ 1,971,614	\$ 1,434,250
<i>Long Term Liability - PPP Loan</i>		\$ 345,662
TOTAL LIABILITIES	\$ 2,455,608	\$ 2,143,071
NET ASSETS		
<i>Without Donor Restriction</i>	\$ 4,461,375	\$ 3,374,735
– <i>Undesignated</i>	\$ 3,074,588	\$ 2,538,739
– <i>Board Designated</i>	\$ 1,386,787	\$ 835,996
<i>With Donor Restriction</i>	\$ 1,735,104	\$ 1,323,051
TOTAL NET ASSETS	\$ 6,196,479	\$ 4,697,786
TOTAL LIABILITIES & NET ASSETS	\$ 8,652,087	\$ 6,840,857



JOIN IPC



¡MIL GRACIAS! 2022 ACADEMIC PARTNERSHIP COUNCIL

ASU Ira A. Fulton Schools of Engineering
Arizona State University

B
BOISE STATE UNIVERSITY
COLLEGE OF ENGINEERING

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UNIVERSITY OF NORTH CAROLINA
CHARLOTTE

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Armour College of Engineering

IOWA STATE UNIVERSITY
College of Engineering

JMU Engineering

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KENNESAW STATE
UNIVERSITY
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ENGINEERING TECHNOLOGY

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Edw. Ross School of Engineering
and Computer Science

MIT | School of Engineering

College of Engineering
MICHIGAN STATE UNIVERSITY

MINNESOTA STATE
UNIVERSITY
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& Computing Sciences

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SJSU | CHARLES W. DAVIDSON
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The University of Texas
Rio Grande Valley

SMU Lyle School
of Engineering

STEVENS
INSTITUTE OF TECHNOLOGY
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University at Buffalo
School of Engineering
and Applied Sciences

KU SCHOOL OF ENGINEERING
The University of Kansas

UNIVERSITY OF ARKANSAS

UNIVERSITY OF CALIFORNIA
MERCED | SCHOOL OF
ENGINEERING

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VALPARAISO UNIVERSITY

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ENGINEERING

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UNIVERSITY

CITY COLLEGES of CHICAGO
Wilbur Wright

JOIN APC

THANK YOU SUPPORTER RECOGNITION

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 \$20 or above for individuals and \$100 or above for companies are reflected below.

DONATE TO SHPE

Annual Fund Donors

Individual Donors

Adriana Ocampo	Arash Shariatzadeh	Elio Morilloelio	Gabriel Del Castillo	Jenn Yee Lim
Adriana Ruiz	Armando Vigil	Emilio Melendez	Gabriel Rodriguez	Jennifer L Coheb
Alberto Canales	Ashley Gonzabay	Emily Allen	George Cairo	Jessica Romero
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Alexander Lanniruberto	Brissa Quiroz Enriquez	Enrique Guzman	Giselle Martinez	John Markowski
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	Eider-Puras Eider	Franz Maurrasse		Kyle Amore

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Luis Fernando Ortega Torbelin	Max Hernandez	Nicholas Mendez	Robert Ruiz	Wanda Pieters
Luis Ramos	Melanie L. Weber	Nicolas A. Tempestini	Rogelio Reynoso Jr	William Gonzalez
Luisa Torres	Melissa Aguirre Pinillos	Nithya Bondalapati	Ronie Rocca	Xavier Torres Gregory
Marbella Morales	Michael A. Cruz	Oscar Loera Jr	Ruth Marcinieci	Yuliana Garcia Galvis
Marc Osofsky	Michael Collaguazo	Oscar Otero	Samuel Juarez	Zaira Resendez
Marc Velasco	Michael Elizondo	Pablo Trejo	Sanjuana Mota	Zorawar Singh
Marco Barajas	Michael Franco-Garcia	Pablo Vincent Lopez	Santiago Ramirez	[First Name] McHugh*
Maria Delgado	Michael Perez	Paulina Castellon	Sarah Jerez	[First Name] Mulartrick*
Mariana Briones Gutierrez	Michael Wangen	Priscilla Nguyen	Sarai Villagran Palafox	[First Name] Ruiz*
Mariechelle Bonifacio	Miguel Alemañy	Ramon Martinez	Sophia Dalce	[First Name] Smith*
Marilee Wheaton	Miguel Deniz Lopez	Rene Garcia-Simental	Susana Aguilar	*Due to a system error, only the last name of this donor is available
Mario Pena	Miguel Payan	Rhonda McNeil	Taeef Jihaan	

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Corporate Annual Fund Donors

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<i>Amazon.com</i>	<i>Foothills Bridge Company</i>	<i>Imex America Limited</i>	<i>PDGC LLC</i>	<i>WSP Foundation</i>
<i>American's Charities</i>	<i>Gates Family</i>	<i>Iron Mountain, Inc.</i>	<i>Principal Development Group Consulting</i>	
<i>Anonymous</i>	<i>GPI Greenman-Pedersen Inc.</i>	<i>Jabil</i>	<i>RDH Building Science</i>	
<i>Charityvest Inc.</i>	<i>Hispanic Business & Technology Council</i>	<i>Jama Software</i>	<i>Textron</i>	
<i>Corporate Donor Contribution</i>		<i>Network For Good</i>		

Corporate Annual Fund Matching Contributions

<i>Anonymous</i>	<i>DiscoverE</i>	<i>Giving Force</i>	<i>Medtronic Inc.</i>	<i>Pacific Gas & Electric Company</i>
<i>Bank of America Charitable Foundation</i>	<i>DOW Chemical Company</i>	<i>Google Inc.</i>	<i>Microsoft Corporation</i>	<i>Texas Instruments</i>

Corporate Grants

<i>3M CORPORATION</i>	<i>Chan Zuckerberg Initiative DAF</i>	<i>Dow Chemical Company</i>	<i>Raytheon Technologies</i>	<i>United Engineering Foundation</i>
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