

**Environment and Natural Resources Trust Fund  
2011-2012 Request for Proposals (RFP)**

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**Subd: 08f**

**Project Title:** Cross-Cultural Cooperation in Fish and Wildlife Conservation

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**Category:** G. Environmental Education

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**Total Project Budget: \$** 400,000

**Proposed Project Time Period for the Funding Requested:** 3 yrs, July 2011 - June 2014

**Other Non-State Funds (secured): \$** 0

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**Summary:**

To incorporate Southeast Asian, including Hmong values for white bass and squirrel into natural resources management and activities. Outcomes are Southeast Asian immigrant community groups' adoption of Minnesota game ethics and their evolution as significant conservation partners.

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**Sponsoring Organization:** DNR

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**Location:**

**Region:** SE

**Ecological Section:** Statewide

**County Name:** Houston, Ramsey

**City / Township:**

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**2011-2012 MAIN PROPOSAL**  
**Proposal # 198-G**

**PROJECT TITLE:** Integrating Hmong hunting and fishing heritage into management

**I. PROJECT STATEMENT**

This innovative effort focuses on a minority culture that has evolved into a significant segment of Minnesota's non-Caucasian hunting and angling community. In general, it is designed to further the Hmong's evolution as members of Minnesota's hunting, angling and conservation community. Specifically, it takes a first-ever approach to addressing issues that relate to white bass and squirrel, species of high importance to Southeast Asians. This project will update data to develop and implement new approaches that support conservation, outdoor participation and environmental awareness, all in the context of incorporating traditional Southeast Asian/Hmong values into DNR management strategies and activities. The two key outcomes of this project are: 1) Increased understanding and adoption of Minnesota's conservation ethics and practices by Hmong and other SE Asian groups; 2) Furthering the Hmong sportsmen's evolution as a significant conservation partner in Minnesota's outdoor and environment community.

**Why:**

Hmong enjoy and utilize Minnesota's natural resources. They travel extensively. When they arrive at a destination, they tend to hunt, fish and camp in large groups. They mostly rely on public lands, concentrating in a few known areas where capacity and facilities are limited. As a result, their hunting and angling practices have the potential to create conflicts with local sportsmen and communities. In regard to white bass, this project will collect data currently lacking on this species and people who catch and consume it. In regard to hunting and angling, this project will engage Southeast Asian/ Hmong leadership in cross-cultural educational actions focused on fishing and hunting ethics, conservation traditions, hunter/angler-landowner relations, and conflict management and resolution strategies. When every outdoor sportsman observes ethics, natural resources conservation and preservation win.

**Goals and Outcomes:**

Two main goals: 1) to learn more about white bass and the people who catch and consume it so appropriate management strategies, including consumption advisories, can be implemented; 2) to further Southeast Asian including Hmong understanding and adoption of fishing and hunting ethics and conservation practices. Project will be launched in areas where most Hmong and other Southeast Asian sportsmen recreate, i.e. metro and Southeast Minnesota, and will continue to other parts of the state.

**II. PROJECT DESCRIPTION**

**A. WHITE BASS ACTIVITIES:**

**Activity 1:** The DNR has never sought or compiled extensive white bass data. This project would mark a first-ever broader understanding of Minnesota's white bass resource. This effort consists of a tagging study of white bass for mortality rate and movements in Lake St. Croix and Pool 4 of Mississippi River, a creel survey of white bass anglers in these areas, and would update fish contaminant information to be shared with the Department of Health.

**Budget:** \$128,000

**Outcomes:**

- |                                                                            | <b>Completion date</b> |
|----------------------------------------------------------------------------|------------------------|
| 1. Tagging incl. hiring 2 SE Asian interns & Hmong community participation | April 2013             |
| 2. Creel survey incl. hiring 2 SE Asian clerks                             | April 2013             |
| 3. Update, test contaminants and report results                            | April 2013             |

**Activity 2:** Human dimensions survey of Hmong and other anglers in Minnesota who pursue white bass. Includes hiring of SE Asians for face-to-face interviews under U of MN Research Center's leadership & supervision.

**Budget:** \$33,000

**Outcome:**

1. Anglers' demographics/profiles
2. Anglers' preferences and access barriers

**Completion date**

April 2013  
April 2013

**B. HMONG HUNTING INTEGRATION & CROSS-CULTURAL ACTIVITIES.**

**Activity 1:** Most Southeast Asian, in particular Hmong sportsmen are familiar with and observant of game laws but due to cultural differences their actions and behaviors often depart from Minnesota norms. The goal of this portion of the project is to support, sponsor and provide bilingual/bicultural communications and interpersonal skill training sessions to further facilitate their entry and integration into mainstream hunting and natural resource conservation community. This activity will engage Hmong and other Southeast Asian community groups by working closely and partnering with their leadership represented by various local ethnic outdoor sportsmen and media organizations. Project will start in metro and Southeast MN, and continue to other parts of the state.

**Budget:** \$30,000

**Outcomes:**

1. Identify/adapt existing training programs
2. Pilot, provide and evaluate training sessions

**Completion date**

June - July 2012  
Dec. 2012- July 2013

**Activity 2:** Develop special training materials for SE Asians including Hmong on hunting ethics, including issues of private land ownership and trespass, conservation and preservation practices; to conduct training at traditional camping sites during high hunting periods. This will require a contract to develop professional curriculum, provide staff support and engage in intensive liaison work. Work will include active engagement and support of Hmong and other Southeast Asian community groups and their leadership through their assistance and review of training material development, training schedules and participation.

**Budget:** \$100,000

**Outcomes:**

1. New hunting ethics and hunter responsibilities materials
2. Training sessions: estimated 3-4 sessions held

**Completion date**

Jan. 2012  
Sept. 2012

**Activity 3:** Contract with one curriculum development / facilitator professional on cross-cultural sensitivity training. Target audiences are private and local government entities and the public. Results will be a curriculum package on conflict management and resolution and formal training using that curriculum package for target audience. Work will include active engagement and support of Hmong and other Southeast Asian community groups and their leadership through their assistance and review of training schedules and participation.

**Budget:** \$100,000

**Outcomes:**

1. Consultation, contract process, training design
2. Training sessions and forums: estimated 3-4 sessions over two years

**Completion date**

Dec. 2011  
Dec. 2012

**Activity 4:** Develop contacts and relationships with public land managers and provide training and materials to targeted audiences in an effort to increase awareness of available public hunting lands.

**Budget:** \$9,000

**Outcomes:**

**Completion date**

1. Contacts/work with local authorities in new hunting areas April 2012
2. Assemble materials & schedule training sessions on access& use Dec. 2013

### **III. PROJECT STRATEGY:**

This project aims to further integrate a minority community into Minnesota's natural resource community by 1) focusing on two species of cultural importance to Southeast Asians; 2) engaging SE Asian, specifically Hmong leadership; and 3) working with local communities where Hmong and other Southeast Asians hunt and fish to ensure safe and positive experiences for all.

#### **A. Project Team & Partners:**

**Fisheries activities:** DNR Southeast Asian Program (SEA), DNR Central Region Fisheries staff, Asian Outdoor Heritage, University of Minnesota, and members of Southeast Asian including Hmong community.

**Hunting activities:** DNR SEA Program, Divisions of Parks & Trails, Wildlife, Enforcement, Forestry, Minnesota Deer Hunters Association Capitol (Hmong) Chapter, Asian Outdoor Heritage, SEA community groups, county and city governments, landowners, and major Caucasian sportsmen organizations

#### **B. Timeline Requirements**

**Fisheries activities:** from July 2011 to December 2013

**Hunting activities:** from July 2011 to December 2013

#### **C. Long-term Strategy and Future Funding Needs**

It is anticipated that with better and deeper understanding of Minnesota hunting and angling norms, the Hmong will continue to participate in the outdoors, do so with greater confidence and security, and help pass on their interest in the outdoors to future generations. Future funding will be based results of this effort and the next logical adaptations.

**2011-2012 Detailed Project Budget  
Proposal #198-G**

**IV. TOTAL TRUST FUND REQUEST BUDGET**

| <b><u>BUDGET ITEM</u></b>                                                                                                                                    | <b><u>AMOUNT</u></b> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| <b>Personnel:</b>                                                                                                                                            | <b>\$ 216,910.00</b> |
| ➤ Fishery portion includes 2 NR Spec./4 creel clerks/4 student interns \$96,910                                                                              |                      |
| ➤ Hunting portion includes One 0.75% unclassified community planner@36.05 \$120,000                                                                          |                      |
| <b>Contracts:</b>                                                                                                                                            | <b>\$ 93,000.00</b>  |
| ➤ Fishery: with U of M for human dimensions survey of white bass anglers including Hmong and other SE Asian community participants \$33,000                  |                      |
| ➤ Hunting: 1 curriculum development / cross-cultural professional \$60,000                                                                                   |                      |
| <b>Equipment/Tools/Supplies:</b>                                                                                                                             | <b>\$ 30,000.00</b>  |
| ➤ Fishery activities (floy tags, tagging guns, floating devices, survey forms, gears) \$5,000                                                                |                      |
| ➤ Hunting integration activities (workshop/meeting related expenses incl. facilities rental, transportation, plat books, textbooks, supplies, etc.) \$25,000 |                      |
| <b>Travel:</b>                                                                                                                                               |                      |
| In-state travel costs : hunting portion (trips to South East MN,& other hunting area, lodging, mileage for staff/volunteers/instructors& trainers            | <b>\$14,000.00</b>   |
| <b>Additional Budget Items:</b>                                                                                                                              | <b>\$46,090.00</b>   |
| ➤ Education materials (development/printing/distribution) electronic/web sites & training costs \$20,000                                                     |                      |
| ➤ Fleet (fishery):pickup trucks 34000 miles @ .50 /mile, outboard, fuel, repair \$26,090                                                                     |                      |

**TOTAL ENVIRONMENT & NATURAL RESOURCES TRUST FUND \$ REQUESTS \$400,000.00**

**V. OTHER FUNDS**

**SOURCE OF FUNDS**

**Other Non-State \$ being Applied to Project During Project Period:**

Other Non-State \$0.00 none

**Other State \$ Being Applied to Project during Project Period**

**\$ 52,897.00**

- DNR Shared Services Costs \$38,497
- Fish & Wildlife Division Support \$14,400

**In-kind Services during Project Period**

**\$ 94,500.00**

- Fishery 2 NR specialists for 800 hrs@ 37.50= \$33,000
- Hunting 30% Project Manager=\$35,000; 20% Hmong liaison=\$26,500

**Remaining \$ from Current ENRTF Appropriation (if applicable): N/A**

**Funding History: N/A**



**Top Left:** A southeastern Minnesota landowner expressed concerns about trespassing because his land is near a state forest campground.

**Top Right:** This Houston County landowner commented on the perception that Hmong hunters and anglers are having negative impacts on wildlife, fisheries and habitat because of their traditional hunting and fishing habits.

**Bottom Left:** Another Houston County landowner expressed her opinion that landowners should only have to use No Trespassing signs in the English language when posting their land. Some courts have overturned alleged trespass violations because Hmong hunters could not read the English language signs.

## **Project Manager Qualifications and Organization Description**

**Project Manager:** **Josee Cung** is Program Manager of the Southeast Asian Outreach Program located in the Outreach Section of Division of Fish and Wildlife at the Minnesota Department of Natural Resources. She has a B.A in Political Sciences from Sydney University, Australia, a M.A in Economic Development from the United Nations' Asian Institute, Bangkok, Thailand, and a diploma in Program Management and Evaluation from the University of St. Thomas in Saint Paul. In 1996 under her lead, the Southeast Asian Outreach Program was awarded a \$55,000 McKnight grant for a project on Hmong use of the Mississippi for fishing and their fish consumption and its impacts. This project receives a national urban river restoration award by American Rivers a non-profit agency in Washington D.C. Between 1990 and 2000, also under her lead, the program was awarded \$300,000 in grants by USDA Forestry Service to work with Southeast Asian community groups on forestry activities. In 2000 Josee Cung received the Asian Pacific Leadership Award by the State Council on Asian Pacific American Minnesotans.

**Hunting Lead Team Member:** **Tong Vang** is Community Planner at MN Department of Natural Resources working as Hmong Liaison between the Department and the Hmong community. In this position, Tong Vang has helped the DNR Southeast Asian Outreach Program established formal working relationships with all major local Hmong, Lao, Cambodian, Vietnamese organizations, and recently arrived immigrant groups from Burma. In this position, Tong Vang has gained a high degree of trust from the large and multi-ethnic group Asian community. He has served on the Board of Directors of the State Council of Asian Pacific Minnesotans, Lao Family Community Center, the 18 Hmong Clans Council, and other smaller Hmong groups. Within the DNR, Tong works closely with DNR Asian Conservation officers, wildlife, fisheries and forestry staff, and park and campground managers.

**Fisheries Lead Team Member1:** **Kevin Stauffer** is Area Fisheries Supervisor for MN DNR Fisheries in Lake City. He has been in this position for 8 years and with DNR for 19. Previous DNR positions include Fisheries Specialist, Assistant Area Supervisor & Regional Project Coordinator. His area of responsibilities includes the Mississippi River from Lock and Dam 2 in Hastings, MN, to the Iowa border. Kevin Stauffer oversees a staff of 5 specialists and biologists. Lake City Fisheries Office implements a wide variety of fisheries monitoring and management programs on the Mississippi and has extensive knowledge of the lake Pepin/Pool 4 fisheries resources.

**Fisheries Lead Team Member2:** **Gerald Johnson** started as East Metro Supervisor in June 2007. He began with the department as a college intern in 1978. After graduation from Minnesota State University, Jerry worked as a NR Technician in Brainerd and Hutchinson Area Fisheries. Jerry moved up to head the aquatic plant management program in the metro area before being selected as Metro Region Project Coordinator. Prior to his current position, Jerry was the Federal Aid Coordinator for the Division of Fish & Wildlife. The East Metro Management area includes 73 lakes of fish management priority 3 and above, and covers 96 miles of two major rivers, Mississippi Pool 2 and the Lower St. Croix.

**Organizational Description:** The Minnesota Department of Natural Resources works with citizens to conserve and manage the state's natural resources, to provide outdoor recreation opportunities, and provide for commercial uses of natural resources in a way that creates a sustainable quality of life. This mission requires sharing stewardship with citizens and partners, working together to address often-competing interests.

