

Association of National Park Rangers Board of Directors Meeting Minutes

Tuesday, August 22, 2023 BOD Meeting

Time of BOD Meeting – 4:30pm AKT, 5:30pm PT, 6:30pm MT, 7:30pm CT,
8:30pm ET

ZOOM link:

----- AGENDA TOPICS -----

Attendance (Secretary)

- Voting Members Present: Rick Mossman, Demmy Vigil, Emily Johnson, Meg Weesner, Tom Banks, Shannon Wilson, Troy Hunt, Elsa Hanson, Jonathan Shafer,
- Voting Members Absent: Mike Pflaum, [Wendy Lauritzen](#),
- Others: Bill Wade, Melissa DeVaughn

- BOD: Rick Mossman (President), Demmy Vigil (Secretary), Meg Weesner (Treasurer and (non-voting) International Liaison), Wendy Lauritzen (Fundraising), Mike Pflaum (Gov Affairs), Elsa Hansen (Internal Communications), Jonathan Shafer (Strategic Planning), Shannon Wilson (Member Services), Troy Hunt (Seasonal Perspectives), Emily Johnson (Professional Issues). Non-voting: Bill Wade (Executive Director), Melissa DeVaughn (Business Manager).

Approval of Minutes from the previous BoD meeting(s) (President):

- Changes to last BOD minutes updated Absent member. Minutes approved.

Treasurer's Report:

- (Weesner) Concerns about going to Florida due to discriminatory practices in FL, and maybe due to the Jacksonville location. Too late for Super Raffle.
- Executive Director Bill Wade sent the financial statements by email on Aug 17. Please review these prior to the board meeting. As you can see, ANPR is largely dependent on RR and donations to meet its expenses. Donations to the Supernaugh Fund are running a bit behind what was budgeted; perhaps there will be more that comes in with RR registrations. If we had more members, dues payments would allow us to do even more - a good reason to recruit new members.
- Fundraising is in limbo currently until we hear back from Wendy. Possibly need to look for another Fundraiser.

Executive Director's Report:

- Deanne Adams, former ANPR President and former International Ranger Federation President represented ANPR at the memorial for Gordon Miller, one of the founders of IRF, in July. Deanne's flight was compensated by ANPR.
- Review of draft Membership Growth Report and decision on next steps. Feedback through email to Bill asap.
- Schedule is coming along well. Thank you Bill and committee.

Old Business:

- The IRF Board of Directors approved ANPR's resolution to rename IRF's lifetime achievement award to be the "Gordon Miller IRF Lifetime Achievement Award." Thanks for your support on this; it is a well-deserved tribute to Gordon. I have been asked to write a summary that can be posted on IRF's website and social media. (Meg)
- World Ranger Day was on July 31. President Rick Mossman represented us at Point Reyes NS. Over a 100 uniformed rangers were in attendance. Great participation. Memorial for "killed in Line of Duty" was updated to include Ken Patrick. Frank Lands was the Keynote speaker and is new Deputy Director of NPS Operations.
- Next year will be held at East Bay parks. July 31, 2024, Jeff Olf and Mike Lynch sponsor.
- IRF sent out a social media tool kit in late July. The chosen theme for this year was: How Rangers deliver the "effective" aspect of 30x30 and the Global Biodiversity Framework.
- Pictures will be in the next feature of Ranger Magazine.

New Business:

- Bids for hosting the 11th World Ranger Congress in 2027 will open soon. The IRF has committed to an earlier process for selecting the next WRC site. Requests for bids will open on Sept 1, 2023 and are due by July 1, 2024. They anticipate making a selection in time to announce the next venue during the 10th WRC in France. Does ANPR want to consider making a bid? I would recommend against it, since we hosted the 8th WRC in 2016, but we might want to support another ranger association in North America if they are interested. (Meg)
 - WADE Comment: 2027 will be the 50th anniversary of ANPR. We might want to consider combining our annual RR and the WRC in Jackson Hole. Discuss at the next RR with membership.

Reports:

- All members should read this agenda prior to the BOD meeting. Reports will not be discussed at the BOD meeting except for: 1) any last-minute updates to the report since it was entered, 2) any questions anyone has about the report, or 3) any decisions needed.]
- President:
 - I represented ANPR on July 31 at the World Ranger day celebration at Point Reyes NS. The event was put together by ANPR member Jeff Olf, Mike Lynch (California State Park Rangers Association), and the PORE staff. The new Director of OPS from WASO was the keynote speaker. I had a chance to talk to him for some time before

the event about ANPR. He was not too aware of the organization. Over 100 people (mostly uniformed Rangers from 28 agencies) attended. We also dedicated the new memorial to Ken Patrick killed on duty at PORE in 1973. His widow (and retired NPS employee) Tommie Lee was in attendance.

- Secretary:
 - The tri-group ANPR/NPCA/Coalition met Thursday August 17, 2023. We had a presentation from Park Institute of America Tyler Sammis and his interns. The presentation focused on Diversity Hiring by various Land Managing agencies and groups that are doing good work in charting diversity career paths. At the end of this agenda I will locate a few screenshots from the presentation.
 - From the last BOD meeting – There was discussion to improve social media by featuring NPS employees of all disciplines to show what NPS does and that it is an attractive employer. “A Day in the Life of” feature through Instagram, Tic Toc, Linked-in, Facebook etc to reach out to potential diverse applicants is desired. Any additional thoughts on this topic before closing it? Who will be the lead? How is this project maintained? This idea is Tabled for the time being.

- Treasurer:
 - See report above

- Executive Director:
 - We are still looking for a few presenters (especially for breakout sessions) for the RR. If any of you are interested, or if you know someone who might be interested, please let me or Shannon know as soon as possible.
 - I still need to get RFP out for venues east of the Mississippi for RR48 (2025).
 - For RR49 (2026) Jamie and Shannon are distributing RR RFP to venues around YOSE for RR45? We are expecting an offer from Westward Look in Tucson. See [email](#) sent to ANPR address for Jamie Richards notes on subject.

- Business Manager:
 - Since our last meeting, I met with the RR46 planning committee and am working to advertise registration and also (as editor) work on coverage for the Fall issue of Ranger magazine. Good Disaster Relief donations for various NPS disasters.
 - Worked with Tom Kerns to change the Donations page so that now donors can make multiple donations in one-stop shopping. The previous set-up made it impossible to break out a total donation without making a note of it. Now that is a more seamless process.
 - Worked to get the word out about the Natural Disaster Relief fund in light of the fires in Maui.
 - Met with the Membership Growth Committee to discuss the path forward and options for the future of ANPR. Also, in the editor role, working on a magazine story about this, to advance this discussion for the coming RR46.
 - Registrations for RR46 are below where they were this time last year. Need more advertising?

- The annual general meeting of the IRF membership (ranger associations) is scheduled for Wednesday Sept 6. I will be participating, and Rick and others on the board are welcome to join in via Zoom. The meeting usually consists of reports from the officers, the committees, and the regional representatives of IRF. The annual meeting is required by IRF's constitution. It's an impressive affair with live translation in English, Spanish and French on the Zoom platform.
- Organizers of the 10th World Ranger Congress are developing plans. The Facebook page is live - "IRF- World Ranger Congress". The upcoming Congress will be in Hyeres, France, on the Mediterranean. Dates for the Congress are July 7 to 11, 2024. We anticipate being able to provide some scholarships to assist US rangers to attend the WRC.

- Membership Growth Task Group
 - See Executive Director's report above.

- Ranger Museum Task Group
 - On hold until busy season passes for YELL then we will have another meeting

- Harry Yount Award Task Group
 - Probably no Yount Award this RR. This is not an annual award but a life-time achievement award.

Adjourn: [6:30 PT] * When a finalized agenda is cleaned up, it is put into the Minutes Folder.

Next meeting: September 26, 2023 (4th Tuesday of the month)

Screenshots from ANPR/NPCA/Coalition meeting Aug 14, 2023 below:

Consensus Points

Five Points of Consensus

1. Recruitment is mostly targeted through personal/organizational networks
2. Middle-men programs (Bridge, MobilizeGreen) would provide candidate support through promotional videos, development calls, and encouragement during the hiring process when they could not offer relocation bonuses, increased stipends, etc
3. Easier to recruit for seasonal & temporary roles as less benefits are attached to these descriptions
4. No systemized method to track retention of candidates in conservation following a seasonal role
5. Hiring managers unofficially pre-screen organizations, parks, etc. more so than prospective youth to gauge their intentionality and existing record of inclusive practices



BLACK FACES IN GREEN SPACES: THE JOURNEYS OF BLACK PROFESSIONALS IN GREEN CAREERS

SUSTAINABLE FORESTRY INITIATIVE
PLT is an initiative of SFI

PROJECT LEARNING TREE

MANRRS

GREEN JOB FACT SHEET DEI SPECIALIST

Diversity, Equity, and Inclusion (DEI) specialists work closely with the human resources team, and often with a director or manager of diversity and inclusion. They are a supportive member of the larger HR family, focusing on an organization's overall diversity, equity, and inclusion strategies, programs, advancements, and retention. They are subject matter experts in the fields of diversity, equity, and inclusion, and are trusted to bring creativity and compassion to the department.

The Big Picture

DEI specialists ensure equity in the organization, by:

- Developing, coordinating, and evaluating employee-focused DEI programming that is fair to all current and prospective employees.
- Consulting, educating, and advising employees on human rights legislation.
- Helping remove any conscious or unconscious biases or barriers that may exist in a company's work environment.

IS THIS CAREER RIGHT FOR YOU?

ARE YOU AN EXCELLENT COMMUNICATOR WITH A PASSION FOR JUSTICE IN THE WORKPLACE? DO YOU CARRY A HIGH LEVEL OF RESPECT FOR GLOBAL CULTURES AND DIFFERENCES AND ARE YOU EXCITED BY TEAM-BUILDING OPPORTUNITIES? If so, this might be the perfect career for you!

DEI specialists must have a talent for speaking, collaborating, and understanding the diverse backgrounds of others. They do diversity presentations and trainings to multiple divisions and departments of the organization. They analyze data and deliver reports to their supervisors. To succeed in this job, you must value diversity and commit to an inclusive working and learning environment.

Salary

U.S. salaries range from about \$52,000 to \$64,000 per year and average about \$59,000.

Where Can You GROW?

A career in DEI can include work as a Diversity Coordinator, DEI Analyst, or DEI Consultant. Some possible employers:

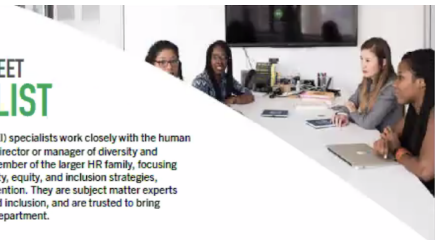
- Federal, state, or local government agencies
- Forest industry companies
- Educational institutions
- Consulting firms

Moving Forward >>>

The road to working as a DEI specialist is different for everyone. Many people have training in a related field, such as forestry.

- **HIGH SCHOOL:** Study a wide range of subjects and focus on developing your communication skills.
- **COLLEGE:** Work toward a bachelor's degree in Business Administration, HR Management, Organizational Development, Management Studies, Communications, Psychology, Public Policy, Political Science, or Liberal Arts.

For more about green jobs, visit www.plt.org/workingforforests



	BLM	NPS	FS	CC	SFI	IREC
Entry-Level	Light Green	Light Green	Light Green	Dark Green	Orange	Dark Green
Engagement	Orange	Light Green	Light Green	Orange	Dark Green	Red
Accessible	Light Green	Light Green	Light Green	Orange	Orange	Dark Green
Consumable	Light Green	Orange	Light Green	Light Green	Light Green	Light Green
Pathways	Orange	Orange	Orange	Orange	Dark Green	Light Green
Variation	Red	Red	Red	Dark Green	Dark Green	Dark Green
Resources	Orange	Orange	Orange	Orange	Light Green	Light Green