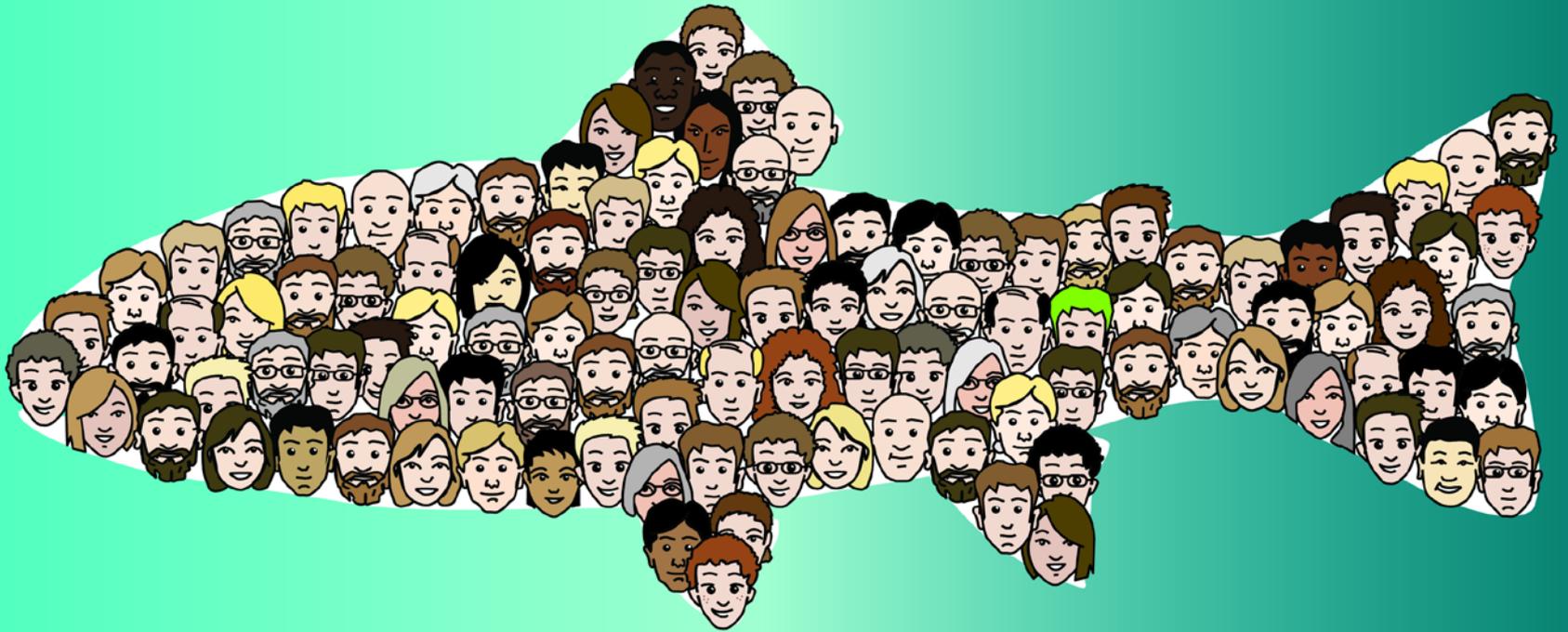


# Promoting Diversity and Inclusion in Fisheries Science: From Stats to Action Steps



Brooke Penaluna and Ivan Arismendi



# Limited representation of women in fisheries science

2010 US Census

49% Men      Women 51%

Participation in biological sciences - PhD (2010)

48%      52%

Federal fisheries scientist/manager (n = 1683)

74%      26%

Research faculty (n = 51)

69%      31%

Adjunct or affiliated faculty (n = 55)

76%      24%

Time

since hire:

Assistant professor (n = 77)

1-7 y      73%      27%

Associate professor (n = 126)

10-20 y      71%      29%

Full professor (n = 185)

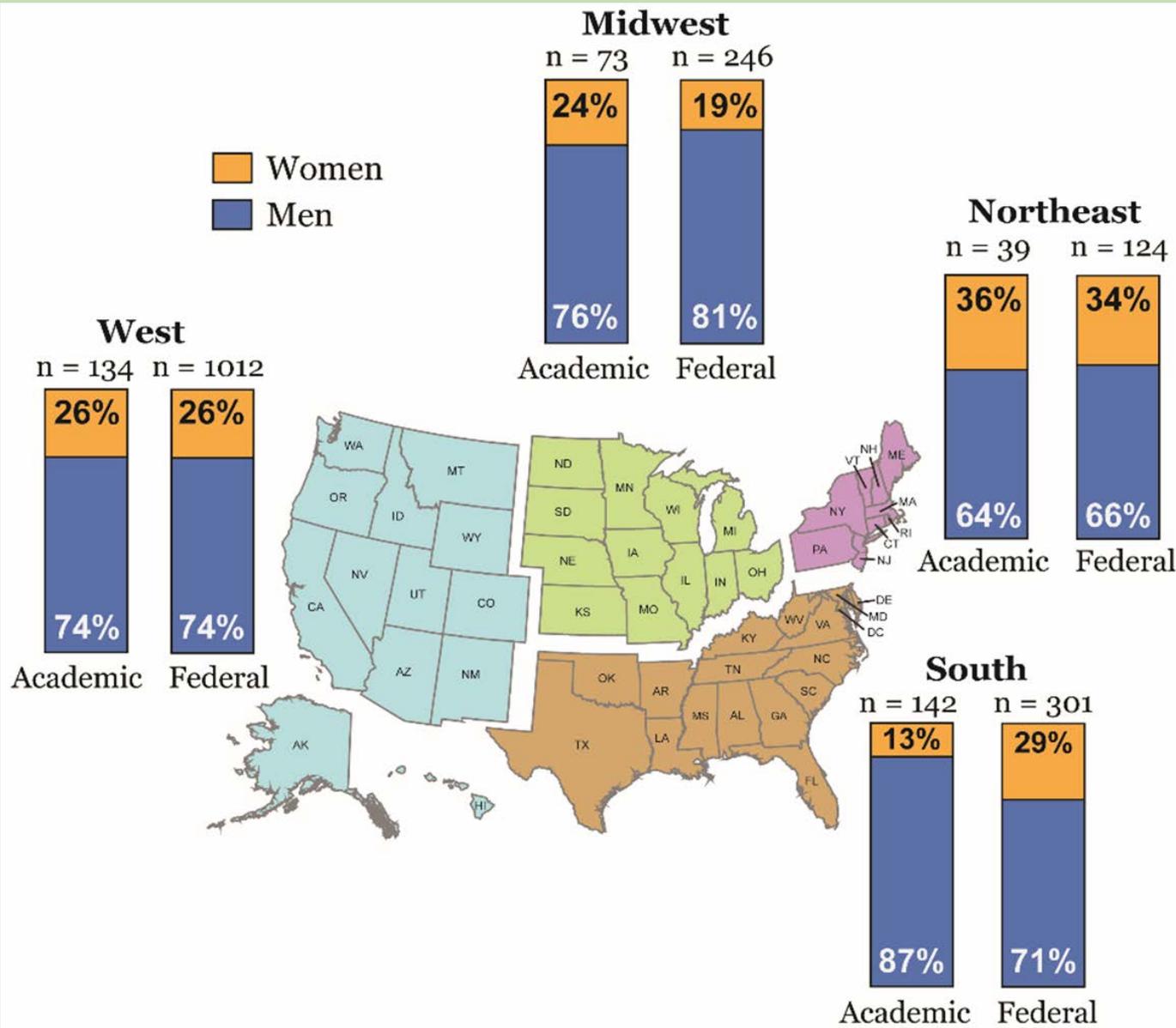
20-30 y      85%      15%

0      25      50      75      100

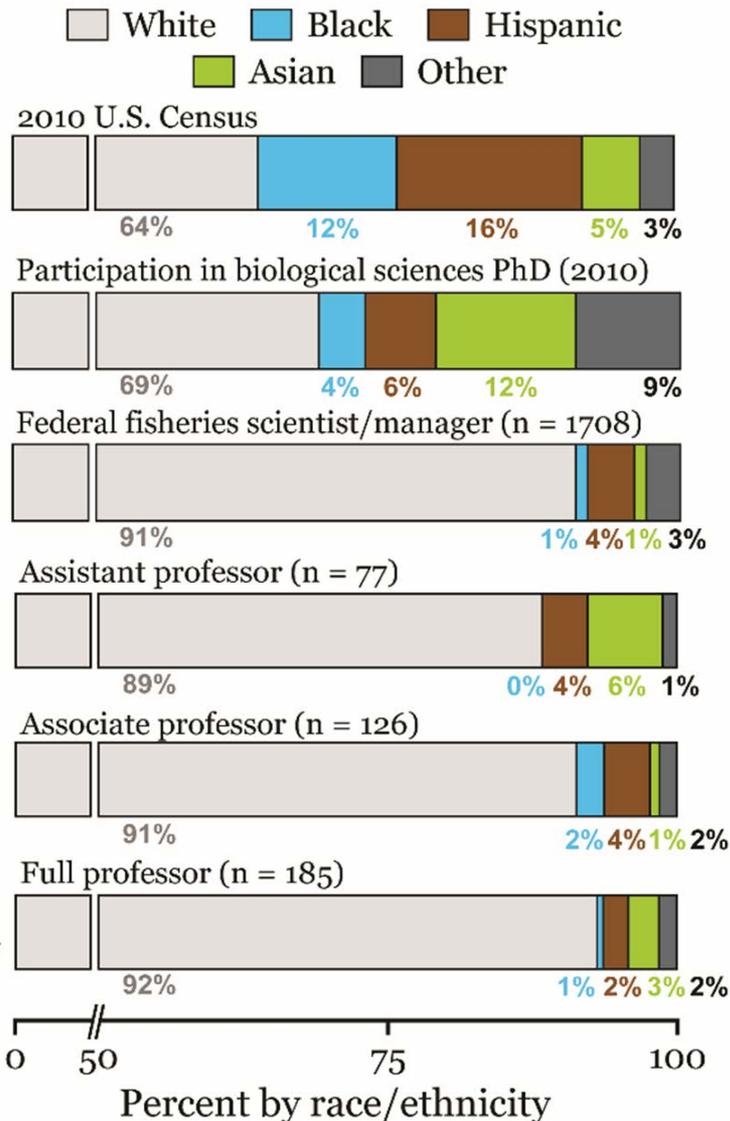
Percent by gender

- >70% of tenure-track faculty are men
- Lack of diversity is consistent between academia and federal government
- “Leaky pipeline” exists at various levels

# Women: poorly represented in the South and Midwest; Northeast has shown the most progress

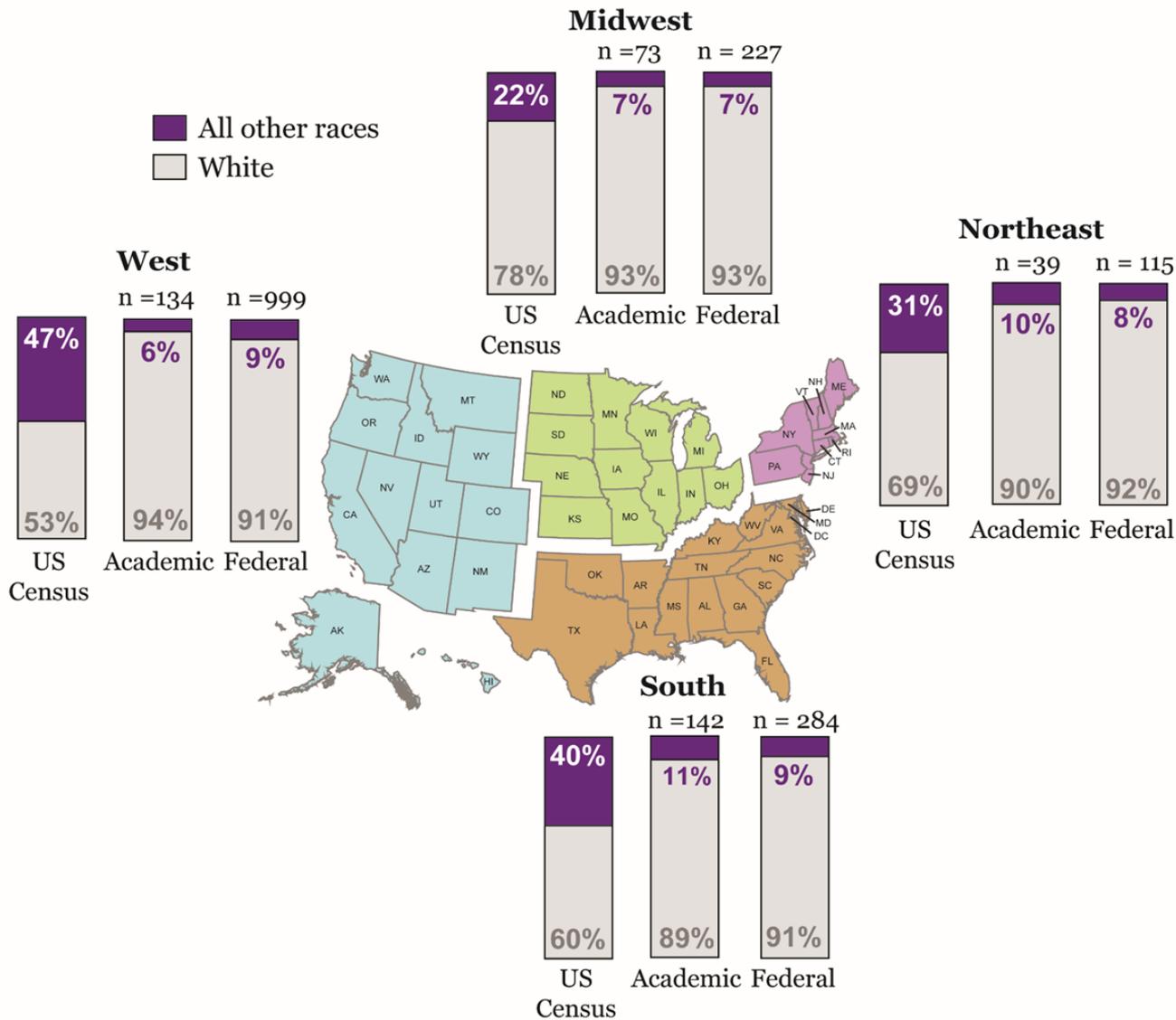


# Limited representation of minorities in fisheries science

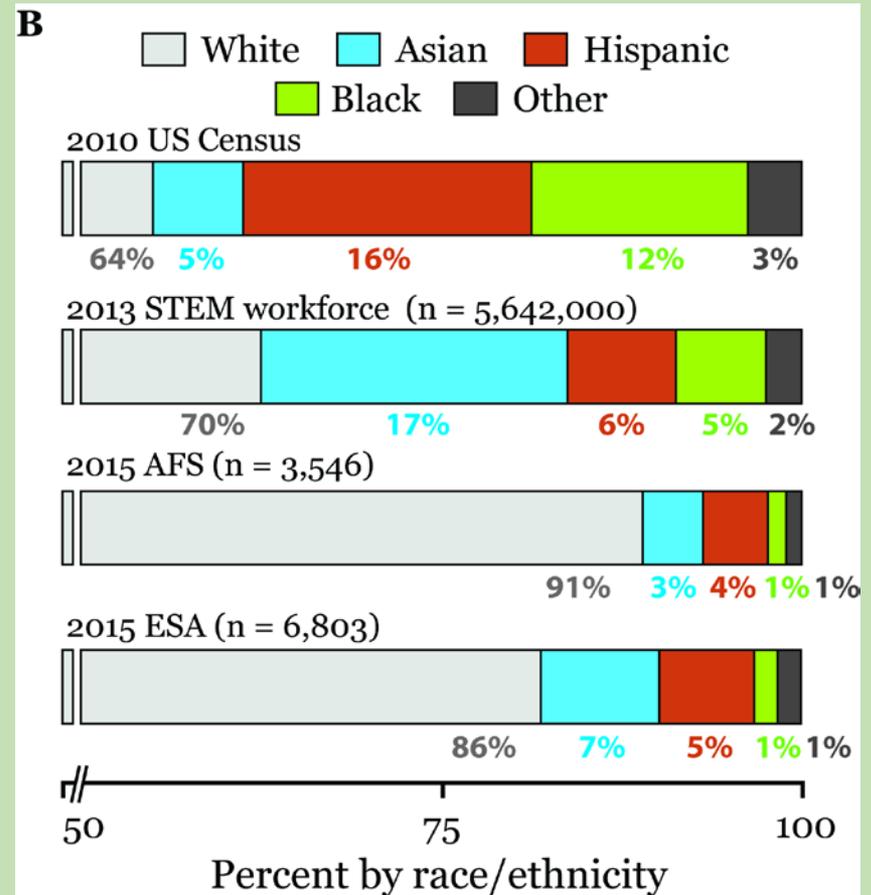
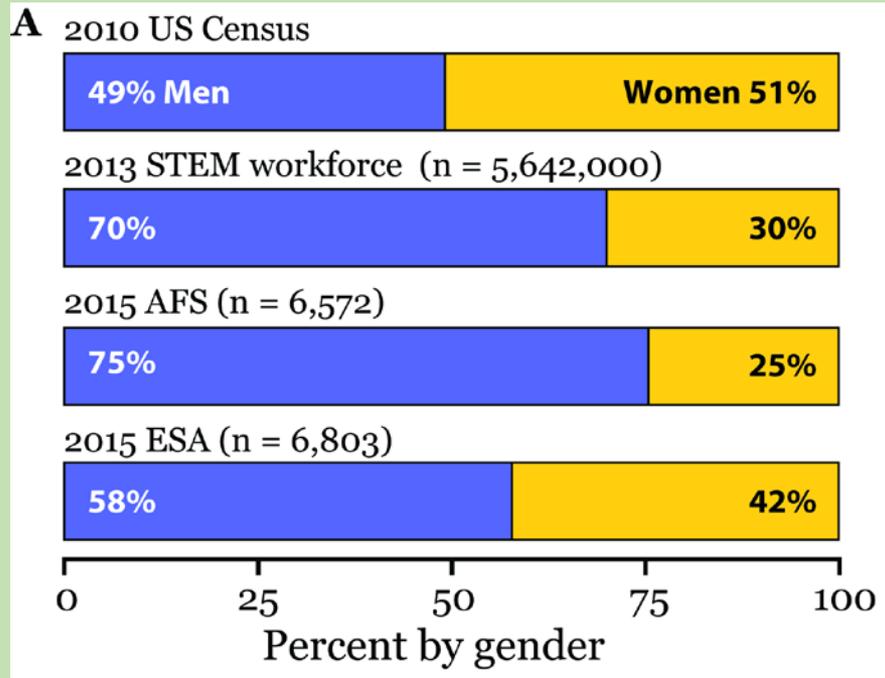


- Almost 90% of tenure-track faculty are white
- Lack of diversity is consistent between academia and federal government

# Minorities: The West has the greatest gap compared to regional demography and the Midwest has the smallest gap



# Limited representation of women and minorities in professional societies



# What can each of us do about it?



ESSAY

# Nine Proposed Action Areas to Enhance Diversity and Inclusion in the American Fisheries Society

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