



## **BAY AREA HABITAT STEWARDSHIP TRAINING**

*Final report to the Alameda County Fish and Game Commission*

December 2021

### **Summary**

The California Invasive Plant Council (Cal-IPC) used grant funding from the Alameda County Fish and Game Commission to provide a free in-person habitat stewardship training to the public, in partnership with East Bay Regional Parks District (EBRPD). The event was held on Friday, Dec. 3<sup>rd</sup>, 2021 at the Bridge Yard in Oakland. It was a resounding success, with 79 attendees, well over the 50 participants that we had originally planned for. The \$5000 grant to support the training was initially received in 2020, but training was delayed because of COVID-19 restrictions.

Cal-IPC is a 501(c)3 nonprofit organization whose mission is to protect California's environment and economy from the damaging effects of invasive plants. We are a statewide organization with specific focus on supporting land managers in strategic invasive plant management. We are based in the East Bay and work to facilitate local on-the-ground trainings and other ways of caring for our natural habitats. We are well-known for organizing high quality trainings and regularly look for funding to implement them.

The Bay Area Habitat Stewardship Training was designed to provide the following opportunities for learning: (1) an introduction to some of the San Francisco Bay's native fauna and flora, including their distribution, legal status, and vulnerabilities to impacts from invasive plants, (2) case studies of select stewardship projects in Alameda County that have been designed to protect wildlife and include invasive plant management, and (3) interactive demonstrations of some of the most effective non-chemical invasive plant management techniques to use with volunteers or in areas where chemical control is not desired or permissible.

### **Implementation**

Thanks to additional in-kind support from Cal-IPC and EBRPD, we were able to hold the training at the Bridge Yard in Oakland, a large facility that could safely hold a higher number of participants. Below are our achievements for each of the four components that we planned for our training to include (see Appendix 1 for the full training agenda):

1. ***An introduction to the status, distribution, and threats to some of the San Francisco Bay's native fauna and flora.*** Our two introductory speakers were James ("Doc") Hale, a well-known regional wildlife biologist, and Dr. Stuart Weiss, a noted butterfly expert and ecologist. Together, these two speakers provided an excellent overview of the wildlife that we have lost and retained, and the

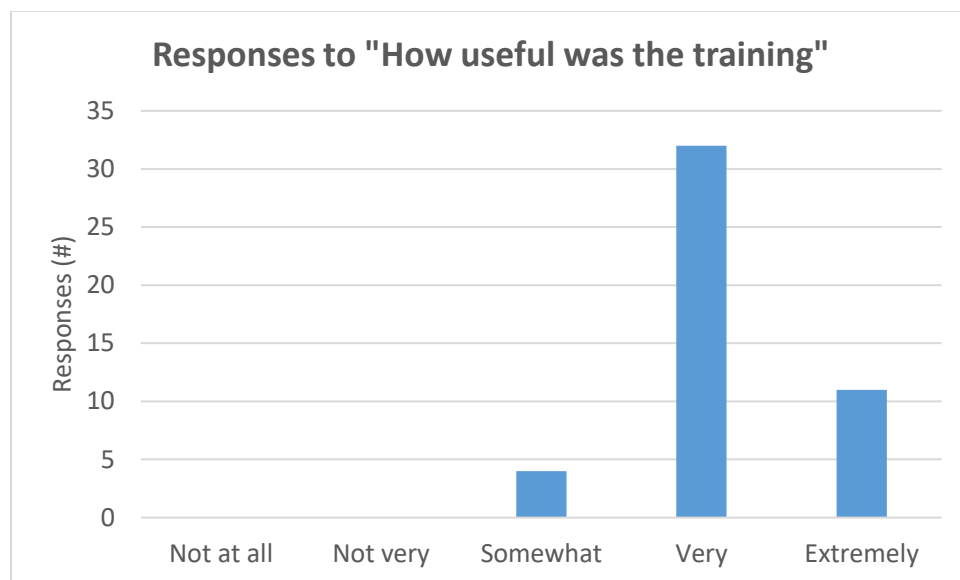
wildlife we are more recently gaining back in the greater San Francisco and East Bay region. Dr. Weiss ended the one-hour introduction with a “call to action” for stewardship to help mitigate the damage from development and climate change.

2. ***Case studies of select stewardship projects in Alameda County that have been designed to protect wildlife and include invasive plant management.*** We organized speakers from Alameda County Resource Conservation District (ACRCD), Point Blue Conservation Science (PBCS), and the East Bay Chapter of the California Native Plant Society (CNPS) to present three Alameda County case studies that incorporate invasive plant management into their stewardship programs to help protect and restore wildlife habitat. The case studies presented were:
  - i. ***“Enhancing wintering monarch butterfly habitat in the East Bay”***, presented by Ricka Stoelting, ACRCD. Ricka described their work conducting extensive oak plantings and invasive plant management through selective thinning and vegetation management to protect Monarch butterfly overwintering habitat at two sites in Alameda County. This project is partially funded by the Alameda County Fish and Game Commission.
  - ii. ***“Riparian restoration at Arroyo Mocho with the STRAW (Students and Teachers Restoring a Watershed) Program”***, presented by Ian Howell (ACRCD) and Jessie Ditmore (PBCS). They described the innovative ways to teach about and include school children in restoration projects that they have used at Arroyo Mocha. Activities on site included both extensive planting of willows and other riparian species and invasive plant management of tree tobacco and tree-of-heaven. Restoration activities were designed to help with erosion control and wildlife corridor enhancement.
  - iii. ***“Weeding invasives in the Berkeley Hills to make space for indigenous species”***, presented by Janet Gawthrop (CNPS). This presentation described the ongoing work that chapter members are doing to remove French broom and other invasive plant species from the Berkeley and Oakland Hills and where they have observed native plant species and wildlife food resources re-establish.
3. ***Interactive demonstrations of some of the most effective non-chemical management techniques to use with volunteers or in areas where chemical control is not desired or permissible.*** We organized eight interactive indoor demonstration tables for each of the following topics: Annual and perennial grasses (Ross Mitchell, EBRPD), Annual and perennial forbs (Wyllie Clayson, The Everything Company), Shrubs (Givonne Law, EBRPD), Vines (Mark Seaborn, Garber Park Stewards), Mulching/tarping (Pete Frye, OnPoint Environmental and Jaclyn Lim, EBRPD), Flaming/hoeing (dealing with seedlings, Pamela Beitz, EBRPD), Tree removal (Brett Whitmer, EBRPD), Mapping, tracking, and plant ID with iNaturalist and Calflora (Ruby Soto, The Everything Company and Cynthia Powell, Calflora), and Competitive planting (Ian Howell, ACRCD, and Jessie Ditmore, PBCS). Participants spent over an hour visiting stations and learning from a diverse group of experts about how to implement invasive plant management techniques effectively.

In addition, we presented an overview of an online decision support tool (<https://weedcut.ipm.ucanr.edu/>) for non-herbicide techniques that includes free, online guides to various techniques. EBRPD’s IPM Coordinator Pamela Beitz also provided an introduction to integrated pest management (IPM) and reviewed three management techniques (grazing, burning, and biological control) for which we could not provide demonstration tables.

## **Participation**

Attendees were surveyed to assess demographics, level of experience that participants had coming into the training, and what they appreciated most and least. We received 47 responses (59% response rate). All respondents considered the training useful and most thought the training was either “very” or “extremely” useful.



When asked whether they learned anything that might help them in their stewardship work, 64% of respondents answered “yes, a lot” and 36% answered “yes, some”. None answered that they did not learn anything helpful. Based on written feedback, attendees were very happy with the diversity of speakers and demonstration tables. They enjoyed the ability to network with others and learn about local stewardship projects. Some recommendations to improve future trainings included: providing a venue that was not as cold, improving the quality of audio-visual equipment, including an “icebreaker” for attendees to get to know one another, including more about indigenous stewardship methods, and including more about plant identification, herbicides, and specific invasive plants.

We were able to promote the training event in various ways, by sending email blasts to our Bay Area Wildland Volunteer Network contact list by reaching out to regional partners such as Friends of Five Creeks, Friends of Sausal Creek, Oakland Civicorps, East Bay CNPS Chapter, Garber Park Stewards, and the Alameda County and Contra Costa County RCDs. EBRPD also promoted the training internally to staff. We were especially interested in ensuring diverse attendance for this training and were happy to offer it at no cost to attendees. Based on survey responses, we made some progress. While the majority of attendees (53%) identified themselves as White/Caucasian, other ethnicities as a whole represented over one third half of our attendees: Hispanic/LatinX – 17%, Asian – 8%, African-American/Black – 8%, Mixed/Other – 4%, with 4% of respondents not identifying ethnic affiliation. Attendance seemed well distributed across all levels of experience in the field and backgrounds, ranging from passionate volunteers to seasoned (and even retired) professionals. Nearly half of attendees had 2-5 years of experience with habitat stewardship and 17% were new to the field, with less than one year of

experience. The remainder had between 6 and over 20 years of experience. We were also able to invite the Oakland Civicorps, which used this training day as part of their larger training program and consisted primarily of participants that were new to the field.

Below are photos from the event.



EBRPD staff listen to opening talk on threats to East Bay wildlife by Dr. Stuart Weiss.





Demonstration station focusing on techniques for controlling invasive trees.



Demonstration station on flaming and hoeing to cope with carpets of invasive plant seedlings.



Demonstration station on dealing with vines.



Demonstration station on mulching and tarping.





Demonstration station on mapping.



Demonstration station on competitive planting.

## Costs

Our in-person training would not have been possible without the support of the Alameda County Fish and Game Commission and the partnership and in-kind support of EBRPD. Below, we itemize the approximate costs of the event. Cal-IPC was able to use another grant to help cover costs beyond what was covered by the grant from the Alameda County Fish & Game Commission. Including the facility expense covered by EBRPD, the overall cost per attendee comes to approximately \$135 for the one-day training.

**Table 1.** Cal-IPC Stewardship Training expenses.

Item	Expense
Cal-IPC staff time (66 hrs @ \$95/hr)	\$6,270
EBRPD staff time (in kind; approx. 20 hrs)	--
Bridge Yard Reservation (waived)	--
Bridge Yard Sound System (\$1200 paid by EBRPD)	--
Bridge Yard Cleaning Fee	\$1,000
Car rental (day-of transport)	\$120
Coffee/Tea	\$242
Breakfast baked goods	\$67
Lunch (boxed)	\$1,293
Speaker Honoraria (2 @ \$250)	\$500
<b>TOTAL</b>	<b>\$9,492</b>



**BAY AREA HABITAT STEWARDSHIP TRAINING**  
**Friday, December 3, 2021 9:00AM – 3:00PM**  
The Bridge Yard  
210 Burma Rd., Oakland, CA 94607



**AGENDA**

- 8:30 – 9:00 *Registration, coffee, mingling*
- 9:00 – 9:15 **Welcome and Introduction** – *Jutta Burger, Cal-IPC, and Pamela Beitz, EBRPD*
- 9:15 – 9:45 **Ecological history and current State of the East Bay** – *James (“Doc”) Hale, Vertebrate Zoologist, Ethnobiologist, and Ecological Consultant At Large*
- 9:45 – 10:15 **Current stressors and a Call for Action** – *Stuart Weiss, Chief Scientist, Creekside Center for Earth Observation*
- 10:15 – 10:30 *Questions/Discussion*
- 10:30 – 10:45 *Break*
- 10:45 – 10:50 **Stewardship Introduction**
- 10:50 – 11:10 **Case Study #1: Enhancing wintering monarch butterfly habitat in the East Bay** – *Ricka Stoelting, Biologist, Alameda County Resource Conservation District (RCD)*
- 11:10 – 11:30 **Case Study #2: Riparian restoration at Arroyo Mocho with the STRAW (Students and Teachers Restoring a Watershed) Program** – *Ian Howell, Resource Conservationist, Alameda County RCD; Jessie Ditmore, Pt. Blue Conservation Science*
- 11:30 – 11:50 **Case Study #3: Weeding invasives in the Berkeley Hills to make space for indigenous species** – *Janet Gawthrop, CNPS – East Bay Chapter*
- 11:50 – 12:00 **Discussion**
- 12:00 – 12:45 *Lunch*
- 12:45 – 1:00 **Integrated Pest Management (IPM) and Best Practices** – *Pam Beitz, EBRPD*
- 1:00 – 1:15 **Deciding on Techniques: WeedCUT Demonstration** – *Jutta Burger, Cal-IPC*
- 1:20 – 2:40 **Stewardship Methods – Table Demonstrations**
- **Annual/perennial grasses** – *Ross Mitchell (EBRPD)*
  - **Annual/perennial forbs** – *Wyllie Clayson (The Everything Company)*
  - **Shrubs** – *Givonne Law (EBRPD)*
  - **Vines** – *Mark Seaborn (Garber Park Stewards)*
  - **Dealing with regrowth (mulching/tarping)** – *Jaclyn Lim (at large)*
  - **Dealing with seedlings (flaming/hoeing)** – *Pam Beitz (EBRPD)*
  - **Trees** – *Brett Whitmer (EBRPD)*
  - **Mapping, Tracking, and Plant ID** – *Ruby Soto (The Everything Company), Cynthia Powell (Calflora)*
  - **Competitive planting** – *(demonstration materials)*
- 2:40 – 2:50 **Larger-scale Methods (Biocontrol, Burning, Grazing)**
- 2:50 – 3:00 **Wrap-up and END**

***Thank you for attending!***  
***Funding provided by the Alameda County Fish and Game Commission***

## Survey for Habitat Stewardship Training – Dec 3, 2021

**Thank you for joining us at the Habitat Stewardship Training! Your answers to these questions will help us continue to improve.**

Overall, how useful was this training?

☐ 1-Not at all useful ☐ 2-Not very useful ☐ 3-Somewhat useful ☒ 4-Very useful ☐ 5-Extremely

Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

Any suggestions for ways to make the training better?

1. Venue was freezing - heat pls.  
2. Some of speakers were rushed and did not finish their presentation. Maybe better time allocation?

Any ideas for topics you'd like to see included in future trainings?

**Please tell us a little about yourself. This information will not be used to identify you and will remain completely anonymous. These answers help us report to our funders on the types of audiences we serve.**

How much experience do you have in habitat stewardship?

☒ 1 year or less ☐ 2-5 years ☐ 6-10 years ☐ 10-20 years ☐ 20+ years

Which category describes your age?

☐ 19 or younger ☐ 20-29 ☐ 30-39 ☐ 40-49 ☐ 50-59 ☒ 60 or older

What is your gender identity? (Circle all that apply)

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What did you like the most about the training?

Stuart Weiss's talk; one case study presentations

Any suggestions for ways to make the training better?

I attended by myself. people were not socially friendly - a little awkward putting.

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

Speaker's real life learning + experiences.

Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

perennial native plant types.

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What did you like the most about the training?

Demo tables

Any suggestions for ways to make the training better?

Hands on tool demos outdoors

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

*presentations*

Any suggestions for ways to make the training better?

*DPB*

Any ideas for topics you'd like to see included in future trainings?

*additional 30 min. presentations,  
changing CA/USA policies affecting wetland mgmt.*

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What did you like the most about the training?

*A variety of speakers kept things lively! And a variety of topics.*

Any suggestions for ways to make the training better?

*The building made it hard to hear presenters + demo tables. ~~as~~  
As a younger professional, I would have appreciated some sort of ice breaker  
to help get connected to others in the field.*

Any ideas for topics you'd like to see included in future trainings?

*Dive deeper into managing habitat for threatened/rare/endangered species.*

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What did you like the most about the training?

1. Exposure to more specific info about Wildlife stewardship (James Hale, Stu Weiss)
2. Networking was surprisingly helpful/inspiring/useful. (Esp. cross-organizational)
3. Central Location of our Meeting Site was helpful (King Yard)
4. Janet Gauthier usefully identifying how to "think beginner," "break out of Pro mindset"

Any suggestions for ways to make the training better?

Possibly using Audio Recordings of Birds, Coyotes, San Kit Fox, etc etc as opposed to strictly Photos and Visual guides. We often will hear <sup>cries of</sup> creatures when working out in the field, but its more rare to see them visually.

Any ideas for topics you'd like to see included in future trainings?

a. Drylands Water Management Topics: (a) encouraging Storage of Pavement Runoff or Roof Runoff into Organic Matter Berms/Swales. (b) Strategy Studies for making GreyWater conversions out of Park Sinks, Dishwashers, Showers. (c) Brad Lancaster as guest presenter.

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Did you learn anything new that will help your stewardship work?

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What did you like the most about the training?

- The GREAT variety of information
- Fantastic, knowledgeable expert speakers (so impressive!)

Any suggestions for ways to make the training better?

Maybe have the presenters speak without a mask on so they can be heard a little better.

Any ideas for topics you'd like to see included in future trainings?

More on progress of 'wildlife corridors'

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What did you like the most about the training?

NETWORKING! ACTUALLY GETTING TO TALK W/ PEOPLE FACE TO FACE +  
TAKING THE TIME TO ASK QUESTIONS + DISCUSS ISSUES

Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

*Learning about resources  
Pam Beitz*

Any suggestions for ways to make the training better?

*Not an improvement! The opening presentation nicely  
set the focus and tone of the following subjects*

Any ideas for topics you'd like to see included in future trainings?

*mapping*

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**Thank you for your feedback!**

## Survey for Habitat Stewardship Training – Dec 3, 2021

**Thank you for joining us at the Habitat Stewardship Training! Your answers to these questions will help us continue to improve.**

Overall, how useful was this training?

☐ 1-Not at all useful ☐ 2-Not very useful ☐ 3-Somewhat useful ☒ 4-Very useful ☐ 5-Extremely

Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☒ 4-Yes, a little ☐ 5-Yes, a lot

What did you like the most about the training?

I enjoyed all of the speakers. They were all highly knowledgeable.

Any suggestions for ways to make the training better?

I enjoy hands on learning. Adding an interactive element would rock!

Any ideas for topics you'd like to see included in future trainings?

Soil health.

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Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

inspiring

Any suggestions for ways to make the training better?

very hard to see the projection screen

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

Variety of topic related but looking through different lens ~~that~~ on impacts of veg management & restoration.

Any suggestions for ways to make the training better?

A little more context could be provided on some terms/topics (ie phytophthora) extent & summary of this issue & impacts regionally. Also why indigenous species are important & what success looks like over time.

Any ideas for topics you'd like to see included in future trainings?

LIST OF resources mentioned & where to find (ie EB checklist), Stewardship map sites, CALIPSEA.

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What did you like the most about the training?

I enjoyed learning about new resources for IPM

Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

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Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

Seeing how technology is integrating with stewardship

Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

The different stations expressing what they do out in the field

Any suggestions for ways to make the training better?

More stations

Any ideas for topics you'd like to see included in future trainings?

Different types of knots

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What did you like the most about the training?

The case studies and their techniques (for invasive plant removal & planting natives)

Any suggestions for ways to make the training better?

Bring the temp up, a little cold.

Any ideas for topics you'd like to see included in future trainings?

Realistic way to prescribe burn.

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What did you like the most about the training? *I liked the discussions towards the end because I felt it was great to interact with others in my field of work*

Any suggestions for ways to make the training better? *with the lectures/~~present~~ presentations being so long, it would be nice to implement something to break up the lectures*

Any ideas for topics you'd like to see included in future trainings? *nothing comes to mind*

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What did you like the most about the training?

Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

Acidification & Eutrophication  
Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

The introductions to groups active in the area

Any suggestions for ways to make the training better?

Call to people standing outside before resuming program.

Any ideas for topics you'd like to see included in future trainings?

More prescribed burning.

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What did you like the most about the training?

*The wide variety of topics*

Any suggestions for ways to make the training better?

*room too big for screen; online link for slides  
would have worked; hybrid of zoom + in-person?*

Any ideas for topics you'd like to see included in future trainings?

*Grass identification; how to tell natives from  
invasives*

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What did you like the most about the training?

*opportunity to share his + advice, and learn*

Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

*The variety of topics and speakers was very useful.*

Any suggestions for ways to make the training better?

*Bigger projector (for presentations).*

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

I appreciated the opportunity to talk ~~network~~ with people at demonstration tables - have more small group interaction. I also loved the presentations by Doc Hale ~~and~~ Stu Weiss, and the case studies.

Any suggestions for ways to make the training better?

there was a long amount of sitting/presentation time at the beginning - it could be helpful to break that up with more hands-on interaction time.

Any ideas for topics you'd like to see included in future trainings?

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African-American/Black, Hispanic/Latinx, Middle Eastern, Native American/Alaskan Native, Native Hawaiian, Asian, Pacific Islander, White/Caucasian, Mixed, Other \_\_\_\_\_, Prefer-not-to-state ↳ Filipino

**Thank you for your feedback!**

## Survey for Habitat Stewardship Training – Dec 3, 2021

**Thank you for joining us at the Habitat Stewardship Training! Your answers to these questions will help us continue to improve.**

Overall, how useful was this training?

☐ 1-Not at all useful ☐ 2-Not very useful ☐ 3-Somewhat useful ☒ 4-Very useful ☐ 5-Extremely

Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

*The speakers talking w/ Q&A  
- all speakers were great*

Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

*Indigenous knowledge & practices*

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Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

*Variety of speakers and subject focus*

Any suggestions for ways to make the training better?

*Less time on workshop time and/or actual workshops or in field seeing real tools in action?*

Any ideas for topics you'd like to see included in future trainings?

*Short highlights of projects from different orgs*

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Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

Access to the speakers for Q&A  
Knowledge and passion for the preservation of our ecology & informing us to websites for research

Any suggestions for ways to make the training better?

For a large venue (Bridgroom) as one who sat in the back it was difficult to make out the visuals. (perhaps multiple screens)

Any ideas for topics you'd like to see included in future trainings?

Include the importance of fungal to plant relationships and integrate a wholistic picture for a more comprehensive ecological clarity.

**Please tell us a little about yourself. This information will not be used to identify you and will remain completely anonymous. These answers help us report to our funders on the types of audiences we serve.** Work at EBRPD as a gardener with an interest in native plant restoration and invasive weed removal

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What did you like the most about the training?

I enjoyed it all, I really liked all the speakers,

Any suggestions for ways to make the training better?

Any ideas for topics you'd like to see included in future trainings?

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Did you learn anything new that will help your stewardship work?

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What did you like the most about the training?

*Networking, case study presentations, James Harte!*

Any suggestions for ways to make the training better?

*It would be great to see representation of Indigenous stewardship leaders, and more coverage/dialogue in this area.*

Any ideas for topics you'd like to see included in future trainings?

*Cultural burning, more specific information about BMPs for dealing with thatch build up and shrub encroachment, esp. where methods like fire + grazing are not currently feasible.*

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What did you like the most about the training?

Hearing from a variety of people + organizations about the projects they are working on

Any suggestions for ways to make the training better?

Multi-day training for a deeper dive

Any ideas for topics you'd like to see included in future trainings?

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What did you like the most about the training?

Networking & learning from other land managers/stewards.

Any suggestions for ways to make the training better?

Bigger screen would be helpful.

Any ideas for topics you'd like to see included in future trainings?

More plant ID

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Did you learn anything new that will help your stewardship work?

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What did you like the most about the training?

Speakers, Hale & Wiess. Effective controlled burns.

Any suggestions for ways to make the training better?

Area with less ambient noise

Any ideas for topics you'd like to see included in future trainings?

Hands on experience / stations

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Did you learn anything new that will help your stewardship work?

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What did you like the most about the training?

*The Weed management online tool on Cal-IPC.org*

Any suggestions for ways to make the training better?

*Better video*

Any ideas for topics you'd like to see included in future trainings?

*Herbicide discussions*

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Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

- All the different organizations

Any suggestions for ways to make the training better?

- N/A

Any ideas for topics you'd like to see included in future trainings?

- Delta invasive removals

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Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

The variety of speakers and demonstrations

Any suggestions for ways to make the training better?

Maybe having a survey sent out before to gauge what folks might be interested in, and include the most requested one.

Any ideas for topics you'd like to see included in future trainings?

Maybe an overview of invasives and find in certain habitat types, to bring attention to what to focus on and what to prioritize.

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Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

Such an awesome audience and diversity of topics as they relate to invasive plants! Loved the afternoon interactive parts I felt safe re covid, full re food, and cared for!

Any suggestions for ways to make the training better?

~~1st~~ SO loved hearing more about grazing & MORE!!  
more about herbicide?

Any ideas for topics you'd like to see included in future trainings?

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Did you learn anything new that will help your stewardship work?

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What did you like the most about the training?

Exposure to other agencies and types of work they're doing.

Any suggestions for ways to make the training better?

Spell out acronyms. Provide resource list: contact info, websites.

Any ideas for topics you'd like to see included in future trainings?

More Invasive ID

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What did you like the most about the training?

*Range of scientific info, practical hands-on techniques & tips, and project examples.*

Any suggestions for ways to make the training better?

*Bigger screen, lower light/brighter projector. Understand this was the most appropriate venue for today.*

Any ideas for topics you'd like to see included in future trainings?

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Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

Learning tips & tricks, such as pliers for removing ivy roots & nodes.

Any suggestions for ways to make the training better?

Nothing specifically

Any ideas for topics you'd like to see included in future trainings?

Anything!

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Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☐ 4-Yes, a little ☒ 5-Yes, a lot

What did you like the most about the training?

Learning about all of the projects happening and organizations doing them. Also learning about all the different methods being used.

Any suggestions for ways to make the training better?

Not sure, this was really ~~not~~ well done. Probably some more GIS ~~and~~ presentations on forests.

Any ideas for topics you'd like to see included in future trainings?

Forest management

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**Thank you for your feedback!**

## Survey for Habitat Stewardship Training – Dec 3, 2021

**Thank you for joining us at the Habitat Stewardship Training! Your answers to these questions will help us continue to improve.**

Overall, how useful was this training?

☐ 1-Not at all useful ☐ 2-Not very useful ☐ 3-Somewhat useful ☒ 4-Very useful ☐ 5-Extremely

Did you learn anything new that will help your stewardship work?

☐ 1- Nothing ☐ 2-Not much ☐ 3-Very little/Unsure ☒ 4-Yes, a little ☐ 5-Yes, a lot

What did you like the most about the training?

Broad scope of interrelated topics  
to invasive removal, esp. biological/ecological  
impacts. Informed speakers/demo

Any suggestions for ways to make the training better?

More demonstration tables!  
Maybe videos showing techniques in situ

Any ideas for topics you'd like to see included in future trainings?

More specific presentations targeting problem  
species & good candidates for replacement

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How much experience do you have in habitat stewardship?

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What did you like the most about the training?

Diversity of topics, speakers, and knowledge

Any suggestions for ways to make the training better?

Larger screen for projection

Any ideas for topics you'd like to see included in future trainings?

Working w/Native American groups/agencies on conservation

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What did you like the most about the training?

case studies, real life examples,  
opportunities for direct engagement

Any suggestions for ways to make the training better?

compiled list of resources, online links, etc.

Any ideas for topics you'd like to see included in future trainings?

BMPs for selecting species for specific plantings,  
+ best ways to plantings

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What did you like the most about the training?

Meeting up with people again to share our expertise in the field and get to learn new techniques.

Any suggestions for ways to make the training better?

Allowing people to get the emails of the presenters

Any ideas for topics you'd like to see included in future trainings?

How to be more inclusive in the field

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What did you like the most about the training?

1. Opportunity to meet & talk to knowledgeable/experienced people
2. physical samples of plants, tools, etc.
3. overview talks in morning, plus specific case studies later

Any suggestions for ways to make the training better?

provide presentations, list of URLs, ~~etc~~ relevant groups & organizations, etc.

Any ideas for topics you'd like to see included in future trainings?

1. field visit, if not too complicated to organize
2. ice plant

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