**OREGON CHAPTER AMERICAN FISHERIES SOCIETY**

**DIVERSITY, EQUITY & INCLUSION COMMITTEE WORK PLAN**

July 1st 2023 – June 30th 2024

Committee Chair: Guillermo Giannico

Contributors: Adrienne Averett, Ryan Branstetter, Ben Clemens, Denny Lassuy, Christine Moffit.

**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.*

**2020 – 2025 Vision**

The Diversity, Equity, & Inclusion Committee is key to advancing the [Chapter’s 2020 – 2025 Strategic Plan](https://orafs.org/strategic-plan/) Vision, specifically Operational Pillar #1 of Promoting an inclusive and equitable professional environment to create and maintain a diverse membership (Objectives 1, 3, 4, 5, and 6).

**Objectives**

The Diversity, Equity, & Inclusion 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 minorities in the fisheries and aquatic sciences professions. The committee will:

1. Increase the outreach, recruitment, and retention efforts to develop a membership and leadership composition that is reflective of the human diversity in Oregon, by using appropriate methods and tools to promote the benefits of membership among under-represented groups and communities.
2. Increase awareness about diversity of identities, implicit bias, power relationships, and social justice in both historical and contemporary contexts in relation to the fisheries and aquatic sciences professions.
3. Promote a welcoming and inclusive professional atmosphere at ORAFS.
4. Encourage members to provide articles on fisheries resources that promote and represent diverse communities.
5. Report Human Diversity Ex-Com activities semi-annually to the ORAFS External Director.

**Work Plan**

1. Organize a workshop or symposium on issues related to diversity among fisheries professionals at the 60th Annual Meeting of the Oregon Chapter of the American Fisheries Society – in 2024, Bend, Oregon.
2. Support the ORAFS Annual Meeting planning team in creating a safe, professional, inclusive environment for all meeting attendees.
3. Strengthen relationships with non-traditional ORAFS communities.
4. Work towards assuring a professional diversity scholarship is awarded annually.
5. Coordinate with Education and Outreach Committee to help distribute the annual educational grant opportunity to a wider network of educators.
6. Explore opportunities to collaborate with other organizations in support of internships for under-represented minorities within or through the ORAFS Chapter.
7. 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 DEI 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), Soul River Inc. (SRI), and other DEI-supportive organizations.
8. Revise ORAFS DEI webpage to improve content and expand resources available to current and potential members.
9. Identify several options for ORAFS membership to take DEI-supportive training (online or in person, and preferably free or inexpensive); advise the ORAFS membership of such training opportunities; and consider further incentives for members to avail themselves of such trainings.