

CCE DEI Committee Annual Report –
To: The CCE Community
From: The CCE Diversity, Equity, and Inclusion Committee
Date:
Re: Fourth Annual Report, AY 2023-2024

The CCE DEI Committee focuses on improving inclusion, diversity, equity, and accessibility in the division through our commitment to working with the Division's Diversity Officer toward stewarding ongoing programs and developing new initiatives. The committee continues to assist coordination efforts across the Division, as well as interfacing with Institute level activities, which enhance DEI efforts across campus.

CCE Diversity Committee Roster 2023-2024. Brian M. Stoltz (CCE Diversity Officer and chair), (faculty), Scott Cushing (faculty), Julia Kornfield (faculty), Kim See (faculty), Carlos Del Angel Aguilar (Undergrad representative), David Cagan (Grad Representative), Kim Pham (Grad Representative), Elisabetta Benazzi (Postdoc Representative), Alison Ross (Staff Representative, Paolina Martinez (CCE staff, ex officio), Elyse Garlock (CCE staff, administrative support), Layla Tremalio, Senior Director of Development for CCE (invited guest) Lindsey Malcom Piqueux (CCID standing invited guest and Devon Dobbs (CCID Program Manager for Advocacy). At the end of Spring/Summer 2024 the committee's undergraduate representative, one graduate representative and postdoc representative rotated off the committee. We thank them for their service to the division and institute.

The current CCE DEI committee roster for AY 2024-2025 is Brian M. Stoltz (CCE Diversity Officer and chair), Scott Cushing (faculty), Julia Kornfield (faculty), Kim See (faculty), Jessie Gan (undergrad), Rahuljeet (RJ) Chadha (Grad Student), Kim Pham (Grad Student), Kathyayini (Kathy) Gopalakrishna (Postdoc), Alison Ross (CCE staff), Paolina Martinez (CCE staff, ex officio), Elyse Garlock (CCE staff, administrative support), Lindsey Malcom Piqueux (CCID standing invited guest), Layla Tremalio (Development standing invited guest) and Devon Dobbs (CCID standing invited guest).

The committee continued work with the active CCE DEI student groups throughout the 2023-2024 academic year, including DICI (Diversity in Chemistry Initiative), CGSC (Chemistry Graduate Studies Committee and their DEI subcommittee), and WIC (Women in Chemistry). The student groups focus on existing programs while introducing new DEI related ideas to the division with new outreach programs. They support and improve the existing CCE DEI coordinator program and other mentoring programs.

CCE DEI Webpage: Please visit our website for more information regarding on DEI initiatives in the division, plus contact information for CCE DEI organizations at <https://www.cce.caltech.edu/about/dei>

CCE DEI Committee Meeting Minutes are located on the CCE DEI website. Committee meetings throughout the fall, winter and spring focused on many aspects of DEI concerns in CCE and throughout campus.

The Alstadt Workshop Gift Support for Outreach Events AY 2023-2024:

The Alstadt Workshop focus is on providing support to Caltech's CCE Division to support diversity and inclusion efforts for the Future Ignited Program as well as supporting a CCE faculty member and/or student to attend and host a booth at a national conference that focuses on members of historically underrepresented communities. The gift also recognizes the accomplishments of Professor Harry B. Gray, Caltech's Arnold O. Beckman Professor of Chemistry and Founding Director of the Beckman Institute.



Picture of Harry Gray and Judith Alstadt (on the Alstadt Bench)

October 7, 2023, Future Ignited—Future Ignited is an annual online event that aims to diversify Science, Technology, Engineering, and Math (STEM) and to support the aspiring young scientists who identify as students of color, and their allies. We use an inclusive definition of students of color in STEM, including, but not limited to, Black/African American, Latin(x), Indigenous, Native American and Pacific Islanders, etc.

Virtual Schedule: 10:00 to 2:00pm

Welcome Introduction

Research at Caltech: Panel of Division Chairs

An overview of research in the division and options.

1. What a successful applicant looks like?
2. What advice does the panel have for students planning to do a PhD?

Panel of First-Year Graduate Students

Providing insight into the life of a first-year graduate student.

Launch of the Caltech Accountability Partners Program (CAPP)

October 12, 2023, 4:00 to 6:00PM Zoom Networking Social with Caltech DEI student Groups. To learn more about diversity and inclusion efforts at Caltech, meet the Caltech Center for Inclusion and Diversity (CCID) staff, plus student affinity group leaders and friends.

October 15, 2023, CCE Division Specific 1-hour Event Schedule:

1:00-1:05pm Introduction to CCE – Professor Agapie

1:00-1:30pm Graduate School Admissions Faculty Panel: Professors See, Ismagilov, Nelson, Agapie, Semlow and Clemons.

Pre-selected questions were presented to each faculty by Melinda Chan.

1:30-2:00pm Student Research Short Talks in Breakout Rooms. CCE had 166 respondents.

October 18, 2023, CCE DEI DICI Outreach Table at PCC's Annual Science Village Open House:

CCE Graduate Students had a table at the open house to with CCE information and swag to answer questions and connect with PCC students.

December 1, 2023, The Third PCC-Caltech DICI Laboratory Tour

The Diversity in Chemistry Initiative (DICI) planned its third outreach event with students from Pasadena City College (PCC). The main purpose of this event is to bring PCC students to tour various labs at Caltech, such that they may gain a clearer idea of the diverse research done at Caltech. This event involves an introduction session – in which we advertise Caltech's summer research programs, including the WAVE and Rising Tide programs – followed by five 20-minute tours of different research labs. The event concluded with a lunch during which the PCC students conversed with Caltech graduate students and postdocs. Students can choose various focus areas for the labs they will tour, including chemistry, nanotechnology, and biology/biochemistry.

- 40 PCC students attended.
- 5 walking group volunteers between labs.
- 14 volunteers giving lab tours (from 12 different labs)
- Morning coffee/pastries start the day with a pizza lunch for attendees and volunteers.

April 24, 2024, CCE & GPS Met with Six Members of the Morgan State University (HBCU) Administration Team on their first Visit to Caltech

CCE Morning Schedule:

10:30am to 11:00 – Professor Dougherty CCE Division Chair presented an overview of the Division.

11:30am to 12:00- Professor Stoltz presented an overview of the CCE DEI work and outreach to URM students, also highlighting the student diversity group projects.

12:00 to 1:00PM Two CCE Graduate Students, Marva Tariq and Bryce Gaskins attended lunch with the visitors.

CCE Afternoon Schedule:

2:15 to 2:45 Meeting with Professor Cushing (DEI Committee Member)

2:45 to 3:15 Meeting with Professor Kim See (DEI Committee Member)

3:15 to 4:00 **CCE DEI DICI Coffee Hour** -The Morgan Team met with CCE Graduate Students and Postdocs with the students sharing their stories on coming to Caltech and CCE noting the pre-programs such as Graduate Summer Research Institute that assists students in building connection with a new community prior to starting their first fall quarter. (coffee and cookies)

4:00 to 4:30 – Student led Lab Tour of Professors Stoltz & Reisman's Research Labs

4:30 to 5:00 – Student Lab Tour of Professor Robb's Research Labs

May 1 & 2, 2024, Alstadt Workshop visit to North Carolina A&T (HBCU) and UNC Greensboro (MSI).

In early May, Professor Brian Stoltz visited two institutions of higher learning in Greensboro, North Carolina to introduce those communities to Caltech and our programs in CCE. Specifically, information was focused on our graduate programs and the WAVE program. Subsequent to the visit, at least three students have expressed an interest in spending a summer at Caltech with an interest in returning for graduate school.

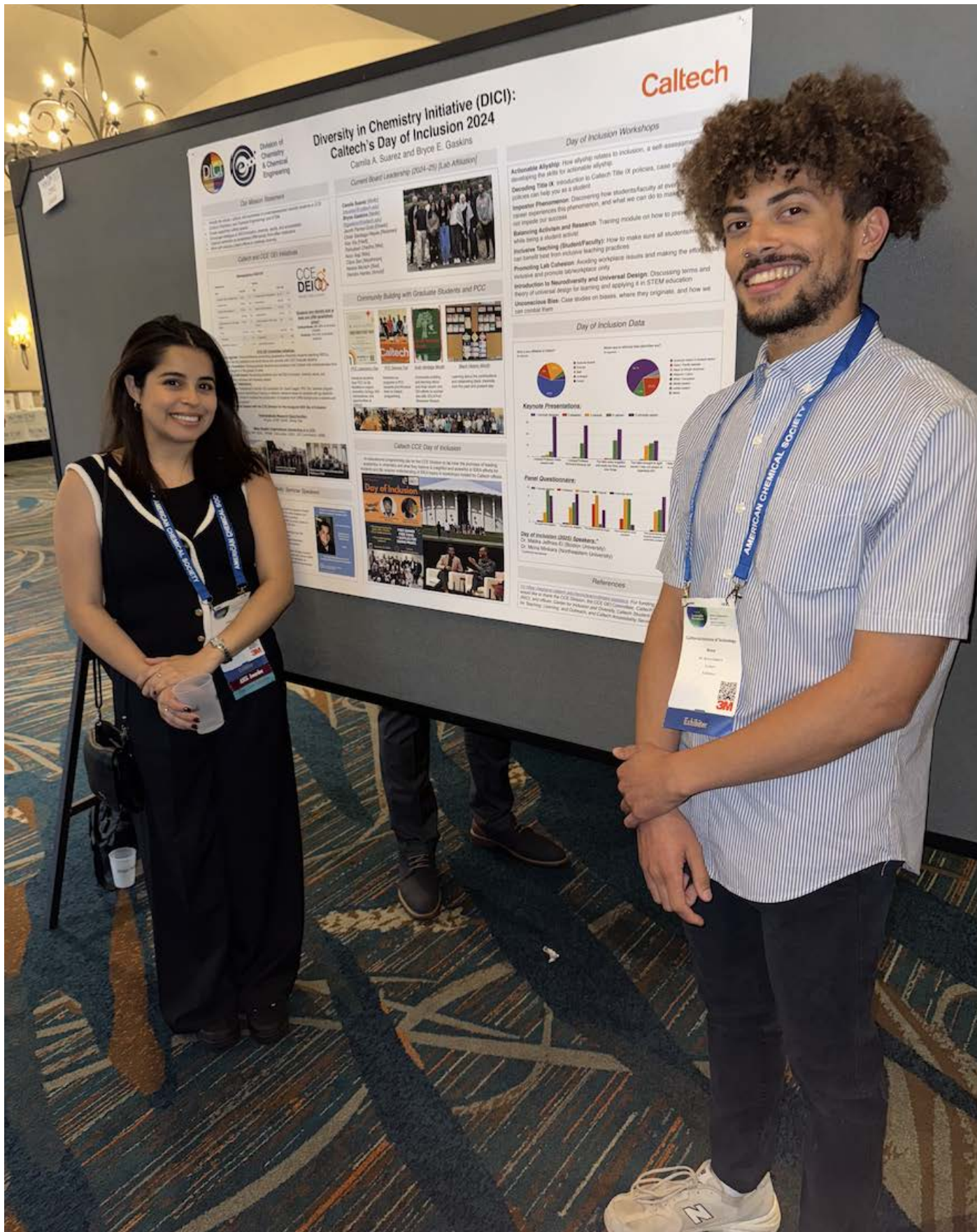
2024 NOBCCChE Conference September 30 to October 3, Orlando, Florida.

For the second year, the CCE DEI Committee reserved a booth at the conference.

This year, Camila Suarez, Bryce Gaskins (CCE/DICI Graduate Students and Dr. Dalleska (GPS) represented Caltech CCE & GPS at the booth on the Exhibit Day, October 3, 2024.

Conference Highlight, October 2, 2024:

Camila A. Suarez along with Bryce Gaskins, presented a poster at the NOBCCChE Conference entitled “*Diversity in Chemistry Initiative (DICI) Caltech's Day of Inclusion 2024*”



Diversity in Chemistry Initiative (DCI): Caltech's Day of Inclusion 2024

Camila A. Suarez and Bryce E. Gaskins
Current Board Leadership (2024-25) (Lab Affiliations)

Caltech



DCI Mission Statement

DCI is committed to creating a more inclusive and equitable environment for all members of the Caltech community. We strive to foster a culture of respect, collaboration, and shared success, where every individual has the opportunity to thrive and contribute to the advancement of science and society.

Caltech CCE/DEIQ Initiatives

Caltech is committed to creating a more inclusive and equitable environment for all members of the Caltech community. We strive to foster a culture of respect, collaboration, and shared success, where every individual has the opportunity to thrive and contribute to the advancement of science and society.



Community Building with Graduate Students and PCC

Caltech is committed to creating a more inclusive and equitable environment for all members of the Caltech community. We strive to foster a culture of respect, collaboration, and shared success, where every individual has the opportunity to thrive and contribute to the advancement of science and society.

Caltech CCE Day of Inclusion

Caltech is committed to creating a more inclusive and equitable environment for all members of the Caltech community. We strive to foster a culture of respect, collaboration, and shared success, where every individual has the opportunity to thrive and contribute to the advancement of science and society.

Day of Inclusion Workshops

Actionable Allyship: How allyship relates to inclusion, a self-assessment tool, and how to become an allyship champion.

Decoding Title IX: Introduction to Caltech Title IX policies, case studies, and how to help you as a student.

Impactful Phenomenon: Discovering how students/faculty at other institutions have impacted the phenomenon, and what we can do to make our impact more successful.

Building Allyship and Research: Training module on how to provide support to a student activist.

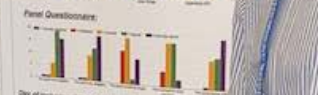
Inclusive Teaching (Student/Faculty): How to make sure all students/faculty can benefit from inclusive teaching practices.

Promoting Lab Culture: Addressing workplace issues and making the effort to create a more inclusive and equitable lab environment.

Introduction to Neurodiversity and Universal Design: Discussing terms and theory of universal design for learning and applying it to STEM education.

Unconscious Bias: Case studies on bias, where they originate, and how we can combat them.

Day of Inclusion Data



Day of Inclusion (2024) Speakers:
Dr. Maria Jimenez (Boston University)
Dr. Maria Jimenez (Northwestern University)

References:
[1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Camila A. Suarez, DCI member, wearing a black dress and a lanyard.

Bryce E. Gaskins, DCI member, wearing a blue and white striped shirt and a lanyard.

The Preer Family Gift:

The Preer gift enables support of two (2) WAVE Fellowship students from Historically Black Colleges and Universities (HBCUs) per year for three years. Creating connections with HBCU's is critical to the success of this gift.

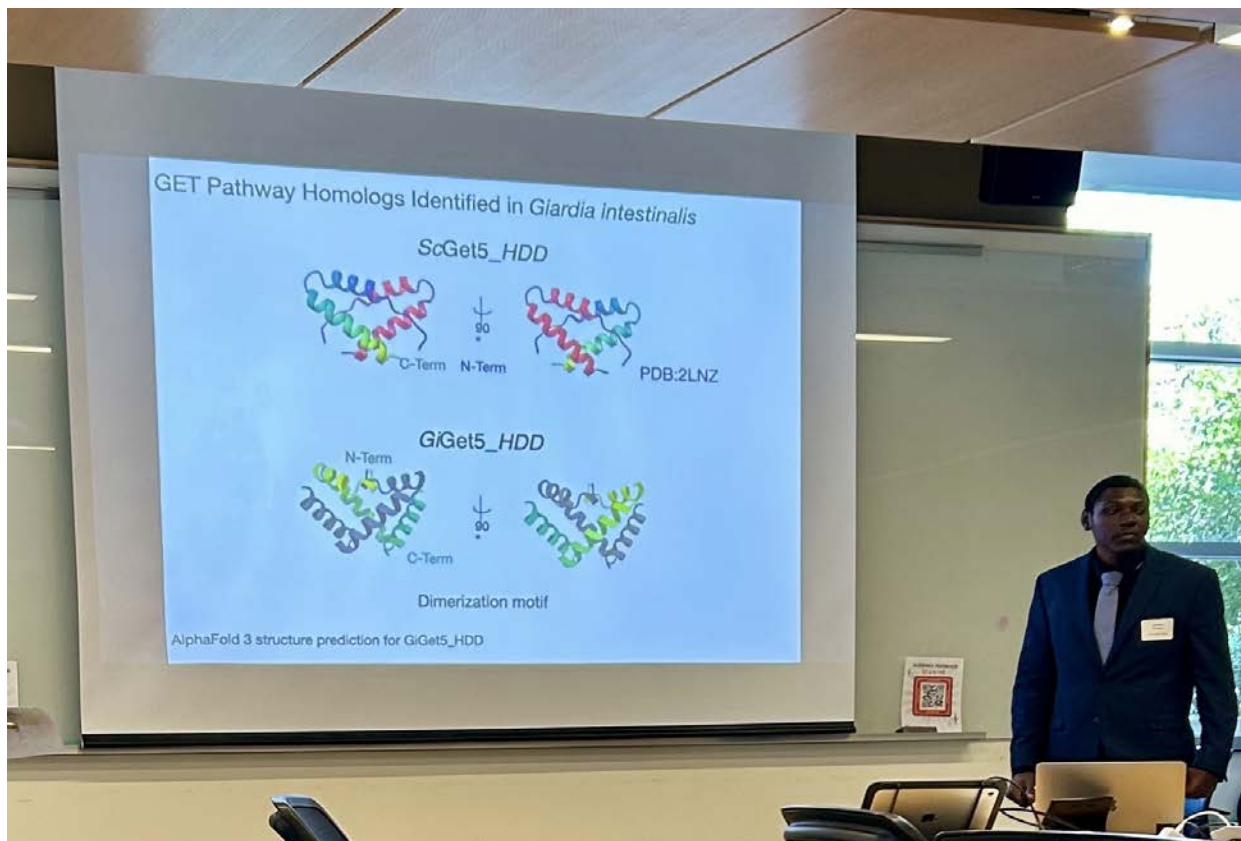
WAVE Student Support: The two 2024 Summer Preer WAVE Fellows were:

Deron L. Donald Jr. from Fayetteville State University, Fayetteville N.C.

Mentors: Professor William M. Clemons, Arthur and Marian Hanisch Memorial Professor of Biochemistry
Victor Garcia Graduate Student in Biochemistry and Molecular Biophysics

Deron's research project: **Towards the Structural Characterization of Predicted Carboxyl-terminal Dimerization Domain of Giardia intestinalis Get 5 Like Protein**

Membrane proteins are integral to the function of cells. They facilitate regulatory processes critical for maintaining cellular homeostasis. Notably cell-to-cell communication, vesicle fusion, and apoptosis regulation. Most membrane proteins are transported to the endoplasmic reticulum (ER) by way of the Signal Recognition Particle (SRP) pathway co-translationally. One class of proteins that are exempt from the SRP are TA (tail-anchored) protein due to their C-terminal transmembrane domain (TMD). This property of TA proteins requires them to be transported to the ER post-translationally by way of the Get pathway (guided-entry of TA proteins). The Get pathway is found in all lineages of life. In yeast, the GET pathway is composed of several proteins, Sgt2 a chaperone protein that shields the TA protein, Get4/Get5 a heterodimer that facilitates the handoff of TA proteins from Sgt2 to Get3, Get3 a homodimer responsible for transporting the TA protein to the ER, and Get1/Get2 which are membrane receptor proteins for Get3 that are localized in the ER. Currently, all of our understanding of the GET pathway, both structural and biochemical, is held to only the yeast and human pathways. Recently homologues of the GET pathway were discovered in the organism *Giardia intestinalis*. In this research, we aim to characterize the structure of the predicted Get 5-like homodimerization domain of *G. Intestinalis*. Characterizing this Get 5-like dimerization domain structure will give us insight on how conserved the Get pathway is outside of opisthokonta.

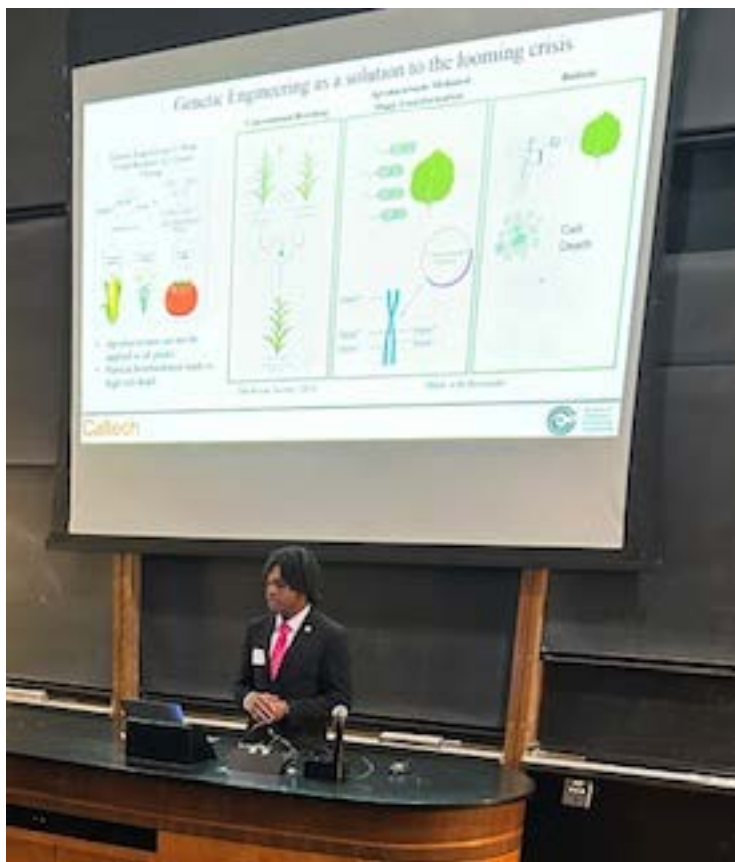


Robert E. Russum from Howard University, Washington DC

Mentors: Professor Gözde S. Demirer, Clare Booth Luce Assistant Professor of Chemical Engineering
Jesus Galeana Graduate Student in Chemistry

Rob's research project: **Cationic Carbon Nanodots for the Delivery of Nucleic Acid**

The changes in climate due to the dramatic increase of anthropogenic carbon dioxide and other greenhouse gases have attracted widespread public attention in recent years due to their impact on global surface and atmospheric temperatures. Global climate change is causing environmental stresses to occur far more often; if nothing is done, crop yields could decline by nearly 25% by 2050, according to the most severe projections. Something novel must be done to improve crop yields by making crops more resilient in unstable conditions and improving their productivity. In working towards a solution to these issues, tools to deliver nucleic acids for genetic engineering applications in plants are being developed. The genetic engineering of plant cells using CRISPR Cas-9 for example has the potential to be a highly effective solution; the introduction of genes that allow for greater crop productivity and improve their resistance to both biotic and abiotic stressors is something that could achieve the goal of protecting crops and improving their yield. To tackle this problem Carbon dots (CDs) for their simple synthesis, high water solubility, biocompatibility, low toxicity, nano size, and luminescence properties make them highly suitable candidates for gene editing applications. We have managed to functionalize CDs with PEI, following the precedent of chemistry in carbon nanotubes, to enable them to enter plant cells. Our results lay a foundation for future work in creating CD gene delivery systems and in this presentation, we will discuss the advancements in designing different size and charged carbon dots for genetic engineering applications



CCE DEI Committee is continuing to create connections with HBCU's, which is critical to the success of the Preer gift. **Please spread the word that potential candidates may apply through the SFP WAVE program website:** <https://sfp.caltech.edu/undergraduate-research/programs/wavefellows>

CCE DEI Funding: The 2023-2024 academic year, the DEI funds have been utilized extensively for DEI related events, outreach, special programs and conferences. CCE DEI funds are limited, and additional funds are needed to continue supporting the multiple requests. If you are interested in contributing to the fund, please contact the chair of the CCE DEI committee for more information (stoltz@caltech.edu).

CCE DEI Funding of Large Programs:

Caltech Connection - A Near-Peer Mentoring Approach for Advancing STEM Training 2023-2024 Update:

By utilizing near-peer mentoring with continued persistence through to the undergraduate's graduation, transfer or similar career transition. The program supports on-on-one mentoring plans that individually scale with mentee's skill and scientific identity. Professor-graduate-undergraduate triads are gradually formed to reduce the mentee's intimidation.

This year we instituted an additional resource to the Caltech Connection program: sub-discipline working groups in Biology, Chemistry, Physics/Engineering, and Astronomy. Each sub-group was facilitated by a lead mentor and lead mentee. The groups met on their own as well as together to cover a variety of supplemental topics, such as: introduction to coding/python, how to read a scientific article, how to make a science poster, field-related technical talks, and more. The sub-groups provided by mentees and mentors with a wider and richer network of support, while gaining supplemental knowledge on topics that are fundamental for success in higher education. Yearly exit surveys consistently find that >90% of participants who finish the program are able to gauge whether a career in STEM is right for them and how to pursue it, whereas the entry surveys usually report less than 10% of mentees having a conception of available STEM pathways. Equally important, matriculation statistics are showing that >90% of students are transferring to a four year or research-intensive university, whereas community college students outside of the program average a <10% transfer probability. Highlights of program outcomes include transfer to top R1 schools (e.g., UCLA, UC Berkeley, Harvard, and MIT), entering advanced technical and research programs including Rising Tide and Caltech WAVE, taking part in publications, multiple Goldwater Scholarships, and transitioning their technical skills into immediate careers. The success, sustainability, and scalability of the program is tested using real-time assessment and evaluation with respect to the individualized but collective mentor-mentee evolution groups.

Participant Demographics:

- 50% of female students
- 50% of male students
- 40-50% URM (Hispanic, Black, Interracial)
- 40% Asian and Asian American
- <10% white or Middle Eastern
- 40% first generation
- 70% working part-time or internships to pay for school
- >60% low-income household

Partner College Demographics:

- 90% of students from community colleges (PCC, Compton College, Santa Monica College, East LA College)
- 10% of students from 4-year colleges (Cal State LA, Charles Drew University)
- 100% of students from post-secondary (Everyone is in 2- or 4-year colleges)

Program Outcome Examples:

- 80% of students go on to STEM majors at 4-year colleges



Caltech Connections Poster Session

Unity in Diversity: Day of Inclusion

The inaugural division-wide Event-“Day of Inclusion” orchestrated by the Diversity in Chemistry Initiative (DICI), aimed to foster cohesion and to inspire concerted efforts towards Diversity Equity, and Inclusivity (DEI) within the Chemistry and Chemical Engineering (CCE) division at Caltech.

Week of Inclusion:

Wednesday, January 17, 2024, Professor Richmond Sarpong, Professor of Chemistry at the University of California Berkley. **DEI DICI Seminar Speaker: Title: Break-it-to-Make-it Strategies for Chemical Synthesis Inspired by Complex Natural Products**

Thursday, January 18, 2024, Professor André Isaacs, Associate Professor in Chemistry at College of the Holy Cross. **DEI DICI Seminar Speaker: Title A Click Chemistry Approach to Nitrogen Heterocycles.**

Friday, January 19, 2024, First Day of Inclusion at Caltech Hosted by Diversity in Chemistry Initiative (DICI)



Day of Inclusion: Morning DICI Affinity Coffee Hour with Professors Isaacs and Sarpong and students from CCID, BSEC, PRISM, Black@caltech, Chem Club and other campus affinity groups.

DAY OF INCLUSION in Beckman Auditorium

Welcome: CCE Chair Professor Dougherty

Introduction: Melinda Chan, Master of Ceremonies

CCE Faculty Sharing their DEI Initiatives Professor Sarah Reisman (Women in Chemistry) Professor Scott Cushing (Caltech Connection) Professor Agapie (Future Ignited)

Keynote Speaker: Dr. Sarpong – “Lessons from My Mentors”

Keynote Speaker: Dr. Andre Isaacs – “Shifting the Paradigm of Science Education and Mentoring to Improve Belonging”

Panel with Speakers: Panel Moderator – Lindsey E. Malcom-Piqueux, Assistant Vice President for Diversity, Equity, Inclusion and Assessment, Chief Diversity Officer.

Afternoon Workshops: Actionable Allyship, Decoding Title IX: How Title IX Can Help You Thrive, Inclusive Teaching (Faculty/Students, Unconscious Bias, Balance Activism with Research, Introduction to Neurodiversity and Universal Design, Imposter Syndrome, and Promoting Lab Cohesion.

Dinner and Raffles: A celebratory end to the Day of Inclusion.

April 5-6, 2024: The Second Conference for Emerging Black Academics in STEM (CEBAS)
at Dabney Hall on the Caltech Campus.

The **CEBAS** Mission Statement: The Conference for Emerging Black Academics in STEM (CEBAS) is an annual interdisciplinary research conference hosted at Caltech, dedicated to highlighting the work of Black academics in STEM. This conference is a unique opportunity to network with researchers in the Black community and share research and advancements across a wide variety of fields STEM including but not limited to Physics, Math, Chemistry, Economics, Biology, Engineering, and Earth Sciences.

Keynote Speaker: Dr. John Dabiri, Caltech Centennial Chair Professor Graduate Aerospace Laboratories (GALCIT) & Mechanical Engineering.

The CEBAS Conference had over 100 people from 25 different academic institutions, JPL, and 3 pharmaceutical companies in attendance with speakers discussing topics across all of the main STEM fields. The two full days of conference activities included research talks from faculty, postdocs, and graduate students, panels on science education and science industry, ample networking opportunities, and a poster session. Along with creating a space to celebrate the achievements of up-and-coming Black academics, CEBAS has allowed us to foster a greater sense of community among graduate students in the LA area.

Please take the time to learn more about the conference and hear testimonials from some of this year's attendees, check out the conference recap video [here](#).

CEBAS Organizers and BSEC Board, Sarah Weisflog (Co-President), Thomas Henning (Co-President), Theresa Tsaggaris (Vice President), Jasmine Emtage (Secretary), Susana Torres-Londono (Treasurer), and Ange-Célia Priso Fils (Outreach Chair)



CEBAS CONFERENCE

Rising Tide Program: *Summer 2024*

Rising Tide is a research techniques training program that is directed at increasing the participation of students from historically underrepresented backgrounds in science and engineering Ph.D. programs by making Caltech's programs more visible and accessible to students not traditionally exposed to Caltech. The 2024 Rising Tide summer program still focused on applicants from Pasadena City College.

The CCE DEI committee gave approved the continuation of the program for the 2024 summer after the updated presentation on December 13th by David Cagan, graduate student.

Rising Tide 2024 expanded to **eight (8) mentees** and to **six weeks** with the addition of the Biochemistry rotation. The mentees were Aidan Albestrain Sanchez, Huntington Co, Alondra De La Torre, Mai Koyama, Amanda Miranda, Gerald Perez Cortina, Ethan Phan, and Karin Wong.

Orientation Day-7/12: “Making the Most of Rising Tide

The 20 Caltech Rising Tide mentors per rotation are as follows:

Rotation A: Synthetic Chemistry 7/15-7/26: Kevin Gonzalez, Christian Strong (Stoltz Lab), Nathan Friede (Reisman Lab), Stephen DiLuzio, Kay Xia (Hadt Lab).

Rotation B: Analytical Chemistry 7/29-8/2: Robert Anderson (Fu Lab), Maria Blankemeyer, David Cagan, Katie Luedecke (Hadt Lab), Alex Winnett, Ojas Pradhan (Ismagilov Lab).

Rotation C: Biochemistry 8/5-8/16: Mat Ratanapanichkich, Anna Romano, Natalie Wu-Woods, Cris Neimeth, (Ismagilov Lab)

Rotation D: Computational Chemistry 8/19-8/22: Laurie Tan (Bernardi Lab), Nathanael Kazmierczak (Hadt Lab)

Rising Tide Program includes **Weekly Recap Lunch meetings:** 7/18 “**Program Expectations**”, 7/25 **Synthetic Chemistry**, 8/1 **Analytical Chemistry**, 8/8 **Program Expectations**, 8/15 **Biochemistry**, 8/22 **Computational Chemistry**.

There were **Friday Weekly Lunch Workshops:** 7/19 “**Finding Belonging in Science**”, 7/26 “**Writing a Resume or CV**”.

The August 2, Weekly Workshop “How to Network in STEM” Pizza Lunch in Schlinger Courtyard included the support of **Diversity in Chemistry Initiative (DICI)** and inviting the summer WAVE fellows and Amgen fellows to network.



Peer WAVE Fellow, Deron Douglas connects with Rising Tide mentee Aidan Albestrain Sanchez as Ethan Phan (Rising Tide) looks on and listens.

The August 9, Weekly Workshop “Why a PhD? Student Panel”. Maria Manzanares, from Caltech Student Faculty Programs chaired the panel. Jacob Parres-Gold, Isaryhia Rodriguez and Manuel Holguin were the graduate student panelists.



August 23, Rising Tide Celebration Lunch at the Athenaeum with the eight mentees receiving their Caltech “Rising Tide” Laboratory Research Certificate.



Funding Support from the CCE DEI Committee, the BBE DEI Committee, the Carina Initiative (The office of the AVP for Diversity, Equity, Inclusion, and Assessment) with a portion of additional support from Professor Hadt’s NSF Career Award and administrative support from the CCE DEI Committee as well as administrative support from SFP (the Office of Student-Faculty Programs).

More CCE DEI Committee Funding:

James Ellis LuValle Award established in 2021, by the CCE DEI Committee to honor those graduate students and postdoctoral scholars who have continually worked to bring ideas and programs focused on improving inclusion, diversity, equity, and accessibility to the CCE division. The **2023-2024 James Ellis LuValle Award recipients:**



Tsam Meng (Melinda) Chan (graduate student) Melinda has been active in a variety of DEI efforts over the years in CCE. She was previously a member of the Caltech Chemistry Graduate Student Council. Additionally, she served as both Vice President and is immediate past President of DICI (the Diversity in Chemistry Initiative), an extremely active group within CCE and on the campus at large. She recently organized

and led our division's Day of Inclusion, the first of its kind for any Chemistry Department or Chemistry School in the US (that we are aware of). Melinda is a caring and thoughtful member of our community, and no doubt devoted countless hours to this task. Although many people across campus participated, it was Melinda who brought us all together and was the lifeblood of the organization. The Day of Inclusion was amazing! It is clear to me that Melinda approaches her duties in these organizations with the same high degree of engagement that she displays in the laboratory on a day-to-day basis.



Kaylin N. Flesch (graduate student) Kali, co-president of Women in Chemistry (WiC) for this award. Kali spent a tremendous amount of time outside the lab this year contributing to many great events for WiC including the “**Spring into STEM**” an outreach event for Los Angeles County Cadette Girl Scouts, she also organized the WiC Seminar with Speaker Jennifer Schomaker along with coordinating coffee hours with visiting women STEM seminar speakers throughout the CCE division. Kali volunteered to assist in events hosted by DICl by assisting with volunteering and assisting with prizes for the Day of Inclusion. She is also active in events hosted by EWOC and was an awardee of the Amgen Women Graduate Symposium.



Rahuljeet S. Chadha (RJ) (graduate student) RJ planned a variety of events for DEI in CGSC including Diwali celebration, Plant Party, and currently is working on a CGSC DEI seminar for 2025. Additionally, he is the DEI coordinator of DICl. During RJ’s involvement with the Caltech Connection Program, he significantly impacted the lives of many community college students, including myself. His efforts have provided these students with invaluable access to research opportunities, helping to bridge the gap to higher education and scientific exploration. Through his guidance and support, I was able to navigate the challenges of academic advancement and ultimately secure a place in a local institute of higher education.

Barbara J. Burger Fellowship and Prize

The **Barbara J. Burger Graduate Fellowship and Prize** is awarded annually to a female Chemistry graduate student in at least her fourth year with interest in pursuing a career outside of academia. The fellowship covers a portion of the awardee's stipend and tuition in addition to a \$3.5K prize supporting research-related expenses incurred by the Barbara J. Burger Graduate Fellowship awardee. The awardee for AY2023-2024 Awardee was **Xiaotian Bi** from Professor Lu Wei’s group.



Caltech Awards for CCE Community Members

May 2024, The Caltech Center for Inclusion and Diversity (CCID) Hosted their Celebration of Excellence Awards. The IDEA Award for Allyship & Advocacy was presented to two CCE graduate students: **Marva Tariq** and **Tsam Meng (Melinda) Chan**



June 2024 The Graduate Dean's Award for Outstanding Community Service is given annually to a PhD. Student who, throughout their years at the Institute, has made great contributions to graduate life and whose qualities of leadership and responsibility have been outstanding. CCE's David Cagan was the Awardee



CCE DEI Supported Activities throughout 2023-2024 Academic year

November 11, 2023, Oasis Diwali Celebration Event:

Diwali, a celebration of good over evil, where folks practice the exchange of sweets, and commemorate the return of an ancient mythological character, after he defeated a demon king and saved his wife from the clutches of an evil kingdom. He was aided in his quest by loyal servants, and this event aims to bring together people in memory of the idea of the greater good. Over 400 people attended the event.



February 22, 2024: Celebrating Black Chemists: Honoring Black Chemists who have contributed to chemistry and made it the field that we love today! Created/coordinated by **Marva Tariq** (below). Pastries and coffee were provided in the Schlinger Courtyard.



March 23, 2024: Caltech Shines continued as a virtual multi-divisional, multi-option event to celebrate graduate student life at Caltech and to introduce prospective graduate students to the community that they would be a part of. Sessions included, **Belonging at Caltech, Spotlight: Diversity Equity and Inclusion, Housing Information Sessions. International Student Information Sessions,** and more.

April 11, 2024: CCE DIC & DEI Coordinators: CCID “Conflict Resolution Training”

Conflict Resolution Training explores multiple aspects from individual communication to tools for conflict resolution.

April 27, 2024, Women in Chemistry Outreach Event “Spring into STEM” on the Beckman Auditorium Lawn. Los Angeles County Girl Scout Cadettes. Other participating divisions: BBE, EAS, GPS and Galcit. The event included lab tours and an introduction from Professor Sarah Reisman, the Women in Chemistry faculty mentor.

April 28 , 2024: Holi Celebration, which commemorates the advent of spring and the end of winter with the celebration of colors. It is a celebration that occurs throughout India and its people around the world, uniting over a billion people.(Funding Support-DEI Committee)



April 27, 2024 CCE STEM Demonstration at Women in Chemistry -“Spring into STEM”

June 9, 2024: Caltech Postdoctoral Association organized a float for the Los Angeles Pride Parade. The CCE DEI Committee supported the float. Catherine Romero, a CCE DEI Coordinator, on the float below:



June 28, 2024, DICI WAVE AMGEN First Summer Social. The DICI lunch was focused on creating an opportunity for members of the Caltech community to interact with the WAVE and Amgen undergraduate scholars. (Funding Support-DEI Committee)

August 24, 2024, DICI WAVE AMGEN Last Summer Social. The final DICI summer lunch was sharing their research experiences the WAVE, Amgen and Rising Tide students had over the summer with each other. (Funding Support-DEI Committee).



Throughout the 2023- 2024 academic year the committee has continued to support existing programs and new projects throughout the division and campus with the hope that these programs and projects will become integral parts of the CCE Division into the future. In addition, we look toward new ways to increase awareness in diversity, equity, inclusion, and accessibility in CCE and Caltech. Feel free to get involved by contacting a committee member!

“Not everything that is faced can be changed, but nothing can be changed until it is faced.” James Baldwin