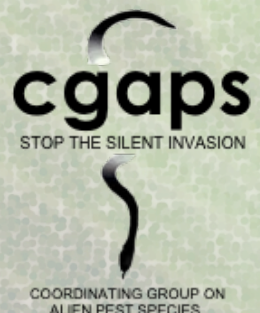




Hawaii Invasive Species Council Strategic Planning Workshop January 9-10, 2014 Complete Summary



*In partnership with the
Coordinating Group on Alien Pest Species*



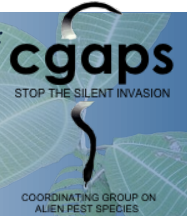


Strategic Planning

January 9-10, 2014

Hawaii Convention Center, Rm. 317B

In partnership with:



Outcomes:

1. Priorities of Hawaii invasive species community of practice identified
2. HISC Vision and Mission Statements developed
3. Consensus building around HISC priorities
4. HISC structure review
5. Partners have understanding of next steps and participation opportunities

Thursday January 9 – HISC/CGAPS Joint Session

12:00 p.m. – 12:30 p.m.	Registration
12:30 p.m. – 1:00 p.m.	Opening Remarks: Michael Buck
1:00 p.m. – 1:10 p.m.	Opening Remarks: The Facilitated Collaborative Process
1:10 p.m. – 1:30 p.m.	Introductions
1:30 p.m. – 2:40 p.m.	Strengths, Weaknesses, Opportunities, and Threats Analysis of Invasive Species Community of Practice/ Management in Hawaii
2:40 p.m. – 3:00 p.m.	BREAK
3:00 p.m. – 4:30 p.m.	Strengths, Weaknesses, Opportunities, and Threats Analysis of Invasive Species Community of Practice/ Management in Hawaii
4:30 p.m. – 5:00 p.m.	Summary & Next Steps

Friday January 10 – HISC Strategic Planning

8:00 a.m. – 8:30 a.m.	Registration
8:30 a.m. – 10:00 a.m.	Review & Update of HISC Mission and Vision Statements
10:00 a.m. – 11:00 a.m.	HISC Priorities
11:00 a.m. – 11:15 a.m.	BREAK
11:15 a.m. – 12:00 p.m.	HISC's Organizational Structure
12:00 p.m. – 1:00 p.m.	LUNCH
1:00 p.m. – 2:30 p.m.	HISC Implementation Strategies – Breakout Groups
2:30 p.m. – 2:45 p.m.	BREAK
2:45 p.m. – 3:30 p.m.	Report Back
3:30 p.m. – 4:00 p.m.	Wrap-up & Next Steps

Participants

Name	Agency	Email
Shahin Ansari	SWCA Environmental Consultants	sansari@swca.com
Leo Asuncion	DBEDT	leo.asuncion@dbedt.hawaii.gov
Joshua Atwood	DLNR	joshua.p.atwood@hawaii.gov
Randal Bartlett	East Maui WP	coordinator@eastmauiwatershed.org
Jono Blodgett	DAR	jb88@hawaii.edu
Barry Brennan	UH-CTAHR	barryb@hawaii.edu
Lori Buchanan	MoMISC	lbuchanan@tnc.org
Michael Buck	National Association of State Foresters	mbuck@hawaii.rr.com
Kim Burnett (<i>Facilitator</i>)	UHERO	kburnett@hawaii.edu
Patrick Chee	DOFAW	patrick.c.chee@hawaii.gov
Jodi Chew	US Forest Service	jschew@fs.fed.us
Chuck Chimera	HPWRA	chimera@hawaii.edu
Makena Coffman (<i>Facilitator</i>)	UH	makena.coffman@hawaii.edu
David Cohen	DAR	dlcohen@hawaii.edu
Paul Conry	H.T. Harvey & Associates	pconry@harveyecology.com
Sean Cozo	US FWS	sean_cozo@fws.gov
Domingo Cravalho	US FWS	domingo_cravalho@fws.gov
Kate Cullison	DAR	kate1@hawaii.edu
Rob Curtiss	HDOA	Robert.T.Curtiss@hawaii.gov
David Duffy	PCSU	dduffy@hawaii.edu
Carl Evensen	UH-CTAHR	evensen@hawaii.edu
Lisa Ferentinos	Watershed Partnerships/DOFAW	lisa.ferentinos@hawaii.gov
Joel Fischer	UH	jfischer@hawaii.edu
Joshua Fisher	US FWS	joshua_fisher@fws.gov
Mark Fox	TNC	mfox@tnc.org
Keren Gundersen	KISC	kgunder@hawaii.edu
Arnold Hara	UH-CTAHR	arnold@hawaii.edu
Rob Hauff	DOFAW	Robert.D.Hauff@hawaii.gov
Mary Ikagawa	Ko'olau Mountains WP	mikagawa@hawaii.edu
Michelle Jones	DOFAW	Michelle.G.Jones@hawaii.gov
Senator Gilbert Kahele	Hawaii State Senate	senkahele@capitol.hawaii.gov
Springer Kaye	BIISC	skaye@hawaii.edu
Randy Kennedy	DOFAW	randall.w.kennedy@hawaii.gov
Jarrett Keohokalole	CGAPS	Jarrett.K.Keohokalole@hawaii.gov
Jim Kosciuk	U.S. Customs and Border Patrol	JAMES.R.KOSCIUK@CBP.DHS.GOV
James Leary	UH	leary@hawaii.edu
Chris Lepczyk	UH	lepczyk@hawaii.edu
Rhonda Loh	Hawai'i Volcanoes NP	rhonda_loh@nps.gov
Michelle Mansker	U.S. Army	michelle.l.mansker.civ@mail.mil
Christy Martin	CGAPS/PCSU	christym@rocketmail.com
Mike Melzer	UH	melzer@hawaii.edu
Steve Miller	US FWS	stephen_e_miller@fws.gov
Melissa Miyashiro	CGAPS	miyashiro.melissa@gmail.com
Emily Montgomery	HISC	Emily.C.Montgomery@hawaii.gov
Peter Oshiro	HDOH	peter.oshiro@doh.hawaii.gov
Julia Parish	OISC	jparish@hawaii.edu
Teya Penniman	MISC	misc@hawaii.edu
Reese Brand Phillips	US FWS	reese_phillips@fws.gov
Neil Reimer	HDOA	Neil.J.Reimer@hawaii.gov
David Rodriguez	HDOT	David.J.Rodriguez@hawaii.gov
Keo Skudlarick	Ko'olau Mountains WP	ekeokis@gmail.com
Seana Walsh	Ko'olau Mountains WP	koolaupartnership@gmail.com
Pingjun Yang	HDOH	pingjun.yang@doh.hawaii.gov

Prevention	
Strengths	HISC Priority Ranking Score
Federal process of data collection at inspections	
Relatively savvy public	
Cargo fee to pay for inspections	5
ISC outreach programs	1
Post entry quarantine that we do have in place	
Weed risk assessment tool	3
New DAR leadership is looking at mandates, responsibilities etc. <i>Potentially good model for all organizations and defining how they relate to the issue</i>	
People outside the state see Hawaii as special/unique	1
CTAHR's new agro-security position	1
Forest pest pathway risk assessment to help guide measures	
Non-conservation agencies engagement and trying to make commitments as well. (i.e. Highways SNIPP Program)	2
Capital in the size of the stakeholder network	
Physical size of the state	
Additional notes: Is inspection prevention or EDRR?, it's a border issue. EDRR for insects ¹ , Inter vs. Intra state, 80% of the effort is/should be in prevention ²	1 ¹ 2 ²
Weaknesses	HISC Priority Ranking Score
Little Department of Defense cooperation	
Lack of enforcement of extensive Department of Defense guidelines	
Limited diagnostic abilities for micro organisms	1
Lacking on state side of inspections (authority, science-based, risk-based)	1
Translation of public information to action/ behavior change	
Interstate movement of pests	10
Disconnect between organizations and with residents of the Hawaii	
Reduction in Force lay-offs: DOH staff down from 40-4. Resources!	3
Vectors: i.e. mosquitoes, science-based work in state agencies (budget restrictions and gap w/researchers)	1
Absence of private sector	1
Pro-business atmosphere (especially w/recession)	
Lack of regulatory cooperation and networking (i.e. specific needs of Hawaii secondary at Federal level)	
Post entry quarantine we do not have	1
Laws: wide reaching gaps (i.e. difference between animals and plants)	2
Lack of monitoring with pet stores and other enterprises	
People want to spend money on what they can see, how do we quantify and promote what we get from prevention?	1
Cohesion: statutory, regulatory, execution, competing mandates, preemption	4
Separate functions competing for resources (prevention, control, EDRR etc.)	
Lack of source for sustained funding	7
Human capacity to accomplish	1

Game Changers	HISC Priority Ranking Score
Increased movement of military between Guam and Hawaii	
Marine training in Perth	
Department of Defense – introductions without engagement	2
Engage HECO workers, ports, highways, BWS ground crews, road crew, and construction workers/contractors	1
DOA/USDA being here today (<i>arrived later</i>)	
Risk Assessment for insects, vertebrates (like with plants)	11
Legislative funding to programs i.e. vector control (3.8 million would restore full vector control)	8
Reinstatement of dog detections	7
Cohesive messaging	
Shift to focus on prevention	2
Work better with industry (i.e. nursery, etc.) Encourage proactivity and self policing in place of regulation	
Create our own nursery certification program (not just based on CA), more tools like Plant Pono	
Tax/ fee on purchase of common vectors (plants, animals, etc.)	2
Marketing plan and business plan	1
Follow DAR's internal assessment	
Joint inspection facility	1
Engage Hawaii Tourism Authority to be more part of the process (marketing, funding, etc.)	5
Engage farm and nursery workers	2
Deal with federal preemption	3
Understand the culture we are working for	
Prioritization of prevention so efforts continue despite the latest crisis	5
Work with nurseries to inspect shipments, they are a huge pathway for invasive species coming in	3

Early Detection and Rapid Response (EDRR)	
Strengths	HISC Priority Ranking Score
Good group of field biologists on the ground	
Good with certain species (CAPS species), better with plants	
Technology: smart phones and information empowerment	
A lot of people on the ground in each county and a high level of training	
Notification protocol for detections coming through UH (<i>detect a lot but...</i>)	
Weed risk analysis staff (Bishop Museum Herbarium)	
643-pest	
Plant Dr. App through CTAHR	
Structure and function of the Island Invasive Species Committees	1
Hull fouling and ballast water program	
Spatial data and visualization	
Island Invasive Species Committees are not part of a state agency allowing flexibility in approach (and more public trust, public more likely to let non-state worker on their lands)	4
Island Invasive Species Committees are able to hire rapidly, but need funding	
HISC ability to draft admin rules	
A lot of communication among NGOs, all done by NGOs, little communication from departments (plants)	
Understand the culture we are working for	
Additional notes: Does EDRR actually exist (from an entomological perspective) i.e. LFA on Maui, EDRR has to occur at the point of entry, for land managers intervention is important, distinction between detection	
Weaknesses	HISC Priority Ranking Score
Training people on the ground, beyond the biologists	2
Lack of institutional EDRR program at the Department of Land and Natural Resources	
Lack of comprehensive EDRR beyond certain species	2
Good on plants, less to no capacity for others	
Need the infrastructure to take advantage of technology	
Rapid Response roles not clear or coordinated	1
Access to information both internal and external	4
Landowner recalcitrance	
Current plant pathogen policies are prohibitive to research	1
Lack of clear process and decision protocol to enact EDRR (for government body)	
USDA APHIS Wildlife Service capacity reduced	
Following success by implementing solutions (i.e. Christmas Trees)	
Lack of rapid response fund in place	1
Lack of capacity to respond to aquatic pests (including freshwater)	
Lack of surveillance for mosquitoes (disease vectors), prior to reductions in force had 100 monitoring sites on Oahu – it's down to 6	
Some species (i.e. insects) are very difficult to detect	
Lack of response plans	1
Loss of capacity for Bishop Museum Botany	2
Lack of herbarium capacity on each island (only on Oahu currently)	

Notes

*Hawaii Invasive Species Community of Practice
Strengths, Weaknesses, and Game Changers*

Capacity to respond to 643-pest and other notifications	2
Hull fouling and ballast water program not always there	
Lack of dedicated funding	6
Legal expertise capacity to pursue legal options	
Confusion over Department of Agriculture legal ability to respond to threats in a timely way	1
Willingness to apply private property access law, needs more work to be applicable	
Not presenting EDRR successfully	
Policy and regulatory cohesion	1
US Mail	3
How do we define these categories?	
Adequate surveying and trapping	
Evaluation of success and justification of institutionalized EDRR	
Documentation of detection, delimitation, success if achieved	
Lack of reliable risk assessment after detection	1
Invasive Species Committees need access to funding to ramp up when responses needed	3
Invasive Species Committees don't have mandate and authorities	
Game Changers	HISC Priority Ranking Score
Climate change	
Drones	1
Increase education (i.e. high school required botany, more interpretation at trails etc.)	
Technology – smart phones empowering people	
Engage volunteer networks (i.e. Master Gardeners) expanding eyes and ears	2
DOT is now funding service	1
Institutionalize online pest reporting that works with/ integrates hotline and an app	8
Education and outreach + utilization of law for private land entry, more engagement	
HISC list of invasive species that could be acted on	4
Changing/ update existing noxious weed list	1
US FWS taking a much more hands on approach to biosecurity	
Early detection botanist and entomologist on each island	4
Info boards at trail heads w/contact info and reporting info	
Using social media	
Decent facilities	1
Contingency funds	2
Department of Defense partnership for equipment use for EDRR	
LFA sniffing dogs	1
HISC drafting administrative rules	4
Legal approaches: require landowner to control, determine liability	3
Department of Land and Natural Resources restructuring approach to invasive species, attached to invasive species on the ground	1

Control	
Strengths	HISC Priority Ranking Score
The Pacific Cooperative Studies Unit	
Biocontrol: getting momentum at the University of Hawaii, acceptance, and resources	4
Little fire ant premier on Maui (all islands)	
Pesticide registration program	2
First predator proof fence at Kaena	2
CTAHR's training capacity	3
Skilled personal on each island	
Intellectual capacity and expertise in Hawaii	
Watershed Partnerships are coordinating across lands	
OISC collaboration with army for control	
New Zealand and Australia taking lead and being able access their data	
Hawaii County ordinance for control on private property for invasive species or dangerous species	
Isolation	
Weaknesses	HISC Priority Ranking Score
Biocontrol – not doing enough, need facility, public perception issues	2
Public perception generally	1
Perception it can all be done by volunteers	
Prioritizing what, where, when, to control	3
Discrepancy between cultural and socioeconomic profile of conservation professionals and user groups	
All Hawaii crops are minor crops which limits treatment options due to small programs	1
Some control projects are doable but need time which makes it a hard sell and requires long term commitment	
Conflicting agency mandates	2
Access to a statewide database on how to control	
Differing levels of access to control tools	
Not using technology and tools from other places (i.e. poisons, traps, snares)	
Lack of coordination among landowners	
Lack of recognition by tourists and some locals of prevalence and domination of invasive species in Hawaii environment	
Public misperception of how and what we control	
Growing public resistance to pesticides	
Unpublished results	
Language barriers with partners and stakeholders, no longer have the resources to overcome these	
Restrictive policies on aerial control	1
Lack of updated management plans for species (i.e. Miconia)	1
California has gotten ahead on hull fouling regulation	
We're risk adverse	
High turnover of skilled people due to lack of funding	
We're action averse	
Facilities	

Environmental policy/regulation can be used to prevent/delay work getting done (i.e. EA process, biocontrol)	1
Game Changers	HISC Priority Ranking Score
Regulatory and socio-political impediments to using toxicants in the state	1
More biocontrol (joint facilities, post-release monitoring, international collaborations)	10
Threat when pesticide regulatory program people retire	1
Tools for control (database of how too, access different places, etc.)	
Understand the culture we are working for	1
Herbicide ballistic technology	1
Public campaign all speaking with the same voice about control	
Drones	
More sophisticated cost/benefit analysis of control	5
Identify 2-6 species we know we can control and show success	
Understanding of how Island Invasive Species Committees work on each island	
Comprehensive plans updated with everyone on board	
Growing public resistance to pesticides (requests for anti-pesticide legislation)	2
Ballast water and hull fouling national and international advances	
Establish Aquatic Invasive Species Team on each island	6
Policy statement on ungulates as both game and invasive species	3
View certain weeds as potential economic drivers	
Dedicated funding source	12
Getting civil defense involved in hazard mitigation	
Utilize tools that already exist (i.e. toxicants, tree removal equipment, technology)	
Have tourists pay into systems that fund work	6

Outreach	
Strengths	HISC Priority Ranking Score
Really good outreach on each island	1
Island Invasive Species Committees	6
Media is interested	
Hawaii residents more aware in general (75% would support a tax etc.)	
Expanded outreach through social media by watershed partnerships, island invasive species committees, etc. and all sharing	
Kupu, Hawaii Youth Conservation Corp, etc.	2
UH Extension, CTAHR-Cooperative Extension Service	3
Having the island based community approaches	
Big Island Invasive Species Committee professional public relations contract	
Legislative field trips	1
Invasive species information boards in Hawaii airports	
Additional notes: in rural areas main buy-in to conservation is job building, Kau Forest Reserve management plan process hired and worked with people from the local community	
Weaknesses	HISC Priority Ranking Score
Statewide coordination of outreach	6
Capacity on Oahu and across the state	
Media doesn't always pick up the stories	
Public commentary responses to media display so much misinformation/misunderstanding	1
Messages get lost	
Digital communication not as effective in rural areas, need to build relationships	
It is hard to know if you are having an impact	1
Divide between agricultural and conservation communities	4
Lack of really targeted strategy for specific stakeholders specifically to get funding	3
Gaps in UH extension	
Oahu-centric	
With technology people are only going to hear what they want to hear (selective media choices)	
Reluctance at administrative level to get honest feedback from the community, hear what they are really saying: outreach coupled with listening	1
The community doesn't feel heard	
Legislative outreach	1
Cultural barriers	2
State does not highlight invasive species management success in North West Hawaiian Islands	
Need to coordinate with Hawaii Tourism Authority, Department of Transportation, Federal Aviation Administration, Department of Land and Natural Resources to require a video and announcement on all flights into Hawaii about the impacts of invasive species and why they have to fill out customs declarations	3
Game Changers	HISC Priority Ranking Score
Coordinated messaging (but with the flexibility and getting the right messenger) and unified professional strategic marketing	8
Platform/ mechanism to debunk misinformation	

*Notes**Hawaii Invasive Species Community of Practice
Strengths, Weaknesses, and Game Changers*

The upcoming agro-security position to bridge divide between agriculture and conservation	1
Biosecurity program – it's own comprehensive discipline at the University of Hawaii	
Securing tax dollars for consistent funds from support	2
Cost-effective ways to get your message out	
Getting outreach targeted at right age groups (educate the kids)	
Engaging community to work in the field	1
Benefit of more joint messaging by groups in the room (HISC, federal and state agencies, UH, Private Orgs etc.)	3
Drones	
Understand the culture we are working for	
Engaging the kapuna	3
Change up the type of outreach/community involvement	
More people will be engaged if they do more than weed removal work	
Try different media (radio, video blog, etc.)	
Discussion forums on Invasive Species Committee websites for community members to ask questions and get answers	

Research and Technology	
Strengths	HISC Priority Ranking Score
Hilo bridging gaps with experimental forests	
Department of Defense requirement to find new technology to meet requirements	
US FS and USDA facilities	1
Database Management and GIS	3
Adoption of international protocols (i.e. fuel efficiency standards) can stimulate technology advancement moving faster by increasing economic based opportunities (i.e. hull fouling)	
Start of a great program	
Hawaii Ant Lab	3
The Nature Conservancy interest in funding new technology	
New, emerging research topics introduced through students	2
Weaknesses	HISC Priority Ranking Score
Communication gaps between researchers and management priorities	3
Facilities (labs, etc.)	
Funding	6
Economic analysis	2
Technology development is high risk	
Vetting of information and results/ local peer review	3
Loss of capacity for gap filling projects	1
Data recording and tracking in state agencies	2
Piecemeal data, no standardization	4
Plan for sustainability of program	
Lots out there, not very coordinated	
Don't do a good job of collecting samples, data, etc. of things we control	
Bishop Museum financial situation	1
Game Changers	HISC Priority Ranking Score
New and emerging micro detection technologies (RGI)	
Integrating new technology with Island Invasive Species Committees and education platforms	1
Work directly with development of herbicides and pesticides	
Interagency research strategy plan for invasive species	4
Match making with industry and stakeholders	1
Continue to recognize the value of partnerships and matching funds	
Drones	1
Engage keiki in research projects	1
Field deployable detection units for microbes	1
Understand the culture we are working for	
Create a biosecurity and invasive species college within the University of Hawaii	3
Prioritize research based on need	
Funding for remote sensing/ unmanned aerial vehicle research	2
Incorporate more culturally tied research	1

Wall Safe	
	HISC Priority Ranking Score
Administrative rules for departments should be part of strategic plan and the definition of invasive species	4
Invasive species definition should go into chapter 194	5
Internal audit/self assessment of state agencies	4
Challenge: A plan and mechanism to deliver to new administration, etc. for steady coordinated progress. Must last and be prioritized regardless of administration or staff	3
A point was made that the HISC coordinator and support staff should not be DOFAW employees because this slants the mission toward DLNR/DOFAW mission at the expense of others. HISC should be housed within the Governors office (like the old agricultural council). It would be less biased and have more clout.	
Incorporate aloha aina concept in all HISC does	4
Don't forget the bigger picture of our vision. Be able to incorporate more culturally-related elements to vision of HISC	
Control: Need an environmental toxicologist to address misinformation about pesticide use. Carl Winter fills this position at UC-Davis	
Domestic airline departure has agricultural inspectors to mainland only	
Engaging non-conservation agencies at different levels, i.e. road crew for EDRR, planners in prevention	
Definition of invasive species must not be limited to species on a declared list or prevention and preemption become impossible	2
EDRR vs. Control: • Early Detection is the 1st step in determining a control strategy • Rapid Response can range from intensifying monitoring, trapping, control, mitigation etc. • Control – goals can vary from eradication to containment to exclusion • Eradication, to be successful, requires effective early detection <i>These are typical land manager definitions but can be viewed as artificial distinctions to some scientists</i>	

HISC Vision and Mission Statements

HISC's purpose and functions are derived from legislative statute found in chapter 194, however clear and concise vision and mission statements have not been developed for the organization. As leadership changes, a clearly established vision and mission sustains organizational focus and direction. Given the collaborative nature of HISC, it is critical that these statements be developed in partnership with the community of practice to both increase buy-in and ensure the vision and mission are truly representative of the state-wide and multi-organizational perspective.

A vision statement defines the optimally desired outcome for the organization, and can address the question: *what outcome would make the organization obsolete/no longer needed?* The mission statement addresses the "how to" related to the vision: *what will we, as an organization, do to reach the desired outcome?*

The following statements were used for context as a starting point for brainstorming HISC vision and mission statements:

Statement in Chapter 194:

There is established the invasive species council for the special purpose of providing policy level direction, coordination, and planning among state departments, federal agencies, and international and local initiatives for the control and eradication of harmful invasive species infestations throughout the State and for preventing the introduction of other invasive species that may be potentially harmful

Interim Plan HISC Plan:

The purpose of this strategic plan is to provide the framework for a statewide invasive species prevention, control, research and public outreach program.

Interim Plan HISC Plan:

The goal of the Hawaii Invasive Species Council is to provide leadership, direction and coordination for invasive species prevention and control programs in Hawaii.

State Stance:

The 2003 State Legislature authorized the creation of the Council and stated "the silent invasion of Hawaii by alien invasive species is the single greatest threat to Hawaii's economy, natural environment, and the health and lifestyle of Hawaii's people and visitors."

HISC Vision Statement Brainstorm:

Statement	Consensus Rating
<i>Hawaii's unique economy, natural environment and the health and lifestyle of Hawaii's people and visitors is protected from the impacts of invasive species.</i>	12
Protect the unique economy, natural environment and the health and lifestyle of Hawaii's people and visitors from the impacts of invasive species.	
Protect Hawaii's unique economy, natural environment and people's health and lifestyle from the impacts of invasive species.	6
Protect Hawaii's natural environment and the healthy lifestyle of Hawaii's people and visitors from invasive species.	1
Protect Hawaii's economy, natural environment and the way of life of Hawaii's people and visitors from invasive species.	1
<i>Effective protection of Hawaii from invasive species.</i>	10
Effective protection of Hawaii from the negative effects of invasive species.	1
Efficient, effective, responsive, proactive prevention, response, control, outreach and research for the preservation and protection of Hawaii's economy, natural environment and the health and lifestyle of Hawaii's people and visitors.	
Find a way to keep invasive species out of Hawaii as well as manage them within Hawaii.	
No new invasive species.	
Endeavor to find, develop and advocate for methods of control of invasive animal species that use killing of animals as a last resort.	
Strive to improve methods, technologies and techniques of invasive species control	1
Hawaii is the global leader in invasive species biosecurity.	
Hawaii as a model for the nation in invasive species management.	4

HISC Mission Statement Brainstorm:

Statement	Consensus Rating
HISC will lead and coordinate clear and consistent set of regulations within Hawaii's state departments regarding invasive species prevention, response, control, and outreach.	
HISC will provide strategic policy and fiscal direction, coordination, and planning among state departments and other stakeholders for invasive species prevention, response, control, research and technology.	
HISC will provide strategic policy and fiscal direction, coordination, and planning among state departments and other stakeholders for implementation of invasive species prevention, response, control, research and technology.	
HISC will provide strategic(,) policy and fiscal direction, coordination, and planning among state departments and other stakeholders to address invasive species issues.	6
<i>HISC will provide strategic(,) policy and fiscal direction, coordination, and planning among state departments and other stakeholders to address invasive species issues in a science-based, culturally and socially conscious way.</i>	14
Same as above but with: ... knowledge -based, culturally and socially conscious way	4
HISC will provide strategic direction for: policy, fiscal, coordination, and planning among state departments and other stakeholders to address invasive species issues in a science-based (knowledge-based?), culturally and socially conscious way.	

Highlighted vision and mission statements represent the most agreed upon statements during the brainstorming session. They are NOT final versions, as additional opportunities for input will be sought before finalization.

HISC Organizational Structure Discussion

In order to develop the most effective strategies for HISC, it is important to review the current organizational structure and update or apply changes if needed.

Questions Posed

1. Are the working groups an effective organizational structure to achieve HISC's goals (and if so, do the categories make sense)
2. How can we improve outcomes?

Current HISC Working Groups and Agency Chair Assigned

- Resources, Chaired by DBEDT
- Prevention, Chaired by DOA
- Established Pests, Chaired by DLNR
- Research and Technology, Chaired by UH (*this category has been unfunded for past few years*)
- Public Outreach, Originally chaired by DOT, then DOH, and currently DLNR
- Biocontrol (ad hoc)

Summary

The current working group structure and respective category areas are still relevant and appropriate for HISC. However there is a struggle to be effective due to lack of resources and time within participating agencies to fully participate. An ideal structure would include more HISC dedicated staff as well as staff within each HISC agency (at least .5 FTE) dedicated to HISC participation and serving as the agency's invasive species coordinator, planner, or liaison. See below for notes on full group discussion about HISC structure.

Discussion Notes

Most effective structure if given capacity:

- ❖ Governor's Agriculture Coordinating Committee (GACC) type structure? More visibility, appointed by governor. This would also alleviate DLNR centrism concerns.
 - ❖ Council approving 5-year strategic plan, working groups make progress in each area. Interagency coordinator engages agency lead, actions towards goals.
 - ❖ *Each agency has an invasive species lead/HISC representative, e.g., 50% time coordinating with HISC to supplement working group structure. Would take information from partners and produce science-based solutions. Would be new civil service positions funded by each department, modeled after DLNR invasive species coordinator position.*
 - ❖ *Policy working group OR HISC support staff member with policy/legal background (separate from department)*
-
- Working groups organized by components of biosecurity system (prevention, control, etc)
 - Council coordinates the big picture
 - HISC effectiveness and authority depends on who is on the council

- HISC needs to be a fully staffed organization (10+ staff persons)
- Currently consists of 3 support staff (DLNR Invasive Species Coordinator, Planner, and Interagency Coordinator (vacant))
- Vehicle for cabinet members to come together, functions in department
- **Time and resources do not allow for full involvement by agency representatives**
- HISC mechanism to direct funding to agencies for overarching policy direction, increase agency capacity and address shortfalls
- Who is looking at gaps? CGAPS for coordination
- HISC legislatively mandates agency engagement
- In order for each HISC agency to be more fully engaged, they need increased capacity. i.e. a department HISC liaison that is a dedicated invasive species position within each agency
- CGAPS 1995: was intended to engage leaders of agencies, partners, private, RCUH, etc. as an umbrella organization working on policy → became a consortium of mid-level staff across all areas (state, federally, private etc.), which has proven to be very useful and functional. HISC avenue developed to reengage agency chairs at the cabinet level. HISC has legislative mandates; CGAPS is voluntary
- Need increased capacity
- HISC needs to understand agency shortfalls. HISC is a mechanism to get information to the cabinet level
- Reality is working groups are dysfunctional due to lack of resources to commit time, need leads within each department
- Could monthly/bi-monthly informational calls alleviate meeting fatigue and increase communication?
- How is the structure working for agencies?
 - Limited time, at least call in for updates (DBEDT/Planning)
 - Functionally not set up to participate, no resources (DOH)
- Example of functional organization: Hawaii Ocean Council – 10 agencies + working groups + action teams. Working groups coordinate action team reaching out for expertise from different agencies, find resources for action teams
- Needs to be separate entity or group within HISC to provide advice to departments. CGAPS as that voice? Person needs ear of the agency. Can this be accomplished by HISC?
- Also need voice from inside of agency
- Where is policy in working group structure? Working group decides policy, strategy within the HISC plan. Working group depends on policy topic
- Policy formation is a different skill set than existing working groups, e.g. how to change noxious weed list? Lacking legal skill set. Policy working group?
- Working groups elevate issues and then policy formation should be taken out of their hands
- HISC support staff could have policy expertise rather than a separate working group
- HISC support staff should be divorced from agencies to avoid conflicts
- Q: Who oversees HISC support staff? A: Council (but effectively DLNR?)

HISC Implementation Strategies – *beginning the dialogue*

From the key issues identified as priorities by the community of practice, HISC will develop implementation strategies based on how it can and should most appropriately contribute towards the priority. Follow-up meetings of each working will take place to flesh out these strategies in more detail. To begin the discussion, we took the top 5 priorities identified at the workshop and breakout groups started discussing next steps.

Top 5 priorities addressed:

- Dedicated funding source(s) for prevention, control, invasive species work in general
- Risk assessments for insects, vertebrates, pathogens, and aquatics (like with plants)
- Pest reporting system that integrates web, hotline, and an app
- More biocontrol
- Coordinated messaging and strategic professional marketing for outreach

Report out notes:**Dedicated funding source(s) for prevention, control, invasive species work in general**

- Each department advocate for creation of part-time HISC staff
- HISC funding vs. other funds: HISC advocates funds they expend as well as other funds (extending sunset on barrel tax, vector control branch, etc.).
- Agencies that make up HISC do not use HISC funds for base operations; it is included in departmental budgets. HISC funds ideally used for new initiatives or to amend or innovate on top of base operations (inspectors at ports not supports, but maybe electronic manifests). However, they have acted to fill base operation gaps.
- HISC should explore all types of dedicated funding towards both base operations and innovation/new programs.
- Funds to look at: TAT, water fees, GET – do a better job of relating these to specific uses. What does the TAT produce? TAT could be used for vector control functions like preventing malaria since protects visitor industry. It would be more effective to focus in on specific purposes rather than overall HISC, which was the previous strategy.
- Need updated economic analyses, cost-benefit analysis, UHERO?
- Interagency support for each other's departmental budget requests.
- How do we fund non-departmental programs? (ISCs, Hawaii Ant Lab, etc.)
- Also need a rainy day fund, contingency for new introductions (CRB, LFA). Hard to advocate for rainy day funds when not enough money to advocate for existing threats.
- How to set up rainy day/emergency fund? Possible but difficult to advocate for funding for it. Legislature does not like the see carry-over. But LFA, CRB cases are good examples why we need emergency funds.
- HISC is better situated to ask for money for new pests.

Risk assessments for insects, vertebrates, pathogens, and aquatics (like with plants)

- There are a lot of different types of risk assessment: screening, environmental assessments, pathway analysis.
- Risk assessments are important and inadequate at present.
- HISC should advocate for development of risk assessments for things besides plants. Key is agencies that have regulatory duties are involved.
- Develop/find funding for development of risk assessment and support long-term funding for sustainability.
- Support the regulatory drivers to implement the risk assessment and use of the tools. Work with legislature to support rule/statutory changes.
- Publish risk assessments for wider use.
- Risk assessment in perpetuity (yes), or will we run out of species to evaluate? No.
- Some pests that have established in Hawaii were never even on the radar, so may not have gotten a risk assessment in the first place. Still need to think about white/black lists in regulations.
- EGW, nettle caterpillar did not need risk assessment because quickly became a problem.
- Introduced insects should have thorough risk assessment before being allowed in.
- Insect issue is also pathways assessment issue. What are insects coming in on? Hopefully moving towards HISC list that considers science-based risk assessment, pathways and ways to implement restrictions on commodities.
- Backwards risk assessments: What's the most likely pathway/commodity? HDOA will be publishing.
- Could HISC use risk assessments at starting point, notifying trade partners that these are risk species? This could allow working with the growers to reduce pests where they are coming from to reduce risk. Often they don't know it is a problem.
- Risk assessments of established pests, to notify local points of transfer.

Pest reporting system that integrates web, hotline, and an app

- A lot already exists, don't need to reinvent the wheel
- Establish early detection networks
- Components:
 - ✓ Usable by public and agency
 - ✓ Includes species of concern in Hawaii
 - ✓ ID Service: If you don't know what it is, take a picture it is evaluated
 - ✓ GPS location aware
 - ✓ Offline capable: fill out everything and will upload later when network is available
 - ✓ Photo capable: take pictures, select from pictures already there, etc.
 - ✓ IOS android compatible
- Look-alikes for people non-experts.
- Usable by any agency for their needs, e.g., DOT where is all albizia?
- Result from all data could be a distribution-mapping tool.

- Data Management: App would produce a bunch of new data.
 - ✓ App data should be exportable and able to be analyzed
 - ✓ Who is responsible for housing/administrating data?
- Reportapest.org is a current example to potentially build from.
- Having an app that all agencies can use and agree where data is going will allow for better communication between partners, and allow for follow-up and authority.
- Challenges:
 - ✓ Clear policy agreements between partners that is priority
 - ✓ Who will house/own/be responsible for data
 - ✓ How are responses routed
 - ✓ Importance of knowing a report has been made, is being followed up on
 - ✓ Reduce lag time.
 - ✓ Involving multiple agencies will lead to better response
 - ✓ Funding
 - ✓ Who is responsible for making this a priority? Which working group?
 - ✓ Privacy issues? Don't have to advertise where it is, just alert that it has been detected. But should at least let stakeholders know.
- Clearly HISC responsibility!
- Big issue is how to integrate with pest hotline.
- Apps are multi-agency, not just one person. Putting it under HISC gives creditability but shared responsibility by agencies.
- UH security emergency alerts are instantaneously, something similar? So everyone can be informed of what is going on around state.
- Have to be careful how we release info. For some things, info should not be let out until confirmed.
- What is the official mechanism for notifying about detection? Mechanisms need to be set up to create consistency.
- Response matrix? i.e., mongoose on Kauai: DLNR notified but response agency is KISC.
- What are the recent metrics from the pest hotline? False positives or negatives?
- Existing challenges both phone number and online.
- A context for continuing discussion: Reportapest should be integrated into agencies. 643-PEST integrated into Reportapest, interagency notification system, passive or active reception of notifications.

More biocontrol

1. Funding
2. Capacity/oversight: to help facilitate biocontrol, need help with species prioritization. Capacity: no lab space, tracking milestones is challenging, → archaic facilities. Need upgraded facilities (provide outreach opportunities as well, i.e. bringing school groups, stakeholders to visit, make lasting impressions)
3. Outreach: most is targeted to specific agent, needs to be broader to help public perception. Drawing more attention to biocontrol. Issue is much bigger than HDOA, HISC needs to come in and try to assist.

- More than agricultural issue also affects DOT, etc. so need HISC help coordinating with other agencies.
- Professional marketing assistance, especially for biocontrol.
- Antiquated facilities (both DOA and US FS). Ideal: Joint-use facilities, HISC would be much more successful pushing for joint use facility, maybe at UH. With right funding, let people in and see how it works.
- Prioritization—HISC should not set priorities. HISC should present options to biocontrol practitioners, help facilitate the process of setting priorities.
- HISC should help coordinate outreach and advocacy for biocontrol.
- What is the decision making process for biocontrol within HDOA?
 - ✓ No checklists for prioritization.
 - ✓ Often political.
 - ✓ Looks at significant pests, see if biocontrol is being done elsewhere, collaborate with them. Or look where stuff comes from (foreign exploration)
 - ✓ Or just deal with problems that show up
 - ✓ What is known for similar organisms?
- Albizia is a big problem but may not be a good candidate for biocontrol, no known solutions.
- Good for agencies to know because need to know if biocontrol is even an option.
- Given current facilities, how many species can you work on?
 - ✓ Individual agents: about 5 currently being worked on
 - ✓ Depends on type of agent, and threat. (EGW time: whole facility dedicated to EGW)
- Current facility old but safe.
- Is there a role HISC can play in facilitation? What can constituency do to make it as easy as possible? HISC can help getting more capacity i.e. biocontrol facility in Ewa.

Coordinated messaging and strategic professional marketing for outreach

- Dedicate funding through the HISC POWG competitive process? RFF competitive process?
- Get industry to support messages reflective of their mission/needs/impact – eg Monsanto support pest & pesticide messaging)
- Don't be afraid to outsource PR, Marketing
- Define and properly use the terms: Outreach, Communication, Education, Marketing, and Public Relations

Coordinated Messaging:

- Develop a culture of inclusivity
 - ✓ Ensure mechanisms are in place for coordinated autonomy
 - ✓ Give all partners the opportunity to disseminate messages
- Develop communications plan that is reflective of partner needs
 - ✓ Define outcomes
 - ✓ Determine priorities/goals

- Define audiences and messages for each audience (proactive and responsive): Cultural practitioners, scientific community, legislators, DOE/K-12 education system, Recreators, Industry, etc.
- Strategies and platforms to deliver the messages: PSA, Multimedia
- Integration of outreach into rapid response

Strategic, Professional Marketing

- Ensure marketing is:
 - ✓ Culturally appropriate for the targeted audience.
 - ✓ Respectful of our host culture
 - HISC is responsible for big picture messages (invasives are bad, etc.) and determining key messages that are consistent with the mission of the 6 partner agencies and ISCS For Example: Invasive species have a negative impact on our economy (might use an example like LFA can cost you\$xx.xx, but the marketing is focused on the big idea of invasive species impact on economy)
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