

ECOSYSTEM ADVISORY SUBPANEL REPORT ON MEMBERSHIP APPOINTMENTS AND COUNCIL OPERATING PROCEDURES

The Ecosystem Advisory Subpanel (EAS) appreciates the Council's and Council staff's attention to revising the Council Operating Procedures (COPs), Statement of Organization, Practices, and Procedures (SOPPs) in response to addressing harassment per national policy, and providing example ground rules for advisory body meetings to avoid and address situations of incivility, disrespectful, and otherwise inappropriate behavior by meeting participants. The EAS especially appreciates the Tribal comments (Agenda Item G.5.a, Tribal Report 1, March 2023) and the specific attention to the diversity of representative identities that contribute to a more comfortable and accessible process and recommends incorporating them into the next draft. Clearly, the intent is to ensure Council meetings are a safe and inclusive process and a safe and welcoming space for its employees, appointed Council members, and members of the public.

The EAS has a few additional recommendations for the Council and staff to consider:

- More strongly distinguish between incidents of harassment and inappropriate behavior, and clearly outline the processes for handling, reporting, and addressing those events. Of note, in the proposed Ground Rules, breaches of proper conduct or rudeness are lumped with harassment and distinguishing between those and the actions taken as a result of them could clarify the mechanisms in place within the Council to maintain civility and a safe working space.
- Provide specific guidance for how the general public, or those new to the Council process, should approach Council staff or advisory body members when and if there is an incident of harassment or inappropriate behavior. In particular, include email addresses on the documents for reaching members and identify the role of advisory body chairs to maintain and improve civility within advisory body meetings.
- Outline strategies for displaying and disseminating these policies and guidelines within the Council meeting environment and process. For example, include statements of Ground Rules within agendas so they may be handed out and reviewed prior to meetings, or posted on meeting doors.
- Modify the language in footnote 1 in Agenda Item G.5, Attachment 6 Council Operating Procedures -- COP 1 (page 6) as there appears to be a typo in the current language

For purposes of this policy, ~~covers a~~ harassment includes unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history). This policy does not cover allegations of incivility not based on a protected characteristic. However, this policy is not intended to limit in any way the Council's ability to address incivility, inappropriate behavior, or other issues in an appropriate manner for the context.

We also recognize the diverse set of procedures and operational norms represented in each advisory body and therefore support the freedom for advisory bodies to define their own ground

rules for establishing mutual expectations, improving communications, and effectively conducting meetings.

In closing, the EAS would like to thank the Council and Council staff for proactively addressing the need for a harassment policy and incident process to broadly inform and align participants, while making the Council process and meetings a safer and more inclusive process and space.

PFMC
03/09/23