AISES – ADVANCING INDIGENOUS PEOPLE IN STEM

OUR MISSION: The American Indian Science and Engineering Society (AISES) is a national, nonprofit organization focused on substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in science, technology, engineering, and math (STEM) studies and careers.

Through a combination of print and digital publishing, Winds of Change magazine consistently delivers content designed to engage every part of the growing AISES family. Students from pre-college through post-doc, aspiring and mature professionals, retirees, and elders — as well as our sponsors, partners, and friends — rely on Winds of Change as a multifaceted resource.

Each issue includes timely feature articles along with a welcome letter from the CEO, news of the organization and its members in AISES Notebook, inspiring “role model” profiles in AISES People, news of opportunities in “Career Builder” and “Paths in Education,” a Partner Index, and a guest commentary on a topic of community interest in “Last Word.” In addition, readers can find selective advertising for products, services, and opportunities that serve a diverse STEM-focused constituency. The digital version of each issue’s content entails a robust social media presence and advertising that effectively targets focused demographics. The cover of each issue and the accompanying article are especially designed to appeal to younger readers and keep them engaged as they work toward a promising future in STEM.

Together with the Paths to Opportunities e-newsletters and website content, these components reach a broad readership with an inspiring message of how STEM endeavors can lead to a fulfilling and productive future. Winds of Change draws readers to AISES and promotes diversity in STEM, while inspiring them to overcome obstacles on their own STEM paths.
AISES Directly Supports Education and Job Opportunities in STEM for Indigenous People

Who We Serve

- Students, Parents, and Educators — PK–12, College, and Graduate
- Professionals — Future, Early-, Mid-, and Late-Career, and Retirees
- PK–12 Schools, Colleges/Universities, Corporations, Government Agencies, Tribes, Foundations, and Nonprofits

Our Focus

- Students, Parents, and Educators: From PK–12 through post-doc, AISES serves teachers and learners at all stages of their academic success.
- Professionals: From their first internship on through mid-career and retirement, AISES serves professionals at all points on their STEM path.
- Partner Organizations: From foundations, government agencies, corporations, and tribes to PK–12 schools, colleges, and universities, AISES serves entities that advance its central mission.

How We Work

Reach — Winds of Change distribution

7,300+ Total distribution per issue
6,800+ Individual Members
1,200+ High School Teachers and Guidance Counselors

185+ Native American Libraries and Resource Centers
2,000 Delivered to AISES National Conference
500+ Delivered to Native Events

Membership Breakdown

- 19% PK-12
- 48% College Students
- 29% Professionals
- 26% Lifetime Members of AISES
- 55% Female
- 4% Retirees
- 45% Male

AISES Chapters and Affiliates

- 202 College and University Chapters
- 239 PK–12
- 19 Professional Chapters
- 3 Tribal Chapters

All Members by Region

- REGION 1 — Northwest 14%
- REGION 2 — West 9%
- REGION 3 — Southwest 27%
- REGION 4 — South Central 17%
- REGION 5 — Upper Midwest 13%
- REGION 6 — Northeast 9%
- REGION 7 — Southeast 11%

CONTACT US: Candace McDonough | NATIONAL SALES DIRECTOR 617.969.2137 | CMCDONOUGH@AISES.ORG
About Winds of Change magazine

The award-winning Winds of Change magazine is published five times a year — three print and digital issues and two digital-only issues — for the Indigenous people of North America and the Pacific Islands by the American Indian Science and Engineering Society.

2023 issues: Special Editorial and Advertising Opportunities

Top 50 Workplaces in STEM
STEM employers committed to recruiting and retaining a diverse staff, with profiles of Native professionals in representative workplaces.

Top Jobs in a Growing STEM Field
Opportunities in an expanding STEM field and a focus on industry experts describing the roles and degrees most in demand.

National Conference Issue
10 Native-owned STEM Enterprises to watch, with content relevant to the AISES National Conference.

National Conference Wrap-Up
An uplifting and inspiring recap of the AISES National Conference events and attendees.

Digital Edition Platform
Our digital magazine edition platform flows across all devices to improve mobile viewing quality. All digital issues are posted on aises.org and emailed to 14,000+ readers. Our digital editions offer advertisers unique opportunities to extend your reach beyond print circulation.

In All of These Issues
- Career Builder
  Includes Q&As with members talking about their experiences in the workplace as an employee or intern
- Paths in Education
  A compilation of enriching learning and career development opportunities for students and professionals, including internships, fellowships, conferences, workshops, and scholarships

All print issues are promoted through our social media channels
User engagement per issue:

- facebook: 16,246
- twitter: 7,001
- tiktok: 2,834
- total followers: 34,504

In the Special College Issue
- Student profiles
- College profiles
- Top 200 Colleges listings
- Article coverage includes topics related to student success

In 2022, the Native American Journalists Association (NAJA) recognized Winds of Change with four National Native Media Awards for Best Feature Story, Best Environmental Coverage, and General Excellence in the Print/Online category.
Winds of Change Print Edition

All programs are subject to specific advertising requirements in Winds of Change media. Winds of Change is published exclusively by the American Indian Science and Engineering Society.

Print Publications & Digital-Only Issues Advertising Rates (Gross)

<table>
<thead>
<tr>
<th>Ad Location/Size</th>
<th>1x</th>
<th>2x</th>
<th>3x</th>
<th>4x</th>
<th>5x</th>
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<tbody>
<tr>
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<td>Inside Front Cover</td>
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<td>$620</td>
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</tr>
</tbody>
</table>

PLEASE NOTE:
- Advertisers in Fall only or College Issue only will be charged an additional 15% over the gross price indicated.
- Advertisements placed in the National Conference Wrap-Up Issue are discounted 15% off the gross rate.

2023 ISSUE AD DATES

<table>
<thead>
<tr>
<th>Issue</th>
<th>Ad Sales Close</th>
<th>Ad Materials Due</th>
<th>Magazine Distributed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2023</td>
<td>3/15</td>
<td>3/22</td>
<td>Week of 4/17</td>
</tr>
<tr>
<td>Summer 2023 (digital only)</td>
<td>5/24</td>
<td>5/31</td>
<td>Week of 6/26</td>
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<tr>
<td>Fall 2023</td>
<td>9/6</td>
<td>9/13</td>
<td>Week of 10/16</td>
</tr>
<tr>
<td>Conference Wrap-Up 2023</td>
<td>10/24</td>
<td>10/31</td>
<td>Week of 11/20</td>
</tr>
<tr>
<td>College Issue 2023–2024</td>
<td>10/25</td>
<td>11/1</td>
<td>Week of 11/27</td>
</tr>
</tbody>
</table>

NEED ASSISTANCE IN AD DEVELOPMENT?
AISES is here to help with ad development, graphic design, or ad copy that puts you in touch with your audience and generates interest in what they get from your services. For advertising questions and general costs, contact your sales representative.

PRINT AD SIZES & SPECS

Accommodating the needs of advertisers and the development of strong relationships, Winds of Change offers a variety of ad sizes and specifications.

Please make sure your ads match the dimensions specified. Winds of Change requires that advertising materials be sent in digital format. Color ads must be saved as CMYK. Black and white ads must be saved as grayscale. DO NOT use RGB, LAB, or spot colors. The following file formats are acceptable:

- High-resolution (press-optimized) PDF (PDF/X-1a:2001 setting). All fonts and images must be embedded in PDF files. All colors (images, text, logos, etc.) must be converted to CMYK or grayscale.
- High-resolution Photoshop TIF (200 dpi minimum, 300 dpi preferred)
- High-resolution Photoshop JPG (200 dpi minimum, 300 dpi preferred)
- CMYK Adobe Illustrator file (Please convert all type to outlines.)

EFTW-sponsored engineers and educators partnered with hands-on facilitators to bring students to a seven-week immersion program. Students learned from Meta's experts about the hardware and software that powers its products, and how they can use those tools to move forward in their careers.

The original homelands of the Cherokee Nation spread across what is now the southeastern United States, encompassing 73 communities historically associated with the Cherokee Nation. The Tribe’s history is a rich tapestry of culture, tradition, and resilience.

To my surprise I really learned the importance of resilience. It is both in recognition of past wrongs committed against Indigenous people that are symptomatic of the overall health of a community.

The most memorable moment for Gwyn was seeing students from my college go anywhere. However, during high school grades were only average and a 3.4, “B,” grade point average. I really learned the thought of going to a better school and having more involved mentors to use the money I was closed-minded when it came for curious and inventive builders.

Indigenous STEM Professionals, is looking to join a company where every day is full of challenging and meaningful work.

Your experience at Amazon is in your hands. Amazon is an equal opportunity employer.

CONTACT US: Candace McDonough | NATIONAL SALES DIRECTOR 617.969.2137 | CMCDONOUGH@AISES.ORG
Winds of Change uses a digital platform that flows across any device to improve mobile viewing quality. Content will adjust automatically to look great on any screen size. Along with a simplified reading experience, integrated advertising is more visually appealing.

Each digital issue of Winds of Change is emailed to more than 14,000 readers and is promoted in our twice-monthly newsletter and across all AISES social media platforms. These issues are also archived on the Winds of Change website.

**Digital Editions**
- Emailed & Post Dates
- Spring Issue: Week of 4/17
- Summer Issue: Week of 6/26
- Fall Issue: Week of 10/16
- Conference Wrap-up: Week of 11/20
- College Issue: Week of 11/27

**Web Banner Advertising**
- Accepted File Formats: JPG, GIF, PNG
- Max File Size: 100KB

**Extending Your Reach Online**
- to More AISES Members
- 35,000 unique visitors per month average
- Winds of Change is widely viewed on desktop browsers, with increasing mobile device views

**Net Ad Rates (Monthly rates)**
- AISES Home Page
  - Premium Scrolling Banner
  - Monthly Net Rate: $1,000
  - Required Content:
    - Background Color: Please specify a color for the background. (Preferably a hex color)
    - Image: 960 x 475 px maximum size. JPG or PNG format only
    - External Link
- aisces.org Web Banners
  - AD SIZE: 180 x 150 px
  - MONTHLY NET RATE: $450
  - Change your ad and your message month-to-month
  - Choose placement on the most visited pages on aisces.org
- conference.aises.org
  - Web Banners (National Conference)
  - AD SIZE: 180 x 150 px
  - MONTHLY NET RATE: $550
  - Exclusive opportunity on four high-traffic pages month-to-month:
    - National Conference Home
    - About the Conference
    - Conference Agenda
    - Conference Registration
- woc.aises.org
  - Winds of Change
  - WEB BANNERS: 180 x 150 px
  - MONTHLY NET RATE: $450
  - Change your ad and your message month-to-month
  - Support your print campaign in Winds of Change magazine with exposure on the magazine’s preview page on aisces.org and on the website

**Animated Effect:**
- $150 per ad
- Basic animation can be added to your ad, making it pop on the page. It can bounce, flash, shake, bounce in, fade in, flip in vertical, flip in horizontal, rotate in, roll in, zoom in, slide in down, slide in up, slide in left, or slide in right.

**DIGITAL ISSUE SPONSORSHIP:**
- $2,700 per issue
- Sponsor the digital version of Winds of Change magazine. A bottom banner will pop up as the issue loads and at the beginning of several articles throughout the issue. This banner is sized at 728 x 90 px. Extend your presence in the digital issue with a pop-up banner running throughout the issue.

**Other Advertising Opportunities Include:**
- Single article sponsor, footer ad
- Call-to-action in article
- Pulsing ad links
- Video

Samples and pricing are available. Please send a request to cmcdonough@aises.org or call 617.969.2137 for further information.
**Digital Newsletters**

*Paths to Opportunities* is distributed monthly to more than 14,000 AISES members, subscribers, and supporters. Must-read digital newsletter *Paths to Opportunities* is published twice a month in dual versions for two key segments of the *Winds of Change* audience:

- **Pre-college, college, and graduate students**
- **STEM professionals and educators**

Each version is customized with news of career-development opportunities along with editorial content targeted to its unique demographic segment of Indigenous North Americans and Pacific Islanders in STEM fields. And each issue also has news from the AISES family on timely topics and upcoming events.

*Paths to Opportunities for students* includes news of scholarships, fellowships, and internships as well as articles that will help them succeed academically and stay on a path leading to a satisfying career in a STEM-related field.

*Paths to Opportunities for active STEM professionals and educators* includes news of career development, internships, and employment opportunities with outstanding organizations, agencies, universities, and corporations in multiple STEM fields, as well as articles and tips on building a flourishing career.

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**Ad Sizes and Rates***

(Year: images not to scale)

**Please email ads to ads@aises.org**

**Accepted File Formats:** JPEG, GIF, PNG

**Max File Size:** 100KB

Ad materials deadline for *Paths to Opportunities* newsletters are the 10th and 20th of the month in which the ad will appear.

- **Top Leaderboard**
  - Sits above newsletter masthead – most visible position
  - **AD SIZE:** 728 x 90 px ➜ **MONTHLY NET RATE:** $950

- **Top Banner**
  - Sits just below masthead and key newsletter links – highly visible position
  - **AD SIZE:** 468 x 60 px ➜ **MONTHLY NET RATE:** $800

- **Upper and Mid-Banner**
  - Horizontal banner that sits below either the main story (upper) or the secondary story (mid)
  - **AD SIZE:** 300 x 140 px ➜ **MONTHLY NET RATE:** $500

- **Content Ad**
  - PROVIDE THE FOLLOWING:
    - Photo
    - 5-word headline
    - 50-word description (max)
    - Link to your website
  - **PHOTO SIZE:** 125 x 100 px ➜ **MONTHLY NET RATE:** $750

- **Link Ad**
  - PROVIDE THE FOLLOWING:
    - 5 descriptive bullet points — at 5–10 words each
    - Links for all 5 bullet points
    - Logo
  - **LOGO SIZE:** 120 x 50 px ➜ **MONTHLY NET RATE:** $750

- **Closing Banner**
  - Closes the newsletter above the footer
  - **AD SIZE:** 468 x 60 px ➜ **MONTHLY NET RATE:** $450

*20% discount off published net rates for the purchase of four or more ad units within a 12-month period. Ads must be purchased at the same time on one insertion order contract.

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**Customize a Special Issue of the digital newsletter for your company/organization.**

Here’s how to have dedicated content tailored to your targeted audience. Topics will be chosen by you and approved by AISES. To find out more and have your very own newsletter, contact us today! To see samples, go to tiny.cc/gfb6tz and bit.ly/3QBJmE0 or scan the QR codes.
AISES Career Hub
Connecting Talent with Opportunity

The AISES Career Hub is a great place for employers to post job openings to attract qualified Native STEM professionals and have the opportunity to access the resume database. The AISES Career Hub has more than 2,025 employers, 3,200 job seekers, and 15,300 jobs listed.

A snapshot of activity is updated daily: careers.aises.org

Advertising opportunities
Ads must be received on the 20th of the month prior to running.

Banner ad space is available on the home page and the inner job seeker facing pages as well. You create the banners and we display them for 30 or 90 Days

Available banner sizes (Note: images not to scale):

Leaderboard Banner
On the home page and main job search page
AD SIZE: 728 x 90px
RATE: $950/per month; $2,400/discounted 90-day

Lower Banner
Under the Resume Review box
AD SIZE: 300 x 250 px
RATE: $750/per month; $1,900/discounted 90-day

Please email ads to ads@aises.org

Accepted File Formats: JPG, GIF, PNG
Max File Size: 125KB
PAYMENT TERMS & CONTRACT CONDITIONS

Winds of Change is exclusively published by the American Indian Science and Engineering Society (Publisher).

FREQUENCY DISCOUNTS
Rates are based on the number of insertions run in a contract year. If within 12 months, fewer insertions are placed than specified, the rates will be short-rated accordingly. Two-page spreads count as two insertions toward earned frequency rates.

RATE CHANGES
The Publisher reserves the right to change the rates upon 60 days written notice. Contracts may be cancelled at the time a change in rates becomes effective without incurring a short-rate adjustment, provided the contract rate has been earned up to the date of cancellation.

RATE POLICIES
All insertion orders for advertising in Winds of Change magazine are accepted subject to the terms and provisions of the current advertising rate card. Publication of the advertisement represents acceptance of the order. No conditions, printed or otherwise, appearing on the space order, billing instructions, or copy instructions that conflict with the Publisher's stated policies and current rate card will be binding with the Publisher. Any insertion of advertising made by the agency or advertiser represents an acceptance by both the agency and the advertiser of all the terms and conditions of the rate card applicable to the issue in which the insertion is to be published. The Publisher reserves the right to hold the advertiser and/or its advertising agency jointly and severally liable for such monies as are due and payable to the Publisher. The Publisher will not extend credit for advertising orders or space reservations that claim sequential liability.

Failure (by the advertiser) to make the order correspond in price or otherwise with the rate schedule is regarded only as a clerical error, and the publication of the advertisement will be made and charged for upon the terms of the rate schedule then in force without further notice. Advertising rates, terms, and conditions set forth in this rate card shall govern and supersede any other information published in previous rate cards, directories, media guides, or rate and data services.

CANCELLATIONS
Cancellations of signed insertion orders must be submitted in writing and shall not be considered accepted until confirmed in writing by the Publisher. Space reservations are binding and non-cancellable after published closing date. Covers are non-cancellable. Publisher reserves the right to not only run the most recent advertisement submitted by the advertiser even if the material was indicated to be for a previous issue, but also charge the full amount as indicated on this agreement if the Publisher does not receive the material by the published space close date or by a Publisher-approved extension date. If no previous advertisement exists, it is the Publisher's right to run a house advertisement in its place and charge the full rate as indicated on the advertising insertion order.

COMMISSIONS
Standard 15% commission of gross to recognized advertisers provided payment is received within the terms of the sale. Commissions are not allowed on billings over 90 days past due from date of invoice. Only space charges are commissionable. Production or mechanical charges are billed at net and are non-commissionable.

INVOICING POLICY
Prepayment Requirements: Prepayment via check or credit card is required for first-page and smaller placements. If paying by credit card, a completed credit card authorization form must accompany insertion orders to ensure placements. Please include a copy of a link to your sales representative for an authorization form if one is not provided with the insertion order. Payment by check must be mailed with a copy of the completed insertion order to the address below. New agencies/advertisers may be required to prepay for their first advertisement and submit a credit application. The Publisher reserves the right to revoke or deny credit terms at any time. Qualified advertising is invoiced at the time of publication. Payment is due within 30 days of invoice date. Finance charges accrue at a daily rate of 2% compounded, on payments received after that date. To ensure payment is accurately applied, please include the invoice number and the name of the advertiser on the check.

Make Checks Payable To:
American Indian Science and Engineering Society

SEND PAYMENTS TO:
AISES New Mexico Office
6321 Riverside Plaza Lane NW, Unit A
Albuquerque, NM 87120

PHONE OR EMAIL CONTACT:
Angela Luecke
505.302.0076
alucek@aises.org

GENERAL CONDITIONS
All advertisements in Winds of Change magazine are accepted and published on the representation that both the advertiser and the advertising agency are authorized to publish the entire content and subject matter thereof. Failure to publish advertising matter invalidates the insertion order only for such matter, but does not constitute breach of contract. In consideration of publication of an advertisement, the agency and the advertiser, jointly and severally, will indemnify and hold harmless the Publisher, its officers, agents, and employees, against all expenses (including legal fees) and losses resulting from the publication of the contents of advertisements, including, without limitation, claims or suits for libel, violation of right of privacy or publicity, plagiarism, copyright or trademark infringement, and any other claims or suits that may arise out of the publication of such advertisements. All contents of the advertisement are subject to the Publisher's approval. The publisher reserves the right to reject, exclude, or cancel any advertisement, insertion order, space reservation, or position commitment at any time. The Publisher will insert the word “advertisement” prominently into any advertisement that simulates editorial content. Terms of this agreement may be voided by the Publisher due to strikes, accidents, fires, acts of God, and other contingencies that are beyond the Publisher's control. The Publisher assumes no liability if for any reason it becomes necessary to omit or cancel the advertisement. The Publisher's liability for error will not exceed the charge for the advertisement in question. The Publisher assumes no liability for errors in the advertiser's index or any type set by the Publisher. As used in the terms and conditions, the term “Publisher” shall refer to the American Indian Science and Engineering Society.

PRODUCTION REQUIREMENTS

IF THERE ARE ANY QUESTIONS REGARDING THE PROCESS STATED BELOW, PLEASE CONTACT ADS@AISES.ORG.

PRINTING PROCESS
Computer-to-plate; four-color process (CMYK); heat-set; web offset; SWOP specifications. Reproduction quality is contingent upon ad material furnished.

DIGITAL SPECS
Winds of Change requires that advertising materials be sent in digital format as a high-resolution (press-optimized) PDF. All fonts and images must be embedded in the file. All images must be converted to CMYK. RGB images are not acceptable. If sending an Adobe Illustrator file, please convert all type to outlines prior to shipment. Please contact Winds of Change with any questions regarding the creation of a high-resolution PDF. Native QuarkXPress or Adobe InDesign files are not acceptable.

FILE DELIVERY
EMAIL: ads@aises.org

PRODUCTION CHARGES
Necessary conversions made by the publisher will be billed as a cost to the advertiser. Production charges are non-commissionable.

INSERTS
Special rates apply for preprinted inserts, insert cards, gatefolds, and special units. Availability and prices will be furnished upon request. Preprinted quotations also supplied upon request. All inserts must be pre-approved by AISES Media prior to insertion. For mechanical specifications, quantity, pricing, and shipping information, contact your sales representative.

ADDITIONAL DIGITAL EDITION SPECIFICATIONS

• Winds of Change Embedded Video Clip
Send video files as .f4v or .avi files. Windows Media Player, REALvideo, or QuickTime formats acceptable. Preferred video codec is H.264. When sending QuickTime video files, please avoid using the IMA 4.1 audio codec. The recommended audio codec for QuickTime is AAC. When sending .avi files, avoid using the Intel Indeo video codec. Streaming YouTube video is acceptable. Please supply URL using the following structure: http://www.youtube.com/v/video_id, where video_id is the id that YouTube assigns to a video it hosts. 500 pixels wide as a minimum is recommended. Any aspect ratio is acceptable.

• Winds of Change Embedded Slide Show
Send 8–10 images in JPG, GIF, or PNG format at minimum 150 dpi, color RGB. For best results, all images should be the same dimensions. Preferred order of images must be clearly labeled in each image document title and specify desired seconds between slides (average is 3 seconds).