

ACTION of the  
Greater Farallones National Marine Sanctuary (GNFMS) Advisory Council (SAC)

**To forward recommendations for council recruitment to the sanctuary superintendent with  
a focus on diversity and inclusion**

On May 20, 2021, the Diversity and Inclusion Subcommittee brought recommendations to the full council for consideration. The council reviewed and voted unanimously to forward the attached recommendations to the sanctuary for consideration.

Attachment: Diversity and Inclusion Subcommittee Recommendations

cc:

Maria Brown, Superintendent, Greater Farallones National Marine Sanctuary

*This resolution was passed with majority vote by a quorum of voting members at a public meeting on May 20, 2021 held via Google Meet. SAC discussion regarding this resolution can be found in Meeting Highlights documentation at [https://farallones.noaa.gov/manage/sac\\_meetings.html](https://farallones.noaa.gov/manage/sac_meetings.html).*

***The council is an advisory body to the sanctuary superintendent. The opinions and findings of this letter/publication do not necessarily reflect the position of the sanctuary and the National Oceanic and Atmospheric Administration.***

**Diversity and Inclusion Subcommittee Recommendations to the  
Greater Farallones National Marine Sanctuary (GFNMS)  
Advisory Council (SAC)  
May 2021**

Subcommittee members: Abby Mohan (chair), Bibit Traut, Francesca Koe, Dominique Richard, Kathi George, Jake Joseph, Ezra Bergson-Michelson, Owen Youngquist

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

**Recommendations**

At this time, the subcommittee's recommendations are focused on diversity and inclusion in the SAC member recruitment process, to be shared with the sanctuary in time to be considered for the summer 2021 SAC recruitment period.

1. **SAC Application and website:** We recommend:
  - a. A motion that the SAC support the following recent changes to the SAC Application Form and website:
    - i. Changes to the SAC 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 SAC website has also been updated with [a diversity statement](#) prepared through the ONMS.
  - b. The council forward the following additional recommendations for future updates to the application and website:
    - i. Add more photos across the GFNMS website pages that reflect more diversity.
    - ii. Sanctuary staff include lists of upcoming seats that are opening publicly on the website so that more people can anticipate if they might want to apply.

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**2. Outreach:** We recommend:

1. SAC members help identify opportunities (groups and/or locations) for greater outreach, and track these outreach points for future use.
2. If SAC members are interested, they make themselves available to potential applicants for insights. This will aid in creating a more welcoming and inclusive environment for potential applicants.
3. SAC members take a more proactive approach in outreach for recruitment.
4. Recommend sanctuary staff seek community events (like festivals or mariners markets) to table at and share SAC recruitment announcements. This can help break down barriers to application and offer a more authentic, inclusive connection for potential applicants.
5. The sanctuary engages diverse groups in general participation for sanctuary events and with the council. For example, 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 SAC and more likely to apply in the future.

**3. Accessibility:** We recommend:

1. The sanctuary look into the feasibility of a “travel fund” (following the LiMPETS model) that would allow members who may not otherwise have easy access to meetings. Note the council charter indicates council members may receive travel expenses.
2. Explore opportunities to use hybrid in-person/virtual format options for meetings to ensure more inclusivity for all groups.

Next for the subcommittee: The subcommittee plans to meet after the upcoming recruitment period to consider lessons learned and what may or may not have worked well. We will also meet later in 2021 to focus on identifying barriers to participation on or with the council; and begin discussions around diversity and inclusion not just on the council but the sanctuary as well.

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**NON-GOVERNMENT SEATS**

**Commercial Fishing**

Barbara Emley (Secretary)/Primary  
Sarah Bates/Alternate

**Community-at-Large San Francisco/San Mateo**

Joe Fitting/Primary  
Kris Lannin Liang/Alternate

**Community-at-Large Marin**

Dominique Richard (Chair)/Primary  
George Clyde/Alternate

**Community at-Large Mendocino/Sonoma**

Cea Higgins/Primary  
Nancy Trissel/Alternate

**Conservation**

Richard Charter/Primary  
Bruce Bowser/Primary  
Francesca Koe/Alternate  
Kathi George/Alternate

**Education**

Bibit Traut/Primary  
Mary Miller/Alternate

**Maritime Activities - Commercial**

John Berge/Primary  
Julian Rose/Alternate

**Maritime Activities - Recreation**

Abby Mohan (Vice Chair)/Primary  
Joshua Russo/Alternate

**Research**

John Largier/Primary  
Jaime Jahncke/Alternate

**Youth**

Ezra Bergson-Michelson/Primary  
Owen Youngquist/Alternate

**GOVERNMENT SEATS**

**California Department of Natural Resources**

Mark Gold/Primary  
Michael Esgro/Alternate

**National Marine Fisheries Service**

Jennifer Boyce/Primary  
Vacant/Alternate

**National Park Service**

Craig Kenkel/Primary  
Ben Becker/Alternate

**U.S. Coast Guard**

LTJG Chris Bell/Primary  
Vacant/Alternate

**U.S. Fish and Wildlife Service**

Chris Barr/Primary  
Gerry McChesney/Alternate

**Channel Islands National Marine Sanctuary**

Chris Mobley/Primary  
Mike Murray/Alternate

**Monterey Bay National Marine Sanctuary**

Dawn Hayes/Primary  
Vacant/Alternate

**Cordell Bank National Marine Sanctuary**

Dan Howard/Primary  
Michael Carver/Alternate

**SANCTUARY SUPERINTENDENT**

Maria Brown, Superintendent  
Brian Johnson, Deputy Superintendent

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