

**Diversity and Inclusion Subcommittee Recommendations to
Monterey Bay National Marine Sanctuary
Advisory Council
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Subcommittee members: PJ Webb, Rachel Kippen, Jose Montes, Mike Bekker, Keith Roostaert, Jenny McAdams

The focus of this subcommittee is on what we can accomplish, short term, to increase the diversity of applicants interested in the upcoming recruitment.

The subcommittee recommends the advisory council forward the following recommendations regarding council recruitment to the sanctuary for consideration.

Recommendations

1. SAC Application and website:
 - a. The AC support the following recent changes to the SAC Application Form and website:
 - i. Changes to the AC application form have been recently implemented through Office of National Marine Sanctuaries (ONMS) headquarters and will be reflected in the new application form to be released later in 2021. Two additional questions were added that stemmed from an effort across the sanctuary system to engage in topics related to diversity and inclusion on sanctuary advisory councils: 1) "Describe how you will engage diverse and underrepresented communities to ensure their voices are represented on the advisory council? Please be sure to include any past experience you have connecting with these communities." and 2) "How did you hear about this opportunity" (this one is aimed at helping staff track outreach efforts and assess the success of reaching different communities).
 - ii. The AC web page be updated with a diversity statement prepared through the ONMS short term, but assess this statement long term to tailor to MBNMS.
2. Outreach:
 - a. Modify MBNMS Web pages to outline the benefits of council membership and participation on the Executive Committee on the recruitment webpage (references, resume experience, etc.)
 - b. Use AC members help identify opportunities (groups and/or locations) for greater outreach, and track these outreach points for future use and have members take a more proactive approach in outreach for recruitment.
 - c. Recommend sanctuary staff seek community events (like festivals or mariners markets) to table at and share AC recruitment announcements. This can help break down barriers to application and offer a more authentic, inclusive connection for potential applicants.

- d. Encourage different communities that are not as well represented on the council to attend meetings as members of the public, so that they become more familiar with AC and more likely to apply in the future.
- e. Host a “Get to know you session” for interested applicants, or a field experience surrounding a topic of interest.
- f. Consider inviting a HS Government Class to participate in a meeting as a way of engaging future college seat applicants (in person or virtually). Engage Districts to host meetings at local high schools for this purpose.
- g. Create a list of potential partners to help disseminate the word about recruitment.
- h. Review the current MBNMS media list to ensure the best coverage and assess if paid ads would be more beneficial (then make a line item for this expense).
- i. Ensure recruitment efforts extend to social media.

3. Accessibility

- a. The sanctuary should look into the feasibility of a “travel fund” that would allow members who may not otherwise have easy access to meetings to attend. Note: the council charter indicates council members may receive travel expenses.
- b. Explore opportunities to use hybrid in-person/virtual format options for meetings to ensure more inclusivity for all groups, even if they can not travel for meetings.

4. Mentorship

- a. Allow interested AC members to make themselves available to potential applicants for insights and Q&A. This will aid in creating a more welcoming and inclusive environment for potential applicants.
- b. Create an AC mentorship program, to help new members once they start
- c. Consider a former member “Alumni” group for former members to serve as advisory council Alumni Boosters.

5. Programmatic recommendations

- a. Explore stipends for qualified new members
- b. Expand travel reimbursements to alternates too
- c. Explore child care options (reimbursement, provided at meetings)
- d. Resume member updates to be more inclusive and provide more interest/information and incentive to expand the reach of individuals and their interests.
- e. Create a working group for Diversity, Equity, Inclusivity, Justice, Belonging (DEIJB) to build upon these initial efforts.