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,

The CCD team has dedicated this year to a theme of exploration. Starting with FSRI in the summer to our yearlong Dish & Discuss series, we’ve wanted to explore Caltech, Los Angeles, America, and the globe with all of you. Exploration is defined as the act of traveling in or through unfamiliar areas in hopes of uncovering truths. As we explore, we also end up learning more about ourselves, others, and the various concentric circles of "places" we inhabit. Thank you for joining us in these conversations and events and for being invested in celebrating our diversity.

This report will highlight some of our greatest accomplishments in the summer and fall of 2017 - from a new addition to our newsletter where we “spotlight” members of our community to the trainings and workshops we’ve facilitated this year to the activities of our affinity clubs and groups that we advise; we feel very fortunate to be part of this diverse and inclusive community for all. We hope to see you more in the new year!

All Best, Hanna Song, Ph.D.
Leading by Example: Creating Inclusive Classrooms is a hour and half long workshop that introduces the audience to concepts of stereotype threat, unconscious bias, microaggressions, and how these can manifest in the classroom. The CTLO and CCD work together to offer pedagogical practices to create a more inclusive classroom. (80 attendees)

Diversity Statement Workshop
The CCD and Postdoc Association came together to offer some best practices for inclusive teaching and writing a diversity statement for your next job. (60+ attendees)

Physics, Math, & Astronomy joined with the CCD for a workshop on Improving Workplace Dynamics. This was an opportunity for participants to reflect on their communication style, collegiality, and discuss solutions to creating a more productive work place. (10 attendees)
An opportunity for women from across campus and visiting summer students to meet. The Feminist Club, Robogals, and Society of Women Engineers helped host this social which included opportunities to get to know one another and talk about summer research. (40+ attendees)

The Caltech Latino Association of Students in Engineering and Sciences, Black Students at the California Institute of Technology/National Society of Black Engineers and Black Ladies Association joined together for dinner and to meet visiting summer students and catch up with one another over summer. (30+ attendees)

Caltech’s LGBTQ student group PRISM held an evening to welcome summer visiting students who identify as LGBTQ+ and allies. It was a great opportunity for food, fun, and friends, as well as an introduction to Caltech’s student LGBTQ+ club, PRISM. (30+ attendees)
Three summer professional development seminars were offered in partnership with Student Faculty Programs for JPL, Caltech and summer students.

Safe Zone Training
The Safe Zone Ally Program is a network of Caltech students, faculty, postdocs and staff who are visibly supportive of lessbian, gay, bisexual, transgender, intersex, queer and questioning students and of all individuals regardless of sexual orientation and gender identity. Safe Zone Trainings help teach students, faculty, postdocs and staff how to create safe spaces and how to act as allies for LGBTQ+ people. (6 attendees)

Identity in the Workplace
Participants explored key strategies on how to best engage with others, especially in difficult conversations in the work place. (35 attendees)

True Colors
This was a hands-on experience where participants took the True Colors assessment to identify their personality type. This inventory provided the group with insights into different motivations, actions and communication approaches to aid in navigating interpersonal and professional relationships. (30 attendees)
Dear Newsletter Recipients,

As you may be following the horrific news from this weekend, we are writing to invite you to a space where we can process the events of Charlottesville, VA. A rally to “Unite the Right,” comprised of white supremacist groups, including the Ku Klux Klan, carried torches through the University of Virginia campus to protest the removal of a Confederate monument of General Robert E. Lee. While doing so, the rally displayed explicit beliefs and ideologies of hate, anti-Semitism, racism, sexism, and more. The white nationalist rally was met with counter protesters on Saturday, August 12th, which resulted in the death of counter protester, Heather Heyer. With fear and anger from this past weekend, we are now witnessing the aftermath, and a reality of the current state of the union.

Our mission at the Center for Diversity is to uphold programs, initiatives, and spaces for education, advocacy and allyship which combat the hatred, bigotry, and ignorance. We believe in empowering our STEM community to create and sustain environments that are truly diverse and inclusive of all people. As a community of leaders in science, we understand the fundamental tenets of discovery and rigor; but we also believe in the ethical pursuit of knowledge and the humanity of our community as we interact within the parameters of the Honor Code. To think of Caltech’s science in a vacuum of objectivity is naïve; rather, we must embrace the truth that our science is produced and created by human beings who interact with each other through our similarities and in our differences.

We believe that spaces for honest discourse are just the beginning to building such a community. We invite all of you to a Dialogue about the events of Charlottesville on Friday, August 11th from 10-11 AM on the 2nd floor of Center for Student Services building. We hope to see you there. For those who will not be able to attend, please look out for our many programs and events this year where we will be able to dig deeper into what it means to live in an imperfect society and how to combat hatred with strength, courage, and knowledge.
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. The objective of the program is to create a “learning community” for students where they can develop the academic and social skills necessary to achieve academic excellence during their freshman year.

This fully-funded program offers each participant:

- A 5-week summer research assignment
- A 4-week math-intensive course
- Room and board on Caltech’s campus
- Group field trips, excursions, and social activities
- Opportunities to learn and engage in first-year student programming and Caltech culture

The FSRI five-week residential program attracts highly motivated students from populations traditionally underrepresented in the sciences and mathematics. The program looks at various identities including race/ethnicity, socioeconomic status, and gender identity to determine eligibility. We also consider the students’ high school preparation and their previous exposure to math and research.

The 2017 FSRI program had twenty student participants:

- 10 female students
- 1 Black/African American student
- 1 American Indian or Alaska Native students
- 9 Latino/a and/or Hispanic students
- 3 First-generation students
RESEARCH MENTORSHIP

FSRI participants have the opportunity to work on a research project and become deeply connected to their carefully matched research mentor, as well as with other postdoctoral fellows, graduate students, and undergraduate students who work in Caltech/JPL laboratories during the summer. As a member of the Caltech research community, FSRI participants attend group meetings, present their findings, and learn about the ongoing work of their assigned research group. In addition to technical skill building, the FSRI participants learn important skills on how to collaborate in a lab setting and present their research to colleagues and peers.

The 2017 FSRI cohort had a team of eighteen faculty, postdoctoral scholar, and graduate student research mentors:

- Guillaume Blanquart, Professor of Mechanical Engineering
- Federico Echenique, Allen and Lenabelle Davis Professor of Economics
- Robert Tanner, Visiting Associate in Chemical Engineering
- Monica Kohler, Research Assistant Professor of Mechanical and Civil Engineering
- Naima Sharaf, Postdoctoral Scholar in Chemistry
- Ravi Vikram, R. A. and G. B. Millikan Postdoctoral Scholar in Astronomy
- Astrid Lamberts, Postdoctoral Scholar in Theoretical Astrophysics
- Anatoly Khina, Postdoctoral Scholar in Electrical Engineering
- Timothy (Patrick) Montgomery, Postdoctoral Scholar in Chemistry & Chemical Engineering
- Alicia Rogers, Graduate Student in Biology and Biological Engineering
- Christopher Frick, Graduate Student in Biochemistry and Molecular Biophysics
- Kimberley Mac Donald, Graduate Student in Mechanical Engineering
- Jonathan Liu, Graduate Student in Biology and Biological Engineering
- Nikola Kovachki, Graduate Student in Applied & Computational Math
- Yoke Peng Leong, Graduate Student in Control & Dynamical Systems
- Ottman Tertuliano, Graduate Student in Mechanical & Civil Engineering
- Cam Buzard, Graduate Student in Chemistry and Chemical Engineering
- Shyam Saladi, Graduate Student in Biochemistry and Molecular Biophysics
Instructionally, the course is designed as a hybrid lecture/workshop model. Basic definitions and concepts are presented in lecture, and students work in small group settings to complete their homework assignments and problem sets. Students have a mix of computational and proof-based assignments, exposing them to the type of coursework they will be engaging in during their first quarter at Caltech. Beyond merely constructive correct solutions, students are required to present their solutions orally in a way that demonstrates their content knowledge.
The Freshman Summer Research Institute creates an engaging and intellectually rich residential experience for students that extends student learning outside of the classroom and into the everyday lives of our students. The FSRI Residential Life staff, composed of FSRI alums and graduate students, plans and implements weekly programming to help students transition into college life and learn about campus-wide and local resources. The five-week residential experience provides incoming students with an experience that is engaging, thought-provoking, exciting, rewarding, meaningful, and fun.

During their residential experience, the FSRI participants are paired with roommates, establish community normative and expectations, and develop skills in communication and conflict resolution. Additionally, the students learn independent living skills and are better prepared to manage living away from home and balancing college life.

As part of the program, the FSRI participants attend group excursions highlighting Pasadena and the Los Angeles-area during the weekends of the program. These excursions give FSRI participants an opportunity to become familiar with public transportation, cultural events, service-learning opportunities, and community resources.

The 2017 FSRI Excursions are listed below:

- Exploration at Huntington Library
- Service Learning Experience with Habitat for Humanity
- Stargazing at Griffith Observatory
- Venice Beach Trip
- Los Angeles County Museum of Art (LACMA)
- Geffen Theater Excursion - Constellations
- Metropolitan Transportation Authority (MTA) Field Trip and Exploration of Downtown Los Angeles
- Jet Propulsion Laboratory Tour
- Disneyland/California Adventure Trip
The Center for Diversity welcomes the class of 2021, first year graduate students, and new staff to campus.

**Class of 2021**
- 237 Students
- 46% women
- 54% men
- 15.6% URM
- 21 International

The Center for Diversity Staff led all 237 new frosh through introductions with "What's in a name?" Followed by modified version of the privilege walk in small groups. After processing that experience, students sat down to write themselves a letter to their future selves which will be mailed back to them at the end of spring quarter.

**All Graduate Students**
- 245 students
- 36% women
- 64% men
- 6.5% URM
- 41% International

The Center for Diversity introduced ourselves and our services to the hall of incoming first year grads. In addition we co-presented with the Center for Teaching Learning and Outreach at the required opening session for all teaching assistants. The title of the opening talk was titled "Creating Inclusive Classrooms: You Belong Here"

**Date:** September 22, 2017
- 237 attendees

**Date:** September 20, 2017
- 250+ attendees

**Monthly Staff Orientation & Welcome Coffee**

In partnership with Human Resources, on a monthly basis we gather to meet the new hires and have a chance to connect with our post-doc scholars. We share with them information and resources about working and thriving at Caltech.
The CA Alliance for Graduate Education and the Professoriate focuses on increasing diversity in the academic fields with the greatest national underrepresentation of minorities: the mathematical, physical, and computer sciences; and engineering (MPCS&E).

**Professional Development Activities:**
- Search Chair Panel Q&A
- Writing about your science & Elevator Pitch
- Teaching Statement Workshop
- Dr. Shirley Malcom Session

**Current AGEP Scholars:**
- Zakaria Al Balushi *
- Andrea Balbas
- Marchello Cavitt
- Bradley Dickerson
- Brittany Kamai
- Dana Levine

* Welcoming the new scholars as of Fall 2017

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 Mellon Mays Fellows:**
- Victor Baules
- Alexander Bourzutschky
- Maria Luiza Coelho dos Santos
- Roohi Dalal
- Mason MacDougall
- Avery Marshall
- Jalex Stark

Western Regional Conference
Albuquerque, New Mexico
October 26-29, 2017
The purpose of Caltech’s Women Mentoring Women (WMW) program is to provide support for women as they navigate 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.

Conversations with women faculty on campus in small groups helps offer a diverse range of perspectives for how they arrived where they are today. These gatherings offer incredible insight and inspiration. Thank you to all of the women faculty for joining us this summer and fall!
WOMEN IN MECHANICAL & CIVIL ENGINEERING

The newest group of women coming together are women in mechanical and civil engineering. This newly formed group of postdocs and faculty has enjoyed monthly gatherings to talk about best practices, strategize about applying for jobs and brainstormed ways that MCE can welcome new postdocs.

The last lunch meeting of the quarter on Friday, December 15th was attended by four faculty and four postdocs.
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.

Assessment Summary

- I can recognize what gentrification may look like in LA. (DD1)
- I am able to recognize pros and cons of gentrification. (DD1)
- I can identify ways for environmental sustainability within gentrification. (DD1)
- I can define the difference between the terms Latino/a/x, Hispanic, Chicano/a/x, and Mexican. (DD2)
- I can recognize the intersection of LA & Latin(x) histories. (DD2)
- I am aware of the various Latinx cultural events and influences in LA. (DD2)
- I can identify the history of how Los Angeles became an ethnic enclave for Armenians. (DD3)
- I can describe the key cultural components of Armenian-Americans. (DD3)
- I can identify some of the major cultural challenges facing the Armenian-American community. (DD3)
- I am aware of the Filipino Culture in LA. (DD4)
- I am able to analyze the racial, ethnic, and linguistic impacts of colonization. (DD4)
- I can examine the intersection of economics, employment and the American Dream. (DD4)
- I can identify the changes in Hollywood and the film industry over time. (DD5)
- I am aware of the diversity challenges found in the film industry. (DD5)
- I can converse about the current issues of harassment and assault in Hollywood. (DD5)

Our attendance has ranged from 70-87 at all of our Fall D&Ds!
AWARENESS & EDUCATION
FALL 2017: EXPLORE LOS ANGELES

LATIN(X) CULTURE IN LOS ANGELES
Monday, October 16th 
12 - 1 PM 
Avery Dining Hall

Welcome to Hollywood
12 - 1 PM 
NOV. 29th 
AVERY DINING HALL

SUSTAINABILITY AND URBAN DEVELOPMENT PLAYING A ROLE IN GENTRIFICATION
TUESDAY, OCTOBER 10 
12PM - 1PM 
AVERY DINING HALL

13th District: Filipino Diaspora
Wednesday, November 8 
12PM - 1PM 
AVERY DINING HALL

Armenian-American Experiences
FRIDAY, NOVEMBER 3 
12PM - 1PM 
AVERY DINING HALL

What should I know about Filipino history, culture, and identity in Los Angeles? We will explore Los Angeles' Filipino community through history, and food.

What is gentrification? Please join us as we explore gentrification and how it affects Los Angeles communities. This 2-hour workshop is open to anyone interested in the issue of gentrification.

How does Armenia fit into the Hollywood narrative? Our panel will explore how Armenia has been represented in the American film industry and discuss the potential impact of such representations on contemporary Armenia.

Armenian population in Los Angeles County, California
Welcome!

Monique Thomas  
CCD Program Coordinator

September 6, 2017  
We welcomed Monique Thomas to our team as the Program Coordinator in the Caltech Center for Diversity. We are thrilled to have such a talented, thoughtful, and engaged team member. She joins us from Pasadena City College. in her new role she primarily works with our URM student clubs, undergraduates, and in offering campus wide training.

David Tirrell  
Provost

October 1, 2017  
We welcomed David A. Tirrell as Caltech’s 10th provost and second provost to oversee the Caltech Center for Diversity. Provost Tirrell is currently the Ross McCollum-William H. Corcoran Professor of Chemistry and Chemical Engineering and Carl and Shirley Larson Provostial Chair at the California Institute of Technology.
CCD SPOTLIGHTS

We have many people who help us to do our best work. Every week we highlight people from across campus who actively support initiatives to create an inclusive campus community.

Marlene Moncada
Administrative Coordinator
Caltech Center for Diversity

Sofie Leon
Graduate Program Director of
Physics, Math, and Astronomy

Evan Kirby
Assistant Professor of Astronomy

Trity Pourbahrami
Director of Communications
Engineering and Applied Science

Vanessa Tejada
Residential Life Coordinator

John Eiler
Robert P. Sharp Professor of
Geology and Geochemistry

Stephanie Threatt
Graduate Student Biochemistry
and Molecular Biophysics

Diandra Almasco
Blacker House President
Undergraduate Student

Helen Kim
Associate Director, Alumni Career
Networks and Services
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.

Celebrating Native American Heritage Month

Aaron Yazzie currently works as a Mechanical Engineer at NASA Jet Propulsion Laboratory for the Payload and Spacecraft Mechanical Engineering Division. He designs, tests, and develops mechanical systems for NASA’s space research missions. He has served as an operations engineer and test engineer for the Mars Science Laboratory Rover, Curiosity, where he helped develop the rover’s sequences for drilling and scooping samples on Mars.
The purpose of the Caltech Safe Zone Program ("Tech Zone") is to continue to foster an affirming and engaging campus climate by identifying and educating members of our campus community who are visibly supportive of lesbian, gay, bisexual, transgender, intersex, queer, and questioning students, as well as all individuals regardless of sexual orientation and gender identity.

SAFE ZONE - RESIDENT ASSOCIATES
DATE: 8/30/2017
PARTICIPANTS: 15

SAFE ZONE - FACULTY & STAFF
DATE: 10/18/2017 & 10/20/017
PARTICIPANTS: 14

SAFE ZONE - STUDENTS
DATE: 10/12/17 & 10/13/17
PARTICIPANTS: 14
UNCONSCIOUS BIAS TRAININGS

CAMPUS SECURITY
We Welcome our new Campus Security and Parking Chief. Under his leadership the Caltech Center for Diversity was invited to customize a two and half hour training for all of campus security in order to be trained in the basics of unconscious bias. Caltech Security has also participated in our Caltech Safe Zone training to receive basic information about allyship to our LGBTQ+ community.

OBJECTIVES:
- Develop an awareness of your own identities
- Develop an awareness of the identities of colleagues
- Reflect on concepts of privilege and bias
- Gain an understanding of Unconscious Bias
- Distinguish between Intent and Impact
- Develop allyship skills

11/08/17 - 8 Participants
11/15/17 - 15 Participants

CALTECH HUMAN RESOURCES

OBJECTIVES:
- Identify personal bias (es)
- Learn about unconscious bias types
- Explore the Bias in how we Review Materials
- Identify best practices in HR Recruiting

9/14/17 - 10 Participants
10/20/17 - 10 Participants
The Caltech Center for Diversity customized a two hour unconscious bias training to meet the needs of the Laser Interferometer Gravitational-Wave Observatories located in Richland, Washington; Pasadena California; and Livingston, Louisiana. We completed three of four unconscious bias workshops and received excellent feedback from participants.

OBJECTIVES:

- Generating strategies to improve productivity, efficiency, and effectiveness
- Identifying personal bias(es)
- Learning about unconscious bias

PARTICIPANTS SAID...

"I'm hoping to help improve the inclusion of my workspace by holding myself and others accountable to staying aware of these training points"

"Everyone has biases but there are ways and tools to minimize/negate impact"

"Not only is this collaboration making cutting edge science a priority they are also working towards improving the environment of conducting research for everyone involved in this Nobel Prize winning experiment."

Richland Site: 50+ Participants
Pasadena Site: 100 Participants
**CCD ADVISED STUDENT CLUBS**

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**CLASES/SHPE**

**CALTECH LATINO ASSOCIATION OF STUDENTS IN ENGINEERING & SCIENCE**

CLASES promotes cultural awareness and community education. This group is a recognized chapter of the Society for Hispanic Professional Engineers (SHPE).

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**Club Latino**

**CLUB LATINO**

Club Latino provides opportunities for Latino grad students and post-docs to connect and support each other on campus.

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**Summer/Fall Events:**
- Roundtable Lunch Discussion
- Latinx Holiday Mixer
BLAC
BLACK LADIES ASSOCIATION AT CALTECH
BLAC was created to provide support and opportunities for community building for Black/African-American identified women in STEM. The mission of BLAC is to increase the presence and impact of Black/African-American women in science and technology. Members include undergraduate and graduate students, faculty, staff, postdocs and alumni.

Summer/Fall Events:
Oct 13 - Roundtable lunchtime discussion
Nov 10 - Roundtable lunchtime discussion

BSCIT/NSBE
BLACK STUDENTS AT THE CALIFORNIA INSTITUTE OF TECHNOLOGY & NATIONAL SOCIETY FOR BLACK ENGINEERS
BSCIT is focused on community-building, cultural awareness, and community outreach. The club is also recognized as a chapter of the National Society for Black Engineers (NSBE).

Summer/Fall Events:
Oct 21 - Welcome Mixer with CLASES
Dec 1 - End of Term Game Night
Feminist Club

FEMINIST CLUB
Fall Events:
10/10/17 - Art and Tea Social (15 people)
10/17/17 - Halloween lunchtime discussion/ General meeting (20 people)
11/10/17 - Lemonade Screening (10 people)
11/28/17 - Colonialism Discussion/General meeting (10 people)

Robogals

ROBOGALS
Fall Events:
11/11/17 - Orientation to Robogals
7 new members

Toluca Lake Elementary
3 workshops with 3-4 student volunteers at each serving a total of 40 elementary aged students

SWE

SOCIETY OF WOMEN ENGINEERS
Fall Events:
10/6/17 - Middle school outreach, company visits, and mentor/mentee program
11/10/17 - Alumni House Speaker - Industry opportunities in southern California
12/1/17 - Student-Faculty Programs Office - SURF applications (26 Attendees)

SWE National Conference - Austin, Texas /Sept. 26 - Sept. 28/ 16 members attended
Sponsored by the Housner Fund
CCD ADVISED STUDENT CLUBS

PRISM & oSTEM

Coming Out Week
- Coming Out Kick-Off
- AIDS Walk LA
- Asexual Community Group

Transgender Awareness Week
- PFLAG Speaker
- Trans Support Group
- Queer Latinx Art Exhibit
- Trans Day of Remembrance

Social Events
- PRISM Game Night
- HoliGay Party
- Movie night: *Pride*
- Dueling Pianos Outing

CONFERENCES ATTENDED:
7th Annual oSTEM Conference - Finding *Unity in Community*
Thank you!