



# Cal-Neva AFS President's Plan of Work

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The purpose of this document is to outline priority activities in which I intend to engage during my term as President of the California-Nevada Chapter (Chapter) of the American Fisheries Society (Society). The Chapter President's plan of work should be consistent with the Society's mission and vision (provided below), and further the goals of the Chapter per the Chapter Strategic Plan (referenced when appropriate).

**AFS MISSION:** The mission of the American Fisheries Society is to improve the conservation and sustainability of fishery resources and aquatic ecosystems by advancing fisheries and aquatic science and promoting the development of fisheries professionals.

**AFS VISION:** To address our mission, AFS needs to advance fisheries knowledge and strive to be the home society for all fisheries disciplines. In that pursuit, AFS seeks to be recognized as the pre-eminent organization providing fisheries information to decision makers in all arenas. While fulfilling our vision, we will recruit and develop new fisheries professionals by offering learning and training opportunities crucial to maintaining a well-trained profession, support programs and efforts to increase diversity and inclusion, and enhance the value of AFS professional certification.

## Priority Activities:

1. Execute a successful Cal-Neva Annual Meeting
  - a. Help facilitate meeting planning by participating with the meeting planning committee
  - b. Assist in program development to re-engage membership with in-person events, specifically developing symposia themes that explicitly involve various Chapter constituents (e.g., inland, marine, sport, commercial, student, etc.)
  - c. Explore ways to facilitate student participation and maximize student engagement
  - d. Support site selection for subsequent annual meetings (2023 & 2024)
2. Support student membership
  - a. Support creation and expansion of student subunits within Cal-Neva AFS
  - b. Engage with student membership to facilitate student involvement in Annual Meeting, and support student activities identified as high priority by student membership
  - c. Continue to support travel for in-person attendance to Cal-Neva and AFS annual meeting through the use of travel grants or other support
3. Support professional growth of Cal-Neva membership

- a. Take advantage of virtual tools to develop future opportunities for professional growth for our members. This could include workshops associated or not-associated with the annual meeting, continuing education opportunities, etc.
  - b. Support travel for in-person attendance at annual meeting
  - c. Actively engage with the Western Division Early Career Professional (ECP) committee and develop ways to support ECP engagement within the chapter.
4. Work to implement select recommendations of Western Division Diversity & Inclusion (D&I) committee to elevate the visibility and participation of marginalized groups
  - a. Identify and implement specific recommendations from the committee. The recommendations are summarized below, although some are more feasible and/or higher priority than others and implementation will extend beyond my tenure.
    - i. Work to integrate D&I into chapter governance, including through review of bylaws and protocols for recruiting leadership
    - ii. Facilitate and/or formalize D&I training for members and for leadership
    - iii. Model and encourage inclusive behaviors in communications, at meetings, and at all chapter events
    - iv. Increase access and inclusion at annual meeting
    - v. Develop equitable awards selection process
  - b. Communicate actions and commitment to members
5. Facilitate communication and engagement
  - a. Work with ExComm to re-engage and energize committees and membership. Among other goals this will include:
    - i. a successful Annual Meeting
    - ii. provision of services to members outside of the Annual Meeting
    - iii. clear communication with membership regarding strategies and implementation of Chapter business.