

## Goals

### 1. Internships

Continue enhancing our high-quality internship program, expanding participation and community strength

<b>Strategy</b>
1A: Leverage Technology to connect and strengthen WiN community
1B: Engage interns in greater WiN opportunities and network
1C: Increase Number of Interns Annually
1D: Establish Evaluation System to Collect Relevant Data for Ongoing Assessment and Improvement
1E: Build Staff Capacity to Provide Ongoing Logistical Support to WiN Interns and Overall Programs
1F: Track readiness for expansion beyond Austin

### 2. Mentorships

Develop high-quality mentorship program that is mutually beneficial to WiN and faculty hosts

<b>Strategy</b>
2A: Provide Faculty Host Mentor Training and Support to Improve both Student and Faculty Impact and Experience
2B: Increase # of Quality mentors and matches
2C: Engage Mentors in WiN Leadership Culture for Deeper Engagement and Strategic Guidance
2D: Enlisting Non-Faculty Scientists and Professionals to Serve as WiN Mentors

### 3. Scholarships (Development)

Build sustainable scholarship model to align unique donor and intern interests

<b>Strategy</b>
3A: Explore Model for Donor Funded Scholarships
3B: Explore Partnerships with Corporations and Business Entities
3C: Explore Partnerships with Latinx and Black-Owned and led Organizations
3D: Identify Specific Scholarship Streams for Students from HBCU's and Latinx-focused Colleges Without Access to Research and Clinical Programs
3E: Conduct research for potential programmatic development

## 4. Leadership

Attract, support, and retain talented volunteer and professional leaders to grow WiN

<b>Strategy</b>
4A: Develop a High Performing Collaborative Board to Further WiN's Mission
4B: Maintain Strong ED-Board Teamwork and Relationship
4C: Strengthen Partnerships and Relationships with Academic Leadership
4D: Develop Ambassador Program for Field Leaders and Influencers Champion and Support WiN
4E: Honor Deep Commitment, Streamline Messaging, and Learn from our Engaged Faculty Team

## 5. Operations

Mirror long-term commitment to our WiNterns with long-term investment in WiN's organizational strength and sustainability

<b>Strategy</b>
5A: Build staff to provide operational, strategic, and fundraising capacity
5B: Fundraise Strategically
5C: Build Strong, Recognizable Brand with Consistent External Messaging
5D: Manage Finances Through Thoughtful Budgeting, Spending and Accountability
5E: Commit to an Organizational Culture of Growth and Evolution at Every Level Through Consistent Evaluation and Learning