



Annual Impact Report

JANUARY 1, 2023 - JUNE 30, 2024



SHPE
Leading Hispanics in STEM.

[ANNUALREPORT2023.SHPE.ORG](https://annualreport2023.shpe.org)

Video Highlights



2023 National Convention



SHPE 50th Anniversary



2024 InternSHPE Bootcamp



Familia Meeting!

MESSAGE from the CEO & Board Chair

Dear Familia,

We are pleased to share SHPE's latest Annual Impact Report. Taking the time to reflect on our accomplishments is essential when planning for the next steps we take in pursuit of our mission. It is also a testament to an ongoing track record of investment stretching back to 1974. This report covers an 18-month period as we realign to our fiscal cycle. On the precipice of our 50th Anniversary, we are filled with gratitude and pride of SHPE's impact for its members.

This past year and a half was filled with many moments of significance. Most notably, in April 2023, fifty SHPE members joined a handful of SHPE staff at a briefing on "[Building the Next Generation of Hispanic Leaders in STEM](#)" held at the White House in Washington, D.C. In April 2024, SHPE made history by hosting its [first Hill Day on Capitol Hill](#), bringing nearly seventy representatives to advocate for Hispanics in STEM. Both events proved productive in promoting Hispanic talent as the answer to meeting the demands of the thriving STEM jobs economy.

SHPE partnered with the Latino Donor Collaborative (LDC) to release a groundbreaking report titled "[2023 SHPE-LDC U.S. Latinos in Engineering & Tech.](#)" It included findings like a 73.6% increase of U.S. Latino's enrollment in undergraduate engineering programs during the last decade. This is a promising position for Hispanics as the projections indicate 10.9 million job openings in STEM fields by 2031.

SHPE's foundational programs Equipando Padres and Virtual STEM Labs also saw increased engagement and growth. The former implemented 25 events with 1,772 parents impacted. The latter held 34 workshops with nearly 10,000 pre-college students reached. These numbers highlight our ongoing commitment to our communities and strengthening the support available for pursuing a STEM education.

Growing and engaging our membership is critical to achieving our mission. At the end of June 2024, our membership exceeded a record-breaking 19,000 students and professionals.

This growth in membership translated to historic attendance at the [National Convention](#) last year in Salt Lake City. More records were broken as close to 12,000 registrants attended, many of whom walked away with their lives forever changed. We were joined by over 350 sponsors for a full week of professional development, personal transformation, and thousands of job offers. The largest gathering of Hispanics in STEM lived up to its name!

The successes of this last year was the realization of 50 years of our values of Service, Education, Resilience, and Familia. But none of it would have been possible without you. Thank you for being here yesterday, today, and especially tomorrow as we usher in the next 50 years of SHPE.



A handwritten signature in black ink that reads "Suzanna Wolfe".

Suzanna Valdez Wolfe
SHPE CEO



A handwritten signature in black ink that reads "Will Davis".

Will Davis
SHPE 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

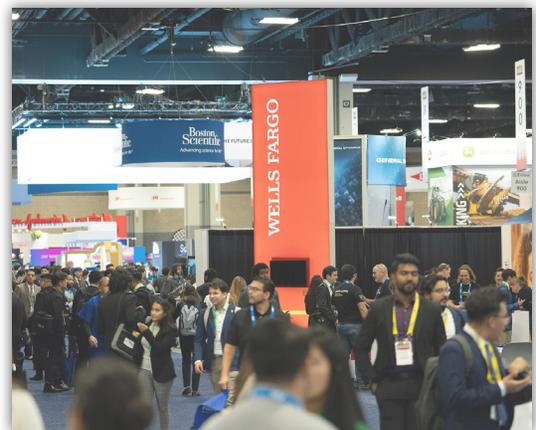
We value formal education and professional development. We are dedicated to continuous improvement and renewal. We learn from successes, setbacks, and each other.

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

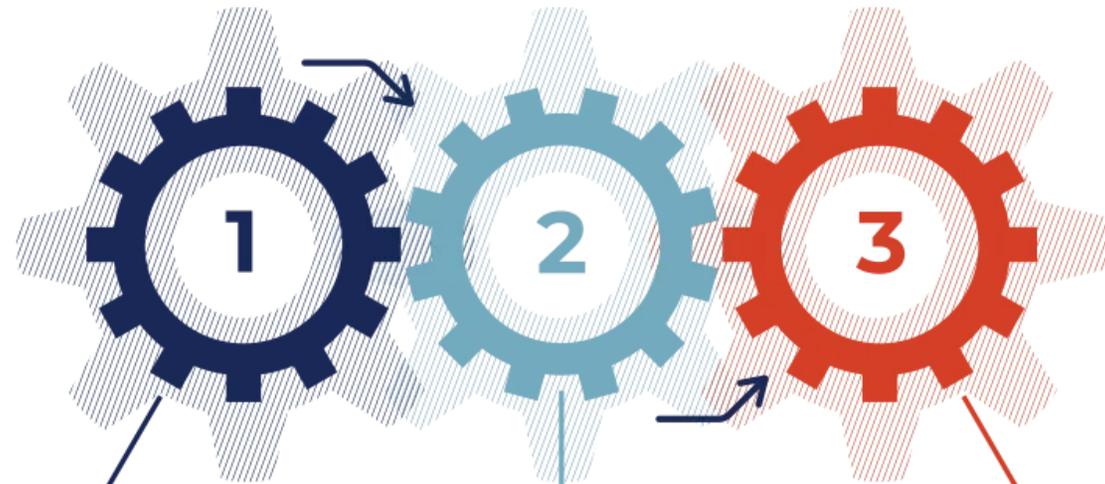
We embrace our diverse cultures and communities, which enable us to adapt, thrive, and persist with optimism.



GOALS SHPE National Strategy

The SHPE 2022-2025 Strategic Plan created by the Board, staff, regional leadership, and membership has served us well over the last 3 years. Beginning next year, we will gather together again to develop a new strategy to serve as our blueprint for growth for 2026 and beyond.

READ THE PLAN



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

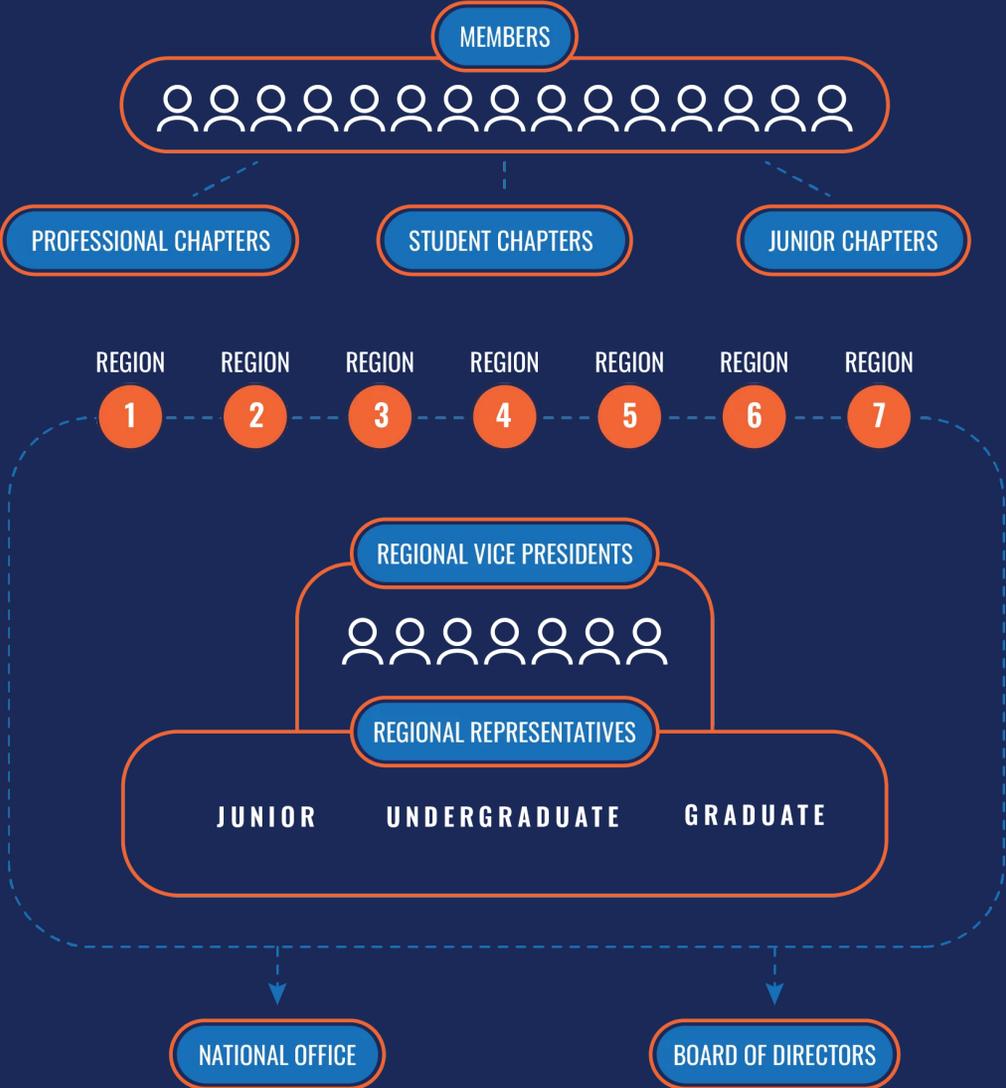
- ✓ Remain responsive to the newest scientific, technological, and corporate trends and develop new offerings accordingly that advance the mission of SHPE
- ✓ Diversify revenue streams and expand funding portfolio through mission-aligned connection and cultivation
- ✓ Become an innovative force propelling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

ESTABLISH

Prestige & Respect in STEM

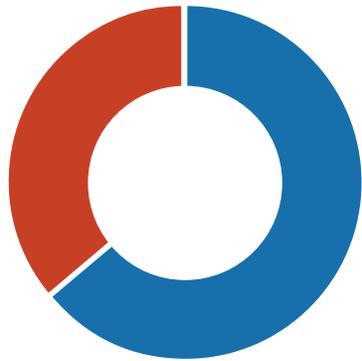
- ✓ Become a key influencer on Capitol Hill with deep reach and a reputation as the leading organization for Hispanics in STEM
- ✓ Attain professional and educational recognition of SHPE as the prominent brand and authentic voice of Hispanics in the STEM ecosystem
- ✓ Position SHPE as a "go-to" advocate,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

A Member-Driven Organization



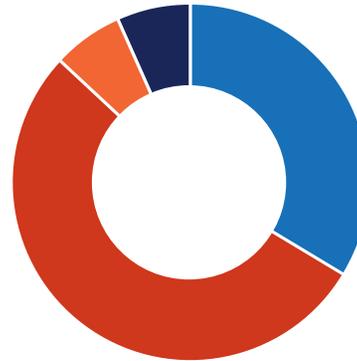
2023-2024 Membership Demographics

Gender Breakdown



64% male
36% female

Membership Type



6,643 professional members
10,544 undergraduate members
1,236 graduate members
1,301 junior members

Major/Industry Breakdown



23% computer sciences
21% mechanical engineering
8% electrical engineering
6% civil engineering
6% computer engineering (general)
5% aerospace, aeronautical & astronautical engineering
5% biomedical/medical engineering
4% industrial engineering
3% chemical engineering
12% other stem
7% other non-stem

19,724
Members

314
total chapters

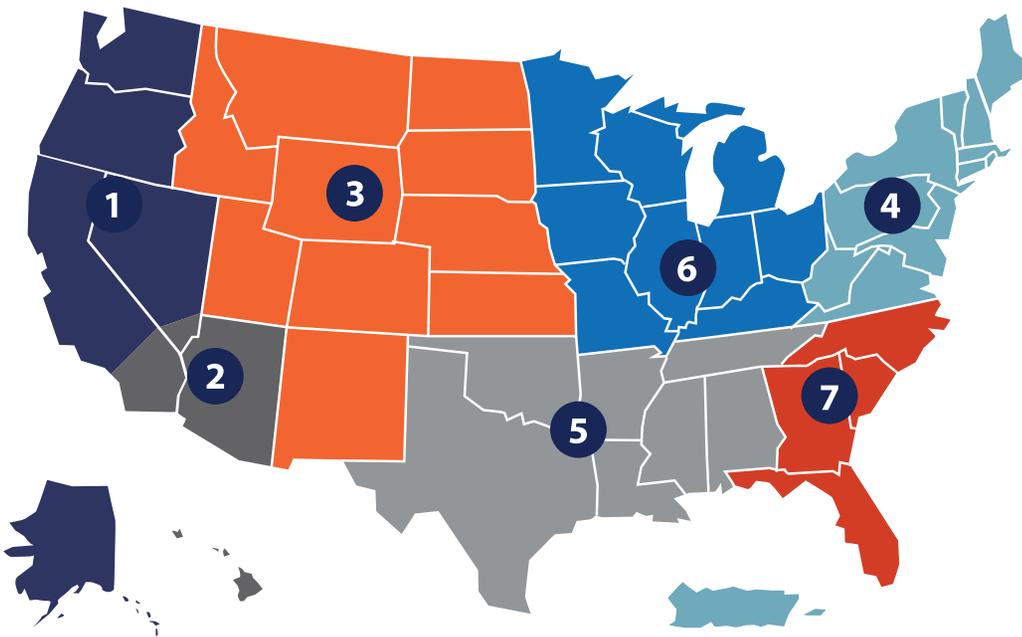
212
student chapters

78
professional chapters

24
junior chapters

2023-2024 Membership Demographics

By Region



Region	1	2	3	4	5	6	7
Total Members	1,980	2,514	1,265	3,518	4,149	2,442	3,856
Student Members	954	1,241	725	2,055	2,488	1,433	2,884
Professional Members	877	1,131	488	1,175	1,357	837	778
Junior Members	149	142	52	288	304	172	194
Total Chapters	30	36	21	69	44	45	31
Student Chapters	20	21	15	54	30	31	21
Professional Chapters	9	12	5	12	11	12	7
Junior Chapters	1	3	1	3	3	2	2

2023-2025 LEADERSHIP **Meet the Team**

National Board of Directors (2023-2024)

BOARD OFFICERS

Will Davis
Chair

Melanie Weber
Vice Chair

Michael Wangen
Treasurer

Adrian Dávila
Board Secretary

BOARD MEMBERS

Stephanie Adams
Natalie Davila-Rendon

Joaquin Gamboa
Diana Gomez

Rogelio Mendoza
Carista Ragan

Andrea Rivera
Karen Santos

National Board of Directors (2024-2025)

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Board Secretary

BOARD MEMBERS

Erik Barbosa
Natalie Davila-Rendon
Francesca Escoto

Joaquin Gamboa
Diana Gomez
Giselle Martinez

Jorge Moreno-Acosta
Carista Ragan
Isaac Rodriguez

[View Details](#)

[Meet the Staff](#)

2023-2024 Regional Leadership

REGION 1

Ernesto Zurita Ruiz

Regional Vice President

Montserrat Vargas

Regional Graduate Representative

Ixelt Garcia

Regional Student Representative

Ruby Canchola Ascencio

Regional Junior Representative

REGION 2

Raysa Guerrero

Regional Vice President

Jessica Torres

Regional Graduate Representative

Christopher Pineda

Regional Student Representative

Albert Lorenzana

Regional Junior Representative

REGION 3

Ramon Martinez, P.E.

Regional Vice President

Leonardo Aragon

Regional Graduate Representative

Eliseo Barreno

Regional Student Representative

Edward Martinez

Regional Junior Representative

REGION 4

Anthony Jara

Regional Vice President

Carlos Gutierrez

Regional Graduate Representative

Amy Paz Cuervo

Regional Student Representative

REGION 5

Cindy Sanchez

Regional Vice President

David Reynoso

Regional Graduate Representative

Sofia Murillo Sanchez

Regional Student Representative

Tahimy Landestoy Acosta

Regional Junior Representative

REGION 6

Paula Angarita Rivera

Regional Vice President

Alexander Torres-Soto

Regional Graduate Representative

Bryan Barriga

Regional Student Representative

Eric Rochel

Regional Junior Representative

REGION 7

William Gonzalez

Regional Vice President

Adrian Moraga

Regional Graduate Representative

Erik Modesto Reyes

Regional Student Representative

Kevin Rocha

Regional Junior Representative

2024-2025 Regional Leadership

REGION 1

Ernesto Zurita Ruiz

Regional Vice President

Jose Jaime Esquivel Patricio

Regional Graduate Representative

Jason Bernal

Regional Student Representative

Ruby Canchola Ascencio

Regional Junior Representative

REGION 2

Marlyn Diaz

Regional Vice President

Armando Urbina

Regional Graduate Representative

Maria Belen Rodriguez

Regional Student Representative

Valeria Hernandez Echegaray

Regional Junior Representative

REGION 3

Ramon Martinez, P.E.

Regional Vice President

Tyrone Gonzalez

Regional Graduate Representative

Eliseo Barreno

Regional Student Representative

Edward Martinez

Regional Junior Representative

REGION 4

Anthony Jara

Regional Vice President

Nazirah Farach Rojo

Regional Graduate Representative

Kelvin Guzman-Baez

Regional Student Representative

Carlos Gutierrez

Regional Junior Representative

REGION 5

Cindy Sanchez

Regional Vice President

Miguel Payan

Regional Graduate Representative

Gabby Vite

Regional Student Representative

Tahimy Landestoy Acosta

Regional Junior Representative

REGION 6

Yesenia Avellaneda

Regional Vice President

Eric Roman

Regional Graduate Representative

Amina Estrella Torres

Regional Student Representative

Hugo Ocampo

Regional Junior Representative

REGION 7

William Gonzalez

Regional Vice President

Kayla Fericy

Regional Graduate Representative

Andrea Godoy

Regional Student Representative

Kevin Rocha

Regional Junior Representative

2023 Awards

Chapter Awards

In 2023, we had 7 Gold Chapter Award winners and 9 Silver Chapter Award winners. Congratulations to all of these chapters for achieving excellence!

[SEE THE WINNERS](#)

STAR Awards

We awarded 27 SHPE Technical Achievement and Recognition (STAR) Awards last year during the 2023 SHPE National Convention in Salt Lake City, Utah.

[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 the last year and a half was no exception. Our chapters were as busy as ever!

JOIN THE FAMILIA

193,373

Total # of Hours Supporting SHPE's Mission

5,710

Events/Programs Executed

22,335

Community Outreach Hours

1,072

K12 Outreach Visits

23,108

K12 Students Impacted

314

Chapters

3,615

Mentors

3,528

Mentees

\$1,020,638

Funds Raised

\$812,452

Scholarships Awarded
by Chapters

*All numbers reflect reporting from 132 of our 314 active chapters.

2023 & 2024 PROGRAMS Equipando Padres



Equipando Padres is a program dedicated to providing parents of first-generation-to-college Hispanic students the knowledge and tools necessary to better support their children while earning engineering degrees.

The ultimate goal is to position parents and caregivers as integral contributors to their student's success. 2023 marked its second year since inception, and 2024 rang in the third. By all accounts it's been incredibly successful!

The program is now branched into two sub-program offerings:



Equipando Padres Academy is designed for families supporting their children during the transition to college process. Modules cover topics such as Choosing a College, Applying to College, and Paying for College. Nationwide virtual workshops occur monthly. An in-person pilot launched in the Spring of 2023.



Catering to parents of enrolled collegiate students, **Equipando Padres University** was successfully piloted in Spring of 2024 virtually through a collaboration with University of North Carolina – Charlotte, University of Puerto Rico Mayagüez, University of Texas Rio Grande Valley, San Jose State University, and Wichita State University. This monthly cohort engaged parents through topics including financial literacy, an understanding of health and wellness, and awareness of engineering pathways- all sessions were hosted in English and Spanish by SHPE members, alumni, and university faculty and staff.

25
events

1,772
parents impacted



EQUIPANDO PADRES
SUPPORT YOUR STUDENT'S SUCCESS

Sponsored by:



COLLINS AEROSPACE | PRATT & WHITNEY | RAYTHEON



[LEARN MORE](#)

2023 & 2024 PROGRAMS Virtual STEM Lab

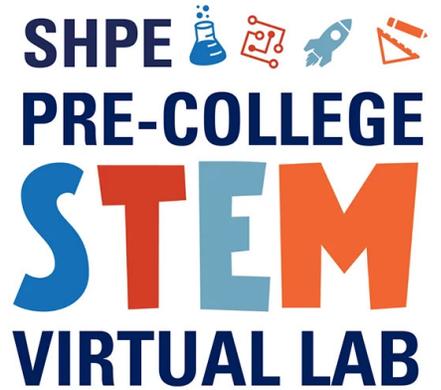


SHPE's pre-college Virtual STEM Lab offerings provide K-12 students access to a variety of opportunities and experiences that spark excitement for science, technology, engineering and math.

These efforts meet students where they are – both developmentally and geographically. In 2023/2024 we brought over 32 hands-on STEM experiences to student's homes, schools, communities, and computers all across the country. These last 18 months were all about giving true access to STEM exploration without any limits.

[LEARN MORE](#)

2023	
25 events	5,648 pre-college students impacted
2024	
12 events so far...	3,080 pre-college students impacted so far...



2023 & 2024 PROGRAMS InternSHPE

Expanding upon traditional internships, the InternSHPE program provides opportunities for interns to gain a sense of community and build upon their professional development.

In 2023/2024, SHPE partnered with Medtronic to support a cohort of 53 interns and Cummins to support a cohort of 11 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 the summary video and bootcamp video we captured of these Medtronic interns recapping their experiences. Learn about the Cummins intern experience with this video.

[LEARN MORE](#)

[MEET THE SUMMER 2023 COHORTS](#)

[MEET THE SUMMER 2024 COHORTS](#)



Summer 2023 Intern Cohort		
53 mentoring connections	38 interns attending in-person Bootcamp in Minneapolis	15 full-time offers at end of internship
Application Cycle for 2024 Interns (Fall 2023)		
245 registered for InternSHPE Info Session	517 applications	218 SHPE members continuing to 1st Round Interview
218 SHPE members continuing to 2nd Round Interview	69 internship offers extended	52 interns accepted full time offers with Medtronic
Summer 2024 Cohort		
53 mentoring connections	38 interns attending in-person bootcamp in Minneapolis	

2023 & 2024 PROGRAMS InternSHPE

Summer 2023 SHPE Community & Professional Development Event Timeline

- February-June
Weekly Intern Office Hours
- February
Intern Welcome Event
- February
Medtronic Mentor Training
- March
Intern Mentee Training
- March
Know Before You Go Bootcamp
- March
Bootcamp
- April
"My First 30 Days" Course Discussion/InternSHPE Networking
- April
Medtronic Project 6 with Interns and Mentors
- April
Personal Finance Course Discussion/InternSHPE Networking
- May
Medtronic HLN Panel
Tips to Prepare for InternSHPE
- May
Mentor & Mentee Virtual Road Trip
- June
Mentor & Mentee Connection en la cocina
- June
Goal Setting Workshop for HLN MentorSHPE connections
- June
"Project Management Certificate"
Course Mid-Point/Video Preparation
- July
Presentation Skills Workshop
- August
Reflection & Celebration Event

2023 & 2024 PROGRAMS InternSHPE

Summer 2024 SHPE Community & Professional Development Event Timeline

- February-June
Weekly Intern Office Hours
- February
Intern Welcome Event
- February
Medtronic Mentor Training
- March
Intern Mentee Training
- March
Know Before You Go Bootcamp
- March
Bootcamp
- April
"My First 30 Days" Course Discussion/InternSHPE Networking
- May
Medtronic HLN Panel
Tips to Prepare for InternSHPE
- June
Virtual Game Night
- June
Project Management Course Discussion
- July
Presentation Skills Workshop
- July
LinkedIn Workshop
- August
Reflection & Celebration Event

2023 & 2024 PROGRAMS **MentorSHPE**

The MentorSHPE program facilitates 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.

Spring 2023 Cohort

- Mentor Training – Feb 1
- Mentee Training – Feb 7

Summer 2023 Cohort

- 66 participants
- Kickoff event – June 8
- Goal Setting Workshop – June 20
- Networking Event – July 20
- Mentoring Motivation – Aug 9

Fall 2023 Cohort

- 51 participants
- Kickoff event – Sept 5
- Networking Event – Oct 10
- Virtual Meet Up – Nov 20

Spring 2024 Cohort

- 117 participants
- Mentor Training – Jan 30
- Mentee Training – Jan 31
- Goal Setting Workshop – Feb 12
- Mid-Point Motivation Workshop – March 25
- Ending the Connection Well – April 23

Summer 2024 Cohort

- 39 participants
- Training & Kickoff – May 30
- Mid-Point Motivation Workshop – July 17
- Ending the Connection Well – August 21

940
total membership

712
users connected in mentoring partnership

5,406
activities for the year (messages, meetings and tasks tracked)

[LEARN MORE](#)



2023 & 2024 PROGRAMS **MentorSHPE**

Mentoring Moment

Mentoring Moments, or one-time mentoring, provides a focused opportunity for networking and learning experiences. Mentoring Moments help 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](#)

Professional MentorSHPE

Launched in Fall 2023, and continued in 2024, this program focuses on a new group peer mentoring track for SHPE professional members. Participants were provided the opportunity to take the Latino Career Assessment and were grouped by self-choice into similar or mixed career level groups, SHPEtina groups and groups with similar LCA skill development goals. Groups are connected for a 6-month period with the goal of a group meeting at least once a month to give accountability, encouragement and support as group members work on their own individual goals.

[LEARN MORE](#)



2023 & 2024 PROGRAMS **MentorSHPE**

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 graduate school application process themselves. We hosted two cohorts this past year. One in Spring 2023 and another in Fall 2023.

[LEARN MORE](#)

Spring 2023 Cohort		
33 connections	33 mentees	Events Mentee Training and Kick Off – Feb. 6th Mentor Training – Jan. 31st Mid-Point Check-In – March 8th
24 mentors	957 activities	
Fall 2023 Cohort		
55 connections	47 mentees	Events Mentee Training and Kick Off – Sept. 11th Mentor Training – Sept. 5th Application Workshop & Networking Events – Oct. 12th & Oct. 24th Live Cafecito at National Convention
44 mentors	2,042 activities	

2023 & 2024 PROGRAMS **MentorSHPE**

GRADS MentorSHPE Groups

The GRADS MentorSHPE Groups focuses on the need for our **GR**aduate & **A**dvanced **D**egree **S**tudents 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.

[LEARN MORE](#)

Spring 2023 Cohort		
2 groups	16 participants	Events Facilitator Planning Meeting – Jan. 30th Facilitator Check-In – March 7th Kickoff Event – Feb. 2nd
2 facilitators		
Fall 2023/Spring 2024 Cohort		
5 groups	26 participants	Events Mentee Training and Kick Off – Sept. 7th Facilitator Planning Meeting – Sept. 6th Groups Networking Event – Oct. 3rd Facilitator Check-In – Oct. 16th Live Cafecito at National Convention
7 facilitators		

2023 & 2024 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 sponsors Medtronic & Cummins! You are empowering the next generations of Hispanics in STEM!



Medtronic		
88 connections	76 mentors	83 mentees
Cummins		
11 connections	18 mentors	11 mentees

2023 & 2024 PROGRAMS Passport to...Series

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

In Spring 2024 we created a new series of webinars to build the pipeline in the Future GRADS MentorSHPE program. The webinars were marketed specifically to those considering a path in graduate school targeting first and second year undergraduate members as well as professional members who might be considering an advanced degree.

The first event on February 6, 2024 “Be a Star!” How to Create a Competitive Grad School Application” was a collaboration with ETS (Educational Testing Service). The event content featured a panel of graduate school application reviewers to share information about what they look for when they review applications.

The second event on March 5, 2024, “Finding Advisor Resources with Coltie”. Coltie is an app created by faculty to help create connections and resources sharing for anyone searching for an advisor and potential funding opportunities.

The final event on April 24, 2024, “Funding Your Masters Degree” featured a panel of SHPE members sharing their experiences searching for graduate school funding opportunities. Sharing their lessons learned and answering questions from the audience they explored a variety of funding opportunities for veterans, professionals returning to school and undergraduates who plan to go directly to a graduate program.

[LEARN MORE](#)

[VIDEO PLAYLIST](#)



**Graduate
School**

16
panelists

263
participants

2023 & 2024 PROGRAMS Passport to...Series

Passport to Careers

We are always looking for new, impactful ways to support our 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 for those who have earned or are working on an advanced degree. In 2023 we partnered with DOW to offer “Passport to DOW Careers” and Spotify to offer “Passport to Spotify Careers”.

Participants heard from DOW colleagues, Monica Gordillo Varela, Erika Vergara, Fabio Aguirre, and Paula Sans as they discussed DOW R&D, Operations, and Commercial units.

Participants heard from Patricio Ramos, Stefanie Austin, and Catalina Laverde Duarte as they shared information about Spotify careers, internships, and ERGs.

[LEARN MORE](#)



Dow	
1 webinar	3 panelists
1 moderator	41 participants
Spotify	
1 webinar	3 panelists
57 participants	

2023 & 2024 PROGRAMS ScholarSHPE

Thanks to our generous donors, 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 377 scholarships totaling over \$1,600,000 awarded in 2023, 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!

American Ceramic Society, Ansys, ARUP, BAE Systems, Berkshire Hathaway Energy Foundation, Boeing, Chevron, Cummins, Eaton, GE, IPG Photonics, Linde, LP Building Solutions, Medtronic Foundation, Motorola Solutions Foundation, Northrop Grumman, Toyota, PPG

[LEARN MORE](#)



377
scholarships awarded

\$1,635,500
total dollar amount awarded

3,495
applications

Support Webinars

ScholarSHPE 2023 Overview:

266
views

2023 & 2024 PROGRAMS #SHPEreads

When it came to our [#SHPEreads program](#), graduate students were the main focus in 2023 and 2024.

#SHPEreads: GRADS Edition brought together graduate students in monthly 90-minute meetings to read and discuss a journal article on a relevant topic. Each meeting was led by the paper's author and gives graduate students the opportunity to not only learn from the author and the paper's content but also from each other.

18
total sessions

473
participants attended

100%
of attendees say they are satisfied or very satisfied attending #SHPEreads



- January**
A pesar de todo” (Despite Everything): The Persistence of Latina Graduate Engineering Students at a Hispanic-Serving Institution
Sandra Aguirre-Covarrubias, Ed.D.
- February**
Ten simple rules for empowering women in STEM
Ana Karina Zambrano
- February**
Blackness and Latinidad are not mutually exclusive. Here’s what it means to be Afro-Latino in America
Amir Vera
- March**
The science of effective mentorship in STEM
Jeremy A. Magruder Waisome

- May**
Qualitative Study of First-Generation Latinas: Understanding Motivation for Choosing and Persisting in Engineering
Dina Verdin, Ph.D.
- June**
Measuring and Resolving LGBTQ Disparities in STEM
Jon Freeman, Ph.D.
- July**
Transitioning to Industry after your Ph.D.
Aditya Mahara, Ph.D.
- August**
GRADS (Graduate & Advance Degree Students) Mentoring Groups: Building a Supporting Community for Hispanic Graduate Students in STEM
Dayna L. Martinez Ph.D.

2023 & 2024 PROGRAMS #SHPEreads

September

Nuestro Impacto: An Insider Look into the Connections between Our Past Experiences and Current Teaching and Mentoring Practices

Idalis Villanueva Alarcon and Dr. John Mendoza Garcia

October

Nuclear Energy and Climate Change: A Case Study in Pennsylvania

Jose Suarez

November

#SHPEreads LIVE at Convention – Latinx Enrichment and Belongingness through Mentorship

Dr. Dayna L. Martínez & Susan Arnold Christian

December

Augmented Geomagnetic Navigation Architecture by GANs-Enhanced Anomaly Magnetic Maps

Andrei Cuenca Ph.D.

January

OMG! I'm Graduating, Now What?

Cheryl Bodnar and Courtney Smith Orr

February

A Crash Course in Mayan Mathematics

Dr. Hakim Walker

March

STEMUJERES: A CASE STUDY OF THE LIFE STORIES OF FIRST-GENERATIONLATINA ENGINEERS AND SCIENTISTS

Dr. Karina Vielma

April

Environmental Engineering for the 21st Century

Dr. Matthew Verbyla, Dr. Lupita Montoya, Dr. Lorelay Mendoza, Dr. Maya Trotz, Dr. Christine Prouty

May

Quantitative Examination of Engineering Program Deficits: Program Retention Instead of Student Persistence Following Academic Suspension

Dr. Lisa Lampe

June

Breast cancer detection using enhanced IRI-numerical engine and inverse heat transfer modeling

Dr. Carlos Gutierrez

July

Analytical Modeling and Design Optimization of Soft Robotic Silicon-Anode Based Lithium-Ion Battery Actuators

Dr. Cody Gonzalez

2023 & 2024 PROGRAMS Faculty Development Symposium

In an effort to provide additional support and networking opportunities for our faculty advisors and members, SHPE offers a Faculty Development Symposium (FDS) that provides valuable support and networking opportunities with tenured faculty role models spanning various disciplines, as well as early-career colleagues from across the nation. This year, our FDS was held in-person during SHPE's National Convention in Salt Lake City, Utah. The event was a great success, bringing together a deans panel, agency panel, faculty panel, and workshops.

Workshops Topics:

- | | | |
|--------------------------------|--------------------------------------|---------------------------------|
| Attaining an NSF Career Grant | Publication Potential | Deans Panel |
| Culturally Responsive Teaching | How to Account for Invisible Service | Agency Panel |
| Maximizing Your Journal | | How to Write and Submit a Grant |

[LEARN MORE](#)

Faculty Programming

Faculty programming includes year-round engagement opportunities offered each quarter: NSF Panel, Deans Panel, Agency Panel, and Faculty Development Symposium.



2023 & 2024 PROGRAMS Faculty Development Symposium



NSF Panel

SHPE coordinated a special informational event with the National Science Foundation on August 19, 2023. 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.

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

AGENCY PANEL

Through our Virtual Agency panel and the Live Agency Panel at our Faculty Development Symposium, we want to cultivate a diverse and inclusive community of engineering faculty, providing essential support, and fostering collaborative opportunities. Considering the relevant funding opportunities offered by the various agencies, we foster participation and engagement with Hispanic faculty to share information on both new and existing grant opportunities for Hispanic faculty. We believe that by fostering these channels, we can empower faculty members to make the most of available resources.

The agency panel had 57 attendees and included panelists from DOE, Navy, EPA and Enrel.

2023 & 2024 PROGRAMS Faculty Development Symposium

DEANS PANEL

The purpose for the virtual panels is for Hispanic Faculty, who normally don't have the opportunity to engage one on one with Engineering Deans, to interact with a panel of deans to ask questions and gain insights in a safe environment. The Deans panel was conducted in two parts to provide a safe space for faculty to have direct access to deans of engineering schools across the country.

The 2023 Deans Panel was held in two days. March 28th for Tenure Track and March 30th for Non-Tenured Track Faculty. The Panelists for the Tenure track were:

- Lance C. Peres, College of Engineering, University of Nebraska Lincoln
- Raheem Beyah, College of Engineering, Georgia Tech
- Aaron S. Budge, College of Science, Engineering & Technology, Minnesota State University Mankato

The Panelists for the Non-Tenure Track were:

- Keith J. Bowman, College of Engineering & Information Technology, University of Maryland Baltimore County
- Stephanie G. Adams, School of Engineering and Computer Science, University of Texas at Dallas
- Javier S. Kypuros, College of Engineering, University of Texas at Tyler

Deans Panel Non-Tenured track had 11 participants.

Deans Panel Tenure Track had 22 participants.

[LEARN MORE](#)

2023 & 2024 PROGRAMS **latinXfactor**

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 provide participants with specific information they can use it to excel as a student, a professional, and a leader. In 2023/2024 the latinXfactor was provided to IPCs as part of their package. SHPE identifies topics that are deemed of importance to provide support during the student life and/or provide preparation to be successful at our Convention.

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](#)

[VIDEO PLAYLIST](#)

21
webinars

447
participants



2023 & 2024 PROGRAMS **latinXfactor**

LIST OF TOPICS

February 2023 – National Entrepreneurship Week presented by Franchesca Escoto, SHPE Lifetime member (16 in attendance)

- “Hotseat Coaching on Your Business Idea” (*Learner Lunes*)
- “Design Thinking for Product Development” (*Technical Tuesday*)
- “From Founder to Executive” (*Wisdom Wednesday*)

March 2023 – Women in STEM: Breaking Barriers! presented by Sonia Camacho and Elio Morillo (15 in attendance)

April 2023 – Financial Literacy Month presented by Snowball Wealth (47 in attendance)

- “Money Mindset: Your Money and Your Legacy” (*Learner Lunes*)
- “Financial Foundations: Tactical Strategies to Thrive Financially” (*Technical Tuesday*)
- “Building Generational Wealth: Investing for the Long Term” (*Wisdom Wednesday*)

August 2023 – Diversity, Equality, and Inclusion presented by Granite Construction and Johnson Controls (45 in attendance)

- “What is DEI?” by Granite Construction (*Learner Lunes*)
- “Who is in Your Circle?” by Johnson Controls (*Wisdom Wednesday*)

September 2023 – Time Management 101 presented by RTX (42 in attendance)

October 2023 – Convention Preparation presented by Honeywell and Eaton (35 in attendance)

- “Resume Writing 101” by Honeywell (*Learner Lunes*)
- “Building Your Networking & Elevator Pitch Skills” (*Technical Tuesday*)

December 2023 – Presented by Capital One

- What is the STAR Method, and how to leverage it to make you a STAR
- Lessons Learned Panel with Leading Latinx Engineers at Capital One

January 2024 – Presented by Capital One

- Putting the STAR Method to work, pitch like a pro, shine in your interviews, and get a lit LinkedIn and resume!

February 2024 – None

March 2024 – None

April 2024 – Artificial Intelligence presented by Microsoft and IBM (45 in attendance) and Time Management presented by Lennis Perez (14 in attendance)

May 2024 – Leadership Development Presented by Honeywell, Leidos and Veolia (37 in attendance) and Cybersecurity Presented by Bank of America and Lockheed Martin (29 in attendance)

June 2024 – Critical Thinking Presented by Medtronic (20 in attendance)

2023-2024 EVENTS NILA

National Institute for Leadership Advancement (NILA)

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.



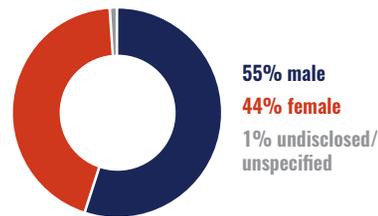
NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT

2023 CERTIFIED CHAPTER LEADER PROGRAM (CCLP)

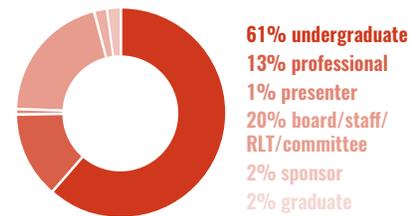
July 13-14, 2023

The CCLP is a virtual event for all chapter officers and leaders. The 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.

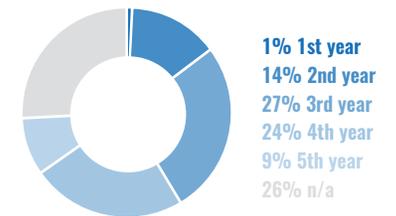
Gender



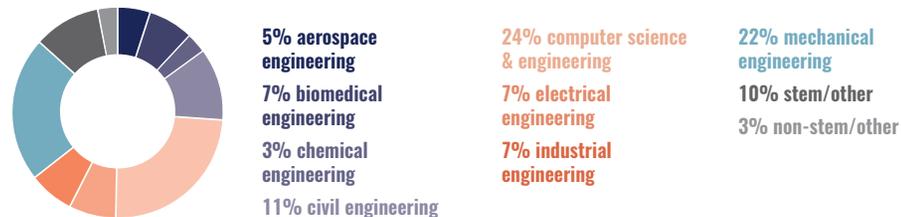
Registration Type



Year in School



Major/Industry Breakdown



2023-2024 EVENTS NILA

368
Certified Chapter Leaders

683
CCLP Attendees

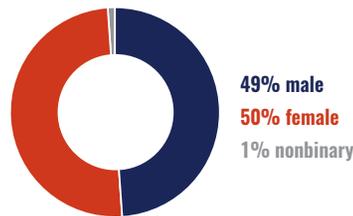
205
Presidents Summit Attendees

2023 PRESIDENTS SUMMIT

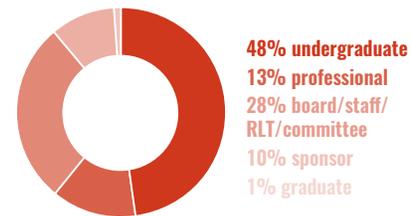
August 10-13, 2023 | Frisco, Texas

The Presidents Summit is an in-person event specifically for chapter presidents. As SHPE's best and brightest servant leaders, they gather together in person every summer for leadership training and networking. The agenda included deep dives into chapter operations, available chapter support, and a chance for like chapters to collaborate on best practices.

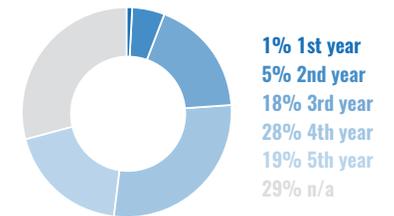
Gender



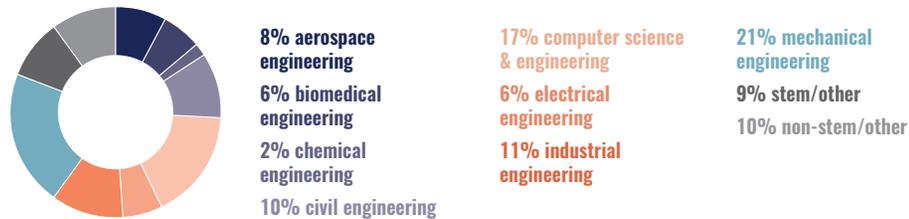
Registration Type



Year in School



Major/Industry Breakdown



NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT

2023-2024 EVENTS RLDC

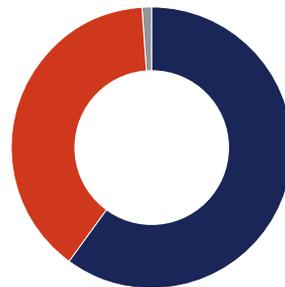
Regional Leadership Development Conferences (RLDC)

SHPE's Regional Leadership Development Conferences (RLDCs) meet our members where they are at...literally. We bring national knowledge and expertise to accessible, local learning-events for members no matter where in the country they are. These gatherings are more intimate than the National Convention, but they still bring in top industry innovators for workshops, keynotes, and interviews. In 2024, we held 4 different events across the country reaching thousands of members in their own communities.

REGIONS 1 & 2

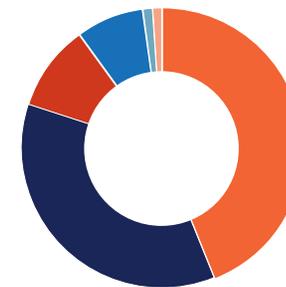
March 7 - 9, 2024 // Orange County/Costa Mesa // 279 Attendees

Gender



60% male
39% female
1% non-binary

Registration Type



44% unknown
36% collegiate undergrad
10% staff/advisors/board/RLTs
8% sponsors
1% professionals
1% presenters

Sponsors



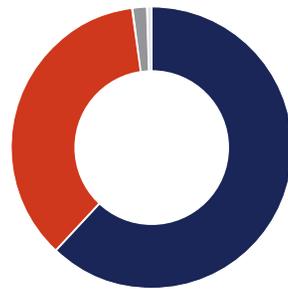
2023-2024 EVENTS RLDC



REGIONS 3 & 5

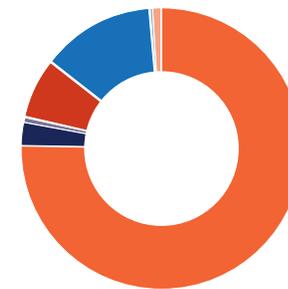
March 14 - 16, 2024 // San Antonio // 346 Attendees

Gender



62% male
36% female
1.5% non-binary
.5% transgender

Registration Type



75% unknown
3% collegiate undergrad
0.3% graduate
7% staff/advisors/board/RLTs
13% sponsors
0.3% professionals
1% presenters

Sponsors



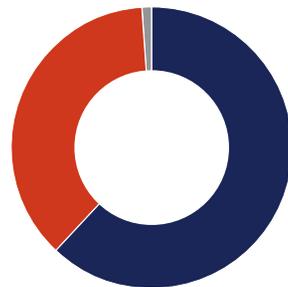
2023-2024 EVENTS RLDC



REGIONS 4 & 6

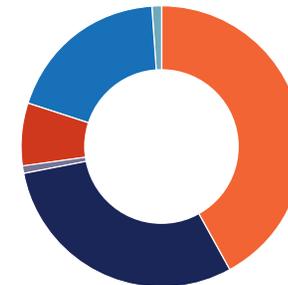
March 7 - 9, 2024 // Indianapolis // 180 Attendees

Gender



62% male
37% female
1% non-binary

Registration Type



42% unknown
30% collegiate undergrad
1% graduate
7% staff/advisors/board/RLTs
19% sponsors
1% professionals

Sponsors



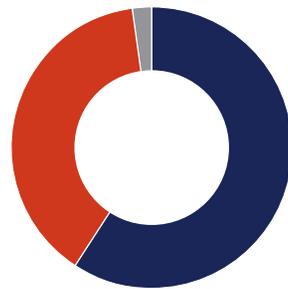
2023-2024 EVENTS RLDC



REGIONS 4 & 7

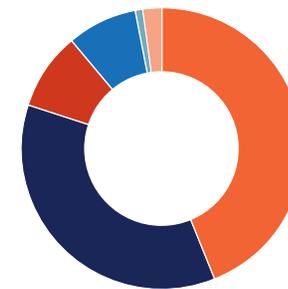
April 4-6, 2024 // Miami // 279 Attendees

Gender



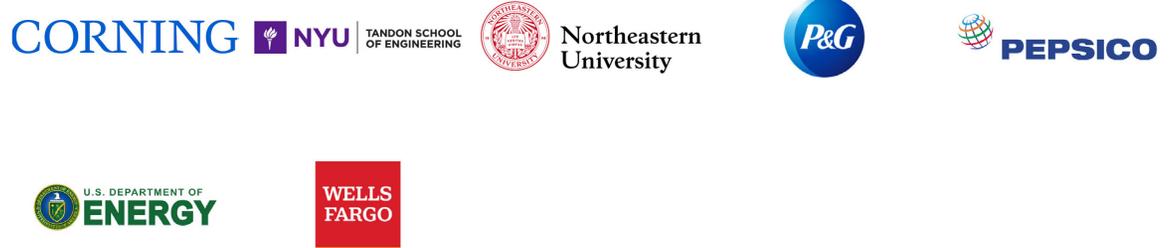
60% male
39% female
2% non-binary

Registration Type



44% unknown
36% collegiate undergrad
9% staff/advisors/board/RLTs
8% sponsors
1% professionals
2% presenters

Sponsors



2023-2024 EVENTS National Convention

The largest gathering of Hispanics in STEM in the U.S. was back and bigger than ever in Salt Lake City, Utah with close to 12,000 attendees!

[LEARN MORE](#)



1974-2024 50th Anniversary Launch

The year 2024 marks 50 years of SHPE. In honor of this Golden Anniversary, we kicked-off a year-long party at the National Convention in Salt Lake City. Honoring half a decade of life-changing, industry-altering work is going to take more than a couple of days, so the end of 2023 was the perfect time to start celebrating what is to come in 2024. We can't wait to share what we have in store!

50 Stories for 50 Years

SHPE 50th Fiestas

Los Angeles

January 31

San Francisco

February 21

New York City

March 27 (Hosted by Bank of America)

Washington, DC

April 17 (Hosted by BAE Systems and Capital One)

Houston

May 30 (Hosted by Chevron)

Denver

June 20 (Hosted by Chevron)



JAN 2023-JUNE 2024 Government Relations Report

On February 2023, SHPE hosted a fireside chat with three Members of Congress to commemorate the “International Day of Women & Girls in STEM”. This event, organized in collaboration with AISES, NSBE, and SWE, brought together members from all four organizations for a fireside chat with Representatives Silvia Garcia, Chrissy Houlahan, and the late Sheila Jackson Lee. The discussion centered in their legislative efforts to increase the participation and success of women and girls in STEM fields.

In April 2024, 50 SHPE members were selected to participate in a briefing at the White House in Washington, D.C., focused on “Building the Next Generation of Hispanic Leaders in STEM”. In partnership with the Office of Public Engagement, this event gathered Administration officials for a series of meaningful discussions on how academia, the private sector, and government can collaboratively address labor needs, reduce barriers, and enhance representation of Hispanics in STEM.

In September, SHPE convened members of its Academic Partnership Council with the Office for Civil Rights at the Department of Justice, to discuss the implications of the Supreme Court’s ruling on Affirmative Action. This session provided a crucial platform SHPE’S APC members at institutions of higher education to access resources and navigate the post-ruling landscape, ensuring they were informed and equipped to avoid misinformation of the ruling’s impact.

In October, SHPE chapters in Dallas and Houston, Texas, hosted Congressional staff for the very first-time during a “Noche de Ciencias” and “College Day” in Dallas and Houston, Texas. These events highlighted the outstanding community outreach efforts of local SHPE members, while offering Congressional staff the opportunity to participate in hands-on activities that students and their families get to experience. The ultimate goal of these events were to share the feeling of being inspired to pursue a STEM career, as we recognized the important work of those doing the work locally.

Additionally, SHPE worked with Representatives Tony Cárdenas and Maria Salazar to reintroduce House Resolution 762, which expresses support for increasing the number of Hispanic students and young professionals entering careers in STEM fields. The reintroduction of H.Res.762 highlights the critical role of the Hispanic community in addressing current and future workforce shortages in STEM. Moreover, it acknowledges the rapid growth of both the Hispanic population and STEM employment projections growth, noting the unique opportunity to meet national security and workforce demands with Hispanic talent.



JAN 2023-JUNE 2024 Government Relations Report

To conclude the year, SHPE participated in the Department of Education's #YOUBelongInSTEM Coordinating Conference. During this event, SHPE had the opportunity to showcase the commitments it pledged to achieve by 2025 to ensure that all Hispanic 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 was one of only six organizations selected to publicly present with a virtual and in-person audience.

Building on the momentum from SHPE's 2023 National Convention, our Government Relations team participated in the Congressional Hispanic Caucus Tech Summit to discuss key findings from the 2023 LDC-SHPE Latinos in Engineering and Tech Report. The presentation highlighted our membership growth, the increasing nationwide presence of Hispanics in tech and engineering fields, and the success of early learning initiatives. Further, the highlights included the persistent challenges and barriers in higher education and the workforce experienced by Hispanic individuals. SHPE's voice and contribution to the summit underscored the urgent need to reimagine resource allocations for both students and professionals, with the goal of enhancing STEM achievement and closing opportunity gaps in the Hispanic community.

Kicking off 2024, SHPE hosted its first-ever Hill Day, bringing a delegation of nearly 70 students and professional members to Washington, D.C. This event showcased the success of SHPE's membership through powerful stories shared directly with Members of Congress, effectively raising awareness of Hispanics in STEM and their contributions to industry at both local and national levels. In the meetings, our members drew from their diverse backgrounds to discuss education pathways and speak to the resources that positively shaped their STEM education and careers. Additionally, participants spoke to impactful community outreach programs, such as Noche de Ciencias, Equipando Padres, and Virtual STEM Labs, all of which are instrumental to increasing Hispanic youth and family engagement in STEM learning.

Additionally, SHPE took part in the second Conference for the YOU Belong in STEM initiative, hosted by the Department of Education at the White House. This event gathered STEM advocates, including community-based nonprofits like SHPE, to provide updates on the commitments pledged to advance the initiative's goals. SHPE was spotlighted once again, with the purpose of sharing its progress and achievements. This event had a national audience, both in-person and virtually, engaging stakeholders from across the country.

Since SHPE's Hill Day, we have connected Congressional offices with SHPE chapters to participate in local events such as roundtables or Noche de Ciencias. These engagement opportunities offer Member of Congress a closer look at the students and professionals who are serving as role models and making a difference in the state and district. Recently, members of SHPE's Central Washington chapter organized a roundtable with their Member of Congress, enabling a candid dialogue between Hispanic students and professionals with their Representative, about their aspirations to excel in STEM professions while shedding light on their struggles and achievements. These discussions are crucial in improving pathways of opportunity for untapped Hispanic talent across the nation.

In closing, to further elevate SHPE's impact within the STEM ecosystem, the Government Relations team has actively supported all 50th anniversary Fiestas by inviting government officials to join these significant celebrations. By involving them in these events, SHPE is not only commemorating its legacy but also amplifying awareness and recognition of local Hispanic talent.

PUBLICATIONS Research & Publishing

SHPE conducts a Needs Assessment of its members annually to support data driven decision making by better understanding the needs, issues and challenges that our members face, and ways we can help them succeed. The information is being used to design programs, services, and events to better support our members' personal and professional growth and success. For example, information on our facing mental health challenges led to the creation of the Sana Sana con SHPE program.

In addition to using the information to make SHPE better, we publish our research to inform the community, our partners, and the public so that others can also contribute with us to achieving SHPE's mission. In 2023, SHPE collaborated with the Latino Donor Collaborative (LDC) to release the first of its kind report that includes information about "Breaking Barriers, Building Futures." The report explains why Hispanics are critical to addressing the engineering and tech workforce challenge and how our data can inform key issues. It also includes calls to action for industry, academia, government and individuals to help realize more Latinos in engineering & tech.

SHPE's also publishes papers on key programs and findings. In the 18 months covered by this report, SHPE published four papers which are listed with links below.

DOWNLOAD THE REPORT

Future GR.A.D.S. (Graduate & Advanced Degree Students)

A Mentoring Program to Support Undergraduate Hispanic Seniors through the Graduate School Application Process

Authors: Susan Arnold Christian, Dr. Dayna L. Martínez, Esther Gonzalez, Andrea D. Beattie, M.A., Ashleigh Tierney, MEd, and Dr. Kimberly D. Douglas

GRADS (Graduate & Advance Degree Students) Mentoring Groups

Building a Supporting Community for Hispanic Graduate Students in STEM

Authors: Dr. Dayna L. Martínez, Susan Arnold Christian, Esther Gonzalez, Andrea D. Beattie, M.A., Ashleigh Tierney, MEd, and Dr. Kimberly D. Douglas

Virtual STEM Labs

Engaging and inspiring Hispanic youth to pursue STEM degrees and careers

Authors: Dr. Dayna L. Martínez, Esther Gonzalez, Deanna Drako, Andrea D. Beattie, M.A., Ashleigh Tierney, MEd, Enrique Guzman, and Dr. Kimberly D. Douglas

Assessing Key STEM Identity Constructs among Hispanic Engineering Students and Professionals

Authors: Dr. Dayna L. Martínez, Dr. Kimberly D. Douglas, Esther Gonzalez, and Andrea D. Beattie, M.A.

FINANCIALS Statement of Activities

Revenue

	Without Donor Restrictions	With Donor Restrictions	2024 TOTAL	Without Donor Restrictions	With Donor Restrictions	2023 TOTAL	2022 TOTAL
National Conference/Events	\$7,572,809		\$7,572,809	\$6,354,169		\$6,354,169	\$4,598,515
Contract Income	\$3,770,800		\$3,770,800	\$3,418,850		\$3,418,850	\$2,737,643
Contributions	\$446,420	\$2,802,653	\$3,249,073	\$434,219	\$2,972,710	\$3,406,929	\$2,993,324
In-kind Donations	\$279,583		\$279,583				
Regional Events	\$45,938		\$45,938	\$280,459		\$280,459	\$568,049
Membership dues	\$270,992		\$270,992	\$238,603		\$238,603	\$220,357
Branding and other services	\$235,215		\$235,215	\$344,802		\$344,802	\$418,721
Net investment gain (loss)	\$329,506		\$329,506	\$198,875		\$198,875	-\$182,463
Recognized forgiveness- PPP loan advance							\$345,662
Net assets released from restriction	\$2,990,628	-\$2,990,628		\$2,983,256	-\$2,983,256		
TOTAL SUPPORT AND REVENUE	\$15,941,891	\$(187,975)	\$15,753,916	\$14,253,233	\$(10,546)	\$14,242,687	\$11,699,808

Fiscal year ends June 30

FINANCIALS Statement of Activities

Expenses

	Without Donor Restrictions	With Donor Restrictions	2024 TOTAL	Without Donor Restrictions	With Donor Restrictions	2023 TOTAL	2022 TOTAL
Program Services	\$12,889,168		\$12,889,168	\$10,441,422		\$10,441,422	\$7,362,952
Supporting Services	\$3,954,060		\$3,954,060	\$3,688,152		\$3,688,152	\$2,838,163
– Management & General	\$3,082,883		\$3,082,883	\$2,923,051		\$2,923,051	\$1,861,862
– Fundraising	\$871,177		\$871,177	\$765,101		\$765,101	\$976,301
TOTAL EXPENSES	\$16,843,228		\$16,843,228	\$14,129,574		\$14,129,574	\$10,201,115
CHANGE IN NET ASSETS	\$(901,337)	\$(187,975)	\$(1,089,312)	\$123,659	\$(10,546)	\$113,113	\$1,498,693
NET ASSETS, BEGINNING OF YEAR	\$4,585,034	\$1,724,558	\$6,309,592	\$4,461,375	\$1,735,104	\$6,196,479	\$4,697,786
NET ASSETS, END OF YEAR	\$3,683,697	\$1,536,583	\$5,220,280	\$4,585,034	\$1,724,558	\$6,309,592	\$6,196,479

Fiscal year ends June 30

FINANCIALS Statement of Activities

Assets

	2024	2023	2022
Cash, Cash Equivalents, Investments	\$9,949,079	\$8,758,080	\$7,019,657
Investments	\$678,529	\$662,837	\$1,134,600
Accounts receivable, net	\$471,863	\$350,833	\$182,872
Prepaid expenses and other current assets	\$388,553	\$317,420	\$228,978
Property and equipment, net	\$83,919	\$125,672	\$85,980
Operating Lease right-of-use assets	\$103,115	\$162,610	
TOTAL ASSETS	\$11,675,058	\$10,377,452	\$8,652,087

Fiscal year ends June 30

FINANCIALS Statement of Activities

Liabilities & Net Assets

	2024	2023	2022
LIABILITIES			
Accounts payable	\$55,391	\$153,596	\$211,204
Accrued expenses and other liabilities	\$525,499	\$382,745	\$272,790
Deferred revenue	\$5,873,888	\$3,531,519	\$1,971,614
Long Term Liability - PPP Loan			\$345,662
TOTAL LIABILITIES	\$6,454,778	\$4,067,860	\$2,455,608
NET ASSETS			
Without Donor Restriction	\$3,683,697	\$4,585,034	\$4,461,375
– Undesignated	\$2,637,854	\$3,152,891	\$4,461,375
– Board Designated	\$1,045,843	\$1,432,143	\$1,386,787
With Donor Restriction	\$1,536,583	\$1,724,558	\$1,735,104
TOTAL NET ASSETS	\$5,220,280	\$6,309,592	\$6,196,479
TOTAL LIABILITIES & NET ASSETS	\$11,675,058	\$10,377,452	\$8,652,087

Fiscal year ends June 30

2022-2024 Industry Partnership Council

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.

JOIN IPC



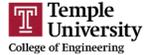
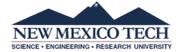
2022-2024 Industry Partnership Council



2022-2024 Industry Partnership Council



2022-2024 Academic Partnership Council



2022-2024 Academic Partnership Council



JOIN APC

2022-2024 SHPE Supporter Network



2023-2024



2023-2024



2023-2024



2023-2024



2023-2024



2023-2024



2023-2024



2022-2023



2022-2023

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

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