

## 2023 Biennial Meeting Survey Results

Following the Chesapeake Bay Program's 2023 Strategy Review System (SRS) Biennial Meeting, a survey was sent to in person and remote attendees to solicit feedback on successful aspects of the meeting and areas for improvement. Overall, responses indicate that the Biennial was broadly considered a good meeting. Responses also illuminate what worked well at the 2023 Biennial Meeting and areas for improvement at future meetings.

There were 25 survey responses received. Of these responses, 22 were from individuals who attended the meeting in person, two were from individuals who participated remotely via webinar, and one was from an individual who attended one day of the meeting in person and one day online. Responses to the first six questions were required, whereas responses to the final six questions were optional. Responses were collected anonymously.

With an average response of 3.8, most respondents felt that overall, the Biennial was a good meeting. Some respondents felt that the Biennial provided enough for discussion, while others did not. Including additional time for discussion is an area for potential improvement at future meetings. Overall, with an average response of 3.4, participants felt that the Biennial Meeting provided enough time to network and learn from groups individuals do not typically interact with.

The Biennial Survey responses helped identify several lessons about what worked well at the meeting, and should be continued at future Biennials. A general takeaway from survey feedback is that people enjoyed meeting in person, but also appreciated the flexibility of having a webinar option for participation. In person interactions were noted to help build trust across the partnership and were seen as important networking opportunities. Accordingly, the planning team should aim to **host future Biennial Meetings that emphasize in person attendance, but offer a webinar participation option that is supported by a tech-support contractor** to ensure high quality audio and video feeds.

Though each session received praise, respondents noted that the stakeholders panel and screening of "Eroding History" on Day 2 were particularly powerful and sparked conversation. The planning team should **continue to have an activity that makes us think differently** or examine our work through a different lens. Building on this theme, the **diversity of content and mix of session formats** (presentations, large group discussions, small group discussions, panel, film screening, etc.) was appreciated, and should be continued at future meetings.

Aside from several incidents outside of the planning team's control (fire alarms and unexpectedly tiny salads), survey responses also helped to identify some key areas for improvement at future Biennial Meetings. First and foremost, the planning team should **send the Biennial Meeting agenda and key discussion questions out to invitees at least one month in advance**. This will help improve understanding of meeting objectives and the topics that will be discussed, and will also support broader participation from across the partnership.

Additionally, the planning team should strive to better align the meeting purpose with who is invited to attend, and ensure the meeting space is not a key limiting factor preventing broader in person participation. In 2023, the purpose of the Biennial was to "convene the Chesapeake Bay Program partnership to fully integrate learnings into the charting of a course to 2025 and beyond 2025 for all outcomes so that the response to the Executive Council (EC) charge is representative of the full

spectrum partnership.” The premise was to use the adaptive management framework to help the partnership explore topics directly related to the EC charge, whereas past Biennial Meetings have focused more explicitly on the Strategy Review System (SRS) process. In 2023, broader participation from across the partnership would have been appreciated by meeting participants, given the broader topics being addressed. For future meetings the planning team should **consider the audience for the Biennial based on if the meeting will have a more traditional SRS focus versus topics of relevance to the broader partnership and stakeholders.**

Conflicting feedback was received about the Bay Café session format; nine people mentioned the Bay Café or break-out sessions as something that worked well at the meeting, but eight people also highlighted the Bay Café as something that could be improved. If this format is used in the future, the **Bay Café technique could be improved by providing more time to reconcile and weight feedback within small groups and more time for report-outs and thoughtful discussion and synthesis with attendees, as a whole.**

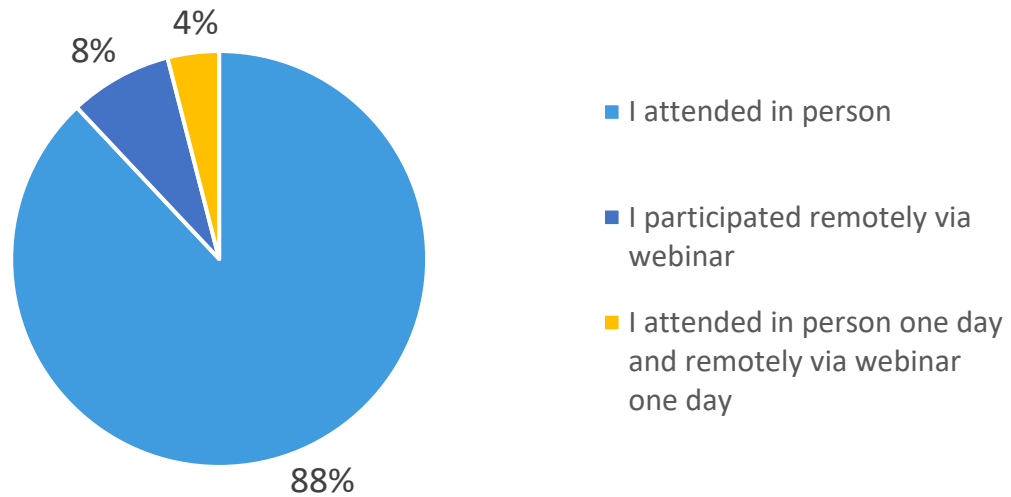
More time for discussion after presentations and small-group discussions is a theme that was highlighted throughout survey responses. As the agenda for the next meeting is developed, the planning team should **consider how best to balance the agenda to allow for thoughtful discussion.** To accommodate such discussions, three respondents suggested making the Biennial Meeting a three-day event. A coffee hour or networking meal was also proposed. Though not noted in survey responses, the Biennial planning team also discussed the possibility of hosting some presentations as webinars in advance of the in person meeting to help participants prepare for thoughtful discussion during the meeting itself. All options should be explored by the planning team for future Biennials.

Responses to the Biennial Survey are provided on the following pages for documentation purposes and to allow for further exploration. Overall, feedback about the Chesapeake Bay Program's 2023 Strategy Review System (SRS) Biennial Meeting indicates that it was broadly considered to be a good event. Lessons Learned about what worked well at the meeting and what can be improved will be revisited by the planning meeting to support the improvement of future Biennials.

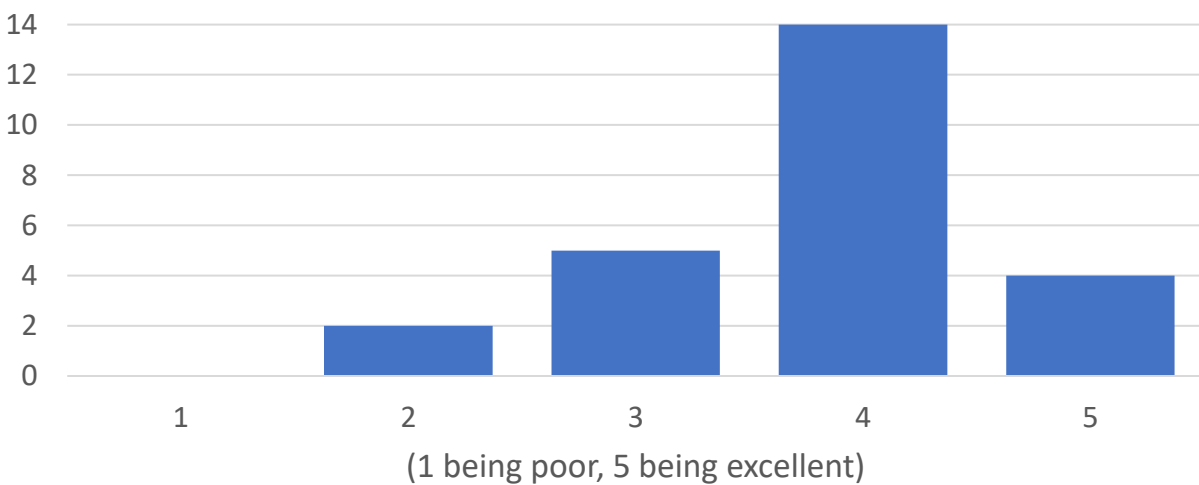
## 2023 Biennial Meeting Survey Responses

The following pages document the responses to the Chesapeake Bay Program's 2023 Strategy Review System (SRS) Biennial Meeting's Post-Event Survey. A total of 25 survey responses were received.

Q1: Did you attend this meeting in person, as a remote participant, or both?



Q2: Rate the overall meeting on a scale of 1 to 5



Q3: What worked well?

- detailed planning of the topics, mix between presentations, small group discussion and feedback opportunities
- A collection of short sessions that keeps people moving and engaged was helpful
- I liked the varying styles of information sharing, presentations, panels, movie screening, chesapeake café discussions, etc. Content was also on point.
- world café, and the partner panel
- Virtual option worked pretty well, especially since it was added on last minute!
- most everything worked well, world cafe, the panel and the movie were the best parts
- Small group discussions
- Cafe
- world cafe conversations, informal networking time
- the session on engaging local groups and stakeholders.
- Seeing partners and having discussions about a wide range of topics.
- The presentations were all fantastic, the candidness of the speakers was much appreciated, and I also liked moving from table to table to weigh in on various topics.
- presentations
- Guest speakers were compelling.
- Allowing lots of time for discussion. I especially liked the presentation and discussion on the second day.
- "The planning team worked so hard on this meeting and i really appreciate it! You guys navigated technical and logistical challenges really well (audio, salads, alarms, and more!). BIG THANK YOU!!
- I thought the choice of presentations on the second day were great. Thank you for including the DEIJ topic/movie and discussion, as well as the stakeholder panel. I also loved Rachel's presentation on the communication aspect of the program. Really eye opening. "
- The framing presentations, plus the pre-meeting materials set the stage well for the discussion. Specifically, Kathryn's presentation on outcome attainability and the CCSR presentation seemed to get participants thinking about each topic and how the CBP can respond and improve. Rachel's presentation at the start of the first day where she had us turn our name tags around was an excellent tone setter.
- Good presentations, I generally liked the Chesapeake Bay Cafe concept for small group discussions
- Having in-person and virtual attendance options. Group breakouts.
- CCSR report outs panels with discussion, networking
- I really loved the diversity of sessions, the multiple opportunities and ways to provide input, and the emphasis on people on the second day both in terms of diversity and engagement. Really important to our work. The location was great - really walkable area with lots around to explore when you needed a break or wanted to go for an early morning stroll. I also appreciated the assigned table. I was able to connect with new people and loved that!
- Networking and having the opportunity to talk to people in person
- The purpose and structure were laid out well. It was good to have time dedicated to thinking through a lot of these burning issues, and to get together in person.
- Being in person and incorporating small group conversations
- Lots of content, but we'll planned

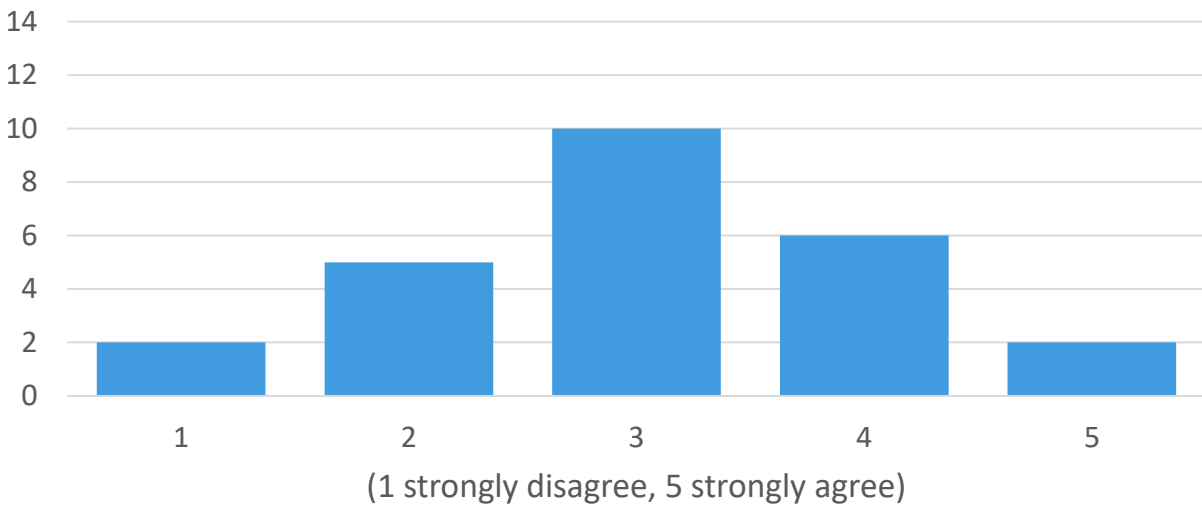
#### Q4: What could be improved?

- gallery walks and poster sessions were difficult to absorb partly because of the space provided and because of the volume of material. Perhaps organizing groups to walk together to each station where the presenter could offer high-level takeaways would work better. Not all posters were attended and many of the discussions in that space were networking (still important!) instead of focused on the material.
- Somehow, having more space for deeper introspection sharing on key topics. The quick hitting work is good, but I am sure some deeper context behind one-liner's can add further useful insight. It was challenging to provide such thoughtful answers to such important questions at times even taking home some notes overnight to add in the morning.
- Would have liked some more time to dive into some of the more "meaty" topics like the panel discussion on stakeholders, the CSER report, etc.
- Could be more time for discussion, need for an extra day to accommodate for better time management, wish there was a proper coffee hour prior to the meeting to help promote conversation. Location was also small and way too tight for this group, something to accommodate more folks next time should be considered.
- Larger space for broader Partnership involvement.
- minor tech problems or quick agenda changes are unavoidable but can always be improved
- Abundance of CBPO attendees but lack of connection with model world and outcomes
- timing of meeting on in person travel meeting on a Friday, had several key people leave before they should have.
- gallery walk (a big-ish time commitment, but wasn't well attended)
- Not enough discussion time. No report out from the world cafe session on day 2 to actually hear what people were thinking that would let us look for common messages.
- The world cafe breakouts sound better in theory than in practice. They provide a lot of time for people to speak out without any attempt to reconcile that feedback. As a result, there is a feeling of having it being a waste of time. Seriously consider not including that approach in the future.
- That fire drill could have lasted a couple more hours to reach maximum awesomeness....
- The interactive part of the meeting, the discussion was cumbersome and confusing at times
- Facilitators during breakout group can use more consistent guidance in their duties. Some seemed more experienced and had a good command of the group and some seemed to sit back more and are reticent.
- The food for lunch and providing coffee in the morning. Some of the questions in the breakout sessions seemed redundant.
- Providing the materials 1-2 weeks beforehand - especially the discussion questions and the agenda, but presentations would be nice too. Better communication to our program partners beforehand (many were asking me questions i did not know the answer to). Clearer explanation of the purpose of the meeting - I kept hearing from partners (up until the day of the meeting) that they were unclear what this meeting was about. Clearer communication of the "deliverables" or outcome of the meeting (what do we want to take away from the meeting?). Inviting the entire partnership, or at least extending the invite list. More facilitated discussion with small groups. Better allocation of time for presentations, such as CSER report. More buffer time between breaks.
- While I understood conceptually what the point of the Chesapeake Bay Cafe was, I never felt like the actual end use of the comments was clear to me. For example, I know it was supposed to be informing the Reaching 2025 and Beyond 2025 committees, but there didn't seem to be a guarantee that they would use the findings in their work. Given how much time we spent on it,

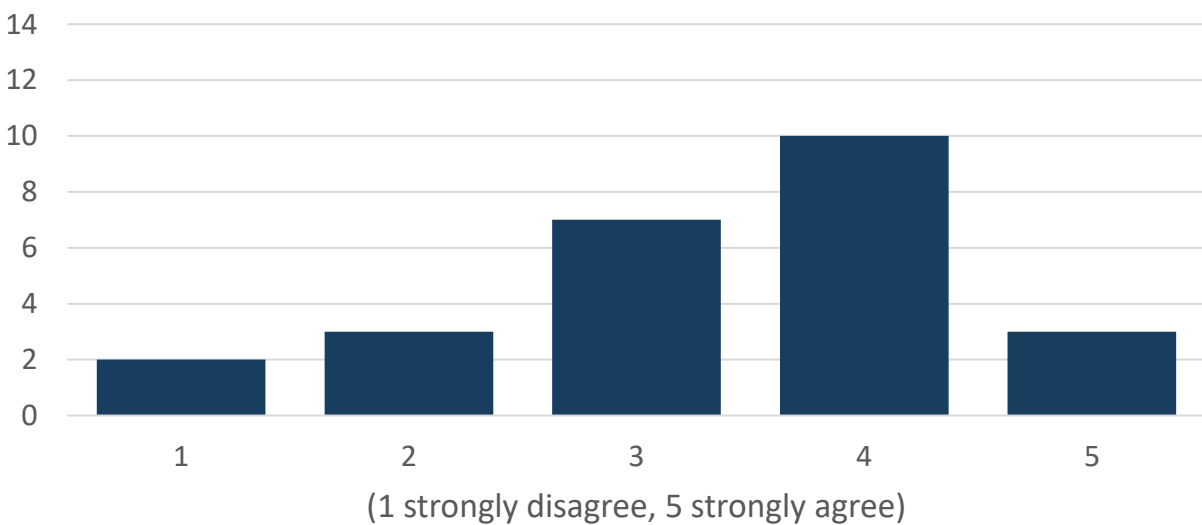
I'm not sure the end use was clear enough or justified enough. Additionally, the meeting felt like whiplash because we would talk about one topic, then jump to another, and another. They did not feel as cohesive as could be. Perhaps in the future we have synthesis sessions at the end of the morning and afternoon to talk about how we could integrate that session's components into our work. Overall, I felt like we needed more time at the Biennial spent discussing how we will implement the conversations into our day to day work.

- Have more time built in for discussion after each presentation
- Having more time for related science and discussion of the science. Lunch meals provided.
- I didn't get much out of the breakouts but it was good to connect with people then,
- I know that the agendas are always packed, but since this is a meeting that only happens every two years - perhaps a 3 day meeting is in order, or two and half days? What I found lacking was time to digest, ask questions, reflect, and have larger group discussion where you can build on what you have been hearing in a more collective fashion. Using the CESR report as an example, we were bombarded with information given a few minutes to ask questions but not enough time to really reflect to discuss HOW to use the information or WHERE it could be applied in our subsequent discussions. Same could be said of the diversity conversation or the social engagement information. I would also have loved to have a large group conversation after the world cafe to discuss common themes or dig into new thinking. I know that some of that was taken care of during the write up, but continued conversation allows for further development of those ideas and generating new evolutions and refinements of perspectives. The report out just documents the first, surface level thinking.
- World cafe didn't seem effective, too many CBPO staff there.
- It was a lot all at once, very intense. And yet, maybe another day or half day could have been added, to stretch it out a bit and allow more time for breaks, conversations, digesting together what we were discussing, and some interpersonal bonding. I'm not sure I liked the world cafes.
- More time for some of the presentations and for Q&A (particularly the CESR report)
- Larger meeting space. Coffee hour in the morning for networking

Q5: Indicate how strongly you agree or disagree with the following statement: The Biennial Meeting provided enough time for discussion.



Q6: Indicate how strongly you agree or disagree with the following statement: The Biennial Meeting provided enough time to network and learn from groups I don't typically interact with.



## Q7: Provide any specific feedback on what went well or what could be improved for the Chesapeake Bay Café and Café Reflection sessions on Day 1 and Day 2.

- The Bay Cafe was an effective tool for gathering feedback from all participants.
- Same answers as above - excellent quick hitting, engaging, style helped keep folks thinking, working, moving. A connected period of time, maybe having the lunch served in the cafe area to allow folks to eat, walk around, continue to comment - that is the kind of time I needed... but then that conflicts with networking/catch up time. But perhaps there is room to schedule an hour of "study hall" after a cafe session - your choice, network, continue commenting, catch a nap in your room. It would be interesting to know if others feel like such options would garner much from the masses, or just a few people wanting to empty the brains on the pages beyond the quick hitting response time.
- The Chesapeake Cafe went well, but not sure if the outcome was any better than a traditional small group brainstorming discussion. It was difficult to pick up where the previous group left off. Linear thinkers (like me) had a harder time navigating the haphazardness of the table clothes and discussions that followed from group to group.
- I thought these were good questions that opened up lots of ideas.
- could have spent a lot more time on the debrief side, may warrant an extended discussion now that all of the notes/comments have been summarized
- There was a disconnect between outcomes and model world. The Phase 7 model is in full development, yet we discussed lowering the priorities for the WQ attainment outcome. If most of the resources are being spent on the models, how will the re-prioritization of resources for other outcomes be accomplished? Fewer staff and more technical experts should have been in the room.
- The Task was huge and may have required much more forethought than I gave it. It became an immediate brainstorming session (Spaghetti against the wall) rather than a deliberate well thought out exercise.
- I didn't find the world cafe sessions to be helpful. (1) There wasn't actually discussion among table members - we just added content to the papers on the table. (2) What was written on the tables was generally a short phrase or sentences - not enough detail to provide context or nuanced thinking. If we try this approach again, really need to have more time for discussion and synthesis of ideas during and after the session. Glad we tried them, but I don't think they worked.
- The breakout groups were too small. Having fewer with 8-10 people would be better to get a mix of experience and tenure in each.
- I kept forgetting to walk around after the Cafe sessions to add to other groups' questions/papers. It could be nice to allocate 5-10 minutes for everyone to walk around from table to table to just read what others have written. I did like how they were posted on the walls, but again, I just kept forgetting and we didn't have much "buffer time" for breaks.
- "What went well: 1. Assigned seating so different people were sitting together. 2. Rotating groups enough so they could participate in different conversations, but not so much that there was not enough time to get into a serious discussion. 3. Moderators who could speak to the previous groups' conversations.
- What could be improved: 1. Moderators ensuring that everyone has equal opportunity to speak. As it was, some of the more vocal participants dominated the conversations. I recognize this



experience would have varied from moderator to moderator. 2. A clearer end use for the conversations. At times, it felt like the exercise was somewhat futile because the conversations were so wide ranging that it would be difficult to derive any implementable recommendations or conclusions for the Beyond 2025 committee to use. 3. Slightly more time for discussion at each table, so groups could attempt to synthesize their conversation into a statement. "

- Making it less complicated- having a fewer number of questions to address, letting participants indicate which topics they are most interested in discussing and assigning groups accordingly. Some of the questions I was assigned I didn't feel like I had much to say about.
- There should have been more inclusion of the agriculture sector as part of the discussion because the discussions directly effect many of the goals dependent upon agriculture cooperation and investment.
- See my general "what could be improved" comment about more time to discuss the world cafe responses. We had time to hear the report outs but not really enough time to discuss what we were hearing to do some collective thinking and digesting.
- The facilitators of the cafe at the tables didn't seem to understand the exercise and I don't think it was as effective as it could have been. It was overly complicated.
- Main thing that comes to mind is that I ended up in some where I really couldn't answer the questions because they weren't relevant to my field. I get it that there's some strategy in randomly assigning people to those small groups, but maybe some of them could have been self-selected, so we could work on areas we feel strongly about/ prepared to discuss.
- There was some confusion amongst the facilitators about what we were meant to be doing during each round. But I appreciated the opportunity to collect thoughts across a broad spectrum of participants ahead of the important conversations that the Partnership is facing.

## Q8: Provide any specific feedback on what went well or what could be improved for the Gallery Walks on Day 1 and Day 2.

- Too much informative to be properly absorbed and used in the meeting.
- Good for engaging over key, valuable topics. Thanks tons for prepping and printing the posters for us!!! Lifesaving!!! I didn't really see a downside to the Gallery Walks.
- There wasn't a lot of time to truly immerse ourselves with all of the posters. The location being further from the main meeting space also made it more difficult. I fear the time that all the poster leads put into preparing the posters did not yield as much feedback to them and insight to us as perhaps planned.
- More time and better location. Very cramped location. Could have also been better if we had a coffee hour and happy hour in the space
- was a little crowded and the elevator was a chokepoint
- Room was too small, but it was a good attempt to engage people in a different way.
- not sure the Gallery walk was even necessary?
- I liked these.
- The gallery walks were a lovely idea but the room was too small and it immediately got too loud to hold a conversation about the information on the posters.
- They were too compact and crowded. 5min lightning talks would be better.
- The gallery walks felt secluded, but maybe that was more of a space issue. More clear direction on the purpose or theme of the posters (are we supposed to be creating posters on CBP tools

and resources? or were the posters on any CBP project?). More time to create the posters would be nice too :)

- Only when poster presenters were required to be there, did it actually feel like the Gallery walk was taking place. On other occasions where it doubled as a break, no one really showed up, so poster presenters did not have as much a reason to attend. Perhaps there could have been another, dedicated time for the posters.
- I really didn't have anyone ask me questions about my poster. I think most people were already familiar with the topic I my poster focused on so I'm not sure making/presenting the poster was worth the effort.
- Have the authors/ publishers of the reports to be at their displays to foster discussion about the topics.
- "Personally, I didn't think the gallery walks added a lot of value other than providing a place for people to showcase their work (which is always nice). I am not a tool user though, so perhaps if I was, I would have picked up a few new tools for the tool box. Since I don't engage at that same level, I took the time for a brain break, which was much needed, after walking through the gallery during the first break. If others thought it was valuable, I'm glad!
- If not, the juice may not be worth the squeeze. "
- Great to see all of those topics and tools discussed, but space was limited. A website of that information would be helpful.
- Kinda felt like people tended to just talk with each other not related to the posters. For all the effort that went into making the posters, I'm not sure how well they really did to spark discussion about what was on them. People were hungry to connect with each other.
- Tight quarters and lots of small words. I found it easiest to visit during off times in order to spend time with the posters.

## Q9: Provide any specific feedback on what went well or what could be improved for any presentations, moderated discussion, or session activities on Day 1, May 11.

- Good presentations
- No particular comments on the sessions. All valuable topics.
- These sessions were great! However better time management and more time for discussion should be incorporated into future meetings.
- nothing specific comes to mind
- Too many outcomes, and too much focus on metrics for outcomes that could be tied with other outcomes. Appreciated the CESR report findings and messages in there.
- the sessions were excellent, I think the real question comes with follow-up. i think we may need small steering groups for each of the topics.
- Needed more time to exchange ideas and discuss things. Felt like there were too many presentations and not enough discussion.
- I wish we had more time to discuss the CESR report findings.
- I was already familiar with the vast majority of material presented on Day 1 so would have appreciated more time for discussion on these topics

- The discussion and idea sharing was very good. It could be improved by having the discussion produce a document with top recommendations and/or ideas.
- As I said, we just need more time to reflect and discuss. I know that it is a delicate balance but with such a packed agenda with deep topics, you need a little processing time otherwise we are just staying at surface level and not really given an opportunity to really dig into any of this information as a collective.
- The communication strategy discussion was engaging, but a broader discussion of the CBP's communication role should happen. Outcome attainability made it clear to me that there are too many outcomes and we're seeking metrics that we don't need to track. The best presentation was Learning Forward, would love to hear more about the CESR report and see how it can be used to deviate from the status quo.
- Most or all of the presentations were very informative, and I'm usually a tough critic. I liked hearing from some of the subject matter experts that we don't always hear from.
- More time with some of these presentations would have been great, particularly with successes and gaps, and existing/emerging challenges.

## Q10: Provide any specific feedback on what went well or what could be improved for any presentations, moderated discussion, panels, or session activities on Day 2, May 12.

- The Stakeholders panel was thought provoking, but some of the comments and questions, (especially the Spice Girls comment) came across as a dismissive microaggression or defensive.
- No particular comments on the sessions. All valuable topics.
- "I really liked the stakeholder perspectives panel and wish we could have spent more time on the topics that they raised. In general, I feel like engaging with stakeholders and listening to their feedback is more of a 'check the box' type of activity more than an authentic listening, learning, taking action based on their feedback.
- Implementing a Communications Strategy session was tricky. I think it was just too much at that point in the meeting. Our table had a hard time both because we were a bit drained from the second day chesapeake cafe, but also didn't necessarily agree that we should be communicating with local stakeholders about the chesapeake bay program specifically.
- Movie screening was fabulous. THANK YOU for that inspiration! So many times, I am reflecting on the ""you have to know the rules"" quote from the planning commissioner (?) in the movie. I feel like we replicate that sentiment EVERYWHERE. I am sad, embarrassed and frustrated for us as a partnership. "
- These sessions were great! However better time management and more time for discussion should be incorporated into future meetings.
- the panel with Mariah was a high point, so was the movie with Rona
- Enjoyed the screening of the film and candid discussions that followed.
- Great story and very powerful message. Not entirely sure that there is an appropriate follow up?
- Needed more time to exchange ideas and discuss things. Felt like there were too many presentations and not enough discussion.
- They were all great.

- I loved the panel discussion, the screening of the video, and the communication strategy presentations!!
- "The film screening with Rona was excellent! I wish we had more time for discussion and could have a more extended conversation about the lack of diversity in the room.
- Implementing a communications strategy was a little too ambitious given the amount of time we had. If the scope of the conversation was narrowed, and included more points about how to collaborate with jurisdictional, agency, and NGO partners, I think the activity would have been more productive."
- I really enjoyed the Day 2 presentations
- Screening of Eroding History and Q&A with filmmaker Rona Kobell was nice, but when there is a discussion about increasing diversity and inclusion, it would be great to hear from someone that is a part of the minority community. Also hear from the corresponding CBP Committee.
- As I said, we just need more time to reflect and discuss. I know that it is a delicate balance but with such a packed agenda with deep topics, you need a little processing time otherwise we are just staying at surface level and not really given an opportunity to really dig into any of this information as a collective.
- Eroding History was fantastic, the conversation after was tough but necessary.
- I appreciated the stakeholders' perspectives panel and the space made for their reflections. I also appreciated the screening that both presented us with a very challenging topic and broke up the normal presentation/panel elements of the meeting.

**Q11: Are there any organizations or CBP bodies that were not represented at this meeting who should be invited to future SRS Biennial Meetings? Please note organizations in the space provided.**

- Tribal representation
- I would have liked to have been more inclusive in the invitation list. The meeting venue space limitation seemed to dictate who could come and who wasn't invited. Next time would love to have a venue where we don't have the same constraints and can invite more representatives beyond the CBP office staff.
- More representation from the Science Branch at the meeting.
- we have a vibrant NGO community that wasn't well represented, particularly on Day 1
- Modeling/technical community.
- more local landowners and ag community. More reclamation specialists.
- I was surprised at how few jurisdiction representatives were in attendance. It was a lot of Bay Program staff and not as many partners as I would have like to see.
- NGOs (CBF, riverkeeper and watershed foundations, etc.)
- LGAC should have a speaking role. There was a lot of conversation about engaging with elected officials but no elected official was present really to present.
- Don't know.
- There were some coordinators of my workgroups that were not invited. Also, i didn't see many folks from the science branch there.

- It would have been useful to have local stakeholder groups represented from different tributaries and basins. For example, maybe inviting someone from each of the riverkeepers in the region so they can contribute local knowledge. I think having organizations closer to grassroots will help make our conversations less abstract.
- Depends on the purpose of the meeting. If it is really focused on SRS, it makes sense for the majority of the attendees to be folks integrally involved with the Bay Program already. But if the purpose is to have broader conversations about the Partnership, Beyond 2025, etc., then having more participation from community groups, NGOs, advisory committees, etc. would be worthwhile.
- State Association of Conservation Districts, other agriculture organizations like National Corn Growers Association, Master Beef, etc.
- I think it depends on the function. In previous meetings, the agenda was really focused on the SRS process, what worked well, what needed to be adapted, etc. In that case, I think the right people were in the room. But this "SRS meeting" seemed like it had little to do with the SRS and more to do with visioning 2025 and beyond. In that case, no, there should have been additional stakeholders invited to engage beyond just panel participants. Choose Clean Water, CBF, perhaps others. They may have been there for other reasons (panelists, workgroup members) but they should be invited to represent their organizations perspective and expertise.
- Voices from local governments (not elected officials) but actual BMP implementors, and other people that actually apply for and execute grants and implement projects.

## Q12: Is there any additional feedback you would like to share related to this event?

- thank you to the organizers
- Looking forward to using the reference material built upon community input to help plan and work through the next 2 years and beyond! Thank you for a job well done.
- Thank you so much for all the time and effort that went into planning this great meeting. It is so greatly appreciated!
- More representation from the Science Branch in the meeting planning.
- thanks to the planning team and Sherry!
- Provide a larger space for more people.
- Best part of the meeting was the time to reconnect in person with colleagues that we haven't seen. continue to push the partnership towards face-to-face meetings like this. We need to connect and build relationships to advance common goals of the partnership.
- I appreciated the decision to host the event on a Wednesday through Friday.
- It was a good event! One suggestion to improve inclusion- it can be nice to have optional social events planned in the evenings so folks that may not be as integrated have an option for more informal networking. Could be as simple as- optional mingling at brewery/restaurant X on the agenda.
- It was very well organized and allowed for the discussion and idea sharing of many in a orderly fashion.
- Thank you, thank you! It was a GREAT meeting overall and you could tell how much time and care the team spent planning it!

- Reduce the amount of EPA staff, bring in folks doing the work on the ground, less status quo, more innovation.