CALTECH CENTER FOR DIVERSITY

WINTER / SPRING 2019

CREATING INNOVATION THROUGH INCLUSION
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: WE MATTER

Creating a sense of belonging for oneself is foundational and imperative to all of us. A sense of belonging can increase student success and improve overall well-being. We all innately desire to matter to those we interact with in our homes, labs, classrooms, and beyond. Knowing that you belong and matter at Caltech has been the bedrock of our programming, initiatives, and efforts this academic year. We firmly believe that diversity and inclusion must be intrinsically linked to create a campus climate that sees, recognizes, and values every member of our community.
"Knowledge will bring you the opportunity to make a difference."

~ Claire Fagin
The Caltech & JPL Community is invited to our Dish & Discuss workshop series highlighting a variety of topics chosen to encourage cultural intelligence, engage in critical discourse and provide an inclusive space for the exploration of diverse identities, thoughts and interests.

Attendance of 300+ participants
We explored racial and economic inequalities found within local school districts. We also discussed our own educational experiences and how they’ve shaped our pathways.

1/29/19 Monique Thomas - CCD Program Coordinator
Walking the Path of History
During the summer of 2018, Monique went on a Civil Rights tour with over 20 members of a youth choir as a chaperone and discussion facilitator. On this life-changing trip, music became the link to the culture, courage, tragedies and triumphs of the American south and the Civil Rights Movement.

2/12/19 Gail Levine - Head of Research Services
Is Access to Knowledge a Human Right
Gail explored the tensions between the right to access and the right to protection of information. Participants had the opportunity to examine their responsibilities and expectations both as information producers and information consumers.

2/22/19 Ana Lobo - Graduate Student
In addition to being a scientist, graduate student, and GSC Vice Chair, Ana Lobo, has also started a non-profit. This non-profit aims to provide accessible educational programs to encourage women to pursue careers in STEM, especially in developing countries. We grappled with the question of “How do we make science a meritocracy for everyone and not just for those born into advantageous backgrounds?”
3/13/19 Scott Cushing - CCE Assistant Professor
Growing and Finding Identity with Mental Health Issues

Professor Scott Cushing discussed his struggles with mental & neurological issues throughout his life and how he found support within the LGBTQ+ community, while growing up in West Virginia.

4/3/19 Jarrid Whitney & Nikki Chung - Undergraduate Admissions
Indigenous Cultures Represented in Dance
Nikki Kahealani Chun (Native Hawaiian) and Jarrid Whitney (Six Nations Cayuga) introduced us to their Indigenous identities and how they use dance to connect with their individual cultures. Participants had the opportunity to see and participate in some of their dance customs.

5/1/19 Sofie Leon - PMA Graduate Program Coordinator
STEM PhD to Social Justice Advocate
Sofie discussed how the technical skills she developed as a graduate student helped launch her into a career of student service and social justice advocacy.

5/14/19 Felipe Gomez - Undergraduate Class of 2020
My Story in Song
Physics undergraduate, (Juan) Felipe Gomez, was born in Bogotá, Colombia, and grew up in Johns Creek, Georgia. Felipe discussed how music connects him to both South America and the American south.
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.
Celebrating Heritage

January: Martin Luther King Jr. Week
Still Striding Toward Freedom: The Continuing Necessity for Strategic Non-Violent Struggle and The Beloved Community

MLK week 2019 we hosted 4 events:
- Film Screening of SELMA
- Keynote Luncheon featuring Andre Henry
- Volunteer opportunity at Union Station
- MLK Day of Service at @McKinley School

In collaboration with the Caltech Y, we hosted Andre Henry a local poet, activist and scholar. As a student of nonviolent struggle and social change, Andre studied at the Harvard Kennedy School, and specialized in using digital media to educate and mobilize for racial justice and social progress. In the summer of 2016, he began lugging a solid granite boulder around Los Angeles to show the impact of systemic racism on the black psyche. Andre founded an activist collective called “Something Disruptive” dedicated to creative, nonviolent direct action.

In his presentation, Andre discussed the continuing struggle for justice and real unity across communities in these especially divided times.

We want to do more than fight for our lives. We want to live.

~Andre Henry
Celebrating culture and heritage allows all of us to grow in our understanding and appreciation of what it actually means to be part of a diverse society. It is important to celebrate cultural heritages and to examine how different groups have unique experiences in this country. Black History Month is the time we celebrate the history, heritage, culture, and contributions of those who identify as black or African-American.
Heritage Months

March: Women's History Month

We commemorated and celebrate the vital role of women throughout history. Event themes included celebrating Women of Color, Non-binary & Transwomen, LGBTQ+ Women, Women in Engineering, Women in History, Women Mentoring Women, and the impact and role of women in social media.

Guest Speaker
Hope Demetriades

The North Stars: Canonizing the American Abolitionists
Mixed Media Artist who showcases her works portraying US abolitionists as saints. Discussion highlights the bravery, sacrifice, vision, unity, and triumph of reformers who worked to eradicate slavery in this country.

22 Attendees

Women’s History Month Events

WOMEN’S HISTORY MONTH WATCH PARTY: BUILD YOUR AUTHENTIC BRAND

Discover how highlighting your own Nobel Prize winner and Nobel Prize winner Dr. Frances Arnold with Career Advice: Why & How to Build Your Authentic Brand. When colleagues hear your name, what do they think? Is your reputation or brand accurate and the one you want? Learn tips to build your true-to-you authentic brand for success.

Wednesday, March 13
8:30 AM Coffee, Tea Light Breakfast
9-10 AM Simulcast
Gates-Thomas 225

Division of Engineering & Applied Science

We hosted a watch party with Dr. Frances Arnold as a featured speaker offering Career Advice: Why & How to Build Your Authentic Brand.

Collaboration with EAS, CTLO, WMW
15 Attendees

A special off campus tea excursion with mentoring and networking. Collaboration with First Year Experience Programming
14 attendees
The Center for Diversity (CCD) and International Student Programs (ISP) hosted Caltech’s 4th annual International Women’s Day Speak Out in celebration of women around the world. This year’s theme was #BalanceForBetter, a call-to-action for gender balance across the world. The 2019 IWD Speak Out featured Caltech graduate student, Alex Phillips, who has created and curates @women.doing.science, an Instagram account with 50K+ followers, showcasing the diversity of women in STEM around the world. 10+ Members of the Caltech community also shared short, personal testimonials about how the theme “balance for better” related to their lives and their hopes for women worldwide.

@Women.Doing.Science  #BalanceForBetter
Heritage Months

April: Celebrating Intersectionality and Queer Identities

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, while celebrating their identities and promoting awareness about issues surrounding the diverse intersections of queer identity.

The Gaypril calendar is filled with events that focus on health, culture, heritage, current events, and community resources, as well as opportunities to come together as a community.

Additionally, 2019 marked the 50th Anniversary of the Stonewall Uprising and a half-century of LGBTQ+ liberation. This year, we celebrated some of the inspirational people who contributed to the LGBTQ+ rights movement by telling their stories each day on the Caltech Center for Diversity Facebook page.
2019 GAYPRIL CALENDAR

• 4/2/19 - Kick-off & Tabling Event
• 4/5/19 - LGBTQ+ Film Screening
• 4/9/19 - Trans Space Lunch
• 4/10 & 12 - Safe Zone Training
• 4/11/19 - LGBTQ+ Film Screening
• 4/16 & 17 - Safe Zone Training
• 4/16/19 - PFE LGBTQ+ Social
• 4/18/19 - STEMinar: Melissa Soriano
• 4/19/19 - LGBTQ+ Film Screening
• 4/23/19 - Asexual & ACE Space Lunch
• 4/24/19 - Safe Zone 2.0
• 4/25/19 - LGBTQ+ Film Screening
• 4/26/19 - I Give a Shirt Day
• 4/26/19 - PRISM Drag Show
• 4/29/19 - Planned Parenthood Talk
• 5/1/19 - Caltech & JPL LGBTQ+ Social
• 5/2/19 - STEMinar: Jeremy Yoder
• 5/3/19 - Pride Prom with PCC

“Accept no one's definition of your life, but define yourself.”

~ Harvey Fierstein
In honor of Asian and Pacific Islander Heritage Month, the CCD used social media to highlight different Asian Pacific Islander Desi American (APIDA) scientists each day of May, including:

• Dr. Masayo Takahashi: Japanese medical physician, ophthalmologist and stem cell researcher
• Shuji Nakamura: Japanese-born American electronic engineer
• Felycia Edi Soetaredjo who works on using biomass for environmental remediation
• Subrahmanyan Chandrasekhar: Indian American astrophysicist
• Jenny Su has devoted most of her research efforts to the topic of air pollution
• V. Narry Kim: South Korean biochemist and microbiologist
• Tsung Dao Lee: Chinese-American physicist
• Lucille Abad is the chief of the Atomic Nuclear Division of the Philippine Nuclear Research Institute
• Li Jingmei works on mammographic density
• Sookyung Choi is a renowned particle physicist
• Chu Ching-wu is a Chinese-American physicist specializing in superconductivity, magnetism, and dielectrics
• Amanda Phingbodhipakkiya is an award-winning neuroscientist-turned-designer
Heritage Months

May: Semana Latina

The Caltech Hispanic/Latinx community's biggest spring event is called Semana Latina, a week long program of daily events celebrating Hispanic/Latinx cultural heritage. Events included guest speakers and an open mic night inviting the entire Caltech community to celebrate our diversity.
WOMEN’S PROGRAMMING

A ship in the port is safe, but that is not what ships are for. Sail out to sea and do new things.

-Grace Hopper
Rear Admiral and Computer Scientist
Women's Programs

Women's Programs

POET
EAVAN BOLAND

WEDNESDAY NOV. 14 10:00-11:00AM
CSS 2nd Floor Common Area
https://diversitycenter.caltech.edu/events/RSVP

We have a special 1-hour meet and greet with a famous Irish poet.
Born in Ireland, moved to the United States and now is faculty at Stanford University. She is the author of several books and explores the complexities of "womanhood." Come explore questions of identity, politics, and reality.

9 attendees

WMW Lunch
Dr. Susan McCahan

PROFESSOR, MECHANICAL ENGINEERING
UNIVERSITY OF TORONTO

Come for an informal mentoring hour with Dr. Susan McCahan.
She is currently the Vice Provost, Innovation in Undergraduate Education and Vice Provost, Academic Programs at the University of Toronto. She is formerly the Vice Dean, Undergraduate in the Faculty of Applied Science and Engineering.

Her research area is the design of learning environments in engineering education. She has been the recipient of several major teaching awards including the 3M National Teaching Fellowship and the Medal of Distinction in Engineering Education from Engineers Canada.

WMW
TUESDAY, JANUARY 15
12-1PM
CSS 2nd Floor CCD Conference Room
LIMITED SPACE. PLEASE RSVP

"WE USE AN INCLUSIVE DEFINITION OF "WOMEN" THAT INCLUDES TRANS WOMEN, GENDER QUEER, AND NON BINARY PEOPLE.

5 attendees

WOMEN MENTORING WOMEN
Basic Financial Literacy Workshop

Peer Facilitator: Catie Blunt
THURSDAY MAY 23
12-1PM
CSS 2nd Floor Common Area

Please come to a peer led workshop on Basic Financial Literacy.
This one hour lunch time workshop will cover
- Budgeting (Annual and monthly)
- Financial goals
- Planning for the unexpected
- Savings
- Debt

Along with being a crucial part of our "adulting" journey, financial literacy is something that you can learn and benefit from. Don’t miss out on this opportunity learn more about some great basics for setting yourself up for success.

10 attendees

CALTECH CENTER FOR TEACHING, LEARNING, & OUTREACH
CALTECH CENTER FOR DIVERSITY

Audrey Shawley
FOUNDER OF BOUNDLESS BRILLIANCE
Speaking about Empowerment for STEM Students

Hear about Boundless Brilliance’s mission to empower girls, women, and minorities to pursue STEM futures
Talk about addressing ‘imposter syndrome’
Learn empowering activities used in K-12 classrooms

FEB 28 12-1PM
Caltech Center for Diversity
Center for Student Services 2nd Floor Common Area
https://diversitycenter.caltech.edu/events/RSVP
LIMIT OF 25 PARTICIPANTS

22 attendees

Three students and two postdocs attended the ACW women’s Luncheon
"What I liked most is that it was very interactive and we worked on people's questions. The fact that it was outside made people more willing to open up themselves and ask for advice that they really need. She gave some tips on how to standout as women in a group meeting which was really helpful. In addition to that, the advice on salary negotiation and funding was good too."

-Livia Heck Morais
Caltech Postdoctoral Scholar
Lunch with Faculty

This year we enjoyed lunch with Professor Greer, Dr. Mary Beth Campbell from Corporate Partnerships, Professor See, Professor Stock and Postdoc Dr. Franca Hoffman.

Each of these was a 60 minute conversation with 5-10 participants who got close and personal with women at Caltech to learn more about the journey they took, the paths not taken, and what drove them to do the work they do.

Do you want to be a lunch time speaker? Email us at diversity@caltech.edu and let us know.

Women’s Engagement Board

The Women’s Engagement Board is comprised of leadership from the following groups:
- Women in Physics, Math, and Astronomy
- Women in Geological and Planetary Sciences
- Women in Chemistry
- Women in Computer and Mathematical Sciences
- Society of Women Engineers
- Graduate Student Council Diversity Chair
- Caltech Postdoc Association Diversity Chair
- Towards a More Inclusive Astronomy

WEB engaged in three major leadership development seminars:
- Facilitating an Awesome Meeting
- Having Difficult Conversations
- Lasting Impacts: Leaving a Legacy

Each of the women's division specific groups hosted their own workshops, journal clubs, coffee with invited speakers, and professional development seminars. The number of events comes to a total of 61+ additional events all geared towards supporting and engaging women in STEM at Caltech.
The purpose of Caltech’s Women Mentoring Women (WMW) program is to provide support to Caltech undergraduate, graduate, and postdoc women as they negotiate their academic, professional, and personal development. "We use an inclusive definition of ‘women’ that includes trans women, gender queer and non binary people.

As a result of attending an orientation meeting with assigned mentor/mentee pairs and attending one or more WMW events:

- Participants received support and feedback on pursuing personal and academic/professional goals
- Participants articulated diversified strategies for successful pathways in STEM.
- Mentors built self-awareness of mentoring styles
- Mentees formulated goals of what they’d like to achieve with their mentors.

WMW went out on the town and had tea with 7 graduate students and 7 undergraduates

Summary of Women Mentoring Women

1:1 MENTORING MATCHES

107 participants: 42 grads, 38 undergrads, 13 postdoctoral scholars, 9 staff, 4 alumnae, and 1 faculty

POD MENTORING

6 pod leaders, 30 Pod participants, 5 themes
1. Resilience
2. Setting Boundaries
3. Communicating your Science
4. Career Management
5. Strategic use and Consumption of Social Media

FACULTY LUNCHES

5 Faculty Lunches with Professors: Greer, C. See, Stock, Hoffman and Staff Dr. Campbell

FIRST YEAR EXPERIENCE

WMW went out on the town and had tea with 7 graduate students and 7 undergraduates

2018-2019 WMW had 107 total participants
42 grads, 38 undergrads, 13 postdoctoral scholars,
9 staff, 4 alumnae, and 1 faculty
Women Mentoring Women

Pod Mentoring

Each meeting of pod meetings includes:
1. Agenda
2. Team Builder/Ice breaker
3. Discussion questions
4. Items for follow up and further reading
5. Resources

Goals of pod mentoring:
- Culturally relevant mentoring practices
- Intersectionality of ages, majors, divisions, and departments with group mentorship
- Community centered
- Holding a space of care and accountability

Module 1
Resilience and Mental Agility: Mental Strength, Mental Agility, Flexibility, Balance, Nutrition, Rest, Relaxation, and Endurance

Module 2
Time Organizing, and Stress: Developing Awareness for Setting Boundaries and Saying No

Module 3
Communicating Your Science

Module 4
Career Management

Module 5
Strategic Use and Consumption of Social Media and your Online Presence

“[A] topic that has stayed with me is Resilience – how to address whether its mindsets you have going in, challenges with an advisor, or those personal expectations, the resilience in addressing them. I think my pod did a really good job of hashing out and thinking by circling back to resilience.”

- 2nd year graduate student Spring 2019
Women of color in STEM

Building affinity spaces for all who self-identify as women of color. This includes African-America/Black, Latinx, Native American/First Nation, Asian, Pacific Islander, and Indian/Desi Communities. In addition to trans women and non binary folks.

Women’s programs and support for underrepresented students are coming together at the confluence of identities to support women of color in STEM. We know from the Caltech Board of Trustee and President of AAAS, Shirley Malcom who wrote a book in 1976 called The Double Bind: The Price of Being a Minority Women in Science, that there are continued ways that these identities are still invisible. Through programming that explores these intersections of identities we looked to build greater resilience and celebrate their successes.
AFFINITY GROUPS

Winter & Spring 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.

174 Attendees

**MARRIED PARTNERED GROUP**

These were the last two terms of Married Partnered Group for graduate and postdoctoral women. This space was moderated by the Counseling Center (Charisma Bartlett).

Themes covered included:
- Relational Attachment Styles
- Managing Expectations
- Two Body Problems

32 Attendees

**TEACHERS 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.

40 Attendees

BUILDING COMMUNITY

Everyone needs spaces where they can be themselves. Ideally, our places of work and study allow us to bring our whole selves to these spaces. An affinity group is one that allows a community of people who share an identity or common ideology to get together in ways they can interact and share experiences that are similar.
I must admit that I personally measure success in terms of the contributions an individual makes to her or his fellow human beings.

-Margaret Mead
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). We welcome and serve undergraduate, graduate students and postdocs.

**BSEC**
- Hosted STEMonstrations at local high schools and middle schools
- Pasadena Black History Parade & Culturefest
- Co-hosted Black History Month events with CCD
- Financial Planning Workshop
- NSBE Beach Day Social

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

**BLAC**
- Co-hosted Women of Color in STEM events
- Annual BLAC networking brunch
- Annual BLAC potluck
- Alvin Ailey dance performance
CLASES & CLUB LATINO

Caltech Association of Latino Students in Science & Engineering (CLASES) is committed to advancing Latinx undergraduates in their future careers as scientists and engineers. CLASES aims to support Latinx students and enriches the broader Caltech community by sharing their diverse culture. CLASES is also a student chapter of the Society for Hispanic Professional Engineers (SHPE).

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

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

- STEM demonstrations for local middle schools and high schools
- Semana Latina Celebration Week
- STEM tutoring for local youth
- Welcomed over 100 elementary and middle school students to campus for panel discussions
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.
MAKING QUEER THING HAPPEN!

2019 WINTER TERM
- 1/14/19 - Dr. Michele DiPietro: LGBTQ+ Identities in STEM Careers
- 1/16/19 - PRISM LGBTQ+ Skate Night
- 2/17/19 - PRISM & Socialist Club Film Screening: PRIDE

2019 SPRING TERM
- 4/2/19 - Kick-off & Tabling Event
- 4/5/19 - LGBTQ+ Film Screening
- 4/9/19 - Trans Space Lunch
- 4/11/19 - LGBTQ+ Film Screening
- 4/16/19 - PFE LGBTQ+ Social
- 4/18/19 - STEMinar: Melissa Soriano
- 4/19/19 - LGBTQ+ Film Screening
- 4/23/19 - Asexual & ACE Space Lunch
- 4/25/19 - LGBTQ+ Film Screening
- 4/26/19 - I Give a Shirt Day
- 4/26/19 - PRISM Drag Show
- 5/2/19 - STEMinar: Jeremy Yoder
- 5/3/19 - Pride Prom with PCC
The Feminist Club promotes the discussion of feminist issues on campus and beyond. Our club will hold group discussions, movie nights, outreach to students, bring speakers to campus, provide talks, and more. They can be found on Facebook “Caltech Feminist Club”

Events:
- Take Back the Night
- Sexual Assault Awareness Month: Denim Day
- Movie Screening: RBG
- Feminist History of the Nobel Prize
- Buried Voices of Women and Trans Scientists
- Feminism and LA USD Teachers Strike
- Dispelling Myths about the Gender Pay Gap

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.

Events:
- 17 students attended the SWE National Conference
- SWE hosted 80 high school girls who attended the annual Introduce a Girl to Engineering day 2019 with the support of CTLO
- Ice Cream Socials
- Professional Head-shots
- K-3rd Grade Outreach event

Discussion Topics and Workshops:
- Graduate School Workshop
- DE Shaw internships info session
- Getting a SURF, Internship, and Declaring a Major

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.

Over the course of the year:
- Hosted 22 workshops
- 15 workshops at local elementary schools
- 7 workshops for girl scouts
- 4 Elementary Schools Served
- 180 girls were taught about robotics ages 7-13
- One Robogals rep went to the national conference SINE
- One new workshop developed
- 15 dedicated volunteers
Mellon Mays Undergraduate Fellowship

1:1 MENTORING
Sarah Zeichner is a Caltech graduate student in Geochemistry who mentors our fellows on a monthly basis. As a MMUF alumna from University of Chicago, she sees the value of teaching, mentoring and increasing representation of diverse voices in academia. We are fortunate to have found a mentor who is so invested in the success and future of our students. Join me in welcoming Sarah!

SOCIAL JUSTICE
In the Winter and Spring term, our fellows took time to facilitate discussions on essays by Zadie Smith.

GRADUATE SCHOOL PREP
Our fellows all have declared an intention in pursuing doctoral studies in Mellon approved fields. To that extent, they attended personal statement workshops, STEMinars, GRE prep, and actively engaged in the application process.

NEW FELLOWS
Karen Pham  Kenny Duran  Alex Guerra
Megan Durney  Eric Moreno

GRADUATE MENTOR
Sarah Zeichner
MMUF CALTECH GRADUATES

Alyssa Poletti
University of Washington
Atmospheric Science
Ph.D. Program

Maya Fuller
Columbia University
Masters in Science Policy

Luiza Coelho dos Santos
UC Irvine
Law School

Mellissa Gutierrez
Geoscience Intern at Exxon

Gemma Takahashi
UC Irvine
Cellular & Molecular Biosciences
Ph.D. Program
The California Alliance for Graduate Education and the Professoriate (California Alliance) 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). AGEP Postdocs become faculty at competitive research and teaching institutions, federally-funded national laboratories, and scientific think tanks. Together, the California Alliance institutions have great potential for preparing graduate students and postdoctoral fellows for the positions in which underrepresentation is most pronounced and seemingly the most intractable nationally. The program is built on a foundation of research in the social psychology of belonging, identity, and achievement and that of the social anthropology of learning.

CURRENT AGEP POSTDOCS

Stewart Mallory
Jaimie Stewart
Michaelle Mayalu
Philip Camayd-Munoz

AGEP ALUMNI: ASSISTANT PROFESSORS

Zakaria Al Bulushi
 Bradley Dickerson
 Mark Torres
 Michael Frazier
 Brian Ramirez
 UC Berkeley
 UNC Chapel Hill
 Rice University
 UC San Diego
 Cal Poly Pomona
 Material Science
 Biology
 Earth, Environ.
 & Planetary Science
 Mechanical & Aerospace
 Engineering
 Mechanical
 Engineering

For the first time, nine of the nation’s most prominent universities are engaging in joint mentorship, scientific collaboration, career development and guidance of advanced PhD students and postdoctoral fellows. The goal of the Research Exchange is to increase the advancement of diverse PhD students and postdoctoral fellows from participating top tier institutions into the most competitive research and teaching careers. The alliance sponsors advanced graduate students and postdoctoral fellows to visit with a faculty member or research scientist at any of our participating institutions.
Shaping a career in science need not be a solitary challenge

-aaas.org/careers
DIVERSITY & INCLUSION WORKSHOPS

WINTER AND SPRING
29 CUSTOMIZED WORKSHOPS
528 PARTICIPANTS (NOT INCLUDING SAFE ZONE)

The Center for Diversity worked with the following academic departments: Mathematics, Physics, Astronomy, Chemistry and Chemical Engineering, Biology and Biological Engineering.

We presented to the following departments and people: Residential Life Program, Student Faculty Programs, Prospective students in Physics, Math and Astronomy, Faculty in Residence, Human Resources Program Emerging Leaders, Communicators Council, Teaching Assistants, and New Faculty.
The Safe Zone Ally Program is a network of Caltech students, faculty, postdocs and staff who are visibly supportive of lesbian, 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.

In this edition of Safe Zone 2.0, we examine bisexuality, pansexuality, omnisexuality, sexual fluidity, and/or being queer. We will discuss the growing lexicon of terminology around sexual and romantic behavior, as well as concepts relating to gender and gender identity. This workshop will also enhance your skills as an ally, as we address the topic of biphobia and challenges that the middle sexualities face.

The Safe Zone 2.0: Queer Trans People of Color Edition is designed to actively engage existing Safe Zone Allies and individuals with extensive knowledge of the LGBTQ+ community in conversations that will deepen their knowledge about Queer identities. This training will examine systemic and institutional barriers that impact queer and transgender people of color, while raising their awareness of the intersection of racism, homophobia, and transphobia.
Training and education are key to supporting a more diverse and inclusive campus. We also know it is just one part of the equation. In addition to each customized training we follow up with departments and key leaders and work with individuals in order to build more comprehensive long-term plans for next steps.

**Training Themes:**

- Conflict Management
- Diversity Facilitation
- Gender Identity and Expression
- Identity Imposter Syndrome
- Inclusion Leadership
- Negotiation Race
- Resiliency
- Sexual Orientation
- Unconscious Bias Workplace Dynamics

If you are interested in a training on any of these topics, we are happy to customize and create workshops for your offices/departments/divisions.

diversity@caltech.edu
BIAS IN ADMISSIONS

We collaborated with multiple admissions committees across the different divisions to discuss unconscious bias and how these biases may affect the admissions processes. We asked faculty-led admissions committees to consider all components of an application to see if there are inherent biases that can be mitigated to make the admissions process more transparent and inclusive for all prospective students. The options we presented to were:

- Biology
- Physics
- Astronomy
- Math
- Chemistry

UNDERGRADUATE ADMISSIONS

In the spring we work closely with Undergraduate Admissions. We program extensively within the Pre Frosh Experience (PFE) program April 15th and 16th by:

- Training Pre-Frosh Experience Student hosts
- Attending lunches with PFE students and guardians
- Chaperoning 55 students on a tour of JPL
- Parent reception
- Women in STEM panel led by Dr. Hanna Song with faculty and student representation.
- Caltech Center for Diversity Panel and Mixer
- LGBTQ+ Allies Social

GRADUATE ADMISSIONS

Graduate Admissions processes look different for every area of study. From January through March, we attended visiting graduate student sessions for 14+ departments. Each of these meetings allowed us the opportunity to meet potential incoming students and connect them to current students and our center. We welcome this opportunity to get to know our incoming classes and for them to hear about the wide gamut of programs and resources we offer.
Caltech was one of twelve universities to be awarded a $20,000 mini-grant from the Association of American Universities as part of their efforts to improve undergraduate education in science, technology, engineering, and mathematics (STEM) disciplines. At Caltech, the grant supported a pilot, two-year effort to bring faculty and teaching assistants (TAs) from the courses with the most impact on first-year learning—those in the Core Curriculum and other large, gateway STEM courses—together to explore and implement inclusive teaching practices. This project, the Inclusive Caltech Core (IC2), builds on past discussions among faculty teaching in the Core, as well as annual gatherings of faculty who serve as freshman academic advisors. With the support of AAU, Caltech brought in guest speakers for an expanded set of workshops and discussions each September, involving Core faculty, Core TAs, and freshman advisors.

Throughout the academic years following these IC2 retreats, faculty and advisors would stay connected as they implemented and assessed the effectiveness of new practices, as well as received ongoing support from the Center for Teaching, Learning, & Outreach, Caltech Center for Diversity, and Undergraduate Dean’s Office.

“This AAU mini-grant enabled Caltech to build on efforts to improve the students’ experience of the core curriculum. Focused workshops on teaching, learning, and advising will provide those teaching in the core with an opportunity to share best practices that help create a community where all students can thrive.”

-Cindy Weinstein
Vice Provost and Chief Diversity Officer
The National Science Foundation (NSF) I-Corps program prepares scientists and engineers to extend their focus beyond the university laboratory and accelerates the economic and societal benefits of NSF-funded, basic-research projects that are ready to move toward commercialization.

Through I-Corps, NSF grantees learn to identify valuable product opportunities that can emerge from academic research, and gain skills in entrepreneurship through training in customer discovery and guidance from established entrepreneurs.

The Caltech Center for Diversity hosted three sessions with Farzin in partnership with Caltech’s Corporate Sponsorship Office in order to specifically reach out to women, LGBTQ+ and students of color.

Farzin Samadani
Entrepreneur - Founder - Advisor
Management Consulting
The Center for Diversity works collaboratively with other offices on campus to foster a community that promotes belonging, empowerment, and growth for people of all genders and sexualities through education, advocacy, and community building initiatives.

Out to Innovate™ is a biennial cross-generational summit that provides an educational and supportive environment for career development and enrichment for LGBTQ+ students, academics, and career professionals in the Science, Technology, Engineering, and Mathematics (STEM) fields.

This year’s conference welcomed more than six hundred gay and queer identified renowned scientists and researchers who flew in from across the country for the two-day event. Workshops included LGBTQ+ STEM demographics, health initiatives, and research flash presentations.

The LGBTQ+ Working Group consists of students, staff, and faculty working to assess and develop initiatives to ensure the Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Asexual, Intersex, and all other gender and sexual identities (LGBTQ+) are supported through policies, environmental efforts, and programming.

THANK YOU TO THIS YEAR’S LGBTQ+ WORKING GROUP!

Shelley Diamond
Greg Fletcher
Jeff Mendez
Carolyn Ladd

Livia Hecke Morais
Taso Dimitriadis
Sean Mullin
Josh Zak

Red Lhota
Sophus Shackford
Reggy Granovskiy
Jaimie Stewart
Our goal is to create a beloved community and this will require a qualitative change in our souls, as well as a quantitative change in our lives.

~ Dr. Martin Luther King Jr.
SPOTLIGHTS

Jade Livingston
Reggy Granovskiy
Derek Terrell
Jack Nguyen
Sean Mullin
Sarah Crucilla
Miranda Schwacke
Katie Chiu
DR. JAMES KING JR. STUDENT DIVERSITY
The Dr. James King Jr. award is given to individuals who stand out as strong supporters of diversity within the Caltech student body. Dr. King is the first African American to receive a Ph.D. from Caltech in chemical physics (at that time it was chemistry and physics). Along with his many accomplishments as a scientist and the Assistant Laboratory Director at JPL, he had a reputation for mentoring students and encouraged diversity in the Caltech student body.

DR. FRED SHAIR AWARD FOR PROGRAMMING
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. Dr. Shair was a member of the Chemical Engineering faculty. One of his great accomplishments and contributions to the campus was the creation of the Summer Undergraduate Research (SURF) program in 1979. He later included high achieving students from campuses across the country in an effort to support equity in access to Caltech’s research communities.

WMW CANDACE RYPISI OUTSTANDING MENTOR AWARD
Demonstrated a willingness to share their knowledge to enhance the professional and personal development of her mentee(s), provided emotional and moral support and encouragement, enhanced or helped facilitate access to career related information and exposure to various professional resources, opportunities, networks, and other role models, promoted the mentee’s sense of competence and confidence.

WMW HELEN McBRIE OUTSTANDING MENTEE AWARD
Demonstrated a sincere desire to succeed as a student and is committed to her personal development, open and willing to learn from her mentor and receptive to advice and counsel, worked with her mentor to establish realistic goals and demonstrated a commitment to carrying them out.
Creating a sense of belonging for oneself is foundational and imperative for all of us.

~Hanna Song

CELEBRATION OF EXCELLENCE

Join us as we celebrate the 2018-2019 Diversity Award winners, Women Mentoring Women Award winners, and a celebration of the year.

Wednesday, May 22, 2019
Atheneaum 4-6pm

DR. JAMES KING JR. STUDENT DIVERSITY
Professor Melany Hunt
Stephanie Threatt
Sophus Shackford

DR. FRED SHAIR AWARD FOR PROGRAMMING
Sofie Leon
Melissa Gutierrez

WMW HELEN MCBRIDE OUTSTANDING MENTEE AWARD
Daniela Osorio Rodríguez

WMW CANDACE RYPISI OUTSTANDING MENTOR AWARD
Dr. Marie Ygouf

https://diversitycenter.caltech.edu/events/RVSP
ALUMNI WEEKEND

We partner with the Alumni Association to kick off three awesome events!

WOMEN’S NETWORKING LOUNGE

Women were invited to a networking reception with food, drinks, and a collaborative piece of artwork, paint by number painting created by current Caltech student, Sierra Lopazalles Class of 2020. This lounge space was a great opportunity for undergrads, grads and visiting alumnae to connect, share, and learn from one another.

ALUMNI OF COLOR BRUNCH

We welcomed Dagny Atencio Looper, BS ’04 Astrophysics, Fleming to talk about her fascinating career from astrophysics and artificial intelligence to screenwriting and filmmaking. Dagny currently works as a TV writer on sci-fi and historical science-based shows, including the series, Strange Angel.

LGBTQ+ SOCIAL

Alum and current students were invited to mix and mingle with games, art, and thoughtful conversation about Caltech present and past. All LGBTQ+ folks and allies were invited to come gather in the evening at the Alumni House to network, share stories and learn about one another during this community event.

Sierra Lopazalles class of 2020, creator of group paint by number
SOCIAL MEDIA

CCD is on Facebook and Instagram so join us!

We also sit on a social media council run out of the office of strategic communications.

**Instagram:**
477 Followers

**Facebook:**
From January to June we had an 84% increase in followers going from 452 to 536.

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**Total Page Followers as of Today: 536**

![Graph showing follower growth from January 1 to July 23](image)
THANK YOU!