

Summary of initial meetings

Ideas to take forward:

1. Low hanging fruit – when the opportunity comes to suggest people for committees or awards then either individually or collectively we aim to promote women capable of the committee or worthy of the award. Example in hand at moment – for WAS members - WAS are currently soliciting nominations for The Honorary Life Award, and the Fellow of the World Aquaculture Society Award. Criteria for the awards are described in the attached Call for Awards Nominations. Please use the attached standard nomination form for all awards. Completed nominations should be sent to Rebecca Lochmann by or before the published closing date of December 15, 2014. E-mail address: lochmannr@uapb.edu or Rebecca.lochmann@yahoo.com. The more visible we can make women appear then the easier it will be.

2. Funding for a study to determine the number of women engaged in Aquaculture & Fisheries and what roles they play. Possibly just a desk top study to commence with investigating what information we can obtain and accuracy and then to determine gaps and produce report which may then highlight additional funding requirements to complete the job. The need to find out facts on numbers and roles is important.

3. Determine how we can organise a Mentoring program - Mentoring is a professional relationship in which an experienced person (the mentor) assists another (the mentoree) in developing specific skills and knowledge that will enhance the less-experienced person's professional and personal growth. The aim being to create more women with confidence. Mentors can be any gender but the mentoree's will only be female.

The mentor's functions would likely be things like:

- a) Teaches the mentoree about a specific issue
- b) Coaches the mentoree on a particular skill
- c) Facilitates the mentoree's growth by sharing resources and networks
- d) Challenges the mentoree to move beyond his or her comfort zone and
- e) Creates a safe learning environment for taking risks and
- f) Focuses on the mentoree's total development.

We could build some training around this which would help more women become Mentor's and for there to be some consistency about the Mentoring program.

Decisions to be made around either informal or formal mentoring:

Informal mentoring means Goals of the relationship are not specified; Outcomes are not measured; Access is limited and may be exclusive; Mentors and mentoree's self-select on the basis of personal chemistry; Mentoring lasts a long time; sometimes a lifetime

Formal mentoring essentially means Goals are established from the beginning and the mentoree; Outcomes are measured; Access is open to all who meet program criteria; Mentors and mentoree's are paired based on compatibility; Training and support in mentoring is provided.

4. As with (1) we could aim to lift women's' profiles in this industry. We need profile women, put more women in advertisements so there is a connection made between women and aquaculture, etc. Have more photos of women doing various work tasks and promoting these on website, through twitter and with our articles. AwF should aim to promote women/gender issues at as many forums as possible – create list where this can be specifically done.

5. Women's award/s – could be a monthly AwF website (and article) aquaculture promotion of a 'woman of the month' – this would mainly be for developing countries to promote their issues, etc and could be done on a country by country. For starters could be women engaging with our committee and everyone should give a basic profile, short story of their involvement in the business/industry and a photo. We should also determine some awards/Scholarships and criteria that we would like to organise eg young female aquaculture scholarship to enable some travel, specific training, to a value –maybe have two angles to this – one for developed countries and one for developing countries, etc – this would enable us to target sponsors.

6. Consider 5 (up to 10) specific areas of women/gender areas that we wish to influence. Who are the main influencers? Consider what sort of training/education is required. Also to review the communications which were listed on previous communications. Make a decision about booths at events such Brussels and Boston – manning them is main concern!

7. Consider what support is required (financial and resources) to organise our committee/s well.

Communications:

For those interested in engaging in this activity note -

Momentum can fade when it isn't simple for people to stay connected with the conversation. If anyone has a great idea about how to proceed please suggest, but in the interest of setting up something simple that we can start to experiment with in the meantime, Holly Cronin has created a shared folder in Google Drive:

<https://drive.google.com/folderview?id=0B6H3y8yE57spMDNCWXIweHpRSzA&usp=sharing>

The permissions are set so that it isn't public but anyone with the link can participate (you may need to click "open" above a document to get into edit mode). Holly has added documents and subfolders based on what's been created so far in order to give a sense of how we might start to manage contributions and workflow within that system. We need a group effort to keep it in good order.

It is suggested that we all include our name along with whatever we add to a document so that it is clear who contributed what and simple to follow up with the right people. Please check it out and add your two cents to the content that's there so that we can attempt to re-channel the momentum of this email thread into a more organized and ideally more useful format.

Note NO password is necessary to access the Google Drive AwF Women's Network folder. Anyone with the link can edit the files. However, it seems that when you first click on a document it opens a "preview" version and you then need to click "Open" at the top of the page to launch the version that you can edit (the pdf files, e.g. old meeting notes, cannot be edited).

If you have a google/gmail account already, you can add the folder to your own drive via the blue button in the top right corner (which will read either "Sign In" or "Open in Drive," depending on whether or not you're already logged in). That allows you to rearrange sub-folders and add files.

If any doubts/problems feel free to contact comms.awf@gmail.com

Women's Network Update 16 September

Thank you to everyone who responded to the Notes from our initial meetings. We have collated responses and added Roy's comments. We welcome any further comment based on this update. ([Click to download Notes Update 16 September](#))

Please ensure you provide any feedback by Friday 26 September.