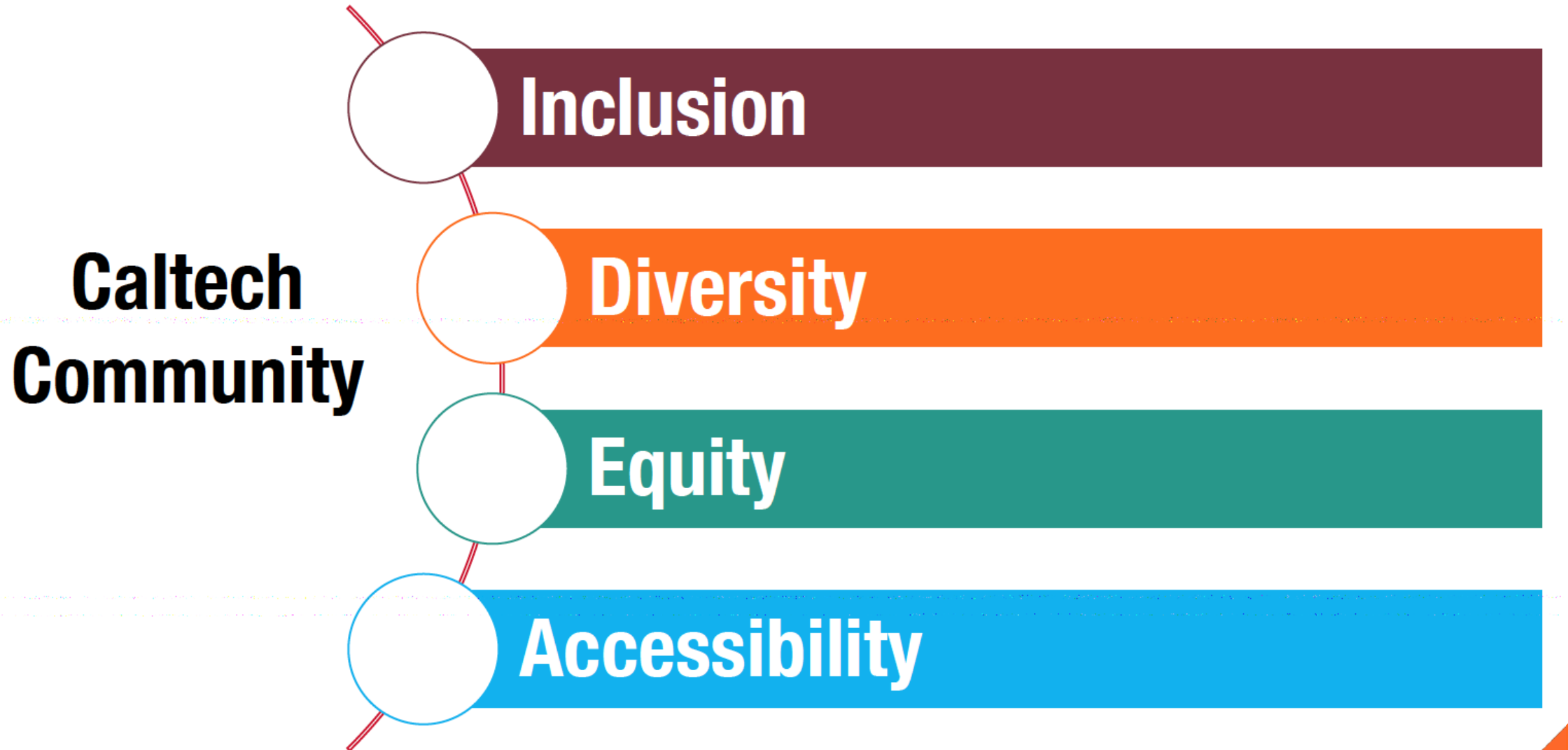




# CALTECH CENTER FOR INCLUSION & DIVERSITY

***Caltech's Hub of I.D.E.A. Efforts  
& Resources for All***

# What are we trying to achieve?



# Caltech Community

## Inclusion Work

Foster an **institutional culture** and **campus climate** where historically underrepresented and minoritized groups feel a **sense of belonging**.

## Diversity Work

**Increase the number** of individuals from historically underrepresented and minoritized groups in the Caltech community across all organizational roles.

## Equity Work

**Resolve organizational barriers that impede equitable experiences and outcomes** for historically underrepresented and minoritized groups within the Caltech community.

## Accessibility Work

**Ensure that programs, practices, and processes** are intentionally designed so that community members with disabilities can **fully participate, engage** and **benefit**.



## CALTECH CENTER FOR **INCLUSION & DIVERSITY**

Our mission is to provide education, advocacy, and allyship to foster an inclusive campus community across individuals from all student, postdoctoral scholar, faculty, and staff groups.

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
- Advocacy through Collaboration
- Allyship
- Cultural exchange & Engagement
- Leadership Development

# Our CCID Team



# CCID Services:



- STEMinars
- Cultural Heritage Month Programming
- Cultural Engagement
- Current Event Processing
- Community Building
- Alumni Connections
- Professional Development
- Resources



## Clubs & Affinity Spaces:

- APIDA+: Asian American, Pacific Islander, & Desi Americans +
- BLAC: Black Ladies at Caltech
- BSEC: Black Scientists & Engineers at Caltech
- Caltech Feminist Club
- CLASES/Club Latino
- Techers of Color
- Grad/Postdoc Women/SWE/RoboGals/Fem Club
- PRISM: LGBTQ+ Community



# Inclusive Mentorship:



Historically, CCID Coordinated two mentorship programs Women Mentoring Women and COMPASS.

CCID currently provides resources for Inclusive mentorship including customized workshops, consultation, and support.

We invite you reach out to CCID if you are seeking support in finding a mentor/femtor/themtor or serving as mentor/femtor/themtor.



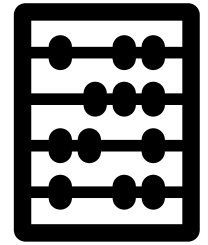
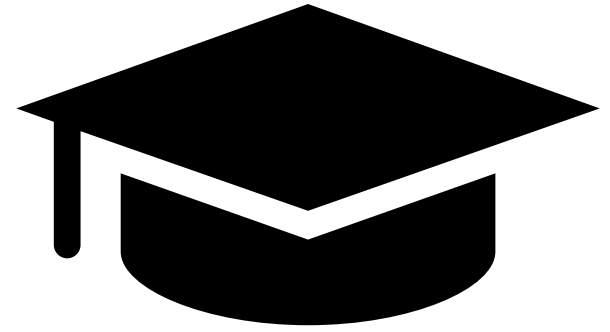
**COMPASS Mentoring Program**



# First-Year Success Research Institute (FSRI)

The First-Year Success Research Institute (FSRI) is designed to introduce incoming historically excluded, marginalized, and minoritized students to Caltech's research and CORE curriculum, culture and college life, and academic and student support services. The objective of the program is to create a "learning community" for students where they can develop the academic and social skills necessary to achieve academic excellence during their first-year.

Graduate Students, Postdoctoral Scholars, Faculty can serve as research mentors/femtors/themtors for FSRI scholars during their transitional summer session.



# Women's Programming

Women's specific groups in every division that make up the Women's Engagement Board

- Chen Institute of Women in Neuroscience
- Women in Biology and Biological Engineering
- Women in Geological Sciences
- Women in Chemistry
- Women in GALTIT
- Women in Physics, Math and Astronomy
- Women in Mechanical and Civil Engineering
- Women in Computing and Mathematical Sciences

\*We use an inclusive definition of women, which includes trans women and is designed to be a feminine-centered space.

# Other CCID Initiatives

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## Caltech Diversity & Inclusion Ambassadors

Caltech Diversity & Inclusion Ambassadors are individuals who align with the Caltech Center of Inclusion & Diversity's mission and vision towards greater education, action and allyship and participate in a series of trainings while developing their own diversity statement and advocacy project.

## Mellon Mays Undergraduate Fellowship

The [Mellon Mays Undergraduate Fellowship](#) (MMUF) is a prestigious national program focused on increasing the number of historically excluded students pursuing doctorate degrees in core fields in the arts and sciences. Fellowships include mentoring, research stipends, and travel support (conferences, graduate school visits, etc.). Learn more about the national fellowship program

# CCID General Trainings

**Decoding Diversity**  
**Building Common Ground**  
**Bystander Intervention**  
**Conflict Resolution**  
**Diversity Statement**  
**Impostor Phenomenon**  
**Inclusive Leadership**  
**Inclusive Mentorship**

**TECH ZONE**

a place where all members of the LGBTQ community are welcomed and valued for their unique, individual identities

**Managing Microaggressions**  
**Safe Zone Program & Training**  
**Unconscious Bias**



*Request any of the trainings listed above on the CCID website*

Visit our website: <http://diversity.caltech.edu>  
Sign up for our newsletter:  
<https://diversity.caltech.edu/events/newsletter>



## Follow us on Social Media



Caltech Center for Inclusion & Diversity



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# Q&A