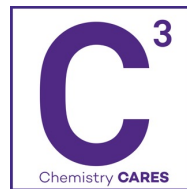
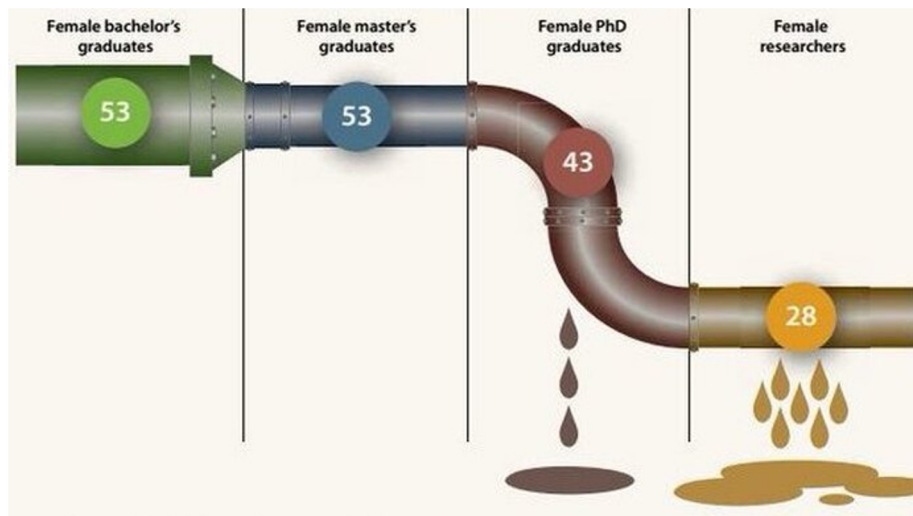


STEM “Leaky Pipeline”

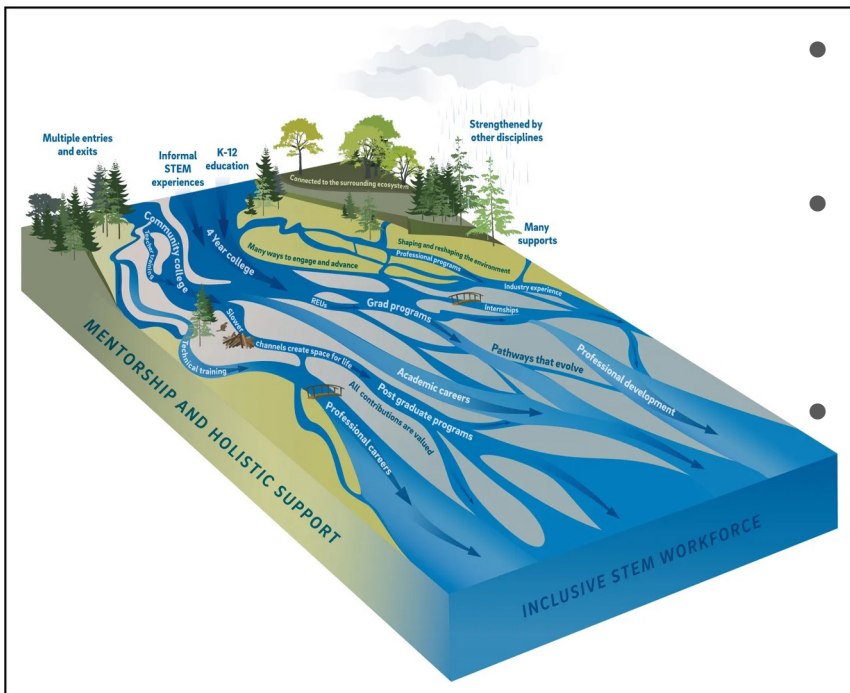
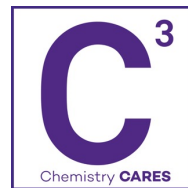


- It is common to describe the trajectory of a typical STEM career in terms of a “pipeline”
 - Lack of representation of racial and gender minority groups is attributed to a “leak” in this pipeline
- The pipeline model, while calling attention to an important problem has the following problems:
 - It does not capture the reality of a STEM career
 - It does not represent the broad range of interdisciplinary opportunities in STEM
 - It privileges the traditional academic path and invalidates others by exclusion



<https://www.genderlimno.org/blog/moving-forward-from-the-passive-leaky-pipeline-to-the-hostile-obstacle-course>

The Braided River



- An alternative “Braided River” model, encourages holistic thinking about learning ecosystems and career development
- This model facilitates:
 - Appreciation for unusual entry points to STEM
 - Evolving occupational goals through training
 - Opportunities for lifelong continuing education
- Normalizes changing pace and direction as part of the process
 - Can create support structures to accommodate and empower people to stay in the field