

Stephen T. Mather Training Center
Analyzing and Transforming Conflict to Create Sustainable
Solutions for People and Wildlife

This class is being put on by the Human-Wildlife Conflict Collaboration (HWCC). Since 2006 the HWCC has worked with over 500 stakeholders and practitioners in wildlife conservation. By addressing the more elusive and deep-rooted social side of conflict through conservation conflict transformation, communities are more receptive to conservation goals, polarization of conflict decreases, shared common ground is identified and built upon, hostile relationships are transformed, and commitments to positive change are genuine and on-going.

NPS is often involved in conflicts between people about wildlife and how wildlife should be managed. Examples include suburban deer management, wolf management, off-road vehicle driving, and wildlife listing or de-listing decisions. This four-day course provides participants with the skills to analyze, anticipate, and address these human-human conflicts about wildlife. Drawing on best practices from fields including conflict transformation, environmental dispute resolution, international peacebuilding, and human dimensions of wildlife management, participants will learn skills to recognize underlying drivers of conflict and design and implement a Conservation Conflict Intervention Plan (CCIP) individually tailored for their respective field site or other professional focus.

Course Objectives:

Apply the principles, theory, skills and practices of conservation conflict transformation.

- Understand identity-based conflict and the effect of values and beliefs on conservation programming
- Recognize individual reactions to conflict and develop strategies for effective responses
- Analyze the complex, diverse and deep-rooted conflicts encountered in conservation work
- Develop, implement, and evaluate site or context-specific Conservation Conflict Intervention plans for understanding and addressing a conflict situation of their choosing
- Design and lead multi-stakeholder processes for addressing conflict and co-creating sustainable conservation solutions
- Implement strategies to engage multiple sectors and resources to address conservation challenges
- Co-create an ongoing peer-to-peer consultation network and community of practice with their cohort and course instructors

Participants: This course is recommended for **wildlife biologists, natural resource managers, commissioned employees, interpreters in resource education and public information, and maintenance employees** who work in interdisciplinary teams to address wildlife issues. Other disciplines are encouraged to apply. Priority will be given to park-based employees.

Dates: May 12-15, 2014. Travel dates are Sunday May 11 & Friday May 16. Class starts at 9:00 AM on Monday and concludes at 5:30 PM on Thursday.

Class Size: 24 Participants maximum

Location: 1130 17th St. NW, Washington, DC

Tuition Cost: \$1500.

Travel Cost: Travel is paid by the benefitting account. Lodging in Washington, DC is \$224.00; M&IE is \$71.00. Total daily cost = \$295.00.

Scholarships: There are a limited number of \$1000 scholarships available through the Natural Resource Stewardship Training Program at the Mather Training Center. These can be used to offset tuition or travel costs.

Please go to <http://www.nps.gov/training/nrs/events/events.html> to download an application. Instructions are on the application. Applications **must** be returned by **COB March 28, 2014**.

Registration: Employees should register through the Human-Wildlife Conflict Collaboration website, http://www.humanwildlifeconflict.org/DC2_registration.htm, by **April 5, 2014**.
If you will not be able to attend without a scholarship, do not register yet.

Testimonials:

“I wish I had this training thirty years ago! Thank you so much. It was terrific. I learned more than I can say.” – *Marshall Jones, Senior Conservation Advisor, Smithsonian Conservation Biology Institute and former Deputy Director of the US Fish and Wildlife Service*

What a great experience! I feel privileged to have been able to attend this workshop, and learn from Francine. I believe that this workshop has positively and permanently changed the way I will work with people and deal with conflicts. The entire workshop was well done. I don't remember the last time I was so interested and excited to learn. The group of people was phenomenal, and led to great discussions. Francine's experience and expertise was incredible, and she was a wonderful and motivating teacher. The process design helped to create a trusting environment between the participants. Both the content and the execution of the workshop was way beyond what I had expected coming into it.” – *Caitlin Lee-Roney, Yosemite National Park, National Park Service*

“The HWCC conservation conflict transformation workshop has truly changed my perception of conflict. I now feel empowered in these conflict situations, whereas before I felt frustrated and overwhelmed. With this training, I now have the tools and confidence to meet my conservation goals. ” – *Katie Gilles, Bat Conservation International*

“I heard all sorts of great things about this workshop, so I figured it would be reasonably good. I read somewhat skeptically how one previous participant wished the workshop were longer. Sure enough, by the last day, I was sad it was ending and would have been really happy had it lasted at least a few more days! The National Park Service does a lot of good things, but we could do a lot more good things a lot better if more NPS employees had and used the skills this workshop teaches. This is a really great and useful training and I can't wait to see what I can accomplish using these skills.” – *Jeffrey Trust, Yosemite National Park, US National Park Service*

“This is the best training that I've ever taken in my career! I think that anyone who feels that it's a lot of money should do some rethinking. This is the very best investment that any wildlife agency or organization can make in their employees and their effectiveness. I can't wait for the opportunity to put these principles, skills and processes into my human-wildlife management practices!” – *Rebecca Christoffel, Iowa State University, Wildlife Extension Officer*

“I was skeptical of this course because the state agency I work for volunteered me to go, and I thought this was going to be just another conflict resolution course. But afterward, I felt empowered to work through complex social issues and positively change long-standing wildlife-related conflicts within my programs. However, I wish more than just two employees from my organization could have attended; collaborative internal teamwork could then affirm our agency's role of leading conservation efforts by systematically transforming human-wildlife conflicts into conservation opportunities.” – *Marc Kenyon, California Fish and Wildlife Agency*

“This training has helped me to better understand deep-rooted conflicts, to identify their symptoms, and to anticipate their impact on conservation projects. Specifically, deep-rooted conflicts often simmer between Tribes and State conservation agencies. While open disputes are rare, they can ignite quickly given a sensitive topic or callous approach. Cooperation between these organizations requires an extended, iterative process that develops trust, builds on common ground, and considers the myriad of socio-cultural, political, and historical trends influencing each stakeholder. My ability to identify sensitive topics, build frameworks for collaboration, and appreciate the time necessary to progress is all based upon HWCC's training.” – *Cyrus Hester, Project Coordinator for the Bad River Band of Chippewa Indians*

Conservation successes reported by participants in past trainings:

| The Problem | The Resulting Change |
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| <p>Conservation and government stakeholders in mountain lion conflict in California were entrenched in a decades-long cycle of conflict around mountain lion management, characterized by distrust, a lack of communication and information sharing, and costly tactics to influence “the other side” including use of the media, legal actions, etc. Proposed legislation that would result in less lethal control of mountain lions was initially met with opposition by some, support by others.</p> | <p>Stakeholders now work well together both informally and through a new mechanism for engagement they created that supports improved wildlife response, as well as on-going relationship and decision-making. They share information openly and willingly and report that they make better decisions both collectively and as individual organizations. The government agency reversed its opposition to the proposed legislation change and supported the new bill, which was signed into law within 5 months of the intervention. Their sphere of work together has expanded to address a wide array of wildlife management issues and their improved capacity and relationships has impacted other government institutions and fostered the adoption of similar wildlife response mechanisms in other parts of the state. Diverse views are now welcome and legal and media tactics are no longer the go-to means to influence or pressure the “other side.”</p> |
| <p>Community members destroyed a fence around a national park designed to keep wildlife out of the community gardens/farms. The community were angry at the park for a variety of reasons, including the park’s process for creating and erecting the fence</p> | <p>Community members agreed to work with the park to rebuild the fence together.</p> |
| <p>Staff of a US-based wildlife conservation organization blamed staff of a US government agency for over-use of lethal control of wolves and for actions that prevented ranchers from engaging in non-lethal control of wolves to manage and prevent HWC on their ranches.</p> | <p>The US government agency developed creative strategies to improve uptake of non-lethal control measures by ranchers and offered ways for their agency, the only government agency or NGO that is respected by ranchers in many parts of the Western US, to use their positive relationships with ranchers to facilitate these actions.</p> |
| <p>Fishermen in Bahamas were over-fishing a threatened conch species (queen conch) and were antagonistic to the scientific evidence presented by government and NGO authorities that demonstrated this fact. No one wanted to reduce their own rate of harvest, while others continued at previous harvest rates.</p> | <p>Fishermen proposed “no fishing” zones to facilitate the recovery of the threatened conch species and to ensure sustainable fishing practices.</p> |
| <p>30 years of conflict (war, encroachment, development and human-wildlife conflict) prevented elephants from migrating from Uganda into South Sudan</p> | <p>6 months into a CCT process with the communities living along the ancient migratory route between northern Uganda and South Sudan, the first herd of elephants succeeded in completing their migration.</p> |