



CALTECH CENTER FOR DIVERSITY

2016 Summer & Fall Report





CALTECH CENTER FOR DIVERSITY

The Caltech Center for Diversity (CCD) mission is to provide education, advocacy, and allyship in order to increase institutional and personal capacity for diversity and ensure a community committed to equity and inclusive excellence. We create and implement campus-wide initiatives and programs that will increase the knowledge, skills, and attitudes for all members of the Caltech community to thrive in a diverse world.

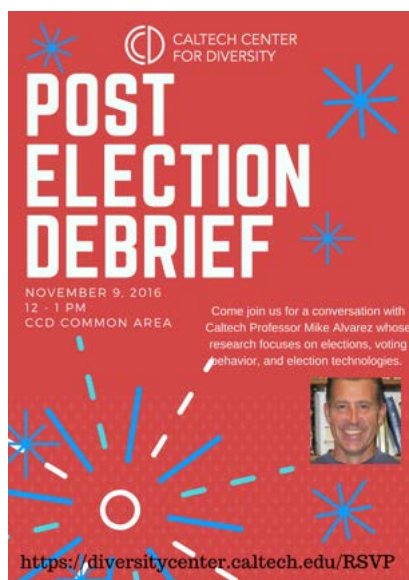
Awareness and Education. We are committed to building the capacity for cultural competencies, skills, and action by designing workshops and trainings appropriate for all constituents on campus. We value consistent assessment and formative feedback to facilitate sustainable and lasting change.

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 and gender identities (LGBTQ+), underserved, and ally communities on campus.

Allyship. We create 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 that is supportive for all.

Center Initiatives

- Faculty Advisory Committee
- Women's Engagement Board
- LGBTQ+ Working Group
- Diversity Ambassador Program
- Transgender Working Group
- Recruitment & Outreach



100+ attendees



Get our Newsletter!

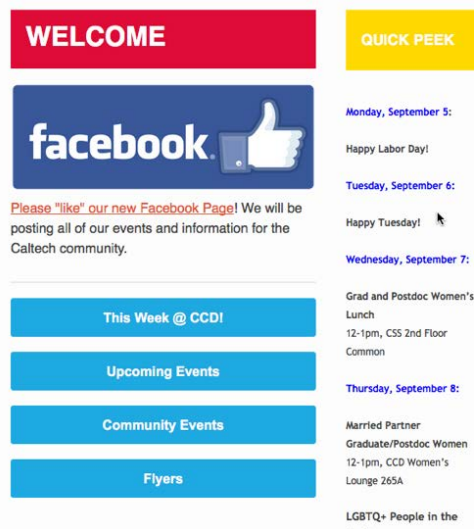


We've joined Social Media!

Follow us at: **CaltechDiversity!**

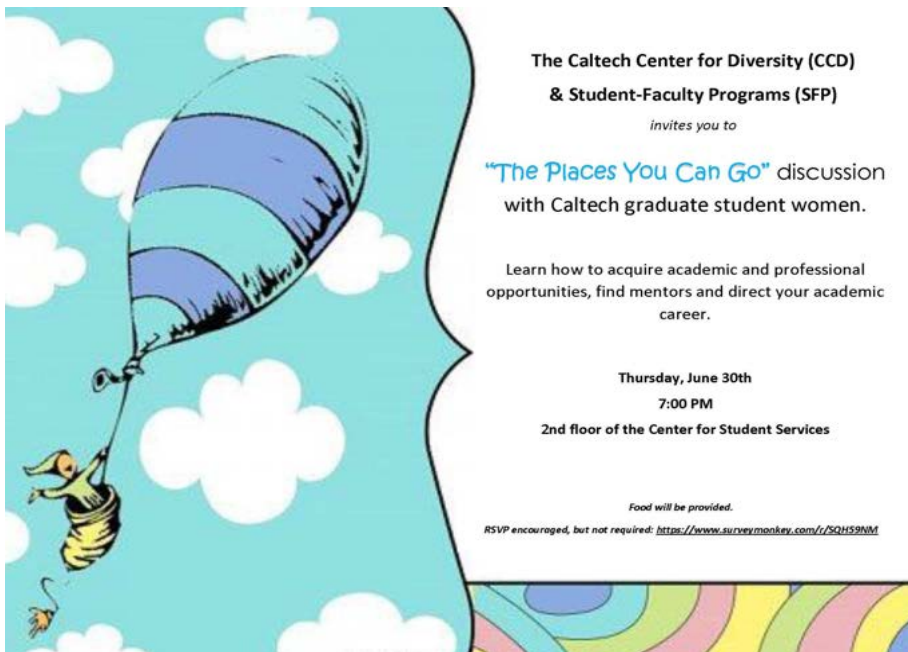


HELLO



SUMMER 2016

Every summer we have 1200+ students on campus participating in summer research. This year we wanted to make sure to provide programming for those participating in SURF, WAVE, AMGEN, FSRI, and the rest of the campus community!



25 attendees



15 attendees



FSRI
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" of students who develop the academic and social skills necessary for achieving academic excellence during their freshman year.

This fully-funded program offers each participant:

- A 5-week summer research assignment
- A 4-week opportunity to prepare for Caltech's first year math 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



CAMPUS EVENTS



WE PAUSE, WE THINK,
WE REMEMBER, ORLANDO

Come join us in solidarity to discuss the events of June 12th.

Wednesday, June 15, 2016
12pm-1pm
2nd Floor CSS Common Area

<https://www.surveymonkey.com/r/weremember>



75 attendees

WHOSE LIVES MATTER?
RACE RELATIONS IN AMERICA

Come Join Us!

CSS 2nd Floor Common Space
Wednesday, July 20
noon - 1 PM
Open to the Caltech/JPL Community

RSVP: <http://diversitycenter.caltech.edu/RSVP>

Co-Sponsored by CCD, Graduate Student Council, and Human Resources

In light of recent events in Baton Rouge, St. Paul, and Dallas, we invite you to join the Caltech Center for Diversity in a dialogue space to discuss current events surrounding race relations in America. This will be a space to process the recent tragedies and learn more about what's happening today in the United States around the Black Lives Matters movement & develop skills to be able to address racism.

CALTECH CENTER FOR DIVERSITY

85+ attendees

This summer we had a series of events that brought us together as a community. From the tragic shootings in Orlando to the Black Lives Matter movements across the nation, the CCD has been committed to creating an inclusive and safe space for all to process these events and to create a forum for education, dialogue, and advocacy.

<http://diversitycenter.caltech.edu/RSVP>

TERRORISM & WAR

DR. SOPHAL EAR

THURSDAY, AUGUST 4, 2016
6:00 - 8:00 PM
CSS 2ND FLOOR

Please join us for a night of conversation and information about a topic that affects the world.

CALTECH CENTER FOR DIVERSITY

75 attendees

Join us for

QUANTIFYING SEXISM: FROM SCIENCE TO STAND-UP

An interactive talk by

Edén Hennessey
M.A., PhD Candidate
Data-Driven Artist & Researcher

Laughing Matters

CALTECH CENTER FOR DIVERSITY
CENTER FOR STUDENT SERVICES
2ND FLOOR COMMON AREA

7/20/2016
10-11AM

Please contact Erin-Kate Escobar at ekescobar@caltech.edu for more information.

WOMEN IN SCIENCE

30 attendees

Awareness, Education & Allyship

DISH & DISCUSS

An initiative to invite the Caltech/JPL Community workshops on a variety of topics intended to increase cultural intelligence, engage critical discourse, and provide an inclusive space for the exploration of diverse identities, thoughts, and interests.



DD1: October 5
80 attendees



DD2: October 11
35 attendees



DD3: October 17
85 attendees



DD4: November 15
49 attendees



DD5: November 30
50 attendees

Assessment Summary

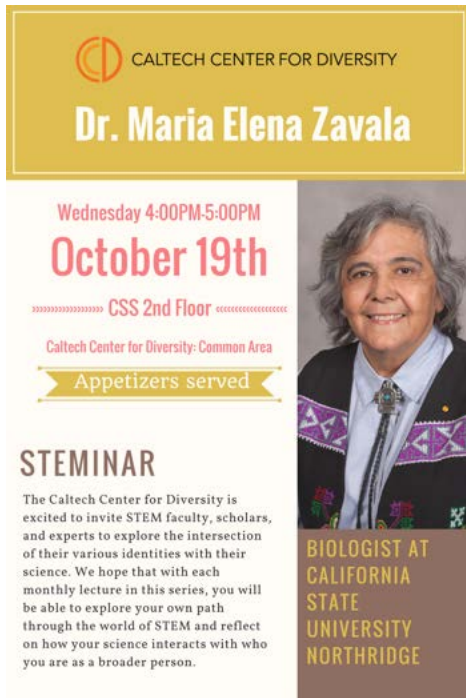
After every dish and discuss workshop, we survey our participants to assess the attainment of the workshop's learning outcomes. 80-100% of workshop participants have indicated that they've met the following learning outcomes:

- I am able to define social justice (DD1)
- I am able to apply a social justice framework on current events (DD1)
- I understand 1-2 theories of leadership (DD2)
- I am able to assess my own leadership style (DD2)
- I am able to identify some areas of strengths and area(s) for growth (DD2)
- I can define cultural appropriation, appreciation, and assimilation (DD3)
- I am able to identify something that has been culturally appropriated (DD3)
- I am able to take steps to be more conscious about cultural appropriation vs appreciation (DD3)
- I know more about transgender identity (DD4)
- I recognize the complexities of healthcare for the transgender communities. (DD4)
- I can define race and racism. (DD5)
- I am able to identify some components of critical race theory. (DD5)



STEMinars

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.



15 Attendees



42 Attendees

Workshops & Trainings

We are often contacted to create and facilitate campus-wide workshops and trainings on a variety of topics related to diversity and inclusion. Some of the trainings have included:

- House Ambassador Trainings
- FSRI Teaching Assistant Orientation
- Campus Security All Hands
- Confidence Quotient: Identity & Empowerment
- TA Conference: Tools for Creating Inclusive Classrooms
- The Mentoring Effect
- Resident Associate Identity & Diversity
- Resident Associate Safezone
- Orientation
- Undergraduate Upper-Class Counselor Training
- LGBTQ+ Training for Financial Aid/Bursar/Controller's Office
- Facilitation Skills Workshop
- SAFEZONE Students
- SAFEZONE Faculty & Staff

Advocacy through Collaboration

We actively engage & collaborate with the following offices & organizations for a variety of programs and events:

- Admissions
- Associated Students of Caltech
- Caltech Cares
- Caltech Postdoc Association
- Caltech Y
- Campus Security
- Career Development Center
- Center for Teaching and Learning
- Counseling & Health Center
- Graduate Student Council
- Graduate Studies Office
- Human Resources
- Interhouse Committee
- International Student Programs
- Jet Propulsion Laboratories
- Residential Life
- Staff & Faculty Consultation Center
- Title IX
- Transgender Working Group
- Undergraduate Deans Office

WMW

WOMEN MENTORING WOMEN
CALIFORNIA INSTITUTE OF TECHNOLOGY

The purpose of Caltech's Women Mentoring Women (WMW) program is to provide support for women students as they negotiate their academic, professional, and personal development.

2015-2016 WMW added 20 undergraduate women to pilot an expansion for next year!

Monthly:

Lunch with a faculty member

Professional Development

Alumni Networking

Social Outings

1:1 Mentorship Meetings



WMW lunch with newly named MacArthur fellow
Professor Dianne Newman

"For me, having a mentor is representation—seeing people who I could imagine being, doing things that I might imagine myself doing," -Mentee 2016

Diversity Fellowships



BERKELEY UCLA STANFORD CALTECH

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).



MMUF
Mellon Mays Undergraduate Fellowship Program



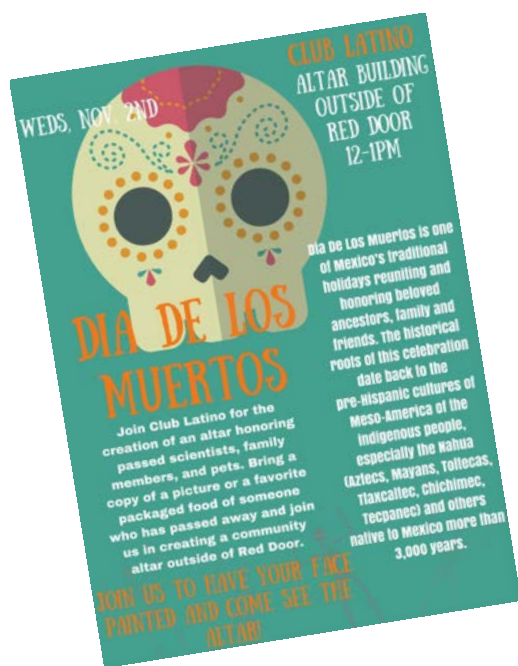
The Mellon Mays Undergraduate Fellowship (MMUF) is a prestigious national program focused on increasing the number of underrepresented students who will pursue doctorate degrees in core fields in the arts and sciences. Fellowships include mentoring, research stipends, and travel support (conferences, graduate school visits, etc.).

Student Clubs

- Black Ladies Association of Caltech (BLAC)
- Black Students of the California Institute of Technology (BSCIT) / National Society of Black Engineers (NSBE)
- Caltech Latino Association of Students in Engineering and Sciences (CLASES) / Society of Hispanic Professional Engineers (SHPE).
- Club Latino
- Feminist Club
- PRISM - LGBTQ+ & oSTEM
- Robogals
- Society of Women Engineers

Fall Events:

- BLAC/BSCIT Brunch
- Dia de los Muertos
- Holigay Party
- PRISM Clothing Swap



Monthly Discussion Groups

- Graduate/Postdoc Women's Lunch
- LGBTQ+ Lunch
- Married/Partnered Group
- URM Graduate/Postdoc Chat

