



Pesticide Advisory Committee

Mary Merrill Park and Recreation Board Headquarters
Board Conference Room
December 12, 2018
5:00pm to 7:00pm

Agenda

Timing	Activity	Materials
30 min Jeremy & Russ	<ol style="list-style-type: none"> 1. Welcome (Jeremy and Russ) 2. Introductions (Russ starts): Name, affiliation (if relevant), why you are here, your favorite memory from a park 	Table tents
15 min Russ	<ol style="list-style-type: none"> 3. Ice breaker 	Exercise
10 min Jeremy & Russ	<ol style="list-style-type: none"> 4. PAC information and charge - Mission and Timing <ol style="list-style-type: none"> a. <u>PAC background information</u> <ul style="list-style-type: none"> ■ The MPRB has worked closely with the University of Minnesota to understand best management practices and the latest research into land management techniques ■ The MPRB has historically made decisions about the use of pesticides by following a science driven integrated Pest Management Plan (current Plan) ■ 2,800 acres of the 6,800 acres of park land are natural areas where invasive species are currently managed with the limited use of glyphosate ■ The MPRB 2007-2020 Comprehensive Plan envisions “Urban forests, natural areas, and waters that endure and captivate” ■ The Board established a moratorium on the use of glyphosate in all land and water resource management activities 	



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	<p>b. <u>Committee charge:</u></p> <ul style="list-style-type: none">■ “Researching viable alternatives to glyphosate and other toxic pesticides throughout the system”■ “Assist and advise the MPRB in transitioning toward pesticide-free resource management alternatives” <p>c. <u>PAC composition:</u></p> <ul style="list-style-type: none">■ 9 community members to be appointed by each Commissioner■ 6 technical experts nominated by the Assistant Superintendent of Environmental Stewardship and confirmed by the Board of Commissioners <p>d. <u>Additional staff Resources:</u></p> <ul style="list-style-type: none">■ Kaitlin Ryan – Horticulture/Gardeners■ Marcia Holmberg – Landscape Ecology/Ecological Restoration■ Joe Green/Jason Wolford – Turf/Golf■ Dave Bergstrom – Turf/Athletic Fields <p>e. <u>Committee timeline:</u></p> <ul style="list-style-type: none">■ Oct 17th – Board approved action to form committee■ Nov. 28th – Board Approved Assistant Superintendent Committee Member nominations■ Dec.12th – Initial Committee meeting■ Apr 4th – Committee presents to the Board Operations and Environment Committee <p>f. <u>Long-term staff responsibilities:</u> Continue making annual reports to the Board of Commissioners recommending alternative practices for chemical pesticide use in each subsequent year;</p>	
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<p>10 min Jeremy</p>	<p>5. MPRB Overview Information + Land Management Areas</p> <ul style="list-style-type: none"> a. Mission and vision b. Lands, facilities, and programs <ul style="list-style-type: none"> i. Golf Courses ii. Premier Athletic Fields iii. Natural Areas iv. Gardens v. Wildlife c. Park and program user-ship d. Park/land <u>use</u> expectations: access, safety, intended use.... e. Park/land stewardship and maintenance principles: safety and health, aesthetics, ecology, legal, best practices, etc. f. Organization -- which groups manage what g. Q&A 	<p>PPT</p>
<p>10 min Jeremy</p>	<p>6. Information on MPRB current practices around pesticides</p> <ul style="list-style-type: none"> a. Introduction b. Fauna/animal control c. Flora <ul style="list-style-type: none"> i. Minnesota Noxious Weed Law ii. MPRB invasive species management practices 	



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	<ul style="list-style-type: none"> iii. Integrated Pest Management Plan <ul style="list-style-type: none"> 1. Past practice 2. Changes in priorities 3. Current practice 	
<p>30 min Christy Dolph</p>	<p>7. Getting started + Working Groups</p> <ul style="list-style-type: none"> a. While you haven't yet developed your workplan, the charge makes clear that this PAC is to look into "viable alternatives to glyphosate and other toxic pesticides throughout the system" and help MPRB "transition toward pesticide-free resource management alternatives" b. With your impressive backgrounds and credentials, a critical early step is to get everything you all know about relevant research, non-toxic solutions, and management strategies c. We're asking all PAC members and staff to contribute to this between now and the next meeting -- and we'll provide some protocols and a common platform d. Formulation working groups (all members choose one group, there will be opportunity for all members to give input to all groups) (invite non members to participate in working groups) 	
<p>5 min Jeremy</p>	<p>8. Housekeeping: + SCHEDULE NEXT MEETING</p> <ul style="list-style-type: none"> a. Logistics <ul style="list-style-type: none"> i. Likely twice/month ii. At MPRB iii. As a whole and/or as subgroups determined by the PAC 	<p>HANDOUT HOUSEKEEPING FOR REFERENCE</p> <p>HANDOUT FOR MEETING #2 GROUP NORM DISCUSSION</p>



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	<ul style="list-style-type: none">iv. Initial scheduling request did not find common times, so have opened up more days and will resend scheduling requestb. Communications platforms:<ul style="list-style-type: none">i. Website in progressii. We are working on a shared platform for the PAC's work and will send more information once we have itc. PAC member rosters: Public info will be on website, other contact information will be for PAC members and staff only	
10 min Russ	9. Open comment time	
Russ	10. Thank you and adjourn	



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HANDOUT FOR MEETING 2 DISCUSSION

	<p>11. Group norms</p> <p>a. <u>Introduction</u>: You are a completely new group, arriving in different ways and from different places, all with much to offer that is of great benefit to the MPRB. Creating group norms at the beginning -- and refining them as you move forward -- can substantially improve your working relationships and the quality and value of your collective recommendations.</p>	<p><u>Handout for homework at Meeting 1</u></p> <p><u>MEETING 2</u></p>
	<p>b. <u>Overview</u>:</p> <p>i. Norms are:</p> <ol style="list-style-type: none"> 1. Standards that you establish to help you accomplish your work together 2. Often the “unwritten rules” about the beliefs, values, and operating principles that members think are important 3. Sometimes the themes in stories you tell about important events, celebrations, and rituals 4. The way the group does things that really count – the way the place really works <p>ii. Norms usually are not:</p> <ol style="list-style-type: none"> 1. Written policies 2. Codified in managerial memos 3. Formally included in job descriptions 4. Formally stated anywhere in the system 	
	<p>c. <u>Brainstorm and cluster</u>: Thinking about a high-performing, successful group or team that you’ve seen or been part of, what are some characteristics of or guidelines for a successful team? Think of things that might improve this PAC’s performance, inspire commitment, or enhance satisfaction in your work together. Use short phrases or a few words.</p> <ol style="list-style-type: none"> i. Group practice (Examples: respect each other; listen; be open minded; consider ideas different from mine; focus on facts; seek consensus; assume best intentions) ii. Individual brainstorming on separate sheets of paper iii. Star top 3-5 iv. Write on small post-its v. Post on wall and cluster (Anne to help label clusters) 	



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	<ul style="list-style-type: none"> d. <u>Refine and commit:</u> <ul style="list-style-type: none"> i. At wall, briefly review, clarify, and refine ii. Remember these are your <i>starting</i> norms, and you'll have the chance to refine them as you work together iii. Reach agreement on those to which you are willing to commit and monitor yourselves on as you move forward 	
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Meeting #2 Agenda Items

15 min Anne	<p>12. Parameters exercise</p> <ul style="list-style-type: none"> a. <u>Introduction:</u> <ul style="list-style-type: none"> i. An important initial step is to look at the "parameters" of your work as a PAC ii. As this is just your first hour together, however, it could be difficult to reach consensus right now on what you are going to do and why iii. Sometimes a helpful way to look at this is to collectively identify the flipside -- what is <i>not</i> your job iv. This helps you prepare to agree in the next meeting on what <i>is</i> your job 	MEETING #2
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	<p>b. <u>Generate ideas:</u> Given the Board’s charge, the excellent qualifications and commitment of PAC members, and what you have just learned in the overview, what is clearly <i>outside</i> the boundaries of the PAC’s work? Please focus on reasonable ideas that <i>the entire group</i> is likely to support.</p> <ul style="list-style-type: none"> i. Group practice (examples: our job is <i>not</i> to make final decisions; our job is not to conduct our own original research; our job is not to write a new set of procedures for staff) ii. Individually generate 3-5 ideas on Post-its iii. At your table (4-5 people): <ul style="list-style-type: none"> 1. Post and cluster your ideas on your table’s flipchart sheet 2. Quickly summarize each cluster -- write out on larger Post-it 3. Post your flipchart sheet on the wall 4. Decide who will report out 	
	<p>c. <u>Report out and seek consensus:</u> Whole group gathers in front of posted flipchart pages with clusters</p> <ul style="list-style-type: none"> i. Table group leads: round-robin report out on 1 cluster/group at a time (no dups) ii. Briefly discuss as needed iii. Move toward consensus: Are we generally OK with these as the <i>clarifying boundaries</i>? 	
	<p>d. <u>Close:</u> As the PAC together determines its work, these ideas will serve as a reference as you begin developing your workplan at your next meeting</p>	
15 min Anne	<p>13. PAC goals exercise</p> <p>a. <u>Introduction:</u> For our last group exercise as this PAC gets underway -- and now that you have some initial group norms and a sense of what’s <i>outside</i> your purview, it’s helpful to <i>collectively</i> agree on what success looks like</p>	MTG #2
	<p>b. <u>Generate ideas:</u> Imagine...It’s now early May, the Minneapolis parks are at that amazing spring moment of brilliant light, color, scent, and sound. You have completed your work together and presented to the Board, and <i>everyone</i> deems your work a success. What does that mean? What characterizes this PAC’s success?</p>	



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	<ul style="list-style-type: none">i. Group practice (Examples: At the end of our presentation, both Board and audience members burst into applause; we can honestly say our ideas and opinions substantively evolved as a result of our work together; the Board overwhelmingly adopted our recommendations; we came to respect and like each other)ii. Individuals brainstorm for 2 minutes on separate paper; star your top 3-4 <PPT countdown timer>iii. Count off by 5s to form trios; take 1 minute <i>each</i> to share your top ideas <PPT countdown timer>	
	<ul style="list-style-type: none">c. <u>Round-robin report out</u>: Trios report out ideas (no documentation)d. <u>Close</u>: Explain that we'll collect and compile all top ideas, create a summary, and distribute all documentation back to everyone -- for future discussion as you do your work	