Dear Friends,

This year has been an unprecedented one. From the complete shift in how we do work and create community. From COVID-19 to the brutal acts of racism and injustice that we have witnessed this year, we must now more than ever be committed to a vision of transformation and growth. How we respond to these changing times will determine the legacy we leave for generations following. I am heartened that Caltech is committed to creating an inclusive environment where we can all thrive and excel in our respective fields and areas of work and research. Thank YOU for being a part of our community and CCID team. Though we are unable to celebrate together, please know we appreciate and commend the commitment and contributions each of you have made this year. This year’s theme has been to “Activate” - to act, to make change. to create. And each of you have just done that!

Our inaugural cohort of Diversity and Inclusion Ambassadors have completed projects that have made Caltech a more welcoming community for ALL people in various areas of this campus. Our clubs and affinity groups have made progress in creating safer spaces to build community for everyone. The Presidential Diversity Council has committed to assessing our campus climate and advocating for policy revisions that will promote and incentivize the important work of diversity and inclusion. Our MMUF and AGEP scholars prove to be the best of the best and will be diversifying the landscape of the STEM academy. The list goes on... We have so much to celebrate this year and we acknowledge each one of you for being part of our team. Thank you for making Caltech a community that values equity, excellence, and diversity. Let’s continue activating together.

With gratitude and love,

Hanna Song
EDUCATION & OUTREACH
Diversity and Inclusion Workshops

We offered 20 workshops on topics of diversity and inclusion. Attendees included 400+ members of the Caltech Community. Themes included: Inclusion and Diversity, LGBTQ+ Identities, Allyship, Unconscious Bias, Leadership, Management, and Professional Development.

Our Introduction to diversity and inclusion workshop titled Decoding Diversity was launched this year and was a great success. It was offered quarterly, and open to all.

We continued to provide customized sessions for divisions and small groups. Approximately 100 of our Caltech staff and students participated in the training during winter and spring of 2020.

Workshop and Training Titles

- CCD Overview/Decoding Diversity
- Constructive Conflict
- Data Driven Strategies for Diversity
- Diversity 101
- Diversity Statement Workshop
- Faculty Search Recruiting, Hiring, and Retention
- Inclusive Climate Surveys for Mechanical and Civil Engineering
- Inclusive Leadership Training
- Leveraging Your Strengths
- LIGO Diversity Decoding Diversity
- Resiliency and Student Problem Solving
- Resume Building for Freshmen Summer Institute Students
- Safe Zone LGBTQIA+ Ally Training
- True Colors
- Unconscious Bias for Engineering and Applied Sciences
- Unconscious Bias in the Classroom
- What Do People Mean When They Talk About Feminism?
- What is Gender Identity and What Does LGBTQ+ Mean?
- What is Race and Why Does it Matter?
Every term, the CCiD offers a variety of professional development programs to improve the knowledge and skills important in creating a thoughtful and engaged community. The workshops listed below focused on personal efficacy in developing organizational growth and opportunities for engaging in STEM entrepreneurship.

**How to Leverage Your Strengths to Thrive in any Team Environment**
This workshop challenged participants to evaluate the power of soft skills in maximizing team building, conflict resolution, and negotiations.

**Innovation Corps: I-Corps Info Session**
Through I-Corps, NSF grantees learned to identify valuable product opportunities that can emerge from academic research and gain skills in entrepreneurship through training in customer discovery and guidance from established entrepreneurs. This workshop introduced participants to I-Corps and provided tools and resources to engage in entrepreneurship.
Word of the Week is a glossary of language used in conversations regarding social justice, diversity, and allyship. Every week, the CCID featured a term or concept that highlighted an aspect of identity, along with resources to learn more about that term. The given definitions provided a starting point for engaging in open and honest conversation, and were meant to provide a tool to build a shared language of understanding throughout our campus community. It is important to acknowledge that the meaning of these words may change and evolve over time and in different contexts.

“Often it’s not we who shape words, but the words we use that shape us.”

~ Nina George
Social entrepreneurship is an approach by individuals, groups, start-up companies, and entrepreneurs to develop, fund and implement solutions for social, cultural, or environmental issues through business venture models.

In the second short-course initiated by the Caltech Center for Inclusion and Diversity, the attending group explored concepts and models for social entrepreneurial endeavors. The three-part series examined the characteristics of social entrepreneurship that positioned it as a powerful force for solving society’s problems, as well as models and examples of social entrepreneurship, as they developed their own ideas and looked to iterate specialization before creating an action plan to generate social change.

Each class focused on fundamental aspects of creating and building a social entrepreneurial enterprise and was co-hosted by a guest lecturer with specific real-world expertise in social entrepreneurial ventures. Each guest lecture spoke from their experiences, from conceptualizing and developing their projects to creating business plans, and finding sponsorship and funding support.
This three-week series focused on three important social movements: Civil Rights, the Women’s Movement, and the LGBTQ+ Movement. The course examined progress made, current concerns, how social media has transformed modern movements, and how individuals could engage to create modern change.

**May 19:** Civil Rights: Living While Black featuring Andre Henry – Discussion of the history of Civil Rights and the link to the Modern Black Lives Matter Movement.

**May 26:** Women’s Right’s are Human Rights – Discussion of the 1970s Feminist Movement and the issues around equity that still impact women today.


**SOCIAL MOVEMENTS**

- **Andre Henry**
  Singer-Songwriter, Writer, Antiracist

- **Daniella Baker**
  Transgender Activist and Researcher
CAMPUS-WIDE INITIATIVES
STEMinars provide a platform for STEM scholars to talk about how their multiple identities intersect with their current science, research, and/or career path. Each speakers' experiences and backgrounds allowed our community members to relate their own experiences at Caltech and beyond.

We invited STEM faculty, scholars, and experts to present who they are as scientists and also as members within "underrepresented" identities in the world of STEM. These speakers presented how their multiple identities shaped how they've navigated their professional pathways.

In addition to each STEMinar's one hour lecture, a select group of three to five students were invited to join the speaker at the Atheneaum for lunch after their talk to learn and inquire more about the speaker's journey.
Relate! is a monthly space for discussion and skill building for campus community members exploring their various identities within the context of relationships - including married/partnered and/or parenting.

Winter and Spring discussions included the topics listed in the section below.

Finding Balance in Relationships

"5 Love Languages"
January 28th, 2020
Author: Gary Chapman

Repair After Conflict
March 19th, 2020
Presented by: Karyn Maczka

Maintaining Long-Distance Relationships
May 21st, 2020
Presented by: Sofia Quinodoz & Kate McAnulty

All About Love - Book Discussion
May 22nd, 2020
Author: Bell Hooks
DIVERSITY & INCLUSION AMBASSADOR PROGRAM

Building an inclusive environment that promotes diversity requires commitment and contribution from all of our members to educate themselves on basic cultural competencies and champion diversity and inclusion efforts on campus and beyond. Caltech Diversity & Inclusion Ambassadors (CDIA) are individuals who commit to a project that aligns with the Caltech Center for Inclusion & Diversity’s mission and vision towards greater education, action, and allyship.

Each Ambassador completed the following requirements over the course of a year:

- **Decoding Diversity:** Workshop introducing basic knowledge around diversity and inclusion. (~1 hour)
- **Safezone Training:** Workshop introducing LGBTQ+ basics and allyship skills. (~2 hours)
- **Diversity Statement:** Share with the CCID what diversity means to you, and how it relates to your own positionality on campus as well as how you are currently contributing to diversity and/or inclusion efforts on campus. (~1 hour)
- **Advocacy Project:** Show Caltech how you are an advocate for diversity and inclusion. Each person creates their own advocacy project. (~1-15hrs)

**PROJECT COMPONENTS:**

**Team or Individual Projects**
- **Written Proposal:** With the overarching goal centered on increasing diversity and/or creating a more inclusive culture/environment on our campus. Examples include: Social media campaign, article/book group, host a speaker, facilitate a workshop, advocate for updating facilities, change images in your space etc.
- **Show us how it went!** Document your project through pictures, video and share it with us. #CDIAproject
- **Submit a final report on the proposal:** Confirmation of final project objectives and details with a brief description of what went well, challenges, assessment of impact, and next steps.

**2019/2020 AMBASSADORS:**

- Adam Blank
- Cam Buzzard
- Deepan Kishore
- Gwendolyn Bailey
- Helen Wexler
- Julie Kelly
- Livia Heck Morais
- Michele Judd
- Namita Saraf
- Natalia Huezo
- Olivia Wilkins
- Roberta Carvalho
- Shannon Essewein
- Shreya Anand
- Sydney Garstang
- William Gibson
As the realities of the COVID-19 pandemic set in, and we all shifted to creating new routines, the Caltech Center for Inclusion and Diversity developed our Connect series. This series focused on bringing the Caltech community together virtually, while physically apart. With an emphasis on wellness and identity in an informed virtual space to talk about current events and news.

This weekly series provided the Caltech community new skills in self-care, as well as opportunities to pick up new hobbies. It also provided a space for all Caltech community members to socialize, check in, and process their experiences during the first months of the pandemic collectively.

As the series took place during the celebratory month of Gaypril, every Wednesday was dedicated to LGBTQIA+ identities, culture, and news.

CCID CONNECT THEMES:

MENTAL HEALTH MONDAYS
Focus on aspects of your personal wellness and learn skills for self-care

"HOW TO" TUESDAYS
Learn a new skill or pick up a hobby

QUEER SAY WEDNESDAYS
Learn about LGBTQIA+ news, resources, and culture

SOCIALLY THIRSTY THURSDAYS
Stay socially connected and make new friends

WRAP-UP FRIDAYS
Reflect back on current events from the week
Pasadena MLK Day of Service: A Day On, Not Off
Worked alongside community members to beautify John Muir High School campus

Union Station Adult Center Meal Service
Prepared and served dinner to the residents of Union Station Adult Center in Pasadena

"Hate U Give" Film Screening
This film followed the fallout after 16-year-old Starr Carter witnessed a police shooting

Keynote featuring Dr. Schetema Nealy
Caltech alum, Dr. Schetema Nealy, discussed her professional journey, research, and work in educational outreach
BLACK HISTORY MONTH 2020

EVENTS INCLUDED:

Kick Off Celebration Drum Circle
Mon., Feb 3 | 12pm
San Pasqual Walkway

STEMinar featuring Dr. Sylvester Gates
Tues., Feb 4 | 12pm
CSS 2nd Floor Common Area

Spoken Word Night
Wed., Feb 12 | 6pm
Tom Mannion’s House

Social Justice Dialogue
Tues., Feb 18 | 12pm
CSS 2nd Floor Common Area

STEMinar featuring Dr. Adrian Hightower
Thurs., Feb 27 | 12pm
CSS 2nd Floor Common Area

BSEC STEMonstration
Thurs., Feb 27 | 6pm
San Rafael Elementary

COMMUNITY EVENTS:

Black Jazz Records 50th Anniversary
Sun., Feb 9 | 6-10 pm | Lodge Room Highland Park

Pasadena Black History Parade & Culture Festival
Sat., Feb 15 | 10-4 pm | Jackie Robinson Park & Recreation Center
Dear Friends,

These past few months have been marked with a great amount of upheaval and turbulence. The murders of innocent black lives have led to the growing awareness of the deep-seated racism and systemic oppression we find in our country. As we now navigate a new reality of city curfews and lasting stay-at-home orders in response to COVID-19, finding spaces that feel safe to process through these events have been largely limited to virtual spaces. I am writing to invite you to these spaces this week and beyond. I am writing to say, we see and hear you. We are committed to creating opportunities for us to come together as a community to grieve, learn, and respond.

Specifically, as it relates to the recent tragedies of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, and the list goes on, I am personally outraged, saddened, and activated. According to the Journal Proceedings of the National Academy of Sciences of the United States of America, “about 1 in every 1,000 black men can expect to be killed by police.” Sadly, this is nothing new for the black community. For centuries they have had to live with the reality of systemic racism and oppression that impacts every area of their lives. I sit with these stories, videos, and statistics and feel gutted to my core. I talk with my friends who face the realities of what all this means for them as parents of young black children.

I talk to colleagues who grapple with the bimodal distribution of responses from their institutional constituents when it comes to demanding basic cultural competencies for their populations. I talk to students who are frustrated with the current culture and climate and struggle with overcoming obstacles and fighting resistance when we try to cultivate a different Caltech, one that values diversity, mandates inclusion.

Friends, sadly, we are living in an era where families are forced to educate our black children, who become black young adults and men, to think about what they are wearing before they go outside, or what to do if they are ever pulled over for a traffic violation, or what to say to people who are questioning their right to occupy public spaces. I am overwhelmed with grief, despair, and frustration when I am reconciling all the “progress” we have made as a society with the daily news of how deep our roots of racism still persist and manifest in our daily news cycles. We must continue to fight and create an anti-racist world. We must teach all of our children, friends, and colleagues how to show up and care for people of color and, in particular, our black brothers and sisters in the United States today.

I know many of you are hurting too. I know many of you are wanting to do something. Many of you are activated to fight back the injustices that are insidious and glaringly racist and discriminatory. We are committed to you, to creating spaces for you to feel, respond, and act. We stand in solidarity with black lives matter as we wrestle with the many different ways each of us can move forward as a campus and society. We hope you will be in partnership with us as we continue to offer events, programs, and conversations. Join our newsletter (https://diversity.caltech.edu/reports-data/newsletter), follow us on Facebook and Instagram, email us, and engage with us. We will continue to stand up and work towards a society where Black Lives don’t merely Matter, but are also nurtured, respected, and celebrated.

In love and solidarity.

Hanna Song
Black Lives Matter

Spring 2020

Listen & Learn
Wednesday, June 3, 2020
12-1PM

Professor Bil Clemons and the CCID team held a space for members of our Black community to process the recent events of George Floyd, Christian Cooper, Tony McIade, Breonna Taylor, Ahmad Arbury, and so many more.

BLM Town Hall
Friday, June 5, 2020
12-2PM

The Town Hall was a virtual space for all members of the Caltech community to share their feelings and thoughts about systemic racism in the United States. After the most recent events surrounding the murders of George Floyd, Christian Cooper, Tony McIade, Breonna Taylor, Nina Pop, Ahmad Arbury, and many more.
June 4th: International Student Programs hosted CCID for a workshop on BLM & History of Racism in the United States

June 8th - PRIDE: Protest & Persist

June 10th - #ShutDownSTEM

June 10th - Women of Color Happy Hour

June 11th - Tim Wise: Not Giving Up: Maintaining our Commitment to Justice in Unjust Times

June 17th - What is Black Wall Street? What happened in Tulsa?

June 19th - Danielle Wiggins: Policing, the Carceral State & Black Community

June 19th - Virtual Black Community Happy Hour

June 23rd - Safe Zone 2.0: Uplifting and Supporting Queer and Trans People of Color

June 24th - Robin DiAngelo: White Fragility Book Club Launch

June 26th - Picture A Scientist

June 30th - Black Wealth in the U.S.

July 3rd - "As a Black American I don't Celebrate the 4th of July"

July 9th - From Recruitment to Selection: An Open Forum on Caltech Undergraduate Admissions

July 13th - Asian Americans in an Anti-Black World

July 14th - Rosenbaum responds to BSEC: A More Inclusive Caltech

July 21st - STEMINAR: Jade Sasser

July 24th - Techers of Color Karaoke

July 27th - White Fragility Debrief with Dr. Nolan Cabrera

July 31st - Why are all the Black Kids Sitting Together in the Cafeteria Book Club Launch

July 31st - Black@Caltech Meet Up

August 6th - Austin Sarat: Democracy in Danger

August 13th - Street Evangelists and Queer Prophets: Abolitionist Legacies in the Movement for Black Lives with Ahmed Greene-Hayes

August 25th - Dr. Beverly Tatum: Why Are All The Black Kids Sitting Together in the Cafeteria? Book Club Launch
Every year, Caltech celebrates Women’s History month through campus-wide events that celebrate the women who have come before us and laid the groundwork for today. Women’s History Month was cut short due to adapting to the safer at home orders that transitioned us to online programming in March of 2020.

At Caltech, we celebrated 50 years of undergraduate women and nationally, the year 2020 marks the 100th anniversary of the passage of the 19th Amendment, guaranteeing and protecting women’s constitutional right to vote. This historic centennial offered an opportunity to commemorate a milestone of democracy and to explore its relevance to the issues of equal rights today.

**Movie Night Hosted by Feminist Club & SWE**
- March 1 | 7:00 pm | CSS 2nd Floor

**SPEAK OUT for International Women’s Day**
- March 6 | 12-1 pm | Hameetman Courtyard
  Featured speakers: Director of Admissions, Nikki Chun and President of Feminist Club Dessie DiMino

**Women Mentoring Women Round Table**
- March 6 | 3-4pm | CSS 2nd Floor
  Women Mentoring Women & Women’s Engagement Board were invited to a round table discussion with Chris Golde, PhD, Stanford Career Coach & Consultant

**Poet Alexis Pauline Gumbs**
- March 9 | 12-1pm | Hameetman Student Ctr
  *I am not meant to be alone and without you who understand: Science writing that honors our relationships with and our responsibilities to the natural world*
May is Asian and Pacific Islander American Heritage Month, and there was a lot to recognize and celebrate. Asian-Americans and Pacific Islander-American (AAPI) people play a large role in the history of the United States and continue to contribute to stronger societies as individuals and as a group.

The contributions of the AAPI community are vast, from art to infrastructure to politics, and much more. Unfortunately, these contributions have often been made in the face of stereotyping and discrimination as well as xenophobia from the broader community.

Nicholas Hartlep talked about the model minority stereotype of Asian Americans and its connection to anti-Asian racism and xenophobia in the United States. Hartlep discussed how “nasty talk” and “racist love” is levied against Asian Americans in widespread forms of communication, especially during the Trump Presidency and the COVID-19 pandemic.

“Success is a collection of problems solved.”

~I. M. Pei
The month of Gaypril is an opportunity for LGBTQIA+ individuals to enjoy visibility and support from a wide community, and to celebrate the support of allies.

In our shift to virtual programming, the CCID created an online platform each week to learn about LGBTQIA+ resources, media, and opportunities for advocacy. Throughout the month of Gaypril, we highlighted different aspects of LGBTQIA+ identities, culture, community-based resources, health, and more through our "Be Seen", "Be Heard", and "Get Connected" platform.

Be Seen:
- Check out Alturi.org
- Go on a "Gaycation"
- Check out the book Queering Drag by Meredith Heller
- Get to know NQAPIA - The National Queer Asian Pacific Islander Alliance
- Discover Yuhki Kamatani

Be Heard:
- Check out "Making Gay History" Podcast
- Celebrate the resilience of the bisexual+ community and learn about Bisexual Invisibility
- Meet Jakk Fynn, the Transmasculine Latinx Musician Dismantling Gender Constructs
- Check out Tommy Pico's Poetry
- Meet Intersex Activist and Writer Hida Viloria

Get Connected:
- Learn about The Trevor Project
- 'Whiplash' Of LGBTQ Protections And Rights, From Obama To Trump
- Learn about the Los Angeles LGBT Center
- Learn about the Asexual Visibility & Education Network
- Tweet Bi Women Quarterly@BiWomenQtlyProject
The Queer Say Wednesday space was a virtual way to stay connected, find support, cope with the challenges that the LGBTQIA+ community members may face, as well as a space to create advocacy, share media, and connect people to resources.

- Where Was This When My Friends Were Dying?": HIV Crisis Survivors Reflect on Coronavirus By Sarah Prager in Them / https://www.them.us

- STEMinar Discussion and profile with Ron Buckmire, Associate Dean for Curricular Affairs and a Professor of Mathematics at Occidental College

- Something Queer is Going On Media & Culture Resources Guide and Playlist

- Queeries in STEM Resources:
  - oSTEM / https://www.ostem.org
  - 500 Queer Scientists / https://500queerscientists.com
  - QueersInScience / https://www.queersinscience.org.au

- Ally Day - PRISM hosted the Rainbow Challenge and invited community members to post videos of rainbows.
STEMinar: Roberto Zenit (PhD '97)

- Tues., May 12 | 11am
Roberto Zenit is a professor of engineering at Brown University. He earned his BSc at the Universidad Nacional Autónoma de México and M.S. and PhD degrees at Caltech. He was also a 2014-15 Fullbright Scholar at Caltech. Roberto has been a fellow at the American Physical Society, and an elected member of the Academy of Engineering of Mexico.

STEMinar: Marcella Gomez (PhD '15)

- Wed., May 13 | 2pm
Marcella M. Gomez is an assistant professor at UC Santa Cruz in the department of Applied Mathematics. She received her PhD from Caltech in 2015 and a B.S. from UC Berkeley in 2009; both degrees in Mechanical Engineering. Her research interests are in synthetic and systems biology. She is also a proud Chicana, first generation Mexican-American from Riverside, California.

STEMinar: Karina Edmonds (PhD '97)

- Thurs., May 14 | 12pm
Karina Edmonds is the VP, Head of Academies and Universities at SAP. She received her B.A. in Mechanical Engineering from the University of Rhode Island, and M.S. and PhD degrees in Aeronautics from Caltech. Since graduating from Caltech, Karina has worked at TRW, JPL, and Google. Born in the Dominican Republic, she is a proud Afro-Latina scientist.

Virtual Game Night!

- Fri., May 15 | 5pm
Members of Club Latino and CLASES held a night of games and fun at the the Semana Latina Virtual Game Night.
Women Mentoring Women continued on throughout Winter and Spring through digital media, mentors and mentees met virtually with monthly guided check-in questions provided in the newsletters.

Virtual Check-ins for mentors and mentees pod mentoring transitioned to weekly 30-minute check-ins on the following topics:

- Resilience in the time of Covid 19
- Communication in the time of Covid 19
- Planning during Pandemic Times
- Social Media during Covid 19
- Time Management during Covid 19

We are grateful to the faculty speakers who shared their wisdom and journey with small groups from Women Mentoring Women. Even as we transitioned into online meetings, people still came to learn from one another.

Winter and Spring included the following Faculty:

- Anima Anandkumar - CMS
- Claire Bucholz - GPS
- Katherine de Kleer - GPS
- Katie Bouman - CMS
- Linda Hsieh Wilson - CCE
- Nai-Chang Yeh - PMA

Women Mentoring Women 2019-2020
Big thank you to each of these faculty and staff who shared their stories with us.
Women’s Programming

Women Mentoring Women and the Caltech Career Center hosted *Career Mentorship, Negotiation, Interviewing skills and Career Trajectories* with special guests:

- **Ann Johnson (BS ’99, MS ’00)** - Co-founder and CEO of Interana. A graduate of Caltech with multiple degrees in Electrical Engineering, Johnson’s vision for Interana is to put the power of interactive data exploration in the hands of everyone to help businesses realize a successful digital transformation.

- **Deborah D. McWhinney** - Former Chief Executive Officer Citi Enterprise Payments CitiBank. A graduate of the University of Montana, McWhinney is the retired chief executive officer for global enterprise payments at Citigroup. She also headed Citi Personal Banking and Wealth Management and was the global co-chair of Citi Women, an initiative that helps female employees advance in their careers. She was named to American Banker’s list of the 25 Most Powerful Women in Banking from 2010 to 2013.
WOMEN’S ENGAGEMENT BOARD

The Women’s Engagement Board (WEB) is comprised of students, post-docs, and staff. Through quarterly meetings, it endeavors to build leadership towards a more inclusive Caltech campus. This group meets with the shared goal of influencing cultural change and improving the campus climate at Caltech.

WINTER AND SPRING MAJOR THEMES:
- Organizing for Herstories
- Transitioning to safer at home in positions of leadership
- Graduate students groups organizing for better health care initiatives
- Professional development seminar focused on the importance of delegation and follow through with guest speaker Magalie Renee

GROUPS INVOLVED IN WEB:
- CPA diversity Chair(s) & Social Chair(s)
- Diversity in Chemistry Initiative (DICI)
- CSC diversity chair & Advocacy
- Towards a more inclusive Astronomy (TaMIA)
- Women in Chemistry (WIC)
- Women in Computer and Mathematical Sciences
- Grad Women in CMS
- Women in Geosciences (WinGs)
- Chen Institute of Women in Neuroscience (CIWIN)
- Women in Mechanical and Civil Engineering
- Women In PMA (WiPMA)
- Women in GALCIT
STUDENT CLUBS & AFFINITY SPACES
Caltech Association of Latino Students in Science & Engineering (CLASES) is committed to advancing Latinx undergraduates in their future careers as scientists and engineers. CLASES aims to support Latinx students and enriches the broader Caltech community by sharing their diverse culture. CLASES is also a student chapter of the Society for Hispanic Professional Engineers (SHPE).

They welcome and serve undergraduate and graduate students, faculty, staff, postdocs and alumni.

Club Latino is committed to supporting Caltech graduate students and postdoctoral fellows who identify as Latinx or Hispanic by:

- Attending National Society of Hispanic Professional Engineers (SHPE) Conference.
- STEM demonstrations for local middle schools and high schools
- STEM tutoring and mentoring for local middle and high school students.

“I believe that fortitude is key. More than anything, be consistent. Go at it. Go at it. Go at it. When you succeed, don’t forget the responsibility of making someone else succeed with you.”

~Antonia Novello, Former Surgeon General
Black Scientists & Engineers of Caltech (BSEC) aims to advance the careers of Black scientists and engineers by providing support, professional development and networking opportunities. We strive to build a community and a social network for Black/African-American students. BSEC is also a student chapter of the National Society for Black Engineers (NSBE). BSEC welcomes undergraduate and graduate students, and postdocs.

Black Ladies Association of Caltech (BLAC) provides networking and professional development opportunities to African-American women in STEM and beyond. They welcome undergraduate and graduate students, faculty, staff, postdocs and alumni.

"Sciences provide an understanding of a universal experience, Arts are a universal understanding of a personal experience... they are both a part of us and a manifestation of the same thing... the arts and sciences are avatars of human creativity"

~Mae Jemison
PRISM/oSTEM

PRISM and oSTEM are student organizations working to advance social, cultural, and professional opportunities for LGBTQIA+ campus community members and allies at Caltech. In addition to sponsoring events and activities that celebrate LGBTQIA+ identities, PRISM and oSTEM work to create a more inclusive and safer campus environment by engaging with community resources, sponsoring speakers and activists, and advocating for changes in campus policies.

STAYING CONNECTED

Throughout the Winter and Spring terms, PRISM/oSTEM continued to provide community and outreach remotely to foster a sense of belonging, create community, and connect Caltech to community resources.

- **STEMinar:** Invited Ron Buckmire, the Associate Dean for Curricular Affairs and Professor of Mathematics at Occidental College to speak about his identities.

- **Queer Media:** Facilitated a discussion of LGBTQIA+ TV, movies, and music.

- **Queer Identities in STEM Fields:** Hosted a discussion about ways to stay connected to STEM identity within the LGBTQIA+ community, as well as organizations creating awareness for queer folks in STEM.

- **Allyship Day:** Created a Rainbow Challenge for the Caltech community members to make their own home-crafted rainbows and post them to social media.

- **PRISM Meetings:** Connected to students through monthly meetings to foster community connections.
The Society of Women Engineers (SWE) is a national organization devoted to the advancement and education of women in science and engineering. Its members are professional engineers and engineering students. SWE sponsored Introduce A girl To Engineering Day by hosting 20+ middle school and high school young-women on campus with demonstrations, labs tours, student panels, and engineering competitions. In Spring, SWE hosted virtual meet ups offering mentoring, advice for classes.

Robogals is a Caltech chapter of an international organization that aims to inspire, engage and empower young women to consider studying engineering and related fields. Its primary activity is interactive, engineering-based workshops for girls. Robogals developed new workshops in Python, Arduino, 3D printing and Battlebots. Spring brought the unexpected COVID19 safer at home putting all plans to teach in classrooms on hold.

Feminist Club promotes the discussion of feminist issues on campus and beyond. The club held meetings addressing the following topics: Women’s March: creating signs for the women’s march, voter registration and feminism on the ballot, as well as celebrating 50 years of undergraduate women at Caltech. They held movie nights with SWE, and Title IX watching Charlie’s Angels, On the Basis of Sex, and Bombshell. They produced a digital version of their signature spring event – Take Back the Night, with guest speakers, artists, and the sharing of experiences centering survivors’ stories.
2020 Winter Affinity Groups

GRAD/POSTDOC WOMEN
This gathering allowed grad and postdoc women to explore topics pertinent to their academic, professional and personal lives. They appreciated an opportunity to tap into the strengths and supportive networks of women at Caltech.

*Note: at the CCID we use an inclusive definition of women, which includes trans women and is designed to be a feminine-centered space.

TECHERS OF COLOR
Techers of Color is a space for underrepresented minority (URM) graduate students and postdocs. This group was facilitated by a licensed psychologist and was open to all who identified as URM: African-American/Black, Hispanic/Latinx, Asian Pacific Islander, & or Native American. This confidential space provided resources to address issues of inclusion, imposter syndrome, and other relevant topics.

BUILDING COMMUNITY
Everyone needs spaces where they can be themselves. Ideally, our places of work and study allow us to bring our whole selves to these spaces. An affinity group is one that allows a community of people who share an identity or common ideology to get together in ways they can interact and share experiences.
The fundamental objective of MMUF is to address, over time, the problem of underrepresentation in the academy at the level of college and university faculties. This goal can be achieved both by increasing the number of students from underrepresented minority groups (URM) who pursue PhDs and by supporting the pursuit of PhDs by students who may not come from traditional minority groups but have otherwise demonstrated a commitment to the goals of MMUF. The MMUF program is designed to encourage fellows to enter PhD programs that prepare students for professorial careers.

GRADUATING SENIORS

Kenny Duran:
Fall 2020: Goldman Sachs
Fall 2021: Ph.D. Program in Physics at Harvard

Megan Durney:
Fall 2020: PsiQuantum Software Engineer
Winter 2020: Ph.D. Program in Computer Science at Imperial College

Felipe Gomez:
Fall 2020: Ph.D. Program in Physics at Harvard

Erik Herrera:
Fall 2020: Ph.D. Program in Mathematics at UC Berkeley

Karen Pham:
Fall 2020: Ph.D. Program in Geosciences at Pennsylvania State
Fulbright Scholar Norway Spring 2021
POSTDOCTORAL FELLOWSHIP PROGRAM

The California Alliance offers postdoctoral research fellowship opportunities at four top-tier California institutions: UC Berkeley, UCLA, Stanford, and Caltech in the Mathematical, Physical Sciences and Engineering fields. The program also includes faculty mentoring, professional development, and academic networking opportunities.

The California Alliance is an unprecedented partnership between the state’s top-tier institutions to increase the number of underrepresented minority mathematicians, scientist and engineers who obtain doctoral degrees, go on to pursue research at the postdoctoral level, and join the ranks of the faculty and scientific staff at competitive institutions. The California Alliance universities are large-scale educators of STEM graduate students and postdocs as well as top producers of underrepresented scientists.
CELEBRATING INCLUSION & DIVERSITY

2019/2020 CCID AWARDEES

DR. JAMES KING JR. STUDENT DIVERSITY
- Dessie DiMino, Undergraduate Computer Science Major
- Niv Karthikeyan, Undergraduate in Computer Science & History

DR. FRED SHAIR AWARD FOR PROGRAMMING
- Elena Mantovan, Professor of Mathematics
- Dawna Bagherian, Graduate Student in Bioengineering

WMW CANDACE RYPISI OUTSTANDING MENTOR AWARD
- Alexandra Barth, Chemistry PhD Candidate

WMW HELEN McBRIDE OUTSTANDING MENTEE AWARD
- Sulan Wu, Undergraduate in Bioengineering

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