

THE ANGLER

NEWSLETTER OF THE COLORADO/WYOMING
CHAPTER OF THE AMERICAN FISHERIES SOCIETY

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EDITED BY BEN FELT & KENDALL BAKICH

2022 Annual Meeting Recap

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THE (LAST) VENT

Christina Barrineau

It's hard to believe that a year has gone by since becoming Chapter President. Let me say the obvious, it flew by! I know I struggled (along with the rest of Excom) mightily with what type of meeting to hold in 2022. The information from the two surveys I sent out to the Chapter to help gauge interest in virtual, hybrid, or an in-person meeting was extremely helpful. Thanks to all who offered their two cents!

In the end, we held our second and very successful virtual meeting in early March 2022. Thank you to those who stuck around for another virtual meeting. We had over 200 participants in the annual meeting! See the meeting minutes for a re-cap if you didn't make the meeting. I also want to extend a huge thank you to all committee members. We wouldn't be a successful chapter without members stepping up.

I'm excited to announce that we are super, super close to officially adding Western Colorado University as a subunit. I learned a few weeks ago that the AFS Management Committee approved the subunit. Yay! I've been working on that step for almost a year. We now wait on one final step, but the finish line is near. Regardless, welcome to the Chapter - Western Colorado University! Big thanks to Derek Houston for all his efforts and Jason Burckhardt for getting the AFS process started.

Thanks to those who came out on a rather windy day to our Spring Social at New Belgium Brewery in Fort Collins. Approximately 30 brave souls attended and it was great to see folks in person! I know some of us weren't sure we were going to make it due to a spring snowstorm, but fun was had by all. We even got to make a donation to a group called Trees, Water, People and get everyone a beer in return. This group was holding a fundraiser at the brewery to plant trees in the Cameron Peak Fire burn scar. All those in attendance agreed it was a worthy donation.

I'm sure looking forward to passing the leadership baton to Ashley Ficke. Don't hesitate to offer your help to Ashley for our 2023 meeting in Fort Collins. Due to location and inflation, it will be an expensive meeting. I have no doubt that she will put on a fantastic meeting. See ya'll in Fort Collins in 2023!

2023 CO/WY AFS Meeting Update

Ashley Ficke, Incoming President

DATE

February 27 - March 3, 2023

LOCATION

Hilton Hotel, Fort Collins CO

THEME

Managing Unpredictability

FORMAT

In-person
with potential for hybrid option

Treasurer's Report

FY2022 Budget Summary

Chapter Balance is down due to overall economy woes and therefore poor performance of WD investment fund. Annual Meeting Expenses were less due to lower costs for meeting software and speakers. Annual Chapter Expenses are less due to President not traveling to WD mid-year meeting and less money reimbursed to Mentees in Mentoring Program. Bylaw Approved Expenses are less than budgeted amount due to money not yet reimbursed to VP for travel to WD meeting in Spokane. Chapter Approved Expenses are basically travel grants that will mostly be reimbursed in September 2022.

Chapter Balance as of 7/20/2022

\$105,898, down 7% from 2021

Meeting Income (FY22 estimate = \$12,727)

\$17,697 earned, 28% increase from budgeted estimate

Annual Meeting Expenses (FY22 estimate = \$8,625)

\$5,930 spent, 69% of budgeted estimate

Net meeting income, \$11,767

Annual Chapter Expenses (FY22 estimate = \$4,775)

\$730 spent, 15% of budgeted estimate

Bylaw Approved Expenses (FY22 estimate = \$4,025)

\$2,145 spent, 53% of budgeted estimate

Chapter Approved Expenses (FY22 estimate = \$6,000)

\$1,909 spent, 32% of budgeted estimate

Excomm Approved Expenses (FY22 estimate = \$2,000)

\$500 spent, 25% of budgeted estimate



2022 BUSINESS MEETING MINUTES

Official Business of the Colorado/Wyoming Chapter of AFS

I. Call meeting to order (Christina Barrineau)

Christina called the meeting to order at 1:00PM. Couple of announcements: please buy raffle tickets, there are some great trips offered. Please note the meeting is being recorded and will be available after the meeting on Whova until early June. Finally, congratulations to our raffle winners so far.

- a.) Determination of quorum – A quorum was reached (needed 38 have at least 39). There are 62 people attending the meeting at 1:06pm
- b.) Dirk Miller agreed to be the meeting parliamentarian
- c.) Christina reviewed the agenda and announced the committee updates would be a mix of written (read by Christina) and live oral reports. No additions offered.

II. Introduction of Guests (Christina Barrineau)

Laura Burckhardt, the WDAFS Sec/Treasurer was the guest speaker. Laura noted that there was excellent representation within CO/WY Chapter at the CO/WY Chapter level with Dan Brauch, President, Eric Fetherman, Vice-President, and Laura as Sec/Treas. Laura invited chapter members to participate in committees. WDAFS is losing members. Membership has dropped from approximately 2400 to 1600, not sure why. This year's meeting is in Spokane, Washington. Travel grants are available to committee members, students, and professionals. The WDAFS also funds small project grants, along with a host of other student related activities. Just a reminder that AFS membership confers a number of benefits including free webinars and access to journals and publications.

III. State of the Chapter Address - *continued*

We were able to provide 3 continuing education classes that have been well attended. Thanks to all of the Instructors and for Dan Kowalski in putting those classes together. Last night, some members tuned into the Beaver Believers film, It was an enlightening film that had me laughing a few times. One of the featured persons in the film is quite the character. If you missed it, you should check it out if you get the chance. Thanks to Sarah Koenigsberg and Dr. Emily Fairfax for the Q&A afterwards. Be sure to join us tonite for the quiz bowl and social. Thanks to the student sub-units for hosting!

Currently our chapter has 3 official student sub-units - UW, CSU, and CMU. We are still working on making Western Colorado University an official student sub-unit. I keep having to move my expectations for this, so now I'll say I hope we get this completed before I pass the baton to Ashley Ficke. We have several members active in Western Division. You've already heard from the WDAFS Sec/Treas, Laura Burckhardt. Dan Brauch is the President and Eric Fetherman is the Vice President. Thanks for stepping up, ya'll! Of note, our Chapter did win the 2021 WD Small Chapter of the Year award for the second year in a row. Unfortunately, I did not spend the time on our nomination for a 3rd year. We'll let another chapter win for now.

I want to extend a huge thank you to our meeting sponsors. Although virtual meeting costs are low compared to an in-person meeting, the chapter still has overall annual expenses. These sponsors help us support our student sub-units, mentor program, and provide travel grants. Thank you to the US Fish and Wildlife Service, US Forest Service, Bureau of Land Management, GEI Consultants, and Watervation.

A huge thank you also goes out to our Raffle Donors. Several members are donating their time to provide great experiences for lucky winners. Several businesses also provided donations. I will get this list of donors up on the Documents page today.

III. State of the Chapter Address (Christina Barrineau)

Thanks for attending this year's virtual meeting; it is unfortunate that we were unable to meet in person yet again, but it is good that folks are still interested in connecting even in a virtual setting. I think the Fort Collins meeting in 2023 will be record setting, as members will be itching for an in-person meeting with social interactions. Our poll I put out yesterday seeking interest in a Fort Collins April social shows that. We have over 50 respondents saying yes. With that, I think the Chapter will be able to afford the first round of beer. Stay tuned for more information as we settle on a date and place. Fingers crossed for a good weather day!

Jim set the bar high with last year's virtual meeting. The only thing I could think of to change it up was to use a meeting software platform, as other chapters and the Society have used at recent meetings. Some features of the platform have come up from the Program and Registration committees, such as an app and registration process. I went with Whova because of the affordability and customer service. So far, so good. I think most aspects of Whova have worked well, although we did hit a snag with Speed Networking yesterday. That was a bummer because I enjoyed chatting with members, at least the ones I could see and hear. Most meeting content will be available on Whova for 3 months after our meeting. So if you missed a session, there's a good chance we've recorded it. Just be patient with our Zoom Crew on uploads.

Yesterday's plenary was very informative. Shawn Conner taught us how to look out of the stream to help inform what we are seeing in the stream. Ben Goldfarb gave us entertaining information on beaver. One day I will have time to read his book, *Eager*. Dr. Emily Fairfax shared some cutting edge research on beaver/riparian refugia and megafires. We also have 38 presentations (Live and pre-recorded) and 3 posters. The Boreal Toad Recovery Team is joining us for a session tomorrow afternoon on Boreal Toads.

III. State of the Chapter Address - continued

I want to express my thanks to the Wyoming Game and Fish Department for letting us use their zoom licenses. This definitely was a cost savings for the chapter.

Last, but not least I want to thank all of our Committee and Excom members. Everyone truly stepped up to put on a great meeting. I will let the committees speak for themselves (or through me reading their reports) about their accomplishments. We would not be such a strong chapter without the participation of our members on these committees. Thank you!

IV. Secretary-Treasurer Report (Steve Gale)

Current balance 34,457.72 before expenses. Investment Fund balance was \$75,605.99 (end of Jan 2022).

V. Preliminary Address Regarding 2024 Meeting (Steve Gale)

Steve Gale announced that the 2024 meeting would be in Laramie during the week of Feb 27th.

VI. Update on 2023 Meeting (Ashley Ficke)

Provided that the US does not experience another epidemic, foreign invasion, or the full-scale collapse of society, we'll be back at the Fort Collins Hilton in 2023! The reason that I mention these things is that they would all fall under the force majeure clause in our contract with the Hilton that allowed us to change our meeting dates from 2021 to 2023. This, and probably a lot of sweet-talking and/or explaining by Jim.

VI. Update on 2023 Meeting - *continued*

We did not, however, get let out of the contract, so I believe the Hilton will hold our feet to the fire, and we'll be putting on our first hybrid meeting next year! Depending on a lot of things such as travel restrictions (or lack thereof) and collective enthusiasm for an in-person meeting for the first time in a while, this will either be a whole lot of fun or an unmitigated disaster. I say, bring it on - looking forward to seeing as many of you as possible in Fort Collins in about a year!

VII. Budget Presentation (Ashley Ficke)

While I've put together a proposed budget for the 2023 fiscal year, there are a couple of not-so-minor unknowns in the mix. The first big one is meeting revenue. The meeting income estimate is pretty conservative - this is 80% of the five-year average from 2014 to 2019 (because I wanted more CO meetings than WY meetings in the average, in case the numbers changed a lot with location). As for meeting expenses, I've got some calls in to the Fort Collins Hilton to see if I can get closer on costs than the educated guess I have here. I think the remainder of our expenses are a lot more straightforward. We have upped the amount of money allocated for travel grants to larger meetings because \$1500 a pop won't cover airfare, registration, and hotel anymore. And I've set aside some funding for a request from the CSU student subunit and for some costs associated with updating our logo. So, to sum up, we may be looking at a fairly expensive 2023, thanks mostly to inflation. So we need all of you to come to next year's meeting in person, not just so we can all drink beer together again, but so that the income projections near the top of the screen end up being an embarrassing underestimate.

VIII. President's Highlights of Committee Chair Reports (Christina Barrineau)

- Chapter Archivist (Lori Martin Chair)

The Chapter's Archive Committee (Committee) continues to file and organize the records of the Chapter as outlined in the Chapter's Procedural Manual. This includes sorting through AFS materials donated to the Chapter from members. These materials are filed, and surplus copies of more recent Annual Meeting Proceedings are provided to the library at Colorado Mesa University (CMU), as the libraries at the University of Wyoming (UW) and Colorado State University (CSU) already retain these proceedings.

The Committee appreciates the 2021-2022 ExCom's continued efforts to provide the Committee with relevant materials throughout the year that should be maintained within the Chapter's archives. Please keep this in mind, particularly in relation to the 2022 Annual Meeting.

President Barrineau approached the Committee with several questions relative to hosting the 2022 Annual Meeting (and potentially future meetings) virtually. Historically, Annual Meeting Proceedings (including abstracts) and other materials documenting the meeting and events have been developed, and provided to meeting participants as well as the Committee and libraries at CSU, UW, and CMU. With the advent of web-based meetings, we want to make sure we are capturing the meeting appropriately, and making the best use of the meeting content that was shared virtually. In some cases, this could mean maintaining virtual meeting materials beyond a designated time frame, with the potential for long-term archival of information/presentations. This could lead to the need for approval from those presenting/sharing information for "storing" their material beyond the meeting. The Committee has reached out to the Western Division (President Brauch) and Parent Society (Lauren Maza) for more information regarding maintaining virtual meeting content, and any associated procedural changes that other AFS units are considering through their memberships. The Committee will share more details on this topic as they are received.

VIII. President's Highlights of Committee Chair Reports - *continued*

- **Awards** - The Awards Committee, chaired by Travis Neebling, received nominations for all of the Chapter Awards with the exception of the Outstanding Mentor Award. This year's awards will be presented on Thursday afternoon. Thanks to Dan Brauch, Diana Miller, Estevan Vigil, and Chance Kirkeeng for serving on this committee.
- **Continuing Education (Dan Kowalski)** - There were 3 Continuing Education classes offered. Monday's use of Drones class drew 69 registrations and 55 people attended. The workshop on improving your powerpoint presentations was also well attended with 84 registrations and about 80 participants. Finally, the Process Based Restoration class garnered 72 registrations but 82 people attended – a first where more people attended than registered! There were no significant technical glitches. First time with 70-80 people attending a class which speaks to the accessibility of virtual attendance. Thanks Christina for the direction and ideas!
- **Environmental Policy (Ashley Ficke)** - We have a new member: Valerie Thompson, U.S. Forest Service fish biologist extraordinaire! She was formerly the assistant director of Alaska Fish & Game and has some really solid experience in policy. Her husband works for USFS and is currently working on their position/advocacy in relation to Recovering America's Wildlife Act (RAWA), so he may be able to help us with some insight. Welcome, Valerie!! As far as things go with RAWA, it was reintroduced to the House for the 2021-2022 Congress. It currently has 164 cosponsors, four of which are from Colorado. None are from Wyoming or from Colorado's Western Slope. We're currently waiting on marching orders from the Parent Chapter, as they're really good at telling us when/how to be effective in helping to advance this.

VIII. President's Highlights of Committee Chair Reports - *continued*

- **Membership** - Chapter Membership is strong and steady! Starting back in October 2015, the Membership Committee began a more deliberate effort to track trends in membership for the Chapter by periodically requesting a member list from the parent society and summarizing trends in membership data. We now have six data points to assess and track trends in membership: October 2015, January 2016, December 2016, January 2020, February 2021, and February 2022. Like evaluating fish populations, we expect this dataset to become more enlightening as we compile membership trend data in future years and increase our data set/sample size!

Total membership increased from 197 members in October 2015 to 225 in January 2016, then down to 200 members in December of 2016, then up to 222 members in January 2020, and then 205 members in February 2021, and currently membership is at 192. Overall numbers of individuals affiliating with the CO/WY Chapter are somewhat variable (currently at 278) and the 86 non dues paying members are excluded from total membership counts (191) because any National AFS member can sign up as a CO/WY Chapter member free of charge by simply checking a box on their national AFS membership registration (Unlike some Chapters, ours has no additional dues/fees). Colorado has consistently accounted for roughly 70% of total chapter membership, while the majority of the remaining percentage is made up of WY members. The Chapter does routinely have affiliated members from several other states and on occasion from other countries!

Christina: Membership is steady - currently 192 dues paying CO/WY Chapter members, and 278 people that affiliate with our Chapter. If not already a member, or if you let your membership lapse (we know who you are!!), please consider becoming a dues paying member or re-upping your membership. Lots of benefits including Journal access and networking among others, and...our Chapter gets a rebate back from the Parent Society for each dues paying member we have!

If you are not receiving chapter emails and wish to do so, please send an email to Tom Fresques t1fresqu@blm.gov, or Wes Gordon wes.gordon@wyo.gov and they will happily add you to the Chapter list serve email.

VIII. President's Highlights of Committee Chair Reports - *continued*

- **Newsletter (Kendall Bakich and Ben Felt)** - The newsletter committee wants to thank everyone for their input on the fall/winter newsletters, we worked diligently to get the information out about the Annual meeting and appreciate everyone's timely contributions. For the next newsletter, we are looking for photos from the Annual meeting to add to the content. As well, we welcome all photos from the field and beyond, information, or stories of interest to include in all newsletter editions.
- **Nominating** - Jim searched for candidates for Secretary/Treasurer. More to come later in the meeting.
- **Program** - John Walrath gave the update. The Committee consists of Annika Walters, John, and John Woodling. A lot goes on in the committee because the program drives the meeting. Their efforts are coordinated closely with Excom and organized with software. One up shot with a virtual meeting is not having to create a clean program copy for publication (however one was created through Whova app). There were 41 abstracts, 3 posters, and 11 pre-recorded talks.
- **Aquaculture** - The Aquaculture Committee gathered support from aquaculture personnel in the two states to attend the meeting and give presentations (if desired). The committee will be working on committee details for the Chapter's Procedure Manual in the coming year.
- **Audio-Visual** - The AV/Zoom Committee members (Beth Bear and Diana Miller) for this years virtual meeting were on a steep Zoom learning curve but are happy with how things have turned out. If you notice any hiccups or anything that didn't work for you during the meeting, please pass those along to Beth or Diana so that they can make sure to make future meetings run even more smoothly.

VIII. President's Highlights of Committee Chair Reports - *continued*

- **Inclusion and Diversity (Mark Smith)** - The committee is chaired by Mark Smith and formed 3 yrs ago as a special committee. Members include Liz, Carrie, Anna (check this). They would like to be known as the “Inclusion and Diversity (I&D) committee” because they/we want to welcome people to the chapter. The I&D would like to become a standing committee of the CO/WY Chapter. The committee’s work revolves around welcoming people to the chapter and reducing barriers to attendance, elements that will be an annual need in perpetuity. They are seeking input from different work groups outside of WGFD/CPW to improve how they can address different needs.
- **Endowment Funding** - This was a strong year for gains on all three endowments the chapter has funded. The CSU endowment sits at \$39,000 and was able to award a \$1,450 scholarship to Rose Stahl. The UW Endowment has \$46,400 net market value and \$1,000 was split between Ashley Plikerton and Jacob Ruthven. The CMU Endowment has \$32,500 in the account and the first scholarship of \$500 will be awarded this spring semester. As the endowment continues to grow, so will the annual scholarship award with around \$850 expected for the 2022-23 school year, continuing to increase to between \$1,200 and \$1,500 annually over the next five years. The Endowment Committee wants to again thank the chapter for the large number of donations to the CMU Endowment, the match funding approved through Ex-Com and to Dr. Eriek Hansen for seeing things through on the ground at CMU.
- **Fundraising (Paul Gerrity)** - The Committee lost Anna Senecal to Alaska last year. They wanted to thank our sponsors this year, the FWS, GEI, USFS, Watervation, and BLM Colorado. They raised \$4000, which was over their funding goal of \$3,000. These funds are used for student and professional scholarships, (missed other uses). The committee has not been reaching out to all of our sponsors because our virtual meetings costs less than an in person meeting. That will change next year.

VIII. President's Highlights of Committee Chair Reports - *continued*

- **Gifts** - Erin is working on gifts for committee members. She is also helping Christina with appreciation gifts for invited speakers.
- **Mentoring (Chance Kirkeeng)** - The 2021 Mentor Committee had a good year. They matched up 4 pairs of mentor/mentees. Since the committee's inception, they have matched a total of 32 pairs. Funding from CO/WY Chapter was helpful to send mentees to the WDAFS annual meeting and to travel for projects. Update from Mentor Stev Vigil. His mentee was very helpful in 2021 field projects. The committee was also able to match a fish culture mentee with a culturalist which resulted in a seasonal job hire for the mentee. They are accepting applications now for 2022 on our webpage or Whova job board. March 31st is the deadline.
- **Paper/Poster Judging** - Tyler Swarr is the chair of the committee. Eric Fetherman, former CO/WY AFS Excom and current WDAFS Vice-President, is joining the committee. There are a total of 24 talks to judge. Four awards will be given out.
- **Raffle (Clay Kampf, Nick Scribner, and Stephen Siddons)** - The Raffle Committee adopted a new member this year, big thanks to Nick Scribner for throwing in with our lot and contributing his time and new ideas. We made a big effort to put together a number of big "prize packages" to get folks interested in participating. We assembled 10 prize packages that include several really nice fishing, hunting, and adventure trips, Osprey packs, Maven optics, homebrew beer, and a european skull mount. We look forward to raising some money to support chapter efforts.
- **Registration** - Steve Gale as Secretary/Treasurer chairs the registration committee. Steve worked with Christina to find a meeting app for a virtual meeting. They worked together to learn Whova and set-up online registration through Whova.

VIII. President's Highlights of Committee Chair Reports - *continued*

- **Student Liaison** - Tawni Riepe is our new student liaison. She's been working closely with the subunits and helped with plan the quiz bowl.

IX. Student Subunit Reports

Colorado State University

Will Harvey CSU president presented the update. They had in person meetings this fall. Four of these meetings were with professionals. The sub-unit did some electrofishing events and a kids and adult fishing derby. The adult derby is typically a good fund raiser. In the future they have plans to do some additional electrofishing trips and sampling on the South Platte drainage. Account balance is currently at \$750 now but hoping to get \$1000 from CO/WY to do some merchandise purchasing/fund raising.

Colorado Mesa University

Dan Johnson is the President and he was unable to attend the Business Meeting today. The Colorado Mesa University Fish and Wildlife Club has all new officers this semester and are all very excited for some upcoming events. We will be hosting a fly fishing event for students at Colorado Mesa University to try fly fishing. We will also be helping Colorado Parks and Wildlife with Outdoor Heritage Day on April 30.

University of Wyoming

Caroline Rosinski presented for the UW sub-unit chapter. They had an outdoor social event early, which was well attended, but meeting since then has been difficult - it's winter in Laramie after all! Looking good financially with virtual meetings and few expenses.

Western Colorado University

Alex Stogsdill is the WCU President and gave the update. The sub-unit has been meeting once a month. They currently have 21 members and 4 attending this CO/WY AFS Chapter meeting.

IX. Student Subunit Reports - *continued*

- **Western Colorado University - *continued***

Dan Brauch, CPW and Reese Samuleson gave talks at recent meetings. The sub-unit had done some nuisance species, PIT tagging, and spawning activities/trainings. They did a fly-fishing trip and did a movie night. The sub-unit also did a crawfish boil with the wildlife sub-unit. Dan Cammack gave talk on native species and they are doing a job/resume workshop. Their priority this year will be to get the by-laws done.

X. Unfinished Business

- **2022 Travel Grant Recipients (Jim White)** - Three travel grants were awarded. The student awards were given to Colton Webb (graduate student from UW) and Collin Farrell (CSU graduate student) Andy Treble (CPW) received the professional award. Each award was for up to \$2000 to travel to Spokane, WA to attend the annual AFS conference in August.

XI. Announcement of Incoming Secretary-Treasurer (Jim White)

Estevan Vigil was selected as the new incoming Secretary-Treasurer (2023-2026). Stev was a past CSU sub-unit president and has mentored a number of mentees through the CO/WY AFS chapter. Welcome Stev!

XII. New Business

Logo Update - Christina asked for a motion to add the topic. A motion was made and Jim White seconded the motion.

Jim Presented the "Logo Contest". Logos should have the following elements: Colorado/Wyoming name, AFS society logo, water and/or fish, some sort of symbolic connection (state outline, color, etc). Submit your designs to Jim White or Kendall Bakich by July 1, 2022. Final design will be voted on during the 2023 Fort Collins Meeting.

XIII. Adjourn (Christina Barrineau)

Congratulations to our 2022 AWARD RECIPIENTS!



Award of Excellence: Dr. Frank Rahel
Nominated by Annika Walters

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2022 AWARD RECIPIENTS



Max Award of Merit: Rick Henderson
Nominated by Wendy Estes-Zumpf and
and Dominique Lujan

2022 AWARD RECIPIENTS



Leaky Boot Award: F. Boyd Wright III
Nominated by Kyle Battige, Elizabeth
Krone, and Mark Sandersen

2022 AWARD RECIPIENTS

Past President: Jim White



2022 AWARD RECIPIENTS

Best Scientific Paper: Audrey Harris

"Population genetics reveals bidirectional fish movement across the Continental Divide via an interbasin water transfer"

Best Informational Paper: Elizabeth Krone

"Debris flows following the Cameron Peak Fire cause catastrophic loss in the Brown Trout *Salmo trutta* fishery of the Cache la Poudre River, Colorado"

Best Student Paper: Colton Webb

"Does temperature limit the upstream distribution of fishes in the Rocky Mountain region?"

Best Student Poster: George Valentine

"Density-dependence outweighs habitat influences on Brook Trout condition in the southeastern US."

PHOTO CONTEST WINNERS



Best Fish Photo: Mark Smith



*Best Fish & People Photo:
Andrew Treble*



Best Artistic Photo: Chris Myrick



Current Logo

LOGO CONTEST

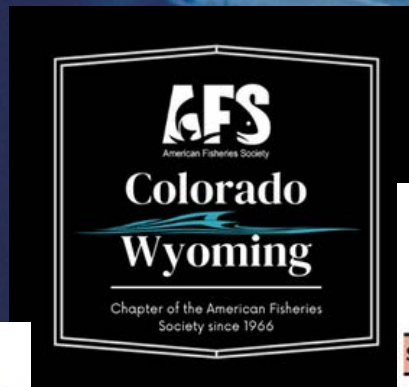
CO/WY AFS needs a new LOGO!

Submissions Should Include:

- ✓ CO/WY Name
- ✓ AFS Society Logo (available at fisheries.org)
- ✓ Water and/or fish present
- ✓ "Connection" element (color, state shape, etc.)

SUBMISSIONS DUE: DECEMBER 1

Design
Examples

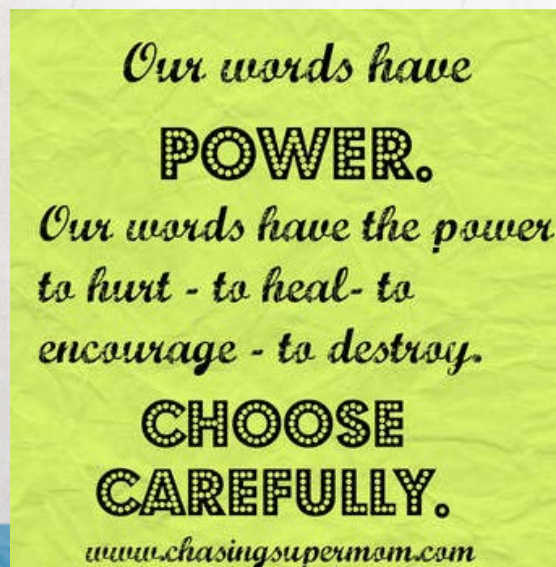


Send your submissions to
Jim White j.white@state.co.us

Kendall Bakich kendall.bakich@state.co.us

Inclusion and Diversity Committee Update

The Importance of Using the Correct Terminology for People with Disabilities



When working with people with disabilities, it can be intimidating to know the correct terminology to use without offending, as well as how to interact with a person with a disability in different situations. Using the right words can empower people to feel more included and respected in working and social environments. It is important to know the meaning behind the words you use when directly interacting with someone or speaking about them to others. Everyone wants to be respected and accepted and these are tools you can use to inform yourself in the correct and appropriate terminology. With practice, these can become everyday habits! When in doubt, use people's first language (“a person with a disability”; not “a disabled person”).

Here are some additional resources we encourage you to examine that will help expand your thoughtful use of language:

<https://disabilityin.org/resource/disability-etiquette/>

<https://unitedspinal.org/disability-etiquette/>

<https://www.courts.ca.gov/partners/documents/7-terminology.pdf>

<https://www.youtube.com/watch?v=Gv1aDEFIXq8&t=1s>

“THE DIFFERENCE BETWEEN THE RIGHT WORD AND THE ALMOST-RIGHT WORD IS THE DIFFERENCE BETWEEN LIGHTNING AND A LIGHTNING BUG.” – MARK TWAIN



CO/WY AFS Executive Committee



President	Ashley Ficke	aficke @geiconsultants.com
Vice President	Steve Gale	steve.gale @wyo.gov
Secretary - Treasurer	Estevan Vigil	estevan.vigil @state.co.us
Past President	Christina Barrineau	christina.barrineau @wyo.gov



American Fisheries Society



Don't Miss Out — Renew Today!

Renew your AFS Membership today to continue enjoying the plethora of resources that help members **Connect, Advance, and Save** in their careers as a fisheries professional!

Connect

Network with fellow fisheries professionals through AFS events and groups!

- Meetings — Enhance your network at in-person, virtual, regional, and/or international meetings
- Volunteer for service opportunities — Join an AFS Committee!
- Join an AFS Section specific to your area of expertise

Advance

Take advantage of AFS's multiple career-enhancing opportunities!

- Continuing Education (CE) Courses
- AFS Career Center and Job Board
- Professional Certification Program
- Access to AFS's Webinar Series

Save

Receive substantial discounts on a multitude of fisheries resources!

- Registration discounts for meetings
- AFS Bookstore — more than 180 fisheries book titles!
- Free online access to AFS Journals
- *Fisheries* monthly magazine included



WEBINAR CONTENT AVAILABLE TO MEMBERS OF THE AMERICAN FISHERIES SOCIETY

Did you know that the American Fisheries Society hosts a monthly webinar series for members of AFS? The webinars focus on an area of specific interest, rotating on a monthly basis to provide valuable information to fisheries professionals in all fields. In addition to being able to watch and participate in the webinars live, AFS members have access to all previous webinar recordings via their AFS login.

Want to check out the webinars for yourself? The following three webinars have been made available to everyone – no login required!

- Verbal Judo! A Method to Improve Your Ability to Talk to Those Hostile to Conservation
- River Connectivity and Biological Complexity
- The Stock Assessment Process: Counting Fish

Like what you see? Become a member of AFS today and get access to all of the other webinars listed below. New content added monthly!

<https://fisheries.org/membership/join/>

Webinars available to AFS members

<https://fisheries.org/category/webinars/>

Fisheries Techniques

- Chemistry to Conservation: Using Otoliths to Advance Fisheries Management
- How Many Candles on the Birthday Cake? The Vital Role of Age Estimates in Stock Assessments
- Fish Bioenergetics 4.0
- The 100-Watt Method: A Protocol for Backpack Electrofishing in Small Streams
- The Stock Assessment Process: Counting Fish
- Intro to eDNA: Applications, Advantages, and Implications
- Using Bayesian Clustering Algorithms to Discover Population Genetic Structure

Human Dimensions of Fisheries

- Climate Change and the Columbia River Tribes
- Understanding the People Part of Fisheries: An Introduction to Conservation Social Science

Fisheries Scientists: Advance Yourself

- Verbal Judo! A Method to Improve Your Ability to Talk to Those Hostile to Conservation
- Connecting the Dots: Diversity and Inclusion, and Collaborative Networks in Fisheries
- Getting Hired – What Students Need to Know
- Surviving Peer Review
- Navigating a Changing Fisheries Workplace
- Structured Decision Making as a Tool for All Occasions
- Resources and Strategies for AFS Student Subunits



Webinars available to AFS members - continued

Fisheries Conservation

- Coloring in the Lines – Mapping Surface Water Presence in a Rapidly Changing Climate
- Creating a Movement to Save Migratory Fish from Local to Global
- The Omega Principle: Seafood and the Quest for Long Life and a Healthier Planet
- What Can a Long-term Chinook Salmon Redd Survey Tell Us about Habitat Quality and
- Climate Change in a Dynamic Mountain Wilderness Landscape?
- Stream Simulation Design Methodology: Design Methodology for Adapting Road Crossing
- Infrastructure, Bridges and Culverts to Climate Change
- River Connectivity and Biological Complexity
- Multispecies and Watershed Approaches to Freshwater Fish Conservation
- A Clean Air Act Success Story: Evidence of Chemical and Biological Recovery in an Acidified River

All Things Aquaculture

- Hatchery Design in Aquaculture
- Establishing Aquaculture Opportunity Areas and How to Get Involved
- Mythbusting Marine Aquaculture

Fisheries Science: Species Specific Focus

- More than a River Monster: Conservation and Management of Alligator Gar
- Fleet Heterogeneity and Economic Performance in American Lobster
- Trout and Char of the World

AFS Spotlight

- AFS Virtual Spring Conference Talks – Spring 2020
- AFS Annual Meeting Highlights: Using Electronic Tagging Data to Inform the Assessment and Management of Fisheries Resources
- 2019 AFS Annual Meeting Best Student Paper and Poster Presentations
- AFS Annual Meeting Highlights: American Eel Population Assessment

Restoration, and Monitoring Policy

- Recovering America's Wildlife Act Update
- Waters of the United States (WOTUS): What You Need to Know About the Rule and

How to Take Action

- Supporting the Recovering America's Wildlife Act: A Guide to Grassroots Advocacy