



ANNUAL REPORT 2020



**LATINOS IN TECHNOLOGY
SCHOLARSHIP**

OVERALL HFSV STRATEGY IMPACT

Although Latinos represent 28% of the total population in Silicon Valley, only 3% are in the hi-tech workforce. With 39% of the K-12 student population identified as Latino, we anticipate the challenge to continue to grow.

The Latinos in Technology Scholarship (LITS), established by the Hispanic Foundation of Silicon Valley in 2015, is available to college juniors and seniors in good standing who are pursuing a college degree in a STEM-related (Science, Technology, Engineering, Math) field.

GOAL

This program aim is to provide financial support to Latino students to facilitate college graduation and support a robust pipeline of Latino professionals in STEM. The scholarship provides up to \$10,000 in annual financial support for up to three years.

DIVERSIFYING THE HIGH-TECH INDUSTRY

Successful metrics of our program include on-time graduation of all supported students, interest in STEM-related degrees, and successful conversion of hires for a significant percentage of supported students upon completion of their degree.

As of today, our investors include The Hastings Fund, Intel Corporation, Lam Research, Western Digital, Symantec, Silicon Valley Bank, KLA Foundation, Carl & Leslee Guardino, and over 100 individual HFSV donors.

We want the total number of scholars completing summer internships or hired in full-time positions in a tech-related company to be 100%, and we are currently at 63%. We are addressing this by strengthening our partnerships with current LITS funders. Funding is just a piece of the puzzle of this program, and the help of tech companies is necessary to make this program fully successful.

APPLICATION ELIGIBILITY REQUIREMENTS

- Must be Latino or Hispanic (defined by U.S. Census)
- Declared Major in STEM
- Graduate of a high school in the following Northern California counties: Alameda County, Contra Costa County, Marin County, Napa County, San Francisco County, San Mateo County, Santa Clara County, Santa Cruz County, Solano County, Sonoma County and Yolo County and/or
- Graduate of a high school not in the above counties, but enrolled at a college/university within the 11 listed counties.
- Minimum cumulative college grade point average of 3.0
- Demonstrated financial need
- United States citizen or eligible non-citizen (eligible non-citizens include United States legal residents and students who have obtained Deferred Action for Childhood Arrivals)



IMPACT

399

**SCHOLARSHIPS
AWARDED**

82%

**FIRST-GENERATION
COLLEGE STUDENT**

42%

LATINAS IN STEM

63%

**INTERNSHIPS
FULL-TIME POSITIONS IN STEM**

MEET OUR SCHOLARS

DIEGO ROJAS **MECHANICAL ENGINEER** **UNIVERSITY OF CALIFORNIA, DAVIS** **CLASS 2020**

Diego Rojas recently graduated from the University of California, Davis, receiving a Bachelor of Science degree in Mechanical Engineering. With the Hispanic Foundation's financial support, Diego did not have to work a part-time job the past school year, which allowed him to accept an opportunity to work on a NASA-funded research project on Space Robotics at NASA JPL.



His dream job is to work as a robotics engineer at a company in Silicon Valley, where he can work on autonomous systems.

Diego will continue to a Master's program come Fall 2020 and will continue working in robotics. His advice to other Latinx students is not to be afraid to take risks. Work hard, give it your best, and it will all be worth it in the end.



MARIELI RUBIO **CIVIL ENGINEER** **SANTA CLARA UNIVERSITY** **CLASS 2021**

Marieli Rubio, a senior at Santa Clara University, is majoring in Civil Engineering and graduating in 2021. Being a 2019 Latinos in Tech Scholar has provided Marieli the financial support to fund her college education and given her a supportive community to continue advancing her academic career.

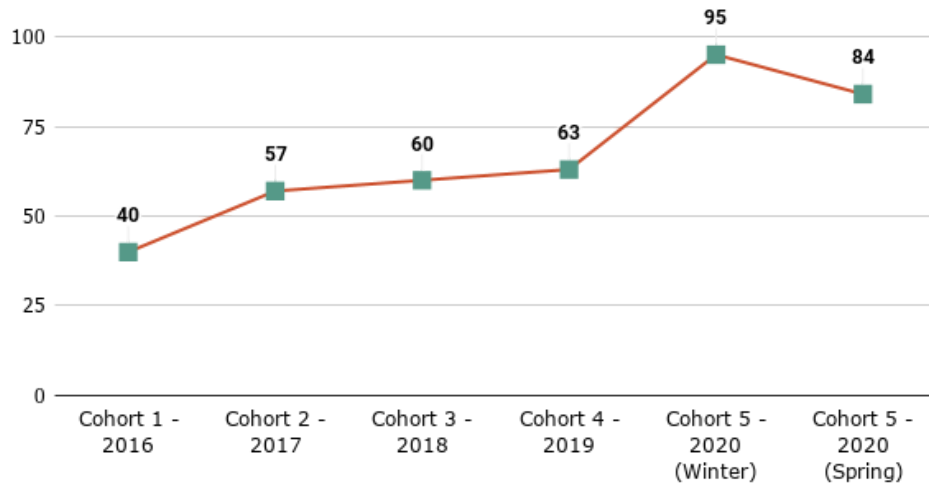
Born and raised in Saint Helena, California, a small town known for its wine industry, her family and community have shown her the importance of working hard and embracing her Mexican-American culture and identity.

After graduating from SCU in June 2021, Marieli hopes to land a full-time position in an environmental engineering consulting firm or in a business development role. She is passionate about sustainable urban planning, teaching, and scaling social enterprises. Her long term goals include becoming an engineering professor or having a leadership position at a company.

CLASS PROFILE



2016-2020 TOTAL NUMBER OF SCHOLARSHIPS AWARDED

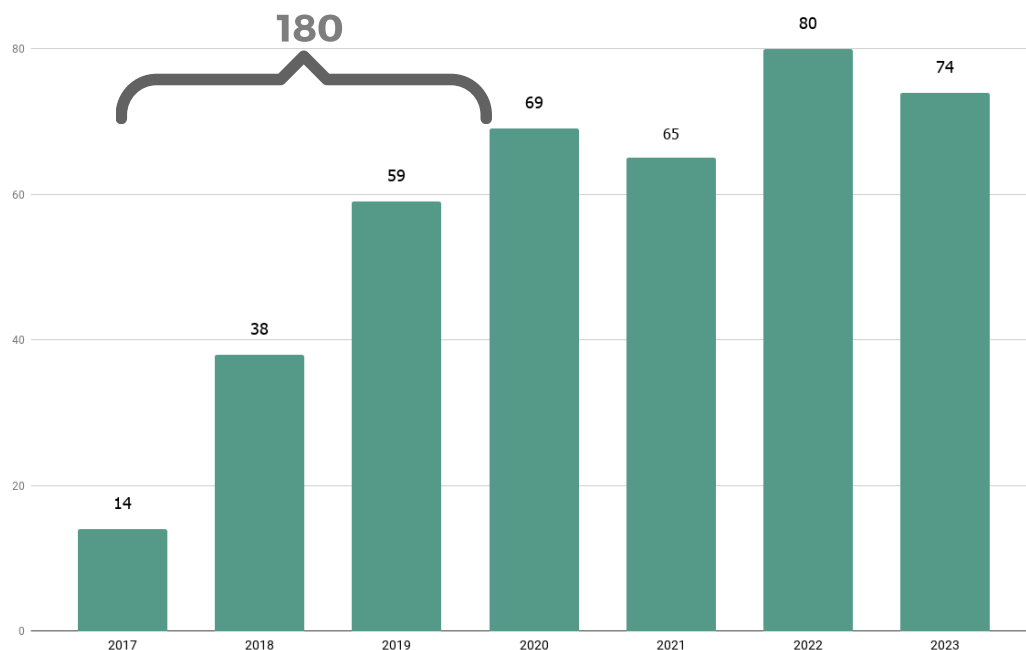


The Latinos in Technology Scholarship is one of the most successful programs at the Hispanic Foundation of Silicon Valley. To date, 399 college students have received scholarships. The number of applicants who qualify for the scholarship has also increased due to more targeted marketing and outreach efforts at local colleges and universities.

The application recruitment process includes strong relationships with STEM and Latinx school administrators at local colleges and our partnership with Latinx student groups.



TOTAL NUMBER OF GRADUATES

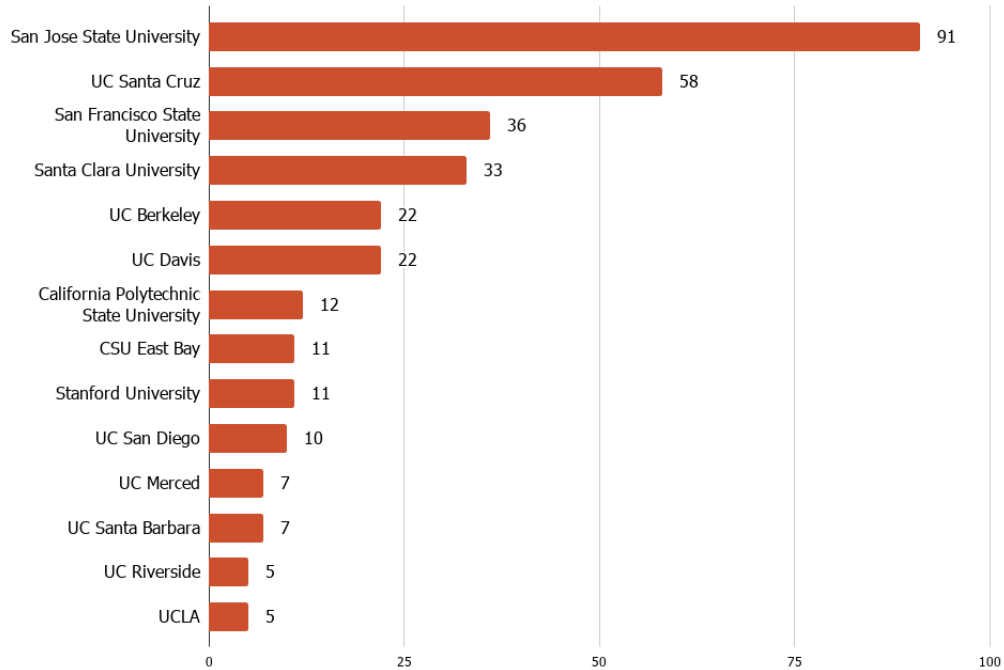


Since the program started in 2016, 180 scholars have graduated from a four-year university. We are expecting 219 Scholars to graduate in the next three years.

CLASS PROFILE



2016-2020 SCHOLARSHIPS AWARDED BY INSTITUTION



45

Different Colleges
& Universities



ADDITIONAL INSTITUTIONS

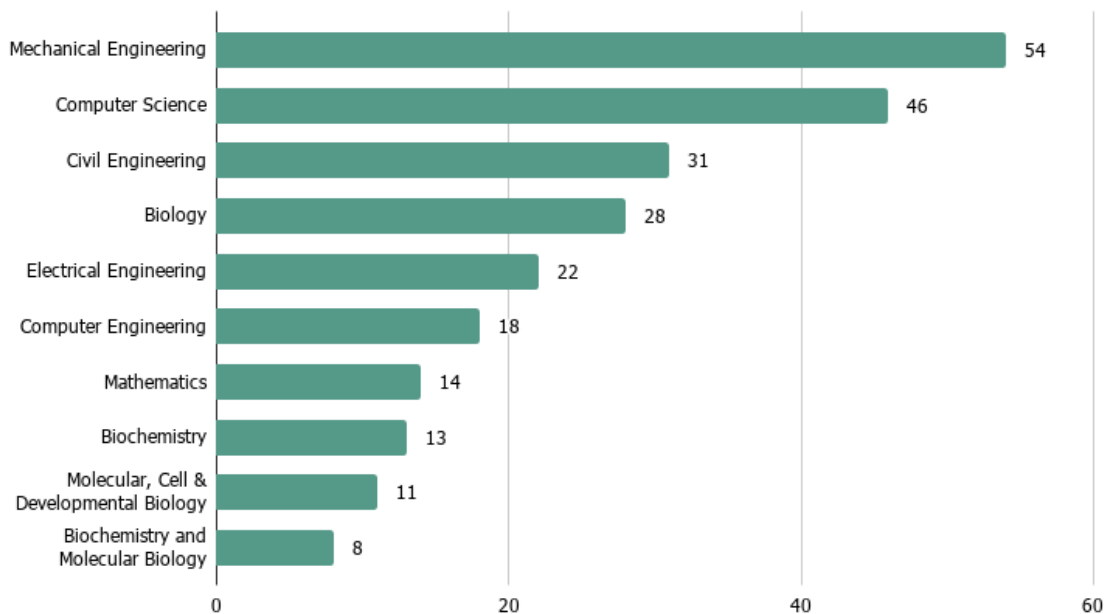
- Carnegie Mellon University
- Chico State University
- Connecticut College
- CSU Long Beach
- CSU Los Angeles
- CSU Monterey Bay
- CSU San Marcos
- Denison University
- Dominican University of California
- Duke University
- Fresno State University
- Harvey Mudd College
- Humboldt State University
- Lehigh University
- Leland Stanford Jr. University
- Loyola Marymount University
- Mills College
- Notre Dame de Namur University
- Purdue University
- Saint Mary's College
- Samuel Merritt University
- San Diego State University
- Sonoma State University
- Southern New Hampshire State University
- UC Irvine
- University of Phoenix
- University of Portland
- University of Redlands
- University of San Francisco
- University of Southern California
- Whitworth University

CLASS PROFILE



2016-2020 SCHOLARSHIPS AWARDED BY MAJORS

From the 399 scholars, the top four declared majors are Mechanical Engineering at 14%, Computer Science at 11%, Civil Engineering at 9%, and Biology at 7%. Majors such as Electrical Engineering, Computer Engineering, Mathematics, and Biochemistry are the second most popular.



ADDITIONAL MAJORS

- Accounting
- Aerospace Engineering
- Applied Math
- Applied Physics
- Art & Design Games
- Astrophysics
- Aviation
- Biochemical Engineering
- Bioengineering
- Biological Sciences
- Biomedical Engineering
- Biotechnology
- Cellular & Molecular Biology
- Chemical Engineering
- Chemistry
- Clinical Nutrition
- Cognitive Science
- Computer Science Engineering
- Earth Environmental Science
- Earth Science
- Ecosystem Management and Forestry
- Engineering
- Engineering Physics
- Environmental Engineering
- Environmental Science
- Environmental Systems Engineering
- Global Disease Biology
- Health Science
- Human Biology
- Industrial Engineering
- Industrial Technology
- Integrative Biology
- Interdisciplinary Studies
- Kinesiology
- Marine Biology
- Materials Engineering
- Math and Scientific Computation
- Mathematical Analytics
- Mechatronics
- Microbiology
- Natural Sciences
- Neuroscience
- Nursing
- Physics
- Plant Sciences
- Psychology
- Public Health
- Science in Management
- Software Engineering
- Statistics
- Technology and Information Management

PROGRAM GROWTH

As the Latinos In Technology program grows, we have learned and changed the program accordingly. First, we'd like more of our scholars to secure summer internships. By strengthening our relationship with our corporate partners, we better understand the optimal timing for internship applications, the needs of our corporate partners, and better relationships with key decision-makers.

We also adjusted the GPA from initially being 2.5 to a 3.0 GPA to meet the eligibility requirements for various tech companies in Silicon Valley.

We began a partnership with Empowered Students, a nonprofit organization that provides career coaching skills, a four-week online micro-learning experience that is 10 minutes a day, weekly group coaching calls via video chat, and access to a private LinkedIn group. Through the Empowered Students' career coaching program, LITS Scholars will receive the skills needed to improve their possibilities of landing life-changing business internships and jobs upon graduation.

It is too early to know the final impact the COVID-19 pandemic will have on the Silicon Valley Latino community. However, it is clear that the effects on our Latinos in Technology Scholars have been significant at this early stage of the crisis. In response to our community's needs, HFSV launched a COVID Relief Fund in April to provide a \$250 stipend to 70 scholars needing additional financial assistance.



Finally, in the last year, we launched the Conexiones (Connections) Career Mentorship Program, which offers the Latinos In Technology Scholarship recipients an opportunity to partner with a Latinx professional in Silicon Valley. This five-month program will focus on leadership and professional development skills in partnership with local Hi-Tech Latinx Employee Resource Groups. Mentors and scholars meet once a month for one hour to provide guidance, motivation, emotional support, and role modeling.

A mentor may also help explore careers, set goals, develop contacts, and identify resources in hi-tech jobs. Each session will address professional skills such as resume building, interview questions, improving social media and LinkedIn profiles, and introducing a professional in the scholar's field.

If you're interested in becoming a mentor, [fill out the Hispanic Foundation volunteer registration form.](#)

INVESTORS



HASTINGS FUND



**CARL & LESLEE
GUARDINO**



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Empowered Students®

HOW GET INVOLVED

Become
a
Mentor

Donate

Sponsor
a
Scholar