

Toward a Wildlife Future for Washington State:
Washington Wildlife Leaders Forum Report



Photo: Snoqualmie Valley, Washington

July 31, 2017

Summary Conclusion

The Washington Wildlife Leaders Forum, held November 16-17, 2016 in Seattle, Washington brought together 50 invited attendees representing environmental, wildlife and recreation groups, public agencies, tribes and the Governor's office to discuss opportunities for improving wildlife conservation in Washington State. The Forum revealed strong enthusiasm and consensus among the participants for improving wildlife conservation of the totality of native species in Washington State, as a necessary and essential component of ensuring a healthy, sustainable future for its residents.

Forum members agreed there were four priority challenges that must be addressed to improve wildlife conservation in Washington State: raising public awareness of the importance of conserving wildlife and habitat; funding wildlife programs more fully; building a new, broader wildlife coalition of multiple stakeholders; and addressing the limited trust currently observed toward the Washington Department of Fish and Wildlife (WDFW). Forum participants focused on addressing these challenges as an opportunity, and set a vision and initial implementation pathway.

It was agreed that a priority in this effort is to raise public awareness -- including for state legislators and civic leaders -- of the very significant role that wildlife and other forms of biodiversity play in preserving our high quality of life in Washington. In these challenges economic times, this communications effort will be required to gain the necessary political support for allocating greater resources toward conserving "all species for all constituents." Finally, realizing that these actions will take time, the participants recognized the immediate priority is to improve public trust for WDFW and find new sources of funding for its wildlife programs.

Background about the Forum

The impetus for the Forum grew from a recognition that an increasing number of wildlife professionals, policy makers, and citizens in Washington State and throughout the United States are reviewing missions and available resources of state agencies responsible for fish, wildlife, and habitat management. The concern sparking these reviews is that the state wildlife agencies' historical roles of managing game and commercial species, and in recent decades the additional task of restoring endangered species, are not sufficient to conserve the full array of fish and wildlife species. This discussion is timely because of the growing scientific consensus that the totality of fish, wildlife and habitat provides ecological benefits that must be preserved to ensure healthy, economically viable and sustainable human communities. The fundamental question of the Forum was: How can we better protect the essential role that wildlife plays in Washingtonians' quality of life?

The Forum focused discussions and suggestions on the Washington Department of Fish and Wildlife (WDFW) because it is the state's primary public agency responsible for wildlife. However, the participants also agreed that stewarding biodiversity requires multiple government agencies and broad public involvement. Moving forward to build stronger public-private conservation partnerships and improve coordination among agencies will become increasingly important as the role of biodiversity in improving and protecting our quality of life becomes more widely recognized. As a first step toward a healthier future, it is inevitable that the scope of work of state wildlife agencies like WDFW must expand, and their internal cultures must fully embrace building stronger partnerships with other agencies and collaborators in academia, businesses, and conservation organizations.

The Forum organizers recognized that any changes at WDFW must not diminish their ability to fully and effectively manage fish and wildlife for hunting, fishing and commercial purposes. Forum participants recognized the difficult context of the work, including: funding challenges facing Washington State; the increasing number of imperiled species in the state, increasing development and loss of wildlife habitat; climate change; uncertain federal funding; the desire to conserve all species and habitat types; the declining number of hunters and license revenue for managing hunted species; and the demographics contributing to a growing number of citizens who are disconnected from nature. This challenging context highlights that conserving “all species, for all constituents” to build a sustainable Washington with a high quality of life will require innovative solutions, bold action, and partnerships.

Forum Goals

The *long-term goal* of the Forum and follow-up activities is to improve stewardship, citizen participation, and funding for conservation and management of the full array of Washington’s fish and wildlife and habitat. The *short-term goals for 2016-17* are: First, to catalyze discussion among key leaders, and ultimately the public at large, on why fish and wildlife protection is an essential part of building sustainable, resilient communities and is worthy of greater public investment and participation. Second, to develop a unified vision and set of recommendations on how wildlife managers and the conservation community, with broad engagement from the public and citizen sectors, could work more broadly and effectively to meet the challenges of the future by caring for the full complement of the state’s fish and wildlife and their dependent habitats.

Meeting Format and Agenda

The two-day meeting included plenary presentations, brainstorming sessions, discussions on key issues and consensus recommendations. A key objective throughout was to find realistic opportunities, strategies and suggestions for improving implementation of WDFW’s wildlife conservation mission. Because of the complex and special status of salmon and shellfish management in Washington State, the Forum did not address issues related to these species or the well-established legal agreements and authorities surrounding their conservation and allocation. Forum efforts did intersect with salmon and shellfish, however, in protection and conservation of their habitats and the ecosystems of which they are part.

Plenary Sessions Highlights

State and national experts presented viewpoints, experience and recommendations for consideration. Perspectives varied, but there was a strongly shared enthusiasm for a greater priority being placed on wildlife conservation.

Brad Smith, Chair of the Washington Fish and Wildlife Commission, chaired a panel on “Wildlife Conservation in a Rapidly Changing World.” He spoke to how funding for and participation in fish and wildlife is changing. The new challenge is to maintain a relationship with traditional users such as hunters and anglers while also engaging non-consumptive users. Especially important is how to engage the next generation in nature. Dr. Smith asked participants: “How do we get people to smell the wind and taste the air?”

Fred Koontz, Vice President for Field Conservation at Woodland Park Zoo, pointed out that polling shows that the public is concerned about the future of wildlife, yet according to the World Wildlife Fund, the number of endangered species is increasing and they estimate that there has been a 60% loss in the abundance of animals over the last 40 years. A key challenge for us is to make a case for “why wildlife conservation is important.” Biodiversity is in many ways the life support system of our planet and the cornerstone to our quality of life. Strategic vision, broad public

engagement, appropriate agency funding and adaptive learning are keys to ensuring healthy wildlife populations and the benefits they provide to people.

The US Fish and Wildlife Service's Cynthia Jacobson explained that the "wildlife conservation institution" is the people, processes, rules, norms, values and behaviors associated with wildlife. The institution is resilient, has a common framework of meaning, operates at multiple levels of jurisdiction, but is slow to change. To improve wildlife conservation, a transformational strategic change is needed in goals, activities, services, and products (of the wildlife conservation institution). Conservation leaders must compel the larger conservation community to recognize and embrace the need for transformation as a prerequisite for that change to occur. Wildlife agencies must adjust norms of inclusiveness of citizen input, responsiveness of programs to diverse outcomes desired by citizens, and the breadth of activities to achieve urgently needed outcomes.

Chris Smith of the Wildlife Management Institute advocated for a focus on governance, as Washington State (like many states' wildlife agencies) lacks a comprehensive set of principles that guide conservation. The best foundation for this is "public trust thinking," which resonates across cultures and geographies, and "good governance" with transparency and accountability, equity and inclusiveness, and efficiency and effectiveness. He recommended a Governance Assessment Tool that has been applied in four states; the tool, administered by Cornell University through an agreement with the Wildlife Management Institute, assesses agency alignment with wildlife governance principles. Governance must be adaptable and responsive to citizens' needs while also forward-looking for future generations.

Ron Regan, Executive Director of the Association of Fish and Wildlife Agencies, reported on the Blue Ribbon Panel on Sustaining America's Diverse Fish and Wildlife Resources. The Panel recommended funding a Wildlife Conservation Restoration Fund through federal legislation, introduced in 2016 as HR 5650. It amends the Pittman-Robertson Act to add money from energy and mineral development on federal lands and waters into a subaccount for wildlife conservation. This fund, with cost sharing from the states, would help pay for implementation of approved State Wildlife Action Plans. Calls, letters and requests for support are needed for the federal legislation. The Blue Ribbon Panel emphasized that conservation of wildlife needs to be valued by a large enough segment of American society such that support for wildlife agencies is sufficient to sustain their work and curtail the accelerating loss of species and habitats. Additionally, Mr. Regan urged that agency leaders have a responsibility to initiate the structural and cultural changes needed within their agencies.

Roger Fuhrman of the Oregon Fish and Wildlife Department discussed the Oregon Fish and Wildlife Alternative Funding Task Force, established by Oregon State HB 2402, which passed in 2015. The user pays model of funding the Department with hunting and fishing licenses is not working in a changing landscape of population growth, water diversion, energy projects, invasive species, increased wildfires and climate change. Fiscal challenges are mounting, and fee increases are not sufficient or sustainable. Three areas need attention and funding in Oregon: further implementation of the Oregon Conservation Strategy (\$46.7m); improving hunting and fishing by lowering fees, raising enforcement, improving habitat and adding fishing locations (\$22.3m); and conservation education to connect people to the outdoors (\$8.3m). Over 100 funding options were evaluated by the Funding Task Force.

A second plenary panel addressed "Wildlife Conservation in Washington State: A Systems Perspective." Denise Joines of Wilburforce Foundation noted that if systems become too entrenched and cannot adapt, they can collapse when stressed. We aim to create a path to increased resilience for people and the systems that conserve and manage our wildlife resources.

J.T. Austin of Governor Jay Inslee's office read a letter from the Governor to the Washington Fish and Wildlife Commission expressing support for engaging with stakeholders to meet Washington's

conservation challenges, including seeking funding for potential new federal matching grants (HR 5650) or other new kinds of funding mechanisms for conserving and managing Washington wildlife.

Washington Fish and Wildlife Department Director Jim Unsworth described the enormous and growing challenges for WDFW brought by increasing human population, climate change and increased operating costs. WDFW's 2016 Wild Future Initiative featured listening sessions state-wide, and revealed that citizens want abundant fish and wildlife for future generations; more recreational opportunities; youth outreach; nongame animal conservation; more protected habitat; better natural resources stewardship; and more opportunities for partnerships. Funding needs for the 2017-2018 state biennial WDFW budget, include: wildlife trafficking enforcement; institutionalizing conflict transformation; conservation work for species of greatest conservation need identified in the State Wildlife Action Plan; and full payment of Payments in Lieu of Taxes to counties with WDFW lands.

Lisa Lantz of Washington State Parks noted that there are 139,000 acres of state parks lands, mostly beaches and islands, and over 70% of the lands are for habitat protection and passive recreation. Funding for the agency is somewhat unsure; revenues from the state's Discover Pass are improving, but general funding will expire soon. Partnering in new ways with WDFW to improve efficiency and effectiveness is an option to consider for the future.

Former Washington State Representative Hans Dunshee alerted the group to funding constraints in the 2017 legislature and foreseeable future: highest priorities are education, mental health, and healthcare. There also is the perception among some legislators that conservation results in taking away jobs, thus some must be strongly convinced to support new conservation funding. Conflict transformation approaches for challenging species (e.g. wolves and other predators) is proving successful at bridging differences among special interest groups and communities.

Naomi Edelson of the National Wildlife Federation pointed out the important role of non-governmental organizations (NGOs) such as universities, zoos and aquariums, and conservation groups, in supporting wildlife agencies. "We need a conservation army to increase political will." NGO participants and partners, should recruit and advocate at the state commission level, meet regularly with the agency director, attend agency meetings, get recreation groups to show up, and recruit urban groups like gardening clubs. Examples of effective NGO partnerships include: Teaming with Wildlife (6,000 group coalition), NGO involvement in State Wildlife Action Plans, and a recent 300-person summit to address Monarch butterfly conservation. There is a need to broaden the "why" wildlife conservation and making saving wildlife (biodiversity) more clearly seen as essential, and more relevant to a broad array of citizens.

Brainstorming and Discussion Sessions

The Wildlife Management and Conservation "Ecosystem." The "ecosystem" of wildlife management was defined as the system of relationships and actions that together protect wildlife species. Forum participants named many stakeholders, agencies and organizations as key elements of Washington's wildlife ecosystem. Include in this web is the state legislature, which some Forum attendees noted is the most accountable trustee protecting the state's wildlife; however, legislators often do not rank wildlife conservation as a priority. Other key elements of the ecosystem include state, local and federal government agencies; the Fish and Wildlife Commission; WDFW Advisory Groups; the Governor; tribes; landowners; NGOs including academia and conservation groups; outdoor industry businesses; adult and youth public; and the media. It was generally agreed that the public does not understand the structure or workings of this system. Also, it was noted that a much broader coalition of support for wildlife conservation, especially non-consumptive users, could be built from more fully engaging and connecting this ecosystem.

Global and National Challenges for Wildlife Conservation. Priority challenges identified by the participants, included:

- Wildlife and habitat:
 - Climate change impacts on wildlife and habitat
 - Pollution impacts on wildlife and habitat
 - Supporting the full spectrum of species and habitat
 - Habitat loss/degradation/connectivity issues
 - Pace and complexity of wildlife issues (diseases, invasive and feral species, etc.)
 - How to transition from species recovery to ecosystem management
 - Questioning the need for public lands, despite that they are huge economic drivers
 - Forest management is a challenge – both public and private

- Public:
 - Unengaged/disconnected/disenfranchised/“online” citizens
 - Kids’ lack of connection to nature and lack of education about wildlife
 - Getting people to understand how essential wildlife conservation is
 - Developing effective two-way communication
 - How to make the traditional constituency feel included
 - Competition with other social needs and concerns – less wildlife relevancy
 - Wildlands, wildlife, outdoor recreation opportunities are broadly appreciated but do not provide a revenue source for WDFW commensurate with this interest and the department’s responsibilities.
 - Need to find a way to unify everyone – “quality of life” may be the unifier

- Government:
 - Need for funding – state and federal
 - Communication
 - Anti-government forces are strong
 - Governance structures (global/federal/state)
 - Need for mutual fact-finding and knowledge base
 - Running out of time to solve values differences
 - WDFW staff are not adequately trained in listening skills and other human dimensions, yet it is essential
 - Measuring effectiveness of programs

Key Actions to Improve Wildlife Conservation in Washington State. Responses included:

- Education: Need more outdoors education with outdoor staff and curriculum and hands-on K-12 opportunities, training of teachers, citizen science, also need to educate legislators about wildlife, get information to landowners

- Funding: Need a campaign on what we love about Washington State’s natural values and why biodiversity is important; need more corporate funding for habitat acquisition and science education; need to get legislators to additionally support the WDFW, including funding communication, education and marketing

- Strategy: Need to develop a vision and strategy for reaching out to the community; move out of combative to cooperative system; be more proactive on issues; be visionary about the need for change; be new and big enough to get attention and funding

- Coalition building: Must build and maintain a coalition(s); need to be more inclusive (e.g. tourism, outdoor industry, health care, businesses, urban groups); build legislative support or coalition; and have more public-private partnerships and collaborative efforts

Characteristics that Describe the Desired Future State of Wildlife Conservation and Management in Washington State. Characteristics described, included:

- Agency (WDFW and other relevant agencies, in whole or part):
 - All species/all constituents are served
 - Public trust thinking permeates agencies and the citizenry
 - Management agency is trusted and supported, staff trained to communicate
 - State agencies share conservation priorities and work together seamlessly
 - Good cooperation and management with tribes, federal agencies and others
- Wildlife:
 - State wildlife is diverse and populations viable, with demonstrated threatened species recovery
 - Species and habitat health is maintained and improving
 - Habitat connectivity is in place for all core habitats
 - Sound science trumps politics
 - State Wildlife Action Plan is fully implemented and on track
 - Wildlife on private lands is viewed as an asset
- Citizens:
 - Informed, engaged, active citizens who feel that participation in conserving wildlife is in their self-interest and that their input is valued
 - Social acceptance and appreciation of all species and recovery efforts
 - Youth wildlife education is integrated into public schools K-12
 - Youth are engaged, part of the constituency
 - Citizens across the state are engaged in gathering data and science
 - "Wildlife is in the daily lives of 70% of the population"
- Funding:
 - WDFW has sufficient funding to manage for all species and the ability to represent the interests of all constituents
 - WDFW has funding needed for supporting science and monitoring efforts
 - Broader sources of stable funding for wildlife conservation, habitat protection and environmental restoration where needed
 - The State Wildlife Action Plan WAP is fully funded and implemented
- Collaboration:
 - Collaboration and partnerships are meaningful and effective
 - Wildlife conservation has broad bipartisan support
 - Different uses of land are resolved and supported

Challenges that Must be Overcome to Reach the Desired State. Major challenges cited by the group, included:

- Coalitions:
 - Bringing traditional and nontraditional users together
 - Dealing with lack of trust of each other, agencies
 - How to strengthen private/public partnerships

- How to create stakeholder groups that support wildlife, legislation, funding
- Funding:
 - How to achieve funding that is stable, adequate, broad-based, inclusive
 - Agency has increased workload with less funding
 - Creating and keeping dedicated funds
- Communication:
 - Communicating the urgency of biodiversity loss – without causing paralysis
 - Making the case for “why” wildlife conservation matters (quality of life, survival of life on Earth)
 - Communicating wildlife conservation successes
 - Need of the public to quickly see results of investments
 - Lack of information on wildlife
- Citizens:
 - Lack of connection to nature, “online” human community
 - Increasingly diverse population
 - Need to educate the public and especially youth on wildlife and need for its conservation
 - Public access to fish/wildlife/lands

Recommendations and Initial Actions

Raising Public Awareness, Funding, Building a Wildlife Coalition, and Limited Trust

Forum members agreed there were four priority challenges that should be addressed to improve wildlife conservation in Washington State: raising public awareness, funding, building a wildlife coalition and limited trust in the agency (WDFW). Four breakout teams focused on addressing these challenges as an opportunity, and set a vision and initial implementation pathway.

1. Raising Public Awareness: Vision - to help the public recognize the value of wildlife and nature and to be aware of the problems facing our wildlife resources. Obstacles to reaching this vision include:

- Lack of connection to nature
- No clear access to wildlands/wildlife
- Issues are too complex
- Wildlife is not a priority
- Not connecting people with wildlife and nature
- Biologists are not great communicators

Strategies to overcome the challenge:

- Getting more leaders involved
- Engaging the public increasing involvement and reward
- Personalize individual animals to achieve an emotional connection
- Getting conflict transformation funded by the legislature and institutionalized
- Building coalitions
- Focusing on local communities with “listening tours”
- Providing education for teachers and schools K-12

Specific ideas for action and implementation:

- Develop a youth education program using the Elwha Dam program as a template
- A youth summit for kids/NGOs/those who teach
- Develop engaging maps and graphics about our local wildlife
- Host an event around a specific animal, with media, information about the species
- Use additional social media to connect the public to wildlife and WDFW

2. Funding: Vision - to have a durable, reliable source of funding for all species and all constituents, and with strong public/private partnerships. The WDFW could be a “coordinating hub” for other Washington State agencies’ working on wildlife and habitat conservation.

The funding group recommended several first steps, including:

- Immediately request creation of a Governor’s Conservation Task Force of many stakeholders, funded by the legislature in a manner like Oregon’s model. This task force would assess current wildlife conservation practices at WDFW and the state; analyze gap between the need and funding level; build momentum and accountability for improved wildlife conservation, inform civic leaders, and could provide recommendations for action to the legislature
- “Go big” – it will be easier to pass one big package than several or many small ones
- Reconvene this coalition to build support, and/or start to identify sponsors and champions
- Develop a five-year vision for creating the full funding package for all needs

3. Building a Broad Wildlife Coalition: Vision - a broad coalition that works for a sustainable future for all of Washington wildlife and all constituents

Implementation pathways:

- Leverage this Forum as a starting point for growing a new wildlife coalition of individuals and organizations that aims to strengthen WDFW and wildlife conservation in Washington State.
- Maintain a parallel state coalition that supports the AFWA’s Blue Ribbon Panel coalition forming on the federal level
- As a first step, support a Conservation Task Force by using the Oregon Conservation Task Force strategy as a model, supplemented with fish issues
- Report out from this Forum to encourage a Conservation Task Force, and any next steps relevant to building a supporting coalition
- Build the coalition around the foundation of the WDFW and the State Wildlife Action Plan
- Develop a core group to move forward into 2017
- Utilize the coalition-building toolkit from Forum Participant Naomi Edelson

4. Limited Trust in the Agency (WDFW): Vision - to build and maintain a high level of trust, resilience and collaboration in the wildlife management system that results in abundant and diverse wildlife populations in Washington State.

Obstacles to this vision:

- Values and culture differences between Western Washington and Eastern Washington
- Users of the resource feel frozen out of strategies

- Perception by the public and legislature that WDFW has too much money
- Impersonal, not face-to-face communication hurts trust
- Internal agency conflict creates external conflict

Implementation pathways:

- Recognize and acknowledge problems with trust (within/among agencies, NGOs, public)
- Identify the sources of lack of trust – try to get data
- Determine how to evaluate the level of trust
- Anticipate and be proactive about flash point issues
- Engage in joint fact-finding to agree on problem and facts
- Prioritize the face time it will take to listen and change attitudes and priorities
- Engage local communities
- Get training in conflict transformation
- Celebrate and inform the public of successes
- First actions
 - WDFW should use the governance assessment tool to assess levels of trust
 - WDFW should adopt the 10 “Wildlife Governance Principles” for its practices and procedures
 - Develop trust standards and policies
 - Remind the public of core values and principles

Initial Actions Proposed for Forum Participants

Based on the reports from the four priority challenge groups, a set of short-term and mid-term actions were agreed on to be taken by the Forum members.

1. Short-term steps:

- A Funding Working Group to proceed with a formal request to Governor Inslee to create a Governor’s Wildlife Conservation Task Force recognized and funded by the legislature. The idea of the task force is to assemble a group of stakeholder and agency representatives to assess the status of wildlife conservation in Washington and explore how to fully implement and fund wildlife conservation in the state for future generations.
- A diversity of groups represented at the Forum send letters (goal is 15 letters) to the Governor’s office in support of the WDFW’s budget request and fee increase bill, and advocates of the bill reach out to legislators and opponents with appropriate and consistent communications.
- When possible, thank the Governor for the letter to the Washington Fish and Wildlife Commission that gives direction and support for strengthen wildlife conservation.
- Where possible, Forum participants reach out to the Washington State Congressional delegation to request co-sponsorship and support of federal bill HR 5650, which would provide \$1.3 billion annually for implementation of State Wildlife Action Plans in the US, including \$24 million for Washington State.
- A Forum Report Team to draft a brief executive summary identifying the high-level points, and spelling out a strategy of short-term and medium-term steps, with a later decision on whether a more detailed strategy document is appropriate.

- An initial core “Coalition Group” be started immediately to move forward with a strategy to build a new coalition of organizations and individuals that share the vision of the Forum.

2. Mid-term steps:

- Determine next steps if the Wildlife Conservation Task Force idea fails in the 2017 Washington Legislative Session.
- Provide ongoing support for the idea of a Wildlife Conservation Task Force created by the Legislature (or an alternative method to assess state wildlife conservation needs) to develop strategies and cost estimates for among other things, sustainable funding for wildlife conservation in Washington State.
- Develop and launch a Wildlife Coalition Group dedicated to the vision of the Forum.

Report Postscript (prepared by Fred Koontz, July 31, 2017)

Immediately after the Forum, with the drafting help of WDFW staff and several Forum participants, Governor Inslee added a proviso in his 2017-2018 budget request calling on WDFW to convene a “Wildlife Conservation Task Force” largely as envisioned by Forum participants. A “Funding Work Group” was formed, led by WDFW’s Penny Becker and Conservation Northwest’s Mitch Friedman, with assistance from a diverse group of stakeholders drawn from Forum participants and others.

The Funding Work Group met throughout the extended 2017 legislative session to advocate for the Task Force and explore funding options for the Task Force, as the proviso did not include any designated funds for the effort. Unfortunately, the proviso was omitted in the final operating budget passed in special session on June 26, 2017. It is noteworthy that WDFW’s request for some license fee increases also was denied by the legislature, but a department audit was added to the budget. Specifically, the audit instruction is “in consultation with the office of financial management, the department must consult with an outside management consultant to evaluate and implement efficiencies to the agency’s operations and management practices.” This audit could provide an opportunity to broaden the discussion on the need for improved wildlife conservation in Washington State.

On the federal level, Recovering America’s Wildlife Act of 2016 (H.R.5650), introduced on July 6, 2016 is awaiting reintroduction in this new Congress and is anticipated in September 2017. The Association of Fish & Wildlife Agencies’ most recent (final) report of the Blue Ribbon Panel on Sustaining America’s Diverse Fish & Wildlife Resources was issued in March 2016.

In 2017, legislation was introduced to establish an Oregon Conservation Fund to enhance the state’s native fish and wildlife and seek voter approval for a wholesale beverage tax to fund the work. A second bill was introduced later to establish the Fund and provide General Funding. Unfortunately, neither bill was approved by the legislature.

Forum members have not to date organized a core group to create a new “Wildlife Coalition” to further the vision of the Forum, or address the fact that the Wildlife Conservation Task Force was not created in the 2017 Washington Legislative Session.

Forum Participants (affiliations as of November 2016)

Harriet Allen, (Retired) Endangered Species Manager, Washington Department of Fish & Wildlife (WDFW)

JT Austin, Policy Advisor on Natural Resources, Office of Governor Inslee

Penny Becker, Wildlife Diversity Division Manager, WDFW

Shawn Cantrell, Northwest Director, Defenders of Wildlife

Mick Cope, Deputy Assistant Director - Wildlife Program, WDFW

Jeff Davis, Assistant Director – Habitat Program, WDFW

Jennifer Doherty, Director of Lands, Rocky Mountain Elk Foundation

Hans Dunshee, former State Legislator and former Snohomish County Councilmember

Naomi Edelson, Senior Director, Wildlife Partnerships, National Wildlife Federation

Mitch Friedman, Executive Director, Conservation Northwest

Roger Fuhrman, Special Projects - Director's Office, Oregon Dept. of Fish and Wildlife

Diane Gallegos, Executive Director, Wolf Haven International

Bart George, Washington State Board Member, Backcountry Hunters and Anglers

Cynthia Jacobson, Assistant Western Regional Director, US Fish and Wildlife Service

Denise Joines, Senior Program Officer, Wilburforce Foundation

Gary Koehler, (Retired) Research Scientist Carnivore Investigations, WDFW

Martha Kongsgaard, Board Chair, Puget Sound Partnership

Fred Koontz, Vice President of Field Conservation, Woodland Park Zoo

Lisa Lantz, Stewardship Program Manager, Washington State Parks and Recreation Commission

C. Thomas Laurie, Senior Advisor for Tribal & Environmental Affairs, Washington State Dept. of Ecology

Kristine Lytton, State Representative, Washington State House of Representatives

Terry Mansfield, Private Rancher & Board Member, Partners for Conservation

John Marzluff, Professor, University of Washington

Rob Masonis, Vice President for Western Conservation, Trout Unlimited

Bob McCoy, Director, Board of Directors / Volunteer Field Representative, Mountain Lion Foundation

John McGlenn, President, Washington Wildlife Federation

Andrea McNamara Doyle, Executive Director, Washington Wildlife & Recreation Coalition

Yolanda Morris, Program Associate, Wilburforce Foundation

Ruth Musgrave, President, Wildlife Policy Consulting, National Caucus Environmental Legislators

Sharon Negri, Director, WildFutures

Dan Paul, Washington State Director, Humane Society of the United States

Mark Pidgeon, President, Hunters Heritage Council

Jennifer Quan, Government Affairs Director, WDFW

Charlie Raines, Director of Forest Conservation, Forterra

Ronald J. Regan, Executive Director, Association of Fish and Wildlife Agencies

Lisa Remlinger, Evergreen Forests Program Director, Washington Environmental Council

Eric Rickerson, State Supervisor, U.S. Fish and Wildlife Service

Christine Rolfes, State Senator, Washington State Senate

Bradley Smith, Chair, Washington Fish and Wildlife Commission

Chris Smith, Western Field Representative, Wildlife Management Institute

Lorna Smith, Executive Director, Western Wildlife Outreach

Jeffrey Thomas, Timber, Fish & Wildlife Program Director, Puyallup Tribe of Indians

Jim Unsworth, Director, WDFW

Jake Verschuyf, Principal Research Scientist, National Council for Air and Stream Improvement

Tino Villaluz, Hunting and Gathering Program Manager, Swinomish Indian Tribal Community

Rachel Voss, Washington State Chairman, Mule Deer Foundation

Art Wang, Past President, Tahoma Audubon Society

Amy Windrope, Ecosystem Services Division Manager, WDFW

Jeff DeBonis, Senior Associate, Training Resources for the Environmental Community

Don Elder, Senior Associate, Training Resources for the Environmental Community