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WARNER COLLEGE
OF NATURAL RESOURCES
COLORADO STATE UNIVERSITY

April 2025



A Note from the CCC Director

It is Earth Month, and I have been thinking, again, about relationships. What does it mean to be in relationship with our colleagues, our stakeholders, and the other-than-human beings who share this Earth with us?

Last weekend I attended a celebration for a friend who is retiring from a long career as a professor of marketing. During the evening, the importance of "relationship" came up again and again. My friend's [most highly cited paper](#) describes how relationships between buyers and sellers are built on trust and that building trust is "expensive, time-consuming, and complex" yet "critically important." Coincidentally, in a recent [blog post about forest collaboratives](#), Katie McGrath Novak summarized how "Now more than ever, collaboratives

are leaning on built trust and relationships with existing partners.” In business as in conservation, trust and relationships are key.

In the book [*Colorado's North Park: History, Wildlife, and Ranching*](#), author Paul Richard begins his story before European settlement, including how badly the Ute were treated and the market hunting for hides and meat that decimated elk and bison herds. But the heart of his story begins in 1886 when his great grandparents settled in North Park. Across generations, relationships thread through his story, relationships among family, and relationships between ranchers and the landscapes and wildlife they lived among. With obvious awe, Richard writes that, “Thoughts of this place and my people’s North Park history often took my breath away.” Just 100 miles west of where I live and work, North Park sometimes seems a world apart. Jackson County, home to North Park, has 1400 residents. Larimer County, where I live, has 359,000 residents. When wolf reintroduction was on the ballot in 2020, 87% of Jackson County voters said “no.” In Larimer County, 52% of voters said “yes”. Despite these differences, Richard’s book—and my personal experience—suggests that far less distance separates us on how we value land, water, and wildlife.

In another book, [*A Reverence for Rivers: Imagining an Ethic for Running Waters*](#), Kurt Fausch, a world-class stream ecologist, shares how, over his career, he has come to understand both the power and the limits of western science. Similarly, during my decades-long experience in conservation, I have worked with hundreds of people drawn to the field by passion, but who approach the work primarily with technical, legal, and financial tools. Yet land and water degradation and biodiversity loss continue. In his final chapter, Fausch steps beyond science to imagine a different relationship with rivers. Drawing from the work of Native American philosopher Viola Cordova, he imagines a world “where we love and respect rivers as kin” and we co-create a “rich, full, and vibrant universe where we and our descendants and communities can thrive.”

In this moment where differences are emphasized and vilified, I find myself wondering what “expensive, time-consuming, and complex” work we should be doing to build trust and relationships across the seemingly intractable divides. I believe collaboration offers some promise to move us forward. [I welcome your thoughts.](#)



News from the CCC



WCCN Collaborative Voices

Our latest update to the WCCN Quarterly newsletter, Collaborative Voices, was posted last month!

This edition discusses the relationship between **HOAs and natural resource** organizations, the ins and outs of **bighorn sheep relocation from Oregon to California**, a comprehensive map of **conservation organizations across Texas**, and much more!

This is a place to **learn and hear from peers across the West**. Here, you'll find news from the WCCN as well as updates from the states within our network.

[Read here](#)



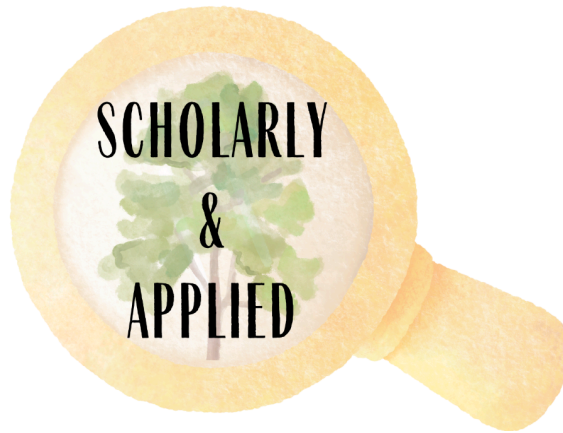
CFCN April Updates

What's new with the CFCN? Read this month's newsletter to find out! This month we're sharing:

- Our next Branching Out session on the Colorado Forest Resilience Planning Guide
- Follow-ups from our March 20th All-Partners Gathering
- Exciting updates to the Atlas of Collaborative Conservation
- An opportunity to engage with students from Pueblo Community College
- And LOTS of webinars, trainings, conferences, and more from our partners

[Read here](#)

Scholarly and Applied Impact



Here we review research to guide our practice. Please [reach out with suggestions](#) for what we should cover! **CCC Fellows and staff are indicated by bold font.**

Strategies that support “social and ecological resilience” (Layden et al 2025) are of high interest these days. **Katie McGrath**, who leads the CCC’s Colorado Forest Collaboratives Network, shares these two blog posts ([Impacts of Federal Funding Changes on Colorado’s Forest Collaboratives and Communities](#) and [Where Do We Go From Here? How Collaboratives Are Looking to the Future, and How To Support Them](#)) from a conversation she recently led with the Network. Participants talked about current challenges facing collaboratives and communities throughout Colorado, as well as how they are looking to the future. They cited the importance of “leaning on built trust and relationships with existing partners.” These relationships allow people to come together and do the work while allowing for flexibility, adaptability, and mutual support.

At the same time, in [Confronting Colonial History: Toward Healing, just, and Equitable Indigenous Conservation Futures](#), **Tamara Layden (Cohort 12)** and her coauthors point out that finding a true path toward resilience requires an honest look at what has happened in the past. For example, understanding how historical actions have resulted in social inequities is important, as conservation is less effective when “social inequities are deemed as unrelated or tangential to ecological inquiries.” The authors suggest paying attention to power, value systems, ways of knowing, and ways in which conservation can perpetuate “existing inequalities within their scientific fields and the communities with which they work.”

Collaborative conservationists are quite familiar with these strategies for resilience. After all, we take pains to include diverse perspectives and interests while sharing power and resources – all of which require trust and relationships. And it makes sense that these practices contribute to resiliency: they provide productive platforms for people to have a voice in stewarding their local places,

thereby finding common ground among many different values. It is because of how we bring these differences together that collaborative conservation can result in more successful and enduring conservation.

- Allison Brody, DA

Our Associate Director of Learning

Notes From the Field



Here we take short explorations of the CCC's projects, on-the-ground engagement, research, and what we are learning along the way!

*The focus this month is:
Thinking About Mentorship*

Since I joined the Western Collaborative Conservation Network (WCCN), the [Emerging Leadership Working Group](#) has been formulating and implementing a project focused on learning from our community about the best practices for mentorship. And I'm super excited to say that, with [Crowd Conservation](#) and about 25 interviews later, we are getting to the point where we have some results to share with everyone.

I'd like to share a few of our findings with you all, and maybe get you interested in checking out the Mentorship Best-Practice Toolkit once it is complete. After talking to more than 20 people who coordinate mentorship programs, serve as mentors, and/or wanted to share about their experiences as mentees, here are some things that we have learned:

1. Self-reflection is essential for both mentees and mentors. Mentees should think about what they are looking to get out of a relationship with a mentor

- and be intentional about their goals. Mentors should be transparent about what they can provide and the capacity that they have.
2. Our networks are shared resources that we can bring to bear for both our mentors and mentees. Of course, one of the benefits that we know people are commonly looking for via mentorship is greater networking opportunities. But likewise, mentees can help their mentors connect with new people. This is a mutual benefit of these relationships that strengthens our field as a whole.
 3. Plenty of mentors have some imposter syndrome! This is normal, and if people need support in overcoming this feeling, it can be helpful to seek peer-to-peer support, and excitingly, many mentorship programs are developing training programs to empower their mentors.

This is just the tip of the iceberg, and in fact, we are still in the process of understanding what our interviewees have shared with us. Not only are we working on the toolkit, which will be shared out through WCCN when it is complete, but we are also planning on delving deeply into the interviews for a peer-reviewed paper. I am very excited to see what we can learn from deeper analyses of the information that the community has shared with us, and I look forward to sharing it with you soon!

- Aireona Raschke, PhD
Our Associate Director of Practice

Get to Know the CCC



Meet our new SPARK intern, Riley Chavira!

My name is Riley Chavira. I am a Conservation Biology Major. I have a love and a passion for wanting to help endangered species in Colorado. I hope to one day educate others about how conservation efforts can be created and put into place by every single one of us. This is my first internship with the CCC, and I am excited to learn how the CCC helps the people who are currently practicing conservation. I hope to help the CCC reach out to students of CSU and other colleges in Colorado (and possibly the United States) about

conservation efforts. I am a Colorado native and enjoy being outdoors and love to adventure to new places.



Other News and Opportunities

Apply by April 30 for the 2025 Collaboration Certificate Course | The Wallace Stegner Center's *Environmental Dispute Resolution Program* at the University of Utah is accepting applications for the 2025 [Collaboration Certificate Course](#). The 7-session online course teaches the "art and science" of collaborative problem-solving and is specifically designed for mid- and upper-level professionals working on environmental, natural resource, and public policy issues. The 2025 course begins in September; applications are due April 30, 2025. For additional information, contact edrprogram@law.utah.edu

Isla: Environmentally-Focused Internships Abroad | Explore Isla Internships Abroad opportunities in Bulgaria, Kosovo, Spain, India, and Uganda on our [website](#). "Advance your career through interning abroad while fostering meaningful connections and making memories that will last you a lifetime!"

Jobs

Check out the CCC's [Job Board](#) for a list of jobs focused on natural resources and collaborative conservation!

Here are just a few postings shared through our board:

Records and Information Specialist (EMS Band 1) for The Puget Sound Partnership | The Puget Sound Partnership is a non-regulatory state agency leading the region's collective effort to restore and protect the Puget Sound natural ecosystems. This full-time position reports to the Agency Work Planning and EPA Grant Manager (AWPGM) and is a member of the EPA (Environmental Protection Agency) Program. [Learn more and apply today!](#)

YVSC Summer Internship | Are you a student or young professional seeking experience in the field of sustainability in the Yampa Valley? The 12-week program brings interns into partnership with YVSC staff and engages them in our programs addressing sustainability issues in the Yampa Valley while providing them with training and on-the-ground experience in nonprofit work. [Learn more and apply!](#)

Naturalist and Environmental Educator for the Great Basin Institute | Join the Great Basin Institute (GBI) as a key team member at the Galena Creek Visitor Center (GCVC), serving the Reno/Tahoe community and tourists globally. This role focuses on providing STEM education and outdoor experiences for local youth. Responsibilities include planning and teaching environmental science programs, managing educational camps and field trips, and overseeing visitor center operations. [Learn more and apply!](#)

If you have job openings that are aligned with our work on collaborative conservation and you want us to share them, submit them to our [job board](#).

If you think a colleague would find value in reading CCC news, please forward this email to them and invite them to subscribe to our email list using the form at the bottom of the [CCC home page](#).

If you feel moved to support our work supporting conservation, please consider [supporting the CCC with a donation](#).

Questions? Ideas? Opportunities? Please email the CCC Director [John Sanderson](#).

Be well,
The CCC Team



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