Racing Towards the Future

2022 ANNUAL REPORT

SHPE
Leading Hispanics In STEM.

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
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!
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.
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.
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.

**PROTECT**

Our Core
- Develop and foster the membership through culture of operational excellence and a cycle of implement, assess, and improve
- Offer a standardized catalog of best in class, scalable core programs and services with measurable impact
- Maintain reputation as a premier proponent of educational and career advancement for Hispanics in STEM

**GROW**

To Prosper
- Remain responsive to the newest scientific, technological, and corporate trends and develop new offerings accordingly that advance the mission of SHPE
- Diversify revenue streams and expand funding portfolio through mission-aligned connection and cultivation
- Become an innovative force propelling equity for Hispanics in STEM

**ESTABLISH**

Prestige & Respect in STEM
- Become a key influencer on Capitol Hill with deep reach and a reputation as the leading organization for Hispanics in STEM
- Attain professional and educational recognition of SHPE as the prominent brand and authentic voice of Hispanics in the STEM ecosystem
- Position SHPE as a “go-to” advocate, expert, and organizer for the Hispanics in STEM community

READ THE PLAN
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
### Membership Demographics

By Region

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

<table>
<thead>
<tr>
<th>Region</th>
<th>Vice President</th>
<th>Graduate Representative</th>
<th>Student Representative</th>
<th>Junior Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region 1</td>
<td>Christian Buenrostro</td>
<td>Isabella Loureiro Muller Costa</td>
<td>Jessica Romero</td>
<td>Ernesto Zurita Ruiz</td>
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<tr>
<td>Region 2</td>
<td>Raysa Guerrero</td>
<td>Daniel Haros</td>
<td>Valeria Hernandez Echegaray</td>
<td>Hunter Chase</td>
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<tr>
<td>Region 3</td>
<td>Ramon Martinez, P.E.</td>
<td>Cesar Alberto Martinez Bejarano</td>
<td>Moises Campos</td>
<td>Luisa Florez</td>
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<tr>
<td>Region 4</td>
<td>Anthony Jara</td>
<td>Jose Zamora Orellana</td>
<td>Amy Paz Cuervo</td>
<td>Eric Rochel</td>
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<tr>
<td>Region 5</td>
<td>Francis Valencheck</td>
<td>Quang N Vo</td>
<td>Andrea Rivera</td>
<td>Italo Travi</td>
</tr>
<tr>
<td>Region 6</td>
<td>Paula Angarita Rivera</td>
<td>Jaqueline O. Rojas Robles</td>
<td>Leah Flores-Cabrera</td>
<td></td>
</tr>
<tr>
<td>Region 7</td>
<td>Andres Vargas</td>
<td>Erik Barbosa</td>
<td>Gabi de Figueiredo</td>
<td></td>
</tr>
</tbody>
</table>
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
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!

**Total Outreach Hours**

- **20,407**

**# of K-12 Schools Impacted**

- **170**

**# of Families Served**

- **6,943**

**SHPE Mission Hours**

- **67,401**

**MentorSHPE Connections**

- **1,869**

**Sponsorship Dollars**

- **$427,990**

**Scholarship Dollars**

- **$77,200**

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

21 events
2,703 pre-college students impacted
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.

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**INTERNSHPE INFO SESSION**

<table>
<thead>
<tr>
<th>Recruitment Cycle</th>
<th>InternSHPE Info Session</th>
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<tbody>
<tr>
<td>10 career panels</td>
<td>154 info session views</td>
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**Application Cycle**

<table>
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<th>Applications</th>
<th>SHPE Members continuing to 1st Round Interview</th>
<th>SHPE Members continuing to 2nd Round Interview</th>
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<td>301</td>
<td>185</td>
<td>165</td>
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</table>

**Results**

<table>
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<tr>
<th>Medtronic Interns in Summer 2022</th>
<th>Interns accepted full time offers with Medtronic</th>
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</thead>
<tbody>
<tr>
<td>31</td>
<td>10</td>
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</tbody>
</table>
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
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.

<table>
<thead>
<tr>
<th>Connections</th>
<th>New Mentors Added</th>
<th>New Mentees Added</th>
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<tbody>
<tr>
<td>328</td>
<td>173</td>
<td>157</td>
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<table>
<thead>
<tr>
<th>Total Mentors</th>
<th>Total Mentees</th>
<th>Activities for the Year (messages, meetings and tasks tracked)</th>
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</thead>
<tbody>
<tr>
<td>239</td>
<td>296</td>
<td>2,164</td>
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**SEPTEMBER: MENTEE TRAINING**

<table>
<thead>
<tr>
<th>Recording Views</th>
<th>Registered</th>
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<tbody>
<tr>
<td>39</td>
<td>27</td>
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</table>
**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.

**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.
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
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!

<table>
<thead>
<tr>
<th>Company</th>
<th>Mentors</th>
<th>Mentees</th>
<th>Platform</th>
<th>SHPE members attended/viewed recording</th>
<th>Henkel panelists</th>
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<tr>
<td>Uber</td>
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<td>1 platform</td>
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<td>Medtronic</td>
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<tr>
<td>Honeywell</td>
<td>23</td>
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<tr>
<td>Henkel</td>
<td>74</td>
<td>4</td>
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</table>
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.

1 webinar
2 panelists
20 participants
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

For more information, visit the SHPE website at [www.shpe.org](http://www.shpe.org)
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

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. Colon
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.

63 participants
11 directorates presented

Dictorates 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
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.

**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

**LEARN MORE**

- 56 faculty registered
- 16 faculty participated representing 13 schools
- 2 tracks (tenure and non-tenure)
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.
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.
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.

<table>
<thead>
<tr>
<th>Los Angeles Event</th>
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</thead>
<tbody>
<tr>
<td>Host Chapters:</td>
</tr>
<tr>
<td>SHPE SOUTH BAY LA PROFESSIONAL CHAPTER, SHPE LOS ANGELES PROFESSIONAL CHAPTER, SHPE USC</td>
</tr>
<tr>
<td>137 attendees</td>
</tr>
<tr>
<td>72 students</td>
</tr>
<tr>
<td>54 parents/guardians/adults</td>
</tr>
<tr>
<td>11 other</td>
</tr>
<tr>
<td>32 volunteers</td>
</tr>
<tr>
<td>Activity: Mars Rovers</td>
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</table>
# 2022 Programs: Día de Ciencias

## Denver Event

**Host Chapters:**
UNIVERSITY OF COLORADO BOULDER AND DENVER CAMPUSES, COLORADO SCHOOL OF MINES AND COLORADO STATE UNIVERSITY

- **Attendees:** 57
- **Students:** 40
- **Parents/Guardians/Adults:** 17

**Activities included:**
The Magician’s Catapult  
LEDs and Resistor Circuits  
Polygons and Popsicle Trusses – Bridge Building  
Rubber Band Propelled Cars
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.
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.

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**: 54% male, 46% female
- **Registration Type**: 72% undergraduate, 11% board/staff/RLT/committee, 8% professionals, 6% sponsor, 3% graduate
- **Year in School**: 10% 1st year, 18% 2nd year, 32% 3rd year, 25% 4th year, 6% 5th year
- **Major/Industry Breakdown**
  - 24% mechanical engineering
  - 15% computer science & engineering
  - 13% stem/other
  - 11% civil engineering
  - 9% electrical engineering
  - 8% biomedical engineering
  - 6% industrial engineering
  - 6% non-stem/other
  - 3% aerospace engineering
  - 3% chemical engineering

NILA
NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT

- **214** Certified Chapter Leaders
- **664** Attendees
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.

**Attendees**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Registration Type</th>
<th>Year in School</th>
</tr>
</thead>
<tbody>
<tr>
<td>54% male</td>
<td>46% female</td>
<td>46% undergraduate</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>34% board/staff/RLT/committee</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>14% professionals</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>5% sponsor</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>1% graduate</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>2% 1st year</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>13% 2nd year</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>24% 3rd year</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>46% 4th year</td>
</tr>
<tr>
<td>46% male</td>
<td>54% female</td>
<td>15% 5th year</td>
</tr>
</tbody>
</table>

**Major/Industry Breakdown**

- 26% mechanical engineering
- 13% civil engineering
- 12% computer sciences & engineering
- 12% non-stem/other
- 12% stem/other
- 8% electrical engineering
- 6% aerospace engineering
- 5% industrial engineering
- 4% biomedical engineering
- 3% chemical engineering
- 2% materials engineering

LEARN MORE
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.
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 workspace.

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

Jay Flores  
Invent The Change  
| Founder & CEO

Gina Moreno  
STEM Influencer

Elio Morillo  
Exeqpath LLC  
| President & Founder

Fernanda Sulantay  
STEM Influencer

Kevin Edwards  
Bechtel Global Corporation  
| CDIO

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  
@soygcinamoren

Elio Morillo  
@Thespacemachanic

Fernanda Sulantay  
@fernsulantay
2022 EVENTS

NATIONAL CONVENTION

Demographics

Gender
- 63% male
- 36% female
- 1% non-binary

Year in School
- 7% 1st year
- 18% 2nd year
- 29% 3rd year
- 35% 4th year
- 12% 5th year

Registration Type
- 45% undergraduate
- 42% exhibitor/sponsor
- 4% graduate
- 3% professional
- 6% other

Attendees by Region
- 59% 18-21
- 27% 22-25
- 7% 26-30
- 6% 31+

Work Experience
- 25% 1 internship
- 10% 1-2 years
- 21% 2+ internships
- 7% 3-5 years
- 7% 6+ years
- 29% none

Major/Industry Breakdown
- 25% mechanical engineering
- 23% computer sciences
- 8% electrical engineering
- 8% civil engineering
- 6% industrial engineering
- 5% biomedical/medical engineering
- 5% chemical engineering
- 5% aerospace engineering
- 1% environmental engineering
- 1% systems engineering
- 1% materials science & engineering
- 1% software engineering
- 1% mathematics
- 10% other
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 Florida 136
University of Central Florida 127
Georgia Institute of Technology 97
Florida International University 95
Rutgers University 86
University of Texas, Austin 83
University of Illinois, Urbana-Champaign 79
University of Texas, El Paso 72
University of Houston 65
Texas A&M University, College Station 63
Arizona State University 59

University of North Florida 52
Kennesaw State University 49
University of Texas, Arlington 48
New York University 47
University of Southern California 46
University of Michigan 45
Texas A&M International University 43
Embry-Riddle Aeronautical University 41
Illinois Institute of Technology 41
Virginia Commonwealth University 37
University of California, Los Angeles 36
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 #YOBelongInSTEM 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.
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.
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
### Revenue

<table>
<thead>
<tr>
<th>Category</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>TOTAL</th>
<th>2021 TOTAL</th>
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</thead>
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<td>National Conference/Events</td>
<td>$4,598,515</td>
<td>$4,598,515</td>
<td>$3,921,270</td>
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<tr>
<td>Contract Income</td>
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<td>$2,737,643</td>
<td>$2,039,425</td>
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<tr>
<td>Contributions</td>
<td>$769,365</td>
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<td>$2,993,324</td>
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<tr>
<td>Regional Events</td>
<td>$568,049</td>
<td>$568,049</td>
<td>$353,561</td>
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<tr>
<td>Membership Dues</td>
<td>$220,357</td>
<td>$220,357</td>
<td>$251,930</td>
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<tr>
<td>Branding &amp; Other Services</td>
<td>$418,721</td>
<td>$418,721</td>
<td>$330,094</td>
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<tr>
<td>Net Investment Gain (loss)</td>
<td>-$182,463</td>
<td>-$182,463</td>
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<tr>
<td>Recognized Forgiveness – PPP Loan Advance</td>
<td>$345,662</td>
<td>$345,662</td>
<td>$345,662</td>
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<tr>
<td>Net assets released from restriction</td>
<td>$1,811,906</td>
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<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td><strong>$11,287,755</strong></td>
<td><strong>$412,053</strong></td>
<td><strong>$11,699,808</strong></td>
<td><strong>$8,694,369</strong></td>
</tr>
</tbody>
</table>
Fiscal year ends June 30

## Expenses

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>TOTAL</th>
<th>2021 TOTAL</th>
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</thead>
<tbody>
<tr>
<td><strong>Program Services</strong></td>
<td>$7,362,952</td>
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<td>$7,362,952</td>
<td>$4,123,075</td>
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<td><strong>Supporting Services</strong></td>
<td>$2,838,163</td>
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<td>$2,838,163</td>
<td>$2,789,406</td>
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<tr>
<td>– Management &amp; General</td>
<td>$1,861,862</td>
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<td>$1,861,862</td>
<td>$1,890,107</td>
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<tr>
<td>– Fundraising</td>
<td>$976,301</td>
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<td>$976,301</td>
<td>$899,299</td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$10,201,115</strong></td>
<td><strong>$10,201,115</strong></td>
<td><strong>$10,201,115</strong></td>
<td><strong>$6,912,481</strong></td>
</tr>
<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td><strong>$1,086,640</strong></td>
<td><strong>$412,053</strong></td>
<td><strong>$1,498,693</strong></td>
<td><strong>$1,781,888</strong></td>
</tr>
<tr>
<td><strong>NET ASSETS, BEGINNING OF YEAR</strong></td>
<td><strong>$3,374,735</strong></td>
<td><strong>$1,323,051</strong></td>
<td><strong>$4,697,786</strong></td>
<td><strong>$2,915,898</strong></td>
</tr>
<tr>
<td><strong>NET ASSETS, END OF YEAR</strong></td>
<td><strong>$4,461,375</strong></td>
<td><strong>$1,735,104</strong></td>
<td><strong>$6,196,479</strong></td>
<td><strong>$4,697,786</strong></td>
</tr>
</tbody>
</table>
Fiscal year ends June 30

Assets

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash, Cash Equivalents, Investments</td>
<td>$7,019,657</td>
<td>$5,534,345</td>
</tr>
<tr>
<td>Investments</td>
<td>$1,134,600</td>
<td>$895,744</td>
</tr>
<tr>
<td>Accounts receivable, net</td>
<td>$182,872</td>
<td>$347,691</td>
</tr>
<tr>
<td>Prepaid expenses and other current assets</td>
<td>$228,978</td>
<td>$36,933</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>$85,980</td>
<td>$26,144</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$8,652,087</strong></td>
<td><strong>$6,840,857</strong></td>
</tr>
</tbody>
</table>
Fiscal year ends June 30

## Liabilities & Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$211,204</td>
<td>$228,127</td>
</tr>
<tr>
<td>Accrued expenses and other liabilities</td>
<td>$272,790</td>
<td>$135,032</td>
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<tr>
<td>Deferred revenue</td>
<td>$1,971,614</td>
<td>$1,434,250</td>
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<tr>
<td>Long Term Liability - PPP Loan</td>
<td></td>
<td>$345,662</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>$2,455,608</td>
<td>$2,143,071</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without Donor Restriction</td>
<td>$4,461,375</td>
<td>$3,374,735</td>
</tr>
<tr>
<td>– Undesignated</td>
<td>$3,074,588</td>
<td>$2,538,739</td>
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<tr>
<td>– Board Designated</td>
<td>$1,386,787</td>
<td>$835,996</td>
</tr>
<tr>
<td>With Donor Restriction</td>
<td>$1,735,104</td>
<td>$1,323,051</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>$6,196,479</td>
<td>$4,697,786</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td>$8,652,087</td>
<td>$6,840,857</td>
</tr>
</tbody>
</table>
The Industry Partnership Council (IPC) is composed of national, top-level companies and government agencies that are committed to diversity and inclusion. IPC members align with the SHPE mission by supporting year-round programs, sharing industry perspective, providing resources and development tools, and meeting recruitment and retention strategy goals. Collaboration with the IPC greatly influences SHPE’s program design and execution to better prepare our members for their careers.
¡MIL GRACIAS! 2022 ACADEMIC PARTNERSHIP COUNCIL
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.

### Annual Fund Donors

#### Individual Donors

| Adriana Ocampo  | Arash Shariatzadeh  |
| Adriana Ruiz    | Emilio Morilloelio  |
| Alberto Canales| Elio Morilloelio    |
| Alejandro Saint-Blancard | Emilio Melendez  |
| Alexander Lanniruberto | Emily Allen  |
| Alodie Vargas   | Emily Vera-Perez   |
| Amy Lopez       | Enrique Guzman     |
| Ana Gonzalez    | Erik Barbosa       |
| Andrea Zamudio  | Erik Modesto Reyes |
| Andres Vargas   | Ernesto Morales-Perea |
| Angela Riascos  | Ernesto Zurita    |
| Anna Beeson     | Esteban Almazan   |
| Anna G. Patrick | Eva Baylon         |
| Anonymous       | Fatima Treto       |
| Anthony Meza    | Felipe Rangel     |
| Antonia Robles  | Fernando Hinojosa  |

#### Company Donors

| Adriana Ocampo  | Arash Shariatzadeh  |
| Adriana Ruiz    | Emilio Morilloelio  |
| Alberto Canales| Elio Morilloelio    |
| Alejandro Saint-Blancard | Emilio Melendez  |
| Alexander Lanniruberto | Emily Allen  |
| Alodie Vargas   | Emily Vera-Perez   |
| Amy Lopez       | Enrique Guzman     |
| Ana Gonzalez    | Erik Barbosa       |
| Andrea Zamudio  | Erik Modesto Reyes |
| Andres Vargas   | Ernesto Morales-Perea |
| Angela Riascos  | Ernesto Zurita    |
| Anna Beeson     | Esteban Almazan   |
| Anna G. Patrick | Eva Baylon         |
| Anonymous       | Fatima Treto       |
| Anthony Meza    | Felipe Rangel     |
| Antonia Robles  | Fernando Hinojosa  |
| Adriana Ocampo  | Fernando Prado     |
| Adriana Ruiz    | Frances Gonzalez   |
| Alberto Canales| Franz Maurrasse    |
| Alejandro Saint-Blancard |        |
| Alexander Lanniruberto |        |
| Alodie Vargas   |                |
| Amy Lopez       |                |
| Ana Gonzalez    |                |
| Andrea Zamudio  |                |
| Andres Vargas   |                |
| Angela Riascos  |                |
| Anna Beeson     |                |
| Anna G. Patrick |                |
| Anonymous       |                |
| Anthony Meza    |                |
| Antonia Robles  |                |

[Donate to SHPE]
<table>
<thead>
<tr>
<th>Thank you</th>
<th>Supporter Recognition</th>
</tr>
</thead>
</table>

Kyle Fox  
Leslie Recendiz Magana  
Lesly Henrriquez  
Linda Renteria  
Luis Arciniaga  
Luis Fernando Ortega Torbelin  
Luis Ramos  
Luisa Torres  
Marbella Morales  
Marc Osofsky  
Marc Velasco  
Marco Barajas  
Maria Delgado  
Mariana Briones Gutierrez  
Mariechelle Bonifacio  
Marilee Wheaton  
Mario Pena  
Marissa Menjarez  
Marilyn Tomasa Diaz  
Martha Mondragon  
Martin Marban  
Matheen Moghbe  
Max Hernandez  
Melanie L. Weber  
Melissa Aguirre Pinillos  
Michael A. Cruz  
Michael Collaguazo  
Michael Elizondo  
Michael Franco-Garcia  
Michael Perez  
Michael Wangen  
Miguel Alemañy  
Miguel Deniz Lopez  
Miguel Payan  
Myriah Brady  
Natalie Davila Rendon  
Nathan Gonzalez  
Neir Jhawar  
Nestor Gutierrez  
Nicholas Mendez  
Nicolas A. Tempestini  
Nithya Bondalapati  
Oscar Loera Jr  
Oscar Otero  
Pablo Trejo  
Pablo Vincent Lopez  
Paulina Castrellon  
Priscilla Nguyen  
Ramon Martinez  
Rene Garcia-Simental  
Rhonda McNeil  
Ricardo Reyes  
Richard de Los Reyes  
Richard Flores  
Richard Ohrt  
Robert Campos Renteria  
Robert Ruiz  
Rogelio Reynoso Jr  
Ronie Rocca  
Ruth Marciniec  
Samuel Juarez  
Sanjuana Mota  
Santiago Ramirez  
Sarah Jerez  
Sarai Villagran Palafox  
Sophia Dalce  
Susana Aguilar  
Taeef Jihaan  
Umar Khattak  
Valerie Turella  
Venetia Espinoza  
Veronica Aragon-Olan  
Vicky Gomez  
Wanda Pieters  
William Gonzalez  
Xavier Torres Gregory  
Yuliana Garcia Galvis  
Zaira Resendez  
Zorawar Singh  
[First Name] McHugh*  
[First Name] Mulartrick*  
[First Name] Ruiz*  
[First Name] Smith*  

*Due to a system error, only the last name of this donor is available
### Corporate Annual Fund Donors

<table>
<thead>
<tr>
<th>Company</th>
<th>Company</th>
<th>Company</th>
<th>Company</th>
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<tbody>
<tr>
<td>Amazon Smile Foundation</td>
<td>DiscoverE</td>
<td>IBM</td>
<td>Pacific Gas &amp; Electric Company</td>
</tr>
<tr>
<td>Amazon.com</td>
<td>Foothills Bridge Company</td>
<td>Imex America Limited</td>
<td>UKOGF Foundation</td>
</tr>
<tr>
<td>American’s Charities</td>
<td>Gates Family</td>
<td>Iron Mountain, Inc.</td>
<td>WSP Foundation</td>
</tr>
<tr>
<td>Anonymous</td>
<td>GPI</td>
<td>Jabil</td>
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<tr>
<td>Charityvest Inc.</td>
<td>Hispanic Business &amp; Technology Council</td>
<td>Jama Software</td>
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<td>Corporate Donor Contribution</td>
<td>Network For Good</td>
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### Corporate Annual Fund Matching Contributions

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<th>Company</th>
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<td>Anonymous</td>
<td>DiscoverE</td>
<td>Giving Force</td>
<td>Medtronic Inc.</td>
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<tr>
<td>Bank of America Charitable Foundation</td>
<td>DOW Chemical Company</td>
<td>Google Inc.</td>
<td>Microsoft Corporation</td>
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### Corporate Grants

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<td>3M CORPORATION</td>
<td>Chan Zuckerberg Initiative DAF</td>
<td>Dow Chemical Company</td>
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<tr>
<td>Bechtel Corporation</td>
<td>Danaher Corporation</td>
<td>Northrup Grumman</td>
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### Foundation Grants

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<tr>
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<td>Medtronic Foundation</td>
<td>NEO Philanthropy, Inc.</td>
</tr>
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<td></td>
<td>USAA</td>
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</table>
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Alicia Garduno Chombo
Angelo Margiotta.
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