



# Management Plan Development in the Sunshine

Managing by Network Case Study, 2018

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- Sarah: Florida Black Bear Management Program Biologist



- Brie: Imperiled Species Management Plan Editor





## Florida Fish and Wildlife Conservation Commission

The FWC's Mission:  
Managing fish and wildlife resources for their  
long-term well-being and the benefit of people.

Fishing

Boating

Hunting

Licenses &  
Permits

Wildlife  
Viewing

Wildlife &  
Habitats

Research

Education

Conservation

### Our Staff

- 2,112.5 full-time employees
- Locations
  - Headquarters in Tallahassee
  - Five regional offices:  
Panama City, Lake City, Ocala, Lakeland and West Palm Beach
  - Fish and Wildlife Research Institute in St. Petersburg
  - 76 field offices and facilities





## Our Territory

- Florida has...
  - >20 million residents (3<sup>rd</sup> most populous state)
  - 2,276 miles of tidal shoreline
  - More than 34 million acres of public and private land
    - Including 5.8 million acres of wildlife management areas
  - 12,133 square miles of water
  - ~12,000 miles of fishable rivers, streams and canals
  - About 7,700 lakes (of 10+ acres), covering 3 million total acres



## Our Fish and Wildlife

- The FWC protects and manages...
  - More than 575 species of wildlife
  - More than 200 native species of freshwater fish
  - More than 500 native species of saltwater fish





# Florida's Listing Criteria

- IUCN Red List Criteria adopted in 2010  
<http://myfwc.com/wildlifehabitats/imperiled/listing-process/>
- Biological Status Reviews on 61 listed species  
<http://myfwc.com/wildlifehabitats/imperiled/biological-status/>
- 16 of 61 no longer at high extinction risk
- Management plans required for all without an existing draft plan



# State vs. Federal Listing

## Florida's Listing Process

1. Species evaluation request
2. Convene Biological Review Group
3. Biological status review report
4. Listing recommendation approved by FWC Commissioners
5. Final rule published; status change effective

## Federal Listing Process

1. Petition to list
2. Substantial /not substantial finding
3. Review to determine if listing is warranted
4. Solicit opinions and public input
5. Final rule published; status change effective



# Timeline

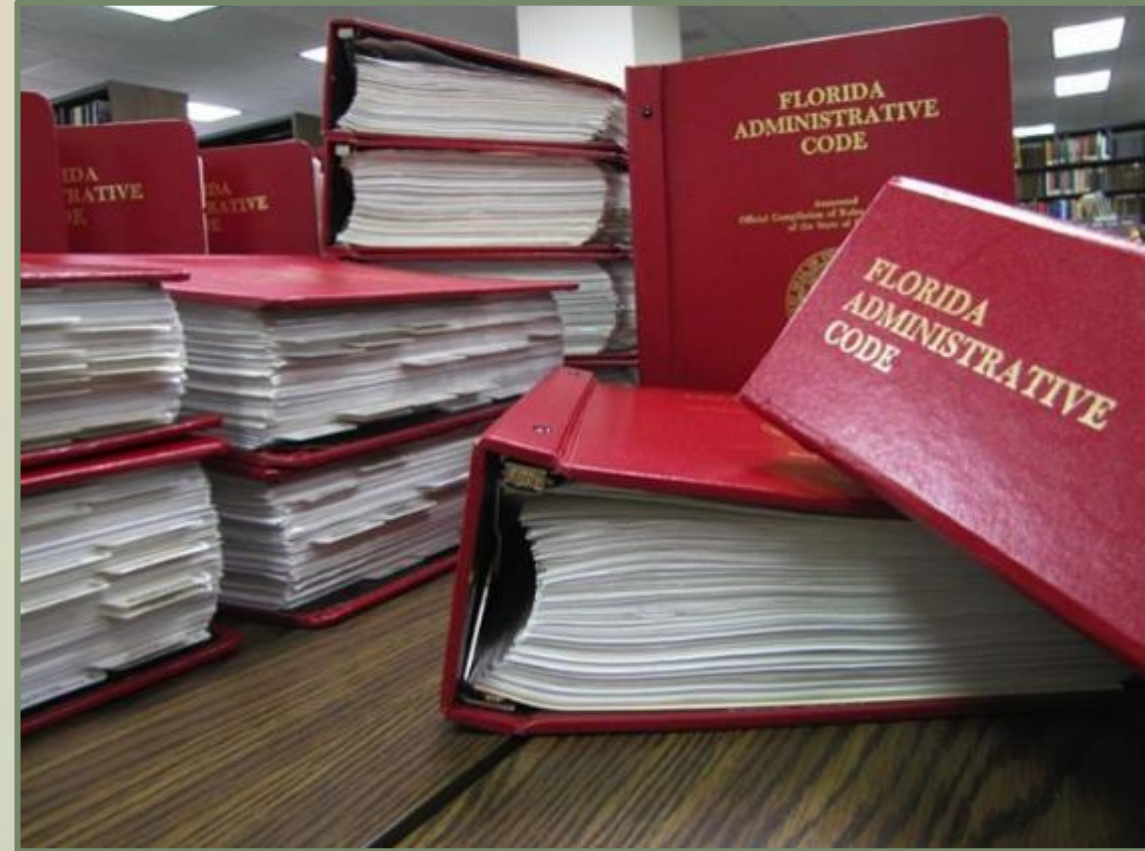


**SUCCESS!**



# Management Plan Creation

- Species-specific conservation needs
- Individual species plans
- Comprehensive multi-species plans
- Permitting guidelines
- Economic impacts assessment
- Staff time commitment
- Public engagement

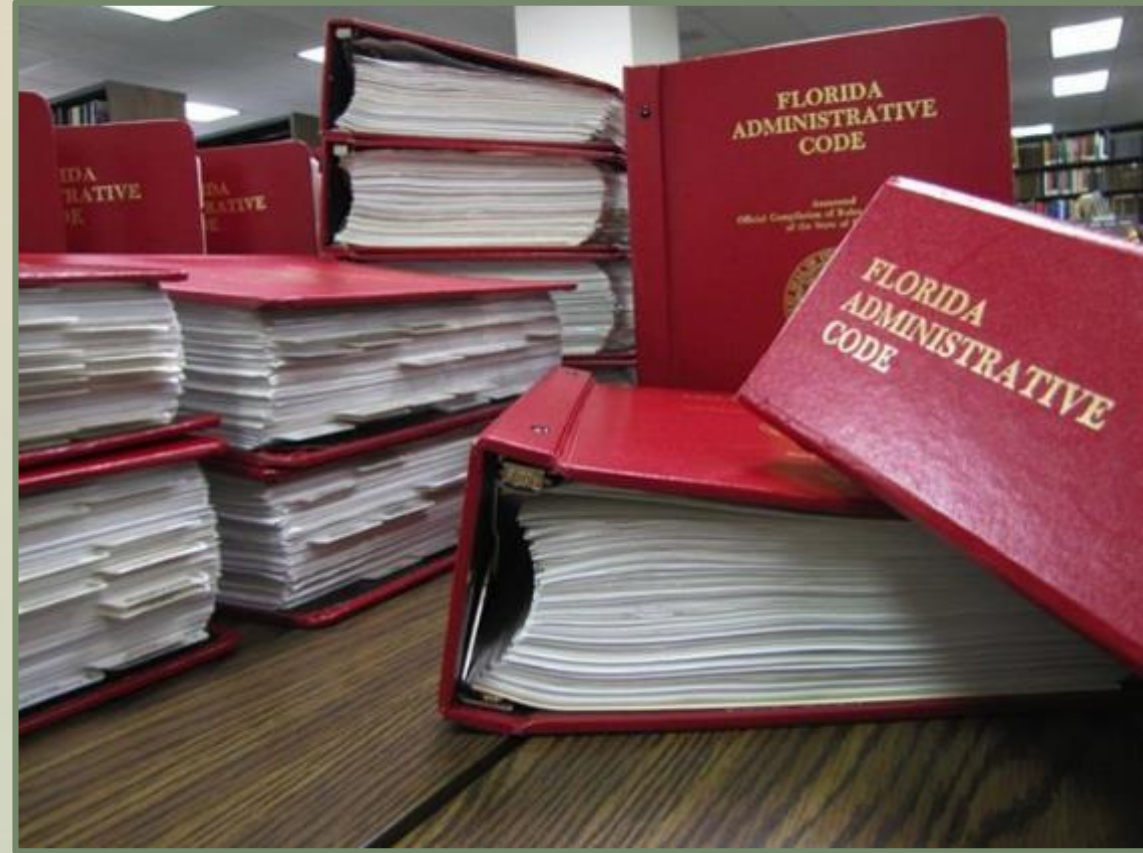


<http://myfwc.com/wildlifehabitats/imperiled/plan/>



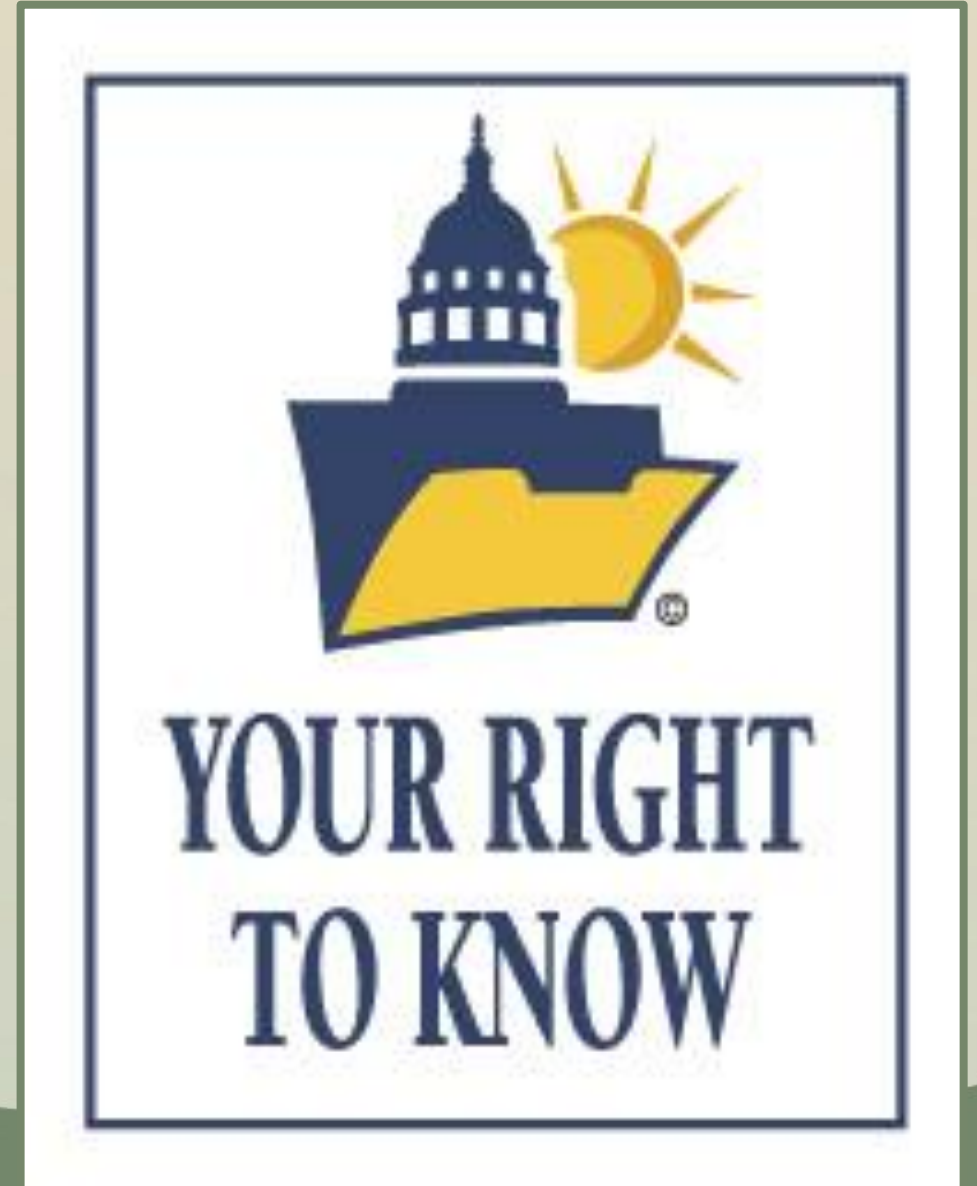
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# Florida's 'Government in the Sunshine' Law

- Open-records regulations to ensure government transparency
- Emails, written correspondence, meetings, documents
- Formal or informal



# Whooo are our stakeholders?

- Private landowners
- Industry/Business
- Government
- NGOs
- Individuals

*Nearly 26,000 listed stakeholders*

holder

stake





# Public Engagement Methods

- In-person Meetings
- Webinars
- Workshops
- One-on-one conversations
- Acceptance of written feedback



# Engagement Challenges

- **Capacity**
- **Stakeholder fatigue**
- Messaging
- Implementation feasibility
- Opposing views on content



61 species



# Engagement Challenges

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- **Messaging**
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**YESTERDAY  
YOU SAID  
TOMORROW.**





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- **Implementation feasibility**
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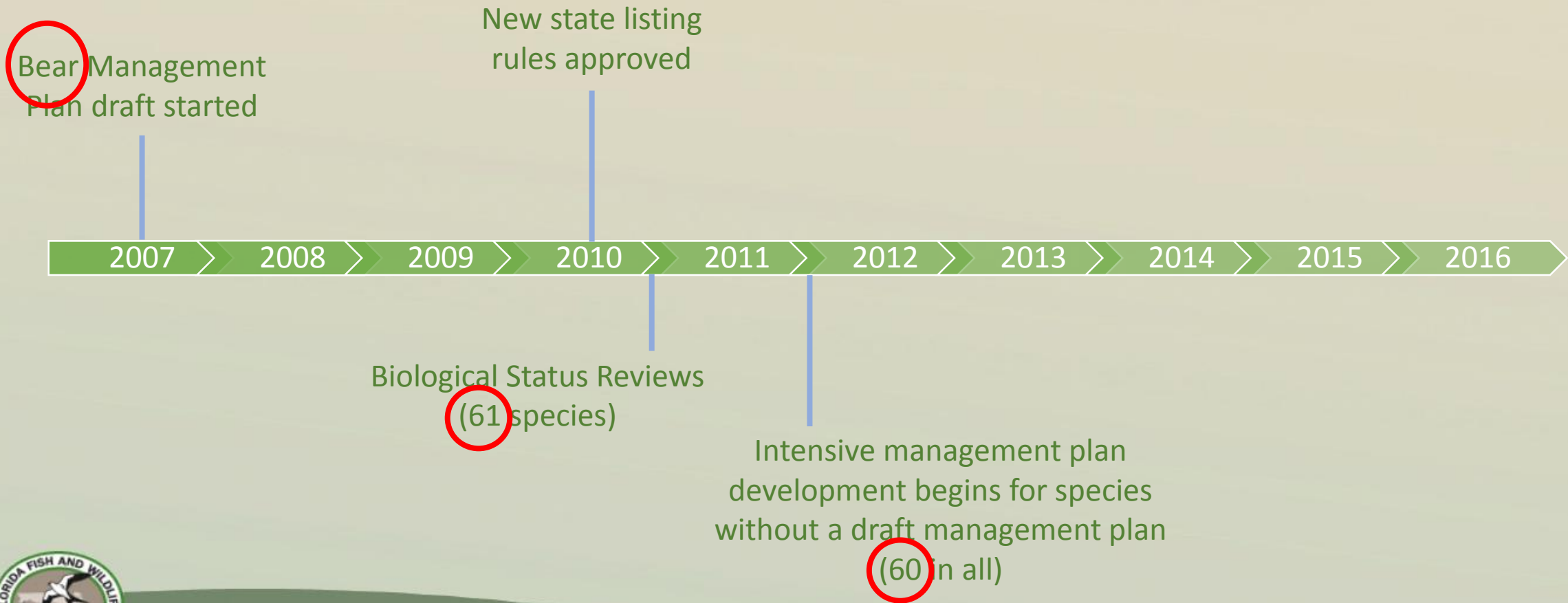


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- Capacity
- Stakeholder fatigue
- Messaging
- Implementation feasibility
- **Opposing views on content**



# Timeline





# Timeline



**SUCCESS!**



# Florida Black Bear Management Plan

- **Plan development began in 2007**
- **Biological Status Review 2010 – 2011**

<http://myfwc.com/media/2273289/Florida-Black-Bear-BSR.pdf>

- Technical Assistance Group
- Public comment underway
- Conservation success story



## Florida Black Bear Biological Status Review Report

March 31, 2011



FLORIDA FISH AND WILDLIFE CONSERVATION COMMISSION  
620 South Meridian Street  
Tallahassee, Florida 32399-1600

# Florida Black Bear Management Plan

- Plan development 2007
- Biological Status Review 2010 – 2011

<http://myfwc.com/media/2273289/Florida-Black-Bear-BSR.pdf>

- **Technical Assistance Group**
- **Public comment underway**
- **Conservation success story**



Conservancy of Southwest Florida
Eglin Air Force Base
Florida Bear Hunters Association
Florida Defenders of Wildlife
Florida Department of Environmental Protection
Florida Department of Transportation
Florida Forest Service
Florida Forestry Association
Florida Hunting Guides
Florida Wildlife Federation
Friends of the Wekiva River, Inc
Kleinfelder
Safari Club International
Sierra Club Florida
St. Johns River Water Management District
The Humane Society of the United States
The St Joe Company
U.S. Forest Service
University of Florida



# Success!

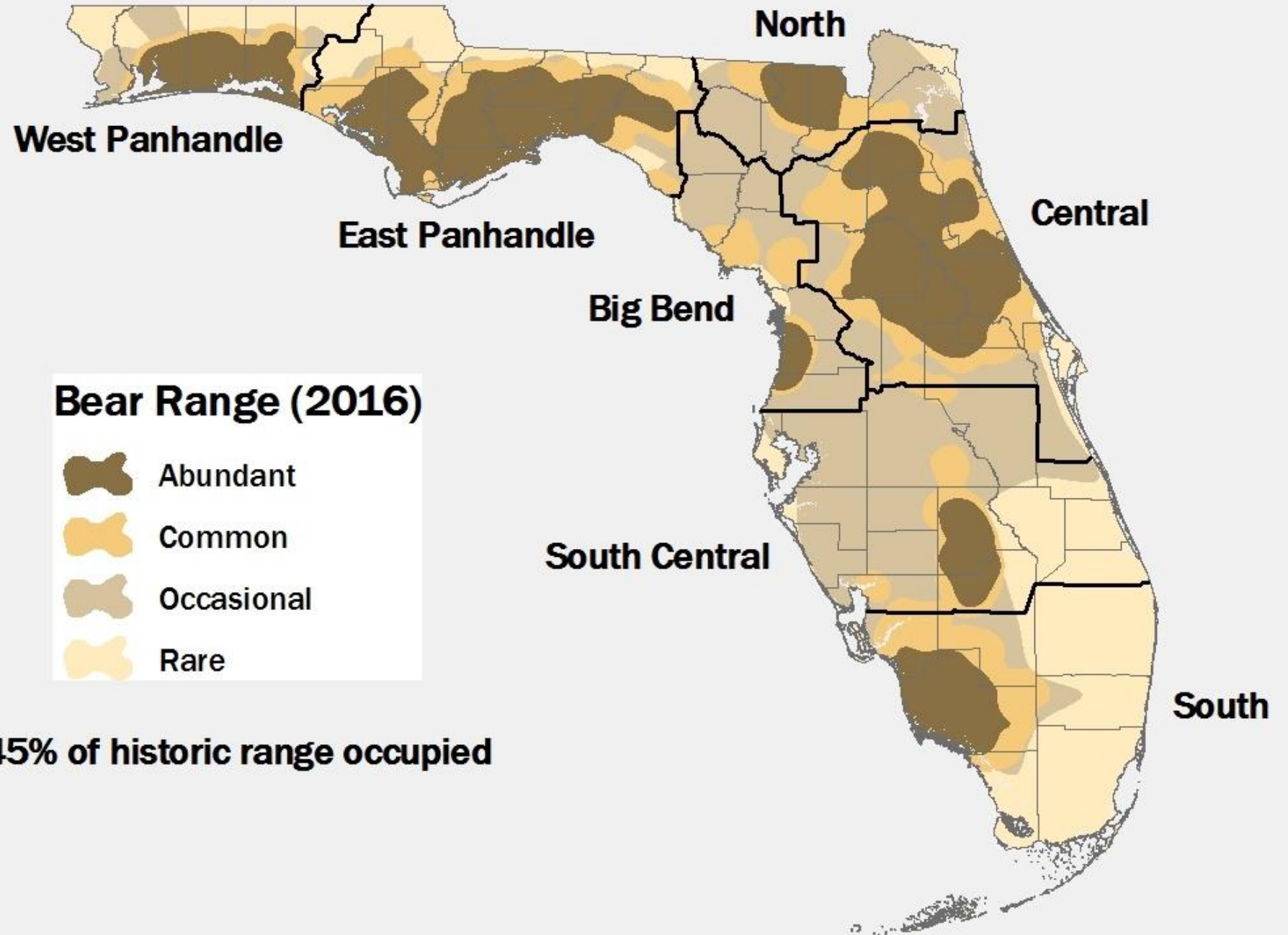
In 2012:

- Commission approved Plan
- Bear Conservation Rule
- Delisted

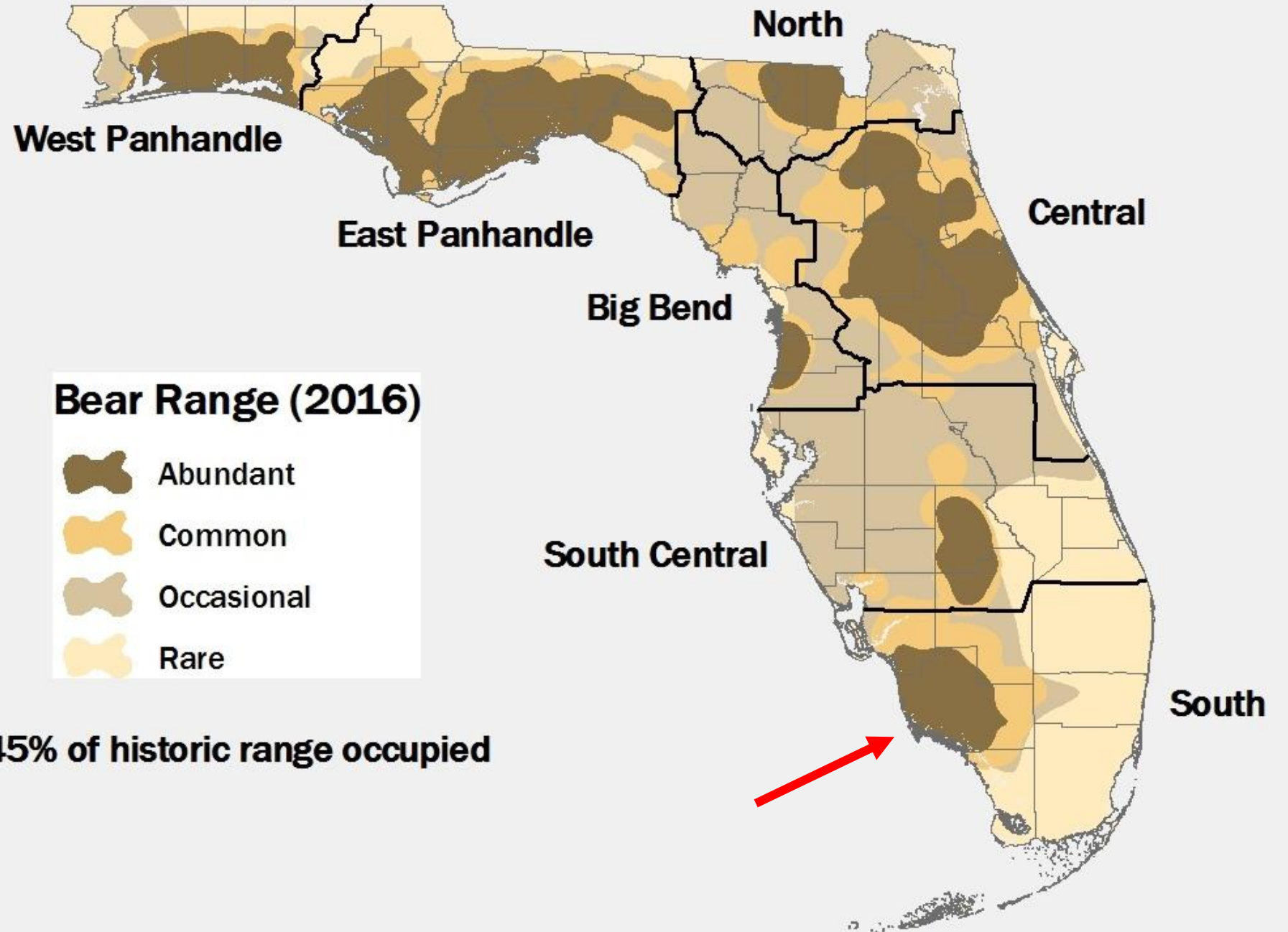




# 7 Bear Stakeholder Groups

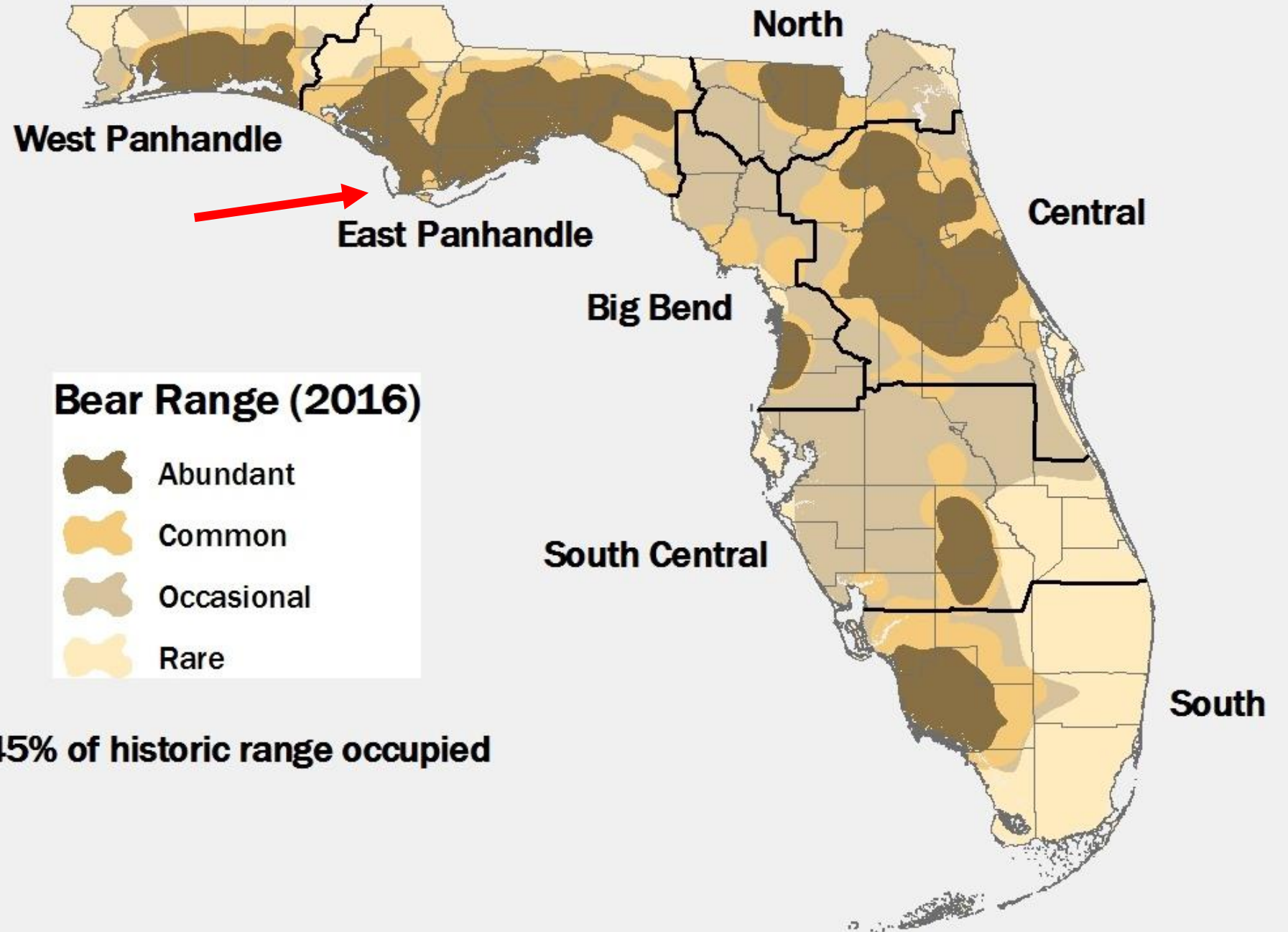


# 7 Bear Stakeholder Groups





# 7 Bear Stakeholder Groups



# Timeline



# FWC's Comprehensive Approach

Use the 60 Species Action Plans as a foundation to write an implementation plan that considers the needs of all imperiled species and outlines how those needs will be met.

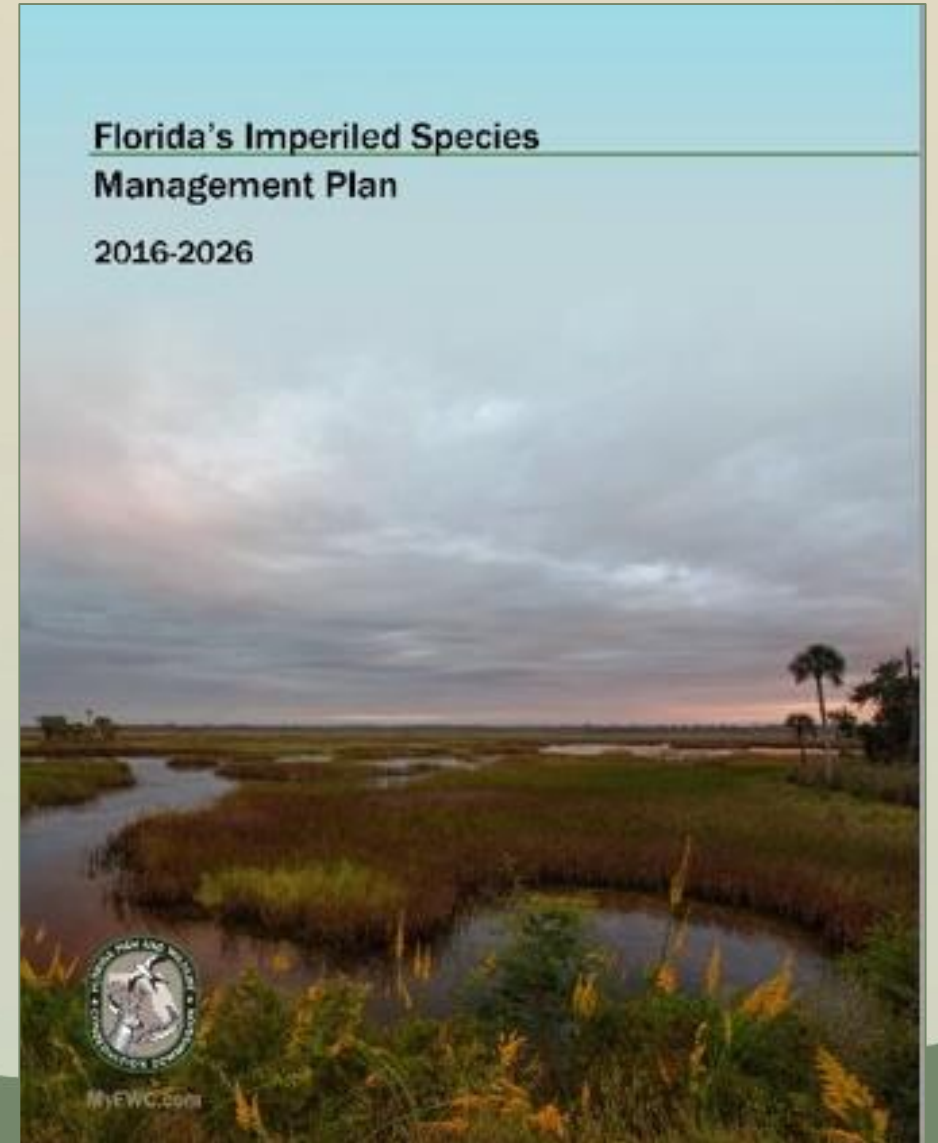
Wait... what?





# Florida's Imperiled Species Management Plan

- Broad plan addressing how recovery needs for listed species will be addressed in Florida.
- Incorporates the species-specific information in the Species Action Plans.
- Outlines the regulatory components of implementation.

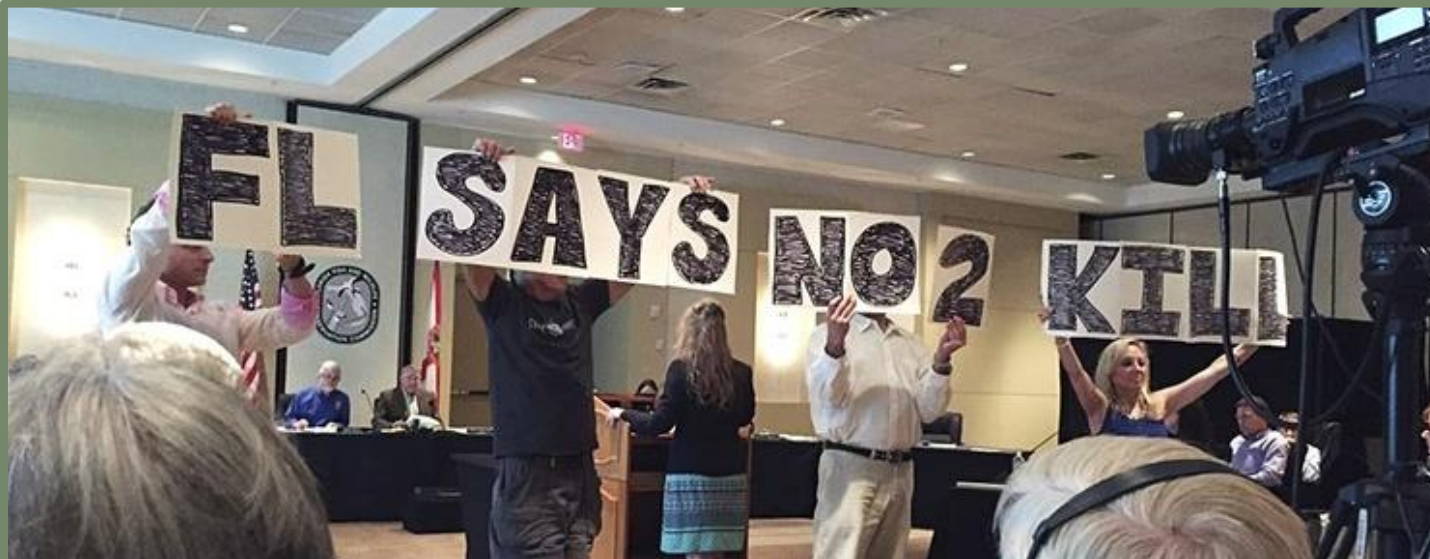


# Timeline



# 2015

- Bear hunt framework requested
- Some Plans ready for feedback
- Bear hunting public comment
- Lost time
- Public perception

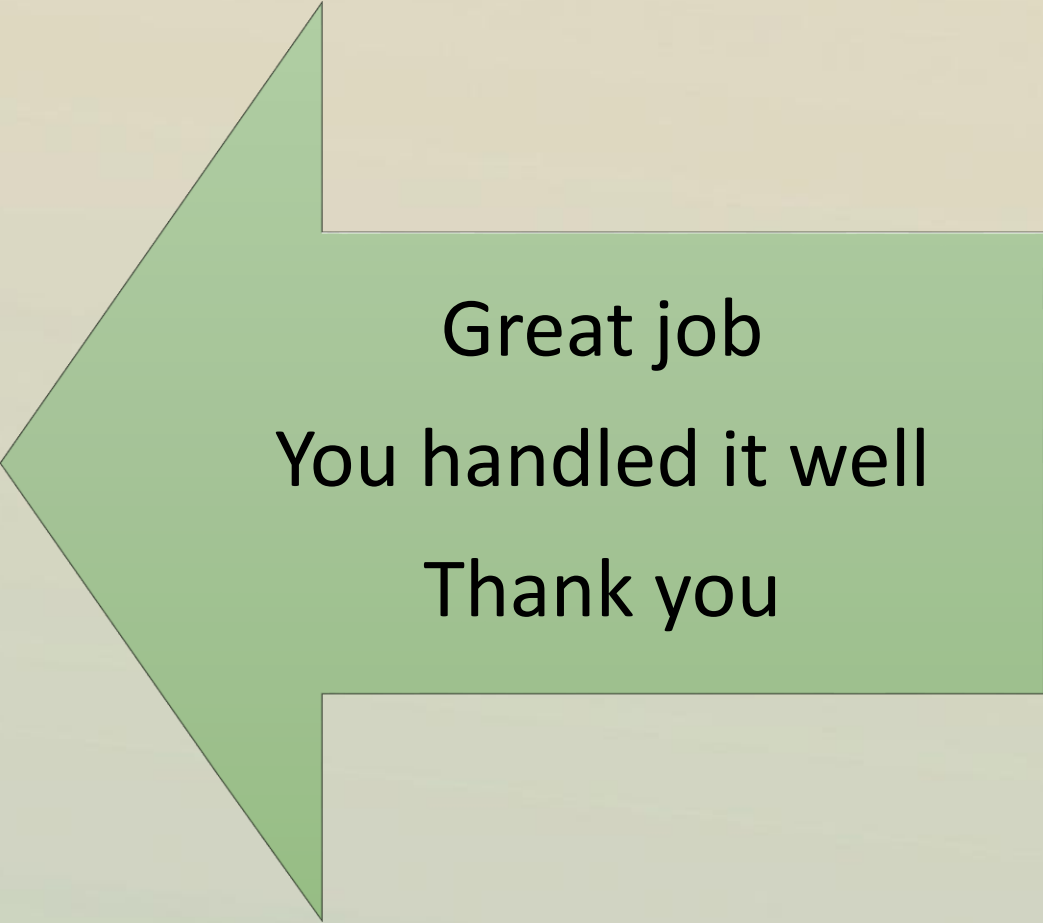




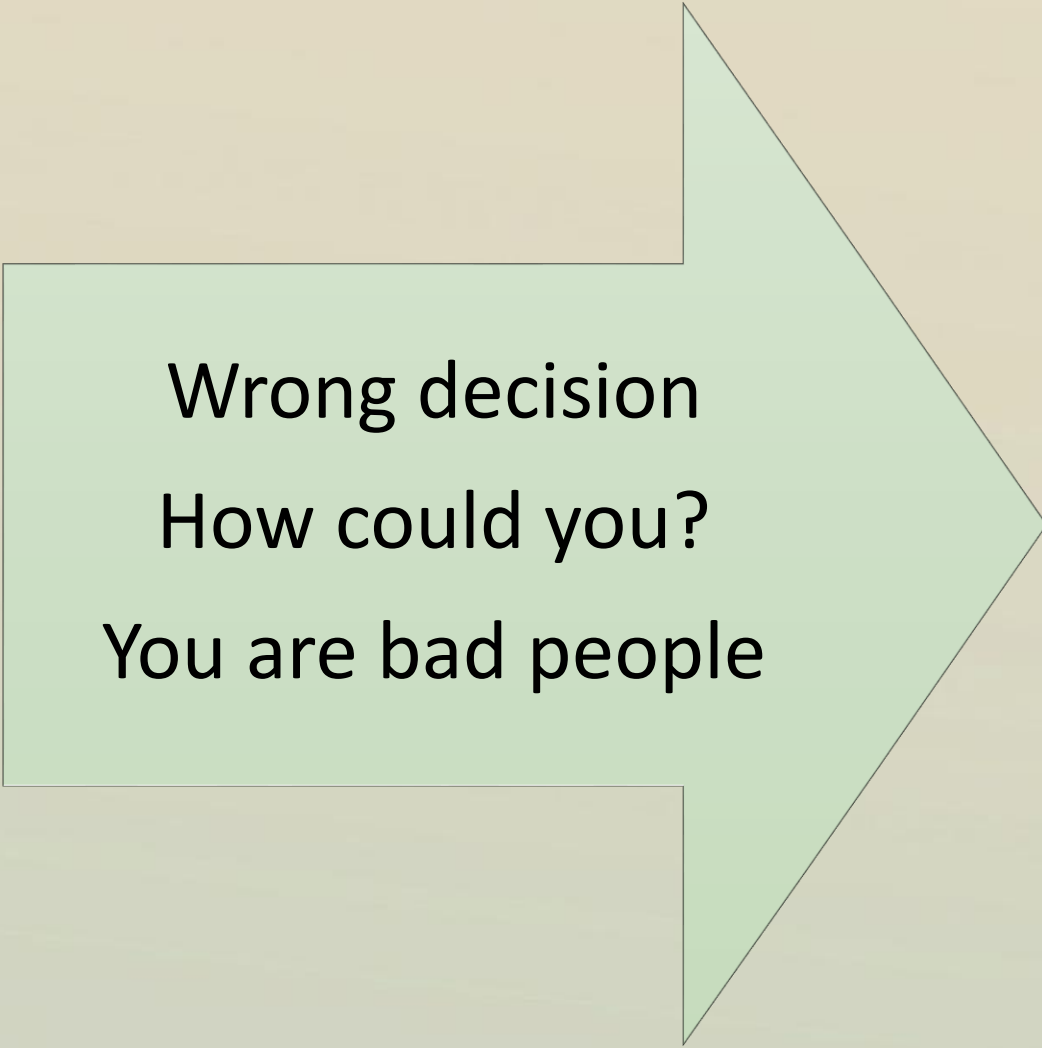
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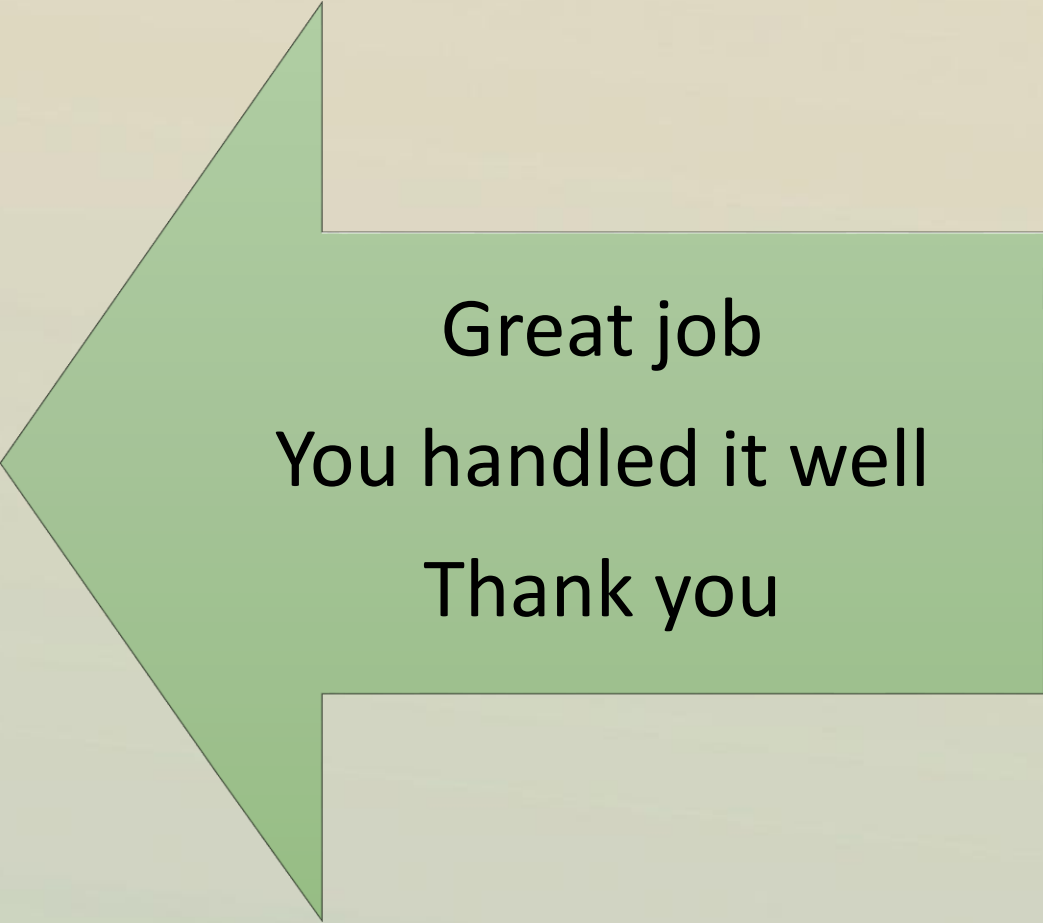




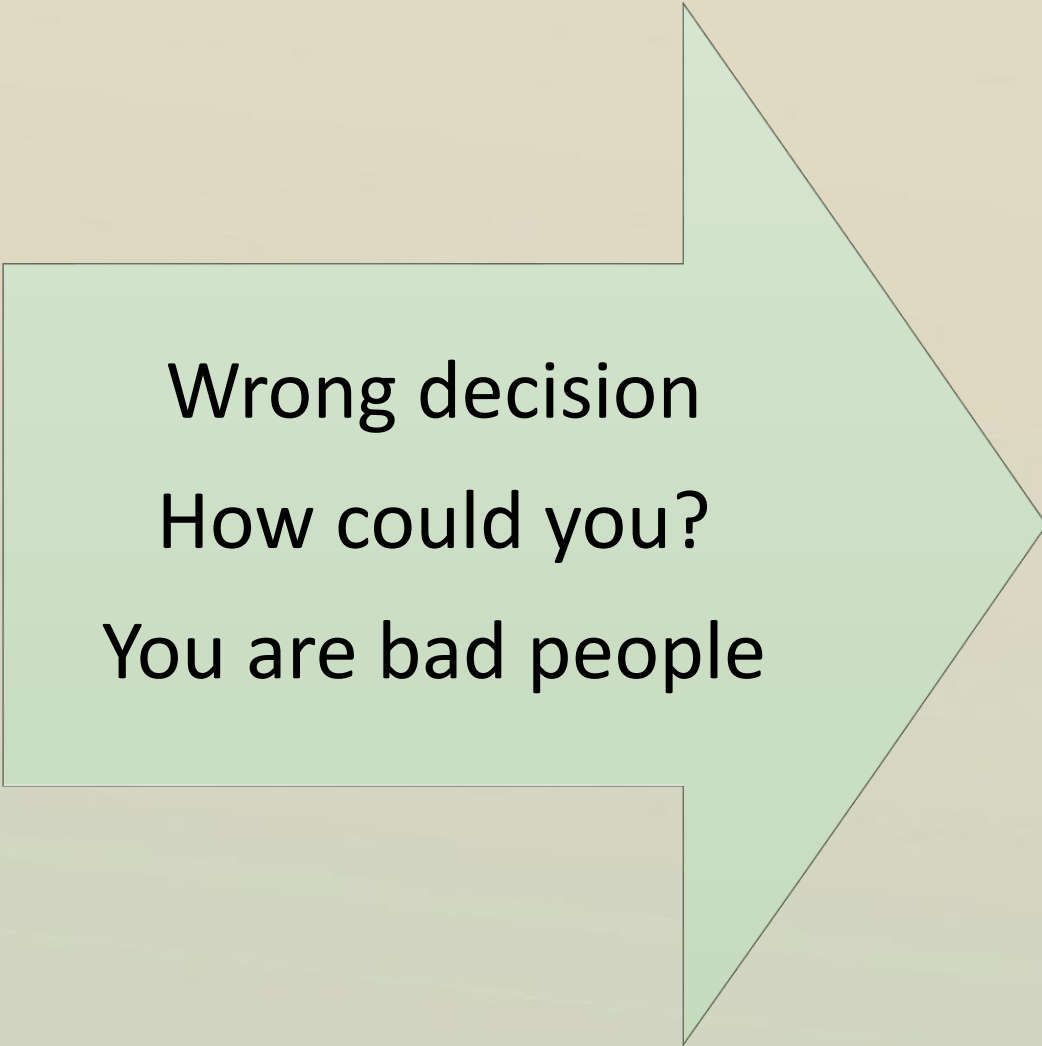
Great job  
You handled it well  
Thank you



Wrong decision  
How could you?  
You are bad people



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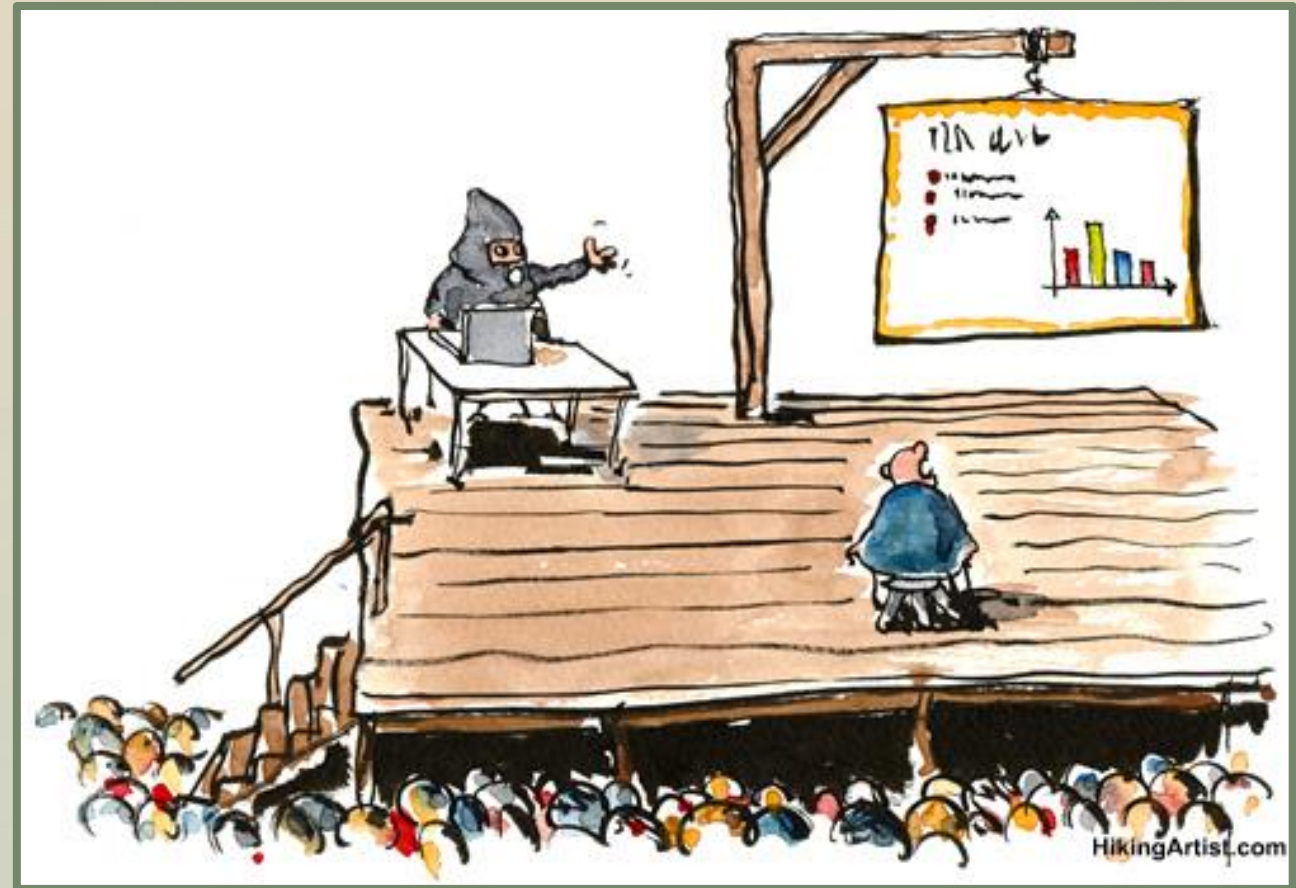
# Results

- We got bumped... and then:
- Florida's Imperiled Species Management Plan was approved in 2016, with broad stakeholder support.
- Status changes effective
- Stakeholder engagement remains high



# Lessons Learned – What Didn't Work

- Intensive outreach
  - Missed targets
  - Ineffective
  - Time consuming
  - Too traditional
  - Improved internal coordination



# Lessons Learned – What Didn't Work

- Grandstanding
  - Common audience space
  - Inexperience facilitating





# Lessons Learned – What Didn't Work

- How have you handled a meeting that got out of control, or a stakeholder that was stating information that wasn't factual?

Write in the chat box.



# Key Strategies – What Worked

- 4 Corners meetings to address grandstanding
- Talk about it, write it down, illustrate it. Repeat.

## 6/2/16 Fish & Wildlife Conservation Commission Bear Management Webinar

This is one of three public webinars hosted by the Fish & Wildlife Conservation Commission to discuss its black bear management program and answer questions. Topics to be addressed at the webinars include new bear population estimates, 2016 bear range updates, Bear Wise communities, results of the 2015 limited bear hunt and input concerning a possible hunt in 2016.



# Key Strategies – What Worked

- Acknowledge what we don't know, and outline our plan to find out





# Key Strategies – What Worked

- Endurance strengthening for the core team



# Key Strategies – What Worked

- Coping mechanisms
- Stability in team membership





# Key Strategies – What Worked

- Existing stakeholder relationships





# Questions and Discussion

