



Wildlife  
Conservation  
Society

# CAREER LATTICE

Interim Report 2025-2026





# ACKNOWLEDGEMENTS

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# Overview

## The WCS Career Lattice supports young people using a three-pronged approach

### Connect



and recruit local youth for career opportunities through outreach and partnerships.

### Develop



their knowledge and skills through hands-on work experiences, professional development, and mentorship.

### Advance



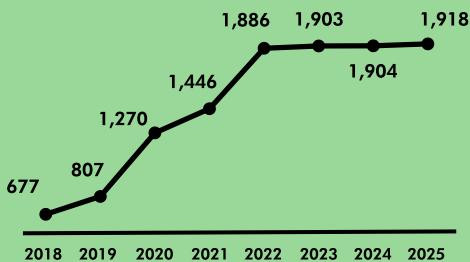
their careers through leadership training and tiered professional opportunities.

WCS Education is committed to inspiring the next generation of conservation leaders and STEM professionals. Our work with youth is central to this mission. Each year, the WCS Career Lattice supports 1,900 youth ages 14 to 24 in volunteer, internship, and employment opportunities across our five parks. This integrated career pathways initiative provides youth with expanded entry points to our opportunities and access to workforce development services. These early professional experiences help WCS to prepare the next generation to build meaningful careers, expand their networks, and contribute to conservation efforts that benefit both people and wildlife.



# LATTICING OVER THE YEARS

## Connect



### Growth over Time

In 2018, the Lattice supported 677 youth in Education Department positions. The initiative has grown to support over 1,900 youth today, spanning all zoo and aquarium departments.

### Local Connections

We partner with many local organizations and institutions, including the City University of New York, to recruit NYC youth. This year, students from 16 of the 18 CUNY colleges participated in WCS volunteer positions and internships, which prepared students for careers in informal education, science research, animal care, and human resources. CUNY students represent 41% of WCS's college interns.

## Develop

### Breadth of Experience

The Lattice originally specialized in science education career development. Today, we support youth exploring careers in animal care, operations, hospitality, administration, research, and other areas integral to WCS's mission.

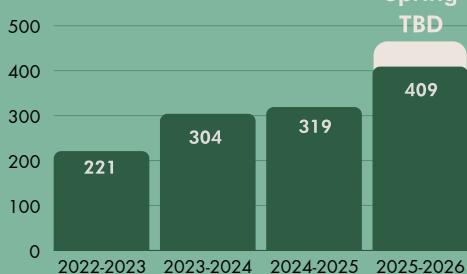
### Strong Mentoring

This year, we expanded our support for supervisors working with youth, facilitating a custom-designed six-session training program for 45 staff members who supervise interns. Trainees improved their confidence connecting interns to WCS's mission, providing feedback, and serving as a mentor, among other skills.

### Building Workforce Skills

We increased the number and variety of events for interns and part-time employees, including behind-the-scenes sustainability tours at the New York Aquarium, career talks with professionals from across zoo and aquarium specialties, and networking events with fun activities to spark connections.

## Advance



Each year, the number of youth who advance into new positions at WCS grows. In the last 9 months, 409 youth "latticed" and we expect this number to grow in the spring.

### Professional Identities

Our research on the professional identity development of WCS interns who work with animals found that they identify with an occupation (e.g., wildlife vet), but also with more general professional interests (e.g., animal careers) and specializations (e.g., fish). Youth are drawn to career values – not just jobs – emphasizing the need for the varied career education opportunities offered by the Career Lattice.

# IMPACT IN 2025

# 1,900+

young people ages 14 to 24 participated in volunteer positions, internships, and part-time jobs at WCS's zoos and aquarium



**409** 

latticed into new positions from April to December 2025

**67%**

plan to pursue a science career

**87%**

feel appreciated at WCS

**94%**

live in one of NYC's five boroughs



**\$5.5M**  
in total earnings

At the end of their position...

**100%**

of volunteers feel confident in their ability to inspire others

**91%**

of interns feel that they can make an impact on the environment

**81%**

of part-time employees would like to work for WCS in the future



Volunteers & interns attend

**319** schools  
(including 155 NYC public schools)



We intentionally develop opportunities for WCS youth to move into new roles. From creating stepped positions to coaching youth looking for their next opportunity, our latticing strategies are working. We have seen a **28% growth in latticing** so far this year.

# Latticing

# 409

youth moved into a new WCS position from April to December 2025, including:

## 20

youth who moved into full-time jobs

Lattice pathways vary. Here are several that we deliberately cultivated this year:

## 118

volunteers became interns

The most common pathway in our **science communication program** is when Discovery Guide volunteers become Discovery Guide Leader interns.

Analyzing latticing allowed us to identify a gap at the next step in this science pathway: alumni of our Discovery Guide Leader program had mastered the basics of science communication, but were not yet competitive for part-time jobs in informal education. We created a new track for the internship – live interpretation – to fill this gap.

## 5

alumni of our internship program became live interpretation seasonal employees



## 4

seasonal employees became interns

Seasonal jobs are the most numerous and accessible opportunities at our zoos and aquarium. These entry-level jobs help youth learn skills, explore interests, and widen their networks. For some, these roles can be important **springboards into career exploration** opportunities like internships.

The Career Lattice allows youth to explore fields through **lateral movement** in addition to linear career progression.

## 74

youth latticed into a different department

## 20

of these youth joined an animal care department

Animal care jobs are some of the most iconic and sought after zoo and aquarium positions. Experience gained through other WCS roles supports youth pursuing their animal care ambitions – and supports animal care teams in recruiting full-time keepers.

Early career opportunities at WCS have served as a starting point for many youth who have gone on to careers in science and conservation, including at our zoos and aquarium.

# Launching Careers

## Nuno Peixoto

Queens, NY

### QZ Bridging the Gap\* Intern (2013-2014)

\*Bridging the Gap was a NSF-funded program that worked with underrepresented high school students to build interest and capacity in STEM careers through internships, mentoring, and workshops.

St. John's University,  
BS in Childhood Education (2014-2018)  
MA in Literacy Education (2019)



Queens Elementary School,  
Lead Teacher,  
(2019-2023)



WCS Education,  
Coordinator of  
Professional Development  
(2024-Present)

"Bridging the Gap sparked my love of science (especially biology and zoology) and inspired me to pursue teaching and working with children. Returning to WCS and discovering that I'd be working alongside colleagues who were also my mentors early in my career felt like a full-circle moment. It has been one of the true highlights of my professional journey and a reminder of how meaningful growth and connection can be within this organization."

## Eva Guo

Queens, NY

### QZ Discovery Guide and Discovery Guide Leader (2018-2019)

QZ Quest Leader  
(2021)



NYA Sea Cliffs  
Intern (2022)



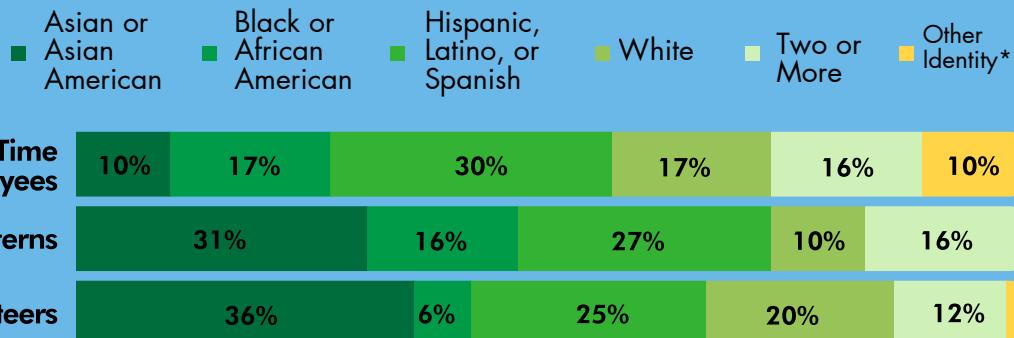
CPZ Animal Care  
Intern (2023)

CPZ Keeper  
(2024 - Present)

"My intern supervisor really encouraged me to ask a lot more questions and be more vocal about things that I was interested in seeing and experiencing. You'd be surprised at how much you'd be able to learn just by asking a simple question, and that can get you very far in your career."

# WHO ARE WCS YOUTH?

**part-time employees**  
 **886**  
**interns**  
 **458**  
**volunteers**  
 **568**



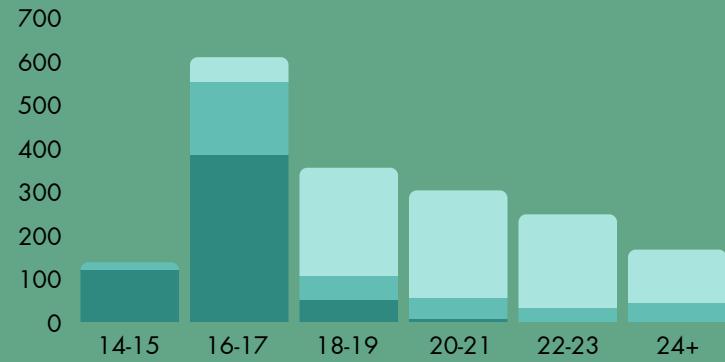
\*The Other Identity category includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and write-in responses.

**Mandarin**  
 Guyanese  
 Haitian Creole  
 Macedonian  
 Hebrew  
 Malayalam  
 Fuzhouinese  
 Portuguese  
 Armenian  
 Gujurati  
 Japanese  
 Greek  
 Twi/Akan  
 Hindi  
**Cantonese**  
 Kiamenese  
 Bengali  
**Spanish**  
 Chinese  
 Burmese  
 Polish  
 Italian  
 Urdu  
 Albanian  
 Twi  
 Sinhala  
 Turkish  
 Creole  
 Taishanese  
 Lithuanian  
 German  
 Indonesian  
 English  
 Susu  
 English  
 Fulani  
 Arabic  
 Russian  
 French  
 Sign Language  
 Swedish

**Youth speak 44 languages other than English.**

23% of youth speak Spanish at home.

● Volunteers   ● Interns   ● Part-Time Employees



Our three position types attract youth of different ages. Volunteers are typically in high school. About half of interns are high school students and half are older, including in college. Part-time employees can join WCS starting at 16, though the majority are 18 and older.

**37%**

are first-generation college students

**55%**

identify as Black or Hispanic

**88%**

live in a low-income zip code

**25%**

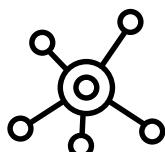
identify as LGBTQ+

# WCS as a Third Space



We create a **culture of belonging** for youth, serving not only as a place of learning but also as a "third space" outside of home and school. In third spaces, youth can connect with each other, build community, and fully be themselves.

## WE ACCOMPLISH THIS THROUGH



Networking and collaboration that introduce youth to the work of various WCS teams, including conservation teams in the field.



Traditions and celebrations that build community among peers.



Individual check-ins that allow supervisors to get to know each young person, including their career goals and aspirations.

**91%** of interns identify their supervisor as a mentor

**84%** of youth feel appreciated at WCS

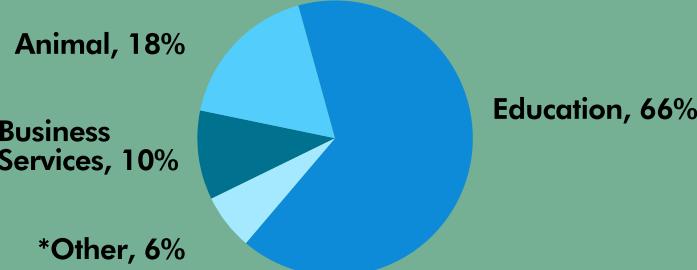
**81%** of part-time employees want to work at WCS again in the future

*"In the beginning of the internship, our supervisor talked to us about the importance of a third space. The zoo has definitely been very good at providing that. Everybody's together for the same reason. You can go and trust that however you naturally are there, that's gonna work. And I think that makes it super cool."*

– WCS Intern

# INTERNS

## Internships by Department



\*Other departments include Human Resources, Library & Archives, Exhibit Design, Public Affairs, Buildings & Grounds and more.

## LEARNING WITH PEERS

Many of our education internships bring together youth in cohorts, providing a built-in community of peers. This collaborative environment not only deepens interns' skills and motivation, but also helps them form lasting connections that support their growth well beyond the internship. For example, the Youth Environmental Advocates work together on projects like dune grass replanting.



## IN 2025!

We piloted an Advance & Earn internship with the NYC Department of Youth and Community Development. Our two Advance & Earn interns worked in the Maintenance Department - which has not historically hosted interns - while earning an hourly wage and completing their high school equivalency. This program allowed us to reach a new audience: out of school and out of work youth. Advance & Earn interns complete professional certification requirements, positioning them to move into full-time jobs.

We are proud to provide compensation to all WCS interns. Nearly three-quarters said that the stipend enabled them to participate in the internship.

In 2025, we hosted  
**458 interns**



### YOUTH SPOTLIGHT



## Allison Lam

- PPZ CUNY Intern (2025)
- PPZ Discovery Guide Leader (2023)
- PPZ Discovery Guide (2022 - 2023)

Brooklyn, NY

*"Having the opportunity to be an Education Assistant Intern at PPZ through CUNY Cultural Corps helped me to gain insight into the different aspects of educational programming. I loved seeing the look of wonder and excitement on the kids' faces when they were able to extract DNA with a Q-tip and examine it on a petri dish!"*

## MARINE RESEARCH INTERNSHIP

Marine Research Interns work with WCS's New York Seascape Program to learn about the marine wildlife of the New York Bight. WCS introduces them to conservation research methods, marine policy, and community engagement to see how science informs the protection of local species and habitats.

YOUTH SPOTLIGHT



### Zohar Almani

Marine Research Intern (2025)

New York, NY

*"I was most excited to learn the different technical skills. I got to work with the acoustic receivers and the shark tags, and do the coding on the computer for them. It was just really nice to be able to actually work on it, hands on. It felt good, going out on the boat and dropping in my own receivers, knowing that I literally coded this."*



Intern observes a shark training session

## AVICULTURE INTERNSHIP

Animal Care Internships offer a unique opportunity to learn the ins-and-outs of caring for animals in a zoo or aquarium, including diet preparation, exhibit and life support maintenance, record keeping, and the fundamentals of animal observation, training, and enrichment.

### Liliana Campuzano

- BZ Aviculture Intern (2025)
- NYA Behavioral Husbandry Intern (2025)

Brooklyn, NY

YOUTH SPOTLIGHT



*"It's important to take a moment to take it all in, especially for fleeting moments – like feeding a sea lion or a macaw! Getting to work with and learn from the amazing keepers at the WCS parks are at the core of each and every memory."*

## INTERNS



## BUILDING CONFIDENCE

Our research found that WCS interns showed significant increases in self-efficacy, or confidence that they could achieve goals. They demonstrated growth in self-efficacy for specific tasks, such as choosing a career and making an impact on the environment, but also the general feeling that they can achieve what they set out to do.

Fossil dig at Bronx Zoo's Dinosaur Safari

# Supervisor Training

Since launching the WCS Internship Initiative in 2021, we have created a variety of resources to support intern supervisors. We realized, however, that supervisors wanted more individualized support and in 2024, we launched the **WCS Intern Supervisor Training program**. This custom-designed program brought together groups of supervisors for reflection, skill development, planning, and practice.

## THE CURRICULUM



Fundamentals of Leading Interns



Inclusive Leadership Communication



Communicating for Performance Management



Growth Mindset and Relationship Management



Building Your Emotional Intelligence



Action Planning

## IMPACT

Supervisors reported **significant gains in self-efficacy** across all core areas, such as providing feedback, mentorship, and designing internships for learning. The largest gains were in providing the training interns need to succeed and connecting interns to WCS's mission.

The program fostered **cross-departmental connections**, encouraged more intentional internship design, and helped supervisors rethink their roles as mentors. Supervisors showed strong intent to apply what they learned, with many already beginning to change their practices.

## THE PARTICIPANTS

**45**

supervisors in three 15-person cohorts

Representing all

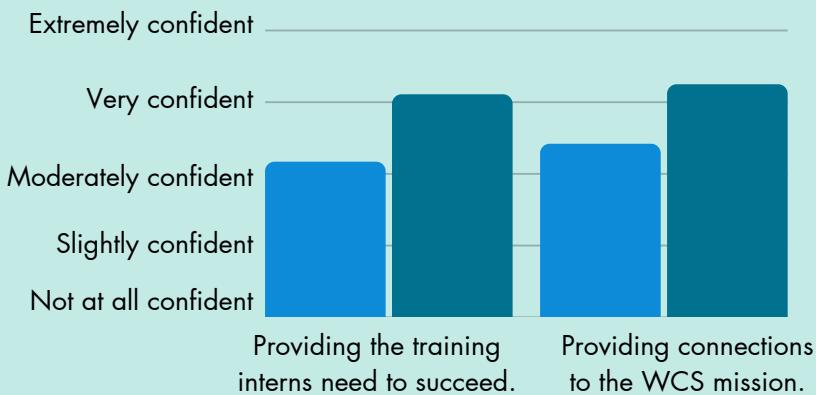
**5** parks

And many departments:

Animal, Business Services, Human Resources, Library & Archives Education, Wildlife Health, and more.



● Pre      ● Post



*"The specific action plan items we wrote about in each session have helped me not lose track of all my great ideas, so this showed me how important it can be for the interns to also document for themselves and their progress in learning."*

*– WCS Intern Supervisor*

# SCI Network NYC

WCS leads SCI Network NYC, a consortium of eight science-based cultural institutions in NYC that collectively support 1,100 interns across 60 types of internships. These positions include opportunities in animal care, horticulture, research, science communication, and more. The internships are career launchpads, building our city's next generation of STEM professionals.

## Network Goals:

- Build pathways for New York City youth to pursue STEM internships.
- Provide training and support for internship supervisors.
- Share our work, impact, and ideas to advance the field.

# WCS Leading the Field



SCI Network supervisor training at Wave Hill



The Association of Zoos and Aquariums (AZA) is the accrediting organization for over 250 zoos and aquariums around the world; each year, AZA institutions host an estimated 17,000 interns, including 3,000 animal care interns.

Alongside colleagues from six other institutions, we are leading a half-day training session titled, **“Building the Next Generation of Animal Care Professionals”** at AZA’s Mid-Year Conference in March 2026. Designed for leaders working to shape a more inclusive, prepared, and resilient zoo and aquarium workforce, this session will draw on our real-world experience building internship systems and training staff to support youth as they build skills and launch careers.

## SPOTLIGHT: RESEARCH



### Youth Perceptions of Climate Change:

We studied interns' thoughts about climate change and youth environmental anxiety. Youth saw climate-related flooding as "normal" in NYC, but the politicization of climate change as a source of frustration and distress. Findings suggest that youth perceive climate change as having multiple impacts on their conservation education experiences, making these programs more important than ever. We will present these findings at the American Educational Research Association annual conference in April 2026.



**Sharing Best Practices:** We use a design-based research (DBR) methodology to create, implement, evaluate, and research the Career Lattice. We describe how we use four principles of DBR – researcher-educator partnerships, iterative design processes, mixed methods data, and big research questions – in a [2025 article](#) in the [Journal of Museum Education](#) to support other cultural institutions interested in embedding DBR in their programming and evaluation and research practices.

# EMPLOYEES

Our part-time and seasonal employees are the face of WCS's zoos and aquarium for the 3.5 million visitors who come through our gates each year. They work in a variety of roles, building expertise in customer service, communication, and connecting the public with WCS's mission.

# 892

youth worked across

# 44

teams



## Youth Employees by Department

34%

Admissions & Parking

20%

Restaurants

14%

Education

13%

Merchandise

6%

Animal Care

The remaining 13% worked in: Events & Rides, Maintenance, Horticulture, Administration, and Visitor Services.



## YOUTH SPOTLIGHT



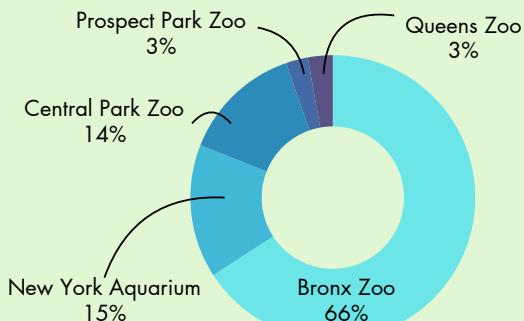
## Linabel Castillo

BZ Admissions Associate  
(2022-2025)

 Bronx, NY

*"I'm studying public administration, and I probably want to work in a government agency in the future. This is my first job, and I've learned a lot about teamwork, patience, and time management. I've also learned how to balance having a job with being a student."*

## Youth Employees by Park



# EMPLOYEES



Feedback on visitor surveys shows how **part-time and seasonal employees shape the visitor experience.**

"Two young staff members who **presented the puppet show** were excellent! They engaged the audience, performed well, and really deserve special recognition."

"The staff was wonderful, especially the **staff member in the gift shop!** He really seemed to want to do whatever he could to make sure we got what we needed, knew everything we wanted to know about the Queens Zoo, and made sure we were prepared for our future visits to the NY Aquarium and the Prospect Park Zoo."



"Our **monorail guide** delivered a most informative and delightful repartee. In addition, the **restaurant staff** were each the most polite and friendly. The several employees in the park who guided us along our way were gracious and cheerful. They made the day a memorable one for us."

Since April 2025, seasonal and part-staff have received

**450+**

shout-outs in visitor surveys.

"Respectful and friendly staff. Loved the **narrators at the sea lion show**. Incredible energy - they made the show fun yet informative, and they kept the audience engaged."



# VOLUNTEERS

# 568

Discovery Guides

**Discovery Guides complete:**

**40** hours of training

**80+** hours of in-park science  
communication practice

**95%**

are high school  
students

**83%**

attend a NYC public  
high school

**LOCAL  
CONNECTIONS**

**70%**

live in the same borough as  
the park where they volunteer

**The Discovery Guide volunteer program is the  
earliest entry point to the Career Lattice**

Discovery Guides lead fun activity stations to educate zoo and aquarium visitors about the animals at our parks, our global conservation work, and how to take conservation action.

Since April, Discovery Guides facilitated over

**600,000**

**interactions** with zoo and aquarium visitors.



Prospect Park Zoo Discovery Guides

# VOLUNTEERS

## YOUTH SPOTLIGHT



### João Machado

PPZ Discovery Guide, 2025

 New York, NY

*"One highlight was the pure joy and thrill of informing people about the impacts that they can have on the environment and the many ways that they can help out in conservation. I've talked to people who initially seemed disinterested, but who've come out with stars in their eyes and new ambitions for environmental safety, which always fills me with a sense of hope."*

## YOUTH SPOTLIGHT



### Vada Bank

CPZ Discovery Guide, 2025

 New York, NY

*"I have learned how to communicate with people of different ages and the large variety of zoo-comers made teaching and working the stations extremely fun. A memorable moment would be any moment I was able to have fun with the other Discovery Guides. Everyone was kind and I gained friendships which made my time at Central Park Zoo extremely enjoyable."*

## SPOTLIGHT: HUDSON CANYON CAMPAIGN

Discovery Guides connect visitors with WCS's advocacy campaigns. This year, Discovery Guides engaged park visitors of all ages in WCS's campaign to create a marine sanctuary at the Hudson Canyon, an underwater canyon about 100 miles off the coast of NYC, which is home to hundreds of species of marine animals. Visitors learned about Hudson Canyon wildlife, **11,000 signed the petition**, and **80,000 contributed to 19 murals**, which were mailed to government officials.





# Workforce Development

In addition to the learning that happens in their positions, WCS invites all youth to a variety of additional workforce development opportunities.

**30+**

events and experiences

**400+**

youth attended

## NEW IN 2025!

**Sustainability Tours** bring youth behind the scenes, including under the Coney Island Boardwalk, to learn about climate resiliency and sustainability efforts at the Bronx Zoo and New York Aquarium.

**Professional Skill-Building Sessions** train youth in resume writing, networking, professional communication, and creating elevator pitches.

- 90 youth attended the Resume Roadshow to receive resume feedback and support.
- Cohort-based programs and camp counselors participated in over 3,000 hours of additional skill-building sessions through their regular program.

*"I realized that I'm going to be applying to a lot of internships and job opportunities. I added skills to my resume that I didn't know should be there, like Google Suite, and I feel I now have a stronger chance."*

– Safiyah Jollah, NYA SYEP Intern

### Career Exploration Sessions

provide exposure to science, conservation, and zoo and aquarium careers.

Because of their time at WCS:

Interns gained confidence in their **ability to choose a career**.

Youth learned about new careers of interest.



**Peer networking events** build connections across departments, supporting youth in learning about other opportunities.

# Workforce Development



Individualized resume feedback

## BECAUSE OF THEIR TIME AT WCS:

**55%**

of volunteers said they were better able to teach about science and conservation

**58%**

of youth said they gained general workforce skills like communication, patience, and public speaking

**83%**

of youth in animal care internships said they gained targeted professional skills needed to pursue jobs in the field

*"I'd say the biggest impact has come from learning patience, especially when handling other people's frustrations. I learned to stay calm, listen, and respond thoughtfully, which has helped me both at work and outside of it. The ability to stay composed under pressure is a skill that's valuable in any job or life situation."*

*- BZ Group Sales Employee*

## FINANCIAL LITERACY WORKSHOPS

Together with our corporate partners, we offer financial literacy workshops that provide youth with practical skills in credit, banking, taxes, and other core financial concepts.



Financial literacy workshop

## EVENT FEATURE: CAREER TALKS



Staff from WCS's Exhibits and Graphic Arts Department share their career stories

*"The more time I spend here, the more I learn about every department. The animal curator highlighted in her talk that you go to a zoo and think this is only where zookeepers work, but there's so much more you can do here."*

*- Arielle Davis, Youth Engagement Assistant Coordinator*

**78%**

of interns said they gained confidence in their ability to successfully complete tasks at work

# Building Community Connections

We hosted **73** interns from the **City University of New York** and **16** students from the **State University of New York**, two renowned higher education institutions that pride themselves on providing a high-quality public college education for New Yorkers.

We develop partnerships with NYC colleges and community-based organizations to connect youth with opportunities at our parks.



## SUMMER YOUTH EMPLOYMENT PROGRAM (SYEP)

SYEP is the nation's largest youth employment program, connecting NYC youth ages 14 to 24 with career exploration opportunities and paid work experience.

We hosted **77** SYEP interns

who gained experience in customer service, administration, and teaching.

Over 10% of SYEP interns moved into seasonal jobs at the end of their internships.

We supported an additional 30 interns in finding placements at three other science-based cultural institutions through our SCI Network NYC coalition.

### Nadia Ali

- QZ Discovery Guide (2023)
- QZ Youth Environmental Advocate (2023-2024)
- QZ Discovery Guide Leader (2024)
- QZ Admissions Intern (2025)
- QZ Admissions Associate (2025)



 New York, NY

*"I've learned how to navigate the space between being a professional and being your authentic self. That's a skill I continue to use on a daily basis."*



## LOUIS STOKES ALLIANCES FOR MINORITY PARTICIPATION (LSAMP)

This year, the Bronx Zoo partnered with the NYC LSAMP program at CUNY to support students interested in animal behavior. In January 2025, 19 CUNY students completed a course on animal observation and scientific research.

This summer, eight alumni joined WCS as research interns, developing and conducting independent research projects on animal behavior, which culminated in a virtual poster symposium. Evaluation showed the course **significantly promoted content knowledge** in ecology and animal research topics and interest in scientific research.

Project TRUE (Teens Researching Urban Ecology) brings teams of Bronx high school students and Fordham undergraduates together to research urban ecology at the Bronx Zoo.

# Project TRUE

**This summer, five teams of high school interns led by Fordham undergraduate mentors collected and analyzed data on urban forest health, and bird, turtle, eel, and spotted lanternfly populations in the Bronx.**

Project TRUE interns also engaged with local stewardship and scientific communities, gaining real-world research knowledge and networking experience. They presented their work to their peers and the public in a youth symposium at the American Museum of Natural History.

## NEW IN 2025!

Environmental DNA (eDNA) technology allows detection of a particular species – such as a virus, microbe, plant, or animal – in a habitat without direct contact, instead using trace amounts of DNA in a sample of soil, water, or air. This year, interns studying turtles collected water samples and worked with Dr. Tracie Seimon at the Bronx Zoo's Molecular Lab to process them using eDNA protocols. Their results indicated higher presence of native species than expected, prompting follow-up research this fall.



In the fall, Project TRUE interns developed new research questions that expanded on their original projects. Interns analyzed publicly-accessible NYC datasets, comparing and contrasting findings with their summer field data. They presented their research at the Bronx Science Consortium Poster Symposium at the Bronx Zoo.

# Project TRUE



## YOUTH SPOTLIGHT



### Maria Morel Project TRUE Intern (2025) Bronx, NY

*"I couldn't believe my group managed to catch a common snapping turtle and a red eared slider in the same trap. It was super surprising to see that happen."*

\*All turtles are released after capture.

## YOUTH SPOTLIGHT



### Brendan Shiu

Project TRUE Intern (2025)  
Bronx, NY

*"The symposium that we did in the summer was really meaningful. We went to the AMNH and presented to so many different internships, family members, and friends."*

**5** undergraduate mentors

**25** rising high school juniors and seniors

**100%** live in the Bronx

**62%**

identify as Black or Hispanic

**63%**

speak a language other than English at home

**29%**

will be first-generation college students

## Who are Project TRUE Youth?



## ALUMNI SPOTLIGHT



### Lucinda Royte

NYBG Manager of Urban Conservation Data, Tools, and Outreach (2024-Present)

Alumnus of Project TRUE (2016)  
Brooklyn, NY

*"At the end of the Project TRUE experience, we presented our research findings about the benefits of green roofs in a symposium at Fordham University. I vividly remember feeling proud of the work we had done. All those hours in the sun collecting data, developing hypotheses, and analyzing our data culminated in an awesome moment of sharing our insights. Project TRUE solidified my desire to pursue a career in STEM and it's guiding my next steps into graduate school, where I'll focus on urban planning, environmental sustainability, and climate-resilient design."*



## Wildlife Conservation Society (WCS) Education Department

The mission of WCS Education is to inspire a diverse, inclusive movement of conservation advocates. We do this by sparking connections with animals and nature, enhancing scientific literacy through hands-on investigation, and engaging constituents in stewardship and action to conserve wildlife and wild places. WCS Education is headquartered at the Bronx Zoo and has teams that operate out of our four zoos and aquarium in New York City.



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