



FREQUENTLY ASKED QUESTIONS

Regarding the 2025 Political Environment and Member Guidelines

How does the DEI executive order affect SHPE?

SHPE maintains our focus on professional growth and achieving our core mission to foster an environment where students and professionals feel inspired, supported, and equipped to pursue successful careers, and become leaders in their respective industries. By fulfilling this mission, U.S. Hispanics can contribute to a strong U.S. economy and help make the country competitive in STEM fields on the international stage.

Simply put, the U.S. needs STEM talent and that need continues to grow. Our industry partnership council and sponsor companies need STEM talent and are committed to hiring the best STEM talent - that's you! Our members have always been in demand and will continue to be in demand with or without DEI programs in place.

Does SHPE have any resources to recommend?

While we remain dedicated to that mission, we recognize that achieving it means supporting the well-being of each of you as members of our Familia. To that end, we have compiled a list of some resources that may be of value to you and your loved ones at this time:

WELLNESS/MENTAL HEALTH

- [Jed Foundation: Mental Health Resource Center](#)
- [Latinx Therapy](#)
- [Mental Health America: Resources in Spanish](#)
- [Immigrant Rising: Mental Health](#)
- [SHPE Sana con Sana: Navigating Mental Health Care Video](#)
- [United We Dream: Health/Wellness](#)

RIGHTS/LEGAL

- [United We Dream: DACA](#)
- [Immigration Advocates: Legal Directory](#)
- [iAmerica: Immigrant Resources](#)
- [CHIRLA: My Rights](#)
- [Immigrant Justice: Know Your Rights](#)
- [Immigration Legal Resource Center Toolkit](#)
- [Immigration Law Help: Lawyer Directory](#)

Is there anything I can do right now to take action?

- Work through [the MentorSHPE program](#) to make a personal connection with a Familia member who can offer one-on-one professional guidance and support; or to be that person for one of our less experienced members in need.
- Share your story on your personal social media to amplify the impact of the changes, as well as to connect with others going through the same challenges.
- Reach out to your elected representatives to advocate for your position on the issues. The [5 Calls app](#) is a great tool for this purpose.

Is SHPE taking any measures to support and protect undocumented students who want to attend a conference but fear potential issues with ICE?

While SHPE cannot take direct actions to ensure the safety of undocumented members at this time, we strongly encourage members use the resources mentioned above to know their rights and find ways to protect themselves.

What are SHPE chapters allowed to do/not do?

SHPE is and has always been a non-partisan organization. While we encourage individual activism, please remember that any advocacy efforts should be approached thoughtfully, especially when it comes to participating in public actions.

SHPE chapters and leaders may -

- Support and uplift your members
- Provide resources to your members
- Support the SHPE mission

SHPE chapters and leaders may not -

- Take sides when it comes to politics
- Support or protest politicians, laws, candidates, campaigns, or anything political
- Comment as SHPE about politicians, laws, candidates, campaigns, or anything political
- Participate in or comment about protests, march, or demonstrations

Individuals acting on their own behalf and not acting as SHPE members may participate in any of the above, but we encourage you to be thoughtful and exercise caution.

What would define me as a SHPE representative versus me as an individual?

The SHPE logo, name, and branding must not be involved if you are acting as an individual. For example, if you attend a protest, do not use the SHPE logo or name on your sign, t-shirt, marketing materials, etc.

SHPE communication channels, including chapter meetings, may not be used to discuss political action, like attending a protest. But you may use those channels to discuss supporting each other and offer resources.

Can my chapter join other organizations in putting resources together to share with the community?

Yes, you may join up with other orgs to offer support and provide resources. Just be cautious of what orgs you collaborate with. For example, if you team up with an org that is not a nonprofit like SHPE and they are allowed to be partisan, then you might be drawn into their activities even if it wasn't your intention.

Does SHPE have social media guidelines I can reference?

Yes! Please check out the [Social Media Guidelines for Chapters](#) from our Chapter Resources page.

Is it okay for our SHPE chapter to collaborate with consulates and immigration lawyers?

You may collaborate in order to offer resources and support, as long as it's done in a non-partisan, non-political way. It's critical to keep your messaging fact-based with no editorializing.

If you still have questions or need clarity on a specific situation, please contact your regional vice president (rvp#@shpe.org) or you can email chapters@shpe.org.