Visioning Survey Results

February 10-16, 2022 Network Internal Survey

Response Rate

- About 30% - 35 out of roughly 120 people in the Network

- Breakdown of respondents:
  - Cohort 1: 5 people
  - Cohort 2: 10 people
  - Cohort 3: 3 people
  - Cohort 4: 3 people
  - Advisory Council: 6 people
  - Design Team: 1 person
  - Visioning Plan Team: 1 person
  - Anonymous: 6 people

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WSN Values: Top 5

Q1. In your opinion, what are WSN's core values? Please select or write in what you see as the top 5.

1. Relationship-building, partnerships, collaborative engagement across interests/silos – 94%

2. Embracing interdisciplinary and systems thinking – 66%

3. Multi-interest solutions-building – 57%

4. Tie – 51%
   - Diversity, equity, inclusion, justice, and belonging
   - Challenging status quo water management, supporting transformational change

5. Developing leadership skills – 49%

WSN Values: Others

Q1. In your opinion, what are WSN's top values? How other values rated:

- 21st Century readiness – 26%
- Self-awareness – 17%
- Bold action – 14%
- Skill building – 14%
- Transparency – 11%
- Innovation – 9%
- Resilience – 9%
- Sustainability – 6%
- Other – 9%, 3 responses. Themes:
  - Prep the next generation
    - Training & knowledge
  - Space for multiple voices to exchange ideas, be listened to

WSN Vision

Q2 Which of the following WSN-related vision statements/concepts most resonates with you?

Answered: 35   Skipped: 0
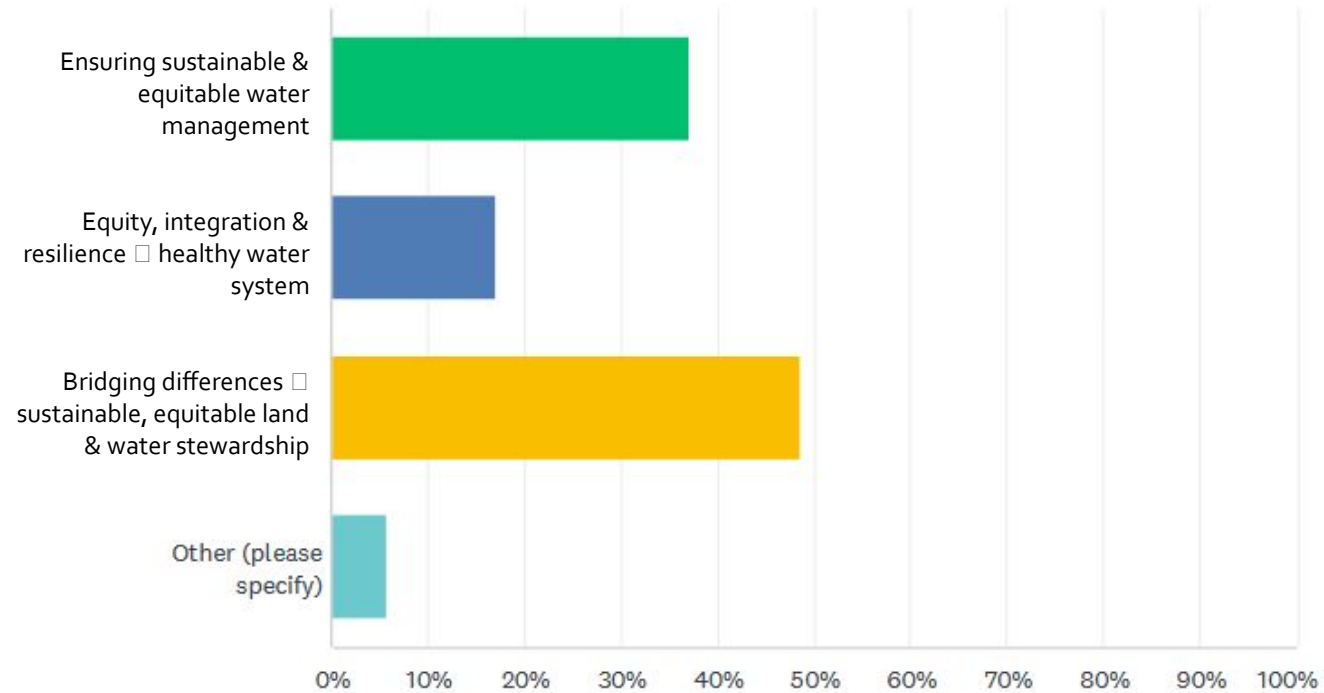
What improvements can WSN make to achieve its Vision?

Q3 What improvements can WSN make to achieve its articulated commitment to bridging differences to sustainably & equitably steward California's land & water? Key themes:

- Sustain & build a stronger network
  - Do projects together
  - In-person learning journey

- Help external parties dialogue & develop a range of alternatives on challenging problems

- Meet in person, site visits

- Address inequities internally & externally
  - Stop centering white people's feelings and comfortability
  - Acknowledge inequitable dynamics between water rights holders/landholders and low income/disadvantaged communities
  - Offer training, power-building to those lack resources

- Expand the network to fill gaps
  - Ag, private sector
  - "Unusual suspects" with different views on the vision

- Take public policy stances

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Niche: What makes WSN unique?

Q4.A. What does WSN do that is unique compared to similar efforts in the land and water sectors?

Most common themes:

- Focus on building relationships, understanding, trust across sectors and silos

- Focus on diverse, underrepresented voices

- Person-focused: skill building is focused on personal work, self-awareness, social-emotional work

- Cohort-based training and skill-building

- Innovation, solutions-based

- Focus on leadership development

- Focus on helping in the discussion of real and difficult, crisis-level issues

What else could WSN do?

**Q4.B. What else would you like to see WSN do?**

Among a wide range of responses, the most common themes were:

- Focus on achieving change & the vision
  - Create professional products that affect change
  - Provide leadership on what the vision looks like, such as the Watershed Framework work; highlight visible examples to help build a movement
  - Support members to pursue positions of influence
  - Find more opportunities to break down institutional barriers

- Additional Network activity, training or nurturing of relationships
  - Quarterly podcast
  - Annual retreat
  - Work to deepen connections

- More in-person experiences and trips

- Address inequities

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What needs to happen to achieve sustainable & equitable land & water stewardship?

Q5 What do the land and water sectors need, overall, to achieve sustainable and equitable land and water stewardship? Network members offered the following ideas. Check any that you agree with and add what is missing.
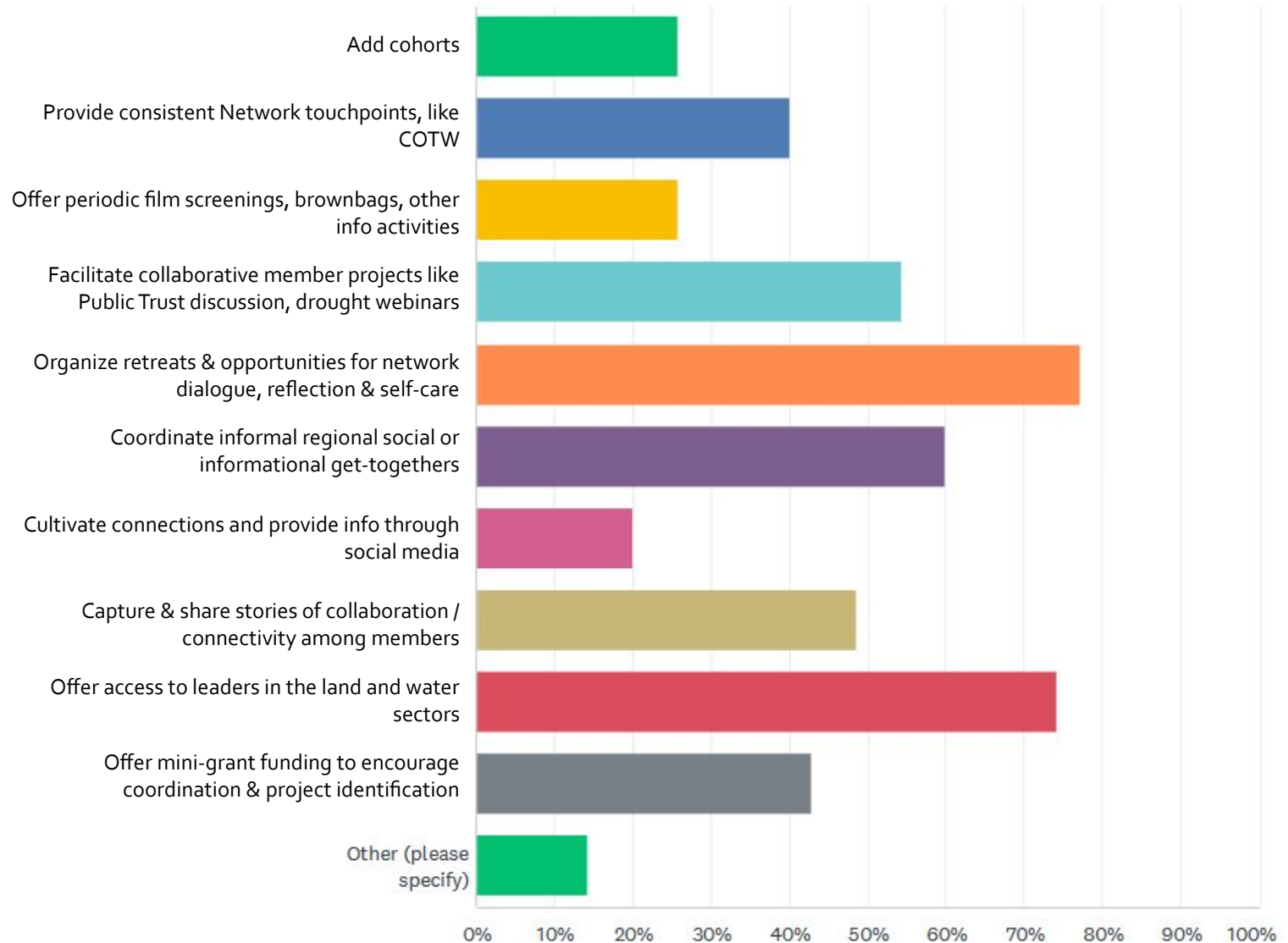
Answered: 35   Skipped: 0
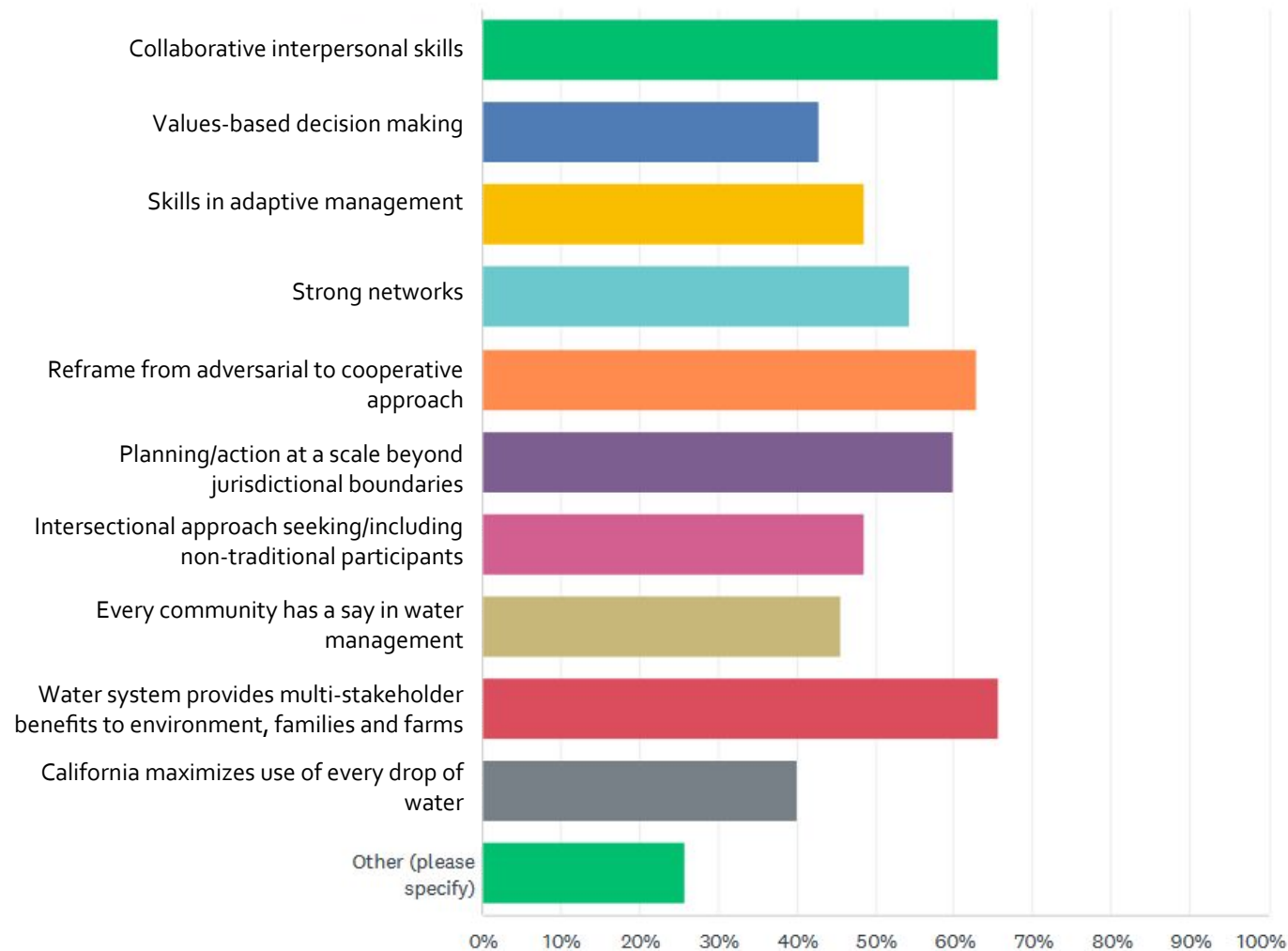
Most valuable activities to maintain

Q6 Which of the following existing activities would be most valuable to maintain the network assuming these activities can be funded?
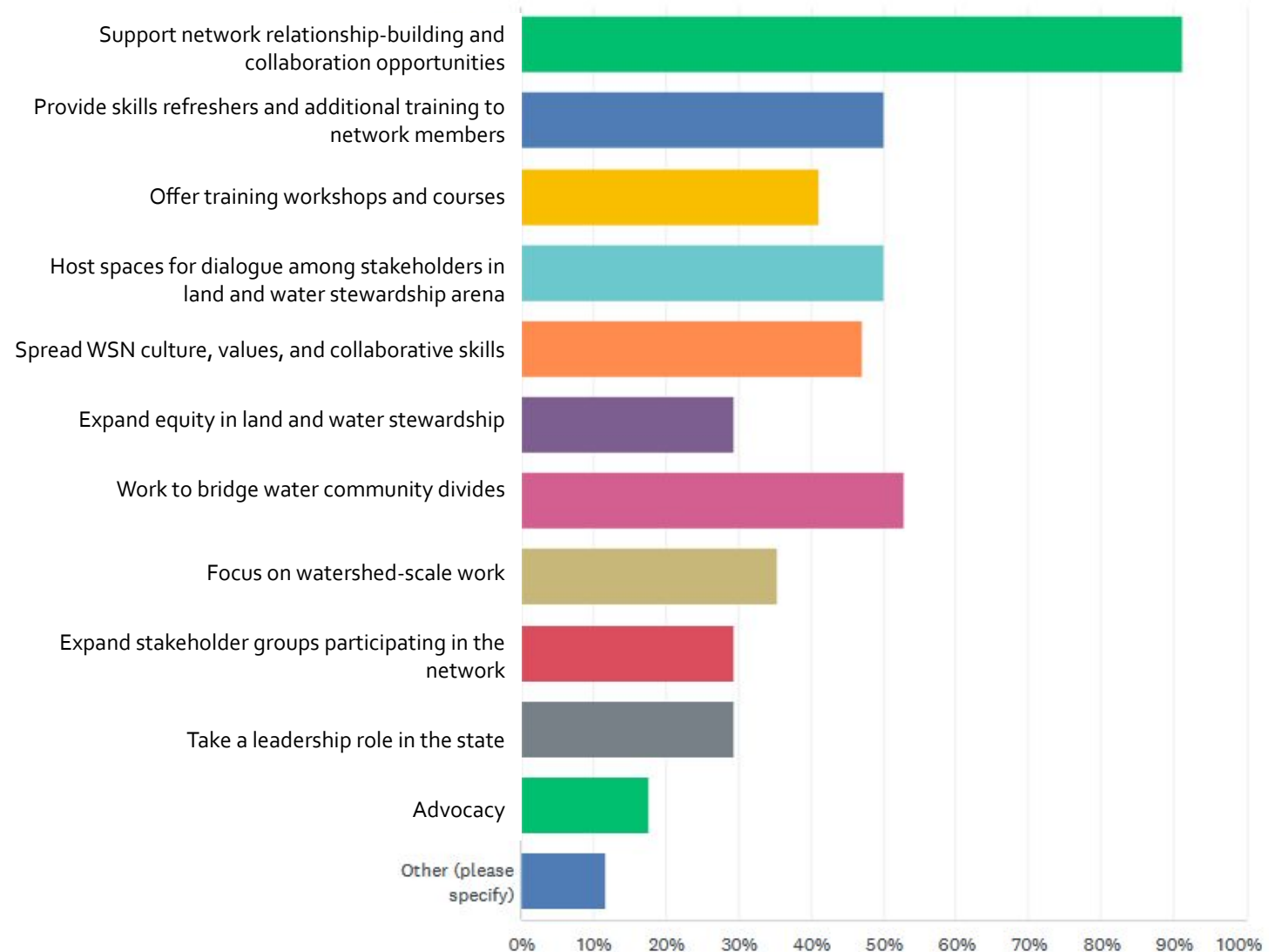
Answered: 35   Skipped: 0

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10

How you'd like to be involved in WSN

Q8. if you would like to be involved in WSN, please share how:

- Participate in regional gatherings – 74%

- Use the network email list – 48%

- Participate in Committee of the Whole meetings – 45%

- Help recruit future cohorts – 45%

- Volunteer time and experience to cohorts – 42%

- Participate in a Brown Bag – 35%

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How to support increased WSN participation

Q9. What could WSN do to increase your opportunities to participate?

Among a wide range of responses, the most common themes were:

- I am too busy, too Zoom fatigued, maxed out
- In-person gatherings/events, once safe
- After hours options, can't make events during work
- Group and/or action project

Other ideas offered:

- Fund our engagement
- Offer advocacy platform
- Joint learnings
- Unique film screenings

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Improving cross-cohort relationships

Q10. How can WSN better develop cross-cohort relationships?

- In-person gatherings

- Skill building, training, learning

- Retreats, conferences

- Encourage alums to participate in current cohort

Usage of WSN Tools

Q14. WSN tools used in work – top selections:

- Listening skills – debate vs. dialogue
- OARRS
- Don't Know What You Don't Know (DKDK)
- Giving and receiving feedback
- Facts, Inferences, Assumptions, Opinions (FIAO)

Q15. WSN tools taught to others – top selections:

- Don't Know What You Don't Know (DKDK)
- Fist to Five
- OARRS
- Values-based decision making

Cohort curriculum additions

Q16. Is there anything else you would recommend we consider adding to the cohort curriculum? Key items:

- Diversity, Equity, and Inclusion
  - Role of culture and power dynamics in meetings and the physical and psychological impacts of racism
  - Outside facilitator, include time for members to get to know others' challenges, opportunities, day-to-day experiences
  - Traditional and water sector-specific training

- In-person site visits
  - Areas severely impacted by drought, deferred maintenance, etc.
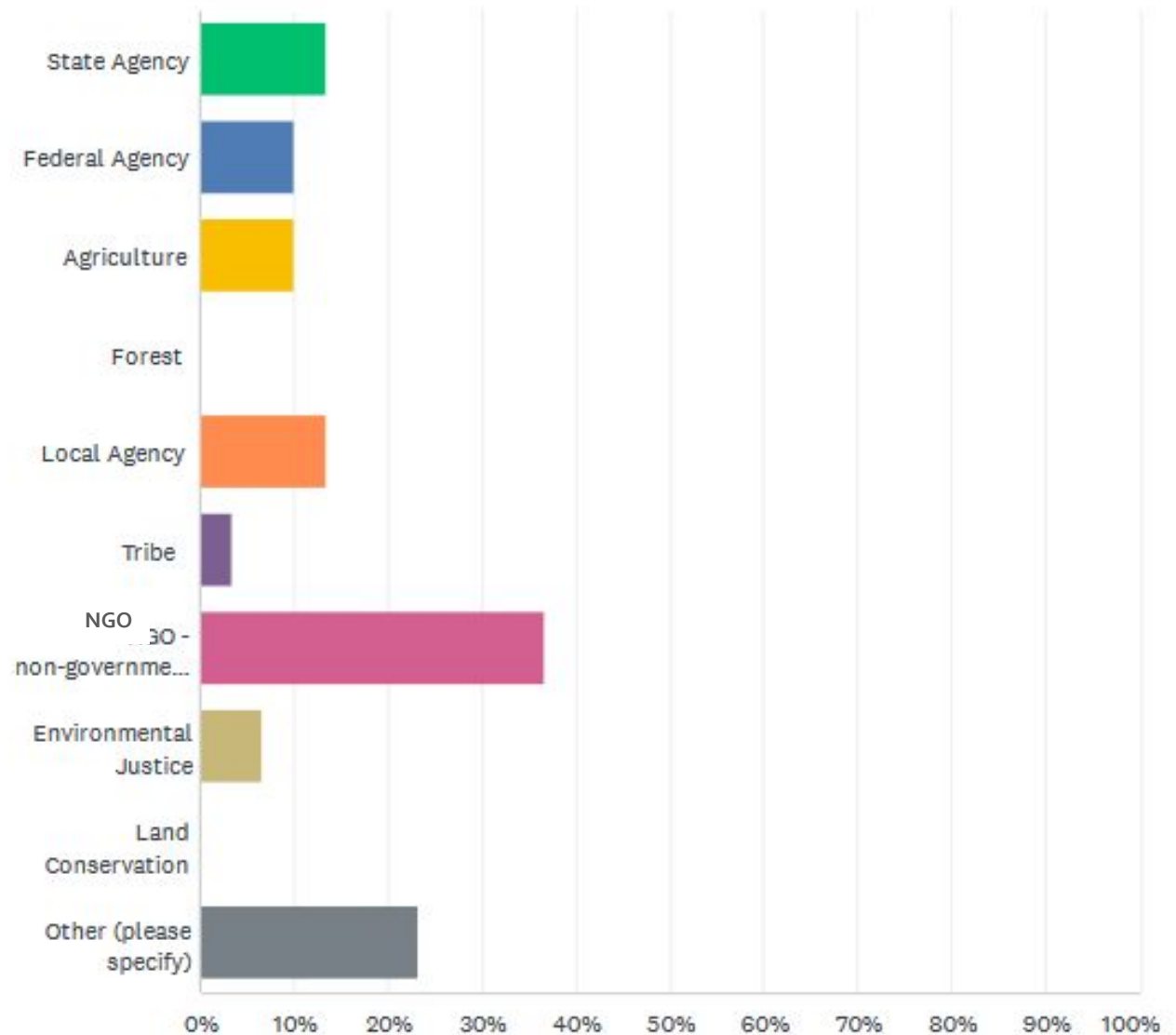 - Proof-of-concept solutions

Other ideas:

- Systems change work

- Bring Advisory Council members into trainings

- Video skill refreshers
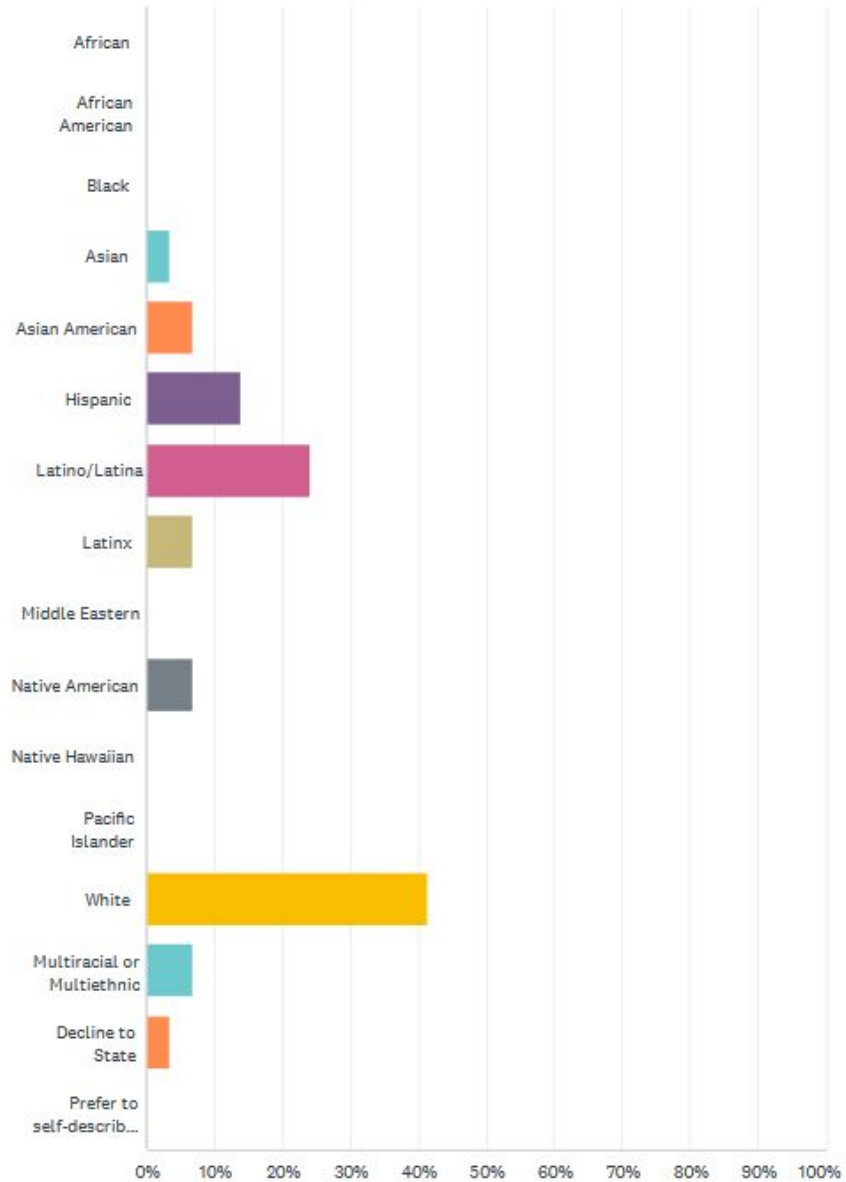
Respondent demographics : Sector

Q20 Sector

Answered: 30   Skipped: 5

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Respondent demographics: Race & ethnicity

Q21 How do you racially and/or ethnically identify:
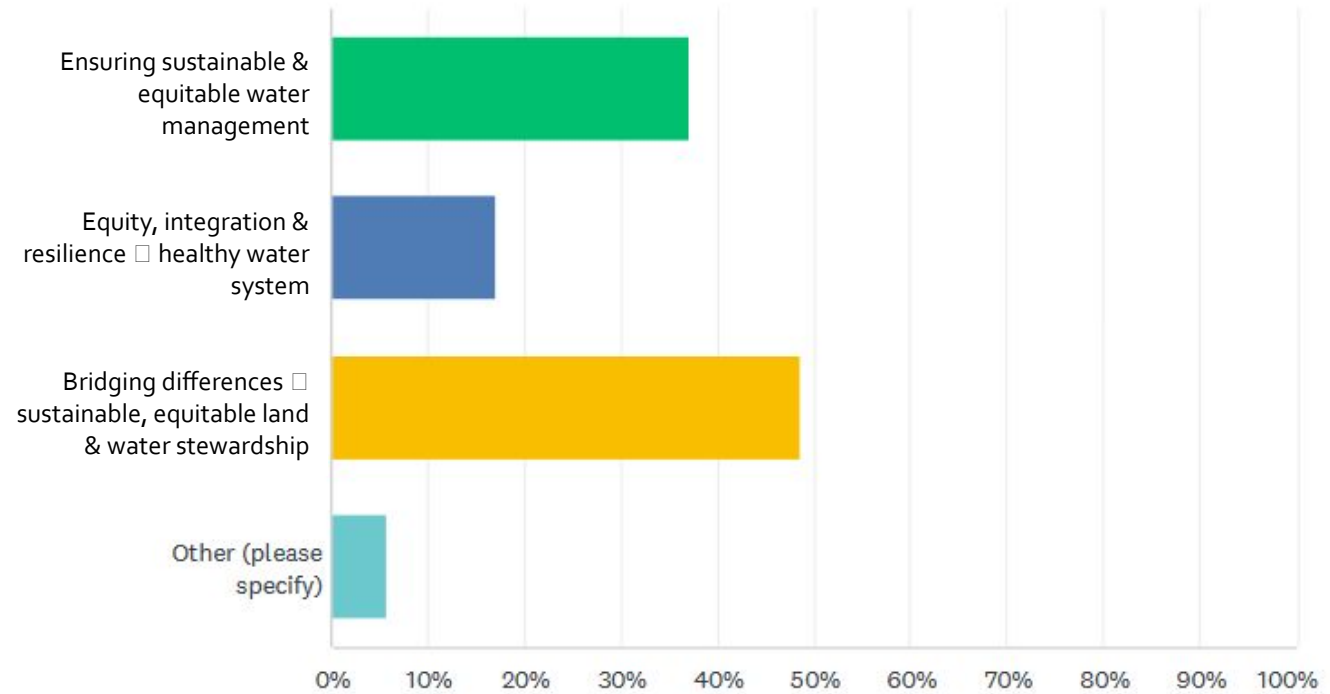
Answered: 29   Skipped: 6

Vision Slides

WSN Vision

Q2 Which of the following WSN-related vision statements/concepts most resonates with you?

Answered: 35   Skipped: 0

WSN Vision

Q2. What WSN-related vision statements/concepts most resonate with you – 2 others offered:

- Training and networking the next generation of water leaders

- Changing existing power structures to rethink water management and decision-making processes to ensure a healthy climate, community and environment

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