

2020 Vision



Draft Implementation Plan

DRAFT interagency actions for stewardship of America's National Wilderness Preservation System



Wilderness is ...

... an indispensable part of the American story. Native Americans depended on the bounty of wilderness for survival and held Earth and its wild places sacred. Western explorers Meriwether Lewis and William Clark were inspired by the untamed beauty of wilderness that became the forge upon which our uniquely American national character was created. After just 200 years, the essential wildness of our country was transformed. As Americans realized that the long-term health and welfare of our nation was at risk, a new vision for conservation emerged.

In 1964, Americans formally acknowledged the immediate and lasting benefits of wild places to the human spirit and the fabric of our nation. In that year, Congress passed the Wilderness Act that permanently protected some of the most natural and undisturbed places in the world. The Wilderness Act established America's National Wilderness Preservation System to "...secure for the American people of present and future generations the benefits of an enduring resource of wilderness."

Wilderness is America's legacy. Wilderness is...

... every American's story

"When I come here by myself, I feel tranquil. When I come here with children, I feel like I'm passing on something that was given to me – a gift – on to somebody else."

– Carlos, educator

"The preservation of wilderness is about preserving ourselves. We take great steps to preserve homes of famous and influential people. We make efforts to preserve historical areas in cities. Why not preserve wilderness areas – the environment that we all have derived from?"

- Eugene, minister

"If there were no wilderness the United States would be just technology, just cars, machines, we'd be nothing natural, we'd be dull, gray, metal. Wilderness brings harmony; it brings serenity, the peace we all look for. You can just listen to the river and you hear yourself, you can hear your own self echo inside."

– Noon, Cambodian refugee

"Outfitting in wilderness has been our family's living for two generations. Over the years we've hosted guests from every state in the union and every conceivable walk of life. Some of them already have the passion, but for those who don't, we're able to bring alive their passion for wild places."

– Jack, outfitter and rancher

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I. Executive Summary

A uniquely American idea, wilderness is part of our heritage and passed as a legacy to our children. Indispensable to America's past, the legacy that is wilderness will remain indispensable to America's future.

In 2014, more than 10,000 people gathered to commemorate the 50th anniversary of America's 1964 Wilderness Act and to envision the future of these protected landscapes. An additional 1,200 people attended the National Wilderness Conference that year; *2020 Vision: Interagency stewardship priorities for America's National Wilderness Preservation System*, was signed by Directors of the Bureau of Land Management, Fish and Wildlife Service, National Park Service and U.S. Geological Survey; and, by the Chief of the Forest Service at the conference. *2020 Vision* charted an interagency path forward for wilderness stewardship and called for development of an Implementation Plan of action. This document is the *2020 Vision Implementation Plan*.

This *2020 Vision Implementation Plan* elevates wilderness stewardship, science and partnerships, by presenting a shared program of work that focuses on stewardship of the America's wilderness system as a whole, rather than as individual, autonomous parts. This benefits both wilderness and taxpayers because it charts a path for leveraging increasingly limited government resources and it inspires conversation, connection and momentum for collaboration among wilderness managing agencies, tribal partners, and non-profit, education, and corporate partners.

This *2020 Vision Implementation Plan* presents themes, goals, objectives and specific actions to guide short-and long-term stewardship. At its heart are three themes with associated goals and objectives:

1. Protect wilderness resources by preserving wilderness character; preparing for ecological change; and, informing wilderness stewardship decisions using the most current and credible science.
2. Connect people to their wilderness heritage by expanding public awareness, understanding, and support of wilderness; nurturing a new generation of future stewards and scientists; and, restoring trails connecting wilderness and people.
3. Foster excellence in wilderness leadership and coordination by cultivating strong interagency leadership throughout the National Wilderness Preservation System; reinvigorating commitment to wilderness stewardship; and, building workforce capacity and wilderness program resources.

Actions for each objective include both those approved and signed in *2020 Vision* and new actions identified by three interagency, interdisciplinary teams chartered for each of the three themes (see page ??). Actions include success measures and responsible party for completing each action.

2020 Vision Implementation Plan hinges on strategic leveraging of leadership and existing resources both within and outside the agencies and on expanding partnerships across traditional and non-traditional boundaries.

'We have preserved for now and for generations unborn, areas of unspoiled wilderness, accessible by a system of trails, unmarred by roads or buildings, but open to use and enjoyment of hikers, mountain climbers, hunters, fishermen, and trail riders, and of all those who find, in high and lonely places, a refreshment of the spirit, and life's closest communion with God.' Democratic Senator Frank Church, upon Senate passage of the Wilderness Act.

II. Purpose of this Document

This document builds upon a focused and unified set of interagency actions to implement the themes, goals, and objectives approved by interagency leadership in, *2020 Vision: Interagency stewardship priorities for America's National Wilderness Preservation System*. Actions from *2020 Vision* and from this *Implementation Plan* will:

1. Guide collaborative stewardship and empower managers, partners, volunteers, and friends to improve stewardship of America's National Wilderness Preservation System.
2. Set individual and collective expectations for wilderness stewardship
3. Provide for the continuity of and collaboration between stewardship and science through the development of a comprehensive science plan
4. Inform priorities for funding and implementation of the actions of the plan
5. Foster effective use of limited resources and inspire new partnerships.

This document is intended to guide, not limit, program development. It is understood that individual agencies and units have unique and changing priorities, with varying levels of funding, staffing, and partnerships to accomplish wilderness stewardship actions. Success of this effort depends on engagement of agency staff at all levels in addition to responsible parties listed below.

Progress on Implementation Plan Actions will be assessed on a regular basis by the Interagency Wilderness Policy Council (IWPC)¹ and Steering Committee (IWSC)² and, when necessary, actions will be revised.

III. Vision

It is our vision that, *2020 Vision Implementation Plan* forges an integrated, collaborative, and systematic approach across agencies and

disciplines for stewardship of America's National Wilderness Preservation System.

Central to this approach are the four primary priorities for implementation as identified in the *2020 Vision*:

1. Complete wilderness character inventories across the NWPS using standardized interagency protocols and institutionalize ongoing monitoring.
2. Foster relevancy of wilderness to contemporary society by inspiring and nurturing life-long connections between people of diverse cultures and wilderness.
3. Strengthen commitment to, and support of, the interagency Arthur Carhart National Wilderness Training Center and Aldo Leopold Wilderness Research Institute to foster excellence in interagency leadership and coordination.
4. Conduct climate vulnerability and adaptation assessments across the National Wilderness Preservation System to improve ecological resiliency across broad landscapes.

It is our expectation that these priorities and subsequent actions moves us toward fulfilling the promise of the 1964 Wilderness Act and fostering the commitment, expectations, responsibility, and skills within and outside the agencies needed to protect America's National Wilderness Preservation System.

¹(BLM Assistant Director, National Landscape Conservation System and Community Programs; FWS Director, National Refuge System; NPS Associate Director, Visitor and Resource Protection; NPS Associate Director, Natural Resource Stewardship and Science; FS Director, Wilderness and Wild & Scenic Rivers; FS Associate Deputy Chief, Research and Development; and, USGS Associate Director, Ecosystem Mission Area)

²(BLM, FWS, FS, and NPS National Wilderness Program Coordinators; NPS Scientist, USGS Scientist.

III. Overview

In 1995, Directors of the Bureau of Land Management, Fish and Wildlife Service, and National Park Service, and the Chief of the Forest Service signed the *Interagency Wilderness Strategic Plan* (see Figure 1). In 2013, the IWPC requested that the Aldo Leopold Wilderness Research Institute and the Arthur Carhart National Wilderness Training Center facilitate revision of the 1995 *Plan* resulting in *2020 Vision: Interagency stewardship priorities for America's National Wilderness Preservation System*. *2020 Vision* is directly informed by each of the wilderness management agency Strategic Plans and Question 11 from the *2013 National Wilderness Manager Survey*:

Please describe what you believe are the two most important problems managers and agencies need to collectively address in strategic planning to protect wilderness qualities in the coming 20 years for the National Wilderness Preservation System. In June, 2014, 629 responses were coded into 30 descriptive objectives that fell into one of three major themes:

1. Protect wilderness resources
2. Connect people with their wilderness heritage
3. Foster excellence in wilderness leadership and coordination

More than 600 survey responses from agency employees at all levels of each of the four wilderness managing agencies were coded into the three major themes and underlying descriptive objectives that leadership endorsed in October 2014 at the 50th Anniversary National Wilderness Conference as the *2020 Vision* for wilderness stewardship. In 2015, interagency implementation teams representing various disciplines and administrative levels convened to develop actions for each objective – a process informed by partners at the October 2015

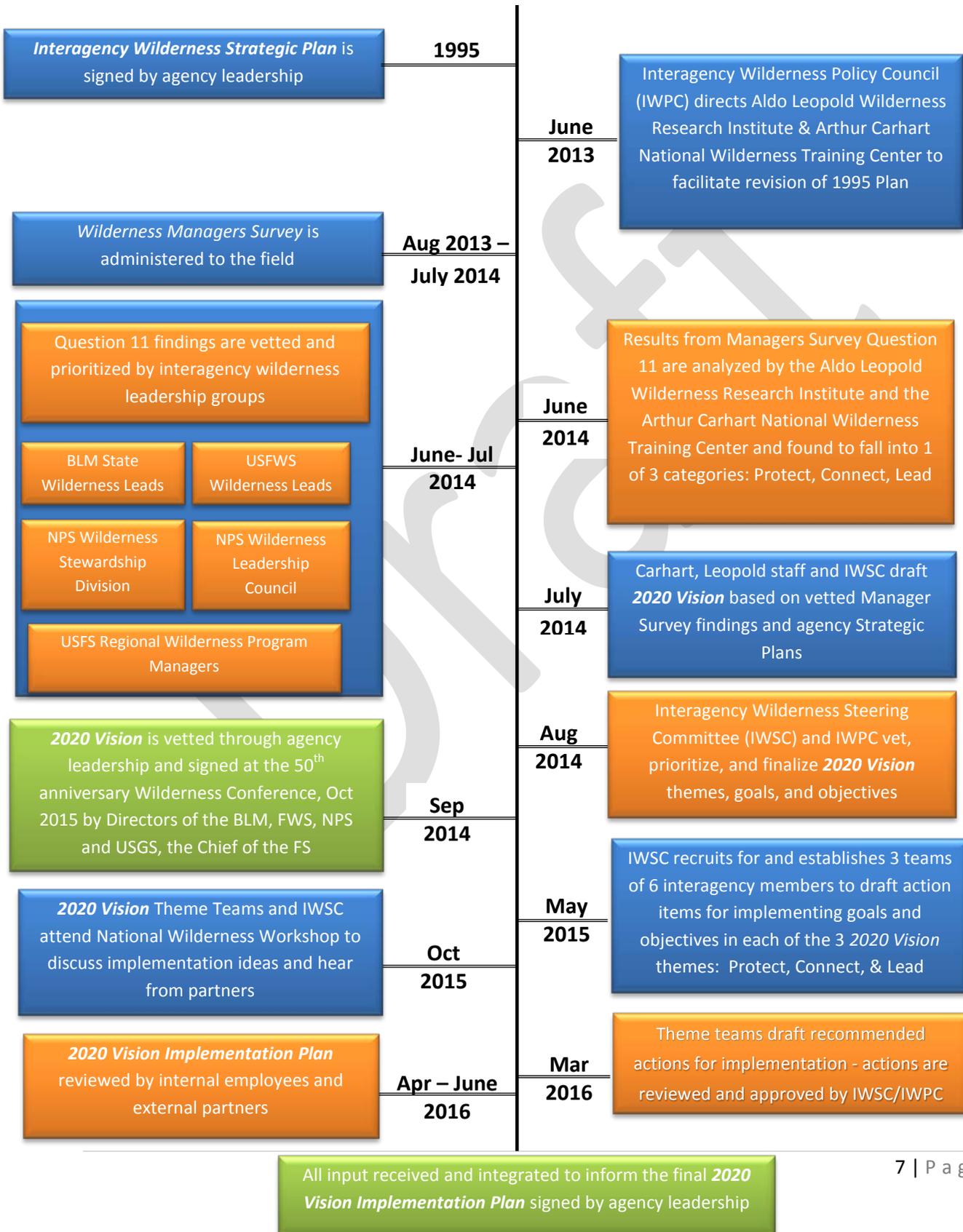
National Wilderness Workshop, reviewed by both internal and external audiences, and resulting in this *2020 Vision Implementation Plan*.

Successful wilderness stewardship requires a combination of training, education, and information derived from science because of the complex and multifaceted nature of stewardship issues, the increasing pace of ecological and social change and because the stakes are so high for wilderness. Actions in *2020 Vision Implementation Plan* ensure inclusion of focus on training, information, education, and science and are designed to align with Department and agency Strategic and Implementation Plans.

Strategic leveraging of and commitment to national interagency resources including the Aldo Leopold Wilderness Research Institute, Arthur Carhart National Wilderness Training Center, Wilderness.net, and Wilderness.Connect will ensure that duplication of effort is eliminated, idea-sharing is maximized, Implementation Plan and status updates are publically available, a high level of interagency coordination and consistency is achieved, and science informs wilderness stewardship decisions.

Implicit in success of implementation is a commitment to interagency leadership from the IWPC, IWSC and on the commitment of employees working in wilderness. Through their day-to-day decisions to conduct wilderness stewardship in ways that preserve wilderness character, whether through monitoring, educating the public, managing invasive species, establishing new partnerships, or serving on interdisciplinary, interagency teams that will be working to flesh-out details of these action items, it is the cumulative impact of these stewardship decisions that will lead us into a wilderness forever future.

Figure 1. Evolution of 2020 Vision: Interagency stewardship priorities for America’s National Wilderness Preservation System and 2020 Vision Implementation Plan



V. Protect Wilderness Resources

The top biophysical issues that managers identified through the 2014 National Wilderness Manager Survey for interagency solutions were: inventorying, monitoring, and maintaining wilderness character; management of external threats to wilderness such as climate change and invasive species; fish, wildlife, and wildland fire management; and sustaining natural conditions.

IN ADDITION TO ACTIONS LISTED IN APPENDIX A, TO PROTECT WILDERNESS RESOURCES, WE WILL:

PRESERVE wilderness character.

1. Complete wilderness character inventories across the National Wilderness Preservation System and track changes to wilderness character over time.

- Action 1.1:** Complete wilderness character baseline assessments across the National Wilderness Preservation System and track changes to wilderness character over time.
Success Measure: Wilderness character baseline assessments are completed for all wilderness areas and the interagency Wilderness Character Monitoring Database is populated with the results.
Responsible Party: Interagency Wilderness Steering Committee & Agency Field Managers
- Action 1.2:** Provide resources to support wilderness character monitoring through Wilderness Fellowship Programs, agency strike teams, partnership agreements with organizations and institutions, or other approaches.
Success Measure: Agencies will successfully utilize one or more of these programs or approaches to collect high quality data and information.
Responsible Party: Interagency Wilderness Steering Committee & Agency Field Managers
- Action 1.3:** Maintain an interagency database to record wilderness character monitoring data and results.
Success Measure: Each agency will designate a wilderness character data steward to ensure the database is maintained and updated in a consistent manner as needed.
Responsible Party: Interagency Wilderness Steering Committee, Agency Field Managers, & Aldo Leopold Wilderness Research Institute
- Action 1.4:** Identify and provide a clearinghouse for existing data sources to support wilderness character monitoring.
Success Measure: A clearinghouse is hosted and supported.
Responsible Party: Interagency Wilderness Character Monitoring Team, Aldo Leopold Wilderness Research Institute, & Partners
- Action 1.5:** Integrate experience and lessons learned about wilderness character monitoring from across the four wilderness agencies into interagency recommendations to improve wilderness character monitoring.
Success Measure: An interagency team is chartered to oversee wilderness character monitoring and meets at least once a year to make recommendations based on lessons learned. The online wilderness character monitoring database is updated as needed to incorporate approved interagency recommendations.
Responsible Party: Interagency Wilderness Steering Committee, Interagency Wilderness Character Monitoring Team, & Aldo Leopold Wilderness Research Institute
- Action 1.6:** Develop maps of threats to wilderness character, where useful, to be used in planning, management, and project evaluation.
Success Measure: Maps are completed where useful and analysis and summary of results are published.
Responsible Party: Aldo Leopold Wilderness Research Institute & Agency Field Managers
- Action 1.7:** Summarize status and accomplishments of wilderness character monitoring within each of the four wilderness agencies and across the agencies for the entire National Wilderness Preservation System.
Success Measure: Publication of status, findings, and results (periodic).

Responsible Party: Interagency Wilderness Steering Committee, Interagency Wilderness Character Monitoring Team, & Aldo Leopold Wilderness Research Institute

Action 1.8: Develop training modules and guidance for wilderness character inventory and monitoring.

Success Measure: Training modules and guidance are developed and made available.

Responsible Party: Interagency Wilderness Steering Committee, Arthur Carhart National Wilderness Training Center, Aldo Leopold Wilderness Research Institute, & Interagency Wilderness Character Monitoring Team

2. Identify, conserve, and restore native fish and wildlife species and habitats in wilderness.

Action 2.1: Complete a state-of-knowledge synthesis of law and policy, biophysical, and social sciences related to the management of fish and wildlife in wilderness.

Success Measure: Completed studies published in the peer reviewed literature and science synthesis on wilderness.net. Topics to include law and policy, habitat restoration efficacy, wilderness character as a predictor of status and trends of native species, and the variety of ways society values wilderness.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 2.2: Strengthen collaborative partnerships for managing fish and wildlife species and habitats in wilderness.

Success Measure: 1) Federally-initiated landscape-focused cross-trainings on fish, wildlife, and habitat management responsibilities in wilderness and adjacent lands offered annually in at least two diverse regions of the country attended by federal/state agency, tribal, and external partner representatives; 2) Each wilderness management agency participates in at least one interagency detailer swap (state employee hosted by Federal agency, vice-versa) annually to foster interagency relationships and better understanding of various agency missions; 3) Invitations to participate [organization] annual wilderness conference sent to state wildlife management agencies and federal agency wildlife staff groups with broader attendance promoted among agency wildlife, resource, and other personnel.

Responsible Party: Interagency Wilderness Steering Committee, Arthur Carhart National Wilderness Training Center, Tribal Partners, & State Partners

3. Minimize management interventions that modify natural conditions by using the Minimum Requirements Analysis process to make decisions on all proposed management interventions.

Action 3.1: Delegate minimum requirements decision-making authority to appropriate leaders who have completed the Arthur Carhart National or Regional Wilderness Leadership Training course.

Success Measure: Only appropriate leaders who have attended the training are approving Minimum Requirement Analyses.

Responsible Party: Interagency Wilderness Policy Council

Action 3.2: Curate a digital collection of completed Minimum Requirement Analyses or key considerations for completing Minimum Requirement Analyses that can serve as a reference for units; host on wilderness.net.

Success Measure: Resource library is available within the Minimum Requirements toolbox.

Responsible Party: Interagency Wilderness Steering Committee & wilderness.net

Action 3.3: Develop understanding about how often and why management interventions have been or are currently conducted, or are being considered, throughout the National Wilderness Preservation System based on extensive compilation of interventions, and selected in-depth case studies and interviews.

Success Measure: Establish a repository of intervention case studies and outcomes

Responsible Party: Aldo Leopold Wilderness Research Institute

Action 3.4: Provide training to implement the *Evaluation Framework for Ecological Interventions* for proposed ecological restoration in wilderness.

Success Measure: Develop an online training course
Responsible Party: Arthur Carhart National Wilderness Training Center

Action 3.5: Develop Best Management Practices and/or guidelines for incident response. Include resources for both agency and partner staff.

Success Measure: Develop BMP's and post on wilderness.net and within agency reference manuals and guidelines.

Responsible Party: Interagency Wilderness Steering Committee

Action 3.6: Establish protocols to integrate Minimum Requirement Analyses into NEPA processes as appropriate.

Success Measure: Decisions made through a NEPA process do not result in net degradation of wilderness character.

Responsible Party: Arthur Carhart National Wilderness Training Center, Interagency Wilderness Steering Committee, & NEPA Planning Experts

4. Manage use of technologies that are likely to degrade wilderness character.

Action 4.1: Conduct social science research exploring the use of technology by visitors, managers and volunteers and how technology use affects trip decisions, experience outcomes, distribution of impacts, and safety.

Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 4.2: Establish an Interagency coordinating group to develop best management practices to guide agency policy on technologies and technology use in wilderness.

Success Measure: Establishment of coordinating group; development of interagency policies regarding technology uses.

Responsible Party: Interagency Wilderness Steering Committee

Action 4.3: Champion an interagency aviation working group re: airspace management over wilderness (and the greater public lands network).

Success Measure: 1) Charter working group; 2) Assess current status of airspace traffic over wilderness areas' 3) Initiate substantive dialogue with FAA, DOD, and federal land management agencies.

Responsible Party: Interagency Wilderness Steering Committee & Interagency Wilderness Policy Council

PREPARE for ecological change.

5. Focus on the stewardship of dynamic landscapes through evaluating the role of wilderness in landscape scale conservation and ecosystem resiliency as climate change progresses.

Action 5.1: Describe which ecosystems are currently represented, underrepresented, and not represented by the National Wilderness Preservation System. Use scenario planning, climate space approach, and other methods to project how climate change may impact representation. Identify other lands having underrepresented ecosystems in wilderness that contain suitable ecosystem components where voluntary partnership programs could be established to increase representation.

Success Measure: Completed study and analysis. Online tool available for analyzing whether federal and/or partner lands contains ecosystems that could increase representation in the landscape of ecosystem types underrepresented within the wilderness.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 5.2: Conduct climate vulnerability and adaptation assessments across the National Wilderness Preservation System to determine if ecological resiliency can be improved across landscapes containing wilderness.

Success Measure: Design of assessment process completed. Several pilot assessments completed and assessment process evaluated based on results of pilots.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 5.3: Extend the theoretical and practical framework of climate change exposure assessments to wilderness landscapes by 1) better identifying biologically relevant migration routes across landscapes between current and future projected climate domains and 2) quantifying organism exposure to dissimilar climates along these routes.

Success Measure: Scientific studies contribute to scenario formulation and analysis and long term monitoring and are initiated to investigate uncertainties contained in the scenario projections.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 5.4: Identify areas in each major ecosystem type that may be best suited for managers to consider a no intervention approach to serve and be monitored as an untrammelled baseline.

Success Measure: Ecosystem types and wilderness areas are identified and long-term monitoring is initiated.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 5.5: Expand study of public perceptions of intervention actions in wilderness or landscapes containing wilderness to adapt to climate change.

Success Measure: Complete study.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 5.6: Facilitate inclusion of ecological and social values that wilderness (both designated and other categories of wilderness) contributes to society in: 1) landscape conservation planning; 2) definition of shared conservation goals; 3) identification of where and how to take action; and 4) other decisions and products that are developed by Landscape Conservation Cooperatives and similar landscape-scale partnerships.

Success Measure: The land managers in the landscape have used awareness of ecological and social values provided to the landscape by wilderness to enter into voluntary dialog with a goal of finding areas of common interest and developing strategies to cooperate voluntarily in together adapting to the effects of climate change on wilderness in the landscape.

Responsible Party: Interagency Wilderness Steering Committee & Partners

6. Restore fire to its natural role in the ecosystem.

Action 6.1: Fire planning will promote the option of managing wildfire for resource objectives within wilderness across agencies.

Success Measure: Reference to these issues is integrated into all new fire planning documents and databases.

Responsible Party: BLM, USFWS, NPS, + USFS Wilderness and Fire Programs

Action 6.2: Create wilderness training modules for incorporation into National Incident Management Systems and leadership trainings.

Success Measure: Unit completed and integrated into trainings.

Responsible Party: Arthur Carhart National Wilderness Training Center & interagency fire program partners

Action 6.3: Investigate the individual, social, economic, and organizational factors that facilitate stewardship of fire as a natural process and identify social and economic barriers to restoring fire to its natural roles.

Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

- Action 6.4:** Investigate the consequences of fire and fuels management strategies in wilderness and on adjacent lands. This includes the study of short- and long-term cumulative effects of suppression activities and wildfire (wanted and not wanted) on the wilderness resource.
Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.
Responsible Party: Aldo Leopold Wilderness Research Institute & Partners
- Action 6.5:** Identify and understand fire-adapted community trends such as location, zoning, materials, and landscaping objectives in lands adjacent to wilderness and how “living with fire” behaviors can contribute to resource benefit objectives of wildland fire.
Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.
Responsible Party: Aldo Leopold Wilderness Research Institute & Partners
- Action 6.6:** Analyze sampling of fire plans to see how management concepts such as defensible space, fire use areas, and burn policies are incorporated.
Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.
Responsible Party: Aldo Leopold Wilderness Research Institute & Partners
- Action 6.7:** Evaluate how fire and fuels management outside wilderness helps or hinders the preservation of wilderness character. Use adaptive fire risk assessment frameworks for managing wildfire in wilderness and on adjacent lands. Develop approaches for evaluating short and long-term ecological and economic tradeoffs associated with fire and fuels management strategies used in wilderness and on adjacent lands.
Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.
Responsible Party: Aldo Leopold Wilderness Research Institute & Partners
- Action 6.8:** Develop interagency primer about how each agency addresses fire in and near wilderness to develop knowledge base in employees and communities.
Success Measure: Primer developed, disseminated, and posted on wilderness.net.
Responsible Party: BLM, USFWS, NPS, + USFS Wilderness and Fire Programs
- Action 6.9:** Develop wilderness-specific job aid and incorporate into the Incident Response Pocket Guide (IRPG) for firefighter reference.
Success Measure: Job aid developed and included in IRPG.
Responsible Party: BLM, USFWS, NPS, + USFS Wilderness and Fire Programs

7. Implement integrated exotic plan and animal management, including prevention, education, detection, quick elimination of spot infestations, and control of major occurrences.

- Action 7.1:** Ensure objectives to manage non-native invasive plant and animal species in wilderness are included in every wilderness stewardship plan or invasive species management plan.
Success Measure: These issues are integrated into all new wilderness stewardship plans
Responsible Party: Interagency Wilderness Steering Committee
- Action 7.2:** Develop approaches based on modeling of natural history and environmental factors that affect the establishment, spread, and impact of nonnative plant and animal species on wilderness to provide input to managers on which species and the conditions that would be most effective in managing nonnative species.
Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.
Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

INFORM wilderness stewardship decisions using the most current and credible science.

8. Identify and conduct the wilderness science needed for present and future management decisions.

Action 8.1: Develop and implement the interagency Wilderness Science Plan; conduct studies identified in the Wilderness Science Plan.

Success Measure: Complete Wilderness Science Plan.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 8.2: Complete an in-depth analysis of wilderness managers' comments provided in the 2014 National Wilderness Manager's Survey.

Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 8.3: Incorporate best available science with existing and new training courses to inform specific wilderness management or planning decisions.

Success Measure: 100% of training courses include best available science.

Responsible Party: Aldo Leopold Wilderness Research Institute & Arthur Carhart National Wilderness Training Center

Action 8.4: Provide a wilderness science portal which serves as a synthesized, curated collection of research and science from the Aldo Leopold Wilderness Research Institute and other programs that conduct wilderness science. Work with managers to ensure portal meets management needs.

Success Measure: Research Synopses on major elements of wilderness management (topics similar to Wilderness.net toolboxes) available on internet and searchable by key word.

Responsible Party: Aldo Leopold Wilderness Research Institute & USGS

VI. Connect People to their Wilderness Heritage

The top social issues that managers identified through the 2014 National Wilderness Manager Survey for interagency solutions were: relevance; education; visitor management and access; maintaining wilderness values public awareness of wilderness; and managing other resources including trails.

IN ADDITION TO ACTIONS LISTED IN APPENDIX A, TO CONNECT CITIZENS TO THEIR WILDERNESS HERITAGE, WE WILL:

EXPAND public awareness, understanding, and support of Wilderness.

9. Utilize consistent and culturally relevant messages about wilderness values and benefits.

- Action 9.1:** Develop and implement a national interagency wilderness communication and interpretation plan that identifies and matches key messages with diverse audiences and is integrated with ongoing agencies communications efforts.
Success Measure: Communication plan is developed and implemented.
Responsible Party: Interagency Wilderness Steering Committee, agency interpretation, communication, and public affairs specialists, Arthur Carhart National Wilderness Training Center and partners.
- Action 9.2:** Collaborate with existing urban partnerships to integrate culturally-relevant wilderness messages and visuals into ongoing youth and community engagement programs.
Success Measure: Partners are providing culturally-relevant wilderness messages to a growing number of audiences, with an emphasis on underrepresented populations.
Responsible Party: Agency partnership and education staff, Arthur Carhart National Wilderness Training Center & Partners
- Action 9.3:** Complete a multi-agency project describing the ecological, economic, and social values and benefits of wilderness at the local, regional, and national levels.
Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.
Responsible Party: Aldo Leopold Wilderness Research Institute & Partners
- Action 9.4:** Complete a study that addresses how our changing society will find wilderness relevant and important to inform communication efforts.
Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.
Responsible Party: Aldo Leopold Wilderness Research Institute & Partners
- Action 9.5:** Update individual wilderness area information using the existing interagency template on Wilderness.net.
Success Measure: 1) Information on Wilderness.net is updated and consistent among the four agencies; 2) Agency and partner staffs are aware of and use Wilderness.net
Responsible Party: Wilderness data stewards, Wilderness.net webmaster, Arthur Carhart National Wilderness Training Center & Partners
- Action 9.6:** Identify opportunities to implement logo and other consistent branding, including signage, for the National Wilderness Preservation System.
Success Measure: An interagency wilderness logo and branding strategy is developed and approved by 2017.
Responsible Party: Interagency Wilderness Steering Committee and Wilderness Policy Council
- Action 9.7:** Develop an app for the interagency Wilderness Explorers program.
Success Measure: Revise on-line version of booklet; ensure all agencies are aware of its availability; app development.
Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 9.8: Develop a “Share Your Wilderness Story” public tool on Wilderness.net – enables the public to upload content that captures an especially resonant experience they’ve had in wilderness.

Success Measure: 10 stories (and photos) uploaded to page within 8 months of releasing tool

Responsible Party: TBD

Action 9.9: Utilize Artist in Residence program to attract artists from diverse backgrounds.

Encourage the artist to present their work in their local community.

Success Measure: Each wilderness management agency has established at least one artist in residence focused on wilderness by 2017.

Responsible Party: Interagency

Action 9.10: Utilize the 50th anniversaries of the National Trails System Act and the National Wild and Scenic Rivers Act and other local wilderness acts as a catalyst for distributing high-quality messaging about the National Wilderness Preservation System.

Success Measure: Collaborative efforts are initiated and key wilderness messages are developed and distributed to these programs by fall of 2017.

Responsible Party: Interagency Wilderness Steering Committee, Arthur Carhart National Wilderness Training Center, agency communication, rivers, and trails specialists.

Action 9.11: Integrate wilderness messages into training, information, and education efforts for Wild and Scenic Rivers and National, Scenic and Historic Trails to add value to all programs.

Success Measure: Development of requested position papers and policy statements

Responsible Party: Arthur Carhart National Wilderness Training Center, IWPC, IWSC.

10. Foster wilderness visitor understanding and responsible behaviors that improve wilderness stewardship.

Action 10.1: Develop and implement standards and monitoring protocols to minimize visitor use impacts to wilderness character and integrate protocols into applicable trainings.

Success Measure: Standards and protocols are developed and related training courses are launched.

Responsible Party: Interagency Wilderness Steering Committee, Arthur Carhart National Wilderness Training Center, Interagency Visitor Use Council, & Partners

Action 10.2: Integrate wilderness concepts and messages into current and ongoing agency/partner youth initiatives and conservation education programs.

Success Measure: Increased understanding and appreciation of wilderness in urban and diverse populations. Double the number of programs in which wilderness is incorporated.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 10.3: Conduct research to investigate the efficacy of alternative methods of communicating Leave No Trace principles and practices and what compels outdoor recreationists to adopt these practices.

Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 10.4: Conduct research to evaluate and improve the efficacy of Leave No Trace educational practices related to human waste disposal and the effects of human waste on ecosystem condition, human health, and aesthetics, and on the value of increasing the management for addressing waste issues in heavy or concentrated use areas.

Success Measure: Research is completed and findings are published and shared with wilderness managers.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 10.5: Conduct research to evaluate and improve the efficacy of Leave No Trace educational practices related to: the efficacy of Leave No Trace educational practices related to safe food storage methods and equipment, and firewood gathering practices that avoid or minimize damage to woody vegetation.

Success Measure: Research is completed and findings are published and shared with wilderness managers.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 10.6: Emphasize Leave No Trace principles and best practices through multi-media communications and messaging, education and outreach, and integration with interdisciplinary programs.

Success Measure: Interagency Leave No Trace video and signs are developed and “Hot Spot” and/or Demonstration Area Programs are hosted.

Responsible Party: Interagency Wilderness Steering Committee & Partners

Action 10.7: Develop tools and materials for managers to enlist public support for wilderness stewardship and for compliance with wilderness character preservation efforts and regulations.

Success Measure: An interagency strategy to accomplish this action is completed and communicated with wilderness managers.

Responsible Party: Interagency Wilderness Steering Committee & Arthur Carhart National Wilderness Training Center

INSPIRE and nurture life-long connections between people of diverse cultures and wilderness.

11. Build respectful, long-term partnerships among wilderness managers, educators, Tribal leaders, cultural resource managers, and citizens from diverse traditions, to develop and implement programs and products that enhance connections to wilderness.

Action 11.1: Expand partnerships with conservation corps and other educational and youth programs and organizations to provide outdoor experiences from backyard to wilderness.

Success Measure: 1) Identify at least five successful youth engagement partnerships and replicate at least one in five urban cities; 2) At least two new national level agreements for youth engagement are in place for field-level adaptation.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 11.2: Increase our capacity to replicate, distribute, and integrate wilderness K-12 curriculum in classrooms across the country through existing and new environmental education, mentoring, and train-the-teacher programs and integrate wilderness into K-12 STEM curriculum.

Success Measure: 1) Work with five schools to incorporate wilderness as part of their core STEM curriculum and testing; 2) Conduct a Train-the-Teacher Workshop to teach teachers how to integrate wilderness as part of their core STEM curriculum and testing; 3) Multiple K-12 teachers invited to every wilderness awareness course.

Responsible Party: Arthur Carhart National Wilderness Training Center, agency education and outreach specialists, & educational organizations and partners

Action 11.3: Collaborate with private and public nature centers, environmental institutes, and tribes to share wilderness values.

Success Measure: Collaborate with one additional center/institute in every state.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 11.4: Strengthen existing and facilitate new partnerships to maintain, improve, and expand quality education programs and workshops.

Success Measure: 1) Identify at least ten successful partnerships at varying levels (national, regional, state, and community) and communicate accomplishments internally and externally through agency information-sharing platforms and other forums such as training programs and webinars; 2) Determine gaps in the use of partnerships to support wilderness outreach and stewardship and develop priorities to further cultivate and assist partnerships to reach program goals; 3) Identify and develop relationships with at least three new national-level partners who can help with nurturing a connected constituency;

and 4) Develop national-level agreements with the identified potential partners to aid field and local partnerships.

Responsible Party: Interagency Wilderness Steering Committee, Arthur Carhart National Wilderness Training Center, & Partners

Action 11.5: Incorporate resource-specific training units into existing Conservation Corps programs to better equip participants to transition from transformational wilderness experiences to employment.

Success Measure: Standardized training units are developed and incorporated into existing programs. Number of program participants employed.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 11.6: Provide arrangements for agency staff to instruct wilderness stewardship training to partners as an official duty.

Success Measure: Mechanisms are in place

Responsible Party: Interagency Wilderness Steering Committee

Action 11.7: Develop guidance for bringing together Native and non-Native youth to learn from native elders and wilderness experts about each other's culture, wilderness, and about their responsibilities as stewards.

Success Measure: Program Replication Guide is posted on Wilderness.net

Responsible Party: Arthur Carhart National Wilderness Training Center, Agency Tribal Liaison Offices, & Partners

NURTURE a new generation of future stewards and scientists.

12. Foster a welcoming culture of inclusion for diverse cultures around wilderness work.

Action 12.1: Partner with existing 21st Century Conservation Service Corps organizations and institutions to integrate wilderness and traditional skills components.

Success Measure: Traditional skills and wilderness stewardship skills are incorporated into Conservation Service Corps curriculum/experience.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 12.2: Help diverse cultures find institutions and organizations offering wilderness skills, stewardship, and management certification programs; post on wilderness.net.

Success Measure: 1) Multiple lines of communication are explored to maximize exposure with diverse audiences; 2) Approaches tailored to reaching diverse audiences (see Action 9.1) implemented to promote programs.

Responsible Party: Interagency Wilderness Steering Committee and wilderness.net

Action 12.3: Collaborate with existing recruitment programs and hiring authorities to create volunteer, internship, and employment opportunities in wilderness.

Success Measure: Wilderness management agencies and Partners reflect a marked increase in placement of diverse candidates in these positions

Responsible Party: Interagency Wilderness Steering Committee, Partners

Action 12.4: Expand citizen science and volunteer-based monitoring programs for both social and biophysical conditions. Create career appeal for youth by developing and improving wilderness career options and opportunities.

Success Measure: Each wilderness management agency establishes at least two new wilderness citizen science programs annually

Responsible Party: Interagency Wilderness Steering Committee and Partners

RESTORE trails connecting wilderness and people.

13. Secure commitment from a diverse coalition of partners for the restoration of wilderness trails, while preserving wilderness character.

Action 13.1: Conduct research to: 1) Statistically model trail degradation to identify factors important to guiding the design of highly sustainable trail alignments; 2) Develop protocols for efficiently assessing the sustainability of existing wilderness trails; and 3) Use this information to improve trails management.

Success Measure: Completed study published in the peer reviewed literature and science synthesis on wilderness.net.

Responsible Party: Aldo Leopold Wilderness Research Institute & Partners

Action 13.2: Continue to develop and support partnerships which help those people we most need to recruit and retain (current trail staffs, urban youth, veterans, women, minorities) to develop wilderness trail design, maintenance, and construction skills.

Success Measure: By 2020 at least four new partnerships exist which are accredited to provide wilderness skills training and certification at a national level.

Responsible Party: Interagency Wilderness Steering Committee & Partners

Action 13.3: Increase public education about wilderness and involvement in maintaining wilderness trails access through annual outdoor events.

Success Measure: Develop a strategy for participation in trails events.

Responsible Party: Interagency Wilderness Steering Committee, Arthur Carhart National Wilderness Training Center

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VII. Foster Excellence in Wilderness Leadership and Coordination

The top administrative issues that managers identified through the 2014 National Wilderness Manager Survey for interagency solutions were: leadership; budget and staff; planning and management; interagency coordination; and agency policy and priority.

IN ADDITION TO ACTIONS LISTED IN APPENDIX A, TO FOSTER EXCELLENCE IN WILDERNESS LEADERSHIP AND COORDINATION, WE WILL:

CULTIVATE strong interagency leadership throughout the National Wilderness Preservation System.

14. Ensure wilderness science and training facilitates interagency coordination and consistency across the National Wilderness Preservation System.

Action 14.1: Describe and provide base and project funding needed by the Arthur Carhart National Wilderness Training Center and Aldo Leopold Wilderness Research Institute to meet priorities identified in the *2020 Vision* and in approved annual work plans.

Success Measure: 1) The Arthur Carhart National Wilderness Training Center and Aldo Leopold Wilderness Research Institute draft their five year plans; 2) The Interagency Wilderness Policy Council and Interagency Wilderness Steering Committee approval and implement funding formula; 3) Each agency funds five year plans.

Responsible Party: Interagency Wilderness Steering Committee, Interagency Wilderness Policy Council, Arthur Carhart National Wilderness Training Center, & Aldo Leopold Wilderness Research Institute

Action 14.2: Develop and implement an online course to orient employees and partners to America's National Wilderness Preservation System, its structure and stewardship, and the agencies that manage it.

Success Measure: 1) Course is created, launched, and marketed; and 2) All interagency wilderness staff and partners have taken the course.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 14.3: Ensure that completion of the Carhart National Wilderness Leadership Training is mandatory for all leadership personnel with wilderness stewardship and Minimum Requirement Analysis decision-making authority.

Success Measure: 1) Mandatory training requirement is included in agency policy; 2) Decision-makers have related training requirements clearly described in their annual performance plans and included in new manager orientation; 3) The proportion of wilderness decision-makers who have completed mandatory training within two years of arriving at the wilderness unit is 80 percent or better.

Responsible Party: Interagency Wilderness Steering Committee

Action 14.4: Secure statutory authorities needed to allow acceptance of nongovernmental funds and participation of nongovernmental employees in training and research offered by the Arthur Carhart National Wilderness Training Center and Aldo Leopold Wilderness Research Institute.

Success Measure: Instrument is approved and implemented.

Responsible Party: Interagency Wilderness Steering Committee & Interagency Wilderness Policy Council

Action 14.5: Ensure that wilderness cultural resources research is a part of the Aldo Leopold Wilderness Research Institute's portfolio of research.

Success Measure: Identify wilderness cultural resource research needs and develop research proposals to address those needs.

Responsible Party: Aldo Leopold Wilderness Research Institute and Interagency Wilderness Steering Committee

Action 14.6: Integrate applicable wilderness content into non-wilderness agency courses.

Success Measure: Increase the number of non-wilderness training courses that include a wilderness awareness component.

Responsible Party: Arthur Carhart National Wilderness Training Center and other agency Training Center Directors and staff.

Action 14.7: Identify, prioritize, develop, and maintain toolboxes needed by wilderness managers for informed decision making and stewardship.

Success Measure: Existing Toolboxes will be revised on a 3-year basis and new Toolboxes will be developed as requested by the field and approved by the IWSC.

Responsible Party: Arthur Carhart National Wilderness Training Center, Partners, and IWSC

15. Deliver consistent and high quality on-the-ground wilderness decisions, stewardship skills, and wilderness awareness.

Action 15.1: Develop interagency responses to interagency wilderness issues.

Success Measure: Interagency issues are identified, prioritized, and addressed.

Responsible Party: Interagency Wilderness Steering Committee

Action 15.2: Establish a database similar to the Incident Qualification and Certification System to identify, develop, and track qualifications and competencies for traditional wilderness skills.

Success Measure: Develop database to track qualifications and project needs.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 15.3: Pursue side-by-side comparison and analysis of policy and definitions of four federal agencies that manage wilderness to identify areas of inconsistency, like the Interagency Wilderness Regulations Analysis.

Success Measure: Agencies review the analysis and adopt consistent policies and definitions where possible.

Responsible Party: Interagency Wilderness Steering Committee & Interagency Wilderness Policy Council

Action 15.4: Develop outline for Report on State of the National Wilderness Preservation System with intent of reporting on a periodic basis.

Success Measure: Outline is developed.

Responsible Party: Aldo Leopold Wilderness Research Institute, Interagency Wilderness Steering Committee, & Partners

Action 15.5: Representative wilderness teams in the BLM, USFWS, NPS, and USFS will review the Arthur Carhart National Wilderness Training Center and Aldo Leopold Wilderness Research Institute annual work plans prior to finalization by the Interagency Wilderness Steering Committee and Wilderness Policy Council.

Success Measure: Annual work plans are reviewed.

Responsible Party: Interagency Wilderness Steering Committee initiates and interagency teams complete

Action 15.6: Identify and deploy a national expert cadre of interagency employees and partners to train employees, partners, and volunteers in the safe and effective use of traditional tools and skills in wilderness using local wilderness projects as training grounds.

Success Measure: By 2020, train 100 employees or partners in the use of traditional tools and skills in wilderness.

Responsible Party: Arthur Carhart National Wilderness Training Center, Interagency Wilderness Steering Committee, & Missoula Technology and Development Center

Action 15.7: Develop a 5-year training plan to eliminate the backlog of decision makers needing to attend a National or Regional course for decision making requirements.

Success Measure: 95% of all decision makers with wilderness responsibilities will have attended a Regional or National Wilderness Leadership course.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 15.8: Standardize training units within courses that address wilderness field and stewardship core competencies.

Success Measure: 1) Core competencies are updated; 2) Gap between training units that exist and that are needed to meet core competencies are identified; and 3) Training units needed to fill the gap are developed and deployed.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 15.9: Develop and deliver training identified as high priority by wilderness managers and approved in the Arthur Carhart National Wilderness Training Center annual work plan.

Success Measure: Arthur Carhart National Wilderness Training Center annual program of work is completed.

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 15.10: Develop communication materials to connect wilderness practitioners.

Success Measure: Develop materials including webinars, publications, and newsletters that address key issues crowd-sourced by practitioners; Develop database to manage contact information for interested practitioners.

Responsible Party: Interagency Wilderness Steering Committee

Action 15.11: Integrate existing online wilderness courses and webinars into university curriculum.

Success Measure: At least six universities formally incorporate online courses and webinars into their curriculums.

Responsible Party: Interagency Wilderness Steering Committee, Arthur Carhart National Wilderness Training Center, Academic Institution Partners

Action 15.12: Develop an interagency mentoring program to connect experienced wilderness managers with new employees.

Success Measure: All new wilderness managers have access to a qualified mentor during the first two years in their position.

Responsible Party: Interagency Wilderness Steering Committee, NGO Partners

REINVIGORATE commitment to wilderness stewardship.

16. Improve wilderness program stewardship accomplishments and recognize excellence in wilderness management.

Action 16.1: Develop employee performance measures related to wilderness stewardship.

Success Measure: Performance measures for staff with wilderness responsibilities are included in their annual performance appraisal.

Responsible Party: Interagency Wilderness Steering Committee & NGO Sponsor(s)

Action 16.2: Establish a national wilderness awards program that includes sponsorship by agencies and NGOs to recognize personnel and programs in the following categories: 1) NGO-Sponsored Categories (Managers, Volunteers, Projects, Wilderness Units, Innovators, Traditional Skills); and 2) Agency-Sponsored Categories (Partnerships, Volunteers, Innovators, Interagency Individual and Team, Traditional Skills). Use wilderness.net, to promote award announcement and nomination process.

Success Measure: Initiate the awards program and grant the awards in 2017.

Responsible Party: Interagency Wilderness Steering Committee & NGO Sponsor(s)

BUILD workforce capacity and wilderness program resources.

17. Identify strategies for developing organizational capacity for wilderness stewardship, outreach, research, and enforcement duties.

- Action 17.1:** Create an interagency business plan that identifies the shared multi-disciplinary nature of wilderness.
Success Measure: Business Plan is completed by 2017
Responsible Party: Interagency Wilderness Steering Committee
- Action 17.2:** Continue to expand the cadre of experts affiliated with the Aldo Leopold Wilderness Research Institute, beyond current capacities, to include biophysical, cultural, and social sciences. This cadre will accomplish the broad array of science needed to ensure sound interagency stewardship of the National Wilderness Preservation System.
Success Measure: Wilderness Science Plan goals accomplished.
Responsible Party: Aldo Leopold Wilderness Research Institute & Partners
- Action 17.3:** Establish a Traditional Skills Training Partnership with agency and non-agency partners to identify core competencies and develop and deliver associated training for the safe and effective use of traditional tools and skills in wilderness.
Success Measure: Partnership is established and core competencies are developed.
Responsible Party: Arthur Carhart National Wilderness Training Center and Partners
- Action 17.4:** Develop online Wilderness Certificate Programs for each of the six Wilderness Core Competency Areas: Natural Resource Management & Monitoring, Cultural Resource Management & Monitoring, Special Provisions, Planning, Visitor Use Management, and Wilderness Field Skills.
Success Measure: Certificate programs are established.
Responsible Party: Arthur Carhart National Wilderness Training Center & Partners
- Action 17.5:** When developing wilderness-related vacancy announcements, include the following considerations in KSAs: Leave No Trace training, Wilderness Management Distance Education Program, Wilderness Certificate Programs, traditional skills training, the suite of wilderness online courses, etc.
Success Measure: Develop questions to be included in application process (i.e. KSAs).
Responsible Party: Arthur Carhart National Wilderness Training Center & Partners
- Action 17.6:** Incorporate wilderness-specific student engagement opportunities into ongoing youth engagement programs.
Success Measure: Wilderness values are integrated into ten new youth programs
Responsible Party: Interagency Wilderness Steering Committee
- Action 17.7:** Develop an interagency/international Wilderness and Protected Area Stewardship Exchange program.
Success Measure: At least one wilderness manager from each wilderness management agency receives an interagency or international assignment annually.
Responsible Party: Interagency Wilderness Steering Committee, Agency International Affairs Offices
- Action 17.8:** Encourage opportunities for youth organizations and universities (staff and students) to shadow wilderness managers to gain field experience.
Success Measure: Each wilderness management agency hosts at least two shadow assignments annually
Responsible Party: Interagency Wilderness Steering Committee
- Action 17.9:** Develop an “exploring employment in wilderness” section for Wilderness.net. This page would describe typical wilderness-related positions that agencies and other organizations offer, include links to the employment webpages of those agencies and organizations, and include a helpful links and advice section that, for example, may include information and links to webinars and other content explaining how to successfully navigate federal hiring protocols.
Success Measure: This section is developed and posted on wilderness.net by 2017.
Responsible Party: Interagency Wilderness Steering Committee, Wilderness.net
- Action 17.10:** Review existing interagency and partner wilderness stewardship academies and support partner-led replication of successful events in more locations across the country.

Success Measure: Complete an inventory of existing programs and develop best management practices to improve existing programs or support new programs.
Responsible Party: Interagency Wilderness Steering Committee

18. Improve capacity for recruiting and training volunteers.

Action 18.1: Develop and maintain a wilderness.net repository for posting volunteer opportunities in wilderness areas. Postings would include agency and NGO opportunities.

Success Measure: A repository is developed and posted on wilderness.net by 2017.

Responsible Party: Interagency Wilderness Steering Committee; wilderness.net

Action 18.2: Establish a community of practice among agency training centers and programs for development of collaborative, comprehensive, competency-based approaches to developing training that consistently provides the skills needed by our employees, partners, and volunteers.

Success Measure: Comprehensive plan is developed and implemented

Responsible Party: Arthur Carhart National Wilderness Training Center and partners

19. Strengthen and expand partnerships engaged in wilderness stewardship and complete the goals of this Vision document for the National Wilderness Preservation System.

Action 19.1: Identify specific high priority wilderness stewardship issues and needs (including outreach needs) where expanded engagement with and contributions by NGOs with needed expertise would enhance the final outcome. Pursue interagency agreements with interested NGOs when appropriate.

Success Measure: More partners are cooperating with agencies to address high priority wilderness stewardship issues either via new partners or increased participation from current partners.

Responsible Party: Interagency Wilderness Steering Committee & Partners

Action 19.2: Host webinars on the components of and barriers to building successful interagency wilderness citizen stewardship programs. Host an agency-specific webinar to inform agency personnel of partnership protocol and contacts as needed.

Success Measure: Webinars are developed and hosted on a quarterly basis beginning in 2017

Responsible Party: Arthur Carhart National Wilderness Training Center & Partners

Action 19.3: Strategically diversify fundraising base: 1) corporate sponsorship; 2) NGO partners; 3) foundations; and 4) Federal/state funds.

Success Measure: Develop a strategic plan to address diversified funding needs and processes

Responsible Party: Interagency Wilderness Steering Committee

VIII. Conclusion

Wilderness areas contribute significantly to our nation's health and well-being. The benefits these areas provide are as diverse as the areas themselves and far exceed the mere acreage protected. Preserving wilderness preserves clean water and air, wildlife, recreational value, a healthy economy and our unique American legacy. Yet protection does not ensure sanctuary from events that threaten wilderness character. The federal managing agencies, together with all Americans, must rise to the challenge of protecting these benefits and preserving our wilderness legacy.

Upon signing the Wilderness Act President Johnson said, *"So it seems to me that this reflects a new and strong national consensus to look ahead, and, more than that, to plan ahead; better still, to move ahead. We know that America cannot be made strong by leadership which reacts only to the needs or the irritations or the frustrations of the*

moment. True leadership must provide for the next decade and not merely the next day." *2020 Vision Implementation Plan* provides the solid foundation from which managers, partners, volunteers, and scientists can lead to make our National Wilderness Preservation System and America strong.

With the framework of *2020 Vision Implementation Plan*, support of friends and organizations, and drawing on the strengths of our non-government and tribal partners, we can implement actions that will shape the future for success and work toward ensuring the existence and resilience of a truly integrated National Wilderness Preservation System. The result will be enhanced opportunities to ensure that the National Wilderness Preservation System continues as a national treasure for America and for the world.

IX. Additional Information – Primer, What is Wilderness, Map?

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X. References & Resources (hyper links will be included in final)

United States Department of Agriculture

- Strategic Plan FY 2010-2016.

Forest Service

- USDA Forest Service Strategic Plan: FY2015-2020, June 2015.
- USDA Forest Service National Strategy for Youth, March 2014.

United States Department of the Interior

- Strategic Plan for Fiscal Years 2014-2018.

Bureau of Land Management

- The National Landscape Conservation System 15-Year Strategy 2010-2025.

Fish and Wildlife Service

- Conserving the Future Wildlife Refuges and the Next Generation, October 2011
- Conserving the Future Wildlife Refuges and the Next Generation Implementation Plan, January 2012.
- Conserving Our Future through Environmental Education A Strategic Plan for Improving Environmental Education I the National Wildlife Refuge System, April 2014.
- Urban Wildlife Refuge Standards of Excellence, October 2014.

National Park Service

- A Call to Action: Preparing for a Second Century of Stewardship and Engagement, August 25, 2011.
- Wilderness Education and Partnership Plan, June 6, 2002.

Interagency

- 1995 Interagency Wilderness Strategic Plan
- 2020 Vision Interagency stewardship priorities for America's National Wilderness Preservation System, 2014.

XI. Contributors

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XII. Signature Page

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Appendix A. Themes, Goals, Objectives and Actions approved by agency leadership through signature of 2020 Vision: *Interagency stewardship priorities for America's National Wilderness Preservation System*

Protect Wilderness Resources

The top biophysical issues that managers identified for interagency solutions were inventory and monitoring, climate change, fish and wildlife, wildland fire, and invasive species.

TO PROTECT WILDERNESS RESOURCES, WE WILL:

PRESERVE wilderness character.

1. Complete wilderness character inventories across the NWPS and track changes to wilderness character over time.
 - a. Use standardized interagency protocols to achieve a baseline for each NWPS unit.
 - b. Implement a system-wide interagency data management system for data entry and storage and for reporting on trends in wilderness character within a wilderness, and across regions, agencies, and the entire NWPS.
2. Identify, conserve, and restore native fish and wildlife species and habitats in wilderness.
 - a. Complete a state-of-knowledge synthesis of law and policy and biophysical and social sciences related to the management of fish and wildlife in wilderness.
 - b. Strengthen collaborative partnerships for managing fish and wildlife species and habitats in wilderness.
3. Minimize management interventions that modify natural conditions by using the Minimum Requirements Analysis process to make decisions on all proposed management interventions.
4. Manage use of technologies that are likely to degrade wilderness character.

PREPARE for ecological change.

5. Focus on the stewardship of dynamic landscapes through evaluating the role of wilderness in landscape scale conservation and ecosystem resiliency as climate change progresses.
 - a. Continue to support climate vulnerability and adaptation assessments across the National Wilderness Preservation System to contribute information for adaptation actions across a broader landscape.
 - b. Develop guidance for determining if and when action should be taken in wilderness to address climate change and other ecological disturbances.
6. Restore fire to its natural role in the ecosystem.
 - a. Ensure fire plans identify where the risks to values inside and adjacent to wilderness are greatest; identify the conditions and circumstances under which natural fires will be allowed to burn or be suppressed; and where prescribed fire is appropriate for resource benefit.
 - b. Incorporate wilderness fire concepts into appropriate All-Hazard, firefighter, resource advisor and National Incident Management System training.
7. Implement integrated exotic plant and animal management, including prevention, education, detection, quick elimination of spot infestations, and control of major occurrences.

- a. Ensure objectives to manage non-native invasive plant and animal species in wilderness are included in every wilderness stewardship plan or invasive species management plan.

INFORM wilderness stewardship decisions using the most current and credible science.

8. Identify and conduct the wilderness science needed for present and future management decisions.
 - a. Through collaboration of managers and scientists, develop and prioritize a national science agenda for wilderness.
 - b. Seek and develop partnerships through entities such as Landscape-scale Conservation Cooperatives (LCCs) to accomplish wilderness science agenda priorities.
 - c. Develop effective communication networks to facilitate the transfer of knowledge and feedback from practitioners.

Connect People to their Wilderness Heritage

The top social issues that managers identified for interagency solutions were relevance, education, visitor management, and access.

TO CONNECT CITIZENS TO THEIR WILDERNESS HERITAGE, WE WILL:

EXPAND public awareness, understanding, and support of Wilderness.

9. Utilize consistent and culturally relevant messages about Wilderness values and benefits.
 - a. Identify and share the ecological, economic, and social values and benefits of wilderness.
 - b. Develop and implement a national interagency Wilderness communication strategy that integrates with ongoing agencies communications and matches messages and media with diverse audiences.
10. Foster wilderness visitor understanding and responsible behaviors that improve wilderness stewardship.
 - a. Develop tools and materials for managers to enlist public support for wilderness stewardship and for compliance with resource protection measures.
 - b. Emphasize *Leave No Trace* principles through signs, programs, and practices.
 - c. Utilize the Interagency Visitor Use Work Group and others to develop and implement standards and monitoring protocols to minimize visitor use impacts to wilderness character.

INSPIRE and nurture life-long connections between people of diverse cultures and wilderness.

11. Build respectful, long-term partnerships among wilderness managers, educators, Tribal leaders, cultural resource managers, and citizens from diverse traditions, to develop and implement programs and products that enhance connections to wilderness.
 - a. Expand partnerships with conservation corps and other educational and youth programs and organizations to provide outdoor experiences from backyard to wilderness.
 - b. Develop a plan to increase our capacity to replicate, distribute, and integrate K-12 wilderness curriculum in classrooms across the country through existing and new environmental education, mentoring, and train-the-teacher programs.

NURTURE a new generation of future stewards and scientists.

12. Foster a welcoming culture of inclusion for diverse cultures around wilderness work.
 - a. Collaborate with existing recruitment programs to create volunteer, internship, and employment opportunities in wilderness.
 - b. Expand citizen science and volunteer-based monitoring programs for both social and biophysical conditions.
Create career appeal for youth by developing and improving wilderness career options and opportunities.

RESTORE trails connecting wilderness and people

13. Secure commitment from a diverse coalition of partners for the restoration of wilderness trails while preserving wilderness character.

Foster Excellence in Wilderness Leadership and Coordination

The top administrative issues that managers identified for interagency solutions were leadership, budget and staff, planning and management, and interagency coordination.

TO FOSTER EXCELLENCE IN WILDERNESS LEADERSHIP AND COORDINATION, WE WILL:

CULTIVATE strong interagency leadership throughout the National Wilderness Preservation System.

14. Ensure wilderness science and training facilitates interagency coordination and consistency across the NWPS.
 - a. Strengthen commitment to, and support of, the Interagency Arthur Carhart National Wilderness Training Center and the Interagency Aldo Leopold Wilderness Research Institute.
15. Deliver consistent and high quality on-the-ground wilderness decisions, stewardship skills, and wilderness awareness.
 - b. Develop interagency responses to System-wide issues.
 - c. Identify opportunities for developing consistent, interagency wilderness regulations.
 - d. Establish a system similar to the interagency wildland fire Red Card system to identify, develop, and track qualifications and competencies among employees and volunteers for various aspects of wilderness stewardship and traditional tool use.

REINVIGORATE commitment to wilderness stewardship.

16. Improve wilderness program stewardship accomplishments and recognize excellence in wilderness management.
 - a. Develop performance measures to document success in meeting wilderness management objectives.
 - b. Establish national recognition for managers who demonstrate success in preserving wilderness character.
 - c. Identify, develop, and showcase innovators in wilderness stewardship.

BUILD workforce capacity and wilderness program resources.

17. Identify strategies for developing organizational capacity for wilderness stewardship, outreach, research, and enforcement duties.
 - a. Develop workforce capacity plans that identify the right mix and numbers of workers with the right skills and knowledge to preserve wilderness character.
 - b. Create an interagency business plan that identifies the shared multi-disciplinary nature of wilderness.
18. Improve capacity for recruiting and training volunteers.
19. Strengthen and expand partnerships engaged in wilderness stewardship and complete the goals of this Vision document for the NWPS.

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