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 of all.
Dear Friends,

We are excited to share with you all that we’ve created this past summer and fall. From another empowered cohort of FSRI (Freshman Summer Research Institute) students to transitions within our student affinity clubs and the growing demand of workshops and trainings that are requested across campus, the Center for Diversity has been actively leveraging the momentum we’ve created in celebrating diversity and prioritizing inclusivity on this campus.

We also began this year with a campaign to explore how we each matter in defining our institutional identity as Caltech. Our Dish & Discuss series has been featuring a wide-range of Caltech affiliated members who are sharing what matters to them (beyond their science!) and why. We are hoping that each of you are thinking about how you matter in your labs, classes, and offices and what legacy you are creating on this campus. To do that, we must first show up as full humans. As Brene Brown suggests, “If we want people to fully show up, to bring their whole selves including their unarmored, whole hearts—so that we can innovate, solve problems, and serve people—we have to be vigilant about creating a culture in which people feel safe, seen, heard, and respected.” Thank you for creating spaces where everyone on this campus can feel safe, seen, heard and respected! Each of you matter to the fabric of our campus, and we are filled with gratitude for how far we’ve come and where we are headed. Carry on, friends!

All Best, Hanna Song, Ph.D.
Senior Director for Diversity
FRESHMAN SUMMER RESEARCH INSTITUTE

Thanks to the Twenty-Seven Foundation, Johnson & Johnson, the Crossland Student Success Fund, Sethu Palaniappan, and the Andelins for their support
Freshman Summer Research Institute

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
- A service learning/volunteerism experience

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 2018 FSRI program had twenty student participants:

- 10 Female students
- 2 Black/African American students
- 12 Latino/a/x and/or Hispanic students
- 1 American Indian or Alaska Native student
- 6 Asian students
- 2 First-generation students
- 5 Pell Eligible students
- 6 Questbridge students
Mathematics Curriculum

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 the FSRI student for research and his/her transition into 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 students for much of the rigorous topics taught in the first two years of Caltech’s required mathematics sequence. Based on previous assessments, FSRI students perform statistically 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 constructing correct solutions, students are required to present their solutions orally in a way that demonstrates their content knowledge.

"Although the math lectures were very fast paced, I learned a lot of new skills and topics. Additionally, I thought that the workshops were good because they helped enforce the new material learned in class. The math office hours were also helpful. Both of the TAs were helpful in answering any of my questions and walking me through specific problems."
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 2018 FSRI cohort had a team of sixteen faculty, postdoctoral scholar, and graduate student research mentors.

- Guillaume Blanquart, Professor of Mechanical Engineering
- Federico Echenique, Professor of Economics
- Robert Tanner, Visitor Research Faculty in Chemical Engineering
- Evan Kirby, Assistant Professor of Astronomy
- Marja Seidel, Staff Scientist at IPAC
- Maria Paula Mateo, Postdoctoral Scholar in Geological and Planetary Sciences
- Aye Myat Thinn, Postdoctoral Scholar in Chemistry
- Nadia Riera Faraone, Postdoctoral Scholar in Chemistry
- Brittany Kamai, Postdoctoral Scholar in Physics
- Sarah Cohen, Graduate Student in Biology
- Valere Lambert, Graduate Student in Geological and Planetary Sciences
- Kimberley Mac Donald, Graduate Student in Mechanical Engineering
- Aaron Pearlman, Graduate Student in Physics
- Sarah Sam, Graduate Student in Neurobiology
- Stephanie Threatt, Graduate Student in Chemistry
In regards to the 2018 FSRI research experience, the students enjoyed collaborating with the 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 developed 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.

"It was an amazing experience being able to have autonomy over my own project and having access to and learning to use the wide range of equipment and reagents while still receiving help from a supportive mentor."

In addition to working in a laboratory, FSRI participants attend weekly research seminars given by faculty or the staff at the Jet Propulsion Laboratory (JPL). Speakers prepare their talks for students at all levels and in all disciplines to provide a full scope of the work carried on at the Institute and NASA's JPL. FSRI participants are also interacting with faculty who will teach their core curriculum classes at faculty-student lunches for freshman students.

"My research involved very hands-on lab work, so I had a major contribution to my results. My research mentor was also very active and supportive, and is probably the main reason for why I enjoyed my research so much."
Caltech Orientation

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 normatives 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.

The 2018 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 Counselor 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 as the social opportunities and time making friends.

"The highlights of my FSRI experience were all of the off-campus activities that we did. I had a fun time hanging out with everyone in the program and small things like staying up late to watch a movie or play a board game were very fun. Additionally, I had an awesome time working on research. Since it was my first time doing a research project, I was a bit nervous; however, I had a really enjoyable 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. These excursions give FSRI participants an opportunity to become familiar with public transportation, cultural events, service-learning opportunities, and community resources. The 2018 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)
- Pantages Theater Experience - On Your Feet
- Metropolitan Transportation Authority (MTA) Field Trip and Exploration of Downtown Los Angeles
- Jet Propulsion Laboratory Tour
- Disneyland/California Adventure Trip

"There are honestly too many great experiences to list, but my favorites were the late night movie marathons / study parties, going to see Mama Mia 2, going to the theater, and going to Little Tokyo on public transport. What really made all the activities fun was the great assortment of personalities that came along with me, so pretty much the entire FSRI program was a highlight."
Service Learning

The 2018 FSRI experience was full of exciting opportunities to learn and engage in math, research, and creating a diverse learning community for incoming students. 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 FSRI students had the opportunity to build a cohort amongst a diverse group of students that has directly translated into an increased sense of self, confidence, and belonging for these students.

"I had a really fun time helping to build the house with Habitat for Humanity. It was nice to do something helpful for the community. Additionally, I liked learning new construction techniques such as hammering nails on an angle"

The Freshman Summer Research Institute is a unique experience for incoming first-year students to transition into Caltech. Upon completion, 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.

"Allowing each person to use their strengths fully can make good individuals a great team."
SUMMER WORKSHOPS

Leading by Example: Creating Inclusive Classrooms is a 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 collaborate to offer pedagogical practices to create a more inclusive classroom. (80 attendees)

Diversity Statement Workshop
The CCD and Postdoc Association jointly offered a session on best practices for inclusive teaching and writing a diversity statement for your next job. (60+ attendees)

Training and workshops for Resident Associates
LGBTQ+ Safe Zone & Unconscious Bias

Caltech Center for Diversity customized workshops for our graduate students who support our undergraduates as resident associates in their houses. These trainings aid graduate RAs in supporting, understanding, and engaging with undergraduates in thoughtful and meaningful ways. (15+ Attendees)
COLLABORATION WITH THE SUMMER UNDERGRADUATE RESEARCH FELLOWS

An opportunity to kick off the summer with Student-Faculty Programs visiting students and SURF summer students. We went BIG- Flavors of LA was an event that featured local El Salvadorian, Philippino, Argentinian, Indian, and Mediterranean cuisine from local vendors. (100+ attendees )

West African Funk Dance was an opportunity for students to get their bodies into motion and try something new. The instructor worked with students to share their own experiences during the session and made dance moves that incorporated their everyday lives as scientists. The session included live drumming as well. (25+ attendees)

CCD collaborated with City of Hope to screen a powerful documentary: Beyond the Match. This film explores the role of race in medicine. With the multiracial community becoming one of the fastest growing demographics in North America, being mixed race is no longer just about identity, it can be a matter of life and death. The Q & A panel after the film included two of the patients from the movie, a representative from the organization Mixed Marrow, and representatives from City of Hope. (30+ attendees)
The Dish & Discuss theme this year is focused on Caltech staff, faculty, postdocs, and graduate students sharing with the community what inspires them to do the work they do. What matters to them, and why.

Our 2018 Fall Presenters included:

10/03/18 - Self-Authorship
Hanna Song &
Erin-Kate Escobar

10/17/18 - Re-Evaluating our Eco-Efficacy
Ella Watkins

10/23/18 - Bringing Aloha into Science
Brittany Kamai

11/11/18 - A Mathematical Journey Through Africa
Franca Hoffmann

12/04/18 - Make No Small Plans
Jonathan Webster
**DISH & DISCUSS**

**SELF AUTHORSHIP**

Come join us for lunch and explore the principles and ideals of self-authorship! As we begin another academic year, we will be discussing concepts and ideas to help us create purpose and meaning for our lives. We will be engaged with concepts like vision, self-agency, empowerment, and reflection.

**WEDS., OCT 3**
12-1PM AVERY DINING HALL
HANNA SONG & ERIN-KATE ESCOBAR
HTTP://DIVERSITY.CALTECH.EDU/EVENTS/RSPV

**DISH & DISCUSS**

**Doing Our Part:**
Re-Evaluating Our Eco-Efficacy

Wednesday, October 17 | 12-1pm | Bechtel Dining Hall

Have you ever felt like your actions had little bearing on the environment? Whether you recycle, compost, or ride a bike—does it really matter?

The Caltech Center for Diversity welcomes Elia Vardar to discuss ways that individuals can make everyday sustainable choices that add up to make a noticeable impact in their lives and communities.

RSVP requested but not required - http://diversity.caltech.edu/events/RSPV

**DISH & DISCUSS**

**BRINGING ALOHA INTO SCIENCE**

FRIDAY OCTOBER 25, 2019 | 12-1PM | BECHTEL DINING HALL
Join us as we discuss ideas about how to infuse the aloha spirit into practices within academia.

Dr. Brittany Kamai will share tips on increasing productivity through efficient and supportive work spaces. Additionally, she will share ideas on how to (re)structure your interactions with colleagues to establish mutual respect that will facilitate the best science.

**DISH & DISCUSS**

**INTERNATIONAL EDUCATION WEEK**
A MATHEMATICAL JOURNEY THROUGH AFRICA

**WED., NOV. 14TH / 12-1PM / BECHTEL DINING HALL**
Join the Caltech Center for Diversity and international student programs in welcoming Dr. Fanara. Fanara shares his work in various education initiatives across Africa. Since 2011, Dr. Fanara has been involved in various academic audits, resulting in the formation of a center for research: the socio-economic impact of education. In this talk, Dr. Fanara shares his experience in educational audits and reflections on teaching, learning, and research in Africa, and present a current state of education. Come hear about Fanara's experiences and learn about the landscape of education in Africa.

**DISH & DISCUSS**

**‘MAKE NO SMALL PLANS’**
December 4, 2018 - 12-1pm
Bechtel Dining Hall

"Struggling and suffering are the essence of a life worth living. If you’re not pushing yourself beyond the comfort zone, if you’re not demanding more from yourself - expanding and learning as you go - you’re choosing a numb existence. You’re denying yourself an extraordinary trip."—Deen Karna

Join Jon Webster as he shares how cycling and trail running (often in excess) have helped him broaden his perspective and capacity. He will also describe the connection to another hobby, photography, which allows him to share his passions with others.

http://diversity.caltech.edu/events/RSPV
CCD AFFINITY GROUPS

Grad Postdoc Chat is a space for under-represented minorities to discuss their experiences navigating Caltech.

Grad & Postdoc Women is a gathering that allows graduate and postdoc women to explore topics pertinent to their academic, professional, and personal lives. This is an opportunity to tap into the strengths and supportive network of women* at Caltech.

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

The Center for Diversity and Student Wellness Services offer the Married and Partnered Women's Group as a space to foster a supportive discussion on navigating relationships as the intersection of personal and professional lives. This group is open to graduate and postdoc women* and is facilitated by Charisma Bartlett, Ph.D.
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 Latinx Heritage Month**

Professor Navarro is a Los Angeles native who earned his bachelors degree in chemistry at Yale and his Ph.D. in organic chemistry at Caltech. As a postdoc at Stanford, he was a National Science Foundation Postdoctoral Fellow and research mentor in the Chemistry, Engineering, and Mathematics for Human Health (ChEM-H) program. He currently is a faculty member at Occidental College. His research focus is in developing new chemical reactions and applying them in the synthesis of biologically active natural products.

**Celebrating Native American Heritage Month**

Josef Sanchez is a System Integration and Test Engineer at Jet Propulsion Laboratory. He also serves as a member of the Mars 2020 ATLO team and most recently completed the Supersonic Parachute Qualification Test Campaign for the Mars 2020 Rover.
Caltech celebrates Professor Frances Arnold, Linus Pauling Professor of Chemical Engineering, Bioengineering, and Biochemistry, who won the 2018 Nobel Prize in Chemistry for "the directed evolution of enzymes," according to the award citation.

"Frances is a really fantastic PI; she pushes us to be better scientists and encourages us to chase really ambitious goals. It is incredibly inspiring to have such a phenomenal female role model as an advisor."

-Kari Hernandez

Doris Tsao (BS '96), Professor of Biology, T&C Chen Center for Systems Neuroscience Leadership Chair and Director, and Howard Hughes Medical Institute Investigator

The MacArthur Fellowship is a $625,000 award to scholars of outstanding talent in supporting their originality, insight, and potential.

"I am deeply grateful to the MacArthur Foundation for this great honor. I think it’s not so much a recognition of me personally as it is of a crazy, shared dream to understand vision. I’ve been lucky to be on this journey with incredible mentors, colleagues, students, and postdocs. This award is every bit a recognition of their hard work and brilliance."

-Caltech News
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.

Pool Party Gathering at Alumae and Women's Engagement Board Member's private home. This event is always a retreat away from campus and a great opportunity for small group conversation and mentoring.

Mentoring Lunches Fall 2018
Dr. Mary Beth Campbell
Dr. Franca Hoffman

WMW CONNECTIONS
Conversations with women faculty, postdocs, and staff on campus in small groups offer a diverse range of perspectives and experiences on their journeys as women scientists. These gatherings offer incredible insight and inspiration for all involved.
Matching Mixer had approximately 71 attendees. At this event we keep it casual, festive, and highly interactive. Speed networking with groups of 3-4 people for 5 minutes allow for small group peer mentoring opportunities. At the end of 5 minutes they shake hands, give high fives, exchange information, and move on to another group. It is through this process that mentees and mentors identify potential matches and begin the process of building relationships and community.

Orientation brings excited mentees and mentors together to meet face to face over dinner for goal setting and personal growth. The first half of the evening is facilitated through personal assessment, goal setting, and a panel of experienced mentees and mentors. The second half of the evening allows for mentees and mentors to get acquainted with one another and set up their mentoring relationship.
WOMEN'S ENGAGEMENT BOARD 2018

Year 2 of the women’s engagement board: The engagement board is comprised of the student leaders from each division. This group meets quarterly for professional development and shares a listserv in order to stay up to date on events, programs, and professional development opportunities.

Fall Quarter Professional Development: Facilitating effective meetings
- Goal of the meeting
- Pre-planning/Agenda setting
- Establishing cohesion and trust
- Noticing behaviors and patterns
- Discussion, dialogue, and debate
- Relate, Ask, Pair-Share
- Note-taking
- Follow-up

FALL WOMEN OF COLOR IN STEM LUNCHEON

“The National Science Foundation reports that women of color constitute fewer than 1 in 10 employed scientists and engineers. Women of color in STEM aren’t necessarily seeing their identities reflected and incorporated in STEM fields.” (Riley-Missouri, 2018)

This gathering included women of color across campus to build community by discussing relevant topics of how their identities interplay with their role as scientists. With 35 participants at this event, we were pleased to offer a space for discussion on the effects of stereotype threat and resilience-building strategies for navigating difficult situations and contexts.

*WOC: This space is intending to build community for all who self-identify as women of color. This includes African America/Black, Latinx, Native America/First Nation, Asian, Pacific Islander, and Indian/Desi Communities
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.

BSEC/NSBE
BLACK SCIENTISTS & ENGINEERS OF CALTECH & NATIONAL SOCIETY FOR BLACK ENGINEERS

BSEC (Black Scientists & Engineers of Caltech) 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).

Fall 2018, BSEC continued conducting “STEMonstrations,” or STEM-focused demonstrations, at local Pasadena middle and high schools. Since the STEMonstrations began in Spring 2017, over 100 students have had opportunities to participate hands-on in Biology, Chemistry, and Neuroscience.
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).

Club Latino
CALTECH LATINO ASSOCIATION OF STUDENTS IN ENGINEERING & SCIENCE

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

Fall 2018, members of CLASES and Club Latino started the process of creating a Caltech SACNAS chapter and connected with the Pasadena City College chapter. SACNAS (Society for Advancement of Chicanos/Hispanics and Native Americans in Science) is an inclusive organization dedicated to fostering the success of Latinx and Native American students and professionals in STEM. SACNAS supports its members in attaining advanced degrees, careers, and positions of leadership in STEM.

CLASES & Club Latino
ICE CREAM SOCIAL
Thursday 10.11.18
5:30 - 6:30pm
Afters Ice Cream
194 E. Foothill Blvd, Pasadena, CA 91105

It's fall but still warm enough for ice cream! Please meet us at Afters at 5:30pm or meet in front of the CSE building at 5pm and walk over with the group.
Hope to see you there!
CCD ADVISED
STUDENT CLUBS

PRISM & oSTEM

Caltech's LGBTQ+ student and postdoc association. PRISM strives to improve all facets of LGBTQ+ life with social and academic events and an oSTEM chapter.

Coming Out Week:
- Coming Out Kick-Off
- AIDS Walk LA

Transgender Awareness Week:
- Trans Space
- Trans Day of Remembrance
- Annual Clothing Swap

Social Events:
- LGBTQ+ Local Business Outing at Cuties Coffee
- LGBTQ+ Student-Athlete Yoga & Yogurt
- HoliGay Party

Conferences Attended:
- 8th Annual oSTEM Conference
CCD ADVISED
STUDENT CLUBS

Feminist Club
Promotes the discussion of feminist issues on campus and beyond. This club offers group discussions, movie nights, outreach to younger students, and speakers to come to campus.

Fall Events:
- Discussion: What is Feminism?
- Decompression Space
- Feminist Club Meeting: Powerful women in Congress
- Movie Night: RBG
- Discussion: Body Image and Lingerie: A case for more inclusive images

Robogals
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.

Fall Events:
- Orientation to Robogals
- Excomm end-of-quarter meeting

SWE
The Society of Women Engineers (SWE) is a national organization devoted to the advancement and education of women in science and engineering.

Fall Events:
- General Meeting kickoff
- National Conference - Austin(16 represented)
- Post Conference pre-SURF Application
- Mentoring and gingerbread house building
Postdoc Appreciation Week
Beyond your Postdoc Identity
September 17-21

Tuesday, September 18, the CPA and CCD hosted a welcome back and appreciation evening event with Identity Bingo, food, drinks, and games.
~ 40 + Attendees

Polytechnique Film Screening and Discussion
December 6th

Polytechnique is a 2009 Canadian drama film directed by Denis Villeneuve and written by Villeneuve and Jacques Davidts. Set in Montreal, Quebec and based on the École Polytechnique massacre. The film re-enacts the events of December 6, 1989, through the eyes of two students who witnessed a gunman murder fourteen young women scientists. CCD and CPA led a post-film screening discussion.
~ 10 Attendees
MITIGATING BIAS IN ADMISSIONS AND HIRINGS

The Caltech Center for Diversity offered 1-hour consultations to committees and options to learn more about the role of bias in admissions and hiring processes. During these workshops, the faculty have an opportunity to reflect on what is working well and strategize on ways to mitigate biases in their current policies and procedures.

Throughout the Fall we have been able to work with the following departments:
- Astronomy
- Biology and Biological Engineering
- Chemistry
- Math
- Physics
We look forward to more opportunities to follow up with divisions and departments on this important undertaking.

OBJECTIVES:
- Learn how unconscious bias manifests in application review and recruitment
- Identify types of biases that may be inherent in each stage of these processes
- Discuss best practices in mitigating these biases.

FUTURE
Caltech 2018

Highlighting Caltech's Physics Department in a new initiative to increase women applicants through the FUTURE program.

The CCD worked closely with PMA as they created the very first “FUTURE of Physics Program” at Caltech November 1-2, 2018. The FUTURE program welcomed 33 women to campus to for a two-day, all-expenses paid experience that included an opportunity to engage in intimate big-picture science discussions with Caltech faculty, panel discussions on topical research areas as well as on graduate student life, and personalized guidance on how to navigate the graduate school application process through mini-workshops.

The Caltech Center for Diversity participated in presenting a workshop on student success and discuss the importance of female representation in STEM. The participants of this program left with the tools they will need to be successful applicants at Caltech and beyond.
NEW BEGINNINGS
Towards A More Inclusive Astronomy (TAMIA)

Students and postdocs have come together to form a Caltech chapter of TaMIA at Caltech. Leadership meetings began over the summer, and the first division-wide TaMIA meeting was held on August 1, 2018, 30+ attendees. National TaMIA is dedicated to "introduce[ing] discussions about equity and inclusion in our department, highlighting the importance of the experiences of those with marginalized identities..."

The group is growing and working to offer quarterly workshops for the division and internal meetings to support diversity and inclusion. During the summer, they offered a workshop about unconscious bias and this fall they had a workshop attended by faculty and students on the topic of imposter syndrome.

WOMEN DOING SCIENCE INSTAGRAM

Alexandra Phillips

"Women Doing Science is a social media account that aims to promote the visibility of women in science" - women doing science kickstarter ~ 20k + Followers

This Instagram was started by a Caltech graduate student, Alexandra Phillips. When we met on August 8, 2018 Alexandra talked through her strategies for creating a page that was inclusive of women from all around the world; different languages, races, body types, scientific backgrounds and more. Pictured on the left is a map of where she has already received submissions. This Instagram continues to grow daily.

5 ways to spread the word:
1. Go to your favorite post and tag a friend or two.
2. Repost your favorites to your own account.
3. Mention women.doing.science on social media
4. Share women.doing.science with your favorite social media
5. Nominate a woman you know who is doing science today!
LGBTQ+ Campus Events & Collaborations

The LGBTQ+ Working Group fosters a community at Caltech that promotes belonging, empowerment, and growth for people of all genders and sexualities through advocacy and community building.

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 additional gender and sexual identities (LGBTQ+) are supported through policies, environmental efforts, and programming.

2018/2019 Committee Members:

- Shelley Diamond
- Sean Mullin
- Greg Fletcher
- Red Lhota
- Jeff Mendez
- Jaime Steward
- Jann Lacoss
- Sophus Shackford
- Taso Dimitriadis
- Reggy Granovskiy
SAFE

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 - STUDENTS
DATE: 10/9/18 & 10/10/18
PARTICIPANTS: 20

SAFE ZONE - FACULTY & STAFF
DATE: 10/16/2018 & 10/18/2018
PARTICIPANTS: 15

SAFE ZONE 2.0 - QTPOC EDITION
QUEER AND TRANS PEOPLE OF COLOR
DATE: 11/20/2018
PARTICIPANTS: 8

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 deepen their knowledge of Queer identities. These conversations broaden the support for Queer individuals in our community and provide a wider breadth of information about specific identities within the LGBTQ+ community. This training examines systemic and institutional barriers that impact queer and transgender people of color, while raising awareness of the intersection of racism, homophobia, and transphobia.

ZONE
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:
- Lunch 'n Learn Innovation
- Diversity Statement Workshop
- Teaching Statement Workshop
- Creating an Academic Website

Current AGEP Scholars:
- Zakaria Al Balushi *
- Philip Camayd-Munoz
- Marchello Cavitt
- Bradley Dickerson
- Brittany Kamai
- Dana Levine

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:
- Maria Luiza Coelho dos Santos
- Maya Fuller
- Felipe Gomez
- Melissa Gutierrez
- Erik Herrera
- Avery Marshall
- Alyssa Poletti
- Gemma Takahashi

Western Regional Conference
UCLA
November 2-3, 2018
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.

Sierra Lopezalles  
*Undergraduate Student*
*Biology*

Elaine Lowinger  
*Undergraduate Student*
*Mechanical Engineering*

Ottman Tertuliano  
*Graduate Student*
*Applied Physics & Materials Science*

Brigitte Rooney  
*Graduate Student*
*Environmental Science and Engineering*

Liz Jackman  
*Assistant Director of Programs*
*Caltech Y*

Claire Ralph  
*Director of Outreach, Lecturer*
*Department of Computing + Mathematical Sciences*

Bridgette Reyes  
*Head Women’s Basketball Coach*
*Caltech Athletics*
COLLABORATIONS & SPECIAL EVENTS

2018 Mid-Term Election Debrief
This special meet-and-greet featured poet Eavan Boland, an Irish poet, author, and professor. She is currently a professor at Stanford University, where she has taught since 1996. Her work deals with the Irish national identity. She is a leading voice in Irish literature and writes about the experiences of being a woman while challenging traditional constructs of “womanhood.”

~ 5 Attendees

2018 Mid-Term Election Debrief
An informative event with information about the changes that have come to be and some of the reasons scientists believe they may have happened in this way. Professor Alvarez was able to share his experiences of monitoring polling places on election day firsthand and talk more about his research on American Voting Behavior, campaigns, elections, and American Government.

~ 20+ Attendees

The Politics of Allyship & Staff Development
This leadership session with Caltech Staff provided a professional development space for administrative staff to discuss the nuances, challenges, and strategies for engaging in diversity and inclusion work.

~ 20+ Attendees

This interactive session posed questions and discussion topics for participants to think about, along with thinking through, the skills needed to engage in allyship.

~ 50 + Attendees
DONATE

to support a more diverse and inclusive Caltech!

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 at Caltech's Students, researchers, faculty, and staff.

To make a contribution, please contact:
Meredith Robbins, Director of Development
Caltech 1200 California Blvd
MC 5-32 Pasadena, CA 91125
626-395.6069
mrobbins@caltech.edu

Checks should be made out to "Caltech" with "center for Diversity" in the memo line.

Gifts can also be made online by visiting:
www.caltech.edu/content/annual-giving
Click the "Give Now" Button
Write-in "Caltech Center for Diversity" in the "Other Designation" field
Thank you!

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