
Wildlife
Conservation
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Utilizing the Collective Impact Framework: How Universities and Informal Science Institutions Can Partner to Diversify the STEM Workforce

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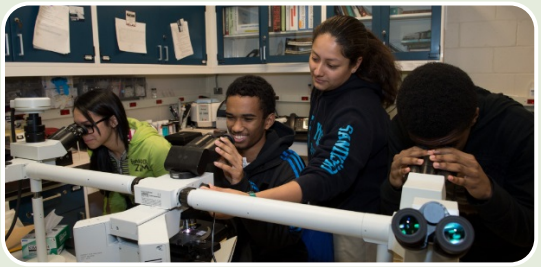
A Need for Diversity in the STEM Workforce

African Americans, Latinos, American Indians, and Alaska Natives account for just 10% of U.S. workers in STEM fields.



In the 2004 Diversity Trends Report, AZA issued a directive to all member institutions addressing the lack of diversity in zoo and aquarium science staff.

Diverse perspectives are needed to solve complex conservation issues.

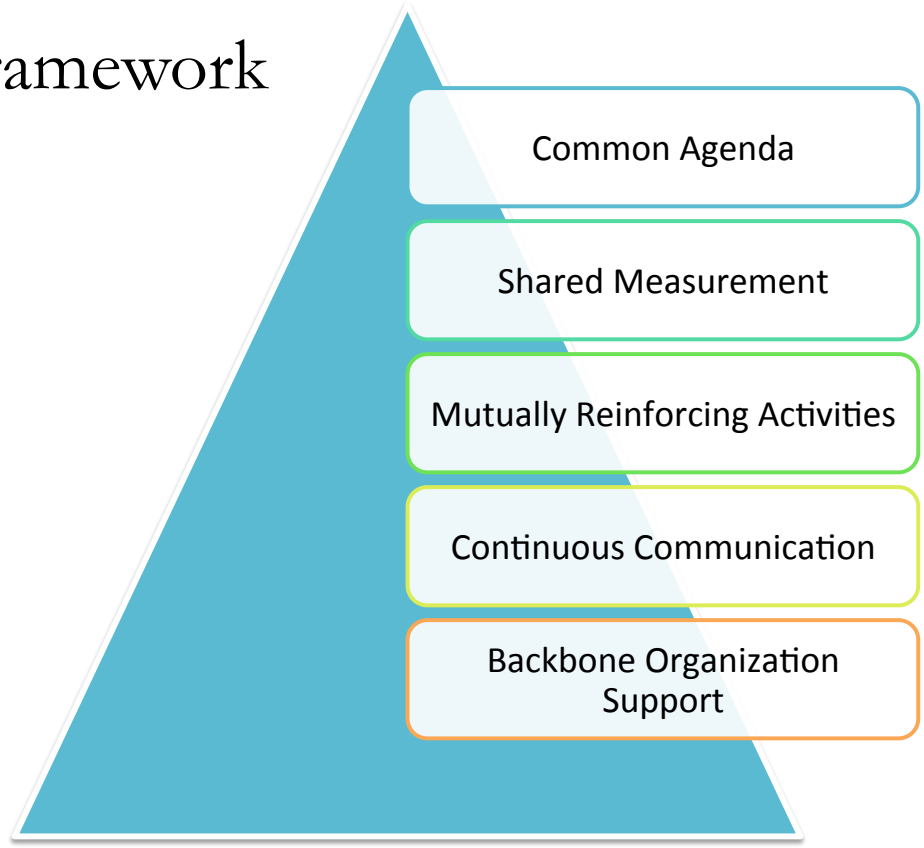
Lessons Learned from STEM Career Development Programs

- Recruit people with a high interest in STEM or conservation
- Foster strong internal and external partnerships to support participants
- Provide College Prep and Internship Support
- Active, self-directed learning
- Mentoring Component
- School, Caregiver, and Community Connection

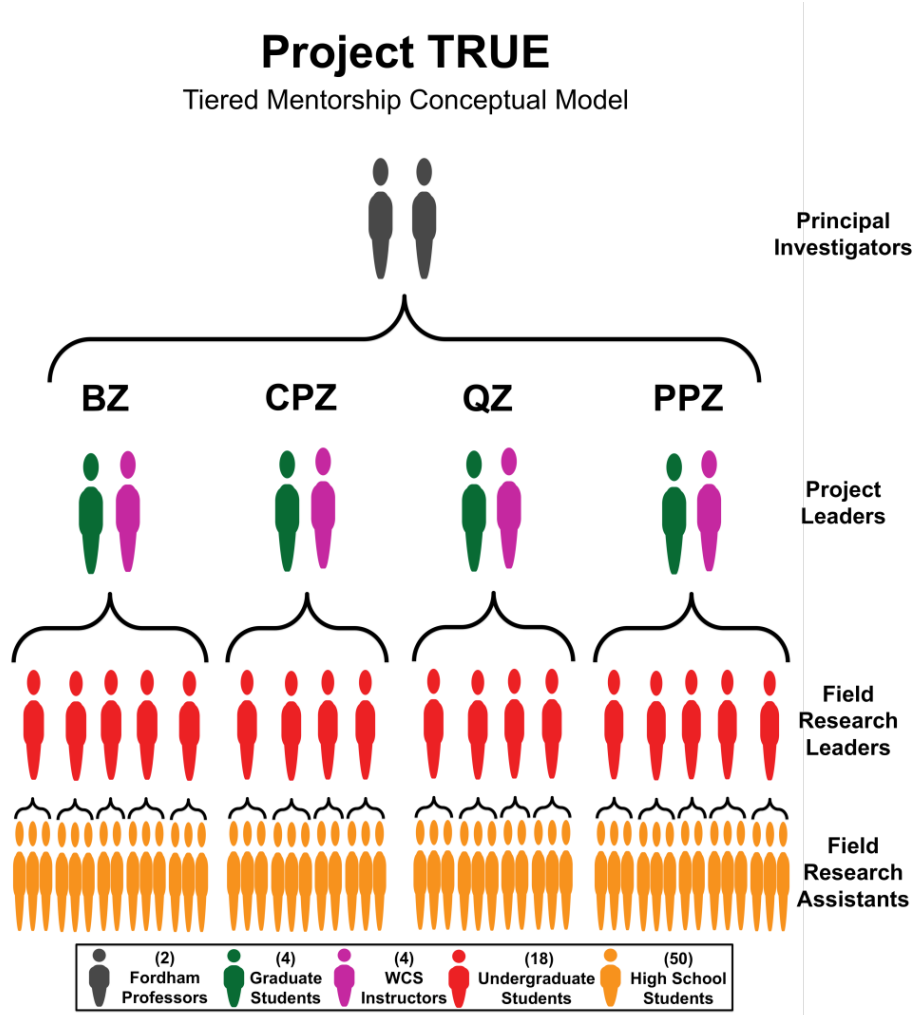
Project TRUE -
Teens Researching Urban Ecology

PROJECT TRUE
Teens Researching Urban Ecology

Collective Impact Framework

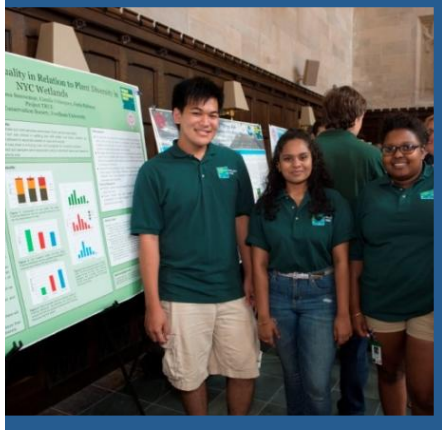


Common Agenda

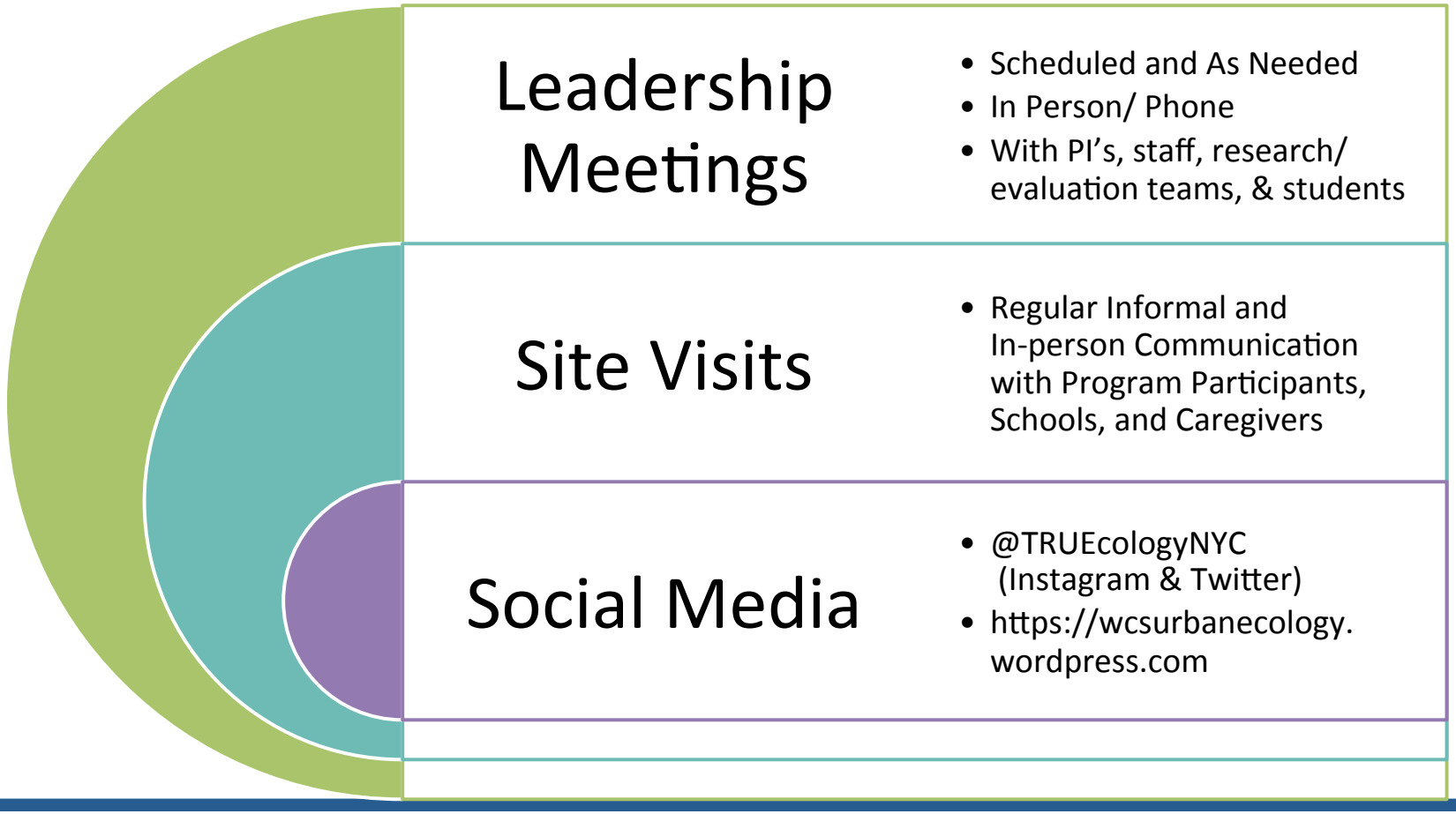


Shared Measurement

Mutually Reinforcing Activities



Continuous Communication



Backbone Organization

Strong Partnerships Can Yield Positive Results

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