



## Notes: R&D Roadmap Listening Session

Date: February 13, 2014

### Attendees:

#### List from Live Meeting attendees:

- |                            |                     |
|----------------------------|---------------------|
| 1. Alicia Bell-Sheetter    | 14. Linda Robins    |
| 2. April Hargis            | 15. Lindsey Bilyeu  |
| 3. AST THPO                | 16. Mariel Murray   |
| 4. Carlos Rodriguez-Franco | 17. Michael Dugas   |
| 5. Chris Farley            | 18. Mike Dockry     |
| 6. Cindi West              | 19. Garcia Particia |
| 7. Dr. Barker Fariss       | 20. Peter Schmidt   |
| 8. Frank Lake              | 21. Robert Francis  |
| 9. Fred Clark              | 22. Serra Hoagland  |
| 10. Greg Arthaud           | 23. Steve Olson     |
| 11. Jim Reaves             | 24. Wayne Owen      |
| 12. Julie Chase            | 25. Wayne Zipperer  |
| 13. Lillian Petershore     |                     |

### Role call:

#### USFS associated

Chris Farley – R&D Tribal Liaison in WO HQ

Jim Reaves – Deputy Chief, R&D

Fred Clark – OTR Director in Washington DC

Carlos Rodriguez-Franco – Associate Deputy Chief

Cindi West – Associate Deputy Chief

Carl Lucero- Director of Resource Science in WO

Greg Arthaud – Ecosystem service research

Mariel Murray – OTR

April Hargis – Biologist on Mendocino NF

Wayne Owen- Alaska region director of Wildlife and Subsistence

Lillian Petershore – Tribal relations Program Manager for Region 10

Bob Francis -- R10

Mike Dugas – Tribal Liaison for Mendocino National Forest

Julie Chase – RMRS assistant for RMRS tribal liaison who is currently absent

Wayne Zipperer – SRS Co-Point of Contact for Tribal Relations

Serra Hoagland – SRS Co-Point of Contact for Tribal Relations

Mike Dockry –Northern Research Station Point of Contact

Frank Lake – PSW research station

Peter Schmidt – Shasta trinity NF

**Tribal guests**

Lindsey Bilyeu – Choctaw nation

Bonnie Smith - Pyramid Lake tribe

Linda Robins – Chickasaw Nation, OK

Robin Wilson – Cocopah Tribe, AZ

Steve Olson – Fond du Lac tribe

Joesph Blanchard – Absentee band of Shawnee Tribe of Oklahoma

Patty Garcia – Palm Springs

Barker Fariss – Osage Nation, Senior Archeologist

Alenia Shiley – Jena Band of Choctaw, tribal preservation office

Brett Fassel – Glenn Traverse Band, Fish and wildlife coordinator, Michigan

**USFS-OTR Welcoming Remarks – Fred Clark, Director**

Director Clark introduced himself and spoke about the priority the President and USDA leadership have put on working with Tribes. This includes recognition of tribal rights and current agreements and opportunities that are available in FS. He spoke briefly on challenges that face Indian Country today and how USFS and USFS-R&D are working to improve key partnerships to address these.

**Dr. Jim Reaves, Deputy Chief for USFS-R&D - Welcoming Remarks**

Dr. Reaves, the Deputy Chief for the USFS Research and Development branch, spoke about the importance of Tribal work to USFS R&D, and how working with Tribes can make R&D more effective in delivering its mission of providing the knowledge and technology needed to sustain our nations' forests and grasslands. He spoke about how prior to this initiative, R&D's engagement with Tribes and tribal organizations occurred primarily at the scientist level, where individual Forest Service scientists pursued activities and projects with local partners. R&D is attempting to institutionalize a tribal research program to ensure the organization as a whole is appropriately engaging with Tribes and native communities at all scales, and so that these ties are not broken if/when particular individuals on either the Tribal or Forest Service side of these partnerships leave.

Dr. Reaves also spoke about how in order to meet the natural resource challenges facing our nations (such as climate change), we all will have to work together to find and disseminate the knowledge and solutions that will enable all of our resource managers to meet the needs of this generation, as well as those of our children and future generations. Tribes and native communities are critical to this understanding, as your experience and knowledge from living on these lands for millennia can offer critical insights into our changing ecosystems.

Finally, Dr. Reaves emphasized that while the Roadmap is not a change in policy, Tribal feedback on the document is very important.

### **Dr. Cynthia (Cindi) West, Associate Dep. Chief, USFS-R&D – About R&D**

Dr. West described the structure of Forest Service R&D. She described how R&D relates to other branches and the mission of the Forest Service, where major labs/stations are geographically located, and how the research program is structured. This includes the relatively recent designation of Tribal Liaisons in each research station and other efforts to institutionalize robust tribal engagement throughout R&D's work.

She also spoke about her experiences in working with Tribes while she worked in the Pacific Northwest Research Station, and how Tribal expertise and knowledge is critical to understanding many of the issues on which R&D works. She expressed excitement that these efforts of Tribes and associated organizations can be integrated with R&D's work to address the critical natural resource issues facing Tribes and the Forest Service.

### **Chris Farley – About the Roadmap**

Chris Farley spoke about the history of the Roadmap document. The Roadmap is a milestone in the agency's multi-year process to better understand what USFS R&D has done with Tribes in the past, as well as make internal structures easier for tribes to engage with going forward. The Roadmap highlights best practices that we might carry forward into future work.

He emphasized that the Roadmap is not a change in policy or research priorities. These continue as specified in the current USFS Directives, Research charters and strategic plans. However, the Roadmap is an important document on how R&D works with tribes because the way these policies and actions are communicated can influence the willingness of R&D scientists and external partners to work with Tribes and develop relevant research agendas in the future.

### **What are the priority tribal engagement objectives for R&D?**

The six priority objectives included in the Roadmap can broadly be described as:

1. Enhancing partnerships with Tribes, native communities and intertribal organizations
2. Improve policy and training
3. "Cultural Exchange" to build and diversify the workforce
4. Improve internal Forest Service coordination on tribal issues
5. Conduct joint research with Tribes on issues of mutual concern
6. Decision support to Tribal land and natural resource manager

Examples of each type of activity are included in the Roadmap.

Furthermore, the current December draft already incorporates feedback on the draft that was released to intertribal organizations in summer 2013. The 2 main changes made were:

- Added 6<sup>th</sup> Objective and associated indicative activities on Tribal Decision support
- Added Menominee College partnership example to 1<sup>st</sup> Objective.

Chris Farley then spoke about each of the 6 objectives in the Roadmap.

### **Partnerships**

Enhancing our partnerships is the first objective. Anything we do in this arena needs to be in coordination with our tribal and native partners, whether they be Tribes, NGOs, intertribal orgs, Tribal colleges, or individuals. We can't accomplish our objectives in this arena alone.

### **Policies and Institutions**

We know there are areas where our policy and institutional structures can be improved. We also have a number of relatively recently drafted legislative authorities, such as authority for confidentiality of Traditional Knowledge, that our scientists and staff may not be fully trained and aware of. In the coming years we plan to build those institutional frameworks and formalize our policies and trainings to increase the clarity on these issues for both our employees, as well as our Tribal and other external partners. For example, the Forest Service is also in the process of revising our Tribal Relations Directives, and these include many R&D relevant provisions including our confidentiality and tribal engagement authorities, designation of Station Tribal Liaisons, and authority for designating consultation officials.

### **Cultural Exchange to bring Tribal Perspectives into the R&D workforce**

The USDA has a department-wide initiative to bring more diverse views into our workforce, and this applies to Forest Service R&D as well. The cultural literacy and traditional knowledge native employees bring to our work is extremely useful in accomplishing our Tribal and broader research objectives. This objective includes both activities with our current workforce, but also includes ensuring that the next generation of Tribal and native scientists are trained and potentially available to work with us. In order to accomplish this objective, it will require cultural exchange to build the next generation of scientists, both Tribal and non-Tribal, that are fluent in both western science as well as native cultural viewpoints and traditional knowledge. By building this capacity, both the agency and Tribes will benefit.

### **Internal Coordination**

One of the lessons learned over the past 3 years of our tribal research initiative has been that there are numerous opportunities for us to improve our internal communication and coordination. This includes both inside R&D where we can share lessons and reduce duplication between research stations, but also with other branches of the US Forest Service. By better working with our colleagues in the National Forest System and State and Private Forestry branches, as well as across Stations, we can be more effective in developing and delivering our program and meeting our mission.

### **Joint Research**

As has been mentioned before, we believe we have a lot to learn from Tribes and native organizations. By working jointly on research topics of mutual interest, we can both meet Tribal needs, as well as gain lessons that can be translated to other landowners. By working together, we can better understand and manage all our nations' natural resources.

## **Decision Support**

Regardless of how great our science is, we'll be wholly ineffective in meeting our objectives if that information is not available and relevant to the land managers. Collectively, Tribes manage millions of acres of forest and grassland, and are critical players in managing our resources across the landscape. By developing tools and technologies that allow tribal land managers to access the best available science, and in ways that are culturally relevant, we can help the Forest Service meet its mission of sustaining our nations' forests and grasslands for this and future generations.

After speaking about the Roadmap Objectives, Chris Farley spoke about how Tribes can get more information on the effort. One is the establishment of designated Tribal Liaisons at each Research Station. These liaisons are available to help link Tribes to available research results, coordinate formal consultation dialogue on the Roadmap, as well as provide a conduit for providing input into the Station's research priorities and work programs. Your local liaison can be found on the R&D Tribal Engagement webpages at: <http://www.fs.fed.us/research/tribal-engagement/>

Tribal liaisons in stations can work with Tribes to schedule consultations and can help look for opportunities for joint research. For national Tribal engagement matters, Tribes are also welcome to contact Chris Farley, the R&D National Tribal Liaison.

## **When will the Roadmap be finalized?**

The Roadmap will be opened for 120-days of Tribal Consultation ending May 11<sup>th</sup>, 2014. Informal feedback is also welcome until that date. After that 120-day period closes and barring the need for significant changes due to feedback received, it is anticipated that the document will be quickly finalized in summer 2014.

While the intent is to complete consultation on the Roadmap document for use this summer, this does not mean that the process of communication, collaboration, and consultation between Forest Service R&D and Tribes will end on May 11. We welcome both formal government-to-government dialogue, as well as informal feedback from individuals and organizations on how we can best communicate Tribal Research issues whenever you have ideas for us. There may be future printings of the Roadmap in the future that could incorporate such feedback, but regardless, R&D intends to continue to update and improve our communications and messages overtime.

**At that point, the lines were opened for questions from the audience:**

Comments below from participants.

Comment #	Name	Tribe/Org.	Comment
1	Bonnie Smith	Pyramid Lake	Cannot see slideshow on the web. Please verbally provide contact information.
2	Linda Robins	Chickasaw Nation	<p>Question: Communication tool but doesn't imply any changes to policy or strategic planning. Is it to help provide direction for USFS side?</p> <p>Chris Farley: responded and explained how Roadmap works. Basically this is a communications document, not a policy change.</p> <p>Fred Clark: We have existing policy and direction that provides foundation for what USFS can do but Roadmap helps provide a "pathway" for delivering services. Pathway that allows us to improve our communication abilities, etc.</p>
3	Bonnie Smith	Pyramid Lake	<p>Will notes be sent out to tribes?</p> <p>A: If possible, summary notes will be posted to the website.</p>
4	Lillian Petershore	Region 10	<p>Thank you to everyone for the call. Question: where does the agency and R&amp;D stand with making it possible for bright, capable Alaskan Natives and university students to get support and obtain their degrees working with research labs? She asks this question because she worked at Juneau forest lab for 10 years and agency is committed to being more diverse, and there were recommendations in Strategic Plan was about hiring more Natives. What sort of thinking is coming out of WO about hiring more Natives?</p> <p>Jim Reaves: R&amp;D is exploring ways to do this. Recent change in hiring authorities it's a little more difficult to do this but they are trying to work through this. In the past we had a Scientist Recruitment Initiative but now rules have changed. They are aware of it and</p>

			<p>are continued to improve our workforce but there are ways in the Pathways program – if station is hiring summer employees they would have to go through Pathways program.</p> <p>Cindi West: Work through other partners and 3<sup>rd</sup> parties to bring tribal students to work with the USFS. Those programs are on-going as they are dealing with lengthy process or hiring people. Very extensive review of planning and employment since there is an upcoming retirement boom. They want to use Pathways and other internship experiences by working through Universities to train students who will be ready to obtain those positions.</p> <p>Carlos Rodriguez-Franco: Looking for new scientists and specifically looking for tribal members to join the workforce. Trying to learn from tribes (using TEK) through new climate hubs.</p>
5	Joseph Blanchard	Shawnee tribe of Oklahoma	<p>Training opportunities for students and involvement of Native people. Very small tribe ~4,000 tribal members. There's a lot of taboos about some of the field work that they do. Trying to promote and partner with forest and park partners to expose younger folks to natural resources. Educational outreach, a few visits out of state where they are taking tribal members to cultural demonstrations. Not only working with external federal agencies but working with tribal departments to recruit and promote youth in natural resource related fields. There are opportunities for this but it's important to have the collaboration.</p>
6	Bonnie	Pyramid Lake	<p>Thank you for your time. Has to leave a little early.</p>
7	Linda Robins	Chickasaw Nation	<p>Draft Roadmap talks about a science delivery tool (ForWarn and TACCIMO). If Chickasaw worked with you on a project could they use these tools?</p> <p>Chris and Serra Hoagland provided comments and feedback on ForWarn and TACCIMO and how the Tribe could access these tools.</p>