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CCC News for July 2021

A note from the CCC Director...

In the CCC's [Atlas of Collaborative Conservation in Colorado](#), Ch'aska Huayhuaca and Robin Reid define collaborative conservation as “a way of working together, over significant periods of time, to conserve and manage the natural resources that people depend on and care about.” To make collaborative conservation successful, sustained sharing of values, knowledge, and power are essential, especially in collaborations addressing difficult problems that require building trust and resolving conflicts.

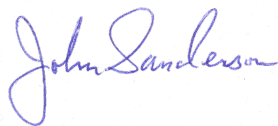
In [Collaborating Consciously: The Four Cornerstones](#), Amy Mickel presents valuable research on collaborative leadership as a key ingredient to collaboration. The skills and mindsets of collaborative leadership can make or break a collaboration. And, because of the nature of collaboration, each of us needs to show up as a collaborative leader. Dr. Mickel found that people who best foster collaboration share four main traits: compassion, character, courage, and commitment. Compassion means having empathy, being generous, and showing respect. Character means acting ethically, demonstrating humility, and staying positive. Courage means being vocal, displaying curiosity, modeling vulnerability, embracing uncertainty, remaining resilient, and empowering others. Commitment means advancing a shared vision, taking action, and believing in the power of collaboration.

[Working Across the Rural-Urban Divide: Messaging for Large Carnivore Conflict Reduction](#), recently published by the Conflict Reduction Consortium

(CRC), provides insights on how we can show compassion by being careful about the words we use. The CRC, a group of more than 60 people from diverse backgrounds and organizations across the West, was convened by CCC partner Western Landowners Alliance (WLA) with skilled facilitation by WLA's Working Wild Challenge Coordinator and CCC Fellow Alex Few. This publication offers guidance on words that may trigger emotions, heighten pre-existing barriers, and in some cases end conversations because of our different histories, experiences, and values. Often, taking care with our words can avoid triggering responses that undermine trust.

Regardless of the topics of your collaboration, I recommend taking twenty minutes to read these documents. Both can help you be a better collaborative leader.

Be well,



John Sanderson

News from the CCC



Cattle, Conservation, and Carbon

[*Cattle, conservation, and carbon in the western Great Plains*](#), a journal article that emerged from a workshop facilitated by CCC Director John Sanderson, has received the Journal of Soil and Water Conservation Editor's Choice Award. This recognition is among several [awards given by the SWCS](#) each year "to individuals and organizations who have made outstanding contributions in advocating and advancing the conservation of soil, water, and related natural resources." Our key conclusion in this paper is that "Keeping rangelands intact is the single most important action for maximizing soil C stocks in western Great Plains rangelands."



Wolf Restoration and Management Planning

At the CCC, we believe that including diverse voices is key to developing good plans for land, water, and wildlife management, especially for controversial issues such as wolf reintroduction. To have your voice heard, we encourage you to attend one of the upcoming [open houses](#) for the Gray Wolf Restoration and Management Plan. Information on ways for the public to engage, and on how share your thoughts and concerns, is available at the new [public engagement website](#).



Join us in Paradise Valley, Montana!

In March 2020, just prior to the start of pandemic lockdowns, many partners across the West, including the CCC, launched the Western Collaborative Conservation Network at Confluence 2020 ([watch the 3-minute recap video here](#)). At this event 150 members of collaborative conservation groups and their support organizations gathered from across the West to connect to peers, learn new collaboration skills and practice new tools, and catalyze on issues that limit conservation success. This year's Confluence was postponed due to COVID-19, but we expect the event to be even sweeter when we meet on **September 19-21, 2022 in beautiful Paradise Valley, Montana**. Please hold the date so you can join us. To receive updates on the event, sign up for the WCCN newsletter [here](#).

Meet the CCC



Meet Our CCC Fellows: Mireille Gonzalez

Mireille Gonzalez, Ray for short, is a social and behavioral scientist with a research background in environmental anthropology and conservation psychology. She is currently a PhD student in CSU's Human Dimensions of Natural Resources department, and received her B.A. in Anthropology from U.C. Berkeley and her MSc. in Primate Behavior and Ecology from Central Washington University. She has experience working with a variety of cultural groups and animal species, and a special interest in keystone species, predators, and the human-wildlife interface. Her current research focuses on characterizing and mitigating social conflict surrounding conservation issues and collaborative processes. To get a glimpse at the work Ray does, check out the essay she co-authored with CCC Fellow Matt Collins and Conservation Leadership student Taylor Heid titled [Breaking Down Barriers and Reducing Conflict Over Wolves in Colorado](#).



Meet Our Advisory Board: David Smith

David Smith is a Colorado College mathematics graduate and Harvard Business School MBA who, with four partners, founded and helped manage for decades what quickly became the leading multifamily affordable housing finance firm in United States. Upon retirement he has served several conservation as well as experiential environmental education non-profits as a Board member or advisor, including as Chair for The Nature Conservancy's Colorado Chapter. At TNC his focus included being a sounding board for collaboratively constructing and implementing win-win-win landscape scale ranchland conservation solutions in SE Colorado with the Chapter's team of staff members, Board members and local partners. David has also been a long-

term mentor to CCC Director John Sanderson on topics related to leadership and organizational health—thank you David!

Scholarly 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.

Augustine, D.J., J.D. Derner, **M. Fernandez-Gimenez**, L.M. Porensky, **H.N. Wilmer**, D. Briske and the Collaborative Adaptive Rangeland Management stakeholder group. 2020. Adaptive, multi-paddock rotational grazing management: A ranch-scale assessment of effects on vegetation and livestock performance in semiarid rangeland. Rangeland Ecology and Management. 73:796-810.

Experimental research guided by an 11-member stakeholder group compared responses of vegetation and cattle in an adaptively managed, multipaddock, rotational system with that of a season-long, continuous system at scales comparable with those of a working ranch. ([link](#))

In case you missed it, other papers from the Collaborative Adaptive Rangeland Management project include:

Wilmer, H., Schultz, T., **Fernandez-Gimenez, M.E.**, Derner, J.D., Prenskey, L.M., Augustine, D.J., Ritten, J., Dwyer, A., Meade, R. 2021. Social learning lessons from collaborative adaptive rangeland management. Rangelands. *This paper describes the complex, challenging aspects of the collaborative process, and how those challenges helped inspire learning in the face of new problems and knowledge. Respect, trust, and shared understanding are essential to success. ([link](#))*

Fernández-Giménez, M.E., D.J. Augustine, L.M. Porensky, **H. Wilmer**, J.D. Derner, D.D. Briske, and M. Olsgard Stewart. 2019. Complexity fosters learning in collaborative adaptive management. Ecology and Society 24(2):29. *Complexities including time-lags, trade-offs, path-dependency, and tensions among stakeholders' differing types of knowledge and social worlds both*

constrain decision making and foster learning by creating disorienting dilemmas that challenge participants' pre-existing mental models and relationships. ([link](#))

Other News and Opportunities

The 15th annual **Conservation Finance Boot Camp** will be held virtually again this year, convening practitioners across sectors to share the latest trends and insights from leading practitioners. Across four sessions, and one opportunity to chat with colleagues over beverages, Boot Camp will introduce professionals to the principles of finance, look at innovation in the field, and explore case studies and common elements of effective project design. [Learn more here.](#)

Save the date for the annual **Sustaining Colorado Watersheds Conference** in Avon, Colorado on October 5-7, 2021. This in-person event works to expand cooperation and collaboration in natural resource conservation, protection, and enhancement in Colorado. Participate in discussions on emerging water issues and innovative projects. Keep an eye out for registration this July! Get [more information here.](#)

Registration is open and space is limited for the **Fundamentals of Conservation Conflict Transformation** 5-day virtual workshop from the Center for Conservation Peacebuilding. The workshop draws upon best practices for addressing complex conservation conflicts and cultivating durable conservation solutions. Join either September 20-24 or October 25-29. [Register here.](#)

Southwest Decision Resources is hosting **two facilitation trainings** in July and August! These interactive training will help prepare you to design and facilitate successful meetings in natural resource and community settings. The Western Collaborative Conservation Network is funding partial scholarships. [Find out more here.](#)

Jobs

The **Society for Conservation Biology** is soliciting applications for the **David H. Smith Conservation Research Fellowship Program**. These two-year postdoctoral fellowships provide support for outstanding early-career scientists who want to better link conservation science and theory with policy and management, improving and expanding their research skills while directing their efforts towards conservation problems of pressing concern for the United States. Application materials are due September 24. [Find the guidelines here.](#)

Colorado Open Lands is looking for a **San Luis Valley Conservation Associate**. In supporting the preservation of significant open lands and natural heritage of Colorado, this person will focus on conservation easements from writing to recording. Apply by July 9. [Find the full description here.](#)

The **Tucson Audubon Society** needs a **Community Science Manager** to help lead efforts to facilitate and integrate with conservation-oriented research on priority birds, habitats, and regional ecosystems. This person will build collaborations with students, academics, and the general public. Application review begins July 19. [Find the full description here.](#)

Join the **Fire Adapted Colorado** team as the **Operations and Communications Specialist**. Help Colorado navigate current and future wildfires by leading organizational operations, building effective internal and external communications systems, and providing logistics support. Applications are reviewed on a rolling basis. [Find more information here.](#)

The **Southwest Colorado Collaborative Forest Landscape Restoration Program** (CFLRP) has put out a request for qualifications for a **facilitator**. The facilitator will work with a variety of stakeholders, partners, and members of the public to develop the CFLRP organizational structure and governance. Apply by July 9. [Find out more here.](#)

Partnering to Conserve Sagebrush Rangelands is looking for a **Communications Specialist**. This contracted position will center on sharing stories and other content related to natural resource conservation in the West. Submit your proposal by July 9. [View the full request for proposals here.](#)

If you have a job openings that are aligned with our work on collaborative conservation and you want us to share them, email a link to the job description to conserve@colostate.edu.

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.



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