



**North American Bird Conservation Initiative- US Committee
18-19 August 2020
Meeting Notes**

18 August 2020

Welcome, Introductions, and Ground Rules- *Gordon Myers, North Carolina Wildlife Resources Commission/Jerome Ford, US Fish and Wildlife Service*

27 out of 30 NABCI Committee Organizations represented during roll call.
For 35% of attendees, this is their first NABCI meeting.
For 20% of attendees, they have attended 10 or more NABCI meetings.

NABCI Coordinator Overview

Judith Scarl, NABCI

The purpose of the Coordinator Introduction is to provide a high-level overview of NABCI accomplishments, future directions, meeting themes, and meeting goals. Although the last five months have been very challenging, NABCI has made tremendous progress.

Subcommittees: NABCI's [Private and Working Lands Subcommittee](#) is updating our Farm Bill Field Guide to reflect the 2018 Farm Bill. The Communications Subcommittee is now Chaired by Scott Anderson from North Carolina Wildlife Resources Commission, who updated [NABCI's website](#). The [Human Dimensions Subcommittee](#) continues its webinar series, including an August 27 webinar on [ethno-racial diversity in wildlife viewing and conservation](#). Read more about what our Subcommittees have accomplished [at the bottom of our Meeting page](#).

Relevancy: NABCI's "[Why Care About Birds](#)" campaign was released in March 2020 to help the public understand the importance of the 3 Billion Birds loss. This campaign used information from NABCI's [Relevancy Toolkit](#); NABCI will release an updated Toolkit later this year. NABCI's International Subcommittee is developing [documents](#) targeted at governments, impact investors, and environmental organizations to demonstrate why birds matter.

This NABCI meeting will focus on guiding how we do business at NABCI in the future, linking 3 Billion Birds efforts with the [National Bird Conservation Priorities](#), and exploring the importance of, and new opportunities for, creative partnerships. NABCI will begin strategic planning in early 2021 and this meeting will help guide that process.

Bringing Back 3 Billion Birds: 5 Game Changing Paradigms

Todd Fearer, Appalachian Mountain Joint Venture/Tammy VerCauteren, Bird Conservancy of the Rockies
NABCI 2017-2021 Strategic Plan Goal 1, Subgoal 1: *Support, develop, integrate, and promote priorities of regional, national, and international bird conservation partnerships;*

NABCI 2017-2021 Strategic Plan Goal 3, Subgoal 1: *Facilitate coordinated communication with government leadership about highest priority programs, initiatives, and needs of bird conservation.*

A NABCI team has developed “5 Game Changing Paradigms,” a call to action to focus and improve how we do bird conservation. These paradigms include:

- 1) Unprecedented coalition to address the bird crisis
- 2) Advanced “road to recovery” science to identify specific causes of bird declines
- 3) Road maps for population recovery and full annual cycle conservation
- 4) Bold, new legislative agenda
- 5) Unified messaging to bring back 3 billion birds

The team developed a [white paper](#) to provide context for each of the paradigms and to apply each paradigm to grassland conservation efforts as a case study. Todd clarifies that the Game-Changing Paradigms are a set of opportunities that grew out of or were magnified by the 3 Billion Birds loss paper, rather than a planning framework. The Paradigms are not mutually exclusive or sequential. They reflect opportunities to transform our approach to how we do bird conservation.

Recent grassland conservation efforts are a case study in how we can leverage these Paradigms for a successful conservation movement. A virtual [Central Grasslands Roadmap Summit](#) was held in July 2020. The team started with a survey to start gathering priorities, and the Summit had panel discussions, presentations, and breakout groups to start building a Roadmap. The Summit uses the National Bird Conservation Priorities as a framework, linked to the Game Changing Paradigms to demonstrate how these Priorities will be addressed:

- **Partnerships and Engagement** (Unprecedented coalitions/roadmaps to recovery/unified messaging)
 - Unified vision and messaging about relevance of grasslands
 - Sharing scientific resources/database and knowledge transfer across audiences
 - Public/private partnerships to leverage match, and conservation opportunities
- **Policy and Funding** (Bold new legislative agendas)
 - Develop a North American Grasslands Conservation Act
 - Support a Grasslands Declaration or Collective Action statement for grasslands
 - Support Farm Bill and other policies that incentivize conservation, ecosystem services and social resilience for grasslands
 - Support indigenous lands and biological and community needs for sustainability
 - Identify gaps in human capacity whether coordinators or farm bill biologists and secure funding to support
- **Research and Evaluation** (road maps for population recovery)
 - Develop a list of research gaps that will improve knowledge about HD and economics driving grasslands toward conservation or degradation
 - Develop a list of research gaps that improve knowledge about populations at risk
 - Develop a list of research gaps that improve knowledge about grassland ecosystems and biodiversity
 - Strengthen monitoring programs
 - Develop a geo-spatial tool to prioritize landscape level areas that can be conserved or restored to reduce fragmentation and support biodiversity

In the Breakout Groups, teams discussed what it will take to make the Paradigm opportunities a reality, and what is NABCI’s role in this. [See notes from individual breakout groups.](#)

Group 1- Partnerships

- 1) Consider ways to make NABCI more accessible. A virtual meeting is good. We need better communication from NABCI members down through the organizations, and we should make the NABCI Committee more accessible.
- 2) Communication. Look at the Field Guide to Developing Partnerships as a way NABCI can play a role in developing coalitions.

Group 2- Science

We don't know why most of these birds are disappearing, and we can't pinpoint where/when/what leads to declines. How do we bring new science tools to figure out where conservation can be most impactful? The first step is prioritizing science so we can be more impactful with conservation.

Takeaways from this group:

- 1) Use power of NABCI to bring together a federal-nonfederal (public-private) response to what we are going to do. We need a formal response
- 2) Our response needs to include human dimensions. We need to create socioecological paradigm that goes along with the bird science.
- 3) We need to come up with a new funding mechanisms. Engaging academia, NGOs, etc, is very expensive, and we need new funding partners.

Group 3- Road Maps to Recovery

There are good examples of road maps in the west and how they have been used. We need to answer questions about finances- how much does each action cost? Numbers are hard to come by at large scales, but we shouldn't sell ourselves short in small projects. One role for NABCI could be to help line up partners with deeper pockets. NABCI could help to coordinate these plans, provide common language across a road map, line up audiences (who are the collaborators who are helping to design this plan? Who provides the resources?)

Group 4- Legislative Agenda

NABCI's engagement is limited to our NGO/non-federal partners, and we are focused mostly on the US. We don't have broad-based partnerships outside of the US and traditional conservation arena.

RAWA is oriented towards State Wildlife Action Plan implementation- how can we advance policies that are built around the regionalization of these SWAPS, that encourage states to look beyond their borders/agencies?

NABCI can also help with development of partnerships, especially around funding side. RAWA is huge funding opportunity- how to make sure there are policies and partnerships in place to help achieve match requirements. NABCI can help encourage pooling funds between state agencies and partners.

Group 5- Communications

3 Billion Birds is in phase 3 of its Communication Strategy. Phase 1 was getting out the 3BB science. Phase 2 was getting people involved through 7 Simple Actions, and Phase 3 is sustained and consistent messaging. The 3 Billion Birds Communication Team is looking for next steps to create that action. One potential action is rallying around #livebirdfriendly (initiated by Smithsonian), using that as an umbrella to invite people to engage in bird friendly lifestyle, production, supply chain. This message most relevant to people who already like birds- identify audiences that can move the needle, and each audience may need different messaging. NABCI can be a home for messaging and a way to promote messaging across all partners.

Partnerships and Relevancy: NABCI's Field Guide to Developing Partnerships

Judith Scarl, NABCI

NABCI 2017-2021 Strategic Plan Goal 1, Subgoal 1: Support, develop, integrate, and promote priorities of regional, national, and international bird conservation partnerships.

NABCI 2017-2021 Strategic Plan Goal 3, Subgoal 2b: Demonstrate bird conservation's strong ties to healthy land, water, and people in order to communicate relevance beyond birds; **Subgoal 2b2:** Develop initial talking points supporting bird conservation relevancy for meetings with agency leadership, funding organizations, and non-traditional partners

NABCI's "Field Guide to Developing Partnerships," will provide tips and guidance on how to identify common goals, reach out to new partners, and build relationships and develop trust. This guide will help to remove barriers to leveraging government dollars with private dollars to multiply conservation impacts through partnerships, one of the National Bird Conservation Priority Actions, and it will help bird conservation professionals form unprecedented coalitions, as recommended in the 5 Game Changing Paradigms.

Background: In 2019, Committee members identified lack of capacity or expertise to build relationships or partnerships, especially with private partners outside of our usual sphere of partners, as a major barrier to leveraging public/private dollars to multiply conservation impacts through partnerships. Over the past 6 months, 5 content development teams worked on information about communication, relationship building, finding common goals, lessons learned, and an overview of different types of private partners. The Field Guide will serve as a primer for new bird conservation professionals, but it is also a source of ideas for how to engage a broader stakeholder base, and practical guidance for building diverse partnerships. The next steps are to evaluate feedback received at this meeting, do the design work, and release the guide this fall/winter.

Breakout Group Themes and Common Threads

7 breakout groups discussed three key questions. For more details, [see the notes generated from each breakout group](#). The ideas listed below were mentioned in at least one of the groups.

What did you find most helpful about the Guide?

Most groups mentioned the impressive scope, expansive content, comprehensiveness, or completeness of the guide. Several groups noted that explicitly highlighting pitfalls or lessons learned was helpful, and groups also liked the examples of successful partnerships. Overall, participants thought that the Guide was well thought out.

What could be strengthened about the Guide?

- Executive Summary can be improved by making it more thorough, to serve as a "cliff notes" version of the document. Consider having links to the text. Consider putting more structure in the Executive Summary
- The document is very long and can be overwhelming. Document formatting, reducing repetition, improving layout, and improving organization will help with this.
- Consider other ways to pull out key information: distill sections into 1-2 pages? "Field Guide" version of ~10 pages with appealing layout? Develop infographic summary (i.e. "place-mat"?) Catchy tag lines? Quick guide? Distilled-down checklist?
- More emphasis on diverse partnerships and cross-cultural collaboration
- It was good that this document defined partnerships, but a couple of groups mentioned that this definition could be more in-depth, differentiate between transactional versus collaborative partnerships
- Emphasize timescale more explicitly, make clear how long it can take to build meaningful partnerships

Breakout Group Reports (focused primarily on unprecedented or surprising partnerships)

Group 1

Our community still doesn't know the broad range of organizations we can partner with. For example, Department of Defense is partnering with National Native Seed Strategy, Wildland Fire National Council, and National Invasive Species Council, and there are opportunities to bring birds/bird conservation into those other groups. Important to evaluate our networks to look for opportunities like that, that we may not be aware of.

Group 2:

Most helpful: Guide is a good reminder of how partnerships work, good to have it codified and on paper. Some of the relationship development also useful for leadership development.

Interesting Partnership: Helping partners in Mexico develop community, improve water quality, and also helping waterfowl. Different way of looking at the benefits of providing clean water and community opportunities as also good for birds.

Could be improved: Guide was very long

Group 3:

Interesting Partnership: In the Great Plains, bringing in tribal and ranching partners together in a grassroots manner. Thinking of the "first and best stewards of the land" and engaging tribes.

Group 4:

Overall: Very impressed with Field Guide, covered a lot of bases

Could be improved: Document was quite long and needs to be a single voice, can decrease repetition of ideas. Could consider a quick-guide with bulleted points of how to move forward with establishing partnerships. Need to be specific actions to increase diversity, inclusion, and equity.

Interesting Partnerships: North Carolina Wildlife Resources Commission partnership with Department of Defense to help conservation of red-cockaded woodpeckers. Proactively thinking about how to do conservation in the future.

Group 5:

Overall: Felt good about the document, it's expansive and inclusive, nice to see history of partnerships that developed, good strategic overview

Could be Improved: Defining partnerships a bit better (transactional vs. relational, national vs local). Document a little too long. Make sure to emphasize that partnerships take a long time to build.

Interesting Partnerships: Central Grasslands Summit engaged indigenous and ranching communities- scope of this partnership could be very powerful.

Group 6:

Overall: Impressive, very complete. It was long, but individual sections were a little short- balance those two needs. Keep the document digital (don't print), include individual's contact information as hyperlink. Emphasize how long it takes to build partnerships.

Interesting Partnerships: 1) ME Department of Inland Fisheries and Wildlife is partnering with Health and Human Services to get domestic violence victims in underserved communities to participate in bird conservation for emotional benefits. 2) ABC and Smithsonian are approaching sustainable development organizations and impact investors for potential collaborations. 3) Working with groups similar to us but with different taxa (Monarch JV, Partners in Amphibian and Reptile Conservation)

Group 7:

Most Helpful: Specific sections about IDing potential partners and why they might be interested in partnering. Sharing stories and case studies (in Guide and in conversation)

Areas to Strengthen: Identifying which messages resonate with which communities- picking from among different messages is a challenge.

Partnership Examples: Example from Maine came up again- working with victims of domestic violence and what needs to be considered working with this population. Need outside partners to help support logistically and financially.

Day 2- 19 August 2020

Partnerships, Relevancy, and Racial Justice: The Benefits of Diversity, and NABCI's Niche

Judith Scarl, NABCI; Jerome Ford, USFWS; Viviana Ruiz Gutierrez, Cornell Lab of Ornithology

NABCI 2017-2021 Strategic Plan Goal 1, Subgoal 1: Support, develop, integrate, and promote priorities of regional, national, and international bird conservation partnerships. **NABCI 2017-2021 Strategic Plan Goal 3, Subgoal 2b:** Demonstrate bird conservation's strong ties to healthy land, water, and people in order to communicate relevance beyond birds;

What are the connections between NABCI, racial justice, and diversity? NABCI's vision is "Healthy and abundant populations of North American birds are valued by future generations and sustained by habitats that benefit birds and people." Our strategic plan focuses in multiple places on building stronger and more inclusive partnerships. An evaluation of perspectives missing from NABCI, conducted informally in 2016, identified tribal groups, recreation groups (e.g. birdwatchers), and ecological economics/human health groups, among others. And, many of our partners have initiatives to engage birdwatchers, get people outside, or promote outdoor access/recreation. However, we have seen that outdoor recreation is often not as safe for people of color. People of color often don't have equal access to "healthy habitats that benefit birds and people." And people of color are underrepresented in the outdoor recreation population. Since NABCI serves as a forum for the professional bird conservation community to exchange ideas, identify and support common priorities, learn from each other, and develop national guidance on issues, NABCI may have a role in helping bird conservation professionals learn from each other on how to address diversity/equity/inclusion issues, or in otherwise helping to support racial justice issues as they relate to birds and bird conservation.

Partner Perspectives: Jerome Ford, Assistant Director for Migratory Birds, US Fish and Wildlife Service
Family is a place to talk about injustices, because often African-Americans can't talk about these things at work or in public. Mentoring is important professionally.

Birds know no boundaries- we need to bring that diversity of thought into our community and reach out beyond our boundaries. This is not just about race. "We have to empower all humans." Include everyone in the discussion- we all have things to offer.

When Jerome was managing a small refuge in the south, he wanted to show everyone he took this responsibility seriously, and he wanted to feel a sense of belonging. We need to engender loyalty and a sense of belonging in this community.

In Jerome's community growing up, they took notice of mockingbirds and robins and other birds; African-American, Hispanic, and other communities have these same connections! We have an opportunity to share, to empower everyone. But don't do this in a parental way- these communities want a seat at the table to provide thoughts and ideas. As a community, we should feel safe in having these discussions into the future. This is not about blame or shame. It's about how we go forward to broaden the tent to other perspectives. We need everyone- feel safe that we can have a conversation and expand our thoughts and ideas. NABCI's niche is to make this commitment- at every meeting, we can have a conversation relative to this, acknowledge the importance of these conversations. NABCI can lead the way for other conservation partners.

"I want to be accepted at what I do, and not tolerated."

"We need to relinquish a little bit of control to have that inclusiveness and give that sense of equality."

Partner Perspectives: Viviana Ruiz Gutierrez

We are actively leaving out people who are bird conservation right now- the people who are working on the ground. If we don't take the time to check in on our biases on age, gender, disability, etc, we won't be allowing those people to do what they can for bird conservation. Everyone has different biases- you

can't just be perceived as part of the problem, you also need to be part of the solution. American Ornithological Society has a Diversity and Inclusion Committee. Trying to think how to expand efforts into Latin America, but they realized they weren't even representative of their own constituents within the US. The first thing they did- and what she suggests that NABCI do- is come up with a diversity statement- what do you stand for?

AOS Diversity Statement: *The greatest asset of the American Ornithological Society (AOS) is the diversity of individuals representing the regions where they work, the disciplines that comprise their research, their individual viewpoints, and their generosity of knowledge and time in advancing a global perspective in ornithology. The mission of AOS is best fulfilled when we embrace diversity as a value and a practice. We maintain that achieving diversity requires an enduring commitment to inclusion that must find full expression in the culture, values, norms, and behaviors of AOS. Throughout AOS's programs, events, publishing, and professional development activities, we will support diversity in the membership, leadership, volunteers and employees in all of its forms, encompassing but not limited to age, disability status, economic circumstance, ethnicity, gender, race, religion, and sexual orientation. Leading by example, AOS aspires to make diversity a core and abiding strength among our membership.*

AOS also conducted a survey to see where they stood- they were 84% white, and found that gender diversity was much better in earlier career stages. How to break the barriers that were keeping later stages from being diverse? It is necessary to recruit and retain talent, achieve representation in leadership while avoiding tokenism, and recognizing and rewarding achievements in order to achieve excellence in ornithology. We are in danger of becoming irrelevant to the "majority minority" who is coming up the ranks now. Current events are highlighting a reality that has always existed- now they are knocking on the door of bird conservation.

They have learned that they need dedicated staff to work on DEIJ issues, especially in drafting a strategy for this. Additional initiatives at their annual conference include: travel and caregiver grants, panel discussion series to address biases, diversity trainings, anti-racism workshops (starting in 2021). Need to have representation across all different Committees. They are also working on metrics and how to evaluate their efforts, to show that increased investment will have an increased effect. They initiated an LGBTQ+ social, which has had a big impact on their society.

"We need to adapt to the changing face of ornithology and bird conservation, otherwise we will be irrelevant."

"It's always about seeing people for the potential they have, not what we think they are."

"A lot of the messages that folks get is 'you don't belong.' How can we change that to 'you DO belong'?"

Participants broke out into groups to address three questions:

- a. How does more racial diversity in conservation help to advance or promote bird conservation goals?
- b. From what lens is your organization interested in racial justice issues? (E.g., hiring more people of color, recruiting people of color to participate in outdoor recreation, making outdoor recreation safer/more welcoming for people of color, etc)
- c. What do you think NABCI's niche should be in helping the bird conservation community better address racial justice issues?

Report Outs focused on NABCI's Niche

Group 1

- With online meetings, we have a much more diverse group of people participating than we would in person. How can we shift how NABCI works, regarding Committee and Subcommittee membership, meetings, recruiting younger and more diverse people?
- Bottlenecks in the pipeline in getting people in conservation careers- there may be a role for NABCI to play to address access issues
- Can NABCI members pool money as a grant for organizations to hire a NABCI intern? Unpaid internships are major impediment to a lot of people getting the necessary skills and experience
- Human Dimensions Coordinator position (or other position) to work more on DEI issues, compiling information and serving as a resource for all of our partners?

Group 2

- Importance of getting more diverse people involved, more diverse community in the workforce- challenges of recruiting from new audiences. Can NABCI provide forum or guidance on how to reach more diverse audience of job candidates? Can NABCI help with resources like a list of schools with graduates from diverse backgrounds and natural resources degrees?
- Importance of reaching people earlier. Some of our partners work with children in urban areas and help them to experience the outdoors.
- NABCI can support a learning community
- NABCI can help organizations make clear connections between diversity, justice, and our conservation outcomes
- NABCI members have different flexibilities (federal and non-federal) to take positions on racial justice; discussion about how much NABCI should be involved in political issues

Group 3

- Need to include local communities in the conservation enterprise; go to where they are instead of getting them to go somewhere else.
- At the state level, constituencies are changing to become more diverse- need new voices in the business model for the state. Struggling to promote applications for state jobs- how do we recruit and retain diverse set of candidates? Can we promote early experiences, including before college? How can we support these experiences for people whose families are not wealthy enough to support trips, unpaid internships, etc?
- Need to tailor rules of engagement to encourage non-white-male perspectives.
- One organization has gotten wonderful interns but don't have funding to bring them into organization.
- Can NABCI help to analyze diversity and set up affinity interaction groups, in support of what some partners are already doing?

Group 4

- There's a lot going on! Organizations are changing hiring practices, thinking about retaining employees, developing D&I strategies. One role for NABCI is to be a place to capture a lot of these good practices/examples of diversity strategies, so we can learn from each other; share best practices (e.g. focus on abilities rather than qualifications, writing position descriptions so they are not so complicated and exclusive, require hiring participants to go through implicit bias training)
- Relinquishing control is hard for scientists! We need to learn how to change our own behavior and perspectives. Consider applying game-changing paradigms to diversity. Increasing diversity can't be business as usual- let's look at our world differently. We have a Eurocentric view of conservation, and there are great sources of information in communities of color. Need to value those different ways of looking at conservation.
- "You can't expect to harvest if you don't plant the right seeds." Internships, field experiences, etc.

- Diverse communities may rely on wildlife for subsistence or have consumptive relationship with wildlife- remember to be inclusive and respect different uses, and also consider the perspectives people bring and attitudes about safety (e.g. some cultures may be afraid of snakes)
- Can NABCI help support or develop apps that improve accessibility?
- Increase NABCI's diversity, or we won't be able to see needs and opportunities.
- NABCI's done a lot with relevancy, ensure NABCI engagement in AFWA Relevancy Roadmap.
- Environmental justice may be better recognized than other elements of justice; may be opportunities to connect bird conservation to environmental justice

Group 5

- Importance of having a shared understanding of what we mean re: creating diversity and what this might look like in practice
- Examining structure e.g. academic institutions have been developed by white men, and the focus is tenure... the goals to be achieved are not always as achievable for audience
- What does welcoming look like? What are the subtle things we need to think about to build inclusiveness? Appropriate to state this as a core value.
- Problem can be overwhelming, so we need to figure out how to take small but meaningful steps. NABCI could help to create guides/roadmaps.

Group 6

- This is not something we can fix overnight
- NABCI strength is having organizations that are working internally on this issue; NABCI is a place to bring this together and share best practices
- NABCI has been successful in unifying bird conservation behind priorities; can we do that for people and diversity?
- We need diversity and inclusion within NABCI, to do this well. Explore composition of NABCI, pay attention to diversity we have and tap into these

Group 7

- Importance of engaging local communities and having people in conservation that reflect those communities
- Diversity is a good business model; sometimes people who are not white are even more invested in conservation than we are, and we are missing opportunities to engage large groups of people
- NABCI can work on its approach for how to make connections; serve as a forum for listening, identifying barriers and helping to reduce those barriers

Committee Vote

NABCI Committee members voted unanimously to support NABCI working to explore further how we can address racial justice, diversity, equity, and inclusion.

Team to evaluate this feedback and come up with a proposal with concrete next steps for NABCI's role: Elsa Haubold, Todd Fearer, Sue Bonfield, John Alexander, Scott Anderson, EJ Williams, Jill Deppe, Jennie Duberstein, Jennifer Cipolletti, Dave Trevino, Sherrie Ivanov, Mark Defley (needs to confirm with Danielle)

Recovering America's Wildlife Act

Sean Saville, Association of Fish and Wildlife Agencies

NABCI 2017-2021 Strategic Plan Goal 2, Subgoal 1d1: *Produce State of the Birds reports that synthesize science and align with key policy programs or initiatives to provide an effective communication tool to encourage science-based conservation policy*

NABCI 2017-2021 Strategic Plan Goal 3, Subgoal 1b: *NABCI non-federal partners will develop or compile messaging that communicates how emerging legislation or funding could impact bird conservation.*

NABCI's 2019 State of the Birds report highlighted the important role state agencies play in bird conservation and served as a communication tool for the Recovering America's Wildlife Act (RAWA). RAWA is part of the bold, new legislative agenda needed to support bird conservation.

On 1 July 2020, RAWA passed the House as an amendment to HR-2, the Moving Forward Act (which is an infrastructure package). Major revision from previous version of legislation related to dedicated funding- in this amendment it is a 5 year authorization rather than permanent, mandatory, dedicated funding. Still \$1.4 billion package (\$1.3 for states, ~\$.1 for tribes). This was part of a bipartisan amendment package. Overall bill was fairly partisan, so still some work to do to get this into bipartisan package in the Senate. Passing the House is the furthest this bill has ever gotten.

Great American Outdoors Act was signed on 4 August 2020, which finalizes decades of bipartisan work and signifies that big, bipartisan conservation packages are possible. Permanently funds Land and Water Conservation Fund at \$900m annually, and allocates \$1.9b/year/5 years to address the parks maintenance backlog. Provided messaging opportunity to Senate that it's possible to get this done politically.

Continuing to use the 2019 State of the Birds report has been instrumental in framing the benefits to state fish and wildlife agencies and their partners of getting RAWA done. Continues to provide opportunities for messaging and media. The Central Grasslands Roadmap Summit was also useful in framing the need for landscape-scale conservation funding package. Wildlife and Conservation funding is in the news, including op-ed pieces on RAWA, decline in hunting and fishing license, mention of a civilian conservation corps, etc. RAWA campaign has been demonstrating the economic/jobs impact of RAWA funding.

Next Steps (as of August 2020); Work to include bill in a final infrastructure/economic recovery package and secure a lead to introduce in the Senate; continue to make the case for dedicated funding; use the #RecoverWildlife initiatives to raise awareness and funding for the campaign to pass RAWA; engage partners to advocate and broaden the reach of the Alliance.

Gordon's Perspective from a state agency: At the end of a 5 year period, we need to have demonstrated thoughtful stewardship of resources. We need to establish priorities and implement projects, and convert this rapidly to action. NABCI can work through its strategic plan to identify bird conservation priorities that can be translated to actions.

Award Presentation and Transition

NABCI presented its annual Gary T. Myers awards to three recipients. The 2019 award was presented to both an organization and an individual.

NABCI presented the 2019 Gary T. Myers award to Pronatura Noroeste, an organization that has played a consistent and important role in bird and habitat conservation in northwest Mexico for almost three decades. Pronatura's science-based approach, combined with innovative field work, has built

strong partnerships to protect critical bird habitat, support the recovery of endangered species, and provide multi-level education about the importance of bird conservation. Their work has led to the designation of the La Asamblea-San Francisquito Coastal Corridor as a Ramsar site, the designation of the Bahía de los Ángeles Biosphere Reserve, several marine protected area designations, and private land conservation contracts that protect and manage more than 300,000 hectares of critical bird conservation habitat. They support international and regional coordinated monitoring and have conducted important research, monitoring, and banding on multiple species of shorebirds in critical wintering habitat. Working with local schools and communities, they trained elementary school teachers to include bird-focused lessons in school curricula and organized bird festivals that include avitourism training, diverse art experiences, and school projects.

NABCI presented the 2019 Gary T. Myers award to Dr. Herbert Raffaele. Herb Raffaele is an accomplished ornithologist and author of several bird guides and books. Dr. Raffaele served professionally as the Chief, Division of International Conservation, U.S. Fish and Wildlife Service for many years and led the USFWS's efforts to contribute to conservation around the globe. In this role, Dr. Raffaele developed sources of conservation funding that enabled international conservation implementation, including developing the capacity and expertise of in-country conservation staff in many countries. Dr. Raffaele created and served as Chair of the Western Hemisphere Migratory Species Initiative (WHMSI), a voluntary collaborative effort that engaged conservation professionals and agency personnel from 35 countries throughout the hemisphere. Under his leadership, this group developed the migratory bird conservation plan and framework for the western hemisphere, which was then formally adopted by the Convention of Migratory Species at the Conference of Parties in Ecuador as the Convention's official plan to protect birds in the western hemisphere. Dr. Raffaele oversaw implementation of the migratory species treaties with Mexico, Canada, Russia, and Japan, and led the drafting of several agreements associated with these treaties, including the Trilateral Agreement with Mexico and Canada, and a draft of the Neotropical Migratory Bird Conservation Act for the U.S. Senate.

NABCI presented the 2020 Gary T. Myers award to Dr. Brad Andres. Brad Andres has been an active and effective presence in North American shorebird conservation for more than two decades. As National Coordinator of the U.S. Shorebird Conservation Plan since 2001, Dr. Andres has taken a leadership role in developing hemispheric partnerships like the Atlantic Flyway Shorebird Initiative, Pacific Americas Shorebird Conservation Strategy, and the emerging Midcontinent Shorebird Conservation Initiative. He has also provided valuable scientific and monitoring data to advance shorebird conservation throughout the hemisphere, including information on the extent of hunting-related shorebird mortality in the Caribbean and South America, which has led to tangible progress on maintaining a culture of shorebird hunting in a more sustainable manner. Although Dr. Andres has focused most of his career on shorebirds, he regularly supports bird conservation efforts outside of this group, both professionally and outside of work. For example, when leadership was needed in the waterbird community, he stepped up to take a leadership role to advance a waterbird initiative, and he provides guidance and expertise to other bird initiatives as they work to develop research, monitoring, and conservation activities.

NABCI presented the first David Pashley Memorial Award to Gordon Myers for his outstanding service to NABCI and the bird conservation community. Gordon served as Chair/Co-Chair of NABCI from 2010-2020, and during his tenure he guided development of NABCI's first and second strategic plans, leading to improved focus, efficiency, and trust. He oversaw the expansion of NABCI to include a broader diversity of partners, and he oversaw the modification of the NABCI charter to have Co-Chairs, rather than alternating Chairmanship, to strengthen the partnership between the states and U.S. Fish and Wildlife Service. He supported work on Human Dimensions, including helping to fund the National Bird Conservation Social Science Coordinator position, and he provided valuable leadership to both NABCI and the Association of Fish and Wildlife Agency's Bird Conservation Committee. Gordon's

representative and thoughtful state perspective ensured NABCI's relevancy while encouraging the bird conservation community to think outside of the box for bird conservation.