Cientifico Latino, Inc.

CHANGING THE
NEXT GENERATION OF STEM

2024
ANNUAL REPORT

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Cientifico Latino, Inc.

Cientifico Latino, Inc. is a 501(c)(3) non-profit organization that aims to promote an environment of inclusivity in STEM and increase the number of scientists from underserved communities in higher education in the sciences.

Cientifico Latino, Inc. supports students through providing mentorship, open- access resources, and professional development opportunities.

Director's Message

Seven years ago, Cientifico Latino, Inc. started as an idea. By hosting resources on a website, we aimed to help students from underserved communities navigating higher education in the sciences. My co-founder Dr. Olivia Goldman and I believe in the importance of an equitable STEM landscape and that students who do not have access to mentors or gated professional networks should still have access to the resources and preparation they need to pursue their scientific dreams. We have come a long way since 2017 as a result of the community that believed in us.

Thanks to the students we have served, our dedicated mentors and volunteers, and our generous funders, we've grown into a 501(c)(3) nonprofit organization building pathways to make STEM higher education equitable through resources, mentorship programs, and financial support.

Our GSMI program for mentoring STEM graduate student applicants has helped 525 scholars matriculate into graduate programs. Our program for first-year graduate students, GSEC, has provided community and support to 203 students to bolster student retention. This year, we launched a GSEC scholarship to help 34 first-year graduate students with financial expenses during their first year of graduate school. Our first post-graduate program, CPP, has helped PhD students navigate careers in consulting.

During these turbulent times when academic STEM programs are being defunded, we want to ensure our community that at Cientifico Latino, Inc., we are committed to our mission. We will continue our programming and serving our communities, especially now in the moment they need us most. We are excited to share that we have two years of support to run our GSMI from 2025-2027 and continue helping in the college to PhD pipeline. We are working on remodeling our GSMI alumni program to support students navigate that critical first-year of graduate school. We are building new programs to contribute to the PhD to career pipeline, expanding from our CPP program. We will continue working on institutional partnerships and strengthen our ties with local communities. This includes New York City, one of Cientifico Latino, Inc.'s launching points, through hosting in-person events to connect with college students and help them break into scientific careers.

Together, we have the power to drive systemic change through investing in the next generation and working in solidarity to make STEM truly accessible for all.

DR. ROBERT W. FERNANDEZ
Executive Director of Cientifico Latino, Inc.
2024 - 2025 Obama USA Leader

Cientifico Latino, Inc. Leadership

EXECUTIVE BOARD

ROBERT FERNANDEZ, PHD
Executive Director,
President, & Treasurer

OLIVIA GOLDMAN, PHD
Executive Board Secretary
Postdoctoral Scientist,
UC Berkeley

CATHY AMAYA, PHD
Executive Board
Science Advisor,
Goodwin Procter

ADVISORY BOARD

GIOVANNA GUERRERO-MEDINA, PHD
Advisory Board Member
Director, Diversity, Equity and Inclusion, Wu Tsai Institute

JUNIOR BOARD

MELISSA A. CADENA, PHD
GSMI
PhD Graduate,
Emory University &
Georgia Institute of Technology

ANÍBAL TORNÉS BLANCO
PhD Candidate,
University of Michigan

CARLOS RICO, MD, PHD
Resident, Psychiatry,
Johns Hopkins Hospital

VALERIE TORNINI, PHD
Assistant Professor,
UCLA

DAISY DUAN, PHD
GSMI
Postdoctoral Fellow,
Genentech

DANIEL SALAS-ESCABILLAS, PHD
Postdoctoral Scientist,
Johns Hopkins University

HEBER LARA
PhD Candidate,
University of Washington

SERGIO R. LABRA
PhD Candidate,
Scripps Research

ORGANIZING COMMITTEE

GIZELA THOMAS
Digital Experience
& Communications

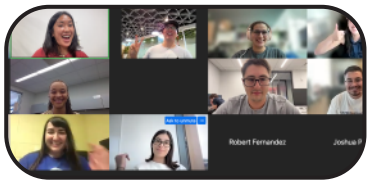
NANDAN G. PANDIT, PHD
CCP
Corporate Strategy,
Thermo Fisher Scientific

DANIELA COSSIO
GSEC
Neurobiology &
Behavior, UC Irvine

JULIO FIERRO MORALES
GSEC
Biochemistry,
University of Utah

History of Cientifico Latino, Inc.

2017
Cientifico Latino, Inc. began as a website which provided open access professional development resources and databases.



2021
The Graduate Student Engagement and Community (GSEC) program was launched, aiming to increase graduate school retention through first year support and mentorship.

2022
The Consulting Preparation Program (CPP) was started to help students apply to and prepare forconsulting jobs.

2019
Our flagship program, the graduate student mentorship initiative (GSMI), was launched to help students prepare graduate school applications in the sciences.

2020
Cientifico Latino, Inc. was incorporated as an LLC and also started hosting professional development workshops.

2023
At the end of the year, Cientifico Latino, Inc. was incorporated as a 501(c)(3) non-profit organization.

2024
5th year of running the national GSMI program, supported by the Simons Foundation

Cientifico Latino, Inc. Community

The core of the success of Cientifico Latino, Inc. comes from the community: scholars, mentors, volunteers, alumni, and supporters. Every hour volunteered, every story shared, and every connection formed transforms the lives of our students.

BOSTON SOCIAL, OCT. 5, 2024

The Boston social was attended by Cientifico Latino, Inc. community members, including GSMI scholars and 4 GSMI/GSEC mentors.

ABRCMS SOCIAL, NOV. 15, 2024

4 GSMI scholars, 1 GSMI alumna, and other Cientifico Latino, Inc. community members met up in Pittsburgh, PA during the Annual Biomedical Research Conference for Minoritized Scientists.

NYC SOCIAL, OCT. 25, 2024

The NYC social was held at Rockefeller University and attended by the Cientifico Latino community including 10 GSMI scholars and 1 GSEC scholar.

Cientifico Latino, Inc. Program Model

A model to prepare scientists from underserved communities to navigate STEM careers

Graduate Student Mentorship Initiative

Consulting Preparation Program

GSMI helps students from underserved communities, including from first-generation and low-income families, access graduate education in the sciences. Since 2019, GSMI has served 792 graduate school applicants.

In 2024, the program supported 100 applicants by pairing them with a mentor in their research field, hosting webinars, offering practice interviews, providing application fee waivers through 60 university partners, and offering a small scholarship fund to cover application costs.

GSEC aims to increase retention of graduate students from underserved communities through providing mentorship, community, and professional development and networking opportunities during their first year of graduate school. Between 2021-2023, GSEC supported 203 students from underserved communities.

The 2024 program assigned 100 first-year graduate students into mentorship groups with their cohort peers and with senior graduate students.

Graduate students receive limited support in the pursuit of career options outside of academia.

CPP is our first program to offer training and networking opportunities for jobs outside of academia. Started in 2022, the program consists of a public webinar series (Phase 1) and a selective mentorship program (Phase 2). Over the three years of its operation, roughly 150 and 29 students have taken part in Phase 1 and Phase 2, respectively. Our Phase 2 mentees' acceptance rate to internship programs is estimated to be significantly higher than the industry average.

Graduate Student Mentorship Initiative

The mission of the GSMI program is to provide mentorship for students from underserved communities with their STEM graduate school applications. The program is funded by the Simons Foundation.

PROGRAM HISTORY

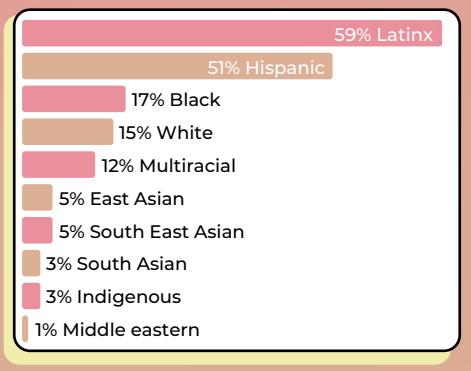
2019
The GSMI pilot program was started by Dr. Robert W. Fernandez, Dr. Olivia Goldman, and Dr. Daisy Duan.

2019 - 2021
The national GSMI program was conducted annually with the help of 20+ volunteers.

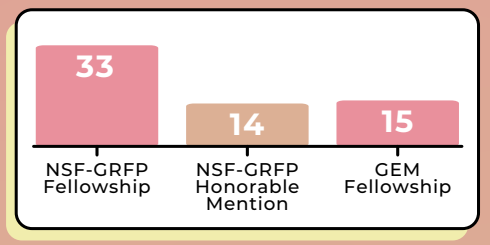
2022
We executed a GSMI-NYC mentorship program in New York City with support from the Simons Foundation.

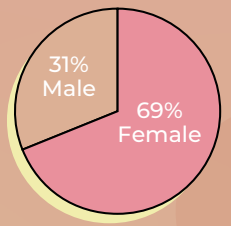
2023
Under fiscal sponsorship from Scientist, Inc., we helped 100 students with funding support and from the Simons Foundation. We also published a perspective article on GSMI in *Cell*.

2024 PROGRAM DATA



Between 2019 - 2024 GSMI scholars recieved the following fellowships:





100 GSMI SCHOLARS IN 2024

78 UNIQUE UNIVERSITIES REPRESENTED

GSMI scholars came from 12 NYC colleges and universities, including 8 from CUNY. 5 scholars came from the University of Puerto Rico and 11 from the University of California systems.

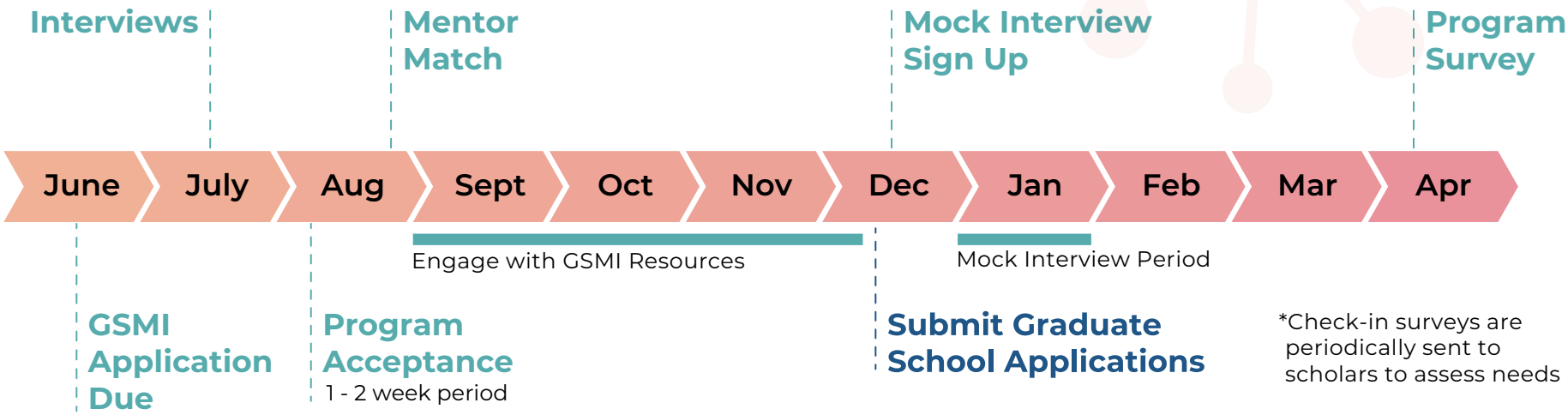
59% FIRST GENERATION STUDENTS

78% LOW INCOME STUDENTS

18% ATTENDED COMMUNITY COLLEGE

66% APPLYING TO GRADUATE SCHOOL FOR FIRST TIME

GSMI 2024 Program at a Glance



*Check-in surveys are periodically sent to scholars to assess needs

ELGIBILITY

Our program is for all students including those from underserved communities (low-income, first-generation, ethnicity, gender, veterans, children of immigrants, disabilities, sexual orientation, identity, students with demonstrated commitment to improving the scientific community, etc.) who are applying to STEM graduate programs during active graduate application cycles.

GSMI SCHOLARS RECEIVE

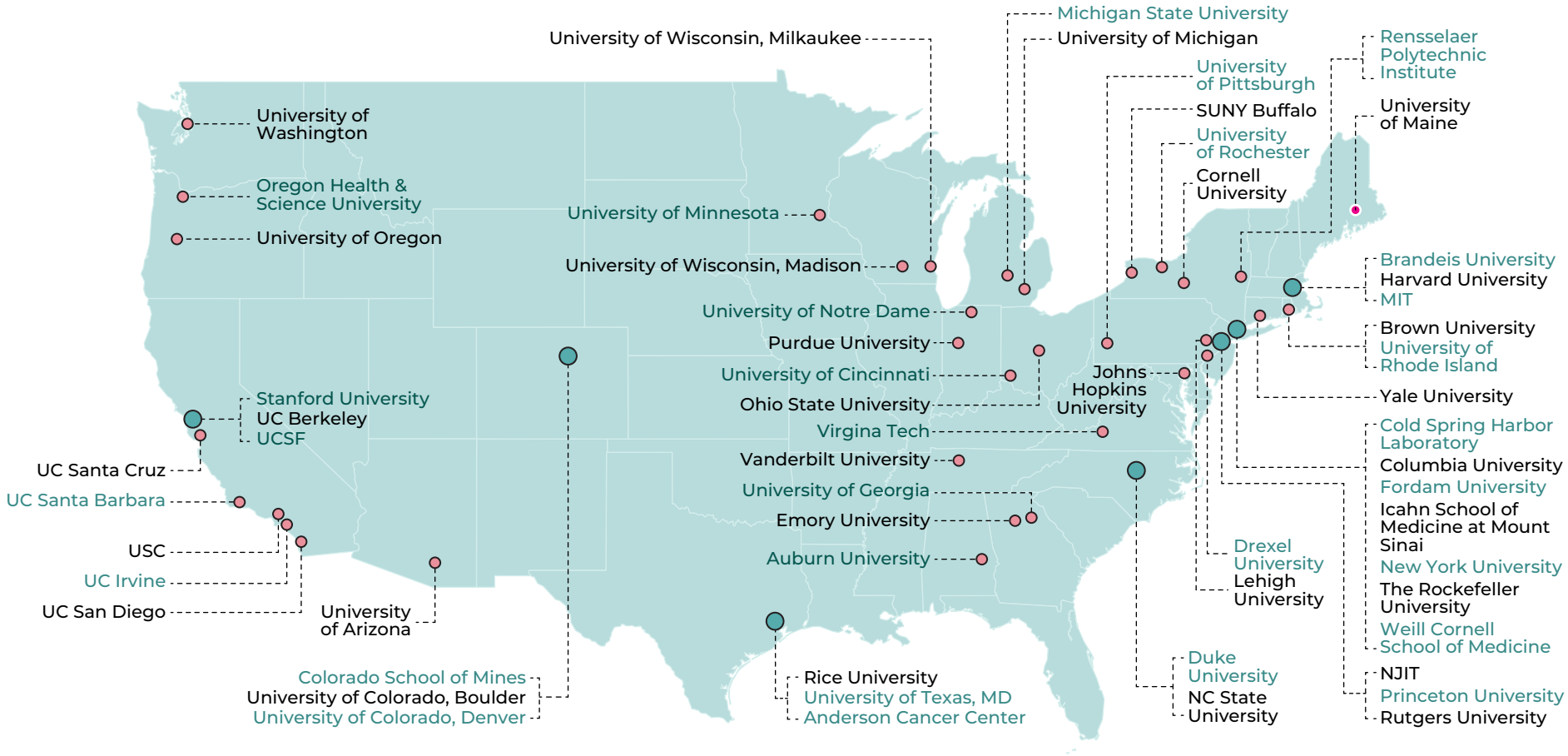
- One-on-one guidance by a STEM professional
- Graduate school preparation resources
- National community of GSMI scholars and mentors
- Fellowship application assistance
- Webinars on the graduate school application process
- Mock Interview opportunities
- Graduate school application fee waivers
- Small scholarship fund

2020 GSMI SCHOLAR

GSMI 2024 Fee Waiver Partner Universities

The GSMI program partners with universities to provide graduate school application fee waivers to the GSMI scholars.*

We thank our partners for their generous support of the GSMI scholars!

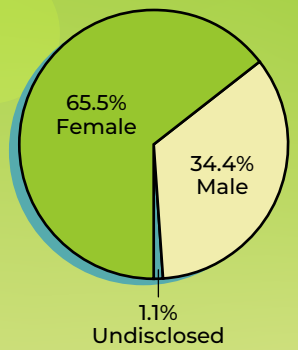


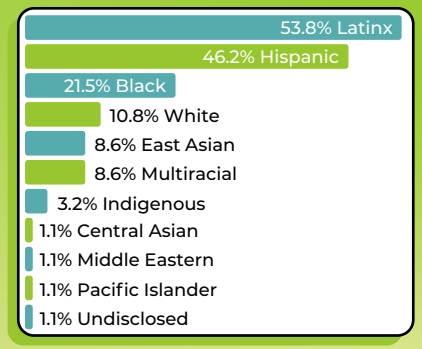
*Select programs at each of these universities partner with the GSMI program. These fee waiver partners are subject to change per year and are not guaranteed"

Graduate Student Engagement and Community

GSEC focuses on increasing graduate student retention in STEM programs through supporting our GSMI alumni and first-year graduate students as they navigate their first year of graduate school.

2024 PROGRAM DATA





93 **GSEC SCHOLARS IN 2024**

25% **2023 GSMI SCHOLARS CONTINUED TO GSEC IN 2024**

63 **UNIQUE GRADUATE INSTITUTIONS**

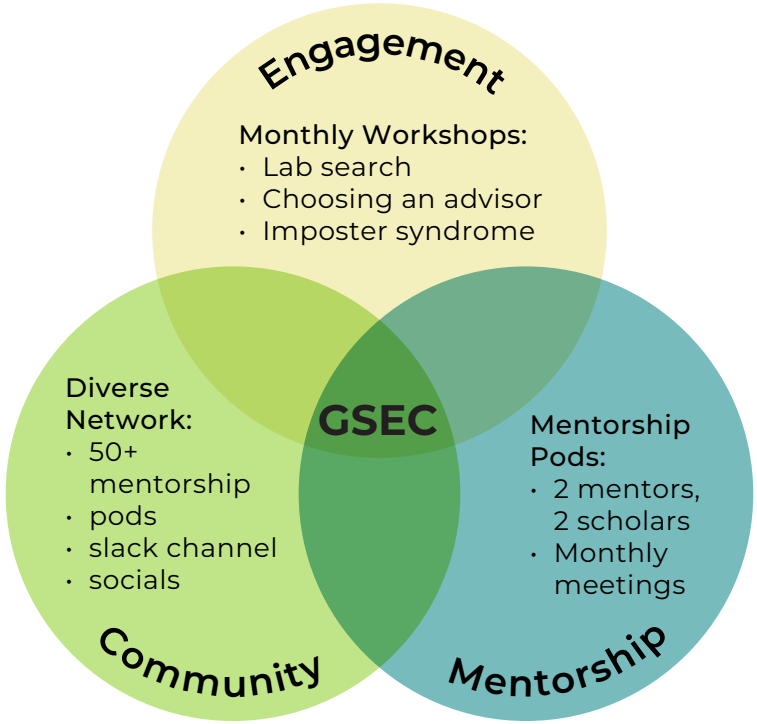
The GSEC class come from different institutions including 5 from Yale University, 3 from Brown University, 3 from Stanford University, 3 from Northwestern University, 3 from the University of Michigan Ann Arbor, 12 from the University of California systems, 3 from University of Pennsylvania, and 4 from the University of Washington.

79 **UNIQUE UNDERGRADUATE INSTITUTIONS**

3 GSEC students came from the NYC area, with 2 from CUNY. 6 students joined from the University of California systems and 4 from the University of Puerto Rico.

PROGRAM SUMMARY

The GSEC Program is broken down into 3 main categories to support students during their first year of graduate school:



The GSEC program is being reenvisioned as a GSMI alumni program to establish a long-term pipeline.

GSEC 2024 at a Glance

GSEC WORKSHOPS

January 22nd, 2024
Time Management: Coursework, Researchand Outreach

February 21st, 2024
Setting Expectations with PI

March 20th, 2024
Tax Preparation as a Graduate Student

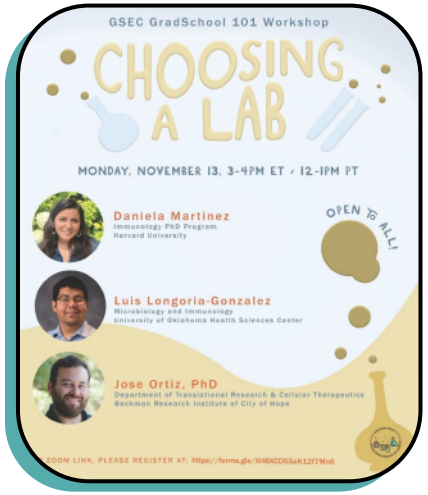
April 24th, 2024
Imposter Syndrome

May 15th, 2024
Public Speaking

September 16th, 2024
Applying to Fellowships

October 21st, 2024
Choosing a Lab

November 18th, 2024
Time Management



GSEC CAFECITOS

GSEC held 8 virtual Cafecitos for mentorship and community building.

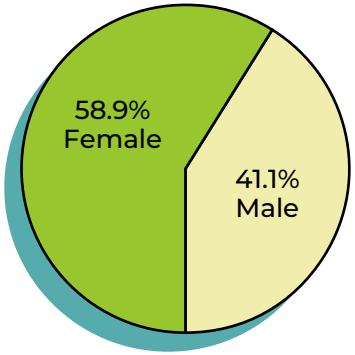
- January 16th, 2024
- February 15th, 2024
- March 5th, 2024
- April 12th, 2024
- May 23rd, 2024
- October 30th, 2024
- November 14th, 2024
- November 25th, 2024

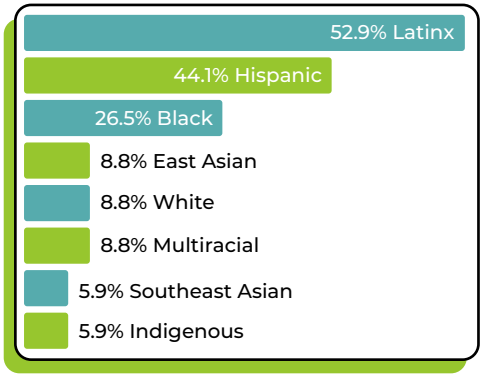
COMMUNITY MEET-UPS

GSEC 2024 Scholarship Fund

In 2024, we launched the GSEC 2024 Scholarship Fund to cover first year graduate school expenses for 34 GSEC scholars.

2024 SCHOLARSHIP AWARDEE DATA





"As a first-year PhD student and single mother, I am committed to advancing my studies and making a meaningful impact in my field. This scholarship not only helps lift some of the financial weight I carry, but it also gives me the peace of mind to focus on my research and my daughter.
It's a powerful reminder that we're not alone in this journey and that others believe in our potential. Thank you for helping me move closer to my dreams!"

2024 RECIPIENT

25 **2024 SCHOLARSHIP AWARDEES (73.5 %) ARE FIRST GENERATION STUDENTS**

29 **2024 GSEC SCHOLARSHIP RECIPIENTS (85.3 %) GREW UP IN LOW-INCOME HOUSEHOLDS**

This scholarship was made possible due to a grant from the Burroughs Wellcome Fund.

BURROUGHS WELLCOME FUND

Consulting Preparation Program

The CCP mission is to prepare STEM graduate students or postdocs to pursue consulting jobs through training and networking opportunities.

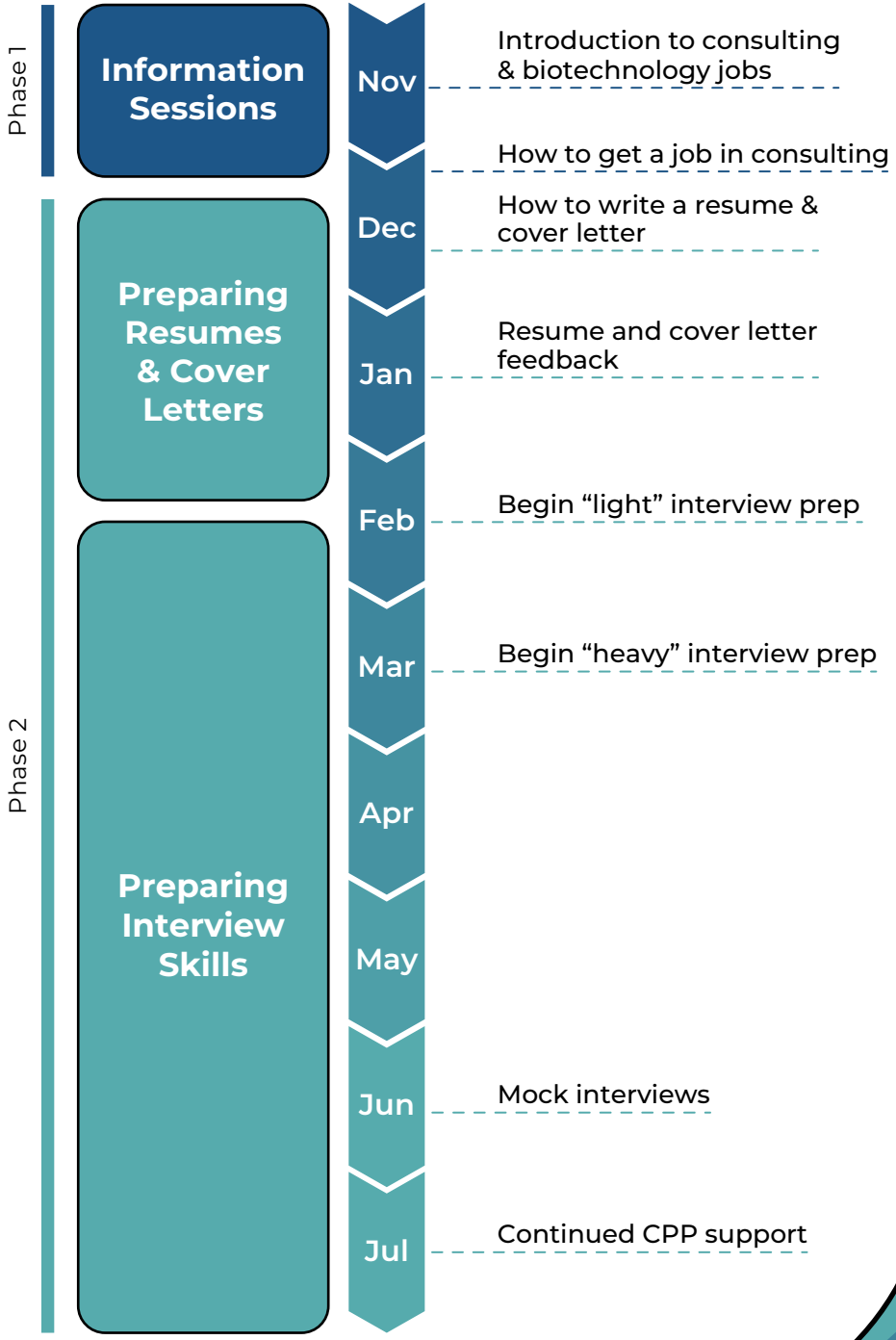
PROGRAM DATA

~150 **STUDENTS TOOK PART IN PHASE 1 SINCE 2022**

29 **STUDENTS ACCEPTED INTO PHASE 2 OVER 3 YEARS**
In Phase 2, scholars commit four to six hours a week and are placed into teams for interview preparation.

8 **SCHOLARS IN 2023–2024 PROGRAM**
2 of the 8 CPP Scholars got internship offers, one from the Sommerville SME Accelerator Program and the other from the Tsai Center for Innovative Thinking at Yale.

10 **SCHOLARS IN 2024–2025 PROGRAM**



Cientifico Latino, Inc. Workshops

ONLINE WEBINARS

- How to Prepare a Graduate School Application in STEM
- Applying to Graduate School in Specific STEM Fields
- Applying to Graduate School as an International Student
- How to Write a Personal Statement
- Applying to Graduate School Fellowships
- Applying to the NSF-GRFP
- How to Ace Your Graduate School Interview
- What To Do if You are Rejected from Graduate School
- Faculty Panel Sessions: Admissions into Biological Sciences and Engineering Programs

CUNY MEXICAN STUDIES INSTITUTE
Co-Founders Dr. Robert W. Fernandez and Dr. Olivia Goldman, and senior team member Dr. Carlos Rico, speaking at the CUNY Mexican Studies Institute

ST. FRANCIS COLLEGE
Dr. Robert W. Fernandez and Dr. Daisy Duan

IN PERSON WORKSHOPS

- 2-hr workshop with two Cientifico Latino, Inc. facilitators
- Universities we are working with: Yale University, St. Francis College, Fred Hutch Cancer Center

Workshop topics:

- Preparing for a Career in the Sciences
- Applying for Summer Undergraduate Research Programs
- Applying for Graduate Programs in the Sciences
- Applying for Post-Baccalaureate Programs in the Sciences

Revenue Model for Cientifico Latino, Inc.

We are incredibly grateful to our funders for their support!
Our programming exists due to their generosity in funding our vision!

SIMONS FOUNDATION

RICHARD LOUNSBERY FOUNDATION EST. 1959

BURROUGHS WELLCOME FUND

FISCAL YEAR: JAN 1, 2024 TO DEC 31, 2024

EXPENDITURES	AMOUNT	REVENUE	AMOUNT
Payroll	$ 52,723	Simons Foundation (Grant)	$ 119,350
Professional Services*	$ 78,160	Richard Lounsbery Foundation (Grant)	$ 50,000
Programming**	$ 13,660	Burroughs Wellcome Fund (Grant)	$ 54,200
Scholarships (GSMI)	$ 21,480	Other Revenue	$ 6,870
Scholarships (GSEC)	$ 42,500		
Total Expenditures	**$ 208,523**	**Total Revenue**	**$ 230,420**
		Net Revenue, FY24	**$ 21,897**

The values are derived from Form 990 and rounded to the nearest dollar.

*Includes Accounting, Legal Fees, Contractors, and Honorariums

**Includes Direct Program Expenses, Office Expenses, Occupancy, Travel

Cientifico Latino, Inc. in the Press

PRESIDENT OBAMA INTRODUCES NEW CLASS OF OVER 200 OBAMA FOUNDATION LEADERS

Sept. 17, 2024
obama.org

Dr. Robert Fernandez was selected as a 2024 - 2025 Obama Foundation Leader for his work as Executive Director of Cientifico Latino, Inc.

TACKLING THE LEAKY PIPELINE

Aug. 17, 2023
insidehighered.com

Higher education needs to provide Latinos greater access to PhDs in the sciences, writes Robert W. Fernandez, who has helped develop a grassroots program to do so.

100 INSPIRING HISPANIC/LATINX SCIENTISTS IN AMERICA

Sept. 15, 2020
crosstalk.cell.com

In honor of National Hispanic Heritage Month, Robert was featured in a list of 100 of the most inspiring Hispanic/Latinx scientists in the US.

CellPress

INSIGHTS AND STRATEGIES FOR IMPROVING EQUITY IN GRADUATE SCHOOL ADMISSIONS

Aug. 17, 2023 | *DOI: 10.1016/j.cell.2023.07.029*

In this perspetive article published in *Cell*, Cientifico Latino leadership analyzed GSMI program evaluation data from 2020 to 2021 and highlighted areas in graduate school admissions that can be improved to promote equity and inclusion.

EQUITY, DIVERSITY AND INCLUSION: CIENTÍFICO LATINO

Mar. 5, 2021
elifesciences.org

The application process for PhD programs in the United States disadvantages students from underrepresented groups. Robert Fernandez, Olivia Goldman, and Cathy Amaya were interviewed by Julia Deathridge, Associate Features Editor, eLife to discuss Cientifico Latino and the need to reinforce the message that underrepresented students can succeed in science, technology, engineering and math.

AFTER 20 YEARS AS AN UNDOCUMENTED IMMIGRANT, HOW DOES THIS SCIENTIST HELP GRAD STUDENTS?

Aug. 5, 2020 | *forbes.com*

Robert Fernandez spent 20 years as an undocumented migrant. Now as a US citizen with a PhD from Yale, he helps students enter and navigate grad school.

CONTACT & SOCIALS

cientificolatino.com
41K unique visitors in past year
4.5K subscribers to the monthly newsletter

contact@cientificolatino.com
rfernandez@cientificolatino.com

facebook.com/cientificolatino
2.1K Followers

/company/cientifico-latino
2.2K Followers

@cientificolatino
3.4K Followers

@cientificolatino.com
1K Followers

@cientificolatin
11K Followers

@cientificolatino
52 Followers

@cientificolatino7475
1K Followers

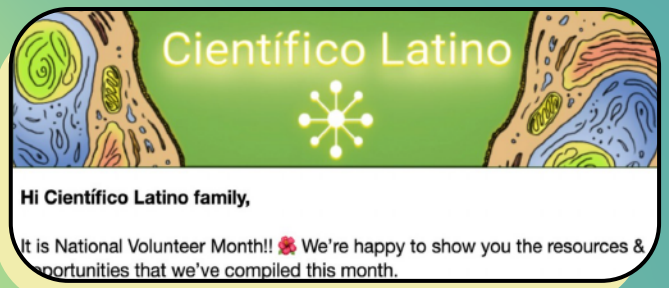
cientificolatino.com/discord
144 Members

Cientifico Latino, Inc. Online Community

Cientifico Latino, Inc. prioritizes providing free online resources through the website, newsletter, and social media channels.

Collaborative videos with Tiktoker @lolatheescientist

Free informational content on Instagram



Monthly newsletter to keep the CL community up to date with the latest info!

Numerous resources and databases on the CL website