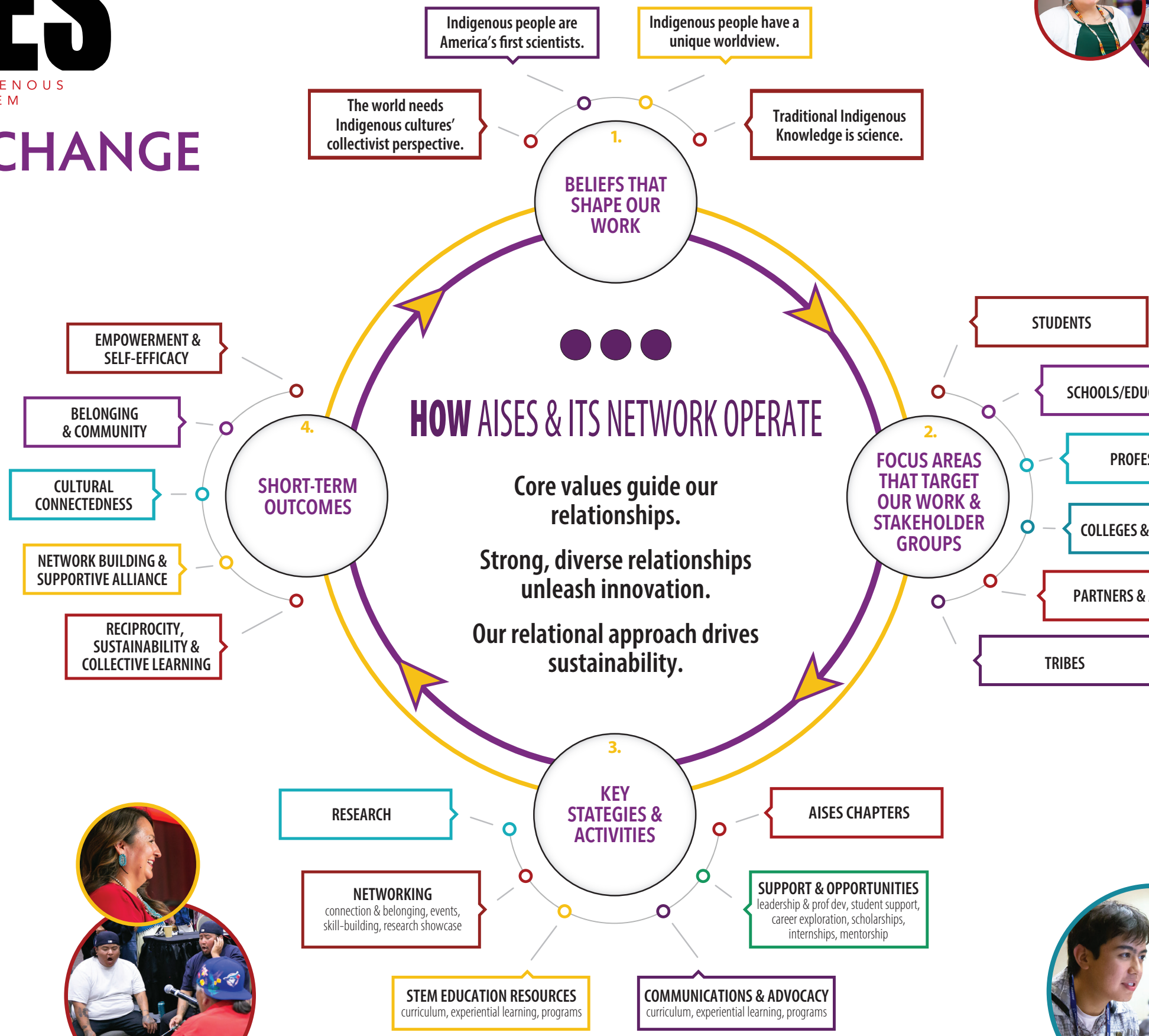


# THEORY OF CHANGE



- ### IMPACT/CHANGES WE SEEK
- **INDIVIDUALS**
    - Earn credential/degree
    - Obtain/retain STEM jobs
    - Develop skills & acquire knowledge, realizing their own version of success
    - Grow with skills & a mindset to contribute to communities
  - **COMMUNITIES**
    - Have unity & allyship in urgently developing Indigenous STEM capacity
    - Continue weaving the thread of Indigenous knowledge inherent in communities
    - Increase economic opportunity, prosperity & sustainability
  - **INSTITUTIONS/SYSTEMS/WORLD**
    - Indigenous contributions are made to a global STEM framework
    - Equity & inclusion in institutions/workplaces
    - Indigenous worldviews & values are represented in Western spaces & embedded in institutional frameworks
  - **TRIBAL NATIONS**
    - Tribal Nations have strong STEM infrastructure to support sovereignty & self-determination
  - **AISES & AISES NETWORK**
    - Sustained catalyst for Indigenous STEM
    - Knowledge keeper & Advocate
    - Network unleashes new energy & innovation in a movement that benefits all people



**Student Access & Success from Pre-K to Grad School**  
For self-activation, Indigenous students need academic, personal, and financial support; experiential learning opportunities and culturally based programming; and mentoring and coaching. Connections to culture and to AISES provide a sense of belonging.

**Career Support & Development**  
Similar leadership development programs extend to Indigenous professionals as they enter and advance in STEM careers in all sectors. AISES brokers relationships and provides networking, internships, fellowships, training, and coaching.

**Equitable and Inclusive Institutions and Workspaces**  
Diverse teams create greater innovation, and equitable participation lets organizations capitalize on their diversity. Indigenous people bring unique worldviews and values that promote teamwork. The AISES network of schools, colleges, universities, and employers must have positive environments for Indigenous people to thrive.

