At SACNAS, diversity, equity, and inclusion are not abstract concepts or buzz words. They are values and the heartbeat of our programs. They are part of our DNA. As the nation's largest multicultural and multidisciplinary STEM diversity organization in the country, SACNAS creates space where our members, partners, and staff feel they belong and can embrace their intersectional identities. Our work is rooted in the pursuit of STEM excellence with the knowledge that inclusion will advance discovery and promote access and opportunity in traditionally underrepresented communities.

The work of nurturing inclusive spaces can be inspiring and challenging. It's about having the vulnerability and courage to speak up, and knowing when to listen deeply. It's about recognizing mistakes, being open to ideas, and doing better. Sometimes it's about starting over when you realize you didn't have all the people at the table you needed to.

In 2019, the invitation to bring our National Diversity in STEM Conference to Hawai‘i gave us the chance to live these values and model what a place-based and culturally-responsive event feels like. We took great care to respect and uphold the unique social and cultural norms of our hosts and attendees so that everyone felt welcome, safe, and included in the SACNAS space. The lotería cards created for the conference were a visual representation of this work both in and out of the conference, and thus serve as a guide for our 2019 report.
THE SACNISTA
SACNAS is a member run organization. In 2019 we revamped our entire committee structure to increase opportunities for our volunteers to bring their ideas and expertise to the table in all aspects of the organization, including fundraising, marketing, and government relations, in addition to conference, chapters, and programs.

“Volunteering with SACNAS is an opportunity to use my 20 years of experience as a researcher, a professor, and a mentor to help students find a way to a career in science. When I first went to SACNAS, I was blown away by all the positive energy focused on a single goal: to guide students to a successful career pathway in STEM.”

— Dr. Cleber Costa Ouverney, Professor, San Jose State University

In order to build more inclusive space for our indigenous members, we made a key investment in hiring our Native Initiatives Manager, Darryl Monteau (Kiowa, Apache, and Comanche). Darryl brings to SACNAS her recent experience working with the American Indian Higher Education Consortium’s Aseto’ne Network Project, aimed at engaging tribal college students in biomedical and health research.
THE CONVERSATION

SACNAS spoke up in 2019 to support evidence-based policy and continued to bring our diverse perspectives to the national conversation on STEM. We raised our voices in support of proposed legislation to uphold scientific integrity, opposed rollbacks of the EPA’s standards on mercury, and fully endorsed legislation requiring federal agencies and industries to create competitive funding programs specifically targeted to minority institutions.

“Only when scientists from all backgrounds are represented, and science is included when public policy decisions are being made, will we be able to mitigate the risk of vulnerable communities being overlooked, their problems ignored, and their unique needs disregarded. These two conditions are particularly salient for ensuring science for the common good and improving public trust in science.”

—SACNAS President Dr. Sonia I. Zárate, on the proposed Scientific Integrity Act of 2019

READ: SACNAS statement on 2019 Scientific Integrity Act
READ: SACNAS opposition statement to EPA’s rollback of Mercury and Air Toxic Standards
READ: SACNAS statement urging Senate to pass Minority-Serving Institution STEM Achievement Act

SACNAS President Dr. Sonia I. Zárate welcoming attendees to 2019 SACNAS — The National Diversity in STEM Conference.
The Storyteller’s traditional Hawaiian drum (the pahu) stands for the importance of “talking story,” speaking our truth, owning our narrative, and sparking meaningful discussion. SACNAS members raised their voices in 2019, sharing their own STEM stories in a powerful way.

Dr. Lupita Montoya was interviewed by *Science Friday* about the 35-day government shutdown that ran from the end of 2018 to the beginning of 2019. She is a research associate at the University of Colorado at Boulder who has been part of designing innovative heating technologies for the Navajo nation. Her research was placed on pause during the government shutdown, leading to major setbacks in securing resources for the Navajo community.

Additionally, SACNAS President, Dr. Sonia I. Zárate, opened a conversation on belonging, intersectionality, and inclusion through SACNAS’s digital magazine, the *STEM + Culture Chronicle*. By inviting others to elevate their stories, we are changing the narrative in STEM.

“It was very important that I could share my story in the media because most people do not realize how scientific work is done and how it is impacted by events like the government shutdown. Research done by underrepresented minorities (URMs) rarely, if ever, get national attention. My hope is that people would realize the important work that we are doing to advance STEM at the same time that we are trying to improve the quality of life of communities that are usually not served by these fields.”

— Dr. Lupita Montoya, on her *Science Friday* interview

**LISTEN**: Lupita Montoya discusses potential govt shutdown on Science Friday

**WATCH**: Sara del Valle speaks about measles outbreak on CBS

**READ**: Stories on belonging from SACNAS members on *STEM + Culture Chronicle*

**LEARN**: Op-ed from Narrissa Spies and Sonia Zárate, *Indigenous Views on Climate Change Matter*
The Connector is depicted by the ocean, which connects continents, communities, and cultures all over the world. Through connection and building peer networks, SACNAS challenges commonly held misconceptions of who does science and who qualifies as an expert.

SACNAS Chapters found connection by convening four regional meetings in 2019, where members were linked to local opportunities for educational and career advancement. Through these events and other initiatives, we grew membership by 42 percent in 2019, from 5,667 to 8,096 members.

“The beauty of these types of regional meetings is that we’re not only helping empower every student here, but we also do outreach to high schools with majority underrepresented students. They get to see what it’s like to be in the labs and hear from students who look like them. In order to teach other chapters how to run regional meetings, we kept them involved with our planning process so that we can invoke bigger change.”

—Juan Vazquez, SACNAS Chapter President at the University of Chicago
Left: The University of Chicago SACNAS Chapter with their keynote speaker, Dr. Maria Palamar (far right), Co-Founder of Resolve Conservation (Photo Credit: Juan Manuel Vazquez).

Top: Students access resources at the Midwest Regional Meeting, hosted by the University of Chicago SACNAS Chapter.

Bottom: Regional Meeting participants attend a workshop. The theme of the meeting was “Identity and Inclusion in STEM: Empowering Across Boundaries”.

Left: The University of Chicago SACNAS Chapter with their keynote speaker, Dr. Maria Palamar (far right), Co-Founder of Resolve Conservation (Photo Credit: Juan Manuel Vazquez).
THE ATTENDEE
The Attendee is depicted by shoots of corn, symbolizing how our conference attendees act as our community’s “seed corn,” providing sustenance and strength for future generations. Attendees of this year’s conference, drawing a new record of 5,100+ participants, were warmly welcomed by our Native Hawaiian hosts.

In order to be respectful guests of the Native Hawaiian community, we listened carefully and worked in strong collaboration with our Cultural Advisory Group to support all aspects of the planning and delivery of the conference.

We were honored to have H.E. President Hilda C. Heine, EdD of the Marshall Islands, the first head of state to join a SACNAS conference, as our keynote speaker. Her words reverberated in our hearts, “Our challenge, as indigenous researchers in science, is to continue interrogating the limits of existing methodologies because we need to create new ones that will be inclusive of our traditional frameworks and ethos.”

The conference also offered attendees new tracks in Science Communication, Climate Change, Indigenous STEM, and Inclusion in STEM, and our first Post-Doctoral Leadership Institute.

“This year’s conference gave us a unique opportunity to envision, develop, and implement very progressive ideas. It is rare to interact with leadership that actually invests in diversity and inclusion. SACNAS opened up channels to ensure we were heard and centered our contributions into all aspects of the conference. SACNAS should share the lessons learned with more professional societies. I am hopeful to see more place-based conferences that center culture into the fabric of their conference.”

— Dr. Brittany Kamai, 2019 SACNAS Emcee and 2019

Above: Dr. Hilda Heine meets attendees after her keynote address at 2019 SACNAS — The National Diversity in STEM Conference.
Left: Dr. Brittany Kamai on stage at the 2019 SACNAS conference.
BY THE NUMBERS

8,200+ Members
42% Increase in Membership
115 Chapters Nationally
4 Regional Meetings
20,000+ Larger STEM Community Reached through Advocacy, Outreach, and Conference
103% Increase in Resumes Submitted to the SACNAS Resume Bank

2019 SACNAS - The National Diversity in STEM Conference

5,100+ Attendees
23% Growth in Attendance
125 Breakout Sessions
838 Student Presentations
82 Student Awards
340 Volunteer Mentor-Judges
430 Vendor Booths

13% Growth in Job Postings through SACNAS Career Center
### Revenue Support

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<td>Interest Income</td>
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**Total Revenue** $3,863,060

### Expenses

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**Total Expenses** $4,186,804

**Total Change in Assets** ($323,744)

Financials Audited by Armanino, LLP
## Financials - Year to Date

### July 1, 2019 - December 31, 2019

#### Revenue Support

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**Total Revenue** $4,021,866

#### Expenses

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**Total Expenses** $3,153,236

**Total Change in Assets** $868,630

Financials Audited by Armanino, LLP
Year to Date  
July 1, 2019 - December 31, 2019

Revenue Support

Conference Registration
Conference Exhibition
Conference Sponsorship
Fund Development
Administrations
Program Services
Interest Income
Assets Released from Restrictions
Contributions
Dues Memberships
Underwriting and Other Income

Expenses

July 1, 2019 - December 31, 2019
OUR TEAM

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Ex-officio
Executive Director
SACNAS

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Stanford University

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Associate Professor, Biomedical Research
Howard University

Distinguished Awards Subcommittee Chair
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Associate Professor Biomedical Research
Howard University

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Program Manager, STEM Scholars Program
Iowa State University

Native American Affairs Subcommittee Chair
Healani Chang, DrPH
Program Director
Research Associate Specialist Faculty
University of Hawai‘i at Manoa

STEM Subcommittee
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Associate Professor of Marine Science
California State University, Monterey Bay

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David Kitchen

Director of Communications & Marketing
Jenny Kurzweil

Director of Education & Leadership
Eben Lindsey, MA

Director of Strategic Partnerships & Development
Jenn Vasquez, MBA

Achieving True Diversity in STEM