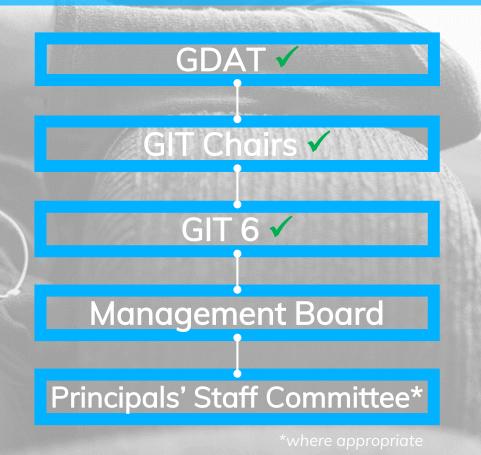# Updating the CBP Governance Document
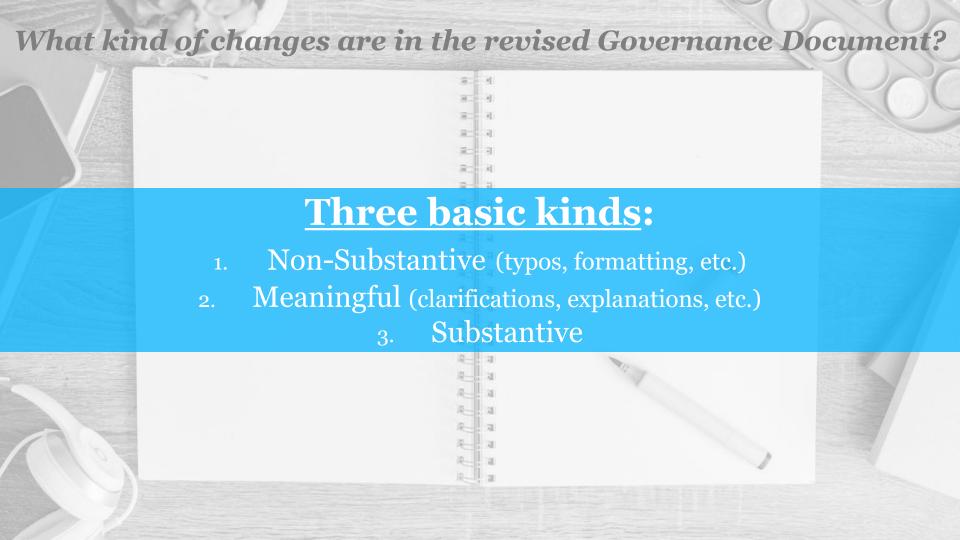
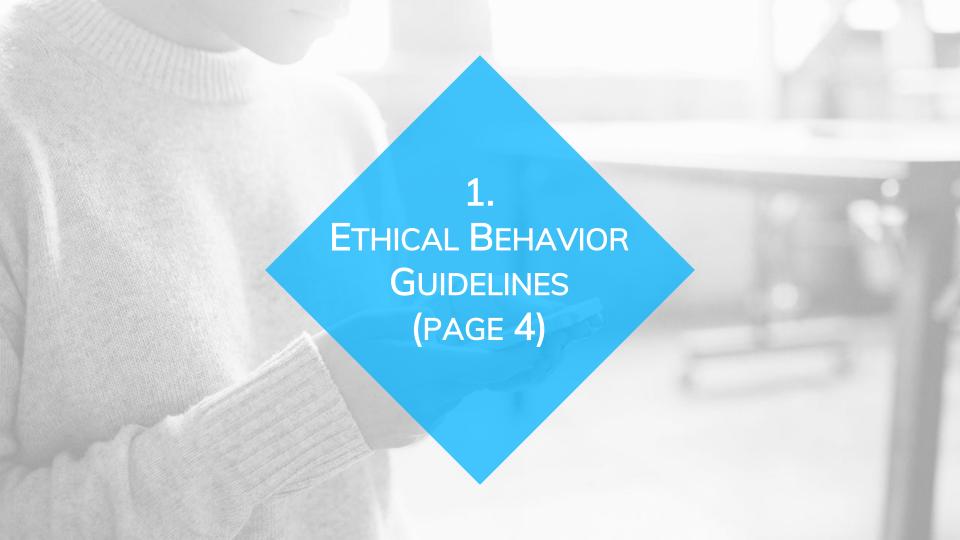# What's the goal today??

To talk about governance!

Specifically:
1. Brief MB on most substantive proposed changes to Governance Document.
2. Answer questions
3. Receive feedback necessary to draft final version for MB approval in September, 2018

Who Is Involved?

GDAT ✔

GIT Chairs ✔

GIT 6 ✔

Management Board

Principals' Staff Committee*

*where appropriate

What kind of changes are in the revised Governance Document?

Three basic kinds:

1. Non-Substantive (typos, formatting, etc.)
2. Meaningful (clarifications, explanations, etc.)
3. Substantive

SUBSTANTIVE ADDITIONS:

1. Ethical Behavior Guidelines

2. GIT/Workgroup Membership Topics
   A. Membership Criteria
   B. Distribution Lists

3. Workgroup Governance

4. Process Issues
   A. Building Consensus
   B. Changes to Goals and Outcomes
   C. Biennial Strategy Review System

1.
ETHICAL BEHAVIOR
GUIDELINES
(PAGE 4)

What Does the Governance Document Say?

Current Governance Document is silent on conflict(s) of interest

Concern has been raised that CBP decisions at all levels can be influenced by competing priorities.
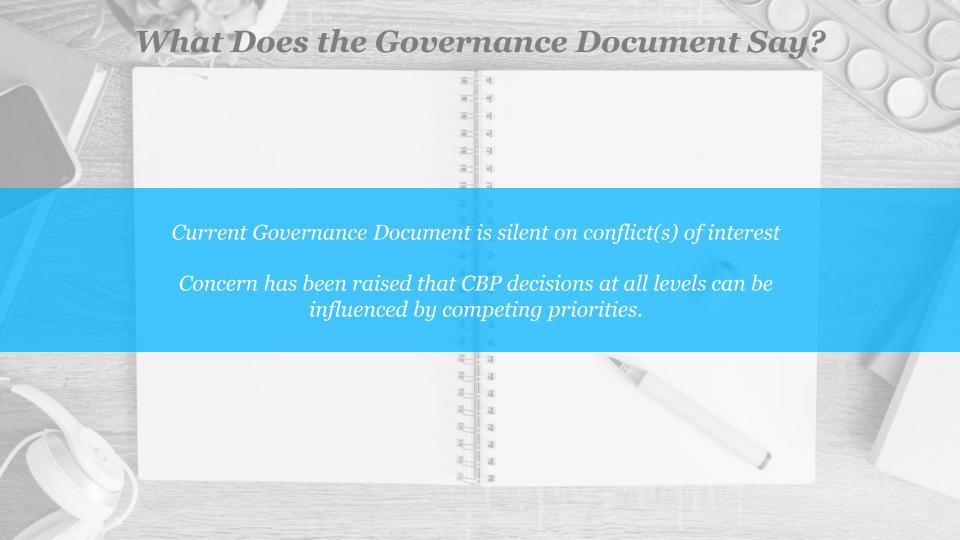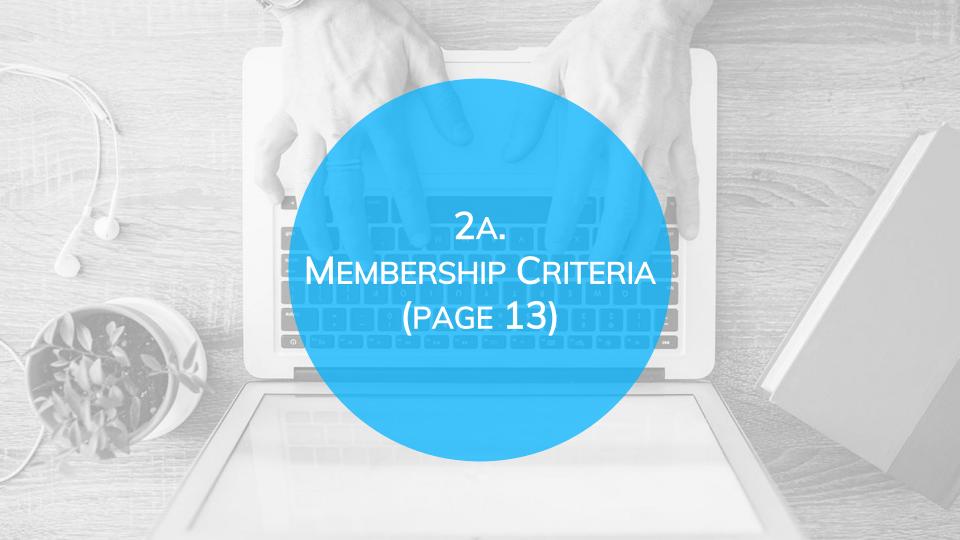
PROPOSED REVISION

→ Added proposed section on "Ethical Behavior Guidelines"
  ○ Describes expected ethical behavior of all partnership participants,
  ○ Explains that behavior which seeks to influence CBP decisions for personal gain is unacceptable. Chairs and co-chairs need to be particularly sensitive,
  ○ Identifies actions for suspected violations.

2.
GIT AND WORKGROUP MEMBERSHIP TOPICS

2A.
MEMBERSHIP CRITERIA
(PAGE 13)

What Does the Governance Document Say?

Each GIT will develop membership criteria to be endorsed by the MB and based on the following principals:

- Broad and inclusive representation
- Level of commitment
- Skills and perspectives

PROPOSED NEXT STEPS FOR REVISION

➔ GIT 6 <u>is developing</u> a standard criteria framework and template for all GITs/STAR and Workgroups to be inserted into revised Governance Document

➔ GITs will follow this standard membership criteria OR present justification for alternate criteria to GIT 6 and MB for approval

2B.
Distribution Lists

What Does the Governance Document Say?

Current Governance Document does not address email distribution lists.

An issue has been raised regarding email chains and subsequent communication between members and non-members of various groups.
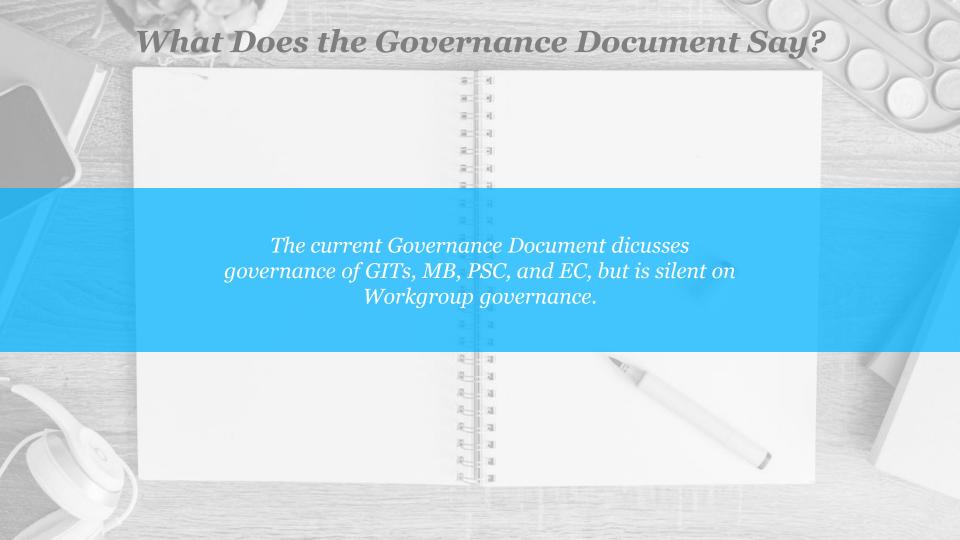
PROPOSED NEXT STEPS FOR REVISION

➔ There has been a proposal that GITs and Workgroups maintain separate email (or other) lists for distribution of information:
   1. Members
   2. Members + interested parties
      (or interested parties only)

➔ Doing so is dependent on clearly defined membership for all groups

➔ Recommendation: best addressed by GITs via some guidance, training, or other – not directly in Governance Document
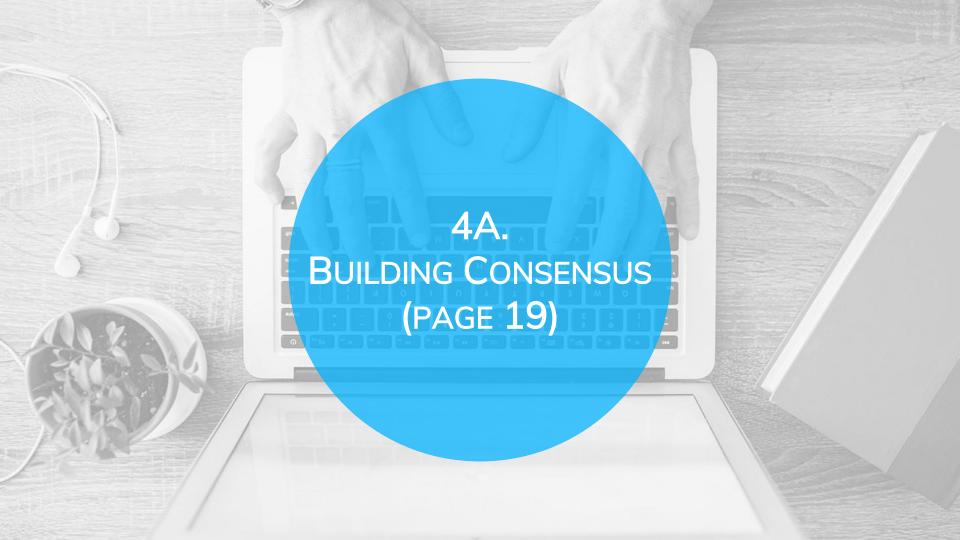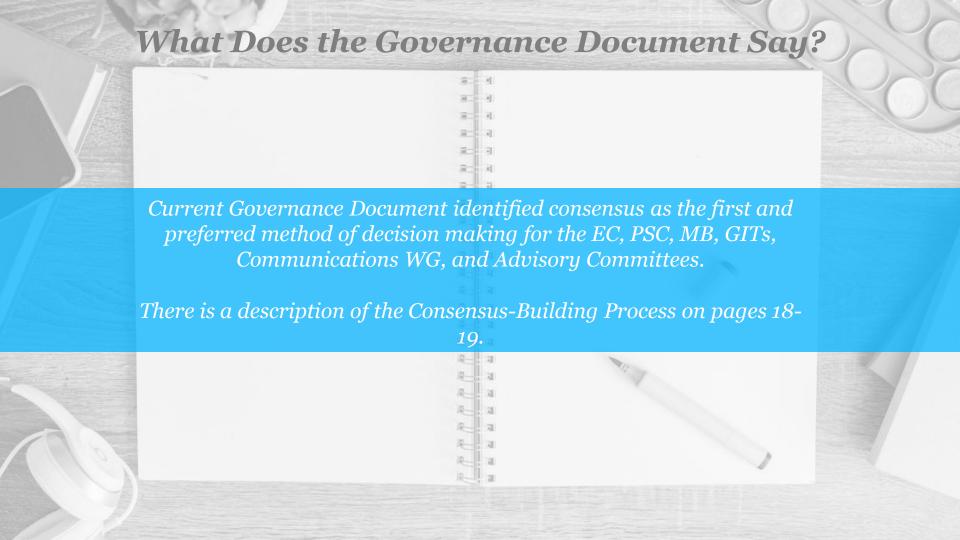   ○ Ex. Include as part of new staffer onboarding packet

3.
WORKGROUP
GOVERNANCE
(PAGE 14)

What Does the Governance Document Say?

The current Governance Document dicusses governance of GITs, MB, PSC, and EC, but is silent on Workgroup governance.

PROPOSED WORKGROUP GOVERNANCE REVISIONS

Workgroups will follow the same governance structure as their GIT, with the following exceptions:

➔ Workgroup Chairs do not need to be federal or state employees

➔ Non-management level candidates are eligible for Chair

➔ Nominees for Chair approved by GIT (not MB)

➔ Decisions such as changes in programmatic policy, work plans, or management strategies; proposals for allocation of resources; membership criteria; and leadership nominations should be elevated to the appropriate GIT

➔ In cases where a pre-existing external group serves a dual role as a CBP workgroup (e.g. Brook Trout), these CBP workgroup governance guidelines may be modified, and should be determined through collaboration between the workgroup, lead GIT(s), and MB (as appropriate)

4.
PROCESS ISSUES

4A.
Building Consensus
(page 19)

What Does the Governance Document Say?

Current Governance Document identified consensus as the first and preferred method of decision making for the EC, PSC, MB, GITs, Communications WG, and Advisory Committees.

There is a description of the Consensus-Building Process on pages 18-19.

PROPOSED NEXT STEPS FOR REVISION

➜ GDAT, GIT Chairs, and GIT 6 felt it would be helpful to add the Consensus Continuum graphic to the Governance Document.

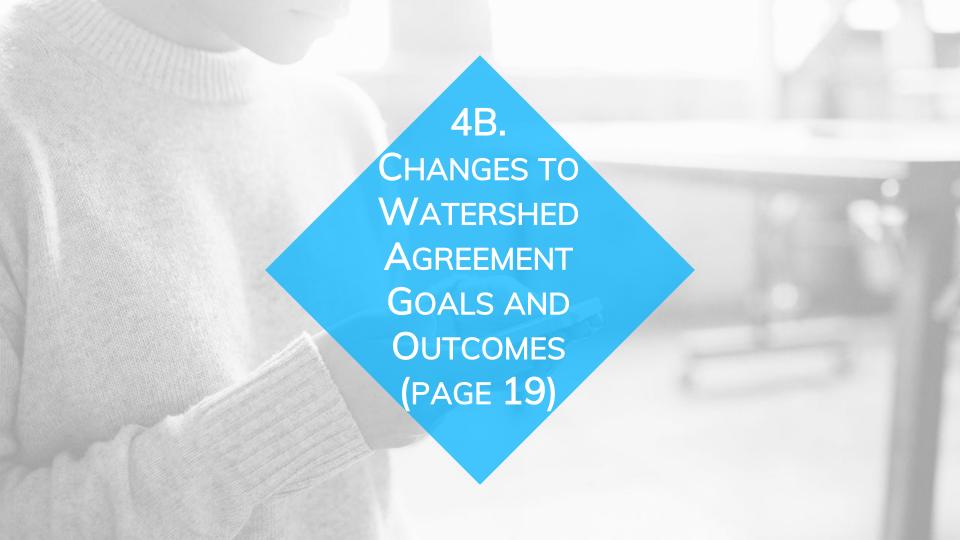| Stop	Hold	Stand Aside	Agreement with Reservations	Endorsement
"I do not agree and feel the need to stand in the way of this decision"	"I believe more work is needed before we make a decision"	"I trust the group and will not block this decision but need to register my disagreement"	"I can live with it"	"I like it"

4B.
CHANGES TO
WATERSHED
AGREEMENT
GOALS AND
OUTCOMES
(PAGE 19)

What Does the Governance Document Say?

Very brief text reflecting Watershed Agreement requirements (Goals changed by EC, Outcomes changed by PSC, etc) but no description of process.

Proposed Revision

➜ Add text and graphics discussed in previous agenda item

4C.
Biennial Strategy Review System Process
(pages 20-21)

What Does the Governance Document Say?

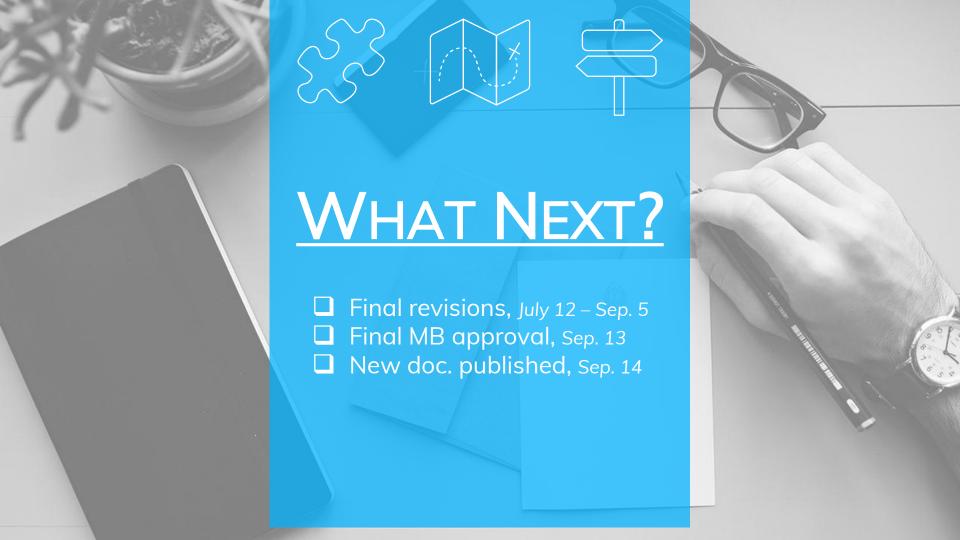*Current Governance Document does not address the Biennial Strategy Review System.*

PROPOSED REVISIONS

→ Added proposed section on "Biennial Strategy Review System"
  - Identifies SRS as a biennial process as described in Watershed Agreement and includes the Decision Framework as the model approach.
  - Identifies
    - MB as lead
    - GIT 6 as facilitator
    - GITs as responsible for conducting analysis and making recommendations.
  - Refers reader to GIT 6 website for more details.

What Next?

- ☐ Final revisions, *July 12 – Sep. 5*
- ☐ Final MB approval, *Sep. 13*
- ☐ New doc. published, *Sep. 14*

Thanks!

Any questions?

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