

Round 1:

Why this job? What brings you to this work, and why do you stay?

The work is important, challenging, and fun.

Healthy streams are vital to the bay and to all who live here

Even if it's a small contribution, I feel like I'm helping to make a positive impact on stream health for future generations.

Water and green spaces are necessary for life. EBTJV focuses on brook trout; I'm personally motivated to use this iconic species to improve water for people downstream

Clean water is life!

to contribute to conservation

It's "easy" to do something you find to be good, and helpful.

Contributing to the betterment of the environment and increased awareness and valuing of natural resources.

Because I want to help more people care about stream health and try to induce positive change for future generations

Do what you love and never work a day in your life-true for this endeavor

I have always loved the outdoors, and I want everyone to be able to experience it.

To try to make the world a better place.

Grew up near healthy and unhealthy streams; grew to love them and how then integrate watershed conditions. Love being a scientist too.

Grew up playing in streams and wetlands, have been investing time and passion in the area for 40 years. I've seen significant improvements as a direct result of my efforts.

What brought me in was curiosity about the natural world and a desire to protect it. Staying because there's a lot more work to do!

I believe that access to clean water is a human right. I believe that we can leave the Chesapeake Bay to future generations better than it was left to us.

help project and restore those things the public entrusts us with

Love of the environment, wanting to help the planet and my local area at home.

Originally it was because healthy stream corridors provide habitat for wildlife; I stay because I now have the training and experience to be a resource for people

I might make a difference to help improve stream conditions here and across the country



Round 2:

Name all the ways that stream health and stream restoration intersect with people. Be specific and simplistic - talk to me like I'm in third grade, and be brief enough to fit on a sticky.

As people engage with nature, they become advocates for the resource, and we need more advocates!

Cool place to hang in the summer, great way to spend time with the ones your love!

passive and active recreation, helps people to build a respect for their natural world which makes them better people

Trash :(

people who love wildlife and nature can find it in healthy stream corridors

people who want to cool their feet in summer don't want to put them in dirty water

fishing for food in clean streams is better than dirty streams

Being in and near nature/in "healthy" green spaces has so many benefits for our physical and mental well-being

connecting streams to floodplains will keep more water available for drinking water intakes during times of less rain - more water for people to drink

Many people enjoy their backyard streams. They want those streams to be clean and to support life and aquatic habitat

2 main things:
1)drinking water.
2)pride in one's own 'backyard'. A strong example is the Tioga River....new \$68M AMD treatment system, rivers should not be orange!

Food source - healthy fish to eat

healthy streams are essential refuge and spawning areas - if they don't exist, the fish we love to eat won't repopulate

Streams are the lifeblood of watersheds, if they are healthy so too are the watersheds and the resources they provide to humans

kids who explore and love creeks grow up to be curious scientists and stewards of nature

streams are fun to play in, but not so much once they're polluted and make us and the animals that live there unhealthy

water quality, recreation (fishing, swimming, tubing), inspiring scientific curiosity

Food production-farming along streams leading to degradation. But, I'm not sure many people realize this.

Recreation-fishing, swimming, playing

Stream restoration can change the way people experience streams - tree removal makes people angry

Outdoor recreation-swimming, kayaking, hiking trails along streams.

riparian zone bird watching, herptile hunting, photographing nature, trail running

some people get profound enjoyment from discovering various forms of life in streams, even as simple as crayfish/crawdads

you should hear more kinds of nature SOUNDS in a restored stream

When I couldn't kayak the potomac or monocacy almost the whole summer because of algae blooms :(

Access and awareness that the stream is their's and part of their life and neighborhood.

Can I bring my kid down to the stream and play creatively (and safely)

People are inherently drawn to water, we drink it and play in it with our families at parks, we fish in it, etc. People want healthy streams for those reasons.

EVERYONE likes to catch salamanders and crayfish ->

adults too! :-D



Round 3:

To reach the Stream Health outcomes, who are the people you need to reach that you aren't already engaging with? What action do you need them to take? (You can answer as "Stream Health Work Group" or as "My Role at My Agency")

Anyone who does not understand how human activities can influence our waters (negatively and positively). With understanding hopefully support

voters - can help to defend any protective regulations we already have

Land use planners - enforce healthy buffers, free of invasive plants, and hold impervious surface to compatible percentages with stream health, or less.

local/regional decision makers and planners. We need them to take a look at our maps and to say "wow, we actually have some unique resources here and we need 2 do more to protect them

resource managers, I'd like them to shift the resource management paradigm from protection of the status quo to progressive efforts to restore functions

community members who can contribute to stream health on their own land (planting native species, reducing fertilizer, installing rain gardens or rain barrels)

how does one change the regulatory structure we are constrained by?

voters - support conservation policies at local level, such as zoning ordinances for development

We need farmers to plant and conserve more riparian forest buffers

any landowner with an un-buffered reach. We need them to stop mowing/grazing ASAP but also manage any resulting invasive shrubs/trees.

Land use/municipal planners

I would say we are engaging with those we need to, reaching people isn't necessarily the reason we aren't reaching goals

Landowners along stream corridors- agreeing to easements, planting trees, and public access (where trails exist or are planned).

Communities or practitioners where projects may be proposed. Stream health outcomes are improved living resources in streams, so they need to be promoted.

local land owners and residents, increase knowledge on how their actions affect not only streams but their well being (e.g., using streams to dispose of trash)

+1, need to possibly engage with politicians as well to push forward policies that support stream health

city residents - clean storm drains

Practitioners of managing/restoring stream health

increase an understanding of the wonder of aquatic life with many

More engagement from Army Corp and State Permitting entities on moving restoration projects forward. 18 months for a permit is no good.

Federal and state funders need to identify dedicated sources of funding for programs and people to work with landowners

Need to increase engagement with LOCAL entities (govs, organizations) and work from the bottom up rather than top down



Round 4:

What is the potential impact if you engage these people? How might it accelerate progress toward your goals? (You can answer as “Stream Health Work Group” or as “My Role at My Agency”)

Society and the resource base would benefit-greater quantity and quality of resources delivering important functions to society

Quicker turn around for projects. get more deliverables implemented in a shorter time frame.

We could be more effective if we learn what motivates them.

they can help us engage more people, plus the next generation (their kids/grandkids/students)

Enhance stewardship of resources and local sense of place.

They could spread our goals and message to other people, thus boosting implementation of practices that improve stream health

less trash getting to streams would improve natural habitats and usability

General public having increased awareness of the environment, and how upland actions have downstream impacts

Accelerating restoration and conservation actions that will benefit stream health

Additional landowner engagement, which could lead to more action or at a minimum hopefully more awareness that individual actions impact stream health

More workload.... so then we'd need more staff too.

learning how they value stream health, it may be not at all.

Communicating the eco impacts of urban development to planners could potentially increase the adoption of low-impact development strategies in future

Learn together to do it better.

Better make tradeoff on priorities to achieve the ultimate outcomes we want to achieve.

More funding directed towards stream health and CBP outcomes

More trees planted and more people engaged in conservation efforts

Get more things done

More people to collaborate on projects



Round 5: Name three tactics - practical and tangible actions - to be more accessible, inclusive, and welcoming for the people we just talked about.

** you've heard about at another organization, read about and wanted to try to do more of, or used in your own organization (You can answer as "Stream Health Work Group" or as "My Role at My Agency")

MEET THEM WHERE THEY ARE. Really listen to them and understand why their local resources matter to them, and try not to preach about resources thousands of miles away.

Translating materials into other languages.

Schedule public meetings outside of normal business hours when many folks are working. Have multiple meetings at different times for those working other shifts.

1) attend community gatherings and meet people, 2) read up on words that alienate people (don't use them) 3) circuit riders to help groups apply for grants

Engage with people in places they love/live in a way that all people involved can understand.

UNlearning historical biases, focus on boosting stream health in disadvantaged communities, increase funding to stream health outcomes to do work in these areas

Reflective listening

identify solutions, respectful considerations of different positions, celebrate commonalities

the use of social media to make our science fun and less confusing, listening to the community

Develop relationships and an understanding of what people really care about

Get out of our bubble and relearn how to talk in a non-stream health world

I recently heard that circuit riders is one of those terms with negative connotations - field liaisons might be a good alternative

Acknowledge and account for different financial resources of localities to address their issues. Contribute to common goals, not just "best for me"

Engage with local groups- not just state and local government agencies. Leverage existing networks of organizations. Find out what interests and motivates the local groups.

Respect differing opinions and find common ground

Keep agendas/motives to the side when developing relationships

Include human engagement; socio-economic factors in metrics to measure stream health

Understand barriers to engagement and develop strategies to break down those barriers

Deep listening. Be OK being uncomfortable. Empathy.

reaching community benefit districts through grantmaking for neighborhood advocacy



Round 6:

Share one resource you've used to learn more about environmental justice or the intersection of natural and social science.

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**"Evaluating the best
available social
science for natural
resource
management
decision-making" -
ARTICLE on
ScienceDirect**

<https://www.brownfolksfishing.com/>

<https://nonprofitquarterly.org/ideas-arrangements-effects-systems-design-and-social-justice/>

<https://www.inaturalist.org/>

