

Schedule
2022 Northwest Innovative Forestry Summit
Pack Forest, Eatonville, WA

After a successful debut as a virtual summit in 2021, Northwest Innovative Forestry Summit is returning in 2022 — this time in person — at the University of Washington’s Pack Forest! The Summit is a venue for regional learning, exchange and ongoing cooperation to advance and celebrate innovation in all aspects of forestry and forest-related work in our region.

More information at: nnrg.org/nifs2022

Friday, September 30, 2022

4:00 PM	Check-In	
5:00 PM	Informal Meet & Greet	Check-In (ongoing) & Appetizers
		Sense of Place Exercise
		Walk in the Woods
7:00 PM	Dinner	
8:00 PM	Campfire (musical instruments encouraged)	
10:00 PM	Quiet Time/Lights Out	

Saturday, October 1, 2022

8:00 AM	Breakfast & Check-In	
9:00 AM	Opening Remarks Keynote Speakers: Tribal Perspectives on Planning for the Future Summit Context & Discussion: What changes are we seeing and what are we already doing?	
	Track 1 - Community	Track 2 - Innovation
		Track 3 - Field
10:45 AM	Break & Refreshments	
11:00 AM	Data Tools for Public Engagement	Walk in the Woods
12:00 PM	Lunch	
1:00 PM		"Invasive" Species: Innovate or Yield?
2:45 PM	Break & Refreshments	
3:00 PM	Professional Development Q&A	Growing Older Trees
4:00 PM	Building a Diverse Future of NR Professionals	Climate-Smarter Forestry
		Status Update on Oregon Emerald Ash Borer Response Plan
5:30 PM	Break & Appetizers	
6:00 PM	Dinner	
7:00 PM	Campfire & Storytelling (musical instruments encouraged)	
9:00 PM		
10:00 PM	Quiet Time or Lights Out	

Sunday, October 2, 2022

8:00 AM	Breakfast	
	Track 1 - Community	Track 2 - Innovation
		Track 3 - Field
9:00 AM	Human Dimensions of Forestry: Forest Values	Forestry for the Birds: An Intro to the Program & Process
10:30 AM	Closing Remarks	
11:15 AM	Check Out	



NORTHWEST INNOVATIVE FORESTRY SUMMIT

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2022 SESSION DESCRIPTIONS

Friday, September 30, 2022

Sense of Place Exercise (*Pavilion*) - 5 to 6pm

Colleen Robinson (*Forest Stewards Guild*)

Foresters and other natural resource professionals know and care about forests and natural areas. We spend time with them, and sometimes teach others about them. How often do we slow down enough to let the forest teach us? Not about biology or climate resilience, but about what it means to be human? Nature inspires creativity, courage, confidence, compassion, and a healthy "letting go." There are scores of physical and mental health benefits to mindful time in nature - without a destination or agenda other than to "be" and allow. During this session we will slow down, explore this space where we will settle for the weekend's events through sensory awareness, and engage in a gratitude practice that grounds us in a sense of place.

Additional Resources: [Mindful outdoor connections and forest bathing](#) - Colleen Robinson via Natures Good Company, LLC

Walk in the Woods (*Pavilion*) - 6 to 7pm

Stacey Dixon (*Snohomish Conservation District*)

Pack Forest was established as a "Show Window" forest in 1926. We have established a diverse set of forest demonstration sites over 4300 acres. A hike through several forest stands will start with forest history and several research sites on a 1-mile loop.

Saturday, October 1, 2022

Welcome and Opening Remarks (*Scott Hall*)

Rowan Braybrook (*Northwest Natural Resource Group*)

Dan Brown (*University of Washington*)

Welcome to the Northwest Innovative Forestry Summit! We're glad to be able to gather in person to discuss the past, present, and future of forestry innovation in our region.

Blessing and Keynote: Tribal Perspective on Planning for the Future (*Scott Hall*)

Don Motanic (*Umatilla Tribe*)

Steve Rigdon (*Yakama Nation*)

Tribal working forest lands are unique in that they provide a balanced approach to sustainability by combining social, economic, and ecological considerations for people who have lived and continue to live on their respective lands. Tribal people have a vision, commitment, and capability to provide that stewardship.

Additional Resources: [Tribal Forestry](#) - Don Motanic in the Starker lecture series

Summit Discussion: What change are we seeing and what are we already doing? (*Scott Hall*)

Klaus Puettmann (*Oregon State University- OSU*)

How do we act to anticipate inevitable change?



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11:00 AM to 12:00 PM (Concurrent Sessions)

Data for Public Engagement and Project Implementation (Scott Hall)

Stacey Dixon (Snohomish Conservation District)

What data and tools are we using for our land management? And how are these being used to communicate with the public?

Joey Hulbert (Washington State University - WSU)

Our presenters will discuss newer, innovative data tools related to citizen science and forest mapping, and how these can also provide a tool for communication with landowners and the public.

Sara Loreno (Ecotrust)

Additional Resources:

- [iNaturalist](#): citizen science
- [Seek app](#): plant identification
- [Landmapper](#): online map creation tool

Walk in the Woods (Pavilion)

Greg Ettl (University of Washington)

Pack Forest was established as a "Show Window" forest in 1926. We have established a diverse set of forest demonstration sites over 4300 acres. A hike through several forest stands will start with forest history and several research sites on a 1-mile loop.

1:00 PM - 2:45 PM (Concurrent Sessions)

Invasives: Innovate or Yield? (Scott Hall)

Alex Dolk – Moderator (NNRG)

Christine Buhl (Oregon Department Forestry)

Ian Christie (Ash Creek Forest Management)

Invasive pests and plants are at the root of most restoration efforts, providing challenges socially, seasonally, over different phases of recovery, and over the decades. Planning for these challenges is often done after unwanted species have presented themselves, with some anticipation of what to expect in the next 3 to 10 years. However, counties and states are threatened with the movement and presence of new invasive species all the time. With occurrences like the inevitable arrival of [Emerald Ash Borer \(EAB\) to Oregon](#); where's the practice of restoration going? How are practitioners planning for the known and unknown? Is there any room for innovation anymore?

Unable to Attend:

Brandy Saffell (Tualatin Soil & Water Conservation District)

Megan Garvey (The Wetlands Conservancy)

Additional Resources

- OSU – [EAB Resources](#)
- [Don't Move Firewood](#)
- [EAB Information Network](#)
- Landowner Perspective on EAB – [Hyla Woods](#)
- OSU – Into the Woods Podcast: [Episode 23 – Emerald Ash Borer](#)



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Field Tour of Pack Forest (*Pavilion*)

Greg Ettl (*University of Washington*)

Stacey Dixon (*Snohomish SWCD*)

The challenge of partial cutting and restoration treatments is both establishing suitable vegetation, facilitating sapling release, and tree growth. This tour will examine several stands highlighting silviculture approaches to establish and evaluate mixed species plantations. A combination of planting patterns, spacing, stocking, and response to browse protection will highlight the relative performance of the following species: Douglas-fir, western hemlock, western redcedar, grand fir, and red alder in response to varying cutting regimes, light and water availability.

Additional Resources: Pack Forest - [Forestry](#)

3:00 PM - 4:00 PM (Concurrent Sessions)

Professional Q&A (*Pack Hall*)

Roslyn Henricks (*WA-DNR*)

Joey Hulbert (*WSU/ Forest Health Watch*)

Colleen Robinson (*Guild*)

Panelists from different parts of the forestry sector will start with a personal introduction and then discuss professional paths and career trends in the sector, research gaps, hiring processes, and how the workforce is changing. The audience is welcome and encouraged to ask questions during the discussion.

How to Grow Older Trees (*Scott Hall*)

Kate Anderson (*Sightline Institute*)

Panelists: Steve Rigdon (*Yakama Nation*)

Court Stanley (*Port Blakely*)

Jason Dorn (*Heartwood Consulting LLC*)

Derek Churchill (*WA DNR*)

As Northwesterners focus on opportunities for our region to contribute to climate solutions, harnessing the unrealized potential for our forests to catch and hold carbon stands out as our unique superpower. Realizing that potential depends on finding ways to incentivize the growing of older trees and forests, which also improve water quality and wildlife habitat. This interactive session will explore the importance, challenges, and strategies for growing older trees and forests in our region. We encourage participants to this session to read and consider this four-part introduction to the topic - [Farms & Forests](#).

Additional Resources: [Forest harvest rotations](#) - Sightline article series by Kate Anderson



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4:00 PM - 5:30 PM (Concurrent Sessions)

Building a Diverse Future of NR Professionals: Barriers and Solutions (Pack Hall)

Cristina Eisenberg (Oregon State University)

Don Motanic (Umatilla Tribe)

Maura Olivos (Forest Stewards Guild)

Klaus Puettmann (Oregon State University)

The forestry and greater natural resource (NR) field continues to be confronted with changing social, environmental, and economic needs. In response, diversity is a well-accepted and pursued condition ecologically, yet it is not as well reflected within the NR workforce. This session will begin to address and share on the barriers to diversity within the NR profession as well as open discussion to solutions in fostering a diverse future. This is a fitting discussion for newer NR recruits and those recruiting. We encourage participants to this session to read and consider these articles for discussion: [Safe Field Strategies](#) and [Why racial disparities in...funding persist](#).

[Additional Session Notes](#) (at end of document)

Climate-Smarter Forestry: Check-in and Ongoing Regional Discussion (Scott Hall)

Brian Morris (American Forests)

Peter Hayes (Hyla Woods)

Rowan Braybrook (NNRG)

We'll begin with an overview of the most recent and interesting efforts underway in climate-smarter forestry in both OR and WA. Participants will then break out into groups to discuss 1) what they're already doing, 2) what progress will look like in 5 years, and 3) the top efforts and projects related to their work that will have an impact. We'll then come back together to share the top strategies discussed.

Additional Resources:

- [Climate adaptation](#) – illustrated overview
- [Small Forest Landowners](#) – climate guide
- [Seedlot selection tool](#) – climate information mapping

Status Update on Oregon Emerald Ash Borer (EAB) Response Plan (McBride 101)

Christine Buhl (Oregon Department of Forestry)

[Oregon EAB response plan](#) update follows the first west coast detection in Forest Grove, Oregon June 30, 2022. Emerald ash borer is an invasive exotic woodboring beetle from Asia that was first detected in the U.S. in Michigan in 2002. Since then, it has spread to 33 states and killed over 100 million ash trees. On average, when emerald ash borer is detected in a county, over 99% of the ash are killed. There have been no successful eradications of this pest following many attempts; the goal for Oregon is to slow the spread of this insect and protection of some pockets of ash in natural areas. An update on our interagency response thus far and direction forward will be provided.

Additional Resources:

- Oregon Department of Agriculture (ODA) - [EBA](#)
- Article: [ODF NEWS | The forest pest emerald ash borer is found in Oregon for first time](#) (7/11/2022)
- ODF – EAB [Forest Health](#)



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Sunday, October 2, 2022

9:00 AM - 10:30 AM (Concurrent Sessions)

Human Dimensions of Forestry: Forest Values (*Scott Hall*)

Klaus Puettmann (*OSU*)
Cristina Eisenberg (*OSU*)

Values are what you feel is very important in your work and life. In this session participants will identify their values with regard to forestry, and how their work, organizational affiliation, and personal background (e.g., socio-cultural identity, race, ethnicity) have shaped their principles and standards of behavior. In an open-ended conversation we will explore who we are and the diverse ways we connect with and relate to forest lands and our work.

Additional Resources: [Culture Card](#) - A guide to build cultural awareness
[Additional Session Notes](#) (at end of document)

Forestry for the Birds - The Making of the Guide for Western Oregon (*Pavilion*)

Maura Olivos (*Forest Stewards Guild*)
Peter Hayes (*Landowner, Hyla Woods*)

From the east coast to the west coast, this new publication was created to be used as a communication tool between landowners and foresters. The guide seeks to bring greater interest in managing forest health with the allure of some charismatic habitat indicators, birds. We will share the process in how the guide was created for Western Oregon, and the supporting resources from *Foresters for the Birds* across the country. This session will also go through some of the key features of the guide and how workshops have been developed so far, with open discussions on how we could continue to build off these learning opportunities.

Unable to Attend:

Brandy Saffell (*Tualatin Soil and Water Conservation District*)

Additional Resources:

- Forest Stewards Guild – [Foresters for the Birds](#) (links to VT, ME, and USFS programs)
- The Cornell Lab of Ornithology - [Merlin Bird ID App](#)
- [Audubon Bird Guide App](#)
- [eBird](#) (Citizen Science Surveys)
- The Cornell Lab of Ornithology– [NestWatch: All about birdhouses](#)
- Bird Conservancy of the Rockies - [Monitoring](#)
- Pacific Southwest Research Station - [Bird Monitoring Techniques and Habitat Relationships](#)

10:30 AM - 11:15 AM

Closing Remarks (*Scott Hall*)

Cristina Eisenberg (*OSU*) and Greg Ettl (*UW*) will share: after all these discussions, what's next?

SESSION NOTES

Date: Saturday, October 1, 2022

Session Title: Building a Diverse Future of NR Professionals: Barriers and Solutions

Description: The forestry and greater natural resource (NR) field continues to be confronted with changing social, environmental, and economic needs. A common strategy to these complex considerations is increasing diversity. Diversity has a dynamic interaction that is consistently unveiling different perspectives and provoking innovation, and though it is a well accepted and pursued condition ecologically, it is not as well reflected within the NR workforce. This session will begin to address and share on the barriers to diversity within the NR profession as well as open a discussion to solutions. This is a fitting focus for newer recruits to the NR field and those seeking to recruit new professionals, with participants exploring how to begin to foster a diverse future of NR professionals.

Moderators: Cristina Eisenberg (OSU), Don Motanic (Umatilla Tribe), Maura Olivos (Guild), Klaus Puettmann (OSU)

Discussion: Background – There are not many people of color in the NR field, that includes forestry. The stats are also low for outdoor recreationists. There is likely a connection, but how deeply engrained is systemic and institutional culture of exclusion? Where do we start? Why do we want diversity in the work field?

Stats: People of color in the Natural Resources vs. other professions.

Demographic % (links to source)	<u>NR</u> 2020	<u>Medical</u> (doctors - 2019)	<u>Education</u> (2018)	<u>Admin</u> (2019)	<u>US Pop.</u> (2021)
Male	56.9	45.8	?	12.7	49.5
Female	43.1	54.2	?	87.3	50.5
White	86.8	65.6	79	70	75.8
American Indian and Alaskan Native	0.4	0.1	1	0.7	1.3
Black or African American	1.3	4.7	7	3.5	13.6
Asian and/or Pacific Islander	3.6	18.1	2	8.7	6.4
Hispanic/Latin American	4.7	8.9	9	14.8	18.9
Unknown	3.2	2.6	2	1.6	2.9
<p>Bold indicates highest % out of all the fields for each demographic (horizontal) Green box indicates highest % of minority within field of study (vertical)</p>					

Questions:

- Of the stats, what stands out most to you comparing NR to the other fields?
- How do percentages by field stack up against U.S. populations percentages?

Barriers within the NR Field – The following are barriers identified and shared by the participants of this session. There are many ways to address and begin to take down these barriers, and the first step is acknowledging, seeing, and recognizing these barriers as well as the ones not mentioned here.

- Stereotype threat
- Lack of perspective / empathy
- Under valuing relationship
- Nicism “polite racism”
- Extraneous job requirements
- Good intentions, but not going deeper – no room for feelings
- Implicit bias people wanting to help, but doing so in a white privilege, condescending manner
- Unknown cultural barriers within non-white communities/families
- Not allowed to purposely hire, consider, or include people of color disproportionately.
- Not listening. How do you get people to listen, really listen?
- How to “juggle” my individual story and values with the values of my employer?
- Everybody somebody asks me “Where are you from?” While I appreciate the interest, I also sends the signal, “you are not one of us.”
- Implicit valorization of masculine ways of knowing. E.g., economics over sociology.
- Not enough training mentors to be allies. Mentors have to burden B.I.P.O.C. for advice about how to be allies.
- Forestry universities invisible in urban areas where B.I.P.O.C. communities are.
- Buying into the system. Putting each of us against each other.

Questions to Continue the Discussion

- After hearing and thinking about the barriers that still exist today, how will this knowledge affect how you look at the culture of the NR field? What impact are these experiences and realities having on the culture of this field?
- Changing Culture - How have we changed so far? Where are we now?
- How do we incorporate the opportunity to develop the skill of empathy in the workplace?
- What is most concerning to you in this field either being a person of color or supporting people of color?
- How can we be build off available resources?
- Is there an opportunity to reframe our current research endeavors to either include a diverse research team or speak to a diverse world of researchers? Where do we start?
- How do we change recruitment to support a diverse workforce or student body?
- Now what? What can we do, do we want to do in our personal, professional, and civic lives to change this culture and foster a more diverse Natural Resource working field?

Resources:

Addressing and Taking Down Barriers

- [Safe fieldwork strategies for at-risk individuals, their supervisors, and institutions \(2021\)](#)
- [Practical Steps for Supporting Social Justice & Addressing Inequities \(2022\)](#)
- [Inequality in science and the case for a new agenda \(2022\)](#)
- [Women of color in STEM](#)
- [Why racial disparities in NIH funding persist and what might fix the problem \(2022\)](#)

Assessing the Depth of Inequity in NR

- [Diversity In The Natural Resource Workforce \(2020\)](#)
- [Considering the Case for Diversity in Natural Resources \(2020\)](#)
- [Race, Ethnicity, and Natural Resources in the United States: A Review \(2002\)](#)
- [Environmental Experiences Have Racial Roots](#)
- [Anti-Racism in the Outdoors](#)
- [The race gap in science knowledge](#)
- [Diversity in science: next steps for research group leaders](#)
- [The Role of Science in Advancing Racial Equity](#)
- [Groups of diverse problem solvers can outperform groups of high-ability problem solvers](#)
- [Image Content Analysis of US Natural Resources-Related Professional Society Websites with Respect to Gender and Racial/Ethnic Diversity](#)
- [Nature Gap: Why Outdoor Spaces Lack Diversity and Inclusion](#)

SESSION NOTES

Date: Sunday, October 1, 2022

Session Title: Human Dimensions of Forestry Forest Values

Please mark the values most important to you:								
Accountability	1	Dynamism	1	Inner Harmony	1	Selflessness		
Accuracy		Economy	1	Inquisitiveness	2	Self-reliance		
Achievement		Effectiveness		Insightfulness	2	Sensitivity		
Adventurousness	1	Efficiency		Intelligence		Serenity	1	
Altruism		Elegance		Intellectual Status		Service		
Ambition	1	Empathy	7	Intuition	1	Shrewdness		
Assertiveness		Enjoyment		Joy	1	Simplicity		
Balance	6	Enthusiam		Justice	3	Soundness		
Being the best		Equality	1	Leadership	2	Speed		
Belonging	2	Excellence	1	Learning	3	Spontaneity		
Boldness		Excitement		Legacy		Stability		
Calmness	2	Expertise		Love	3	Strategic	2	
Carefulness		Exploration	1	Loyalty	2	Strength		
Challenge		Expressiveness		Making a difference	4	Structure		
Cheerfulness		Fairness	1	Mastery		Success		
Clear-mindedness	1	Faith _y		Merit		Support	1	
Collaboration	3	orientedness	1	Obedience		Teamwork	4	
Commitment		Fidelity		Openness	1	Temperance		
Community	8	Fitness		Order		Thankfulness	2	
Compassion	3	Fluency		Originality		Thoroughness		
Competitiveness		Focus		Patriotism		Thoughtfulness	3	
Consistency		Freedom		Perfection		Timeliness		
Contentment	1	Fun		Piety		Tolerance	2	
improvement	1	Generosity		Positivity	3	Traditionalism		
Contribution	1	Goodness		Practicality		Trustworthyness	1	
Control	1	Grace	2	Pragmatism	2	Truth-seeking	2	
Cooperation		Growth	1	Preparedness		Understanding	1	
Correctness		Happiness		Professionalism		Uniqueness		
Courtesy	1	Hard Work	1	Prudence		Unity		
Creativity	1	Health	2	Quality-orientation		Usefulness	1	
Decisiveness		Helping Society	1	Reciprocity	5	Vision	2	
Deomocraticness	1	Holiness	1	Reliability	1	Vitality		
Dependabilty	2	Honesty	4	Resourcefulness		Wonder	3	
Determination		Honor		Respect	1			
Devoutness		Humility	1	Restratint				
Diligence	1	Independence	1	Results-oriented				
Discipline		Ingenuity		Rigor	1			
Discussion				Security				
Diversity	3			Self-actualization	2			
				Self-control				

(modified from https://www.mindtools.com/pages/article/newTED_85.htm)