

DCR LEADERSHIP ACADEMY 2025

Leaders of Change

BREAKOUT SESSIONS:

A Peek Behind the Scenes: Special Events
Permitting 101

Be a Data Wiz! Data-Based Tools for You

Biodiversity Goals for the Commonwealth

Conflict Communication and De-Escalation: The
Basics

Enhancing DCR's Circulatory System: Planning and
Mapping Our Trail Network

First People, First Stewards Partnership: A New
DCR Initiative

Get the 411 on the 311: DCR's 311 System Rollout

"Go, Team!" Creating a Positive Environment for All

Manage Your Projects So They Don't Manage You

"That'll Never Happen!" Prepare for the Worst,
Hope for the Best

The Long Now: The Importance of Succession
Planning

Unhoused Populations: Approaching with Safety,
Dignity, and Respect



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BREAKOUT SESSION DESCRIPTIONS:

A Peek Behind the Scenes: Special Events Permitting 101

Speaker: Janice Parlon

Get back to basics with this training on the special event permitting process. Learn about the permitting system, requirements, and strategies to make any special event at your site a success!

Be a Data-Wiz! Data-Based Tools for You

Speakers: Ryan Kingston, Peter Grima

DCR is taking action to reduce its greenhouse gas emissions and to be more transparent about the status of forests across the Massachusetts landscape. Come learn about two new dashboards that DCR staff have developed to help inform decision-making and provide broader understanding and knowledge of Massachusetts forests – and then learn how to use these tools in your day-to-day work.

Biodiversity Goals for the Commonwealth

Speakers: Eve Schluter, Jennifer Ryan

In September 2023, Gov. Healey signed Executive Order (EO) No. 618: Biodiversity in MA, directing Department of Fish & Game (DFG) to review current biodiversity conservation efforts and recommend biodiversity conservation goals. As an environmental agency, this effort is very relevant to DCR's work and provides numerous opportunities for collaboration across government. Come hear from DFG as they outline the work associated with the Biodiversity EO and discuss what role DCR has to play.

Conflict Communication and De-Escalation: The Basics

Speaker: Lt. Michelle O'Bannon

Come learn techniques to help de-escalate a situation. Gain tools and strategies to defuse, stabilize and decrease the severity of a conflict. Whether your role is public-facing or not, come build skills to approach and de-escalate conflicts effectively and calmly.

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BREAKOUT SESSION DESCRIPTIONS:

Enhancing DCR's Circulatory System: Planning and Mapping Our Trail Network

Speakers: Nathanael Lloyd, Juliette Gale, Ale Echandi

DCR maintains over 4,000 miles of roads and trail systems. Mapping the system, planning for system-wide sustainability, and maintaining up-to-date data on whether trails are official or unauthorized is challenging. The Greenways and Trails Planning and GIS groups are developing a new model for trail system planning and mapping. The model's success depends on cross-DCR engagement in the process. Find out how you can contribute to and utilize this new trail system data set!

First People, First Stewards Partnership: A New DCR Initiative

Speaker: Leah Hopkins

Learn about DCR's First People, First Stewards Partnership—a new initiative designed to deepen DCR's understanding of the cultural, environmental, and sovereignty issues facing Indigenous Peoples. What is the Best Practices guidance when engaging Indigenous communities? How can we integrate traditional ecological knowledge into our land management practices? Hear from DCR's new Indigenous People's Partnership Coordinator about the new Partnership and what role we each have to play in this important initiative.

Get the 411 on the 311: DCR's 311 System Rollout

Speaker: Gianni Hill

DCR recently launched the new 311 system to help manage and track feedback for staff from constituents and visitors. This session will give attendees a view into the system, an overview of how it works, and a chance to meet the people behind the screens!

"Go, Team!" Creating a Positive Environment for All

Speakers: Shawn DeRosa, Kate Preissler

Sharing a passion for our mission is DCR's superpower as an agency. Figuring out how to navigate across our dynamic agency in a positive and meaningful way can be a challenge. But when we work as a team, we are unstoppable! Learn approaches to creating a positive team environment with colleagues and explore strategies to increase connection and communication.

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BREAKOUT SESSION DESCRIPTIONS:

Manage Your Projects So They Don't Manage You

Speaker: Fran Blanchard

We will all need to become a project manager at some point in our careers - from big, multi-agency initiatives to small, local team projects. This session will benefit those contributing to and/or leading teams. Explore questions such as: What does it mean to manage a project? How can you use these opportunities to build consensus, extend the resources available to you, and help solve the issues important to you in your DCR role?

"That'll Never Happen!" Prepare for the Worst, Hope for the Best

Speaker: Dave Celino

Fall 2024 was a forest fire season unlike any other in the recent past for Massachusetts. But would we be prepared for large-scale fire emergencies like those experienced by Los Angeles in early 2025, or another natural disturbance or event? Emergency preparedness doesn't happen overnight. It starts today, it starts now, and it starts with you. Can we learn to prepare for the unexpected, therefore expect the unexpected?

The Long Now: The Importance of Succession Planning

Speaker: Matt Villamaino

DCR is an ever-changing organization. New talent can bring fresh perspectives, but no one likes to see institutional knowledge walk out the door. This session will focus on best practices to help set up your team - present and future - for success.

Unhoused Populations: Approaching with Safety, Dignity, and Respect

Speakers: Amyrose Herrick, Lt. Christopher Ponte (Cambridge Police Department), Sgt. Jason Callinan (Cambridge Police Department)

Learn about techniques and resources to help address unhoused populations on DCR properties. DCR's Amyrose Herrick will be joined by Cambridge Police Department leadership to share strategies, practical tools and tips drawn from Critical Incident Training. This session is designed for non-law enforcement employees engaged with members of unhoused communities on DCR lands.