



## Minorities in Aquarium and Zoo Science, Inc.

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- 501(c)(3) nonprofit organization
- Co-founded in 2021 by two women
  - Professional aquarists and researchers





## MISSION

To advance aquarium and zoo science by diversifying the professionals and perspectives within these fields

## AIM

To counter the financial and social barriers that disproportionately prevent racial and ethnic minorities from entering and flourishing in these fields

## REACH

The practices we encourage and the tools we create are made to make all the aquarium and zoo sciences more equitable and accessible to all





## RESOURCES

- Community & Membership (no fee)
- Mental health resources
- Allyship resources
- Career path resources →
- Recommended reading
- Recommended coursework
- Webinar/video learning
- Financial support



# IMPACTS

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- 244 Members, 72 Friends
  - 400+ mailing list recipients
  - 1200+ Instagram followers
  - 230+ colleagues engaged in allyship discussions/workshops
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- Creating community, feeling seen, and belonging
  - Network of support and safety at conferences
  - Increased voice in learning and conference experiences
  - Creating more inclusive work environments
  - Developing strong BIPOC leaders



# Advancing Minority Leadership in Aquariums and Zoos

## AMLAZ Program

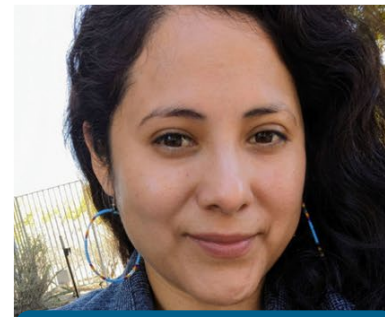
### *Invests in BIPOC mid-level leaders*

#### Includes:

- 360 feedback review
- Individual coaching
- Management skills course
- Impactful project for their organization

#### Impacts:

- Each participant's development →
- Supports those hiring and creating the environments for those entering the industry
- Grows industry presence of strong minority leaders



Jessika Vazquez Guadarrama



Carissa Delgadillo-Mendoza



David Smallwood



Max Wright



Amber Ginther



Tessaliz Quiles Delgado



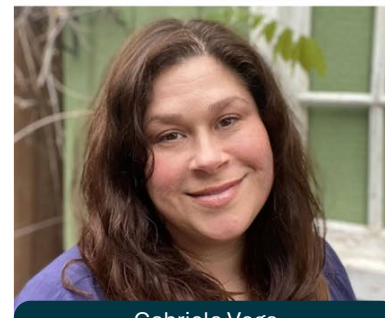
Alexandrea (Alex) Rodriguez



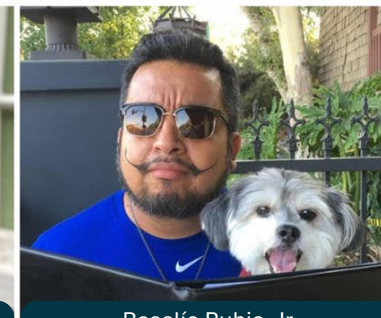
Bryan Vasquez



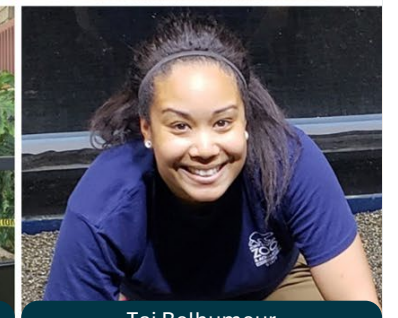
Christian Deane



Gabriela Vega



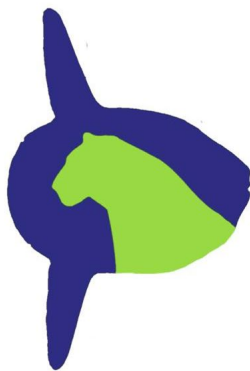
Rosalío Rubio, Jr



Tai Belhumeur

# MIAZS

Minorities in Aquarium  
& Zoo Science



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