



Beth E. Ross, Caroline Brady,  
Susan Ellis-Felege, and Anne Mini

---

# Effective networking strategies for hunters and non-hunters

---

North American Duck Symposium 8, Winnipeg MB  
Special Session Women in Waterfowl: F.1-5  
August, 28, 2019

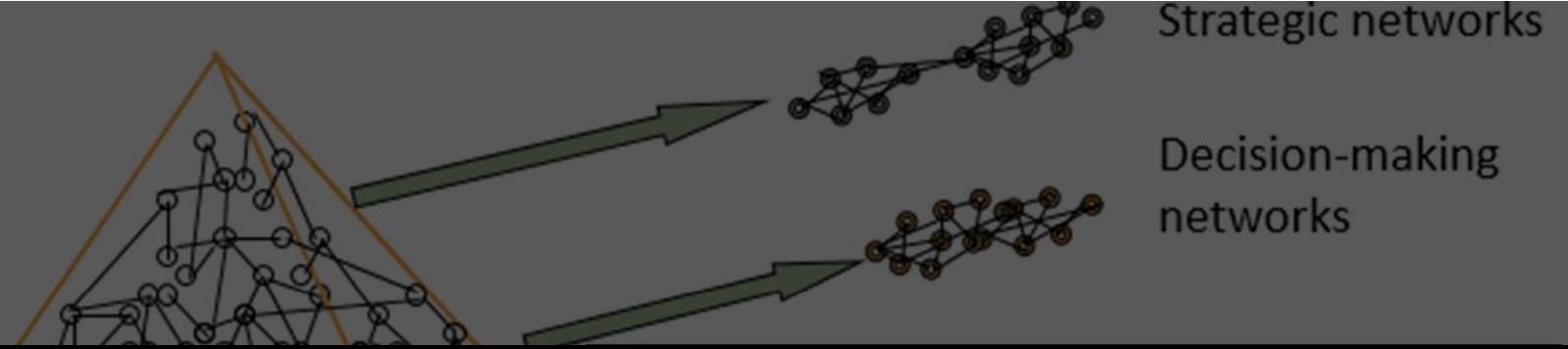


# Networking

Important for future career success

Builds resources for

- Advice
- Technical knowledge
- Strategic insight



Only ***informal networking*** is found to be significantly related to the retrieval of a broader range of social capital and to accelerated promotions

(Shipilov et al., 2007)





## Gender Differences in Networks

- Gender differences in basis, size and quality of network
- ‘Involvement in networking behavior was more beneficial for the career progress of males than of females’

(Forret & Dougherty 2004)

---

Women are at a structural disadvantage = networks are less effective for women

# Why do women have less effective networks?

Structural exclusion arising from extrinsic factors

- Extrinsic
  - Work-Family conflict

Ideal worker

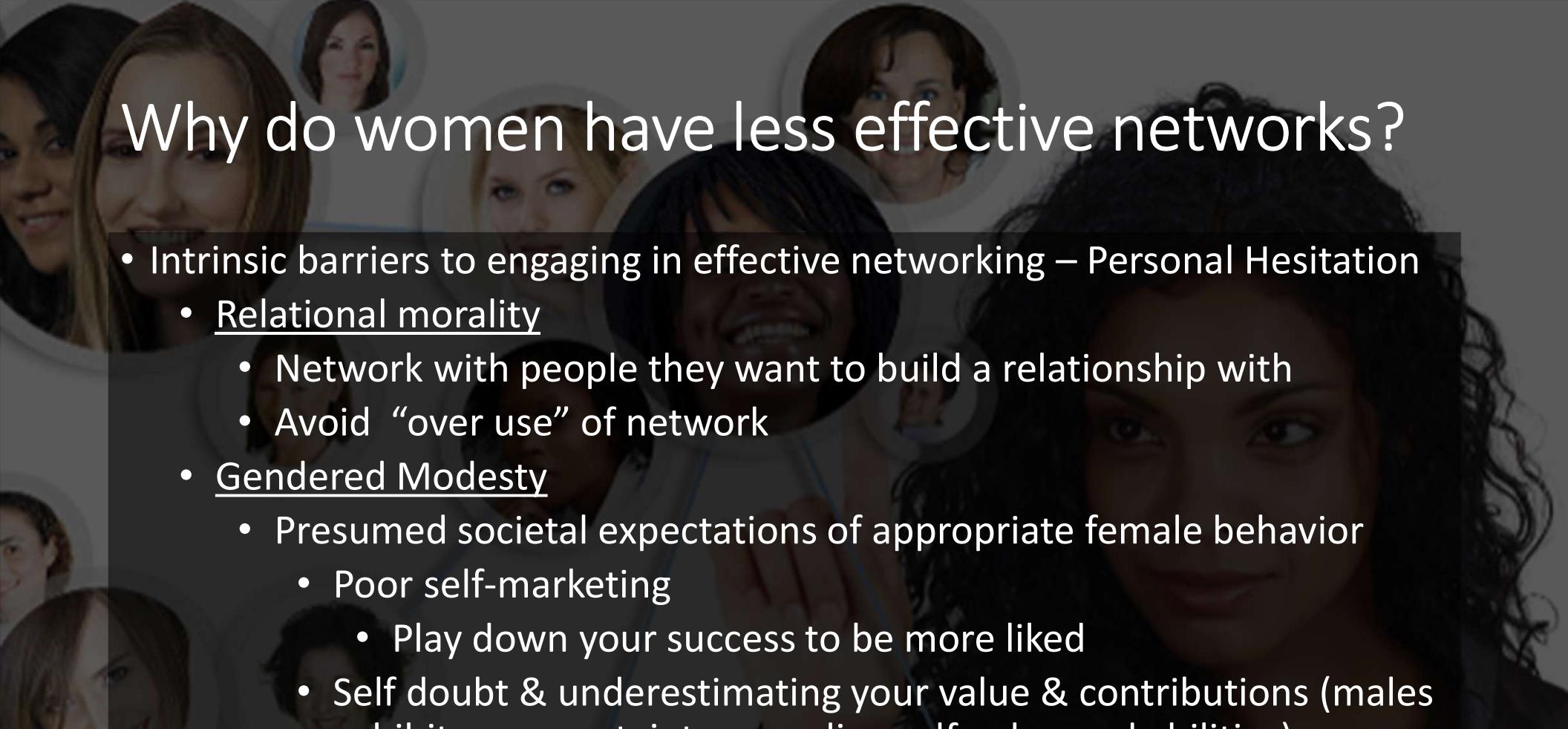
**Family obligations conflict with informal networking opportunities**

Ideal mother/spouse/daughter

- Homophily
  - Network with those similar to you (gender, age, ethnicity, etc.)
  - Eases communication & ensures

**High-level employers (often male) recruit, promote and prefer to work with individuals like themselves**





# Why do women have less effective networks?

- Intrinsic barriers to engaging in effective networking – Personal Hesitation
  - Relational morality
    - Network with people they want to build a relationship with
    - Avoid “over use” of network
  - Gendered Modesty
    - Presumed societal expectations of appropriate female behavior
      - Poor self-marketing
        - Play down your success to be more liked
        - Self doubt & underestimating your value & contributions (males exhibit more certainty regarding self-value and abilities)

Hinders negotiating salary and promotions, or even engaging with your network

# Networking in Wildlife: Hunting

- Relates to the unstructured, informal networking → more important for network success
- At many waterfowl and wildlife conferences, hunting discussions come up as a topic when networking
- Hunting also is a networking opportunity outside of conferences

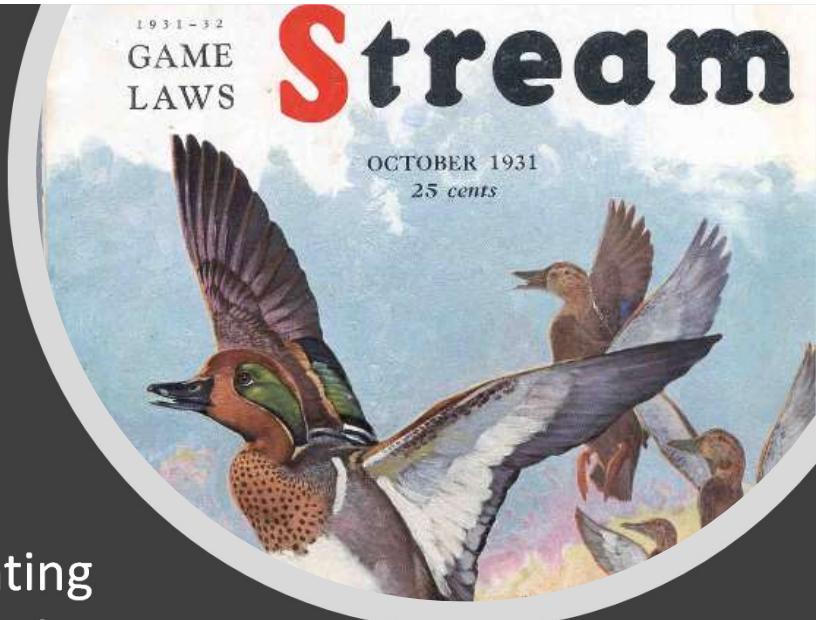


Photo: Keith Weaver, USFWS

# Using Hunting as a Networking Opportunity

---

- Waterfowl hunting usually acts as a gateway to the waterfowl profession
- Increase in early career professionals with a non-hunting background = need to diversify networking topics for the sake of inclusion
  - Not saying “don’t ever talk about hunting!” Just keep other options available
  - Don’t want to alienate/discourage those who don’t fit traditional waterfowler mold



# Using Hunting as a Networking Opportunity

---

- Women in particular might have difficulty using hunting as networking tool
  - Women-focused hunting opportunities exist & are on the rise



# Why Networking via Hunting can be Challenging for Women

Canadian & American waterfowl hunters are:

- White (99%)
- Male (98%)
- Middle-aged (49)
- NOT casual – 66% hunted 5 of the last 5 duck seasons
- Generally satisfied (shocking, I know)



2018 NAWMP Plan Update: National Survey of Waterfowl Hunters

# Why Networking via Hunting can be Challenging for Women

Canadian waterfowl hunters are.

- White (99%)
- Male (98%)
- Middle-aged (49)
- NOT casual – 66% hunted 5 of the last 5 duck seasons
- Generally satisfied (shocking, I know)

**SOUND FAMILIAR?**





## Waterfowl Hunting

&

## The Waterfowl Profession

---

- Similar demographics
  - Dominant cohort (older white males)
  - Lack of diversity (females & non-white)

# Waterfowl Hunting & The Waterfowl Profession



- Recruitment & Retention issues
  - Dominant cohort is aging out/ retiring
  - Cohort on the rise - females
  - Need for mentorship for both groups to recruit, as well as retain
  - Networking improves experience/ career growth

# Waterfowl Hunting & The Waterfowl Profession

- Similar demographics
- Recruitment & Retention issues
  - Need for mentorship
- Future growth depends on recruiting from groups unlike ourselves
  - Increased diversity = more perspective, increased creativity, stronger & more resilient
  - Be more welcoming - Heterogeneity is **GOOD**



U.S. DEPARTMENT OF AGRICULTURE

VOID AFTER JUNE 30 1935

## Heritage of Waterfowl Hunting

- Other activities besides hunting
  - Cooking game/recipes
  - Art
    - Decoys
    - Taxidermy
    - Duck Stamps
  - Dog training
  - Trapping & banding waterfowl
  - Just spending time in nature!



U.S. DEPARTMENT OF AGRICULTURE

VOID AFTER JUNE 30 1935

## Heritage of Waterfowl Hunting

- But also gets at many other outdoorsy activities
  - Water sports
  - Fishing
  - Bird observing
  - Hiking
  - Just spending time in nature!



# Actionable Ways to Increase Networks: Big Picture

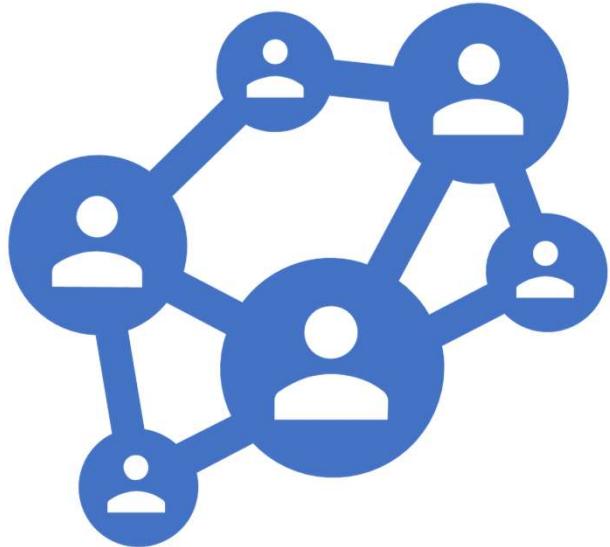


- Increase access to childcare at conferences and support for caregivers
- Self-check unconscious bias
  - Women less likely to exhibit self-confidence, but self-confidence also seen as masculine
- People in positions of power can reach out to women
- Training programs tailored to women's needs



## Actionable Ways to Increase Networks in Winnipeg

- Reach out through known contacts to let folks know you're trying to meet new people



## Actionable Ways to Increase Networks in Winnipeg

- Reach out through known contacts to let folks know you're trying to meet new people
- Don't be afraid to walk up to someone even when they're talking with someone else. Just say, "I'm sorry to interrupt, but would like to talk with you later."



## Actionable Ways to Increase Networks in Winnipeg

- Reach out through known contacts to let folks know you're trying to meet new people
- Don't be afraid to walk up to someone even when they're talking with someone else. Just say, "I'm sorry to interrupt, but would like to talk with you later."
- Talking with students & postdocs may be easier - and these people will likely be your peers moving forward!

# Actionable Ways to Increase Networks in Winnipeg

- Mentor/mentee meetup
  - Touch base with your mentor/mentee!
  - Specifically discuss networking goals
  - Practice some opening conversation starters
  - Mentors: introduce your mentee to one person they would benefit from meeting (even if you don't know them!)
  - Mentees: tell your mentor of one person you would like to meet



# Audience Survey

Do you relate to:  
• Birding



BPOP <sup>b</sup>	Ponds <sup>c</sup>												
	1.5	1.75	2	2.25	2.5	2.75	3	3.25	3.5	3.75	4	4.25	
≤4.5	C	C	C	C	C	C	C	C	C	C	C	C	
4.75	R	R	R	R	R	R	R	R	R	R	R	R	
5	R	R	R	R	R	R	R	R	R	R	R	R	
5.25	R	R	R	R	R	R	R	R	R	R	R	R	
5.5	R	R	R	R	R	R	R	R	R	R	R	R	
5.75	R	R	R	R	R	R	R	R	R	R	R	R	
6	R	R	R	R	R	R	R	R	R	R	R	R	
6.25	R	R	R	R	R	R	R	R	R	R	R	R	
6.5	R	R	R	R	R	R	R	R	R	R	R	R	
6.75	R	R	R	R	R	R	R	R	R	M	L	L	
7	R	R	R	R	R	R	R	R	L	L	L	L	
7.25	R	R	R	R	M	L	L	L	L	L	L	L	
7.5	R	R	R	R	M	L	L	L	L	L	L	L	
7.75	R	R	R	M	L	L	L	L	L	L	L	L	
8	R	M	L	L	L	L	L	L	L	L	L	L	
≥8.25	L	L	L	L	L	L	L	L	L	L	L	L	

## Audience Survey

Do you relate to:

- Birding

- Stats sort of things

C = closed season, R = restrictive, M = moderate, L = liberal.

Mallard breeding population size (in millions) observed in the WBPBS (strata 13–18, 20–50, 75–77) and Michigan, Minnesota, and Wisconsin.

Ponds (in millions) observed in Prairie Canada in May.



# Audience Survey

Do you relate to:

- Birding
- Stats sort of things
- Hunting & Shooting



## Prediction Errors

Using the same equation and sub-models described above, predictions were made for each year. We compared these predictions with observed data only on specification of population size, pond numbers, and hunting pressure. When comparisons were possible, we compared these predictions with observed data. We estimated the prediction-error variance by setting:

$$e_t = \ln(N_t^{obs}) - \ln(N_t^{pre})$$

$$e_t \sim N(0, \sigma^2)$$

$$\hat{\sigma}^2 = \sum_t [\ln(N_t^{obs}) - \ln(N_t^{pre})]^2 / (n - 1)$$

here  $N^{obs}$  and  $N^{pre}$  are observed and predicted population sizes (in millions) for each year. We were concerned about a variance estimator that was biased because of chance or because the number of years in which comparisons were possible was small. We calculated the upper 80% confidence limit for  $\sigma^2$  based on a Chi-squared distribution with  $n - 1$  degrees of freedom, the alternative survival and reproductive sub-models, and then averaged the results. The upper 80% confidence limit was 0.0280, equivalent to a coefficient of variation of about 16.85%.

Using the balance equation and sub-models described above, we found that the error variance for  $t+1$  depend only on specification of population size and hunting pressure. In the years in which comparisons were possible, we compared observed and predicted populations.

We estimated the upper 80% confidence limit for error variance by setting the error variance to zero.

## Audience Survey

Do you relate to:

- Birding
- Stats sort of things
- Hunting & Shooting
- Taxidermy, decoy carving, duck stamp collecting

$$e_t = \ln(N_t^{obs}) - \ln(N_t^{pre})$$

$$e_t \sim N(0, \sigma^2)$$

$$\hat{\sigma}^2 = \sum_t [\ln(N_t^{obs}) - \ln(N_t^{pre})]^2$$

where  $N_t^{obs}$  and  $N_t^{pre}$  are observed and predicted populations for year  $t$ , and  $\sigma^2$  is the error variance. We calculated the error variance for each number of years being compared. We were concerned about whether the error variance was zero by chance or because the number of years in which comparisons were possible was small. We calculated the upper 80% confidence limit for  $\sigma^2$  based on the error variance for each comparison.





## of Prediction Errors

balance equation and sub-models described above, predictions were made only on specification of population size, pond numbers, and harvest rates. To compare these predictions with observed data, we compared these predictions to the observed data and calculated the prediction-error variance by setting:

$$e_t = \ln(N_t^{obs}) - \ln(N_t^{pre})$$

$$e_t \sim N(0, \sigma^2)$$

$$\hat{\sigma}^2 = \sum_t [\ln(N_t^{obs}) - \ln(N_t^{pre})]^2 / (n-1)$$

and  $N^{pre}$  and  $N^{obs}$  are observed and predicted population sizes for the years being compared. We were concerned about a variance in the predictions because the number of years in which comparisons were made was small. We calculated the upper 80% confidence limit for  $\sigma^2$  based on a Chi-square distribution with  $n-1$  degrees of freedom, native survival and reproductive sub-models, and then converted this to an equivalent to a coefficient of variation of about 16.85%.



## Audience Survey

Do you relate to:

- Birding
- Stats sort of things
- Hunting & Shooting
- Taxidermy, decoy carving, duck stamp collecting
- Wants to hunt but hasn't had a chance



## Audience Q&A

Go-to conversation starters outside of hunting?

What do people want to talk about to start networking (work related or not?)

Greguletz, E., M.-R. Diehl, and K. Kreutzer. 2019. Why women build less effective networks than men: the role of structural exclusion and personal hesitation. *Human Relations* 72:1234-1261.

KILLER  
INVESIGATION  
STARTERS