

WOLF ADVISORY GROUP (WAG) MEETING – FLIP CHARTS

May 21-22, 2015

Facilitated by Francine Madden, HWCC

WOLF ADVISORY MEETING

MAY 21-22, 2015

- 9:00 Welcome + Agenda
- 9:05 Director Jim Unsworth
and Q&A
- 9:45 Overview of Conflict Transformation
- 10:05-10:45 Name Game
- 10:45-11:00 Break
- 11:00-12:30 WDFW presentation / Q&A
- 12:30-1:30 LUNCH
- 1:30-2:30 CENSUS
- 2:30-3:00 GROUND RULES
- 3:00-3:15 BREAK
- 3:15-4:15 LEVELS OF CONFLICT
- 4:15-5:00 PROCESS CONSIDERATIONS
- 5:00-5:15 BRIEF ON FIELD TRIP
- 5:15-5:30 CLOSING

This was the agenda for the first WAG meeting of 2015 including 16 of the 18 WAG members for the newly expanded WAG. The agenda was designed with WAG member input.

SKILLS & TALENTS

HONESTY GARDENER
EMPATHY ORCHARDIST
PLANNER EXPERT BALLISTIC
LEADERSHIP COMMUNITY ORGAN
OPEN-MINDED RANCHER
PERSISTENCE REBEL ROUSER
COMPETITIVE HUNTER
SURVIVAL SCIENTIST
DIPLOMACY COMMUNICATOR
OPTIMISM DILIGENCE
CREATIVE
SAYS WHAT NEEDS TO BE SAID
BRAVERY NEGOTIATOR
ENABLER DOER
HOME BUILDER CRITICAL THINKER
SAWYER LOBBYIST
BREWER HARD WORKER
POSITIVE ATTITUDE

THINGS I FIND DIFFICULT TO

TALK ABOUT
POLITICS
FEELINGS
RELIGION
TALKING ABOUT SEX YOURSELF
(SEX TALK W/ KIDS)
~~THEY~~ TEDIUM
SUBJECTS NOT IN MY COMFORT ZONE
ANGER
CONFRONTING BAD BEHAVIOR
WIN ONE'S PEER GROUP
INADEQUACIES + FAILURES
QUESTIONING or CHALLENGING
ONE'S CONVICTIONS
SPEAKING SPONTANEOUSLY
FORCED TO SPECULATE WHEN UNCERTAIN

DEALING W/ ANGRY PEOPLE
PAST HISTORY
SUCCESSION PLANNING
THE INHERITANCE
LONG TERM CARE
FAMILY POLITICS
MONEY SUICIDE/DEATH

SKILLS + TALENTS

TEACHER
WILDLIFE CONSERVATION
COMPASSION
PASSION
PASSION FRUIT
BEER DRINKING
THICK SKIN
CREATIVITY
DILIGENCE
~~THE~~ MODESTY
MULTI-FACETED
MULTI-PERSPECTIVE

The new WAG members created a census of the skills and talents of their group, as well as a list of things they find difficult to talk about.

RESPECT IS...

ENGAGEMENT IN CONVERSATION WITH HONESTY, EMPATHY

HAVE EACH OTHER'S BACK

* NO SLANDER each other or WAG present

OUTSIDE THIS ROOM - WE'RE A TEAM. NO SLANDER

DONT GANG UP BE RESPECTFUL OF OTHERS

HAVE AN ATTITUDE THAT WE'RE ALL HERE TO MAKE A POSITIVE DIFFERENCE REGARDLESS OF DIFFERENCES

ASSUME POSITIVE INTENT INQUIRY

ASSUME HONESTY + BE HONEST

WILLING TO CHALLENGE EACH OTHER BUT RESPECTFULLY

NO NAME CALLING

RESPECT IS...

BE SUPPORTIVE OF THE PROCESS IN WAG

~~DONT TAKE DIRTY LAUNDRY TO MEDIA~~

NOT DOMINATING CONVERSATION

PARTICIPATE + ENGAGE (IT'S OUR RESPONSIBILITY)

~~don't avoid or take about your shared issues~~

INTEGRITY IN HOW WE HANDLE COMMUNICATION OUTSIDE THIS ROOM REGARDING WHO IS IN THE ROOM, EACH OTHER + WHAT IS DISCUSSED IN THE ROOM.

EMPATHY - TRY TO SEE OTHER PERSONS SIDE WHEN THEY ARE MAKING THEIR PT.

ALLOW TIME TO WORK THROUGH DIFFERENCES.

~~NO BLIND SIDING IN PUBLIC COMMUNIC~~

COURTESY W/ OPEN POSS. + COLLABORATION

TAKE HIGH ROAD

DONT RESPOND TO ANGER W/ ANGER

DONT MAKE IT PERSONAL

RESPECT IS...

NO INTERRUPTING - WAIT TIL PERSON SPEAKING IS DONE

PATIENCE LETTING OTHERS TALK

LISTENING

NODDING - POSITIVE REACTION

ASKING FOLLOW-UP QUESTIONS

TREAT PEOPLE THE WAY YOU WANT TO BE TREATED

BEING PRESENT

NO PHONE USE DURING MTG

ATTENTION IS ON SUBJECT AT HAND

NO SIDE CONVERSATIONS

MAKE THE TIME PRODUCTIVE

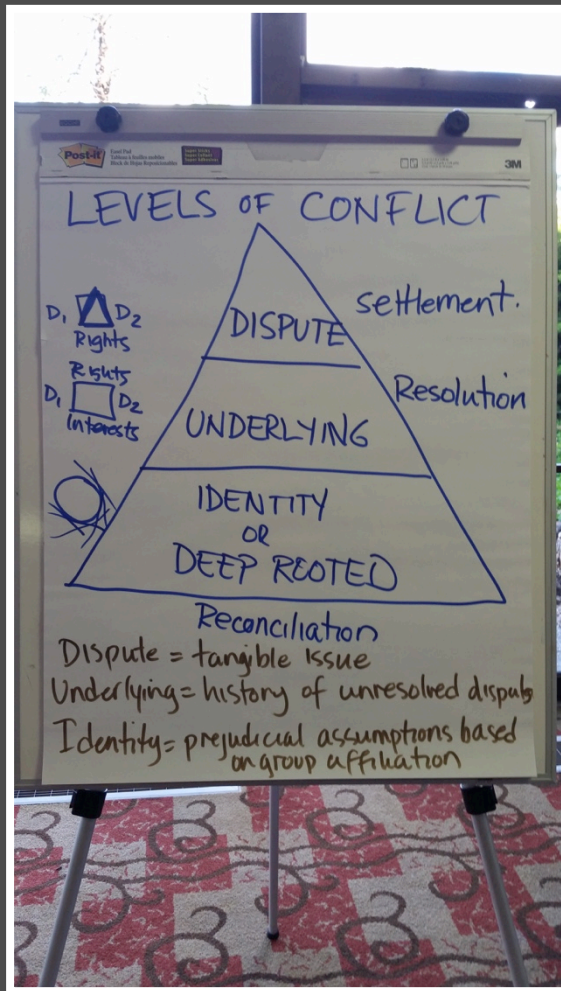
VALUING ONE ANOTHERS TIME

TRANSPARENCY + OPINIONS

ARRIVE PREPARED

SAY WHAT YOU MEAN

The group brainstormed a list of behaviors that make each person feel respected and shared what respect meant to them. They discussed the list and agreed on a set of ground rules, represented in these three photos, for how they would go forward together on WAG.



WAG members explored the three levels of conflict that are possible in any conflict and then discussed the implications for their work.

DISPUTES (+ UNDERLYING)

DEPREDDATION INVEST. D vs. LP
of wolves LP vs. E D vs. E
Ruby Creek wolf vs. D vs. H C vs. D vs. E vs. LP
Verifying current wolf pop/location vs. P D vs. V
criteria for use of lethal removal LP vs. E
Expectations for nonlethal E/P vs. D vs. LP
compensation D vs. F
prospect of. LP vs. D + P
listing status for state LP v D v.
Right to compensation E v. H v G
+ federal grazing LP vs E vs F
D vs L

IDENTITY

Master of my own domaine - Don't tell me how to do it
- control. /ability to protect way of life
disconnect b/w producer + consumer
property rights
Public land grazing
competition among LP
Public trust doctrine
greed (masked desperation)

UNDERLYING

lease agreements - leaser vs. LP vs D.
Public vs. private land urban vs. rural
Cattle free by '93 E vs. LP
distrust/fear
loss of usable resource H vs. F
What are enough wolves past annihilation H/LP vs E
treating wildlife - history of
Managing wildlife C vs D vs F
who has jurisdiction
Unresolved endangered species - quality of recovery E vs D vs Private interests T+LP
(Spotted owls → Wolves)
Salmon
fairness historically E vs LP vs H
who knows better east vs west
- repercussions vary

CONNECTORS

- Environmentalists w/ long term view wants livestock producers to stay on land because it maintains integrity of landscape
- public value of private lands in production
- livestock production relies on public grazing
- needs incentives for LP to ~~maintain~~ stay in business or just don't make it harder

IDENTITY

Wolves sit on issue/anxiety of fear that we are destroying Earth.
Way of life - ranching
it's not economic
I can do everything by myself /leave me alone vs. entitled to tell them what to do
private vs. public resources
individualism vs. community
of wolves
Colville vs. Linwood
public meeting
demonizing large carnivores
billboards /cultural myth
demonizing hunters /billboards
No balance of message they are just animals
*Note: Connector link

Their discussion led to several important discoveries and connections, including a desire for mutual coexistence.

PROCESS CONSIDERATIONS

- DONT MICROMANAGE WDFW.
- WHAT QUALIFIES SOMEONE TO BE REMOVED FROM WAG
- HOW DEPT ^{→ commission} TAKES OUR RECOMMENDATIONS
 - GETTING FEEDBACK ON HOW/WHY IF RE NOT TAKEN
- AFTER MEETING, HOW IS INFO SHARED W/ PUBLIC
- RECORDED - HOW?
- EXPECTATION OF COMMUNICATION FROM WDFW
- WHAT PROCESS IS THERE FOR UNOFFICIAL ENGAGEMENT OF WAG MEMBERS

PROCESS CONSIDERATIONS

- How do we use scientific info to inform decisions WDFW? Joint fact finding? How do we agree on science? Do we ask for science advisory group.
- Getting others (NRM) input + lessons learned
- Process for accountability of this group
- What level of participation is expected
- Redo bylaws of old WAG
- How often do we meet + where - get info in adv.
- Open / closed meeting when

WHO SETS THE AGENDA
ADVANCED NOTICE OF AGENDA
+ RELATED DOCS

HOW DO WE MAKE DECISIONS
DEADLINES ON ISSUES

HOW DO WE KNOW WHEN WE'RE DONE

ARE WE SCRAPING/MODIFYING PREVIOUS WAG'S WORK

ARE WE PRODUCING A PRODUCT?
TECH REPORT

HOW DO WE ENSURE PRODUCTIVITY
WHAT ARE WDFW'S expectations
+ will they give us directives

HOW do we prioritize what is on agenda + who prioritizes?

PROCESS

of days. / length of mtg

Expectation about engagement w/ constituents / stakeholder group.


Involving field tour / understanding stakeholder reality
timing

- Frequency of meetings

WAG members brainstormed process considerations – the “how” piece of decision-making – for going forward together.

KEY LEARNING/INSIGHT/ DILEMMA

- There is no one thing that works for every producer
- Building trust is key
- Producers intentions are the best
- Social pressure - Need to understand a single
- There isn't a prescriptive policy for everyone
- A lot of common ground
- Deep history has meaning Community
- Be patient + influence others to be patient

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- Focus on people in the bell curve.
 - So we can ^{reach} consensus for clear ~~clear~~ advice to WDFW
 - A picture is worth 1000 words
 - Need to ^{social media} develop emotional support
 - Social media - extremists get to me
 - Need to change sth.
 - 😊 with group
 - Key issue is building trust + stay centered
 - We need to produce results I have no doubt we can do this together
 - We need to agree on where we want to be in 5 years.
 - livestock p. care about their livelihoods

- ### Key Learning
- Separate myths + emotions from facts + work fr. there
 - Respective learning
 - Putting a face + a feeling to the issue
 - Commonalities + Recognition - Relationships w/ WDFW
 - We really need to think about how the WAG decisions affect people on the ground.
 - Let's learn from past + plan how to work together. in anticipation of next event
 - Differing attitudes + perspectives on the issue

After the field trip to visit three livestock producers in the NE representing a diversity of operations, perspectives and views on engagement and wolves, the group debriefed. They explored key learnings, dilemmas and insights from the day.