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February 2023



A Note from the CCC Director

Molasses. Milk. Kelp. Protists. Can you guess the topic?

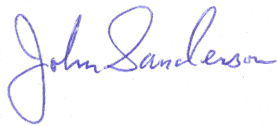
I have had several conversations this week about food production, including at the Southern Rocky Mountain Agriculture Conference. While talking with farmers, ranchers, and researchers, I have been awed by their complex thinking and their passion. The term you have probably heard is “regenerative agriculture” with its focus on reducing pesticides, fertilizers, and soil loss, increasing soil carbon and water infiltration, and working with biodiversity, including—yes—protists. Along with all this goodness, these practices are also good for the bottom line.

Several times this week I have asked: if this is so clearly good, why aren't more people doing it? Answers I've heard include lack of time, not enough people to do the work, culture, generational change, interpersonal dynamics, and risk.

Right now, I am particularly intrigued by risk. Catalano and her co-authors mention several aspects of risk in their excellent paper [Black swans, cognition, and the power of learning from failure](#). Although the authors rightly point out that “failure is inevitable in every human endeavor,” they also acknowledge what we all know: failure carries stigma. And who would want to risk that? In many cases, risk aversion may be even simpler, as a new friend pointed out this week: “if you’ve never gone without a paycheck, it’s hard to understand.”

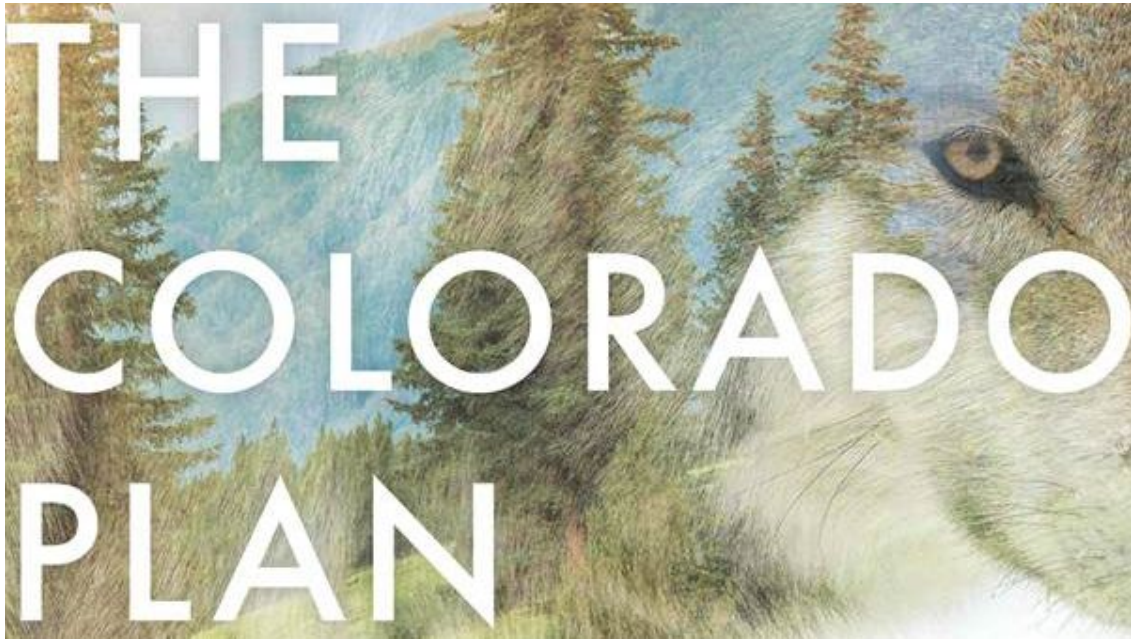
Which brings me wolves. Colorado’s wildlife agency recently released a draft [Colorado Wolf Restoration and Management Plan](#), currently open for public comment. A Stakeholder Advisory Group—including conservation non-profits, ranchers, outfitters, and elected officials—helped shape this plan. These individuals all took a risk in choosing to work toward common ground on a controversial issue. On Monday, I invite you to join us for another episode in our webinar series [Wolves in Colorado: Science and Stories](#) where we will explore both the plan and the search for common ground.

Be well.



John Sanderson

News from the CCC



Wolves in Colorado: Science & Stories

"After a nearly 80-year absence, gray wolves are returning to Colorado. In July 2019, a lone radio-collared wolf became the state's first confirmed *Canis lupus* sighting in the wild in years. In November 2020, voters narrowly passed Ballot Proposition 114, which instructed the Colorado Parks and Wildlife Commission to formally reintroduce wolves no later than 2023."

So what's the plan?

Join The Institute for Science & Policy and Warner College of Natural Resources for the [epilogue of their *Wolves in Colorado* Webinar Series](#) – noon M.T. on Monday, February 13 – to learn about the plan for wolf reintroduction and the process of reaching consensus on this controversial issue.

Our expert panel will provide an overview of the plan, explore the difficult issues the Stakeholder Advisory Group navigated, where and how compromises were made, and why certain compromises were worth making to achieve a draft plan.

Speakers include **Reid DeWalt**, Assistant Director for Aquatic, Terrestrial and Natural Resources at Colorado Parks & Wildlife; **Renee Deal**, Stakeholder Advisory Group member, and fourth-generation rancher in Somerset, Colorado; with co-moderators **John Sanderson**, Executive Director of the Center for Collaborative Conservation at Colorado State University; and **Kristan Uhlenbrock**, Director of the Institute of Science & Policy at the Denver Museum of Nature and Science.

Audience members are encouraged to submit questions in advance or live during the presentation for potential inclusion in the conversation. The event will also be livestreamed on [YouTube](#) and [Facebook](#). Check out the previous episodes in this series on this [website](#).

[Register for this free webinar here!](#)



CCC Solutions Lab

Join us next month!

Wednesday Feb. 8 we had a lovely discussion on engagement with indigenous communities for our second Solutions Lab! The CCC Solutions Lab is a community of practice featuring like-minded peers and lively conversations about issues that are important to you in your collaborative conservation work.

Our first two Solutions Lab delved into our experiences and strategies for collaborating with Indigenous people, communities, and nations. **In March, we will be starting a new discussion on storytelling and communication!** New folks are always welcome to join in the conversation!

Not only is it a fun puzzle for your brain, it's a great time to meet and connect with other collaborative conservation practitioners!

We will be hosting a total of five webinars in this series from 4-5pm MT on next

meetings are **March 8, April 12, May 10**. [Register here!](#)



Welcome CCC Fellows of Cohort 13!

We are excited to welcome our new Cohort 13 Fellows! We accepted a total of three Fellow Teams and two Individual Fellows for this cohort, which is comprised of three graduate students, two faculty members, and nine conservation practitioners.

The five Fellows project are:

- **Team Botswana** – Learning to Live in Harmony with Elephants in Maitengwe, Botswana. This project, which includes CSU faculty and three team members living in Maitengwe, will use adaptive management to address an emerging conflict between elephants and people.
- **Team Colorado Wetlands** – Wetlands for Waterfowl and People: Broadening Support for Wetlands Conservation through Community Engagement. This project, featuring team members from Ducks Unlimited and the CSU Environmental Learning Center, seeks to facilitate connections to nature and translate this connection to wetlands conservation.
- **Team Ecuador** – Water is Life. Two CSU master's students and a CSU faculty will team with a community member living in Pintag, Ecuador to

address interrelated threats to local water supply through forest restoration coupled with ecological and anthropological research.

- **Jerry Mbi** – Towards Collaborative Conservation of the World's Most Trafficked Mammal: Protecting Pangolins and Building Conservation Capacity in Takamanda National Park, Cameroon. Jerry is the Park Warden of Takamanda National Park; his project seeks to build support and involvement around pangolin conservation through engagement and citizen science efforts.
- **Alex Ocañas** – What We Talk About When We Talk About Water. Alex, the Community Engagement Coordinator for a local collaborative in Montana, will explore how creating a pop-up exhibit as a facilitative tool might contribute to the practice of collaborative conservation.

Congrats Fellows Cohort 13! We can't wait to see all you accomplish!



Next Quarterly WCCN Meeting: March 1

Reminder to add the first quarterly [WCCN All-Partners Meeting](#) of the year to your calendars! On Wednesday, March 1 at 1pm M.T. we will hear from John Sanderson and other CCC partners about the conservation philanthropy workshop, its outcomes, and a vision for the road forward. The meeting will also explore new communication strategies for collaborative conservation by examining WCCN's current communication lines.

All are welcome, so please join us and invite your friends! Find more information and register [here](#).



Exciting News from the CFCN:

[Colorado Forest Collaboratives Network](#) is off to an exciting start in 2023!

After hearing in our 2022 Regional Forums that the need for a Network was too great for a half-time coordinator position to fulfill, Katie McGrath Novak transitioned to a full-time appointment on February 1st.

Additionally, Katie was recently appointed to the [Colorado Forest Health Council](#) to serve as “*an individual employed or associated with a forest collaborative organization.*” It was great to see members of multiple forest collaboratives join the quarterly meeting on February 1, as all Council meetings are open to the public.

Stay tuned for a report summarizing key themes, and for opportunities to engage with the Council.



***Just Out:* Emerging Leaders Blog Post Featuring Jessica Archibald**

Jessica Archibald is a doctorate student at Northern Arizona University studying collaborative conservation while working part-time as a facilitator with [Southwest Decision Resources](#). In 2021, as a [Wyss Foundation Fellow](#), Jessica worked in partnership with the CCC and Western Collaborative Conservation Network (WCCN), which connected her with the WCCN Emerging Leaders Working Group. Today, Jessica remains an integral member of the working group and an inspiring example of emerging leadership.

For our most recent edition of the Emerging Leaders Blog, we asked Jessica about what led her to pursue a PhD in collaborative conservation, what collaborative conservation means to her, and the challenges emerging leaders face in the field.

Learn more about Jessica's experiences as an emerging leader in her [full profile!](#)

Get to Know the CCC



Meet our CCC Advisory Board: Robin Young

Robin Young is the Colorado State University Extension Director/ Ag and Natural Resources Agent in Archuleta County. Robin has been with CSU Extension for 13 years and has a passion for helping landowners achieve their goals and become better stewards of their lands.

Robin started her career with the USFS on the Coconino National Forest for six years, working with fire, range, silviculture, recreation, and law enforcement. After leaving Arizona and moving to Colorado, she ran a non-industrial private forestry business for 20 years focusing on helping landowners with forest health and protect their lives and property from disaster. In Robin's current role, she still consults with landowners on stewarding their land, as well as mentors people on small crops and livestock production. She works with many collaborative groups including the San Juan Headwaters Forest Health Partners, Upper San Juan Watershed Enhancement Partnership, and most recently served on the Technical Working Group for CPW on Wolf Reintroduction.

Robin is an avid gardener, loves to ski, and loves to cook for family and friends using the harvest from local producers.

We are excited to announce that Robin will be the new chair of our Advisory Board!



Meet our CCC Fellow: Curtis Kline

Before coming to Colorado State University to pursue a PhD in Political Science, Curtis was living in Colombia and working with Indigenous and rural communities on strategies for sustainability and empowerment. This was in the context of the peace process occurring at that time in the country. It was actually this experience that led him to pursue PhD research in order to reflect on all that he had experienced working with these communities.

Curtis is excited that his research also allows him to continue partnering with these local communities to strengthen their efforts at sustainability and empowerment.

Scholarly and Applied Impact

Current and past CCC Fellows and staff publish impactful research on collaboration and conservation. Here is the latest. CCC Fellows and staff are indicated by bold font.

In "[Collaborating Consciously: the Four Cornerstones](#)," **Dr. Amy Mickel** points out that one of the keys to successful collaboration is the presence of individuals with the mindset that allows them to be part of a collaborative leadership process.

Dr. Mickel used data gathered from a variety of collaboratives to identify specific attributes of collaborative leadership. Understanding and internalizing these behaviors can help each of us more effectively participate in the practice of collaborative conservation.

It is important to note that collaborative leadership does not refer to a single leader. The aspiration of collaborative conservation is one of shared power. If all participants in the collaborative jointly share power, then ideally all participants are collaborative leaders. While the collaborative needs certain roles fulfilled (including a convener and a facilitator), the person or people in these roles are helping to "lead the process, not the people."

Interpersonal behaviors that build and strengthen relationships "emerge as the most salient" in collaborative leadership. People exhibiting these behaviors actively listen, see issues from others' perspectives, recognize the contributions of others, and honor and value differences while treating everyone with respect. They are transparent, consistent, positive, and have fun. They act with courage, openly share knowledge, provide feedback, and speak up "when something doesn't seem right or just." They are curious, "open to new ideas and ways of thinking," resilient, and adapt to changing circumstances. They also empower others, advance a shared vision, and dig into the details of issues.

Which of these behaviors surprise you? Which do you see in your collaborative? Are there any behaviors that you would add to the list? Dr. Mickel suggests that "setting intentions around these cornerstones prior to interacting with others is one way to increase consciousness around engaging in collaborative behaviors. Collaborating consciously then becomes a practice and a pathway to developing a true collaborative mindset."

Other News and Opportunities

Applications are open for Colorado Watershed Assembly's 2023 [Colorado Healthy Rivers Fund](#)! Apply and find more information about the application process, projects funded in the past, and more [at their website](#). **Applications**

close Tuesday, February 28.

University of Texas at El Paso (UTEP) is seeking applications from undergraduate students interested in [performing NSF-funded collaborative research](#) on the ecology and evolution of Chihuahuan Desert biodiversity. **Applications due March 10.**

Thursday, March 2 at 1pm M.T., Citizen Science Association (CSA) and the Gulf of Maine Research Institute will co-host a 90-minute panel presentation providing advice on the best strategies for pursuing federal funding for citizen science projects. [Register here.](#)

Our partner, The Centre for Wildlife Studies (CWS), Bengaluru is excited to announce admissions to the [2023 PhD Program](#) in wildlife ecology and conservation. CWS is seeking highly motivated candidates with a deep interest in field-based research in wildlife ecology and conservation in India and Asia. For more information on how to apply, download the [2023_CWS_PhD Opportunities Announcement](#).

The CCC is honored to be a sponsor of this year's annual [Colorado Wildland Fire Conference](#) taking place in Fort Collins, **April 10 to 14.** Information about workshops, learning sessions, and field trips can be found in this [draft schedule](#). Register today!

Early bird registration for [SWERI's 2023 Cross-Boundary Landscape Restoration Workshop](#), *Adapting to a Climate-Altered West*, ends March 1. The conference, hosted by Southwest Ecological Restoration Institutes (SWERI) will take place **May 2 to 4** at Colorado State University in Fort Collins, Colorado. Find more workshop and conference details [here](#).

The National Center for Environmental Conflict Resolution is hosting a free webinar Monday, February 27 at 1:30pm M.T. titled *Environmental Collaboration and Conflict Resolution in Support of Federal Climate Initiatives: Success Stories*. Learn more and [register here](#).

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:

Conservation Finance Network is seeking an [Associate Director](#) to "accelerate the pace and scale of land and resource conservation, restoration, and stewardship by expanding the use of innovative and effective funding and financing strategies." **This position is remote and will remain open until filled.**

Bird Conservancy of the Rockies, based in Fort Collins, Colorado, is looking to hire a [Grassland Roadmap Director](#) to help lead their Central Grassland Roadmap Initiative. **Applications close February 24.**

National Forest Foundation is hiring TWO Denver-based [Rocky Mountain Region Program Managers](#) to assist in the development of partnerships and projects that support restoration, conservation, recreation, and forest health in the Rocky Mountain region. **Apply before February 17.**

Roberts Ranch in Livermore, Colorado is hiring an [Intern](#) to assist in rotational grazing plans and implementation as well as livestock management. **Applications are due midnight Friday, February 10.**

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 the resources and information we share through this newsletter, please forward this email to them. If you do not yet received our newsletter, you can sign up [here](#).

Do you have questions, suggestion, ideas, or opportunities?
Please email CCC Director [John Sanderson](#).





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