

# HOW DO WE IDENTIFY OUTCOME/WORKGROUP TOPICS OF OVERLAP?

Continued collaboration with other workgroups, opportunities for folks engaged in multiple workgroups to speak about what they think is going on.

Hire a cross GIT coordinator (again)

Review the ecosystem services crosswalk that Tetrattech did like 5 years ago

Talk to on-the-ground decision makers

natural connections would be the foundation for overlap

Send brief surveys to membership

Have AI or staff comb thru the SRS documents to screen for common factors influencing, planned actions, engagement needs or common geographies to pinpoint overlap

The leadership teams (chairs/coord./staffers) talking together



# HOW DO WE IDENTIFY OUTCOME/WORKGROUP TOPICS OF OVERLAP?

John Wolf/Gabriel Duran were using AI to identify areas of overlap based on management strategies, etc.- maybe this could be done as new strategies are getting developed

We need the cross-GIT coordinator back!

I like your idea of having all of the workgroup chairs and co-chairs in the same room for a meeting.

Make sure to consider the scientific foundation that underlies the relationships between different actions.

Outcomes should be described and related tasks for all workgroups and exchange information. Known issues should be included, both internally to workgroup and in external workgroups.

I second hiring a cross GIT coordinator again.

Regular surveys to see which topics are most overlapping and primed for discussion as these ideas emerge

A conceptual model that identifies commonality among the different outcomes, in order to identify targeted efficiencies of multiple co-benefits. Starting point could the ecosystem services work.



# HOW DO WE IDENTIFY OUTCOME/WORKGROUP TOPICS OF OVERLAP?

Working document/listserv for requests for collaboration/input

Thanks nick!

Through the conversations we have through SRS or adaptive management process

Utilize staffer knowledge/expertise to help highlight cross GIT collaboration opportunities

Some type of crosswalk by a few individuals prior to a meeting could help start the conversation

Annual charette for outcome chairs (if it's not called a meeting is it really a meeting?)

With federal capacity decreasing - it will be especially important to have additional staff support - e.g., cross GIT coordinator.

AI may not be good enough.



# HOW DO WE IDENTIFY OUTCOME/WORKGROUP TOPICS OF OVERLAP?

Designate time at every HGIT SC meetings for this...

Sharing data networks so groups contribute to and can pull from collective data sources

Not necessarily for identifying overlap, but to improve cross-GIT communication, develop a standard format - maybe one slide - that provides the high level information with links to more details.

I agree that a GIT coordinator would be helpful

Goal Team chairs can probably contribute

Cross-GIT coordinator or similar individual or team who pitches or workshops ideas with leadership of the other groups

Put meetings on a calendar. Maybe use multiple frameworks. Geo, people, habitats

Co-develop management strategies and integrate the overlap as something called out and specifically addressed who you are going to collaborate with



# HOW DO WE IDENTIFY OUTCOME/WORKGROUP TOPICS OF OVERLAP?

Developing a few ecosystem services conceptual models may be illustrative- The Nicholas Institute at Duke university has some good examples from a few years back





# HOW DO WE IDENTIFY CO-BENEFITS WITH ON THE GROUND PROJECTS?

Use the new VIMS tool as a prototype

Systems ecology understanding and synthesis.

Follow up monitoring and protocols

Need to have these discussions as early in the process as possible - not late in the game.

Co-benefits should not be presumed. Tradeoffs at individual sites need to be considered. Some broader categories of concern or actual co-benefits could be developed.

I agree that the scientific foundation will be critical. This is one purpose of research.

CAST Ecosystem Benefits Browser (<https://cast.chesapeakebay.net/ecohealth/index>) and Habitat Tracker data (<https://habitat-tracker.net/>)

A workshop in the beginning of the year to form a "habitat GIT" proposal or suite of proposals that connect multiple groups and priorities



# HOW DO WE IDENTIFY CO-BENEFITS WITH ON THE GROUND PROJECTS?

By collaborating with our fellow HGIT chairs :)

Follow recommendations from 2023 STAC workshop so that we iteratively build the tools and capacity to associate projects with multiple benefits

In-person workshops with focus on cross-cutting needs

Understand what is driving the implementation of on the ground projects

Have a portal where project managers post all ongoing projects that others visit and check off if they know of an additional benefit not yet listed.

Develop multi-disciplinary teams who intentionally co-develop projects or plans together on the front end (like embed people who understand ecological uplift or threats, stress and vulnerabilities)

What about trade-offs between on the ground work? Shouldn't those also be identified?

Collaboratively developing a few ecosystem service conceptual models may be illustrative for better understanding co-benefits and tradeoffs. Duke University has some good examples we could follow



# HOW DO WE IDENTIFY CO-BENEFITS WITH ON THE GROUND PROJECTS?

Invite founders to come and give a presentation on their program and their priorities

Can we develop projects to optimize multiple benefits and minimize conflicts, perhaps as part of permit review? Would require pulling in regulators as members of the workgroups to connect projects?

We need to keep refining our sense of what priority audiences care about which specific priority benefits. We can't identify or quantify everything.

Invite funders to give a presentation \*

shared database with the projects and outcomes

Understand people's motivations. E.g., I'm motivated by (1) getting publications out; and (2) seeing on-the-ground decisions implemented. Workgroup activities that clearly lead to those outcomes....



# HOW DO WE STRENGTHEN ENGAGEMENT IN THE WORKGROUPS?

Snacks

Funding opportunities!

Habitat git raffle. You get a ticket if you come to the meeting and say something

Interesting presentations on topics that we can all relate to.

Stars on attendance

Have in person meetings instead of virtual!

Beverages

If people knew there were funders or perhaps people who knew funders, then there would be a concrete, quantifiable benefit.



# HOW DO WE STRENGTHEN ENGAGEMENT IN THE WORKGROUPS?

Round robins

Kudos awards for effort

....Only the good beverages.

Specific questions/topics shared ahead of time to get reactions

We divide our meetings between business and member updates on their work/research. This brings in lots of folks. Also snacks.

Hybrid meetings which would involve both in person and virtual attendees.

In-person meetings, but travel is tough

Get to the root of why the people who do engage continue to come and contribute and lean into those elements



# HOW DO WE STRENGTHEN ENGAGEMENT IN THE WORKGROUPS?

Engagement will fluctuate because it's about personal preferences and choices. We can strengthen engagement long term by building trust, and enabling multiple pathways for input when feasible.

Identifying mechanisms for collaboration- without GIT funding it is challenging to figure out how to move workgroup projects forward

Travel is difficult for partners farther away from the Bay

Presentations from partners that are implementing projects - how they got it funded, partners involved, etc.

If you speak, you get your name in the minutes! Self promotion and acknowledgement all at once. Increases your searchability on the internet.

"In person" meetings that are more frequent than zero would help.

Solicit new ideas/solutions

For federal folks - this will largely be determined by factors external to the GIT - like staffing within home programs.



# HOW DO WE STRENGTHEN ENGAGEMENT IN THE WORKGROUPS?

Peer recognition and kudos

A annual or biannual GIT conference/summit could help w/ engagement and coordination

Link meeting to actual change or commitment to achieve something-in other words, it benefits participants to attend and engage. Highlight in meeting notice.

minimize excessive focus on bureaucratic constraints

Consider workgroup engagement a explicit deliverable for certain grant programs (e.,g. CBIG)....if you're serious about collaboration, this is something that brings accountability into the picture.

Market your nitch of what you have to offer and why people should come

Connecting things back to the goals and outcomes is always helpful as well. What are we collectively working towards gets lost.

Engage people so they have a vested interest to attend because they are presenting, or it is directly related to their responsibilities. It takes constant effort to engage everyone.



# HOW DO WE STRENGTHEN ENGAGEMENT IN THE WORKGROUPS?

Separating what we are doing FOR the CBP vs. working on issues that we use CBP to convene. So, talk about what the group wants, not B25 and other EPA-centered topics

Field trips!

Have multiple modes of engagement- polls, chat, speaking

Purple Hearts awarded

developing detailed agendas with specific feedback topics is important

What about Apollo 13 meetings where people bring a problem and we crowd source solutions

A "progress ritual" that fits to the specific group

That can be built with conversations about previous projects, round robins, etc. Lets host folks who have been funded to let us know what they have done



## HOW DO WE STRENGTHEN THE GIT MEMBERSHIP'S ABILITY TO ACQUIRE FUNDING RESOURCES?

Can the HGIT website host a running list of funding opportunities?

let me know when you figure it out :-)

I think this ties back to the information sharing that I listed on the previous page. How did you get your project funded? What partners were involved? Collaborate more effectively.

Resources that can be used when applying for funds (links to priorities, maps, etc.)

Bribery

May have to do additional research into private foundations.

If you solve this you will also increase engagement when people realize they get help and money

Do we need to revisit some of the work CBP did on conservation finance pre-covid to brainstorm creative approaches?



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## HOW DO WE STRENGTHEN THE GIT MEMBERSHIP'S ABILITY TO ACQUIRE FUNDING RESOURCES?

We already have lists of funding opportunities - we need more info on how they work on the ground!

Deep and broad connection. Engage many sectors on multi outcomes

List of members with their roles/bios and expertise, so that folks can connect with potential collaborators

If we build the tools and capacity to empower partners to estimate multiple benefits, it would make holistic high value projects even more competitive

Encourage grant chasers to connect with CBP workgroup folks

Can CBP stand up a grant mentorship team

Refer to STAR science needs submissions- also helpful for "co-benefit" collaboration

"Local liaisons" could be powerful tool in this regard if partnership continues to pursue that concept as priority



## HOW DO WE STRENGTHEN THE GIT MEMBERSHIP'S ABILITY TO ACQUIRE FUNDING RESOURCES?

The Bay Brief is fantastic. Maybe put on the agenda some of the new and relevant items for those that have not yet signed up.



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**CONSIDERING THE OPPORTUNITIES FOR ACTION ALREADY PROVIDED, PLEASE LET US KNOW IF YOU HAVE AN ADDITIONAL SUGGESTION.**

### Opportunities for Action

- **Enhance Communication:** Appoint

These are great and seem pretty comprehensive. Ideally, in the renewed partnership, teams like SET and GIT6 would be empowered to promote, guide and support the GITs in these kinds of opportunities

updates, check-ins.

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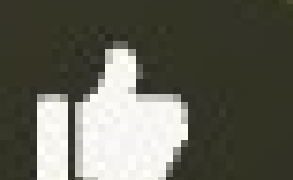
ize in-

events,

lunch &

learns, annual conferences).

- **Support Collaboration:** Align goals, provide recognition and funding support.
- **Increase Visibility & Access:** Share agendas, outputs, and meeting outcomes broadly; utilize reminders and shared calendars.

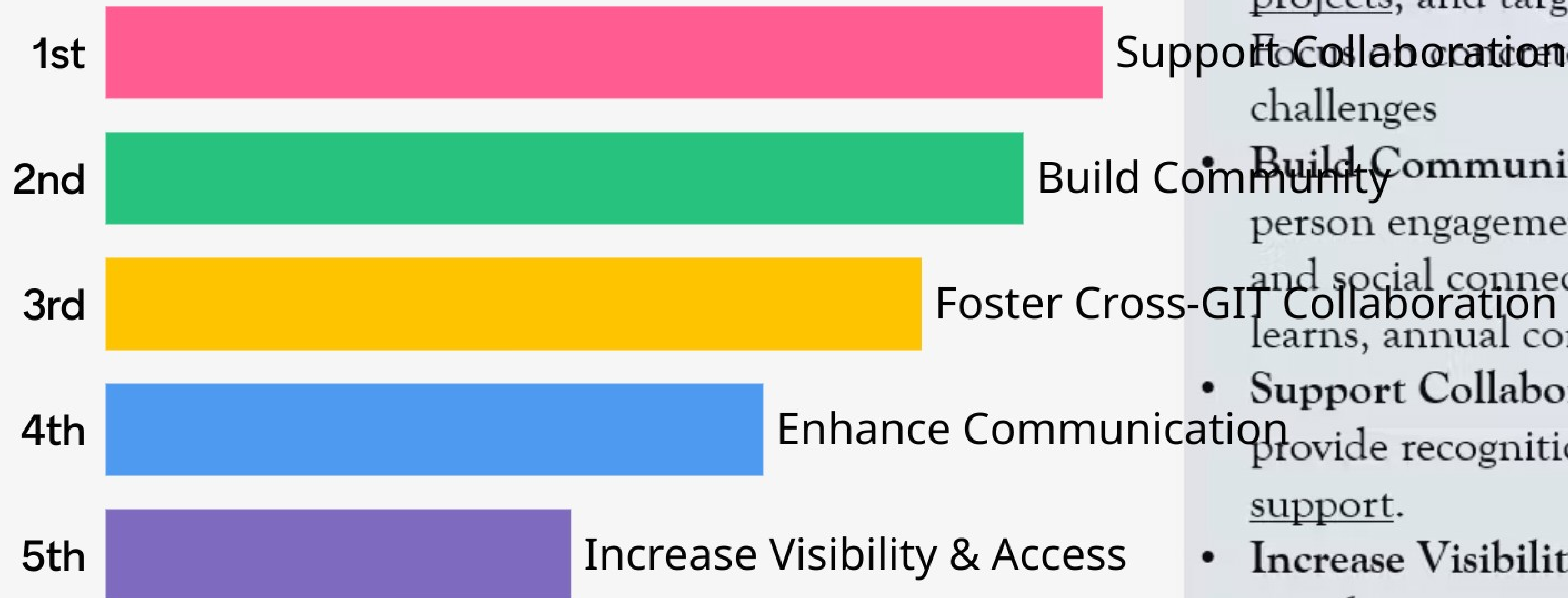


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# WE WANT TO MOVE SUGGESTIONS TO ACTIONS



## Opportunities for Action

- **Enhance Communication:** Appoint liaisons, increase summary updates, and foster regular informal check-ins.
- **Foster Cross-GIT Collaboration:** Thematic think tanks, co-benefit projects, and targeted workshops.
- **Build Community:** Prioritize in-person engagement, shared events, and social connection (e.g., lunch & learns, annual conferences).
- **Support Collaboration:** Align goals, provide recognition and funding support.
- **Increase Visibility & Access:** Share agendas, outputs, and meeting outcomes broadly; utilize reminders and shared calendars.