



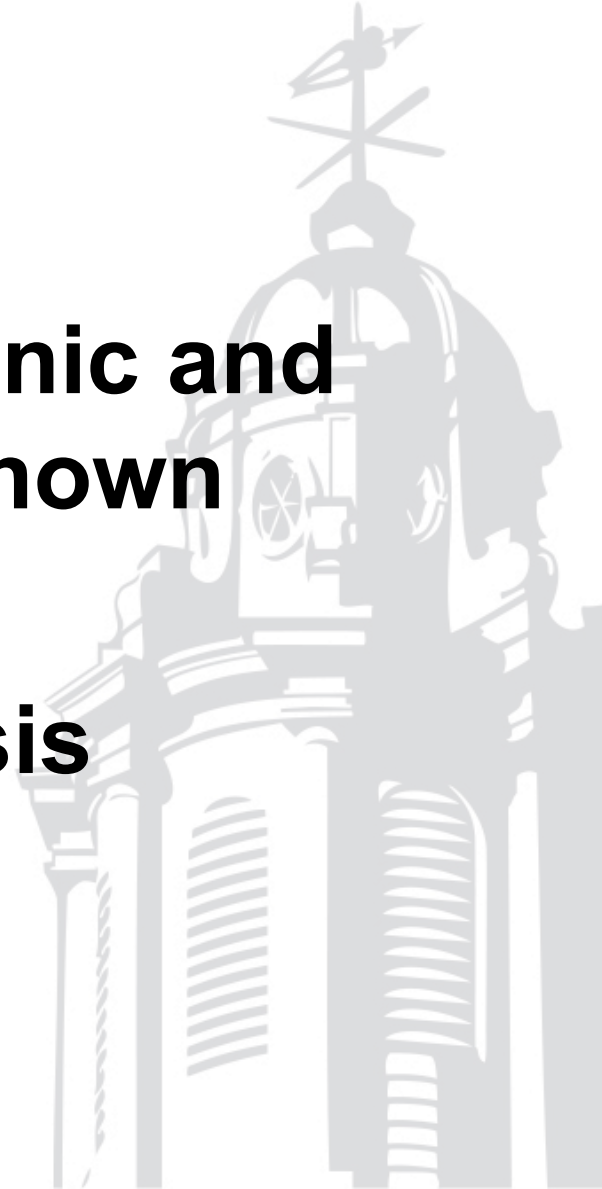
OPENING THE DOOR

*Improving Access to Aviation Education
and Career Pathways*



BSU'S ENVIRONMENT

- **5-year Flight Program new-student ethnic and gender status quo, LGBTQ status unknown**
- **Student recruitment and retention stasis**





AVIATION INDUSTRY ENVIRONMENT

- **STEM fields = incredible promise for career entry and advancement**
- **Lack of diversity, equity, inclusivity re: racial/gender/LGBTQ communities**





HS/MS STUDENT ENVIRONMENTS

- **Limited public knowledge of aviation as broad industry**
- **Limited time for school staff, students, families**
- **Limited school \$\$ resources for programming**





OUR CHALLENGE BECAME OUR MISSION

- ✈️ **Drive positive change to improve access to aviation education and career pathways for under-served students.**
- ✈️ **Support schools, students, families and communities in accessing aviation education and career opportunities.**





THREE PHASES

✈️ **Groundwork**

✈️ **Networking & Info Sharing**

✈️ **Creating Sustainable Programs**





“ALL AVAILABLE RESOURCES”

- ✈ Internal/External Partnerships**
- ✈ In-house programming capability**
- ✈ AOPA and C.A.P. STEM, AFJROTC Flight Academy, etc.**
- ✈ Guidance on education paths and process**





INITIAL OUTCOMES

- ✈️ **Gateways to the Airways 2019, 2020**
- ✈️ **Interest from High Schools, Middle Schools, BGCs, Girls Inc, etc.**
- ✈️ **New programming for 6th and 7th grades**
- ✈️ **Increased Alum support (mentors, donors)**



LESSONS LEARNED: The “5 Ps”

- ✈ **People First**
- ✈ **Program for the Community**
- ✈ **Presence With Integrity**
- ✈ **Patience (*You're New Here*)**
- ✈ **Persist and Practice Over Time**



Questions?

Thank You!

