



2021-2022 Mentorship Program Annual Report

Prepared by the Steering Committee
August 8, 2022

Program Overview

The Forestry and Natural Resources Career Mentorship Program (hereafter, Program) aims to promote diversity, equity, and inclusion within the fields of forestry and natural resources. The Program is a collaborative effort supporting students studying forestry, particularly those in historically underrepresented groups, by encouraging their inclusion within the profession.

While all students and professionals are encouraged to apply, this program recognizes that a person's identity and sociodemographic background can limit opportunities, particularly those who identify as women, Black, Indigenous, Latinx, Asian, and LGBTQIA. To help students transition into professional forestry and natural resource management careers, this program provides opportunities for students to their professional network.

The Program pairs mentors with students based on career interests and shared personal identities, recognizing that pairing participants with shared experiences can inspire early career professionals to remain in an industry where others have paved the way. In addition to providing personalized mentorship, the annual program offers students the chance to develop professional skills through workshops and enhance their professional networks at sponsored panels and networking events.

Following a successful pilot program year at UC Berkeley in the 2020-2021 academic year, the Program expanded to include juniors and seniors at five other universities and community colleges: Cal Poly Humboldt, Cal Poly San Luis Obispo, College of the Redwoods, and Shasta College. To learn more about our program or apply for the 2022-2023 Program Cohort, please visit our website: www.clfa.org/mentorship.

2021-2022 Program Highlights

- **65%** of mentorship pairs plan to stay in touch after the Program ends.
- **78%** of mentors want to return to the Program next year.
- **92%** of mentees felt adequately supported by their mentor.



PC: Emily Rogers

Mentorship pairs Pam Linstedt and Nic Dutch and Lynn Webb and Ally Medina enjoy a hike at Jackson Demonstration State Forest.



PC: Zoe Cardoza

Mentorship pair Gary Ryneearson and Zoe Cardoza after their in-person meeting.

Year in Review

2021-2022 Mentee Cohort

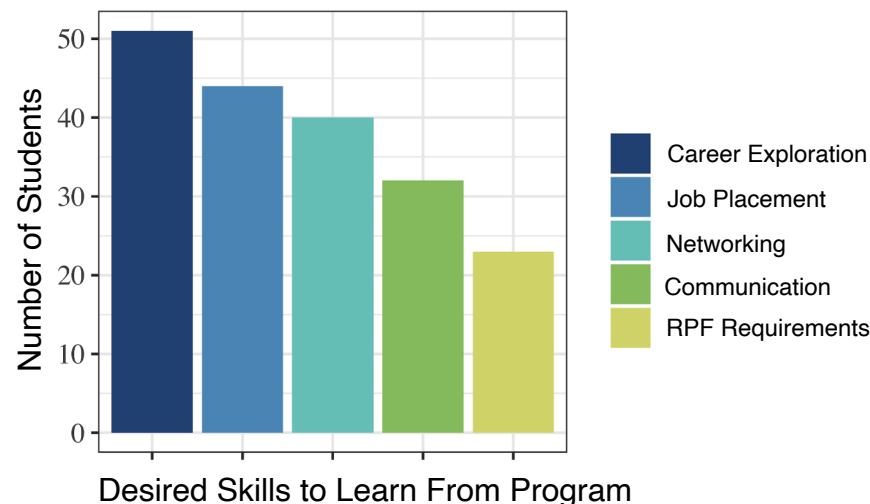
This year, 68 students applied to participate in the Program. Students had to be enrolled in a forestry program at a junior college or be a junior, senior, or Master of Forestry student enrolled in specialized forestry degree programs to participate.

27% of student self identified as Black, Indigenous, Latinx, or Asian (BILA) and 19% self identified themselves as LGBTQIA. 12% of all applicants requested that they be paired with a mentor who identified as BILA or LGBTQIA.

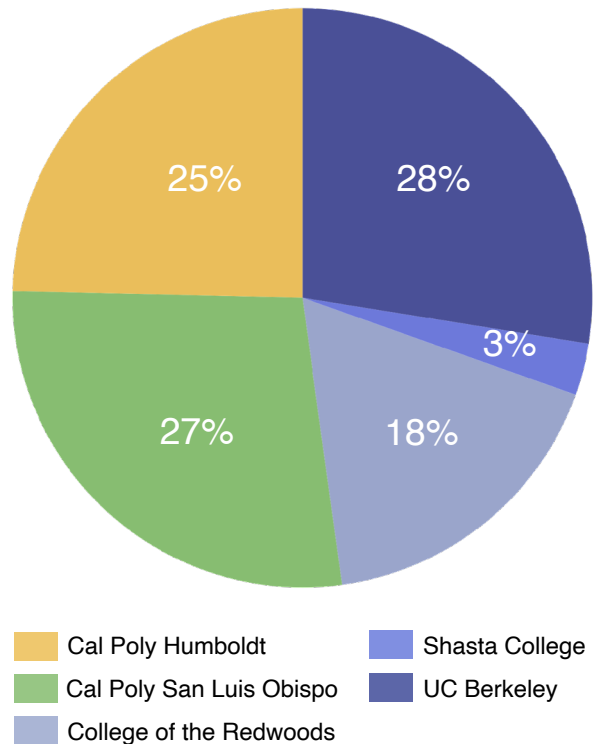
Students were most interested in speaking to their mentors about silviculture and timber management (72%) and fire ecology and management (71%).

Other highlighted technical topics including GIS (57%), reforestation practices (57%), and urban forestry (31%). Additionally, the graph below illustrates the five most common professional skills students hoped to gain through the Program.

The end of the year survey reported that students were satisfied with Program outcomes.



Student Participation by School



Most met with mentors monthly both in-person and virtually where they discussed career paths, job opportunities, and their mentor's experiences in the field. Students became interested in different careers and gained the confidence needed to succeed in a forestry career with the support of a trusted mentor.

2021-2022 Mentor Cohort

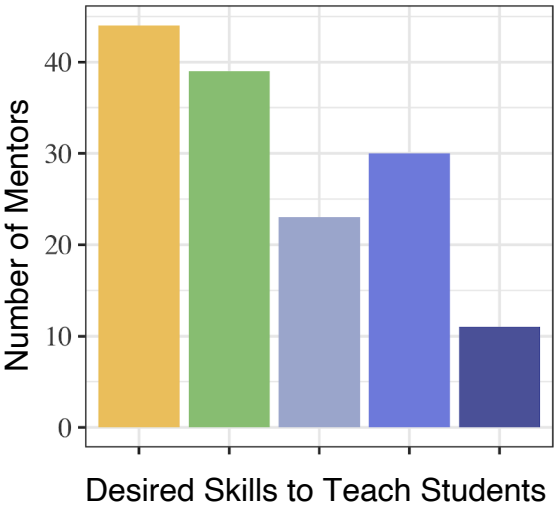
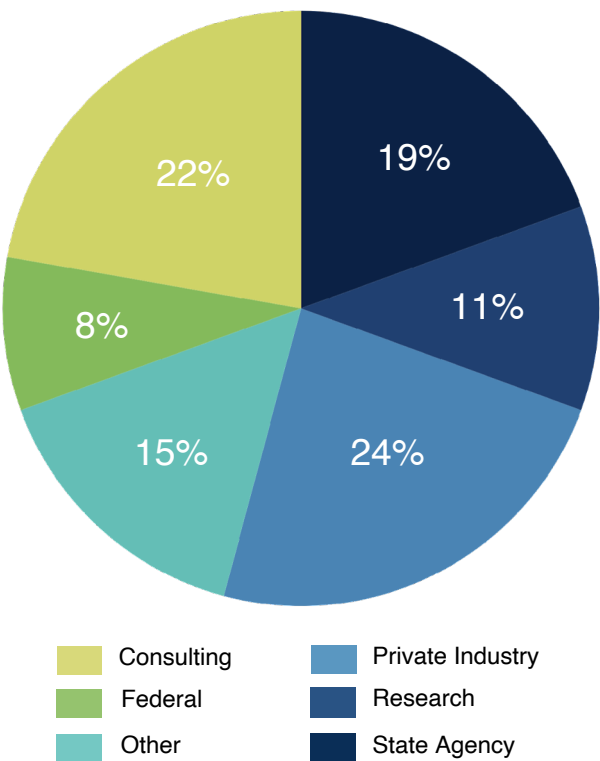
This year, 73 professionals applied to be mentors. Mentor applicants represented a variety of educational and professional backgrounds. 61% of applicants are Registered Professional Foresters (RPFs). 51% of applicants had also been involved with mentoring and other mentorship programs prior to applying to the Program.

Of those selected to be mentors, 11% self identified as Black, Indigenous, Latinx, or Asian and 8% self identified as LGBTQIA. 11% of mentors requested that they be paired with a mentee who identified as BILA or LGBTQIA.

Mentors were most interested in talking to students about silviculture and timber management (35%) and working with forest landowners (21%). Other highlighted technical topics included natural resources policies (15%), reforestation (15%), and carbon management (10%). The graph below illustrates the five most common professional skills mentors hoped to pass along to their mentees.

Mentors were satisfied with Program outcomes. Those who participated in the pilot noted improvements from last year’s program. Mentors learned about new challenges

Mentor Experience by Sector



facing graduating students from mentees. After the year-long pairing, mentors recognized the importance of the Program’s mission, specifically how establishing a successful mentoring relationship can build students’ confidence to navigate different career opportunities moving forward.

Program Events



Building Your Mentor & Mentee Relationship Kick Off Training

The kickoff training provided participants with the tools to build a successful mentor-mentee relationship. This year, topics covered included communication strategies (Susie Kocher), the power of language (Lacey England), recognizing implicit biases (Aracely Montero), and conflict resolution (Moleek Busby).



Susie Kocher

Forestry Advisor
University of California
Cooperative Extension,
Central Sierra



Lacey England

Former Wildland
Firefighter
Gallatin Rappel Crew,
Bozeman, MT



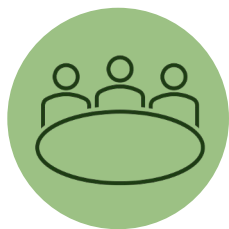
Moleek Busby

Field Operations Senior
Manager
Washington Trails
Association



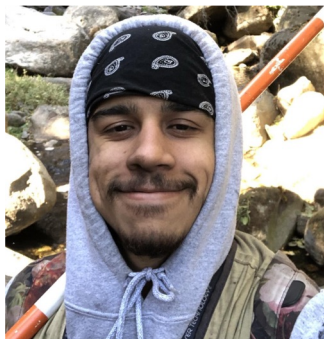
Aracely Montero

Co-Chair of Allies for
Inclusion Committee
Golden Gate National
Recreation Area



Celebrating Black Careers in Forestry Career Panel

For Black History Month, we hosted a panel to highlight the work and experiences of Black professionals in the field of forestry. Mentors and mentees had the opportunity to hear about the work and experiences of the panelists, Jan Land, Estelle Clifton, and Brandon Smith. Panelists and participants engaged in a dialogue about best ways to support and encourage Black professionals moving forward.



Jan Land

Forestry Assistant II
CalFire



Estelle Clifton

Principal Forester & Botanist
Clifton Environmental



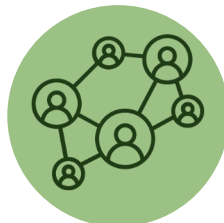
Brandon Smith

Executive Director
Forestry & Fire Recruitment Program



Resume Review and Interview Preparation Workshops

Over 20 students attended both workshops where they heard from industry professionals about best practices for resume submission and interviewing for forestry-related jobs. During both workshops, student participants meet with professionals one-on-one to review their resumes and participate in mock interviews.



Monthly Cohort Building Events

Each month, participants met and built community with each other. Student Representatives took turns hosting networking events with other mentees and career panels of various industry professionals. Mentors discussed mentoring strategies and challenges of workforce development at informal monthly coffee hours.

Program Outreach

This year, Steering Committee members shared the outcomes of the pilot program at two professional conferences both at the local and national scale.

Society of American Foresters 2021 National Convention

Katie Low, Ricky Satomi, and program mentors Erin Kelly and Lauren Fety hosted a panel discussion at the 2021 Society of American Foresters annual meeting to outline how mentorship could help recruit and retain diverse forestry professionals. Panelists discussed how the Mentorship Program aims to support students through personalized mentorship and access to resources catered toward early career development. Panel attendees included educators, students, and other leaders from similar programs in different states. Attendees were interested in applying our program model in their area and offered recommendations for program expansion and new deliverables.

Forestry Education and Workforce Development Summit

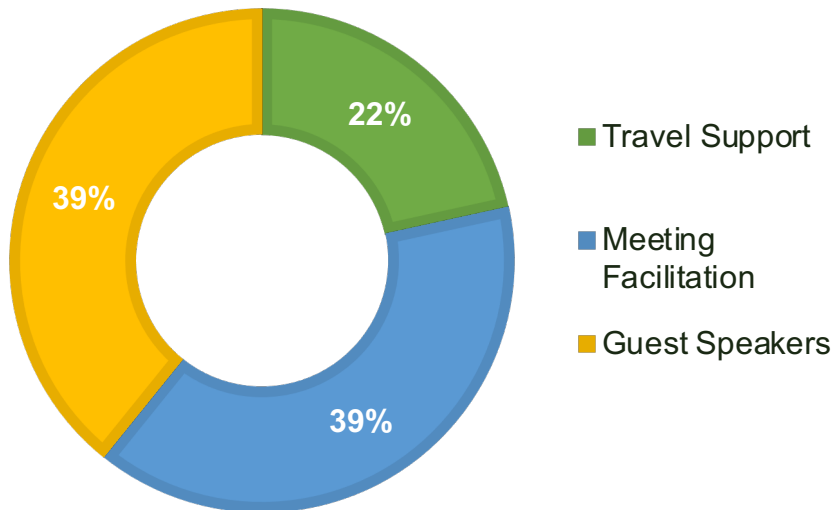


PC: Susie Kocher

Allison Erny and Ricky Satomi attended the Forestry Education and Workforce Development Summit hosted by Lake Tahoe Community College in May 2022. Allison presented on the Program structure and outcomes from the past two years. Summit attendees were enthusiastic about the program, with multiple community colleges asking if there was room for their school to participate. The increase of forestry program development amongst community colleges in California presents exciting opportunities for Program expansion in the coming years.

Program Budget and Sponsorship

Thanks to the generous contributions from our partners, we raised \$7,500 in 2021 to support 58 successful mentorship pairs and fund Program events (see below). This year, we introduced a travel support program, which offers travel support for mentor-mentee meetings during the program. We anticipate requests for travel support to increase next year as in-person events resume and our Program expands.



This year, we are fortunate to have 3 core partner organizations and 2 affiliate partner organizations. In addition to annual contributions, all partner organizations have pledged to support the principles and intent of the program and help recruit potential mentors. If you would like to contribute, please visit our website:

www.clfa.org/mentorship.

**Program sponsors are shown below.*



CALIFORNIA
LICENSED
FORESTERS
ASSOCIATION



California Women
in Timber



GREEN DIAMOND
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Agriculture and Natural Resources

Looking Forward



After the successful 2021-2022 Program year, we are looking forward to welcoming next year's cohort! In preparation for the 2022-2023 Program year and future expansions of the Program, we have formed a new partnership with the Placer County Resource Conservation District and were awarded a 2022 CAL FIRE Workforce Development Grant to support annual Program maintenance and activities. More information regarding the awarded grant is provided below.

For the 2022-2023 Program year, we are expanding the Program in Central California to include Bakersfield College and Reedley College. We hope to continue expanding the program to include other community colleges with specialized forestry programs in the next few years pending future funding and Steering Committee capacity.

If you work with a community college with a specialized forestry program and would like to be involved with our program in the future, please contact Allison Erny (allison@placerrcd.org).

CAL FIRE Workforce Development Grant

We are pleased to announce that the Mentorship Program was awarded a 2022 CAL FIRE Business and Workforce Development Grant! For the last two years, the Program has been successfully piloted through donations and in-kind contributions. Growth of the Program from 18 mentor pairs in 2020 to 58 mentor pairs in 2021 illuminated the need for dedicated staff to meet the Program's goals and sustain its growth. The award will fund a Program manager, who will be based out of the Placer RCD. The manager will assist in Program roll-out, mentor/student communication and coordination, facilitation of trainings and workshops, searching for additional donors, and annual surveys for Program improvement. Funds will also go towards student travel allowances to facilitate in-person meetings between partners and speakers for professional trainings and career panel events.



2021-2022 Program Leadership

Steering Committee

**Committee members are listed in alphabetical order*



Allison Erny

California Women in Timber

Allison is a Registered Professional Forester with 7 years of forestry experience in both the private and public forestry sectors. She is currently a Project Manager at the Placer County Resource Conservation district, where she works to implement large-scale fuels reduction projects and aids landowners in meeting their forest management goals.



Ariel Roughton

California Licensed Foresters Association

Ariel is the research Forest Manager at Berkeley Forests, responsible for overseeing management and research activity across Berkeley Forests' six research forest locations. She creates Timber Harvest Plans, leads prescribed burn operations, determines compartment treatments, and manages ongoing inventory. She is a Registered Professional Forester and a California Licensed Foresters Association Past President.



Katie Low

Student Representative, UC Berkeley

Katie is a Master of Forestry Student at UC Berkeley researching the long-term ecological impacts of fuel reduction treatments on California's Sierran mixed-conifer forests. Katie co-founded this program in 2020 to collaborate with forestry professionals to build and sustain a diverse workforce of forest practitioners.



Mary Mayeda

California Women in Timber

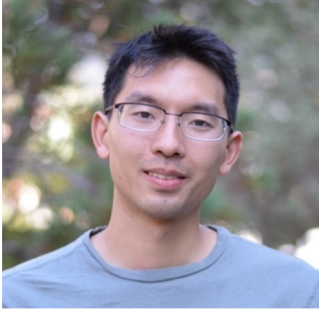
Mary is the North Coast Team Forester for the Natural Resources Conservation Service (NRCS). As a Registered Professional Forester, she provides forestry and natural resources technical assistance to private non-industrial forestland owners and plans non-commercial conservation treatments for clients through NRCS' cost-share incentives program.



Rachelle Hedges

Berkeley Forests

Rachelle is the Project and Policy Analyst for Berkeley Forests. In her role, she oversees communications and outreach efforts, grant development and management, and assists with research, policy initiatives and management of Russell Research Station. Rachelle also acts as the Staff Advisor to the Cal Forestry Club and serves as the Chair of the California Society of American Foresters.



Ricky Satomi

UC Cooperative Extension

Ricky is a Cooperative Extension Forest Advisor working on private and public landowner issues throughout the Western Sierra. He is a Registered Professional Forester with 11 years of experience in private industry, GIS, wood utilization, and forest fuels reduction. His current focus on workforce development and best management practices work to improve resiliency of our forest ecosystems.

University Leadership



Cal Poly Humboldt

Faculty Representative: David Greene
Student Representative: Perris Alfonzo



Cal Poly San Luis Obispo

Faculty Representative: Maurica Fitzgibbons
Student Representative: Westin Namanny



College of the Redwoods

Faculty Representative: Valerie Elder
Student Representative: Denisse Hernandez-Garcia



Shasta College

Faculty Representative: Melissa Markee
Student Representative: Raymon Curtis



University of California, Berkeley

Faculty Representative: Rachelle Hedges
Student Representative: Connor Ryan and Nic Dutch