

Washington Sea Grant Fellowship Application

1. Host organization or agency location and contact information.

Puget Sound Partnership
Olympia, WA

2. Name, title, and contact information for the fellowship mentor/supervisor(s).

Katrina Radach
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3. Position description (not to exceed two pages, singled-spaced).

As the Washington Sea Grant fellow, you will play a critical role in the Science and Evaluation Team and the Communications Team at the Puget Sound Partnership and our work to communicate about ecosystem conditions and progress toward Puget Sound recovery centered around the <https://pspwa.box.com/s/o23f9meiyo2qeyn8777r8ownzj79k0zc>, including the [Vital Signs](#). The roles of these teams include enabling a science-informed approach to Puget Sound recovery, coordinating the Puget Sound Ecosystem Monitoring Program (PSEMP), reporting of the Puget Sound Vital Signs and facilitating strategic communications about recovery. We are jazzed about data and reaching our audiences with communication products. We enjoy teamwork and collaboration, value diversity, equity and inclusion, and embrace ambiguity and complexity when they come around!

PSEMP has the following objectives:

- Increase collaboration across monitoring programs by creating and maintaining forums for open communication, data sharing, synthesis, and effectiveness assessment.
- Support adaptive management of recovery efforts by facilitating dialogue among PSEMP participants, planners, managers, and decision-makers.
- Improve communication within and beyond the monitoring and assessment community to improve access to credible information to guide recovery decisions.

The Vital Signs and their indicators are the measures that the recovery community sees as most important and by which the Partnership has chosen to communicate about ecosystem conditions and assess progress towards the achieving goals for recovery. Information about the status and trends of indicators is reported 1) in our web platform [Puget Sound Info](#) and 2) in the [State of the Sound report](#). Our reporting is possible thanks to invaluable collaborations with data providers and contributions from technical work groups coordinated through PSEMP.

We expect fellows to work on several projects. We strongly encourage fellows to approach all aspects of their projects through an equity lens.

Project options for 2022-2023:

1. **Communication: projects that help the Partnership proactively deliver information to end-users.**

- **Write for decision makers.** Research the policy, management and conservation implications of indicators and write 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](#). The fellow will also coordinate briefings and give verbal presentations to key

audiences. Example stories could be *Why are PBDEs in fish declining and are they affecting fish health? What do future scenarios tell us about the fate of Vital Signs? Do Vital Sign indicators signal environmental disparities?*

- Collaborators: Indicator reporters, members of the PSEMP Communications Subcommittee, Communication team's manager, Boards team, Partnership's legislative director.
 - **Co-facilitate processes to understand the PSEMP network's communication needs.** Provide communication leadership to help build science communication resources and best practices for the science community. One of the specific ways to do this is by working closely with Katrina Radach and others supporting PSEMP on a new project teeing off in August/September. The project's goal is to better understand the internal and external communication needs of the PSEMP network, how to raise the visibility of monitoring programs and increase accessibility to results and messaging for intended audiences. To do this, the project team (which will involve a contractor) will explore options for web platforms and other formats of communication. The fellow will help scope the project, facilitate PSEMP community input, support synthesis and analysis of the needs, review contract deliverables and participate in the next phase implementing recommendations. Fellows will have an opportunity to gain contracting development skills, facilitation opportunities, build a network with internal and external partners, and build upon their communication skills.
 - Collaborators: PSEMP Communication Subcommittee, PSEMP network, Partnership staff, contactor team, Science and Evaluation Team, Adaptive Systems Team.
- 2. Mapping: projects that advance the compilation and visualization of indicator data**
- **Map pocket estuaries.** Map pocket estuaries as important habitats for young salmon to feed as they travel through Puget Sound. A goal for our mapping work is to visualize the indicator patterns across the landscape. You will review the [existing protocol](#) for mapping and reporting on pocket estuaries, review and compile datasets, implement the protocol and vet the results with salmon habitat recovery organizations that operate at the local level (called Lead Entities). This work is very collaborative, and you will work under the supervision of the GIS team team at the Partnership while also working with the Salmon Recovery team as the liaisons to the Lead Entities.
 - Collaborators: GIS team, Salmon Recovery team, Salmon Recovery Lead Entities
 - **Map environmental disparities of particular indicators.** Continue to build on the work we started with past fellows to examine environmental disparities and equity using one or more of the Vital Sign indicators. The fellow will develop a case study using spatial analysis tools to identify where key demographic data intersect with ecosystem conditions like air quality or clean drinking water. For example, this work could expand on the results of our [drinking water](#) indicators to identify which communities are more vulnerable to contaminated groundwater. This task will result in a stand-alone product, like a report or story map, that will bring attention to potential environmental disparities.
 - Collaborators: GIS team, Equity and Environmental Justice team

We will work with you to adapt the projects to your interests and skills. We will support you in the development of a work plan as a tool to lay out goals, expectations and milestones. Your work will result in a series of useful products during the course of the fellowship. In addition, we will ask you to prepare

a final oral presentation summarizing the work you did during your fellowship, to present to our agency (scope and content are flexible and we can work together to figure that out).

If you have a flair for data and a passion for science communication, this fellowship is for you! We are looking for someone who is action-oriented, enjoys teamwork, and communicates effectively both in writing and speaking.

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 other teams and participation in various technical work groups and conferences. You will 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 and a host of other trainings that could help bolster needed skills for this fellowship. We will support your professional development by giving you first-hand experiences such as coordinating and facilitating meetings and encouraging best practices for project management.

The Partnership can help you find affinity or [resource groups](#) within the state family such as Blacks United in Leadership and Diversity.

Your primary mentor will be Katrina Radach, Monitoring Network Coordinator. Katrina was a Hershman Fellow in 2018. Jon Bridgman, the Communications Manager and Mary Ramirez, the Vital Signs Reporting Technical Lead will serve as content leads. Nathalie Hamel, the Vital Signs Reporting Lead will serve an advisory role. Others may step in too depending on your interests and affinities. As this project will integrate information from multiple programs, we will expect you to interface with other colleagues primarily from the Science and Evaluation team, the Communications team, Adaptive Systems team, the Salmon Recovery team and the Equity and Environmental Justice team.

4. Agency or organization's Diversity, Equity, and Inclusion (DEI) statement (or similar).

The Partnership commits to incorporating diversity, equity, and inclusion, 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 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 the Equity and Environmental Justice Manager and the Tribal Liaison. Our new EEJM Melissa Schutten in particular is interested in playing a mentoring role with fellows. Equity work is a continual journey and so there are plenty of opportunities to participate and help advance DEI in our agency.

