Diversity Equity and Inclusion

Suggested Target Requirement
The Fishery Client shall report on the inclusivity of governance structures within the Fisher Group. This includes membership of women, marginalized groups, and indigenous peoples and if any hold decision-making roles. The Fishery Client shall describe any formal mechanisms or policies to ensure participatory decision-making and outline how diverse perspectives are integrated into fishery management and operations.
The Fishery Client shall report on the identification and removal of barriers preventing women, marginalized groups, and other underserved Fishery Group members from accessing opportunites for employment, training, and leadership. The Fishery Client will describe how capacity-building progams and community development projects prioritize the inclusion of marginalized and vulnerable community members and respond to their unique needs and priorities.
The Fishery Client, where relevant, shall secure roles for Indigenous Peoples or traditional knowledge holders in management processes establishing culturally respectful consultation, and protecting these roles from displacement by external interests. The Fishery Client will report on how indigenous and traditional knowledge is formally integrated as part of fishery management.
The Fishery Client shall report on partnering with local organizations to develop the capacity of Fisher Group communities through initiatives that enhance agency, climate resilience, and self-determination. The Client should ensure the initiatives address the specific needs of women, youth, Indigenous Peoples, and marginalized community members by securing input from those groups in project development.
The Fishery Client shall ensure that fishers have access to social protections to improve income security and resilience by respecting and/or facilitating the freedom of association and collective bargaining. Fisher Group members will engage in collective bargaining processes to provide support and advocacy for income security, including access to unemployment benefits, pension programs, health care, and income security for families of fishers lost or injured at sea.
The Fishery Client shall report on fishing rights held by the Fisher Group and any legal or other protection of such rights. Reporting should include any specific distribution of rights to women, vulnerable and marginalised groups and indigenous peoples.
The Fishery Client shall report on opportunities and benefits from trade in fishery products. Reporting shall include how far these are appropriately and equitably distributed, including for women, vulnerable and marginalised groups and indigenous peoples.
The Fishery Client shall report on the availability of financial services to Fisher Group members. Where necessary, information and/or access is facilitated to financial services, including access for women, other vulnerable and marginalised group and indigenous peoples.