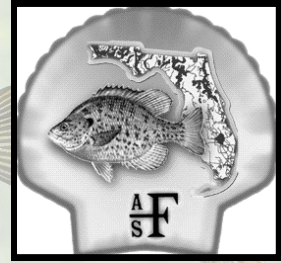


# The Shellcracker

FLORIDA CHAPTER OF THE AMERICAN FISHERIES SOCIETY



<https://units.fisheries.org/fl/>

## Fall 2022—President's Message

Greetings from Gainesville!

The third quarter of the year often brings its own challenges and excitement to our state as summer winds down and the hurricane season peaks. Before we look to the things we have ahead, we must take a moment to reflect on what we have been through in recent months. The start of this Fall has been particularly difficult, and our hearts go out to those impacted by Hurricane Ian. We know many of our members and their friends and family were in the path of this devastating storm, and the effects will be felt for a long time across our state. We as a Chapter want you to know that we are here for you, and if there is anything we as the Executive Committee or as a Chapter can do to help you now or in the coming months, please don't hesitate to reach out. For members who want to lend their support, consider donating to one of the recognized disaster relief organizations that are working to aid in recovery. This website from FEMA has more information on ways to help in disaster recovery here and in general: <https://www.fema.gov/disaster/recover/volunteer-donate>

Looking forward, we are excited about the things we have to come this Fall and in 2023. We have been finalizing details on next year's meeting in our new location in St. Augustine; read on for more on logistics and the symposium! We are also thrilled to introduce a new recurring column from our Diversity, Equity, and Inclusion (DEI) Committee in this month's issue. I am excited that this will be a regular feature in our Shellcracker!

Best wishes for the closing of 2022 and looking forward to seeing you in 2023,

Chelsey



# Getting in Touch

## American Fisheries Society Florida Chapter Officers

### *President*

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FWC/FWRI  
7386 NW 71st St  
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### *President*

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Email: ncast169@fiu.edu

### *Vice President*

Brent McKenna  
Florida Atlantic University  
Email: bmckenna2017@fau.edu

### *Secretary/Treasurer*

Jonathan Rodemann  
Florida International University  
Email: jrode010@fiu.edu

### *University Liaison*

Mack White  
Florida International University  
Email: mwhite@fiu.edu



## Upcoming Events

**February 2-5 2023:** AFS Southern Division  
annual meeting Norfolk, VA

**\*Deadline for symposia and papers: Nov15th\***

**May 9-11 2023:** AFS Florida Chapter annual  
meeting Saint Augustine Beach, FL

**\*Deadline for symposia and papers: Feb24th\***

**Interested in contributing something to the Shellcracker?** Email: Kyle Miller at [kylea.miller@myfwc.com](mailto:kylea.miller@myfwc.com) with any articles or information that you would like to be included in the next issue. Prize will be awarded for the best, and worst fish jokes submitted.

# Getting Involved!

## Committees Seeking members:

### **Award Committee**

Rich Caiteux/Outstanding Achievement Awards  
Eric Nagid  
Eric.Nagid@myfwc.com

### **Continuing Education Committee**

Planning future continuing education workshops  
Allison Durland Donahou  
adurland@flsouthern.edu  
Jason O'Connor  
Jason.Oconnor@myfwc.com

### **Membership Committee**

New membership ideas in recruitment, retainment, and reactivation of members  
Kerry Flaherty-Walia  
Kfwalia@tbep.com

### **Policy Committee**

Keep members informed on local to national policy issues on aquatic resources  
Ed Camp  
edvcamp@ufl.edu

### **New Venue Search Committee**

Search for new venues for future Florida Chapter meetings  
Matt Wegener  
Matt.Wegener@myfwc.com  
Kevin Johnson  
Kevin.Johnson@myfwc.com

### **Diversity, Equity, and Inclusion Committee**

Providing members with information on DEI  
Chelsey Crandall  
Chelsey.Crandall@myfwc.com

## Feature your research:

### **Shellcracker Newsletter**

Feature articles or other AFS content  
Kyle Miller  
Kylea.Miller@myfwccom

### **Website**

Updates, articles, content  
Jason O'Connor  
Jason.Oconnor@myfwc.com

## Student Scholarships and Travel Grants

Assistance with student scholarships and future scholarship opportunities:  
Rottman Scholarship and  
Dennis PUNCHES Memorial Scholarship  
Chuck Cichra  
cecichra@ufl.edu

## Student Sub-unit

Swag sales, blog updates, student chapter involvement  
Nicholas Castillo  
ncast169@fiu.edu

## Raffle/Silent Auction

Assistance with raffle collections, auction items  
Amanda Croteau  
acroteau@uwf.edu

## Recently Filled Officer Positions

### **Code of Conduct Officer**

Ensures officers and members maintain their meetings and professional lives in an exemplary manner  
Matt Cleary  
Matt.Cleary@myfwc.com



## OR!

Submit your awful fish-related pun/joke to the newsletter editor to win a prize. I promise the corniest of the fish jokes will find their way into a future newsletter.

Why was Cinderella so bad at tennis?

Her Coach was a pumpkin

Why did the bicycle take a break from field work?

It was two tired

How are my bad jokes like a broken pencil?

They're pointless



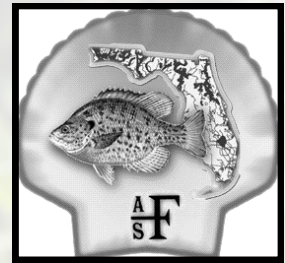
# 43rd Annual Meeting of the Florida Chapter American Fisheries Society



May 9-11, 2023

Guy Harvey Outpost Resort

St. Augustine, FL



We invite you to submit abstracts for the 43rd annual meeting of the Florida Chapter of the American Fisheries Society. The meeting will take place May 9-11 at the Guy Harvey Resort in St. Augustine Beach. We hope you can join us! **Registration Opens: Jan 1, 2023.** The meeting format will be similar to previous years, notable changes include: single occupancy lodging available, tiki-bar socials (sorry no bonfire, but there are multiple gas firepits), and a beach!

The symposium topic will be:

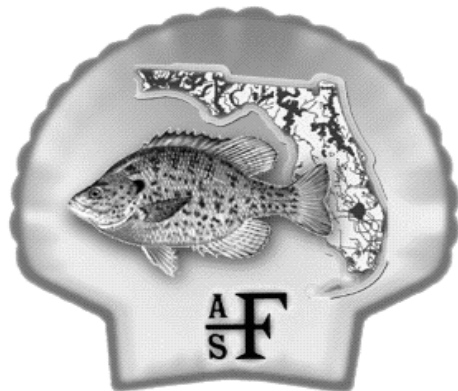
**“Integrating Participants in Fisheries Research and Management.”**

Increasingly fish scientists are understanding the potential benefits, as well as sometimes the costs, of involving interested participants in research on fish, fisheries, and aquaculture, as well and management decisions about these resources. Involving participants in these ways has multiple names, such as citizen science, participant science, co-creation, cooperative management, participatory management, among others—and sometimes participants are involved without even using any formal titles. In the 2023 FAFS symposium, we are inviting papers that describe these processes.

We encourage submissions relating to the symposium topic but also welcome and accept submissions relating to any other aspect of Florida fisheries.

Deadline for abstract submission and early registration:

**Friday, February 24, 2023**



## AMERICAN FISHERIES SOCIETY FLORIDA CHAPTER

### ANNUAL MEETING INFORMATION

**MAY 9-11, 2023**

**ST. AUGUSTINE BEACH, FLORIDA**

## Meeting Information

### Meeting Details

The 2023 meeting will be held at the Guy Harvey Resort St. Augustine Beach. The address for the Resort is 860 A1A Beach Boulevard, St. Augustine Beach, FL, 32080. Maps and directions will be available in the next issue of the Shellcracker or can be found on the Guy Harvey Resort Website at <https://guyharveyresortstaugustinebeach.com/>

The meeting's schedule of events will be similar to past meetings. We will begin in the afternoon on Tuesday, May 9th at 13:00 with the presentation of contributed papers. The poster session will take place following dinner on Wednesday evening. The **'Integrating Participants in Fisheries Research and Management'** symposium will start on Wednesday morning. The business meeting and raffle will follow dinner on Wednesday night. We will hear more contributed papers on Thursday morning, followed by lunch and the presentation of awards immediately following lunch.

### Registration

Registration period opens Jan 1, 2023. The link for online registration will be provided via email and will also be in the January Shellcracker. Registration includes all meals. State employees can use P-Cards to pay for registration, but cannot request per diem during travel reimbursement. Registrations will still be accepted at the meeting (late fees applied). We can accept VISA, MASTERCARD, AMEX, DISCOVER, cash, or check at the meeting.

#### Registration Options:

Full Meeting Registration (May 9-11): \$185

Single Day Options (Select all that apply):

May 9: \$75

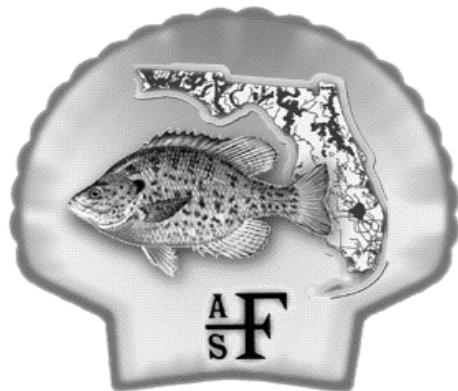
May 10: \$105

May 11: \$65

This link to the registration website will also be made available on our chapter's website at <https://units.fisheries.org/fl/chaptermeeting/2023-annual-meeting/>. There will be no mail-in registration forms this year, however, you can still mail a check for your meeting costs.

### Lodging

A block of rooms has been reserved for this event and **you must make your own lodging arrangements with the Resort**. There are single or double bed options available for \$140 per night, and you must mention you are attending the American Fisheries Society meeting to get this rate.



## AMERICAN FISHERIES SOCIETY FLORIDA CHAPTER

### ANNUAL MEETING INFORMATION

**MAY 9-11, 2023**

**ST. AUGUSTINE BEACH, FLORIDA**

## Meeting Information

### Presentation Details

#### **New Abstract Submission Process**

Abstracts will be submitted online via the [Abstract Submission Form](#) on the Florida Chapter website. [Florida Chapter Meeting Abstract Submission | Florida Chapter \(fisheries.org\)](#)

Abstract Submission Form Opens: January 1, 2023

Abstract Submission **Deadline** (Oral and Poster Sessions) : February 24th, 2023

#### **Oral Session:**

*Speakers will be given 20 minutes for talks (15 minutes for presentations and 5 minutes for questions and/or discussion). We will have PowerPoint on a laptop capable of accepting your presentation on a flash drive or other device.*

*Important note:* Please use **widescreen PowerPoint slide format** for all presentations.

#### **Poster Session:**

**All posters will be presented on Tuesday evening, May 9th** and can be left up for the entire meeting. Posters should be no larger than 150 X 100 cm (60" X 40"), but they can be set up either as portrait or landscape format on an easel.

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#### **Opportunities for student support**

As in previous years, student travel awards will be available for the annual meeting. Master's and doctoral students are also eligible for the Roger Rottmann Memorial Scholarship, for which the recipient(s) will be announced at the annual meeting. More information and the application materials are available on the chapter's website at <https://units.fisheries.org/fl/awards-and-scholarships/>.

#### **2023 Student Raffle**

We need your help to make this meeting's raffle a great one. If you are interested in helping or donating items, please email Amanda Croteau ([acroteau@uwf.edu](mailto:acroteau@uwf.edu)) or Chelsea Crandall ([Chelsea.Crandall@myfwc.com](mailto:Chelsea.Crandall@myfwc.com)). Remember all proceeds fund our student travel grants for the following year's meeting. Please contact us to get involved!

We look forward to seeing everyone in St. Augustine Beach for our 2023 annual meeting!





The Florida Chapter American Fisheries Society is seeking nominations for the Outstanding Achievement and Rich Cailteux Awards. Our membership is full of dedicated professionals, and it's time to recognize their efforts. Please review the award criteria below and send nominations to [Eric Nagid](#) by **March 1st, 2023**. Applications should be limited to one page, but descriptive enough to convey why the individual is deserving of the award.

### **Outstanding Achievement Award**

The purpose of the Outstanding Achievement Award is to recognize individuals for singular accomplishments and contributions to fisheries, aquatic sciences, and the Florida Chapter. The award aims to honor individuals for distinct contributions to the fisheries profession and enhancing the visibility of the Chapter. The Outstanding Achievement Award is the highest honor Florida AFS may bestow upon an individual member or collaborating group.

Candidates will be evaluated according to the following criteria:

- Original techniques or research methodology
- Original ideas, viewpoints, or data which contributed to fisheries management or our understanding of aquatic resources
- Important ecological discoveries
- An original fishery research or management program of statewide importance
- Activities in public education and outreach that have statewide impacts

### **Rich Cailteux Award**

The purpose of the Rich Cailteux Award is to recognize individuals who have maintained a long-term commitment to research, management, and/or conservation of Florida fisheries and aquatic resources. This award aims to honor individuals for their career contributions to the fisheries profession and enhancing the visibility of the Florida Chapter.

Candidates will be evaluated according to the following criteria:

- A minimum of 20 years spent in a fisheries related field in Florida
- Substantial career contributions to Florida aquatic resources and the fisheries profession
- An imaginative and successful program in fisheries and aquatic sciences education
- A history of mentoring young fisheries professionals, and involvement and leadership with the Florida Chapter of the American Fisheries Society

# The DEI Committee's Guide to Personal Pronouns

By Susanna Harrison (she/her) and Amanda Croteau (she/they)

*FLAFS Diversity, Equity, and Inclusion (DEI) Committee*

Like many scientific fields of study, fisheries science and research has long suffered from a lack of diversity in its ranks. In a profession dominated by straight white men, attending professional meetings and conferences can be an intimidating experience for those who fall into historically excluded groups. In the interest of promoting a more inclusive culture at FLAFS meetings and in our workplaces, the FLAFS DEI Committee will be publishing quarterly articles in the Shellcracker to address “hot topics” surrounding diversity, equity, and inclusion in the scientific community. This issue’s article will cover a subject that has gotten a great deal of attention in recent years – personal pronouns.

Do you have a friend, colleague, or family member who goes by their middle name or a nickname instead of their first name? What would you think of someone who insisted on calling this person by the name on their birth certificate no matter how much they hated it or how uncomfortable it made them? At best, this behavior (when intentional) is obnoxious, and at worst, it can be insulting and cruel. Outside of our names, pronouns are how we identify ourselves and how others refer to us. Much like using someone’s preferred name or pronouncing their name correctly, using someone’s correct personal **pronouns** is a polite, respectful, and professional way to show that you care about them and accept them. In other words, **it’s just good manners!**

Despite our best intentions, a lot of us are fairly new to the idea of **gender identity** and personal pronouns. Sometimes things can get downright confusing. This guide is intended to help clarify and address some common questions surrounding gender identity and the use of personal pronouns, so that those of us who are **cisgender** can ensure that we are fostering an inclusive and welcoming environment within fisheries, not only at professional conferences and meetings, but also in offices, labs, and in the field. If you see some terms that are unfamiliar to you, check out the definitions in the sidebar for more information.

## GLOSSARY OF TERMS

**Cisgender**: a person whose gender identity and expression are aligned with the sex they were assigned at birth

**Gender**: a set of cultural identities, expressions, and roles. Gender is often assigned at birth based on anatomy, but, because it is a social construct, it is possible to reject or modify the gender one is assigned at birth and live and express a gender that feels truer to oneself

**Gender expression**: the multiple ways in which a person may communicate gender to oneself and others (e.g., behavior, dress)

**Gender identity**: a personal conception of oneself as male, female, both, neither, and/or another gender. It is a matter of self-identification – no one can tell another person how to identify or what terms to use.



## What are personal pronouns? Why should I use them?

Personal pronouns are the words we use for ourselves and others in place of proper names. In English, we have both gendered pronouns, such as “she”, “him”, “her”, and “his”, and **gender-neutral** pronouns, such as “they” and “them”. Some newer gender-neutral pronouns (sometimes called **neopronouns**), such as “ze” (pronounced ZEE) and “hir” (pronounced HEER), may be less familiar to us. **For more information about neopronouns, check out some of the helpful online guides listed in the *Helpful References* section below.** People may use specific pronouns (e.g., “he/him” or “they/them”), multiple pronouns (e.g., “she/they”), or no pronouns at all. It's important to understand that **anyone can use any pronouns** regardless of their outward appearance or gender assigned at birth.

Most of us are accustomed to using gendered pronouns, such as “she/her” and “he/him”. To use gendered pronouns correctly, however, we need to know someone’s gender. When we’re talking about family and close friends, this usually isn’t a problem. But with people less familiar to us, we tend to make assumptions about gender based on clothing, physical appearance, body hair, or voice. These assumptions are not always correct and can lead to misgendering, which, intentional or not, can be hurtful. **Gender expression** and identity are highly individual. **There is no “right way” to talk, dress, or act based on gender.** The only way to know someone’s gender or their correct pronouns is for them to tell you, which brings us to the next point...

## Should I ask for someone’s pronouns?

The best way to find out what someone else’s pronouns are is to share your own. It’s good practice to introduce yourself with your name and your pronouns. At meeting introductions, you might say, “I’m Susanna. I use she/her pronouns. I’m a freshwater fisheries biologist with FWRI working in the St. Johns River basin.” In more casual settings, this may look something like, “Hi, I’m Susanna and I use she/her pronouns. And you are?” Even if you are cisgender and have never experienced misgendering, **sharing your pronouns invites others to share theirs and reminds everyone around you not to make assumptions.** Adding your pronouns to your email signature and social media bios are also great ways to encourage and normalize pronoun sharing. This practice in online settings can also help us use the correct pronouns for people with names that are less common, gender ambiguous, or from cultures that we are not familiar with. While it may be awkward at first, with practice, we can all get used to sharing our own pronouns and learning and using the correct pronouns for the people around us.

## GLOSSARY OF TERMS (CTD.)

**Gender-neutral pronouns:** pronouns that do not imply gender (includes they/them)

**Neopronouns:** a category of new pronouns that provide options to reflect gender identity more accurately than conventional pronouns

**Nonbinary:** refers to gender identities used by people whose gender is not exclusively male or female

**Pronouns:** a set of words that can stand in a sentence in place of a person’s name.

**Sexual orientation:** the physical, romantic, or emotional attraction to members of the same and/or other genders. *Sexual orientation is separate from gender identity*

**Transgender:** a person whose gender identity and expression differs from the sex assigned at birth

For a full list of neopronouns, please see the *Helpful References* below.

## Using gender-neutral language

Sometimes, circumstances prevent us from learning someone's pronouns before we need to refer to them. In this case, using gender-neutral "they/them" pronouns is the safest choice. Some of us struggle with using "they" as a singular pronoun. However, many of us already do this unconsciously when talking about someone whose gender we do not know. For example, if you sit down at a restaurant and find someone else's cell phone at your table, you might tell waitstaff, "Someone left their phone on the table." If you've rigidly stuck to using "he or she" in place of "they" in your writing and speech, consider this - **language evolves over time**. The singular "they" has been accepted by many authorities on grammar and language, such as the [APA Style Guide](#), the [MLA Handbook](#), the [Oxford English Dictionary](#), and [Merriam-Webster](#).

When addressing groups of people, such as in a meeting or at the start of a presentation, it's best to avoid saying things like "ladies and gentlemen" and instead use gender-neutral terms, such as "folks", "friends", "everyone", or (our personal favorite) "y'all". This acknowledges that not everyone fits into binary "male" or "female" categories and helps us to avoid making assumptions about gender.

## What if I make a mistake?

**Mistakes will be made, and that's okay!** We've all misspoken or mispronounced someone's name at some point, and this is no different. What's important is that we acknowledge and correct our mistakes. If you slip up and use the wrong pronoun, simply say, "Oh, I'm sorry," correct yourself, and proceed with whatever you were talking about. Similarly, if you hear someone around you make a mistake, offer a gentle correction (e.g., "Sorry to interrupt, but Jamie uses they/them pronouns") and let the speaker carry on with what they were saying. If someone corrects you in this manner, don't get defensive or try to make an excuse – just thank them, make the correction, and move on. The simple act of apologizing or correcting someone else's mistake shows that you care and that you're not being intentionally hurtful. When correcting someone else's mistake, pick your moment wisely. For example, It may not be appropriate to interrupt a presentation to clarify a pronoun, and that sort of assistance may actually cause the person more discomfort than the pronoun by making them the center of unwanted attention. In those situations, you may want to have the conversation one-on-one after the presentation or meeting.

## Do you have a question for the DEI committee?

Fill out our [anonymous comment form](#) and we will try to address common questions and concerns about diversity-related topics in a future Shellcracker article.

# Helpful References

Pronouns and gender identity are big topics with a lot of nuances that can't be fully covered in a short article. Please check out the references below for more detailed information:

## General discussion

<https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq>

[https://www.glsen.org/sites/default/files/2022-06/GLSEN\\_Pronoun\\_Guide.pdf](https://www.glsen.org/sites/default/files/2022-06/GLSEN_Pronoun_Guide.pdf)

<https://www.glsen.org/sites/default/files/GLSEN%20Pronouns%20Resource.pdf>

## Gender neutral language and neopronouns

<https://intercultural.uncg.edu/wp-content/uploads/Neopronouns-Explained-UNCG-Intercultural-Engagement.pdf>

<https://diversity.cornell.edu/our-community/staff-resources/lgbtq-staff-faculty/gender-inclusive-pronouns>

<https://www.unf.edu/lgbtqcenter/Pronouns.aspx>

[https://nonbinary.wiki/wiki/Gender\\_neutral\\_language](https://nonbinary.wiki/wiki/Gender_neutral_language)

## Sharing pronouns

<https://pronouns.org/sharing>

<https://gladstone.org/news/how-talking-about-personal-pronouns-can-build-more-inclusive-environment>

<https://hbr.org/2021/09/how-to-talk-about-pronouns-at-work-a-visual-guide>





# Student Subunit Update

By: FL AFS Student Subunit Executive Committee

We are looking to do a better job at highlighting the amazing work done by all of the student members of FLAFS. If you are a student and publish a paper, have a story you want to share, receive a fellowship/scholarship, win an award at a conference, or even have some cool pictures from the field/lab (really, any news at all) - we would love to know so we can recognize your accomplishments and experiences through the FLAFS newsletter, as well as the [student subunit's Instagram!](#)

Further, make sure to check out our recent student blog submissions on [Reefs to Rivers WordPress!](#) To that end, we are looking for more blog writers! If you or someone you know has a story to tell, we want to hear it. Blog topics are wide-ranging, and we would love to see some more student writing and experiences highlighted. This is a great opportunity to bring attention to your research, provide guidance to other students, or just tell a story that you think is fun or interesting! If you would like to write a blog, but don't know where to start feel free to reach out to and we can work with you to determine a topic and get you to a final product!

If you have any updates/materials you'd be willing to share, please email [flafsstudent@gmail.com](mailto:flafsstudent@gmail.com) at your convenience. Feel free to use [flafsstudent@gmail.com](mailto:flafsstudent@gmail.com) as a repository for any accomplishments or other cool materials you would be willing to share moving forward!

