

# FLN Networker No. 272: November 7, 2018

---

*The FLN Networker is a publication of the Fire Learning Network—a partnership of the USDA Forest Service, agencies of the Department of the Interior and The Nature Conservancy—intended to foster communication within the network and among its friends. Submit comments, information to share, and subscription requests to Liz Rank.*

For more about the FLN, visit [www.conservationgateway.org/fln](http://www.conservationgateway.org/fln) or contact Marek Smith.

## News from the Field

**Arizona:** The **Flagstaff Watershed Protection Project** just awarded **contracts for another 900 acres** of treatments in steep and complex terrain. Check out their [website](#) for details about this new work, as well as the October status report on work completed since 2012.

**California:** The **Humboldt County Prescribed Burn Association** finished its first fall burn season in mid-October with the McBride and Cocking burns; these burns brought their total for the year to **nearly 500 acres**. The Cocking burn was their **first burn in a forested ecosystem**, with a primary goal of fuels reduction. According to **Lenya Quinn-Davidson** ([lquinndavidson@ucanr.edu](mailto:lquinndavidson@ucanr.edu)), “Many participants said that it was fun to work in such a different fuel type, and I think it inspired many of our southern Humboldt landowners whose future projects are more focused on fuels than on range improvement.”

**Colorado:** In Park County, **Fire Adapted Bailey** has taken a **novel approach to funding** their mitigation needs—**crowdfunding**. An assessment of their situation led them to identify mitigation along **evacuation roadways** as their most urgent priority—but they discovered that such work is difficult to find grants to cover. Check out their [presentation](#) and [fundraising page](#) for details of their wildfire challenge, and their plan to meet it.

**Minnesota:** Partners in the new **Sand Plain Pines FLN** held their **second workshop** late last month. Focused on the upland spruce and pine forests of the **Leech Lake (Indian) Reservation** and the **Chippewa National Forest** in Minnesota, participants explored **restoration objectives** as well as methods and techniques to restore mixed pine woodland communities. The 4,700-acre Sand Plain Pines Project will provide opportunities to **test treatment options and monitor results**, which will inform future management of the 44,000-acre Sand Plain area.

**New Mexico:** **Maria Estrada** ([maria.estrada@tnc.org](mailto:maria.estrada@tnc.org))—from The Nature Conservancy’s Global Diversity, Equity and Inclusion Team—took part in this fall’s **Spanish-Language TRES**, offering the group training about **unconscious bias and active bystander skills**. Read about her experience in the attached *Notes from the Field*—and check out the [crib sheet](#) on **inclusion on the fireline** from the TRES toolkit.

**New Mexico:** The **Rio Grande Water Fund** held its **fall meeting** in Albuquerque last week, with about **95 participants** representing a full range of stakeholders—businesses, non-profit organizations, government agencies and tribes. They heard updates on the progress of their collective effort to accomplish **water source and wildfire protection** in 600,000 acres of fire-prone forests in the Rio Grande watershed, and discussed various aspects of ongoing work ([agenda](#)). For more, contact **Collin Haffey** ([collin.haffey@tnc.org](mailto:collin.haffey@tnc.org)).

**North Carolina:** The recent [report](#) “Considerations for Wildlife & Fire in the Southern Blue Ridge” is featured in the latest edition of *Mountain XPress*. See the [story](#) “Let It Burn: **New Publication Shares Benefits of Intentional Wildfires**,” with interviews with FLN partners from **Mountain True, National Wild Turkey Federation, The Nature Conservancy** and the **U.S. Forest Service**. (The story starts on page 39; don’t be startled by the cover image of the snarling hairless cat). For more, contact report lead author **Adam Warwick** ([awarwick@tnc.org](mailto:awarwick@tnc.org)).

**Oregon:** In the FAC Net [blog post](#) “How Do You Want Your Smoke? Why Oregon Is Exploring a **New Smoke Management Plan**,” Ed Keith ([ed.keith@deschutes.org](mailto:ed.keith@deschutes.org)) gives a good update on how partners are working to **enable prescribed burning** needed to reduce the risk of wildfires—and the smoke they bring.

**South Carolina:** The **Southern Blue Ridge TRES**, based in Pickens, is **in progress** now. Check out the **great updates** on their Facebook page (<https://www.facebook.com/SBRTREX/>), which include short videos as well as photos. There’s also a good [TV story](#) about the burn at Table Rock State Park that they kicked off the SBR TRES with. For more on the outreach efforts of this TRES, check out the [media kit](#) and [media talking points](#), which have been added to the **TRES Toolkit** on the Conservation Gateway.

**Central Appalachians:** The **Central Appalachians FLN annual workshop**—held in Blacksburg, Virginia, late last month—was well-attended, bringing together 76 partners from across the regional network. The first day started off with **updates** from landscapes, followed by **research presentations**, breakout **group discussions** and a **panel on trying to extend the burn season** by burning on days when there might be less-than-ideal weather conditions. On the second day, participants headed to the field to wrap up the gathering touring two burn units on the Eastern Divide Ranger District of the **Jefferson National Forest**.

**National:** The [current issue](#) of *Fire Management Today* is devoted to **communities adapting to wildland fire**. A quick scan of authors’ names in the table of contents makes clear the **influence of PERFACT** staff, network members and partners across a broad swath of this field.

## Resources: Mitigation Successes / Neighborhood Ambassadors / Post-Fire Flooding / Turkeys & Rx Fire / Law, Planning & Fire

**Mitigation Successes:** Need some examples of **mitigation efforts that improved wildfire outcomes**? Check out the FAC Net [blog post](#) “Does Wildfire Mitigation Work? **16 Examples** and Counting!”

**Neighborhood Ambassadors: Wildfire Adapted Partnership** (formerly FireWise of Southwest Colorado) has captured the learning from its **popular community outreach program** in the **toolkit** “Fire Adapted Communities Neighborhood Ambassador Approach: Increasing Preparedness through Volunteers.” The [document](#) lays out the **structure** of their program and outlines some **how-to advice** they’ve refined along the way. You can also read about some **ambassadors’ experiences** in last week’s **FAC Net** [blog post](#).

**Post-Fire Flooding:** The [Oregon Silver Jackets Team](#) has released the “**Oregon Post-Wildfire Flood Playbook**.” This [guide](#) explains post-fire risks and mitigation actions, and includes appendixes that cover case studies and various resources, including social media messaging.

The **U.S. Department of Agriculture** “**Resource Manager Toolkit: Post-fire Floods**” [page](#) has links to information about post-fire floods and erosion, as well as emergency response and cooperative extension resources.

**Turkeys & Rx Fire:** The **National Wild Turkey Federation** has a [position statement](#) in **support of prescribed fire**. It addresses the **concerns of turkey hunters** who may complain about prescribed fires destroying nests, and includes **lists of supporting articles** from both the popular press and academic journals.

**Law, Planning & Fire:** A [recording](#) of the day-long seminar “Law, Planning and Wildfire in the Wildland-Urban Interface: The **Future of Government and Governance of Disaster in the West**” is available. Reports are that there were good sessions at this event hosted by the University of Idaho College of Law.

## Report: Common Ground

**Common Ground:** “A Statement of Common Ground Regarding the **Role of Wildfire in Forested Landscapes of the Western United States**” is the [final report](#) of the Fire Research Consensus Working Group (see also the [research brief](#), [news release](#) and [supporting materials](#)). Members include principal investigators **Max A. Moritz** and **Christopher Topik**, along with Craig D. Allen, Paul F. Hessburg, Penelope Morgan, Dennis C. Odion, Thomas T. Veblen and Ian M. McCullough. The report summarizes an **analysis** resulting from scientific **literature reviews** and **questionnaires** sent to western fire scientists and land managers, addressed under **nine topic areas**:

- Fire history and fire ecology vary with geography.
- Human impacts and management history **vary with geography**.
- Fire is a **keystone process**, which occurs in almost all western U.S. forest types.
- Knowledge of historical range of variability is useful but does not dictate land management goals.
- Forest structure, composition and fuels have changed, affecting burn severity and fire extent.
- Climate and fuels both influence current fire sizes and their severities.
- The role of **changing climatic conditions** is increasingly important.
- Multiple fire ecology and fire history research approaches can be useful for characterizing fire regimes.
- Many existing fire management tools and strategies can be useful moving forward

And the closing subheading is key: “Effective management will depend on **both science and trust**.”

## Articles: Hurricanes & Fire / Socioeconomic Vulnerability

**Hurricanes & Fire:** In the aftermath of hurricanes Florence and Michael, the [October issue](#) of *Firelines* from the **Southern Fire Exchange** has gathered a **batch of articles** related to the effects of hurricanes (and other extreme wind events) on **fuels and wildfires**.

**Socioeconomic Vulnerability:** The [article](#) “The **Unequal Vulnerability of Communities of Color** to Wildfire” uses **census tract data** to identify areas that are disproportionately imperiled by wildfire—where peril is defined to include both the **risk of fire**, and a **community’s adaptive capacity** to meet the hazard. See also the *New York Times* [story](#), “Minorities Are Most Vulnerable When Wildfires Strike in U.S., Study Finds.”

## Jobs: Fire Ecologist / Fire Program Manager

**Fire Ecologist:** The **Forest Service** is seeking a **fire ecology specialist** for the Nez Perce-Clearwater National Forests. Duties will include serving on the **Forest Plan Revision Team** for the next three years. Details are on usajobs.gov ([control # 515442800](#)); applications are due by **November 13**.

**Fire Program Manager:** The **Karuk Department of Natural Resources** Fire and Fuels Program is **conducting outreach** for a unit fire program manager (IFPM moderate to high complexity). Details and an outreach response form are in the attached flyer.

## Webinars

**November 13**  
**new listing**

### **Gambel Oak Symposium**

8:00 Pacific / 9:00 Mountain / 10:00 Central / 11:00 Eastern (3.5 hours)

This symposium is being offered live at Colorado State University (Ft. Collins) and live-streamed as a webinar. It will also be archived on the USU Forestry Extension YouTube channel.

Details & registration: <https://www.eventbrite.com/e/gambel-oak-webinar-symposium-tickets-52164871535>

- November 20**  
**new listing**      **Current Efforts to Reignite Prescribed Burning Across Central Hardwood Forests**  
11:00 Pacific / noon Mountain / 1:00 Central / 2:00 Eastern  
Greg Nowacki will be the presenter for this Oak Woodlands & Forests Fire Consortium webinar.  
Details & registration: <http://www.oakfirescience.com/events-webinars-source/2018/11/20/current-efforts-to-reignite-prescribed-burning-across-central-hardwood-forests>
- November 29**  
**new listing**      **Lessons Learned from Learn-n-Burn Events**  
11:30 Pacific / 12:30 Mountain / 1:30 Central / 2:30 Eastern  
Jennifer Fawcett and Bobby Clontz will be the presenters for this Southern Fire Exchange webinar.  
Details & registration: <https://www.eventbrite.com/e/sfe-webinar-lessons-learned-from-learn-n-burn-events-tickets-49345755483>
- November 29**      **Prescribed Fire Policy Barriers**  
11:30 Pacific / 12:30 Mountain / 1:30 Central / 2:30 Eastern  
Courtney Schultz and Heidi Huber-Stearns will be the presenters on this Northwest Fire Science Consortium webinar on findings from a JFSP project on challenges and strategies on federal lands across the West.  
Details & registration: <http://www.nwfirescience.org/events/prescribed-fire-policy-barriers-findings-jfsp-project-challenges-and-strategies-federal-lands>

## Network Workshops & Field Tours

- December 6**      **Southern Blue Ridge Escarpment FLN / TBA**  
Save the date—details and an agenda will go out after November 12.
- December 11**      **Georgia Blue Ridge Mountains FLN / Dahlonega, GA**  
Save the date for the fall workshop of this Southern Blue Ridge FLN landscape.
- February 11-15, 2019**      **Annual FLN Leaders-TREX Coaches-IPBN Workshop / Russellville, AR**  
Regional network leads, TREX coaches and leaders from the Indigenous Peoples Burning Network will be hosted by the South Central FLN.
- April 22-26, 2019**      **Fire Adapted Communities Learning Network Workshop / Ashland, OR**  
FAC Net core members and key partners will meet at this national workshop.
- May 14-16, 2019**  
**new listing**      **Southern Blue Ridge FLN / Athens, TN**  
Save the date for the next annual workshop of this regional FLN network.

## FLN Prescribed Fire Training Exchanges (TREX)

- Oct. 29-Nov. 9**      **Southern Blue Ridge Prescribed Fire Training Exchange / Pickens County, SC**  
This TREX is in progress.
- November 5-16**      **Calaveras Prescribed Fire Training Exchange / Wilseyville, CA**  
This TREX is in progress.
- Apr. 29-May 10, 2019**  
**new listing**      **Central Oregon Prescribed Fire Training Exchange**  
Save the date—see the attached flyer for more.
- May 13-24, 2019**  
**new listing**      **Ashland Prescribed Fire Training Exchange**  
Save the date—see the attached flyer for more.

## Conferences, Workshops, Training, Etc.

- November 27-29** **Working Together—Fire Managers & Archaeologists / Tucson, AZ**  
Information: <http://www.swfireconsortium.org/2018/06/26/november-27-29-2018-working-together-fire-managers-archaeologists/>
- December 10-14** **15th International Wildland Fire Safety Summit** and **5th Human Dimensions of Wildland Fire Conference / Asheville, NC**  
Information: <https://www.iawfonline.org/event/15th-international-wildland-fire-safety-summit-and-5th-human-dimensions-conference/>
- February 7, 2019** **North Georgia Prescribed Fire Council / Jasper, GA**  
Save the date for this meeting intended to help grow the state council's efforts in North Georgia.
- March 5-6, 2019** **Wildfire Mitigation Academy** and **Community Mitigation Assistance Team Training / Boise, ID**  
This training is a prerequisite for participation in CMAT. Applications are due by December 1.  
Information: see the flyer attached to [FLN Networker #271](#)
- March 26-28, 2019** **Wildland Urban Interface Conference / Reno, NV**  
Pre-conference events will take place March 23-26.  
Information: <https://www.iafc.org/events/wui>
- April 1-3, 2019** **After the Flames / Denver, CO**  
This conference is being convened by The Nature Conservancy, Forest Stewards Guild and Southern Rockies Fire Science Network, and hosted by Coalitions and Collaboratives (COCO). It will include sessions on community resilience and preparation, pre-fire planning for post-fire response, and "fantastic failures" (sharing lessons from what didn't work). [Registration](#) is open (early bird rate through December 31).  
Information: <http://aftertheflames.com/>
- April 29-May 3, 2019** **6th International Fire Behavior and Fuels Conference / Albuquerque, NM**  
**deadline**  
The conference theme is "Fuels of Today—Fire Behavior of Tomorrow," and will be held simultaneously in Albuquerque, Sydney (NSW Australia) and Marseille (France). Proposals for pre-conference workshops (April 29, in Albuquerque) are due by **November 16**.  
Information: <http://www.firebehaviorandfuelsconference.com/>
- July 23-25, 2019** **Fire in Eastern Oak Forests Conference / State College, PA**  
Save the date for this conference organized by the Oak Woodlands & Forests Fire Consortium and Consortium of Appalachian Fire Managers and Scientists, in partnership with the Pennsylvania Prescribed Fire Council.
- October 21-24, 2019** **3rd Annual Cohesive Strategy Workshop / Plymouth, MA**  
**new listing**  
Information: <https://www.iawfonline.org/event/2019-cohesive-strategy-workshop/>
- Nov. 18-22, 2019** **Cultivating Pyrodiversity: The 8th International Fire Ecology and Management Congress / Tucson, AZ**  
Information: <http://afefirecongress.org/>
- - - - -

## Send News, Links & Comments

**Heather Montanye** – [hmontanye@tnc.org](mailto:hmontanye@tnc.org) – Heather is in the office.

**Jeremy Bailey** – [jeremy\\_bailey@tnc.org](mailto:jeremy_bailey@tnc.org) – Jeremy is in Calaveras County, CA November 5-16; in Portugal (TREX) November 20-December 2.

**Marek Smith** – [marek\\_smith@tnc.org](mailto:marek_smith@tnc.org) – Marek is out November 19-23.

**Mary Huffman** – [mhuffman@tnc.org](mailto:mhuffman@tnc.org) – Mary is in Auburn, CA November 12-14; Weitchpec, CA November 14-17.

**Wendy Fulks** – [wfulks@tnc.org](mailto:wfulks@tnc.org) – Wendy is out November 26.

**Liz Rank** (editor) – [lrnk@tnc.org](mailto:lrnk@tnc.org) – Liz is in the office.

Note: November 12 and November 22-23 are Conservancy holidays.

### Full Links

News from the Field—AZ: <http://flagstaffwatershedprotection.org/fwpp-awards-two-new-contracts-for-thinning-work-in-the-dry-lake-hills-area/>

News from the Field—CO—Presentation: <https://spark.adobe.com/page/J9P5iVNs4bmON/>  
Fundraising page: <https://www.ioby.org/project/bailey-wildfires-can-we-get-out-alive>

News from the Field—NM--TREX:

<http://www.conservationgateway.org/ConservationPractices/FireLandscapes/HabitatProtectionandRestoration/Training/TrainingExchanges/Pages/inclusion-equity.aspx>

News from the Field—NM—RGWF: <https://www.eventbrite.com/e/rio-grande-water-fund-signatories-meeting-november-1-2018-tickets-50676608099#>

News from the Field—NC—Report: <http://www.sbrfln.com/wildlife-fire-effects-handouts.html>  
Magazine story: [https://issuu.com/mountainx/docs/10.24.18\\_mx\\_opt](https://issuu.com/mountainx/docs/10.24.18_mx_opt)

News from the Field—OR: <https://fireadaptednetwork.org/why-oregon-is-changing-how-it-manages-smoke/>

News from the Field—SC--TV: [https://www.foxcarolina.com/controlled-burn/video\\_4178cccf-d431-517d-8a38-036310997e3a.html](https://www.foxcarolina.com/controlled-burn/video_4178cccf-d431-517d-8a38-036310997e3a.html)

Media kit: <http://www.conservationgateway.org/ConservationPractices/FireLandscapes/HabitatProtectionandRestoration/Training/TrainingExchanges/Documents/TREX-Toolkit/MediaKit-SBR-TREX2018.pdf>

Media talking points: <http://www.conservationgateway.org/ConservationPractices/FireLandscapes/HabitatProtectionandRestoration/Training/TrainingExchanges/Documents/TREX-Toolkit/MediaTalkingPoints-SBR-TREX2018.pdf>

News from the Field—Central Apps: <http://www.conservationgateway.org/ConservationPractices/FireLandscapes/FireLearningNetwork/RegionalNetworks/Pages/CentralApps.aspx>

News from the Field—National: [https://www.fs.fed.us/sites/default/files/fire-management-today/fs\\_fire\\_management\\_v76-4\\_508\\_v2.pdf](https://www.fs.fed.us/sites/default/files/fire-management-today/fs_fire_management_v76-4_508_v2.pdf)

Resources—Mitigation successes: <https://fireadaptednetwork.org/does-wildfire-mitigation-work-16-examples-and-counting/>

Resources—Neighborhood ambassadors—Toolkit: [https://static1.squarespace.com/static/5b28059d266c074ffe39b9b9/5bd7648315fcc0d2d293febc/1540842637107/AmbassadorGuide\\_v2018-09-24.pdf](https://static1.squarespace.com/static/5b28059d266c074ffe39b9b9/5bd7648315fcc0d2d293febc/1540842637107/AmbassadorGuide_v2018-09-24.pdf)

Blog post: <https://fireadaptednetwork.org/enhancing-fire-adaptation-through-active-volunteers-the-neighborhood-ambassador-approach/>

Resources—Post-fire flooding—OR: [https://silverjackets.nfrmp.us/Portals/0/doc/Oregon/PostFireFloodPlaybook\\_2018-09-30.pdf](https://silverjackets.nfrmp.us/Portals/0/doc/Oregon/PostFireFloodPlaybook_2018-09-30.pdf)  
Southwest: <https://postfiresw.info/node/1>

Resources—Turkeys & Rx fire: <http://www.nwtf.org/conservation/article/prescribed-fire-letter>

Resources—Law, planning & fire: <http://idahoptv.org/insession/archive.cfm?group=lawandwildfire>

Reports—Common ground: <https://www.nceas.ucsb.edu/files/research/projects/WildfireCommonGround.pdf>

Research brief: [https://www.nceas.ucsb.edu/files/research/projects/Fire-Science-Common-Ground\\_research-brief.pdf](https://www.nceas.ucsb.edu/files/research/projects/Fire-Science-Common-Ground_research-brief.pdf)

News release: <https://www.nceas.ucsb.edu/news/fire-scientists-agree-about-wildfire-more-they-realize>

Supporting materials: <https://www.nceas.ucsb.edu/featured/fire-research-consensus>

Articles—Hurricanes & fire: <http://southernfireexchange.org/newsletters/v8-5.pdf>

Articles—PLOS One—Socioeconomic vulnerability: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0205825>  
NYT: <https://www.nytimes.com/2018/11/03/climate/wildfires-minorities-risk.html?nytap=true>

The Fire Learning Network is supported by *Promoting Ecosystem Resilience and Fire Adapted Communities Together: Collaborative Engagement, Collective Action and Co-ownership of Fire*, a cooperative agreement between The Nature Conservancy, USDA Forest Service and agencies of the Department of the Interior.

In accordance with Federal law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, or disability. (Not all prohibited bases apply to all programs.) To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 1400 Independence Avenue SW, Washington, DC 20250-9410 or call (202) 720-5964 (voice and TDD). USDA is an equal opportunity provider and employer.

To stop receiving the FLN Networker, please reply to this message and include your request in the body of the message.



# Diversity, Equity and Inclusion at the Spanish-Language TRES

## Fire Learning Network Notes from the Field

Santa Fe, NM  
October 15-November 2, 2018

*Maria Estrada*  
Associate Director, Global Diversity, Equity and Inclusion  
The Nature Conservancy

Prescribed Fire Training Exchanges (TRES) are designed to empower communities and practitioners to work together to safely conduct prescribed burns that benefit both human and natural communities. Building this capacity requires a holistic approach, so TRES provide wide range of learning opportunities, from basic fire-line skills to exploration of the ecological, cultural and social facets of the field.

The Conservancy's Global Diversity, Equity and Inclusion team was invited to do an "Unconscious Bias and Active Bystander" training session at the 2018 Spanish-Language TRES. "In these workshops we examine our differences—of gender, race, sexual orientation, socio-economic status and ability, for example—to create awareness about how those differences are always in dynamic interaction and impact our relationships at work. We also offer opportunities to practice listening and dialoguing skills by using scenarios from situations where colleagues have experienced challenging interactions with others such as harassment or discrimination. The purpose of this work is to give people the tools to work respectfully and effectively across our differences and to intervene competently if experiencing or witnessing any of these situations." This training is particularly suitable for TRES, where participants work long hours, live in close quarters for extended periods of time, and engage in intense training and work—both during the TRES, and in their daily work.

On arriving at the Albuquerque airport, I followed the plan arranged for me and met up with Tania from Mexico; together, we spent a few hours waiting for Andrea's flight from Ecuador to

arrive. Then we were all picked up by Randy from the Pecos-Las Vegas Ranger District, who knew we were hungry and took us to his favorite restaurant in Santa Fe for a warm meal.



Maria Estrada, building her fireline skills.  
© Stephen Saunders



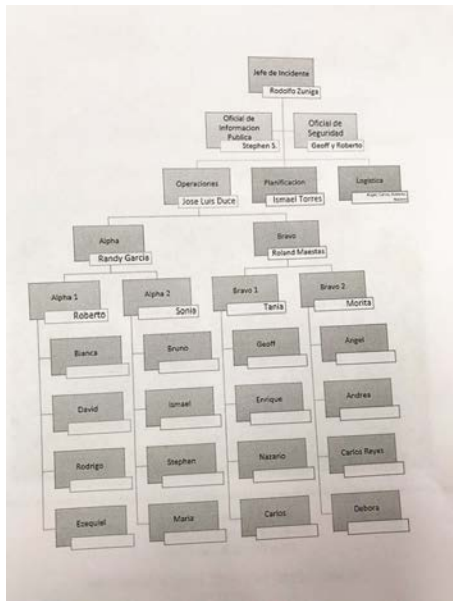
I was struck by how I was immediately at home with this Spanish-speaking group. Later we met up with other wildland firefighters, forest and fire experts from other countries in Latin America, Spain and the U.S. We bonded through long days of learning and exercises, and through shared meals and our willingness to jump with both feet into the complexity and rigor this work requires. Organized into four brigades, we were all given opportunities to practice leadership skills while cutting fire lines together. And we traveled to various sites to learn about local fire ecology and fire management from agencies like the U.S. Forest Service.

Twenty-three people from ten countries (including four U.S. agencies) made up this year's Spanish-Language TRES crew.  
© Stephen Saunders

From the very first, we all understood and accepted the expectations set up by the leaders: Show up fully. Engage in thoughtful, thorough planning and clear communications as critical elements of our safety. Be present and alert. Give and expect respect for, and be fully accountable to, one another. Stay humble yet strong. And, most of all, honor and follow the chain of command.



© Stephen Saunders



Honor the chain of command.

I was surprised at how much I loved my experience. Particularly the sense of being held in community by people who hardly knew each other, yet offered kindness and supported each other without hesitation, knowing that we needed each other to succeed.

By the time my time came to deliver the “Unconscious Bias and Active Bystander” workshop, we had had plenty of opportunities for meaningful and deep interpersonal engagement and the group was ready to enter into

uncomfortable conversations with me. Some shared deeply and early about their passion for their work and about their aspirations. A few shared stories of how they had been at the receiving end of harassment or disrespect. I was very moved by the response from both women and men who told me how they live with the consequences of sexism, harassment, or worse that they or loved ones have experienced.

All of the women participants—we shared a cabin—one by one expressed their genuine gratitude at having had the space to open up to their male colleagues, and shared stories about not always receiving the respect they deserved from some of their peers. Others spoke of being shunned by their teammates for having voiced a grievance or for having called out a colleague on their sexism. They especially appreciated the question I posed to all of them in my closing: “What are you going to do with this learning, and are you ready to be an ally when you see a team member being mocked, humiliated or harassed?”

I am still reflecting—Why was this short experience so profound? Perhaps it was about being called to show up as your best self ... and finding out that in doing so, you are able to see and bring the best in others.



For more about this TREX, contact:

Rodolfo Zúñiga Villegas  
rvillegas@tnc.org

For more on the TREX strategy, visit:

<http://nature.ly/trainingexchanges>

For more about the Conservancy’s Global Diversity, Equity and Inclusion team and its work, contact:

Maria C. Estrada  
maria.estrada@tnc.org

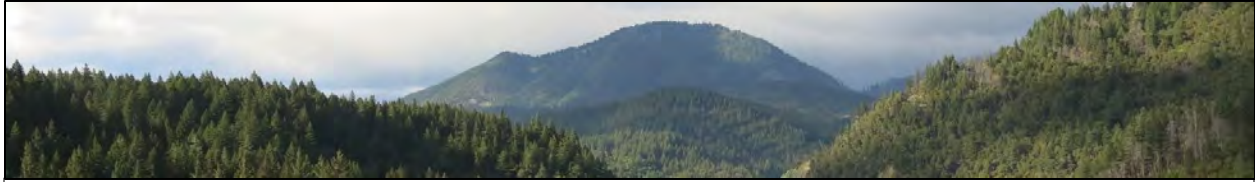
To download a reminder sheet of active bystander skills and inclusive practices on the fireline, visit:

<https://bit.ly/2SzygQ1>

The Fire Learning Network and Prescribed Fire Training Exchanges (Trex) are part of *Promoting Ecosystem Resilience and Fire Adapted Communities Together*, a cooperative agreement between The Nature Conservancy, USDA Forest Service and agencies of the Department of the Interior. For more information about PERFACT, contact Marek Smith at [marek\\_smith@tnc.org](mailto:marek_smith@tnc.org).

An equal opportunity provider





## Outreach Advisory

Karuk Department of Natural Resources  
Fire and Fuels Program

### Unit Fire Program Manager

Orleans, CA

*Full-time position with three-year funding*



### Overview

The Karuk Department of Natural Resources (KDNR) will soon be filling a Unit Fire Program Manager (UFPM) position for the Karuk Tribe in Orleans, California. This position will have the responsibility of coordinating and performing tasks associated with overall fire program management, and will be required to work directly with Tribal partners to provide strategic guidance and operational support for planned and unplanned fire incidents across Karuk aboriginal lands which overlap local, state, and federal boundaries.

This position has been identified as one of the key fire management positions under the Interagency Fire Program Management (IFPM) Standard, and has been categorized as a moderate to high complexity level. This position requires selectee to meet the minimum qualification standards for IFPM prior to being placed into the position. Detailed information regarding IFPM positions can be found at: <http://www.ifpm.nifc.gov/>.

### About the Location

The Karuk Department of Natural Resources is located in Orleans, California. The area is very remote and is surrounded by National Forest, much of which is wilderness.

### About the Karuk Tribe

The Karuk have lived in the Klamath-Siskiyou Mountains in the mid-Klamath River region of Northern California since time immemorial. Our traditional fire knowledge is deeply rooted on thousands of years practice. For about a century our fire practices have been severely limited by federal and state policy, but we are now becoming leaders in returning these practices under the auspices of the National Cohesive Wildland Fire Management Strategy. We currently have one Prescribed Fire and Fuels Specialist at low to moderate complexity and one on a training plan to low complexity. We also employ a Wildland Fire Operations Specialist on a training plan to low complexity and a type 2-IA hand crew that works on fuels reduction and prescribed burning projects between assignments. These resources will be coordinated and supervised by this position.

## About the WKRP

The Western Klamath Restoration Partnership (WKRP) is a community-based partnership working towards building trust and restoring fire resilience at the landscape scale. The WKRP began in 2007, focusing on in-stream fish habitat restoration of the Middle Klamath River sub-basin. With significant funding available and a favorable socio-political climate for achieving success, the partnership evolved into a 1.2 million-acre upslope restoration collaborative incorporating an “all lands” approach to address threats to people, property, cultural and natural resources at risk from high-intensity wildfire.

In 2014, the Six Rivers National Forest was selected to begin implementation of the WKRP through the National Cohesive Wildland Fire Management Strategy (Cohesive Strategy), to address fire management challenges on a larger scale. By working collaboratively with stakeholders across all landscapes, the group began using best science to achieve three goals:

- Foster resilient landscapes
- Create Fire-adapted communities
- Establish safe and effective wildfire response

This collaborative approach allows for diverse stakeholders to come together to work towards common resource objectives using an “all hands, all lands” approach that involves collaborative, science-based ecosystem restoration at the landscape scale, across multiple jurisdictional boundaries. The Karuk Tribe Mid Klamath Watershed Council, Salmon River Restoration Council and the US Forest Service are co-leads for the collaborative group, but other stakeholders, communities and organizations play an integral part in the partnerships continued success (*short list of partner logos below*).



<http://www.karuk.us/index.php/departments/natural-resources>

<https://www.wkrp.network/>

If you are interested in receiving an application please fill out the attached form and e-mail to: Tawnia Johnson, Administrative Operations Coordinator at [tjohnson@karuk.us](mailto:tjohnson@karuk.us)

*Yôotva - thank you for your interest in our upcoming vacancy.*

## KDNR UFPM Outreach Response Form

Please complete the outreach form and send electronically to [tjohnson@karuk.us](mailto:tjohnson@karuk.us);

Or fax to (530) 627-3448, Attn: Tawnia Johnson

Position Title, Complexity: **Unit Fire Program Manager, Moderate-High**

Location: **Orleans, CA**

I am interested in applying for this position when advertised this fall/winter.

Personal Information: Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Email Address: \_\_\_\_\_

Phone: \_\_\_\_\_

IFPM Qualification Information:

Primary Core Requirement: \_\_\_\_\_

Secondary Core Requirement: \_\_\_\_\_

M-541 Attained? Yes \_\_\_\_\_ No \_\_\_\_\_

# SAVE THE DATE!

## OREGON PRESCRIBED FIRE TRAINING EXCHANGES (TREX)

Central Oregon TREX

April 29 - May 10, 2019

Questions? E-mail: [pcaligiuri@tnc.org](mailto:pcaligiuri@tnc.org)

Ashland TREX

May 13 - May 24, 2019

Questions? E-mail: [amanda.stamper@tnc.org](mailto:amanda.stamper@tnc.org)

*The objective of the two-week TREX programs in Central and Southwest Oregon is to facilitate peer-to-peer, experiential learning for prescribed fire professionals and others interested in advancing innovative tools to restore fire-adapted ecosystems.*

*Participants will engage in hands-on training in the ecology of fire-adapted ecosystems, communications and community outreach, prescribed fire monitoring, operational assignments, prescribed fire use, and collaboration among a diverse array of participating individuals and organizations.*

STAY TUNED FOR  
MORE INFORMATION &  
APPLICATION MATERIALS  
IN JANUARY 2019

These TREX are supported by *Promoting Ecosystem Resilience and Fire Adapted Communities Together*, a cooperative agreement between TNC, USDA Forest Service and agencies of the Department of the Interior. An equal opportunity provider.

