

## Host and mentor information

### 1. **Contact Information:**

Puget Sound Partnership (Partnership)  
Olympia, WA  
Website [linked here](#).

### 2. **Co-Mentor Information:**

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## Fellowship project options – Choose your own journey!

We are proposing the following five projects but will work with the fellow to take on 2-3 of the projects listed below to also encourage them to engage in additional learning, professional development, and networking opportunities. Please also note that there may be additional projects that a fellow could take on based on their interests and desired experiences that are not listed below.

- 1) **Exploring How to Build Resilience in Puget Sound Nearshore Habitats:** Puget Sound's nearshore habitat has a critical role and connection to our overall ecosystem health and people. However, there is still a lot to learn about how Puget Sound's nearshore habitat and its natural resources may change due to climate change and how we might better build resilience in the habitat. In particular, this project will focus on evaluating if the actions taken to improve Puget Sound's ecosystem and natural resources are fostering resilience to the effects of climate change. Additionally, a fellow can explore if different efforts could enhance climate resilience. Fellows would have flexibility on how they want to develop a process to approach this project, but some ideas may include a literature review for the agency and partners, conducting a Science Policy Workshop (in connection to the Partnership's Boards and decision makers), and conducting surveys or interviews.

**Skilled Gained:** Research, technical communication, analysis, science communication, facilitation, outreach

**Project Leads:** Ron Thom (Science Advisor) and Scott Redman (Science Program Director)

- 2) **Communication - Write for Decision Makers:** Communication and telling stories about research and celebrations in the recovery community is critical. A fellow would research topics of interest, interview community or program leaders, and write an article to be published in the Partnership's [Making Waves](#) magazine. Fellows have previously written articles written about 6PPD-q and the Shore Friendly program.

**Skilled Gained:** Graphics and writing skills, strategizing communication across varied audiences, science-communication

**Project Leads:** Jon Bridgman (Communication Manager)

- 3) **Science Work Plan:** Innovative science and ongoing research are key to advancing the recovery of Puget Sound. Every five years, the Partnership produces the [Science Work Plan](#) to identify recommended science actions and guide four million dollars in research investments through the region. A fellow would provide leadership to the evaluation and prioritization of needs in the

Science Work Plan, guide implementation after being adopted, and communication outreach. In addition to working closely with Partnership staff, a fellow would regularly engage with the Science Panel, Leadership Council, and partner organizations, providing many opportunities to connect and network with members of the Puget Sound recovery community. Following the adoption of the Science Work Plan, there are opportunities to work with the Partnership's communication team to share and promote the plan, including setting efforts in motion to implement the Science Work Plan's broader recommendations to improve ongoing science.

**Skilled Gained:** Synthesizing information across science and policy based sources, science communication, facilitation of Boards and partners, applying an environmental justice lens in the Environmental Justice Assessment portion of this work (which is required by the HEAL Act)

**Project Leads:** Scott Redman (Science Program Director) and Katherine Wyatt (Assistant Science Director)

- 4) **Scoping and Building an Atlas for Puget Sound Indicators:** The Partnership supports a suite of indicators that support the understanding of the status, trends, and changes in the recovery system. A fellow would lead the effort to scope and build an interactive spatial web mapping application to display multiple Puget Sound Indicators. This includes developing guidance for different key audience groups (e.g., land use planners, habitat managers) to use the mapping tool, interview partners and staff to incorporate equity and environmental justice lens and connect with critical audiences, and provide recommendations based on the prototype application.

**Skilled Gained:** GIS and spatial data analysis, facilitation, coordination, project management, technical tool development at a science-management interface

**Project Leads:** Laura Vary (Monitoring Data Coordinator and Analyst)

- 5) **Revising the Human Wellbeing Vital Signs:** The [Human Wellbeing Vital Signs](#) look to measure and track status and trends through indicators on the human health and quality of life in Puget Sound. The Partnership is exploring if there are ways to improve the purpose and type of indicators, and to start building community relationships to better understand human wellbeing across the Puget Sound. A fellow could lead outreach efforts with communities and develop a report that explores this opportunity and provide recommendations to the Partnership and our partners on how to revise the Human Wellbeing Vital Signs.

**Skills Gained:** Fostering relationships with community-based organizations and/or community leaders, connecting social sciences and ecosystem recovery, outreach, and science communication

**Project Lead:** Becky Hollender (Social Sciences Coordinator)

## Networking, professional development, and mentorship

As an organization that works with hundreds of partners throughout the region, fellows at the Puget Sound Partnership have great networking opportunities through interactions with multiple teams and participation in various technical work groups and conferences. The Partnership is considered a backbone agency, which means we bring a lot of focus and intention around collaboration with our partners, which provides fellows numerous opportunities to grow their network with federal, state, and local governments, nonprofits, consultants, Tribes, and communities.

Our agency is beginning to approach the policy of meeting one day a week in the office with other colleagues in Seattle, Tacoma, or Olympia locations. Fellows will have an opportunity to experience in-person office life and the flexibility of 80% remote working. You will also be invited to participate in working groups at the Partnership such as the Human Dimensions Working Group and the Diversity,

Equity, and Inclusion Working Group, depending on your interests. You will be able to take advantage of some State training courses including government to government (learning about Tribes and respectful engagement) and a host of other training courses that could help bolster needed skills for this fellowship and professional growth. The Partnership can help you find [affinity or resource groups](#) within the state family.

Your primary mentors will be Katrina Radach (PSEMP Manager) and Rebecca Hollender (Social Sciences Coordinator). Katrina was a Hershman Fellow in 2018 and has mentored 2 fellows currently and previously hosted by the agency. Rebecca Hollender will also be a co-mentor for the fellow and brings great experience from working in various collaborative spaces and with partners. She is excited to support a fellow's career journey. The project leads are outlined in the project descriptions. All the project options collaborate across many teams in the agency.

## Agency's Diversity, Equity, Inclusion, and Environmental Justice Statement (or something similar to)

The Partnership is committed to incorporating diversity, equity, and inclusion (DEI), in meaningful and intentional ways, into its internal operations, engagement, programming, and products. We believe that incorporating DEI into our work furthers the recovery and health of the Puget Sound, in addition to cultivating respectful, culturally competent, and high performing staff. This focus on equity is important to understand and enable the Partnership to address environmental justice (EJ) in the process of developing the Action Agenda and our many external programs.

Since 2021, the Partnership has developed and grown our Equity and Environmental Justice (EEJ) Team. This team works to effectively implement and support equity and environmental justice across and in partnership with communities, Tribes, agencies, and in Puget Sound recovery efforts. As part of the Partnership's multi-benefit approach to Puget Sound recovery, the Partnership recognizes and strives to undo environmental racism and injustice within the Puget Sound region. The EEJ Program cultivates accountability, builds relationships, advances education, and guides and advises on plans, policies, and actions within the Partnership and across the Puget Sound recovery network. Additionally, the full agency acknowledges the importance and need for all Teams and our staff to support, grow, and weave in DEI and EJ into our work. This can be seen through various ways including training opportunities for staff, supporting the internal DEI Working Group, hosting weekly informal discussion sessions (EquiTea), and weaving equity and inclusion into our products and processes.

Equity and environmental justice work is a continual journey and so there are plenty of opportunities to participate and help advance efforts in our agency and work and support our fellow's growth. Additional Agency DEI and EJ Links:

- [Agency HEAL Act webpage](#)
- [Pro-Equity and Anti-Racism \(PEAR\) statement](#)
- [Draft Agency Community Engagement guidelines \(in response to the HEAL Act\)](#)
- [Agency HEAL Act Implementation webpage](#)