

Washington Sea Grant- Hershman Marine Policy Fellowship: Host Application  
March 2024

**Host organization**

The Nature Conservancy of Washington  
74 Wall St., Seattle, WA  
(206) 343-4344

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

**Molly Bogeberg (Supervisor)**

Marine Conservation Manager, TNC Washington  
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**Garrett Dalan (Co-supervisor)**

Washington Coast Community Relations Manager  
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**Position description**

**Name and title of the fellowship mentors:**

Molly Bogeberg (Supervisor)- Marine Conservation Manager, TNC Washington  
Garrett Dalan (Co-Supervisor)- Washington Coast Community Relations Manager, TNC's Emerald Edge Program

**Other key staff who will work with the fellow:**

Tiffany Waters (Global Aquaculture Manager)  
Jena Carter (TNC Oregon Marine Director)  
Eric Delvin (Director of TNC's Emerald Edge Program)

**Project overview:**

The Nature Conservancy's (TNC) mission is to conserve the lands and waters on which all life depends to help slow the rapid acceleration of climate change and biodiversity loss. TNC in Washington addresses these threats by advancing positive and equitable change through care and stewardship of land and water; through legislative and regulatory policy; advocating for equitable access to public funding; and by bringing together innumerable partners, communities and decision-makers.

Across our work we center equity and environmental justice and amplify and follow the leadership of Tribal Nations and Indigenous Peoples. We are working to foster right relations with Indigenous Peoples, including actively engaging in transferring lands back to Indigenous Peoples, and supporting connection to lands and waters of historical and cultural significance.

TNC in Washington is also a part of a regionally focused [TNC program called The Emerald Edge](#). The Emerald Edge focuses on investing in Indigenous and local communities along the coastal temperate rainforest of North America as a conservation strategy.

As climate change impacts ocean conditions and ecosystems, coastal fishing, harvesting, and aquaculture communities along the Emerald Edge are experiencing increasing uncertainty around the availability of marine resources. Working to build the capacity of communities to adapt to climate change will help

build the resilience of coastal ecosystems, livelihoods, food security, and Indigenous cultural and spiritual ties to place.

The 2024-2025 Sea Grant Marc Hershman Marine Policy Fellow will work with TNC Washington's Marine Conservation Manager and the Emerald Edge Program's Washington Coast Community Relations Manager to support Indigenous-led initiatives to increase access to fishing, harvesting, and/or aquaculture opportunities. The fellow will work on Washington specific projects and may also support coordination of TNC staff and projects across TNC's Emerald Edge Program.

Key Fellow responsibilities may include:

1. Participating in relationship-building and project identification with Indigenous communities and other partners in the Salish Sea and on the Coast, including traveling to communities when invited and listening to understand Indigenous perspectives and knowledge.
2. Conducting background research on fisheries and/or aquaculture markets, regulations, policies, and science.
3. Producing reports to share findings on research for both a technical and non-technical audiences.
4. Supporting TNC efforts to understand where we can have a value-add to the fisheries and aquaculture space in Washington and across the Emerald Edge with a focus on Indigenous led-efforts.
5. Working with TNC staff and partners to carry out projects.
6. Connecting with TNC staff along the West Coast (from California to Southeast Alaska) to share experiences and lessons learned.
7. Coordinating gatherings for marine-focused staff within TNC's Emerald Edge Program to work towards understanding of shared priorities and possible collaborative projects.
8. Creating outreach materials and contributing to [TNC Washington's blog](#).

**Key mentorship, professional development, and networking opportunities that will be provided to the fellow:**

The Fellow will have the opportunity to work at TNC offices in Seattle, WA and be fully integrated across all departments of the Washington Chapter and work in conjunction with the Emerald Edge Program and TNC's Oregon Chapter.

The project listed above will give the Fellow the opportunity to expand their network by working with the following groups:

- Washington, Oregon, Alaska, and Emerald Edge operating units of the Conservancy, TNC's Global Aquaculture Program, and other non-governmental organizations;
- Industry groups and members representing the tribal and non-tribal fishing and aquaculture communities, other coastal and marine users.
- Tribal natural resource planning staff and governments;
- State and Federal agency staff;
- University of Washington and Washington Sea Grant.

**Organizational Diversity, Equity, and Inclusion (DEI) Statement**

[The Nature Conservancy of Washington's Equity Statement](#) and [Statement of Commitment to Indigenous Peoples](#) can be found online as well as copied below.

## **WASHINGTON EQUITY STATEMENT**

The Nature Conservancy's vision is of a world where nature and people thrive. Our work historically focused on protecting nature for nature's sake. Now, we recognize that the well-being of nature and people cannot be separated, and that conservation is inextricably connected to racial equity and social justice. At The Nature Conservancy in Washington, we aspire to diminish racism and bias while growing diversity and inclusion in order to safeguard the future of our planet. This is the right thing for people and for nature.

To do this, we must acknowledge our movement and organization's past and present struggles with racism and equity and commit to a future in which we exemplify The Nature Conservancy's values and do the best work possible to benefit nature and people.

## ***ACKNOWLEDGING INEQUITIES***

To create a more equitable future, we must acknowledge our past.

Indigenous peoples have been the stewards of the land, water and all living things since time immemorial. The Nature Conservancy's work in Washington and around the world has often happened in direct relationship and sometimes conflict with the rights and interests of Indigenous peoples. We acknowledge that colonialism's interruption of Indigenous rights and stewardship has been destructive to nature and people.

The conservation movement, including The Nature Conservancy in Washington, benefits from white-dominant culture and operates comfortably in an unjust, racist society. We have failed to focus on the inextricable connection between conservation and racial, social and economic justice. As a result, efforts to conserve nature did and sometimes still do harm people. This has led to exclusion, displacement and inequitable benefits. This contributes to the fact that in the United States, race is the most significant predictor of a person living near contaminated air, water or soil.

Bias and oppression are embedded in our society, systems, organization and within ourselves. By failing to acknowledge these inequities, we play a role in perpetuating them. For our work to succeed on behalf of people and nature, we can and must do better.

## ***OUR COMMITMENTS***

Our vision of thriving people and nature can only be realized through a steadfast commitment to diversity, equity and inclusion in our management, conservation and business practices. This commitment involves constant learning, examining our power—and the role it plays in our work—focusing on listening, humility, relationships, sustained collaboration and learning from the mistakes we are sure to make. We commit to:

- Hold ourselves accountable for equitable and effective conservation that ensures racial, social and economic justice are achieved in strategies, practices and projects.
- Respect and support the rights and autonomy of Indigenous peoples by actively listening, learning and elevating their voices celebrating their rich cultures and histories.
- When invited, support communities most impacted by environmental challenges in growing their influence, impact and resiliency, recognizing that these communities already contain their own leadership, knowledge and strategy.
- Build partnerships and develop collaborations that reflect the diversity of people in the places we work. Invite dialogue with partners working on diversity, equity and inclusion to seek guidance and institute an anti-racist approach, knowing that we are imperfect and that we have a long journey ahead of us.

- Increase our institutional and staff cultural awareness and humility through consistent learning and actions. Support our staff in developing a deeper understanding of social-justice issues and how these impact our work.
- Evolve our staff and board to reflect the full diversity of Washington state and the communities we seek to serve. Strengthen our culture of inclusion and actively invite each other to belong. Institutionalize the capacity for diversity, equity and inclusion work at The Nature Conservancy in Washington.
- Invite dialogue with funders interested in advancing diversity, equity and inclusion. Philanthropy has a greater impact on our conservation work when we center varied perspectives in the conversation.

This statement is intended to be a living document that evolves as we deepen our understanding. We welcome input as we grow in this work and are thankful to those who guide us.

### **DEFINITIONS**

In an effort to create shared understanding and differentiate among the three pillars of diversity, equity and inclusion and the concept of equality, we offer these definitions:

**Diversity:** human differences, including but not limited to those based on race, culture, color, sex, gender identity, national origin, nationality, geography, age, ability or disability, sexual orientation, military or veteran status, socio-economic status, faith, political beliefs or other identities. Our definition also includes diversity of thought, ideas, perspectives and values.

**Equality:** The same amount of power, opportunities and resources are distributed to everyone with the assumption that everyone starts in the same place and has the same needs.

**Equity:** The full and appropriate access to power, opportunities and resources so that all people achieve their potential and thrive.

**Inclusion:** The act of fostering environments in which any individual or group can be and feel welcomed, respected, supported and valued to fully participate—an inclusive, inviting and welcoming climate that offers respect in words and actions for all people.

### **WASHINGTON STATEMENT OF COMMITMENT TO INDIGENOUS PEOPLES**

Honoring tribal sovereignty and elevating Indigenous Peoples' voices, choices, and actions is an essential part of creating equitable and lasting outcomes for people and nature.

As staff and trustees of the Washington Business Unit of The Nature Conservancy, we commit to practicing respect for people, communities, and cultures as we work to live our organization's values and make progress toward our mission. We especially acknowledge and appreciate the deeply rooted relationships Indigenous Peoples have had with the natural world since time immemorial and continue to sustain for future generations.

Our work as the Washington Business Unit of The Nature Conservancy has historically protected nature for nature's sake. We now recognize the well-being of nature and people should not be separated, and our work is centered on repairing the relationship between the natural world and people. The staff and trustees of the Washington Business Unit of The Nature Conservancy are committed to building and fostering partnerships with Indigenous communities that promote reconciliation and healing that is grounded in listening and understanding.

### **ACKNOWLEDGEMENTS**

Creating a more equitable future requires acknowledging and addressing past and present harms. Since time immemorial, Indigenous Peoples have fostered a connection to land, air, water, and all living things. Colonization has constrained or severed Indigenous Peoples' relationship with, and access and use of, lands and waters. Western colonial contact imposed new systems that governed relationships between people, community, and the natural world. Colonization set in motion a vicious cycle of generational trauma that has led to a deterioration of cultural health, traditional governance, stewardship practices and ability to meet basic social needs. This has resulted in degraded natural systems and harmful impacts to Indigenous communities. Similar to other parts of North America, colonization and broken treaties in Washington forced Indigenous Peoples out of their ancestral lands, exposed them to disease, and subjected them to systematic racism that continues to disproportionately impact Indigenous Peoples to this day.

Washington State is home to many and diverse Indigenous communities, including 29 federally recognized Indian Tribes and a large population of Native American descendants. Indigenous Peoples play a vital role in stewardship and restoration of lands and waters, economic enterprises, and cultural revitalization efforts, to name just a few. The Washington Business Unit of The Nature Conservancy recognizes and honors tribal sovereignty, self-determination, and tribal rights - including treaty and inherent rights - and we stand with Indigenous Peoples as they protect and exercise their rights.

### **COMMITMENTS**

Indigenous Peoples' cultural heritage, knowledge, goals, experiences, decision-making structures, and visions for the future are many and diverse. The staff and trustees of the Washington Business Unit of The Nature Conservancy are committed to respecting, promoting, and adhering to [TNC's Human Rights Guide](#). This includes, but is not limited to, applying the United Nations Declaration on the Rights of Indigenous Peoples, adhering to the requirements of Free, Prior and Informed Consent, and aligning with TNC values.

The following practices will guide staff and trustees as we build relationships, learn, and engage with Indigenous Peoples:

- We honor Tribal sovereignty and commit to collaborating with sovereign Tribal governments.
- We commit to ensuring that conservation and community outcomes will be defined collectively and with deference and respect for the goals and objectives of Indigenous Peoples.
- We recognize and honor that Indigenous People speak for themselves. Working in partnership with Indigenous Peoples, we will elevate their messages and advance our shared goals.
- Trust-building and trustworthiness form the foundation of our work with Indigenous Peoples.
- We approach this work with persistence and patience, acknowledging the timelines required.
- The Washington Business Unit's strategies and major bodies of work aim to restore our shared reciprocal relationship with nature.

### **ACTIONS**

By 2030, The Washington Chapter of The Nature Conservancy is ethically and effectively supporting and partnering with Indigenous Peoples to create a shared future of healthy lands, waters, and communities through the following actions:

1. Investing in Washington staff and trustee's competency and capacity to effectively partner with Indigenous Peoples.
2. Collaborating with Indigenous Peoples to support their voices, choices, and actions by honoring and lifting up their rights and leadership to improve natural resource policies.
3. Working in partnership with Indigenous Peoples on public lands and stewardship of TNC lands and, when invited, furthering their interests and rights to lands and waters.
4. Supporting the co-creation of new, more inclusive conservation, intergenerational learning, and conservation practices that honor Indigenous knowledge and worldviews.

As part of the Washington's Business Unit Strategic Framework (2023), there are multiple intersectional opportunities to operationalize the above actions. We have identified as a cross cutting priority, Foster Right Relations with Indigenous Peoples, to ensure all our conservation strategies incorporate the above actions. The Supporting Indigenous Rights and Connections to Land and Water strategy is a top priority to fulfilling our mission in the state and a key strategy to implement the above actions. In addition, several Organizational Excellence strategies identify how we can build an organizational culture that promotes on-going collaboration and learning inclusive of partnering with Indigenous Peoples.