



YK CEDS: August 2020 Work Session

Subsistence Working Group Breakout: Action Planning Results

Wednesday, August 12, 2020; 10am – 12pm

Link to recording: [Click here](#)

Facilitator: Danielle Stickman, Western Alaska Partnership

Team Support: Heather Stewart, Agnew::Beck Consulting

Participants:

First Name	Last Name	Organization
Aaron	Mute	Association of Village Council Presidents
Aaron	Moses	U.S. Fish and Wildlife Service
Adelheid	Herrmann	Bristol Bay Community Leader
Anny	Cochrane	Alaska Dept. of Labor + Workforce Development, Bethel Job Center
Audrey	Leary	AVCP Workforce Development Division
Ben	Gray	Alaska Department of Fish and Game
Boyd	Blihovde	Yukon Delta National Wildlife Refuge
Brenda	Pacarro	Calista Workforce & Shareholder Training & Development
Brooke	Wright	Yukon River Inter-Tribal Fish Commission
Catherine	Moncrieff	Yukon River Drainage Fisheries Association
Colleen	Laroux	Donlin Gold
Danielle	Stickman	Western Alaska Partnership (formerly Western Alaska LCC)
Ellen	Napoleon	Paimiut Corporation and Native Village of Paimut
Eva	Patton	Office of Subsistence Management
Fred	Phillip	Bering Sea Elders
Greta	Goto	Bristol Bay Community Leader
Heather	Stewart	Agnew::Beck Consulting
Jacqueline (Jackie)	Garcia	Calista Workforce & Shareholder Training & Development
James	Charles	Tuntutuliak; Lower Kuskokwim Fish & Game Advisory Committee
Janessa	Esquible	ONC Partners Program Biologist
Jonathan	Samuelson	Kuskokwim River Intertribal Fish Commission (KRITFC)
Kristi	Williams	Calista/CEMAI
Leila	Johnson	Calista
Malinda	Chase	APIA/Alaska Climate Adaptation Science Center
Mary Sattler	Peltola	Kuskokwim River Intertribal Fish Commission (KRITFC)
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First Name	Last Name	Organization
Mellisa	Johnson	Bering Sea Elders Group
Nora Shine	Nelson	
Ray	Born	U.S. Fish and Wildlife Service
Raychelle Aluaq	Daniel	Pew Charitable Trusts, US Arctic Officer
Rebecca	Wilmarth	Donlin Gold
Serena	Fitka	Yukon River Drainage Fisheries Association
Shelly	Wade	Agnew::Beck Consulting
Tisha	Kuhns	Calista, Vice President of Lands

Objective: Work as a team to develop a clear 1 to 2-year action plan for YK CEDS priority strategies and actions.

Agenda:

A. Welcome, Logistics, Roll Call, Breakout Purpose & Agenda Review

- o Please name one subsistence food that you ate recently and that made you very happy.

B. Strategy/Action Introduction & Knowledge Sharing

Q#1: What are we focusing on?	
<i>CEDS Strategy #18:</i>	<ul style="list-style-type: none"> • Expand local employment in natural resource research, management and subsistence decision-making at the community, regional, state and federal levels.
<i>CEDS Actions:</i>	<ul style="list-style-type: none"> • Mentor younger generations to take larger roles in stewardship and resource management. • Better incorporate local, traditional and indigenous knowledge and concerns in fish and wildlife management. • Prioritize community-based participatory research.
Q#2: Why is this topic important? What is happening now that we should consider, want to support and/or change?	
<ul style="list-style-type: none"> • COVID-19 • Mentor younger generations; they are our future. Share with youth the importance of this work and the joy that comes with it. How to get young people engaged and excited about natural resources, while also sharing the realities of some of the difficulties in this field? • Orutsararmiut Native Council (ONC)'s Internship programs (Janessa Esquible) include a robust youth hire program for community-based surveys and research. Many kids have gotten experience in fisheries biology and worked at the sonar site with the Alaska 	

Department of Fish and Game (ADF&G). Young people are also actively participating in meetings, like the Regional Advisory Council (RAC) meetings.

- More financial support is needed to develop the internship program and expand cross-training opportunities with partner agencies.
- People are paid to do the research and learn on the job.
- Meetings can be mentally exhausting, especially working with scientists who don't necessarily have the same connection to the land and resources that subsistence users do. Young people should be prepared for that dynamic.
- **The Bering Sea Fisherman's Association** also does community-based and youth monitoring programs and fisheries monitoring projects (for youth in their teens and 20's).
- **Yukon River** (Brooke Wright, Serena Fitka, Catherine Moncrieff): Serena Fitka was recently hired as the Executive Director of the Yukon River Drainage Fisheries Association (YRDFA) in March. YRDFA encourages young fishers to participate in Yukon River in-season management teleconferences. They have had a record number of 80 participants and record 1.5-2 hour-long calls this year, discussing community reports, fishing conditions, river conditions, and concerns along the river. They have had a lot of new callers this year and are trying to recruit two youth seats on the board (16 people across the river drainage and 2 youth seats). Work at the fish weir has proven educational. Youth are learning traditional knowledge as well: using gillnet, fishwheels, and the biology of fish from mouth to spawning grounds. www.yukonsalmon.org
- **Donlin DTROC (Donlin Technical Advisory and Oversight Committee)** is populating a Subsistence Advisory Committee focused on the Kuskokwim with 8 seats, to include a youth position. Calista, The Kuskokwim Corporation (TKC), and Donlin agree that subsistence important.
- Youth have been sharing and presented at **YK Delta RAC meetings. Alaska Native Science and Engineering Program (ANSEP) interns and summer fisheries interns** present on what they did during the summer.
 - **Eva Patton (US Fish and Wildlife Service, Office of Subsistence Management – USFWS OSM)** works with bringing youth into RAC meetings. RACs are very interested in engaging the younger generation; they invite interns to interact and present to Council. Council is very supportive.
 - ANSEP and partners for the Fisheries Monitoring Program. Fisheries Monitoring Program Research Grants support local youth hires, high school and college internships. Pathway to Career Program. Aaron Moses and Jennifer Williams would be good mentors.
- The new Yukon Delta National Wildlife Refuge (NWR) Manager has a goal to increase local hires and improve 1) The Resource Information Technician program and 2) The Youth Conservation Corps program. Both programs specifically target local hiring. Hiring takes time currently, but the Refuge is trying to make improvements.
 - Yukon Delta NWR is moving forward with including two intern positions on our organization chart to work with the ANSEP and Pathways programs.
- With technology, remote virtual offices should be considered in some of these positions.

- Tying traditional knowledge into scientific education: Ellen Napoleon teaches an Alaska Native Science course: includes hybrid of English and Yup'ik, multiple perspectives/points of view. "Kids light up when their culture is included in what they learn at school."

C. Action Planning

Q#3: To make measurable progress on this strategy/action, what tasks must happen over the next 1 to 2 years? Who will lead that task? Who will partner with the lead to take action?

Task	Lead & Partners
<p>a. Include youth seat on this Subsistence CEDS working group.</p>	<p>Lead: Association of Village Council Presidents (AVCP)</p>
<p>b. Participate in resource-management meetings: RACs, in-season management teleconferences, Native Corporation meetings, North Pacific Fisheries Management Council, etc.</p> <ul style="list-style-type: none"> • Include youth seat on Tribal Councils, fishery boards/committees, other subsistence related committees/boards • Participate in North Pacific Fisheries Management Council, a Federal agency that makes decisions about what happens in our waters. There is not enough tribal participation. The Council is looking at ways to include Traditional/Indigenous Knowledge in their processes through a task force. That task force will meet in November, likely. • Native Corporation meetings. 	<p>Contacts:</p> <ul style="list-style-type: none"> • <i>North Pacific Fisheries Management Council:</i> Mellisa Johnson is on the Advisory Panel. Another Indigenous woman from Nome, Rose Fosdick, is on the Ecosystem Committee.
<p>c. Create a video guide covering topics such as running to be on Council, what it is like to have an internship and/or participating in / presenting to Councils. This could be an internship project.</p>	<p>Lead: Western Alaska Partnership Partners: KYUK (Katie Basile katie@kyuk.org)</p>

<p>d. Document the opportunities offered by existing internship and youth leadership programs (e.g., supporting partners, types of projects, exchanges, etc.). Identify any regions that are under-represented by existing programs. Establish a talent bank for YK Delta job seekers in natural resource careers.</p>	<p>Kuskokwim Leads: ONC (Janessa Esquible) and Napaimute have taken the lead for the Lower and Upper Kuskokwim to reach out to partners, etc.</p> <p>Yukon Leads: YRDFA is getting youth representation on their board, doing a survey</p> <p>Coastal Leads: are less represented and have less youth involvement. Coastal Villages Region Fund (CVRF) summer youth to work program could help youth learn about subsistence/natural resource jobs through job shadowing and learning from Elders and adults who show them how to gather subsistence foods. CVRF and USFWS could do more to involve youth, hire interns, etc. in coastal areas.</p> <p>Partners: School districts, Alaska EXCEL program</p>
<p>e. Create a Lower River and Upper River youth exchange so the future users of the resource will understand why we need to conserve and have escapement for the upper river users.</p>	<p>Lead: TBD</p> <p>Partners: EXCEL Alaska (they do the George River weir program every summer).</p>
<p>f. Create an exchange between Yukon and Kuskokwim River programs.</p>	<p>Lead: TBD</p> <p>Partners: YRDFA, ONC, Yukon Intertribal Fish Commission, Calista possibly (Calista subsidiaries have robust internship programs; Calista is talking with AVCP about partnering on creating internships), ONC (has done an internship exchange with the Bristol Bay Native Association and the Native Village of Napaimute in the past, is interested in expanding this partnership to do fisheries internship exchange programs with people on the Yukon), Excel Alaska (they do the George River weir program every summer).</p>
<p>g. Develop a career pathway for subsistence and natural resource management. Expand on USFWS Native Relations Training Program to improve the dialogues and collaborations to make it more equitable and welcoming. This includes trainings and possible coordination with Alaska Pacific University (APU).</p>	<p>Lead: TBD</p> <p>Partners: Tanana Chiefs Conference (TCC) (already doing something similar – tribal management), UAF/APU, BIA Pathways Program</p>

<p>h. Develop an apprenticeship program to guide younger people into high-level positions in resource management. Create a path to guide local people into those positions and a “Mapping Alaska’s Partnerships” (MAP) interactive website, that identifies federal, state, university, non-profit, tribal, and corporation groups that are working in similar fields and regions and putting the list in one place to help students and newcomers to the field to orient themselves to the diverse partnerships and entities in Alaska).</p>	<p>Lead: TBD</p> <p>Partners: Calista, ANSEP, Bering Sea Fishermen’s Association (BSFA)?</p>
<p>i. Establish a Collective Impact Initiative: Set a goal to develop a certain number of resource managers or scientists from the YK region to work in the region. Name that number and pull all the entities together to align their efforts to achieve the goal by linking and leveraging educational opportunities, internships, employment opportunities, etc.</p>	<p>Lead: TBD (a coordinator and communications person would be needed)</p> <p>Partners: School districts (involve schools from the beginning to encourage youth to pursue fisheries/wildlife careers by knowing what is available)</p>
<p>j. Establish a small cohort of youth who can be mentored and introduced to educational and career pathways in natural resources. Aligning opportunities can be along the Traditional Knowledge, advocacy (Bering Sea Management issues) and what a young person would need to know from an Indigenous perspective/livelihood along with the management issues.</p>	<p>Lead: TBD</p> <p>Partners: ANSEP, First Alaskans Institute</p>
<p>Q#4: How will we measure our success? What data will tell us we’re making a difference? A year or two from now, what SPECIFIC positive change do we want to make?</p>	
<p>Indicator of Success/Positive Change</p>	<p>Target</p>
<p>Creating a meaningful target for this indicator requires baseline information that is not readily available. Identify which jobs to track.</p>	<p>In # years, # of local (based completely in the Kuskokwim or Yukon) part-time and # of local full-time positions are in the subsistence/natural resource fields.</p>

<p>Creating a meaningful target for this indicator requires baseline information that is not readily available. Identify which internships to track.</p>	<p>In # years, there are # internships in the subsistence/natural resource fields.</p>
<p>Creating a meaningful target for this indicator requires baseline information that is not readily available. Identify which positions and natural resource boards/commissions to track.</p>	<p>In # years, # leadership or membership positions on natural resource boards/commissions are held by people from the YK Delta.</p>
<p>Creating a meaningful target for this indicator requires baseline information that is not readily available. Identify which resource management meetings to track and how to track youth attendance.</p>	<p>In # years, # YK Delta youth attend natural resource management meetings.</p>
<p>Creating a meaningful target for this indicator requires baseline information that is not readily available. Identify which institutions and programs to track (e.g., UAF, APU, students taking degrees online at home, which takes longer but is more affordable). Tisha Kuhns can check with CECI (Calista Education and Culture) to get our baseline numbers and suggested asking Title VI Indian Education if they have a survey from ASD. Maybe ANSEP tracks this for their students?</p>	<p>In # years, # YK Delta students are enrolled in college, technical school and training for natural resources subjects.</p>
<p>Creating a meaningful target for this indicator requires baseline information that is not readily available. Identify which institutions and programs to track (e.g., UAF, APU, students taking degrees online at home, which takes longer but is more affordable). Tisha Kuhns can check with CECI (Calista Education and Culture) to get our baseline numbers and suggested asking Title VI Indian Education if they have a survey from ASD. Maybe ANSEP tracks this for their students?</p>	<p>In # years, # YK Delta graduates have degrees in natural resources subjects.</p>
<p>Q#5: What funding opportunities and/or other resources can support our action plan? (see below for “Potential Funding Sources”)</p>	
<ul style="list-style-type: none"> • Cooperative Ecosystem Studies Units receive funding from various federal agencies. Yukon Delta provides funding to two universities to support students. • APU has a natural resource management Masters degree program. 	

- Tribal community teams can attend the Arctic & Earth SIGNS project, a program that focuses on Climate Change impacts and youth monitoring/learning to use data for decisions, within formal and informal education: <https://sites.google.com/alaska.edu/arcticandearthsigns/>
- Qungasvik <http://canhr.uaf.edu/research/past-canhr-projects/qungasvik-toolbox-indigenous-intervention-science-model-alaska-native-communities/> Hooper Bay and Chevak participate in the Qungasvik program (grant funded, offered through UAF online), which works with youth to teach cultural/ethnic knowledge while trying to help them stay away from drugs and/or alcohol (suicide prevention).
- Youth Build Grants or the Workforce Innovation and Opportunity Act (WIOA) Youth Grants could support a regional career pathway to a position related to subsistence.
- The Bureau for Indian Affairs (BIA) has an intern program for high school students and students in higher education. It takes some time to get it set up, but BIA is often looking for placements and/or has a placement but no students. BIA Pathways Internship: www.bia.gov/bia/ots/workforce-planning-coordination
- If a Tribe is applying for a BIA Tribal Resilience Proposal, consider building a youth intern into the project plan to work on the project with the lead staff, perhaps in partnership with another entity like First Alaskans Institute or using ONC's Internship structure (talk to Janessa Esquible). This funding source is to address environmental impact associated with climate change (like relocation, impacts on key fish/wildlife/food security). Young people would learn issues around planning and research.
- Fish and Wildlife Service has positions for Subsistence Resource Specialists that are providing for members to focus on the subsistence resources.
- The Yukon Delta NWR is looking to develop an internship partnership agreement with local Tribes. The target would be one agreement in the next two years with one Tribe as a pilot for all Tribes in the region.
- Involve Elders in Youth programming because they learn from Elders.
- People willing to mentor: Mellisa Johnson, Danielle Stickman, Raychelle Aluaq Daniel, Brooke Wright, Serena Fitka, Tisha Kuhns, Ellen Napoleon, Aaron Moses (job shadowing/mentor), Mary Peltola
- Tamamta (All of Us): Transforming Western and Indigenous Fisheries Sciences Together Program Partners. Tamamta supports comprehensive graduate training that advances the co-production of science (meaningfully and ethically bridging Western and Indigenous knowledge systems) for 15 to 20 Indigenous and allied M.S. and Ph.D. NRT trainees. Janessa Esquible and Danielle Stickman have information about the program and people involved.
- Send additional funding opportunities to Heather Stewart (hstewart@agnewbeck.com). This contact person may change at some point.

D. Summarize, Closing Comments & Adjourn

Q#6: (After summary of key tasks, leads & partners by facilitator) – What final comments, questions or concerns do we have as individuals/as a group?

Use social media for outreach to youth/students.

We do need more people working in-region, but there are not enough full-time, year-round jobs.

The group did not talk as much about general subsistence beyond fisheries.

- Some Upper Kuskokwim communities are doing berry monitoring; some communities on the Yukon are also thinking about or doing berry monitoring. Shadowing can be done with the berry monitoring.
- Caribou numbers are low; there are concerns about caribou in the Yukon Delta NWR area, especially in the winter season.
- Subsistence also includes celery, greens, and other plants.

Give youth ownership/knowledge of their region, provide training and tools and empower them to actively manage their subsistence resources.

Full Group Work Session Discussion Notes from Friday, August 14th

- Q. Tying traditional knowledge into scientific education – was this part of the discussion?
 - A. Yes, especially in relation to apprenticeships. Import topic.
 - Ellen teaches an Alaska Native Science course: includes hybrid of English and Yup'ik, multiple perspectives/points of view. “Kids light up when their culture is included in what they learn at school.”
- Q. When you talk about Council are you just talking about Tribal Councils or ALL types of Councils or Boards.
 - A. All councils.
- Q. Was there mention of including youth on Tribal Councils, fishery boards/committees, other subsistence related committees/boards?
 - A. Yes – will ensure this is included.
- AVCP is interested and excited to assist with implementation of action items, looking forward to collaboration.

Other Potential Funding Sources – Research Conducted by Agnew::Beck Consulting Prior to Work Session

Opportunity Name	Description	Eligibility and Typical Release Date
Wildlife Conservation Society (WCS), Climate Adaptation Fund Grant	https://static1.squarespace.com/static/59775f896b8f5b54f7106ff8/t/5e53fd270543460180117d32/1582562600140/2020+CAF+RFP_FINAL.pdf	Recurring funding opportunity, most recently due April 8, 2020
National Fish and Wildlife Foundation, Coastal Resilience Fund 2020	https://www.nfwf.org/programs/national-coastal-resilience-fund/national-coastal-resilience-fund-2020-request-proposals NFWF makes investments to restore and strengthen natural systems so they can protect coastal communities from the impacts of storms, floods, and other natural hazards and enable them to recover more quickly, and enhance habitats for fish and wildlife, create and restore natural systems in areas that will both increase protection for communities from coastal storms, sea- and lake-level changes, inundation, and coastal erosion, and also improve valuable habitats for fish and wildlife species.	Typically released annually in March
Santa Fe Natural Tobacco Company Foundation	https://www.sfntcfoundation.org/ Grant programs support the preservation, promotion, and advancement of American Indian self-sufficiency and culture in the United States, including programs for (i) the development of American Indian entrepreneurship, (ii) facilitating American Indian education (particularly college, graduate, and post-graduate education), and (iii) the preservation and enhancement of American Indian culture.	Accepts applications quarterly
U.S. Department of the Interior, Fish and Wildlife Service, Coastal Program	https://www.grants.gov/web/grants/view-opportunity.html?oppld=309815 a voluntary, community-based program that provides technical and financial assistance through cooperative agreements to coastal communities, conservation partners, and landowners to restore and protect fish and wildlife habitat on public and private lands. Coastal Program staff coordinates with project partners, stakeholders and other Service programs to identify geographic focus areas and develop habitat conservation priorities within these focus areas. Geographic focus areas are where the Coastal Program directs resources to conserve habitat for Federal trust species. Regional staff develop five-year strategic work plans based on the conservation priorities and the geographic focus areas that guides the work of the program. Projects are developed in collaboration with partners, and with substantial involvement from Service field staff.	Federal, state, interstate and intrastate agencies; local and tribal governments; public nonprofit organizations (such as conservation organizations, watershed councils, land trusts, and academic institutions); U.S. territories and possessions; and private landowners. U.S. non-profit, non-governmental organizations with 501(c)(3) status Next opportunity due September 30, 2020

Opportunity Name	Description	Eligibility and Typical Release Date
U.S. Department of the Interior, Fish and Wildlife Service, Tribal Wildlife Grants Program	https://www.grants.gov/web/grants/view-opportunity.html?oppld=324143 Supports the development and implementation of programs for the benefit of wildlife and their habitats and species of Tribal cultural or traditional importance, including species that are not hunted or fished. The TWG Program provides opportunities for federally recognized Tribes to engage in fish and wildlife conservation efforts on their lands, many of which are located adjacent to DOI- managed lands. Many funded project activities increase fish and wildlife populations, allowing for hunting and fishing opportunities on and off Tribal lands. This program also funds project activities that align and assist the Service with Endangered Species Act (ESA) activities supporting down-listing, de-listing, and preventing species listing.	Native American tribal governments (Federally recognized) Recurring funding opportunity, most recently due July 6, 2020
U.S. Department of Commerce, National Marine Fisheries Service, FY 2020 Community-based Restoration Program Coastal and Marine Habitat Restoration Grants	https://www.grants.gov/web/grants/view-opportunity.html?oppld=322357 Supports habitat restoration projects that use an ecosystem-based approach to foster species recovery and increase populations under NOAA's jurisdiction. Proposals submitted under this solicitation will be primarily evaluated based on their ability to demonstrate how the proposed habitat restoration actions will: 1. Contribute to the recovery of threatened and endangered species listed under the Endangered Species Act (ESA); 2. Sustain or help rebuild fish stocks managed under the Magnuson-Stevens Fishery Conservation and Management Act (hereafter, Managed Species); 3. Contribute to the sustainability of saltwater recreational fisheries by the restoration of habitat that supports the National Saltwater Recreational Fisheries Policy and Implementation Plans.	Recurring (funding announcement in November)
San Manuel Band of Mission Indians, Charitable Giving Program	https://www.sanmanuel-nsn.gov/Charitable-Giving/Introduction Our resources are directed within four giving pillars to benefit these communities and improve quality of life for adults, children and families. The Reinforcing Healthy and Resilient Communities program and Preserving Cultural Traditions and Empowering Indian Country program support cultural education, environmental protection and conservation.	Tribal Governments and Tribal nonprofit organizations throughout the United States Applications accepted annually February 1 – April 30
First Nations Development Institute, Grant Programs	https://www.firstnations.org/grantmaking/ Grants opportunities are available throughout the year to support tribal projects in the following program areas: Native Foods & Health, Native Youth, and Community Asset-Building.	Recurring opportunity
University of Oregon Tribal Climate Change Guide	https://tribalclimateguide.uoregon.edu/ Lists current funding opportunities, programs and plans that may assist Tribes in addressing climate change through a broad range of sectors.	

Opportunity Name	Description	Eligibility and Typical Release Date
U.S. Climate Resilience Toolkit Funding Opportunities database	https://toolkit.climate.gov/content/funding-opportunities Lists current funding opportunities to advance local adaptation and mitigation efforts.	
North Pacific Research Board	https://www.nprb.org/core-program/request-for-proposals/ NPRB supports a competitive, peer-reviewed annual request for proposal (RFP) process dedicated to marine research in Alaskan waters. The Core Program RFP (formally known as the Annual Research Program) is structured to address both pressing fishery management issues and important ecosystem information needs as prioritized by our Science Plan. Proposals are geographically centered in the Gulf of Alaska, Bering Sea & Aleutian Islands, and Arctic Ocean ecosystems. NPRB could offer funding opportunities suitable for community-based participatory research.	
National Science Foundation	https://www.nsf.gov/funding/ The NSF could offer funding opportunities suitable for community-based participatory research.	
BIA Youth Initiative Program	https://www.indianaffairs.gov/bia/ots/tribal-resilience-program/youth	
State of Alaska Workforce Innovation and Opportunity Act (WIOA) Grant	www.labor.alaska.gov/wioa/	
Rasmuson Foundation	https://www.rasmuson.org/	
EPA IGAP	https://www.epa.gov/r10-tribal/region-10-tribal-environmental-gap-funding	