

**OREGON CHAPTER AMERICAN FISHERIES SOCIETY
DIVERSITY, EQUITY, & INCLUSION COMMITTEE WORK PLAN**

June 1st 2019 – June 1st 2020

Committee Chair: Gabe Sheoships

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 Diversity, Equity, and Inclusion Committee is committed to acknowledging social justice, identity, and power structures in past and present settings through diverse perspectives. Our commitment is built and sustained through authentic relationships with communities of color, culturally-specific organizations, and other historically marginalized groups. These efforts are focused to increase the participation, employment, and education opportunities for diverse communities 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 and communities.
2. Research and analyze identity, power relationships, and social justice in historical contexts and contemporary settings from multiple perspectives as pertaining to the fisheries profession.
3. Assist the ORAFS Executive Committee with recruitment of a diverse group of candidates for leadership positions.
4. Encourage members to provide articles on fisheries resources that promote and represent diverse communities. Share these articles within larger network.
5. Develop and approve an annual plan of work and budget for June 1st, 2019 to June 1st, 2020.
6. Report Human Diversity Ex-Com activities semi-annually to the ORAFS External Director.

Work Plan

1. Present 2020 Diversity Scholarship award at the 56th Annual Meeting of the Oregon Chapter of the American Fisheries Society– March 2020, Bend, Oregon.

2. 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.
3. 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.
4. 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 Diversity, Equity, and Inclusion 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).