Here we provide a set of recommendations from the Non-governmental Member Recruitment Review Subcommittee to guide both the Cordell Bank National Marine Sanctuary (CBNMS) management and the Cordell Bank National Marine Sanctuary Advisory Council (CBNMSAC) with ensuring the recruitment process for non-governmental members within the CBNMSAC represents diversity of interests and is inclusive of all individuals and groups within each of the represented communities.

The recommendations being proposed within this document are twofold:

- Recommendations from this Subcommittee to the CBNMSAC for consideration.
- Recommendations from this Subcommittee that the CBNMSAC ask CBNMS management to consider.

Recommendations and considerations for implementation:

- Community Outreach - CBNMS management
  - Review the current outreach program for both the Sanctuary itself and the CBNMSAC to ensure we are reaching a diversity range of community members.
  - Look at all media outlets currently being used and determine if they are fit for reaching such communities.
  - Create a ‘Seat Specific Outreach Plan’ tailored to the individual seats’ communities.

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The council is an advisory body to the sanctuary superintendent. The opinions and findings of this publication do not necessarily reflect the position of Cordell Bank National Marine Sanctuary and the National Oceanic and Atmospheric Administration. A subcommittee is a subunit of the advisory council.

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**Voting Members**

**Community-at-Large Marin Co.**
- Frank Borodic
- Rob Taboada

**Community-at-Large Sonoma Co.**
- Tom Anderson
- Steve Tubbs

**Conservation**
- Scott Artis
- Morgan Patton

**Education**
- Irma Cuevas
- Rebecca Detrich (Chair)

**Fishing**
- Richard Ogg (Vice-Chair)
- Noah Wagner

**Maritime Activities**
- Chris Hendry
- Kai Martin

**Research**
- Jeff Dorman
- Chrissy Piotrowski
• Community Outreach – CBNMSAC
  o Create a working group to assist CBNMS management in their review of the outreach plans.
  o Produce our own individual outreach programs for our communities and expand any current outreach we do to ensure full community capture.

• Application Process – CBNMS management
  o Recommend to ONMS a full review and overhaul of the application form and process.
  o Add a question or questions to the application form that give insight into how prospective members represent a diversity of interests and communities.

• Application Process – CBNMSAC
  o Offer assistance to CBNMS management and ONMS with any application form and process overhaul.
  o Council to provide a support service for applicants.

• Selection Process – CBNMS management
  o Review applications with the vision of elevating equity, diversity and inclusion at CBNMS.
  o Select candidates with diversity of community representation in mind.
  o Have the superintendent and staff look into the structure of the preliminary review panel internally and report back to the CBNMSAC at a future meeting.

• Selection process – CBNMSAC
  o Make all members of the “Preliminary Review Panel” aware of the desire for equity, inclusion, and diversity in the members of the CBNMSAC prior to each selection event.

• Access – CBNMS management
  o Make it clear during recruitment that physical attendance is preferred but remote attendance may be considered.
  o Create a remote access and video conference option for CBNMSAC meetings.

• Access – CBNMSAC
  o Recommend to Superintendent that physical attendance is not required at 100% of the CBNMSAC meetings.
  o During outreach, determine whether physical and technological access is an issue for prospective candidates.