

## **North Idaho Working Group Code of Conduct**

*Purpose of the North Idaho Working Group (NIWG):*

To develop a stakeholder-based recommendation that balances over-snow vehicle (OSV) travel, various forms of winter recreation, and protection of forest resources and wildlife habitat.

*NIWG members will:*

- *Commit to work together collaboratively* to develop recommendations related to the issues being addressed within the NIWG. Collaboration is the good-faith effort of diverse stakeholders to share information, learn about each other's values and priorities, and develop win-win solutions that can be advanced by all members. NIWG members will respect the legitimacy of all other members' goals and will strive to ensure that all members' interests are reflected in group decisions.
- *Create a respectful and productive working climate.* We will speak our minds freely but be brief, concise, and constructive so others may also speak. We will not rant or get on a soapbox. We will respect and comply with the behavior directions given by the facilitator. We will use a good faith effort to resolve differences through a civil process.
- *Speak and act in good faith and with transparency.* We need to be forthright with each other, avoiding the creation of false expectations, even as we strive to find points of agreement.
- *Treat others with respect.* We each bring different perspectives and histories to the NIWG. No member and no viewpoint is less deserving than another to be heard. NIWG members will not personally attack other members or organizations during or outside of meetings.
- *Value one another's experiences.* We will actively seek out differences of opinion. Disagreement can improve the group's opportunity to create better decisions.
- *Support the decisions of the NIWG.* Each member will report faithfully to third parties about the activities of the NIWG and support the decisions of the NIWG among colleagues and the public, even (especially) when it involves risk-taking beyond the comfort zone of one's core constituency.
- *Hold oneself and other members accountable to the purpose, convening values, and goals of the NIWG.* We will be successful in this effort if people work openly and in good faith both inside and outside meetings.
- *Endeavor to attend all meetings of the NIWG and assigned committees.* Recognizing that there are inevitable conflicts in scheduling that may prevent full attendance, the member will seek to be informed of actions taken at meetings at which the member is absent.
- *Come prepared to all meetings.* The member will read materials submitted in advance of meetings and complete assignments accepted. We all value the importance of time well-spent in meetings.
- *Participate actively in meetings.* Only through constructive dialogue among diverse stakeholders can we achieve our purpose.
- *Participate in and commit to complete committee work.* It's where the rubber meets the road.

- *Decisions on recommendations will be made by consensus* of all named members. Consensus means the willingness to go along with the decision, either in active support of it or in not opposing it. The NIWG strongly prefers to make decisions by consensus as it reflects the strength of collaboration when multiple parties bringing different perspectives reach agreement. The NIWG will always strive to achieve consensus.
  - Tentative agreements may be made at meetings pending the opportunity for members to consult with their necessary constituencies. This will be done on a timely basis.
  - The commitment to work for consensus means that members will:
    - Participate in the give and take of the process in a way that seeks to understand the interests of all,
    - Actively generate proposals thought to be workable for all, and
    - Work together to reach consensus.
  - If the group is in general agreement on an issue except for one or two members, the dissenting members are responsible for proposing alternatives they believe might achieve group consensus.
  - If several attempts to achieve consensus on an issue or recommendation do not result in all NIWG members at least being able to live with the proposal, the Process Committee will consider how to proceed. Options include offering the opportunity for a minority report regarding the issue on which consensus was not reached or writing a narrative explaining areas of disagreement and the concerns that have been raised.
    - Members will be asked to show their support level for proposals in the following way:
      - Thumb up for full support of the proposal
      - Thumb to the side for “I can live with” the proposal
      - Thumb down for “I cannot live with” the proposal
    - *Move the collaborative process forward in a timely manner.* Recognizing that, while members will strive to participate actively in the process, there will be times when individuals will not be able to attend a meeting, each member may identify an alternate by providing their name to the National Forest Foundation. Members are responsible for providing background information to alternates.
- *Membership to the NIWG is closed* as of the NIWG’s February 15, 2022 meeting due to the short timeline of this collaborative effort. If adding a member is imperative to the NIWG, the Process Committee will make a recommendation to the members and members will hold a consensus vote on recommendation.