



**SHPE (Society of Hispanic Professional Engineers) is a nonprofit organization serving and advancing Hispanics in STEM.**

**With more than 18,000 student and professional members as of Spring 2024, SHPE's mission is to change lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development. To accomplish this, SHPE provides a variety of programming, services, resources, and events, including hosting the largest Hispanic STEM convention in the nation.**

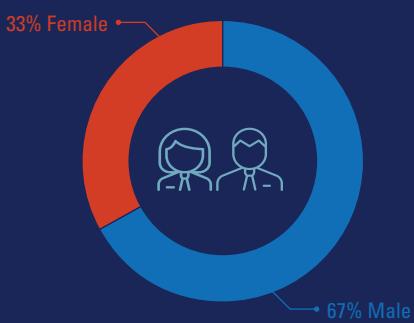


# MEMBERSHIP BY THE NUMBERS

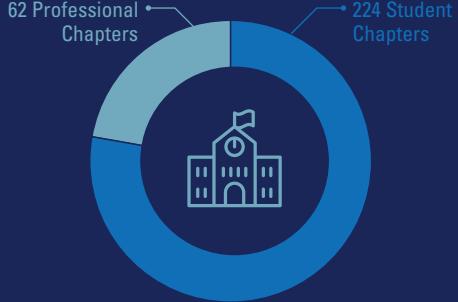
As of July 1, 2023



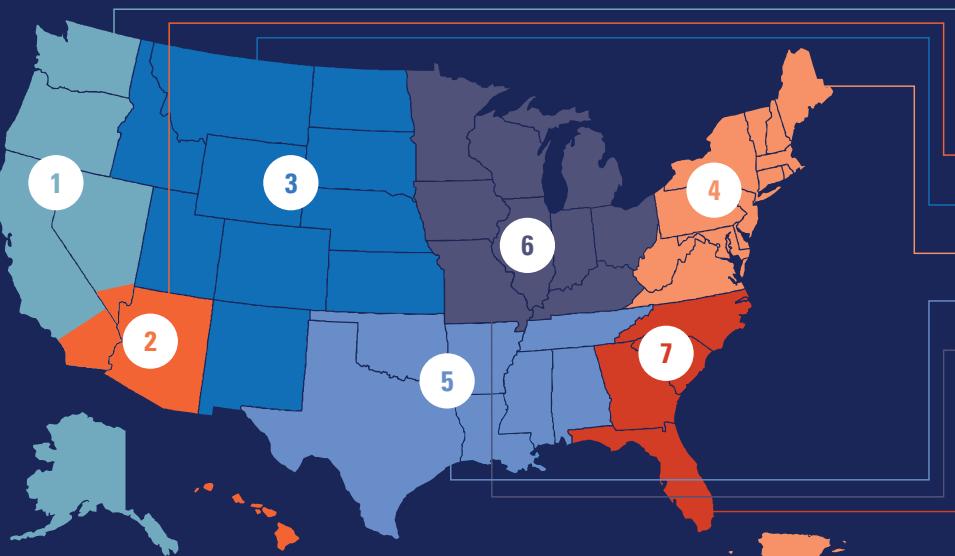
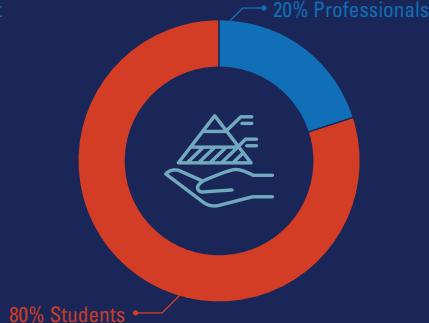
## GENDER



## 286 TOTAL ACTIVE CHAPTERS



## MEMBER TYPE



## BECOME A MEMBER

SHPE is the nation's largest and longest-standing network for Hispanic students and professionals in STEM. Membership benefits include:

- » Access to a nationwide STEM network
- » Unique scholarship and internship opportunities
- » Exclusive access to the SHPE Career Center
- » Career and leadership training
- » Discounted registration to events
- » Competition and award opportunities

Join the SHPE familia today at [shpe.org](https://shpe.org)

## MISSION

SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development.

## VISION

SHPE's vision is a world where Hispanics are highly valued and influential as the leading innovators, scientists, mathematicians and engineers.

## VALUES

-  Familia
-  Service
-  Education
-  Resilience

## GOALS

**Excellence & Innovation:** Become the most highly regarded organization serving Hispanics in STEM

**Advocacy & Influence:** Advocate, educate, and support for parity in diversity and inclusion for Hispanics in STEM

**Employment & Career Growth:** Orchestrate new employment opportunities & career growth by partnering with corporations, academia, and government

**Member & Stakeholder Value:**

Continually improve member and stakeholder satisfaction and loyalty

**Operational Optimization & Accountability:**

Continuously increase SHPE's operational and financial stability

## KEY EXECUTIVES



Suzanna Valdez Wolfe,  
CEO



Will Davis,  
Board Chair

“

SHPE has provided me with resources I couldn't have obtained otherwise. It's given me a voice and experience as a Hispanic leader to appreciate the community around me and really explore the potential we have as Hispanics to improve and change the world around us.



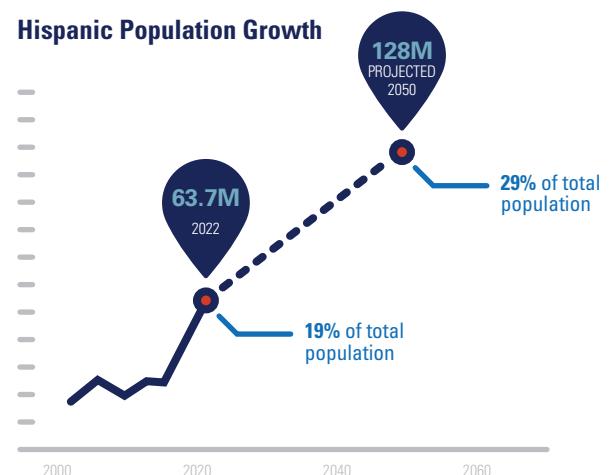
# FILLING A NEED

## SHPE EXISTS TO CLOSE THE GAP BETWEEN HISPANICS AND STEM.

As of July 2022, the Hispanic population in the U.S. is 63.7 million, or 19%. That population is projected to continue increasing through the year 2050, when 29% of Americans are likely to be Latino, according to Pew Research Center projections.

Subsequently, non-STEM (science, technology, engineering, and math) occupations are projected to grow by just 2.3% by 2031, while STEM occupations are projected to grow by 10.8% to 10.9 million job openings by 2031.

### Hispanic Population Growth



### 2.3% Growth

non-STEM jobs 2022 - 2031



### 10.8% Growth

STEM occupations 2022 - 2031



Despite being 19% of the population, Hispanics remain under-represented and under-employed in STEM fields, holding only **8% of STEM jobs**



But according to a *Forbes Insights* report, **85% of executives agree** that a “diverse and inclusive workforce is crucial to encouraging different perspectives and ideas that drive innovation.”

SHPE exists to narrow and eventually close this gap by raising awareness and increasing access. SHPE prepares Hispanic students and professionals to be top talent and leaders in their field; driving innovation, the global economy, and a prosperous Hispanic community.



# THE MISSION IN ACTION



## Equipando Padres:

Studies show that parent support is critical to student success and college education completion. Equipando Padres is designed to provide the parents of first-generation, Hispanic students the knowledge and tools to better support their children earning engineering degrees.



## InternSHPE

In collaboration with corporate partners, the InternSHPE program offers valuable growth opportunities for STEM students to accelerate their learning and career preparation.



## latinXfactor™: Sharpen Your Professional Edge

This career readiness program is uniquely designed to help members make the exciting transition from student to early career professional. The latinXfactor program offers the inside scoop on navigating the unwritten rules of the professional world through focused webinars presented by engaging panelists who are experts in their field.



## MentorSHPE

Because "research shows that mentees generally perform better in their programs and after they get out of school than students without mentors," SHPE offers a robust mentorship program, in a variety of formats, that allows mentees to get support and perspective on challenges when needed and mentors to feel the reward of giving back to their community.



## Noche de Ciencias™

According to a White House study, "Hispanics are not sufficiently exposed to STEM subjects at the K-12 levels." To counter this issue, SHPE created the Noche de Ciencias™ program, hosting local family science nights designed to inspire Hispanic high school students to pursue STEM careers, while also educating their parents on how to support their child's goals.



## Passport to

A webinar series offered in partnership with an industry leader aims to provide insights into career options for those who have or are pursuing an advanced degree.



## ScholarSHPE: Supporting Our Future

Financial need is the #1 reason why students do not complete a bachelor's degree. The ScholarSHPE program provides much-needed financial support to ensure graduation by Hispanics in STEM. For the 2019-2020 academic year, SHPE provided over \$680,000 in scholarships to students at a variety of education levels.



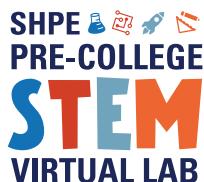
## #SHPEReads

Places members into a community to discuss literature – journals and articles. Discussion is led by the authors and content is selected to address critical issues facing the participants.



### SHPEtinas: Igniting Latinas in STEM

Only 2% of Latinas held science and engineering positions in 2015 despite being 9% of the population. Offered as a dedicated conference at the National Convention and through special events at the national, regional, and chapter level, the SHPEtinas program encourages, empowers, and retains Latinas in STEM by providing strategies to overcome obstacles and thrive.



### Virtual STEM Labs

These pre-college offerings provide K-12 students access to a variety of opportunities and experiences that spark excitement for science, technology, engineering and math!

[shpe.org/programs](http://shpe.org/programs)

## ANNUAL EVENTS

### RLDC

Regional Leadership Development Conferences (RLDC) are training conferences held in each of seven regions every spring. Led by experienced speakers professionals, the sessions equip students and SHPE's young professional members to lead in their chapters, at work, and in their community.

*"RLDCs allow us to bring in the best local resources to train the next generation of Hispanic leaders who will shape this country."*

– Gabriel Grajeda, Region 4 Member

### NILA

The National Institute for Leadership Advancement (NILA), a four-day leadership development conference held every summer, equips SHPE's newest regional and chapter leaders with the skills and knowledge for success. Attendees who successfully complete the curriculum graduate as a Certified Chapter Leader.



### National Convention

The SHPE National Convention serves as the country's largest gathering of Hispanic STEM students and professionals, offering a unique opportunity to engage, support, educate, and advance the careers of Hispanic students and professionals. The Convention is made up of five unique conferences: Pre-College, Academic, SHPEtinas, Professionals, Tech & Innovation; as well as, a robust Career Fair & Graduate School Expo, and much more.

*"There are just so many opportunities at the convention. It's really life changing for everybody who attends."*

– Samantha Inguanzo, Region 7 Member

[shpe.org/events](http://shpe.org/events)

## 2023-2024 INDUSTRY PARTNERSHIP COUNCIL

SHPE's Industry Partnership Council (IPC) is composed of national, top-level companies and government agencies that value diversity in the workplace and have made an annual commitment to support SHPE's mission.



Actions Speak Louder



GENERAL DYNAMICS





## ACADEMIC PARTNERSHIP COUNCIL

Launched in 2020, SHPE's Academic Partnership Council (APC) provides a formal process for comprehensive universities, primarily undergraduate institutions, research institutions, and community colleges to partner with SHPE to provide guidance and insight for academic-related aspects of the National Convention and other SHPE programs.

 [shpe.com/APC](https://shpe.com/APC)

## SUPPORT SHPE

SHPE relies on thousands of volunteers, sponsors, and financial supporters to carry out our mission. Here are some ways you and your organization can help increase the number of Hispanic students successfully graduating with a STEM degree and expand the number of Hispanic STEM professionals in the workplace and leadership positions:

- » Sponsor an event
- » Establish a named scholarship
- » Participate in SHPE's Career Center, the top job board for Hispanics in STEM
- » Sponsor one or more SHPE programs
- » Advertise in SHPE SmartBrief, the go-to digital publication for Hispanics in STEM
- » Make an unrestricted financial contribution to the SHPE Innovation Fund
- » Establish a SHPE chapter in your organization

Contact [partnerships@shpe.org](mailto:partnerships@shpe.org) today for more information

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 SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

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SHPE, a 501c3 tax-deductible non-profit organization, welcomes your financial contributions in support of its endeavors to support educational enrichment programs for Hispanic students pursuing academic studies in science, technology, engineering, and math. Our organization is dependent upon the support of sponsors and donors from industry and private donations. Your tax-deductible donation will assist us in continuing our mission of educational enrichment for the Hispanic community.