

Meetings of America's and Oceania AwF Women's Network 27 August 2014 via Skype

Notes from meetings on left and new comments on right.

Thanks to everyone who was able to engage and for sharing either at the meetings or from there.

This network is to create a platform for women so they can communicate with each other easily and help each other; be AwF Women/gender guides to make sure AwF doesn't waiver in that area; be engaged in other AwF programs/platforms bringing forward ideas/concepts/projects; be active in promoting women in aquaculture through articles, blogs, conferences, activities etc.

Meeting notes	Comments received	Roy's suggestions
<p>What should we do from here?</p> <p>Without wandering too much from the AwF Strategy we now need to identify:</p> <ol style="list-style-type: none"> 1. A name for the Network 2. A global committee from the Network that will be an Advisory Committee to the AwF Board 3. Additional task forces who can be based in geographical, time zone, developed, developing, etc or other arrangements - they would feed into Advisory Committee (2.) 4. Agree on prioritizing actions where we can focus funding options 5. Agree on communication tools to build on numbers that we have and to share information 	<p>Key point would be to identify 3-4 main reasons for the gender disequilibrium in aquaculture (that I suspect may be somehow different between different geographical regions) and then find a list of initiatives that could help to tackle them, most of them already enumerated in this document e.g. increasing women access to specialised skills, providing funding sources to women to access to courses/conferences/meetings, increasing the visibility of women</p>	<p>Agreed</p>

	models in the field, etc...	
<p>What should the group be called?</p> <ul style="list-style-type: none"> • We currently have it as AwF Women’s Network • Should it be called AwF Women’s & Gender Network instead? • AwF Gender & Women Network? • Or ? 	<p>I agree that there should be at least the words ‘gender’ and ‘women’ in the name so that it is understood that this is not just one or the other. People might question though why not just use gender but this can be explained in the objectives re: focusing on women primarily.</p> <p>From the options above I prefer AwF Women’s Network. It should not imply men should not join, it simply highlights the main issue. Another possibility may be AwF Gender Equality Network.</p> <p>“AwF Women’s Network”</p> <p>Is this about women helping other women ? Most useful thing would be on-line network where women could meet other women and come up with working partnerships themselves. I think putting the gender bit in the title - makes the whole thing a bit of a one trick academic pony. It can be included in say a “values statement” or be the subject of some of the projects undertaken by the more academic members of the group? Lots of organisations will have this agenda –</p>	<p>AwF Women’s Network ‘A network for communicating and addressing women and gender issues in the sphere of global seafood’</p> <p>By giving the title and statement about the network it covers all opportunities. We can decide our priorities as we go</p> <p>I have used the word seafood and not aquaculture as whilst aquaculture is our focus when the product/s move through the chain they become seafood and women play a massive role in processing and retailing, etc</p>

AWF can't and should not be the sole owners of it. Sometimes it's just about a project hooking the right people together with realistic aims, and building a pond like in the article.

I consider we can work and should work and give support to other organisations that work more deeply and are more experts in gender, education, nutrition, empowerment..... we can cooperate and create things together but always in aquaculture and focus in women. I think this is more realistic. (At least for me, maybe you are more expert in gender or others.....then you won't be agree with my opinion.)

By the same way, the on-line network is a good idea. Each woman knows where is necessary to work in her region/country.... and we can work together and find solutions conform this realities.

I consider, for what I exposed before that the title should have the words women and aquaculture just to mention that we are expert women in aquaculture, so, for me AWF Women's Network it's ok or

	<p><i>Women`s network for women in aquaculture.</i></p> <p>I could go with either WN or GEN</p>	
<p>What are our aims?</p> <ul style="list-style-type: none"> • The aim of the network is to encourage women`s role in aquaculture disciplines • We want to be able to define and raise awareness of Gender and Women issues as perception of gender, which is a social construction of male and female roles. [to me this is not a clear statement] • We encourage critical analysis of the way that gender influences participation, decision-making and benefits in aquaculture. • We need to consider the holistic approach to knowledge/education by infusing a new perspective to shape a better future for all the people. • We encourage further research and analysis on women`s status in Aquaculture equally in public and private sector and in-the services area. • We want to create a long term sustainable Network which is well funded and resourced, and ensure we learn from previous stop-go attempts. • We will consider a Community of practice which will have Local, Area/Regional and Global outcomes • We recognize the need to educate and support women and young people and foster the development of leaders within our network and the aquaculture industry 	<p>This can also be divided into categories such that it is easier to understand, for eg aims related to development, research, education, policy, general</p> <p>To mainstream gender equity within the aquaculture industry. Demonstrate the benefits of a diverse yet balanced industry. Improve the ratio of women and men working throughout all professional levels. Women in aquaculture could also create an effective stage for promoting environmentally sustainable aquaculture. Women`s tendency for nurturing behaviour could be utilised to sustain and improve the industries social licence to operate. Coming from a more academic and European perspective, was mention to work flexibility and compatibility with family life, as this seems to be a major obstacle for in women`s career development in general. <i>For me is like this; women helping</i></p>	<p>I think the committee can approach this issue as a priority</p>

<ul style="list-style-type: none"> • We want to create programs to educate women and young people and foster the development of leaders linking with internships ensuring that we communicate well with these messages to all stakeholders, women and men – which we see as essential for change. • We need to ensure that all AwF projects have demonstrated benefits for women and/or young people. • We need to create clear concise messages about the benefits of gender equality in aquaculture and how to help achieve it – important we do not project women as victims but need to give due consideration to consistent messages about actual and potential impacts of gender equality • We will be transparent in all our activities 	<p><i>other women in different ways related to aquaculture, and empowerment to women in economic subjects through aquaculture.</i></p> <p>Suggestion: We want to raise knowledge and awareness of gender issues in aquaculture and to find and promote ways of achieving greater gender equality for the benefit of the industry</p> <p>Demonstrate the benefits of a diverse yet balanced industry.</p> <p>Improve the ratio of women and men working throughout all professional levels and in the industry.</p> <p>Women in aquaculture could also create an effective stage for promoting environmentally sustainable aquaculture in their communities and industries.</p> <p>Women’s tendency for nurturing behaviour could be utilised to sustain and improve the industries social licence to operate. However, we should not place all the responsibility for promoting sustainability onto women.</p>	
<p>What is our scope?</p>	<p>Useful if group recognised</p>	

<ul style="list-style-type: none"> • We need act both globally, regionally and locally - At all levels and in all areas from pond to plate covering Developed countries and Developing countries • We need to act within AwF Scope, which is broad but does have some restrictions due to charity status 	<p>differences in issues and opportunities across different areas as basis of forming portfolio for realistic projects –where I am (and be interested in what others think) 1) most kids and their mothers don't know enough about fish 2) the industry – for some very good reasons does not attract a lot of women (does that matter?) 3) There is some good expertise here in upskilling others in things like marketing, education, training, management and business.</p> <p>For me the question is that all of us we are related (I suppose) for the same professional field AQUACULTURE, and I was thinking in a big group of women working to develop projects of aquaculture for women or work together to aid women to develop their projects, or cooperate with others and create great things. I consider aquaculture is a goal in itself but by the other way can be a good way to complement other organisations whose main scope is education or nutrition, gender or others.</p> <p>I think our scope is Aquaculture, and we can act alone and cooperating with others.</p>	
<p>Funding?</p>	<p>The International Federation of</p>	

<ul style="list-style-type: none"> • Many of these types of activities have failed due to lack of funding rather than engagement or ideas. • We need global funding and local funding – examples could be <ul style="list-style-type: none"> • Global – e.g. The Global Fund For Women (Current Calls for Women Groups for Partnership In Empowering Women) • Local – e.g. FRDC (Australia); Sea Grant (USA) • NOTE: AwF has just signed a contract with a NY based group who are business development and bid management consultants, specialising in all areas of the procurement life cycle. Their role is to look at AwF opportunities to obtain Funding – Grants, Foundations, etc and create successful bids. They get paid on successful bids but nothing on unsuccessful ones. They come with an 83% success record. • We need everyone to think of funding sources and potential partners • Roy will be in USA meeting with this group in October. Additionally will be in NY and Washington DC aiming to see funding organisations where AwF (remember this is an American Charity) can maybe gain some opportunities. If you have contacts, ideas etc then please advise 	<p>University Women (www.ifuw.org) also provides grants and funds for studies and activities related to women and girls education etc.</p> <p>For well-defined projects crowd funding is becoming a very successful method to raise funds. There are now a few quality online platforms that help construct powerful campaigns eg StartSomeGood, Pozible or Eureeca. There also provide marketing advantages.</p> <p>Just for the information of the group, a month ago, we (Queensland University of Technology, Women in Fisheries Network, IUCN -Suva office) had submitted a concept note-project proposal for funding to Fiji Government's Climate Change Division Office in Suva. The project aimed at strengthening the resilience of farmers to the impacts of climate change by the introduction of sustainable, low impact aquaculture farming systems in Fiji. Specifically, the idea is to increase the resilience of farming communities, in particular women and women's groups to the impacts of climate change through increased food production by using sustainable low technology farming systems to ensure food security and create additional means of livelihood. A series of activities are planned to run for 4 years including training workshops, establishment of</p>	<p>Some good ideas here thanks</p>
---	--	------------------------------------

demonstration hatcheries (4) and farms (10) in rural communities, production of information pamphlets etc.. The project is in-line with the aims of your AwF Women's Network.

EU is an additional source of funding, H2020 has a number of calls focused on fisheries. Not sure whether these comms are of any help, but I find this a really interesting initiative and am looking forward to see how could I help in developing it.

As for funding I know that we have a state Woman in Agriculture group that is ties to the national group. They give funds and scholarships to women in Agriculture for certain projects and activities.

Also the local/state and national Farm Bureau Association does some of that also through specific requests for activities.

There are also the Rotarians and Civitarian groups that will assist certain projects when requested.

For well-defined projects crowd funding is becoming a very successful method to raise funds. There are now a few quality online platforms that help construct powerful campaigns eg

	<p>StartSomeGood, Pozible or Eureka. There also provide marketing advantages.</p>	
<p>Communications What is the best way?</p> <ul style="list-style-type: none"> • Website? One website with a Women’s Network stream • Blog? • Facebook? • LinkedIn? • Surveys? • Twitter? • Other? <ul style="list-style-type: none"> • AwF have: <ul style="list-style-type: none"> • Website – www.aquaculturewithoutfrontiers.org • LinkedIn - https://www.linkedin.com/groups?home=&gid=3950994&trk=anet_ug_hm (1200 members) • Twitter - https://twitter.com/AwFComms (only started few weeks ago) • Facebook – we have two sites, neither of which is controlled by us - https://www.facebook.com/awf.aquaculture?fref=ts AwF Aquaculture (911 friends) and https://www.facebook.com/groups/53013352312/ Aquaculture without Frontiers (4871 friends) 	<p>Face to face meetings where ever possible. Skype combined with shared documents is ok if all have good internet.</p> <p>Blogs - Good for spreading our public messaging</p> <p>Facebook- Only good for attracting an army of followers who are not regularly active in the organisation. Not good for communicating internally.</p> <p>Piggy back off existing LinkedIn account.</p> <p>In these early days I would appreciate an internal survey. It is important to know the general positioning of the group.</p> <p>Regular conference presence.</p> <p>Twitter. Short, sharp messages. Easy to gain a broad following</p> <p>Whilst social media is popular, we might need to know how many have access to it 24/7 as there are still parts of the world that do not have immediate access. Offices in third world countries have limited access to it, with computers which are shared and access to social networks are oftentimes not allowed</p>	<p>I am working on a total communication package for AwF so this will all come together through that process</p>

- Additionally Meryl has advised that much work has been done by an ‘informal’ group through Asian Fishery Society (AFS) – described by Meryl as” basically a group of people from all over interested in gender in aquaculture and fisheries from the perspective of promoting greater gender equality.” They have been working primarily from a research perspective, but have had involvement from grass roots groups at various events. Meryl has said there could be some collaboration as we agree no point in re-inventing things when they already exist. On the other hand, we should also be aware that sometimes specifically tailored networking and resources work better, and then the various related networks can share materials and news.

- The various links to the electronic resources of Genderaquafish informal network:
 1. Website: <http://genderaquafish.org/> [you can subscribe for an e-mail feed ever time there is a new post]. Some colleagues of Meryl’s are starting to want to develop theme pages on this site, and the first one under early stage development is on small-scale fisheries. An aquaculture theme page could be created. We expect to use a theme page approach like the UN Atlas of the Oceans (see this page, which I am talking with one of the editors about upgrading: <http://www.oceansatlas.org/id/250883>]

during office hours.

Other media such as tv and radio talk shows, print in popular media such as magazines and newspapers so not only aquaculture people can read about the work. This will give more visibility to what the network is doing

I think communication should be primarily by e-mail as it is free with conferences etc being done via Skype as well as in person ,this allows a broader range of people to take part

A separate Website will be best way. Where persons will be able to see the updated information, any time anywhere.

Facebook & LinkedIn - 2nd option for the communication Surveys will be best way to collect feedback and opinion.

This is good to post announcement there related to the network, this will make the other members more aware about gender and women’s issues

If there is limited man-hours available to keep each communication avenue up to date I suggest focussing on the website, Linkin and Twitter. Best to have quality posts regularly on a select few, rather than infrequent activity across all the social media avenues. This will help sustain

Arlene NS These channels have been useful in disseminating information and making a presence among those who can access it.

For the present, it has regular posts on new publications, news, events, etc, and pages of past events (<http://genderaquafish.org/events/>) plus some resources including a Glossary. Meryl has yet to post the short report on the WAS2014 and IIFET2014 gender sessions/papers.

2. Facebook page: <https://www.facebook.com/pages/AFS-Gender-in-Aquaculture-and-Fisheries/18117655231544> [Please Like the page! It works as a community page, but anyone can Like it.]
3. Twitter feed: @Genderaquafish [<https://twitter.com/Genderaquafish>] If you are already on Twitter, pls Follow us.
4. A Google Group Genderaquafish that you have to be admitted to as a member. I shall add all of you next week unless you protest.
5. A Flickr site: <https://www.flickr.com/groups/genderaquafish/pool/>
6. Slideshare

engaged followers.

About AFS Gender in aquaculture and Fisheries sector: I am really feeling proud that one lady Dr. Meryl William is working on gender issues through AFS group. This is a best platform where any person will work for gender problems in aquaculture sector. We the member of AwF WN will also support to this organization. All related to gender problem should be covered by this organization (**Gender in aquaculture and Fisheries org.**).

Our organization may work specially on “women in Aquaculture sector”.

As for getting the word out of Women in Aquaculture, it might be a good idea to have a presence or a booth at the Boston Seafood and or the Brussels Show next spring, as there are several international aquaculture companies and buyers that could disseminate info back to their respective companies and constitutes.

<p>site: http://www.slideshare.net/Genderaquafish [we may use this more in the future]</p>		
<p>Gatherings, Meetings, Events</p> <ul style="list-style-type: none"> • AQUACULTURE EUROPE 2014 Donostia-San Sebastian, Spain Oct. 14-17 – might be a little late for this • Guadalajara (Nov 5-7) this is a LACC WAS event and will be in Spanish/Portuguese • Lucknow (Nov 2014) GAF5 event coming up in Lucknow, India, 12-15 November. Papers can be presented – see http://genderaquafish.org/gaf5-2014-lucknow-india/ Ideally AwF should have presence and make statement about plans/activities. Meryl will be going and happy to engage with others • AQUACULTURE AMERICA 2015 New Orleans, Louisiana, USA Feb. 19-22 We have been given 30 minute keynote in ‘Women in Aquaculture’ session – at moment Roy has put in abstract as needed to lodge this for Program, BUT if anyone wants to do this Roy is happy to take back seat. • AwF is an Affiliate of World Aquaculture Society so we have a number of privileges 	<p>Chloe can attend Lucknow and will be happy to present and is in contact with Meryl regarding involvement.</p>	

including getting regular space for adverts and articles in WAS magazine, getting stands at event and running sessions –

- We can run both AwF (Poverty Alleviation, etc) and/or Women in Aquaculture Sessions at, New Orleans (Feb 19-22)
- WORLD AQUACULTURE 2015 Jeju Island, Korea May 26-30 2015– we agreed we should try and make effort to get as many people there as we can
- Plus these into the future:
 - AQUACULTURE 2016 Las Vegas, Nevada USA Feb 22-26
 - APAC 2016 – Surabaya, Indonesia Dates not announced
 - AQUACULTURE AMERICA 2017 San Antonio, Texas, USA Feb. 19-22
 - WORLD AQUACULTURE 2017 Cape Town, South Africa, June 27-30, 2017
 - AQUACULTURE AMERICA 2018 Las Vegas, Nevada, USA Feb. 19-22
- Additionally through Roy and his connection with Association of International Seafood Professionals there will be seminars connected with
 - Indonesian Seafood Processing in Bali 29-31 Oct
 - SEAFEX Dubai, UAE 9-11 Nov
 - Plus others for 2015 are being confirmed at

<p>VIV Seafood Processing Bangkok, Thailand and events in China, South America and Vietnam</p>		
<p>Marketing</p> <p>Clear and concise messages to be created</p>	<p>Objective of marketing should be clear: recruit more members? Get more funding? Build up partnerships with other organisations?</p>	<p>Need to look more at this aspect</p>
<p>Awards, Scholarships, etc</p> <ul style="list-style-type: none"> • Ensuring that we are putting women to the forefront in promotion • Sponsorships and scholarships for women to attend meetings (Including capacity building initiatives) • Promote woman of the month on website and have our own awards – establish criteria especially based on AwF strategy. Video or One pager. Monthly winners go to grand final and that is judged annually – need to set criteria. Could be the Nandeeshha Award? (would need to seek permission) 	<p>Monthly awards may be too regular if you want it to be viewed as a distinguishable achievement. I think a more effective model would be monthly case studies on women in Aquaculture combined with an annual award.(Chloe)</p> <p>I am agreeing with the document. Could be the Nandeeshha Award? No We can name the award on any “women aquaculture scientist” or “fish biologist”. Whose contribution given a direction towards aquaculture sector. That will give the encouragement to women/girl community. (For example: “Rosa Smith” She was first female Ichthyologist. The details are available on link:</p>	<p>Again for committee to decide</p>

<https://www.sdsc.edu/ScienceWomen/eigenmann.html>)

I like the “Woman of the Month” profile and perhaps the “winner” would be the representative at one of these shows.

When I was teaching raising tilapia in Zaire Africa, it was the women that took charge of the field and the men of the ponds, this gender association was due to the “Hunter Gather” expectation through history. Through aquaculture we were giving the knowledge to grow the “beast” to bring home. The women got involved after they saw the benefit.

While in Kenya last summer (would love to go back!) the women were the doers, but the men were the attenders of meetings.

I think we need to identify some regional women champions to become the speakers circuit. I think that is where some of the past efforts failed, they could not blend the two groups based on tradition. Perhaps with a good message that does not emasculate anyone.

As for AwF I think the trip to Kenya was very successful. I think it helped that two of us (male and female)

	<p>who attended both went as he deferred questions to me and that lead to the men also feeling that they could ask me questions.</p>	
<p>What projects are we looking at?</p> <ul style="list-style-type: none"> We need to know where we are now (measurement so that we can see what benefits we have) so some survey work may be required. Develop Case Studies relating to educating women and young people and issues relating to gender (Participation of women in Norway has dropped significantly since smaller farming has consolidated – see paper http://genderaquafish.files.wordpress.com/2013/04/ppt_14.pdf by Bodil is now a senior advisor at NORAD but previously worked in aquaculture, including several years as a journalist for a national aquaculture magazine (Tks Meryl) Develop positive Case Studies relating to roles of women and young people – possibly including survey regarding what roles are of women and how do they compare country to country Create communication and marketing strategy through all media Introduction to Gender and Women Studies applied to aquaculture as an education discipline through 	<p>What about policy advocacy so that gender sensitivity and consciousness will be mainstreamed in aquaculture governance and activities at all levels in each country (some countries already have national policies but how much are they being implemented on the ground). Most are not equipped to formulate relevant policies as well as implement them.</p> <p>Using the creative media sector to produce films and other mass media based on these case studies and good practices of gender mainstreaming, integration, sensitivity</p> <p>One day workshops with companies who volunteer to address gender equality in the workplace e.g. Tassal or Sydney Fish Market. Issues such as gender equality are more effectively discussed and resolved once a personal relationship has been established between those with the problem and those offering possible solutions (rather than only</p>	<p>Again for Committee to decide but I would like to have some Projects planned before end September so it's about prioritising.</p>

<p>distance learning system (Gender in aquaculture 101)</p> <ul style="list-style-type: none"> • Development of courses, programs and meetings on Gender and Women issues. • Conducting research, which is related to contemporary gender issues in aquaculture. • Creating awareness and sensitization to gender issues at community level through seminars/conferences and workshops. • Need to collect/collate photos and images of women in aquaculture which project positive status • Research and Review Required: <ul style="list-style-type: none"> • Why did past efforts not lead to productive avenues of industry and research action? Were past efforts misdirected and so flopped or not considered sufficiently fruitful to continue? • Are current institutes yet educated enough in what gender equality programs should entail? [Belief is the answer is no.] • Where are the champions, leaders, resources, expertise to make efforts different this time? • Does AwF have good experience to share? What do we have? 	<p>relying on online information and training). It provides a safe, supported space for employees and managers to be vocal about gender challenges within the workforce. Great for managers to hear employee's opinions because they can often be completely unaware of the harmful workplace culture. We need to bring the humanity back to the tools used to improve gender equality. Potential points of discussion; What have you (the employee) experience working within this company? Are other staff aware of these challenges? Discuss personal values, management values and the companies' values. Do they align?</p> <p>In my opinion: I don't think that we will discuss about gender problems. Why not about strengthening to women/ girl and needful person? Why we encouraging gender issues here? We should not compare with any other issues but we should talk about the action that what will take for empowerment for women and needy person. Like:</p> <ul style="list-style-type: none"> • Development of program to strengthened to bring about 	
---	--	--

- Establish Training/Master-classes – connected with AwF Aquaculture Learning Centres
- Directory of Gender & Women Services – On line resource – what things do women need to know? This delivers those issues – on website, attracts advertising, can be downloadable
- Regular Annual Survey on certain aspects which we could then promote – what are the questions, issues that we need to know annually?

a greater involvement of women in aquaculture.

- Empower women through innovative scientific activities integrating action oriented program, sound micro-finance and micro-enterprise training etc. in aquaculture sector.
- Creating awareness and sensitization to women n needy person at community level through seminars / conferences and workshops.

I am agreeing with “Need to collect/collate photos and images of women in aquaculture which project positive status”

There is no need to give emphasise on these points: These are/will be already covered by **Gender in aquaculture n Fishery org.**

Introduction to Gender and Women Studies as an education discipline through distance learning system (Gender 101)

Development of courses, programs and meetings on Gender and Women issues.

Conducting research, which is related to contemporary gender issues.

Creating awareness and

sensitization to gender issues at community level through seminars/conferences and workshops.

I also think that a directory of resources available to women (funding, training, support) would be particularly useful, as this information tends to be dispersed and difficult to find. Sonia C Develop Case Studies relating to educating women and young people and issues relating to gender (e.g., participation of women in Norway has dropped significantly since smaller farming has consolidated – see paper http://genderaquafish.files.wordpress.com/2013/04/ppt_14.pdf)

Also just got electricity on farm would like to host gathering of female farmers and fish processors early next year

Is it possible for Awf to produce training film to be shown? If we do this all over developing world we could really impact child poverty Can you please encourage those who are able to produce such a film and discussion pack and can we also encourage other female farmers to host such events?

<p>Other things</p> <ul style="list-style-type: none"> • Global Schools Network – Nov – Roy will send details about this separately • Establishment of AwF Australia – being organised now and should be registered in September • Connect with FAO – Karolina to connect Roy with Alejandro in South America 	<p>We will elect through voting system. All members will be mandatory to participate. Need Member's profile with full description.</p>	
<p>FUTURE</p> <ul style="list-style-type: none"> • Global Committee – 5 to 7 people – to advise/liaise with AwF Board • Nominations please • Regional Committees and or Country Committees – to advise/liaise with Global Committee • Nominations please • Others?? • Karolina (originally from Poland) is interested in creating connection with Eastern European Women and connecting them with the Network • Language issues? 	<p>Global Committee – 5 to 7 people – to advise/liaise with AwF Board Nominations please: I want to add my name here.</p> <p>Regional Committees and or Country Committees – to advise/liaise with Global Committee Nominations please:</p> <p>Others??</p> <p>Karolina (originally from Poland) is interested in creating connection with Eastern European Women and connecting them with the Network: She is most welcome</p>	

Language issues? **English will be official language but whenever need, we may arrange a translator to hear a voice for non English spoken person.**

And Finally: This is a special group for women in AwF. AwF is already a functional organization where any person either men or women can be a member and work for this group. AwF WN is the part of that group for women, so please don't add any men here. If any male person wants to work for this organization you can add his name in the AwF group. We can take his help whenever we need his specialization.