

## Minnesota Statewide AIS Advisory Committee (SAISAC)

*January 26, 2023 Meeting Minutes*

*Teams Online Meeting*

**Members Present:** Bruce Babcock, Shelly Binsfeld, Charlie Brandt, Holly Bushman, Beto Garcia, Kate Hagsten, Michaela Kofoed, Mike Sorensen, Pat Brown, Ryan Wersal, Maggie Stahley

**Members Absent:** Will Bement, Chris DuBose, Chris Magnotto, KoriiRay Northrup

**Ex-officio Members Present:** Meg Duhr, Amy McGovern

**Ex-officio Members Absent:** Nicole Lalum

**DNR Staff Present:** Heidi Wolf, Tina Fitzgerald, Doug Jensen

**Chair H. Bushman called the meeting to order at 9:05AM.**

**Motion to approve agenda:** *W. Bement will not be able to attend/present during this meeting, will postpone until next meeting. Approve agenda as amended: First by S. Binsfeld, second by M. Sorensen.*

**Motion to approve Meeting Minutes from December 1, 2022 with upcoming edits from W. Bement and M. Duhr:** *First by S. Binsfeld, second by R. Wersal.*

### Meeting Summary:

- The Committee elects H. Bushman as Chair and M. Kofoed as Vice Chair for the year 2023.
- The Committee reviewed and discussed DNR's 2022 Invasive Species Annual Report.
- The Committee identified priority topics for 2023 meetings.
- **Action Items** are highlighted in red.
- Members should read the Public Engagement Chapter of the Annual Report in preparation for February's meeting.

### Election of Chair and Vice Chair:

- **H. Bushman** is nominated for Chair and accepts the nomination. No other nominations are provided. **H. Bushman** is elected Chair.
- **M. Kofoed** is nominated for Vice Chair and accepts the nomination. No other nominations are provided. **M. Kofoed** is elected Vice Chair.

### Member Updates:

- **B. Garcia:** No update.
- **B. Babcock:** No update.
- **M. Stahley:** No update. Just finished seasonal position with MN DNR doing Chronic Wasting Disease, looking forward to field work this summer. Doing some ice diving this weekend.

- **M. Kofoed:** Starting to work with lake associations to install 10 Weed Stick stations for this summer. Hoping to see more interest from lake associations and counties for the stations and tools.
- **M. Sorensen:** No update.
- **P. Brown:** Acquired a grant for additional field sampling equipment to get a second set of gear to use on inland lakes since Red Lake is now designated infested.
- **S. Binsfeld:** Sherburne County AIS quarterly meeting went really well, **M. Duhr** did an amazing job presenting. Everyone walked away knowing a lot more. **S. Binsfeld** shared [the link to the recorded presentation](#) in the chat during the meeting.
- **R. Wersal:** Finalizing projects for Cuban bulrush, a concern spreading in Southern U.S.
- **C. Brandt:** No updates. Working the Minneapolis Boat Show.
- **H. Bushman:** Getting ready for watercraft inspection season, adding new protection lakes and one newly infested lake. Using the AIS Explorer tool for guidance. Last year did a safety training for inspectors on heat and weather. Will revamp it, include Q&A, and record it. She will be presenting about it at an upcoming Off-Season Inspection Workshop. Started grad school again, two semesters to go!
- **M. Duhr:** Center-wide stuff, Request for Proposals (RFP) is open. There is more information online and preproposals are due March 1. You can contact staff and bounce around ideas, not a closed-door process. New tab in AIS Explorer with a simulation approach to input different levels of intervention, investment and effort for inspection, decontamination, and outreach. It will generate a report to predict efficacy of interventions. A way to simulate different scenarios. Got feedback from DNR and counties. Version one soon, then improve it. Workshop about common carp research and implementation. **Action Item:** Will send a link to that registration which opened yesterday. Audiences are those that have different roles and organizations involved in carp management and funding. Goal is that they understand the impacts of carp and tools available. Trying to get carp management on equal footing as other water quality activities. Happening on March 16<sup>th</sup>. Finally, working with partners in Cass/Leech/Red Lake area for an event in June, including research presentations and field demos.
- **A. McGovern:** U.S. Fish and Wildlife issued a funding opportunity for Great Lake Restoration Initiative (GLRI) grants, along with allocation of funding for state and tribal AIS plans and interjurisdiction projects. Horizon scan under development for the Upper Mississippi River, putting together species lists. Regarding the invasive carp national plan, working with the state of Minnesota on deterrent planning. National allocations have gone up, \$25 million annually typically, but this year \$31 million. Just starting to work with partners to allocate additional funds.

### DNR Updates:

- **H. Wolf:** Excited about federal grants, starting to brainstorm ideas and interjurisdictional grants, where the states come together and see what they can do together. Good success with non-native Phragmites and other projects. Excited about increase in invasive carp funding, brainstorming what we'll be doing there. [Annual Report is on the web](#). Governor's budget came out yesterday, potential fee increase for the watercraft registration AIS surcharge. Funds would be used to increase invasive aquatic plant management grants by \$440,000 and staff capacity. Region 3 has five-times the permit requests that any other regions. **Action Item:** Budget proposal will be shared with this committee. She has accepted a new position as the Ecosystem Management and Protection Section (EMPS) manager, Jan Shaw Wolff recently retired from that

position. Working on hiring the Invasive Species Supervisor position. It is posted now, shared the announcement in the chat. Reach out to Heidi if you'd like to know more. Hiring for AIS Trainer in the north, it is open to everyone. Trainer is a seasonal position, hoping to extend the time a bit. Based in Brainerd. Organisms in Trade (OIT) position will also be opening. As the new section manager, she oversees five programs: invasive species, non-game, scientific and natural areas, conservation management and rare resources, and Minnesota biological survey. Learning so many new things, drinking from a firehose, super interesting. Will also be part of the other advisory committee with Ecological and Water Resources, the Natural Heritage Advisory Council (NHAC). Will still be involved with this Committee, but not all the time. The new person will be the primary contact.

- **T. Fitzgerald:** The DNR will be hosting annual workshops soon. Every year since the Prevention Aid started in 2014, the DNR has hosted workshops for local AIS program coordinators. Number of workshops has varied annually from 10 to 4. Last few years combined with Adam Doll's Watercraft Inspection Program Off-Season meetings, since many of those who manage watercraft inspection programs and county AIS programs are the same people. All of those were in-person until 2020 when shifted to online only. This year, there will be four online workshops on specific topics of interest identified by the counties. Two additional in-person workshops will provide the networking opportunities. One of the main purposes of the workshops is so counties can share information peer-to-peer. Yesterday, you should have received an email with dates, topics, and locations. Committee members are welcome to attend and share the announcement widely with other interested parties. Calendar invitations will be shared soon along with registration information for the in-person workshop. **H. Bushman** and **M. Duhr** will be presenters. **Action Item:** Planners will share calendar invites.
- **D. Jensen:** Having been a part of those workshops as presenter or attendee, all of the past workshops have been excellent, and based on feedback, the counties really appreciate the opportunities for information exchange. He and **T. Fitzgerald** have been compiling metrics from all of the counties that submitted reports. Good news is that we've nearly received all reports we expected from the counties. We will be putting those metrics into a final report over the next couple of months. At the national level, he participated in the Aquatic Nuisance Species (ANS) Task Force meeting, so if you are interested in learning how Minnesota efforts align with the national strategy, please contact him for the agenda and minutes, when available. One of the projects **H. Wolf** referred to that received Great Lakes Restoration Initiative (GLRI) funding is an interjurisdictional project to address priority invasive aquatic plants of concern in the Great Lakes region. Those include: hydrilla, European frogbit, Didymo, water soldier, yellow floating heart, Eurasian watermilfoil, purple loosestrife, flowering rush, and starry stonewort. Over the last two days, he attended an online workshop that was held featuring national and local experts on those species. This has been the culmination of a 5-year effort by the states, Ontario and Quebec, based on leadership by the Great Lakes Panel on ANS, Great Lakes Commission, and Nature Conservancy. During this workshop, there was a lot of discussion over the recent spread of purple loosestrife across northern MN, WI, and MI. This might turn into a suggestion for an interjurisdictional project on purple loosestrife biocontrol. Earlier in January, the Minnesota Invasive Species Advisory Council (MISAC) met. These meetings are open to the public so anyone can attend. Committee members are invited to attend. Next meeting is in-person on July 13<sup>th</sup>, location to be determined. Attended the Otter Tail County AIS Task Force meeting. Also met with Spencer McGrew, AIS Coordinator, to provide technical assistance concerning development of an educational resource for lakeshore property owners. Working with the Boundary Waters Canoe Area Wilderness Coalition, who are

working on a proposal develop more infrastructure in northeast Minnesota to prevent the spread of AIS in the Boundary Waters.

## 2022 Invasive Species Annual Report

- A copy of the DNR's 2022 Invasive Species Annual Report was shared with members prior to the meeting. If Committee members did not have a chance to review it, they were asked to read at least a chapter during the meeting break. Members were asked to express their overall impressions of the report, things they learned, things they would like to learn more about, anything that needs clarification, questions, concerns, etc.
- **H. Bushman:** Overall, good to see big picture.
- **S. Binsfeld:** Felt like it was a big review of topics that we've talked about as a Committee. Gave great details that go along with the broader perspective. Interesting how many permits were approved for AIS control which included private landowners. Big fan of the aquatic plant identification class, attended twice, wonderful hands-on experience, great opportunity. Report overall demonstrates Minnesota's dedication to AIS at high-level thinking. Report reflects that it is not just about educating the public, but geared to those who work on AIS management from volunteers to professionals. Learned more financially where the funding comes from, how it gets dispersed, and what areas are using it. Good foundational information if funding shifts, changes, thing change; a great way to show consistency regarding why Minnesota is such a health place environmentally.
- **M. Sorensen:** Kudos! Looks like the DNR hired a designer to layout the report. Impressed with Wendy's ability to pull this together annually, really impressive. Pleased to learn that 248 waterbodies were searched for Starry Trek. Is the number of lakes searched on an upward trajectory? **M. Duhr** is unsure, but effort will vary between years based on the number of volunteers. It also varies based on the number of new infestations and risk to lakes in those areas. Lakes chosen are not random. **M. Sorensen** responded that he was pleased that no new starry stonewort infested lakes were found in 2022. Impressed to learn that 100 previously treated invasive Phragmites sites did not need treatment again last year. Really supports the concept of early response to infestations. How long do GLRI grant last to address Phragmites statewide? **T. Fitzgerald** stated that each grant is for 2 years and the DNR has received funds multiple times. **H. Wolf** thought that it ends in 2025, but would need to double check. Regardless, DNR is interested in applying again until the project is completed. **M. Sorensen** noticed that 45% of budget was for inspections and enforcement and 3% for outreach and education. He recognizes that inspection and enforcement was expensive, but was wondering if that ratio has stayed the same or has it changed over time due to shifting priorities? Is the state getting inundated with outreach and education now, so there's been a shift of funding toward enforcement? **H. Wolf** responded that the ratio has been relatively stable over time. She explained that are many factors that influence how the funding buckets are reported. No, there's not been a concerted effort to shift away from outreach and education. That said, DNR is supporting outreach and education in different ways including integrating community based social marketing (CBSM). Budget reporting may not be a clearly shown as it could be. **M. Sorensen** expressed how proud we should be considering the growth of the network of AIS professionals that the state has invested in over the years. Impressive that so many have been working 10 to 20+ years to manage AIS within the agency and with other partners, that's so cool! **T. Fitzgerald** suggested to consult with Adam Doll to answer specific questions about violations. **H. Wolf** said that there has been internal discussions with Enforcement to make sure we

are making the contacts, enforcement and citations that are needed. **C. Brant** recommended discussion whether AIS citation fees are sufficient as the “stick” or should they be increased? **Action Item: T. Fitzgerald** suggested that we invite Robert Gorecki, new DNR Enforcement liaison to the Invasive Species Program, to present to this Committee about DNR Enforcement’s AIS work at an upcoming meeting.

- **P. Brown:** Really likes the report, it’s concise and gets information out in non-technical way. Also liked that there is very good compliance for recreational boaters, 95-98% were getting checked, which means we’re getting the message out. He noticed inspections were at an 8-year low, any idea on why that might be? Is it funding or something else? **H. Wolf** speculates it may have been that DNR and many local governments had hard times hiring watercraft inspectors and retaining them. Funding has changed greatly, but with the current hiring environment, he wonders if the salaries offered are not as good in similar or different employment areas? **H. Wolf** says the intern salary rate is set by the state and not something DNR can change. Probably many other factors too. **D. Jensen** responded in that reading though the county AIS reports for 2022, hiring and getting planned hours at accesses was a challenge for many.
- **R. Wersal:** Echoed comments that the report was clear and concise, well put together, and easy to read. But, has there been any discussion of including harmful algal blooms (HABs) under the umbrella of AIS? Many blue-green algae pose a human health concern. A lot of the water quality issues we’re seeing in southern Minnesota are algae related. So far, it’s being managed by MPCA, but there isn’t a focus from that agency. They don’t seem to understand the urgency to address this issue. Under the Prevention Aid funding, is it legal to use those funds for management since they may not be considered an AIS? **H. Wolf** indicated that the definition may be the problem and referred to the statute regarding an invasive species. **R. Wersal** continued that there doesn’t seem to be an agency willing to take charge on the issue based on their authority. MPCA doesn’t really seem engaged. He replied that MPCA recognizes harmful algae blooms as a water quality problem, but they seem resistant to helping lake associations or individuals willing to come up with solution for the problem. Whereas, under the AIS umbrella, there are grants and funding with clear goals and objectives for AIS so that people can get help and expertise to address from a lake perspective. He doesn’t see that approach from MPCA. **M. Kofoed** agreed and wishes at least that there should be public awareness about it, very frustrating. **M. Duhr:** Agrees that we have many water quality issues that agencies seem to do not want to take ownership, including common carp. This is one of the reasons we’re holding the common carp workshop which touches on all these issues, but nobody really wants to take the lead on it. Other agencies perceive common carp including MPCA and BWSR as a DNR issue, because it’s an invasive fish, but DNR has no funding source to address common carp. So, what’s needed is leadership to coordinate efforts. As previously discussed, the workshop will be the first step to build shared understanding, relationships, and cooperation. Concerning HABs, she suggests similar workshops to discuss. There’s a connection between HABs, water quality and AIS links that make some lakes more susceptible. **D. Jensen** has been participating in HABs discussions concerning Lake Superior. Only one species is considered an invasive species (*Dolichospermum*), the rest are native. It is not currently listed as an AIS by DNR.
- **B. Garcia** requested to view new outreach materials, [a link was shared in the chat](#). **T. Fitzgerald** says materials can be ordered online; all of the materials plus an order form are found there. **B. Garcia** asks, who receives this report? **T. Fitzgerald** replied that it is required to be submitted to the MN Legislature per Statute 84.D by January 15. It’s also posted on the [DNR’s website](#). Previous reports are available back to 1993 after the program was created. Report format has changed over the years to a more readable public-

facing document. Copies are distributed to stakeholders across Minnesota and beyond. Print copies will be brought to the next in-person meeting. **B. Garcia** recommended showing contact information for staff in Appendix A. **T. Fitzgerald** recommends that a link be provided to the DNR's [AIS staff page](#), since contacts change somewhat frequently. **B. Garcia** asked if past reports have historical data, like graphs? **T. Fitzgerald** responded that older reports have historical information, but most recent reports contain only information going back five years or so.

- **H. Bushman:** Agree with what everyone said, but really liked the report about the 100 non-native Phragmites sites. Also surprised about the increase in spread of purple loosestrife. Her county has a few infestations so would like to address them. She really liked the section about zebra mussel sniffing dogs, awesome section on Education and Outreach with all the different new materials. Education and Outreach has really expanded, which is really important. Appreciated the \$1.8M in funds leveraged, which is super fantastic because we sometimes forget how important partnerships are and it's more important than ever to get things done especially on a larger scale - way cool!
- **B. Garcia** asked if Lake Service Provider training will go back to in-person training. **T. Fitzgerald** responded it will be primarily online. April Rust, AIS Training Coordinator, also reaches out to LSPs concerning additional training, such as decontamination training, which provides hands-on experience using equipment. A couple were hosted this year and a couple more will be probably held this year. April has a listserve of all lake service provider businesses through which she regularly communicates. The Pledge program was a success last year with over 450 people pledging to take action to prevent the spread of AIS. We're planning to promote the program again in 2023. We'll talk more about that next month when we discuss communication strategies.
- **H. Bushman** liked use of a QR code with the Pledge, tech savvy way of doing things and thinks it works really well. **T. Fitzgerald** noted that a special QR code was created for promoting the Pledge at the State Fair, but only four people scanned it Probably would be more effective if hosting a less busy booth with staff directly asking visitors to scan in the code. **M. Sorensen** pointed out that visitors at the State Fair may be in sensory overload while they are there and more likely to take the time scan at home after exposure to social media. **T. Fitzgerald** is excited to talk more about that next month. **M. Sorensen** suggested that unique individualized access QR codes be placed on signage at each waterbody that way you'd know where and when it was scanned. **T. Fitzgerald** mentioned that DNR has talked about placing one general QR code linked to the decontamination website on signs. **H. Bushman** commented that when enforcement presents at a future meeting that they should bring a dog for demonstration. **H. Wolf** indicated that might be possible especially since there are new dogs based on funding from the U.S. Fish and Wildlife Service.
- **T. Fitzgerald** walked the committee through the Watercraft Inspection chapter. She noted that this is just what DNR does, local governments contribute much more through their partnership statewide. **H. Bushman** was impressed with the prevention efforts by watercraft inspectors who intercepted launch of an infested watercraft into Lake Superior. **T. Fitzgerald** added that it is success stories like these that need to be shared more.
- **T. Fitzgerald** noted that DNR will be hosting purple loosestrife biocontrol workshops this year. **D. Jensen** added that biocontrol has been very effective in Minnesota and beyond.
- **M. Sorensen** asked if there is an advisory committee for terrestrial invasive species. **T. Fitzgerald** and **D. Jensen** identified the Minnesota Invasive Species Advisory Council, which covers all taxa including



terrestrials, that has representatives from federal, state, tribal and local agencies, businesses, and non-profits. The Council meets quarterly, meetings are open to the public and members of this committee are invited to attend. MISAC is one of the hosts for the biennial Upper Midwest Invasive Species Conference. **M. Sorensen** asked how MISAC activities are coordinated with this Committee. **D. Jensen** suggested that we would like to see more. He has served on both committees, now helping to facilitate this one. We would like to see more communication and more collaboration between the two groups. There is a tremendous amount of information that could be exchanged. He encouraged committee members to attend, even if periodically. **T. Fitzgerald** emphasized that we have shared materials between the two groups previously. This Committee recommended that **D. Jensen** be a liaison. **Action Item:** **D. Jensen** will share materials between the groups including MISAC meeting announcements. Previously to COVID, we often met at the DOT facility in Arden Hills. Since COVID, all meetings have been held online. Next meeting is April 12-13<sup>th</sup> online.

- **Action Item:** Members should read or re-read the Public Engagement chapter and come to the next meeting with questions and ideas for different directions the DNR can go with public engagement. Greg Husak will talk about how the DNR communicates on a wide variety of AIS topics and with diverse audiences.
- **M. Kofoed** said what really stood out was enforcement and the increases in compliance; DNR has done a great job of education. She thinks that most people know about AIS prevention, and for the people that don't, it seems like it's about whether they're willing to take the risk of getting caught. Just need that reminder if they don't understand the impacts on the environment, they'll get hit in the checkbook. **T. Fitzgerald** adds, we've tried the carrot, now we need the stick. Based on his previous work, **D. Jensen** reinforced that motivation for taking action based on the laws really increased from 1994/2000 from 55% then to over 90% in more recent surveys after the laws were improved in 2012. **T. Fitzgerald** said the recent angler survey showed that 40% were motivated. **M. Sorensen** asked about the cost of fines for violating AIS laws. **T. Fitzgerald** replied that it's up to \$1,000 and \$200 for drain plug violation. Those fines are all [in statute](#).

### Priority Topics for 2023 Committee Meetings

- **T. Fitzgerald** shared survey results asking for what priority topics members would like to discuss. For meetings, most liked having two online meetings and two in-person; March and April worked best for in-person so that's what we are planning, with an online option. Calendar invites were emailed.
- Topics included for the next four meetings were all over the board, but participating in AIS legislation ranked first. When the legislature begins to discuss the proposed increase to watercraft surcharge, this Committee could consider writing a letter of support to the Environmental Committees at the House and Senate. **Action Item:** That letter should be prepared ahead of time, so it is ready to be sent.
- Invasive aquatic plant management (IAPM) ranked high, but we just had a really thorough overview from Wendy Crowell and Shane McBride a couple of months ago. If this means a continuation of that discussion, that's fine, but we would need more detail on what you would like to learn about.
- Review of non-DNR statewide AIS planning ranked third. In 2022, MISAC revised the state invasive species plan, there were also a couple of other plans and report developed by MAISRC which we've reviewed in the past.

- An invasive aquatic plant workshop would be good addition. That is an event that would be best held during summer or at the August meeting.
- Managing boater movement, addressing funding (which could be the letter of support for the surcharge), managing emerging threats, and diversity, equity and inclusion (DEI) – all tied. **T. Fitzgerald** shared the 2022-2023 Priority Topics document developed through Committee discussions. Addressing funding could be part of the February meeting to develop the letter of support. Greg Husak will discuss communication strategies and **W. Bement** will talk about AIS work with White Earth Nation in February as well.
- For DEI, what specifically does this committee want related to this topic? We have some ideas. Currently, the DNR’s DEI Coordinator position is vacant, perhaps soon to be filled. Materials in different languages, digital accessibility, DNR workforce for recruiting and retention, and recruiting for advisory committees like this one – are some ideas. There are a dozen other such committees with responsibilities that advise other DNR divisions and programs. DNR has been working on combining all of the recruitment efforts so we can reach out to more diverse audiences that represent today’s Minnesota.
- **S. Binsfeld** suggested that we hear from some AIS County Coordinators who have really ‘hit a homerun,’ how they advanced their programs, how they managed several needs at one time, what they did to engage the community, possibly among multiple counties. They likely have a lot to share and would give them voice. **T. Fitzgerald** said it would be good to connect them to this Committee. **S. Binsfeld** continued that it sounds like many of the coordinators will be attending the upcoming DNR workshops; maybe we could have a couple present here, say 1-2 each year. **T. Fitzgerald** and **D. Jensen** confirmed that there will be a dozen “rock star” counties presenting during the workshops. Both planners have been reviewing the metrics and reports submitted by the counties – their work and investment in local AIS management is impressive. A 2022 annual report based on the metrics should be available in March or April.
- Digging more into DEI topics, are there any specific topics that interest you for March or April? **M. Sorensen** found it interesting that the DNR fishing regulations are now in several languages. Does DNR have any ethnicity demographic data on who is using our waters? **T. Fitzgerald** knows that Parks and Trails conducts surveys that collect demographic data on visitors, some at water accesses. Not sure about boaters and anglers. **S. Binsfeld** feels that this is really important and something that the Committee could support. **B. Garcia** believes that outdoor retailers might collect that kind of data.
- Moving back to IAPM, is there something specific you want to learn more about or is it about how we integrate that work into programs within DNR? **S. Binsfeld** asked how DNR has simplified applications and made them easier to follow? Have those steps been made recently, so it’s not a barrier? How is DNR making application accessible, easily understood, and where to get help to understand the terminology? Jake Walsh, our Grants Coordinator, has really revamped them to make it easier to get permits and understand the process. This type of improved approach has been a focus of all the granting programs across the agency. There are a lot of DEI pieces in DNR’s grant application process to ensure that everyone has equal access to the grants. He gave a presentation last year and plans are that he will present again each year to the Committee. **M. Duhr** suggested a deeper dive into permit evaluation and issuing process. Last fall, the presentation was pretty high level and we ran out of time for discussion. Maybe present some case studies of a permit that DNR granted or why it was denied, so Committee members can better communicate in their communities. **T. Fitzgerald** says AIS specialists are very willing to present to this Committee and are the ones who issue/deny permits. **M. Kofoed** suggested that it would be good know happens after the permit and



treatment is done. She also suggested that more education is needed on the value of aquatic plant communities. Maybe develop a one pager on the topic and the implications if people take control too far. [Anoka County produced an animated video](#), shared in the chat, that focuses on what lakeshore owners can do to promote healthy lakes, including protecting natives. **Kate Hagsten:** Agrees and would like to share the video. She thinks that there is not a good understanding of what the permits cover, it sounds like they can be used to control cattails and that sort of thing. **T. Fitzgerald** responded that we could work more closely with Wendy Crowell and Shane McBride to understand how the two programs coordinate with one another. We will try to get them to attend to get updates and to ask more in-depth questions.

- **M. Duhr:** Something we could brainstorm is about is integrating volunteers in the direct management of certain species, like starry stonewort, and if the research continues to support it, hybrid cattail removal. We are slowing the spread for sure and the public will increasingly demand actual removals. Because there is not a lot of funding for this now, we can direct people with training, especially younger people to engage them in management. Lake associations are made of a specific audience, age and wealth demographic, so how can we engage a broader more inclusive demographic into AIS management? Lake associations are wonderful people doing wonderful things, but they are not necessarily supporting DEI objectives. **S. Binsfeld** agrees that there needs to be greater engagement as the need increases.
- **Action Item:** **T. Fitzgerald** will share the document she's been taking notes in following the meeting.

### Discussion Time for Committee

- Documents like these as well as presentations from meetings can be shared on Basecamp, a filesharing program. **Action Item:** If you do not have access, contact **T. Fitzgerald**. Much easier to find them all in one in one place.

**Adjourned at 11:52 AM**

**Next Meeting to be held online via Teams from 9 AM to Noon on February 23, 2023. On the agenda for the next meeting will include: public engagement from annual report, invasive species communications strategies with G. Husak, management of AIS on White Earth Nation by Will Bement and some DEI topics.**