

Support Hispanics in STEM

2023



SHPE

Leading Hispanics in STEM.

Our Mission

SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development.



“

No one in my family has ever been an engineer. Nobody's ever gone into the STEM field. So me being the first one, I'm breaking the barriers and representing my family.

- **Elmer Mateo**,
SHPE Member, Engineering Student
at University of California-Irvine



“

When I found SHPE in college, it was the first time that I was surrounded by people who looked like me, people who wanted to do what I was doing. I see what SHPE does to change people's lives and it's the reason that I'm so involved now.

- **Carina Pineda**,
SHPE Member,
Mechanical Engineer at Raytheon
Missiles & Defense

The Need

STEM is where it's at.

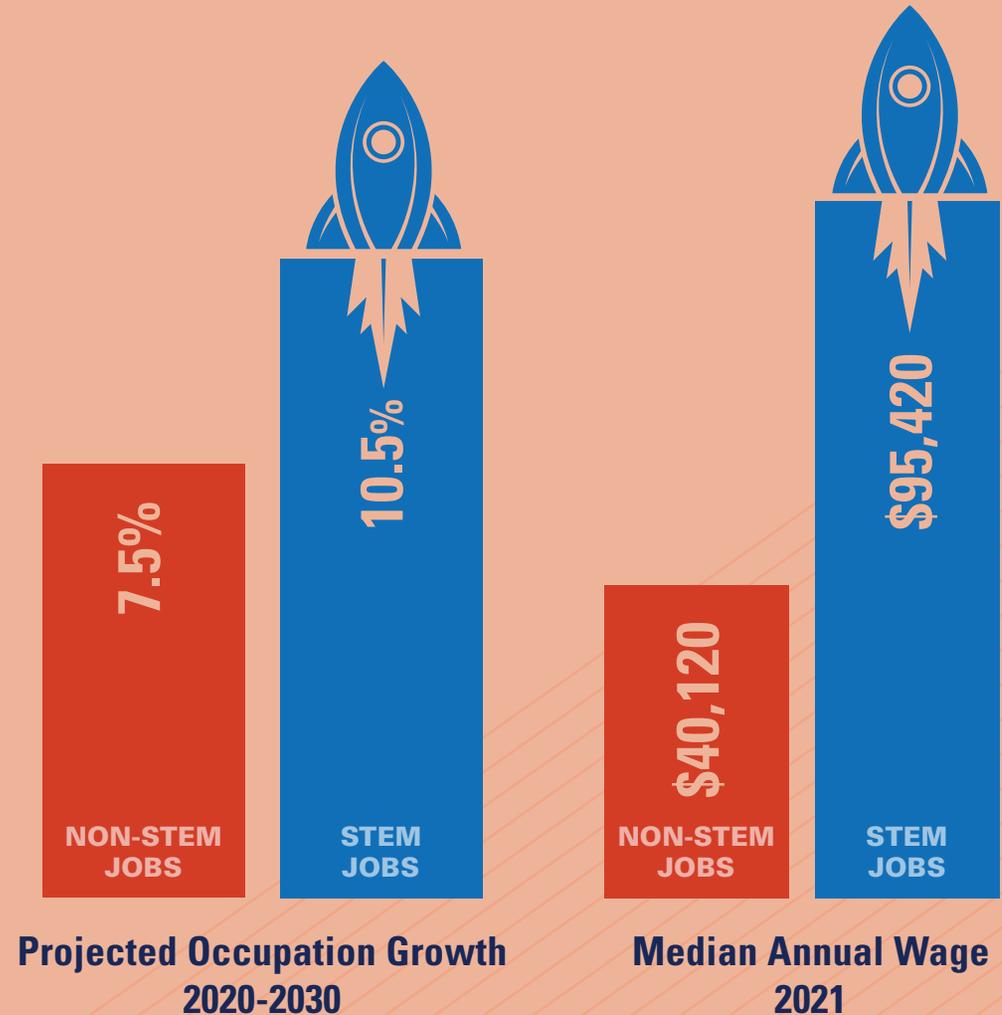
The STEM industry is growing rapidly, creating a huge demand for an educated, innovative, and capable workforce.

Hispanics are the next big thing.

The Hispanic population has increased from 16.4% to 18.7% between 2010 and 2020, accounting for 51% of population growth in the U.S., and by 2060, **1 in 4 people living in the United States will be Hispanic or of Hispanic heritage.**

The STEM Landscape

STEM jobs are growing faster than other industries



The Need

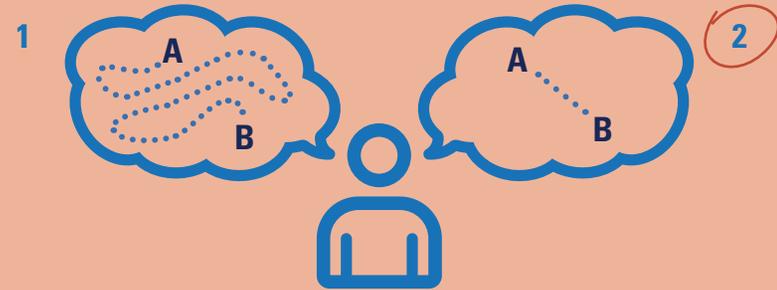
We need Hispanics in STEM fields.

Let's invoke every engineer's favorite principle, Occam's Razor — all things being equal, the simplest solution with the least number of assumptions is often the best one.

In other words, with their notable growth and future projections, Hispanics are primed to help meet the demand for a STEM workforce. And numbers aren't their only asset. They are smart, resourceful, and creative! The future of STEM looks bright in their hands.

Occam's Razor

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



Demand for STEM positions is increasing.

The Hispanic population is increasing.

Simple Solution

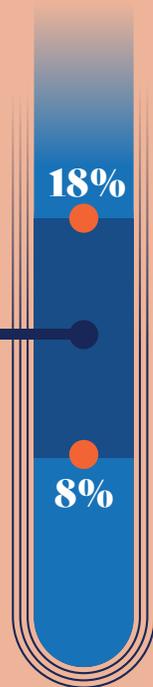
Increase Hispanic representation in STEM fields.

The Gap

But, there is a sticking point.

Despite making up **18%** of the workforce, Hispanics only make up **8%** of STEM professionals. **There is a 10% gap. We call it The Gap.**

The Gap
(10% Difference)



The Solution

And that is why SHPE exists.

We are science-minded and solution-oriented. **We are dedicated to closing The Gap** between the Hispanic population and its representation in STEM. It's the simplest answer to a growing problem.

Our Vision

SHPE's vision is a world where Hispanics are highly valued and influential as the leading innovators, scientists, mathematicians, and engineers.



Our Impact



“

My school was predominantly white and male. In order for me to fit in, I really had to have connections with the network of people who could be my support system and my family away from home. SHPE gave me that. To be in SHPE, you just have to support our vision for young people to have opportunities in STEM to make a difference in the world.

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



“

SHPE has made me realize the power of having a network. Even if it's a room full of strangers, if they're in SHPE, they're my family.

- **Xavier Alexander Zapien**,
SHPE Member,
Robotics Electrical Engineer at NASA Jet Propulsion Laboratory



“

I think SHPE filled a void for us. It brought us into a world where we were able to find people that were mentors and see the things that are possible in engineering.

- **Cesar Gonzalez**,
SHPE Lifetime Member,
Chief Technology Officer at Barrios Technology

Who We Are

We are engineers, computer scientists, mathematicians, and scientists, first and foremost.

We specialize in problem-solving. And we believe our most pressing problem is that the STEM workforce has yet to reflect the diversity of our nation. This is a huge loss for our country. We will all benefit from a world where Hispanics have realized their full potential.



Who We Are

We are a Familia.

We believe Hispanics are some of the most intelligent and resourceful innovators BECAUSE of their heritage, not in-spite of it. At the heart of our organization is the Familia. A signature of our Hispanic culture, SHPE has all the elements of a healthy family: we face collective challenges together, foster new opportunities, and provide unconditional support.



SHPE is going to help you with self growth. [The Familia] provides you with opportunities for professional development, mentoring, and networking. It's really that involvement that enables you to jump into a corporate environment and stand out.

- **Annamarie Valdez Nicholson**,
SHPE Member since 1992

Who We Are



Our membership is diverse.

We are high school students, college students, and professionals. We are senators and congress members. We are astronauts and astrophysicists, CEOs and doctors. And we are the future of all of the above and more.



According to the Pew Research Center, no group faces a larger representation gap in STEM jobs than Latinos. Diversity in the research environment drives scientific discovery. A more diverse STEM pipeline is key to maintaining America's leadership in innovation.

- Alex Padilla,
U.S. Senator and former SHPE Member



Who We Are



SHPE will be the driving force of the future as we continue to be and grow as the go-to advocate for Hispanics in STEM.

- Leo Soto,
SHPE Lifetime Member

Our Mission

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Our Vision

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Our Values

Familia | Leadership | Education | Service

Who We Are



Membership Breakdown



Total Members

13,472

Student Members

9,496

Professional Members

3,362

2022-2023 National Chapters



Total Active Chapters

271

Student Chapters

193

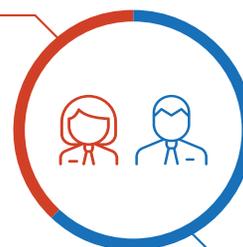
Professional Chapters

64

Gender Breakdown

Female

36%



Male

64%

Top Majors

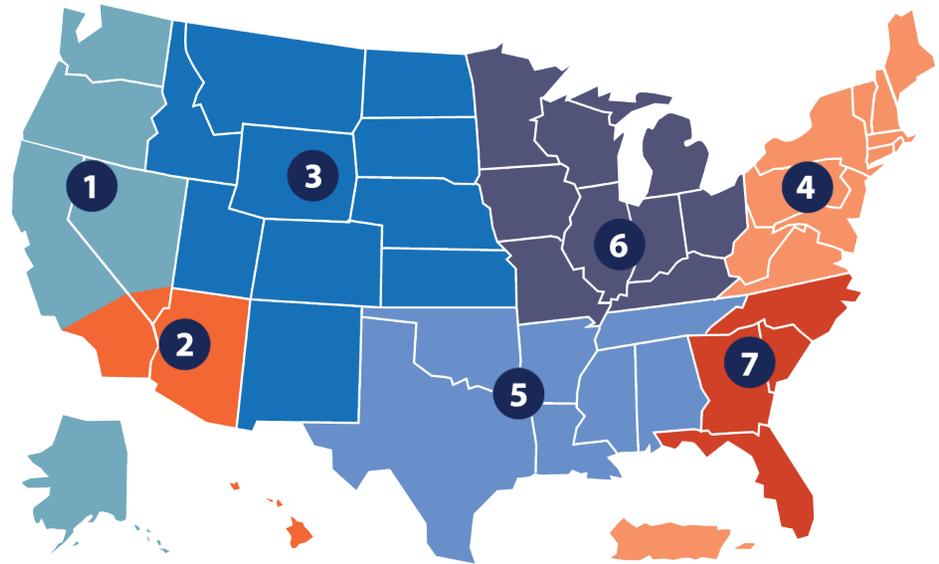


Computer Sciences	24%
Mechanical Engineering	24%
Electrical Engineering	9%
Civil Engineering	8%
Industrial Engineering	6%
Chemical Engineering	6%
Computer Engineering	6%
Aerospace, aeronautical & astronautical engineering	5%
Biomedical/medical Engineering	5%
Others	8%

Where We Are

We are
13,472
 members
 and growing with
271 chapters
 nationwide

- 1 Northern CA, Northern NV, AK, OR, WA
- 2 AZ, HI, Southern CA, Southern NV
- 3 CO, ID, KS, MT, ND, NE, NM, SD, UT, WY
- 4 CT, PA, DC, PR, DE, RI, MA, VA, MD, VT, ME, WV, NH, NJ, NY
- 5 AL, AR, LA, MS, OK, TN, TX
- 6 IA, IL, IN, KY, MI, MN, MO, OH, WI
- 7 FL, GA, NC, SC



Active Chapter Count By Region

Region 1	33	Region 5	45
Region 2	32	Region 6	44
Region 3	20	Region 7	31
Region 4	66		



Member Share by Region

Region 1	10%	Region 5	21%
Region 2	13%	Region 6	13%
Region 3	5%	Region 7	20%
Region 4	18%		

What We Do

Our Programs

Every program and event we design is specifically targeted to fill **The Gap**. Whether reaching out our hand or giving a leg-up, we're equipping our members today to become the STEM leaders of tomorrow.



ScholarSHPE
SUPPORTING OUR FUTURE

Lack of funds is the number one reason Hispanics don't graduate college. We put our money where our mouth is, and distribute over \$1.8 million in scholarships annually to our members. As a result, our ScholarSHPE program demonstrates that our SHPE Familia values them as members of the STEM community and is invested in their future.



SHPE awarded scholarships to 340+ students for the 2022-2023 academic year.



Growing up in a less privileged household and having financial and academic challenges has helped me realize the value of a college education. It is what has encouraged me to work so hard and invest in my future.

- **David Boudin**,
SHPE Undergraduate Scholarship Recipient

What We Do

Our Programs



At SHPE, we lift as we climb. And, there is no better guide for our SHPE members than connecting with a role model in the Familia. Connecting mentors with mentees, our MentorSHPE program is designed to expand networks, offer key insights and knowledge, and build new skills both academically and professionally.



In 2022, SHPE supported 328 MentorSHPE connections AND launched a special mentoring program for graduate students with 2 cohorts and 63 participants.



“

Since SHPE changed my life, I can't think of a better way to thank them than to give back to my chapter. My hope is to influence students to feel like they are a part of something bigger and that engineering is definitely for them.

- Catherine Trevino,
SHPE Member since 2014

What We Do



SHPE supports interns before, during, and after their internships to make sure that they are successful from day one. We take internships to the next level with year-round individualized engagements that provide professional development and community building and empower our members to meet their objectives.

Our Programs



In 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.

 YouTube



What We Do



Identifies that special something—that X-factor—and delivers webinars to support participants learning to use it to excel as a student, a professional, and a leader. Expertly designed and curated webinars focus on early career readiness and professional development.

Our Programs



Since the program inception, over 40 webinars have been presented with close to 8,000 views on YouTube.

What We Do

#SHPE Reads

An opportunity to learn from the source! Participants join a community to discuss articles on surviving and thriving in their career paths. Each meeting is led by the paper's author and gives participants the opportunity to not only learn from the author and the paper's content, but also from each other.

Our Programs



Grads were our focus in 2022 with 8 total sessions conducted serving 443 participants from over 150 universities.

What We Do

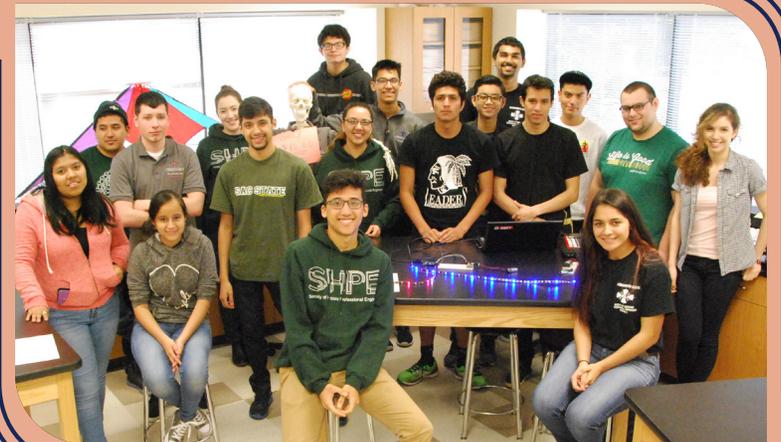
SHPE PRE-COLLEGE **STEM** VIRTUAL LAB

Our Programs

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.



In 2022 we brought 21 hands-on STEM experiences to homes, schools, communities, and computers all across the country impacting 2,703 pre-college students.



What We Do



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

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.



In 2022, we held 10 virtual events with 207 parents and caregivers given the tools to be an integral contributor to their student's success.

Our Programs



What We Do



Our Events

The magic of gathering. SHPE wouldn't be a Familia if we didn't get together from time to time.



National Convention

NILA

RLDCs



What We Do

Our Events

National Convention

What happens when you bring together over 9,000 aspiring and brilliant scientists, engineers, and mathematicians with the most influential and innovative STEM companies in the industry? A life-changing and world-shaking symposium of substantial significance. Our mission embodied in just 5 days. It is the largest gathering of its kind in the country, and is a beacon for top STEM talent.

2022 Convention Statistics:

8,854

Convention attendees

293

Career Fair exhibitors

250+

Workshops and sessions

658

Interview booths



“

On my first day of the Convention, when I saw the “mob” of students so eager to enter the show floor, I was amazed and impressed. When I heard them cheer when the clock struck 2pm and there was this organized, professional rush to get into the room, frankly, it almost took my breath away. The enthusiasm, interest, and desire – I could feel it.

- Charles H. Allison Jr.,
Harvard Business School Admissions

What We Do

Our Events

NILA

Leaders need to lead. And we're here to help them be the best. The National Institute for Leadership Advancement (NILA) conference prepares hundreds of SHPE chapter leaders to springboard into the year, helping them align their chapter plans with SHPE's mission and goals.

2021 NILA:

664

CCLP attendees in 2022

189

Presidents Summit attendees in 2022

214

Chapter leaders certified



What We Do

Our Events

RLDCs

Think global, act local. Our membership is broken up into 7 geographical regions. SHPE's Regional Leadership Development Conferences (RLDCs) meet our members where they are at... literally. We bring national knowledge and expertise to accessible, local learning-events for members no matter where in the country they are.

2021 RLDCs:

1,953

Attendees in 2022



What We Do

Government Relations

In the last few years, it's become more and more apparent that we need to be in the rooms where decisions are made. With this in mind, SHPE is committing resources to being a major player and influencer on Capitol Hill.



We Support:

Policies to increase the number of Hispanic men and women in engineering as a way to promote economic empowerment and sustainability in their community.

Increased federal funding for initiatives aimed at boosting the number of Latino students who pursue STEM education and career paths, particularly engineering.

Increased targeted funding for Hispanic Serving Institutions and other colleges and universities that are focused on STEM opportunities for Hispanic students.

How We Do It

Financials

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

Statement of Activities (Fiscal year ends June 30)

Revenue

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

How We Do It

Financials

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

Statement of Activities (Fiscal year ends June 30)

Expenses

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

How We Do It

Industry Partnership Council (IPC)

Our **Industry Partnership Council (IPC)** members are committed to diversity and inclusion, aligning perfectly with SHPE's mission to advance Hispanic leadership in STEM. The IPC is made up of over 80 organizations including Fortune 500 companies and multiple government agencies.



2023–2024



How We Do It

Academic Partnership Council (APC)

Our **Academic Partnership Council (APC)** members are higher education institutions that are committed to supporting Hispanics in STEM. They are integral to defining SHPE's strategies to realize success for our members.

2023



Our Impact



“

Through SHPE, I am able to network and engage with like-minded faculty and professionals who want to give back through education, and I am also able to mentor students who want to better the environment for their community and future generations. The SHPE familia provides a rich network of skilled people who have a common mission of advancing Hispanics through STEM.

- **Sophia Plata, PhD,**
SHPE Member since 2015



“

I would sum up SHPE with one word: Impact. Everybody that's a part of this organization will be surrounded by like-minded individuals who are all trying to impact this world. I came from a rough neighborhood. How can I impact the neighborhood that I came from and show people that there's something bigger out there?

- **Rudy Medina,**
SHPE Member since 2012



“

Being a mentor to underserved students, I stress the importance of sharing your story. In doing so, we become mentors to the next generation of scientists, engineers, and mathematicians, who may not have had someone to look up to at home.

- **Emily Anne Vargas,**
SHPE Member since 2013

How You Can Help

The world needs the brilliance, creativity, and perspective of the Hispanic community in STEM now. Help us fill **The Gap** today. It's simple.

Become an IPC Member

Industry Partnership Council (IPC) members are the best of the best. They know that a diverse workforce is a productive and innovative one. Join top-level companies and organizations. Check out our current partners. You'll surely be impressed.

Sponsor an Event

Do good while looking good. We offer varying sponsorship levels that return a mix of digital and in-person recognition.

Sponsor a Program

Support us in delivering our impactful programming to students and professionals nationally or in your area. Let's work together to make a difference.

Sponsor a Named Scholarship

Change lives and invest in the futures of our students and the STEM field at large. Education equals opportunity and a better future for all.

Contact Us



Monique Herrera
Chief Corporate Relations Officer

✉ **Email:** partnerships@shpe.org

💻 **Visit:** SHPE.org

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SHPE

Leading Hispanics in STEM®



“

We were engineers. We drew up the plan. This is what we dreamed of: an organization with a clear mission and a national presence. We always knew it had this kind of potential. To see it take off the way it has—it's really special.

- **Rodrigo Garcia,**
SHPE Founder