MISSION
We strive to increase institutional and personal capacity for diversity resulting in a community committed to equity and inclusive excellence.

Awareness and Education: We are committed to building cultural competencies and skills supported by workshops and training for the entire Caltech community. We welcome consistent assessment and feedback for sustainable change.

Advocacy through Collaboration: We work with the Caltech community to promote and provide access to information and resources to support academic and personal goals. The Caltech Center for Diversity (CCD) creates and provides programs and services in response to the changing needs of our community.

Allyship: We create inclusive spaces and skill building opportunities for all members of the community to engage with issues related to their individual identities. We provide resources and promote an environment that is supportive for all.

THEME: ACTIVATE!
This year we are launching many exciting opportunities for our community members to take action. We invite you to be part of our new initiatives: Decoding Diversity, quarterly short courses, Diversity and Inclusion Ambassadors, and so much more. Talking about diversity and inclusion is just the beginning for institutional change. We hope you are empowered to elevate the conversation and activate. Finding ways to create an inclusive environment for all of us to pursue excellence in our spheres of influence is the next step!
Dear Friends,

During the Summer of 2019, the Freshman Summer Research Institute hosted 22 students - our largest and most diverse cohort of students to date! This included 10 women, nine Latinx students, and eight African-American students. This program year, students participated in cutting edge research in astrophysics, chemistry, engineering, and neurobiology.

FSRI’s comprehensive program is designed to introduce incoming underrepresented and/or underserved first-year students to Caltech’s research and math curriculum, culture, academic and student support services. The integration of orientation and academic support ensure a smoother transition from high school to college while building a strong research foundation.

The Freshman Summer Research Institute works collaboratively with our community and institute partners to create an innovative academic and research-based program that supports underrepresented students from diverse backgrounds and ensures success in their academic and personal endeavors.

We thank you for your continued interest and support of this vital program.

Taso Dimitriadis
Associate Director
Caltech Center for Diversity

Monique Thomas
Program Coordinator
Caltech Center for Diversity
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 activities
- Opportunities to learn and engage in first-year student programing and Caltech culture
- A service learning/volunteerism experience

The FSRI five-week residential program attracts highly motivated students from populations traditionally underrepresented in science 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 2019 FSRI program had a record number of twenty-two student participants:

- 10 Female students
- 8 Black/African-American students
- 9 Latinx and/or Hispanic students
- 1 American Indian or Alaska Native student
- 4 Asian students
- 11 First-generation students
- 7 Pell Eligible students
- 4 Questbridge students
RESEARCH MENTORSHIP

Each FSRI participant is carefully matched with a research mentor. Participants have the opportunity to work on engaging research projects with their mentors, and connect with other postdoctoral fellows, graduate students, and undergraduate students who work in Caltech/JPL laboratories during the summer. As members 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 2019 FSRI cohort had a team of twenty-two faculty, postdoctoral scholars, and graduate student research mentors.

- Aaron Ames, Professor of Mechanical and Civil Engineering and Control and Dynamical Systems
- Dinakar Ramakrishnan, Professor of Mathematics
- Robert Tanner, Visiting Associate in Chemical Engineering
- Arpita Roy, Postdoctoral Scholar in Astronomy
- Muhammad (Arslan) Ahmed, Postdoctoral Scholar in Aerospace
- Anqi (Angie) Liu, Postdoctoral Scholar in Computing and Mathematical Sciences
- Michael Kuhn, Postdoctoral Scholar in Astronomy
- Amruta Jaodand, Postdoctoral Scholar in Physics
- Mauro Rodriguez Jr, Postdoctoral Scholar in Mechanical and Civil Engineering
- Quanying Liu, Postdoctoral Scholar in Computing and Mathematical Sciences
- Stephen Appert, Mechanical Engineer - LIGO Caltech
- Christopher Barnes, Postdoctoral Scholar in Biology and Biological Engineering
- Sahil Shah, Postdoctoral Scholar in Electrical Engineering
- Maegan Tucker - Graduate Student, Mechanical Engineering
- Claudia Kann, Graduate Student - Mechanical Engineering
- Leah Ginsberg, Graduate Student - Mechanical Engineering
- Kyle Virgil, Graduate Student - Chemistry
- Karli Holman, Graduate Student - Chemistry
- Sarah Sam, Graduate Student - Neurobiology
- Caitlin Lacker, Graduate Student - Chemistry
- Silken Jones, Graduate Student - Aerospace
- Newton Nguyen, Graduate Student - Environmental Science & Engineering
The students enjoyed collaborating with their mentors and lab groups to learn new skills and techniques in the lab environment. Many of the students found that in the process of research, things do not always go as planned, and they learned to develop new strategies for problem solving and new ways for addressing challenges. Others found a clearer sense of direction in the academic fields they may want to pursue. The students had the opportunity to present their findings and share their experiences in lab, while building their presentation skills and answering questions in front of the Caltech community. As a collective, the FSRI participants learned computer programming skills, lab techniques, and contributed to research discussions with mentors and lab groups.

In addition to working in a laboratory, FSRI participants attended weekly research seminars given by faculty or staff from the Jet Propulsion Laboratory (JPL). Speakers prepared their talks for students at all levels and in all disciplines to provide a full scope of the work carried out at the Institute and NASA’s JPL. FSRI participants also had an opportunity to interact with faculty in a more informal space at summer faculty-student lunches. Many of these faculty members will be teaching core-curriculum courses, thus these interactions are important and beneficial.

"Before this, I did not understand the nature of research and how one goes about conducting it. I feel that I now have a much better perception of what it actually is. For this reason, I am grateful for the opportunity that FSRI gave to me."
2019 RESEARCH PROJECTS

- An Inverse Analysis Characterizing Mechanical Properties of Biofilms through Single-Cell Indentation / Evan Dicker
- Assistive Technology / Diana Frias-Franco & Annabel Gomez
- Characterization of Cylinders for Thermal Ignition Tests / Esmir Mesic
- Creating a Mask for G-Type Stars / Elsa Palumbo
- Exploring Self-Healing of Passivated Perovskite Solar Cells / Ismail Elmengad
- Human Driving Behavior and Brain Signal Analysis / Sandra Chea & Makena Rodriguez
- Measuring Methane, CO2, and NO2 from Space / Aubrey Stevens
- My LIGO Experience / Daniel Contaldi
- Neural Decoding with Linear Filtering / Joshua Rosenberg
- Ni-catalyzed Reductive Cross Coupling Using Triflates / Robin McDonald
- On the Effects of Near-Field Compressibility and Elasticity on Bubble Oscillations / Chase Blagden
- Pd-catalyzed Cyclization Reactions to Synthesize Noraugustamine / Mahideremariyam Gessesse
- Pulsar Exploration with NuSTAR / Tea Freedman-Susskind
- Spiking in Enzyme Kinetic Systems / Erik Imathiu-Jones & Nathan Lopez
- Structural Characterization of a Broadly Neutralizing Antibody Targeting HIV-1 Env / Aaron Dubin
- The Habits of Cortexless Mice / Aanica Gonzales-Rogers & Owen Jenkins
- Visualizing Stratified Resolvent Modes in 3-D / Gabriel Aguiar
- Young Stellar Objects / Angel Rodrigo Avelar Menendez
The FSRI participants attend daily math classes and evening math workshops that have been aligned with Caltech’s first-year math program. The FSRI Mathematics curriculum is specifically designed to take advantage of an intensive summer setting while preparing FSRI student for research and transition into the Caltech’s math curriculum. The four week-long modules for the FSRI Math course are: Set Theory & Logic; Differential & Integral Calculus; Linear Algebra; and Ordinary Differential Equations.

These topics were chosen to prepare students for the mathematics they may see in their summer research experiences and to prepare them for much of the rigorous topics taught in the first two years of Caltech’s required mathematics sequence. Based on previous assessments, statistically FSRI students perform significantly better than their matched counterparts in first year math scores. This success can be directly attributed to the preparation, exposure, and training they receive during their intensive summer course. 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 FSRI participants have direct exposure to the expectations of how Caltech defines academic rigor and math readiness. Students get their first glimpse of college midterms and finals, as well as receiving test scores and feedback from a college professor and teaching assistants. The students learn how to better communicate and ask clarifying questions to the lecturer, in addition to seeing the value of proof-based math through collaboration. Throughout the summer, these students found themselves learning math skills and concepts that they did not learn in high school, as they studied in group settings instead of independently solving problems.

“It was great being exposed to so many new topics like stochastic matrices, Fourier series, and non-separable differential equations. I loved the emphasis on proofs, and really enjoyed workshop.”
The Freshman Summer Research Institute creates an engaging and intellectually rich residential experience that extends student learning beyond 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.

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

"I've never been with such an incredible group of people. Everyone was kind and interesting and exciting and just in general wonderful to be around. The research component and student life component were immersive and amazing. I'm so grateful to have spent time with some great people."

The 2019 residential experience was exciting and eventful, as students learned how to balance research, math, and their personal lives while beginning the transition to college life. The students enjoyed the Resident Mentors evening events that helped them form bonds and learn about each other and Caltech's culture. In particular, the group enjoyed the excursions off campus and exploring the Los Angeles area, as well the social opportunities and time making friends.
“I think this is one of the, if not the most, beneficial and fun experiences of my academic career and definitely a great introduction to life at Caltech. There is nothing else I wish I would’ve done with the past five weeks and I know for a fact that I would have done basically none of this if it wasn’t for FSRI. This has truly been an incredible experience.”

As part of the program, the FSRI participants attend group excursions highlighting Pasadena and the Los Angeles-area during the weekends of the program. From hiking and biking to trips to the beach and museums, the five-week residential experience provides meaningful, and fun activities to engage the diverse interests of the students. These excursions give FSRI participants an opportunity to become familiar with public transportation, cultural events, service-learning opportunities, and community resources. The 2019 FSRI Excursions included:

- Exploration at Huntington Library
- Service-Learning Experience with Habitat for Humanity
- Stargazing at Griffith Observatory
- Venice and Santa Monica Beach Trip
- Getty Villa
- Los Angeles County Museum of Art (LACMA)
- Pantages Theater Experience - *Rent*
- Jet Propulsion Laboratory Tour
- Disneyland/California Adventure Trip
This year’s program featured an experience working with the San Gabriel Valley Habitat for Humanity. Students had an opportunity to participate in activities ranging from structural framing and hanging side paneling, to painting and managing materials and supplies.

While being equipped to have a successful first year at Caltech with the necessary math, research, and independent living skills required, the opportunity to build a cohort amongst a diverse group of students has directly translated into an increased sense of self, confidence, and belonging for these students.

"I've actually always wanted to try to contribute to some kind of building of a house, but never had the opportunity to. Being able to service the community and do something that I’ve never done before for a good cause was the most rewarding part."

Upon completion of FSRI, these students are situated to "hit the ground running" when their first quarter begins and thus, display more self-confidence, leadership, and perseverance than their peers. Many FSRI alumni hold student leadership positions, aspire to attain a graduate degree, and maximize the opportunities offered to them at Caltech.
During Summer 2019, we experimented with a new model of programming for summer undergraduate research fellowship (SURF) students. The new model consisted of the following:

- Evening dialogue series on Race, Gender, and Sexuality: 2-hour workshops
- Lunch hour affinity spaces for People of Color in STEM, Women, and LGBTQ+ students:

Students who attended 2 or more of the evening workshops were entered into a lottery to win tickets to see a performance at the Upright Citizens Brigade or Hollywood Bowl.

**What is Race and Why Does it Matter?** Participants were invited to learn the basics of race and racism in the United States of America. The group was guided through a process that focused on how all of us can play a role in challenging racism no matter our positionality. There were constructive insights drawn from discussion on how race and racism show up in our everyday lives and our agency to challenge the normalcy of racism.

**What Do People Mean When They Talk about Feminism?** After a brief overview of feminist theory, the first, second and third wave of feminism, and a timeline of women’s rights in the United States, we discussed modern day feminist issues including wage discrimination, the “pink tax,” division of labor, reproductive rights, violence against women, and more.

**What is Gender Identity and What Does LGBTQ+ Mean?** Participants were invited to become more familiar with the ever-growing LGBTQ+ acronym. Participants developed a greater understanding of the differences in gender identity, expression, and orientation and closed with actions we could all take towards cultivating more inclusive environments on a college campus.

Lunch time affinity spaces included events for Women, LGBTQ+ and Allies, and People of Color in STEM. Each one was catered by a local business that reflected those communities.
CAMPUS-WIDE INITIATIVES
STEMinars provide a platform for those in STEM to talk about how their multiple identities intersect with their science.

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 present how their multiple identities shape how they've navigated their professional pathways. The diversity and gamut of experiences and backgrounds allow our community members to relate their own experiences at Caltech and beyond.

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.
In the fall of 2019, the Caltech Center for Diversity launched 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.

#itscomplicated! Getting What You Want and Need in Relationships
July 18, 2019
Presented by: Karla Hernandez & Karyn Maczka, Staff and Faculty Consultation Center (SFCC)

Difficult Conversations!
August 8, 2019
Presented by: Allie McIntosh, TitleIX & Equity

Parenting!
October 10, 2019
Presented by: Jennifer Howes, Executive Director of Student Wellness Services, Olivia Harper Wilkins, Graduate Student Astrochemistry, and Hanna Song, Senior Director of Diversity

Forming Family!
November 13, 2019
Presented by: Oleg Sindiy - Senior Systems Engineer at JPL

Don’t Settle, Negotiate!
December 12, 2019
Presented by: Karla Hernandez, SFCC

Fueling healthy "Chemistry" for relationships in your life.
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 are individuals who align with the Caltech Center of Diversity's mission and vision towards greater education, action and allyship.

Each Ambassador completes the following requirements over the course of a year.

- **Decoding Diversity** is our new one hour workshop introducing all of campus to basic knowledge around diversity and inclusion. (~1 hour)
- **Safezone Training** are LGBTQ+ basics and allyship skills that are offered every quarter. If you have taken it within the past two years you do not need to take it again! (~2 hours)
- **Diversity Statement** Share with the CCD 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. This is an advocacy project of your choosing. (~10 minutes to 4 hours)

**PROJECT COMPONENTS:**

- **Team or Individual Project**
- **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, volunteer, 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.
Each October, campuses and community organizations across the country celebrate National Coming Out Week leading up to National Coming Out Day which is October 11th. National Coming Out Day commemorates the 1987 National March on Washington for Lesbian and Gay Rights. At Caltech, we provide informational trainings, and opportunities to celebrate Lesbian, Gay, Bisexual, Transgender, Queer, and all other marginalized gender and sexual identities less represented in our society.

**Coming Out Week Events:**
- 10/7 – Coming Out Week Kick-off Event
- 10/8 & 10/9 – Safe Zone (Student Training)
- 10/10 – PRISM Game Night
- 10/14 & 10/16 – Safe Zone (Staff, Postdoc, & Faculty)
- 10/17 – Working Out: LGBTQIA+ Identities in the Workplace
- 10/20 – AIDS Walk Los Angeles – JPL & Caltech Team
TRANSGENDER AWARENESS WEEK

During November, we honor the memory of transgender and gender non-conforming people whose lives were lost in acts of anti-transgender violence. People around the world face violence and inequality because of who they love, how they look, or who they are. 2019 has seen at least 22 transgender or gender non-conforming people fatally shot or killed by other violent means in the United States. Our programming and events serve to educate and engage the community, while providing support for transgender and gender non-conforming community members.

Transgender Awareness Week Events:

- 11/18 - Transgender and Gender Non-Conforming Space
- 11/19 - St. John’s - Transgender Health Program
- 11/20 - Transgender Day of Remembrance
- 11/22 - PFLAG LGBTQIA+ Asian and Pacific Islander Panel
WOMEN'S PROGRAMMING
We kicked off the new year of Women Mentoring Women with two signature events: **Matching Mixer: Meet & Greet** and **Orientation**.

With 130+ participants in this years’ one-on-one mentoring program. Below is a breakdown of who you can find involved in Women Mentoring Women this year.

**WMW Matching Mixer: Meet & Greet**
Over 100 students, staff, and postdocs gathered at this kickoff event. Everyone added to a collaborative document containing the qualities they believe to be necessary for mentor or mentee. These powerful guiding documents help support the budding new mentoring pairs. Dabney Hall was bustling with energy as mentors and mentees moved around the room with facilitated questions. Activities included dividing them into groups with which they might share something in common (e.g., do you identify as a morning person or a night owl?) and speed mentoring questions in small groups of 4-5 people where everyone in the group shared. Questions included a challenge you have faced, or something you value about who you are outside of the lab. There was much laughter, delicious food, and new connections made. Each participant received an email that paired them according to either their preferences written down that evening or information from their application.
Orientation included dinner, questionnaires, assessments, best practices, and the opportunity to meet the new mentor/mentee(s) in small groups.

We had an excellent attendance of 96/130 people in the program. Orientation included the following:

**Mentoring Competence Self-Assessment:**
This session offered an opportunity to reflect and talk through mentoring styles, as well as a space for open-ended questions.

**Mentee Self-Assessment:**
Every person was asked to turn in an accountability sheet. This short survey asked the participant to list basic goals and provided an opportunity to think through the logistics of meeting with their mentor/mentee(s).

Mentors and mentees were given handouts with all the qualities they said were important to them from our matching mixer and were asked to think about how they played a role with their new mentoring match.
The women’s engagement board is comprised of women’s specific groups across campus and diversity specific leadership positions:

- Chen Institute for Women in Neuroscience
- Society of Women Engineers
- Deputy Title IX Coordinator
- Women in Biology and Biological Engineering
- Women in Chemistry
- Women in Computer and Mathematical Sciences Steering Committee
- Women in G CALCIT/Mechanical and Civil Engineering
- Women in Geological and Planetary Sciences
- Women in Physics, Math and Astronomy
- Caltech Postdoc Association Diversity Chair
- Graduate Student Council Diversity Chair

WEB gathers once a quarter. The first quarter is to meet one another and hear updates from each group. The following two quarters focus on professional development to support the leadership of each group. Almost every group holds welcome events to both invite new people to join and kick off the school year with some fun. In addition, some groups create their own logo and designed their own giveaways (stickers, t-shirts, cups etc) for greater visibility. Each group creates their own goals towards addressing their division specific needs.

**WiPMA, WiBBE, WING all host:**

- Monthly Journal Club Meetings
  - Example articles include: Double Jeopardy: Intersectionality in Astronomy and Physics, This Year’s Nobel Prize in Physics Mixes 2 Research Fields — And Politics, Viewpoint: Feynman, Harassment, and the Culture of Science, A Different Kind of Dark Energy by Lauren Chambers (discussion on how race, gender, and the intersection of both identities affect physics and physicists)
  - Coffee with Visiting Scholars

**Special Events hosted by WEB groups this fall have included:**

- Title IX specific workshops about difficult conversation
- Socials & potlucks
- Creative artistic spaces
- Lunches with visiting and current faculty
STUDENT CLUBS & AFFINITY SPACES
We’ve lived the struggles we are trying to solve – our voices, our perspectives and our experiences give us many strengths as innovators.

~Kimberly Diaz, Co-Founder and CEO of oneTILT
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.

“Don't let anyone rob you of your imagination, your creativity, or your curiosity. It's your place in the world; it's your life. Go on and do all you can with it, and make it the life you want to live.”

~Mae Jemison

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.

BSEC & BLAC
PRISM and oSTEM are student organizations working to advance social, cultural, and professional opportunities for LGBTQ+ campus community members and allies at Caltech. In addition to sponsoring events and activities that celebrate LGBTQ+ 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.
2019 FALL TERM

- 10/07 – Coming Out Week Kick-off Event
- 10/10 – PRISM Game Night
- 10/17 – Working Out: LGBTQIA+ Identities at Work
- 10/18 – Explore Los Angeles – Queer Club Night
- 10/20 – AIDS Walk Los Angeles – JPL & Caltech Team
- 11/03 – Paris is Burning Film Screening with Fem Club
- 11/07 – LGBTQIA+ Scholarships with Point Foundation
- 11/18 – Transgender and Gender Non-Conforming Space
- 11/19 – St. John’s Transgender Health Program
- 11/20 – Transgender Day of Remembrance
- 11/22 – PFLAG LGBTQIA+ Asian and Pacific Islander Panel

MAKING QUEER THINGS HAPPEN!

EMPOWERING CHANGE THROUGH EDUCATION AND LGBTQ+ LEADERSHIP

POINT FOUNDATION

THURS., NOV. 7TH
12:00 - 1:00 PM
2ND FLOOR COMMON AREA, CSS

Point Foundation (Point) offers full ride scholarships to an educational program of your choice to empower the next generation of LGBTQ+ leaders to reach their full leadership and academic potential. In addition, Point provides mentorship, leadership development, and community service training.

Join the Caltech Center for Diversity and PRISM in welcoming Emma Nury, the Point Scholarship Programs Manager, as she discusses the Point Foundation program, application process, leadership development initiatives, and community service opportunities.

RSVP: https://diversitycenter.caltech.edu/events/rsvp
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 sent 17 students to the national SWE conference in Anaheim, CA. Students reported success in finding internships and jobs. In addition, the club welcomed over 40 members at their first meeting. They are planning site visits to industry engineering companies for winter and spring quarters.

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 trained 10+ volunteers for their classroom robotics teaching. Over fall quarter, Robogals hosted 4 on-campus workshops with 8 unique volunteers at the workshops.

Feminist Club promotes the discussion of feminist issues on campus and beyond. The club holds group discussions, movie nights, outreach to students, bring speakers to campus, provide talks, and more. Feminist Club (Fem Club) has kicked off the year with topics of discussion such as: Burning Bras - the roots of feminism, Trans Rights as essential rights, 100 years since the passage of the voting rights act. Fem club also was involved in the following collaborations: Movie night with PRISM: Paris is Burning, Trans Day of Remembrance with Title IX.

“When it was time to clean-up and go meet the parents for pick-up, one of the groups was so engrossed with adding sensors to their robot and testing the color sensor on every single color possible, that we had to tell them 10 times it was time to go before they actually stopped programming their robot. I guess it's not great that they weren't listening to us, but it's always nice to see when the girls get really into what they're doing.”

~Miranda Schwacke, Robogal Club President
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.

**Summer & Fall 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.

*We use an inclusive definition of “women” that includes trans women, gender queer and non binary people.*

**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 identify 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.
Our fellows participated in some incredible summer research:

**Kenny Duran:**
Finding a basis of functions for the spectra of galaxies

**Megan Durney:**
Quantum Architecture Intern at PsiQuantum

**Alex Guerra:**
Exploring New Techniques of Time Series Forecasting for Market Trading

**Felipe Gomez:**
Hall Coefficient of Chromium at High Pressures

**Erik Herrera:**
AdS/CFT Correspondence

**Eric Moreno:**
Utilizing deep neural networks to extend the discovery reach in signatures with Higgs Boson Self-Coupling with the CMS experiment at the Large Hadron Collider

**Karen Pham**
Lab: Professor George R. Rossman
Improving Raman Mineral Identification by Implementation of a Neural Network

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**Fall Western Region Mellon Mays Conference:**
This year, our Mellon Mays Fellows went to the University of Washington, Seattle and Heritage University to discuss their summer research. October 24-26, 2019
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.
This was the final year for our AGEP postdoc retreats. Stanford University hosted us for two days where we covered topics like: Getting a Faculty Job, How to establish and sustain an effective mentoring relationship, Negotiations, etc. Our Caltech alumna Marcella Gomez was a keynote speaker talking about her trajectory as a first-generation college student to now an Assistant Professor at UC Santa Cruz. Attendees: Leopold Green (AGEP Postdoc), Stewart Mallory (AGEP Postdoc), Mauro Rodriguez (AGEP Postdoc), Bil Clemons (Faculty), Doug Rees (Faculty), Stephanie Threatt, Rhondale Tso, Kyle Virgil, Ehsan Abbasi, Mary Arrastia, Pedro Guzman, and Hanna Song

**AGEP POSTDOCS**

Jaimie Stewart  
Leopold Green  
Michaelle Mayalu  
Mauro Rodriguez, Jr.  
Tamara Pico
**Word of the Week** is a glossary of language used in conversations regarding social justice, diversity, and allyship. Every week, the CCD features a term or concept that highlights some aspect of identity, along with resources to learn more about that term. The given definitions provide a starting point for engaging in open and honest conversation, and are a tool meant to build a shared language of understanding throughout our campus community. It is important to acknowledging that the meaning of these words may change and evolve over time and in different contexts.

*If we are attuned to the injustices around us and are listening attentively, we hear, view, read or discuss social justice in various areas of our lives almost every day.*

—Ruslana Westerlund

FEATURED WORDS:

- WEIGHTISM
- TONGVA PEOPLE
- MICROAGGRESSIONS
- EQUITY
- INCLUSION
- DIVERSITY
- ACTIVATE

[DIVERSITY.CALTECH.EDU/RESOURCES/WOW]
• FACULTY SEARCH RECRUITING, HIRING, AND RETENTION
• CALTECH 101 FROSH ORIENTATION
• UNCONSCIOUS BIAS IN THE CLASSROOM
• UNCONSCIOUS BIAS IN HIRING
• CCD OVERVIEW/DECODING DIVERSITY
• MINI FROSH ADVISOR TRAINING: WHO ARE THE FROSH?
• LIGO DIVERSITY DECODING DIVERSITY
• FCC TRAINING DECODING DIVERSITY
• UNCONSCIOUS BIAS FOR ADMISSIONS
• TRUE COLORS
• DIVERSITY STATEMENT WORKSHOP
• WHAT IS RACE AND WHY DOES IT MATTER?
• WHAT DO PEOPLE MEAN WHEN THEY TALK ABOUT FEMINISM?
• WHAT IS GENDER IDENTITY AND WHAT DOES LGBTQ+ MEAN?
• MENTORING PROGRAMS STARTING SMALL AND GROWING BIG
• UNCONSCIOUS BIAS ACTIVITY SWAP
• DIVERSITY 101
• SAFE ZONE LGBTQIA+ ALLY TRAINING
In the fall of 2019-2020, the CCD introduced short courses. The goal of short courses are to give participants the opportunity to delve deeper into meaningful dialogues about topics that can help build a more inclusive Caltech. Those who sign up are asked to attend three one-hour classes. Each course will challenge participants to go beyond the surface of issues faced in our community and engage more fully with social justice education.

**Creating Awareness**

"Self awareness is the ability to take an honest look at your life without any attachment to it being right or wrong, good or bad."

~Debbie Ford

**Roots: Who am I**

This course explored social identities. Participants identified their own roots of stereotypes they hold and looked at ways to change and challenge those assumptions. Participants explored why we see the world the way we do and how others perceive us.

22 participants attended all three class sessions. Course Dates: October 15, 22, 29, 2019.

**Roots Short Course Attendee Affiliation**

- Community member: 53%
- Graduate Student: 39%
- Postdoctoral Scholar: 5%
- Staff: 3%

**Roots Short Course Learning Outcomes**

Fall 2019

- After this short course I can utilize a skill towards addressing personal bias.
- After this short course, I am able to identify and categorize bias into personal, institutional, cultural concepts.
- After this short course, I am able to practice active listening, self-reflection through sharing autobiographical narratives.
- I am able to utilize critical self-reflection and use the social justice/equity lens to analyze situations.
DONATE

Support the Caltech Center for Diversity

Your gift will go far to ensure that we continue to develop a more diverse and inclusive community. Contributions from individuals help us meet the evolving needs of Caltech’s students, researchers, faculty, and staff.

To make a contribution, please contact:
Checks should be made out to:
“Caltech” with “Center for Diversity - FSRI” in the memo line

Gifts can also be made online by visiting:
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