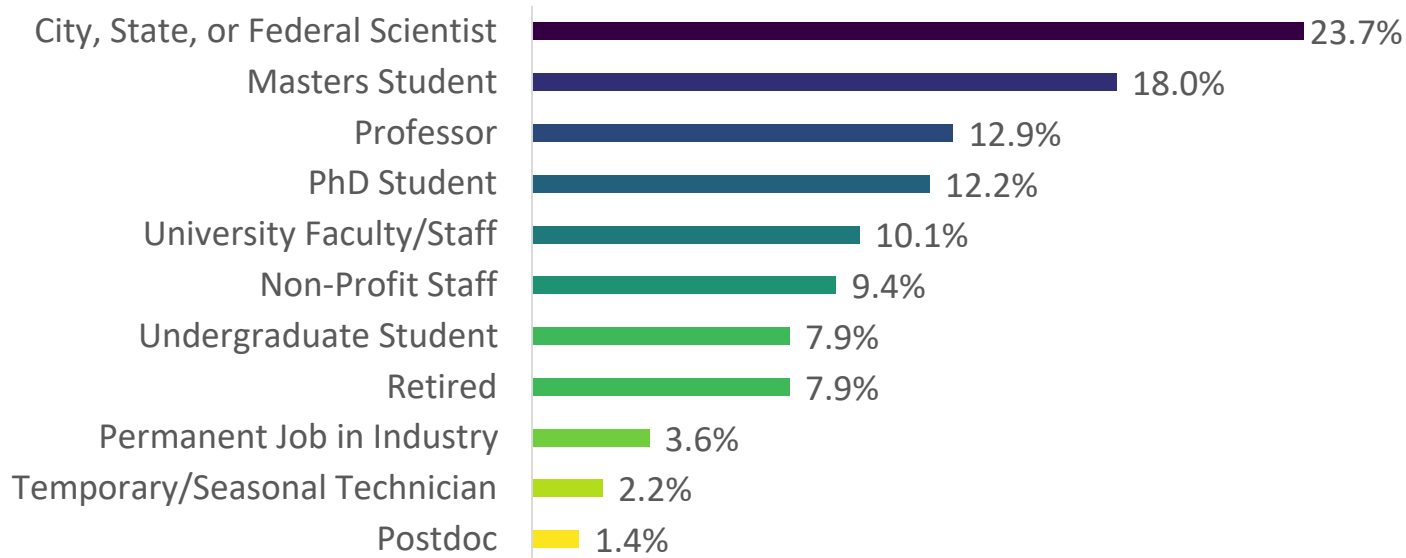


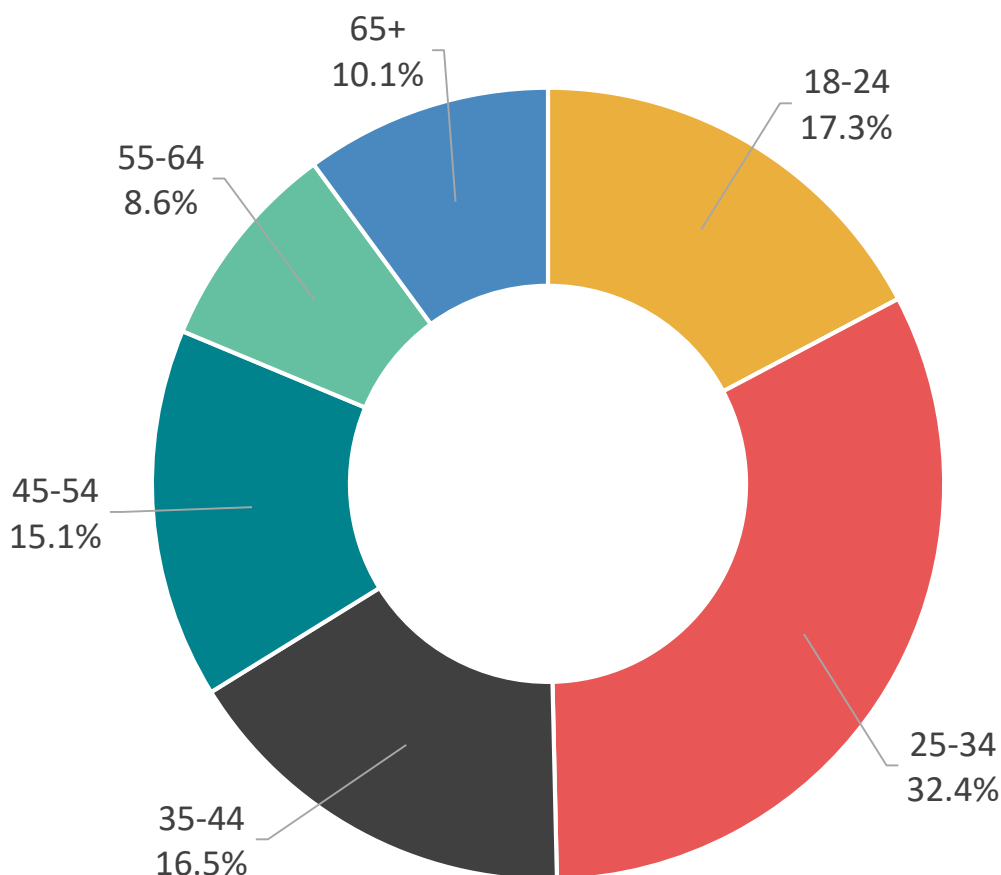
Southeastern Fishes Council DEI Demographics Survey Results 2022

139 total responses

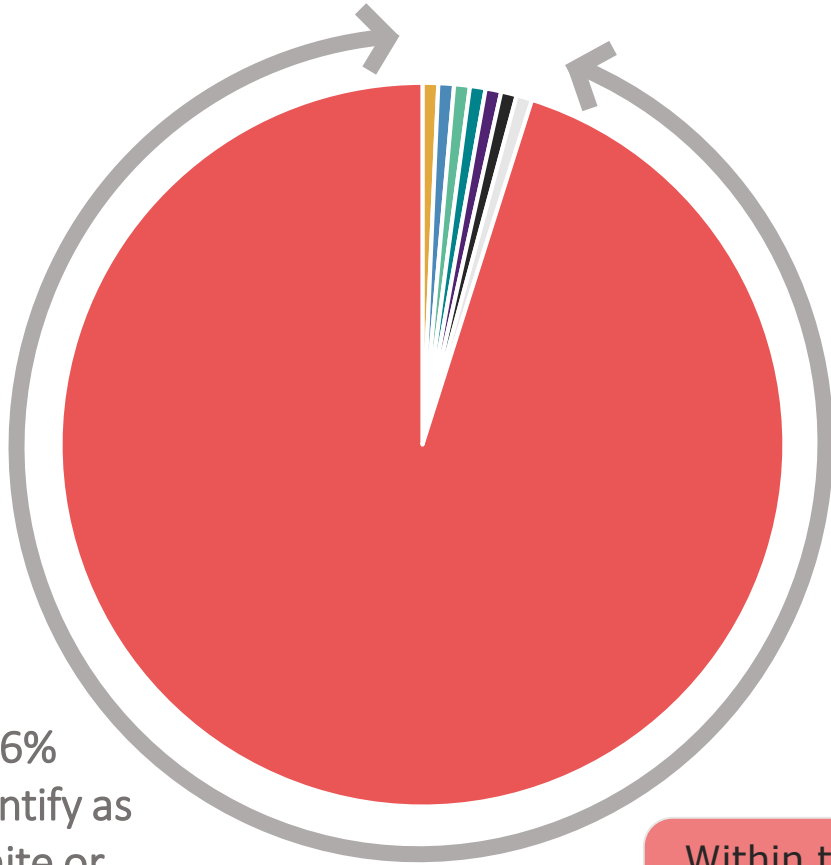
Current Career/Profession



Age



Race/Ethnicity

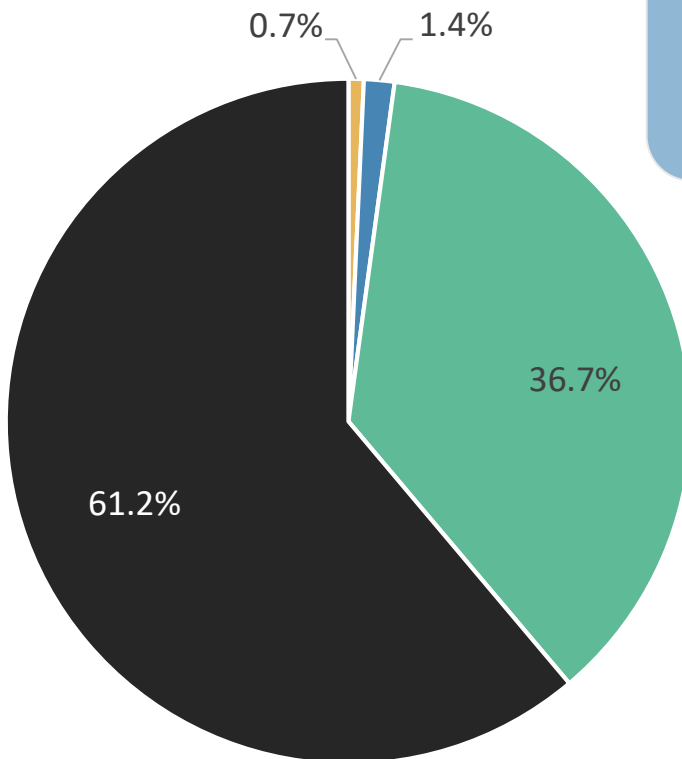


- Hispanic or Latino/a
- Black or African American
- American Indian or Alaska Native
- Middle Eastern or Northern African
- South Asian
- East Asian
- Southeast Asian
- White or European

97.6% identify as White or European

Within the Southeastern US, only 61.4% of residents are white (U.S. Census 2020)

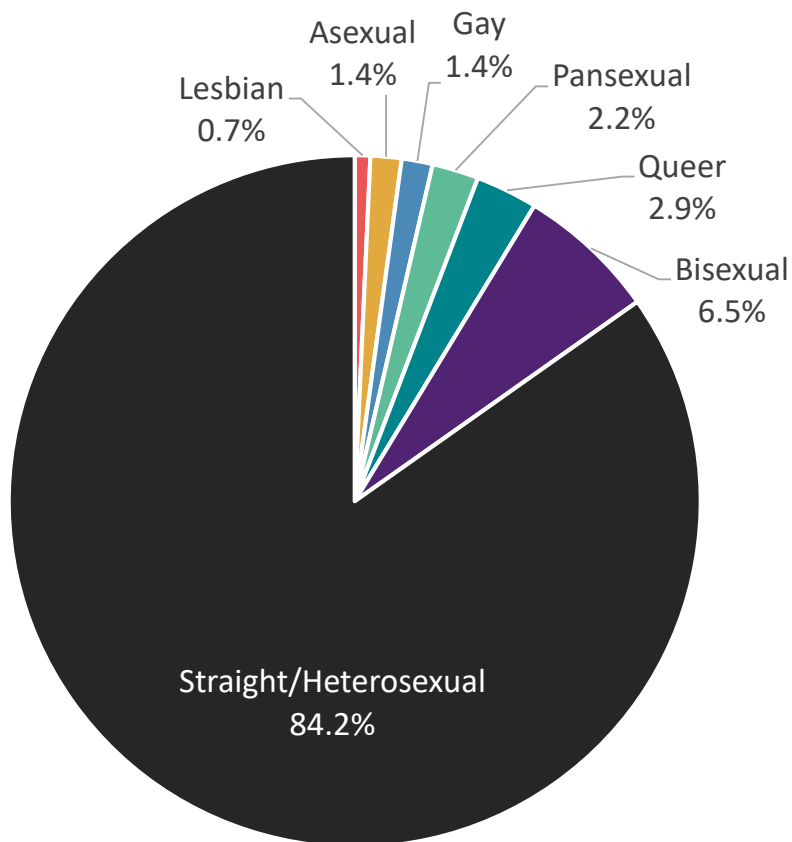
Current Gender Identity



- Genderfluid
- Non-binary
- Woman
- Man

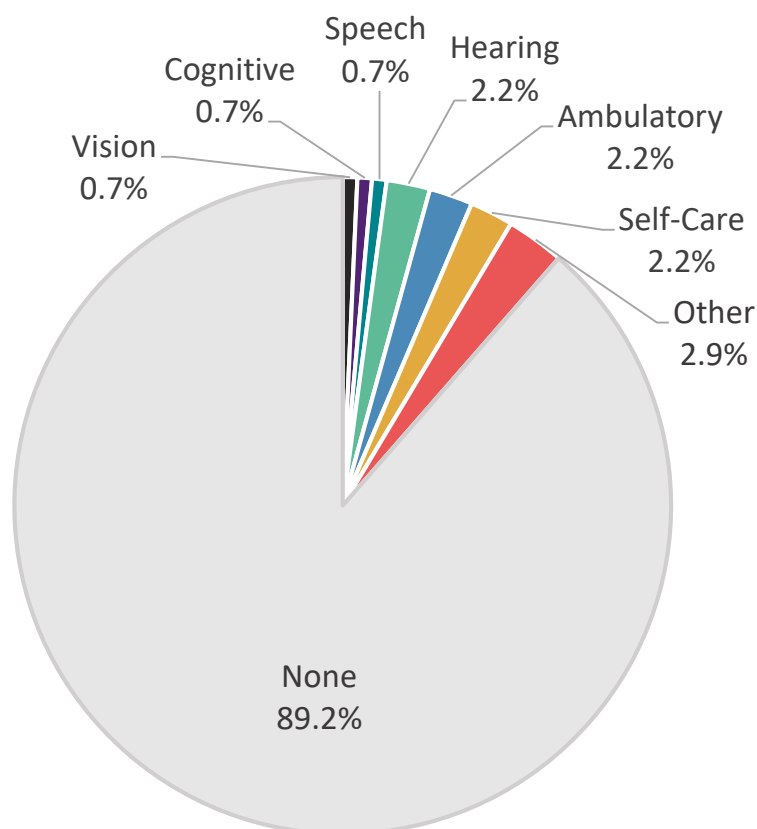
People who identify as non-binary typically go by They/Them pronouns, don't be afraid to ask what pronouns a person uses!

Current Sexual Orientation



15.1% of respondents are a part of the LGBTQIA+ community

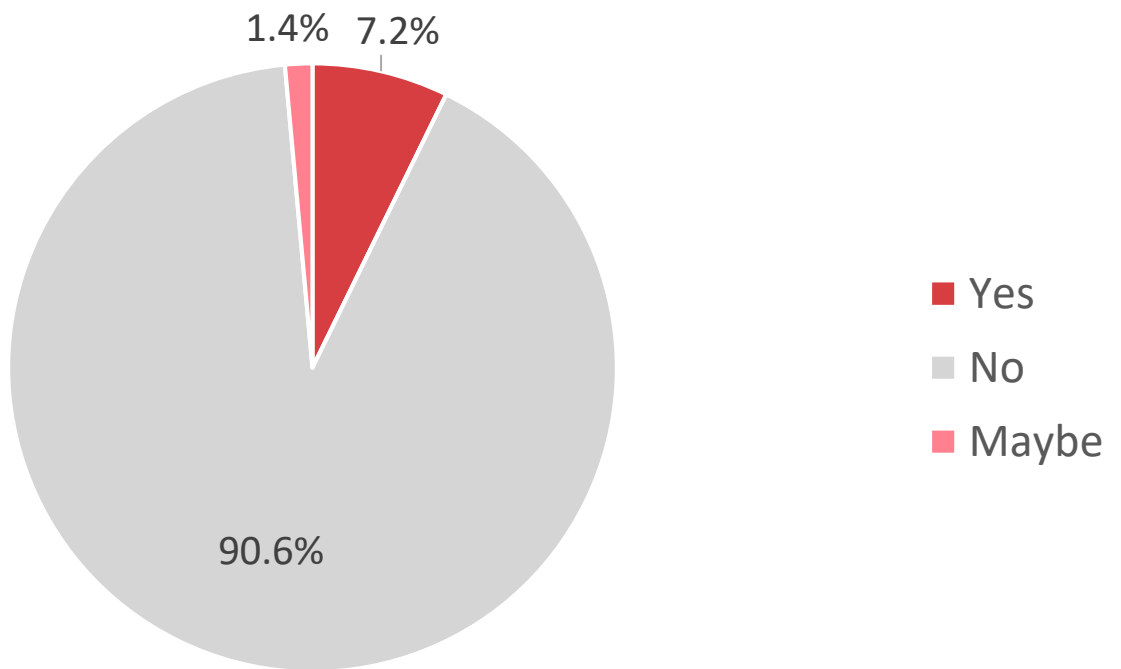
Disability Status



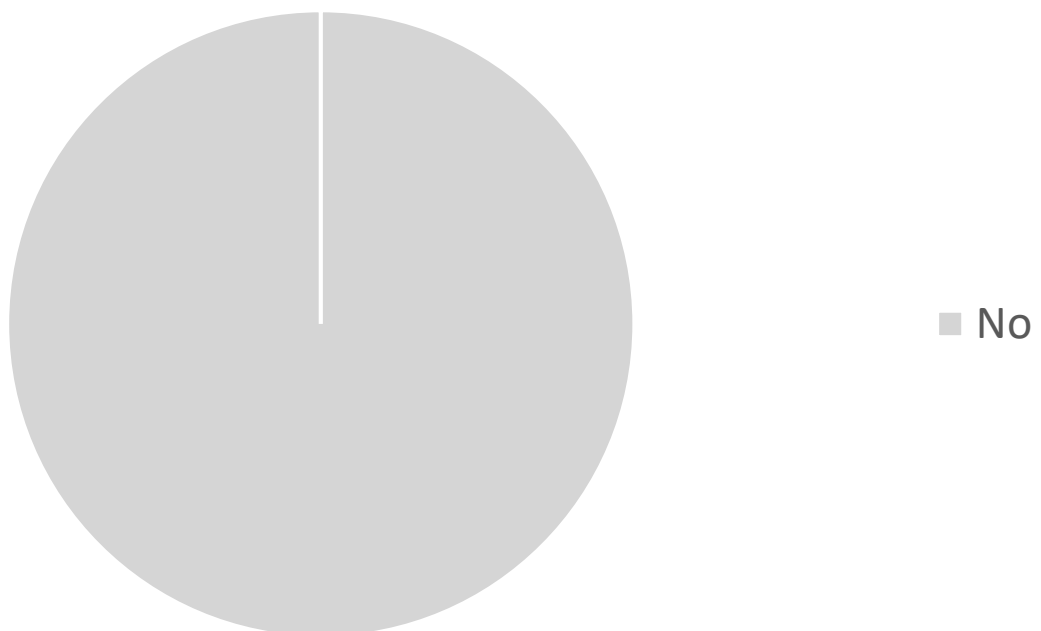
11.6% of respondents reported a disability status

Many of our members are colorblind, all of these figures are made from colorblind friendly palettes.

Have you experienced any unwelcome comment(s) or conduct at the SFC annual meeting that you felt was offensive, embarrassing, or hurtful (e.g., inappropriate jokes, slurs, rumors, hurtful gossip, isolating behaviors)?



Have you experienced any discrimination (i.e., unfair, negative, or adverse treatment) at the SFC annual meeting based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, sexual orientation, etc.)?



How YOU can help

- Accessible fonts: Tahoma, Calibri, Helvetica, Arial, Verdana, and Times New Roman
- Colorblind friendly palettes:
 - <https://personal.sron.nl/~pault/>
 - https://bconnelly.net/posts/creating_colorblind_friendly_figures/
- Whose indigenous land are you on? <https://native-land.ca/>
- Do outreach within your community! Do presentations at local schools, community colleges, Historically Black Colleges and Universities (HBCUs), join Skype a Scientist.
- Increase diversity in your recruiting <https://peoplescience.maritz.com/Articles/2019/Recruiting-For-Diversity-Made-Easier>

Helpful Reads:

What Comes Next? Simple Practices to Improve Diversity in Science <https://pubs.acs.org/doi/10.1021/acscentsci.0c00905>

Celebrating Scientists with Disabilities <https://royalsociety.org/topics-policy/diversity-in-science/scientists-with-disabilities/>

Achieving Diversity in Research (a collection of many articles, podcasts, etc..) <https://www.nature.com/collections/qsgnpgtgr>

3 Simple Steps to Create a More Inclusive Work Space for Our LGBTQ+ Community <https://snec.fisheries.org/wp-content/uploads/2022/06/Fisheries-2021-Miles-3-Simple-Steps-to-Create-a-More-Inclusive-Work-Space-for-Our-LGBTQ-Community.pdf>

Safe Fieldwork Strategies for At-Risk Individuals, Their Supervisors and Institutions <https://urgeoscience.org/wp-content/uploads/sites/33/2021/03/Safe-Fieldwork-Strategies-for-At-Risk-Individuals.pdf>