

2014

REGIONAL CLIMATE CHANGE ACTION PLAN



Pacific Regional Office

Dept. of the Interior - Indian Affairs



CLIMATE ACTION PLAN  
 BUREAU OF INDIAN AFFAIRS  
 PACIFIC REGIONAL OFFICE



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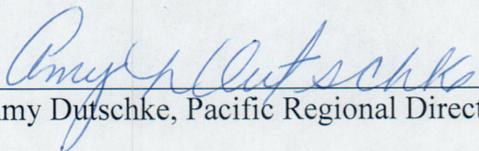


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**Approval**

This first edition of the BIA Pacific Region Climate Action Plan is approved as of the date of the signature below and effective until expiration on December 31, 2015.

  
\_\_\_\_\_  
Amy Dutschke, Pacific Regional Director

9/16/14  
Date



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## EXECUTIVE SUMMARY:

The Department of Interior is fully dedicated, through its mission, to conserve and protect the nation's natural and cultural resources now and for future generations. The Bureau of Indian Affairs' (BIA) mission is to manage trust resources and support tribal self-determination. Climate change has significant potential to impact tribal and BIA operations and will force tribal communities and the BIA to employ adaptation strategies to cope. Adaptation refers to efforts by society or ecosystems to prepare for or adjust to future climate change. These adjustments can be protective (i.e., guarding against negative impacts of climate change), or opportunistic (i.e., taking advantage of any beneficial effects of climate change).

Adaptation to changes in climate is nothing new. Throughout history, human societies have repeatedly demonstrated a strong capacity for adapting to different climates and environmental changes--whether by migration to new areas, changing the crops we cultivate, or building different types of shelter. However, the current rate of global climate change is unusually high compared to past changes that society has experienced. In an increasingly interdependent world, negative effects of climate change on one population or economic sector can have repercussions around the world.

Ecosystems will also be faced with adaptation challenges. Some species will be able to migrate or change their behavior to accommodate changes in climate. Other species may go extinct. Society's ability to anticipate some of the impacts of climate change on ecosystems can help us develop management programs that help ecosystems adapt.

Even if current climate changes seem readily absorbed today, governments and communities are beginning adaptation planning. Many greenhouse gases remain in the atmosphere for 100 years or more after they are emitted. Because of the long-lasting effects of greenhouse gases, those already emitted into the atmosphere will continue to warm Earth in the 21st century, even if we were to stop emitting additional greenhouse gases today. Earth is committed to some amount of future climate change, no matter what. Therefore, steps can be taken now to prepare for, and respond to, the impacts of climate change that are already occurring, and those that are projected to occur in the decades ahead.

There are limits to the ability to adapt, so actions to mitigate climate change must continue. For example, the relocation of communities or infrastructure may not be feasible in many locations, especially in the short term. Over the long term, adaptation alone may not be sufficient to cope with all the projected impacts of climate change. Adaptation will need to be continuously coupled with actions to lower greenhouse gas emissions.

The Pacific Regional Climate Change Action Plan maps out a strategy to address this challenge. Climate Change will bring new challenges to Indian Country. We hope to be successful in



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supporting tribes as they address this challenge.

The following document is a plan to prepare for the effects of Climate Change and plan for the changes we must make and the actions to be taken in the Pacific Regional Office's (PRO) jurisdiction. Partnership and collaboration is the key to developing and implementation Climate Change Adaptation Strategies. The diverse missions of all branches of the BIA that have joined together to address climate change are the strength of the Pacific Region's strategy. Through a sustained commitment on the part of these partners, the actions and tasks described in the Action Plan will bring PRO closer to achieving the Region's Objectives.



## The Challenge

As climate change accelerates over the coming decades, the effects on species, ecosystems, and their functions will become more evident. Climate change will exacerbate the impacts of other stressors like human population growth, invasive species, habitat loss and fragmentation, and altered water regimes. Adaptation strategies could improve conservation success in the face of climate change and other stressors by improving resilience and adaptability of vulnerable species and ecosystems. Amid these challenges and changes, improved understanding about ecosystem vulnerabilities and climate adaptation strategies will be critical for successfully sustaining biodiversity and well-functioning ecosystems within the Pacific Region.

The Pacific Region includes high levels of biological diversity and varied landscapes in a Mediterranean climate where most precipitation falls during the winter and spring. Along with diverse habitats, California supports more species than any other state and has the greatest number of endemic species, that is, species that occur nowhere else. Its 5,047 native plant species represent 32 percent of all vascular plants in the United States. Much of the Pacific Region contains intensive agriculture and a highly urbanized landscape that includes the urban centers of the San Francisco Bay Area, Sacramento, Los Angeles, and San Diego area. Many of California's native species have very narrow distributions and are highly vulnerable to land use and environmental change. Oak woodlands, one of the richest wildlife species habitats in California, occur along the north coast and surrounding foothills of the Central Valley.



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The north coast also contains coastal redwoods, vineyards and rangelands. The Central Valley historically supported Tulare Lake, the largest freshwater lake west of the Mississippi. It also supported extensive wetlands, grasslands, vernal pools, and major river systems with associated riparian forests. Only 2-10 % of these historic habitats remain, and their remnants are critically important to wildlife. Two-thirds of all

Californians (approximately 38 million people), and over 7 million acres of farmland that produce 45% of the nation's fruits and vegetables rely upon water from the Sacramento and San Joaquin Rivers. The San Francisco Bay and Sacramento/San Joaquin River Delta, the nation's second largest estuary, support economically important commercial fisheries and provide essential habitat for a great diversity and number of migratory water birds and several endangered species. Monterey Bay, occurring along the central coast of California supports one of the world's most diverse marine ecosystems and is home to numerous mammals, seabirds, fishes, invertebrates, and plants in a productive coastal environment. To the east the Sierra Nevada mountain range dominates the landscape running 400 miles north to south. It supports a multitude of ecosystems including the notable giant sequoia groves, old growth mixed conifer forests, aspen groves, montane meadows, and riparian areas. Chaparral is the most wide spread interior vegetative type in southern California. Other main habitats include coastal dunes, intertidal communities, tidal wetlands, sage scrub, isolated native grasslands and vernal pools. Southern California also includes coastal islands that are home to numerous pelagic birds, marine mammals, and endemic plant and animal species.

### Environmental Stressors

The biodiversity and ecosystems within the Pacific Region have been significantly altered as California's population has increased. Today, rapid urban growth and development threaten native wildlife and ecosystems across the California landscape. Examples of plant communities in the path of urban expansion include oak woodland, native perennial grasslands, coastal prairie and intertidal communities and coastal sage scrub. Chaparral is being fragmented by development and also by vegetative conversion as a result of human induced wildfires. Additionally, rural residential development is increasingly fragmenting forest communities, including mixed evergreen and conifer forests. Water diversions and intensive water management have had a significant impact on the State's salmonid populations. Highly water-dependent plant communities not only suffer from the pressure of land conversion but are also experiencing water diversions and degraded water quality. Such changes pose especially significant risks to highly water-dependent plant communities, such as riparian areas, wetlands, and vernal pools. Climate change stressors are escalating the threats to the Region's biological diversity and ecosystems. Fundamental aspects of environmental regimes are shifting. Winter and spring ambient temperatures are rising, as are night minimum temperatures (Lenihan et al. 2008; Loarie et al. 2008). Current projections show ambient temperatures rising up to



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4.9°C above present averages by 2050 and 7.4 – 15.5°C by 2100 (OCFVA 2012). Projected warmer conditions by the mid-to-late 21st century for the Central and Southern California region will alter precipitation patterns and increase summer temperatures, resulting in heat waves and extended drought (Knowles et al. 2006; Cayan et al. 2008). In addition, warmer temperatures will reduce Sierra Nevada snowpack levels and alter the timing of snowmelt (Stewart et al. 2005). Decreased snowpack will further reduce freshwater availability for ecosystems and water delivery throughout the Pacific Region. The reduced snowpack, higher temperatures, and longer dry periods, will elevate wildfire risks and result in cascading effects to water availability (Hayhoe et al. 2004; Westerling et al. 2006). Coastal ecosystems in the Region will be subject to rising sea levels, changing ocean chemistry, storms, and other climate-related environmental shifts. Surface water temperatures and thermal stratification are expected to increase offshore, while, closer to the shore, enhanced upwelling due to strengthening of alongshore winds may sustain colder temperatures (Doney et al., 2011). Ocean waters generally will become more acidic due to greater absorption of atmospheric carbon dioxide, potentially impairing calcification of many marine organisms that form the base of food webs (Feely et al. 2004; Denman et al. 2011). Projected sea-level rise from thermal expansion and glacier runoff will flood the coastline (Vermeer and Rahmstorf 2009). Sea-level rise for the coastline south of Cape Mendocino is projected to rise 4–30 cm by 2030 relative to 2000, 12–61 cm by 2050, and 42–167 cm by 2100 (National Research Council 2012). Shifts are also expected in coastal fog along California’s coastline (Johnstone and Dawson 2010). Yet, over the near term the greatest threat from climate change may be the extreme events that are impacting our wild and urban areas at a level that may not lead to recovery. Floods, droughts, and storms are all more severe and frequent are predicted to increase in frequency and intensity (Cayan, et. al., 2008).



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## REGIONAL INTRODUCTION:

The Pacific Region encompasses the jurisdictional areas of 104 federally recognized tribes scattered throughout California. Table 1 provides a listing of the 104 federally recognized Tribes in the Pacific Region.

**Table 1- Federally Recognized Tribes in the Pacific Region**

<b>Tribe</b>
Agua Caliente Band of Cahuilla Indians of the Agua Caliente Indian Reservation
Alturas Indian Rancheria
Augustine Band of Cahuilla Indians
Bear River Band of the Rohnerville Rancheria
Berry Creek Rancheria of Maidu Indians of California
Big Lagoon Rancheria
Big Pine Paiute Tribe of the Owens Valley
Big Sandy Rancheria of Western Mono Indians of California
Big Valley Band of Pomo Indians of the Big Valley Rancheria
Bishop Paiute Tribe
Blue Lake Rancheria
Bridgeport Indian Colony
Buena Vista Rancheria of Me-wuk Indians of California
Cabazon Band of Mission Indians
Cachil DeHe Band of Wintun Indians of the Colusa Indian Community of the Colusa Rancheria
Cahto Tribe of the Laytonville Rancheria
Cahuilla Band of Mission Indians of the Cahuilla Reservation
California Valley Miwok Tribe
Campo Band of Diegueno Mission Indians of the Campo Indian Reservation
Capitan Grande Band of Diegueno Mission Indians of California (Barona Group of Capitan Grande Band of Mission Indians of the Barona Reservation
Capitan Grande Band of Diegueno Mission Indians of California: Viejas (Barona Long) Group of Capitan Grande Band of Mission Indians of the Viejas Reservation
Cedarville Rancheria
Cher-Ae Heights Indian Community of the Trinidad Rancheria
Chicken Ranch Rancheria of Me-wuk Indians of California
Cloverdale Rancheria of Pomo Indians of California



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Cold Springs Rancheria of Mono Indians of California
Cortina Indian Rancheria of Wintun Indians of California
Coyote Valley Band of Pomo Indians of California
Death Valley Timbi-sha Shoshone Tribe
Dry Creek Rancheria Band of Pomo Indians
Elem Indian Colony of Pomo Indians of the Sulphur Bank Rancheria
Elk Valley Rancheria
Enterprise Rancheria of Maidu Indians of California
Ewiiapaaypa Band of Kumeyya Indians
Federated Indians of Graton Rancheria
Fort Bidwell Indian Community of the Fort Bidwell Reservation of California
Fort Independence Indian Community of Paiute Indians of the Fort Independence Reservation
Greenville Rancheria
Grindstone Indian Rancheria of Wintun-Wailaki Indians of California
Guidiville Rancheria of California
Habematolel Pomo of Upper Lake
Hoopa Valley Tribe
Hopland Band of Pomo Indians
Iipay Nation of Santa Ysabel
Inaja Band of Diegueno Mission Indians of the Inaja and Cosmit Reservation
Ione Band of Miwok Indians of California
Jackson Rancheria of Me-Wuk Indians of California
Jamul Indian Village of California
Karuk Tribe
Kashia Band of Pomo Indians of the Stewarts Point Rancheria
Koi Nation of Northern California
La Jolla Band of Luiseno Indians
La Posta Band of Diegueno Mission Indians of the La Posta Indian Reservation
Lone Pine Paiute-Shoshone Tribe
Los Coyotes Band of Cahuilla & Cupeno Indians
Lytton Rancheria of California
Manchester Band of Pomo Indians of the Manchester Rancheria
Manzanita Band of Diegueno Mission Indians of the Manzanita Reservation
Mechoopda Indian Tribe of Chico Rancheria
Mesa Grande Band of Diegueno Mission Indians of the Mesa Grande Reservation
Middletown Rancheria of Pomo Indians of California
Mooretown Rancheria of Maidu Indians of California
Morongongo Band of Mission Indians
Northfork Rancheria of Mono Indians of California
Pala Band of Luiseno Mission Indians of the Pala Reservation
Paskenta Band of Nomlaki Indians of California



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Pauma Band of Luiseno Mission Indians of the Pauma & Yuima Reservation
Pechanga Band of Luiseno Mission Indians of the Pechanga Reservation
Picayune Rancheria of Chukchansi Indians of California
Pinoleville Pomo Nation
Pit River Tribe
Potter Valley Tribe
Quartz Valley Indian Community of the Quartz Valley Reservation of California
Ramona Band of Cahuilla
Redding Rancheria
Redwood Valley or Little River Band of Pomo Indians of the Redwood Valley Rancheria
Resighini Rancheria
Rincon Band of Luiseno Mission Indians of the Rincon Reservation
Robinson Rancheria Band of Pomo Indians
Round Valley Indian Tribes, Round Valley Reservation
San Manuel Band of Mission Indians
San Pasqual Band of Diegueno Mission Indians of California
Santa Rosa Band of Cahuilla Indians
Santa Rosa Indian Community of the Santa Rosa Rancheria
Santa Ynez Band of Chumash Mission Indians of the Santa Ynez Reservation
Scotts Valley Band of Pomo Indians of California
Sherwood Valley Rancheria of Pomo Indians of California
Shingle Springs Band of Miwok Indians, Shingle Springs Rancheria (Verona Tract)
Smith River Rancheria
Soboba Band of Luiseno Indians
Susanville Indian Rancheria
Sycuan Band of the Kumeyaay Nation
Table Mountain Rancheria of California
Tejon Indian Tribe
Torres Martinez Desert Cahuilla Indians
Tule River Indian Tribe of the Tule River Reservation
Tuolumne Band of Me-Wuk Indians of the Tuolumne Rancheria of California
Twenty-Nine Palms Band of Mission Indians of California
United Auburn Indian Community of the Auburn Rancheria of California
Utu Utu Gwaitu Paiute Tribe of the Benton Paiute Reservation
Wilton Rancheria
Wiyot Tribe
Yocha Dehe Wintun Nation
Yurok Tribe of the Yurok Reservation



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Figure 1- Map of Pacific Region

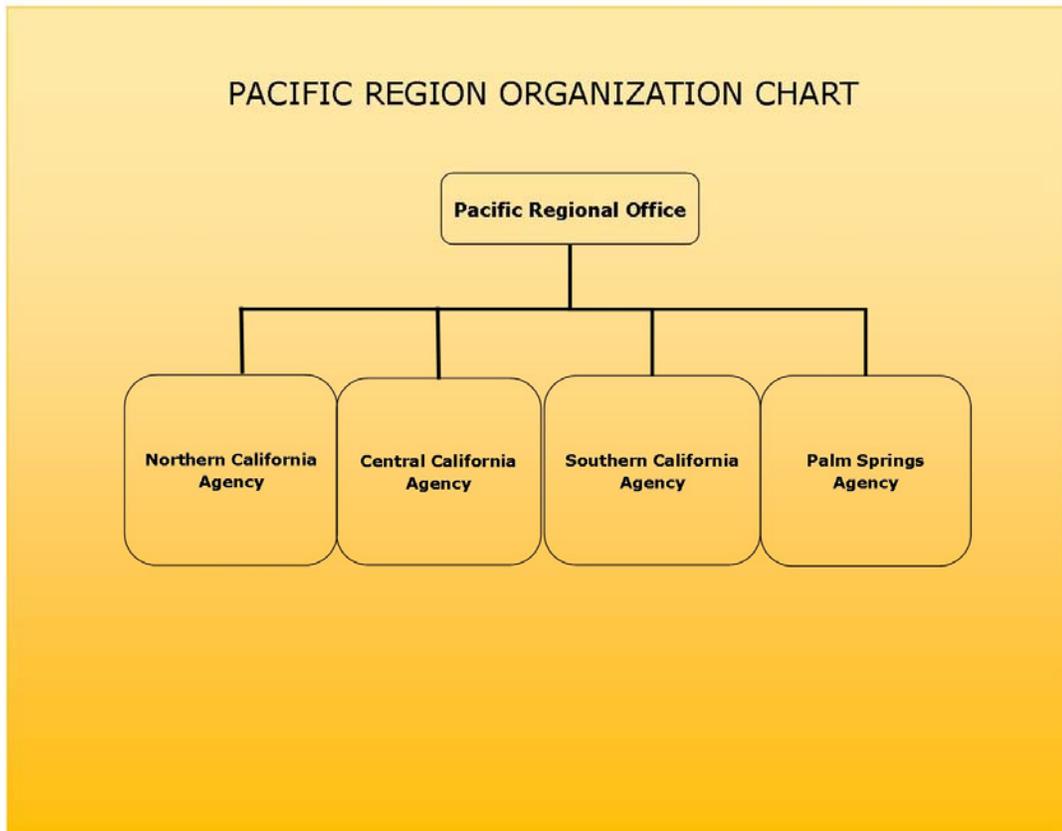




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The Pacific Regional Office operates with 4 Agencies within our jurisdiction to more closely work with the tribes in our region. The Structure below illustrates the current Structure for the Pacific Region.





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## NATIONAL POLICY:

### **An Inventory of Current National BIA Policy regarding Climate Change:**

*Note: PRO is unable to directly change national BIA policy but will provide suggestions to Central Office programs on elements, barriers, or issues that need to be addressed in current policy to ensure that PRO is successful.*

<b>Policy/ SOP Date</b>	<b>Policy Title</b>
1/24/2007	Executive Order 13423 Strengthening Federal Environmental , Energy, and Transportation Management
09/14/2009	Secretarial Order No 3289 Addressing the Impacts of Climate Change on America’s Water, Land, and Other Natural and Cultural Resources. Establishes a science and Adaptation strategy for DOI to consider and analyze climate change impacts in planning/ decision making.
10/5/ 2009	Executive Order 13514 Federal Leadership in Environmental, Energy, and Economic Performance.
August 2012	NEPA handbook Section 6.4.5 Environmental Impacts
1/09/2013	New Departmental Climate Change Adaptation Policy
2/7/2013	Transmittal of DOI National Climate Change Adaptation Policy, 523 DMI
10/31/2013	Secretarial Order No 3330 Improving Mitigation Policies and Practices of the Department of the Interior
11/1/ 2013	Executive Order 13653, Preparing the United States for the impacts of Climate Change



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## REGIONAL POLICY/ PLANS:

### An Inventory of Current PRO Policy regarding Climate Change:

Policy/ SOP Date	Policy Title	Schedule to address/ Change Policy to include consideration of Climate Change or to remove Barriers that may inhibit PRO's ability to address climate change.
4/25/2012	Dry-Cell Batteries SOP	Q1 2015
1/23/2009	Policy on Dismissal and Leave During Hazardous Weather Conditions	Q1 2015
4/23/2012	Green Purchasing Training & SOP	Q1 2015
11/23/2011	Clean up of Broken Fluorescent Lamp(s) and Disposal of Hazardous Waste	Q3 2015
4/11/2012	Energy and Water Conservation Policy	Q3 2015
4/24/2012	Fluorescent Lamps	Q1 2016
5/25/2012	Toner Cartridge Recycling SOP	Q1 2016
4/25/2012	Scrap Electronic Equipment	Q3 2016
7/18/2012	Recycling SOP	Q3 2016

*Note: Semi Annual Review by end of Q1 and Q3 2015 and Q1 and Q3 2016*

### An Inventory of Current PRO Plans regarding Climate Change:

Policy/ SOP Date	Plan Title	Schedule to reassess and revise PRO plans to mainstream management consideration of climate change or to remove barriers that may inhibit PRO's ability to address climate change issues.
3/29/2007	Open Burning Notification Plan and Permit System	Q1 2015
	Ag Resource Management Plan	Q1 2015
	Fire Management Plan	Q3 2015
	Wildland Fire Prevention Plan	Q3 2015
	Forest Management Plan	Q1 2016
	Hazardous Fuels Program Operating Plan	Q1 2016
	Fire Monitoring Plan- PRO	Q3 2016
	Continuity of Operations Plan (COOP)	Q1 2015

*Note: Semi Annual Review by end of Q1 and Q3 2015 and Q1 and Q3 2016*



## Objectives, Strategies, and Actions

The following objectives, strategies, and actions were developed by the Regional Action Plan Team to address the climate science needs expressed by resource managers throughout the Region.

### *Objective 1*

**Conduct and coordinate information exchange between scientists and managers to advance decision-making and conservation at a landscape scale.**

#### **PACIFIC REGION'S ROLE & APPROACH**

The Pacific Region promotes partners working together to build a shared conservation vision, combine and leverage their individual efforts, and improve the delivery of relevant science. It achieves this by engaging key audiences and facilitating communication, collaboration, information sharing, and science synthesis and translation.

### *STRATEGY 1:*

**Identify key science needs and improve delivery of usable scientific information to enable effective implementation of conservation strategies.**

#### **ACTIONS**

1. Collaborate and coordinate with Landscape Conservation Cooperatives (LCC) and USGS Climate Science Centers and partner Universities to encourage scientific research and development that addresses the science priorities.
2. Working with the LCCs within the boundaries of the Pacific Region, ensure science partners successfully translate scientific information into a form that can be used by resource managers, using online content, reports, workshops and in-person training.
3. Request relevant web-based presentations from the LCCs and archive them online for long-term accessibility.
4. Support increased participation in relevant scientific events by Tribes and BIA managers that can improve adaption strategies.



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## ***STRATEGY 2:***

**Expand and enhance engagement of key audiences within the Pacific Region. Communicating the risks related to climate change and the value of adapting policies and practices to become more resilient is critical to successfully mainstreaming climate considerations into all BIA management, and supporting tribes as they identify and face similar challenges.**

### **ACTIONS**

1. Convene a Communication Team to help develop and implement a Communication Strategy in coordination with LCCs in the Region.
2. Identify representatives from relevant entities that use and develop scientific information and tools in landscape level conservation, including: federal, state, tribal and local agencies, NGOs, Joint Ventures, Fish Habitat Partnerships, and scientific institutions.
3. Develop and schedule a periodic process for assessing information sharing needs and common management issues at multiple ecological, geographic, and temporal scales
4. Highlight the crosscutting nature of climate adaptation such that we come to understand it as a normal part of doing business.
5. Encourage managers to take every opportunity to educate ourselves about the effects and explore options for action.
6. Design a communication process that works within the limits of existing staff and funding to achieve results.
7. Design a long-term, robust capacity to manage for climate change, including identification of additional staffing and funding needs.



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### ***STRATEGY 3:***

**Identify and facilitate efficient ways to engage partner collaboration to achieve shared vision and goals**

#### **ACTIONS**

1. Assess collaboration opportunities across stakeholder groups and partnerships that can improve natural resource conservation.
2. Identify and apply criteria to prioritize the needs for collaboration identified by partners.
3. Facilitate effective collaboration among partners that address high-priority needs for atmospheric, aquatic and landscape conservation.
4. Facilitate shared conservation visions, plans and actions among partners.
5. Take advantage of professional and public venues (e.g., conferences, workshops and meetings) to improve and increase the frequency of communication within and among collaborating groups.

### ***STRATEGY 4:***

**Develop and deliver relevant training and information products for key audiences using climate smart principles**

#### **ACTIONS**

1. Develop and/or promote trainings and curricula that meet key management needs related to successfully achieving landscape scale conservation and emphasizing climate smart conservation processes.
2. Deliver a curriculum to a wide audience for establishing a general understanding of climate change science, ecosystem impacts, and the implications for resource management and conservation.
3. Work with science partners to promote useful products for resource managers that emphasize climate smart conservation.



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## Objective 2

**Enhance Climate Smart Conservation\* (nature-based adaptation and mitigation) on a landscape scale.**

### **PACIFIC REGION'S ROLE & APPROACH**

The Pacific Region encompasses a diverse landscape with many types of ecosystems. The Pacific Region will support projects that are specific to these geographies and ecoregions, as well as projects that address issues related to ecosystem processes and services that are common to many places and conservation efforts.

\*

### **CLIMATE SMART CONSERVATION**

Climate smart conservation strategies and actions specifically address impacts of climate change in concert with other threats and promote nature-based solutions to:

- Sustain vibrant, diverse ecosystems.
- Reduce climate change impacts on wildlife and people, and enhance the ability to adapt.
- Reduce greenhouse gas (GHG) emissions and enhance carbon sinks.

### **Climate Smart Principles**

(Adopted from NWF Quick guide, 2013, Cohen 2012, and others)

- Focus goals on future conditions.
- Prioritize actions using climate information and design them in ecosystem context.
- Employ adaptive and flexible approaches.
- Collaborate and communicate across sectors.



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### **STRATEGY 1:**

**Promote, support, and coordinate cross-sectorial understanding of ecosystem processes and services to advance climate-smart conservation at a landscape scale. Building a workforce that is knowledgeable about climate change effects and response options is fundamental to ensuring that managers can address climate change as part of routine operations.**

#### **ACTIONS**

1. Work with BIA and Tribal managers to identify information gaps and define priority issues related to understanding or managing ecosystem processes and services of importance for the Pacific Region.
2. Work with BIA and Tribal managers to develop criteria for selection of projects that include high priority ecosystem processes and services.
3. Initiate at least one integrative project to implement within the first two years.
4. Share project results with tribes and land management agencies annually.
5. Engage Youth (Potential Future Employees) and their families. Engaging young people brings diversity, energy, and inspiration to the issue of climate change, encouraging innovative thinking and problem-solving. Investing in youth and their families provides a tremendous multiplier effect by fostering a life-long connection to Indian culture and heritage and instills a stewardship ethic in the next generation.

#### **SPECIFIC ACTIONS / TIMELINE FOR ACTION PLAN IMPLEMENTATION:**

As part of PRO- BIA’s commitment and responsibilities under Executive Order – 13653 Preparing the United States for the Impacts of Climate Change, we have taken the following climate change adaptation planning steps:

- Designation of a Regional Climate Change Point of Contact
- Identification of a Climate Change Regional Action Plan Team





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PRO-BIA will take 5 actions in CY15 to better understand and address the risks and opportunities brought on by climate change. Action Items for these strategies should be accomplished prior to the dates below, if all items work out as planned:

The Specific Actions recommended for PRO to take in CY 2015 and CY 2016 and the Timelines for each are:

Task #1 - Create a folder within the Region's Climate Change Sharepoint site to be used as a repository for training and general reference materials for employees to find information about climate change. All employees have access to this site.

*Responsible Party: Regional Climate Change Coordinator  
Timeline for Implementation: Q2 2015*

Task #2 - Create a team to address/ change policy and guidance (contained on page 12) to include consideration of climate change or to remove barriers that may inhibit PRO's ability to address climate change issues.

*Responsible Party: Regional Climate Change Coordinator  
Timeline for Implementation: Semi Annual Review by end of Q1 and Q3 2015 and Q1 and Q3 2016*

Task #3 – By policy memo, the Region will instruct all employees to select E85 fuel for any Government E85 approved vehicle when the option is available.

*Responsible Party: Regional Climate Change Coordinator  
Timeline for Implementation: Q1 2015*

Task #3 - Programs with existing management plans will follow the schedule listed on page 12 of this document to mainstream management consideration of climate change or to remove barriers that may inhibit PRO's ability to address climate change issues.

*Responsible Party: Program in which Plan was created  
Timeline for Implementation: Semi Annual Review by end of Q1 and Q3 2015 and Q1 and Q3 2016*

Task #4 – Train Regional Office Supervisors/ Managers on Climate Change and ways to mainstream considerations for climate change into all decisions.

- Create/Update IDPs to ensure that employees have access to climate change adaptation information and recommendations appropriate to their program needs.



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- Encourage managers to seek out program specific webinars and training opportunities.
- Organize workshops and technical sessions within program meetings to address programmatic climate adaptation issues.

*Responsible Party: Regional Climate Change Coordinator*  
*Timeline for Implementation: Q2 2015*

Task #5 – Train Regional Office Program Staff on Climate Change

- Update all IDPs to ensure that employees have access to climate change adaptation information and recommendations appropriate to their program needs.
- For those individuals that are involved in the NEPA process, specialized training that will address the NEPA / Climate Change relationship will be held.

*Responsible Party: Regional Climate Change Coordinator / RES*  
*Timeline for Implementation: Q3 2015*

Task #6 – Train Agency Staff on Climate Change

- Update all IDPs to ensure that employees have access to climate change adaptation information and recommendations appropriate to their program needs.

*Responsible Party: Regional Climate Change Coordinator*  
*Timeline for Implementation: Q4 2015*

Task #7 – Increasing telework capacity by 10% over previous year. (as measured by quicktime reports of hours charged to Telework for the Region). First Goal will be an increase in FY 2015 numbers over FY 2014.

*Responsible Party: Deputy Regional Director - Trust*  
*Timeline for Implementation: Q1 2016 for report*

Task # 8 - The Region will update its guidance to, and duties for, the Safety Officer position to include the responsibility to monitor public health guidance and recommendations for employee health and safety and to, at least annually, review, and when necessary, update employee health and safety policy, procedures, and guidance as well as make recommendations to leadership regarding implementation of specific safety protocols or preventative measures.

*Responsible Party: Deputy Regional Director – Indian Service*  
*Timeline for Implementation: Q2 2015*



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Task #9 : The Regional COOP will update the following Regional Policy and Guidelines and make recommendations to Central Office that the indicated national policies be updated:

COOP, will at a minimum address

- Heat Stress, Extreme Cold
- Infectious Disease procedures.
- Dangerous storm notification for employees working in exposed situations and hazardous travel conditions.
- Employee Handbook/Field Operations Guidelines, including protective measures. Personal Protective Equipment (PPE).

*Responsible Party: Regional COOP Coordinator*  
*Timeline for Implementation: Q3 2015*

Task #10: Agencies will be directed by memo to update Agency COOP Plans to incorporate climate change by 01/31/2015.

*Responsible Party: Regional Director*  
*Timeline for Implementation: Q1 2015*

Task #11 - By policy memo, the Region will instruct the Superintendents to appoint an employee (Agency Safety Officer or other collateral duty officer) to be responsible for monitoring employee health recommendations made by local and state public health officers, and interpret national health and safety guidance to address local conditions and human health risks when applicable, update Agency policy, incidence, and or procedures as appropriate.

*Responsible Party: Regional Director*  
*Timeline for Implementation: Q1 2015*

Task #12 – Hold a digital photo contest for all youth age groups to illustrate climate change effects that directly impact them. Many youth now have cell phones and can take a photo easily and email directly via phone. Possibly awarding small cash awards for winners and printing the winning essay in the tribal newspaper of the winning participant. (details of contest to be decided upon by responsible party)

*Responsible Party: Regional Forester*  
*Timeline for Implementation: Q3 2015*



CLIMATE ACTION PLAN  
BUREAU OF INDIAN AFFAIRS  
PACIFIC REGIONAL OFFICE



Task #13 – Update PRO’s Facebook page and webpage to include Climate Change information.

*Responsible Party: Regional Forester, Fire Management Officer and Climate Change Coordinator*  
*Timeline for Implementation: Q3 2015*

### **Re-evaluation of Climate Action Plan:**

We are learning more about the impacts of climate change as well as management and adaptation strategies all the time. This action plan is a tool to support the PRO as employees and tribes address those changing challenges. As such this action plan will be reviewed and revised to adjust to new information, partnerships, and management needs.

The Regional Action Plan set forth spans the timeline of FY 2015 and FY 2016. PRO will review this action plan in the last quarter of FY16 and either set a date for action plan revision, or the reset a timeline for review to span the next 2 fiscal years.

### **CONCLUSION**

The Bureau of Indian Affairs has an important leadership role to play in understanding and communicating about climate change and in responding with effective adaptation and mitigation actions. The PRO- Climate Change Action Plan provides guidance to fulfill that role in both the near and long term. It is designed to focus near-term efforts on a coordinated set of actions while promoting flexibility to incorporate new knowledge, new initiatives, and changing circumstances as the future unfolds.