

Engaging Diverse Communities in Invasive Plant Management





The Pitch: Hear from organizations that meet conservation goals & specific youth development targets through inclusive community engagement and culturally appropriate programming.

Setting the Tone



Cesar Chavez

“Preservation of one's own culture does not require contempt or disrespect for other cultures”

Engaging Diverse Communities in Invasive Plant Management

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Santa Monica Mountains National Recreation Area

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East San Francisco Bay area parks

Gaby Jimenez

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Los Angeles Conservation Corps



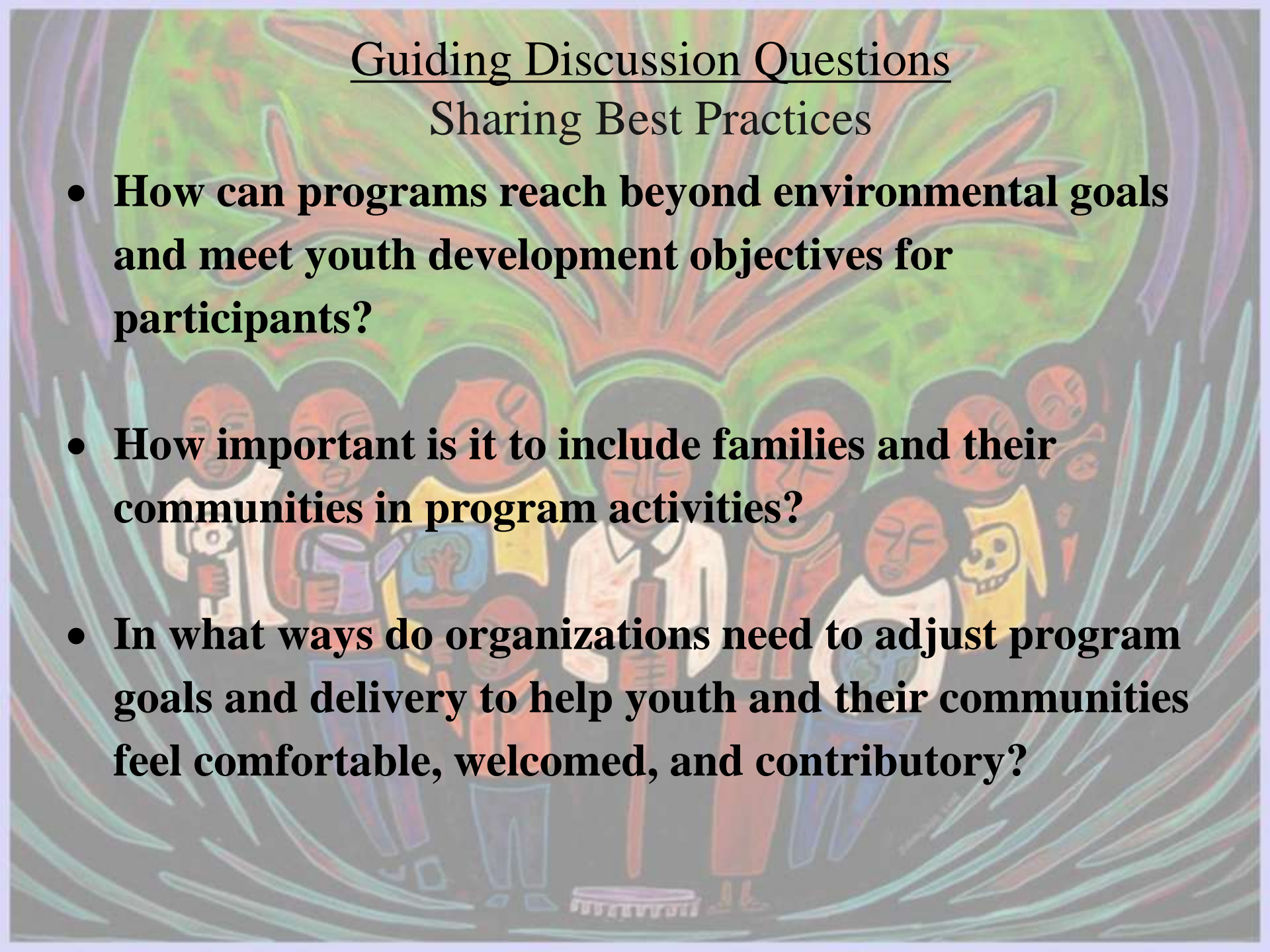
LA CONSERVATION CORPS

Transforming Youth. Enhancing Communities.

Guiding Discussion Questions

Sharing Best Practices

- **How can programs reach beyond environmental goals and meet youth development objectives for participants?**
- **How important is it to include families and their communities in program activities?**
- **In what ways do organizations need to adjust program goals and delivery to help youth and their communities feel comfortable, welcomed, and contributory?**





Ammy Baez

Biological Technician

Santa Monica Mountains National Recreation Area

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Santa Barbara, CA

SAMO YOUTH

- 10 week summer program
- Included high school students from underrepresented communities in Ventura and Los Angeles counties
- Tuesday-Saturday, 8 hour days
- Paid work experience program
- Projects included
 - Plant propagation
 - Restoration maintenance
 - Invasive plant management (pulling weeds)
 - Fence construction
 - Trail maintenance
 - Visitor outreach





Rancho Sierra Vista, CA



Point Mugu, CA



Circle X Ranch, CA



Rancho Sierra Vista, CA



Rancho Sierra Vista, CA

Diversity and inclusion in conservation

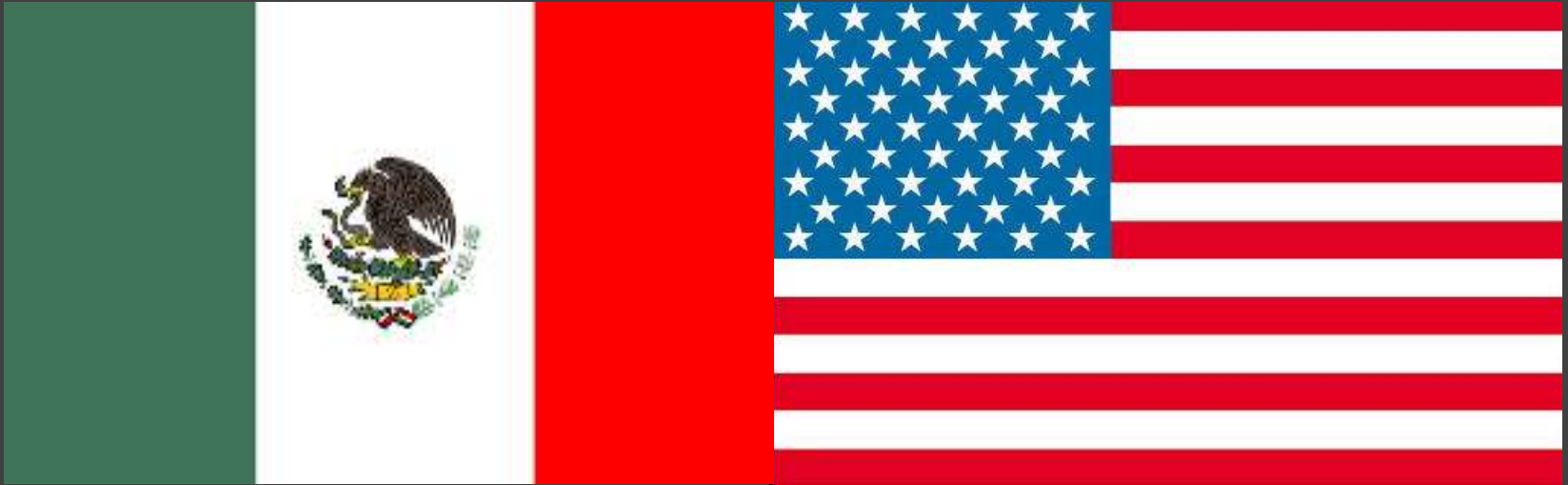
Cal-IPC Symposium
October 26, 2017

FERNANDO VILLALBA

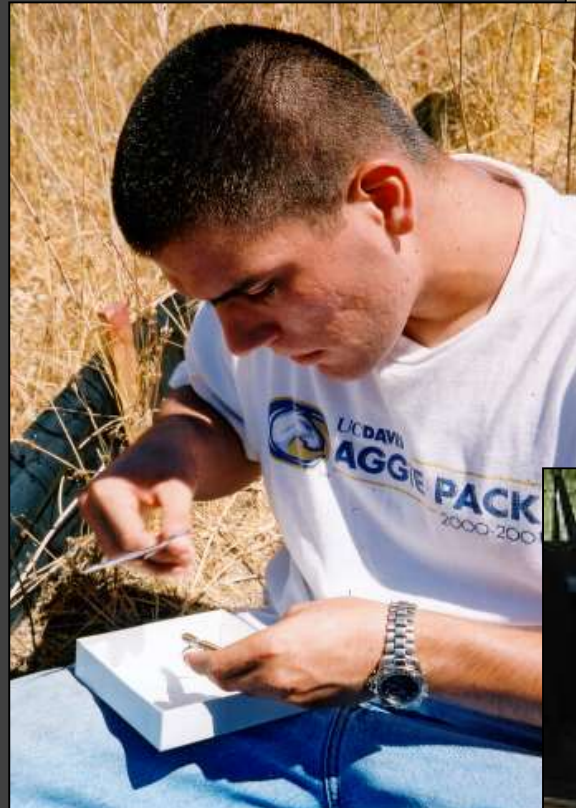
Biologist, Youth Programmer
National Park Service
East San Francisco Bay area parks



Introduction



Introduction



**The Effects of Urbanization and the Argentine Ant
(*Linepithema humile*) on the Native Ant Community in Santa Monica
Mountains National Recreation Area**

FERNANDO VILLALBA

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Technical Report

Imagine



Eric Wrubel/NPS

Reality check



Technical Report

National Park Service (NPS)

Work Environment Survey

January-March 2017

Breaking it down



- 22.9%** based on their age
- 9.5%** based on racial or ethnic background
- 7.2%** based on religious beliefs
- 6.9%** based on a perceived or actual disability
- 4.5%** based on sexual orientation
- 19.3%** experienced gender harassment
- 10.4%** experienced sexual harassment

Diversity matters, Synergy at play



Does Diversity Pay?: Race, Gender, and the Business Case for Diversity

Cedric Herring
University of Illinois at Chicago



Journal of Work and Organizational Psychology 30 (2014) 123-132



Journal of Work and Organizational Psychology

www.elsevier.es/jpto



Effective workgroups: The role of diversity and culture

Paulo Renato Lourenço^{a*}, Isabel Dórdio Dimas^b, and Teresa Rebelo^a

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Available online at www.sciencedirect.com

ScienceDirect

Procedia Economics and Finance 11 (2014) 76 – 85

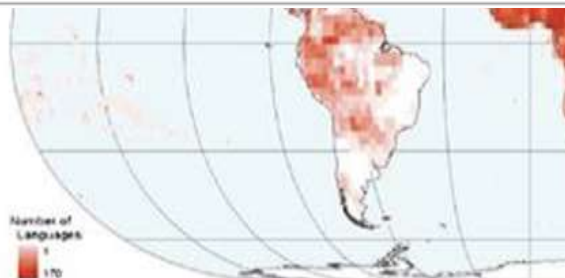
Symbiosis Institute of Management Studies Annual Research Conference (SIMSARC13)

Workforce Diversity: A Key to Improve Productivity

Ankita Saxena^{a*}

^a Lecturer, Anand Engg. College, Agra

Southern Economic Journal 2009, 75(3), 829-856



Racial Diversity and Aggregate Productivity in U.S. Industries: 1980-2000

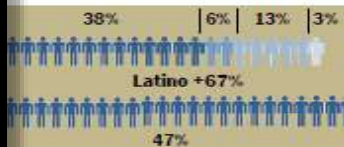
Chad Sparber^{*}

Drawing parallels, Applications



's Population Trends

...e urban and diverse, older, poorer, and less healthy.
...s relate to the outdoors in different ways
...ation projects, natural resou

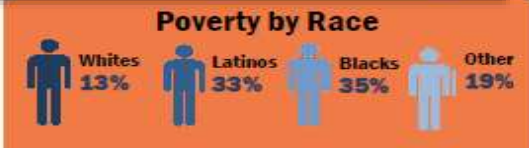
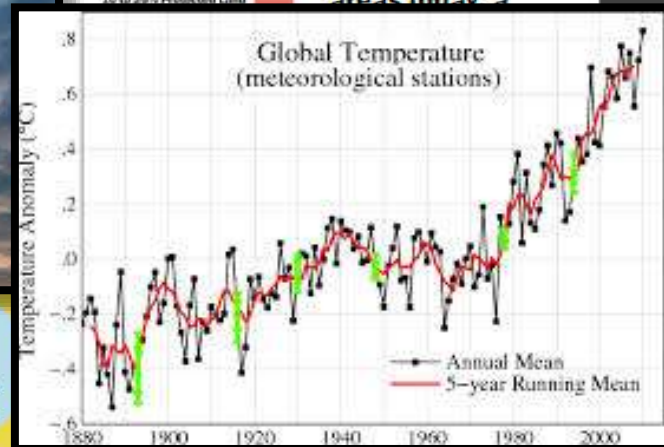


In 20...
76% of the population
12 counties
in 3 regions
California
Area, and the
Vall



...es with over 50% Protected Land
25 to 50% Protected Land
10 to 25% Protected Land

95% live in urban areas today, a



How Might NPS Respond?

Reflect and serve the unique demographics of your region.



Go beyond the numbers

Qualitative outcomes are important

Biggest impacts are often at the individual level,
sometimes from where you least expect

Co-create programs to address community needs

Be clear on intentions and benefits

Listen

No need to lower expectations/standards

Be flexible

In summary



People are being hurt by actions and inactions

The status quo is unsustainable, counter-productive

The future of our work is on the line

We are equipped with tools to address this issue



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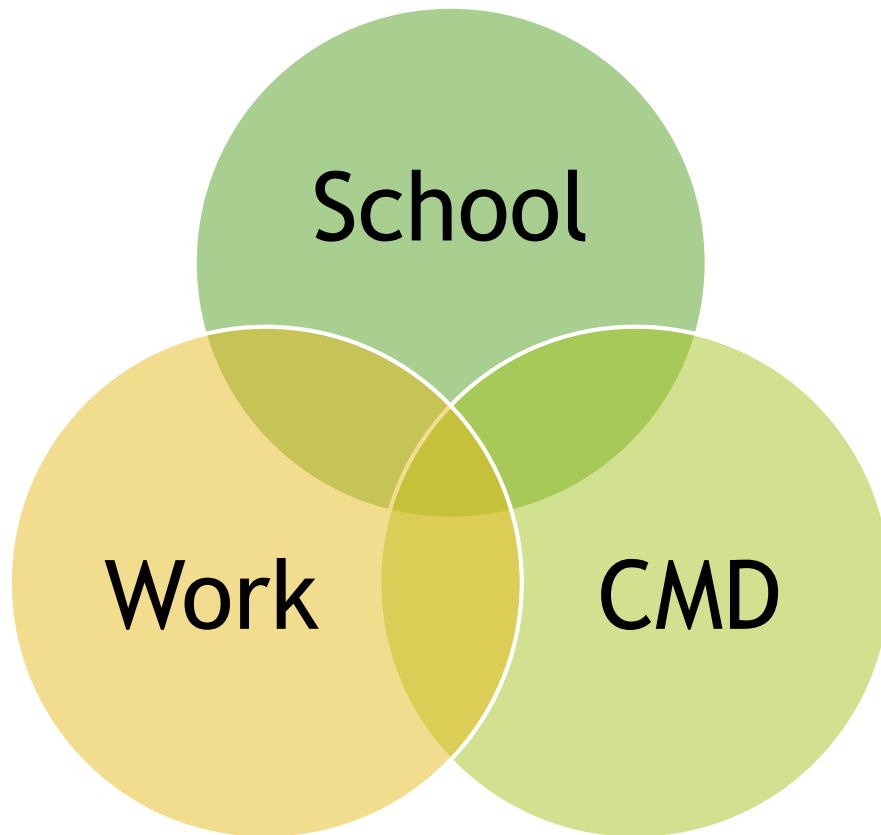
Gaby Jimenez

Case & Transition Program Manager

What We Do

- LA Conservation Corps' primary mission is to provide at-risk young adults and school-aged youth with opportunities for success through job skills training, education and work experience with an emphasis on conservation and service projects that benefit the community.

Corps Departments



Green Career Pathways / Employer Engagement

- Six pathways:
 - Construction
 - Energy
 - Manufacturing
 - Zero Waste
 - Land Management
 - Independent
- Focus on building relationships with employer partners to hire Corpsmembers

Habitat Restoration

High-profile restoration projects that we conduct for partners such as the United States Forest Service, National Forest Foundation, National Park Service, U.S. Fish and Wildlife Service, the State of California, and local parks and land conservancies. Activities include, but are not limited to trail construction and maintenance, erosion control, invasive species removal and management, and hazardous fuel removal.



Through our partnership with **National Forest Foundation** our corpsmembers are removing brush, repairing the trail, and installing erosion control measures on the Windy Gap Trail located in the **San Gabriel Mountains Monument**.





For the last several years the LA Corps has been helping the City of Rancho Palos Verdes remove large stands of mustard along their coast. Corpsmembers are trained to use weed whackers and other equipment to remove the mustard, all while seeing a beautiful ocean view.

Life Skills & Work Ethic

- Purpose is to provide skills and tools needed to live better quality of life
- It helps to accomplish our ambitions and fulfill our full potential
- Main areas of focus (year round):
 - Personal Development
 - Health and Well Being
 - Financial Literacy
 - Work Readiness
- Provided at beginning and end of school
- **Mandatory** program participation

Environmental Trainings

- On-site construction training
- Industry certifications
- Community service
- Vocational education and training
- Academic enrichment
- Job readiness training
- Leadership development
- College preparation
- Peer support
- Career guidance
- Lasting friendships
- Overall lifestyle change



Phase 3

Continued support and access to resources upon completion of our program.

It takes a village...



RECOMMENDATIONS FOR PARK ENGAGEMENT:

SIX KEY FACTORS

- (1) Hire staff who represent local & diverse population, speak the languages of the target communities
- (2) Build relationships with schools & community programs
- (3) Engage community representatives to co-design programs that address community needs, instead of park needs
- (4) Supportive, welcoming culture
- (5) Bridge the geographical gap
- (6) Actively recruit program participants



<http://instituteatgoldengate.org/blog/engaging-diverse-youth-in-park-programs>