The Caltech Center for Diversity (CCD) mission is to provide education, advocacy, and allyship in order to increase institutional and personal capacity for diversity at Caltech, ensuring a community committed to equity and inclusive excellence. We create and implement campus-wide initiatives and programs that will increase the knowledge, skills, and capability 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 orientations and gender identities (LGBTQ+), underserved, and ally communities on campus.

**Allyship.** We create safe 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 supportive for all.
Dear Friends,

This is my first full academic year at Caltech and it’s been a whirlwind of activity, programming, and progress! This year, we were committed to a quote found in the first year reading book *Grit*:

“Success is not final, failure is not fatal; it is the courage to continue that counts.”

In that spirit, the CCD Team launched a flurry of new initiatives: Dish & Discuss series, STEMinars, Women’s Engagement Board, Faculty Advisory Committee, etc. to name a few. We were determined to promote education, allyship and advocacy for undergraduate and graduate students, postdocs, staff, and faculty. We were hopeful that these new programs and initiatives would demonstrate our willingness to reinvent ourselves and to focus on raising cultural knowledge and skills for ALL members of our community. Thank you to those who have attended and shown their interest, engagement, and support! I continue to be motivated by how many of us are deeply rooted in advocating and prioritizing social justice issues and believe that this is just the beginning of becoming leaders in promoting equity and excellence in STEM.

I promise we will not be complacent in this year’s successes, but rather, we will continue to have the courage to grow, challenge, and evolve to ensure Caltech is a diverse and inclusive institution.

All Best, Hanna Song, Ph.D.
Center Initiatives

Women's Engagement Board

This is the inaugural year of the Women’s Engagement Board (WEB). This group is a collaboration to build a more inclusive environment for women at Caltech. Through identifying blind spots, offering support, and building life skills, we provide creative solutions for advocacy and programming so each person can succeed at Caltech and beyond.

Thank you to the first board members: bigail Crites, Alysha de Souza, Anvita Mishra, Catriona Blunt, Emily Wyatt, Erica Figueroa, Giuliana Viglione, Hye Joon Lee, Ivanna Escala, Jackie Gish, Jenn Weaver, Karla Hernandez, Linda Krippner, Nikita Sirohi, Priscilla Gubatan

Faculty Advisory Committee

This is the inaugural year of the Faculty Advisory Committee. The members of the committee contribute to the strategic planning process, selection and oversight of grants and programs, and serves as a sound board for all aspects of the Center's activities and initiatives.

Thank you to the following members of the committee: Domniki Asimaki, Bil Clemons, John Eiler, Jennifer Jackson, Evan Kirby, Victoria Orphan, and Brian Stoltz

LGBTQ+ Working Group

The LGBTQ+ Working Group seeks to advance training, science, research and community collaboration to address institutional disparities and enhance the experience of lesbian, gay, bisexual, transgender, queer, plus (LGBTQ+) campus community members.

Thank you to the board members: Shelley Diamond, Jeffrey Mendez, Greg Fletcher, Jann Lacoss, Sophus Shackford, Leo Balestri, Red Lhota, Brigitte Rooney, Alex Ryan, Stephanie Huard, and Kelvin Bates
FOOD FOR THOUGHT COMMITTEE

The Food for Thought Committee is an initiative created by the CCD in collaboration with the Humanities and Social Sciences Division at Caltech. The purpose of the committee is to create a community for students who want to promote, study, and advocate for Humanities at Caltech. In the Winter and Spring terms, the Food for Thought Committee hosted two discussions, both facilitated by Humanities Faculty. As the Food for Thought Committee expands, they will continue to host discussions with faculty, share their passion for humanities, and become leaders for the HSS Community at Caltech.

60 attendees

45 attendees

FOOD FOR THOUGHT SERIES

The Politics of Protest

Feat. Caltech Professor Jennifer Jahner
Hameetman Lounge, Feb 18, 5pm-7pm
Catered by “Ernie’s Food Truck”
RSVP at diversity.caltech.edu/rsvp by Feb 16

From Black Lives Matter to the Women’s March on Washington, millions of people in America today are exercising their rights to assemble and dissent. Why do they take to the streets? And when they do, what comes next? This lecture offers an introduction to the politics of American protest, examining their strategies and goals, as well as how law enforcement, media coverage, and political rhetoric shape public perception of protest.

HSS FFT ○

FOOD FOR THOUGHT SERIES

The Freedom of Speech

Feat. Caltech Professor Christopher Hunter
Hameetman Lounge
Catered by “Ernie’s Food Truck”
RSVP at diversity.caltech.edu/rsvp by Apr 6

Do racists have the right to be heard? In recent days, students from UC Davis to Middlebury have responded to controversial speakers with loud and sometimes violent protests. These attempts to block, disrupt, and shut down speakers have led many to wonder whether college students actually value free expression. This lecture explores what “freedom of speech” means on college campuses today, including the legal protections enshrined in the First Amendment.

HSS FFT ○

APRIL 8, 2017 5PM-7PM
This past January, the CCD and Caltech Y collaborated to celebrate MLK Week. In a week packed with events from community service projects by the Caltech Y to an Audio/Visual MLK speech presentation, MLK Week was a huge success. The biggest event of all was the keynote address by Dr. Robert Ross, CEO of the California Endowment, addressing health care issues concerning communities of color in California and across the country.

210+ attendees

The CCD invited the Caltech/JPL community for a private screening of the historic movie Hidden Figures. The 350 capacity theater was filled and the event was a huge success. We then held a discussion for those in attendance the following day and had over 45 students, faculty, and staff come talk about the intersecting issues of racism and sexism in the world of STEM.

350 attendees
CAMPUS EVENTS

During the month of February, the CCD celebrated Black History Month with a sequence of events all connected to the theme of "freedom." Exploring the meaning of freedom and the ways in which it manifests in the lives of Black Americans, we screened Ava DuVernay's 13th Documentary, hosted Tracy Drain, a mechanical engineer at JPL, and took a group of students and staff to see and discuss James Baldwin's I Am Not Your Negro.

135+ Total attendees

In the month of March, the CCD celebrated Women's History Month with a sequence of events themed "Her Story." From support of the Caltech Feminist Club to a JPL Women's Panel, to information and advice for women entering Academia, "Her Story" touched many different offices and teams across Caltech to acknowledge and support the women at Caltech now and throughout Caltech's history.

100+ Total attendees
Every year, Caltech celebrates a month of LGBTQ+ Pride in April. The month of Gaypril is an opportunity for LGBTQ+ individuals to enjoy visibility and support from a wide community, and to celebrate and welcome the support of allies. During Gaypril, our community promoted awareness about issues surrounding LGBTQQIAP+ identities with Gaypril's tshirt's that read "Science Has No Borders. Neither Does Love" and a series of events throughout the month, from Drag Show to Pride Prom.

200+ Total attendees

During Alumni Weekend, the CCD, alongside the campus LGBTQ+ student organizations PRISM and oSTEM, hosted the first LGBTQ+ Social, an evening of cocktails, hors d’oeuvres, and intimate conversation highlighting the year’s achievements and the work of LGBTQ+ student organizations. All alumni, students, and faculty in the Caltech community were invited.

27 attendees
The CCD hosted its Annual Celebration of Excellence at the Athenaeum, where we honored our Women Mentoring Women Mentor & Mentee of the Year, Dr. Fred Shair Award winners, Dr. James King Award winners, Mellon Mays Undergraduate Fellows, AGEP, and shared 2016-2017 Student Club highlights.

“It’s clear to me- that one of the best things about Caltech is that we are so fortunate to be in a community where we can receive and offer help.” Senior Director of Diversity Hanna Song

65 attendees

In collaboration with the Black Ladies Association of Caltech (BLAC), the CCD hosted an Alumni of Color Luncheon featuring jazz, food, and an excellent opportunity to network for both current students and alumni. Taking place during Caltech’s Annual Alumni Weekend, the Alumni of Color Luncheon also featured Dr. Karina Edmonds as keynote speaker, a Caltech Alumna and member of BLAC.

40 attendees
This weekly initiative saw continued success as the CCD invited the Caltech/JPL community to workshops on a variety of topics intended to increase cultural intelligence, engage critical discourse, and provide an inclusive space for the exploration of diverse identities, thoughts, and interests.

**Assessment Summary**

After every Dish and Discuss workshop, we survey our participants to assess the attainment of the workshop’s learning outcomes. 80-100% of workshop participants have indicated that they’ve met the following learning outcomes:

- I am able to explore the meaning of Privilege in the United States (DD7)
- I am able to acknowledge my personal dimensions of Privilege (DD7)
- I learned some ways to be a better ally (DD7)
- I was able to learn more about balancing parenthood, work, and life (DD8)
- I am able to identify some strategies for achieving balance (DD8)
- I am able to understand queer theory and apply it within identity politics (DD9)
- I gained an understanding of the history and context of Queer politics in the U.S. (DD9)
- I am able to define what is mixed race and/or multi-racial (DD10)
- I understand how race is a complex construct in the U.S. (DD10)
- I am able to broaden my definition of what social activism is (DD12)
- I can identify resources on campus that promote and/or engage in social activism (DD12)
This weekly initiative saw continued success as the CCD invited the Caltech/JPL community to workshops on a variety of topics intended to increase cultural intelligence, engage critical discourse, and provide an inclusive space for the exploration of diverse identities, thoughts, and interests.

**Assessment Summary**

After every Dish and Discuss workshop, we survey our participants to assess the attainment of the workshop’s learning outcomes. 80–100% of workshop participants have indicated that they’ve met the following learning outcomes:

- I am able to define fatphobia, weight, and body image (DD14)
- I see that how we view our bodies is affected by identity, context, and culture (DD14)
- I am able to define the model minority myth (DD15)
- I can recognize individual and societal consequences of Asian-American stereotypes (DD15)
- I can identify new strategies for engaging in more effective conflict resolution (DD16)
- I feel comfortable using a new tactic within Non-Violence Communication (DD16)
- I can identify my own able-bodied privilege (DD18)
- I have an increased understanding of how others experience ableism (DD18)
- I am able to identify my perspective on the relationship between science and religion (DD19)
STEMinars were created to provide a platform for those in STEM to tell their stories of how their multiple identities intersect with their science. We know that race, gender, sexuality, country of origin, passions/interests, all play integral roles in who we are and how it affects us in our journeys.

Workshops & Trainings

We create and facilitate customized campus-wide workshops and trainings on a variety of topics related to diversity and inclusion. Trainings and workshops included:

- Campus Security All Hands
- Confidence Quotient: Identity & Empowerment
- Facilitation Skills Workshop
- FSRI Teaching Assistant Orientation
- House Ambassador Training
- LGBTQ+ Training for Financial Aid/Bursar/Controller's Office
- Orientation
- Postdoc Diversity Statement Workshop
- Resident Associate Identity & Diversity
- SAFEZONE Resident Associate
- SAFEZONE Faculty & Staff
- SAFEZONE Students
- TA Conference: Tools for Creating Inclusive Classrooms
- The Mentoring Effect
- Undergraduate Upper-Class Counselor Training
- Undergraduate How to Facilitate Hard Conversations
Allyship

2016-2017 SAFEZONE CERTIFIED DEPARTMENTS/OPTIONS:

Admissions
Athletics Coaches
Bursar's Office
Financial Aid
Human Resources
Page House
Procurement
Registrar's Office
Security

Individuals from these groups are offered a Safe Zone Ally Contract where they voluntarily can agree to provide a “Safe Zone” for anyone dealing with sexual orientation or gender identity issues. The Contract begins with, “Although I am not an “expert” on lesbian, gay, bisexual, and transgender issues, I will provide affirming resources and referrals to the best of my ability.”
We actively engage, collaborate, and want to thank the following offices & organizations for supporting a variety of programs, events and initiatives:

- Admissions
- Associated Students of Caltech
- Caltech Cares
- Caltech Postdoc Association
- Caltech Y
- Campus Security
- Career Development Center
- Center for Teaching and Learning
- Counseling & Health Center
- Graduate Student Council
- Graduate Studies Office
- Human Resources
- Interhouse Committee
- International Student Programs
- Jet Propulsion Laboratories
- Residential Life
- Staff & Faculty Consultation Center
- Student Faculty Programs
- Title IX
- Transgender Working Group
- Undergraduate Deans Office

**WOMEN'S ENGAGEMENT BOARD**

A collaboration to build a more inclusive environment for women at Caltech. Through identifying blind spots, offering support, and building life skills, we provide creative solutions for advocacy and programming so each person can succeed at Caltech and beyond.

This is the inaugural year of The Women’s* Engagement Board (WEB).

Comprised of 15 women: 1 postdoc, 1 alumna, 1 affiliate, 6 grads, 3 undergrads, and 4 staff

**Events Included:**

- 1/30 Valentine making for local assisted care living facility
- 3/2 Pursuing Graduate school
- 3/15 Ignite Women in Academi
- 3/24 The Role of Leadership in the Journey to Gender Equality” Panel at JPL
- 5/19 Alumni Weekend Women’s Lunch
- 6/2 Breaking Stereotypes: Mae Jemison teach in & Sci fi game night
- 6/13 Leading by Example: Creating Inclusive Classrooms

*We use an inclusive definition of “woman” and we welcome trans women, genderqueer women and non-binary people.
Faculty Connections
Conversations with women faculty on campus in small groups help offer a diverse range of perspectives for how they arrived and where they are today. These gatherings provide incredible insight and inspiration. Thank you to the following professors for joining us this winter and spring:

- Becky Wai Ling Packard, Director of the Harriet L. and Paul M. Weissman Center for Leadership; Professor of Psychology and Education
- Catherine L. Drennan, MIT Professor of Chemistry and Biology HHMI Professor and Investigator
- Cindy Weinstein, Professor of English; Vice Provost; Chief Diversity Officer
- Diana Kormos Buchwald, Professor of History Humanities and Social Sciences
- Elizabeth Hong, Assistant Professor of Neuroscience
- Farisa Morales, Professor of Physics and Astronomy at CSUN & JPL Research Scientist
- Melany Hunt, Professor of Mechanical Engineering and Applied Science
- Pamela Bjorkman, Professor of Biology and Biological Engineering
- Xie Chen, Assistant Professor of Theoretical Physics

The purpose of Caltech’s Women Mentoring Women (WMW) program is to provide support for women as they negotiate their academic, professional, and personal development.

Each mentoring match meets over a one-year period—some meet monthly, others bi-weekly. The program offers academic and professional development through social and networking opportunities throughout the academic year.

Alumna Connections
Recent alumna of WMW offer critical information about finding, negotiating and adjusting to your new career.

- Chengyun Hua, Liana B. Russell Fellow at Oak Ridge National Laboratory
- Jill Craven, Process Development Engineer at Intel
- Kana Takematsu, Assistant Professor at Bowdoin College in the Chemistry Department and Biochemistry Program
- Lauren Montemayor, Micro Devices Engineer at JPL

"...you are justifying your research budget -- not just for yourself but for "my" students (undergraduates)...

- Kana Takematsu

"...imposter syndrome is real, finding balance is a process and that the best science comes from a balanced life"
"You can build your confidence through making mistakes."
- Professor Hong

Grad school teaches you how to overcome failures, which is extremely useful in industry too - Jill Craven
Student Clubs

BLAC
BLACK LADIES ASSOCIATION AT CALTECH

Winter/Spring Events:
BLAC Potluck
BLAC Brunch
Alumni of Color Luncheon
BHM Tracy Drain STEMinar

BSCIT/NSBE
BLACK STUDENTS AT THE CALIFORNIA INSTITUTE OF TECHNOLOGY
NATIONAL SOCIETY FOR BLACK ENGINEERS

2016-2017 E-Board
President: Stephanie Threatt
Vice-President: Matt Gethers

Winter/Spring Events:
NSBE Convention
Welcome Mixer with Club Latino
BHM I Am Not Your Negro Screening
Undergraduate Sunday Dinner
Student Clubs

CLASES/SHPE
CALTECH LATINO ASSOCIATION OF STUDENTS IN ENGINEERING & SCIENCES
SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

2016-2017 E-Board
President: William Schmidt
Vice-President: Melissa Gutierrez
Secretary: Mason MacDougall
Treasurer: Miguel A. Gonzalez

Winter/Spring Events:

Semana Latina 2017
Staff Appreciation Luncheon
Student-Faculty Dinners
Cinco De Mayo Celebration

Club Latino

Winter/Spring Events:

Club Latino/CLASES Social
Carnaval Celebration 2017
Monthly Discussions Group
Semana Latina 2017
Student Clubs

Feminist Club

Winter/Spring Events:
Denim Day
Handmaiden Movie Night
Take Back The Night 2017
Intl. Women’s Day Advocacy
Self-Care Social

Excomm 2016-2017
President: Emily Mazo (Graduating) Undergrad Events Coordinator: Alyssa Poletti Grad Events Coordinator: Jane Panangaden Secretary: Jake Mattinson Treasurer: Coby Abrahams Webmaster: Stephanie Huard Outreach Coordinator: Julia Reisler

PRISM & oSTEM
OUT IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS

Grad Leads: Brigitte Rooney & Red Lhota
Undergrad Leads: Stephanie Huard, Sophus Shackford, and Leo Balestri

Winter/Spring Events:
Gaypril 2017
5th Annual PRISM Drag Show
Pride Prom: Over the Rainbow
Moonlight Screening
Student Clubs

Robogals

Winter/Spring Events:
- Hosted the North America SINE Conference
- Taught 300+ Girls & Boys
- Hosted 20+ Workshops
- 4 local schools
- Presented at Introduce a Girl to Engineering Day and at Tech Savvy

Excomm 2016-2017
- President: Anushka Rau
- Training Manager: Anvita Mishra, Stephanie Huard
- Schools Manager: Stephanie Huard
- Marketing/Events Manager: Ankita Sharma

Societ of Women Engineers (SWE)

Winter/Spring Events:
- Introduce a Girl to Engineering Day
- Disney Tour
- SpaceX Tour
- Monthly Discussions

Excomm 2016-2017
- President: Annie Chang
- Vice President: Rachel Ng
- Secretary: Anusha Nathan
- Treasurer: Vaishnavi Shrivastava
- Event Coordinators: Muskaan Goyal and Meera Krishnamoorthy
- Webmaster: Diandra Almasco
Monthly Discussion Groups

Graduate/Post-Doc Women's Lunch
This drop-in gathering allows graduate and postdoc women to explore topics pertinent to their academic, professional and personal lives. Having the space to share stories and hear those of others in a comfortable and confidential atmosphere is a great opportunity to tap into the strengths and supportive network of graduate women at Caltech.

URM Graduate/Post-Doc Chat
Grad Chat is a great way to meet other graduate and postdoc students who identify as underrepresented minorities. Lunch meetings are held every other week. Discussion is moderated by Maggie Ateia from the Counseling Center.

LBGTQ+ Lunch Group
Join us and meet other undergrads, grads, and postdocs. This is a confidential and affinity space for those who self-identify Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Pansexual and Gender Sexual Romantic Minorities.

Married/Partnered Group
The purpose of this focused discussion group is to provide a space to talk about being a young married/partnered woman and exchange strategies for navigating your professional and personal lives in the context of the competitive graduate school environment. Discussion is moderated by Charisma Bartlett from the Counseling Center.
**Diversity Awards**

**Dr. James King Jr. Diversity Award**
The Dr. James King Jr. award is given to individuals who stand out as strong supporters of diversity within the Caltech student body.

Taso Dimitriadis presents the award to Nikita Sirohi, Senior, Undergraduate.

Graduate student Kelsey Boyle presents the award to Dr. Jennifer Weaver, Assistant Director CTLO.

**Dr. Fred Shair Program Award**
The Dr. Fred Shair award is given to individuals who stand out as strong supporters of programs that increase the diversity and pluralism in practice at Caltech.

Dean Rees presents the award to Trixia Buscagan, Graduate student in Chemistry & Chemical Engineering.

Professor of Biochemistry, Chemistry and Chemical Engineering Bil Clemons accepts his award from abroad.

**Helen McBride**
**Outstanding Mentee**
Demonstrated a sincere desire to succeed as a student and is committed to her personal development.

**Candace Rypisi**
**Outstanding Mentor**
Demonstrated a willingness to share their knowledge to enhance the professional and personal development of her mentee.

**WMW**
**WOMEN MENTORING WOMEN**
**CALIFORNIA INSTITUTE OF TECHNOLOGY**

Mohar Chatterjee
Sophomore
Electrical Engineering
Undergraduate

Ivanna Escala
Second Year
Astronomy
Graduate Student
The second annual Team Impact Award—created in 2016 to honor teams that make significant contributions to the work and mission of the Institute—was given to the staff of the Caltech Center for Diversity (CCD). Its nomination noted the CCD staff’s "unwavering commitment to inclusion" and said that the Institute "would be much poorer without the tireless efforts and inimitable diligence, kindness, and care of this team." The CCD's team members include Hanna Song, Taso Dimitriadis, Erin-Kate Escobar, Azani Pinkney, and Marlene Moncada.