

SACNAS Annual Report 2020



Even in a global pandemic, we persisted

Mission

SACNAS (Society for Advancement of Chicanos/Hispanics & Native Americans in Science) is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM.

Strategic Plan

In the face of intense challenges, we carried on our mission to build a more diverse and resilient STEM enterprise. 2020 marked the fifth year of our 2016 - 2021 Strategic Plan:

- **Expand and improve programs and services**
- **Strengthen member networks**
- **Broaden national presence and voice**
- **Invest in organizational capacity**
- **Invest in infrastructure**

[LEARN MORE ABOUT OUR STRATEGIC PLAN](#)

In 2020

we weathered the global pandemic, systemic injustice, climate change, and continued threats to science, but we never lost sight of our bold vision to achieve true diversity in STEM. SACNAS has always been and will continue to be a wellspring for our community— a source of strength that we can return to when we are feeling burdened and in need of fortitude.

This annual report illustrates our accomplishments through 2020 and the momentum we're gaining toward achieving true diversity in STEM.

34k+
views **In less than a year**

New Virtual Programming

To amp up professional development opportunities across our membership, we offered 25 webinars on a range of topics.

- **34,804** YouTube channel views (+ 186% from 2019)
- **4,813** total webinar registrants
- **2.5k** hours of watch-time
- **2,029** total live webinar viewers
- **324** new subscribers on YouTube

[LEARN MORE ABOUT SACNAS PROGRAMS](#)

277k+
job views **83% increase in 4 years**
on the SACNAS Career Center

Connecting Talent to Opportunity

The SACNAS Career Center connects talented jobseekers with partners/employers who are committed to investing in diversity, equity, and inclusion at their company or institution.

- **276,825** job views (+56% from 2019)
- Average **8,560** site visits per month
- **3,150** active job seekers
- **~600** new jobs added each month

[LEARN MORE ABOUT
SACNAS CAREER SERVICES](#)

[PARTNER WITH SACNAS](#)

**40% increase
in 5 years**

5.7k+
conference attendees

The Largest National Diversity in STEM

Even in the middle of a global pandemic, we remained committed to hosting the National Diversity in STEM Conference as a way to bring people together to find science, culture, community, and opportunity. In order to keep our community safe and healthy, we held a virtual conference for the first time in SACNAS history.

- **5,765** attendees (+10% from 2019)
- **117** sessions
- **930** student research presentations (**+11%** from 2019)
 - **742** first-time presenters
 - **503** first-generation college students
- **290** Mentor Judges
- **346** exhibiting institutions

[LEARN MORE ABOUT THE SACNAS
CONFERENCE](#)

Together, we grew



8.2k+
active members

**77% increase
in 4 years**

Members are the heart of our mission to change the face of science. We expanded our membership offerings to allow for more flexibility for all members, introducing a free option, lowering the cost for students, and providing more options for professionals.

Among our 8,296 members:

- **55%** students, **45%** professional
- **37%** First-generation college student
- Less than **1%** DREAMer, DACA, or undocumented immigrant
- Discipline: **8%** biomedical, **8%** chemistry, **7%** engineering, 33% life sciences, 5% mathematics
- Sector: **92%** academia, **3%** non-profit, **3%** private industry, **2%** government
- Ethnicity: **8%** African American/Black, **8%** Asian/Asian American, **56%** Hispanic/Latinx, **9%** Native American & Indigenous, **5%** Other/Multiracial, **15%** White/Caucasian

[BECOME A MEMBER](#)

118 *chapters*

**22% increase
in 5 years**

SACNAS chapters, both student and professional, are a source of community that has generated a powerful peer network increasing the visibility of minority scientists at the local and national level.

In lieu of in-person events, our student chapters got innovative during the pandemic — hosting virtual career panels, mock

qualifying exams, books clubs, game nights, painting sessions, and even assigning each other grocery buddies.

We welcomed 3 new chapters in 2020:

California State University, Fullerton;
University of California, Riverside; and
University of Oregon!

[START OR JOIN A CHAPTER](#)

New Executive Director **Stephania A. Herrera, DBA**



We welcomed our new Executive Director, Dr. Stephania A. Herrera in November 2020. Dr. Herrera has both national and international experience, having served in numerous executive roles including at the Hispanic IT Executive Council (HITEC) Foundation, Hispanic Heritage Foundation, Association for the Advancement of Sustainability in Higher Education (AASHE), the Society of Hispanic Professional Engineers (SHPE) Foundation, and the US Hispanic Jr Chamber of Commerce.

[PARTNER WITH SACNAS](#)

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Together, we raised our voices



5
million
impressions

across all social media platforms in one year

Fostering Discussion on Diversity, Equity, & Inclusion in STEM

We continued the conversation around diversity, equity, and inclusion (DEI) in STEM across all our platforms, from conference sessions to social media. These discussions continue to break stereotypes around who belongs in science, what a scientist “should” look like, and how the STEM enterprise can be more inclusive and equitable.

- **337%** increase in social media impressions in 5 years
- **259%** increase in our social community in 5 years
- **20** curated member stories around belonging, intersectionality and inclusion in STEM.

JOIN THE CONVERSATION
ON SOCIAL MEDIA

Advocating for Issues We Care About:

Anti-Black Racism

On June 10, 2020, an initiative called #Strike4BlackLives, #ShutDownSTEM, #ShutDownAcademia, was launched from an intersectional coalition of STEM professionals and academics, including many SACNAS members, to eradicate anti-Black racism.

84,000+
98,000
tweets
shares

Voter Turnout

Equipped with the knowledge that only 34 percent of STEM students voted in the 2018 election, we continued our partnership with the Union of Concerned Scientists to advocate for science, equity, and justice in our democracy in the run-up to the 2020 election

- **75** people participated in the Science Rising Challenge, registering and making plans to vote, and organizing other STEM students.
- **2,000** requests for mail-in ballots and inspired many first-time advocacy efforts by STEM students.

We also dissented the Department of Homeland Security's practices, joined others in calling on the Supreme Court to uphold DACA, urged Congress to include funding to tribal nations coping with COVID-19, celebrated the Court's decision affirming LGBTQ worker protections, and we continue to stand in solidarity with the movement for Black lives

Celebrating our Members:

Trailblazers in STEM

- **Forbes** 30 under 30 – Earyn McGee & Melissa Márquez
- **Top Latina Influencers in STEM** - multiple members
- **Forbes** – Amanda Elyssa Ruiz
- **MASSIVE SCI:** Five facts about Pamela E. Harris, Mexican-American mathematician and educator of “leaders of character”
- **WOMEN YOU SHOULD KNOW:** From Nebraska's Fields To The Ocean's Floor: The Long Road Of Evolutionary Biologist Elma González
- **CHEMICAL AND ENGINEERING NEWS** Career Ladder: Joslynn Lee
- **CHEMICAL AND ENGINEERING NEWS:** Luis Echegoyen on his love affair with chemistry

LEARN MORE ABOUT OUR MEMBERS

**Together,
we
persisted**

Join us at
sacnas.org