



Women in Fisheries Mentorship Program

New York Sea Grant encourages participation and representation by women in New York's professional fisheries community.

New York Sea Grant is a joint program of Cornell University, the State University of New York, and the National Oceanic and Atmospheric Administration (NOAA).

New York State has 3,400 miles of diverse coastline and is the only state in the U.S. bordering both the Great Lakes and Atlantic Ocean. More than 85% of NY's population lives in a coastal region.



New York Sea Grant regional offices provide innovative research, technical assistance, and outreach on such issues as water quality, coastal resilience, marine & freshwater fisheries, invasive species, algal blooms, aquaculture & seafood, coastal literacy, and shoreline community development.

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NYSG Focus Areas
for this project summary:
Sustainable NY Fisheries,
Aquaculture &
Seafood Businesses
Environmental Literacy &
Workforce Development in NY

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Women and underrepresented genders in STEM careers, including fisheries and aquatic sciences, leave at higher rates than their male colleagues. Mentorship and peer networking has been shown to be important for skill development, career advancement and success, and socio-emotional support. The Women in Fisheries Mentorship (WIFM) program aims to improve participation and representation by women within New York's professional fisheries community.

The NY Chapter of the American Fisheries Society piloted the WIFM program in 2022. In 2023, forty-nine fisheries students and professionals participated in NYSG's WIFM program and noted positive outcomes, including skill sharing, networking, and knowledge acquisition. Salary negotiation training offered as a part of the program resulted in several participants sharing that they successfully negotiated salary increases totaling approximately \$20,000.

In 2024, the Northeastern Division of the American Fisheries Society (AFS) recognized the Women in Fisheries Mentorship Program with a Special Achievement Award. Other state and regional chapters and the national AFS are planning on using this program as a template to create more mentorship programs across the nation.

New York Sea Grant's Great Lakes Fisheries & Ecosystem Health Specialist leads the NY AFS Women in Fisheries Subcommittee; NYSG's Great Lakes Outreach Coordinator serves on that subcommittee.

Project Partner/Funder:

- New York Chapter of the American Fisheries Society

New York Sea Grant: Bringing Science to the Shore Since 1971



This salary negotiation seminar at the NY Women in Fisheries Mentorship Program meeting. Photo: Stacy Furgal/NYSG



NYSG collaborates with partners to hold Women's Fishing Seminars. A participant from the group on Oneida Lake in 2023 (above) hosted a clinic in her county in 2024. Photo: J. Cannaday/NYSG