



## AOS Mission

To connect ornithologists, science, and bird conservation by

- Supporting science that advances the understanding and conservation of birds,
- Promoting broad access to ornithological science,
- Supporting ornithologists throughout their career paths, and
- Fostering a welcoming, diverse, supportive, and dynamic ornithological community.

## AOS Vision

*A broad and engaged ornithological community that advances the understanding and conservation of birds*

# Strategic Goals

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## Supporting impactful ornithological science

*Ornithologists, with an emphasis on early-career members and those from under-resourced regions of the Americas, have access to resources to conduct ornithological research that advances the understanding and conservation of birds.*

### Strategies

1. Establish priorities for research funding
2. Establish program to support ornithological capacity-building projects, with an initial focus in Latin America
3. Develop a strategy to document the impact of AOS grants, such as through member retention rates, publications, and conservation actions associated with funded studies
4. Build a capital campaign for increased grant support

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## Communicating & providing access to ornithological science

*High-quality ornithological research is broadly accessible through publications, society events (virtual and in-person), and other effective communications.*

### Strategies

1. Support and enhance AOS publications and conferences to attract and communicate the best work in ornithology
2. Thoughtfully reduce barriers to membership, readership, participation, and engagement
3. Increase virtual opportunities to communicate science throughout the year, such as thematic meetings or symposia
4. Partner with organizations, institutions, and groups that would benefit from our products and community

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## Broadening & strengthening professional development & career support

*AOS values and welcomes ornithologists of all career types and supports continued development across all professional stages.*

### Strategies

1. Increase professional development opportunities for a broader range of career types and stages
2. Expand professional networking opportunities
3. Develop intentional series of mentoring, training, and career recognition opportunities

# Strategic Goals

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## Fostering an inclusive ornithological community

*AOS promotes an inclusive culture and diverse membership where everyone feels a sense of belonging. We create an ornithological community that connects, values, and empowers all ornithologists from different disciplines, career paths, and geographic regions, as well as from different backgrounds, experiences, and identities.*

### Strategies

1. Provide space and resources to empower subcommunities that provide peer support, cultivate a sense of belonging, and amplify voices
2. Develop transparent and inclusive paths to leadership within the AOS, including on committees and in governance
3. Educate members, including leadership, on inclusive practices and behaviors
4. Address issues of past inequity and establish processes to prevent their reoccurrence

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## Excellence in governance & operations

*AOS's governance, operational structures, policies, and procedures reflect the values of the society, enable effective implementation of the strategic plan, facilitate efficient operations, maintain a strong fiscal position, ensure an effective and engaged staff, and provide a meaningful volunteer experience.*

### Strategies

1. Align resource allocations with organizational values, priorities, and business responsibilities to ensure strategic fiscal responsibility
2. Improve and document operational procedures to ensure efficiency and continuity of performance
3. Review AOS's governance and operational structures and documents to ensure our structures are optimized to perform AOS's priority work