

Culture & Capacity Action Group 2022 Work Focus

Purpose of C&C AG: In support of communities interested in utilizing IFM in Washington State, the C&C AG works to support a strong network of practitioners as we all learn and work with each other to develop and implement strategies that lower flood risk, increase environmental health and productivity across our State's floodplains.

Who is C&C AG: This group is staffed by Matt Gerlach at ECY and is transitioning leadership from Heather Cole at TNC, to Allan Warren at BEF. About 10 people participate in the C&C AG meetings, ideally representing state, local, federal, and Tribal partners. A varying, but generally larger number of people participate in C&C AG led activities.

Development of this Work Focus: At the October 2021 C&C AG meeting action group participants contributed to a 2021-2022 planning exercise in Mural and a number of themes emerged from that session that were then explored in more detail at the January 2022 C&C AG meeting. Core themes emerged that directly inform the 2022 focus are:

1. Complex Project Management
2. Tribal Training
3. Creating Organizational/Bureaucratic Change

In 2022, staff are developing learning program offerings around each of these themes. In addition, staff stays in close contact with members of the C&C AG and broader FbD network to hear what are the most pressing needs and remain adaptive in our approach. Throughout the year, the learning program will address each of the C&C AG's previously identified Core Competencies:

1. Technical Expertise (Social & Biophysical)
2. Leveraging Differences
3. Tribal Engagement
4. Project Management
5. Storytelling & Advocacy
6. Networking Skills

Each of the core themes, planned offerings, and associated core competencies is detailed below.

Complex Project Management: On March 3rd, 2022 we held the first of a new, monthly Lunch & Learn Series that will initially focus on complex project management and leveraging the collective expertise of the FbD network to bring examples of both challenges and ways that people have worked through those challenges. This series will build Technical Expertise (both Social and Biophysical) and Networking Skills; support Project Management, Storytelling &

Advocacy; and by bringing diverse perspectives in as presenters will Leverage Differences. The planned monthly topics are:

- March 3, 2022: Unexpected Challenges & How to Overcome Them
- April 7, 2022: Contracting Efficiencies
- May 5, 2022: How are Partners Increasing Project Management Capacity
- June 2, 2022: Managing Consultant Contracts to Reduce Work Burdens
- July - October, 2022 - sub-series on building trust within a collaborative partnership and managing complex collaborations
- November & December, 2022 - TBD, possible topics include: Effective Communication, Managing Multiple Grants, a presentation on Diversity, Equity, and Inclusivity, or On-the-Ground Project Management. Will be determined by ongoing feedback from the C&C AG.

These topics and themes will be periodically reviewed with the C&C AG throughout the year to receive feedback on whether the offerings are supporting the needs of the FbD network and to adjust as necessary.

Tribal Training Series: The Tribal Training led by The Whitener Group in 2021 was well received by the C&C AG and there was strong support for offering it again in 2022. Heather Cole with TNC has led the scoping with the consultants and a four part series will be conducted in May and June, 2022. The focus of the training series is on floodplain practitioners, who work in Washington, and who can commit to both the full series and some self-guided research. The registration process opened on March 14, 2022, and has already exceeded the 30-participant cap.

To allow more participation, this year's series will also include a Tribal Panel Webinar that will be open to an unlimited number of participants, which will occur in early June. This series focuses on the Tribal Engagement core competency.

Creating Organizational/Bureaucratic Change: At its heart, Integrated Floodplain Management is about systems change with regard to how we manage the floodplain. However, one of the initial barriers that practitioners must deal with in bringing about this system-wide change is the bureaucratic silos and structures within their very own organizations. This training will focus on how to change structured systems and effectively work across agencies and organizations for institutional change. Similar to the Tribal Training Series, this training will likely bring in an outside expert to facilitate the training and is planned for late fall 2022.

Better Integration with Funding & Policy AG (F&P AG): In addition to the above learning program offerings, another expressed desire of the C&C AG during the fall/winter work planning was greater integration with F&P AG. We will begin this effort with a 2022 Legislative Session Update at the April 7, 2022 C&C AG meeting and will maintain a standing agenda item for the F&P AG at the C&C AG meetings going forward.