



WEST MULTNOMAH

Soil & Water Conservation District

Fiscal Year 2022-23 Annual Work Plans

**In Support of Long-Range Business Plan
Adopted on June 15, 2021**

Presented at Board Meeting on March 15, 2022

Time	Topic	Strategic Direction in LRBP	Presenter
6:15	Orientation to LRBP Year 2 (FY 22-23)	-	Jim Cathcart
6:20	Water and Soil	5	Scott Gall
6:30	Habitats and Biodiversity	6	Kammy Kern-Korot
6:40	Working Farms, Forests and Gardens	7	Laura Taylor
6:50	Climate Change	8	Mary Logalbo
7:00	Relationships to the Land	9	Michelle Delepine
7:10	Sharing Conservation Information	4	Renee Magyar
7:20	Financial Sustainability	3	Michele Levis
7:30	Organizational Health	2	Jim Cathcart
7:40	Equity and Inclusion	1	Laura Taylor
7:50	Long-term Success	10	Jim Cathcart



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Strategic Direction 5 – Water and Soil

*"Protect and improve water quality
and soil health."*



Presented by Scott Gall, Rural/Soil Conservationist



Water and Soils Goals

- 5.1 - Assist farms, livestock and horse operations, and ranches with comprehensively addressing water quality concerns
- 5.2 - Encourage farms, forests, and community gardens throughout the district to implement practices that promote Soil Health
- 5.3 - Maintain and widen riparian buffers (and native habitat) on streams and restore to filter out sediment and other pollutants.
- 5.4 - Serve as a convener, active partner, and technical resource with key stakeholders that directly impact water quality within the district.

SD #5 – Water and Soils – Measures of Success

STRATEGIC DIRECTION 5: Protect and improve water quality and soil health.

Success Criteria	Measures of Success				
	LRBP Year 1	LRBP Year 2	LRBP Year 3	LRBP Year 4	LRBP Year 5
Cropland improved	30 acres per year				
Stream length enhanced	Minimum 22,910 feet by Year 5				

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5.1 Addressing Water Quality Concerns

- Work with NRCS to implement relevant CIS's
 - Assist with plans, site visits, etc.
 - Assist NRCS with Local Work Group to steer Farm Bill Funding
- Partner with SIDIC
- IPM factsheets for land managers and rural properties.



5.2 Soil Health

- Promote and facilitate **Soil Health and throughout the District** (Farms, forests and school/community gardens).
- Improve 30 acres per year thru soil building practices
- Assist School, Community and Demo Garden Program with soil TA and funding to improve soil

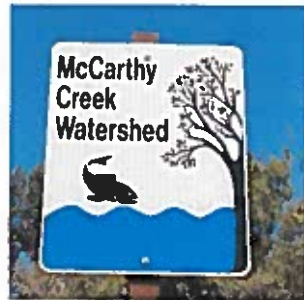


5.3 Riparian Buffers

5.3.a Monitor, maintain, and enhance Healthy Streams Program project

5.3.b. Add new riparian restoration projects in priority watersheds

5.3.c. Plan and implement upland forest restoration practices



5.4 Partnerships for Water Quality

- NRCS
 - Soil Health
 - Forest Health
- Scappoose Bay Watershed Council
 - Moorages, O&E, invasives, and possibly water quality monitoring
- Watershed Resource Center
- Stormwater projects



Strategic Direction 6 – Habitats & Biodiversity

*"Protect, enhance, and restore biodiversity, native
landscapes, habitats, and ecological function"*

Presented by
Kammy Kern-Korot,
Senior Conservationist



Habitats & Biodiversity Goals

1. Native habitat coverage and connectivity
2. Avoid biological invasions
3. Wetland, Multnomah Channel & Columbia River floodplain habitats
4. Oregon white oak prairie, savanna, and woodlands
5. Pollinator, native insect, and plant biodiversity



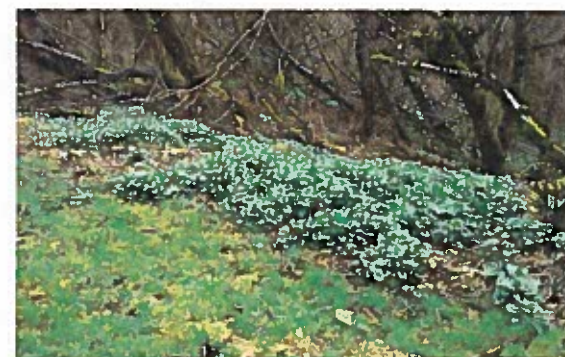
Native habitat coverage and connectivity

1. 2 new lg. Sauvie Island habitat projects w/tribe, etc.; write grants
2. Maintain & expand habitat restoration at HSP/riparian sites and at Sauvie Is. farm project
3. Connect 50 EDRR sites to restoration opportunities, maintenance support, 1,500 native plants
4. 100s of habitat features installed & monitored via partner efforts
5. 33+ acres habitat at 3+ forest sites
6. SBWC partnership, moorage habitat



Avoid biological invasions

1. Outreach to 175 new people to increase survey area
2. Inventory 450 properties by June 30
3. Treat all permitted properties with infestations (approximately 300).
4. Capture drone imagery from 3 shoreline miles
5. Canopy weeds (treat invasives in priority areas)
6. Moorage education re: aquatics



Wetland, Multnomah Channel & Columbia River floodplain habitats

1. Continue to manage and restore 120 ac. Lower McCarthy Wetland Reserve Easement site
2. Restore and maintain 15 acres of habitat along Dairy Creek
3. Complete annual summer aquatic weed survey of Sturgeon Lake



Oregon white oak prairie, savanna, and woodlands

1. Complete Oak CIS project in Upper Abbey Watershed, add wildlife features
2. Maintain new oak savanna at Lower McCarthy and Sauvie farm OWEB grant site
3. Integrate oak at other sites
4. Assess regional oak habitat map priorities; work with partners on outreach, etc.



Pollinator, native insect, and plant biodiversity

1. Help plan and implement pollinator gardens via partner funding, urban demonstration program
2. Integrate plant biodiversity & pollinator plants into WM restoration projects
3. Plant native trees, shrubs, & ground cover for forest habitat diversity



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Strategic Direction 7 – Working Farms, Forests, & Gardens

*"Enhance the long-term health and productivity of
farms, forests, woodlands, and gardens"*

Presented by
Laura Taylor, Interim Forest Conservationist

Working Farms, Forests, & Gardens Goals

1. Forest land assistance for healthy forests and forest economies
2. Long-term health of school & community gardens
3. Farm assistance for productivity and long-term health of the land



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Farms and Forests

- Forest Stewardship and Conservation Plans
- Forest conservation project management
- NACD Technical Assistance Grant



Long-term health of school & community gardens

- Needs Discovered from Environmental Education & School Gardens Niche-Finding:
 - ↑ Access to gardens & green spaces
 - ↑ \$ & support for BIPOC-led & culturally specific groups
 - Systems change
 - Diversify board & staff
 - Direct educators to existing resources
 - Expanded long-term funding
- Soil health / cover crop pilot



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Strategic Direction 8 – Climate Change

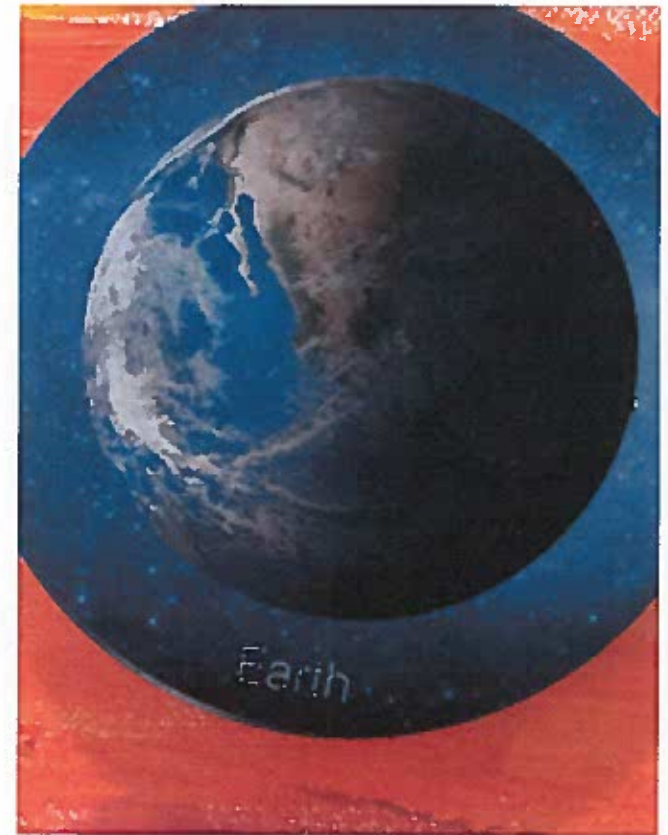
*"Promote resilient environments and communities in
the face of climate change"*

Presented by Mary Logalbo,
Urban Conservationist

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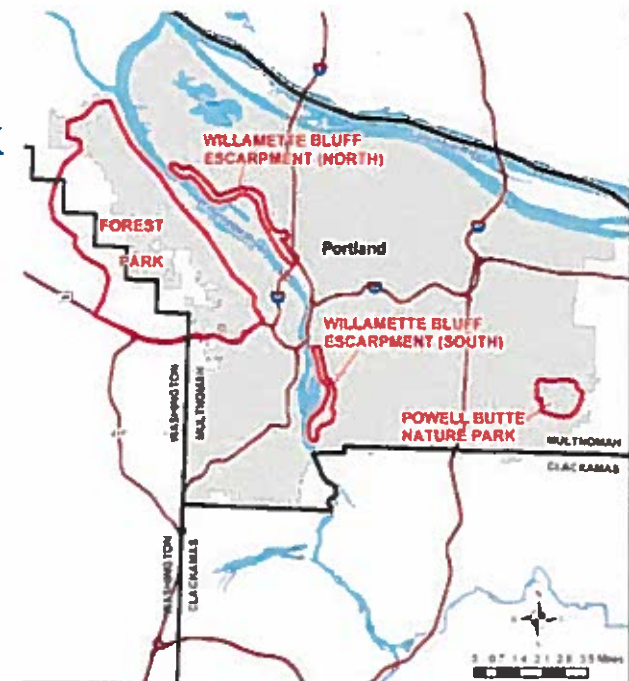
Climate Change Goals

1. Wildfire risk & landscape resiliency
2. Working lands & gardens adaptations
3. Increasing community resiliency
4. Increasing our capacity to understand and impact



Wildfire Risk Reduction & Resiliency

- Wildfire risk reduction planning & implementation for Forest Park
- Partner to deliver information & outreach
- Partner to provide home risk assessments
- Promote Firewise communities



Credit: Portland Parks & Recreation,
<https://www.portlandoregon.gov/parks/article/142411>

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Working Lands & Gardens Adaptations

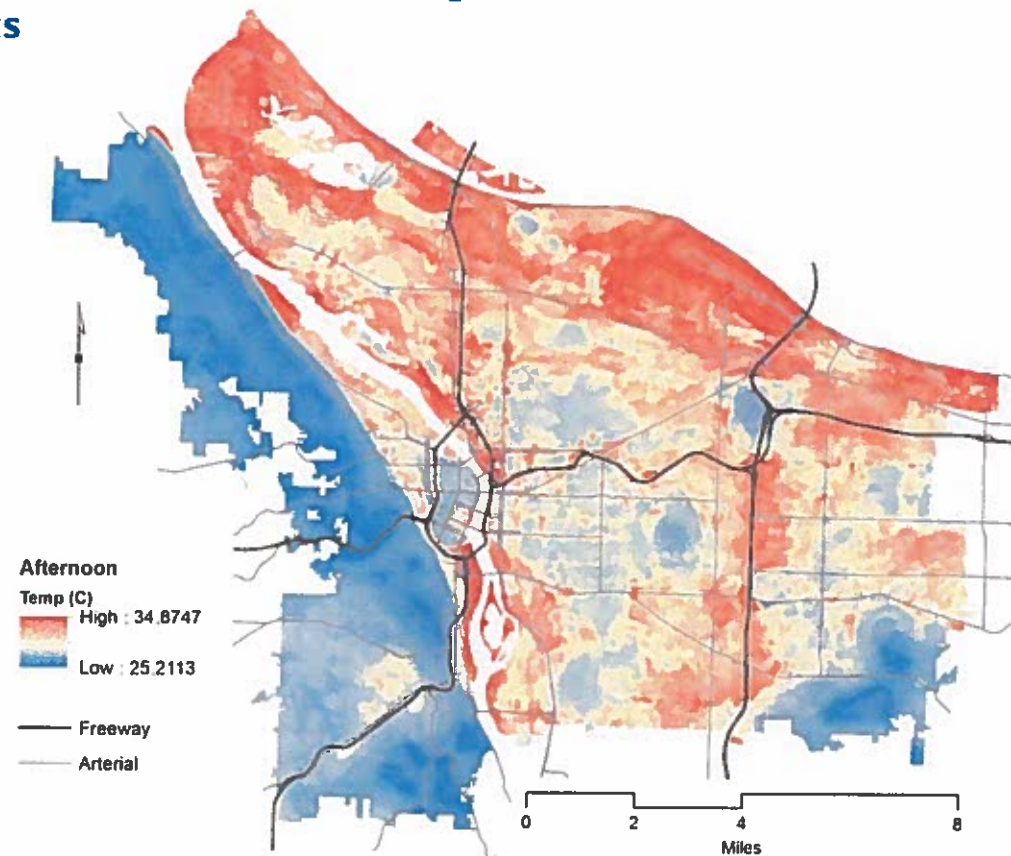
- Niche finding
- Market offerings
- Climate lens guidance
- Develop partnerships



Increasing Community Resiliency

Portland Harbor & Downtown Focus

- Reducing Urban Heat-Island Effect
- Partnership Development
- Connecting Community



Temperature disparities across Portland. Source: *Sustaining Urban Places Research (SUPR) Lab*, Portland State University, 2018.

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Increasing capacity to understand & impact

- Climate lens
- Trainings
- Strategic Partnerships



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What land management practices can be incorporated or adjusted to increase climate mitigation and adaptation?

Mitigation

- Decrease soil disturbance and increase carbon stores in agricultural soil
 - Reduced (zero) tilling, cover cropping, crop rotations, using Biochar and manure
- Protect and restore high carbon-storing ecosystems
 - Wetlands, old-growth forests, riparian areas
- Afforestation and reforestation

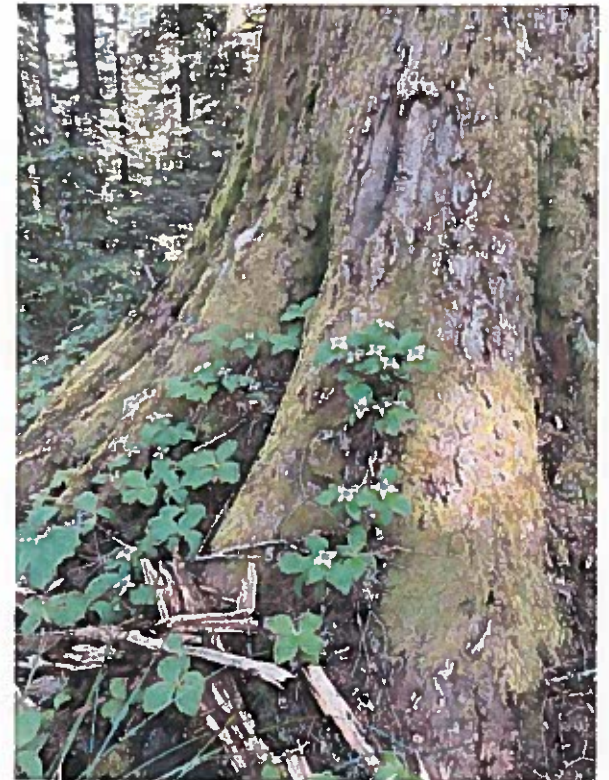


Slide Credit: Emma Russell, PSU ISS LSAMP Climate Change Intern

What land management practices can be incorporated or adjusted to increase climate mitigation and adaptation?

Adaptation

- Increase soil stored carbon to increase health
- Increase habitat connectivity and biodiversity
 - Promotes adaptation, migration, benefits pollinators
- Restore and protect riparian areas
 - Maintain riparian buffers, incorporate flood and drought-tolerant species
- Increase forest disturbance resiliency
 - Reduce stand density, maintain understory cover, monitor for invasive species, incorporate drought-tolerant species



Slide Credit: Emma Russell, PSU ISS LSAMP Climate Change Intern

A stylized graphic of a leaf, split vertically. The left half is dark blue and the right half is olive green. The leaf is composed of several triangular segments separated by white lines, giving it a segmented or quilted appearance. It is positioned on the left side of the slide.

Strategic Direction 9 – Relationships with the Land

"Enhance, support, and create opportunities for all people, especially those historically and presently displaced from and deprived of land, to foster mutually beneficial relationships with the land."

Presented by Michelle Delepine,
Conservationist & Invasive Species Coordinator

A stylized graphic of a leaf, split vertically. The left half is dark blue and the right half is green. Both halves are divided into several diagonal segments by white lines, creating a segmented, geometric appearance.

Relationship Goals

- 1) School & Community Gardens Support, especially in racially diverse neighborhoods
- 2) Assess/address opportunities that increase land access for cultural purposes & local connections to the land
- 3) Support efforts that help all people see themselves in natural areas, demonstrate that these places are for them, and convey that all people can play a role in protecting and enhancing these areas.

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School & Community Gardens Support

- Partnerships and plans offer culturally responsive materials
- Funding is provided through equitable framework
- Robust funding for program delivery and support will be pursued through NACD and NRCS



Improve land access for cultural purposes & enhance local connections to the land

- Soils & Forestry: Develop program for connecting willing landowners with access for those from cultural/immigrant/BIPOC communities
- Habitats: Integrate cultural practices into restoration to facilitate native plant harvest
- Urban & Invasives: Enhance connections & collaborations, including schools, gardens, diverse communities and accessible properties



Heather Crosson, Benton SWCD (Wapato Harvest)

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Strengthen efforts that aid in all people seeing themselves in natural areas

- Support environmental education programs that get underserved communities out in nature
- Partner on tabling and outreach events that connect individuals with the land
- Work with low-income housing to let residents know of the conservation resources available to them



Jim Cathcart (West Multnomah SWCD), at RiverFest 2017

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Strategic Direction 4 – Sharing Conservation Information

*"Share conservation information so people have the
knowledge and confidence to take action"*

Presented by Renee Magyar,
Communications & Outreach Manager

4.1: Conservation plans & technical assistance

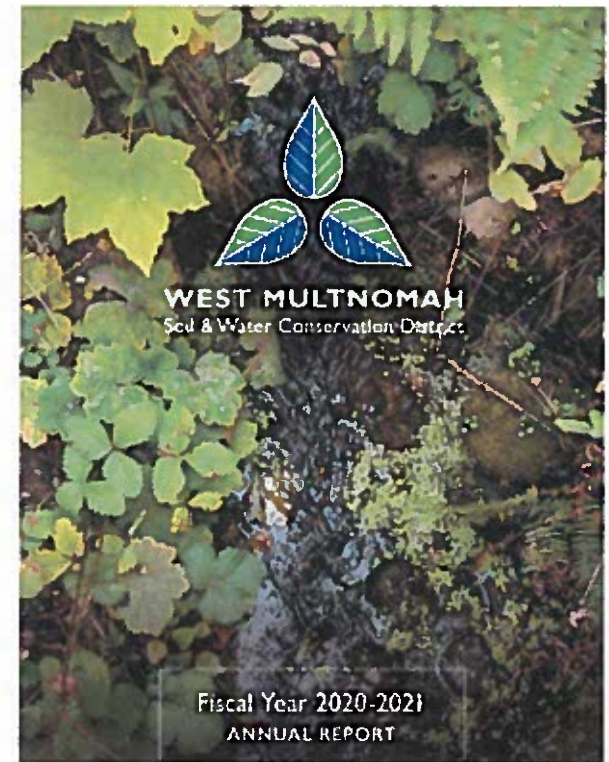
- Promote and conduct **conservation assessments** on non-governmental properties and provide **guidance on voluntary conservation actions** that can be taken to improve air and water quality, fish and wildlife habitat, and/or soil health





4.2: Educational materials

- **Multi-year communications plan** with CEL-identified strategies
- **Present at partner-led conferences or events** including Tree School
- **Redesign website**
Communications project with support from all staff, continued from previous year (2021-2022)



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4.3: Recognize Traditional Ecological Knowledge (TEK)

- Attend TEK trainings
- TEK liaison and/or advisory opportunities
- Develop relationships
- Assist interested tribe on a Sauvie Island property
- Integrate Indigenous cultural practices and restoration of native plants for harvest.



4.5: Gain new perspectives on invasive species

- Immigrant, refugee, and Indigenous community leaders'
- Culturally-sensitive conversations on invasive species management approach & messaging
- Regional and national "Just Language" focus groups
- Revisit and revise EDRR plant lists and priorities.





4.4: Soil School! (Rural, Communications)

4.6: Demonstrations projects (Urban)

- Funding and support for partner programs and educational events

4.7: Collaboration, staff expertise, and adaptive management (All staff)

- Monitoring
- Partner dialogues & cross-training
- Trainings, seminars, field tours, literature review
- Committees, partnership programs, working groups

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Strategic Direction 3 – Financial Sustainability

“Ensure we are financially sustainable”

Presented by Michele Levis, Controller

GOAL 3.1: Remain fully compliant with

- * local budget law**
- * financial reporting & audit requirements**
- * public contracting law**
- * labor laws**

GOAL 3.2: Use best practices

- * budgeting and long-term forecasting**
- * enhancing revenues**
- * containing costs**
- * allocating resources strategically**

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Strategic Direction 2 – Organizational Health

*“Ensure we are welcoming, adaptable, supportive,
effective, and sustainable in our practices.”*

Presented by Jim Cathcart, District Manager

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Focus in Fiscal Year 2022-2023

(1) Safety

(2) Rebuilding Culture

- *Office Relocation**

- * Post-COVID Hybrid Work Model**

- * Affinity Groups**

(3) Succession Planning

- * Board**

- * Staff**

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Strategic Direction I – Equity & Inclusion

*"Embed equity and inclusion in all that
we are and all that we do."*

Presented by Laura Taylor,
DEI Committee Co-Chair

Equity & Inclusion Goals

- 1) DEI Capacity Building
- 2) Equitable Decision-Making
- 3) Increase/Maintain Diversity
- 4) Remove Barriers to Access
- 5) Belonging in the Environmental Sector



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Goal I – DEI Capacity Building

- A. DEI Committee
- B. Trainings
- C. Staff time, Equity lens use in programs
- D. ‘Whose Land is Our Land’ report sharing
- E. DEI Internship prep
- F. Speakers who bring alternate perspectives and/or speak to equity & inclusion themes

Goal 2 – Equitable Decision-Making



- A. Community Advisory Committee
- B. Use Equity Lens for key decisions
- D. Land Acknowledgements

Goal 3 – Increase / Maintain Diversity



- A. Analyze 2020 Census Data
- B. Board & Staff recruitment & retention goals
- C. Feedback on how welcoming & safe the District feels
- D. Diverse & equitable contracts & suppliers



Goal 4 – Remove Barriers to Access

- A. Website update
- B. Equitable hiring practices
- C. DEI experience valued in recruitment / hiring
- D. Equitable funding / cost-share models for programming

Goal 5 – Belonging in the Environmental Sector

- A. Better represent BIPOC conservationists in our media
- B. Develop partnership w/ at least one BIPOC, LGBTQ+, or differently abled community organization



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Strategic Direction 10 – Long-Term Success

*“Provide for the long-term continuous success
of our conservation actions.”*

Presented by Jim Cathcart, District Manager



Focus in Fiscal Year 2022-2323

10.1 - Promote actions people can take to maintain the benefits from conservation projects and resources that they can use to help manage their own lands for conservation value long-term.

10.2 - Monitor the effectiveness of our conservation projects and respond to findings with an adaptive management approach to conservation.

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Focus in Fiscal Year 2022-2323

10.3 - Identify the types of long-term agreements we should use to secure conservation benefits from our projects and actions for the long-term, and the organizational capacity and infrastructure needed to use them.



Thank you!