

Q1

What does not feel collaborative about the way(s) Habitat GIT and WGs currently operate?

Members engaged in their own silo and not engaged with what is happening in other workgroups.

There are so many overlaps with resources (ie black duck and tidal wetlands) it feels like we don't work together to reduce duplication and share/collaborate on common goals when possible

Information sharing and summaries among WGs

Decisions are passed down - the git and workgroups do not seem to have an opportunity to inform before a decision is made

lack of time and commitment from some parties to fully collaborate

Joint meetings are too infrequent to keep track of other groups' progress. Larger issue may be what other GITs are doing and needing more collaboration.

not always 100% member participation

The continued silo's of the workgroup. Report out information twice a year with 5 minute for discussion. It is better than it was, but still not really collaborative

Q1

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Lack of communication between workgroups. Ideally, each GIT should have their own communications coordinator to assist in outreach and engagement.

Too siloed

Lack of diverse state-representation

~80 people are attending this Habitat GIT meeting but I only see ~20 faces and they are almost all in-person in the room. We never focus on the details of the individual workgroups, its just updates.

Folks need to commit to attending larger meetings in person and unplugging to truly build relationships and work together

Many folks are paid to work CBP but many others volunteer

Not enough cross GIT focus - co-benefits

Semantics

Q1

What does not feel collaborative about the way(s) Habitat GIT and WGs currently operate?

Remote work makes collaboration hard.

Many represent their agency interests and positions instead of collective goals

Larger meetings of CBP folks that isnt only SRS or the CRC research symposium

Perhaps have joint WG meetings when it makes sense (like tidal and nontidal wetlands joint meetings ever couple of Months. What about an annual sharing conference in person?

Q2

What should happen or change for Habitat GIT and WGs to move from *coordinate or cooperate* to *collaborate*?

More collective physical in person work to build community

prioritization of in-person attendance.

One point person (really staff, could be shared) at each WG tasked with sharing out and between groups

Involve gits in the discussion of how to change the bay program structure

Each jurisdiction needs to have a fully engaged member in all workgroups they are signed on to and in all GITs.

More frequent information exchange with planned outcomes, and maybe schedule time frame to achieve outcome.

Focus on engaging resource managers in the WGs

We need to work on efficiency. Invest in trust. So each of us works less but achieves more.

Q2

What should happen or change for Habitat GlT and WGs to move from *coordinate or cooperate* to *collaborate*?

More Cross-GIT think tanks with specific themes to narrow the scope of conversations

need to clarify expectations of what "collaborate" actually means

Need a collaborate person.. not just cross goal team. .. but more

Joint meetings are an opportunity to share collaborative work and spaces where workshopping and small groups can be incorporated into the agenda.

Funding made available for travel for in-person meetings

Ways to recognize peoples participation and contribution

Share WG updates more frequently?

Git needs support and buy in from CBP management and executive groups

Q2

What should happen or change for Habitat GIT and WGs to move from *coordinate or cooperate* to *collaborate*?

Make it obvious how the Bay program helps local groups

People with time and mission to lead through integration and synthesis

Got funded collaborative project with co benefits

Create a list of the liaisons between groups, share with all GITs to be sure that everyone knows who that person is/are for their workgroup or GIT.

integrate workshop time into joint meetings (or separate workshop meetings) to solve cross-cutting challenges across silos

Q3

What concrete steps or actions could Habitat GIT and WGs to move from *coordinate or cooperate* to *collaborate*?

Commitment from all members to be present and regularly engage.

Mentorship from older participants with younger..across sectors and geographies

A conceptual model used to inform how groups and their work fits together toward fulfilling the vision of a restored bay to see how our puzzle pieces fit together.

More cross program coordinators to help workgroups figure out how to work together more effectively

increase sense of belonging of members

Make the agendas, presentations, and meeting minutes more readily available. Set up framework to establish specific joint efforts.

Make specific actions, items, or targets for a collaborative effort. What are we doing and what is the product of the effort?

Find ways to automate shared CrossFit collaborations. Reinvigorate GIT Chairs.

Q3

What concrete steps or actions could Habitat GLT and WGs to move from *coordinate or cooperate* to *collaborate*?

Move meetings out of Annapolis for greater in-person participation.

Send out a reminder email monthly after those management reports are pulled together. Or, it could be a calendar of its own that folks can subscribe to to get the reminders on their own desktop.

each "task" should have defined purpose and goals prior to moving ahead - to allow success to be measured

define collaborate/get consensus what that means to the group

The most effective teams are those with different expertise and talent....

Regular communication between the co-chairs: discussion on each group's goals and strategies, and align where possible.

Starting meetings with small talk...

In between biannual meetings, consider lunch and learn or newsletters to share info and stay in touch.

Q3

What concrete steps or actions could Habitat GIT and WGs to move from *coordinate or cooperate* to *collaborate*?

get us all in some 8's on the Severn, that'll build teamwork ;)

Weekly summary news briefs to all members and partners highlighting the key elements of all GITs and WGs to stay apprised of cross team opportunities

Share pictures of pets

Avoid broad problems and questions, focus perspectives on specific problems to come up with more concrete ideas and actions

host workshops to get into cross-cutting issues across GITs and WGs

In the planning stages of work / products /publications etc, always consider the question "What other GITS/WG's could also be interested in this?"

Q4

Space for reflections, suggestions, or questions about today's conversation.

