

## OREGON CHAPTER AMERICAN FISHERIES SOCIETY HUMAN DIVERSITY COMMITTEE WORK PLAN

Committee Chair: Gabe Sheoships

Approved by ExCom: Sept. 25, 2016

### **Mission**

*Improve the conservation and sustainability of Oregon fishery resources and their aquatic ecosystems for long-term public benefit by advancing science, education, and public discourse concerning fisheries and aquatic science and by promoting the development of fisheries professionals.*

### **Objectives**

The new *ad-hoc* Human Diversity Committee works to encourage the exchange of information relevant to the promotion of recruitment, participation, employment, and education for all, by focusing on under-represented groups in the fisheries profession. The committee will:

1. Increase the outreach, recruitment, and retention efforts to build towards a membership that is reflective of the human diversity in Oregon, by maintaining appropriate methods and tools that promote the benefits of membership towards under-represented groups (gender, ethnicity, age, etc.).
2. Research and identify diversity, equity, and inclusion (DEI) issues and challenges related to the fisheries profession.
3. Assist the ORAFS Executive Committee on methods to actively recruit a diverse group of candidates for leadership positions.
4. Encourage members to provide articles on fisheries resources that promote and represent diverse communities.
5. Develop and approve an annual plan of work and budget for June 1<sup>st</sup>, 2016 to June 1<sup>st</sup>, 2017.
6. Report Human Diversity Excom activities semi-annually to the ORAFS External Director.

### **2016-2017 Work Plan**

1. Convene symposium on issues related to diversity among fisheries professionals at the 53<sup>rd</sup> Annual Meeting of the Oregon Chapter of the American Fisheries Society, February 28 – March 3, 2017 in Bend.

2. Conduct committee meeting at annual ORAFS meeting.
3. Assist the Education and Outreach committee in developing selection criteria, and assist in selection for a one-time professional diversity scholarship of \$2,000, from funds received by former ORAFS President Denny Lassuy.
4. Research opportunities to collaborate with the AFS Parent Society, and Robert F. Hutton Fund to fund internships for under-represented minorities within the ORAFS Chapter.
5. Network and consult with Oregon Tribes, Universities, non-profit and culturally-specific organizations to understand appropriate recruiting and outreach methods, which would strengthen the work of the Human Diversity Committee, and the membership of ORAFS. Possible groups include, but are not limited to: the Native American Fish and Wildlife Society (NAFWS), American Indian Science and Engineering Society (AISES), Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), and Minorities in Agriculture, Natural Resources and Related Sciences (MANRSS).

**2016-2017 Budget**

None