

SHPE

Leading Hispanics in STEM®

Strategic Plan

2022-2025

$$\frac{A_0}{2} + \sum_{n=1}^{\infty} \frac{A_n \cos(2n\pi x)}{2} - \alpha_n$$



Introduction

As the nation's largest professional association dedicated to serving Hispanics in STEM, SHPE provides a network of influential Hispanic leaders, Fortune 500 companies, world-renowned academic institutions, and government entities to the Hispanic STEM workforce. Because of this powerful network, SHPE is uniquely positioned to be an authentic and influential voice in defining the future of STEM.

With 13,000 members and growing, each day we connect with young Hispanic students at the outset of their professional trajectory, and equip them with the skills and education they need to become the STEM leaders of tomorrow.

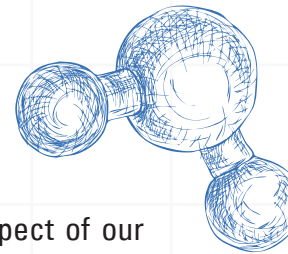
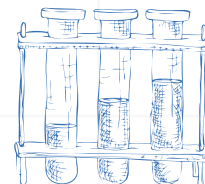
Over the past three years, SHPE made a number of changes focused on mission fulfillment including re-branding, an extensive reorganization, and building our team. These changes resulted in a more streamlined organization committed to collaboration, strategic partnerships, research, innovation, and membership value.

When COVID upended nearly every aspect of our lives, SHPE weathered the storm with grace and focus. We were clear on our purpose and did what needed to be done. By every indication - financially, staffing, operationally - SHPE is stronger now than it was when the pandemic started. This is a testament to our enduring mission, passionate membership, and dedicated personnel. As we look to the future, we remain committed to preparing our members to become the solution of the 21st Century challenges we all face.

"SHPE will be the driving force of the future as we continue to be and grow as the go-to advocate for Hispanics in STEM."

- LEO SOTO,
LIFETIME MEMBER

$$f(x) = \frac{A_0}{2} + \sum_1^{\infty} A_n \cos\left(\frac{2n\pi x}{2} - \alpha_n\right)$$





NOW, IT IS TIME TO PLAN FOR WHAT COMES NEXT.

In the following pages, you will find a strategic plan for SHPE's next three years. When crafting our approach, we were conscious of two future projections.

First, the Hispanic population is growing quickly. There are almost 60 million Hispanics currently living in the United States, making up nearly 18% of the population. It is estimated that by 2060, approximately one in four people living in the United States will be Hispanic or of Hispanic heritage. This is a demographic that cannot be ignored.

Second, STEM careers are also rapidly expanding, and these are some of the best compensated jobs in our economy. The U.S. Bureau of Labor Statistics' employment projections show STEM sector growth will continue to outpace other sectors through at least 2028. Between 2018 and 2028, overall employment is expected to grow by 5.2% while STEM jobs, during the same period, are expected to continue growing by nearly 8.8%. Additionally, in 2018, a STEM Median Annual Wage was \$84,802, versus a non-STEM 2018 Median Annual Wage at \$37,020.

However, despite making up 17% of the workforce, Hispanics only make up 6% of scientists and engineers. So, the Hispanic population and STEM are both growing, but Hispanics in STEM are not growing at the same rate. There is a 10% disparity.

Every strategic goal and objective outlined in the following plan is designed specifically to fill that gap - to ensure that the STEM workforce reflects the true diversity of our country. This is our mission, yes, but it is also our passion. The world needs the brilliance, creativity, and perspective of the Hispanic community now. And SHPE is ready to make this happen.

“Building our community with a sense of belonging will lead us to overcoming any obstacle.”

– ANDRES VARGAS,
PROFESSIONAL MEMBER

Sources:

Joint Economic Committee. (2019). *The Economic State of the Latino Community in America*. Washington, DC: United States Congress.
U.S. Bureau of Labor Statistics. (2018). *Employment in STEM Occupations*. Washington, DC: U.S. Bureau of Labor Statistics.



Strategic Plan Objectives

$$\cos(2a) = \frac{1 - \tan^2 a}{1 + \tan^2 a}$$



PROTECT

Our Core

- ✓ Develop and foster the membership through culture of operational excellence and a cycle of implement, assess, and improve
- ✓ Offer a standardized catalog of best in class, scalable core programs and services with measurable impact
- ✓ Maintain reputation as a premier proponent of educational and career advancement for Hispanics in STEM

GROW

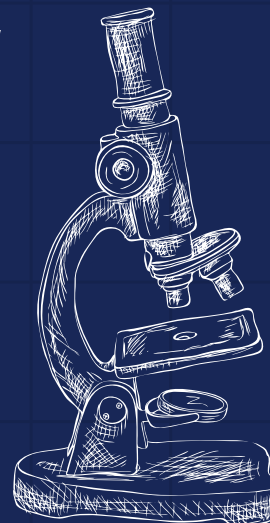
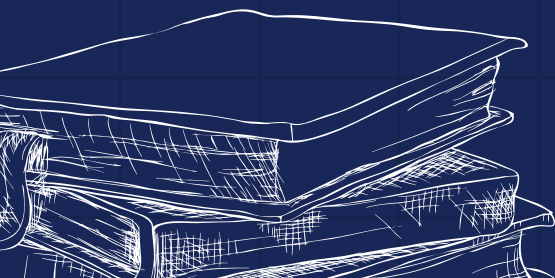
To Prosper

- ✓ Remain responsive to the newest scientific, technological, and corporate trends and develop new offerings accordingly that advance the mission of SHPE
- ✓ Diversify revenue streams and expand funding portfolio through mission-aligned connection and cultivation
- ✓ Become an innovative force propelling equity for Hispanics in STEM

ESTABLISH

Prestige & Respect in STEM

- ✓ Become a key influencer on Capitol Hill with deep reach and a reputation as the leading organization for Hispanics in STEM
- ✓ Attain professional and educational recognition of SHPE as the prominent brand and authentic voice of Hispanics in the STEM ecosystem
- ✓ Position SHPE as a "go-to" advocate, expert, and organizer for the Hispanics in STEM community



Mission, Values, Vision



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 influenced as the leading innovators, scientists, mathematicians, and engineers.

VALUES



Familia



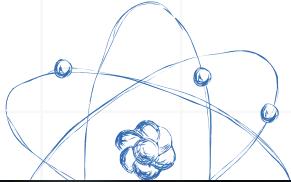
Education



Service



Resilience



“Thanks to SHPE, I found a familia who constantly pushes me toward achieving my goals and inspires me to be better than I could have ever expected myself to be.”

**– CAMILLE CAMEJO,
STUDENT MEMBER**

