

WAG - SEPT 3 2015

10:00	Welcome & Overview
10:30	WDFW Presentation
11:30	Q & A
12:00	LUNCH
12:30	Exploring Spectrum of Human Needs
1:45	Topics for WAG
2:45	Break
3:00	Lessons Learned
4:00	Public Input
4:30	Other business & Next Steps
5:15	Final thoughts
5:30	Close

# WOLF ADVISORY GROUP (WAG) MEETING: SEPTEMBER 3, 2015

Facilitated by Human-Wildlife Conflict Collaboration  
(HWCC)

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This photograph depicts the agenda for the second WAG meeting of 2015. The agenda was followed accordingly, until the last session of the day when a livestock producer/hunter WAG member asked if the group would be willing to work together on a tangible, crisis issue involving one producer that has potential benefits for all stakeholders. The group agreed to amend the agenda

## KEY LEARNING

- USE WOLVES AS OPPORTUNITY FOR POSITIVE CHANGE
- CONSUMERS + PRODUCERS  
(ARE INTERDEPENDENT)  
- BOTH HAVE SKIN IN GAME  
+ ENVIRONMENTALISTS
- EDUCATION IN HERE +  
OUT THERE IS MOST CRITICAL + GIVE CREDIT  
TRUTH - EVEN IF HARD OR AGAINST DESIRE  
FULL DISCLOSURE + UNCOMFORTABLE
- SUPPORT SUSTAINABLE OR UNCOMFORTABLE
- ETHICAL RELATIONSHIP W/ ANIMALS IS INCONSISTENT - IT JUST IS.  
DON'T JUDGE

## KEY LEARNINGS

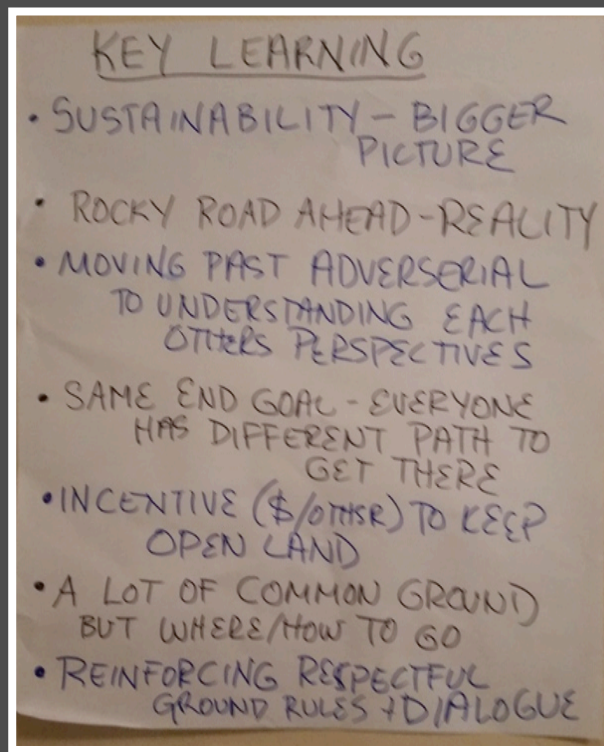
- THANKFUL
- KEEP AN OPEN MIND + ALWAYS LISTEN
- HOW DO WE CREATE OWNERSHIP / RESPONSIBILITY IN THOSE WHO WANT WOLVES TO/FOR THOSE LIVING W/ WOLVES  
- How do we get them to participate?
- STORY IS AN INSPIRATION  
+ PPL LIKE FOR US IN RESPECTFUL  
+ HER ENGAGEMENT/DIALOGUE
- WASHINGTON IS NOT UNIQUE - GLOBAL SIMILARITIES
- NEED FORMULA FOR CONSENSUS

## KEY LEARNING

- I PUT PPL IN BINS BEFORE REALLY LISTENING
- HAVE STORY ON WAG
- STATEWIDE INTEREST  
SMALL GROUP IMPACTED NEGATIVELY
- THE DIALOGUE IS COMPLICATED LANGUAGE / MISUNDERSTAND
- SIMILARITY AMONG SPECIES
- SEARCHING FOR MEANING  
- HOW TO BRING TOGETHER?  
COLLABORATE
- NEED MORE SENSITIVITY TO CHANGES IN AGRIC. PROFESSION
- WE HAVE BIG TASK - RESPONSIBILITY TO NEXT GENERATION
- ARE THERE THINGS WAG CAN WORK ON TO KEEP LP ON LAND?

# “KEY LEARNINGS” FROM ENVIRONMENTAL “FIELD TRIP”

After listening to the perspectives of three members of the environmental community, the WAG and WDFW debriefed and shared their “key learnings” above.



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(Page 2)

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## RESPECT IS...

- ENGAGEMENT IN CONVERSATION WITH HONESTY & INTEGRITY
- NO STIRRING THE POT WITH CONSTITUENT GROUPS/OUTSIDE THIS ROOM.
- NO SLANDER
- BE RESPECTFUL OF OTHERS
- HAVE AN ATTITUDE THAT WE'RE ALL HERE TO MAKE A DIFFERENCE REGARDLESS OF INDIVIDUAL DIFFERENCES
- ASSUME POSITIVE INTENT
- ASSUME HONESTY & BE HONEST
- WILLING TO CHALLENGE EACH OTHER, BUT RESPECTFULLY
- NO NAME CALLING
- DON'T TAKE DIRTY LAUNDRY TO MEDIA

## RESPECT IS...

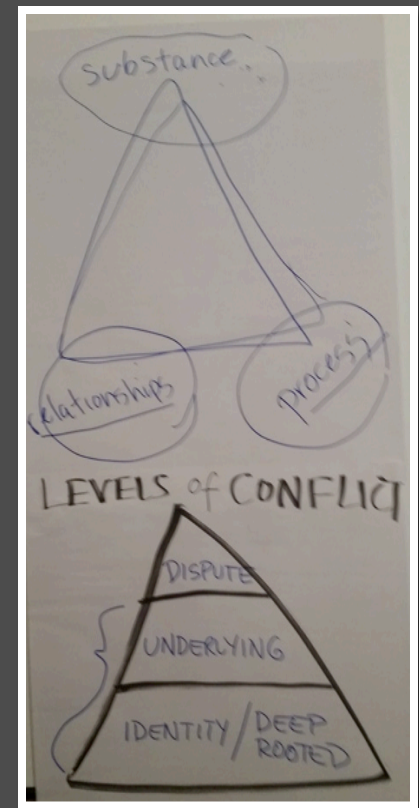
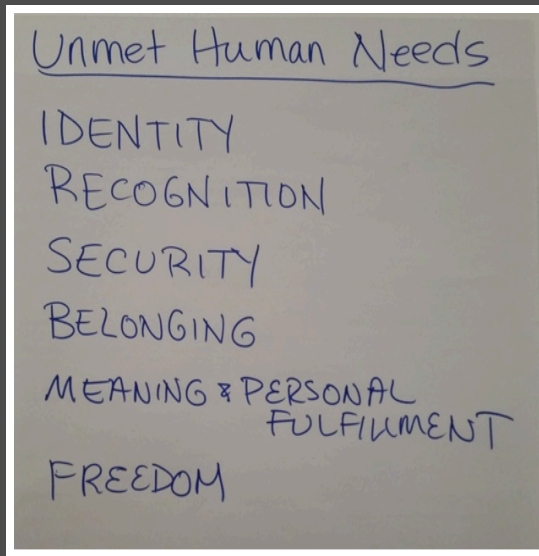
- BE SUPPORTIVE OF THE PROCESS
- NOT DOMINATING IN CONVERSATIONS
- PARTICIPATE & ENGAGE (ITS OUR RESPONSIBILITY)
- INTEGRITY IN HOW WE HANDLE COMMUNICATION OUTSIDE THIS ROOM REGARDING WHO IS IN THIS ROOM, EACH OTHER & WHAT IS DISCUSSED IN THIS ROOM.
- EMPATHY—TRY TO SEE THE OTHER PERSON'S SIDE WHEN THEY ARE MAKING THEIR POINT.
- ALLOW TIME TO WORK THROUGH DIFFERENCES
- GIVE COURTESY WHEN POSSIBLE IN PUBLIC COMMUNICATION
- COLLABORATION

## RESPECT IS...

- NO INTERRUPTING—WAIT UNTIL PERSON SPEAKING IS DONE
- LETTING OTHERS TALK
- PATIENCE • SAY WHAT YOU MEAN
- LISTENING
- NODDING—POSITIVE REACTION
- ASKING FOLLOW-UP QUESTIONS
- TREAT PEOPLE THE WAY YOU WANT TO BE TREATED
- BEING PRESENT
- NO PHONES DURING MEETING
- ATTENTION IS ON SUBJECT AT HAND
- NO SIDE CONVERSATIONS
- MAKE THE TIME PRODUCTIVE
- VALUING ONE ANOTHER'S TIME & OPINIONS
- TRANSPARENCY
- ARRIVE PREPARED

# GROUND RULES FOR WAG

The ground rules WAG members developed for themselves at the May 2015 meeting were posted in the front of the room for the September meeting.



# EXPLORING THE SPECTRUM OF HUMAN NEEDS

WAG and WDFW reviewed the “levels of conflict” model (See May 2015 notes) and connected the deeper levels of conflict – and its transformation – with the need to not only address substantive issues, but equally to reconcile relationships through a transformation process that addresses all three levels. WAG and WDFW then explored the unmet human needs that exist in all three levels: **IDENTITY** – how one sees oneself or their group in relation to the rest of the world; **RECOGNITION** – respect, dignity, legitimacy, appreciation, acknowledgment, saving or regaining face; **SECURITY** – cultural, spiritual, social, economic, physical, emotional; **CONNECTEDNESS** – love and belonging; **MEANING** and **PERSONAL FULFILLMENT** – meaning in terms of place or context and an ability to reach one’s potential; **FREEDOM** – meaningful participation, voice, control. WAG and WDFW noted that all these human needs were at play in the conflict over wolves and that even when groups or individuals see an event or action differently, there is common ground across all parties in the unmet needs beneath that conflict.

Lack of Recognition - wolf people don't understand us

Security?

Lack trust → x didn't do what they said they would

→ x enviro help re-suffed

x economiz hardship

Lack of understanding respect

x consumers don't understand wht it takes to produce their food

- Loss of who your family/ family history is
- GRAVITY TO COMMON GROUND w/ OTHERS
- Need to help/facilitate
- Threat of hunting <sup>(fishing, ranching, etc.)</sup> opportunity
- Security in ranching opportunity
- Need for future & opportunity for children, grandc. that they won't have those experiences
- Loss of livelihood
- Losses that you can never get back

Belonging

- Cultural Heritage
  - hunting
  - native ecosystems
  - home on the range
  - adventure
  - advocacy

Personal Fulfillment

- hard work
- conserving/restoring wildlife
- Producing healthy livestock & food

Freedom

- security
- liberty
- ~~freedom~~

Hunters are concerned about what the future holds.

Consistent management or lack thereof.

True for both the hunting, livestock industry & conservationists

- Security
- Identity
- sense of belonging.

Hunters ~~losing~~ losing their voice in Department Decisions.

The Department is becoming more diverse which strays from original mandate of the Department.

# EXPLORING UNMET HUMAN NEEDS IN SMALL GROUPS

Exploring these human needs in small groups allowed individuals to connect, understand and empathize with one another, share perspectives and identify points of commonality. After they met in small groups, they reported back their discussions to the large group.

## TOPICS FOR WAG

- CRISIS/EMERGENCY SITUATIONS
- WAG ↔ USFS, BLM, Hancock etc. engagement

## TOPICS FOR WAG

POST DELISTING MGT PLAN  
HOW WE PRIORITIZE WDFW RESOURCES

UNGULATE LEVEL PROTECTIONS

REVISIT NON LETHAL/LETHAL PROTOCOL

COOPERATIVE AGREEMENTS CHECKLIST <sup>+ criteria for prioritizing</sup>

~~RELOCATION~~ <sup>RE</sup>LOCATION OF PROB. WOLVES

SIMPLIFY RECOVERY REGIONS

LIVESTOCK INDIRECT LOSS COMMITTEE

MATRIX FOR COUNTING WOLVES PAIRS PACKS

## TOPICS FOR WAG

- EDUCATION-ONGOING EDU. EVOLUTION w/ NONLETHAL METHODS - UP TO DATE <sup>for conflict</sup>
- Identify high risk areas <sup>for conflict</sup> + unmet needs for research/practice on non lethals - what support/resources does WDFW need in high risk areas
- Identify resource + research + technology needs for wolves generally
- Align deterrence plans w/ nonlethal tools available <sup>risk assessments</sup>
- WAG's role in public outreach. + WDFW messaging/communic + WAG → WDFW on advice on messaging

## TOPICS FOR WAG

- WHAT IS THE message + how do we/WDFW get that message out there
  - mediums/venues
  - goal: build trust
  - WAG's responsibility / WDFW's w/respect to outreach/edu on wolves on landscape
- How can WAG generate addtl resources (leg, NGO, etc)
- Define what is a depredation <sup>type of livestock, #s, dead/injury</sup> event "
- WAG to help w/rural community security - creative <sup>so</sup> Ideas

# TOPICS FOR WAG

WAG and WDFW brainstormed a list of topics for WAG to work on in the coming years. While initially the intent was for WAG to address policy-level advice/recommendations, there was also discussion as to whether WAG could work collaboratively on other projects and issues. WAG members were asked to take this list back to their constituents and stakeholder groups to determine if other topics should be included. WAG will have an opportunity at the next meeting to make additions and sequence these topics for future meetings.



- CULTURAL SENSITIVITY
- COMMUNICATE WHAT PI has done, has tried
- WAG to contact Hancock
- Put a preventative plan together to present to Hancock + WAG will defend Hancock
- DEFENSIBLE GRAZING LAND
- MUTUAL MESSAGING ++
- RANGE LAND REFORM
- MESSAGING AROUND EXPECTATION OF EXPECTED LOSSES w/ WOLVES
- PARTNERSHIP IN DEVELOPING PREVENTATIVE PLAN

- THIS is a risk - high
- Need to figure out what words mean
- Role of WDFW in this
- Nothing is decided until everyone agrees on all aspects.
- Dept needs to be on board

- fire ecology - land regeneration - sheep grazing?
- find Hancock land that didnt burn
- Sit down + talk w/ Hancock about their needs/business decisions in not having grazing
- Francine to talk to Hancock
- Messaging: PI situation is not just about wolves - its bigger
- Can we/WAG do this for other producers?

## EXPLORING A TARGETED, HANDS-ON INTERVENTION BY WAG FOR WASHINGTON

After hearing from fellow WAG members about an urgent issue, WAG explored an opportunity to provide support to secure and ensure defensible, viable grazing for a livestock producer. WAG recognized the need for a partnership where mutual benefits were sought so that this effort was one that everyone could strongly defend. WAG noted that this effort would demonstrate the benefits internally and externally of working collaboratively across diverse groups toward concrete solutions. While success would have direct benefits to livestock producers and wolves, they also valued the effort for its ability to build trust and improve communications. Livestock producers acknowledged that wolves were only one of many factors negatively impacting the viability of livestock production. Environmentalists acknowledged that wolves were impacting producers and that while they voice support for livestock producers, this opportunity could tangibly put their words into action. The group also recognized that accurate communication was critical and that inflammatory or exaggerated messaging is harmful to all sides. WAG members and WDFW noted that this tangible effort could be replicated as a service for others, as well as inform future policy recommendations. By the conclusion of the meeting, all WAG members and WDFW staff expressed support to move forward together.

# PUBLIC INPUT

Members of the public who were present were asked to give their comments or suggestions. Members of the public unanimously expressed appreciation for WAGs work at this meeting, for their respectful, courageous, collaborative engagement with one another on these issues. One commenter added that WAG's efforts needed to be supported by WDFW. Another added appreciation for the efforts of livestock producers.