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WARNER COLLEGE  
OF NATURAL RESOURCES  
COLORADO STATE UNIVERSITY

## November 2025



### A Note from the CCC Director

In recognition of November being Native American Heritage Month, I thought I would share a few resources that I have found interesting and useful.

If you have the patience for a detailed, comprehensive history, I recommend [The Rediscovery of America: Native Peoples and the Unmaking of U.S. History](#). From the book's cover: "Ned Blackhawk interweaves five centuries of Native and non-Native histories, from Spanish colonial exploration to the rise of Native American self-determination in the late twentieth century." Blackhawk's core theme throughout the book is that Native Americans hold an essential role in the formation of modern America. I took away a better understand of major eras of U.S. history and specific details that helped to define those eras.

On November 2, The [Colorado Sun](#) published an article titled [The Arkansas River's Big Timbers region reflects a complex history of Western expansion, Indigenous displacement](#). This article concisely tells the “tangled and tragic past in southeastern Colorado that echoes today” through the eyes of Jake Rogers, who grew up in Big Timbers, Chris Tall Bear, a Southern Cheyenne descendant of survivors of the Sand Creek Massacre, and John Carson, a history teacher and descendent of Kit Carson.

I am deeply rooted in Colorado, but I also have a fondness for New England that was deepened by reading Tom Wessels' [Reading the Forested Landscape: A Nature History of New England](#). In this book, Wessels regularly reflects on how Native Americans managed the landscape, and how that landscape was utterly transformed by colonists. For example, Native burning maintained a savannah along the coast from Maine to Connecticut. Colonists did not continue Native burning practices, and within 50 years of the landing at Plymouth Rock (1620), this savannah had disappeared. Fast forward to 1932 and the heath hen, a close relative of the greater prairie-chicken and a cousin to the sage grouse, went extinct. This book reminded me of another book from 40 years ago that I think is still worth reading: [Changes in the Land: Indians, Colonists, and the Ecology off New England](#) by William Cronon.

Finally, if you (again) have patience for something more academic, you might enjoy [Multidisciplinary Research at the La Botica Site, Conejos County, Colorado](#). Quoting the abstract, “The La Botica site, located in Conejos County’s spectacular La Jara Canyon, is a large and complex archaeological site that preserves a remarkable record of American Indian lifeways spanning at least 7,500 years. The site is also an important locality for the San Luis Valley’s Hispano residents, who gathered medicinal plants there in the nineteenth and twentieth centuries.” I am finding myself spending time with the appendix that includes Ute, Navajo, and Hispano names from plants at the site along with some of their traditional uses.

Be well,

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

## News from the CCC

THE FUTURE OF COLLABORATION:  
THE POWER OF WORKING ACROSS DIVIDES

SAVE THE DATE...



MAY 19<sup>TH</sup> -21<sup>ST</sup>, 2026  
CSU, FORT COLLINS CO

## Session Applications are OPEN for Confluence 2026

The **Western Collaborative Conservation Network's Confluence 2026** is officially set for May 19th--21st, 2026, and this year it will take place at Colorado State University in Fort Collins, CO.

For more insight on what we've done for Confluence in the past, click below:

[Visit the Confluence Archive](#)

Our overarching theme is: **The Future of Collaboration: The Power of Working Across Divides.**

For our sessions, we are looking for proposals that emphasize two-way learning and interaction with the audience. While this could include more traditional presentations with significant time for audience interaction, we are most interested in innovative ideas for active storytelling, facilitated discussions, and problem-solving labs (or other things we haven't thought of yet!). We are

seeking applications for two different categories: (1) **skill-building** sessions, and (2) **community-building and connecting** discussions and activities.

### Propose a Session

For posters, we are opening applications for two different categories: (1) **skill-building**, and (2) **community-building and connecting**. For each, posters can be focused on collaborative projects, storytelling, research, or other innovative elements of your work that you would like to share.

We are also looking for proposals for art pieces that speak to our overarching theme - **The Future of Collaboration: The Power of Working Across Divides**. In this moment of immense change and uncertainty, we feel that art offers an opportunity to communicate via alternative means, express ourselves as people more fully, and share visions of the future and hope with one another. We will consider visual arts, as well as other media types.

### Propose a Poster or Art Piece

**All applications are due by midnight on January 15, 2026.** The planning committee will review all submissions and notify applicants by February 1, 2025.

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THE SOCIETY FOR CONSERVATION BIOLOGY WITH  
THE CENTER FOR COLLABORATIVE CONSERVATION  
PRESENT...

# INAUGURAL COMMON GROUND SEMINAR

SHOWCASING THE POWER AND PROMISE OF COLLABORATIVE CONSERVATION

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02 DECEMBER 2025, 4–5:30 PM

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- WHERE : LORY STUDENT CENTER, ROOM 390
- ALL MAJORS AND BACKGROUNDS WELCOME!
- LIGHT REFRESHMENTS SERVED
- INTRODUCING THE COMMON GROUND FELLOWSHIP,  
COMING SPRING 2026!

RSVP BELOW!



[www.collaborativeconservation.org](http://www.collaborativeconservation.org) @csu\_scb

## Announcing a New Opportunity for CSU Students

**Showcasing the power and promise of collaborative conservation...**

Join us to explore this growing field! This engaging seminar will include real-world case studies, and show how people all over the world are using this approach to find common ground and solve problems. Community-based collaborative conservation is democracy in action--it produces more impactful, enduring outcomes. And learn about an exciting new fellowship opportunity!

**During this session, we're announcing The Common Ground Fellowship (coming spring 2026):**

Interested in leadership, communication skills, storytelling, structured mentorship, cash prizes, and so much more? Then you'll definitely want to find out more about the Common Ground Fellowship program!

[RSVP Here](#)



- Mobilizing volunteers.

Many thanks to our panelists:

Halley Strevey, [Coalition for the Poudre River Watershed](#)

Laura Quattrini, [Big Thompson Watershed Coalition](#)

Adrian Knight, [Coalition for the Upper South Platte](#)

Sam Kaelin, [Arkansas River Watershed Collaborative](#)

Finally, a special thanks to Esther Duke and Maria Brandt from [Coalitions and Collaboratives](#) for their support.

**Want to stay updated on the Colorado Forest Collaboratives Network?**  
[Subscribe here!](#)

Watch the Session



## 2025 CFCN Summit: Where Does it Leaf Us?

**Summit 2025 was based on the theme "Designing for Uncertainty, Thriving in Community".** Not to get sappy, but we were thrilled to facilitate some learning and productive dialogue between place-based forest collaboratives--after all, our mission is rooted in collaboration!

Whether or not you attended Summit 2025, you're welcome to join us and reflect on these lessons. Okay, I'll stop. This is getting (a)corny.

The discussion will be led by John Sanderson, Ch'aska Huayhuaca. and Esther Duke. Our goals are to...

- (Re)Connect with friends and collaborators.

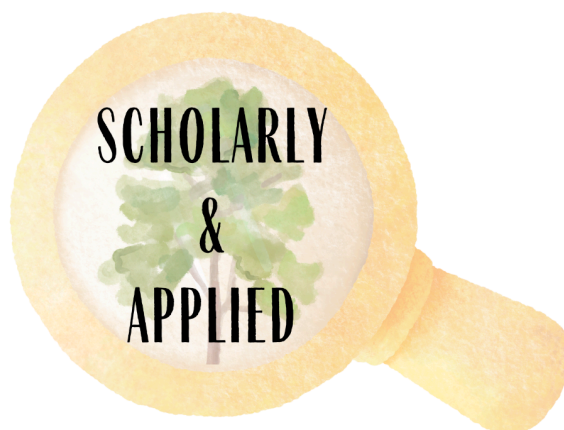
- Review key takeaways from the 2025 Summit, including collaborating differently in a changing world and getting creative with funding.
- Explore possible next steps, including what the CFCN can do to support your interests and needs around these timely topics.

**Stumped on what to fill your Tuesday morning with?**

**Join us next week, Nov 18, at 10:30 AM!**

[Register 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.**

John McGreevy (**Cohort 4**) co-authored a [recent article](#) culminating a decade of collaborative international research with Haitian medical doctor Elisson Adrien. The article explores the influence of increasing disaster frequency on rural livelihoods with the Second Impact Syndrome Framework, bridging concepts from social-ecological and medical sciences. Multiple disasters occurring in quick succession deplete vital resources and reduce adaptive capacity. Undesired coping mechanisms used in these times can lead to largely undesired system changes, reduced stability of rural livelihoods, and rural to urban migration. Local community responses have fought to keep traditional agricultural societies active and thriving through relentless commitment to

collaboration. The findings have been used by and cited by scholars working with communities in Brazil, Ethiopia, and Wuhan, China. You can read Elisson's powerful writings about his journey [here](#).

In another article, [Fatima et al.](#) noted that women are lacking in conservation leadership roles, yet studies document that “when women lead, conservation efforts become more innovative, resilient, and responsive to the people and ecosystems they aim to protect.” So they asked: what are the enabling and constraining conditions that help and/or hinder women to advance to leadership roles in conservation? They asked some 800 women questions exploring this idea (via a survey and interviews). The resulting article ([Women in Conservation Leadership: a Global Landscape Study](#)) and [blog](#) reveals 9 key themes. When viewed individually, none of these themes are too surprising, but put together, this list of themes presents a powerful roadmap. As the authors put it: “This report is a call to action, a roadmap for change, for the entire conservation community and beyond. Our hope is that it serves as a catalyst for collaboration across sectors where environmental and social outcomes depend on equitable pathways to leadership in order to achieve lasting impact.”

**- 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!**

*The focus this month is:*

This year, I have been focusing this series on answering the moment – in May I wrote about hope, and just last month I explored belonging. I want to continue answering the moment, but this time in acknowledgement of our more difficult emotions through an exploration of “shadow work.” **Positivity is powerful, but balance is essential for our own health and the health of our collaboratives.**

That’s because lately I’ve been feeling like I live two lives. One is encapsulated in work, where we strive to practice hope, and we continue to build for a better tomorrow. I’ve found solace in being a part of these spaces, and I’ve been deeply inspired by people sharing their radically hopeful ideas for the future. But once the work of the day is done, particularly in the middle of the night, I find myself grappling with all my difficult emotions at once – all the feelings that don’t fit with our hopeful efforts. Psychology tells us that when we repress negative emotions associated with hard experiences (like many this year), we are likely to find ourselves taking on maladaptive behaviors.

I’ve noticed similar situations at the collaborative level, when disillusionment and interpersonal conflict is danced around. Individual repression can impact the collaborative through the destructive behavior of individual members, AND there can be a group-level repression in the name of diplomacy and positivity. In either case, this undermines the cohesiveness and health of the group.

So, what is shadow work and why does it matter for collaboration? This is a psychological term that involves [the exploration, acknowledgment, and acceptance of parts of ourselves that we repress for one reason or another](#). While the word “shadow” might make you think that these are just deep, dark secrets, that is only a small part of the picture. The shadow self includes many aspects, including forbidden emotions (e.g. hopelessness, sorrow, anger, etc.), dreams that we don’t believe we can attain, and cultural molding of how we act, for example, labeling girls with leadership tendencies “bossy” to discourage that behavior. Likewise, I believe that in our field, there are certain parts of our experience which are both discouraged and encouraged at a “culture of collaboration” level.

By repressing difficult experiences and emotions, and attempting to just move on or stay positive, we don’t allow ourselves the benefits of reclaiming the full range of who we are. Connie Zweig, Ph.D., an expert in shadow work, lists just a few benefits of this kind of exploration in her book – [Romancing the Shadow](#)

– including healing relationships, cultivating creativity, and finding purpose. Interestingly, several of these benefits are linked to characteristics that are [known to build resilience](#) at an individual and institutional level. (Something I think is greatly needed right now, and, in fact, [optimism is NOT linked to resilience](#)).

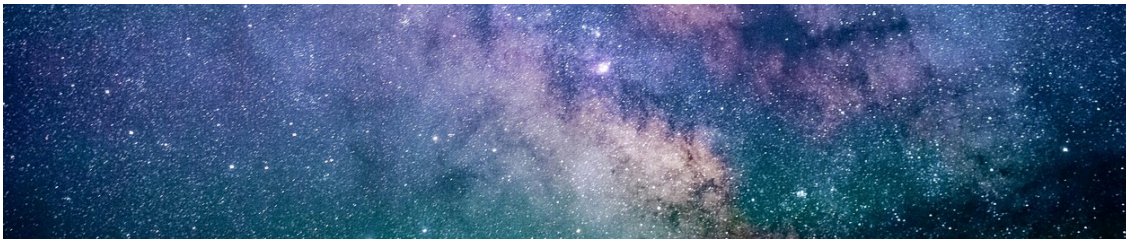
I want to suggest two things to you here.

(1) Consider shadow work for yourself (if you really want to lean in on it, consider finding a therapist who specializes in it), and have patience for the continuing support that others may need from you in these hard times, especially if we truly want to build spaces for the “full selves.”. As collaborative leaders, the more we understand about, the more effective we can be in stewarding our partnerships. Perhaps more importantly, this work also cultivates our own health. Individual work includes exploring your childhood, investigating the patterns of your dreams, and working with your emotions - sitting with them, acknowledging them, and exploring them.

(2) Consider what shadow work might need to be done at the collaborative level. Are there forbidden emotions among your groups? Forbidden topics? Unspoken norms? What, if any, among these could be important to its function and its ability to weather and adapt to change? And then start to explore those things mindfully together. Facing reality is a key pre-requisite to resilience; it allows us to assess vulnerabilities, plan around risk, and come together to create solutions to unforeseen disturbances to our work.

**- Aireona Raschke, PhD**

*Our Associate Director of Practice*



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**Other News and Opportunities**

**High Desert Museum Seeking Nominations for Award** | The High Desert Museum in Bend, Oregon, is seeking nominees for the inaugural *Schnitzer Prize of the West*—and its \$50,000 award! Nominees must contribute meaningfully to...

1. Water Scarcity & Allocation
2. Tribal Rights & Sovereignty
3. Land Use, Development & Conservation
4. Wildre, Climate & Ecological Change
5. Human Communities, Migration & Identity

[Learn more](#)

**Where Are All the Women? A study by Re:Wild** | There's a critical gap in conservation leadership that we can no longer ignore. Re:Wild has a new global study that highlights how empowering women makes conservation more innovative, resilient, and responsive—and reveals what women need to truly thrive as leaders. [Read the study here](#)

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## 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:

**University of Idaho: Assistant or Associate Professor for Natural Resources and Environmental Management** | The Department of Natural Resources and Society at the University of Idaho invites applications for a tenure-track position of Assistant or Associate Professor with expertise in rural communities, collaborative resource management, policy analysis and/or environmental decision-making. [Learn more](#)

**Great Basin Institute: Americorps Leadership Development Program** | Members in the Leadership Development Program (LDP) will serve on a recreation & restoration crew, gaining hands-on experience in conservation work alongside targeted training and mentorship in leadership, safety, and technical skills. Work in Las Vegas, NV. [Learn more](#)

**Unlimited Potential: Instructor, Arboriculture (English/Spanish)** | Serve as the primary teacher and mentor for a cohort of up to 10 students during a 10-week [Urban Nature](#) Arboriculture training program, including labs with Bartlett Tree Experts (total of 120 hours). Phoenix, AZ. [Learn more](#)

**Pueblo of Isleta: Natural Resources Director** | Accomplishes the resource-related strategic objectives by directing all functions required to operate and maintain department operations. Ensures compliance with all tribal, federal, state, county, or other regulatory agency rules designed to protect the natural resources of the Pueblo of Isleta. [Learn more.](#)

*If you have job openings that align with our work on collaborative conservation and you would like us to share them, submit them to our [job board](#).*

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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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