

## The Conch- CameronMooreFINAL.mp3

**Julie Kuchepatov** [00:00:05] Hello. My name is Julie Kuchepatov and I'm the host of this podcast, The Conch. We are moving along on our journey with this podcast, talking about seafood and the ocean. And most importantly, we're showcasing some of the incredible people working in the seafood sector, sharing their journeys, examining the challenges they face, and the triumphs they've achieved. Today, we are really excited to have one of SAGE's very own joining us, Cameron Moore. Cameron is the program assistant at Seafood and Gender Equality and provides critical support to all of our programming. Welcome and thank you, Cameron, for joining me today on The Conch. Let's go!

**Cameron Moore** [00:00:41] Yay! I'm so excited to be here. Thanks, Julie!

**Julie Kuchepatov** [00:00:43] Yeah. I'm excited to have you on as well because usually you're behind the scenes helping support all of these podcasts and so it's really exciting to get you on the other side of the mic.

**Cameron Moore** [00:00:54] Totally. I agree.

**Julie Kuchepatov** [00:00:56] So tell us about your work at SAGE and what you do here.

**Cameron Moore** [00:01:00] I do a lot of stuff at SAGE. One of the really cool things is I get to work behind the scenes on the podcast, like Julie said. I transcribe them and I upload them to our website. So that's a really fun thing that I get to do and listening to all of the amazing voices that are featured on it. The other thing that I do a lot of is working on The Bloom. And so that's our networking community for women and genderqueer people. And with that, we bring guest speakers or straight up network and break out into groups and people get to know their colleagues and other people working in the seafood sector and establish those connections so we can keep growing and uplifting each other in a really male dominated world and seafood sector. One of the more recent things that I started to do is work on the GED with my coworker Becca. And so I also do a lot of behind-the-scenes and tech stuff there. Helping her develop a little bit of the curriculum and hosting the Zoom meetings for them.

**Julie Kuchepatov** [00:02:12] So it sounds like you have your hands in a lot of different projects here. And so I will specify that the GED stands for the Gender Equality Dialogues, and that is a program that we launched, oh, I want to say like a couple of months ago, and that's really to get the high level executive industry leaders in the room, in the same room, to kind of align on the issues. And that's being led by Becca, as you said, who's our colleague, and she was actually featured on the podcast in this season in episode two. So people can go and listen to that and find out more about the GED and Becca, who's leading that. Oh, and we're going to talk more about The Bloom as well, because you definitely play a big role in that. So let me ask you a little bit before you came to SAGE, clearly, you know, you're looking for a job. So what was it about the position at SAGE that enticed you to apply? Like what was it? Was there any defining thing or was it kind of a general vibe?

**Cameron Moore** [00:03:11] I think a little bit of both. I had actually just recently graduated college and was working as a seasonal park ranger for the Big South Park National River and Recreation Area, and I was looking for a job. One of the requirements was I wanted to be in the field I majored in. So that was environmental studies and have sort of components in all of the minors that I had, art, biology, and coastal management. And I

was looking and I was looking at the different job boards and on Green Jobs Board, which is a really cool Instagram job board, if you guys don't know that, I would highly recommend looking into it. Julie posted the program assistant role there and I was like, OMG, this is perfect. It's remote. It fits all of the qualifications that I want. It's an environmental position. It has a lot of gender. I get to do some artistic components, which is really fun and coastal management, working in the industry. So it really aligned with a lot of the things I was looking for. And when I met with you, I was really intrigued by the work that you're doing and I was like, this is something I really want to be a part of. So both. It was a general vibe and it fit a lot of the qualifications I was looking for.

**Julie Kuchepatov** [00:04:36] I think that's really a great explanation because you wouldn't think that you could find all of that in one job. And that's kind of what I love about SAGE is that I really love the creative piece of it. I love developing logos and like thinking about interesting campaigns and social media and stuff. So I think that's really cool that you were able to find that kind of piece.

**Cameron Moore** [00:04:59] Mm hmm.

**Julie Kuchepatov** [00:04:59] Also, with the coastal gender resilience piece that we also have.

**Cameron Moore** [00:05:06] Exactly.

**Julie Kuchepatov** [00:05:07] So one thing about you is that you're a vegan, and I have a question for you. This goes back to, I had a business coach a while ago, and he was also a vegan. And I was interviewing several business coaches just to see how the vibe was and if I wanted to hire them and work with them. And this guy that I ultimately landed on is also a vegan. And it was really interesting because I was like, I'd really love to work with you and would you like to work with me? And he was like, well, I'm a vegan and you're, you know, in the business of promoting seafood and seafood consumption, so let me think about it. And I was like, oh, that's so interesting. Okay, yeah, think about it. And then let's, you know, talk about it and kind of keep going. So as a vegan, what are your thoughts about this position and your beliefs and how you kind of move forward when keeping in mind that we're actually, you know, we're promoting eating seafood, right?

**Cameron Moore** [00:06:03] Mm hmm.

**Julie Kuchepatov** [00:06:04] Give us your thoughts on that, because I'm super interested.

**Cameron Moore** [00:06:07] Yeah, I have a lot of thoughts about my veganism, and the first thing I would really like to say is I try to stay very far away from veganism as being perfect, and I don't strive to be a perfect vegan at all. I think that there are a lot of issues with veganism and white veganism. And if you want to learn more about white veganism, you totally should. There's a lot of really interesting videos on TikTok. You should just search white veganism. But we won't get too far into that today. I work really hard to understand my role in the climate solution, and being vegan is one of them for me. I try to minimize my carbon footprint as much as I can, and my diet is one of the main ways that I can do that, and I just do the best that I can. When I'm traveling with you and Crystal, if you guys order fish, I might try some. I'm always down for an experience. I also want to acknowledge that my veganism is very privileged and not everyone can or should, you know, practice a vegan diet. I can and do because it's the right decision for me and I can afford the diet. I have access to grocery stores that I can buy vegan food at. But this is not

a practical reality for, you know, the majority of the world. Julie, what is the statistic of how many people rely on fish in their diet?

**Julie Kuchepatov** [00:07:56] 3 billion people rely on fish. Yeah.

**Cameron Moore** [00:07:59] Exactly. Fish is such a crucial component of 3 billion people's diet that saying that everybody should be vegan is super, super problematic. I think if you're going to be eating meat, fish is the best way to do that. It's pretty low on the carbon emissions output. And again, this varies by species, for sure, but it's a lot lower than if you're going to eat beef. And, you know, there's a lot of intricacies in that as Crystal, our audio engineer, has brought up to me on several occasions. But in general, fish is a really good food to eat for your carbon emissions. And incorporating more fish into your diet is great. It is going to allow for more jobs like aquaculture. So for me, being vegan in this industry, I have absolutely no issues with it. I actually think that this is the perfect place for me to be in terms of looking at sustainability.

**Julie Kuchepatov** [00:09:03] That's a great answer and a lot of great insight. And I think you said everything just really succinctly and you nailed it on the head. And I think the thing about veganism, like you said, it is a privilege. And I think the meat industry and the chicken industry, I think that's who we should be focusing on as opposed to like, you know, we really want to promote eating seafood because it does provide so many benefits and if you have the privilege to not eat meat and substitute it with other real important proteins that will support your body, that's great. But again, like you said, so many people depend on it not only for their diet but for their livelihoods. So I think that's great. And I'm glad that you were able to find a place here with us at SAGE.

**Cameron Moore** [00:09:46] Me too.

**Julie Kuchepatov** [00:09:47] So prior to joining SAGE, you mentioned that you were a park ranger and you're going to have to help me at the.

**Cameron Moore** [00:09:52] Big South Park National River and Recreation Area.

**Julie Kuchepatov** [00:09:56] And that's in Tennessee.

**Cameron Moore** [00:09:57] Yes. And on the border of Kentucky.

**Julie Kuchepatov** [00:10:01] Awesome. So tell us about that work.

**Cameron Moore** [00:10:04] Yeah. So I was an interpretive ranger at the Big South Park National River and Recreation Area, and people call it the Quiet Smokies. So if you're ever overwhelmed by the sheer amount of people in the Smokies, you should definitely check it out. They have really cool rafting, hikes, history and I worked out a lot in the history area. My daily task was to open Blue Heron. Blue Heron is the old mining community and it was an outdoor museum with exhibits scattered all around the area. So I would walk around and open them up and at night I would shut them down. I would talk with visitors about the history and about the cool, different natural features that they can look at. One of my favorite hikes in the area was to Split Bow Arch, kind of like Arches, and they actually have so many naturally formed rock arches or rock bridges, they call it sometimes. Every day I would engage with visitors and it was just a really cool experience. And I also got to work a little bit on the administrative side, commenting on the uniform policy. So I am a queer, non-binary, trans and my partner Aryelle was working at the Big South Fork at the same

time I was and they use they/them pronouns and have a lot of issues with the uniform policy being so binary. And so what we did was we wrote up a document explaining the harmful impacts that this uniform policy has on trans people. Where we were working, Ary couldn't wear a pronoun pin. I couldn't wear a pronoun pin. And so they were constantly being misgendered at work every day, which creates a really unsafe space for trans individuals. And so something as simple as changing the uniform policy and getting to comment on that has a really great deal of importance, especially for someplace as important as the National Park Service, that they want to keep attracting young, smart, talented individuals to their workplace, they have to figure out a way to do that in a way that's safe for trans people.

**Julie Kuchepatov** [00:12:34] Yeah. Okay, so let's break down a little bit of what you said. So, first of all, the Smokies are the Smoky Mountains.

**Cameron Moore** [00:12:41] Yes.

**Julie Kuchepatov** [00:12:42] So this is in Tennessee, in the Smoky Mountains. And so this area that you were working in was called the Quiet Smokies, because it's still in the Smokies, but it's kind of less popular area than the regular Smokies, right?

**Cameron Moore** [00:12:55] Exactly.

**Julie Kuchepatov** [00:12:56] Then you had the opportunity to comment on the uniform policy of a national park. So was that specifically for this park or was this like across the board kind of all of national parks nationwide that they were soliciting comments on?

**Cameron Moore** [00:13:12] Yeah.

**Julie Kuchepatov** [00:13:13] Tell us about that.

**Cameron Moore** [00:13:15] So they sent out a survey to all the National Park Service employees. And from that, I had already typed up a pretty strongly worded letter to the head of Interp explaining why this uniform policy is harmful. And so with that information, I inputted it into the survey, and I haven't tracked it, but from the feedback and information that they had given us, it seems like they were taking a lot of this information into account.

**Julie Kuchepatov** [00:13:54] That was going to be my next question. Do you think anything happened? Because I can't imagine that you were the only people that commented on this, like in this way about this specific thing.

**Cameron Moore** [00:14:05] Yeah, no, we definitely weren't the only people who brought it up to attention. This is actually the first time they're doing a uniform review I think in 20 years. I could be wrong, but I'm pretty sure the last time that they updated it was 2000. Which is basically the year I was born. So I really hope that they continue to work on it because it is a difficult thing for trans people to have to keep advocating for themselves and their safety without their employer taking it into account.

**Julie Kuchepatov** [00:14:44] Yeah, I mean, 100%. And then I think also this is really important because, well, because of what you said about retention of employees and wanting to be, you know, bringing the Park Service into the 21st century, clearly, but also about making people feel safe that are visiting these parks, because these parks are meant for everybody. And if you see someone that has a pronoun pin on, you know,

something as simple as that, you're going to feel a little bit more maybe confident. Like, safe?

**Cameron Moore** [00:15:16] Totally. I think that this is a really crucial aspect to it, what you're pointing out. And if we want a National Park Service that is inclusive to all people, not just white cisgender men, we need to be reflecting that in the people that we're employing, that we want to see trans people, we want to see Black people, we want to see Latine people so that people know that these spaces are created for them and they can occupy it in any way that they see fit, not just in the typical John Muir, hiking is the only way to enjoy this space.

**Julie Kuchepatov** [00:15:58] Yeah, I think that's really important. And there's another aspect I'm sure that a lot of people have talked about in other places. You know, these uniforms are almost like police like, right? And so that also, you know, the militarization look of a national park ranger is also something that's very, very unsettling to many people, right?

**Cameron Moore** [00:16:20] Yeah, I could be wrong, but wasn't the Park Service rangers like military at some point?

**Julie Kuchepatov** [00:16:27] Yeah, I don't know. We can try to find a link to all of this. I'm sure there are several really great articles or academic papers that we can link to. So I just want to say, you know, that's really amazing that you were able to go in and make these comments and not a lot of people would do that. So thank you for making our national parks, which we all pay for these, right? So we should absolutely feel incredibly safe and welcome going to these parks. So you did a great service. I'm hoping that your input was taken into consideration and it'll be interesting to see like how that plays out.

**Cameron Moore** [00:17:02] Yeah, I agree.

**Julie Kuchepatov** [00:17:04] So over the past couple of months, you know, we've been traveling the country. So you and I and Crystal, our sound engineer. And so we went to Texas and Maine specifically, and we were recording a special podcast series to highlight women and genderqueer people in key seafood producing areas and the effects of the climate crisis. So we're really kind of expanding the scope of this podcast and we're going to create these future series. So stay tuned for those, by the way, because we're not ready to announce it yet, but we will announce those and really taking a deep dive into key seafood producing regions and how people are doing amazing, incredible things all under the threat of the global climate crisis. So can you give us an idea about what the connection is between gender equality and the climate crisis?

**Cameron Moore** [00:17:50] Totally. And I am not an expert on this, but I'm going to try to take a stab at the best I can. The information that I was gathering for this is coming from the UN and also the World Economic Forum. So yeah, climate change is not gender neutral. It definitely impacts women and girls the greatest. Women are more likely to be displaced by climate change, have health related problems related to pollution related to climate change. When climate related disasters happen, they're more likely to lose their income. Interesting thing is that climate change is also a threat multiplier, which means in times of social, political and economic issues and conflict, climate change increases more conflict and women and girls are facing increased vulnerability. And these come into play with things like gender based violence, sexual violence, human trafficking and other forms of violence that women and girls experience on a daily basis. It's exacerbated by climate

change because it's a threat multiplier. One interesting thing I would love to mention is that as climate change drives changes in our environment, women are really key food producers. And so in times of drought or like we've seen the flooding, excessive heat, women have to work harder to be able to secure their income and different resources that they need for their families. And with this added pressure on women causes added pressure on girls who have to leave school to be able to help their mothers manage this increased burden that they have. And this only continues to drive inequality. And so with their burdens from climate change, they have to drop out of school. They have to take on more of a caregiving role while their brothers and uncles and cousins only keep getting to learn. And so this just creates the continual cycle.

**Julie Kuchepatov** [00:20:25] Yeah, it perpetuates that cycle of inequality 100%. And I think that was a really great recap of that. And I think a really important thing to note is that, you know, all over the world there can happen where women don't have this freedom of movement even between their own homes or their villages or the next town over. And so they set up these social networks that really support them in being able to live their life and like feed their families and just live, right? And when disaster strikes, climate related disasters, specifically, those social networks can just fall away. And so how do you support someone who can't even move away from the issue like a flood because, you know, they're not able to leave their village, right? So this is a huge issue. And so I think I'm really excited for us to explore, granted, just in the US context, specifically at the beginning, how climate is affecting these really key seafood producing regions which have some of the same challenges, but maybe not to the same extreme that we just talked about.

**Cameron Moore** [00:21:35] Yeah, exactly. And I think another important thing that I forgot to mention is how crucial intersectionality is to climate change is that not all women and girls are affected equally. Yeah. While they do experience these disproportionately, we have to look at the issue through an intersectional lens. Climate change risk greatly affects Black and Indigenous women and girls, the LGBTQ community and people, and anyone with an intersecting oppressed identity.

**Julie Kuchepatov** [00:22:09] Absolutely. Absolutely. I mentioned that we, you know, hit the road. We were in Texas and Maine, and we had a lot of time in the car. And from our conversations on the road and after, you know, I learned that you had several kind of "what the heck" moments about the workplace and the seafood sector. And I was hoping you could share some of those with us today.

**Cameron Moore** [00:22:29] Yeah. One that I keep coming back to and I would love to share it here today is actually, it's so simple and seems so harmless however, actually, I think has really, really huge implications. And so that's the one I have been thinking about sharing for this podcast, because I think a lot of us think of racism and sexism as these really big issues, but they manifest themselves in really small ways. And, you know, I want to emphasize that in this moment, I'm not blaming anyone. So if you were the person who said this, I think this is not me calling you out. It's me calling you in, which is a new term we just are learning through Whiteness at Work, which is a program that Julie, Becca and I are doing. And I also grapple with racist thoughts and actions every day. So this is something that we have to work through as a community and keep having this discussion. One that I am working on is something as simple as my own internalized fatphobia, which is rooted in racism. If you want to learn more, you can look again on TikTok or in the book *Fearing the Black Body*. And so the example I want to share today is we were interviewing a seaweed farmer and she was talking about social license and talking about how the hiring process for her farmers go. And so what she was saying is that there's a whole list of

things that you need to be able to do to get a job with her. One of these things is social license. And we were in Maine talking about this and she was referring to. To hire me, you have to have social license within the community. And with that, I mean, you know, you're probably a really good farmer. You have to have backing from the people in the community, which I really understand, because community goes deep in Maine. It is a crucial aspect of all of our lives. But it's really interesting to think about and dive a little bit deeper and think about who is farming in Maine, who is farming kelp in Maine, who's harvesting lobster and those people are white. Let me just say, a lot of those people are white. However, there are a lot of black people trying to get into aquaculture and this sort of social license and the issue of social license came into play really hard later that evening when I was at a Minorities and Aquaculture event. They happened to be in the state the same time we were, which is really incredible. So it was really great to meet them. And some of the people I talked to you were talking about how difficult it is to get into oyster farming and to kelp farming, and I can't imagine that these people are a bad farmer. I know that they have had to work probably five times harder than any white man on the water, right? However, they don't have the social license because they are not in these tight knit, white Maine lobstering communities in the same way that this woman was talking about the people that she gets to meet with and hires. And so I think just thinking about, you know, the way that we look at our hiring practices and really delving into the small things is going to help create that change. And like, this is definitely a "what the heck" moment for me because I'm learning a lot about this industry after coming from a fairly liberal college that definitely had issues, but just seeing how much work that we really have to do in dismantling oppression within the industry.

**Julie Kuchepatov** [00:26:57] That was such a great example. Like, I can't even tell you how great of an example that is. And I really appreciate you taking this opportunity to call in people that we met with and opening this up for further discussion and further introspection and further conversation around this and what is social license and who issues social license and why are you issuing social license and what does that mean, actually, right? And why do we put so much stock into it and faith into it? And why is that a requirement for you to hire someone to be working with you? And so these are all things that we're going to dive deeper into, I am sure, in this podcast series that we're going to be releasing later. So I am really, really excited that you are bringing this up and flagging this for us as a topic that we're going to dive deeper in in the future because it's really, really important.

**Cameron Moore** [00:27:57] Yeah, I agree. And also side note, I just applied for a fellowship and hopefully you, me and Crystal will be able to dive deeper into more of my "what the heck" moments looking at the workplace, gender, my gender, gender construction, and a lot of really crucial things. So, I'm excited.

**Julie Kuchepatov** [00:28:21] Yeah, I mean, fingers crossed on that. So we'll obviously keep everybody posted on all of these great things that we're trying to do and these explorations that we're taking and really looking for support to be able to do that. You know, I think I've said this to you already. I think what you're talking about is that important that I think we're going to do it anyway and we'll find the resources to back this up. So you heard it here. I'm saying- I'm saying we are going to do it. So we've got time on that to figure that out. Nothing comes fast here, that's for sure. So your work at SAGE revolves a lot around The Bloom, which we mentioned is the networking community for women and genderqueer people in the seafood sector. And so I'd love you to take this opportunity to tell our listeners, like, why should they join The Bloom? And if they're eligible to join, what can they expect?

**Cameron Moore** [00:29:10] Yes, okay, Love this question, because I'm really excited about The Bloom and what we have in store. So we touched a little bit on what The Bloom is. But for a recap, The Bloom is the networking group for women and genderqueer people. And just to clarify, I want to make sure that I say we welcome all women. This means trans women included, as well as all genderqueer people. So this means people who were assigned male at birth. They are very welcome to join. People should join The Bloom if they're looking to build connections within the sector, period. We have a lot of really incredible, talented, smart people leading the way in this sector in The Bloom. Most of them are women, and it's been really fun to learn from them and learn with them. Each Bloom we have a different topic. So I think, like I said earlier, we have had topics on imposter syndrome. We've also had our straight up networking events and in the future we have someone amazing named Angelique coming to talk to us about storytelling and social media for personal and professional growth. And we're also looking to dive into some of the work that our Bloom members have done, maybe creating a panel for people to have a Q&A session with them, and a lot of really exciting things coming up for that. So you should definitely stay tuned and follow us on Instagram so you can see what the events are going to be and also in the future, I am hoping to create dedicated subgroups. Me specifically, I want to create a dedicated group for queer people so they have a sense of belonging and community for them in The Bloom. And I hope soon, I am white, but I hope someone maybe comes forward to create a POC specific networking group so we can get a better community for those people.

**Julie Kuchepatov** [00:31:21] Yeah, that's great. And I think you can find the membership link on our website, but I will definitely put this up in the show notes. To join The Bloom. And yeah, thank you for specifying who's welcome because it's just a great opportunity to learn from invited experts but also learn from each other. And we try to ask the group members what would be valuable and helpful for them and try to create programming around that. So I love the fact, you know, we're almost at 100 members, I think, right?

**Cameron Moore** [00:31:53] Yep, almost.

**Julie Kuchepatov** [00:31:55] Yeah. So that's pretty great. So what do you find to be the most exciting part of our work?

**Cameron Moore** [00:32:02] Julie, we do so many exciting things. I think the most exciting thing about my job is the possibility that we have we have so much room for growth and you're constantly asking us, what are we going to do? What do we want to do next? What ideas do you have? And so me and my coworker Becca, we're actually creating some plans for our future to go over in September. And I just love the ability to really think outside the box. And if we have an idea, Julie's probably able to find funding for it. So that's very exciting.

**Julie Kuchepatov** [00:32:42] I wouldn't say that I wouldn't. I mean, I will definitely try if it's an idea that I think is fundable. But I agree with you. The fun part is, first of all, I'm excited to have a team. So you're the first team member that I was able to bring on. So that holds special meaning in my heart and being able to have someone to literally throw these crazy ideas towards. And then you guys tell me, you know, this is a bad idea or this is a great idea, Let's see what we can do. So that's one of the most exciting parts of the work for me, because again, a team is really important to me. Having people to be a soundboard and to also be a soundboard for others is really important. We've been touching on gender equality throughout this conversation and of course, you know, Seafood and Gender



Equality is about promoting gender equality in the seafood industry. That's the name of the game, right? And I agree. You've been in this industry for a limited time, but you still are having these moments that are driving reflection for you. So I'm curious if you could share one or two aspects of the seafood industry that you've observed in your short time here and its culture that may contribute to inequality in the sector? And what are some of the things that the industry can do to lessen these inequalities?

**Cameron Moore** [00:33:59] Great question, and it is one that I grapple with every day. Also one that I grappled with for a long time while preparing for this podcast. And I think the two things very, very broad that it comes down to is the patriarchy and white supremacy. The system that we operate in is and was built for cis het white men, and it was really hard for me to come up with specific examples because I work mostly with women, and so I don't experience these on a daily basis. But one that I kept coming back to is thinking about where decisions are happening, like you mentioned. Are they on a golf course? Are they over drinks with your buddies? Where are they happening and who are they excluding with those two things in mind? If you're drinking, that's excluding working mothers. If you're on a golf course, you're probably hanging out with your buddies. And that's just continuing the cycle. I think one thing that we really need to do is examine the policies and practices that are happening within the sector. And I think what we're doing with that through the GED is going to be really impactful because there is a really broad scale between ending capitalism, white supremacy and the patriarchy and where we are now. There are a lot of things that we can do in the interim before we do those things, like figuring out a more inclusive work environment, time policies for our disabled colleagues, creating spaces for breastfeeding mothers. And I think a lot of these things, we just need to start having the conversation about how we're going to implement them and bringing it to the attention of decision making people. And I think we really need to examine ourselves and look into how each one of us is furthering these systems of inequality and through this will create a better sense of belonging and community for people who have been historically and presently excluded. And I just want to say one thing about trans and non-binary people. I want the sector to understand that my generation, Gen Z, has a growing number of trans people and everybody needs to get on board. We can't keep sweeping trans people under the rug, and instead of erasing these people and their identities, we need to welcome them with open arms and create policies and practices that make them feel like they belong in their workplace.

**Julie Kuchepatov** [00:37:02] Absolutely. 100%. That's very well said. Thank you. Amazing. Yeah, and it's true. I mean, I had a conversation about this, I think, a long time ago on The Conch, and it was about, think about if we put all of the effort towards solving the issues that we have around sustainability or environmental protection or social responsibility, instead of dwelling on is this person transgender or not? Those are not real issues. We need to think about how to solve these problems and everybody needs to be here and everybody needs to have a voice and everybody needs to contribute to solving these issues because we won't do it unless that happens, right?

**Cameron Moore** [00:37:44] Yeah. And one interesting thing about that is we as white people need to get out of the way and really look at the privilege that we have and look at the way that we are benefiting from these systems and really work hard to change it.

**Julie Kuchepatov** [00:38:03] Amazing. Well said. You know, we've mentioned several times you're a young professional coming into the seafood industry, into the workplace. And this podcast is really to inspire people working in or thinking about starting a career in

the seafood sector, which you had no idea you were going to come into the seafood sector, right? Like you had no clue.

**Cameron Moore** [00:38:21] Right. Yeah.

**Julie Kuchepatov** [00:38:23] For someone who might accidentally find themselves here or is thinking about starting a career here in the sector. And again, you really represent the person that I envision is the listener of The Conch. So what advice would you give to people already in the business or thinking about starting a career in this exciting sector or finding themselves here like you did? What advice would you give?

**Cameron Moore** [00:38:46] My advice is educate yourself, especially for white people. If you're working to create change in an industry, you need to figure out who is the most oppressed and work to uplift and amplify them. And that begins with learning and unlearning, as well as if you're coming into the industry brand new. After that, don't be afraid to ask questions. I think that's been a journey of making sure I'm truly understanding what I'm getting myself into. And then also for all the young people out there, I really want to stress, we are so smart. We have so much information at the tip of our fingers through social media. There are really great educators out there and your voice matters. You got hired for a reason. You deserve to be where you are and use your voice and the power that you have to keep creating consistent change in whatever sector that you're in. This is something that I work on every day. It's really hard as someone who has been socialized as a woman to voice their opinion, but we can do it. And it's the only way to create change is to keep going and talking about these issues as a community.

**Julie Kuchepatov** [00:40:20] That's great. I mean, honestly, I think you hit it right on the head. You're like white people, get out of the way. And I would also say that about older people, to be honest, even myself, right? Again, we're all socialized in this system. That's a system for a reason and take time to reflect on how you are contributing to the system, perpetuating itself, or are you contributing to dismantling the system or not? And why? And so what do you do? And a lot of it is getting out of the way. And I realize as a leader of an organization, this is a really hard conversation to have with yourself and with your board and with others, but it's one that you should have, right? I will agree that it's very difficult for me as the founder, again, of this organization to say, okay, I need to get out of the way and let other people lead. And that's something that I should be doing on a daily, minute, you know, hourly basis. So again, I'm not perfect either. So it's just, you know, trying to be the best you can be because, you know, ultimately our generation is getting older and your generation is going to lead the way into a bright, beautiful future. I hope.

**Cameron Moore** [00:41:27] I think we will or at least start paving the way for the next generation to do so. I hope anyways.

**Julie Kuchepatov** [00:41:36] SAGE is about uplifting and amplifying diverse voices in the seafood industry, as you know, in the seafood sector. This podcast is one of the main ways we're doing this. I'd love to give you an opportunity to uplift someone. And so who would you like to uplift and why?

**Cameron Moore** [00:41:50] I have two people I would love to uplift. The first is my friend Alex Gordon. She is a community organizer working for Break Free From Plastics. She's originally from Houston, Texas, and works on a community level with frontline community members to break free from plastic. She just started there recently and she's a plastics warrior. Incredibly smart, talented, total badass.

**Julie Kuchepatov** [00:42:19] Awesome.

**Cameron Moore** [00:42:20] And the second person I would like to uplift is my friend Ryesha Pinder. She is a recent graduate in marine science. She's incredibly smart, talented woman. Who, if you know of anyone who is hiring, please let me know. She's looking for a job who will sponsor her work visa. And she's willing to work in any sort of environmental sustainability field, seafood. Her background is in marine science and is incredibly talented and smart.

**Julie Kuchepatov** [00:42:55] Awesome. Well, thank you. And so we'll definitely try to add as many links to the show notes as possible so people can understand how incredible these people are and why they got your shout out. So that's amazing. Final question for you. You know, we talked about veganism and you haven't been a vegan your whole life, so I assume you've eaten seafood in the past.

**Cameron Moore** [00:43:16] I have eaten seafood in the past.

**Julie Kuchepatov** [00:43:19] Okay, good. And I knew that but I wanted to confirm. And so I'd love it if you could share a favorite seafood memory that you have. And it could be good or bad. And, you know, just anything that comes to mind.

**Cameron Moore** [00:43:31] So, you know, lobster is what brings people around.

**Julie Kuchepatov** [00:43:36] Yes.

**Cameron Moore** [00:43:37] It's always a celebratory food. When I was a child. We would visit my dad's family in New England and we would go and pick out our lobster. We would get some corn. It was summertime and we would put the corn in the ocean and then we would grill that corn and it would be so salty, so delicious, and just paired really well with our lobster. And it's all about community and bringing people together at the end of the day.

**Julie Kuchepatov** [00:44:07] I love that description of putting corn in the ocean. I had never heard of that before. It's probably really popular way to do things there. Well, that's a great memory. Thanks for sharing. We are at time. You did great. I am so excited that you were able to join me on The Conch. And now you got your turn on the other side of the mic instead of, like, behind the scenes. You still will be working behind the scenes transcribing this episode and helping me get it up online. But I want to thank you, Cameron, so much for being such a strong rock in SAGE and a real support system that I need and we need. And I just want to thank you for joining me in conversation today.

**Cameron Moore** [00:44:51] Thanks so much, Julie. It was really great to be here.

**Julie Kuchepatov** [00:44:55] Thank you for tuning into The Conch podcast. It would be amazing if you could take just 2 seconds to leave a review and share this podcast with your ocean loving friends. Thank you.

**Crystal Sanders-Alvarado** [00:45:08] The Conch podcast is a program of Seafood and Gender Equality, or SAGE. Audio production, engineering, editing, mixing, and sound design by Crystal Sanders-Alvarado for Seaworthy. The theme song "Dilation" is written

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