

Strategic Goal  
**1**  
Equity and Inclusion

Cultivate STEM opportunities and environments that foster collaboration and offer flexibility, impartiality, and fairness to enable individuals to contribute to their full potential.

**Objective 1.1**  
Provide equitable and free opportunities for all stakeholders (i.e. students, researchers, educators, industry, families, etc.) to contribute to the STEM community.

**Objective 1.2**  
Incorporate inclusion, intersectionality, community, and communication in programs to nurture individuals in fostering positive interactions and teach cooperation and respectful behavior.

Strategic Goal  
**2**  
Education

Implement programs and curriculum to equip and empower all educators to institutionalize a culture of inclusion in STEM.

**Objective 2.1**  
Provide professional development focused on equipping educators with resources, tools, and strategies to implement instructional environments that promote student-centered learning, agency, and 21st-century skills.

**Objective 2.2**  
Develop innovative and inclusive STEM curriculum surrounding experiential learning both in and outside of the traditional classroom.

**Objective 2.3**  
Facilitate and model culturally relevant pedagogical practices.

Strategic Goal  
**3**  
Workforce Diversity

Recruit, retain, and prepare a diverse STEM workforce across Virginia, and beyond.

**Objective 3.1**  
Recruit from all segments of society (geographic areas, socio-economic status, and other demographics).

**Objective 3.2**  
Ensure equity in funding for paid research and internship opportunities.

**Objective 3.3**  
Provide support to foster success in each individual to ensure their retention within the STEM pipeline.

**Objective 3.4**  
Deepen relationships with educational institutions and school divisions to promote better understanding of our opportunities.

Strategic Goal  
**4**  
Accessibility

Strive to offer STEM programs in which all people, including those with disabilities and of all religions, can fully and independently participate.

**Objective 4.1**  
Offer accommodations, whenever possible, for participants in our programs.

**Objective 4.2**  
Work via training, conversations, and other learning to stay aware of modern accessibility needs, assistive technology options, and the resulting accommodations.