**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

**Even in a global pandemic, we persisted**

**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

**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

**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

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

8.2k+ active members

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

77% increase in 4 years

118 chapters

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

22% increase in 5 years

PARTNER WITH SACNAS

DONATE

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.
Together, we raised our voices

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.

**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

- **75,000** 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.

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.

Celebrating our Members:

**Trailblazers in STEM**

- **Forbes 30 under 30** – Earyn Mc Gee & 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

*All numbers as of December 31, 2020*