



AFWA Committee Work Plan

Worksheet

Guidelines: Each AFWA Committee, Subcommittee and Workgroup is required to review their charge and develop a work plan at the AFWA Annual Meeting and submit to John Lord, Operations Director, jlord@fishwildlife.org by October 1. The purpose of the work plan is to improve communication and effectiveness of committee work and enable committee chairs and the Executive Committee to evaluate their status annually.

Committee Work Plan		
Date: November 2023		
Committee Name: Education, Outreach and Diversity		
Chair: Amanda Wuestefeld (IN)	Vice Chair: Chris Herrick (VT)	Staff: Patricia Allen
Committee Charge: To leverage member efforts to facilitate Education, Outreach and Diversity initiatives and address needs identified by AFWA committees and membership; strengthen and unify the conservation education efforts of AFWA members and partners; promote diversity and inclusivity; and foster networking and outreach partnerships among the growing field of wildlife viewing and nature tourism initiatives.		
Changes to the Charge: Yes- to increase clarity.		
List Major Activities and Objectives Accomplished During the Last Year:		
<ol style="list-style-type: none"> 1. Diversity and Inclusion: continuation of the Coffee Talk Series which highlights DEI work and promotes open discussion in a safe space. 2. Completed phase 2 of the Wildlife Viewer Survey and created a community of practice 3. Project WILD- continued Project WILD online professional development course and developed thematic units. 4. The EOD and WDCG working group continued to developed additional state shovel-ready project fact sheets in support of the Recovering America’s Wildlife Act. 5. Created a Conservation Education (CE) network that meets virtually 4x per year, then also at the North American Conference and AFWA Annual Meeting; looking at possible 2 tracks of CE in the future: 1) on the ground educators, 2) CE administrators 6. Coordination and development of a DEI Academy 7. Monthly committee/working group chair calls. 8. Continuation of quarterly (or as needed) EOD member calls. 9. Selected new Chair and Co-Chair of the EOD Committee; selected new chair and co-chair of the Outreach & Marketing Working Group 		
List Activities and Objectives that Will be Accomplished in the Coming Year:		
<ol style="list-style-type: none"> 1. The WVNT Working Group will work with Virginia Tech on a 2024 MSCG to implement Phase 3 of the Wildlife Viewer Survey; implementing a community of practice; creating a story map website with case studies of implemented recommendations from the survey and their success or lessons learned if they didn’t work 2. Conduct the 5th WVNT Academy – Feb 2024 3. Select a new co-chair for the EOD and WDCF joint working. 4. Plan and conducted a DEI workshop; coordinate with AFWA staff to create and administer a DEI internship; continue to conduct DEI Coffee Talks 5. Create a Communications Relevancy Toolkit (rebrand/update the Making It Last Toolkit) 6. Continue with monthly phone calls with the committee/subcommittee/working group chairs; continue with quarterly (or as needed) calls with the EOD membership. 7. Engage in the One Health discussion and offer assistance where needed 		

Comments:

Subcommittee Work Plan		
Date: November 2023		
Subcommittee Name: Project WILD		
Chair: TBD	Vice Chair: TBD	Staff: Elena Takaki
Subcommittee Charge: To provide oversight to the Project WILD program and its staff; strengthen the relationship between the national Project WILD program and the individual state directors and their respective education staff; develop partnerships with other conservation education programs; ensure the Project WILD program is financially self-sustaining; maintain relevancy in larger agency and educational arenas.		
Changes to the Charge: none		
List Major Activities and Objectives Accomplished During the Last Year: <ol style="list-style-type: none">1. Developed a long-term Project WILD Strategic Plan at includes strategies for incorporating delivery of electronic publications (ePublications), website development strategies, online course offerings, use of thematic modules, and the systems necessary to support electronic distribution.2. Received preliminary approval for receipt of multi-state conservation grant for development of online professional development resources.3. Development of content for updating online courses, including video resources about the indigenous perspectives on the North American Model and bat conservation. Developed the online professional development course Bat Blitz, focusing on bat conservation, including content on white-nose syndrome.4. Developed a new Project WILD module Flying WILD: Birds Across the Curriculum based on activities from the Flying WILD Educator’s Guide.5. Launched and administered Year 2 EE360+ Seed Grants to states.6. Provided professional development for Project WILD network through 1) monthly online meetings to address implementation of Project WILD at the state level and learning about new developments in wildlife conservation education and 2) hosting the Project WILD Annual Conference attended by Project WILD State Coordinators.		
List Activities and Objectives that Will be Accomplished in the Coming Year: <ol style="list-style-type: none">1. Launch and administer MSCG funded project for new online professional development course.2. Continue development and improvement of existing online courses.3. Launch and administer Year 3 EE360+ Seed Grants to states4. Provide Professional Development for Project WILD Network		
Describe any Changes you Anticipate to the Subcommittee: Selection of a new Subcommittee Chair		
List Subcommittee Members: TBD		
Comments:		

Workgroup Work Plan		
Date: November 2023		
Workgroup Name: Education		
Chair: Kellie Tharp (AZ)	Vice Chair: Vacant	Staff: Patricia Allen
Workgroup Charge: To continue to unify and strengthen state fish and wildlife agencies' conservation education efforts—specifically in terms of (1) developing progressive outdoors skills that may increase the likelihood for hunting/shooting sports/angling initiation and (2) teaching youth about state-based fish and wildlife management in schools—that effectively advance the North American Model of Wildlife Conservation, create an informed and involved citizenry and promote the stewardship of fish and wildlife resources.		
Changes to the Charge: none		
List Major Activities and Objectives Accomplished During the Last Year: <ol style="list-style-type: none"> 1. Re-built our CE Networking community 2. Provided professional development training 3. Regular working group calls. 		
List Activities and Objectives that will be Accomplished in the Coming Year: <ol style="list-style-type: none"> 1. Evaluate developing a MSCG proposal to provide professional training on the CE Strategy 2. Host quarterly Conservation Education Network Calls 		
Describe any Changes you Anticipate to the Work Group:		
List Workgroup Members: Marc LeFebre (AFWA), Kellie Tharp (AZ), Tabbi Kinion (AR), Kelly Reynolds (AFWA), Elena Takaki (America's Wildlife Association for Resource Education); Anne Glick (FL), Jen Dennison (OH), Shelly Plante (TX), Morgan Johnson (DJ Case & Associates); Barb Gigar (IA), Diana Prestigiacomio (SC), Nels Rodefelf (OK), Angela Haywood (IN), Julie Bless (NV); Cynthia Longmire (DJ Case & Associates), Faren Wolter (SD), David Buggs (TX), Grant Sizemore (American Bird Conservancy), Richard Zane (USFWS), Melissa Riffle (AR), Deniz Aygen (ID), Andrew Smith (IHEA-USA), Josh Gold (Archery Trade Association), Travis Casper (NC), Mac McNeil (SC), Micah Holmes (OK), Virginia Seamster (NM), Alex Baer (IHEA-USA), Suzanne Fellows (USFWS), Kim Morris-Zarneke (GA), Kimberly Winter (USDA Forest Service), Lindsay Rogers (NE), Matt Harlow (DJ Case & Associates), Dawn Childs (Cooperative Research Units, USGS), Carol Hall (MN), Chris Vasey (NV), Colin Berg (OK)		
Date Workgroup Formed: 2012	Expected Termination Date: TBD	
Comments:		

Workgroup Work Plan		
Date: November 2023		
Workgroup Name: Outreach and Marketing		
Co- Chair: Tanna Wagner (KS)	Co- Chair: Christy Firestone (NE)	Staff: Patricia Allen
Workgroup Charge: To continue to initiate public understanding, increase appreciation and relevancy of state fish and wildlife agencies while shaping long-term conservation behaviors of our natural resources through outreach and marketing.		
Changes to the Charge: updated text for clarity		
List Major Activities and Objectives Accomplished During the Last Year: <ol style="list-style-type: none"> 1. Updated working group charge 2. Drafted plan to re-brand the Making It Last Toolkit 		
List Activities and Objectives that will be Accomplished in the Coming Year: <ol style="list-style-type: none"> 1. Meet a minimum of two times per year. 2. Implement the rebranded communication relevancy toolkit; identify pilot states 3. Select a new vice-chair of the working group 		
Describe any Changes you Anticipate to the Work Group:		
List Workgroup Members:		
Date Workgroup Formed: 2015	Expected Termination Date: TBD	
Comments:		

Workgroup Work Plan		
Date: November 2023		
Workgroup Name: Diversity and Inclusion		
Chair: Jennifer Newmark (NV)	Vice Chair: David Bugg (TX)	Staff: Patricia Allen
Workgroup Charge: To inspire, guide and support the conservation community in embracing the richness of diverse cultures, individuals, experiences, and perspectives. This is reflected through proactive actions that enhance diversity in the workplace, create a welcoming culture, and increase our relevance to the broader conservation community by being inclusive and intentional in our actions.		
Changes to the Charge: Completely updated the old charge to more inspirational and to accurately capture the proactive work of the group within three areas of emphasis: workplace diversity, welcoming cultures, and increasing the relevance of the conservation community.		
List Major Activities and Objectives Accomplished During the Last Year: <ol style="list-style-type: none"> 1. Updated D&I Working Group charge 2. Successfully applied for a MSCG to conduct a DEI Workshop at the 2024 AFWA Annual Meeting and fund speakers for future DEI Coffee Talks 3. Conducted DEI Coffee Talks on various subjects with great success, engagement and participation. 4. Planned DEI Academy 2023 (to be conducted in early 2024 due to likely government shutdown) 5. Conducted regular meetings with DEI Steering Committee to plan Coffee Talks and DEI Academy 		
List Activities and Objectives that will be Accomplished in the Coming Year: <u>Workplace Diversity</u> <ol style="list-style-type: none"> 1. Conduct the DEI Academy early 2024 (originally planned for November 2023) 2. Continue working with AFWA Staff in coordinating the DEI internship program 3. Develop a workshop in conjunction with the AFWA 2024 Annual Meeting <u>Welcoming Culture</u> <ol style="list-style-type: none"> 4. Increase communication and resource sharing across the conservation community 5. Continue to create discussion and thinking space through the Coffee Talk Series <u>Relevancy</u> <ol style="list-style-type: none"> 6. Continue working towards increased relevancy of states by incorporating concepts of DEI both internally and externally 		
Describe any Changes you Anticipate to the Work Group:		
List Workgroup Members: Jennifer Newmark (NV), David Buggs (TX), Taniya Bethke (CAHSS), Janet Mucknall (USDA), Mary Boyer (ID), Lindsay Rogers (NE), Craig Walker (UT), Johnnie Smith (TX), Maria Gladzisuwski (AK), Elena Takaki (AFWA), Marc LeFebre (AFWA), Kelly Reynolds (AFWA), Judy Weber (Consultant), Renny MacKay (WY), Patty Allen (AFWA), Rae Waddell (FL), Jay Slack (USFWS), Shelly Plante (TX), Kiki Corry (TX), Chris Colclasure (AR), Gary Thorson (CO), Steve Beyer (MI), Kipp Frohlich (FL), Jerrie Lindsey (FL), Julie Kempf (IN)		
Date Workgroup Formed: 2012	Expected Termination Date: TBD	
Comments		

Workgroup Work Plan		
Date: November 2023		
Workgroup Name: Wildlife Viewing and Nature Tourism		
Chair: Shelly Plante (TX)	Vice Chair:	Staff: Patricia Allen
Workgroup Charge: To advance wildlife viewing and nature tourism across North America by helping develop, support, and promote programs that welcome and engage new and diverse audiences, build on traditional constituencies, and increase support for wildlife conservation.		
Changes to the Charge: none		
List Major Activities and Objectives Accomplished During the Last Year: <ol style="list-style-type: none"> 1. Completed Phase 2 of Wildlife Viewer Survey; created a community of practice 2. Planning/coordination of 2024 WVNT Academy 3. Monthly conference calls and scheduling webinar series 4. Submitted 2024 MSCG for Phase 3 of Wildlife View Survey work 5. Increased participation in monthly calls, conference, and meetings. 		
List Activities and Objectives that will be Accomplished in the Coming Year: <ol style="list-style-type: none"> 1. Monthly conference calls 2. Finish the 19 Community of Practice projects 3. 2024 MSCG for Phase 3 of Wildlife Viewer Survey grant; including people with disabilities 4. Conduct 2024 WVNT Academy 5. Increase participation in monthly calls, conference and meetings 		
Describe any Changes you Anticipate to the Work Group:		
List Workgroup Members: Shelly Plante (TX); Anne Glick (FL); Jessica Ruthenberg (VA); Brian Moyer (VA); Kirsten Bartlow (AR); Jeff Myers (AZ); Kimberly Winter (USFS); Deniz Aygen (ID); Rick Lavender (GA), Werner Barz (FWS-NCTC), Anthony Gonzon (DE); Scott Anderson (NC); Kathleen Sandt (NPS); Jeff Tibbits (OK); Bonnie Holding (ME); Virginia Seamster (NM); Laura Dibetta (NY); Carrie McClelland (Yukon, Canada); Mary McCormac (CO)		
Date Workgroup Formed:	Expected Termination Date: TBD	
Comments		

Workgroup Work Plan		
Date: November 2023		
Workgroup Name: Education, Outreach and Diversity and the Wildlife Diversity Conservation and Funding Committee Joint Working Group		
Co-Chair: Shelly Plante (TX)	Co- Chair: Daren Riedle (KS)	Staff: Patricia Allen/ Mark Humpert
<p>Workgroup Charge: Collaborate to develop outreach tools, communications, and actions that will facilitate state agencies and our partners in supporting and in building support for the Recovering America's Wildlife Act. Identify actions that can help support goals of the Relevancy Roadmap.</p>		
Changes to the Charge:		
<p>List Major Activities and Objectives Accomplished During the Last Year:</p> <ol style="list-style-type: none"> 1. Held calls as needed to receive Recovering America’s Wildlife Act (RAWA) updates, identify next steps for ongoing fact sheet work, and report out action items. 2. Developed shovel-ready project fact sheets for several states in coordination with AFWA staff as needed. 3. Supported Our Nature USA Facebook page to help spread information about the RAWA. 		
<p>List Activities and Objectives that will be Accomplished in the Coming Year:</p> <ol style="list-style-type: none"> 1. Select a new co-chair for this joint working group from the Education, Outreach, and Diversity Committee. 2. Continue to identify areas of mutual interest where collaborative approaches and work can benefit shared goals, especially as RAWA moves toward potential passage by the end of 2024. 		
Describe any Changes you Anticipate to the Work Group:		
<p>List Workgroup Members: Daren Riedle (KS), Brad Feaster (IN), Jen Newmark (NV), Shelly Plante (TX), Mark Humpert (AFWA), Patty Allen (AFWA), Kristin Hall (MN), Terra Rentz (WA), Ginny Seamster (NM), Jenny Dickson (CT), Paulette Nelson (NJ), Jeff Trollinger (VA), Richard Heilburn (TX), Allie McCue (FL), Elsa Haubold (USFWS), Sean Saville (AFWA), Jeff Myers (AZ), Elizabeth Middleton (IN), Scott Anderson (NC), Deniz Aygen (ID), Anna Smith (SC), Dawn Childs (USGS), Joe Burns (USFS), Natalie Elkins (MI)</p>		
Date Workgroup Formed: 2016	Expected Termination Date: TBD	
Comments		