



# Environment and Natural Resources Trust Fund

2027 Request for Proposal

## General Information

**Proposal ID:** 2027-307

**Proposal Title:** Braiding Knowledge for Biodiversity Conservation

## Project Manager Information

**Name:** Catherine Early

**Organization:** Science Museum of Minnesota

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## Project Basic Information

**Project Summary:** This professional development program will empower Native participants to harmonize Western approaches to conserving non-human relatives with traditional ecological knowledge to better protect Minnesota's natural resources.

**ENRTF Funds Requested:** \$709,000

**Proposed Project Completion:** June 30, 2030

**LCCMR Funding Category:** Education and Outdoor Recreation (C)

## Project Location

**What is the best scale for describing where your work will take place?**

Statewide

**What is the best scale to describe the area impacted by your work?**

Statewide

**When will the work impact occur?**

During the Project

## Narrative

### **Describe the opportunity or problem your proposal seeks to address. Include any relevant background information.**

Western science is very young on this landmass compared to the traditional ecological knowledge (TEK) of Turtle Island's nature built and held by Indigenous people over more than ten thousand years. Despite Native Americans being the original stewards of the land we now call Minnesota, they remain underrepresented in conservation careers. This underrepresentation is due to a lack of culturally-relevant opportunities in the colonial scientific system rather than a lack of interest. STEM faces a diversity crisis, and is losing out on bright minds and groundbreaking advances due to systemic barriers. At the same time, the world faces a biodiversity crisis, with record human-caused species loss and habitat degradation. This crisis of the natural world can be seen in Minnesota's imperiled freshwater mussel populations and declining water quality, among other indicators, and is a significant concern for many members of the Native community. To reverse the biodiversity loss crisis, we must pull from all available tools, including TEK and cultural viewpoints currently underrepresented in STEM. Our proposal will provide opportunities for Native Minnesotans to braid Western scientific methods and traditional conservation practices and for non-Native conservation professionals to learn about this holistic approach to biodiversity conservation in the state.

### **What is your proposed solution to the problem or opportunity discussed above? Introduce us to the work you are seeking funding to do. You will be asked to expand on this proposed solution in Activities & Milestones.**

Through collaboration with Native communities, we will develop and implement a professional development program for Native adults interested in biodiversity conservation. This program will expose three one-year cohorts of participants to many different tools used across Minnesota to protect plants and wildlife through presentations from and visits with content providers. Topics include policy, wildlife health, scientific collections, and fieldwork, and will span different organization types, from nonprofits to state and tribal natural resource agencies to zoos to museums. Throughout the program, connections will be made between TEK and Western science practices, including by learning from Native elders. Through discussions with participants, non-Native conservation professionals will also learn about traditional conservation practices, strengthening the toolkit they apply to protecting biodiversity. Participants will attend webinars to build baseline knowledge during the spring and then get hands-on experiences in biodiversity conservation for three weeks during the summer. Participants may range from college students to community members to educators, as there is value in everyone having tools to protect non-human relatives. To ensure that our offerings are culturally-relevant and span the diversity of conservation work in Minnesota, project leaders will work with a steering committee of Native community advisors and non-Native conservation professionals.

### **What are the specific project outcomes as they relate to the public purpose of protection, conservation, preservation, and enhancement of the state's natural resources?**

Outcomes align with priorities C3-5,7. This program will introduce Indigenous Minnesotans to conservation career pathways and grow their professional networks. Content providers will be introduced to new approaches to biodiversity conservation, resulting in an enhanced ability to protect the state's natural resources. By the end of the program, participants and content providers will express confidence in combining many approaches to conserving non-human relatives and applying this knowledge to their work. This program will empower Native participants to become conservation champions even within Western scientific systems, continuing the legacy of Native people protecting Minnesota's natural resources for thousands of years.

## Activities and Milestones

### Activity 1: Fall: content planning, training, advertising, and participant selection

**Activity Budget:** \$72,225

**Activity Description:**

Each fall, project leaders will recruit and then meet with steering committee members to plan content and experiences for participants in the spring and summer. We will build on a strong list of content and experience providers who are willing to support this program (see Attachments) to develop each year’s schedule. Programming will be designed to encourage discussion and community-building throughout, an important component of working in Native spaces. Non-Native conservation professionals providing content for participants, including the non-Native project leaders, will be offered cultural sensitivity training on working with Native communities. This training will be led by the Native project leader and Native community advisor members of the program’s steering committee. Applications to the program will be posted and advertised in Native outlets such as tribal colleges, tribal newsletters, Indigenous student organizations at Minnesota universities, and by word-of-mouth through our partnerships with tribal community members and employees (see Attachments). We will accept 12 applicants for each cohort. Applications will be reviewed by project leaders, who will make final acceptance decisions with input from the steering committee. Project leaders will confirm each candidate’s descendency, then offers for participation will be extended to applicants.

**Activity Milestones:**

Description	Approximate Completion Date
Year 1 developing and posting application	August 31, 2027
Year 1 advertising and promoting open application	October 31, 2027
Year 1 closing application	November 30, 2027
Year 1 deciding and notifying applicants	December 31, 2027
Year 1 planning	December 31, 2027
Year 1 cultural sensitivity training	December 31, 2027
Year 2 developing and posting application	August 31, 2028
Year 2 advertising and promoting open application	October 31, 2028
Year 2 closing application	November 30, 2028
Year 2 deciding and notifying applicants	December 31, 2028
Year 2 planning	December 31, 2028
Year 2 cultural sensitivity training	December 31, 2028
Year 3 developing and posting application	August 31, 2029
Year 3 advertising and promoting open application	October 31, 2029
Year 3 closing application	November 30, 2029
Year 3 deciding and notifying applicants	December 31, 2029
Year 3 planning	December 31, 2029
Year 3 cultural sensitivity training	December 31, 2029

### Activity 2: Spring: virtual content, relationship-building, and initial evaluation

**Activity Budget:** \$39,213

**Activity Description:**

Each spring, cohort members and steering committee members will meet virtually for six webinars or discussions. The first virtual meeting will be dedicated to getting to know each other, a general program overview, an introduction to the proposed evaluation activities and evaluator, and Q&A session. The remaining five meetings will cover biodiversity conservation topics, providing a shared baseline level of knowledge on the topic, and allow participants to learn from professionals and organizations that they will not be able to connect with during the in-person portion of the program.

Examples include a presentation by a Liberty Wildlife Non-Eagle Feather Repository staff member (see Attachments) and guided discussions of journal articles about Indigenous data sovereignty and TEK. Prior to the webinars, the evaluator will ask participants for feedback on their existing professional networks, knowledge of and experience with biodiversity conservation, and confidence in applying this knowledge in a range of contexts. Webinars will be spread throughout the spring based on speaker availability. Dates will be set during the fall planning period and communicated to cohort members as soon as they are accepted into the program so they can plan their schedules accordingly.

**Activity Milestones:**

Description	Approximate Completion Date
Year 1 six sessions of virtual content	May 31, 2028
Year 1 evaluation of virtual components	May 31, 2028
Year 2 six sessions of virtual content	May 31, 2029
Year 2 evaluation of virtual components	May 31, 2029
Year 3 six sessions of virtual content	May 31, 2030
Year 3 evaluation of virtual components	May 31, 2030

**Activity 3: Summer: in-person learning experiences**

**Activity Budget:** \$570,958

**Activity Description:**

Each June, all cohort members will gather in the Twin Cities for a three-week in-person residency hosted by the project leaders at the Science Museum of Minnesota (SMM), with experiences at additional locations. Throughout, Native participants will share their culturally-informed perspectives on conservation with content providers. Many of the partners selected to host experiences are LCCMR funding recipients, creating an opportunity to extend the impact of that funding by sharing those projects with new audiences. Examples of local experiences are studying specimens in SMM’s Biology Collection; visiting endangered species programs at the Minnesota Zoo; learning about wildlife health at the Raptor Center; and collecting freshwater mussels with MNDNR (see Attachments). We will also organize overnight trips to visit tribal natural resources departments in other parts of Minnesota (see Attachments). Whenever we visit tribal communities, we will also arrange opportunities to learn about TEK from elders in those communities. The program will culminate in a daylong discussion with Native elders on TEK and Western conservation, which non-Native experience providers will be invited to listen to and learn from. Evaluation will rely on participant reflection on how program experiences build on TEK and content provider reflection on their understanding of traditional practices.

**Activity Milestones:**

Description	Approximate Completion Date
Year 1 3-week in-person residency and evaluation	June 30, 2028
Year 2 3-week in-person residency and evaluation	June 30, 2029
Year 3 3-week in-person residency and evaluation	June 30, 2030

**Activity 4: Sharing program with Native communities**

**Activity Budget:** \$26,604

**Activity Description:**

It is important to share information about this program and its impact with Native communities to increase awareness among potential applicants, seek feedback from community members, and allow for this program’s model to be adapted elsewhere if it is successful. Having in-person interactions, or visiting, is an important aspect of relationship-building in

Native cultures. Although we will build and maintain as many relationships as possible virtually to be good stewards of LCCMR funding, occasional trips throughout the program will be important to its growth. These trips include in-state travel for project leaders going to tribal and community college opportunity showcases and to communities that may host participant visits. These trips will occur when it is convenient for the hosting communities or colleges. One project leader will also engage in out-of-state travel to present project results at the annual meeting of the Native American Fish and Wildlife Society in the final year of the project.

**Activity Milestones:**

Description	Approximate Completion Date
Year 1 trip to Minnesota tribal college or community	June 30, 2028
Year 2 trip to Minnesota tribal college or community	June 30, 2029
Year 3 trip to Minnesota tribal college or community	June 30, 2030
Presenting project results at Native American Fish and Wildlife Society	June 30, 2030

## Project Partners and Collaborators

Name	Organization	Role	Receiving Funds
Pejuta Haka Win Red Eagle	Science Museum of Minnesota	Oglala Lakota na Wahpekute & Wahpetunwan Dakota; Assistant Curator for Native American Ethnographic Collections; she will serve on the steering committee, engage in outreach with Indigenous communities in Minnesota, mentor participants, and provide cultural expertise.	Yes
Dakota Rowsey	Science Museum of Minnesota	Biology Collection Manager; he will serve on the steering committee, engage in outreach with Indigenous communities, mentor participants, prepare presentations and content, and provide biodiversity expertise.	Yes
Gabriel Miller	Prairie Island Indian Community (PIIC)	Environmental Program Manager; he will coordinate with other PIIC staff members to provide content and experiences for participants during their visit (see letter of support in attachments). PIIC staff time will be reimbursed hourly via contract.	Yes
Robert Mesta	Liberty Wildlife	Director of Non-Eagle Feather Repository; content provider for participants (see letter of support in attachments). Time will be reimbursed hourly via contract.	Yes
Evangeline Holley	The Raptor Center	Education Director; she will coordinate with other Raptor Center staff members to provide content and experiences for participants during their visit (see letter of support in attachments). All Raptor Center time will be volunteered.	No
Nicole Desjarlais	White Earth Tribal and Community College	Career and Transfer Coordinator; she will advertise the opportunity to eligible Indigenous students enrolled at her college.	No
Seth Stapleton	Minnesota Zoo	Director of Conservation and Research; he will coordinate with other Minnesota Zoo staff members to provide content and experiences for participants during their visit (see letter of support in attachments). All MN Zoo time will be volunteered.	No
Kathryn Holcomb	Minnesota Department of Natural Resources	Center for Aquatic Mollusk Programs (CAMP) Supervisor; she will coordinate with other CAMP staff members to provide content and experiences for participants during their visit (see letter of support in attachments). All CAMP time will be volunteered.	No
Michael Schrage	Fond du Lac Band of Lake Superior Chippewa (FDLBLESC) Resource Management Division	Wildlife Program Manager; he will coordinate with other FDLBLESC Resource Management Division staff members to provide content and experiences for participants during their visit (see letter of support from his supervisor Thomas Howes in attachments). FDLBLESC staff time will be reimbursed hourly via contract.	Yes

## Dissemination

**Describe your plans for dissemination, presentation, documentation, or sharing of data, results, samples, physical collections, and other products and how they will follow ENRTF Acknowledgement Requirements and Guidelines.**

In all dissemination activities, the ENRTF will be acknowledged through logo or attribution language in all project print and electronic media, publications, signage, and other communications.

Project leaders will share project results with tribal communities throughout and beyond Minnesota. We will visit one tribal community in Minnesota each year to promote the project, build relationships, and share the project's impact, and we will offer to write articles about the project for Minnesota's tribal community newsletters. We will share the impact of the project in a formal presentation at the annual meeting of the Native American Fish and Wildlife Society. We will offer to give presentations about the project to intertribal entities such as the 1854 Treaty Authority and the Great Lakes Indian Fish and Wildlife Commission.

Project leaders will share project results with conservation professionals throughout Minnesota as well. We will request

opportunities to present about the project at MNDNR’s non-game wildlife program monthly online meeting, at which we have presented on other LCCMR-funded projects in the past, as well as other MNDNR staff meetings. We will present about the project at other gatherings of conservation professionals, such as the St. Croix River Research Rendezvous. Project leaders will share project results with visitors at the Science Museum of Minnesota in both formal and informal presentations. An example of a venue at which this project may be shared is our annual Native Americans in STEM Day, a Saturday event that typically draws ~1,500 visitors.

## Long-Term Implementation and Funding

**Describe how the results will be implemented and how any ongoing effort will be funded. If not already addressed as part of the project, how will findings, results, and products developed be implemented after project completion? If additional work is needed, how will this work be funded?**

Evaluation activities with Native participants and non-Native conservation professionals before, during, and after each cohort will help us assess program results. Participants will feel empowered to share new conservation knowledge with future generations and to pursue careers in biodiversity conservation with a strong professional network in Minnesota. Participants and content providers will understand unfamiliar conservation practices and be able to advocate for their implementation in their areas. If Native communities want this program to continue after project completion, we will seek grants and sponsorships. Project leaders are permanent staff members and will apply lessons learned to future projects.

## Other ENRTF Appropriations Awarded in the Last Six Years

Name	Appropriation	Amount Awarded
Digitizing the Science Museum of Minnesota's Mollusk Specimens	M.L. 2025, First Special Session, Chp. 1, Art. 2, Sec. 2, Subd. 03e	\$386,000

## Project Manager and Organization Qualifications

**Project Manager Name:** Catherine Early

**Job Title:** Barbara Brown Chair of Ornithology

**Provide description of the project manager’s qualifications to manage the proposed project.**

Catherine Early has a PhD in Ecology and Evolutionary Biology from Ohio University and worked at the North Carolina Museum of Natural Sciences, the Smithsonian National Museum of Natural History, the Florida Museum of Natural History before joining the Science Museum of Minnesota (SMM) as the Curator of Ornithology and Chair of the Biology Department. As a Postdoctoral Fellow at the Florida Museum of Natural History, she organized and ran a multi-institution effort to digitize ~20,000 vertebrate specimens at US collections.

In her current role at the Science Museum of Minnesota, Dr. Early plans digitization projects, grows the collection, and oversees the volunteers and interns who assist with these activities in the Biology Collection that she leads. She began building relationships with Native communities when she started at SMM. After an important conversation with SMM’s Indigenous Round Table, she hosted community members and THPOs for visits to SMM’s Biology Collection to learn about spiritual care of the non-human remains under her stewardship. She has worked with Assistant Curator of Native American Ethnographic Collections, Pejuta Haka Win Red Eagle, to develop spiritual care practices. She has visited with natural resource management staff working for three tribes in Minnesota, and she has attended a Native American Fish and Wildlife Society regional meeting.

Dr. Early has helped 17 mentees explore careers in biology over her career, the majority of which were adults and some of whom came from underrepresented backgrounds. She has also led career exploration webinars, co-founded and co-chaired a career exploration grant for BIPOC students (see <https://vertpaleo.org/svp-futures-award/>), and collaborated

on resources to help early-career biologists with professional development (see <https://qubeshub.org/publications/2273/versions/1>).

**Organization:** Science Museum of Minnesota

**Organization Description:**

The Science Museum of Minnesota (SMM) was founded as the St. Paul Academy of Arts and Letters in 1907, which offered lectures on scientific issues relevant to the community. In the over one hundred years since, SMM has grown from an exclusive scientific literacy society to an institution recognized for its innovative programming, dynamic exhibits, research, and science learning resources. Today, we are one of Minnesota's leading cultural attractions and educational resources, focused on equitable and impactful STEM (science, technology, engineering, and math) learning opportunities for all. We specialize in interactive STEM exhibits that emphasize hands-on learning while integrating our tradition as a natural history museum with interpretive exhibits, collections featuring two million artifacts and specimens, and scientific research that address issues vital to our collective future. Our stewardship of a world-class collection of artifacts and specimens, along with the ongoing active research in our Center for Research and Collections, plays a crucial role in informing policies, practices, and solutions. Our stewardship practices have been, and continue to be, developed in collaboration with Indigenous communities with ties to objects that we steward, such as the regular smudging practice of collection spaces.

## Budget Summary

Category / Name	Subcategory or Type	Description	Purpose	Gen. Ineligible	% Benefits	# FTE	Classified Staff?	\$ Amount
<b>Personnel</b>								
Barbara Brown Chair of Ornithology		Grant administration, content planning and coordination, leading the steering committee, participating in all scheduled activities, mentoring participants			24%	0.93		\$114,919
Biology Collection Manager		Content planning, member of the steering committee, participating in all scheduled activities, mentoring participants			24%	0.39		\$35,890
Assistant Curator for Native American Ethnographic Collections		Content planning, member of the steering committee, expertise on Native communities, participating in some scheduled activities, mentoring participants			24%	0.36		\$35,530
Evaluation Manager		Primarily in-person/participant data collection; analysis; evaluation planning			24%	0.06		\$7,404
Senior Liaison for the Science, Equity, Education, and Exhibits Division		Executing contracts and stipends; coordinating travel and food arrangements			24%	0.21		\$24,119
St. Croix Watershed Research Station Senior Scientist		Content provider			24%	0.06		\$6,409
Evaluation Associate		Primarily virtual/content provider data collection; analysis & reporting			24%	0.06		\$5,069
							<b>Sub Total</b>	<b>\$229,340</b>
<b>Contracts and Services</b>								
TBD	Service Contract	We will partner with 26-30 biodiversity conservation professionals in Minnesota to provide content and				0.42		\$65,250

		learning experiences for the participants. These contracts assume an average of 290 hours per year, split among the group, at a rate of \$75 per hour for each of the three years.						
TBD	Service Contract	We will recruit 2 Native American community members (standard contractor rate: \$75/hr) with traditional ecological knowledge expertise to serve on the steering committee. They will participate in all planning activities, provide cultural sensitivity training for non-Native content providers and project leaders, and participate in some programming. 54hrs/person/year				0.15		\$24,300
TBD	Service Contract	We will recruit 2 biodiversity conservation professionals (standard contractor rate: \$75/hr) to serve on the steering committee. They will participate in all planning activities and webinars, take the cultural sensitivity training, and will participate in some in-person programming. 53hrs/year/person.				0.15		\$23,850
TBD	Service Contract	We will partner with 8-12 Native elders and community members in Minnesota to share their traditional ecological knowledge with the participants. These contracts assume an average of 76 hours per year, split among the group, at a rate of \$75 per hour for each of the 3 years				0.12		\$17,100
TBD	Service Contract	Participants will be transported by bus for all off-site activities within 1 hr of the Twin Cities. The cost is based on 8 trips annually at \$525 each plus a 5% fuel surcharge, projected to increase by 3% yearly.				0.06		\$13,627
							<b>Sub Total</b>	<b>\$144,127</b>
	<b>Equipment, Tools, and Supplies</b>							
	Tools and Supplies	Lab supplies for participants	This includes PPE, scalpel blades, reagents, and other consumable supplies used while participants engage in hands-on learning experiences with content providers.					\$3,000
							<b>Sub Total</b>	<b>\$3,000</b>

<b>Capital Equipment</b>									
								<b>Sub Total</b>	-
<b>Acquisitions and Stewardship</b>									
								<b>Sub Total</b>	-
<b>Travel In Minnesota</b>									
	Miles/ Meals/ Lodging	There will be 12 participants per year for 3 years. The following expenses will be covered for each out-of-town participant: roundtrip mileage for participants from their homes to the Science Museum of Minnesota at the beginning and end of the three-week residency program for up to 330 miles per trip (based on the average of the roundtrip distances between SMM and Minnesota's 11 tribal nations) at the GSA rate of \$0.725 per mile for personal vehicle use; 17 breakfasts covered by per diem while on travel status in the Twin Cities at \$11/meal; 8 lunches covered by per diem while on travel status in the Twin Cities at \$13/meal; 17 dinners covered by per diem while on travel status in the Twin Cities at \$19/meal; 18 nights of hotel stay and parking while on travel status in the Twin Cities at \$181.12 per night. Meals not covered by this per diem will be provided by catered group meals or per diem budgeted in other trips.	Supporting participants from outside of the Twin Cities traveling to the host site and being on travel status during the three weeks of programming each year. Providing travel reimbursements helps ensure that this program can attract and support participants from across Minnesota, not just those in the Twin Cities Metro Area, promoting equitable access and broadening the program's reach and impact.	X					\$148,082
	Miles/ Meals/ Lodging	Employees directly involved in the project will take participants on 1 trip per year for 3 years to visit Fond du Lac Band's Resource Management Division. The following expenses will support employees taking participants on this trip: roundtrip mileage from the Science Museum of Minnesota to Fond du Lac Band for 270 miles at the GSA rate of \$0.725 per mile for personal vehicle use; 2 breakfasts for 3 employees covered by per diem while on travel status at \$11/meal; 2 lunches for 3 employees covered by per diem while on travel status at \$13/meal; 2 dinners for 3 employees covered by per diem while on travel	Transporting participants to and mentoring them through firsthand learning experiences with the biodiversity conservation activities undertaken by the Fond du Lac Band's Resource Management Division. See Letter of Support.						\$5,610

		status at \$19/meal; 1 night for 3 employees in Duluth at \$257.13 (based on General Services Administration rate for Duluth hotel plus taxes in June) per night; overnight rental of a 15-passenger van at \$645/rental.						
Miles/ Meals/ Lodging	There will be 12 participants per year for 3 years. Each year, participants will be taken to visit Fond du Lac Band's Resource Management Division, and will receive the following while on travel status: 2 breakfasts covered by per diem while on travel status at \$11/meal; 2 lunches covered by per diem while on travel status at \$13/meal; 2 dinners covered by per diem while on travel status at \$19/meal; 1 night of hotel stay in Duluth at \$257.13 (based on General Services Administration rate for Duluth hotel plus taxes in June) per night.	Firsthand learning experiences with the biodiversity conservation activities undertaken by the Fond du Lac Band's Resource Management Division. See Letter of Support.	X					\$12,353
Miles/ Meals/ Lodging	Employees directly involved in the project will take participants on 1 trip per year for 3 years to visit the natural resources management division of another tribe in Minnesota, to be determined. The following expenses will support employees taking participants on this trip: roundtrip mileage from the Science Museum of Minnesota to another tribal community for 590 miles (allowing for visiting the furthest tribal community from the Twin Cities) at the GSA rate of \$0.725 per mile for personal vehicle use; 2 breakfasts for 3 employees covered by per diem while on travel status at \$11/meal; 2 lunches for 3 employees covered by per diem while on travel status at \$13/meal; 2 dinners for 3 employees covered by per diem while on travel status at \$19/meal; 1 night for 3 employees at a tribal casino hotel (as that will likely be the closest hotel lodging in more remote communities) at \$150 per night; overnight rental of a 15-passenger van at \$645/rental.	Transporting participants to and mentoring them through firsthand learning experiences with the biodiversity conservation activities undertaken by another Minnesota tribe's natural resources management division.						\$5,342
Miles/ Meals/ Lodging	There will be 12 participants per year for 3 years. Each year, participants will be taken to visit another Minnesota tribe's natural resources management division, and will receive the following while on travel status: 2 breakfasts covered by per diem while on travel status at \$11/meal; 2 lunches covered by per diem while on travel status at \$13/meal; 2 dinners	Firsthand learning experiences with the biodiversity conservation activities undertaken by another Minnesota tribe's natural resources management division.	X					\$8,496

		covered by per diem while on travel status at \$19/meal; 1 night of hotel stay at a tribal casino hotel (as that will likely be the closest hotel lodging in more remote communities) at \$150 per night.						
	Miles/ Meals/ Lodging	2 employees directly involved in the project will visit 1 tribal college or community per year for 3 years. The following expenses will support employees making this trip: roundtrip mileage from the Science Museum of Minnesota to a tribal college or community for 330 miles (based on the average of the roundtrip distances between SMM and Minnesota's 4 tribal colleges) at the GSA rate of \$0.725 per mile for personal vehicle use; 2 breakfasts for 2 employees covered by per diem while on travel status at \$11/meal; 2 lunches for 2 employees covered by per diem while on travel status at \$13/meal; 2 dinners for 2 employees covered by per diem while on travel status at \$19/meal; 1 night for 2 employees at a tribal casino hotel (as that will likely be the closest hotel lodging in more remote communities) at \$150 per night.	Building relationships with and spreading awareness of this program within Minnesota's Indigenous communities, or site visits with potential host locations in Minnesota's Indigenous communities.					\$2,351
	Miles/ Meals/ Lodging	Of the 8-12 Native elders we learn from each year during visits to their communities or via webinars, we will invite 2 per year for 3 years to come to the Twin Cities to share their expertise during the end-of-program day-long discussion about combining Western science and Indigenous knowledge. The following expenses will be covered for each out-of-town elder: roundtrip mileage from their homes to the Science Museum of Minnesota for up to 330 miles per trip (based on the average of the roundtrip distances between SMM and Minnesota's 11 tribal nations) at the GSA rate of \$0.725 per mile for personal vehicle use; 2 breakfasts covered by per diem while on travel status in the Twin Cities at \$11/meal; 2 lunches covered by per diem while on travel status in the Twin Cities at \$13/meal; 1 dinner covered by per diem while on travel status in the Twin Cities at \$19/meal; 2 nights of hotel stay and parking while on travel status in the Twin Cities at \$181.12 per night. Meals not covered by per diem will be provided by catered group meals.	Allowing participants and content providers to learn about traditional ecological knowledge and how it relates to Western science from important culture-bearers from Minnesota's tribal communities.	X				\$4,011

	Miles/ Meals/ Lodging	Of the 26-30 biodiversity conservation professionals we partner with each year as content providers, we will invite 4 out-of-town professionals per year for 3 years to come to the Twin Cities to learn during the end-of-program day-long discussion about combining Western science and Indigenous knowledge. The following expenses will be covered for each out-of-town conservation professional: roundtrip mileage from their homes to the Science Museum of Minnesota for up to 330 miles per trip (based on the average of the roundtrip distances between SMM and Minnesota's 11 tribal nations) at the GSA rate of \$0.725 per mile for personal vehicle use; 2 breakfasts covered by per diem while on travel status in the Twin Cities at \$11/meal; 2 lunches covered by per diem while on travel status in the Twin Cities at \$13/meal; 1 dinner covered by per diem while on travel status in the Twin Cities at \$19/meal; 2 nights of hotel stay and parking while on travel status in the Twin Cities at \$181.12 per night. Meals not covered by per diem will be provided by catered group meals. All local content providers will also be invited to learn from the discussion but will not be given travel reimbursement.	Allowing content providers to learn about traditional ecological knowledge and how it relates to Western science from important culture-bearers from Minnesota's tribal communities.	X					\$8,022
	Miles/ Meals/ Lodging	Parking costs for the vehicle transporting participants to content provider locations, or for content providers presenting at SMM, will be covered when free parking is not available. 20 instances of parking at or for content providers per year for 3 years at \$15/visit.	Bringing participants to content provider locations or for content providers to present in-person at SMM when free parking is not available.	X					\$900
								<b>Sub Total</b>	<b>\$195,167</b>
<b>Travel Outside Minnesota</b>									
	Conference Registration Miles/ Meals/ Lodging	An employee directly involved in the project will present project results at one annual meeting of the Native American Fish and Wildlife Society (NAFWS). Anchorage, AK was used as reference as previous NAFWS meetings have been held there. Expenses are as follows: \$500 airfare; ground transportation at \$30 per trip for 4 trips (to and from home airport, to and	Presenting project results at an annual meeting of the Native American Fish and Wildlife Society (NAFWS) to spread awareness and share impacts of this program on Native communities and biodiversity conservation in Minnesota.	X					\$3,230

		from destination airport); \$750 conference registration; 5 nights of hotel stay at \$329 per night (based on General Services Administration rates); 5 breakfasts at \$11/meal; 5 lunches at \$13/meal; 5 dinners at \$19/meal.						
							<b>Sub Total</b>	<b>\$3,230</b>
<b>Printing and Publication</b>								
							<b>Sub Total</b>	<b>-</b>
<b>Other Expenses</b>								
		Catered lunches will be provided for participants and content providers during the three-week residency in the Twin Cities for each of the 3 years of the project. The catered lunch budget covers 162 meals for participants and content providers across approximately 9 programming days per cycle, with other meals covered by per diem. Daily attendance will range from a minimum of 15 individuals (12 participants and 3 content providers) to a maximum of 20 (12 participants and 8 content providers). All food and refreshments will be reasonable and proportionate to the events being held. Based on SMM's catering contract, we have budgeted for \$36/meal. These catered lunches do not overlap with the lunches for which participants will receive per diem.	Providing shared meals to participants and content providers during programming.	X				\$17,496
		Catered meals will be provided for participants, elders, and content providers during the day-long end-of-program discussion about combining Indigenous knowledge and Western science held once during each of the 3 years of the project. The catered meals budget for this event covers 80 meals split between lunch and dinner. Expected attendance is 12 Native participants, 2 Native elders, and 26 content providers. All food and refreshments will be reasonable and proportionate to the events being held. Based on SMM's catering contract, we have budgeted for \$36/meal. These catered meals do not	Providing shared meals to participants, elders, and content providers during the capstone discussion.	X				\$8,640

		overlap with the lunches for which participants will receive per diem.						
		Stipends of \$3,000 will be provided to each of the 12 participants throughout the 3 years of the project. Providing a stipend to participants is standard in similar programs, compensating them for their participation and for the perspectives they share with each other and content providers. To ensure consistent participation, the stipend will be paid out in increments throughout the three-week residency in the Twin Cities. We will conduct a wide, competitive recruitment process, promoting geographic diversity by reaching out to tribal communities throughout Minnesota.	Stipends reflect the necessary commitment of the three-week residency, including potential lost wages and expenses related to caring responsibilities while participants are away from their homes.	X				\$108,000
							<b>Sub Total</b>	<b>\$134,136</b>
							<b>Grand Total</b>	<b>\$709,000</b>

## Classified Staff or Generally Ineligible Expenses

Category/Name	Subcategory or Type	Description	Justification Ineligible Expense or Classified Staff Request
<b>Travel In Minnesota</b>	Miles/Meals/Lodging	There will be 12 participants per year for 3 years. The following expenses will be covered for each out-of-town participant: roundtrip mileage for participants from their homes to the Science Museum of Minnesota at the beginning and end of the three-week residency program for up to 330 miles per trip (based on the average of the roundtrip distances between SMM and Minnesota's 11 tribal nations) at the GSA rate of \$0.725 per mile for personal vehicle use; 17 breakfasts covered by per diem while on travel status in the Twin Cities at \$11/meal; 8 lunches covered by per diem while on travel status in the Twin Cities at \$13/meal; 17 dinners covered by per diem while on travel status in the Twin Cities at \$19/meal; 18 nights of hotel stay and parking while on travel status in the Twin Cities at \$181.12 per night. Meals not covered by this per diem will be provided by catered group meals or per diem budgeted in other trips.	By covering travel costs, the program reduces financial and logistical barriers, ensuring that participants from outside the Twin Cities Metro Area can take part in the opportunity, ultimately expanding the program's reach and impact across the state.
<b>Travel In Minnesota</b>	Miles/Meals/Lodging	There will be 12 participants per year for 3 years. Each year, participants will be taken to visit Fond du Lac Band's Resource Management Division, and will receive the following while on travel status: 2 breakfasts covered by per diem while on travel status at \$11/meal; 2 lunches covered by per diem while on travel status at \$13/meal; 2 dinners covered by per diem while on travel status at	Visiting tribal natural resource offices and professionals is a critical opportunity for participants to see how tribal entities combine Western science and Indigenous knowledge and practices to conserve biodiversity.

		\$19/meal; 1 night of hotel stay in Duluth at \$257.13 (based on General Services Administration rate for Duluth hotel plus taxes in June) per night.	
<b>Travel In Minnesota</b>	Miles/Meals/Lodging	There will be 12 participants per year for 3 years. Each year, participants will be taken to visit another Minnesota tribe's natural resources management division, and will receive the following while on travel status: 2 breakfasts covered by per diem while on travel status at \$11/meal; 2 lunches covered by per diem while on travel status at \$13/meal; 2 dinners covered by per diem while on travel status at \$19/meal; 1 night of hotel stay at a tribal casino hotel (as that will likely be the closest hotel lodging in more remote communities) at \$150 per night.	Visiting tribal natural resource offices and professionals is a critical opportunity for participants to see how tribal entities combine Western science and Indigenous knowledge and practices to conserve biodiversity.
<b>Travel Outside Minnesota</b>	Conference Registration Miles/Meals/Lodging	An employee directly involved in the project will present project results at one annual meeting of the Native American Fish and Wildlife Society (NAFWS). Anchorage, AK was used as reference as previous NAFWS meetings have been held there. Expenses are as follows: \$500 airfare; ground transportation at \$30 per trip for 4 trips (to and from home airport, to and from destination airport); \$750 conference registration; 5 nights of hotel stay at \$329 per night (based on General Services Administration rates); 5 breakfasts at \$11/meal; 5 lunches at \$13/meal; 5 dinners at \$19/meal.	An employee directly involved in the project will participate in formal presentation of project findings at this conference. This presentation will share the impact of the project on Native and non-Native members of Minnesota's biodiversity conservation community and will raise the profile of LCCMR with this national organization.
<b>Travel In Minnesota</b>	Miles/Meals/Lodging	Of the 8-12 Native elders we learn from each year during visits to their	Elders, especially those who maintain traditional practices on tribal land, are the most respected and main source of Indigenous knowledge about biodiversity conservation. A

		<p>communities or via webinars, we will invite 2 per year for 3 years to come to the Twin Cities to share their expertise during the end-of-program day-long discussion about combining Western science and Indigenous knowledge. The following expenses will be covered for each out-of-town elder: roundtrip mileage from their homes to the Science Museum of Minnesota for up to 330 miles per trip (based on the average of the roundtrip distances between SMM and Minnesota's 11 tribal nations) at the GSA rate of \$0.725 per mile for personal vehicle use; 2 breakfasts covered by per diem while on travel status in the Twin Cities at \$11/meal; 2 lunches covered by per diem while on travel status in the Twin Cities at \$13/meal; 1 dinner covered by per diem while on travel status in the Twin Cities at \$19/meal; 2 nights of hotel stay and parking while on travel status in the Twin Cities at \$181.12 per night. Meals not covered by per diem will be provided by catered group meals.</p>	<p>discussion about traditional ecological knowledge that doesn't center elders' perspectives would be incomplete. Covering travel costs allows us to involve elders from across the state, rather than just in the Twin Cities metro area.</p>
<b>Travel In Minnesota</b>	Miles/Meals/Lodging	<p>Of the 26-30 biodiversity conservation professionals we partner with each year as content providers, we will invite 4 out-of-town professionals per year for 3 years to come to the Twin Cities to learn during the end-of-program day-long discussion about combining Western science and Indigenous knowledge. The following expenses will be covered for each out-of-town conservation professional: roundtrip mileage</p>	<p>Although the combination of Indigenous knowledge and Western science will be discussed with content providers during each visit, the closing day-long discussion with elders will provide important insights on the topic. Covering travel costs allows us to involve conservation professionals from across the state, rather than just in the Twin Cities metro area.</p>

		<p>from their homes to the Science Museum of Minnesota for up to 330 miles per trip (based on the average of the roundtrip distances between SMM and Minnesota's 11 tribal nations) at the GSA rate of \$0.725 per mile for personal vehicle use; 2 breakfasts covered by per diem while on travel status in the Twin Cities at \$11/meal; 2 lunches covered by per diem while on travel status in the Twin Cities at \$13/meal; 1 dinner covered by per diem while on travel status in the Twin Cities at \$19/meal; 2 nights of hotel stay and parking while on travel status in the Twin Cities at \$181.12 per night. Meals not covered by per diem will be provided by catered group meals. All local content providers will also be invited to learn from the discussion but will not be given travel reimbursement.</p>	
<b>Travel In Minnesota</b>	Miles/Meals/Lodging	<p>Parking costs for the vehicle transporting participants to content provider locations, or for content providers presenting at SMM, will be covered when free parking is not available. 20 instances of parking at or for content providers per year for 3 years at \$15/visit.</p>	<p>It is important for participants to go on-site to content provider locations to witness and experience conservation activities firsthand. It is also important for content providers whose work is best shared in a presentation to come to SMM to give that presentation during the in-person residency as this increases networking opportunities for participants. With both activities, free parking may not be available and will be covered by funding in those cases.</p>
<b>Other Expenses</b>		<p>Catered lunches will be provided for participants and content providers during the three-week residency in the Twin Cities for each of the 3 years of the project. The catered lunch budget covers 162 meals for participants and content providers across approximately 9 programming days per cycle, with other meals covered by per diem.</p>	<p>Shared meals are key to strengthening essential networking relationships between participants and content providers, thereby maximizing overall program engagement and impact.</p>

		Daily attendance will range from a minimum of 15 individuals (12 participants and 3 content providers) to a maximum of 20 (12 participants and 8 content providers). All food and refreshments will be reasonable and proportionate to the events being held. Based on SMM's catering contract, we have budgeted for \$36/meal. These catered lunches do not overlap with the lunches for which participants will receive per diem.	
<b>Other Expenses</b>		Catered meals will be provided for participants, elders, and content providers during the day-long end-of-program discussion about combining Indigenous knowledge and Western science held once during each of the 3 years of the project. The catered meals budget for this event covers 80 meals split between lunch and dinner. Expected attendance is 12 Native participants, 2 Native elders, and 26 content providers. All food and refreshments will be reasonable and proportionate to the events being held. Based on SMM's catering contract, we have budgeted for \$36/meal. These catered meals do not overlap with the lunches for which participants will receive per diem.	Shared meals are key to strengthening essential networking relationships between participants, elders, and content providers, thereby maximizing overall program engagement and impact.
<b>Other Expenses</b>		Stipends of \$3,000 will be provided to each of the 12 participants throughout the 3 years of the project. Providing a stipend to participants is standard in similar programs, compensating them for their participation and for the	Stipends for participants ensure that participation is open to economically-disadvantaged people, not just those who can sacrifice three weeks of lost wages and caring responsibilities. Most adults cannot afford to miss three weeks of work to participate in professional development opportunities.

		<p>perspectives they share with each other and content providers. To ensure consistent participation, the stipend will be paid out in increments throughout the three-week residency in the Twin Cities. We will conduct a wide, competitive recruitment process, promoting geographic diversity by reaching out to tribal communities throughout Minnesota.</p>	
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Non ENRTF Funds

Category	Specific Source	Use	Status	Amount
<b>State</b>				
			<b>State Sub Total</b>	-
<b>Non-State</b>				
In-Kind	Science Museum of Minnesota	Unrecovered indirect costs	Potential	\$340,242
			<b>Non State Sub Total</b>	<b>\$340,242</b>
			<b>Funds Total</b>	<b>\$340,242</b>

**Total Project Cost: \$1,049,242**

**This amount accurately reflects total project cost?**

Yes

## Attachments

### Required Attachments

#### *Visual Component*

File: [cd49675b-072.pdf](#)

#### *Alternate Text for Visual Component*

The header recognizes the ongoing legacy of Native Americans stewarding Minnesota's natural resources. An image representing Western science (measuring a specimen) and an image representing Traditional Ecological Knowledge (wild rice harvesting) are joined by strands of a braid. The braid leads to images representing robust biodiversity conservation...

### Supplemental Attachments

#### *Capital Project Questionnaire, Budget Supplements, Support Letter, Photos, Media, Other*

Title	File
Letter authorizing submission on behalf of the Science Museum of Minnesota	<a href="#">9366d126-67a.pdf</a>
Letter of Support - Fond du Lac Band Resource Management Division	<a href="#">bd75fba1-071.pdf</a>
Letter of Support - Center for Aquatic Mollusk Programs	<a href="#">ce967040-d6f.pdf</a>
Letter of Support - Minnesota Zoo	<a href="#">898c472e-60e.pdf</a>
Letter of Support - White Earth Tribal and Community College	<a href="#">d0c8f897-9af.pdf</a>
Letter of Support - Raptor Center	<a href="#">cbfda77c-8de.pdf</a>
Letter of Support - Robert Mesta	<a href="#">0801c6a4-f14.pdf</a>
Letter of Support - Gabe Miller	<a href="#">db5ca0bc-eef.pdf</a>
Most recent audit performed by independent third party	<a href="#">d6eb6571-5bf.pdf</a>
IRS 990	<a href="#">ffd8b552-8f6.pdf</a>
Evidence of good standing with Secretary of State	<a href="#">6dc0c03b-3d8.pdf</a>

## Administrative Use

**Does your project include restoration or acquisition of land rights?**

No

**Do you understand that travel expenses are only approved if they follow the "Commissioner's Plan" promulgated by the Commissioner of Management of Budget or, for University of Minnesota projects, the University of Minnesota plan?**

Yes, I understand the Commissioner's Plan applies.

**Does your project have potential for royalties, copyrights, patents, sale of products and assets, or revenue generation?**

No

**Do you understand and acknowledge IP and revenue-return and sharing requirements in 116P.10?**

N/A

**Do you wish to request reinvestment of any revenues into your project instead of returning revenue to the ENRTF?**

N/A

**Does your project include original, hypothesis-driven research?**

No

**Does the organization have a fiscal agent for this project?**

No

**Does your project include the pre-design, design, construction, or renovation of a building, trail, campground, or other fixed capital asset costing \$10,000 or more or large-scale stream or wetland restoration?**

No

**Do you propose using an appropriation from the Environment and Natural Resources Trust Fund to conduct a project that provides children's services (as defined in Minnesota Statutes section 299C.61 Subd.7 as "the provision of care, treatment, education, training, instruction, or recreation to children")?**

No

**Provide the name(s) and organization(s) of additional individuals assisting in the completion of this proposal:**

Science Museum of Minnesota: Pejuta Haka Win Red Eagle, Dakota Rowsey

**Do you understand that a named service contract does not constitute a funder-designated subrecipient or approval of a sole-source contract? In other words, a service contract entity is only approved if it has been selected according to the contracting rules identified in state law and policy for organizations that receive ENRTF funds through direct appropriations, or in the DNR's reimbursement manual for non-state organizations. These rules may include competitive bidding and prevailing wage requirements**

Yes, I understand