

STAFF SUMMARY FOR DECEMBER 11-12, 2019

11. STRATEGIC PLANNING**Today's Item****Information** ☒**Action** ☐

This is a standing agenda item as FGC develops a new strategic plan. Staff will provide an update on current progress and request feedback from commissioners.

Summary of Previous/Future Actions

- | | |
|--|------------------------------------|
| • Adopted mission, vision, and core values | Dec 12-13, 2018; Oceanside |
| • Received updates on second phase | Feb, Apr, Jun 2019; various |
| • Discussed seven key questions | Aug 7-8, 2019; Sacramento |
| • Most recent update | Oct 9-10, 2019; Valley Center |
| • Today's update and feedback | Dec 11-12, 2019; Sacramento |
| • Consider goals and draft plan | Feb 5-6, 2020; Sacramento |

Background

In anticipation of FGC's upcoming 150-year anniversary in 2020, a strategic planning process was initiated in early 2018 (Exhibit 1 provides additional background). In the first of a three-phase process, FGC reassessed its mission and vision, and developed a set of core values, in concert with staff and stakeholders. Adopted in Dec 2018, the revised mission, vision, and new core values (Exhibit 2) are serving to guide a forward-thinking update to the strategic plan.

In Jun 2019, staff reported that the second phase of the planning process was ramping up, to consist primarily of data gathering and synthesis with staff, stakeholders and commissioners. An Aug 2019 FGC discussion was held in a workshop format so that commissioners, staff, and stakeholders could have a direct dialogue about several key questions related to FGC's performance and priorities (Exhibit 3).

After the Aug discussion, staff finalized and sent to a randomly selected subset of FGC's mailing list members an online survey designed to solicit broader input on key questions. Of the nearly 700 email invitations sent, 97 respondents (14%) participated in the survey. Exhibit 4 provides a report of compiled survey responses; for questions with individualized responses, staff synthesized responses into key themes (Exhibit 4). In addition, to date staff has conducted in-depth interviews with 17 individuals, including commissioners and leadership from DFW, other agencies, non-governmental organizations and legislative staff. Questions are similar to those of the online survey, but also include questions about the new mission and vision statements; key themes from these interviews will be shared today.

The information gathered during this phase will be used to help guide development of draft goals as part of a draft strategic plan for FGC consideration in Feb 2020. Today, FGC will receive an overview of the public survey and in-depth stakeholder interview results. Staff is seeking feedback on the key emerging themes and potential goals to include in the draft strategic plan during the third phase.

STAFF SUMMARY FOR DECEMBER 11-12, 2019

Significant Public Comments (N/A)

Recommendation (N/A)

Exhibits

1. [Staff summary from Aug 22-23, 2018 FGC meeting](#), Agenda Item 17, Strategic Planning (for background only)
2. [FGC mission, vision and core values](#), adopted Dec 13, 2018
3. [Staff summary from Aug 7-8, 2019 FGC meeting](#), Agenda Item 15, Strategic Planning (for background only)
4. [Public online survey responses report](#)
5. [Staff summary of key themes](#) identified from public survey responses

Motion/Direction (N/A)

STAFF SUMMARY FOR **AUGUST 22-23, 2018****17. STRATEGIC PLANNING****Today's Item****Information** ☐**Action** ☒

This is a standing agenda item for 2018-19 FGC meetings as FGC develops a new strategic plan. Today's discussion and potential action will take place in a workshop format.

Summary of Previous/Future Actions

- | | |
|--|---------------------------------|
| • First FGC strategic planning meeting | Feb 22, 2018; Sacramento |
| • Discussion held over to Jun meeting | Apr 18-19, 2018; Ventura |
| • Discussion of mission, vision, core values | Jun 20-21, 2018; Sacramento |
| • Today's discussion of potential mission, vision and core values | Aug 22-23, 2018; Fortuna |
| • Consider adopting mission, vision and core values | Oct 17-18, 2018; Fresno |

Background

FGC created its current strategic plan in 1998, which includes a mission statement and a vision statement. Over the ensuing 20 years, much has changed, not the least of which is a commission with broader authorities and a more ecosystem-based approach to addressing fish and wildlife issues. With the upcoming 150-year anniversary of FGC, the time is right to reassess its mission and vision statements, and to potentially adopt a set of core values or a core values statement.

At its Feb 22, 2018 strategic planning kickoff meeting, FGC discussed the overall goals of a new strategic plan and the type of strategic planning process in which to engage. FGC determined that it is seeking a streamlined planning process, given that there is significant information and input on which to build a new strategic plan, including the 2012 "California Fish and Wildlife Strategic Vision: Recommendations for Enhancing the State's Fish and Wildlife Management Agencies."

Today's meeting marks the second focused on potential changes to FGC's mission and vision (Exhibit 6) and a potential statement of core values. As requested during the Jun 2018 FGC meeting, staff has prepared a document that provides samples of mission and vision statements for other fish and game commissions in the United States as well as the U.S. Fish and Wildlife Service; in some cases, there is not a separate fish and game commission from the state's wildlife management agency (Exhibit 1).

After the Jun 2018 discussion, some commissioners were able to provide feedback on the current mission and vision statements, as well as potential core values (Exhibit 2) to help facilitate additional discussion during today's workshop. In addition, to complement the work of FGC, staff has reviewed and discussed potential changes to the mission and vision statements and identified potential core values (exhibits 3-5). These exhibits are meant to help facilitate an engaging discussion with commissioners to develop thoughtful and forward-thinking strategic planning documents.

STAFF SUMMARY FOR AUGUST 22-23, 2018

Today's discussion is being held in a workshop format so that commissioners, staff and stakeholders can have a direct dialogue about the ideas generated to date, to develop additional ideas, and provide guidance to staff on potential changes to the mission and vision statements and on potential core values. FGC is scheduled to consider adopting the mission, vision and core values at its Oct 17-18, 2018 meeting.

Significant Public Comments (N/A)**Recommendation (N/A)****Exhibits**

1. Samples of mission and vision statements and core values from other states, dated Aug 10, 2018
2. Input from commissioners on potential mission, vision and core values, dated Aug 13, 2018
3. Input from FGC staff on FGC vision, dated Aug 14, 2018
4. Input from FGC staff on FGC mission, dated Aug 14, 2018
5. Input from FGC staff on FGC potential core values, dated Aug 14, 2018
6. Current FGC mission and vision statements, adopted in 1998

Motion/Direction

Provide staff with direction on potential changes to the mission and vision statements, as well as core values.

California Fish and Game Commission

Commission Mission, Vision and Core Values

Adopted December 13, 2018

Mission

The mission of the California Fish and Game Commission, in partnership with the California Department of Fish and Wildlife, is to provide leadership for transparent and open dialogue where information, ideas and facts are easily available, understood and discussed to ensure that California will have abundant, healthy, and diverse fish and wildlife that thrive within dynamic ecosystems, managed with public confidence and participation, through actions that are thoughtful, bold, and visionary in an ever-changing environment.

We recognize our responsibility to hold California's fish and wildlife and their habitats in the public trust, as well as their cultural and intrinsic value, and therefore work collaboratively with other federal, tribal, state and local government agencies, non-governmental organizations and the people of California to establish scientifically-sound policies and regulations to protect, enhance and restore California's native fish and wildlife in their natural habitats, and to secure a rich and sustainable outdoor heritage for all generations to experience and enjoy through both consumptive and non-consumptive activities.

Vision

The vision of the California Fish and Game Commission is a healthy and biodiverse, natural California in which an array of native fish and wildlife thrive within dynamic ecosystems and inspire human interaction and enjoyment.

Core Values

Integrity

We hold ourselves to the highest ethical and professional standards, pledging to transparently fulfill our duties and deliver on our commitments to protect and hold California's fish and wildlife and their ecosystems in the public trust, to ensure consistency of expectations and outcomes. We ensure that our choice or order of decision-making does not arbitrarily prioritize one interest group over others. We hold ourselves accountable to act in accordance with our values and code of ethics, even when it is difficult. Our actions reflect honesty, truthfulness, respect and accuracy.

Transparency

We recognize the important and wide-ranging impacts the Commission's decisions have on California's wildlife, wildlife habitat and residents, and that these decisions should be made based on a variety of inputs in an open, inclusive and public process that solicits a diverse set of perspectives. We strive to communicate with our partners, our stakeholders and the public responsively and openly about how and why decisions are made. We use adaptive processes and consistently gather as much information as possible to ensure the Commission is best informed for thoughtful decision-making, while acknowledging that decisions are most often made with incomplete information.

Innovation

We respond to the ever-changing natural and human environments by evaluating the efficiency and effectiveness of our decisions and processes, identifying new ideas that challenge conventional wisdom and historical biases, and seeking opportunities for innovation. We recognize that innovation always involves some element of risk, and that creative problem-solving and implementing forward-thinking solutions where value is added is key to meeting the constantly evolving needs of our stakeholders and California's fish and wildlife. We take time to frame challenges, adapt, and execute new and useful ideas, including applying advances in sound science, evolving concepts of wildlife management, and public values toward wildlife in new and bold ways. We encourage novelty, creativity and flexibility as we proactively meet challenges and problem-solve.

Collaboration

We value collaboration, including teamwork and partnerships, in problem-solving and in developing policies and regulations. Teamwork is actively fostered and is one of the main ways we function. Collaborative efforts extend beyond the Commission and its staff to empower a diversity of stakeholders, other federal, tribal, state and local agencies, non-governmental organizations, and the people of California to participate in our problem-solving and decision-making processes and, where appropriate, engage in working groups that are inclusive and transparent.

We pursue productive and considerate partnerships, rather than relationships solely based on a formal legal agreement, and celebrate one another's successes as we take them to the next level together. A partnership is a mutually beneficial arrangement that leverages resources to achieve shared goals between and among the partners, based on mutual respect, open-mindedness, trust, and genuine appreciation of one another's contribution. Our primary partner is our sister agency, the California Department of Fish and Wildlife.

Excellence

We pursue quality, proactively assessing performance and striving to continuously improve the delivery of fair and accessible services, work products and decisions, as well as the efficiency and cost-effectiveness with which these are delivered. We are committed to being and delivering the best, and are diligent about creating better ways of doing what we do. We take pride in our efforts and what we make possible. We approach every challenge with an expectation and determination to succeed.

Stewardship

We hold the state's wildlife and their habitats and ecosystems in trust for the public, respecting that they have intrinsic value and are essential to the well-being of all California residents. We give attention to the environmental and human stressors, including climate change, development and other threats, that affect the resilience and health of our wildlife and their habitats and ecosystems. We use credible science, evolving concepts of wildlife management, and public values toward wildlife to evaluate programs, policies and regulations that will help achieve our stewardship goals. We recognize the dynamic nature of and stay abreast of changes in science, and that it should include the evaluation principles of relevance, inclusiveness, objectivity, transparency, timeliness, verification, validation and peer review of information as appropriate.

STAFF SUMMARY FOR AUGUST 7-8, 2019

15. STRATEGIC PLANNING

Today's Item

Information ☒Action ☐

This is a standing agenda item for 2018-19 FGC meetings as FGC develops a new strategic plan. Today's discussion and potential action will take place in a workshop format, to receive input on a series of strategic planning questions that will help guide development of draft goals.

Summary of Previous/Future Actions

- | | |
|--|----------------------------------|
| • First FGC strategic planning meeting | Feb 22, 2018; Sacramento |
| • Discussion of draft mission, vision, core values | Jun, Aug, Oct 2018; various |
| • Adopted mission, vision, and core values | Dec 12-13, 2018; Oceanside |
| • Received updates | Feb, Apr, Jun 2019; various |
| • Today's input on seven key questions | Aug 7-8, 2019; Sacramento |

Background

In anticipation of FGC's upcoming 150-year anniversary in 2020, a strategic planning process was initiated in early 2018 (see Exhibit 1 for background). In the first of a three-phase process, FGC reassessed its mission and vision, and developed a set of core values, in concert with staff and stakeholders. Adopted in Dec 2018, the revised mission, vision, and new core values (Exhibit 2) are serving to guide a forward-thinking update to the strategic plan.

In Jun 2019, staff reported that the second phase of the planning process was ramping up, to consist primarily of data gathering and synthesis with staff, stakeholders and commissioners. Staff has been reviewing strategic plans developed by other wildlife-focused organizations, assessing surveys conducted through other strategic planning processes, developing a series of questions for an online survey as well as in-person and phone interviews, and creating lists of participants for the survey and interviews. The information gathered during this phase will be analyzed and used to help guide development of draft goals for FGC consideration.

This agenda item will be held in a workshop format, where commissioners can receive input from members of the public on seven key questions:

1. Briefly describe, in a few words or sentences, how you and/or your organization perceive FGC.
2. What do you believe are FGC's three greatest strengths?
3. What are FGC's three areas in greatest need of improvement?
4. What are the three greatest opportunities available to FGC as it moves forward over the next five years?
5. What are the three greatest obstacles FGC is facing in the next five years?
6. In the next five years, what goals do you believe should be the highest priority for FGC?

STAFF SUMMARY FOR AUGUST 7-8, 2019

7. What is your level of trust that FGC leaders are responsible stewards of the resources under their authority?

This item will begin at 3:00 p.m. or 30 minutes after the last agenda item heard today, whichever is later.

Significant Public Comments (N/A)

Recommendation

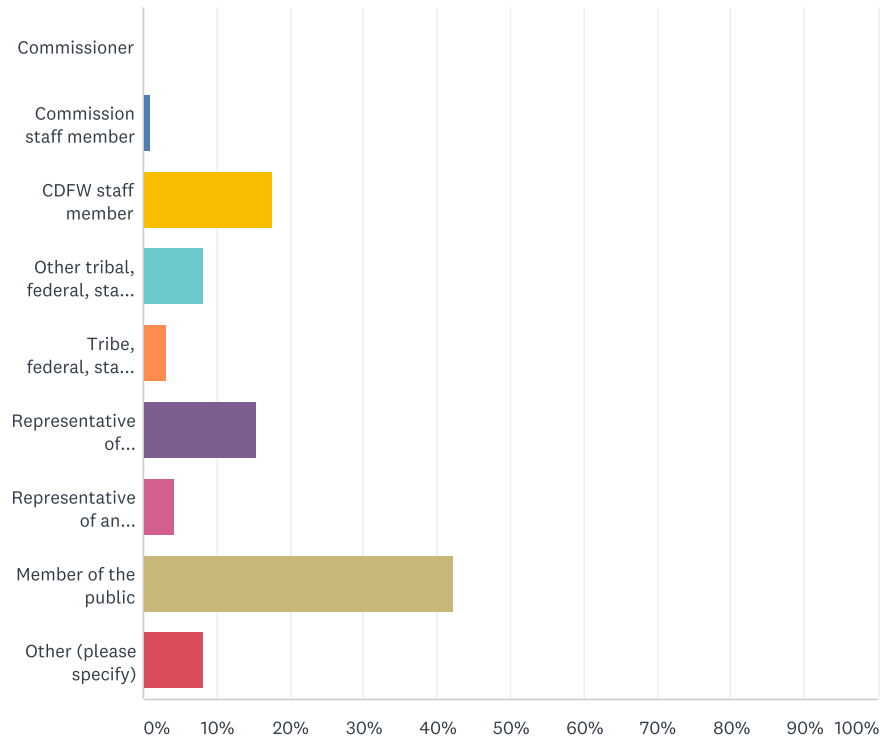
Exhibits

1. Staff summary from Agenda Item 23, Strategic Planning, June 12-13, 2019 (for background only)
2. FGC mission, vision and core values, adopted Dec 13, 2018

Motion/Direction (N/A)

Q1 My primary (current or most recent) experience with the commission is/was as a:

Answered: 97 Skipped: 1

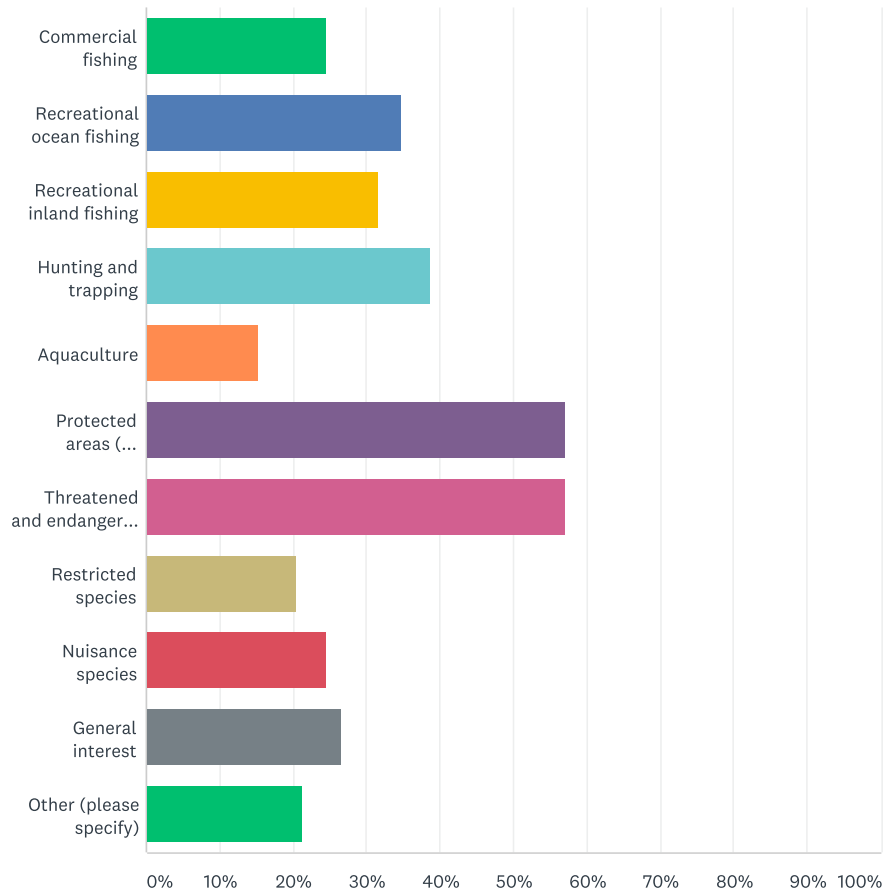


ANSWER CHOICES	RESPONSES	
Commissioner	0.00%	0
Commission staff member	1.03%	1
CDFW staff member	17.53%	17
Other tribal, federal, state, or local government agency staff member	8.25%	8
Tribe, federal, state, or local policymaker (legislator, legislative staff, council member, board member, etc.)	3.09%	3
Representative of non-government organization	15.46%	15
Representative of an ocean-dependent industry	4.12%	4
Member of the public	42.27%	41
Other (please specify)	8.25%	8
TOTAL		97

#	OTHER (PLEASE SPECIFY)
1	Fly Fishing Club interested in regulation changes in order to better save Coho Salmon and Steelhead populations. Please eliminate bait angling in the Steelhead season regulations.
2	County Fish and Game Commissioner
3	Biological Monitor - [REDACTED]
4	Fishing / hiking resort owner and avid fisherman
5	University faculty
6	Marine scientist
7	Those in charge of the poisoning of Lake Davis and the attorneys they hired to defend the lawsuit by 30-some damaged private businesses in Plumas County
8	Hunter Education Instructor

Q2 What subjects under the authority of the Commission are of greatest interest to you or your organization?

Answered: 98 Skipped: 0



ANSWER CHOICES	RESPONSES	
Commercial fishing	24.49%	24
Recreational ocean fishing	34.69%	34
Recreational inland fishing	31.63%	31
Hunting and trapping	38.78%	38
Aquaculture	15.31%	15
Protected areas (wildlife areas, ecological reserves, marine protected areas)	57.14%	56
Threatened and endangered species	57.14%	56
Restricted species	20.41%	20
Nuisance species	24.49%	24
General interest	26.53%	26
Other (please specify)	21.43%	21
Total Respondents: 98		

#	OTHER (PLEASE SPECIFY)	
1	1602 permitting	
2	Fish and Wildlife Public Education Programs - Especially in the Public School System	
3	Birds of Special Concern	
4	Changes within the Department regarding hatchery infrastructure and the upgrade of the stocking for all inland waters for anglers, we pay a good price the 3rd highest in the US for our fishing licenses and the return is minimal.	
5	Access to important mineral resources within protected areas.	
6	Abalone	
7	Timberland Conservation	
8	laws passed about hunting and fishing you never saw first.	
9	Recreational multi-use trail opportunity on public lands	
10	Purple Urchin Barren/ Kelp Forest Crisis	
11	Water Use	
12	Habitat protection from vineyard development.	
13	foraging wood off the beaches	
14	Scuba diving and Abalone diving	
15	Ensuring wildlife exists for and is accessible to all.	
16	Marine fisheries management	
17	Habitat restoration and preservation	
18	Poisoning of CA Lakes to eradicate Pike or invasive species.	
19	Tribal Traditional subsistence and ceremonial fishing, gathering and uses	
20	Wildlife conservation in general	
21	re-establish native species	

Q3 What do you believe are the Commission's greatest strengths? (List up to three)

Answered: 89 Skipped: 9

#	RESPONSES
1	I'm not sure yet. Need to focus on protecting the water supply for steelhead and coho, and the habitat they live in.
2	Hunting and fishing regulations
3	Transparency and availability of briefing documents, ISORs etc.
4	unknown
5	1. Listening to all concerned parties. 2. Decisions based on best science. 3. Transparency.
6	Being from the public sector.
7
8	Calling the public's attention to issues. Protecting wildlife and endangered species. Keeping wild areas accessible to me, my children and grandchildren.
9	Setting Policy For The Dept. of Fish and Wildlife
10	Have had good staff work.
11	N/A
12	Current leadership, diversity, long history of wildlife conservation and management direction
13	Management of species Preservation of ecosystems Arbitrator between, commercial, recreational and environmental groups
14	Budget recommendations regarding F&G in California
15	The ability to combine policy and science into meaningful decision-making.
16	Hopefully they include fishing and hunting not just the copious amounts of conservation and special interests within what the DFW has aligned themselves with that you must protect. I would like to see more info on their Bio's as to their fishing and hunting interests, so I'm lacking in their strengths.
17	changing venues to allow the public to attend without having to travel great distances to voice opinions and participate.
18	Open to listening to the greater outdoor community
19	Involvement with CDFW planning and resource protection.
20	i don't know.
21	Make sound decisions based on peer reviewed science and management practices
22	the amount of lands owned
23	not sure
24	Their greatest strength is coming up with fair bag limits for fishing and hunting.
25	The support of the commercial fishing industry.
26	1) Responsiveness to Stakeholders 2) Knowledgeable personnel 3) Collaboration with professionals from other agencies
27	not sure looks like the special interest groups have more control over wild life management than you do.
28	1. statutory authority 2. independence 3. public transparency
29	Communication with the public & tribes seems to be good.
30	The power it could have for change
31	The commission has the ability, if left to do its job, to increase the health of wildlife and habitat both inshore and offshore as well as the proper science based wildlife management of CA diverse habitat.

32	Preservation
33	There are none. Worst state agency we've ever dealt with.
34	None. The commission continues to ignore all public comments. They continue to submit meeting documents stating no substantial public input when this is far from the truth
35	In my limited experience, staff was competent. I saw leadership from the Chair.
36	1) The commission's openness and respect when speaking to the public is by far one of its greatest strength. It has not always been so, and as a woman who represents an NGO, I can say with confidence that I have always felt heard and respected when speaking at meetings. 2) The commissions clear interest in protecting our state's vulnerable species is an obvious strength, and I hope to see it continue to strengthen.
37	Ability to weigh access with protection
38	Information gathering Information analysis Environmental recovery
39	The ability to both have a public forum for discussion of relevant issues, and to utilize the expertise of the Department of Fish and Wildlife staff.
40	They are in California.
41	Grant program
42	None right now
43	Unknown
44	Providing venues for constructive public input on ocean/land management for recreational hunting, harvesting (especially of red abalone) and fishing.
45	reliance on latest science representation of hunters and fishers listen to all sides in meetings
46	The ability to protect our resources. The ability to protect our wildlife and the authority to do it
47	don't know
48	No idea
49	Set regulations to best ensure viable and healthy fish and wildlife populations to insure a resource that will thrive.
50	not acting on marine issues
51	Political correctness
52	Big game management Trout planting program
53	I don't know if there are any--I've been a local commissioner and feel like policy is set in a vacuum.
54	Ability to work cooperatively with California Fish and Wildlife Department
55	Members of the public; non-partisan; ability to translate the science of the DFW into actions understood by the public.
56	You have thousands of people who pay you to do your job of insuring hunting and fishing for future generations.
57	Open discussion of issues
58	Represent a diversity of backgrounds Provide a check on CDFW
59	Protecting species and their habitats Supporting research and conservation Promoting ecological stewardship within the public sector
60	Ability to add public input on DFW decisions
61	Ability to protect land and species.
62	None that I can think of.
63	regulatory and protection,
64	Using science to guide action. Planning for the future. Communication.
65	Ability to help guide policy
66	Directing funding

67	Kicking the can down the road Being responsive to special wealthy interests
68	The ability to properly manage the recreational fishing impact on our ocean resources. The ability to have foresight into the potential impact on ESA listed species; ie vertical line and whale interaction. (primarily crabbing) Maintaining equality with user groups.
69	Ability to address needs of the environment and listen to the needs of the environmentalist
70	I'm not at all happy about anything the commissions doing right now
71	1) Communication (including providing for public participation and input); 2) Transparency, particularly with meeting notices, meeting streaming, and meeting notes.
72	opportunity to protect threatened and endangered habitat and species.
73	Independence from the DFW; practical experience; interest in protecting the interests of the public users of wildlife areas
74	Unsure, but hope it can bring up policy needs to staff for review.
75	Knowledgeable, passion, dedication to conservation
76	allowing public comment
77	None None None
78	Wildlife Management Protecting wildlife habitats from the illegal use of OUR public lands. Delovping access to public land that is land locked by private ownership.
79	attempting to protect the ecosystem
80	Responsiveness, agility and foresight
81	Protection of resources while maintaining public access to said resources.
82	N/A
83	Ability to manage the wildlife in regards to the North American Wildlife Model . To apply scientific wildlife management not legislative feel good management with no scientific background.
84	Ability to respond to regulatory needs without direct legislative action Use of Commissioners to adjudicate and resolve controversial issues
85	Response to public.
86	Providing protection for ALL fish and wildlife in California and California state ocean waters.
87	Coordination between private and public lands Using science-based decisions in management policy Including the public
88	Staff's accessibility
89	A history of conservation and wildlife management

Q4 What do you believe are the Commission's areas in greatest need of improvement? (List up to three)

Answered: 91 Skipped: 7

#	RESPONSES
1	Protecting coastal waters historically home to Steelhead and Coho Salmon. Increasing flow requirements for City Water agencies to provide more flow from July-September at critical growth periods and highest use periods Approve elimination of Bait angling during Steelhead season
2	Invasive species management, listed species recovery and water resources management, alignment with other state resource agency departments
3	Taking Commission Meetings to the Central Coast of CA, as well as other areas, where their topics will be of interest.
4	better contact (and associated input mechanisms) from the Hunting and fishing public. We need to know how AND WHEN YOU WANT TO HEAR OUR INPUT AND CONCERNS.
5	1. Before wildlife are harmed, excellent population and mortality accounting should be required from the department. Need greater insistence to stakeholders to provide scientific evidence when they argue for decisions to harm wildlife. 2. When information is lacking, decisions should default to highest wildlife conservation value, rather than stakeholder desires. 3. Would like to see a better understanding that maintaining the status quo is a decision. Proponents of current policies and regulations have an advantage unrelated to the value of their position, and this should be countered with additional opportunities for those proposing changes to policy.
6	Should have more hunting and fishing experience. Listen to staff more, public less.
7	The Commission's purpose and goal's seem to be shrouded by some over commitment to paperwork. For example, in an attempt to plant trees as mitigation, the Commission is nit-picking every little detail of a 4 acre, 0.2 mi long plot. We want to plant trees. I thought the Commission wanted us to plant trees. Instead we are sending over the serial number of the hand tools that will be used (mcleods, post-hole diggers). If the result of one 1602 agreement (3 year process) is for mitigation, and that mitigation requires 1602 (3 year process) then it would seem the Commission has lost all values, purpose, and goals.
8	Having the power to actually get things done
9	Public Relations - Getting The Commission's Resource Protection Role Out To The Public And Land Use Industries.
10	1. Qualifications of members. Should have sufficient biological background to understand science and issues. 2. In past, some commissioners have disregarded scientific information and legal requirements and arbitrarily made decisions to not list species (e.g., Tricolored Blackbird in previous considerations).
11	N/A
12	Less catering to the "blast and cast" community
13	transparency better marketing and communication with public balancing public access and use
14	Simplified regulations
15	Size of staffing relative to size of workload.
16	Work on areas that need culling i.e., protection of certain mammals that are predatory. More time at the meetings for the public to voice. Better understanding of what is needed for the Department, and not the government. This should be a free standing Commission not influenced by the Governor.
17	focusing on science-based work instead of emotional pleas; improving their relationship with legislators to prevent (or at least lessen) laws inconsistent with best practice land & animal management; establish the reputation as the go-to resource for all fish and game management in the United States.
18	At times, ruling according to political agendas rather than what's good for Californians. Need to respect all viewpoints equally. The change in focus from protecting hunting and fishing to limiting hunting and fishing opportunities

19	Although I do think the that the Commission needs to change their name to align with DFW name.
20	Need to consider all economic benefit related to other resources, e.g., minerals, when making determinations that would affect access to minerals.
21	Receive and act on recreational consumptive fisherman's feedback and observations. Hold the DFW accountable for poor management practices and unsubstantiated data Replace or rotate biologists within the DFW staff.
22	more access to hunting locatons. being able to access the land that is available
23	applying science based decesions
24	Their greatest weakness is not using science and best practices to make decisions based on wildlife management. They listen to groups of animal activists or base decisions based on people's feelings instead of facts. Another huge weakness is the management and follow up of MLPAs. Once again, they do not use science or facts to warrant many of the closures.
25	Dealing with Environmental Organizations.
26	fight for science based wildlife management over any other means. Reverse the lead ammo ban. Spend dollars from pittman robertson (PR) act on properties that allow hunting and directly involve hunting, so to encourage more hunters and thus more PR dollars.
27	1) The CESA definition of Take is biologically deficient 2) Allowing some CDFW personnel to act as activists rather than as scientists 3) Lack of training for CDFW personnel regarding the above
28	Ask the Governor not to sign any bill about wildlife management or public access till the commission reviews it first.
29	Allowing the public more opportunities on public land.
30	Scientific expertise and lack of staffing commensurate to mission/responsibilities too much workload for volunteer commissioners inability to direct DFW as per statute
31	N/A
32	It needs to act on urgent matters in a more timely matter instead of conducting research for five years and then acting on a ecological issue when it's too late to actually solve the issue. The commission needs to not prioritize commercial fisherman's need to harvest as much product as possible and instead focus on keeping fisheries sustainable and healthy above all else
33	Follow science based wildlife management policies as a rule and consider heart/feeling based policies as a last resort. fight the legislature and senate who want to take your governing recommendations away from you and put in in the hands of people who do not understand the North American Model of Wildlife Conservation and are acting in bad faith for non-hunting organizations.
34	Nicer attitude when dealing with boaters and hikers.
35	Completely devoid of ethics. Zero accountability. Severely incompetent staff.
36	Listening to fishermen not CDFW staff members
37	Needs to be proactive in protecting species and habitat. It should initiate CESA listings.
38	1) Diversity, equity and environmental justice is the number one area of improvement. The commission and their staff need to better represent the people of California, and currently do not. Additionally, environmental justice should be a top priority for the commission. 2) The second area of improvement for the commission should be timeliness in release of agenda item information. At this time, staff reports of agenda items are released so close to the written comment deadline, that putting together comprehensive written commentary is very difficult.
39	Ability to weigh access with protection - access seems to be taking higher priority. Addressing sea level rise issues will become highest priority very quickly.
40	Public contact and outreach
41	Update on the operation model of the Commission meetings (should every issue be afforded hearing time or are there other means of dealing with issues). Focus on general interest wildlife and future thinking.
42	They are people trying to do a difficult job.

43	Provide grants for Water Wardens to investigate stream and creek destruction.
44	Manage the abalone/urchin situation better
45	Think about lowering recreational fishing licenses cost for senior citizens. It cost nearly \$100 for us for fishing licenses this year. It is the one outdoor recreation that the 2 of us do together and becoming unaffordable on our frozen low income at 76 and 78 years of age.
46	Recognizing ALL evidence presented at meetings Moving on the constructive input provided at said venues.
47	work with tribal entities post agendas earlier improve enforcement of regulations
48	The commission needs to transition commercial fishing into a sustainable smaller, better regulated industry It needs to change to an emphasis on restoring our wildlife resources for future generations.
49	don't know
50	No idea
51	?
52	The purple Urchin situation
53	Protecting bio-diversity of our coastal ocean areas
54	Urchin removal programs
55	-Climate change policy with regards to streamflow and listed species; __Reform the permitting process--get State to give CDFW enough funding to run their programs without soaking the restoration community for reducing sediment delivery to salmonid streams though inflated fees; --Provide the political clout to get money on the ground sooner--grant programs are a waste of time--block grants should be considered.
56	!.Need to increase contact and communication with the Pacific Fishery Management Council 2. Commission needs to familiarize itself more with the California commercial and recreational fishing community.
57	Establishing independence of the appointing authority; using the scientific/technical input from DFW & others but still using independent judgement in serving the public good;
58	DFW needs to remember the original vision and purpose of the department.
59	Incorporating science in decision making
60	Commission needs to act more proactively Commission needs to act even when CDFW is dragging its feet
61	Developing a more holistic ecosystem approach to species conservation,protection, and restoration efforts. Public outreach and education to better understand human impacts on ecosystems. Networking with private sector scientists and restoration specialists.
62	Better independent science evaluation of policy decisions
63	Ability to protect land and species.
64	Public perception of poisoning and destroying local rural economies in the name of Pike.
65	getting rid of " red tape ", more grant money,
66	Staffing levels. Educating the public.
67	The lack of using real, data-driven science to make decisions! Decisions are often made by opinion rather than fact.
68	More staff for wardens to protect the wildlife
69	Timely engagement with external stakeholders Reasonable data needs vs making decisions- staff don't seem to be able to make decisions or implement plans without excessive studies, often studies with little or no value
70	Get the CDFW back into the field and hire more biologists and less public relations
71	What I listed above are both the strengths and needs I see in the industry.
72	Listening to staff and the conservationists
73	Stop taxing the commercial fisherman if they can't fish.

74	Collaborating with other relevant Boards or Commissions (particularly the Board of Forestry and Fire Protection--there are a number of old joint policies between the Fish and Game Commission and the Board of Forestry and Fire Protection that have not been revisited in decades despite their continued relevance.)
75	include Tribes in decision-making and advisory committees, include Tribal beneficial uses instead of just commercial and sports-fishing what about Tribal subsistence fishing and cultural considerations.
76	Independence from the DFW - the ability to disagree when the administrative agency pursues a policy convenient to it or consistent with current executive policy, but not legislative authority.
77	Need to more critically assess staff report, as on state listing of NSO, and listen and weight more heavily the input of public and non govt advocacy organizations with expertise on small landowner impact of state listing as with NSO listing. Recognize we travel far to be heard for 3 minutes and appreciate your taking that as evidence we have serious problems and hope for your help with them.
78	With the limited number of Commissioners, it is difficult to make sure all communities, and interests, across the state are represented. Particularly in regards to human-wildlife-conflict in urban areas (it is difficult for the Commission to devote the time needed for this issue given all their other priorities and needs)
79	Movement away from special interest groups - and back to the sportsmen that support the DFW
80	Actually fish Touch, feel, catch fish, communicate with anglers on the water several times a week. WATER QUALITY, CAUSES OF HAB
81	See question #3
82	enforcement of polluters, including cattle grazers enforcement of poaching (hunting and fishing) need more wardens (increasing pay could help) reestablish deer herds through predator control and habitat restoration set deer seasons later in the year, move them all 1 month later
83	Public engagement, long range mission, proactive for the betterment of recreational hunting and fishing
84	1. Act with the interest of all areas of California. 2. Supporting Southern California needs above those of the rest of the state. 3. Management of Deer populations by allowing doe hunts.
85	Currently the commission needs to stop "feel good" issues from being approved. Their duty is to protect our hunting and fishing rights with the use of wildlife management science.
86	Some Commissioners represent agendas rather than facts and do the bidding of special interest groups over what may actually be best for the resource and CA citizens
87	Consider animal welfare more.
88	Favoring game species over non game species
89	Oversight of private land management ranches in using best science that aligns with public land management. Review your mission periodically to make sure it aligns with the latest science Incorporate ethics into your mission and management strategies
90	1. A balanced approach that is focused on science and not politics. 2. Lack of fishery/hunting experience. 3. Transparency (special interests have unfair access to Commissioners)
91	Preserving the history of conservation and wildlife management

Q5 What do you believe are the greatest opportunities available to the Commission as it moves forward? (List up to three)

Answered: 91 Skipped: 7

#	RESPONSES
1	Protecting coastal waters historically home to Steelhead and Coho Salmon. Increasing flow requirements for City Water agencies to provide more flow from July-September at critical growth periods and highest use periods Approve elimination of Bait angling during Steelhead season
2	Leveraging the County fish and game commissions to provide more connectivity to statewide resource management and stakeholder engagement, ability to help legislators understand natural resource management issues better and use the legislative process better for wildlife and overall environmental management
3	Building consensus among consumptive and non-consumptive use advocates
4	Become more like AZ. Track their efforts, progress, community outreach/input. Defend and foster the sports of hunting and fishing in the usually antagonistic news media. Try to get past their efforts to villify the taking of fish and game.
5	1. Outreach to broader communities. 2. Refocusing on fish and wildlife conservation opportunities rather than consumptive opportunities. 3. More effective explanation to stakeholders about norms of conduct and the value of various kinds of content representing their position.
6	Fix the horribly run department, very cost ineffective and very poor results.
7	Stop pushing underground regulations Focus on law intent rather than paperwork Identify values that the Commission can propagate within itself.
8	Protecting threatened and endangered species. Protecting our rivers, bays and ocean. Keeping wild areas and rivers accessible.
9	More Interaction With Private Landowners To Adopt CDFW Policies That Encourage Best Land Use Management Practices Including "Set Asides".
10	Advocate for increased funding for conservation programs
11	N/A
12	Continued reliance on the Department's excellent and dedicated staff professionals; ostensibly a wildlife-friendly governor's administration and legislature (opportunities for updating outdated laws/regulations/policies/programs?); new and innovative technologies
13	prove to the public that adaptive management goes both ways in management and decision making use truthful science to inform decision making help to increase participation in hunting and fishing
14	Promote recreational hunting and fishing and commit funds to improve hunting and fishing.
15	Interaction with new stakeholders who have not previously heard of or worked with the Commission.
16	See #4
17	educate the legislature on their abilities and capabilities to manage wildlife, improve social media presence, and improve networking with other state's DFG agencies.
18	Decide to review all the pertinent facts and science before falling prey to political agendas and/or influences. Reach out more to rural communities and rural stakeholders.
19	Ability to direct staff and policy to protect our natural resources. Increase wildlife and lands protection staff.
20	I don't know.
21	Make sound decisions for managing recreational ocean fisheries
22	to teach the benefits of hunting
23	Using more science and facts to make decisions. Not throwing science and facts out

	the window based on some people's feelings about animals.
24	Gaining more support from the commercial fishing industry.
25	improve access to hunting area
26	1) Improvement of CESA by re-defining take in an ecologically pertinent manner (upgrade to the federal definition of take) 2) Improvement of CDFW through improved training of personnel 3) Hire trained scientists instead of untrained activists
27	Listen to the science based wildlife management and not special interest groups please.
28	Public in-put Listening to the communities their decision affects Understand public land is for the public; not just the resources
29	gain authority to hire/fire Director of DFW utilize statute to direct DFW
30	More collaboration with tribal nations.
31	Act on the purple urchin barren issue. Work to preserve and protect the last kelp and red abalone on the north coast
32	To keep hunting and fishing as a way of life in this state
33	Take input from consumptive users and non-government organizations such as the Hunting and Conservation Coalition to increase the opportunities for hunting and fishing in CA while maintaining good habitat and wildlife numbers.
34	To keep an eye on toxin, pesticide run-off, etc. and any links to declines in species. To work more closely with volunteer groups to help habitat fro critters and fish.
35	The commission should be dissolved and replaced with something accountable to the public that actually has our best interests at heart.
36	Only opportunities they can benefit from is to listen to seasoned fishermen
37	Sustainable fisheries Ending by bycatch Using CESA effectively
38	1) Working with the public, specifically populations that are traditionally undeserved and underrepresented, to increase the reach and the equity of the commissions decision-making process
39	Ability to weigh access with protection (the human population is continuing to rise, so now is the time to protect the coast, or it will be too late. Adding sea level rise issues to that makes addressing coastal protection even more critical.
40	Coordinate better with the DFW Service Based Budget proceedings and the WCB to create a more comprehensive focus for the future of wildlife.
41	They have some latitude to move the state forward.
42	local information al presentations around the state.
43	Bring back abalone season
44	Taking care of seniors who want to fish but can't afford the \$\$\$
45	Work closely with the public
46	open to public comment chance to address climate change build resilience in wildlife management
47	To preserve our unique wildlife. To transition from a harvesting mode to a preservation mode.
48	don't know
49	No idea
50	Work with outside organizations that have a "stake" in this resource.
51	Rotating closed mpa areas
52	Working/leading the public in a public private enterprise the revive abalone stocks.
53	Working with recreational and commercial fishermen to help remove/abate invasive purple urchin
54	-Reform CDFW's antiquated operations and streamline restoration and permitting;
55	Combining environmental awareness and concern with the need to supply needed protein and recreational opportunity to California's citizens. Now that many fish stocks are rebuilt, we need to find a way to harvest them without depleting their

	populations. Also hope that the Commission can influence water agencies to allow sufficient flows to rebuild depleted salmon populations.	
56	The FGC needs to find ways to serve all residents not just those who hunt, fish, hike, kayak, or in some way intentionally engage with wildlife. Many people, esp urban residents, would greatly benefit from enriched natural areas and wildlife populations close to their homes - they don't have the luxury of making special time/plans to engage, they need opportunities close at hand. They could benefit physically, emotionally, medically and educationally if they had more frequent wildlife encounters as they simply lived their lives, not needing to make extraordinary efforts to do so. I know the Commission's statutory duties don't offer lots of opportunities to do this but I believe they are there if sought.	
57	Sport hunting Commercial fishing As long as the commissions actions are influenced by people's need to make money and/or need for glutinous hunting. You'll never make the right decision.	
58	The greatest opportunity of the DFW is the support of those whom they serve, those who buy licenses and tags. Each person pays to be an advocate. If you have a need, just ask, and help is on the way.	
59	Try some management experiments when appropriate and evaluate outcomes	
60	Stakeholders, fishermen and scientists want to actively engage with management. Need to be open to partnerships	
61	Working and networking with private sector scientists, restoration practitioners, and cultural experts for ecosystem management, protection, and conservation. The climate crisis is a motivating platform for public education, awareness, and motivation for promoting ecosystem conservation and human impacts at home and throughout the state.	
62	Be more directed by independent science rather than just here say or DFW recommendations	
63	Protection of endangered species. Protection of habitat. Limiting commercial fishing, to protect species.	
64	Stock our Lakes with non-contaminated fish and pay local communities for economic hardships caused by their actions.	
65	developing aquaculture/research centres on the north coast,	
66	Climate change will radically change habitats and species populations and ranges. Getting on top of the changes, predicting and responding to them.	
67	To be a guiding and helping resource for the commercial fishing community.	
68	Work with external agencies and stakeholders as well as local public who often know and understand resources as well or better than commission or CDFW staff.	
69	Saving our state's wildlife for future generations	
70	Communication and public outreach are a must — both written and broadcasted.	
71	Working more with HEI's about hunter issues	
72	Not sure, saying commercial crab fisherman are killing whales but allowing sport fisherman to continue crabbing is insane. Since the commercial fisherman are paying huge and highly regulated	
73	Working with other regulatory Boards to address issues that impact both natural resources and human health and safety. For example, fuel reduction projects that could improve native species' habitats or could completely remove habitat.	
74	Tribal Commission, tribal subsistence and cultural considerations, co-management with Tribes and learning from Tribes about traditional management strategies.	
75	Continue to preserve public access to public lands for hunting, fishing, and general "multiple use" recreation; balanced with preserving the resource.	
76	Small private forest landowners need economic incentives and a stop to economic punishment for our stewardship of threatened/ endangered species. Also, urge DFG to streamline and better coordinate with other agencies to enable rapid fuel reduction efforts especially on small private lands, to prevent catastrophic wildfire statewide. Offer generous and quick easy funding to individual/non industrial small forest landowners to support the above. Don't just give grants to environmental NGOs .	
77	Hold more of the commission meetings in southern California. Engage community members and CDFW staff in more informal forums. (The formal Commission meetings can be a bit intimidating for citizens to participate in)	

78	Return to the sportsmen opportunity to hunt and fish Simplification of regulations
79	One must spend more time fishing & hunting. Without the real experiences you have nothing to go on. Biologists lie, manipulate data & books aren't what's in the real world.
80	Developing youth involvement by easier access to the resources of this state i.e. calendar year fishing licenses, etc.. Using the biologist and there studies to make discussions in managing of the wildlife in this state instead of the political motivated system that has plagued this state in past years.
81	stocking and reestablishing native fish capable of reproducing; not triploid. enforce take regulations establish more catch and release angling have more deer hunts with muzzleloader have crossbow
82	Updating big game hunting seasons to reflect climate change impacts, focusing on more ways to re-invigorate the public interest in the outdoors
83	Provide programs to get youths to be more involved in outdoor activities. Stock more fish in the lakes
84	We open closed Cow cod Closed18 years to Rebuilt
85	Start to use Wildlife Management Science not Feel good preservation management.
86	We need to use Commission authority to review and execute the PEIR for aquaculture development so that California can help establish for the nation practical and sustainable standards for marine aquaculture that will feed our citizens, generate and alternative to harmful commercial fishing and conserve precious natural resources.
87	The commission should uplift modern and technological advancements in fishing.
88	To engage the general public more.
89	Incorporating sustainability into all decisions
90	1. Opportunity to support sustainable, vibrant and viable recreational and commercial opportunities. 2. Need to rebuild trust with the consumptive user groups. 3. Move from being a political body to a science based and science driven body (unbiased science that is)
91	opening up the public lands to a new generation of hunters and fishers.

Q6 What do you believe are the greatest obstacles or challenges the Commission is facing? (List up to three)

Answered: 89 Skipped: 9

#	RESPONSES
1	Growth, Development that is demanding water that doesn't exist. Finding a way to put the 8 million gallons of water the city dumps in the ocean - back into the aquifer Stopping the growth and development
2	Too much attachment to cultural sensitivities regarding wildlife issues, climate change, population
3	Perceived or real conflicts of interest of Commissioners. Lack of consumptive use representation.
4	see above... the media penchant to villify hunting (and fishing to some lesser degree)
5	1. Prioritizing petitions based on conservation impact, developing methods for reducing demands on the department. 2. Clarification of expectations about when and how stakeholders should approach the commission vs. seeking legislation. 3. Including broader public participation.
6	Poorly run department. Appointments of people who don't know anything about fishing and hunting. Communicating with the public.
7	Somehow the Commission has turned an blind eye to employees who bastardize the process of protecting the environment. The greatest obstacle the Commission faces is maintaining any relevance as the Commission allows such behavior. The Millennials are growing up and they won't be bullied by oppressive regulators.
8	Government interference, neglect, and underfunding. Citizens' apathy and unawareness.
9	Educating Landowners to "Do The Right Thing" As Stewards of The States' Fish and Wildlife Resources.
10	1. Complacency regarding the adequacy of existing programs and funding 2. Lack of support from the legislature 3. Excessive influence from vested interests
11	N/A
12	climate change (good luck, pikas!), varying support/opposition to fish and wildlife conservation and management through transitioning administrations, public support and funding for fish and wildlife conservation and support
13	litigation legislation bureaucracy
14	Public pressure from people who don't understand nature.
15	An increase in authority without an increase in staffing capacity.
16	Not let outside influences make your decisions. Also, see #4.
17	Reduced number of fishers and hunters; lack of respect from legislators.
18	Increased pressure from anti-hunting forces.
19	I don't know.
20	Anthropomorphic and emotional public views for management. Decisions based on an abundance of caution instead of sound peer reviewed science
21	educating the public on the benefits of hunting
22	They need to go back to making science based decisions about wildlife. Just because some people in our state do not enjoy fishing, hunting, and outdoor activities based on their beliefs it does not mean those things should be limited or restricted to others.
23	Whale Entanglements, Changing Climate, CBD.
24	Do not allow the legislature to take over the commissions duties.
25	1) Lack of a biologically-sound definition of take 2) Lack of quality training for CDFW personnel 3) Lack of trained scientists & too many untrained activists within the ranks of CDFW personnel

26	The take over of special interest groups to get legislators to pass laws not base on good science based findings.
27	Depending on staff's recommendations too much and dismissing or not openly listening and understanding the public's view point
28	authority, funding, staffing
29	N/A
30	To keep hunting and fishing as a way of life in this state Nutria eradication Wildlife population surveys
31	CA Legislators who take campaign contributions to forward the non-hunting legislation which has popped up over the last few year which removes your purpose from the wildlife management equation.
32	Rampant corruption within the department. Extreme and excessive regulatory bloat that serves no purpose other than the enrich their own bureaucratic empire. Total disregard for the public is supposedly serves.
33	Negligence to further investigate CDFW requests and the validity of the request as it pertains to resource management, stakeholder input and compliance with the MLMA
34	Economic interests that interfere with science and regulation in the larger public interest
35	Successfully hearing from all parties that need to be involved in the decision-making process in a timely and efficient manner.
36	Influence by well-financed access advocates.
37	Climate change
38	Narrow special interest focus.
39	The political environment. Loud, uneducated people.
40	Big wine money and lack of on the ground aggressive wardens.
41	The urchin takeover
42	Unknown
43	The snail's pace that "research" takes and the anxiousness of the public to have restrictions lifted (red abalone) Collecting data and then actually implementing action-based decisions that include ALL the data
44	resistance to change circumventing regulations while fishing or hunting illegal harvest for commercial use
45	Backlash from an ingrained, entitled industry/public that feels if an animal/fish is there, it should be available for harvest with no thought for the future
46	too many environmental restrictions....restrictions are good and useful...too many of them are not.
47	No idea
48	Politics.
49	poor scientific data
50	Organizational inertia Keeping pace with the rest of the world
51	--People are not hunting or fishing like they did in the past--the model of a fee-supported organization is outdated. Fund CDFW for climate change, protection of critical habitats, and restoration.
52	Sacramento and San Joaquin valley salmon populations need to be rebuilt. Can only be done by improving water flows in the Central Valley. Northern California coastal watersheds also need much improvement to assist salmon recovery. Climate change and development in Southern California is also threatening native aquatic species.
53	Incorporating climate change science into the complex of regulations and decisions the FGC makes annually; balancing the often competing interests/needs of resource users (hunters, anglers, hikers), ensuring healthy wildlife populations, protecting wildlife for their intrinsic/spiritual values, while also allowing reasonable/responsible economic use; and like most things in the public policy arena, dealing with false information in the era of social media.
54	Irresponsible people who kill for sport and money

55	The greatest obstacle is forgetting the original vision and purpose on which the department was founded, and listening and adopting the philosophies of other groups who don't share that original vision.
56	Dealing with climate change Navigating state/federal management issues
57	CDFW Antiquated regulations Non-nimble policy processes
58	The current administration and "leadership". An ecosystem and ecologically disconnected general public. Climate change.
59	Political interference resulting from vested financial interest in how DFW and Resources Agency decisions are made. The recent veto of SB 1 is an example of financial political interference in decision making.
60	Republicans.
61	Credibility.
62	controlling the black market fishing
63	Politics, vested interests, illegal take.
64	Fear of legal action from any group that does not agree with a decision, a desire to be "liked" rather than respected and an inability to make hard decisions
65	Funding
66	Empowerment of staff to do the right thing
67	To much influence from public / private funding which buys policy for special interest group's agendas unfairly.
68	Public sediment about management actions. Appropriate follow up to any management action; enforcement.
69	The commission is faces challenges in the sense that the state is becoming anti-gun and more pro environmental, by doing this conservation of the states wildlife and fisheries will suffer.
70	Taking away hardworking people s jobs
71	Making informed decisions about species in the light of climate change.
72	Shifting mind so that Tribes are included more integrated.
73	Lack of independent staff resources (apart from DFW staff); DFW's lack of adequate resources to administer wildlands; the attempted paradigm shift from "lands are open for use unless restricted for specific reasons after a public process" to "lands are closed unless opened upon a determination of adequate administrative resources.
74	Equating environmental organizations' request for candidacy for listing and what's best for the environment. Slowness of decision making cycle especially on urgent public safety issues like the intersection of wildfire prevention and timber harvest rules regarding species protection. Need for legislative education on issues DFG commission deals with.
75	Urban human-wildlife conflict Representing the interests of 40 million people with only a handful of commissioners
76	Allowing special non consumption groups to write regulations
77	Getting out of the office & into the great outdoors. What might work for one body of water doesn't work for all bodies of water.
78	Polical influence period.
79	funding going to appropriate areas establishing later hunting seasons spend less on stocking triploid trout and more in establishing native fishers where appropriate.
80	Pressure from narrowly focused special interest groups, lawsuits designed to harass the commission, public disconnect from the natural environment
81	excess regulation
82	Don't take so long to fix things
83	The continued obstruction by organization like PITA, FUNDS for Animals, Center For Bio Diversity that try to block all issues of wildlife scientific management.
84	Again, Commissioners representing political agendas rather than what may be best for the resource.
85	The Commission still acts as if we are living in the 20th century. 21st Century

	pressure on wildlife must be recognized.	
86	Limits imposed by state legislation.	
87	The Commission seems to me to be too responsive to consumptive users like hunters, ranchers and fisherman without the science to back up such things as hunting quotas and ethics need to be incorporated into all policies	
88	1. A lack of requisite knowledge and experience with what they are charged to manage. 2. Public perception - distrust and ulterior motives. 3. Preconceived biases and/or opinions	
89	dealing with the vocal, angry , non-paying activist class that wants to do away with classic conservation/wildlife management	

Q7 Of the items you have identified in questions 3-6, which do you believe should be the highest priority for the Commission in the near-term?

Answered: 89 Skipped: 9

#	RESPONSES
1	Eliminate Bait angling on Steelhead waters. Leave more water in the Rivers - San Lorenzo, Soquel, Aptos
2	Working more in alignment with other state resource agency departments
3	Consensus building.
4	N/A
5	Clarification of expectations about when and how stakeholders should approach the commission vs. seeking legislation.
6	Re organization of the department to become more effective.
7	Values and Purpose. With values comes purpose. If the Commission actually believes in these then there will be buy-in throughout the Commission and unnecessarily oppressive regulations will not need to be propagated.
8	Making the public more aware. Pressuring governments to increase funding and enforce appropriate laws.
9	Number 4
10	Advocate for increased funding for conservation programs
11	N/A
12	identifying long-term funding strategies for fish and wildlife conservation and management, especially in the face of declining revenues from hunting and fishing; utilizing new technologies
13	better marketing and communication to the public use of truthful science in decision making transparency
14	simplification of regulations
15	Identifying and obtaining additional staff positions.
16	The highest priority should be not to open up all the waters within CA to year-round fishing with a 5 fish limit. Making sure there is good SCIENCE behind any decision they make on any water. Reassess all the reasons the special regs in certain water were put their and for what reason, obviously the protection of the resource.
17	significantly improve their standing in the eyes of the legislature.
18	Decide to review all the pertinent facts and science before falling prey to political agendas and/or influences.
19	protect CA natural resources, esp water.
20	I don't know.
21	The Abalone fishery
22	providing hunters with more opportunities and places to hunt
23	They should be expanding fishing and hunting opportunities in our state. There are many people that would like to eat organic meat, but they do not know where to start in learning about hunting and fishing.
24	Communicating with the commercial fishing industry.
25	Define CESA take in a manner that is biologically pertinent (i.e., upgrade to the federal definition)
26	All of them!!!!
27	Opportunities for the public to access and recreate on public lands
28	effective policy management over DFW

29	Notifying tribes of changes and/or opportunities for collaboration.
30	Help the coastal ecosystem!!! Our ocean is hurting, the ecosystem isn't healthy and is not balanced. Bring back the kelp forest, help stop purple urchin barrens and help to keep the kelp forest ecosystem healthy for abalone and young rockfish
31	To keep hunting and fishing as a way of life in this state
32	Science Based Wildlife Management
33	Ending the corrupt, unethical and excessive bureaucracy that dictates current policy.
34	Seek input from seasoned fishermen and FOLLOW the MLMA. Input from seasoned fishermen should be a large portion for the commission when it comes to changes in regs or implementing new processes. Encourage LED to implement and follow through with a review of current regs with at least 1 member of each port. Request meetings for MRC be attended by more than the regular 3 people when asking for votes on topics scheduled for commission meetings. Meetings are not held correctly to obtain wide stakeholder input. Make smaller meetings available via teleconference
35	Being proactive
36	Incorporation of environmental equity and justice into strategic plan and all decision making.
37	Better interpretive signage where the public is allowed in areas where there are sensitive resources.
38	Climate change
39	Coordination with other state agencies (policy, budget and vision).
40	Wolves.
41	Provide local wTer warden for Napa County to respond quickly to environmental damage.
42	Bringing back abalone season
43	Discounted or free Sr. Fishing licenses
44	Applying action-based research that includes not only the department and its granted university-related research but also citizen observations and data.
45	protecting natural resources
46	The willingness of the commission to place moratoriums on the taking of certain species to allow for the recovery of the system.
47	don't know
48	No idea
49	#5
50	purple urchin eradication
51	Transformation of the organization
52	Urchin removal
53	Climate change-- advocacy for addressing ways to mitigate the impacts; -Stop the fee-based model, it really discourages landowners from doing restoration and thus impacts species on the verge of extinction.
54	Rebuild depleted and environmentally threatened salmon populations.
55	1) Incorporating climate change science and considerations and 2) exploring the needs and ways to serve the general population.
56	Protect our environment from people. Get another job and find new hobbies.
57	Remember and keep the original vision and purpose of the DFG.
58	state/federal issues
59	Commercial Fisheries management
60	Climate change is a real crisis. A more ecological ecosystem approach to species management, conservation, and protection is needed now more than ever. However, if deleterious anthropogenic activities are to continue these efforts will not be enough. Public awareness of their collective and individual contributions to the climate crisis is needed to enact change.

61	Use independent science, peer reviewed, to make decisions
62	Protection of ecosystems from encroachment.
63	Financially restore communities to their heights when DFG caused the hardships faced still today from their actions.
64	Responding to the effects of climate change.
65	Making decisions using real, data driven science rather than opinion!
66	Funding
67	Working with other stakeholders and allowing their opinions to carry equal weight
68	Hire biologists
69	To manage recreational impacts on ocean resources.
70	Working towards more open conversations with hunters about land conservation
71	To protect the commercial dungeons fisherman and prove that it's not crab pots killing whales it is most likely deeper fishing like long line fishing and ships killing whales out deep and they float iinto the gear.
72	Collaborating with the Board of Forestry and Fire Protection to update Joint Policies.
73	Tribal participation.
74	Protecting public rights to use public lands (see FGC 1528, 1745, sec. 25 art. I Cal. Const.) in the face of demands by environmentalists, water developers, and flood control (generally that public use be restricted inorder to accommodate environmental/habitat concerns traceable to the reallocation of water by water marketers and the narrow concerns of flood control entities to be free of the public.
75	Wildfire prevention facilitation of funding for small non industrial forest landowners to save existing wildlife.
76	Finding more ways to engage citizens outside of formal commission meetings.
77	Simplification of regulations
78	Realizing that not all areas are the same, such as changing the fishing season at Eagle Lake to last thru feb 28th. No bathrooms are open, no water available, roads not plowed, lake iced over with thin spots, no rescue available, no enforcement available, no sheriff available & roads impassible or gated & locked. The lack of bathroom facilities alone would kill a recreational area Come May with frozen poop everywhere that eventually would drain into the lake. Sub zero temperatures would kill anyone who would fall thru the ice & rescue is 45 minutes away on a good day but without ice rescue equipment. Good for the goose but not the gander. Each lak and body of water is unique. It's not a one size fit all.
79	Biological based decisions instead of the politically driven management that we see today.
80	law enforcement, especially poaching and polution
81	Re-igniting public interest and reviewing/ adjusting big game seasons
82	Managing deer populations
83	Use of Scientific Conservation Wildlife Management to set up policy. I don't think it is possible to change currently because of the structure of the commission's curren appointments and the constant threat of the groups that will threaten lawsuits and go to the legislature if they don't like the commissions policies.
84	Approve the PEIR for marine aquaculture
85	Changing focus from "enough to keep animals from going extinct" to "protecting current populations and expanding those populations."
86	Protection of endangered species.
87	Incorporating the latest and best science Ethics
88	Rebuilding trust! This could be done by ensuring that minimum qualifications for a Commissioner. Knowledge of fishing and hunting activities should be a prerequisite for membership - not political favor
89	5

Q8 Are there specific emerging issues on which the Commission should place greater focus?

Answered: 91 Skipped: 7

#	RESPONSES
1	Water and too much development. Soon the San Lorenzo will be a trickle with no fish. Who will care?
2	The current hysteria around fuel management and lack of emphasis on land use planning and building codes is something the commission should get involved in. Additionally, invasive species management is woefully inadequate in the state and there is constant pressure on our natives from them. Finally, recognizing that the state's residents are by and large and increasingly conservationists and not hunters and fishers and having the commission focus its efforts accordingly would be good.
3	Invasive species eradication, especially Striped Bass on the Central to South Coast, where they were not historically present and are affecting T&E Steelhead. SB impacts on the coast are not the 'red herring' that they are in the Delta.
4	- Elimination of bear hunt. Refocus on reducing conflicts. - Depredation regulations: improve population and mortality accounting and data collection to reduce conflicts. Emphasis on solutions that are scientifically proven to work long-term, and evaluation of long term impacts of lethal methods. - Focus on biological and ecosystem impacts of hunting. - Improve reporting on take, hunter outcomes, mortality accounting generally. - Provision of scientific information on why certain populations are declining or increasing. Specifically - Where and why are ungulate and sheep herds declining, and how that can be mitigated.
5	Decline in habits. Decline in game species. Poor pr., Especially wardens.
6	Tackling the issues of underground regulation within the Commission. You know the saying "fix yourself before trying to fix others"? Ya, go do that.
7	Use of rodent poisons and weed killers that affect bees, butterflies, and small and large mammals.
8	The Loss Of Critical Habitats.
9	1. Effects of pesticides, especially neonicotinoids, on wildlife species. 2. Climate change impacts on habitats and species
10	N/A
11	Perhaps something surrounding increasing megafires and the associated loss of habitat?
12	marine special planning for all groups increase in restricted fishing areas ocean acidification and pollution
13	Consider privatizing trout hatcheries and stocking programs.
14	Continue to focus on tribal perspectives.
15	See #7 - Special Regs leave along in Eastern Sierra. Focus on your job and not trying to make a benchmark for 150 years, I don't believe anyone is really interested; we are all interested in a sustainable inland hatchery program that will keep the majority of anglers happy and also keep the "Natural born trout" in existence.
16	again, establishing a stronger voice & position with the state legislature.
17	All issues are important
18	Water habitat.
19	yes. Habitat preservation has been affected without consideration for access to important economic resources (e.g., minerals). Although the State has abundant high quality aggregate resources, urban expansion and habitat preservation measures have been allowed without consideration for accessing important resources. We should re-look at our habitat conservation areas with an eye towards limited mineral resource development within close economic range of our market areas.
20	Recreational efforts to control the urchin population to reduce pressure on the red abalone population

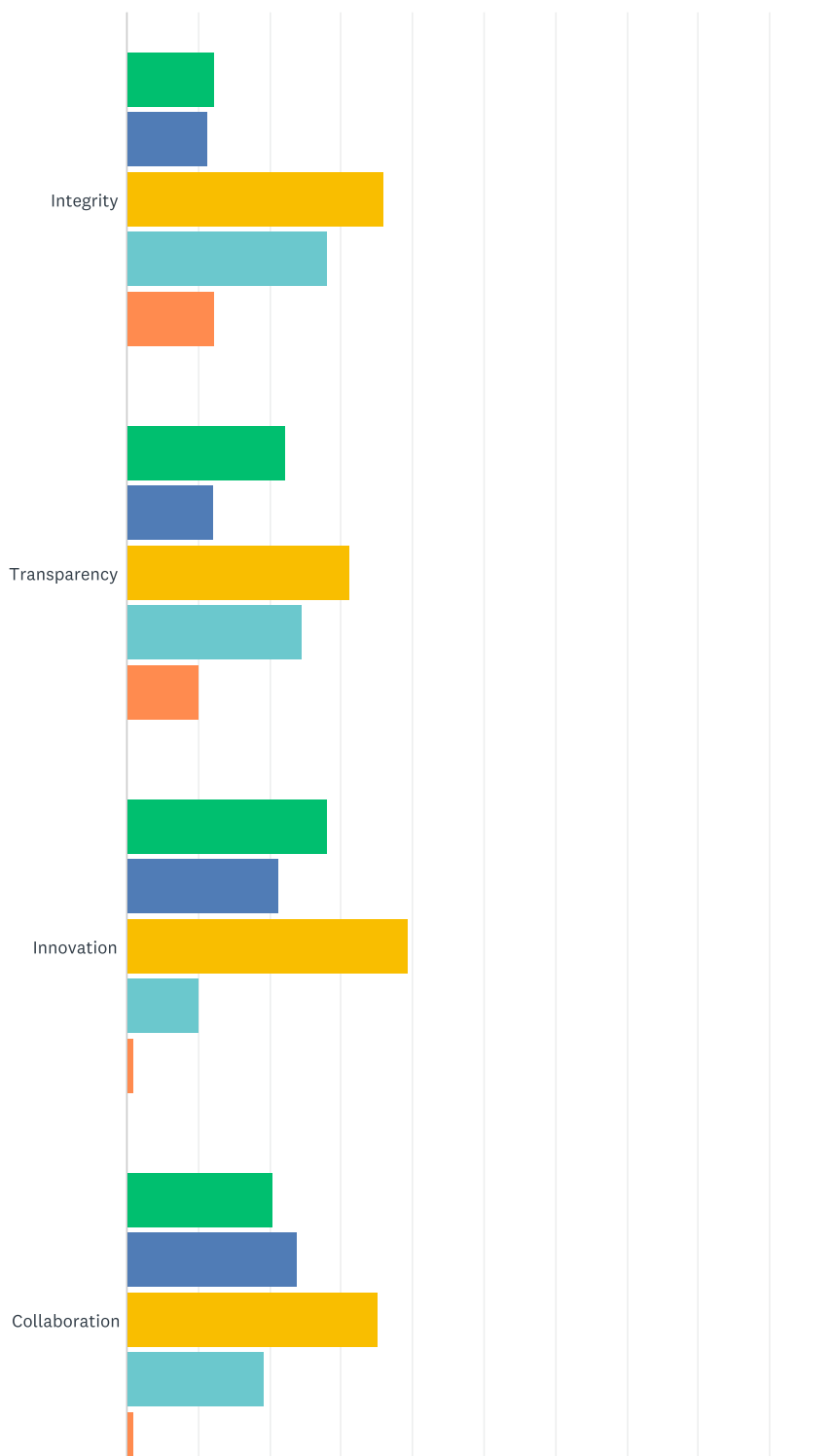
21	hunting restriction on newly acquired land
22	They should be expanding opportunities for hunting and fishing.
23	Climate Change.
24	The definition of CESA take is not biologically sufficient for conservation and too many CDFW personnel perform as activists rather than as scientists.
25	Talk to the Governor if he appointed you to do a job tell him to let you do it.
26	Helping to get resource management plans completed in a timely manner. Staff has kept lands closed for many, 10+ yrs. using the excuse there is no management plan. Either don't have the funding or time. Poor excuse when you see their other priority projects get approved in very short timelines.
27	protecting habitat and species populations vs. setting bag limits for diminishing populations
28	N/A
29	The urchin crisis and the dying abalone
30	Nutria eradication Sound population surveys
31	Including the hunting and angling Californians and their heritage in your mission statements and objectives
32	We're very concerned about the urchin barrens in the Channel Islands and off the CA north coast. The urchins can consume the kelp which fosters so many other creatures, then filter feed so the abalone and competitors have no chance.
33	Vindictive actions against rural residents in regards to water use and environmental impact. People should not have to pay out large sums of money to a useless agency to simply exist on their property.
34	Yes, removing the 96 hour pull interval. Spiny lobster decline in value over the past 2 years. Not allowing a snap shoot of fisheries in order to produce fishery management in lieu of scientific data
35	Loss of federal ESA protections Lack of state funds to buy habitat - must get Greenhouse Gas Reduction Funds to WCB in the Working and Natural Lands portfolio.
36	Commercial aquaculture in state waters
37	Population growth, sea level rise
38	MLPs and urchin barrens
39	Climate shift and the impacts on species.
40	Wolves.
41	Ground water overdrought reducing surface flows.
42	The urchins taking over
43	Unknown
44	Red Abalone. Issues related to climate change as related to species protection and harvest.
45	climate change coastal resilience MPAs as oceans warm may need to move
46	The warming of the Pacific and the impact on resource management.
47	include the influx of population on the coast coupled with any one or more issues, such as encroachment on habitats, preservation of habitats
48	No idea
49	Stay focused on the mission and need.
50	restoring the kelp forests
51	Not protecting the ways of the past
52	Urchin removal
53	- Water policy--quit sending water to SoCal and wasteful farm practices _ Climate Action-incentivize best practices for meeting the challenges of climate disaster projections - Fund programs that offset impacts from cannabis and incentivize those who practice BMPs.
54	Review regulations regarding rebuilt fish populations in California coastal waters.

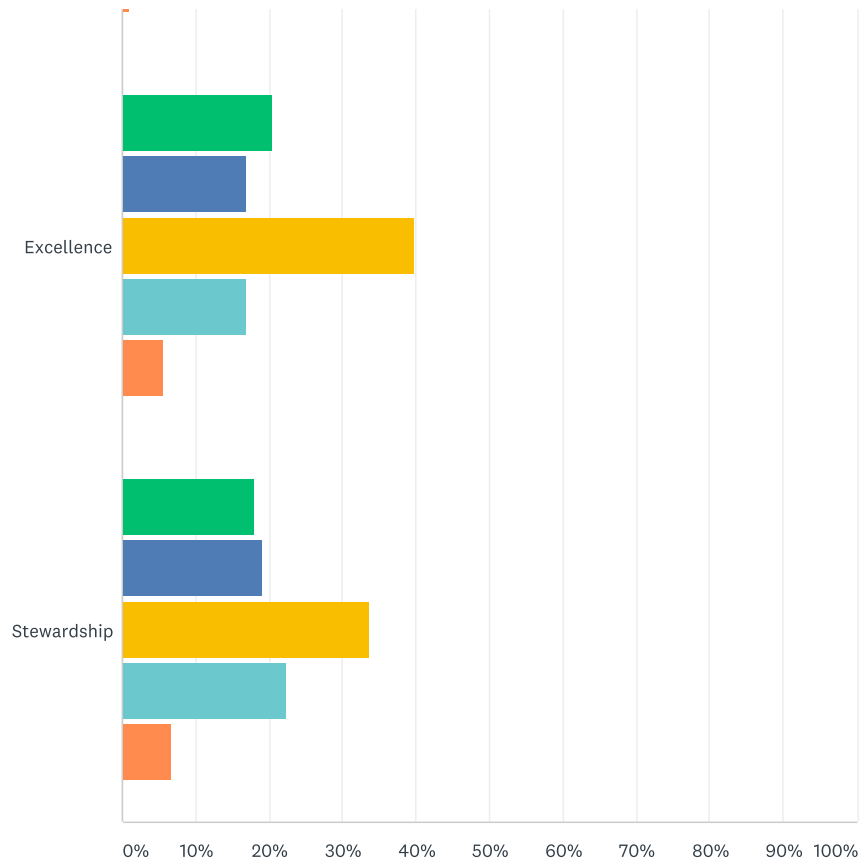
55	na
56	Purple urchin
57	The Commission needs to regain and preserve relations with those who buy licenses and tags, who's interests have been replaced with the interest of researchers and special interest groups. License holders are not stepchildren, they are the funding and the job.
58	Ocean acidification Management using spatial techniques and harvest rights
59	Climate change
60	Climate change.
61	Protection of S.F. Bay-Delta fish & wildlife from abusive water extraction. Support the CWRCB's new flow requirements for San Joaquin inflows. Do not agree with settlement flows if they are not as high as Water Board's recommendations.
62	Protection of ecosystems.
63	Restore damaged communities to their heights by investing in bringing tourists back to the region to their heydays.
64	Purple urchin overbloom and the loss of kelp forests.
65	Guiding policy that is common-sense and science based!
66	The loss of seaweed and kelp forests and their associated animal species
67	Programmatic agreements with external stakeholders
68	Stop the selling out of our states wildlife resources in order to sell more fishing and hunting licenses for revenue in the false concept that this will pay off in any way. The FFF is a joke!
69	Whale entanglement with recreational crab gear is very important to all of us. There needs to be a concerted effort to bring everyone on board with the issues.
70	Engaging and communication with local authorities
71	Yes protecting the commercial crab fisherman.
72	Fire is a huge topic for which the Fish and Game Commission should dedicate some time and discussion. The Governor has prioritized fire prevention projects which alter vegetation throughout the landscape and may affect fish and wildlife in a variety of ways. Additionally, large scale, high intensity fires may remove important habitat. The Fish and Game Commission should at least be informed about fire-related issues and possibly enact regulations or policies where appropriate.
73	ocean and inland aquatic habitat collapse.
74	Lands owned by the state and therefore subject to the right to fish; lands formerly owned by the state and expressly subject to the reservation of the right to fish; lands formerly owned by the state, conveyed out after 11/8/1910, by an instrument without and express reservation of the right to fish; the ongoing obligation of state agencies to reserve in the people the absolute right to fish upon the sale or transfer of state-owned land (see section 25, article I, Cal. Const.; People v San Luis Obispo Sportsmans Assc., (1978) 22 Cal. 3d 440).
75	Aligning rules with new EPA focus. Wildfire prevention and associated wildlife habitat protection. This takes big money and small Forest landowners are only eligible for CFIP.
76	As a CDFW staff member, I work a lot on human-coyote conflicts in Southern California. One thing that we are finding is that coyotes fall between the gaps in the State's wildlife regs (they are not a game species, and not a protected species). There is a lot of misinformation about coyote management and conservation and several grassroots organizations are pressuring their local cities to make new rules about lethal control of coyotes based on this misinformation.
77	Elk Management statewide - Rebuff special Mountain Lion zones -
78	The restoration of the native spawn of Eagle Lake rainbow trout. Improving water quality issues and controlling/eliminating the cause of the last 2 years of Cyanobacteria. Which Eagle Lake never had to the current extremes before.
79	R-3 get the youth invoked.
80	do not open sensitive angling areas to take by any method
81	Innovating public recruitment and emphasizing the importance of hunting and fishing, protecting hunting and fishing. Make it as easy as possible to learn how to address the commission

82	wildfire intervention, controlled burns to remove excess under growth
83	Wildlife connectivity, increasing area of conserved lands, more investment into conservation
84	All water issues in the Sacramento River Delta
85	North American Model of Wildlife Management Model to manage our wildlife.
86	Approve the PEIR for marine aquaculture
87	Fisheries and the fact that we are emptying our oceans. At some point, the Commission will have to send the bad news to fisheries that they can't keep going like they always have.
88	Gray wolf and gray wolf habitat protection. Protection of natural wildlife migrations corridors.
89	Climate change needs to drive management policies in addition to an ethical component. If you fail to address climate change, we will jus speed up extinction rates of many species of fish and animals.
90	Yes! Participation in recreational and commercial fishing and recreational hunting activities. Focus on real science and not paid for science (or opinions masqueraded as science)
91	Wolves, wolves & cougar population explosions.

Q9 The Commission recently adopted six core values to guide its work and the work of its staff. On a scale of 1 to 5, how well do you think the Commission and its staff is currently doing in meeting these core values? A score of 1 represents unsatisfactory performance and a score of 5 represents excellent performance.

Answered: 90 Skipped: 8



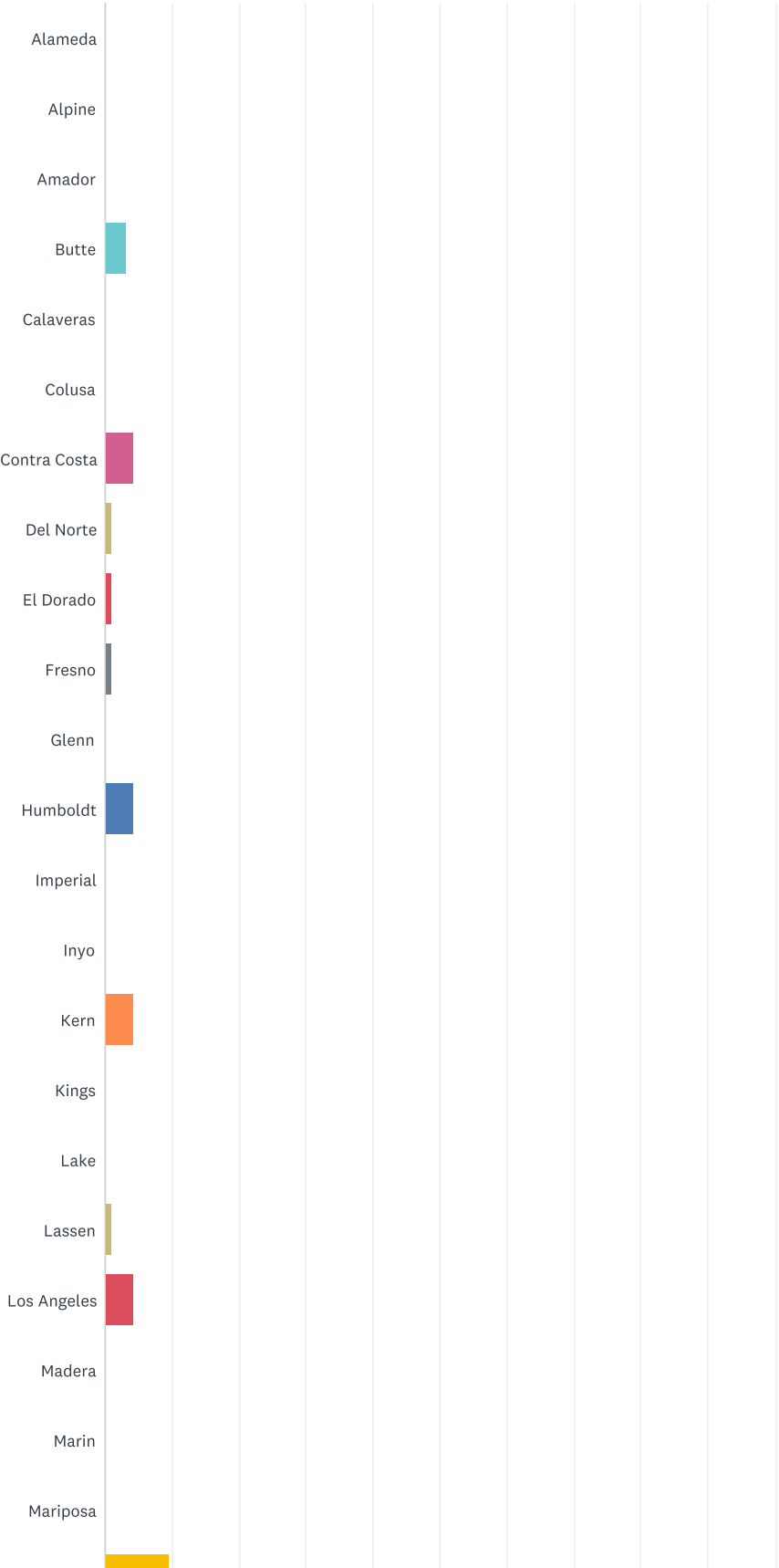


■ 1
 ■ 2
 ■ 3
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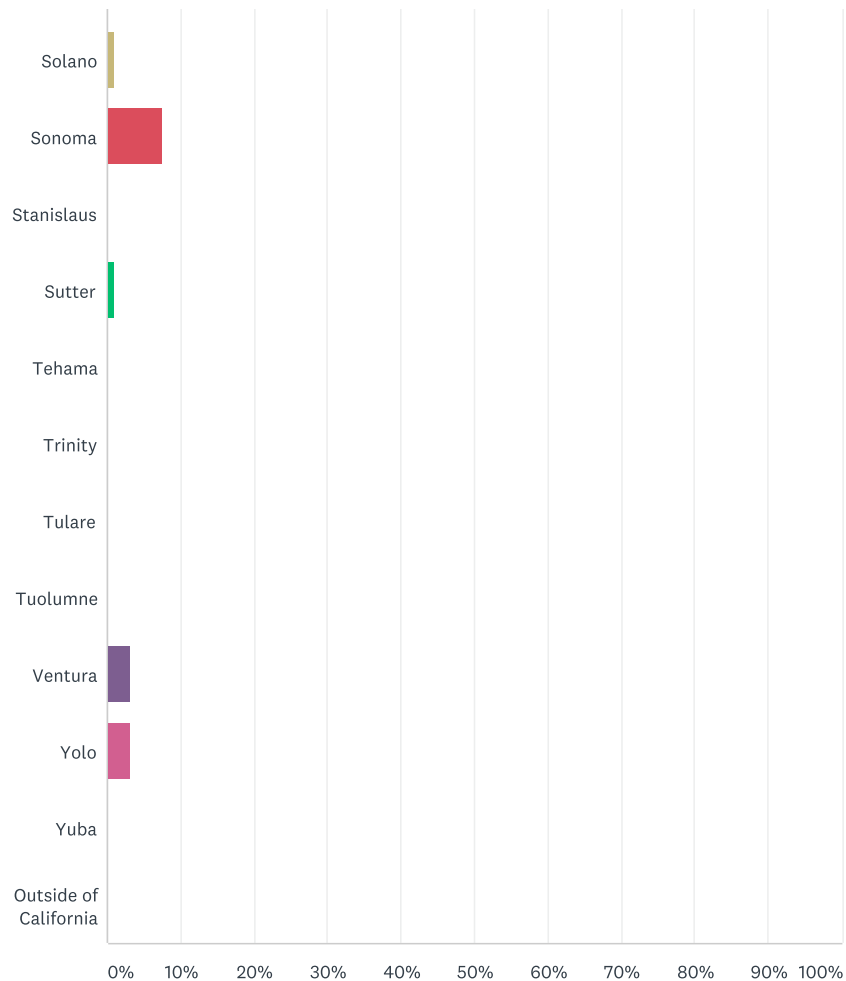
	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Integrity	12.36% 11	11.24% 10	35.96% 32	28.09% 25	12.36% 11	89	3.17
Transparency	22.22% 20	12.22% 11	31.11% 28	24.44% 22	10.00% 9	90	2.88
Innovation	28.09% 25	21.35% 19	39.33% 35	10.11% 9	1.12% 1	89	2.35
Collaboration	20.45% 18	23.86% 21	35.23% 31	19.32% 17	1.14% 1	88	2.57
Excellence	20.45% 18	17.05% 15	39.77% 35	17.05% 15	5.68% 5	88	2.70
Stewardship	17.98% 16	19.10% 17	33.71% 30	22.47% 20	6.74% 6	89	2.81

Q10 In what county do you currently reside?

Answered: 94 Skipped: 4







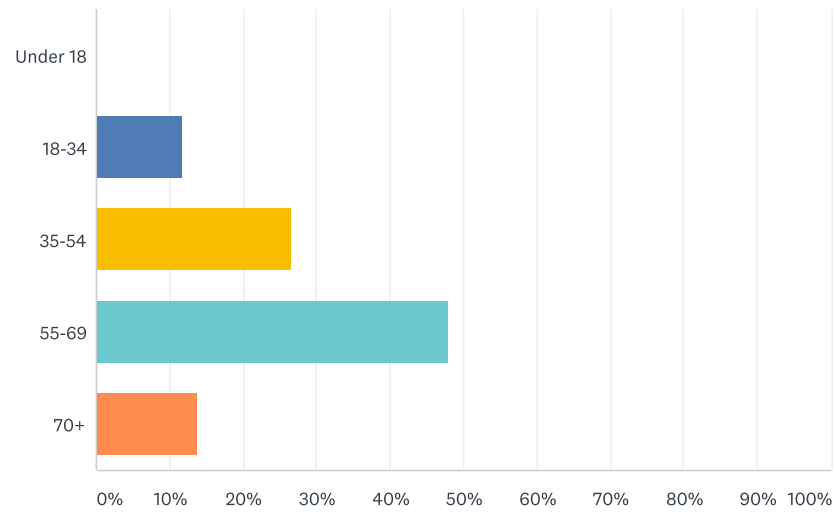
ANSWER CHOICES	RESPONSES	
Alameda	0.00%	0
Alpine	0.00%	0
Amador	0.00%	0
Butte	3.19%	3
Calaveras	0.00%	0
Colusa	0.00%	0
Contra Costa	4.26%	4
Del Norte	1.06%	1
El Dorado	1.06%	1
Fresno	1.06%	1
Glenn	0.00%	0
Humboldt	4.26%	4
Imperial	0.00%	0
Inyo	0.00%	0
Kern	4.26%	4
Kings	0.00%	0
Lake	0.00%	0

Lassen	1.06%	1
Los Angeles	4.26%	4
Madera	0.00%	0
Marin	0.00%	0
Mariposa	0.00%	0
Mendocino	9.57%	9
Merced	0.00%	0
Modoc	0.00%	0
Mono	1.06%	1
Monterey	4.26%	4
Napa	3.19%	3
Nevada	0.00%	0
Orange	2.13%	2
Placer	1.06%	1
Plumas	1.06%	1
Riverside	0.00%	0
Sacramento	12.77%	12
San Benito	0.00%	0
San Bernardino	0.00%	0
San Diego	14.89%	14
San Francisco	0.00%	0
San Joaquin	1.06%	1
San Luis Obispo	1.06%	1
San Mateo	1.06%	1
Santa Barbara	3.19%	3
Santa Clara	0.00%	0
Santa Cruz	2.13%	2
Shasta	1.06%	1
Sierra	0.00%	0
Siskiyou	0.00%	0
Solano	1.06%	1
Sonoma	7.45%	7
Stanislaus	0.00%	0
Sutter	1.06%	1
Tehama	0.00%	0
Trinity	0.00%	0
Tulare	0.00%	0
Tuolumne	0.00%	0
Ventura	3.19%	3
Yolo	3.19%	3

Yuba	0.00%	0
Outside of California	0.00%	0
TOTAL		94

Q11 Please indicate your age:

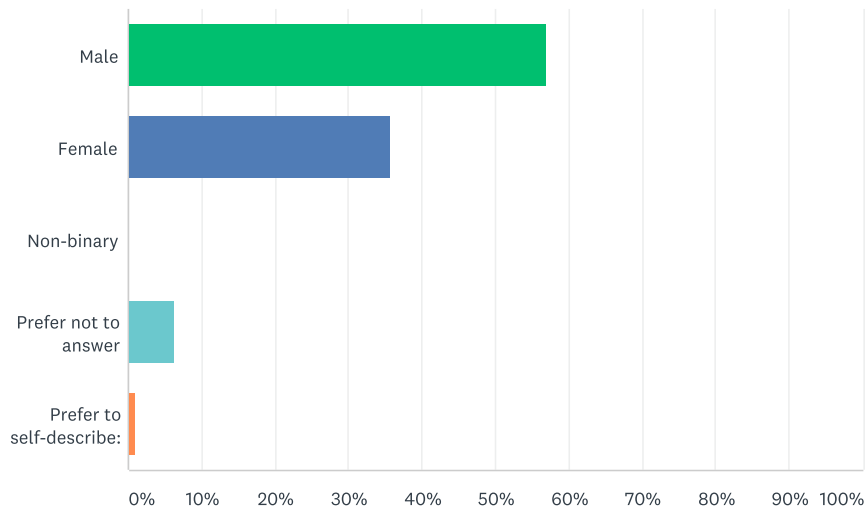
Answered: 94 Skipped: 4



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-34	11.70%	11
35-54	26.60%	25
55-69	47.87%	45
70+	13.83%	13
TOTAL		94

Q12 To which gender identity do you most identify?

Answered: 95 Skipped: 3



ANSWER CHOICES		RESPONSES	
Male		56.84%	54
Female		35.79%	34
Non-binary		0.00%	0
Prefer not to answer		6.32%	6
Prefer to self-describe:		1.05%	1
TOTAL			95

#	PREFER TO SELF-DESCRIBE:	DATE
1	Really?	

Q13 Is there anything else you wish to communicate to the Commission?

Answered: 64 Skipped: 34

#	RESPONSES
1	I can help.
2	I know you have your work cut out for you so please don't take criticism as anything other than my attempt to provide data to help you improve in your unenviable task of managing our natural resources.
3	No
4	...
5	Best Wishes From A Former F&G Executive Secretary.
6	N/A
7	Good luck with the new strategic planning effort. The more you can engage the public and keep the process transparent, the better the outcome and buy-in will be. This survey is a great start.
8	The hunting and fishing community believe in conservation and environmental stewardship. But every day our right to enjoy our favorite sports seem to get harder and harder to enjoy. We all want a sustainable future, but over regulation is not always the answer. The commission was put in place to help us have a future, not to overregulate us out of existence.
9	Consider a special Sierra Trout Stamp to fund improvements to hatcheries. Also, consider creating tight standards and contracting with private sector to operate hatcheries.
10	N/A
11	See #4 and #7, and keep up the good work, we need more support from the Commissioners and a strong back-bone.
12	Thank you for all your work to improve the management of our natural resources.
13	Continue to reach out to communities and make sure everyone is heard
14	I am worried many people in our state are missing out on opportunities to harvest their own fish and game.
15	Support and communicate with commercial fishermen.
16	The definition of CESA take is insufficient to effect conservation of listed species and too many CDFW personnel perform as activists rather than as scientists.
17	please stand up and do your job.
18	The CA Department of Fish and Wildlife is one of the most frustrating agencies to deal. Both in my professional life working for the County and as a private citizen and volunteer.
19	N/A
20	I hope as a commission you will listen to hunters and anglers ideas or opposition on new legislation. The feeling of people who utilize the outdoors for food and recreation is that as a commission you only listen to groups who want to see the end to hunting and fishing in this state.
21	Keep fighting the fight against the houses removing your purpose for being there.
22	The commission has failed on every conceivable level. It has failed to protect the environment by imposing idiotic irrational policies that cause additional environmental harm. It has failed the people of California by imposing draconian fees, regulations and penalties. It has failed the government of California by creating a bureaucratic monster that does nothing but waste tax dollars. Nothing good has come from the Commission and nothing ever will. It needs to be disbanded and done away with as soon as possible for the good of every living creature in the state of California.
23	I encourage them to communicate with a large variety of commercial fishermen, have a more open dialogue, put the breaks on certain regs instead of making deals

	solely to acquire funds rather than what is best for a fishery
24	Integrity is a key principle
25	Gratitude for their hard work, I know it isn't easy!
26	I appreciate the difficulty of your position and wish you well.
27	No
28	Thank you for the difficult job that you do.
29	Please we need water warden . Our local warden is not prepared to address deforestation and creek destruction.
30	No
31	no
32	no
33	?
34	raise money for abalone restoration/ urchin eradication
35	Listen to citizen scientist
36	Be more vocal and visit the communities you serve.
37	Please remember that fishing and hunting licenses as well as commercial landing taxes supply a large amount of the Commission and Department's funding. Less fishing and hunting in California equates to less funding for needed environmental projects.
38	My 30 years experience with the Commission (first as a Dept employee and then a representative of interested organizations) it seems to me the Commission is frequently seen as simply choosing between hunting/fishing and environmental/animal rights interests. I realize people connected with those views are the people who most frequently appeal to the Commission but some tools to go beyond that framework need to be used to ensure the public interest is served.
39	No
40	Stop involving the DFW in things like gender issues, that is another department.
41	Stewardship is a life long practice having live most my life being as self sufficient as possible, living very close to the land in remote areas. As a fisheries biologist and aquatic ecologist I have been fortunate to practice ecological stewardship in all areas of my life. I support and value the commissions continued work and efforts to promote stewardship and ecological principals, for the valuable ecosystems in California through conservation, protection, and management. Thank you for the opportunity to participate in this survey.
42	Don't know the new commission values, so didn't respond on that.
43	No
44	Stay out of our counties when you do them NO Good. You destroyed my business by poisoning Lake Davis in 1997 and 2007. The US govt added to it with ill conceived Depressions of 2003 and 2008. Then they allowed the Twin Towers to be bombed in 2001. All of these events destroyed Eastern Plumas County's economy and we have yet to recover. But what do you care? I wonder?
45	Thank you.
46	Stop thinking what you believe is true and work beyond to seek truth in matters.
47	I am a member of many state and federal committees; The Dungeness Crab Gear working group, TriState Crab commission, Cordell Bank Advisory Council, California Salmon Council, to name a few. I am also a commercial fishing who has to provide for his family and crew. I love this ocean and want to see the resource remain for generations to come. Please help all of us attain this. Thank you very much,
48	No
49	Thank you for providing this opportunity to give my input! I know these sorts of processes are time consuming and your responses will likely range all over the map. I appreciate you taking the time to review my responses and consider all your stakeholders' input.
50	In your "goals" you identify "stewardship." Most readers would see this as the obligation to protect the underlying resource, the plants, animals, and lands subject to your jurisdiction. This seems to improperly minimize your obligation to encourage

	public use of public lands (GFC 1528, 1745)
51	Please urge too staff to share the rumored NSO policy changes with all staff and stakeholders in advance of oct 23 NSO Forum. And urge them to coordinate with USFWS to full extent possible and urge them to be transparent about rumored statewide SHA on NSOs, in advance of oct 23 NSO forum, with DFG NSO Forum advisorv committee members. Thank you, [REDACTED]
52	As a CDFW employee, I appreciate all the work the Commission is doing to help manage and conserve California's wildlife. It is a big order/challenge to do so in a state that is as ecologically and socially diverse as California. Thank you.
53	Wildlife management by politics is not sound science.
54	Realize that many of your field And office employees are worthless and on the agendas set forth by good old boys and doing nothing to protect or serve their token waters properly. .
55	Question 11 lends it self to profiling your participates and it should be removed.
56	I have a proposal to adjust the dates of deer hunting in A zone. How do I approach this with the commission?
57	Access for mobility challenged people
58	We are in need of bold and forward thinking leadership in conservation and wildlife mgmt. We should be a world leader and model. We have more work to do.
59	Have a nice day!
60	n/a
61	Thank you for doing a great job of protecting fish and wildlife in California.
62	No
63	I entered 4 under stewardship; but feel that an explanation is required. I think the FGC goes overboard in this role - erring on the side of preservation or over-caution will further reduce participation in these outdoor activities.
64	Defend that constituency that has always protected California lands and waters: Hunters and fisherman

Q14 If you are interested in potentially providing additional input, please indicate your name and email address:

Answered: 45 Skipped: 53

ANSWER CHOICES	RESPONSES	
Name	100.00%	45
Company	0.00%	0
Email Address	100.00%	45

California Fish and Game Commission

Key Themes from Strategic Planning Public Survey Results

December 5, 2019

Background

In anticipation of the California Fish and Game Commission's (Commission) upcoming 150-year anniversary in April 2020, a strategic planning process was initiated in early 2018. In the first of a three-phase process, the Commission reassessed its mission and vision, and developed a set of core values, in concert with staff and stakeholders. In June 2019, staff began the second phase of the planning process, consisting primarily of data gathering and synthesis with staff, stakeholders and commissioners.

In October 2019, staff solicited broader input on key questions through an online survey sent to a randomly selected subset of the Commission's mailing lists; nearly 100 respondents participated in the survey. In this document, results for responses to questions about strengths, areas in need of improvement, opportunities, and obstacles or challenges, as well as a question on top priorities for the Commission, are categorized and summarized. Respondents were asked to provide a maximum of three items per question for the first four questions, and one item for the priority question.

It should be noted that a number of the responses to all questions conflated the work done by the Commission and the work of the California Department of Fish and Wildlife, consistent with the experience of Commission staff. Recognizing and keeping in mind the often imperfect distinction between the two organizations, staff has summarized survey responses to the open-ended questions.

What do you believe are the Commission's greatest strengths?

The top areas the public listed as the Commission's greatest strengths were:

- stakeholder engagement,
- work in wildlife and land conservation,
- the Commission's level of authority and power to enact regulations, and
- a strong use of science in decision-making.

Other strengths included commissioner background or personal qualities, good management of resources, adequate public access for resources, transparency, staff qualities, and partner collaboration.

What do you believe are the Commission's areas in greatest need of improvement?

The top areas the public listed as in greatest need of improvement are:

- public engagement,
- the apparent lack of the use of science in decision-making, and
- wildlife and lands conservation.

Other areas mentioned frequently include commissioner background (more specific knowledge and understanding of hunting, fishing, science, etc.) or level of engagement, work with tribes and partners, and proactive management.

Additionally, areas mentioned by more than two individuals include enforcing regulations, political interference, the need for more precautionary management, the number of hunting/fishing opportunities, public lands access, need for predator management, water management, more staff, slow processes, and managing urchins/abalone.

What do you believe are the greatest opportunities available to the Commission as it moves forward?

The top areas the public listed as greatest opportunities are:

- greater outreach and public engagement,
- increase wildlife and lands conservation,
- creating hunting and fishing opportunities, and
- better use of science in decision-making.

Many respondents also listed more sustainable fisheries, greater collaboration with tribes and stakeholders, and soliciting more public input into decision making.

Other areas which received more than two responses include improving the functioning of the California Department of Fish and Wildlife, coordinating with other agencies or states, improving access to lands and resources, better coordination with the California State Legislature, and protecting kelp and abalone.

What do you believe are the greatest obstacles or challenges the Commission is facing?

The top area the public listed as the Commission's greatest obstacles or challenges was:

- outside or non-scientific influences in decision-making, either from the public, non-governmental organizations and other activists, or from political pressures.

Many respondents also included climate change, qualities or backgrounds of the commissioners, and lack of funding as obstacles.

Other obstacles receiving more than two responses include a lack of enforcement, a lack of public knowledge or interest, a resistance to change, slow processes, growth and development, and a lack of legislative support.

Of the items you have identified in the above questions, which do you believe should be the highest priority for the Commission in the near-term?

Asked to identify a top priority of the issues already discussed, the public listed collaborations – either with tribes, stakeholders or other agencies – as the top priority. A greater focus on conservation and stronger use of science in decision-making were also top priorities. Greater public engagement, addressing climate change, greater funding, and an examination of values were also listed.