

Diversity, Equity, Inclusion and Accessibility in Aquaculture Workshop

Resources from *Women of the Water* Conference, June 14, 2022

**This list is in no way exhaustive or all encompassing! It is just a starting point. Exploring one resource will inevitably bring you to many others. We encourage everyone to explore these resources and take the time to find others. There are countless articles and resources available on all of these topics.*

❖ Work & Pay Equity ❖

Women are the invisible backbone of the seafood industry, but few are in senior leadership, ownership or executive positions. The opportunities for women in aquaculture have not kept pace with the growth of the industry over the past several decades. Systemic discrimination and lack of representation put women at greater risk for abuse and inequality in the seafood industry. In science and academia, women, non-binary and gender diverse folks continue to experience inequalities of all sorts in their work and pay, as compared to their male counterparts. The gap is even larger when considering Black, Latinx and Indigenous scientists, or working parents.

Additional Resources & Actions:

Transparency is needed to understand and eliminate pay disparities, including for speaking engagements. Learn more and join the “Fix the Gap” database: <https://500womenscientists.org/fix-the-gap>

Promoting gender equality and women’s empowerment in fisheries and aquaculture. 2016. FAO.
<https://www.fao.org/3/i6623e/i6623e.pdf>

Profile: Women in Aquaculture. Cecile Brugere and Meryl Williams. 2017.
<https://genderaquafish.org/portfolio/women-in-aquaculture/>

In fishing industry, women face hidden hardships: study. Kiley Price. 29 Apr 2021. *Conservation International.*
www.conservation.org/blog/in-fishing-industry-women-face-hidden-hardships-study

Fast Facts: Women Working in Academia. American Association of University Women.
<https://www.aauw.org/resources/article/fast-facts-academia/>

The pandemic’s slowing of research productivity may last years—especially for women and parents. Jyoti Madhusoodanan. 26 Oct 2021. *Science.* www.science.org/content/article/pandemic-s-slowing-research-productivity-may-last-years-especially-women-and-parents

How women in academia are feeling the brunt of COVID-19. Keymanthri Moodley and Amanda Gouws. 07 Aug 2020. *The Conversation.* <https://theconversation.com/how-women-in-academia-are-feeling-the-brunt-of-covid-19-144087>

❖ Equal Representation ❖

The expertise and perspectives of women and gender diverse folks in science continues to be underrepresented, from faculty positions to representations in media and policy.

Additional Resources & Actions:

Add your name to “Gage”: a search platform that serves as a directory for journalists, educators and policy makers seeking expertise on a variety of topics. It is the world’s first and largest directory of women and gender diverse folks in science. Learn more and add your name to the database: <https://gage.500womenscientists.org/>

How the creators of a database are stamping out all-male panels. Virginia Gewin. 10 May 2019. *Nature.*
<https://www.nature.com/articles/d41586-019-01500-3>

Mixed messages about women's representation in science—and a missing piece of the picture. Beryl Lieff Benderly. 01 Apr 2019. *Science*. <https://www.science.org/content/article/mixed-messages-about-women-s-representation-science-and-missing-piece-picture>

Where Are the Women Of Color In Academia? Jacquelyn Corley. 27 Jun 2020. *Forbes*. <https://www.forbes.com/sites/jacquelyncorley/2020/06/27/where-are-the-women-of-color-in-academia/amp/>

❖ Harassment and Discrimination ❖

Harassment and discrimination continue to be prevalent in science, from blatant sexual harassment and assault to persistent stereotypes to everyday microaggressions. We must continue to strive to make science more diverse, equitable, safe and accessible to everyone.

Additional Resources & Actions:

Host a screening of *Picture a Scientist*: <https://www.pictureascientist.com/>

How Women are Harassed Out of Science. Joan Williams and Kate Massigner. 25 July 2016. *The Atlantic*. www.theatlantic.com/science/archive/2016/07/how-women-are-harassed-out-of-science/492521/

Sexual harassment is rife in the sciences, finds landmark US study. Alexandra Witze. 12 June 2018. *Nature*. <https://www.nature.com/articles/d41586-018-05404-6>

Why Men Don't Believe the Data on Gender Bias in Science. Alison Coil. 25 Aug 2017. *Wired*. www.wired.com/story/why-men-dont-believe-the-data-on-gender-bias-in-science/

AEA Professional Climate Survey: Final Report. American Economic Association Committee on Equity, Diversity and Professional Conduct. 15 Sept 2019. www.aeaweb.org/resources/member-docs/final-climate-survey-results-sept-2019

❖ Parenting in Science ❖

Much of the gender pay gap, career achievement disparities, and leaky pipeline of women in science can be attributed to a single factor: When women scientists have a child. Infertility and pregnancy loss can also place devastating tolls disproportionately on women, even before having a living child. The disparities faced by working parents, especially mothers, in science were exacerbated by COVID-19.

Additional Resources & Actions:

Learn more and take action: <https://500womenscientists.org/about-scimom-journeys>

The Mom Penalty. Colleen Flaherty. 06 June 2013, *Inside Higher Ed*. www.insidehighered.com/news/2013/06/06/new-book-gender-family-and-academe-shows-how-kids-affect-careers-higher-education

The pandemic is hitting scientist parents hard, and some solutions may backfire. Katie Langin. 31 Jul 2020. *Science*. www.science.org/content/article/pandemic-hitting-scientist-parents-hard-and-some-solutions-may-backfire-2

Gender, race and parenthood impact academic productivity during the COVID-19 pandemic: from survey to action. Fernanda Staniscuaski et al. 12 May 2021. *Frontiers in Psychology*. <https://doi.org/10.3389/fpsyg.2021.663252>

Step up academia, parents still need support. 500 Women Scientists. 01 Feb 2020. *Medium*. <https://500womenscientists.medium.com/step-up-academia-parents-still-need-support-e77d9934e407>