

Below is feedback from reviewers and ambassador program WG members on how to improve the ambassador program review process in future rounds.

1. In some cases, there was a large disparity between how different reviewers would score the same person, despite being given a rubric to base evaluations on. It is recommended that next time, all the reviewers meet before the review process begins to align criteria.
2. In future rounds, we should strive to achieve greater representation of individuals who are women, trans, or gender non-conforming in the application pool.
3. The rule "a maximum of 1 ambassador will be from each regional or topical OSch community," stated in the call for applications was unenforceable as many applicants represent more than one community. This should be removed from future calls for applications.
4. In future rounds, we should ensure greater regional diversity and even representation of different regions. In 2024, there was little to no representation of applicants from Europe; in the future, we can focus on targeting these audiences.
5. Regarding eligibility, the WG can consider whether people in paid coordinator positions for regional communities are eligible to be ambassadors, or if this should be reserved solely for community volunteers.
6. We need to ensure that future applications clearly state that "affiliation" refers to the applicant's *primary* affiliation and that this information is shared publicly on the forum.