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WARNER COLLEGE
OF NATURAL RESOURCES
COLORADO STATE UNIVERSITY

November 2024



A Note from the CCC Director

Earlier this week I joined three other seasoned colleagues to answer questions from students in Colorado State University's [Conservation Leadership program](#). The students had been wondering what last week's election results mean for conservation and for their future as conservationists.

The first questioner asked what it was like after the 2016 election. My response went back farther, to a friend who told me 40 years ago that she did not want to go into conservation because it felt too painful to experience first-hand the loss of what she loved. All the panelists agreed that conservation can be challenging, and that these challenges have persisted for decades, through many administrations. It's true: conservation can be painful.

At the same time, all of us pointed to rewarding successes during our careers. If you drive over Colorado's Kenosha Pass, you will see the [Wahl Coleman Ranch](#). By documenting the presence of "[extreme rich fens](#)" on this 3000+ acre property, I played a small part in ensuring that habitat on this ranch would be conserved forever through a conservation easement. Across Colorado, [conservation easements protect more than 2.3 million acres of private lands](#).

Protection of land will continue because it is one area where there is strong bipartisan support. The most recent [Conservation in the West poll](#) revealed that "*overwhelming majorities of votes in every [western] state support achieving 30x30 conservation goals.*" Here in Larimer County, Colorado, [81% of us are in favor of continuing to tax ourselves to preserve open space](#).

To succeed at scale in conservation, we must harness these levels of support. That's possible only by working with people who hold values and views that differ from our own. The panel agreed that an essential ingredient for doing so is "*curiosity*," what a friend recently called "*the most powerful force on the planet.*" In "[The Workplace Curiosity Manifesto](#)" I found a definition of curiosity that resonates with me: curiosity is "*a form of hunger for knowledge, for context, for content, for solutions.*" For more on curiosity, I also recommend "[I Never Thought of It That Way](#)" by an author who describes herself as a "*loving liberal daughter of Mexican immigrants who voted—twice—for Donald Trump.*"

The panelists also agreed on another key action in the face of challenges: take care of yourself and those around you. I was inspired recently when a student working at the CCC told me, "*I just try to be kind to the people I run into every day.*" Also, there is value in taking time to connect with others doing the challenging and rewarding work of conservation. After this year's [Confluence](#) and the [Colorado Forest Collaboratives Summit](#), many attendees told us how much they appreciated the opportunity to connect with others, to share successes, to share the hard parts, and to figure out what works and how to move forward, together.

Be well,

A handwritten signature in blue ink that reads "John". The signature is written in a cursive, flowing style.

News from the CCC



On the Search for Stories

Every quarter, we at the [Western Collaborative Conservation Network](#) learn and hear from peers across the West via our "**Collaborative Voices**" newsletter! In it, you'll find news from the WCCN as well as updates from the states within our network. **We want to know how you have participated in collaborative conservation over the past few months.** Please email your photos and stories about collaborative conservation to conserve@colostate.edu! If you're not sure what to share, this past [August's "Collaborative Voices"](#) has some great examples of partner stories (scroll down to the "Network Voices" section).

The deadline for material submissions is Monday, December 2nd. A complete submission includes:

- 1-3 paragraphs about your story
- a hyperlink to your story
- one or more photos



Keeping up with THE COLORADO FOREST HEALTH COUNCIL

Forest Collaboratives and the Colorado Forest Health Council in 2024

CFCN Coordinator, Katie McGrath Novak, serves on the Colorado Forest Health Council (CFHC) as a governor-appointed member representing forest collaboratives. Earlier this year, Katie presented [recommendations from collaboratives to the CFHC](#) to the Leveraging Resources and Legislative Committees.

After hearing the recommendations, the CFHC invited additional representatives from place-based collaboratives to directly share their in-depth perspectives on a few of the recommendations. These presentations and the CFCN recommendations were important to shaping the design and implementation of a series of workshops informing [Colorado's Prescribed Fire Strategic Planning effort](#), and the passing of a new bill, [Forestry and Firefighter Workforce Development and Education](#).

Want to learn more about the CFHC and collaboratives? Check out Katie's [Summary of the CFHC October Quarterly meeting](#), and/or the [CFHC's 2024 Annual Report](#).



October 31, 2024

Jordan Dresser

Building and maintaining relationships in a way that turns communications into sustained and durable action

Journalist, Film maker

Storyteller's Circle with Jordan Dresser

In case you missed it, you can watch Jordan Dresser's presentation on his experiences **working with tribal communities to share their stories**, with an emphasis on relationship building and the impacts that come from long-term engagement. Jordan shares three case studies from his work that has far-reaching implications: **a virtual museum, a video, and a summer library program.**

[Watch his presentation here](#)

Get to Know the CCC

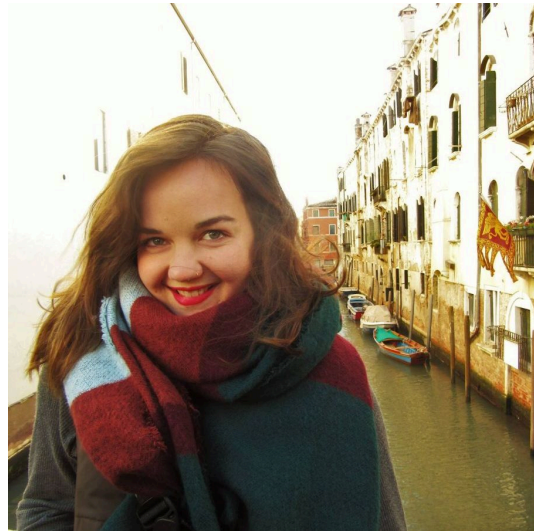


Meet our New Communications Manager: Roxie Stricker

Roxie intends to foster the growth of a more collaborative natural resource management field through her career here at the CCC. As

Communications Manager, she connects conservation practitioners and academic researchers through her communications strategy & support of CCC programs. Some core values that guide her in this work are **community and dignity**. She also has great interest in connecting with people facing barriers to accessibility, as well as in connecting with people interested in community-building and arts & crafts. You can reach her at reps@colosate.edu or on [LinkedIn](#).

Stay tuned for some exciting communications at the end of the year from [the CCC](#), [the Western Collaborative Conservation Network](#), [the Colorado Forest Collaboratives Network](#), and [the CCC Fellows Program](#)!



Meet our CCC Fellows: Rose Parham & Hope Radford

Rose Parham, a Master's student in [CSU's Graduate Degree Program in Ecology](#), is currently working on her thesis, which will in part address her work as a [Cohort 13 Fellow](#) and her work with [Pintag Amaru](#). Through this process, Rose's appreciation of the importance of collaborative work has grown tremendously. **Her understanding that collaboration in science should not only be addressed, but prioritized, has solidified.** Including perspectives of communities in research that is relevant to or impacts them bolsters scientific understandings of a system, helps to communicate more complete pictures of what is happening, and ultimately helps to create solutions that are viable and sustainable for communities. Rose's relationship with Pintag Amaru will continue throughout the remainder of her thesis work, and she is sure that relationships formed during this project will last through her lifetime.

After finishing her degree, Rose plans to continue incorporating community priorities into future work, and **the collaborative ethos bolstered and nourished through this fellowship process is fundamental to how she hopes to engage with science and people in the future.**

Hope Radford shared the following:

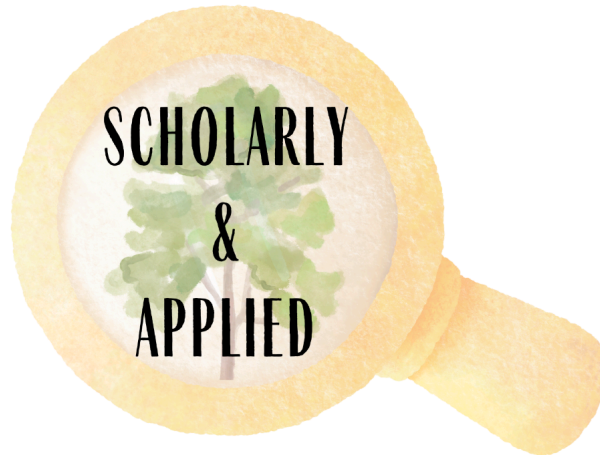
"I've been working for [Trees, Water, & People](#): **SO much of what is shaped by [experience as a Fellow](#) (community collaboration and leadership, trust-building, flexible funds, mutual learning) feeds my ethic and role now.** We need more resources getting to the communities that know their context, challenges, and opportunities best, and we need to keep learning how to engage authentically, honestly, and humbly with those communities. TWP was just funded to research economic alternatives throughout Latin America, and this ethic will continue to feed that pursuit of learning what's going on on the ground, and getting the resources there, with a foundation of relationship and trust.

"Our connection with [Pintag Amaru](#) continues, of course: I just sent the final version of my thesis, in English and Spanish, to them last week, which they will publish on their website and plan to use in their decolonial education classes with visiting students. They've also used Rose's preliminary data as a foundation for further research and are developing a more extensive water study with USFQ (a local university in Quito), which is a relationship they developed over the course of the fellowship."



Learn more about Hope & Rose's Fellows Project in collaboration with Pintag Amaru in Ecuador!

Research & Practice



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.

*Trust-building activities are essential for successful collaborative conservation efforts. This month, **Hope Radford** ([Fellow, Cohort 13](#)) shares her experience with trust-building and managing relationships with communities.*

As a cohort 13 Fellow, and now a staff member at Trees, Water & People (TWP), the connections between collaboration, trust, and impact continue to shape my trajectory.

Many of us at TWP were CCC Fellows; our executive director led a fellows project more than a decade ago, and the director of our Indigenous Lands Program was part of cohort 12. TWP's work is built on deep relationships with communities and I'm continuing to find the parallels between the lessons of my fellowship and the broader needs of our field.

So much of it comes down to trust.

As a Fellow, I witnessed first-hand what can happen when an institution invests in real relationship-building with communities, trusts their expertise, and centers mutual learning.

For our partner organization in Ecuador, Pintag Amaru, the CCC Fellowship was the first time ever they had received support that offered such autonomy and flexibility:

"Few institutions trust in this way. Most of them come and propose the project. You can help, but you do not manage, you do not decide. So [in the CCC project], we decided, and there was this trust"
- Pintag Amaru, 2024

I am in awe of what Pintag Amaru was able to accomplish as an organization, and what we were able to learn as fellows, under an ethic that values relationships and works from a place of trust. Now, in my role at TWP, I'm seeing the momentum towards these values within the broader call for trust-based philanthropy. We just released a short film, [In the Right Hands](#), which calls for trusting communities to guide philanthropy.

When I think of community, I think of Pintag Amaru, and when I think of trust, I imagine where we could be if more funders moved from a place of control to a place of collaboration.

My experience as a Fellow was a window into the foundations of this much-needed change, and I'm grateful to be a small part of carrying it forward.

Visit www.twp.org/trust to view "In the Right Hands" and learn more about the movement towards trust-based philanthropy.

- Hope Radford
CCC Fellow, Cohort 13



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:

Frameworks on Capacity and Success in Collaboration from Academia and Practice

Sometimes collaboration feels like magic – the right people are at the right table, everything gels, and we get big things done. Most of the time, however, *there is a real science to trying to get collaboration to work*, and funders are often looking for evidence that their investments will have an exceptional return. And, of course, collaboration is a journey and the conditions can change rapidly, whether we expect them to or not.

Whether folks are thinking about bringing together a new collaborative, or diagnosing one that already exists, *there are frameworks which can assist with planning and/or serve as diagnostic tools*. In particular, there are three that I've been noodling lately in relation to our research efforts:

(1) [22 Factors of Success](#): This academic paper uses a multi-disciplinary review of the peer-reviewed literature to identify cross-cutting factors of success for collaborative efforts to manage natural resources. *I like to use this resource as an overarching inventory of factors to consider when designing, running and studying a collaborative*, and it includes contextual factors as well as factors related to collaborative processes and the rules by which the collaborative functions.

(2) [What Does Collaborative Capacity Make Possible?](#): The Baxter and Land report focuses on capacity, an overarching term that we use to talk about the resources and time that it takes to get work done. Using feedback from collaborative practitioners, their framework outlines the elements and activities related to capacity that will theoretically lead to a collaborative's desired outcomes. Oftentimes, when collaboratives are looking for funders, capacity support is what they are seeking, and *this framework can be a very helpful way to articulate (and map) out the needs of the collaborative and communicate the value-add of further capacity*.

(3) [Collaborative Readiness Framework](#): While Colorado Forest Restoration Institute's Readiness Framework is focused on forest health and wildfire readiness, *I find it to be a helpful framework for looking at collaboration through different stages of development and activity*. Collaboratives face different challenges as they grow and solidify. The Readiness Framework can help leaders think about what tools, resources, processes, and infrastructure they may need to move from one stage to the next, and it can also help communicate with funders about specific needs as collaboratives develop over time.

Interestingly, there is quite a bit of overlap between these frameworks, although their expressed purposes are different, and I think this speaks to the importance of these factors to both practitioners and academics. *As you think about your own collaborative, consider some of these factors that have appeared in one form or another in each of these useful frameworks (in no particular order):*

- Co-developed decision making structures and operating procedures
- Active monitoring of the collaborative and its impacts
- Shared vision and commitment among the partners
- Efforts to learn and adapt
- Consisted and supported leadership and coordination
- Support for the development of collaborative skillsets among the partners
- And, of course (my favorite), trust and relationship building

- Aireona Raschke, PhD

Our Associate Director of Practice



Other News and Opportunities

CPW PitO Conference Session Proposals | We are excited to officially announce our 2025 [Partners in the Outdoors Conference](#)! The conference will take place from April 22-24, 2025 at the Cheyenne Mountain Resort in Colorado Springs, CO. We anticipate that registration will open in January. Stay tuned for updates! This year's theme is "Resilience". Additionally, we are on the lookout for session proposals--visit the [application page](#) for details.

Free Webinar on "Tribal Infrastructure Priorities" with the Udall Foundation | This no-cost webinar is the fifth in the "Collaborating for Climate Resiliency Webinar Series" hosted by the National Center's Climate Service Area. It will showcase collaborative approaches that have been used to successfully address climate-related challenges. In this session, we will hear the story of federal and tribal collaboration to mitigate the erosion of a crucial shoreline! [Find out more here.](#)

Want to Work in Fire Adaptation? The FAC Brown Bag Series | The Fire Adapted Communities Network is hosting a webinar series, and anyone interested in the issue or looking for a career in fire management is encouraged to join! Speakers will provide insight into career pathways in fire adaptation. The first webinar in this series will feature community wildfire resilience coordinators from fire departments across the country. A short Q&A session will follow! Click [here](#) to learn more and register for the webinar.

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:

Director at the Colorado Water Center | CSU is seeking applications for a new Colorado Water Center Director! This position is appointed by the President of Colorado State University to serve as the chief executive, academic, and policy officer of the Center, among other duties. Apply by December 9th for full consideration. [Learn more and apply here.](#)

Executive Director for the Boulder Watershed Collective | The BWC broadly focuses on watershed resilience and the integration of ecological and community priorities as they pertain to climate adaptation and watershed health. This position will provide strategic direction and leadership to achieve the BWC's mission to cultivate partnerships, promote community stewardship, and revitalize social and ecological systems within the Boulder Creek Watershed and beyond. The ED will work with BWC staff, state and federal agencies, local partner organizations, and donors committed to revitalizing the Boulder Creek watershed. [Learn more and apply here.](#)

Conservation Project Assistant at the Napa County Resource

Conservation District | We are hiring a bilingual Conservation Project Assistant in Napa County, California! This entry-level position is an exciting opportunity for you to develop your career pathway in the environmental field with support and training from technical and outreach specialists. [Learn more and apply here.](#)

Conservation Outreach and Events Coordinator for La Plata Open Space

Conservancy | La Plata's mission is to safeguard open lands with significant agricultural, wildlife habitat, open space, recreational, and historical or archaeological resources for the benefit of the community and the public. This role will focus on event coordination, grant writing, marketing, and community engagement to further our conservation goals. [Learn more and apply here.](#)

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](#).

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