



Puget Sound Partnership 2023 Hershman Fellowship Project

Project Title: Choose Your Own Adventure: Diverse Opportunities to Support Puget Sound Recovery

Host Information

1. Contact Information:
Puget Sound Partnership (Partnership)
Olympia, WA
2. Mentor Information:
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Fellowship Project Options

All of the projects listed below are options for a fellow to work on. Likely a fellow would work on 2-4 projects during the fellowship with additional time and flexibility for learning, professional development, and networking.

1. Inclusive Knowledge Network Assessment: The Partnership is committed to work collaboratively to expand and elevate a broader, more inclusive network that generates and exchanges knowledge. This includes expanding beyond the Western Science knowledge and framework that is still predominant in environmental protection and conservation. This will be a multi-year and phased approach that will extend beyond the fellowship. In this first phase, we will assess barriers to inclusion in the current knowledge network, characterize the current network of knowledge holders in the Puget Sound and Salish Sea region, and assess gaps in engagement and representation in, including but not limited to [Puget Sound Ecosystem Monitoring Program \(PSEMP\)](#) and the [Puget Sound Science Panel](#). The fellow would support Partnership staff, third-party consultants, and the Equity Advisory Group to advance these assessments and inform steps to implement barrier removal, develop road maps to grow the network, and build relationships with intention. Highlights of potential roles, tasks, experience a fellow may gain is outlined below.
 - Presentation of project plans and results to Partnership staff and Equity Advisory Group and facilitating discussion of how to apply results.
 - Support relationship building with underrepresented groups
 - Advising on and/or contributing to network analysis and mapping and reviewing any products from consultants
 - Learn and experience project and contract management.

Project Lead Staff Support: Jenna Judge (Monitoring Lead), Lea Anne Burke (Tribal Affairs Manager), Stephanie Sayo (Environmental Justice Coordinator)

2. Puget Sound Regional Monitoring Framework: Support the development of a new online, stand-alone, and inventory-like platform tool to share monitoring information related to salmon with the Puget Sound recovery community. This could include gathering content to include in online tool, engaging with end users and different audiences to test the prototype web tool, update the framework based on user feedback to improve the functionality of the tool, and communicate with a variety of audiences to encourage the recovery community to use the tool. "End-users" include but are not limited to local and regional monitoring practitioners, tribal staff, and spatial data experts. Project Lead Staff Support: Annelise Del Rio (Salmon Scientist).



3. Expanding the Puget Sound Indicators System: Support the development of a new suite of regional indicators to track and communicate how well the Puget Sound recovery community and management impacts the ecosystem. These indicators are called “Action Agenda Progress Indicators and serve as a key tool for adaptively managing the Puget Sound recovery effort. The fellow could contribute to and lead a range of projects bulleted below.
 - Design and conduct qualitative interviews to support storytelling and interpretation of new indicators.
 - Pilot incorporation of “multiple ways of knowing” into indicator reporting.
 - Develop communication products tailored to specific indicator audiences.
 - Facilitate and coordinate indicator scoping workshops.

Project Lead Staff Support: Beihua Page (Adaptive Systems Lead), Laura Vary (Monitoring Data Coordinator and Analyst)

4. Coordinate and Facilitate Science-Policy Workshops: Support the Partnership’s Boards, Science, and Adaptive Systems teams by leading the coordination and facilitation of science-policy workshops around various topics such as the [Alternative Future Scenarios](#), Action Agenda Progress Indicators and target-setting, equity and data sharing, and nutrient discharge. To prepare for and facilitate these workshops, the fellow would help to distill key messages from the efforts, create effective communication materials of results (e.g. graphics, storylines, talking points, etc.), link results and implications with specific audiences, design effective engagement practices for the workshop, facilitate workshop conversations, and distill and summarize workshop findings.

Project Lead Staff Support: Beihua Page (Adaptive Systems Lead), Tristan Contesse (Boards Program Manager), Katherine Wyatt (Assistant Science Director)

5. Puget Sound Science Work Plan: Support the development of the next [Puget Sound Science Work Plan](#) by compiling science needs expressed by parties across the recovery system, describing science that is currently underway, identifying remaining gaps, and describing science needs. The fellow would work closely with the Science and Evaluation team and with [Science Panel](#) members to:
 - Engage with partners across the recovery system (e.g., in listening sessions that we convene or by attending others’ meetings)
 - Review and summarize documents, including reports that identify needs for scientific investigations and plans that describe ongoing or upcoming investigations.
 - Translate needs that are not being met into science work actions
 - Evaluate how science work actions meet objectives and, therefore, might be prioritized.

Skills include designing and carrying out listening sessions, critical reading and interpretation of reports and plans about ecosystem recovery, assessing needs, synthesizing across lines of evidence, and communicating with partners and Science Panel members.

Project Lead Staff Support: Scott Redman (Science and Evaluation Program Director), Katherine Wyatt (Assistant Science Director)

6. Communication - Write for decision makers: Research the implications of findings about the condition and change over time of indicators for policy and management actions and decisions. The end product of this research could be in the form of writing articles that explicitly reach specific end-users such as management or policy decision-makers. The articles will be published in the Partnership’s [Making Waves magazine](#). (Ex. story *Why are PBDEs in fish declining and are they affecting fish health?*)

Project Lead Staff Support: Jon Bridgman (Communication Manager), Nathalie Hamel (Monitoring Performance Analyst)



7. **Facilitating the Mutual Learning Group:** Convene, lead, and document outcomes for a forum to exchange approaches, tools, and learning across recovery programs in the Pacific Northwest. The Mutual Learning Group was first convened in 2019 by the Partnership to share experiences and learning across regional programs with a common aim to restore ecosystems in the Pacific Northwest. Participating regional restoration funding programs around the region included the Partnership's [Puget Sound Acquisition and Restoration program](#), [WDFW's Estuary and Salmon Restoration Program](#), and [Bonneville Power Administration's Columbia Estuary Ecosystem Restoration Program](#). The fellow would work closely with Partnership staff to re-invigorate this collaborative effort to facilitate learning across related, but distinct efforts. This project will organize and facilitate topical workshops, meetings, or web-based meetings with the Mutual Learning Group, develop summary materials and fact sheets to communicate findings from the Group, and help connect other with other regional programs interested in joining in this work.
Project Lead Staff Support: Elene Trujillo (Effectiveness Monitoring Analyst), Alison Agness (Puget Sound Acquisition and Restoration Fund Manager)

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. 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 trainings including government to government (learning about Tribes and respectful engagement) and a host of other trainings that could help bolster needed skills for this fellowship. The Partnership can help you find [affinity or resource groups](#) within the state family.

Your primary mentor will be Katrina Radach, Monitoring Network Coordinator. Katrina was a Hershman Fellow in 2018. 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 commits 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.

In 2020, the DEI working group finalized a [policy paper](#) establishing a framework for DEI at the Partnership. From there, the Partnership submitted a budget request to fund to develop and implement an action plan that advances diversity, equity, inclusion and environmental justice in Puget Sound recovery. The budget request was accepted in the 2021 legislative session. Since then, the Partnership hired and grown our Equity and Environmental Justice team.



Additionally, the Partnership was one of seven agencies across the state who were mandated to develop policies and programs most directly impactful to environmental justice. This is in accordance the Healthy Environment for All (HEAL) Act (SB 5141).

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. 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](#)