

## Action Items

### Elk Management Citizen Advisory Group Members

**Action Item:** Members to complete the Doodle Poll or reach out if there are any concerns with scheduling and availability (*Completed. Calendar invites will be sent by Deb (FWP).*)

**Action Item:** Members to setup a meet-and-greet meeting with the facilitator if they would like to do so.

**Action Item:** Members to review and consider the “issues” associated with the Purpose Statement.

**Action Item:** Members to review the decision process and consider who needs to be present within the Elk Management Citizen Advisory Group (representation of the group) to vote for a recommendation.

**Action Item:** Members to provide their preferred method of communication (e.g., email, phone number) to Deb (FWP) for a contact list for Elk Management Citizen Advisory Group members to use if they need to reach out to each other.

**Action Item:** Members to provide their preferred method of communication (e.g., email, phone number) to Deb (FWP) for a voluntary contact list for the public.

**Action Item:** Members to review the Draft Decision Charter and provide comments/feedback.

**Action Item:** Members to review the draft meeting notes and provide comments/feedback.

### Montana Fish, Wildlife and Parks (FWP)

**Action Item:** FWP to update the Draft Decision Charter with the following changes (*please see the notes section for further detail on each item*):

- Confirm the correct names of Elk Management Citizen Advisory Group members are used (e.g., “Watt Wickens” should be changed to “Matt Wickens”).
- Add to the roles and responsibilities section, “Elk Management Citizen Advisory Group members should inform all members if they are not able to attend a meeting.”
- Remove from the Sounding Board section, “periodically use” and replace it with “request feedback on articulating values, assessing consequences, and evaluating options.”
- Add to the roles and responsibilities a section on guidelines for the Open Meetings Act so that Elk Management Citizen Advisory Group members are aware of the actions they can and cannot take.

**Action Item:** FWP to begin the process of developing a contact list with emails and phone numbers (or preferred method of communication) for Elk Management Citizen Advisory Group members to reach out to each other.

**Action Item:** FWP to provide a summary or guidelines on Open Meetings Act so that Elk Management Citizen Advisory Group members are aware of the actions they can and cannot take.

**Action Item:** FWP to review resources to see if a map showing the regions of the state and public and/or private lands can be provided to the Elk Management Citizen Advisory Group.

**Action Item:** FWP to review the comments and feedback from the Elk Management Citizen Advisory Group on the discussion of “Purpose” (please see notes section for further details).

**Action Item:** FWP to review options for public engagement and feedback on proposed recommendations (e.g., a single email inbox for responses, ability to receive comments).

**Action Item:** FWP to review options for an in-person meeting or avenue to connect that is in accordance with the Open Meetings Act.

# Meeting Notes

## Summary of Introduction

The Elk Management Citizen Advisory Group members introduced themselves by answering the question “what does ‘collaborative’ Elk Management look like to you?”. They noted that there were similarities and differences in the group. There was recognition that it will be difficult to find a solution, though there was willingness to try and to collaborate. An abridged summary of the responses is provided below, in no specific order.

- There needs to be common ground between landowners, the public, and FWP.
- When we come up with a solution, we have to sell it to the public and move forward. Not everyone in the public will like it.
- It is a group coming together with different backgrounds and interests that can help everyone achieve a common agreement.
- I hope for more common ground than there is now.
- Elk management is landowners and outfits and sportsmen. In the past, political pressure leans towards one or the other. There are things we won't agree on, but there are things we can agree on.
- Instead of complaining, I want to find a compromise we can live with.
- It will be hard to have a huge win. A solution needs to make sense for all stakeholders, and it might not be positively looked at.
- In the past there was one group promoted over another - one wins, and another doesn't. We can balance the needs of everyone.
- We need to build relationships, with us on this zoom call and the other agencies.
- It is going to be a large group effort from all of us who have a say in hunting and ranching. This is going to be a mountain to climb from every aspect.
- We have to listen to everyone in the room and know that we are not coming from the same space.
- It's this group, varied background, and maximize the interests of each stakeholder. I wouldn't put the interests of stakeholders above the elk.
- It is a willingness to work together.
- It is a three-legged stool.
- Like-minded in one way, we will have different opinions.
- A one size fits all approach might not work.

*Note: The Elk Management Citizen Advisory Group requested to learn more about each other including their backgrounds/experience especially when developing recommendations or proposing solutions.*

## Review of Draft Decision Charter

The Elk Management Citizen Advisory Group reviewed the Purpose, Recommendations, Timeline, Roles and Responsibilities, and Communication sections in the Draft Decision Charter. The following sections summarize the discussions for each (Note: The slides presented will be provided as a secondary document):

### *Purpose and Recommendation (Slides 6–9)*

The purpose of the Elk Management Citizen Advisory Group is to forge new relationships among stakeholders and collaboratively develop new and creative ideas and recommendations for issues surrounding elk management in Montana to balance hunter and landowner interests. In reading the purpose, three sections stood out to the Elk Management Citizen Advisory Group members:

- forge new relationships
- develop new and creative ideas and recommendations
- to balance hunter and landowner interests

In reviewing the recommendation component of the purpose statement, the Elk Management Citizen Advisory Group identified the following questions or points of discussion. The items are listed below for FWP to review and provide feedback/insights as necessary:

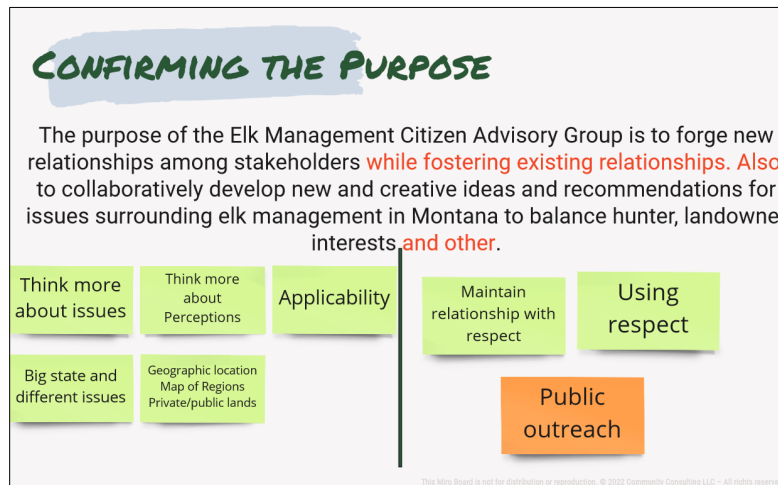
- There might be more issues than presented in the slide (Slide 7), and it will be important to review the issues (*Note: FWP stated they would review and may provide more detailed information on the list of issues*)
- The Elk Management Citizen Advisory Group should recognize there will be multiple perceptions and issues/solutions will be seen differently.
- Montana is a big state with multiple issues, and what works in one location might not in another. There may be multiple region-specific recommendations.
- The recommendations developed should be applicable and usable.
- The recommendations should consider geographical locations, and a map with the regions indicating where public and private lands are located might be needed (*Note: FWP stated they could provide a map*)
- The interests discussed may include others beyond hunters and landowners

In reviewing the “forge new relationships among stakeholders” component of the purpose statement, the Elk Management Citizen Advisory Group identified the following questions or points of discussion. The items are listed below for FWP to review and provide feedback/insights as necessary:

- There was recognition that it is important to foster/maintain existing relationships along with/while forging new relationships.
- There was recognition of the importance of respect and courtesy to forge and maintain new relationships.
- There was recognition that there has been strain on relationships and public outreach will be a key component, especially for developing new and creative relationships.

*Note: Please note the facilitator typed directly into the purpose statement (indicated in red in Figure 1 below) to assist the participants in expressing their thoughts.*

Figure 1: Confirming the Purpose



### Timeline (Slide 10)

The Elk Management Citizen Advisory Group reviewed the Doodle Poll process and confirmed there would be the 10 virtual meetings.

Elk Management Citizen Advisory Group members are requested to fill out the Doodle Poll by March 23, 2022, with their availability. They are requested to be flexible in the times that they can meet so that the meeting can be

scheduled. FWP requested Elk Management Citizen Advisory Group members indicate they are available even if they can only attend a portion of the meeting.

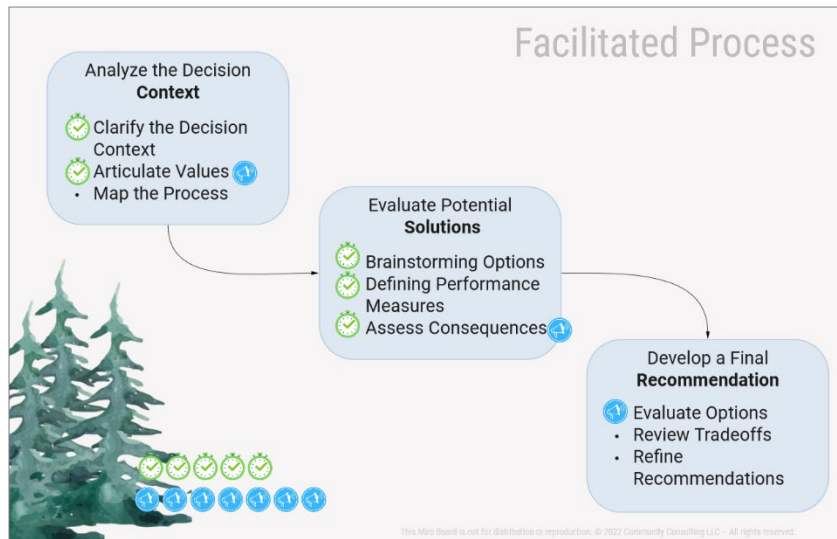
Elk Management Citizen Advisory Group members suggested that fellow Elk Management Citizen Advisory Group members should inform all members if they are not able to attend a meeting using the preferred method of communication (*Note: This was added as an action item to be included in the Draft Decision Charter*).

### *Roles and Responsibilities (Slides 11-12 and 15)*

The Elk Management Citizen Advisory Group reviewed the roles and responsibilities in the Draft Decision Charter. In the discussion, the Elk Management Citizen Advisory Group members stated it would be important to come to the meetings with an open mind, be understanding and be supportive of the diverse perspectives, be willing to throw out ideas on the table with respect, to listen to all of the ideas, and to feel comfortable and safe in doing so. While these are important for the Elk Management Citizen Advisory Group members to do, they do not feel it is necessary to add these actions to the roles and/or responsibilities section of the Draft Decision Charter.

The Elk Management Citizen Advisory Group also identified three specific times to invite feedback from the sounding board (the sounding board includes applicants who did not get selected to be a member of the advisory group). The times include when the Elk Management Citizen Advisory Group is articulating values, assessing consequences, and evaluating options (the identified times are also indicated by the blue icon in the Figure 2: Facilitated Process).

Figure 2: Facilitated Process



### *Communication (Slides 16)*

The Elk Management Citizen Advisory Group reviewed the roles and responsibilities in the Draft Decision Charter. In the discussion, the Elk Management Citizen Advisory Group noted the importance of getting to know everyone in the group Elk Management Citizen Advisory Group. Suggestions on how to become more familiar with participants included having an in-person meeting, members scheduling and inviting each other to attend an event outside of the Elk Management Citizen Advisory Group (meet and greets) and having more personal discussion with each other. FWP clarified that Elk Management Citizen Advisory Group must abide by open meeting laws and FWP requirements such as providing a virtual option for meetings.

*Note: FWP stated they would review options for an in-person meeting or avenue to connect that is in accordance with open meeting laws. FWP will also provide a summary or guidelines on open meetings laws so that Elk*

Management Citizen Advisory Group members are aware of the actions they can and cannot take (and include this section in the Draft Decision Charter).

The Elk Management Citizen Advisory Group also discussed how to communicate with each other if need on an individual basis. A voluntary contact list of emails and phone numbers (based on preferred method of communication) was suggested.

*Note: FWP will begin the process of developing a contact list with emails and phone numbers (or preferred method of communication) for Elk Management Citizen Advisory Group members to use if they need to reach out to each other.*

### Review of Facilitated Process (Slide 15)

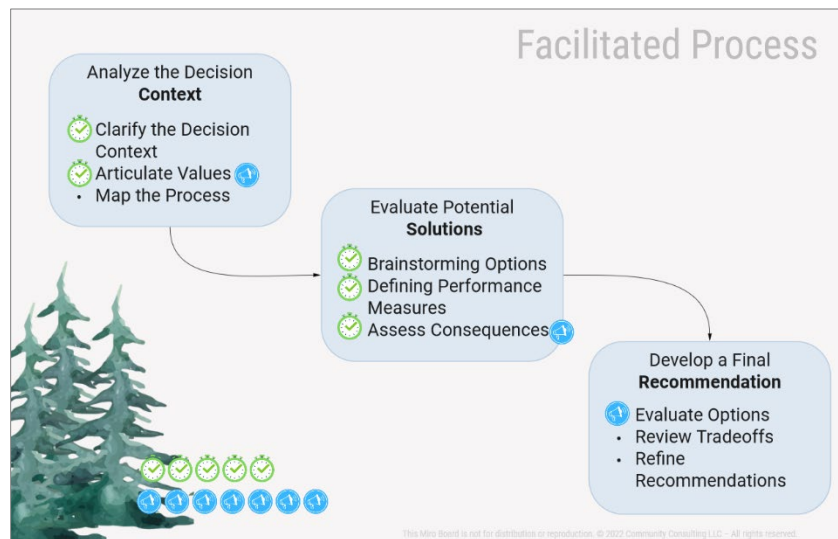
The facilitated process (see Figure 3 below) will consist of three main areas of focus (analyzing the decision context, evaluating potential solutions, and developing a final recommendation), with specific steps within each area of focus (Figure 3). This process reflects a Structured Decision-Making process.

The Elk Management Citizen Advisory Group identified five specific steps that they would think will require to spend more time reviewing and discussing. Those steps include clarifying the decision context, articulating values, brainstorming options, defining performance measures, and assessing consequences (the identified times are also indicated by the green clock icon in the Figure 3: Facilitated Process).

*Note: This information will be used to assist in the facilitated process design. Changes may be made as requested by the Elk Management Citizen Advisory Group.*

The Elk Management Citizen Advisory Group also identified three specific steps when Sounding Board is to be engaged, indicated by the blue icon in Figure 3.

Figure 3: Facilitated Process

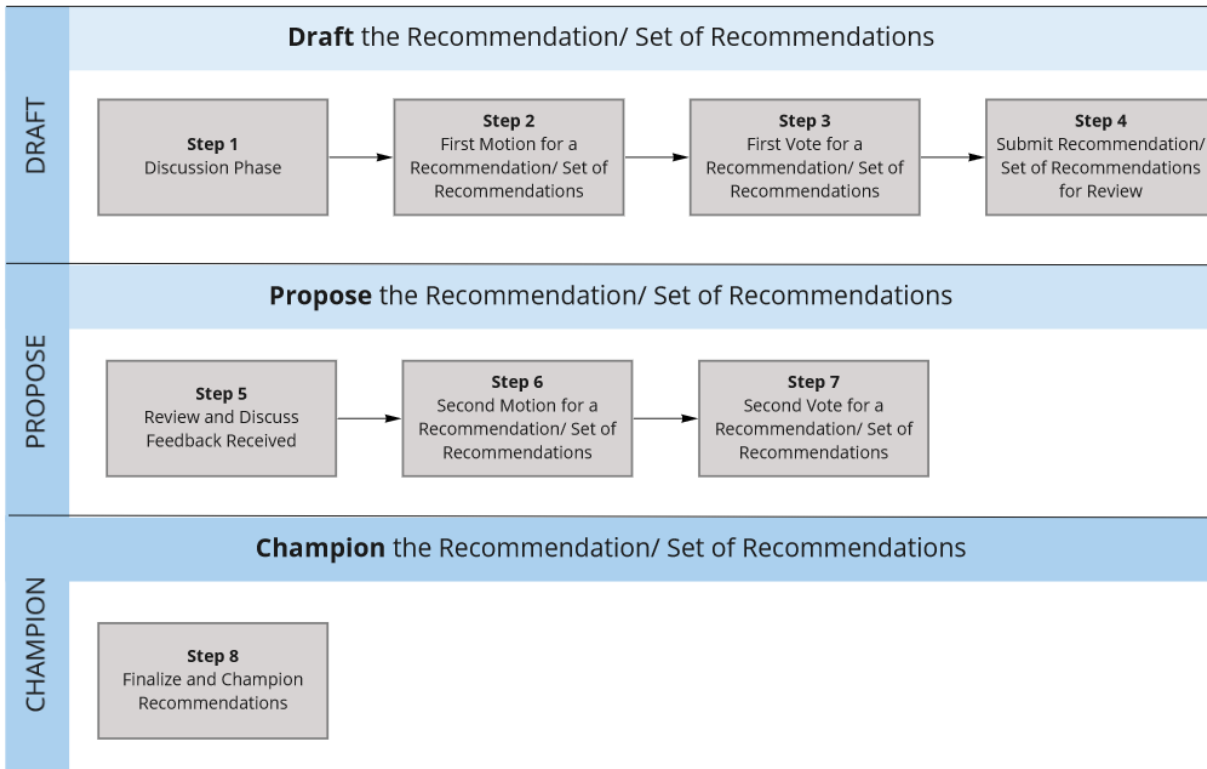


### Draft Decision-Making Process

The Elk Management Citizen Advisory Group discussed how consensus decisions will be made by the Elk Management Citizen Advisory Group members. The diagram below shows the steps identified thus far on how the recommendations/set of recommendations will be drafted, proposed, and championed. Once the draft is completed, the Elk Management Citizen Advisory Group members present in the meeting will select one of three options: "Support", "Not perfect, but I won't stop the group" or "Do not support". The facilitator will ensure all Elk

Management Citizen Advisory Group members have an opportunity to select an option. This may mean that the process to finalize the draft decision-making process will take multiple meetings. All members must select “Support” or “Not perfect, but I won’t stop the group” to finalize the decision-making process.

Figure 4: Draft Decision-Making Process



*Step 1: Discussion Phase*

In the discussion phase, the Elk Management Citizen Advisory Group will collaboratively draft a recommendation or a set of recommendations for issues surrounding elk management in Montana to balance hunter and landowner interests. The Elk Management Citizen Advisory Group will follow the identified practices for collaboration identified below:

- We should be transparent in this process; it is critical
- We should trust (but verify)
- We should be honest
- We should make sure all the facts are out and discussed
- We should make sure there are strict guideline to stay on track (i.e., good agenda)
- We should show and have respect for each other
- We should be inclusive
- We should recognize words are important and their meaning matters
- We should believe that someone is saying the truth when they speak
- We should understand that a lack of understanding leads to conflict
- We should recognize that an “us against them” scenario causes conflict
- We should understand that we will be misunderstood (by the public and each other)
- We should recognize everyone will be in the “absolutely not” point at some point and we should all think about what that feels like

- We should enlist help when needed
- We should recognize that leaders have to make decisions (sometimes tough decisions)
- We should strive for over 50% agreement, and to sell it in the end
- We should remember that we represent people that have similar opinions
- We should work to identify the problem
- We should work in a small and intimate group setting
- We should recognize that current FWP projects still work
- We should take into consideration the past
- We should recognize that if there is an absolute no, then we can find another way around

*Note: These practices were identified as the Elk Management Citizen Advisory Group members reflected on their knowledge, and past experiences with collaboration and consensus along with their vision of Elk management in the future.*

### *Step 2: First Motion for a Recommendation/Set of Recommendations*

The first motion can be made by any member of the Elk Management Citizen Advisory Group. It is expected that when the first motion is made, there will be support among the members for the recommendation as there will be a sense of “where the members stand”. The motion will lead to a vote to determine if the recommendation/set of recommendations can be sent to the “Sounding Board” and/or public\* or not.

*\*The Elk Management Citizen Advisory Group has yet to clarify if this process will be with the “Sounding Board” and/or public.*

### *Step 3: First Vote for a Recommendation/Set of Recommendations*

The first vote must occur with xyz representative members of the Elk Management Citizen Advisory Group present. A vote will lead to the approval or denial of submitting the recommendation/set of recommendations to the “Sounding Board” and/or public. If a vote receives 100% approval from the xyz representative members of the Elk Management Citizen Advisory Group present, the recommendation/set of recommendations will be sent to the “Sounding Board” and/or public for review and feedback.

To approve a recommendation/set of recommendations, the representative voting members of the Elk Management Citizen Advisory Group must believe it is a “good set of recommendations to send to Montana Fish, Wildlife and Park.” In other words, there must be buy-in to the recommendation to some degree. This does not mean there needs to be full agreement on every aspect of the recommendation or for each recommendation, if in a set. It does mean that the voting members believe it should be sent to Montana Fish, Wildlife and Park, for consideration.

*Note: This step, if the recommendation/set of recommendations are sent to the Sounding Board, may correspond with the facilitated process area of focus “Develop a Final Recommendation” and step “Evaluate Options”. Please refer to “Facilitated Process” section of the notes for details on the facilitated process.*

### *Step 4: Submit Recommendation/Set of Recommendations for Review*

A recommendation/set of recommendations that receive a “approval” vote will be sent to the “Sounding Board” and/or public for review and feedback.

*The Elk Management Citizen Advisory Group has yet to clarify if this process will be with the “Sounding Board” and/or public. FWP is reviewing options on how it can provide support to collecting public input. Options discussed include FWP developing a contact list (of emails/phone numbers) of the members of the Elk Management Citizen Advisory Group for the public to reach out to directly to the Elk Management Citizen Advisory Group members individually. The Elk Management Citizen Advisory Group members indicated a preference for having a single email representing the Elk Management Citizen Advisory Group for the public to use.*



*Note: As discussed in the facilitated process section of the meeting, designing a process to gather the information from the Sounding Board will take into consideration what is most useful for the Elk Management Citizen Advisory Group to use and interpret the information. This conversation will be continued to ensure information that is collected from the Sounding Board is also used.*

*Note: A conversation on external communication between the Elk Management Citizen Advisory Group and the public may need to occur outside from the decision-making process.*

#### *Step 5: Review and Discuss Feedback Received*

The Elk Management Citizen Advisory Group members will review and discuss the feedback on the recommendation/set of recommendations provided by the Sounding Board/public. The Elk Management Citizen Advisory Group will follow the guidelines as listed in “Step 1: Discussion Phase” of the decision-making process. Adjustments to the recommendation/set of recommendations will be made by the Elk Management Citizen Advisory Group as needed.

#### *Step 6: Second Motion for a Recommendation/Set of Recommendations*

The second motion can be made by any member of the Elk Management Citizen Advisory Group. It is expected that when the second motion is made, there will be support among the members for the recommendation as there will be a sense of “where the members stand”. The motion will lead to a vote to determine if the recommendation/set of recommendations can be sent to the Montana Fish, Wildlife and Park for consideration.

#### *Step 7: Second Vote for a Recommendation/Set of Recommendations*

The second vote must occur with **xyz** representative members of the Elk Management Citizen Advisory Group present. A vote will lead to the approval or denial of submitting the recommendation/set of recommendations to the Montana Fish, Wildlife and Parks for consideration. If a vote receives 100% approval from the **xyz** representative members of the Elk Management Citizen Advisory Group present, the recommendation/set of recommendations will be sent to the Montana Fish, Wildlife and Parks for consideration.

To approve a recommendation/set of recommendations the representative voting members of the Elk Management Citizen Advisory Group must believe it is a “good set of recommendations to send to Montana Fish, Wildlife and Parks”. In other words, there must be buy-in to the recommendation to some degree. This does not mean there needs to be full agreement on every aspect of the recommendation or for each recommendation, if in a set. It does mean that the voting members believe it should be sent to Montana Fish, Wildlife and Park for consideration.

#### *Step 8: Finalize and Champion Recommendations*

A recommendation/set of recommendations that receive an “approval” vote will be sent to the Montana Fish, Wildlife and Parks for consideration. Elk Management Citizen Advisory Group members that voted to approve the recommendation/set of recommendations will champion the recommendation/set of recommendations describe as “you vote it, you own it.”

The Elk Management Citizen Advisory Group recognized that the finalized recommendations/set of recommendations does not mean that current FWP projects do not work.



Figure 5: Summary of Decision Making Meeting Whiteboard

