Women of the Water

Research. Community. Collaboration. Celebration.

2022 Final Conference Report

MOTE MARINE LABORATORY

FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES · EST. 1868

Sea Grant Florida
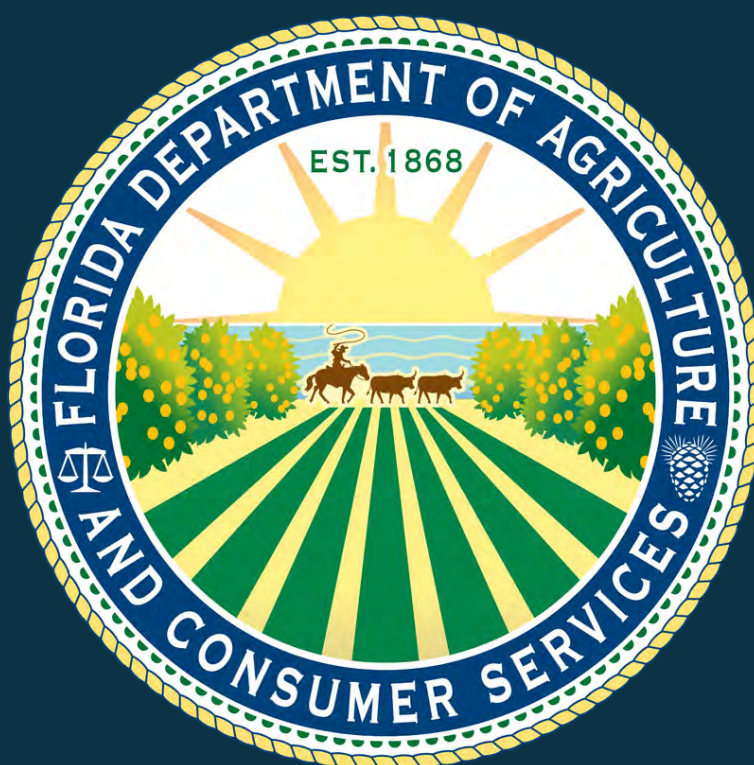
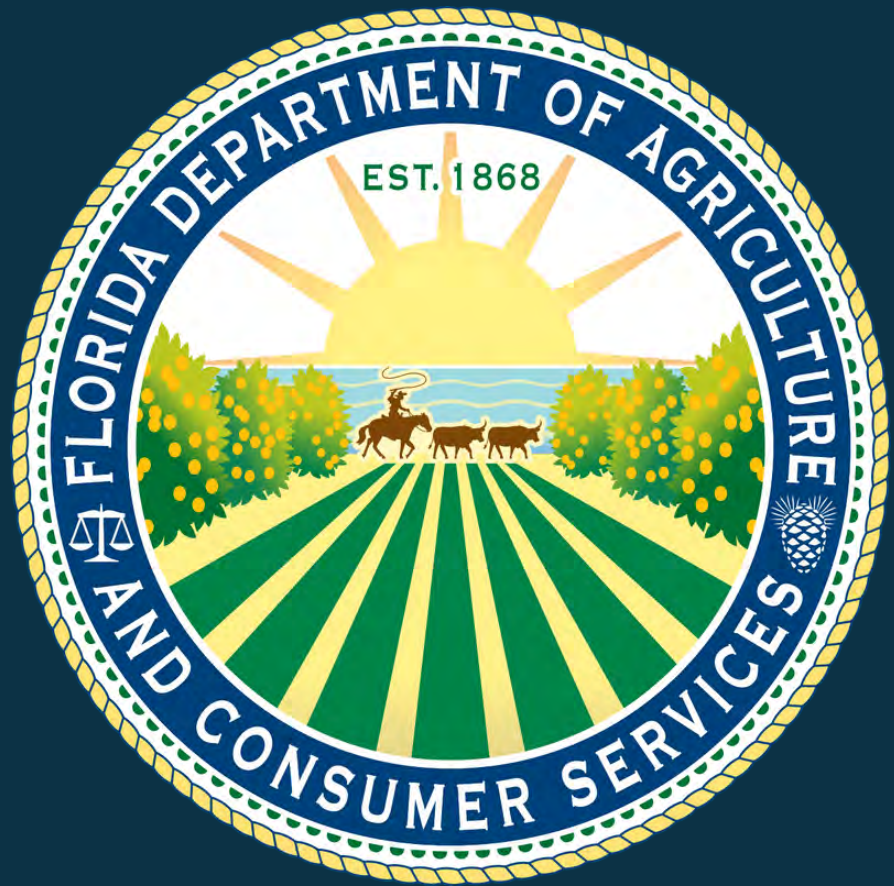# Women and gender minorities make aquaculture happen.

From the development of innovative research, to management of environmental resources, to cultivating commodities - the legacy of women and gender minorities in aquaculture is undeniable. Although our roles are integral to the success of the industry, women and gender minorities continue to face barriers on various fronts, including a dearth of opportunities to connect with others experiencing similar pressures.
From this reality, *Women of the Water* was born.

Over the course of two days, we explored the values of research, community, collaboration, and celebration while bringing together the current and future generations of stakeholders in aquaculture. This conference provided attendees with networks of opportunity and support, showcased a diversity of professional options in aquaculture, and aimed to uplift underrepresented voices in the industry. We intentionally designed programming to equip attendees at all experience levels with practical professional development and to allow space for open and honest conversation and reflection. Please read on to learn more about the voices, perceptions, and potential within the Women of the Water.

2022 Sponsors

Thank you to all of our sponsors for *Women of the Water 2022*! The conference would not have been possible without your generosity and dedication to the advancement of women and gender minorities in aquaculture. This event was made possible by programmatic guidance and leadership support from FDACS, Mote and Sea Grant, as well as financial support from the following partners.

Acknowledgements

Thank you to all of our attendees! We appreciate all of the enthusiasm, experience, perspectives, and ideas that you brought to the table for our inaugural event. We hope to continue to engage this community through various projects and gatherings!

Thank you to our inaugural keynote speaker, Angela TenBroeck! Your personal story and words of empowerment were so impactful and set the tone for the conference.

2022 Steering Committee

To learn more about any of the following women of the water, click on their name to access their bio!

Blair Morrison - Director
Science Policy Fellow - National Academies of Science, Engineering and Medicine Gulf Research Program / FDACS

Dr. Marcy Cockrell
Biological Administrator- FDACS Division of Aquaculture

Dr. Nicole Rhody
Staff Scientist- Mote Marine Lab Aquaculture Research Park

Dr. Kevan Main
Associate Vice President for Research, Program Manager for Marine & Freshwater Aquaculture Research, and Senior Scientist - Mote Marine Lab Aquaculture Research Park

Portia Sapp
Division Director- FDACS Division of Aquaculture

Dr. Maia Patterson-McGuire
Associate Director for Extension and Education - Florida Sea Grant

Carrie Jones
Environmental Supervisor II, Submerged Land Leasing Program - FDACS Division of Aquaculture

Nicole Martin
Environmental Administrator, Shellfish Processing Plant Compliance and Inspection Program – FDACS Division of Aquaculture

Katrina Bayliss
Education Lead and System Specialist - FDACS Division of Aquaculture

Erin Dier
Environmental Specialist II, Shellfish Harvesting Area Classification Program - FDACS Division of Aquaculture
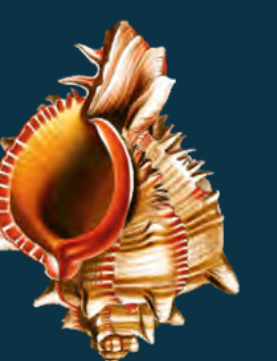
Report Intent

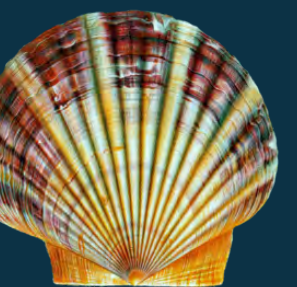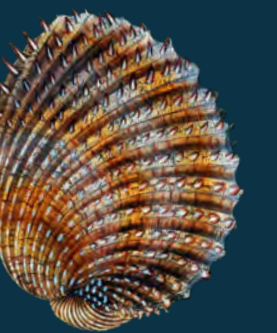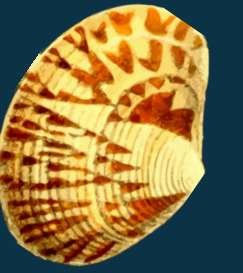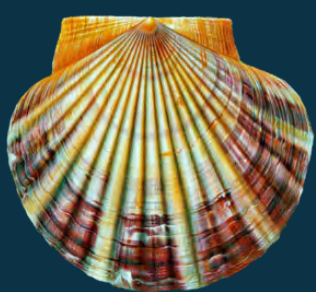Conference attendees participated in breakout roundtable conversations, where they discussed how to tackle challenges faced by women and gender minorities in the industry, how to combat misinformation, how to make the industry more inclusive, and what they envision for the future of aquaculture. The main takeaways from these discussions were captured and ranked by priority voting during the conference. This report summarizes those discussions and priority rankings.

This report is intended to summarize the various perspectives and priorities discussed during the conference, provide some baseline data for measuring progress moving forward, and better understand how our stakeholder groups within the industry can best work together in the future. Discussion topics with greatest shared perspective among stakeholders highlight areas for potentially productive future collaborations.

Please note that this document is not intended to be a comprehensive list of recommendations or action items that the entire aquaculture community wants. Furthermore, our stakeholder groups are not monolithic, and we recognize that priorities listed here do not represent the entire breadth of experiences or opinions held by folks in the industry. All of the issues and topics raised during the conference warrant further and deeper discussions.

We hope that this report will orient readers to the evolving nature of these issues and the importance of identifying synergies across stakeholder groups to work towards common goals. It is only together that we will be able to break down the barriers and overcome the challenges facing women and gender minorities in aquaculture.
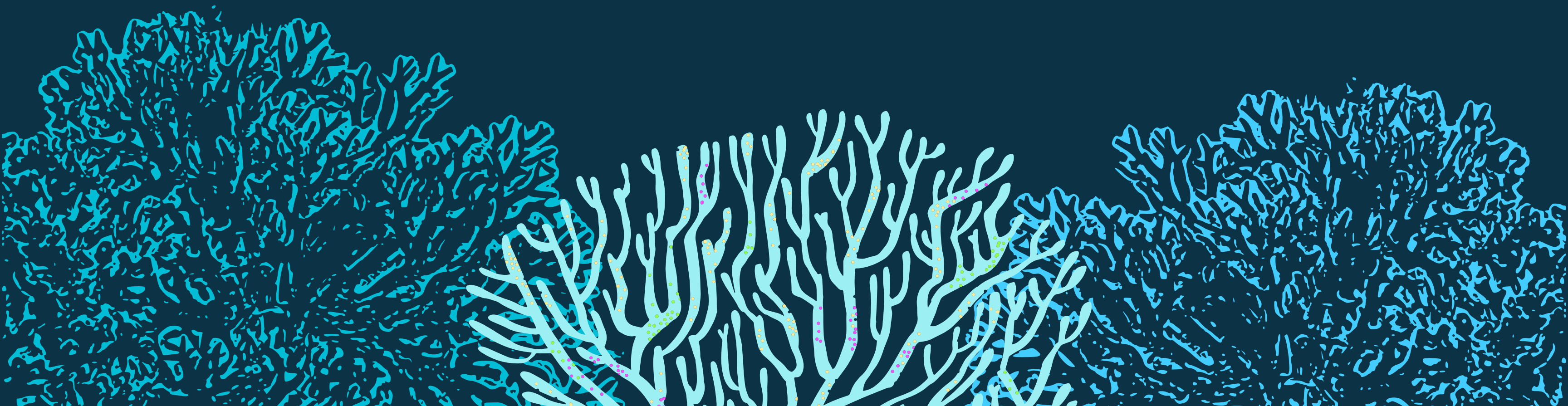
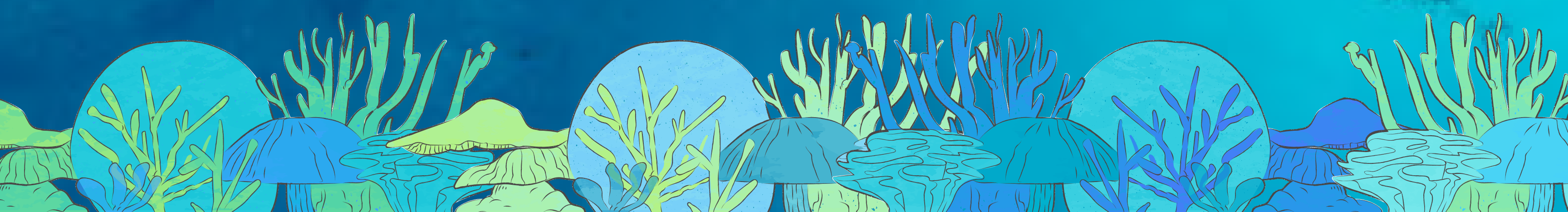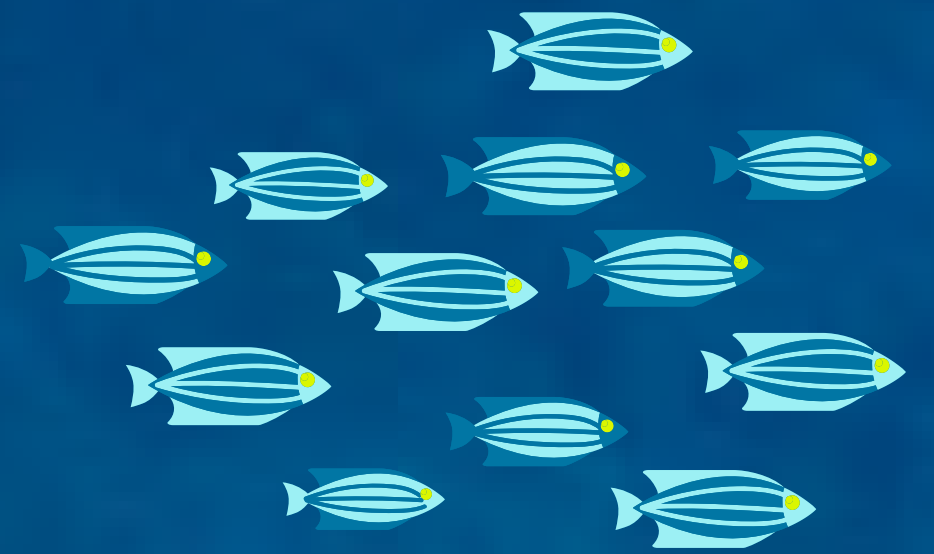# Conference by the Numbers

2 days

3 roundtables

5 states represented

5 workshops

24 hours of programming

75 attendees

- 30% industry leaders
- 15% academics
- 30% students
- 25% policy, education, communications, and NGOS

How to Read this Report

The following pages include some of the feedback collected during the roundtable discussions at the conference. Roundtable topics focused on issues that women and gender minorities face in the industry, sources of misinformation about the industry, and the future of the industry.

Each of the discussion question prompts are included below, followed by the summaries and data tables. Information is arranged in "X-tables" and "stakeholder perception similarity index tables".

X-tables (Appendix A) indicate topics that were considered highest priority by attendees. X icons indicate the top ranked topics within each stakeholder group. Purple highlighted cells indicate the highest ranked topic in each stakeholder group. If votes were equally split among topics for a specific question, purple highlights were applied to all ties. It is important to note that the X icons indicate averages from priority ranking and do not necessarily represent the entire breadth of perspectives held by each stakeholder group.

Stakeholder Perception Similarity Index tables (below) show synergies in perceptions between stakeholder groups. Cells are shaded in a gradient with green indicating the greatest overlap in perceptions (larger values) and yellow indicating the least overlap in perceptions (smaller values). To determine similarities in stakeholder perceptions, read the table as indicated by the orange lines unless the column (for example, Academic) or row (for example, Students) is full. The intersection of two stakeholder groups is the similarity value.

	Academic	Comms	Industry	Education	Other	Policy	Students
Academic	1						
Comms	0.33	1					
Industry	0.1	0.3	1				
Education	0.83	0.33	0.09	1			
Other	0.43	0.33	0.22	0.38	1		
Policy	0.57	0.3	0.2	0.5	0.22	1	
Students	0.33	0.44	0.3	0.44	0.33	0.33	1

Example: Other/Academic = 0.43; Other/Comms = 0.33; Other/Industry : 0.22; Other/Education = 0.38 ; Other/Policy = 0.22 ; Other/Students = 0.33

Stakeholder Group Definitions

Workshop attendees self-selected their primary stakeholder group for purposes of tabluating data from the discussions. It is important to note that many of our attendees identified with several of the group definitions, but chose the singular group they thought most embodied their role in the aquaculture industry. Additional context to the stakeholder groups is included below:

The **Industry** stakeholder group includes current and retired industry leaders: farmers, processors, wholesalers, and distributors.

The **Academic** stakeholder group includes professors and researchers operating out of university and college-level academic institutions.

The **Communications** (Comms) stakeholder group includes filmmakers, members of the media, marketing professionals, and communications staff for various institutions.

The **Education** stakeholder group includes extension agents, outreach educators, and teachers that are not considered part of the academic group.

The **Policy** stakeholder group includes regulators, resource managers, and program staff in state agencies.

The **Students** stakeholder group includes undergraduates as well as graduate students (Masters and Ph.D. level).

The **Other** stakeholder group includes science policy fellows, representatives from non-governmental organizations and non-profits, and interdisciplinary professionals not otherwise captured in the categories above.

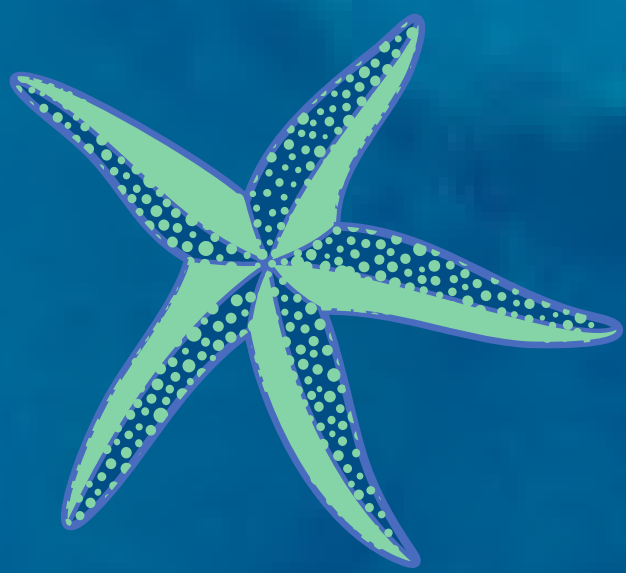# What challenges do women and gender minorities face in the industry?

Highest Ranked Topics:

1. Not being acknowledged or taken seriously
2. Lower self-impression of worth/ imposter syndrome
3. Additional required work ethic/ having to prove oneself
4. Lack of demographic data on the aquaculture industry (gender, race, socioeconomic background)
5. Industry specific issues (seed supply, coastal property, hatcheries, stagnant market prices)

Overall, Academics, Educators, and Policymakers had the greatest overlap in perceptions on this question, averaging 64% similarity. Among these three groups, the issues most commonly agreed upon were: **lower self-perception of worth/ imposter syndrome, not being acknowledged/ taken seriously, additional required work ethic (having to "prove yourself"),** and **lack of demographic data (gender, race, socioeconomic background) of the aquaculture workforce**. Industry leaders had the least similar perceptions compared to all other groups, averaging between 9% and 30% similarity, likely attributable to the unique concerns accompanying the production of commodities and running a business.

Academics ranked **additional required work ethic /having to prove oneself** as the greatest challenge women and gender minorities face in the industry, followed by **not receiving equal pay.** Communications stakeholders voted the **lack of demographic data on the aquaculture workforce** as the greatest challenge, followed by **lack of clear communication between policymakers and aquaculture workforce.** Industry leaders prioritized **industry specific issues, such as seed supply, coastal property concerns, stagnant market prices, etc.** as the greatest challenge, followed by **physical demands of the job.** Educators identified **lack of acknowledgement** and **not receiving equal pay** as priority issues, followed by **additional required work ethic /having to prove oneself.** Policymakers listed **lack of acknowledgement** as a priority issue, followed by **the need to modernize the industry and regulations.** Students listed **lack of acknowledgement** as a priority issue, followed by **additional required work ethic/having to prove oneself.** Other stakeholders voted the **lack of demographic data on the aquaculture workforc**e as the greatest challenge facing women and gender minorities in aquaculture, followed by **imposter syndrome**.

Stakeholder Perception Similarity Index:

	Academic	Comms	Industry	Education	Other	Policy	Students
Academic	1						
Comms	0.33	1					
Industry	0.1	0.3	1				
Education	0.83	0.33	0.09	1			
Other	0.43	0.33	0.22	0.38	1		
Policy	0.57	0.3	0.2	0.5	0.22	1	
Students	0.33	0.44	0.3	0.44	0.33	0.33	1

How should we address these challenges?
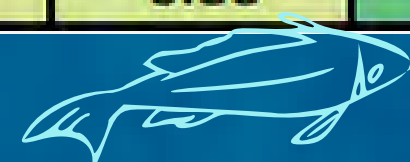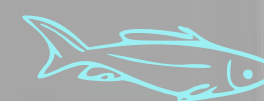
Highest Ranked Topics:

1. Leverage industry associations at all levels for support
2. Events/ workshops focused on specific issues that women and gender minorities face

Overall, Students, Academics, Communications, and Policymakers had the greatest overlap in perceptions for this question, with at least 50% shared perceptions. Among these four groups, **events/workshops focused on specific issues that women and gender minorities face** were mutually agreed upon as ways to address challenges. Industry leaders had the greatest synergy with Academics, sharing 33% of perceptions. The overlap in perceptions can be attributed to mutual interest in **cross-industry collaboration (breaking down "silos").**

Academics prioritized **events/ workshops that focus on specific issues women and gender minorities face,** followed by **cross - industry collaboration / breaking down silos** as methods for addressing challenges. Communications stakeholders were equally supportive of **leveraging industry associations at all levels for support** , **events/ workshops that focus on specific issues women and gender minorities face, cross - industry collaboration / breaking down silos,** and **agritourism.** Industry leaders prioritized **cross - industry collaboration / breaking down silos** as a method for addressing challenges, followed by **elementary education.** Educators identified **leveraging industry associations at all levels for support** and **cross - industry collaboration / breaking down silos** as priority methods. Policymakers prioritized **leveraging industry associations at all levels for support** , followed by **events/ workshops that focus on specific issues women and gender minorities face** and **elementary education** as methods for addressing challenges. Students equally prioritized **leveraging industry associations at all levels for support** , **events/ workshops that focus on specific issues women and gender minorities face** , and **cross - industry collaboration / breaking down silos.** Other stakeholders chose **events/ workshops that focus on specific issues women and gender minorities face**, followed by **leveraging industry associations at all levels for support** and **elementary education.**

Stakeholder Perception Similarity Index:

	Academic	Comms	Industry	Education	Other	Policy	Students
Academic	1						
Comms	0.5	1					
Industry	0.33	0.2	1				
Education	0.33	0.5	0.09	1			
Other	0.25	0.4	0.22	0.38	1		
Policy	0.25	0.4	0.2	0.5	0.22	1	
Students	0.67	0.75	0.3	0.44	0.33	0.33	1

What are the greatest sources of misinformation in aquaculture?

Highest Ranked Topics:

1. Negative public perceptions/ NIMBY (Not In My Back Yard)
2. Established media portrayals (documentaries, etc.)
3. Misperceptions based on outdated information/global practices

The greatest synergies in perception were seen among Students and Educators (75%), followed by Policymakers and Academics (60%), and Educators and Other Stakeholders (60%). Students, Educators, and Other stakeholders mutually agreed on **negative public perceptions/ Not In My Back Yard ("NIMBY"), competing wild vs. farmed interests (e.g., lobbying against expansion of offshore aquaculture industry),** and **misperceptions based on outdated information/ global practices** as sources of misinformation, whereas Policymakers and Academics pointed to e**stablished media portrayals (documentaries, etc.)** and **social media**. Industry leaders and Academics had the least overlap in perceptions for this question, attributable to industry emphasis on **"bad actors" giving a bad reputation to the industry** and **marketing language (Wild vs. Farmed)**.

Academics identified e**stablished media portrayals,** followed by **competing wild caught vs. farmed seafood interests** as primary sources of misinformation about the aquaculture industry. Communications stakeholders equally identified **marketing language (Wild vs. Farmed)** and **misperceptions based on outdated information/global practices** as the paramount sources of misinformation. Industry leaders identified **negative public perceptions/NIMBY** as a significant source of misinformation**,** followed by **"bad actors" giving a bad reputation to the industry** and **marketing language (Wild vs. Farmed).** Educators identified **negative public perceptions/NIMBY** as the primary source of misinformation, followed by **established media portrayals, competing wild caught vs. farmed seafood interest**s, and **misperceptions based on outdated information/global practices.** Policymakers voted **established media portrayals**, followed by **social media** as the main sources of misinformation about the industry. Students identified **misperceptions based on outdated information/global practices** as the primary sources of misinformation, followed by **negative public perceptions/NIMBY.** Other stakeholders equally identified **negative public perceptions/NIMBY** and **competing wild caught vs. farmed seafood interests** as paramount sources of misinformation about the industry.

Stakeholder Perception Similarity Index:
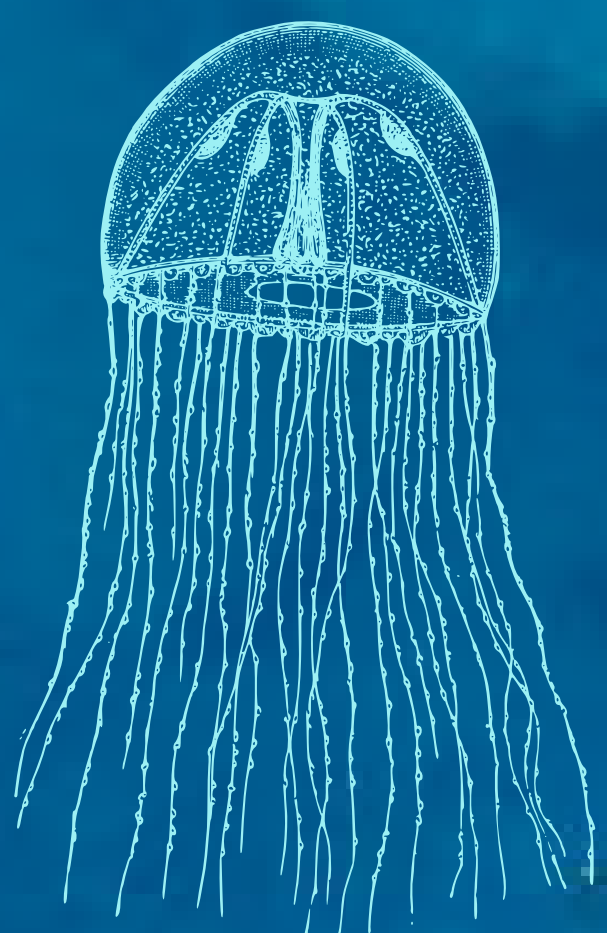
	Academic	Comms	Industry	Education	Other	Policy	Students
Academic	1						
Comms	0.14	1					
Industry	0.16	0.4	1				
Education	0.4	0.16	0.2	1			
Other	0.5	0.5	0.33	0.6	1		
Policy	0.6	0.33	0.4	0.33	0.29	1	
Students	0.33	0.33	0.4	0.75	0.5	0.33	1

How should we combat misinformation about aquaculture?

Highest Ranked Topics:

1. Improve transparency and communication about policy and regulation
2. Education campaigns for consumers, distributors, restaurants, etc.
3. Highlight environmental benefits of aquaculture / credit farmers in restoration efforts
4. Include non-traditional partners/ local ecological knowledge in collaborations and decision-making
5. Consistent messaging across industry sectors with the public
6. Improving communication across silos (academia, policy, farmers, processors, etc.)
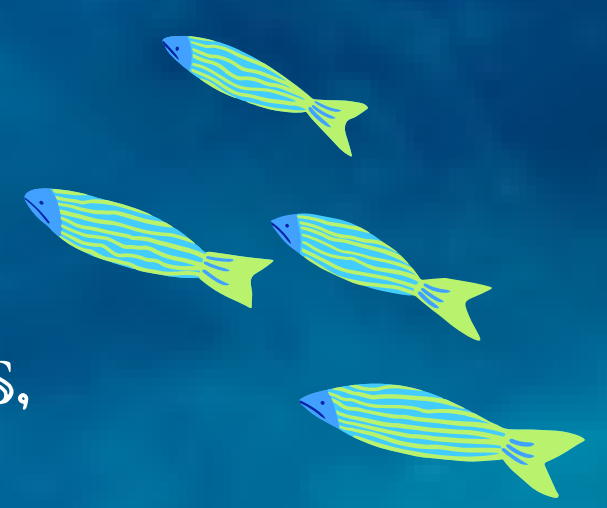
The greatest synergies in perception were seen among Educators and Academics (71%), followed by Communications and Students (67%) for this question. Educators and Academics mutually agreed that **including non-traditional partners/ local ecological knowledge in collaborations and decision-making, education campaigns for consumers, distributors, restaurants, etc., telling personal stories of farmers/ industry, improving transparency and communication about policy and regulation,** and **improving communication across silos (academia, policy, farmers, processors, etc.** are priority methods for combatting misinformation, whereas Communications and Students identified **connecting consumers to their food, highlighting environmental benefits of aquaculture/ crediting farmers in restoration efforts, and consistent messaging across industry sectors with the public.** Industry perceptions aligned most with Academics and Communication stakeholders for this question, sharing at least 50% of perceptions.

Academics and Communication stakeholders identified **education campaigns for consumers, distributors, restaurants, etc**. as a priority method for combatting misinformation. Industry leaders and Students primarily supported **highlighting the environmental benefits of aquaculture/ crediting farmers in restoration efforts;** Industry leaders also identified **engaging with legislators** as a supporting method to combat misinformation. Educators identified **education campaigns for consumers, distributors, restaurants, etc.,** and uniquely chose **developing and using common terminology within the industry** as an ancillary goal. Policymakers voted **connecting consumers to their food** as a primary way to combat misinformation. Other stakeholders prioritized i**ncluding non-traditional partners/ local ecological knowledge in collaborations and decision-making.**

Stakeholder Perception Similarity Index:

	Academic	Comms	Industry	Education	Other	Policy	Students
Academic	1						
Comms	0.4	1					
Industry	0.5	0.55	1				
Education	0.71	0.4	0.33	1			
Other	0.56	0.33	0.4	0.4	1		
Policy	0.33	0.4	0.33	0.2	0.17	1	
Students	0.44	0.67	0.44	0.3	0.4	0.44	1
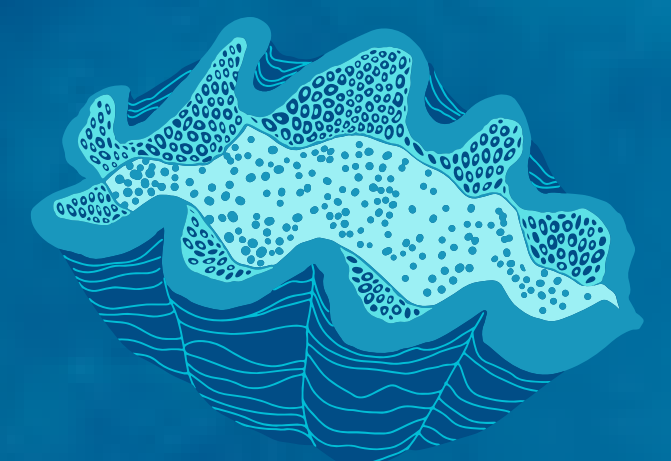
What does the future of aquaculture hold?

Highest Ranked Topics:

1. More of an environmental focus to aquaculture in the future (e.g., lenses of restoration and climate solutions)
2. Expanded offshore aquaculture/ integrated multi-trophic level farming
3. Bringing opportunity to youth- pioneering in the field – "passing the torch"
4. Increased collaboration within and outside of academia
5. Tailored communication to aid public understanding/ STEM training for communicators
6. More public comfort with aquaculture as wild fisheries decline

The greatest synergies in perceptions were seen among Policymakers and Communications stakeholders (75%), Students and Educators (67%), and Industry and Communications (55%). All five groups mutually agreed that **expanded offshore aquaculture/ integrated multi-trophic level farming, tailored communication to aid public understanding/ STEM training for communicators, and more of an environmental focus to aquaculture** are in the future of the industry. Policymakers and Communications uniquely identified **leveraging aquariums as a bridge to the public** and Students and Education uniquely identified **advancements in feed alternatives/nutrition,** and **more diverse and industry-applicable research** on the horizon. Overall, there was a higher degree of overlap between all stakeholder groups for this question, with 30% or more shared perceptions.

Academics identified **more leadership and entrepreneurship opportunities for women and gender minorities** on the horizon for the aquaculture industry. Communications, Industry leaders, and Other stakeholders perceived that there will likely be **more of an environmental focus to aquaculture in the future (e.g., lenses of restoration and climate solutions) .** Additionally, Industry leaders equally identified **bringing opportunity to youth- pioneering in the field - "passing the torch"** as a key aspect of moving the industry forward. Educators and Policymakers identified **expanded offshore aquaculture/ integrated multi-trophic level farming** as a key aspect of the future of the industry. Students foresee **increased collaboration within and outside of academia** as well as **bringing opportunity to youth-pioneering in the field - "passing the torch"**

Stakeholder Perception Similarity Index:

	Academic	Comms	Industry	Education	Other	Policy	Students
Academic	1						
Comms	0.33	1					
Industry	0.33	0.55	1				
Education	0.31	0.36	0.46	1			
Other	0.5	0.4	0.4	0.46	1		
Policy	0.5	0.75	0.4	0.36	0.4	1	
Students	0.3	0.5	0.5	0.67	0.45	0.36	1

How do we make aquaculture more inclusive?
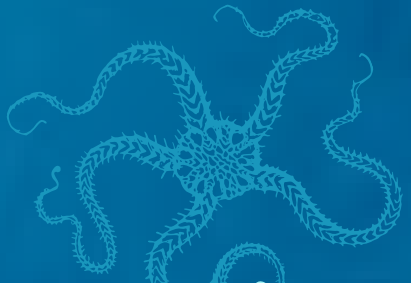
Highest Ranked Topics:

1. Public education programs – minimizing barriers to access information
2. Funding and resource provisioning for students/ young researchers in aquaculture to overcome barriers to access (e.g., paid internships, fair stipends, intern housing/transportation, scholarships, etc.)
3. Startup loans and grants to aid with initial investment when entering the industry
4. More female/gender minority mentorship in higher education

The greatest synergies in perceptions were seen among Policymakers and Academics (80%), and Communications, Policymakers, and Other stakeholders (67%). All four groups mutually agreed that **funding and resource provisioning for students/ young researchers in aquaculture to overcome barriers to access (e.g., paid internships, fair stipends, intern housing/transportation, scholarships, etc.), public education programs - minimizing barriers to access information,** and **more female/gender minority mentorship in higher education** are priority methods to increase inclusivity in the future of the industry. Policymakers and Academics uniquely identified with **"create, don't wait"/ "bring your own damn chair" - taking charge and speaking up for change you want to see.** Communications, Policymakers, and Other stakeholders (along with Industry leaders and Educators) identified s**tartup loans and grants to aid with initial investment when entering the industry**. Industry leaders and Policymakers shared 50% of perceptions.

Academics, Educators, and Other stakeholders identified **funding and resource provisioning for students/ young researchers in aquaculture to overcome barriers to access (e.g., paid internships, fair stipends, intern housing/transportation, scholarships, etc.)** as a primary way to increase inclusion in the industry. Communications stakeholders primarily voted that **sharing DEI successes across the industry** will aid in inclusion. Industry leaders and Other stakeholders equally identified **startup loans and grants to aid with initial investment when entering the industry**, and **public education programs - minimizing barriers to access information.** Industry leaders also uniquely prioritized **engaging youth to enhance inclusivity.** Policymakers identified **public education programs - minimizing barriers to access information** and Students supported **making conferences and networking events more affordable** as methods to promote inclusion in the industry.

Stakeholder Perception Similarity Index:

	Academic	Comms	Industry	Education	Other	Policy	Students
Academic	1						
Comms	0.38	1					
Industry	0.33	0.22	1				
Education	0.43	0.63	0.43	1			
Other	0.5	0.71	0.29	0.38	1		
Policy	0.8	0.67	0.5	0.57	0.67	1	
Students	0.29	0.5	0.13	0.38	0.25	0.25	1
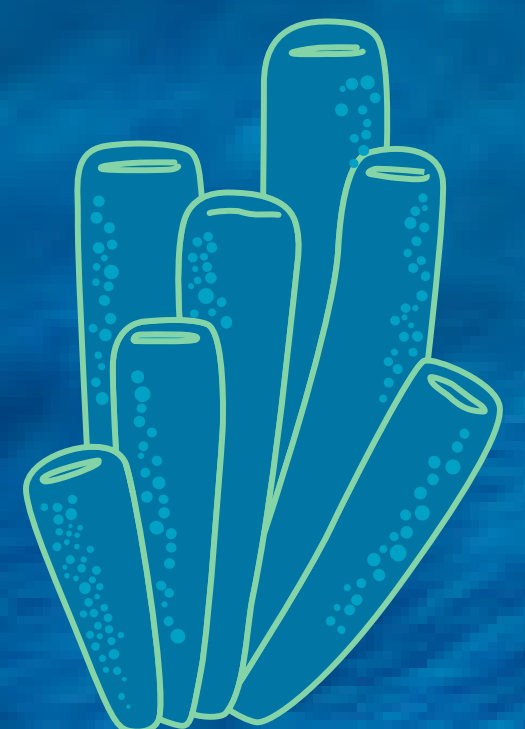
Who isn't yet at the table?

We asked attendees to choose which groups that they think the aquaculture industry should engage with more.

Transportation/ Logistics Groups
Other Ag Industries
Food Manufacturers
Investors
Innovative Educators
Veterinarians
Community Planners
Urban Stakeholders / Consumers
Science-Policy Communicators
Youth Advocacy Groups
LGBTQ+ Community
Indigenous Communities
Anglers/ Wild Resource Fisherfolk
Politicians/ Legislators

0   5   10   15   20   25

Votes
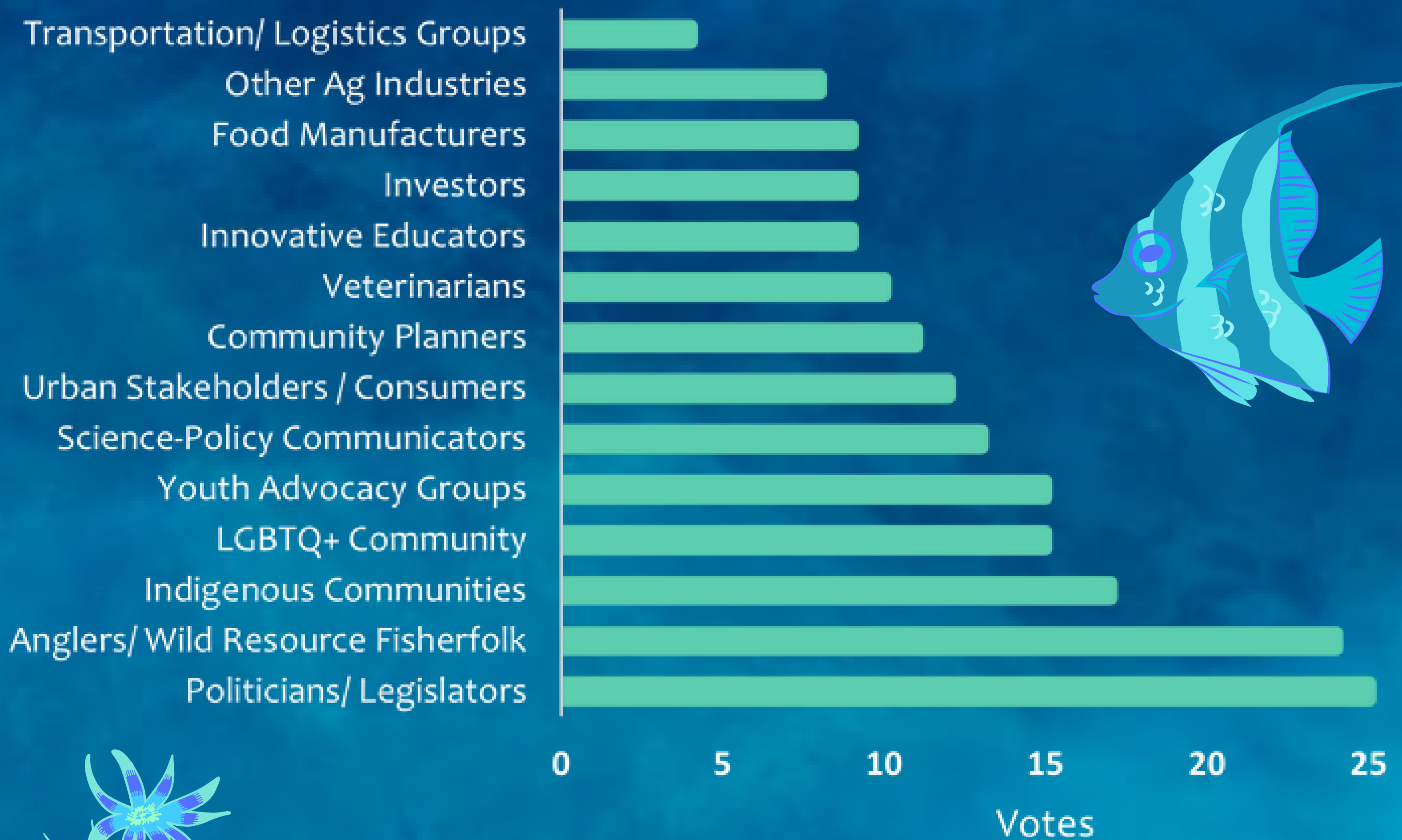
Highest Ranked Groups to Engage:

1. Politicians / Legislators
2. Anglers and Wild Resource Fisherfolk
3. Indigenous Communities
4. LGBTQ+ Community
5. Youth Advocacy Groups
6. Science - Policy Communicators
7. Urban Stakeholders and Consumers

DEIA Workshop:
What will the future of aquaculture look like?

One of the workshops at the conference was focused on diversity, equity, inclusion, and accessibility (DEIA) in aquaculture. Attendees were asked to think creatively to design a magazine cover that would highlight aquaculture in the next decade, with the prompt: "What does the future of aquaculture look like?"
These four unique magazine covers are the result of the workshop.
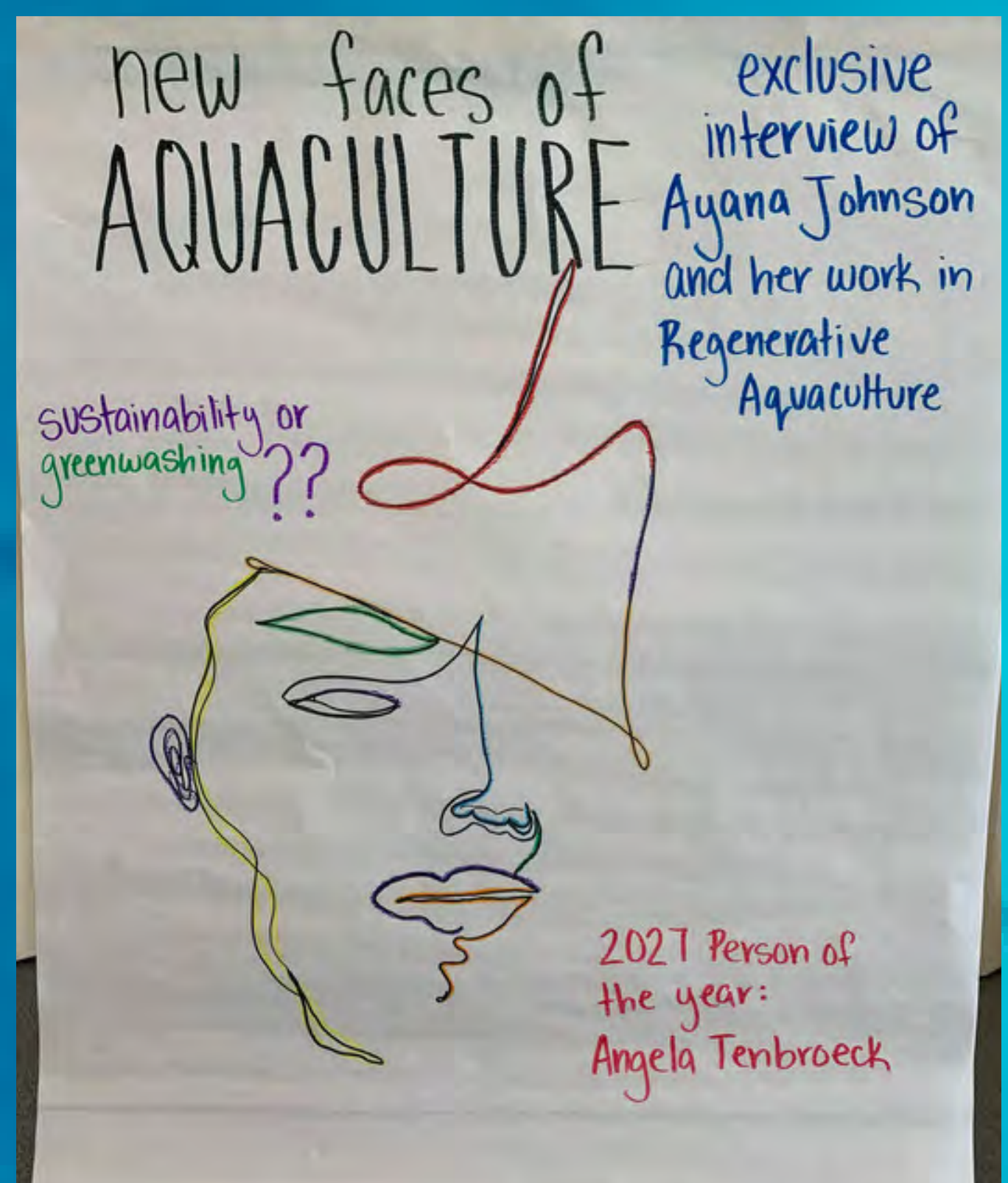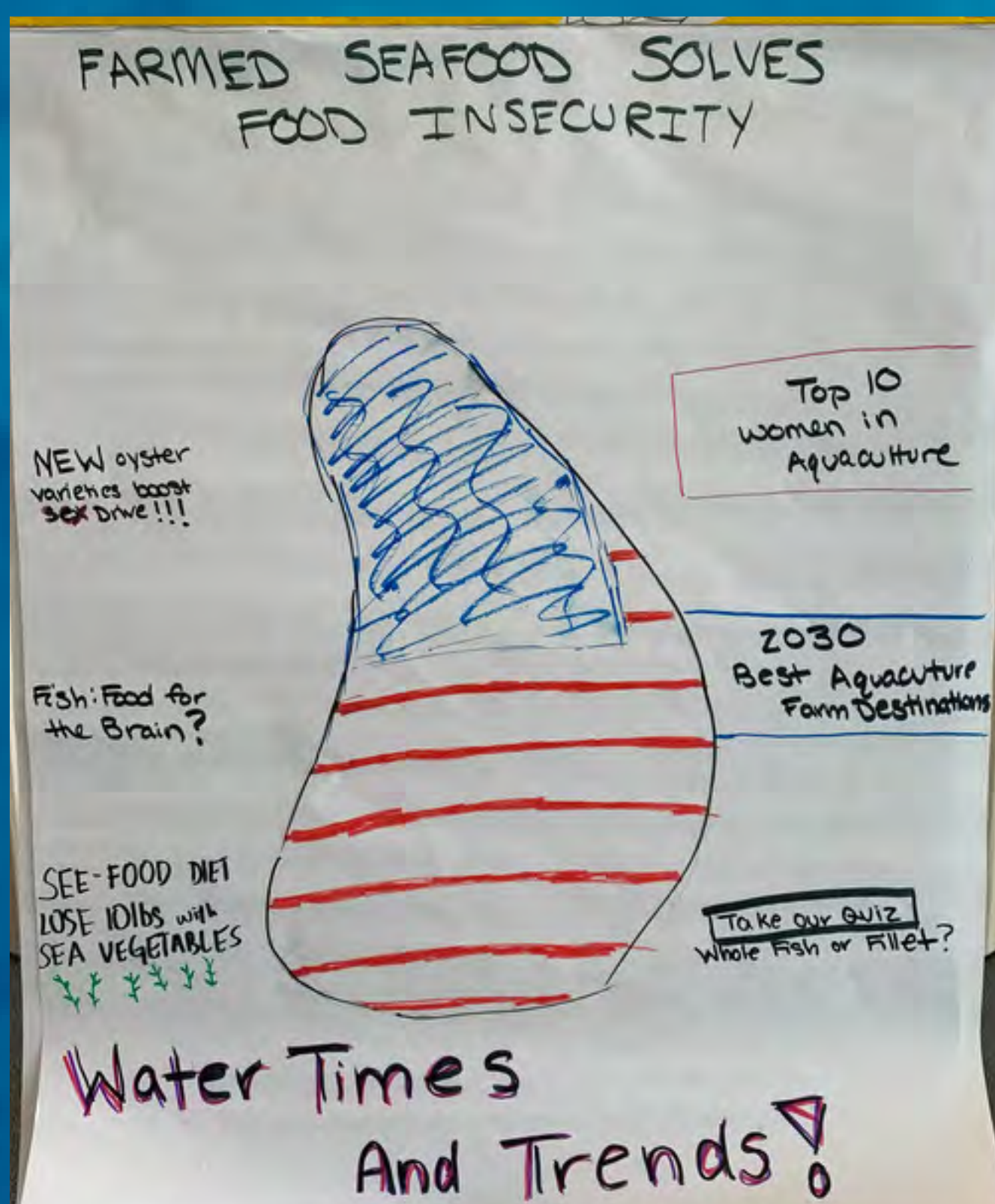
Summary

Below, we have compiled lists of stakeholder groups with the greatest overlaps in perceptions across all questions discussed at the workshop. Each group is listed with a cluster of other stakeholders that were most similar, in order of perception overlap percentage. Overall similarity index values can be found in the table below. We hope that this information can be useful in identifying future collaborations, project goals, and cross-industry partnerships!

Academics:
Policy
Education
Other

Communications:
Students
Policy
Other

Education:
Students
Academics
Other

Industry:
Communications
Students
Education

Other:
Academics
Communications
Education

Policy:
Academics
Communications
Students

Students:
Communications
Education
Other

	Academic	Comms	Industry	Education	Other	Policy	Students
Academic	1						
Comms	0.3404	1					
Industry	0.2857	0.3829	1				
Education	0.4878	0.3846	0.3125	1			
Other	0.475	0.4	0.2978	0.4167	1		
Policy	0.5	0.4468	0.3111	0.3469	0.3617	1	
Students	0.3636	0.5435	0.3478	0.5	0.3958	0.3829	1
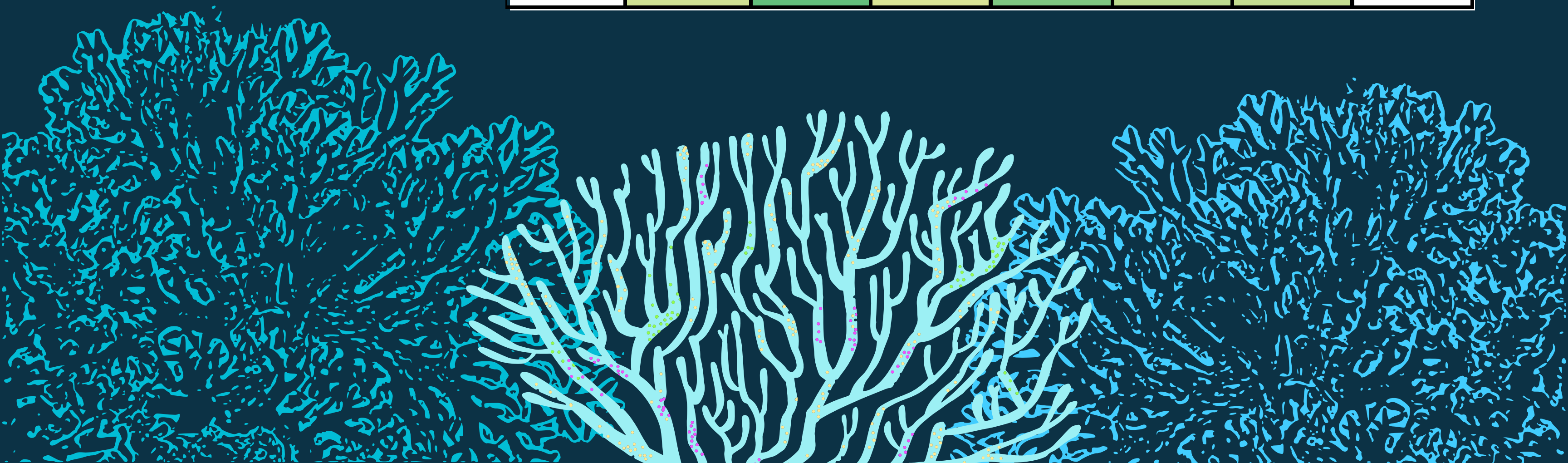
Appendix A
Voting Raw Data and X-Tables

Women of the Water
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Table 1a. Raw vote data from Roundtable 1 – Question 1: What challenges do women and gender minorities face in the industry? Each attendee was given 5 votes to distribute among the topics according to their priorities and perceptions. Dashes indicate zero votes. Please note that the number of votes does not necessarily correlate to the number of individuals who voted, as attendees were permitted to assign more than one of their allotted votes to a certain topic if they deemed it important.

Stakeholder Group	Lack of clear communication between policymakers and aquaculture workforce	Lower self-perception of worth/ Imposter Syndrome	Not being acknowledged/ taken seriously	Not receiving equal pay/ understanding pay expectations	Additional required work ethic (having to "prove yourself")	Education/ experience/ economic biases in hiring practices	Learning to recognize and accept constructive criticism for professional growth	Workplace and/or Sexual Harassment	Industry-specific issues (seed supply, coastal property, hatcheries, stagnant market prices for commodities)	Having enough Labor/ Workforce	Physical demands of the job	Lack of demographic data (gender, race, socioeconomic background) of aquaculture workforce	Need to modernize Industry and Regulations
Academic	3	5	5	7	8	1	-	4	2	1	1	5	3
Comms	2	-	1	-	1	1	1	-	1	-	-	3	-
Industry	4	2	3	1	2	1	-	-	10	3	5	-	4
Education	-	1	4	4	3	1	-	-	-	-	-	2	-
Other	2	3	-	2	1	1	1	1	2	-	1	5	1
Policy	-	2	5	-	2	1	1	3	-	1	-	2	3
Students	1	2	5	-	4	1	-	1	1	-	-	-	-
	12	15	23	14	21	7	3	9	16	5	7	17	11

Table 1b. X-Table from Roundtable 1 – Question 1: What challenges do women and gender minorities face in the industry? X icons indicate the 5 highest voted topics within each stakeholder group for this question. Purple highlighted cells indicate the highest ranked topic in each stakeholder group. If votes were equally split among topics, X icons and/or purple highlights were applied to all ties.

Stakeholder Group	Lack of clear communication between policymakers and aquaculture workforce	Lower self-perception of worth/ Imposter Syndrome	Not being acknowledged/ taken seriously	Not receiving equal pay/ understanding pay expectations	Additional required work ethic (having to "prove yourself")	Education/ experience/ economic biases in hiring practices	Learning to recognize and accept constructive criticism for professional growth	Workplace and/or Sexual Harassment	Industry-specific issues (seed supply, coastal property, hatcheries, stagnant market prices for commodities)	Having enough Labor/ Workforce	Physical demands of the job	Lack of demographic data (gender, race, socioeconomic background) of aquaculture workforce	Need to modernize Industry and Regulations
Academic		X	X	X	X (purple)							X	
Comms	X		X		X	X	X		X			X (purple)	
Industry	X		X						X (purple)	X	X		X
Education		X	X (purple)	X (purple)	X	X						X	
Other	X	X			X				X			X (purple)	
Policy		X	X (purple)		X			X				X	X
Students	X	X	X (purple)		X	X		X	X				
	4	5	6	3	5	3	1	2	4	1	1	5	2

Table 2a. Raw vote data from Roundtable 1 – Question 2: How should we address these challenges? Each attendee was given 2 votes to distribute among the topics according to their priorities and perceptions. Dashes indicate zero votes. Please note that the number of votes does not necessarily correlate to the number of individuals who voted, as attendees were permitted to assign more than one of their allotted votes to a certain topic if they deemed it important.

Stakeholder Group	Leverage industry associations (at all levels) for support	Events/Workshops focused on specific issues that women and gender minorities face	Cross-Industry Collaboration (break down "silos")	Elementary Education (encouraging young people to pursue STEM careers)	Agritourism
Academic	1	7	6	4	-
Comms	1	1	1	-	1
Industry	2	1	3	3	1
Education	3	1	2	-	-
Other	2	3	1	2	-
Policy	3	2	-	2	1
Students	2	2	2	1	1
	14	17	15	12	4

Table 2b. X-Table from Roundtable 1 – Question 2: How should we address these challenges? X icons indicate the 2 highest voted topics within each stakeholder group for this question. Purple highlighted cells indicate the highest ranked topic in each stakeholder group. If votes were equally split among topics, X icons and/or purple highlights were applied to all ties.

Stakeholder Group	Leverage industry associations (at all levels) for support	Events/Workshops focused on specific issues that women and gender minorities face	Cross-Industry Collaboration (break down "silos")	Elementary Education (encouraging young people to pursue STEM careers)	Agritourism
Academic		X	X		
Comms	X	X	X		X
Industry			X	X	
Education	X		X		
Other	X	X		X	
Policy	X	X		X	
Students	X	X	X		
	5	5	5	3	1

Table 3a. Raw vote data from Roundtable 2 – Question 1: What are the greatest sources of misinformation in aquaculture? Each attendee was given 3 votes to distribute among the topics according to their priorities and perceptions. Dashes indicate zero votes. Please note that the number of votes does not necessarily correlate to the number of individuals who voted, as attendees were permitted to assign more than one of their allotted votes to a certain topic if they deemed it important.

Stakeholder Group	Established media portrayals (documentaries, etc.)	Social Media	Negative Public Perceptions/Not In My Back Yard ("NIMBY")	Competing Wild vs. Farmed Interests (e.g., lobbying against expansion of offshore aquaculture industry)	Misperceptions based on outdated information/ global practices	"Bad actors" giving a bad reputation to the industry	Marketing language (Wild vs. Farmed)
Academic	7	4	4	6	3	3	-
Comms	1	-	-	-	2	1	2
Industry	-	-	5	2	3	4	4
Education	2	-	3	2	2	-	-
Other	1	1	3	3	2	2	-
Policy	4	3	2	-	1	-	2
Students	1	-	3	2	4	-	2
	16	8	20	15	17	10	10

Table 3b. X-Table from Roundtable 2 – Question 1: What are the greatest sources of misinformation in aquaculture? X icons indicate the 3 highest voted topics within each stakeholder group for this question. Purple highlighted cells indicate the highest ranked topic in each stakeholder group. If votes were equally split among topics, X icons and/or purple highlights were applied to all ties.

Stakeholder Group	Established media portrayals (documentaries, etc.)	Social Media	Negative Public Perceptions/Not In My Back Yard ("NIMBY")	Competing Wild vs. Farmed Interests (e.g., lobbying against expansion of offshore aquaculture industry)	Misperceptions based on outdated information/ global practices	"Bad actors" giving a bad reputation to the industry	Marketing language (Wild vs. Farmed)
Academic	X	X	X	X			
Comms	X				X	X	X
Industry			X			X	X
Education			X	X	X		
Other	X		X	X	X	X	
Policy	X	X	X				X
Students			X	X	X		X
	4	2	6	4	4	3	4

Table 4a. Raw vote data from Roundtable 2 – Question 2: How should we combat misinformation about aquaculture? Each attendee was given 6 votes to distribute among the topics according to their priorities and perceptions. Dashes indicate zero votes. Please note that the number of votes does not necessarily correlate to the number of individuals who voted, as attendees were permitted to assign more than one of their allotted votes to a certain topic if they deemed it important.

Stakeholder Group	Include non-traditional partners/local ecological knowledge in collaborations and decision-making	Education campaigns for consumers, distributors, restaurants, etc.	Telling personal stories of farmers/industry	Connect consumers to their food	Improve transparency and communication about policy and regulation	Engage with industry associations and societies	Develop and use common terminology within the industry	Highlight environmental benefits of aquaculture/credit farmers in restoration efforts	Researchers improving science communication skills	Engaging with legislators	Science-based policies	Consistent messaging across industry sectors with the public	Improving communication across silos (academia, policy, farmers, processors, etc.)	Personal responsibility for education of self and others	Improving social media skills	Redefine who is a trusted resource
Academic	5	10	5	1	7	1	1	6	3	2	1	1	8	2	3	1
Comms	1	4	-	1	1	-	1	2	-	1	-	1	-	-	-	-
Industry	1	6	-	1	3	-	1	8	-	6	1	4	3	1	-	-
Education	2	3	2	1	2	1	2	1	-	1	1	-	2	-	-	-
Other	4	2	1	1	3	1	-	3	-	-	3	-	2	2	-	2
Policy	1	-	3	5	3	-	-	2	-	1	-	3	1	1	2	-
Students	3	3	-	3	2	1	1	5	2	1	1	2	-	-	-	-
	17	28	11	13	21	4	6	27	5	12	7	11	16	6	5	3

Table 4b. X-Table from Roundtable 2 – Question 2: How should we combat misinformation about aquaculture? X icons indicate the 6 highest voted topics within each stakeholder group for this question. Purple highlighted cells indicate the highest ranked topic in each stakeholder group. If votes were equally split among topics, X icons and/or purple highlights were applied to all ties.

Stakeholder Group	Include non-traditional partners/local ecological knowledge in collaborations and decision-making	Education campaigns for consumers, distributors, restaurants, etc.	Telling personal stories of farmers/industry	Connect consumers to their food	Improve transparency and communication about policy and regulation	Engage with industry associations and societies	Develop and use common terminology within the industry	Highlight environmental benefits of aquaculture/credit farmers in restoration efforts	Researchers improving science communication skills	Engaging with legislators	Science-based policies	Consistent messaging across industry sectors with the public	Improving communication across silos (academia, policy, farmers, processors, etc.)	Personal responsibility for education of self and others	Improving social media skills	Redefine who is a trusted resource
Academic	X	X	X		X			X					X			
Comms	X	X		X	X		X	X		X		X				
Industry		X			X			X		X		X	X			
Education	X	X	X		X		X						X			
Other	X	X			X			X			X		X	X		X
Policy			X	X	X			X				X			X	
Students	X	X		X	X			X	X			X				
	5	6	3	3	7	0	2	6	1	2	1	4	4	1	1	1

Table 5a. Raw vote data from Roundtable 3 – Question 1: What does the future of aquaculture hold? Each attendee was given 6 votes to distribute among the topics according to their priorities and perceptions. Dashes indicate zero votes. Please note that the number of votes does not necessarily correlate to the number of individuals who voted, as attendees were permitted to assign more than one of their allotted votes to a certain topic if they deemed it important.

Stakeholder Group	Expanded offshore aquaculture/ integrated multi-trophic level farming	Bringing opportunity to youth- pioneering in the field - "passing the torch"	Increased collaboration within and outside of academia	Tailored communication to aid public understanding/ STEM training for communicators	Leverage aquariums as a bridge to the public	More of an environmental focus to aquaculture in the future (e.g., lenses of restoration and climate solutions)	Advancements in feed alternatives/ nutrition	More public comfort with aquaculture as wild fisheries decline	More aquaculture small businesses	More diverse and industry-applicable research	More policy savvy scientists/ industry leaders	Streamlined supply chains/ regional food systems	More options for aquaculture health diagnostic testing/ disease modelling	Statewide promotional campaigns for aquaculture commodities	More communication amongst researchers	More communication savvy scientists	More leadership and entrepreneurship roles for women and gender minorities
Academic	6	6	4	4	6	6	5	3	-	1	-	-	2	2	1	1	7
Comms	2	-	2	2	1	3	-	1	-	-	-	-	-	1	-	-	-
Industry	3	8	3	3	-	8	-	1	2	1	1	1	1	2	1	1	-
Education	3	1	1	1	-	2	2	2	1	2	1	1	-	-	-	-	1
Other	2	2	3	1	-	4	1	3	-	-	1	1	3	1	-	-	2
Policy	4	-	1	2	2	3	-	2	1	-	-	1	-	2	-	-	3
Students	2	4	4	2	1	2	2	3	1	2	-	-	-	-	-	-	1
	22	21	18	15	10	28	10	15	5	6	3	4	6	8	2	2	14

Table 5b. X-Table from Roundtable 3 – Question 1: What does the future of aquaculture hold? X icons indicate the 6 highest voted topics within each stakeholder group for this question. Purple highlighted cells indicate the highest ranked topic in each stakeholder group. If votes were equally split among topics, X icons and/or purple highlights were applied to all ties.

Stakeholder Group	Expanded offshore aquaculture/ integrated multi-trophic level farming	Bringing opportunity to youth- pioneering in the field - "passing the torch"	Increased collaboration within and outside of academia	Tailored communication to aid public understanding/ STEM training for communicators	Leverage aquariums as a bridge to the public	More of an environmental focus to aquaculture in the future (e.g., lenses of restoration and climate solutions)	Advancements in feed alternatives/ nutrition	More public comfort with aquaculture as wild fisheries decline	More aquaculture small businesses	More diverse and industry-applicable research	More policy savvy scientists/ industry leaders	Streamlined supply chains/ regional food systems	More options for aquaculture health diagnostic testing/ disease modelling	Statewide promotional campaigns for aquaculture commodities	More communication amongst researchers	More communication savvy scientists	More leadership and entrepreneurship roles for women and gender minorities
Academic	X	X			X	X											X
Comms	X		X	X	X	X		X						X			
Industry	X	X	X	X		X			X					X			
Education	X	X	X	X		X	X	X	X	X	X	X					X
Other	X	X	X			X		X						X			X
Policy	X			X	X	X		X						X			X
Students	X	X	X	X		X	X	X		X							X
	7	5	5	5	3	7	2	5	2	2	1	1	1	3	0	0	4

Table 6a. Raw vote data from Roundtable 3 – Question 2: How do we make aquaculture more inclusive? Each attendee was given 4 votes to distribute among the topics according to their priorities and perceptions. Dashes indicate zero votes. Please note that the number of votes does not necessarily correlate to the number of individuals who voted, as attendees were permitted to assign more than one of their allotted votes to a certain topic if they deemed it important.

Stakeholder Group	"Create, don't wait"/ "Bring your own damn chair" - taking charge and speaking up for change you want to see	Funding and resource provisioning for students/young researchers in aquaculture to overcome barriers to access (e.g., paid internships, fair stipends, intern housing/ transportation, scholarships, etc.)	Startup loans and grants to aid with initial investment when entering the industry	Engage youth to enhance inclusivity	Make conferences and networking events more affordable	Public education programs - minimizing barriers to access information	More female/gender minority mentorship in higher education	Equity in working conditions	Share DEI successes across the industry
Academic	5	9	4	2	3	5	5	2	1
Comms	-	1	1	-	1	1	1	1	2
Industry	4	2	6	6	1	6	1	-	-
Education	1	5	3	-	1	3	-	1	-
Other	1	3	3	1	1	3	2	-	2
Policy	3	2	2	-	1	4	3	-	1
Students	1	3	-	2	4	1	3	2	-
	15	25	19	11	12	23	15	6	6

Table 6b. X-Table from Roundtable 3 – Question 2: How do we make aquaculture more inclusive? X icons indicate the 4 highest voted topics within each stakeholder group for this question. Purple highlighted cells indicate the highest ranked topic in each stakeholder group. If votes were equally split among topics, X icons and/or purple highlights were applied to all ties.

Stakeholder Group	"Create, don't wait"/ "Bring your own damn chair" - taking charge and speaking up for change you want to see	Funding and resource provisioning for students/young researchers in aquaculture to overcome barriers to access (e.g., paid internships, fair stipends, intern housing/ transportation, scholarships, etc.)	Startup loans and grants to aid with initial investment when entering the industry	Engage youth to enhance inclusivity	Make conferences and networking events more affordable	Public education programs - minimizing barriers to access information	More female/gender minority mentorship in higher education	Equity in working conditions	Share DEI successes across the industry
Academic	X	X				X	X		
Comms		X	X		X	X	X	X	X
Industry	X		X	X		X			
Education	X	X	X		X	X		X	
Other		X	X			X	X		X
Policy	X	X	X			X	X		
Students		X		X	X		X	X	
	4	6	5	2	3	6	5	3	2

Appendix B
Conference Photos

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Please visit our conference Flickr page to see additional photos from the event and to add your own!

https://flic.kr/s/aHBqjzV53F