

## Mindset

<b>Start...</b>	<b>Stop...</b>	<b>Continue developing...</b>
Doing	Holding out for more data	Involving local communities through awareness of their local env. and local produce
Planning work in the Landscape Scale concept in Conservation Management Policy	Protecting our own stall and be open with partners	Feeling depressed about the overwhelming scale of change and concentrate on contributing small changes
Modelling habitat creation options with flood risk mapping to see where/whether habitat creation/management can have +/-/neutral impacts on flood risk	Thinking and doing so much around designated sites	The status of biodiversity and climate change
Funding & resources – think outside ‘biodiversity box’ e.g. health, industry	Focussing on sites in Conservation Management Policy	Supporting each other
Asking for more money	Thinking policies and strategies should be made in isolation, as they often conflict	Enabling information to be accessible to all
Integrating biodiversity throughout LA function e.g. cross-department working and fully implementing NERC Act	Bureaucracy and control freakery!	Integrating the way flood risk management and biodiversity functions work together taking forward Regional Habitat Creation Scheme and Pitt Report recommendations
Looking to other sectors for joint funding e.g. health, education	Using post-its!	Retaining importance of species conservation but be strategic and frame in a habitats/landscape scale perspective
Planners to think more about biodiversity	Competitive, secretive working habits	Developing partnerships
Architects to be more imaginative to incorporate biodiversity into designs	Saying ‘no we can’t’	
Persuade more people to join Environmental Stewardship	Blaming planners	
Political Will over economic priorities	Chasing PSA targets to outdated criteria	
Integrated approach with other objectives		
Put climate change at top of the agenda		
Bring things to a level where everyone (incl. farmers, homeowners, youth) understands the concepts		
Bring thinking behind ‘planning for adaptation’ into everyday work		
Putting strategic thinking into practical application		
Getting the message out to communities in a simpler way		
The time is now!		

Looking at European examples		
Getting the money to follow the political rhetoric		
Thinking the unthinkable and have compulsory purchase for biodiversity		

Looking at key development areas and ensure land management and government teams	The 'I can't make a difference' mindset – you can!	Understanding of requirements of Development sector within Biodiversity sector. Talk..
Accepting formation of novel communities – not all non-natives are bad!	Problems with lack of flexibility with UK and European designation and BAP	Breaking down cross-sectoral barriers – cross sectoral action integration
More focus on invertebrates (65% of biodiversity)	Too rigid Conservation Objectives	Rain harvesting size of tank/wetland for size of roof. Conserve winter rains for summer use. Put rainwater use/harvesting into building requirements
Working across planning boundaries – look at environmental catchment	Thinking rigidly about current nature conservation designations and the criteria upon which they are based	Flexible approach to adaptation and biodiversity
Moving away from highly prescriptive BAP targets – needs to happen at national and local level and SSSI condition assessments	SILo mentality	Involving biodiversity gain at start of development planning process – rather than as a reactive after-thought
Engaging with people outside of biodiversity sector	Island mentality – good examples in Europe and America	Climate proofing the nature map
Being braver and bolder in our aspirations	Talking and start applying landscape scale conservation in action	Ensuring we don't lose focus on species conservation
Coordinated push to establish landscape scale conservation projects permeating out from core reserves – networks and corridors, buffering and expansion, reduce fragmentation	If it affects another aspect of the 'environment' we keep the status quo e.g. peatland restoration can have negative effect on archaeology – does that mean we shouldn't do it?	
Conservation/environment is fundamental to society functioning – need more understanding and resources	Us and them mentality	
Making the case for more financial resources for biodiversity and climate change adaptation	Being sectoral/parochial	
Thinking of the big picture rather than individual sites or species		
Accepting that species will change without necessarily changing biodiversity		
Government needs to take a national policy on climate change		
Being more ambitious with targets		

## Behaviour

<b>Start...</b>	<b>Stop...</b>	<b>Continue developing...</b>
Persuading people to engage in climate change mitigation projects	Being constrained by red tape and poor budget planning/management	Developing partnerships
Developing language for engineers/planners/construction staff that they will respond to e.g. biodiversity budget	Accepting that we may not be looking for a static maintenance of sites – some change may be acceptable e.g. SSSIs	Seeking match funding
Effective communication skills to non-biodiversity community	Thinking there is no functional link between biodiversity and climate change impacts (e.g. flood risk). Engineers and modellers need to adapt their behaviour to accept integrated approach!	Developing knowledge in funders about the importance of working with land managers to address landscape-scale conservation and climate change
Monitoring for change and results of adaptive works	Just talking to ourselves	Being flexible, creative and adaptive
Working on a landscape scale	Some traditional practices (e.g. gardening small SSSIs)	Taking the public's needs and desires into account
Leading by example in terms of mitigation, as organisations and staff	Managing for individual species and manage for habitats that will benefit a broad range of species	The fact that we are all responsible
Having CO2 increase/decrease quantified in planning applications – recorded and monitored		No regrets/low regrets policy
Getting climate change info out to wider audience i.e. general public at every opportunity		Developing initiatives at a grassroots level to engage local communities
Working in a landscape scale rather than in small or fragmented areas		Info availability and accessibility to help non-specialists understand issues and opportunities
Explaining to people how their small conservation activity fits into a bigger picture		Better answers to 'why does biodiversity matter in the face of global food shortage/major climatic catastrophes etc. Using actual facts
Working more in partnerships		Stop worrying about the details of BAPs and get on with big projects

Staying firm as specialist/advisor, but being able to accommodate new ideas – can help to adhere to ultimate goal and avoid unhelpful stalemate situations		Selling idea and concept to decision makers – Chief Execs, Council members, politicians etc.
Planning ahead more by spending money early, setting up agreements quickly and not leaving things until the last moment		Working with other sectors
		Passing the message on to local community and how they can help e.g. wildlife gardening
		More of what we have started! Living Landscapes

Prioritising biodiversity/climate change mitigation actions e.g. peatland restoration over other conservation (landscape and cultural) needs in South West uplands. Failure to do so will result in a loss for all concerns	Thinking in terms of discrete reserves	Building more effective partnerships between planners, developers and conservation groups
Trying to make climate change a larger priority in the AONB management plans which are being reviewed at present	Denial of climate change impacts on our own activities	More applied research and more consultation with conservation organisations
Trying to promote the further engagement of NE colleagues with recently approved Local Action Groups across the region with a view to promoting climate change adaptation/mitigation actions	Trying to preserve the past – preserve the future	Integration across organisations
We don't do enough species monitoring on site	Working in isolation!	Sharing good practice
Planning for the future in terms of the collections that we have so that we can adapt what we've got to climate change.	Considering conservation objectives (SSSI) as rigid	Landscape scale with nested focus areas
Ensuring that protected site series represents invertebrates	Using jargon	Planning policies in relation to connectivity. Relate to NERC duty and PPS
Working with government partners to focus on high level targets		Multi-functional projects i.e. those that benefit humans and wildlife (flood alleviation through habitat creation etc.)
Focusing on areas that are potentially going to be successful (prioritise)		Good liaison and partnerships with other stakeholders and governmental organisations
Moving away from designated sites as species are not rigid in their boundaries		Partnerships to implement projects
Getting real –climate change is inevitable so plan for it		Implementing landscape projects that deliver multiple benefits
Instead of concentrating work on keeping protected areas in pristine		The use of video conferencing etc. to reduce

condition, put energy into bringing neighbouring land into a condition to accept a migration. Flexibility		need for travel
Being more assertive and proactive! In relationship building with various partners		Leading by example ('greening' our own organisations)
Increasing statutory requirements on developers for ecological integration e.g. green roofs, retention of x% of habitat for wildlife		Backing up actions with educational role – community engagement
We need to influence the way in which the politicians and general public operate globally – we are the converted! Whatever we do, other countries are developing overseas.		
Shouting about what we are already doing a bit more		
Reducing the amount of organisational change which takes our attention and efforts away from the day job and much more important features		
Balancing net loss locally with net gain in wider context		
Breaking down sectoral barriers i.e. high value conservation sites against agricultural land		
Taking a radical step to reduce climate change e.g. create marine algae blooms, form carbon sinks. Encourage whole-scale climate experimentation		
Thinking in landscape scale rather than artificial ownership boundaries		
Encouraging AONB and National Parks to deliver Living Landscape type projects. They are operating at a landscape scale and have funding and systems in place		

## Technical Skills and Knowledge

<b>Start...</b>	<b>Stop...</b>	<b>Continue developing...</b>
Creating understating of how changes in land-use will effect biodiversity	Doing nothing	More open data sharing and understanding of information
Up-to-date data on species, habitats, natural resources and climate! GIS is a powerful spatial analysis tool	Accepting the government's housing growth figures	Habitat research
Looking at ecological function rather than specific habitat/species	Worrying about knowledge. We know enough to 'have a bash' (time is quite short).	Improve monitoring
Revising Nature Map. Some major inaccuracies ignored and some more accurate opportunity mapping		Understanding how to 'shift' habitats to adapt and mitigate for climate change e.g. managed realignment,

		floodplain grazing marsh
Local examples of impacts expected		One-stop shop (web-based or e-news) to distil relevant info for the biodiversity sector (e.g. reports, scenario predictions of doom and gloom for individual species)
Doing		Appropriate monitoring of habitats and species
Getting 'site' managers to see the bigger picture		Enabling compatibility of data-sets so they become more accessible
What do we monitor? Can we select indicator species that tell us what's happening to other species/habitats?		Training to enable all to use the systems utilised by 'experts' and specialists
OS maps, data sharing (GIS)		Sharing skills
Monitoring outcome of adaptive management and connectivity projects		Need to be better informed on the relative importance of different adaptation measures – e.g. building resilience vs. increased permeability
Knowledge of 'sensitive' technologies available and methods that might permit development, but with minimal impact and/or actual improvements to habitat. This will allow a more co-operative relationship between planners, developers and specialists		Biodiversity network and budgets – apply elsewhere
Building networks/green infrastructure into local development frameworks		Keep updating re: research and practical work on climate change
Need to disseminate technical details of carbon budgets e.g. benefit of managing grassland extensively		Good evidence and clear targets for developers and business. Money for monitoring updates and clear messages/policies in training
Researching the habitats and species we are likely to get and planning for them		Habitat ecosystem function research – need to increase our understanding
Sharing best practice		Sharing knowledge, practical solutions
Developing negotiation and advocacy skills		Education – part of all sectors
Getting politicians to plan for the next 50-100 years – not the next election!		Using nature map
		Using your local environmental research centre

NGO movement on buffers with neighbours to technical info on likely agricultural land uses with +4°C	Thinking in silos – need to widen the debate and beyond our own interest areas	Understanding of ecosystem services throughout society in plain English
More seminars and exchange of knowledge with other organisations working in climate change to ensure	Pretending that the public cannot understanding technical issues	Increasing understanding of habitat transition as a result of climate change

wide as possible influences of climate change can be considered		
Creating toolkits so can get quick technical background info	Talking only to the converted	Dedicated climate change coordinator for region
Impacts on soil fauna? And functionality?		Harvesting of knowledge for all sources – so important particularly for communicating the messages
Autecological research to predict species responses to climate change		Climate proofing the nature map
Developing technical skills to implement action rather than further develop policy		Improving knowledge via training (such as this) as and when implications of climate change with specifics become more apparent and disseminate
Talking to the public in non-technical terms and convince them		Dissemination of technical knowledge more widely
Recognising the importance of sharing and developing technical knowledge within and between organisations and fund appropriately		Increasing urban cycleways
		Development and spread use of 'smarts' and cutting edge tools for climate change risk management, such as UKCIP08, not resting and pushing the envelope of technologies and models
		More pests and disease monitoring

## Other

<b>Start...</b>	<b>Stop...</b>	<b>Continue developing...</b>
How to resolve the inherent tensions between new BAP (due 2009) and shifts towards a more processes/ecosystem/landscape approach to conservation?		Funding
Money!		Getting managers' permission for more time to do this
Proper targeting – define the corridors in a manner suitable for planners/funders		Identifying appropriate levels of funding and their sources
More resources need to be made more available if we are to be realistic in hitting biodiversity and climate change targets		
Better planning of allocation /delivery of existing resources to projects (i.e.) avoid last-minute under-spend – no money early in the year	Emissions Trading (don't make it a conscience solving exercise	Statutory regulation of developers
		Funding!

		More money please!
		Making available funding and human resources to implement large-scale projects