

President's Plan of Work
For
Steven Brumbaugh
Term: August 2018 - October 2019

My work as president of the California Nevada Chapter of the AFS (CalNeva) will be grounded in the following three major priorities:

1. Develop new strategies to convey the relevance of CalNeva to professionals and the public
2. Create programs to increase diversity within the Chapter
3. Continue to develop Chapter resources directly into member benefits

These priorities address a number of elements of the Society's current Strategic Plan and are discussed in further detail below.

1. Develop new strategies to convey the relevance of CalNeva to professionals and the public

In recent years, there is a perception that CalNeva's primary role is organizing the Annual Meeting. Much of the membership, and fisheries professionals at large within the Chapter's regional boundaries, are unaware of other important CalNeva Chapter activities, such as supporting science-based policy and providing small travel or research grants. To the extent possible, CalNeva must provide information and educate both members and non-members about other important activities that make our Chapter and the Society relevant to their professional lives.

Specific actions proposed

- Host a CalNeva AFS booth in appropriate venues (e.g., World Fish Migration Day, Bay-Delta Science Conference, CA Department of Fish and Wildlife Science symposium, DWR Environmental Scientist Workshop, Salmonid Restoration Federation, Interagency Ecological Program Workshop) complete with updated informational materials.
- Continue to highlight Chapter activities in the quarterly newsletter and on the Chapter website.
- Continue to develop workshops that are open to the public that convey scientific information relevant to regional resource management.
- Create a committee to lead activities to increase awareness of Chapter activities.
- Continue to increase transparency of Executive Committee activities to the membership through actions identified above.

2. Create programs to increase diversity within the Chapter

Diversity strengthens populations and makes ecosystems more resilient in the face of change. Diversity is equally essential to the resilience of our profession, as well as its current and future effectiveness. Increasing diversity within the fisheries profession has been identified as a priority at the Society level, as well as within the Western Division. The CalNeva Chapter will also make this a priority, as our own Chapter seems to reflect a legacy of largely white male members. As president, I will work to facilitate programs and projects that will increase diversity within the Chapter so that we better reflect the community within which we live.

Specific actions proposed

- Create a committee that will develop programs or activities to increase diversity within the Chapter.
- Require that the Committee Chair participate in the Equal Opportunities Section (EOS) and Western Division's Diversity and Inclusion Committee.
- Encourage CalNeva Executive Committee and membership to participate in the EOS.
- Develop an annual voluntary survey to determine demographics of our membership and track changes over time.

3. Continue to develop Chapter resources directly into member benefits

CalNeva recognizes that annual dues, meeting attendance, and member participation are critical to the success of the Chapter. It is therefore essential that CalNeva reciprocate by using the funds acquired through meeting attendance, sponsorships, and other avenues to provide benefits directly back to the membership. This not only fulfills our duties as a 501(c)(3) non-profit, but provides incentive for people to become members and help the Chapter, and Society, thrive.

Specific actions proposed

- Further develop a financial portfolio that provides solvency to Chapter small-grants programs.
- Continue to provide financial support for student subunits to attend annual meetings to help foster the transition between their educational development and entry into a professional career.
- Continue to develop workshops that help educate members on various fisheries topics, including most recent scientific advancements and their relevance to natural resource management (e.g., Tidewater Goby workshop).
- Provide reduced registration rates for the above-mentioned workshops for members of CalNeva.