

# Minnesota Naturalists' Association

Annual Conference 2019



**November 15-17, 2019**

**Audubon Center of the North Woods**

**Sandstone, Minnesota**

# MNA ANNUAL CONFERENCE 2019

Hello MNA!! I'm Mary Morris, your new Conference Coordinator!

As a naturalist who has come up the ranks in the last several years, Minnesota Naturalists' Association has played a vital role in my development as an environmental educator and as a member of the amazing network we have here in Minnesota. Conference Coordinator is a big job, and though I often joked about my palms starting to sweat when I thought about it (and I'd be lying if I didn't admit they were sweaty all year long), I am honored and privileged to serve in this capacity. Our annual conference is such a delightful mix of life-long learning, sharing new and big ideas, reuniting with former coworkers, and embracing the fun of our field. It has been one of my favorite weekends of the year since I started attending, and I have loved being a part of, and now leading, the planning committee that makes it all possible.



In conversations with MNA members and our planning committee, it was clear that we are ready to reconvene on some of the big, gigantic questions and issues that face our field and our society: diversity, equity, climate change, etc. But this year, I invite us to focus a bit less on the practical and tangible and a bit more on big ideas, big questions, and the shape of our future. We must stay grounded in our commitment to Think Outside, but at the same time, dare to stretch out of our own comfort zones and Outgrow the Box that we have thrived in for so long. We won't find all our answers and solutions in three days, but our request is that we all come to the table with open hearts and minds, ready to start the conversations, mull over new and difficult ideas and dream the crazy dreams that just might get us there.

Whew! That was serious! But don't worry – one of the reasons I love this line of work is that we are great at blending the serious and the silly! So, while you are busy digesting sessions on emotional intelligence and thinking critically about invasive species rhetoric, don't forget to kick back and enjoy learning about MN cryptids, building forts and competing to take home such prestigious awards as the Golden Maple Leaf, the \$\$\$ Tree and the best-lookin' photography trophies around!

## A huge thank you to



### Audubon Center of the North Woods

*Experience Your Environment*

## Conference Planning Committee

Tara Rogness	Ben Vogel
Miriam Turnbull	Beth Beuch
Oakley Beisanz	Dina Cyrus
Emily Meyer	Liz Sheppard
Erica Northwick	Lauren Kitrell

## MNA Board of Directors

Lisa Gilliland	Katy Konrad
Tara Rogness	Mary Morris
Becky Pollock	Eric Vehe
Stephanie Rathsack	Emily Meyer
Cody Rosetti	Erica Northwick
Miriam Turnbull	

# CONFERENCE SCHEDULE

## **Friday**

5:30 pm - 6:30 pm - Dinner

6:45 pm - 7:45 pm - Keynote

8:00 pm - 12:00 am - Social Time

## **Saturday**

7:00 am - 7:45 am - Breakfast

8:15 am - 9:15 am - Concurrent Session A

9:30 am - 11:00 am - Discussion Session

11:15 am - 12:15 pm - Concurrent Session B

12:30 pm - 1:30 pm - Lunch

1:30 pm - 2:30 pm - Member Meeting

2:30 pm - 3:30 pm - Site Tours/Informal Networking/Break

3:45 pm - 4:45 pm - Concurrent Session C

5:00 pm - 6:00 pm - Concurrent Session D

6:00 pm - 7:00 pm - Dinner

7:00 pm - 12:00 am - Social Time

## **Sunday**

7:00 am - 7:45 am - Breakfast

8:00 am - 8:30 am - Packing Time

8:45 am - 12:15 pm - Workshop Session

12:30 pm - 1:30 pm - Lunch

# KEYNOTE SPEAKER

## **Polar Bears, Penguins and Prayer Flags** *Blandin Dining Hall*

Experience the life of modern-day explorer Eric Larsen as he shares stories from nearly 20 years of extreme expeditions - from the North and South Poles to the top of Mt. Everest and many places in between. Hear stories about encounters with polar bears, extreme cold, thin ice, avalanches, and much more. Eric will also share anecdotes from his 2014 unsupported expedition to the North Pole that will most likely be the last of its kind in history due to climate change. Eric will also weave themes of innovation, risk and uncertainty into the presentation while highlighting his own efforts to grow and expand environmental awareness into the future.

### **Eric Larsen**

#### ***Polar Adventurer & Expedition Guide***

Polar adventurer, expedition guide, and educator, Eric Larsen has spent the past 20 years traveling in some of the most remote and extreme environments on the planet. To date, Eric has completed more North and South Pole expeditions than any other American in history. Included in that list are the first ever summer expedition to the North Pole as well as a world record expedition to the South Pole, North Pole and top of Mt. Everest all within a 365-day period. In May of 2014, Eric and teammate Ryan Waters traveled unsupported and unassisted from northern Ellesmere Island to the Geographic North Pole in 53 days in what realistically will be the last North Pole expedition in history. The journey was featured on Animal Planet in the the US and Discovery Channel globally. His award-winning book 'On Thin Ice: An Epic Final Quest into the Melting Arctic' also details this adventure.

In 2015, Eric also completed the first ascent of Jabou Ri a 6,000 meter peak in the remote Rolwaling region of Nepal. A few of his other expeditions include: Fat biking to the South Pole, dog sledding in the Canadian Arctic; training trips to Hudson Bay and countless dog sled races, including the John Beargrease Sled Dog Marathon. He has ridden his bike across the United States; been a backcountry ranger in Alaska; and a whitewater canoe guide in Colorado.

An accomplished polar guide, Eric has lead several 'Last Degree' expeditions to both the North and South Poles as well as traversing the Greenland ice cap. Each year, he teaches skills-based courses that focus on winter survival and

expedition travel.

Eric is also the founder of COLDER Films a small-by-design production company focused on creating dynamic media content that is visually captivating, emotional and informative.

Eric has dedicated his adult life to sharing his love for the outdoor world with others. As an educator, he strives to connect people to places and issues. Eric lives in the small mountain town of Crested Butte, Colorado with his wife Maria and two young children Merritt (7) and Ellie (4).



# EVENING ENTERTAINMENT

## Friday Night Only

### #MNAC.A.S.H.

8:00—9:30 *Start @ Dining Hall*

Let's spend some time getting to know each other and our host site. Get a team together for the Minnesota Naturalists Association Conference Audubon Scavenger Hunt, extra points if you include someone you just met, someone who is new to the field (3 years or less), someone who has been in the field for a long time (15+ years), and someone who is currently employed at Audubon Center of the North Woods. You have 60 minutes to complete as many of the tasks as possible, with photographic or video proof. Highest point total wins.

### Ecology of D&D

8:30—9:30 *Int'l Classroom @ Crosby Lodge*

Play an approximately one hour game of Dungeons and Dragons 5<sup>th</sup> edition that is used to teach students environmental education. No previous experience needed. Character sheets and dice will be provided. You can use your own 2<sup>nd</sup> level character if you want as long as it is made ahead of time.

Please sign-up at Check-In in Blandin Dining Hall!

## Saturday Night Only

### Maple Syrup Contest

7:00—8:00 *Dining Hall*

Last year the Lowry Nature Center won the Maple-Leaf trophy. Will you be the winner this year? Bring your maple syrup samples to compete. Everyone is welcome to taste the samples and vote for their favorites!

### Climbing Wall Open

7:00-8:00 *Barn Loft*

Try your hand at rock climbing at Audubon's indoor climbing wall. Do you think you can reach the top?

### Film Festival

8:00-9:30 *Dining Hall*

Join us for an evening of grit and glamour at MNA's first Film Festival! Bring your friends, peers, and colleagues to enjoy films created by environmental professionals (YOU!) from across the state. There are no categories, there are no prizes, but it is guaranteed to be an unforgettable evening. Who knows, we may even discover the next Lenny Pepperbottom...

**Fri. & Sat. 8:00-12:00**

## Both Nights

### *Dining Hall and Crosby Lodge*

### Silent Auction & Raffle

Help support our scholarship and grants program by buying raffle tickets and bidding on items at the Silent Auction. Raffle tickets can be purchased at meal times. The drawing will be on Sunday at lunch. Silent Auction will close Saturday at 9 pm.

### Photo Contest

Check out the Photo Contest Submissions and vote for your favorite in each category.

### Board Games

Grab some friends, grab some people you've never met, and play some board games!

### Secret Item Game

There are new secret items again this year! They are completely visible, on someone's person. If you can figure out what they are, and covertly get your hands on one, you may just win a prize. More details at Friday Dinner.

### At-Will Campfire

Is one of your favorite things just kickin' around the fire with friends? Head out behind Crosby Lodge and get a fire going in the fire pit! Check in with ACNW staff or Conference Committee members for a fire starting kit.

# OVERVIEW OF TRACKS

Tracks	<b>Concurrent Session A</b> 8:15-9:15 am	<b>Discussion Session</b> 9:30-11:00 am	<b>Concurrent Session B</b> 11:15 am-12:15 pm
<b>Leadership ToolBox</b>	<b>Regenerative Agriculture</b> Nick and Dina Bouley <i>Bremer @ Lowry Lodge</i>	<b>How To: Seasonal Staffing</b> Mary Burch & Pete Cleary <i>Dining Hall</i>	<b>Making a Naturalist</b> Brett Sieberer & Brandon Baker <i>Int'l Room @ Crosby Lodge</i>
<b>Expanding the Box</b>	<b>Training for Diversity, Equity, and Inclusion</b> Chia Lee <i>Dining Hall</i>	<b>Unpacking Invasive Species Rhetoric</b> Emily Meyer <i>Lounge @ Crosby Lodge</i>	<b>Partnering for Equity</b> Katie Frias & Monica Rauchwarter <i>Dining Hall</i>
<b>The Pencil Box</b>	<b>Writing &amp; Journaling</b> Pauline Bold & Michelle Cook <i>Int'l Room @ Crosby Lodge</i>	<b>A New Lens for Lesson Plans</b> Meagan Keefe & Oakley Biesanz <i>Int'l Room @ Crosby Lodge</i>	<b>"Don't Move a Mussel"</b> Jessica Hendrix <i>Bremer @ Lowry Lodge</i>
<b>Box, Box, Gray Box</b> (MN Natural History)	<b>The Science of Sap</b> Mick Garrett <i>Barn Loft Classroom</i>	<b>Professional Organization Outreach and Partnerships</b> Erica Northwick & Ben Vogel <i>Bremer @ Lowry Lodge</i>	<b>Saving Wildlife</b> Tami Vogel <i>Lounge @ Crosby Lodge</i>
<b>Lost &amp; Found</b>	<b>Grow Your Own Garden Club</b> Stepheney Studer <i>Lounge @ Crosby Lodge</i>	<b>Labeling in Animal Training</b> Savannah Maiers <i>Barn Loft Classroom</i>	<b>MN Cryptozoology</b> Teresa Root <i>Barn Loft Classroom</i>



# AND PRESENTATIONS

<b>Saturday Afternoon</b> 1:30-3:30 pm	<b>Concurrent Session C</b> 3:45-4:45 pm	<b>Concurrent Session D</b> 5:00-6:00 pm	<b>Workshop Session</b> Sunday 8:45 am-12:15 pm
<b>Member Meeting</b> 1:30—2:30 pm Dining Hall 	<b>Non-Traditional Nature Center</b> Alisha Paplow <i>Barn Loft Classroom</i>	<b>Superior Natl Forest Kiosk Redesign</b> Steve Robertsen <i>Int'l Room @ Crosby Lodge</i>	<b>Leadership with Emotional Intelligence</b> Anne Phibbs, PhD <i>Room TBD</i>
<b>Site Tours</b> 2:30—3:30pm Meet @ Dining Hall  <b>Informal Networking</b> 2:30—3:30pm Anywhere!	<b>CitSci Outside the Box!</b> Josh Leonard <i>Lounge @ Crosby Lodge</i>	<b>Creating Equity through Instructional Strategies</b> Emily Porter <i>Bremer @ Lowry Lodge</i>	<b>Connecting Culture &amp; Nature</b> Healing Roots <i>Room TBD</i>
<b>Break</b> 2:30—3:30pm Anywhere!	<b>Social Emotional Learning in Environmental Learning</b> Shannon Walz & Danielle Hefferan <i>Dining Hall</i>	<b>Behavior Management in a Nature Center Setting</b> Christopher Johnson <i>Lounge @ Crosby Lodge</i>	<b>UMN Pollinator Ambassador Toolkits</b> Elaine Evans & Katie-Lyn Bunney <i>Room TBD</i>
	<b>Climate-Adaptive Forestry</b> David Stieler <i>Bremer @ Lowry Lodge</i>	<b>Learning with Lichens &amp; Mosses for the Masses</b> Abby Glauser <i>Barn Loft Classroom</i>	<b>Biomes: Ecological Systems</b> Bryan Wood <i>Room TBD</i>
	<b>The Lost Art of Fort Building</b> Brett Sieberer <i>Int'l Room @ Crosby Lodge</i>	<b>Designing The Wandering Naturalist Podcast</b> Brandon Baker <i>Dining Hall</i>	<b>BEETLES: Questioning Strategies</b> Patty Maher & James Whitt <i>Room TBD</i>



# CONCURRENT SESSION A

**Saturday 8:15-9:15**

## **Leave Room for Nature: How regenerative agriculture and a naturalist mindset can coexist**

Nick and Dina Bouley, Naturalist Farmers,  
Naturalist Farmstead

Bremer Classroom @ Lowry Lodge

Dina and Nick are a naturalist and an arborist turned regenerative farmers. They have transformed their 5 acre plot into a farmstead that raises food for their own family and others, all while increasing the diversity on their land. Learn how they raise animals in a humane and regenerative way, while also engaging the local community through education as well as how you can form a deeper connection with your food and the environment.

## **Training for Diversity, Equity, and Inclusion**

Chia Lee, Community Engagement Specialist  
Three Rivers Park District  
Blandin Dining Hall

The lack of diversity, especially racial diversity, in the environmental and outdoor field has become a hot topic for many organizations and companies in recent years. Our work to better engage everyone in the community, particularly underrepresented audiences, must start with training staff to be culturally aware of others and themselves. From looking at historical racism to examining real-life scenarios, we have gained value in facilitating discussions and activities focused on self-reflection related to diversity, equity, inclusion, and justice. Join this session to hear more about what this has looked like for the Community Engagement team at Three Rivers Park District as well as take part in an activity you could use for your team.

## **Writing & Journaling with Children & Seniors**

Pauline Bold, Interpretive Naturalist,  
Michelle Cook, Naturalist Assistant  
Staring Lake Nature Center  
International Classroom @ Crosby Lodge

Writing and journaling is an activity that can be enjoyed by children as well as adults, even into their senior years. We will be sharing several ideas, activities, and samples to assist and encourage children and adults in creative ways. All are invited to bring samples to share. A short amount of time outside will also be included.

## **The Science of Sap**

Mick Garrett, Naturalist, Dodge Nature Center  
Barn Loft Climbing Classroom

Maple syrup programs are a nature center staple in Minnesota. Yet, when was the last time you read a current research article about maple sap? Many of our locations have done maple syrup programs for so long that the information taught in our programs is the same information that was taught 30 years ago. Spend some time learning about the Science of Sap, and make sure your next syrup program is full of sweet, sweet knowledge.

## **Grow Your Own Garden Club**

Stepheney Studer, Naturalist  
Prairie Ecology Bus Center  
Lounge @ Crosby Lodge

Children's garden clubs are a great way to connect with local students, instill a love of the earth, and promote healthy eating. This session will walk you through a garden club season at Prairie Ecology Bus Center and answer questions about how to establish your own children's garden and garden club.

# DISCUSSION SESSION

## How To: Seasonal Staffing

Mary Burch, Naturalist Programmer

Westwood Hills Nature Center

Pete Cleary, Director of Environmental Education,  
Dodge Nature Center

Blandin Dining Hall

Calling...well, everybody! Whether you're a supervisor of seasonal staff, a naturalist who works with and coordinates seasonals, or currently working as a seasonal yourself, this discussion is for you. Come prepared with your ideas and best practices for how to maximize the potential of seasonal staff while helping them build skills and experience towards permanent positions.

## Unpacking Invasive Species Rhetoric

Emily Meyer, Interpretive Naturalist, Three Rivers Park District

Lounge @ Crosby Lodge

A discussion around the way we as environmental educators speak about invasive species and how the words we use impact those we teach. While it may be tempting to discuss invasive species education as a whole, this discussion will focus on the specific rhetoric we use and the implications and connotations associated with it.

## A New Lens for Lesson Plans

Meagan Keefe, Naturalist, Dakota County Parks

Oakley Biesanz, Naturalist, Maplewood Nature Center

International Classroom @ Crosby Lodge

As participant demographics change and their time in and exposure to the natural world declines, do our lesson plans allow for different views and comfort levels with the natural world? This discussion session hopes to generate ideas on how to improve equity and inclusion in our curriculum, themes, and content, so it can help foster a personal relationship with the natural world for all. Please bring an open mind along with your ideas, experiences, and stories to contribute!

## MNA Organizational Outreach and Partnerships

Erica Northwick, Naturalist, Three Rivers Park District

Ben Vogel, Naturalist, Camp Fire Minnesota  
Bremer Classroom @ Lowry Lodge

Join us to discuss the purpose and benefits of the Minnesota Naturalists' Association creating partnerships or collaborating with other organizations. We'll talk about MNA's similarities and differences with other organizations, why we might reach out to each other and how we can work together to keep progressing our field forward. We would also love to hear member thoughts on MNA starting partnerships with groups like MAEE and NAI.

## Labeling: Helpful or Harmful in Animal Training

Savannah Maiers, Wildlife Coordinator, Audubon Center of the North Woods

Barn Loft Climbing Classroom

Labeling is a process that we use in our everyday lives. It is a way of categorizing something or someone by means of attaching a word or phrase to them. During this discussion we will explore the impacts labeling can have on animal training and the importance of understanding your subject. We will also touch on how labeling impacts our interactions with students.

**Saturday 9:30-11:00**

# CONCURRENT SESSION B

Saturday 11:15-12:15

## Making a Naturalist

Brett Sieberer, Interpretive Naturalist  
Brandon Baker, Interpretive Naturalist  
Three Rivers Park District

International Classroom @ Crosby Lodge

Does your site work with interns? Does your site want to work with interns? Part of our job as a naturalist is to train the naturalists that will eventually take our jobs. During this session, we'll cover everything from onboarding/orientation to projects and evaluations. We'll provide examples of a welcome letter, a training schedule to introduce interns to the basics of interpretation, beneficial certifications, and resources to help them when the internship is over.

## Partnering for Equity in Outdoor Education

Katie Frias, 2019 Naturalist Intern  
Monica Rauchwarter, Interpretive Naturalist  
Three Rivers Park District

Blandin Dining Hall

Though outdoor educators emphasize the importance of biodiversity in nature, the outdoor education field itself is notoriously lacking in human diversity. What are the roots of this lack, and how have these roots shaped the inequities that exist today? We'll examine how the history of colonization and creation of public lands coupled with systemic oppression shape how communities interact with natural spaces. The presenters will share what they've learned from the partnership between Richardson Nature Center and the Bloomington Public Schools' Office of Educational Equity. We will practice seeking out the voices of Black, Indigenous, Latinx, queer, disabled, and other minoritized environmentalists. We will brainstorm what each of us can do to progress in our own journey of cultural competence as we commit to moving parks, programs and the profession toward true representation of our respective communities.

## "Don't Move a Mussel" Stopping Aquatic Invasive Species

Jessica Hendrix, Naturalist  
Prairie Ecology Bus Center

Bremer Classroom @ Lowry Lodge

Try the successful aquatic invasive species program for middle school students. The students learn what invasive species are, why they should care, and how to prevent them spreading into their favorite lakes. Get an overview, try some of the activities, test your invasives knowledge, and see what it would take to get a similar program started at your site.

## Saving Wildlife: 40 Years of Medical Care and Education

Tami Vogel, Outreach Coordinator  
MN Wildlife Rehabilitation Center

Lounge @ Crosby Lodge

We've all answered that phone call—a concerned citizen found an injured animal and wonders how to help. Many of us direct that call to the MN Wildlife Rehabilitation Center in Roseville, MN. Come learn about what happens once the caller gets in touch with one of the oldest and busiest wildlife hospitals in the nation. In addition to providing advice and great medical care to local wildlife, the center's staff educates vet students from all over the world.

## Minnesota's Other Wildlife—Cryptozoology

Teresa Root, Naturalist, Dodge Nature Center

Barn Loft Climbing Classroom

This year's conference committee challenged us to think beyond the confines of "the box". What's more outside normal than the possibility that Minnesota is home to creatures like Bigfoot and Nessie? Known as cryptids, people have reported seeing mysterious creatures around the state in the past through the present time. Relax and enjoy this entertaining presentation on Minnesota cryptids of the air, woods and lakes.

# SATURDAY AFTERNOON

**Saturday 1:30-3:30**



MNA's mission is to advance natural and cultural resource interpretation for the purpose of fostering wise stewardship of all resources.

**2:30-3:30 pm**

## Site Tours

Go on a site tour of Audubon Center of the North Woods guided by ACNW staff. There will be a general tour providing insight on Audubon's site, history, developments and more, as well as a tour specifically focused on the resident animals of ACNW and the Barn where they reside.

All tours will leave from Blandin Dining Hall.

## Informal Networking

If you need a little mental health break, or you want to continue some of the conversations started during the discussion sessions, or if one of your sessions gave you a really good idea and you want to talk it out with someone—this is your time! Take a walk, see the campus, process all that new information. Enjoy some unstructured time!

## Annual Member Meeting

**1:30-2:30 pm**

### *Blandin Dining Hall*

Join Lisa Gilliland, MNA President for the annual member meeting. Lisa will present an overview of this year's organizational accomplishments and introduce the current, outgoing and new members of the MNA Board of Directors. Afterwards, stay to give suggestions for MNA's 2020 conference, professional development opportunities, and field trips.



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Join the MNA Discussion Group  
Follow us on Twitter

# CONCURRENT SESSION C

Saturday 3:45-4:45

## Non-Traditional Nature Center

Alisha Paplow, Executive Director  
Prairie Ecology Bus Center

Barn Loft Climbing Classroom

Here at the Prairie Ecology Bus Center we aren't your "traditional nature center." Which means we go to the people—at schools, county fairs using wildlife management areas, county parks, state parks, and the occasional private property for our programs. Join us to learn how we make this work, and how we are building programs at our home base.

## CitSci Outside the Box! Doing Science is Knowing Science

Josh Leonard, Education Director  
Belwin Outdoor Science, St. Paul Public Schools

Lounge @ Crosby Lodge

Did you know Minnesota is ranked 50th (dead last in the USA) in graduation rates for Blacks and Hispanics\*? We can help. Learn how to conduct authentic investigations that will grow your activities beyond the box and help reduce the achievement gap.

\*(MN Compass August, 2019 <https://www.mncompass.org/education/overview>)

## Entering the World of Climate-Adaptive Forestry

David Stieler, Curriculum Coordinator  
Wolf Ridge Environmental Learning Center

Bremer Classroom @ Lowry Lodge

In 2015, Wolf Ridge had a forestry stewardship plan written up. One of the high-priority management targets was the winter strip harvest of a 60 acre aspen stand and replanting a portion of this with 4,500 trees traditionally suited for a more southern climate. This presentation will cover the basics of this project as well as future targets of the Wolf Ridge forest stewardship plan, working with other partners on the project (NRCS, TNC, local loggers), and observations about tree harvest and replanting from a non-forester's view point.

## Social Emotional Learning in Environmental Learning

Shannon Walz, Education Director  
Danielle Hefferan, Curriculum and Naturalist  
Training Program Coordinator  
Wolf Ridge Environmental Learning Center

Blandin Dining Hall

Environmental education providers deeply impact the lives of young people as they spend time with their classmates, engaging in hands-on science, and learning about local ecology in outdoor settings. These immersive experiences in nature open children's hearts and minds to the wonders of the natural world and create a unique opportunity to support personal and interpersonal growth. For the last year a national collaborative has been exploring how to effectively include social and emotional learning (SEL) in environmental education and support the work that schools are doing with students and SEL.

During this session, we will define what SEL is and how it relates to EE, share the work that the collaborative has done, DO activities that promote SEL that are relevant to our programs, and brainstorm and learn from each other what things we are doing at our centers.

## The Lost Art of Fort Building

Brett Sieberer, Interpretive Naturalist  
The Lowry Nature Center

International Classroom @ Crosby Lodge

We watch the kids build them all the time. Some of us still build them, some of us have let that skillset lapse. Rekindle your fort fire with some tricks and tips along with a friendly competition.

# CONCURRENT SESSION D

## An Example of Unified Design: Superior National Forest Kiosk Redesign Project

Steve Robertsen, Forest Interpreter,  
USDA Forest Service, Superior National Forest  
International Classroom @ Crosby Lodge

The kiosks, interpretive and information panels in the Superior National Forest were a mix of ages, methods, styles- and degree of dilapidation. We threw it all out and started from scratch to build a uniform design for kiosks at all 86 Boundary Waters Entry Points, our campgrounds, our trailheads, and various interpretive sites. Find out what we learned about how to design an effective ADA compliant design template for creating information and interpretive signage as well as our discoveries about panel materials and the kiosk structure itself.

## Creating Equity through Instructional Strategies

Emily Porter, Education Manager  
Audubon Center of the North Woods  
Bremer Classroom @ Lowry Lodge

How does classroom culture create inequity?

Learn about “school culture” and strategies to combat instructional bias and inequality in your teaching environment.

## Behavior Management in a Nature Center Setting

Christopher Johnson  
Behavioral Interventionist/CPI, MN New Country School  
Outdoor Educator/Historic Interpreter, Ney Nature Center  
Lounge @ Crosby Lodge

What do you do with the kids you don't know what to do with and what shouldn't you do. A discussion of strategies to help overcome and engage with your most challenging participants. We will begin with an overview of situations experienced at the Ney Nature Center and how they were handled and move on to some of your past experiences to strategize for solutions that fit your program.

## Learning with Lichens & Mosses for the Masses

Abby Glauser, Lichen Ecologist  
University of Minnesota  
Barn Loft Climbing Classroom

Lichens and mosses are not only beautiful and ecologically impactful, but excellent tools for teaching biology, ecology, physics, chemistry, and more! Sadly, however, they are often given but a passing glance in many biology classrooms. This presentation includes a lecture discussing the lichens and mosses of Minnesota, from their basic biology and ecology, to some of the current research we are working on to measure their impacts on forest ecosystems in our state. Following the lecture, there will be a demonstration of educational activities we have developed and tested with diverse audiences. We hope you'll leave this workshop with ideas for many accessible, low-cost activities to incorporate lichens and mosses into your environmental programs!

## Designing The Wandering Naturalist Podcast

Brandon Baker, Interpretive Naturalist  
Three Rivers Park District-Eastman Nature Center  
Blandin Dining Hall

Get some insight into how The Wandering Naturalist podcast was created, how topics are chosen, scripts are written, and guests are interviewed. We will also discuss the decisions made to make the podcast inclusive. Learn how we are using social media to complement the podcast. Ask any questions about the podcast creation process you might have.

Saturday 5:00-6:00

# WORKSHOP

Sunday 8:45-12:15

## Now More Than Ever: Why Leadership on Diversity, Equity and Inclusion Requires Emotional Intelligence

Anne Phibbs, PhD.

President & Founder, Strategic Diversity Initiatives

For many who care about advancing diversity, equity and inclusion in all areas of their lives, this past year has brought tremendous challenges. While U.S. society grows increasingly diverse and complex, our social and political discourse grows more polarized, less nuanced, and frighteningly hostile. Whether it's another leader being accused of sexual harassment/assault, a new challenge to rights we thought secure, or the reemergence of organized white supremacy, we are living through a profound social and cultural moment. Continuing to build an inclusive and equitable society, in the face of so many challenges, will require not just allies and advocates, but leaders and risk-takers. And these leaders must come to the work prepared, not just intellectually but emotionally as well. In this practically-focused workshop, we will explore how the framework of "emotional intelligence" has much to offer those of us doing the work of diversity, equity, and inclusion.



## Healing Roots: Connecting Culture & Nature

Janice Barbee, Founder & Director of Healing Roots, Community Engagement Consultant

Sara Axtell, Family Social Science & Family Development Liaison, UMN Office for Public Engagement

Craig Hassel, Ph.D., Associate Professor, Extension Nutritionist, Graduate Faculty, Center for Spirituality and Healing, UMN

In this workshop we will look at how better understanding and acknowledging culture can support work that connects people from every cultural community to nature. We will name some of the values and assumptions underlying mainstream American culture, and identify some different values from other cultures, including those of participants' ancestral cultures. Many cultures use stories, seasonal celebrations, and rituals to teach people how they are connected to nature. We will build on some examples to generate ideas for engaging people from diverse communities.



# SESSION

## UMN Pollinator Ambassador Toolkits: Interactive outreach tools to increase knowledge and conservation

Elaine Evans, University of Minnesota  
Katie-Lyn Bunney, Monarch Joint Venture

UMN Pollinator Ambassador Toolkits are designed to provide stand alone, interactive activities to increase knowledge about pollinators and actions steps people can take to help conserve pollinators. UMN PA Toolkits will be available **FREE OF CHARGE** to educators interested in promoting pollinators for nature centers, 4-H groups, and non-profits. While the items in the toolkit are designed to function on their own, without pollinator experts to guide people through them, we will be providing extra training so you will have the expert knowledge to add more meaning to the lessons provided in the toolkit items. A few highlights of items in the toolkits: Pollinator Plate (learn the importance of pollinators to food on our plates), Pollinator Trivia (increase knowledge of pollinator biology and conservation), Pollinator Buffet (learn gaps to fill to improve functions of gardens to support pollinators), Pollinator Flash Cards (learn to recognize common pollinators and pollinator mimics), Monarch Mishaps (a game to learn the risks monarchs face during migration).



## Biomes: Ecological Systems

Bryan Wood, Executive Director, Audubon Center of the North Woods

Discover the factors that create the large ecological systems we know as biomes, and the unique characteristics of the three major biomes present in Minnesota: prairie, temperate deciduous forest, and northern conifer forests. After a brief initial classroom period, head outside to discover and learn firsthand the features that differentiate grasslands, hardwood and boreal forests on the Audubon Center's surprisingly diverse property.



## BEETLES: Questioning Strategies

Patty Maher, Outdoor Education Supervisor, Three Rivers Park District  
James Whitt, Camp Bovey Director, East Side Education Services

This workshop focuses on how to use questions to encourage student exploration and discourse. Part of the session delves into how an instructor's different prompts and behaviors may encourage or discourage student exploration and learning. Participants will analyze the impact of questions on student thinking and behavior, and use this information to make thoughtful decisions about when to use different types of questions in instruction. Participants will also explore typical roles instructors can take on and how these roles can either draw out students' ideas and discourse or, in the extreme, shut down students' ideas.





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