**Our Mission**

The Caltech Center for Diversity (CCD) mission is to provide education, advocacy, and allyship in order to increase institutional and personal capacity for diversity and ensure a community committed to equity and inclusive excellence. We create and implement campus-wide initiatives and programs that will increase the knowledge, skills, and attitudes for all members of the Caltech community to thrive in a diverse world.

**Awareness and Education.** We are committed to building the capacity for cultural competencies, skills, and action by designing workshops and trainings appropriate for all constituents on campus. We value consistent assessment and formative feedback to facilitate sustainable and lasting change.

**Advocacy through Collaboration.** We actively engage with the Caltech community to promote and provide access to information and resources that help achieve our academic and personal goals. The CCD provides programs and services to meet the specific needs of racially underrepresented groups, women, all sexual and gender identities (LGBTQ+), underserved, and ally communities on campus.

**Allyship.** We create spaces and skill building opportunities for all members of the community to engage with issues related to their multiple identities. We provide resources and promote an environment that is supportive for all.
MEET OUR TEAM

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LETTER FROM DIRECTOR

Hello! Let me begin by introducing myself. My name is Hanna Song and I am the new Senior Director for Diversity at Caltech. I started mid-February of 2016 and spent the last few months assessing the institute’s current initiatives, programs, and resources. Caltech is in a league of its own when it comes to STEM education. We are driven by intellectual curiosity, unbridled creativity, and a steadfast commitment to advancing science. To maintain this level of excellence, our community must embrace and prioritize diversity in all areas - from our changing student populations to the represented disciplinary fields of our faculty; diversity is necessary to maintaining our reputation of being innovative leaders in STEM. We must be willing to explore unique and sustainable ways to attract, recruit, retain, and promote all identities and ensure a culture that is safe, inclusive, and equitable for all to succeed.

I am very excited to be part of this community and I hope to contribute to a living legacy centered on tenets of excellence and equity through research and education in the mission of expanding human knowledge and benefiting society. I believe that diversity is integral to this mission and the Center for Diversity team is committed to providing the resources, knowledge, capacity, and spaces for all members of the Caltech/JPL community. As President Obama said, “We did not come to fear the future. We came here to shape it.” We are excited to show you in this report how we have shaped it this last year. Thank you for your continued support and enthusiasm and we look forward to seeing all of you in the coming years.

All my best,
Celebrating Heritage Months

We celebrated the following Heritage Months this year:

September: Hispanic/Latino
November: American Indian
February: African American History
March: Women
April: “Gaypril”
May: Asian-American & Semina Latina

For each month, we offered four programs/events that were focused on: the intersection of that particular identity and STEM, student-based, all-campus, and community engagement.

Campus Programs

Speakers

Dr. Winona M. Wynn November 16, 2015
Professor of English Composition & Humanities, Native American Retention Program Director, MMUF Coordinator

Dr. Shirley Malcom January 27, 2016
Head of Education and Human Resources at the American Association for the Advancement of Science (AAAS)

Dr. Anthony Asadullah Samad January 27, 2016
Professor of Political Science and African American Studies at East Los Angeles College

Naomi Sobel March 3, 2016
Astraea Lesbian Foundation for Justice

Dr. Carolyn Bertozzi March 21, 2016
Stanford

Dr. Michael Todd April 14, 2016
UC San Diego

Alumna-Dr. Julie Huang April 21, 2016

Dr. Hung Fan May 25, 2016
UC Irvine

Collaborations

Caltech Cares
Trainings and Partnerships with: Undergraduate Dean’s, Security, Center for Teaching and Learning, Health Promotions, LIGO Grant, International Women’s Day, JPL.

Events

Celebration of Excellence
Alumni Luncheon
The purpose of Caltech’s Women Mentoring Women (WMW) program is to provide support for women students as they negotiate their academic, professional, & personal development. The WMW graduate program matches postdoctoral scholars with upper-level graduate women and upper-level graduate women with first-year undergraduate women for a one-to-one mentoring experience. Each mentoring match meets over a one-year period—some meet monthly, others bi-weekly. The program offers academic and professional development workshops and discussions, as well as social and networking opportunities throughout the academic year. Matches receive coffee stipends and other resource materials.

Professional Development
WMW hosted a panel of JPL and Caltech professionals: Morgan Cable, Julia Greer, Fiona Harrison, Stephanie Leifer moderated by Cinzia Zuffada. The panelists came to discuss their science backgrounds, how they made connections across various communities. There were also a myriad of workshops including: Learn Your Mentoring Style, Pasadena Playhouse Workshop on Confidence Building and Communication, and Giving and Getting.

Personal Development
This year, 15 WMW participants took part in an improvisation workshop. Improvisation is an incredible tool for improving communication skills, building teamwork and energizing participants to become more effective and happier in their work. In addition, improv helps build confidence and self-esteem, learn to think on their feet, helps quiet the internal critic, and stimulates creative problem solving.

Socials & Networking
This year we had a host of incredible alumnae come back to campus to talk about their career paths and experiences: Jackie Gish, Lauren Montemayor, Karina Edmonds, Jill Craven, Kana Takematsu, Anne Laraia, and many other alumnae who attended alumni weekend. The women also engaged in a variety of social events such as mixers, holiday parties, hiking, wine & paint night, and an end of the year pool party.
National Coming Out Week:
National Coming Out Day (NCOD) was founded on October 11, 1988 by Robert Eichsberg and Jean O’Leary marking the anniversary of the 1987 March on Washington for Lesbian and Gay Rights. At Caltech, we celebrate National Coming Out Week, giving our community an opportunity to celebrate, participate in LGBTQ+ community events and social justice initiatives, and to participate in trainings to learn about LGBTQ+ identities and ways to support the community as an ally.

Caltech’s National Coming Out Week Kick-Off
Our National Coming Out Week Kick-Off event was met with over 100 participants stopping by the Caltech Center for Diversity resource table to show their pride and support and learn events, programs and services for LGBTQ community members provided by the Caltech Center for Diversity and in our local community.

2015 AIDS Walk Los Angeles Fundraiser
We had nine Techers participate in the 2015 AIDS Walk Los Angeles on Sunday, October 11, 2015. The AIDS Walk Los Angeles is a 10-kilometer (6.2-mile) fundraising walkathon benefiting AIDS Project LA (APLA) and more than 20 other LA County AIDS service organizations. This inspirational day filled with energy, excitement, and hope is a fundraiser to help provide food, dental care, and housing, as well as prescriptions to people living with HIV/AIDS in the Los Angeles area.

Safe Zone Training
The Safe Zone Ally Program is a network of Caltech students, faculty, and staff who are visibly supportive of lesbian, gay, bisexual, transgendered, queer, questioning, pansexual, asexual, intersex students and all individuals regardless of sexual orientation and gender identity. Safe Zone exists to provide LGBTQ campus community members a simple way to identify administrators, faculty, staff, and students who are allies and have been trained to approach concerns in a confidential, non-judgmental, and affirmative manner.

Transgender Awareness Week:
Our 2015 Transgender Awareness Week served as an opportunity to learn about aspects of gender-diverse identities, support services, and community resources for transgender individuals and allies. Transgender Awareness Week featured talks and discussions with community resources that helped us explore strategies for increasing the inclusion of different identity groups, in order to promote a productive and inclusive learning environment at Caltech.

Transgender Speaker Series
We had the Transgender Health Program Coordinator Diana Feliz Oliva from St. John’s Well Child & Family Center and Program Coordinator Michelle A. Enfield from the Red Circle Project lead discussions about transgender health and ways to support our gender-diverse community members as allies.

Transgender Day of Remembrance Candlelight Vigil
Transgender Day of Remembrance is observed all across the world on November 20. The day serves to honor and memorialize those who have lost their lives because of anti-transgender hatred and prejudice. This event serves to raise public awareness about ongoing hate crimes against the transgender community. This year, Caltech was able to be at Transgender Day of Remembrance and Candlelight Vigil event at the West Hollywood Library. This outdoor reception, hosted by the City’s Transgender Advisory Board, included speakers from the community, City representatives, various transgender performers, and concluded with the reading of the names of transgender people who have passed due to transgender hate crimes.

LGBTQ+ HIGHLIGHTS

Celebrating “Gay-pril”

2016 Gaypril Kick-Off
Our 2016 Gaypril Kick-Off event was met with over 100 participants stopping by the Caltech Center for Diversity resource table to show their pride and support and learn events, programs and services for LGBTQ community members provided by the Caltech Center for Diversity and in our local community.

ISP Discussion Group: LGBTQ Identity & The International Community
Pasadena PFLAG Panel and Discussion
Parents, Families, and Friends of Lesbians and Gays (PFLAG) promotes the health and well-being of lesbian, gay, bisexual and transgender persons, along with their families and friends. PFLAG works to end discrimination around sexual orientation and gender identity through support, education, and advocacy of LGBTQ issues.

During this panel and discussion, our local Pasadena PFLAG members shared their stories to help the Caltech community create a dialogue about sexual orientation and gender identity.

LGBTQ STEMinar Talks
We invited Dr. Michael Todd from USCD and Dr. Hung Fan from UCI to talk about their identities and experiences in academia as part of our LGBTQ STEMinar series.

4th Pride Prom & Glitter Ball
The annual Pride Prom provides a safe and supportive environment for LGBTQ+ students and allies to express themselves and their identities with their partners and friends. This year’s theme is Glitter Ball, giving our students a chance to shine.

4th Annual PRISM Drag Show
The 4th Annual PRISM Drag Show featured fierce and fabulous performance from the Caltech community. The show was hosted by two graduate students, Kelvin Bates and Wilton Miu, and featured performances that highlighted gender diversity and expression.
The Mellon Mays Undergraduate Fellowship (MMUF) is a prestigious national program focused on increasing the number of underrepresented students who will pursue doctorate degrees in core fields in the arts and sciences. Fellowships include mentoring, research stipends, and travel support (conferences, graduate school visits, etc.).

Current Fellows:
Serena Delgadillo, Avery Marshall, Jacob Stark, Marco Cruz-Herredia, Halston Lim, Robert Sanchez

Graduating Fellows:
John Michael Clark, Amarise Little, Samriddhi Sharma, Stephanie Reyes

The California Alliance for Graduate Education and the Professoriate consists of the University of California, Berkeley; University of California, Los Angeles; Stanford University; and California Institute of Technology.

Funded by a $2.2 million dollar grant from NSF, the California Alliance is a partnership with four leading California universities to ensure that underrepresented PhD graduate and postdoctoral students are supported in the STEM pipeline within the fields of Mathematics, Physical Sciences, Computer Science, Engineering, and other related disciplines. AGEP scholars participate in a wide variety of networking events, pair with faculty mentors, and access resources to ensure successful participation.

The Freshman Summer Research Institute (FSRI) is designed to introduce incoming underrepresented and/or underserved freshmen students to Caltech’s research and math curriculum, culture and college life, and academic and student support services.

This fully-funded program offers each participant:
A 5-week summer research assignment
A 4-week opportunity to prepare for Caltech’s first year math course

FSRI participants have the opportunity to work on a research project and become acquainted with their chosen research mentor, as well as with postdoctoral fellows, graduate students, and undergraduate students who work in Caltech laboratories. As a member of the Caltech research community, FSRI participants attend group meetings, present on their findings, and learn about the ongoing work of their research group.

In addition to working in a laboratory, FSRI participants attend weekly research seminars given by faculty or the staff at the Jet Propulsion Laboratory (JPL). Speakers prepare their talks for students at all levels and in all disciplines to provide a full view of the work carried on at the Institute and NASA’s JPL.

FSRI participants meet faculty who will teach core curriculum classes at faculty-student lunches for freshman students. The FSRI participants also attend daily math classes and evening math workshops designed to provide insight into special topics associated with Caltech’s first-year math program.

During the weekends, FSRI participants join group excursions highlighting Pasadena and the Los Angeles-area. These excursions give FSRI participants an opportunity to become familiar with public transportation, cultural events, and community resources.
CLUB HIGHLIGHTS

ROBOGALS
President: Megan Keehan
Schools managers: Ankita Sharma, Arvita Mishra, Stephanie Huard, Kalyn Chang, Anushka Rau
Training Manager: Hannah Walsh

• We went to the Robogals SINE conference with three members! It was a smash hit, and we became much better connected with the international Robogals organization
• We bought CircuitScribes and a 3d Printer for two new types of workshops
• We taught hundreds of girls and boys about engineering in a safe and fun environment!

FEMINIST CLUB
President: Emelia Hernandez
Secretary: Valerie Pietrasz
Treasurer: Coby Abrahams
Webmasters: Megan Keehan and Stephanie Huard
Outreach Coordinator: Caroline Howard

• “I’m a Feminist Because” photo project
• Take Back the Night
• Termly discussion meetings
• Movie nights

SOCIETY FOR WOMEN ENGINEERS
President: Aileen Cheng
Vice-President: Kayane Dingilian
Secretary: Rachel Ng
Treasurer: Annie Chang
Publicity Outreach: Anusha Nathan and Carly Robison
Webmaster: Stephanie Kwan

WE 15 National Conference Oct. 22nd - 24th, 2015 Nashville, TN
Speakers and Workshops - Career Fair 250+ companies
On-site interviews and hiring

CLASES/Club Latino
Society of Hispanic Professional Engineers
President: William Schmidt
Vice President: Mason McDougall

CLASES/SHPE
President: Michael Anaya
Vice President: Nadia Herrera

• Semana Latina 2016
• “Las Ciencias de la Vida”
• May 9th -June 4th
• Hispanic Heritage Month
• Native American Heritage Month
• Copa American Soccer Match

PRISM / oSTEM
Grad Lead: Kelvin Bates
Undergrad Leads: Stephanie Huard & Alex Ryan

National Coming Out Week:
We came out for Caltech’s National Coming Out Week Kick-Off in October
Transgender Awareness Week:
We had the Transgender Health Program Coordinator Diana Feliz Oliva from St. John’s Well Child & Family Center and Program Coordinator Michelle A. Enfield from the Red Circle Project lead discussions about transgender health and allyship
We went to the Transgender Day of Remembrance Candlelight Vigil at the West Hollywood Library
We helped sponsor “I Give a Shirt Day” and LGBTQ Ally shirt program

NSBE: National Society of Black Engineers
BSC: Black Students at Caltech
President: Amarise Little

Black History Month
Tour of the California African American Museum
Martin Luther King Jr. Day
NSBE National Conference Boston, MA
NSBE/BSC
Coffee & Conversations
Was created by Graduate Student Council’s first ever Diversity and Outreach Chairs Emily Blyth and Sofi Quinodoz out of the need for increased conversations around current events, and topics diving into why diversity matters and the impact grads can have on helping make Caltech a more welcoming place. The CCD jumped on board at the idea of the GSC gathering a captive audience and the CCD providing information in a format that allowed for ground rules, educational background on a topic, and then thought provoking questions to discuss as a group and finally some strategies to implore for social change. These conversations were facilitated by Assistant Director Erin-Kate Escobar with the help of Taso Dimitriadis and student input for each topic. Thank you to all those who helped plan and shape each conversation and to all those willing to engage in conversations around these important topics.

Options Admit Days
The Caltech Center for Diversity and the Graduate Student Council (GSC) teamed up to support the graduate student visit days in three ways.

Graduate Student Match & Meet: We can match any interested student with a current Caltech graduate student who shares a common social identity (i.e. identifies as a woman, LGBTQ, and/or as an under-represented students). Our office will provide the students with a coffee card to meet at the Red Door Café offering them the opportunity to meet and connect.

Resource Drop-In: A member of the Caltech Center for Diversity staff

Open House: The Caltech Center for Diversity and GSC can host a coffee hour for your department and any student(s) who want to connect with the Center for Diversity and current students supported by our office. Any students who are interested in learning about the resources we provide will be able to attend.

We made presentations to the following graduate departments:
Applied Physics, Biochemistry, Bioengineering, Chemical Engineering, Chemistry, Environmental Science and Engineering, Computational and Neural Systems, Neurobiology, Materials Science, Physics

GRADUATE INITIATIVES

1. Increase cultural intelligence on issues related to social justice and diversity for ALL.
2. Create leadership within all affinity groups and campus constituents.
3. Improve communication materials and explore social media platforms.
4. Find ways to collaborate more with other units and programs on campus (e.g. recruitment, training, etc.).
5. Provide relevant programs and events on current events that create spaces for dialogue and the sharing of ideas.
6. Improve efficiencies and reputations of administering programs like FSRI & MMUF.
Thank You for a Great Year!

CALTECH CENTER FOR DIVERSITY