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WARNER COLLEGE
OF NATURAL RESOURCES
COLORADO STATE UNIVERSITY

June 2025



A Note from the CCC Director

John's on vacation this week, so CCC staff is taking over the Director's note!

We've had a busy and fulfilling spring. We're revising our strategic plan, giving us a chance to dig into our values and adopt a future-thinking mindset founded in resiliency. We're more clearly defining what it is we do, how it is we will go about doing it, and how our work best promotes "productive platforms for people to have a voice in stewarding their local places, and demonstrate processes for finding common ground among many different values." This latter statement is from an upcoming workshop we are convening with our partners at the University of Wyoming and the University of Montana.

The overarching theme will be exploring the connection between impactful collaborative conservation efforts and democratic processes.

We're also gearing up for our annual [Colorado Forest Collaboratives Summit](#) (September 17-18 in Golden, Colorado), a must-attend event (and FREE) for forest collaboratives throughout Colorado. This will feature a plethora of networking and resources, including the [Colorado Forest Resilience Planning Guide](#).

In other news, we just held our first Wildflower Soiree to celebrate partners of the CCC and have deep conversations about what it takes to catalyze conservation in communities in Colorado and across the globe. The event featured our CCC Fellows Program. In fact, the Soiree coincided with our annual Fellows training retreat. This year we brought together our latest Fellows cohort from across the globe to the CSU Mountain Campus, where we learned from each other how to apply the principles of collaborative conservation to their [projects](#). During this time, many of our CCC Fellows were inspired by the opportunity to reflect on and shore up their approach to conservation.

After the retreat, one of our Fellows commented that they are “looking forward to a better outcome with collaborative conservation” and that they are “already practicing concepts learned from the CCC, like ... uplifting stakeholders with little influence to a position with both higher interest and higher influence.” They were reminded that “there's a lot of work being done on how to make collaboration more accessible and equitable.”

The Fellows were also inspired by the communities with whom they work, and “the commitment of everyone involved ... and the willingness to share with one another.” Another Fellow shared that “I'm inspired by hearing from the different fellows, who are working collaboratively through a wide range of approaches and disciplines, from data-driven spatial analysis to artistic expression. Many shared values resonate among us, all wrapped in a deep sense of humanity.” And finally: “I am most inspired by people who give with grace and by people who can accept with grace. Both can require a big ego check.”

I personally am inspired by the Fellows' and CCC's commitment to making conservation more successful and enduring by collaborating thoughtfully, intentionally, and being trustworthy.

Be well,

Allison

News from the CCC



Recent Fellows Retreat

Over the span of three days at the end of May, **11 of our Fellows from Cohort 15** came together for a **fun, informative, and bonding training retreat!** We are so grateful to have had this opportunity to connect.

Cohort 15 consists of **16 Fellows pursuing 5 conservation projects** working with communities in 4 countries. The underlying themes that tie their projects together include incorporating different knowledge systems into land stewardship, intergenerational aspects of land stewardship systems, and the role of women as stewards of the landscape.

You can learn more about this cohort, our other fellows, and their projects from this page [on our website!](#)

We snapped some pictures of our workshop in action:



Get to Know the CCC



In celebration and appreciation of Rox Hicks

In case you haven't heard yet, Rox Hicks, one of the Center for Collaborative Conservation's (CCC) long-time advisors, supporters, and partners is retiring from the US Fish and Wildlife Service. So, for this month's CCC spotlight, we wanted to honor Rox's contribution to the Center and our team, and this won't even be scratching the surface of her lifetime legacy in the conservation field.

Rox has supported the entire CCC as an advisory board member, where she has helped to guide the Center as we navigate changes in our leadership and staff, as well as the changing conditions of the world around us. She has helped to navigate two strategic planning processes, where she helped us stay grounded and think through how our values, words, and goals connect with the larger community.

At the same time, Rox has served on the Western Collaborative Conservation Network's (WCCN) steering committee and Confluence Planning Committee since the network officially launched in 2020. There she has also brought her deep experience working across the Western United States to our ongoing efforts to create community and support for collaborative conservations in the West.

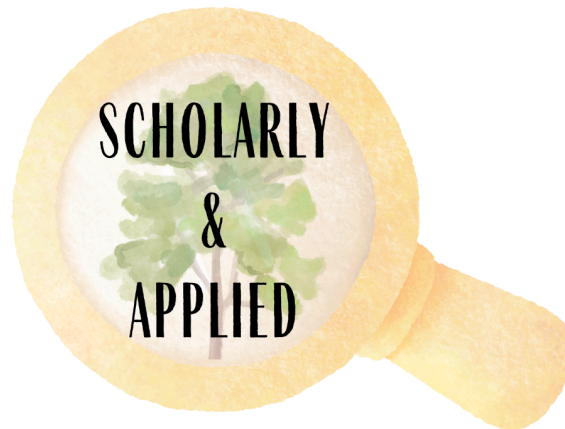
On a more personal note, Rox has been a kind and understanding friend and mentor to many here at the Center.

For me (Aireona), Rox took interest in me as a person right when I started, and she helped me to navigate the transition into my new job. She has always listened to my ideas and my challenges, and without fail, she has both encouraged me and shared honest feedback throughout my time at CCC. I have learned so much from how Rox shows up, about collaboration, and how we can support our community. And I am so grateful for her friendship, and the humble and genuine way that she shares her exceptional expertise with me and everyone that I see her work with.

I'm honored to have gotten to know Rox, and everyone here at the CCC is wishing her a wonderful, adventure-filled retirement. She has brought so much to the field throughout her career, and we are so excited to continue working with her, and to see what she will do in this next chapter of her life.

Thank you so much, Rox! Happy retirement!

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.**

J. C. Young, J. S. Alexander, et al. 2024. **Collaborative conservation for snow leopards: Lessons learned from successful community-based interventions.** Conservation Letters – A Journal of the Society for Conservation Biology 17(6)

Evaluation is the systematic collecting, analyzing, and reporting of information,

and is used to understand if a program, project, or other intervention is achieving - or has achieved - its goals. In general, an evaluation plan will include an evaluation goal, evaluation questions, a list of indicators, and the tools that will be used to measure those indicators. Check out our [“How To: Participatory Methods”](#) for a list of different evaluation tools and considerations.

In terms of collaborative conservation, the authors of [“*Collaborative conservation for snow leopards: Lessons learned from successful community-based interventions*”](#) (2024) reflect that “evaluating the effectiveness of large-scale community-based conservation interventions is rarely done, making it problematic to assess or justify their impact.” The authors took on the challenge of conducting an evaluation by looking at interventions designed to reduce conflicts between snow leopards and people. These interventions were “designed, implemented, and monitored with the active participation and decision-making of community members. In 2017, this included 232 communities engaged in protecting snow leopards over 88,000km² of habitat.”

Their evaluation questions included whether or not participation in livestock corral reinforcement activities, tourism-based activities, and livestock insurance programs led to direct outcomes, such as reduced livestock and economic losses, as well as indirect outcomes, such as shifts in behavioral intent. For the latter, indicators included whether or not someone agreed to questions such as “if a snow leopard is in the area, it should not be killed” and “if a snow leopard is killed in the area, it would make me unhappy.” Their evaluation tool was a questionnaire. Through this evaluation, the authors found the interventions successfully led to direct outcomes as well as more indirect effects, helping “generate cooperation, economic security, and confidence” and respondents showed “significantly lower intentions to kill snow leopards than those not participating.”

What are some challenges that you have faced when thinking about doing an evaluation of a collaborative conservation project or program? What resources would be helpful for you? How can we better document and report the effectiveness of our efforts?

- Allison Brody, PhD
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!

This month's focus: Reflections on the 2025 International Symposium on Conservation Impact



This May I had the opportunity to attend the [2025 International Symposium on Conservation Impact](#) which is designed and put on by one of our sister centers – [The Salazar Center for North American Conservation](#).

The Salazar Center focuses on the work going on across North America, with its speakers being from Canada, Mexico, the United States, as well as Indigenous and First Nations. I left this event feeling really reflective about the moment that we are facing, and I wanted to share some of what I learned and been thinking about with you all.

We spoke at length about the 30x30 goal (or the goal to preserve 30% of our land and seas by 2030), which was adopted by 190 countries in 2022 as a part of the [Kunming-Montreal Global Biodiversity Framework](#). Amid the reality checks of perspectives from across North America, what I ended up walking away with was inspiration to be creative. And not only creative in how to continue moving forward (or at least do our best to hold our ground), but in how we think about our goals.

How do we use this moment to reimagine what conservation will be in the future?

I had the fun honor of facilitating a break out about our visions for the future where we used art to communicate what attendees envisioned for the next chapter. The drawings, sketches, and graph-like poetry shared key threads that wove through the event. These were things like peace, community, connection and care for nature, and, yes, even funding.

In the funding space, there was also a call for political engagement and action. This moment is a reminder that across all of the countries of North America, conservation needs to be in dialogue with administrations and leaders. That can look differently for different people working in different organizations, but building bridges, and learning about and communicating on the values that people have for nature is essential.

I see collaboration as a tool for many of these future visions. A way to bring people together, to share spaces and build relationships, and taking that all a step further, using what we learn about working together across different perspectives to strengthen our connections with the rest of the natural world. It's time for a new legacy – one that embraces people and acknowledges and repairs the wounds of the past – and we will use every tool in the collaborative toolbox to do so. (Plus, new things we learn along the way, including things that people who haven't always been listened to in conservation are teaching).

To end, while I have been thinking about all of this, I got a newsletter from the International Union for Conservation of Nature titled, Reimagining Power and Money in Conservation. And I'm deeply inspired by the variety of solutions that people all around the world are using to shape the next chapter of conservation's work.

It's our job to bring what we have as individuals – all our gifts, perspectives, and inner worlds. And to lean into the gifts we have as humans – our ability to work together, and to twist a quote from Severence in a positive way – “Whatever humans can imagine, they can usually create.” Let's not give up on creating the world that we want to be, together.

- Aireona Raschke, PhD
Our Associate Director of Practice



Other News and Opportunities

Webinar on Cross-Boundary Collaborative Stewardship | This event is hosted by the Montana Forest Collaboration Network on *June 24 2025, from 12:00 - 2:00 PM MDT!* The focus will be on developing and maintaining successful cross-boundary projects. [Register here!](#)

Private Lands Partners Day 2025 in Virginia | Mark your calendar for Private Lands Partners Day 2025! This event gathers partnership practitioners (both landowners and their partners) from across the country to learn from one another about local partnership efforts and conservation tactics. *For the 17th annual gathering we are headed to eastern Virginia!* [Read more.](#)

Professional Development Funding Opportunity from the Montana Watershed Coordination Council | Need funding to boost your team's skills and protect water quality? *The MWCC Watershed Fund is offering Professional Development grants* for staff, board, and Big Sky Watershed Corps members to attend trainings, workshops, or conferences that help reduce nonpoint source (NPS) pollution. *A total of \$2,000 is available, with grants up to \$700 awarded on a rolling basis through 2025, until funds run out.* Apply at least 14 days before your event. This is a great opportunity to invest in your team's knowledge and skills while supporting the health of your watershed. [Learn more.](#)

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:

Southwest Prescribed Fire Project Manager for the Forest Stewards Guild

| Manage and coordinate projects within the Guild's fire management program in New Mexico! The Guild finds innovative ways to *build fire adapted communities and landscapes*. They are expanding the All Hands All Lands Burn Network, and looking for additional prescribed fire planning, coordination, and implementation capacity. *This is a full time position in Santa Fe, NM.* [Learn more.](#)

Funding Barrier Strategist (EMS BAND 1) for the Puget Sound Partnership

| The Strategic Funding Team's vision is to accelerate *Puget Sound ecosystem and salmon recovery* by addressing challenges in finding and securing funding to create a more efficient, equitable funding system. The Funding Barrier Strategist is *eligible to telework* but is required weekly to report on-site for in-office work and possibly meetings with partners at project locations. *This is a full time position in Olympia, WA. Closing date: 06/23/25.* [Learn more.](#)

Natural Areas Specialist (Grassland Health), City of Fort Collins Natural Areas Dept.

| This position works under general supervision of the Adaptive Management Team's senior supervisor to implement the City of Fort Collins Natural Areas Ecological Stewardship Team's conservation and management plans, policies, projects, and practices at a professional level. *Closing date: 06/29/25.* [Learn more](#)

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 [donating to the CCC](#).

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

Be well,
The CCC Team



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