**Breakout Session 2: REGIONAL IDENTITY**

**Day 3 - Wed, Feb 3, 2021
Breakout Group Composition:** Breakout Mix B (Groups 1B – 10B / *no Group 7B*)

**COMPILATION**

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| **FINDINGS TEMPLATE: Identity** | **Process Person: Liv Fetterman (3B)**Sandy Watts, Ericka Luna, Tracy Parker, Wendy Jo Haskins |
| **Qualities unique to the Region**Unique, diverse landscapes (unique desert landscapes, e.g. Sonoran, first wilderness); unique species, habitats; unique diverse cultures (Indigenous Nations, traditional communities, acequias); innovative, visionary, pilots for “This Is Who We Are” work; unique history and engagement with partners to accomplish work; unique, diverse harmony that creates sense of belonging and personal connections to the land; uniqueness around Northern NM communities, related diverse communities unique to geographic areas within the region; history and role of FS in Region, stories of the peoples, economic interdependence supported across the region |
| **Values essential to the Region and why***INTERDEPENDENCE*. Of all things. People and nature. Communities and colleagues. The past, present, and future.* There is a strong set of core values from the public and communities that foster engagement
* Peoples attachment to the ecosystems that we holistically manage.
* Large reliance on the Forest Service for the economic success of the communities

*CONSERVATION*. * Holistic ecosystem approach – Looking at what is possible and moving in that direction.

*DIVERSITY*Cultural humility * Aware of and embrace our cultural “differences” Uniqueness?
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| **Beliefs that define the nature of the Region’s mission/work** (*hint: these will be used in the next breakout, so make special note of them*)Passive value. – We believe the Southwest is distinct in many ways. (horses, art, western history, indigenous features, ect We believe innovation and technology are key to our success. |
| **Statement that captures the above***if no statement, id core elements of an identity**The more voices, the more inclusive our work the more benefits to our land and those that connect to it.* |

| **FINDINGS TEMPLATE: Identity** | **Process Person: Robert Trujillo Grp 4B** |
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| **Qualities unique to the Region:** * Diversity of landscapes – from the desert floor to the highest mountains
* Diverse, complex, and unique – socially, environmentally, and uniquely complex
* The physical size of many of our units – large land blocks make up our districts and forests
* Culture – from pre-historic (Clovis point), to pre-Columbian (diversity of archaeologic pueblos across region), to current day peoples
* Dependency on natural resources from public lands – this has been true for hundreds of years
* Unique biodiversity – sky islands, native bees, highest number of bat species then
* Our restoration work is more compatible with holistic restoration objectives – ex. Reducing hazardous fuels supports protecting communities, restoring habitats, restoring water quality and quantity, economic activity – due to the ecology of the landscapes.
* The regions focus on making landscape scale outcomes is demonstrated by the projects we pursue – e.g 4FRI, NNM Riparian EA, Rim Country, SSRP, etc. – we are committed to getting to outcomes at scales that matter.
* High level of support and encouragement for managed fire – Gila leads the country on this.
* Acequia and land grant communities are unique to the southwest region
* Regions complexity leads to complexity in wildfire/prescribed fire – ecologically, socially, and economically
* Communities ties to the land
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| **Values essential to the Region and why**:* Taking care of people
* Diversity
* Ties to the land
* Water quantity, quality, accessibility –
* Transparency
* Collaboration
* Use of National Forests – recreation, resource use, etc.
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| **Beliefs that define the nature of the Region’s mission/work (*hint: these will be used in the next breakout, so make special note of them*):*** water is scarce and limiting factor across the region – we have an opportunity to increase the quantity and quality through our restoration activities in the uplands – resiliency around fire influences water quality/quantity – our rural and urban areas depend on the national forests for their watersheds
* ecological restoration work we accomplish not only benefits water but also benefits community protection, enhancing wildlife habitat, economic values/contribution, increasing quality of life
* our management is science based and leads to good outcomes
* our success is dependent on transparency and collaboration with our publics – including those that are difficult to work with
* we believe that many voices contribute to the ideal path forward
* all peoples enjoy the abundance of healthy lands
* safety of our employees while carrying out our mission work
* we believe in customer service – supporting and providing for our local community needs
* We believe we are a part of the communities we serve – from urban to rural and this is reflected in our work
* We believe in mentoring the next generation of conservationists
* We believe that good relationships across all levels (district, forest, region) with the communities/stakeholders we serve is paramount to successful outcomes
* In region 3, we are able to achieve more holistic results
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| **Statement that captures the above:**Statement #1:The Southwestern Region’s unique qualities include our longstanding cultural diversity, our ecological and geophysical diversity, and our ties to the land. This is exemplified in our acequia, land grant, pueblo and tribal connections. We value diversity, taking care of our communities, our role in conserving and providing access to water. We believe that water is a scarce and limiting factor across the region and that our restoration work is crucial to the continued sustainability of our communities. Our restoration work is holistic and has multiple outcomes including community protection from wildfire, enhancing and conserving habitat, driving economic opportunity, and providing access to natural resources for land-based communities. Our success is dependent on quality relationships at all levels, mentoring the next generation of conservationists, and operating in a transparent and collaborative manner.Statement #2:The regions cultural, historical, and continuous interaction with the land drives and informs our stewardship. It is making possible for the Region to forge a new way to work. We value the peoples of the southwest and their heritage, taking care of communities, and the Region’s role in conservation. We believe that we contribute to this continuous interaction with the land through our stewardship. The ecology of our landscapes is both environmental and social. Our stewardship of the National Forests is holistic and results in multiple outcomes that are economic, environmental, and social. Our success is dependent on quality relationships at all levels, mentoring the next generation of conservationists, and operating in a transparent and collaborative manner. |

| **FINDINGS TEMPLATE: Identity** | **Process Person: Kim Giang, Jeremy Kruger, Erin Swiader, Travis Moseley - Grp 8B** |
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| **Qualities unique to the Region*** Both AZ and NM are part of the Sun Belt
* Indigenous tribes and pueblo, northern NM culture and heritage including land grants
* Vast rural land in NM
* Water is life
* Spiritual connection to land, rural and urban contrast within region
* Diversity of ecosystem
* Sky islands
* Leader in fire management (ecological and cultural)
* Subsistence and minimalistic with our natural resources,
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| **Values essential to the Region and why*** Service – authentic relationships and community driven,
* Conservation – deep connection to land and how we value water, ecological resilience equates to economic resilience
* Interdependence - more collaboration and partnerships
* Diversity – unique cultural mix
* Safety – role to protect the heritage that exist on our lands
* Heritage – Repository and convergence of culture (Hispanic, European, Indigenous tribes and pueblo)
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| **Beliefs that define the nature of the Region’s mission/work** (*hint: these will be used in the next breakout, so make special note of them*)* Heritage is tied to the land.
* We value these cultural characteristics of this region because they are here and now and not history.
* As stewards of the land, we act with moral consideration and pride for the culture in the SW that defines us.
* Community needs drive our program work requiring close collaboration and partnerships.
* Water is our most important commodity.
* Relationships are more important than transactions
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| **Statement that captures the above**NA |

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| **FINDINGS TEMPLATE: Identity** | **Process Person: Brad Turberville – Grp 2B (Gomez, Provencio, Sapp)** |
| **Qualities unique to the Region:** Extant cultures and history -ex. such as Tribes/ land grant/ acequia communities and others. Arid, but diverse landscape (mild winters) tundra to low desert and sky islands with unique flora and fauna. Sonoran Desert and Chihuahuan Desert. Clean air. Big tourist destination year-round. Large amount of public lands for multiple use. Rural-Urban tension. History and geology. History both short (Euro American) and long (Native American), with some of the longest continuously occupied communities in North America. Granted reservations are the oldest in the nation to the pueblos. Independent spirit tied to traditions politically.  |
| **Values essential to the Region and why:** Diversity of lands and all people. Humility and humbleness in the Region. Learning organization more so than other places (is this a belief). Collaborative. Responsive to serving the diverse community needs. Science and technology-based decisions. Innovative. Honoring and respect history while finding new ways to business. Conservation resilience to landscapes and cultures. Strategic/collaborative/cooperative leadership, on the leading edge of new innovative ways of doing business, building a culture, 3R’s. Honesty in our relationships. Balance. Restoration extends past forested landscapes to all landscapes.  |
| **Beliefs that define the nature of the Region’s mission/work** (*hint: these will be used in the next breakout, so make special note of them*) Serve people’s needs on the land to a higher degree. Fire is critical to restore ponderosa pine and other ecosystems. We are leaders in innovation. People are a greatest resource. If we invest, in our people, good things happen. The best form of forest management is collaborative. We serve the public; these are public lands not Forest Service lands. We believe in climate change is a global threat and particularly apparent to the Southwestern Region and using a scientific response. The Region and its employees are on the forefront of science and technology for land management. We restore forests to serve communities with the capture, store and release the limited amounts of water to serve the people and ecosystems.  |
| **Statement that captures the above:** We are diverse in both our people and ecosystems.Honoring, supporting, and respecting the long history and the continuity of the cultures present in the Region. We manage for the diverse landscapes that include tundra to low desert and sky islands with unique flora and fauna. We are leaders in wildfire response and in using fire as a tool to restore southwestern landscapes. As a Region, we succeed because we approach our work with humility, collaboratively anchored to science and shared leadership.  |
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| **FINDINGS TEMPLATE: Identity** | **Process Person: Tom Torres – Grp 6B (Kerwin, Treva, Nancy, Shayne)** |
| **Qualities unique to the Region**1. *Long continuous history of human occupation with contemporary cultural uses and values*
2. *Quantity and types of Sacred sites and Traditional Cultural Properties*
3. *Scarcity of resources (trees, water, etc…) is common to the region*
4. *Population growth in centralized urban areas – w/out land mgmt. ethics and connection to the land*
5. *Unique visitor experiences – rec, range, ecology, and geology*
6. *Ecological diversity*
7. *Different peoples and communities sometimes means conflicting*
8. *Year round use and access needs that is marketed by state and regional leaders – leads to stress, (year round fire season)*
9. Economic drivers and multi-use mission (such as mining, gas/oil leasing) lead to conflict (internally and externally)
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| **Values essential to the Region and why:** *We value:*1. *Communities, collaboration and partners to deliver our mission*
2. *The role we play in economic development and job creation for local and regional communities*
3. *The contribution we makes to the nation’s copper supply and the contribution it makes to our way of life*
4. *Protection of unique cultural and heritage resources*
5. *The landscapes we manage*
6. *Feedback and input from publics, stakeholders, and collaboration groups*
7. *Science – evidenced based policy making*
8. *Individual and professional input from our employees*
9. *The authorities, mandates, constraints and requirements from law, regulation and policy (complex issue ????)*
10. *Safety of our employees, public and communities (physical, psychological and social)*
11. *Open public spaces with along with some permitees –*
12. *Sustainable land ethics (“pack it in/pack it out”, “common sense”)*
13. *Conservation education and it’s value to our public*
14. *Autonomy/uniqueness at district/forest/regional scales*

*Note: we demonstrate (or don’t…) commitment to our values and beliefs by the investments (people, money, etc…) we make.* |
| **Beliefs that define the nature of the Region’s mission/work** (*hint: these will be used in the next breakout, so make special note of them*)*We Believe:*1. *Our work is critical to overall FS mission*
2. *Our work is vital to the nation as a whole*
3. *Values based, purpose driven, and relationship focused (at times)*
4. *That valuing diversity is a core part of what makes us great*
5. *Our conservation work has value and contributes is outcome driven and based on delivery of high purpose work*
6. *Our work provides significant personal and professional satisfaction (“it’s a calling”)*
7. *In healthy and productive national forests*
8. *People’s relationship to the forests and their need to visit and recreate there*
9. *Unique benefits (solitude, mentally, psychological, etc…) the forests provide (availability, public access and opportunities) to our visitors*
10. *Public lands (FS and other public lands) and access thereto is highly value*
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| **Statement that captures the above**NA |

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| **FINDINGS TEMPLATE: Identity** | **Process Person: Jedra – Grp 5B (Montoya, Fox, Skinner)** |
| **Qualities unique to the Region:** Longevity of the peoples that have been in R3, long history of traditional use, long standing history of using the National Forest, interacting with various communities, unique history and tradition, ecological diversity of the landscape, historic tie to landscape and the living cultures, unique resources in relation to the landscape, reliance on forest products for land based livelihood, ranching, hunting, firewood, pinyon collection, etc... working with local communities on use of utilization of National Forest resources, NM land grants...long standing culture and history. Unique recreation opportunities in the region, GCNP, Sedona, boarder communities with Mexico, coordination, unique wildlife, military, what makes us unique defines our POW, diversity of special use needs (boarder, military, observatory, etc…), tribal consultation |
| **Values essential to the Region and why:** Value of this is who we are… diversity, conservation, service, stewardship and connecting communities through historic use; value of diversity with traditional and present day uses on the landscape; tradition of connecting communities within R3, diversity of the ecological uniqueness in R3; Native Americans and land grant communities, providing opportunities, value having conversation with traditional communities and use on the landscape, connecting with traditional values and culture within the communities…value of a multiple use agency…  |
| **Beliefs that define the nature of the Region’s mission/work** (*hint: these will be used in the next breakout, so make special note of them*)Belief that relationships, making people feel valued, traditional communities can steward the land, sustain and promote the traditional cultural uses on the landscape, working across boundaries, working with tribes and land grants, ties to each other and ties to the land, redefine relationships and partnering across boundaries. |
| **Statement that captures the above**From the grasslands of Texas, Oklahoma, and New Mexico to the borderlands of Arizona, the forests, deserts, and life-infusing waterways of the Southwest have long been and remain home for generations who have known, treasured, and depended upon special places here. Personal and community ties to the land range from tribes, pueblos, and land grants with histories spanning centuries to scores of new arrivals, many drawn here by the climate, scenery, and endless opportunities afforded by expansive tracts of public land. As a result, the diversity in landscapes is matched by diversity of perspectives, experiences, and values. While personal connections to these places take many forms, the common thread among people is that they care deeply about these lands. Today we honor and celebrate the rich history of the Southwest and its people, while seeking ways of engaging each other in varying visions for the future of the lands that continue to sustain us all.Here in the Southwest, you’ll find a place that’s socially, environmentally and ecologically complex. It’s unique in its intermingling of cultures and history, including tribes, land grants, and urban populations –and it’s a uniquely complex place. For example, each tribe has distinct history and connections to the land. We work with 55 tribes who have interests in the management of national forests and grasslands.The region ranges in elevation from 1,600 feet above sea level and an annual rainfall of 8 inches in Arizona’s lower Sonoran Desert to 13,171-foot high Wheeler Peak and more than 35 inches of precipitation each year in northern New Mexico. It is home to scores of threatened and endangered species and unique creatures such as the Elegant Trogon, found nowhere else in the country, which draws birdwatchers from around the world.Finding ways to satisfy the many different facets of the public is complex. The tribes look at our mountaintops and see summer homes or sacred sites. The industry that provides the raw materials for our modern technology looks there and sees copper and other minerals. Cities and communities see water, shelter, and scenery. Hikers, campers, and horseback riders may see wilderness. Land grant communities see culture, tradition, ways of life, and economy. Some recreationists see mountain climbing, river rafting, and skiing; others see boating, tubing, snowmobiles, and off-highway vehicles. The forests provide food for hunters, firewood for the public, Christmas trees for families. They are a source of forage, timber, biomass, power. |

| **FINDINGS TEMPLATE: Identity** | **Process Person: Adam Mendonca – Grp 10B (Padilla, West, Martinez, Nuttall)** |
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| **Qualities unique to the Region:** * Opportunities with our ability to utilize fire.
* Our landscapes and climate allow for opportunities to be innovative in our approach to restoration.
* Ranging from high elevations to lowlands that are very diverse. Wide range of elevations which link to different strategies for caring for the lands.
* Small changes in direction can have significant changes in our long-term trajectory of our landscapes. Links to our diverse landscapes and the sensitivity of our ecosystems.
* Missed opportunities have the potential for dramatic changes across our landscapes.
* Environmental Climate around water, air and dry ecosystems.
* Warm Climate results in a 365 day opportunity for use and care.
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| **Values essential to the Region and why:** * Heritage aspects of our landscapes; long history with diverse groups that have lived and used the lands.
* The ecosystems and the threatened and endangered species that rely on them. We value their existence.
* Inclusive work environment that is respectful and willing to engage in difficult conversations and invite all employees. This is key because it links to how we engage our employees and communities and demonstrates the respect for all cultures we work within.
* More courageous and willing to accept risk to try new/different things. Includes both caring for the land as well as caring for our people.
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| **Beliefs that define the nature of the Region’s mission/work** (*hint: these will be used in the next breakout, so make special note of them*)* Disturbance is part of the framework of our care and management of the landscape (Natural role of fire).
* Collectively working together to care for the land is the best management approach.
* Share decision making/power.
* Link our courageous approach to linking our work and employees into how we fit into the bigger picture. Including the contributions we provide. We continue to evaluate where we stand with our work (example: this meeting).
* Helping beyond our borders. Resourceful in achieving what’s important while partnering with others to provide help.
* Need to have a value: We have hard conversations around issues that are keeping the region from evolving into a stronger RLT. We approach them with positive intent toward growth.
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| **Statement that captures the above:** * The region is marked by its extreme ecological diversity from desert to alpine, with the most threatened and endangered species in the country. The region’s aridity means both water and fire play unique and powerful roles. The diversity of the landscape is matched by the region’s unique cultural mix, with its own long land history and heritage. Indigenous tribes and pueblos, land grant communities, and the newer Anglo settlements create a rich and varied connection to each other and to Forest lands, resulting in one of the more intensely collaborative regions in the Forest Service. Resourceful and willing to accept risk, the Southwest region leads in restoration of its diverse landscapes to achieve the right conditions on the ground. This means considering new approaches, working with diverse partners, and piloting innovative projects.
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| **FINDINGS TEMPLATE: Identity*** **Fire**
* **Water**
* **Species**
* **Vegetation**
* **People**
 | **Process Person: Kurt Davis – Grp 9B** **Team: Elaine Kohrman, Judith Palmer, Lorrie Baines, Adam Bromley** |
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| Qualities unique to the Region (ecological diversities)* Lack of water resources. (how we fight fires, how to use land)
* Historically/culturally (how water was respected, channeled to fields, water rights, not a commodity for everyone, how we value water)
* Ecological diversity driven by geological diversity/topography (“sky island” unique to SW, how we use land-depending on where you live, variety of “users”)
* Cultural diversity (a living culture here in SW, can be complex, tribal relationships-managing fire and vegetation, preserving the land)
* Regions culture and character, “SW region is unique in that not only does ranching and tribal cultures influence how we respect the land and the water, but there are also sky islands you can visit, along with a multitude of outdoor recreation opportunities to fuel your passions: skiing, spelunking, rock climbing, hunting, white water rafting, hiking, and bird watching, just to name a few.” Life is sustained in a different way in the SW region-from food, air, water.
* We need to manage the landscape/the ecosystem to create a sustainable livelihood. What can we do now to maintain the sustainable livelihood for the future? We need to be creative, innovative, and resourceful to sustain both now and the future.
* Preservation v. conservation. The world is constantly changing, there is a place for everyone in this region.
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| **Values essential to the Region and why** * This is our livelihood-why we live here, why people keep coming back
* Value water shelters
* “Scrappiness” …. Passionate about where we live, work, play
* How do we create abundant life in this desert/mountain ecosystem
* Tribal-thriving, depend on the land for every day living-fire, fuels, water
* Culture clash (historical fire use, having smoke in the air
* Fires (livelihood of this region. Traditional ecological practice, beliefs that we have about fires-distinction between past, present, and future fire practices with prescribed/managed burns
* Diverse ecosystem-prioritizing, preservation v. conservation of species endemic to our area, management styles, value, what tools do we have to use.
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| **Beliefs that define the nature of the Region’s mission/work** (*hint: these will be used in the next breakout, so make special note of them*) |
| **Statement that captures the above*** We value the conservation and preservation of healthy ecosystems in the SW desert forest and grasslands.
* We believe that the keys to guiding our decisions are present in the diverse and endemic resources within the SW desert forest and grasslands.
* We value a deeper understanding of cultural, endemic diversities within the SW.
* We believe we reflect the past, present, and future traditions and livelihood that not only survives but thrives.
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| **FINDINGS TEMPLATE: Identity** | **Process Person: 1B James Duran (Neil Bosworth, Mike Martinez, Stephanie McGovern, Mark Jacobsen)** |
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| **Qualities unique to the Region** Most ecological diverse landscapes (desert-alpine),Peoples/Deeply Embedded Cultures, Autonomous management/rights,Diversity of historic and current (and surely future) connections to land (Pueblos, land grants, local governance, acequias, subsistence, firewood/flora collection),Scarcity of water availability in landscape and all that entails (no instream flow, local gov intense management, water rights/availability, T&E, and man- made/artificial infrastructure/availability),Proliferation of archaeological sites,Pastoral grazing & subsistence,Early and long fire season (resource drains and lessons learned), fire regime,Diverse recreational opportunities/optionsFeral horse/burros |
| **Values essential to the Region and why**The “whys” are self-evidentScience-based foundation in decision making (tweaked to socio/political needs/realities)Collaborative relationships/partnerships, interagency coordinationHistoric cultural richness and traditional uses and preservation of theseDiversity of thought while maintaining a sense of place (value the need for increasing inclusivity)What do we value more (e.g., traditional grazing over “other”), let’s talk |
| **Beliefs that define the nature of the Region’s mission/work** (*hint: these will be used in the next breakout, so make special note of them*)Water is Life!We serve and support the American Public not just those that use or surround our managed landsWe work to sustain the National Forests for longevityWe support community economies as well as the US economyMaintaining and building good relationships is essentialEmphasis/Importance/Value of cultural richness and land use history ~~maintenance~~Taking Care of People (our own and those that use or could use our Forests)Communicating Well with All (which includes being good listeners)Identifying Community Success and Celebrating it |
| **Statement that captures the above**Desire to be all things to all people.Aspire to provide essential needs across communities in sustainable manner while protecting natural resources.Good stewards sometimes need to say “No”. Striking a balance is part of land/resource management in a collaborative setting insuring joint interests and needs. Compromising and alternate solutions are acceptable. |