

1: Seeking Convergence in Policy and Practice | Canadian Centre for Policy Alternatives

It's a post communications world. E-mail is polluted with obnoxious spam and data-eating viruses. Governments are nervously trying to bring order to the chaos through regulation – the very instrument that was labelled during the '90's as offensive to progress.

James Watson Journal of Applied Ecology doi: Biodiversity conservation policies incorporating a no net loss NNL principle are being implemented in many countries. However, there are linguistic and conceptual inconsistencies in the use of terms underlying these NNL policies. We identify inconsistencies that emerge in the usage of eight key terms and phrases associated with NNL policies: For each term, we make recommendations to support conceptual convergence, reduce ambiguity and improve clarity in communication and policy documentation. However, we also warn of the challenges in achieving convergence, especially given the linguistic inconsistencies in several of these key concepts among countries in which NNL policies are employed. The recommendations made in this article, on improving clarity and supporting convergence on key no net loss NNL concepts, should help eliminate ambiguity in policy documentation. This is crucial if policymakers are to design robust policies that are i transparent, ii translatable into practice in a consistent manner and iii sufficiently understood and supported by stakeholders to be effective in practice. For multinational corporations and financial institutions such instance, what is known as biodiversity offsetting in as the International Finance Corporation IFC, ; some regions e. Australia, UK is labelled compen- Rainey et al. In most contexts, NNL requires that satory mitigation elsewhere e. United States; Madsen biodiversity losses associated with development are quan- et al. NNL can also be evaluated in various ways and offsetting any predicted impacts Gardner et al. Associated mechanisms, for example biodiversity implies see Bull et al. For example, Pickett et al. Translation of that word can result in conflation rates were used in determining net outcomes. This poten- of the terms compensation, mitigation, offset and so on tial for confusion is compounded by the fact that NNL- Table 1. For each, we briefly discuss the importance development as a result of linguistic uncertainty, during of the term and potential implications of semantic and translation of key concepts between different languages conceptual inconsistencies. These terms are often 1. A baseline recognizes biodiversity at genetic, species and ecosystem can also refer to a dynamic scenario, reflecting ongoing levels, and that diversity is driven through complex rela- rates of background change, such as the estimated trends tionships between biotic and abiotic components and the for a biodiversity surrogate in the absence of NNL policy variability within them CBD, Yet the CBD defini- Bull et al. Counterfactuals are scenarios captur- tion of biodiversity – while accepted by many current ing what would have occurred under different circum- NNL guidelines e. Achievement of NNL for biodiversity using ple counterfactuals may be plausible. Under NNL policies, it is standard either to try and use While reference frames are usually set by regulatory surrogates for total biodiversity, or a specific set of bio- requirements, this information is sometimes not clearly logical targets that are of interest e. We have previously called threatened species without claiming that all biota are rep- for policymakers to be more explicit in specifying the resented. These measures are mostly species or habitat frames of reference being assumed Bull et al. US wet- don et al. In general, NNL pol- land banking but rarely considering genes Bull et al. Whichever measures are used as targets in NNL system states e. German policy; Tucker et al. Australian poli- designed to achieve neutral outcomes. Even then, if the cies; Maron et al. We suggest that the term base- measure is a composite of multiple biological characteris- line be appropriately modified whenever used, in order to tics e. However, the focus for Oyu 3. NNL could be thus 2. Fundamental to achieving NNL is the frame of reference This perception is sometimes reinforced by policymakers, against which it is evaluated. Yet these characteristics i, ii are not usually intended, Despite work having gone into clarifying such questions and in isolation, the NNL policy principle does not gener- e. Realizing this might above require additional exploration and clarification. We help lower stakeholder expectations to realistic levels, mit- suggest that an avoidance measure is one which, once igate concerns that NNL is simply greenwashing and designed into the project, requires no further action to avoid offsetting being mistakenly presented as an oppor- eliminate the corresponding impacts e.

Where NNL policy extract minerals on a site so as to leave important habitat contains an additional requirement for Net Gain, as is untouched, whereas minimization measures require ongoing - sometimes required e. IFC, , then this still does nothing action to eliminate corresponding impacts e. Both which gains are measured. For example, if the counterfactual are preventative actions, whereas restoration and offset - tual for a region involved a particularly steep ongoing thing are compensatory actions. Further, there are fundamental differences applied. Remediation, by definition, involves reversing between NNL and NG as policy principles "they re- damages that one has caused e. In addition, claiming that NNL Offsets do not reverse damages; they compensate for damages in some other way e. This distinction can be The implementation of NNL policy ostensibly involves illustrated as a difference between Ausgleichsmabnahmen following some mitigation hierarchy. Here, we consider which might be interpreted as remediation and the common categorization of the mitigation hierarchy: Ersatzmabnahmen which might be interpreted as offset- Avoid, Minimize, Restore, Offset Gardner et al. Compensation is a term that applies to a ated where possible and, finally, any residual impacts broader class of measures than offsets Bull et al. This results in problems: For instance, where Habib et al. We argue that such sure that compensated like-for-like with habitat restora- activities do not constitute true biodiversity offsets unless tion would be true offsets. In proposing this position, we measurable and commensurate gains in the biota targeted again emphasize that true fungibility does not exist for are achieved through these mechanisms, but the distinc- trades in actual components of biodiversity, for example tion can be hard to make. Equally, we acknowledge a practical- should be quarantined for this use only. An offset can ity " developers may be less likely to attempt strategic therefore be seen as a specific and rigorously quantified compensation measures, involving gains of very high con- type of compensation measure. However without making a distinction of this sort between in-kind and out-of-kind 6. These terms refer to the biodiversity attri- principle becomes meaningless. Note, in-kind is not the 7. Under the CBD defi- dichotomies, variously being used to distinguish between nition of biodiversity, all offsets are out-of-kind, as biodi- offsets on the basis of i biodiversity outcomes, ii type versity in any two places can never be truly identical. For an example of i , the terms are with respect to these surrogates. An important question is commonly used to distinguish between actions with direct, whether out-of-kind trades with respect to the surrogates measurable benefits for target biota e. For example, impacts on way. Alternatively, the distinction is based not on offset a common and unthreatened ecological community e. To further setting with conservation planning. The downside of this through which offsets generate measurable benefits for approach is that it either removes the clear connection target biota. Activities that do not achieve such an out- between losses and gains, or obscures the targets of the come should not be defined as offsets see point 5. Similarly, uncertainties in biodiversity gains from offset activities, indirect pathways of funding for an offset can still, in the- and to account for time lags in which the offset gains ory, generate a direct benefit for the target biota, although accrue compared to impacts through time discounting, greater risks may be involved. They are also used for other reasons " for example, imposing higher requirements on offsets for threatened habitats South Africa; Laitila, 8. Multipliers are impact and the offset actions are undertaken. So for sometimes less than or equal to one i. Summary of key recommendations made in this article Term Recommendations 1. Schematic diagrams for terms discussed in this article. Devel- opment impacts increase the steepness of the slope, and measures implemented under the mitigation hierarchy return it to the original gradient. Indirect and out-of-kind offsets in this representation might constitute changing the slope of an alternative road. For example, whether the legislation. Rather, it is to seek shared understanding of goal of a multiplier is to increase the amount of benefit the concepts underlying the NNL principle, whatever lan- expected from an offset to achieve an outcome of better gauge is then used to express those concepts. We consider than NNL, or whether it is to adjust for factors such as it unlikely that all researchers and practitioners will agree uncertainty and time lags, should be clearly specified. Fur- with our suggestions here, but welcome any discussion ther, any multipliers less than one ought to be particularly that our proposals encourage on this crucial topic. It must be more widely recognized that multipliers that account for scientific matters such as Acknowledgements uncertainty and time lags are a crucial component of This research was conducted with the support of funding from the Aus- achieving NNL and therefore not necessarily open to tralian Research Council ARC Centre of

Excellence for Environmental negotiation when the goal is NNL. As can be seen, there remains considerable linguistic M. We thank Michael Curran and two anonymous reviewers vagueness in the terms themselves and the variation in for comments that helped improve the manuscript. In our experience, this causes considerable conceptual confusion. Data accessibility Here, we have highlighted eight key terms associated with NNL policies that have yet to achieve linguistic and con- Data have not been archived because this article does not contain data. The terms cover interrelated aspects S We accept that the lan- Bull, J. Restoration realities in the context of biodi- paring biodiversity offset calculation methods with a case study in versity offset policies. Biological Conservation, , â€” Biological Conservation, , 2â€” Biological flexibility in biodiversity offsetting, and the implications of out-of-kind Conservation, , â€” Biological Conservation, , McCarthy, M. Ecological Applications, 25, â€” A call for ing. Biological Conservation, Gardner, T. Conservation Biology, 27, â€” Environmental Management, 37, Gibbons, P. Stanford Law Review, 53, â€” Environmental Modelling and Software, 26, â€”

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Convergence on Campus, Inc. We focus on professionalizing this field with higher education and religious life professionals, and supporting campus-wide conversations and policy shifts around religious, secular, and spiritual identities. From moments to movements Higher education across North America is the hinge point through which the construction and reconstruction of culture takes place. The individuals present on our campuses will, for the next several decades, build the narrative that inspires the world to rethink how we interact with one another. Higher education is thus building the global society, and in so doing must adequately prepare students to be well-rounded and compassionate in all areas of diversity and inclusion. Complicating these challenges is an assumption by some people that religious, secular, and spiritual identity has no place in the work of higher education and should be relegated to off-campus entities. The relegation of these identities to the margins of campuses or beyond the campus now threatens the diversity and inclusion efforts of the academy as it seeks to support a global citizenship narrative. But an opportunity exists to reframe the conversation, helping higher education professionals to see the value of these religious, secular, and spiritual identities as vessels of the values, morals, and character development efforts our students seek to understand as part of their growing transformation during college. All of this is not to say that Convergence is starting the work around religious, secular, and spiritual identities from scratch. Since this conference, over 1,000 journal articles have been written highlighting the value of religious, secular, and spiritual diversity and its inclusion on college campuses Stewart, Yet while much progress has been made in the realms of research and practice, many campuses across the country lag behind. In the spring of 2015, J. Cody Nielsen eventual Convergence founder and Executive Director began what would become an international research study outlining how public and private American and Canadian higher education institutions were addressing the concerns of religious, secular, and spiritual students on campus. Despite significant student-focused movements on college and university campuses, there exists a significant gap between these movements and how institutions are changing their administrative policies and practices. For instance, a campus may have a well-established interfaith group but have yet to implement significant practical changes such as kosher and halal food options or meditation and prayer spaces. In essence, the creation of student movements has not translated into a transformation of higher education institutions themselves. The focus of Convergence is in addressing this gap. Working in tandem and in open dialogue with others committed to interfaith work, Convergence will serve as a resource to higher education at large to alter policies, practices, and campus infrastructures to encourage religious, secular, and spiritual growth and inclusion. We will utilize professionals as our catalysts for change on campuses, through equipping them with resources, skills, and new support networks. Through a combination of trainings, consultations, and coalition building, Convergence will bring campus leaders together to create both immediate and long-term changes which will affect all students. These policy and practice changes will be created organically at each campus utilizing previous best practices as well as through well-constructed assessment of individual campus climates. All changes will respond to the unique needs of specific campuses while also manifesting environments which alter perceptions, promote inclusion, and ultimately build environments that develop students as those well-rounded and compassionate citizens the global community so urgently needs. Campus practice in support of spirituality, faith, religion, and life purpose: What has been accomplished and where do we go next? Embracing spirituality, faith, religion, and life purpose in student affairs pp. Religious pluralism, spirituality and a new vision for higher education in America. Embracing spirituality, faith, religion, and life purpose in student affairs. The role of professional associations in advancing spirituality, faith, religion, and life purpose in student affairs. Merriam Webster defines Convergence as the act of coming together and uniting in a common interest or focus. You have come here, religious professionals, higher education professionals, community professionals, to build a bond and to

bring your wisdom, your skills, and your talents to a field that deeply requires all of you. Islamaphobia, Antisemitism, aggression toward Atheists and Humanists, questions of inclusion, and the need to fully encompass the global citizenship narrative all are present in our world. These issues, and so many others, require each of us. I truly hope you come to realize with boldness and with intentionality the ways you may help change the narrative once and for all on our campuses for the betterment of society, and for the benefit of the world.

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"This collection of essays on current communications issues was prepared in response to positive feedback from readers of the first volume of Communications in the public interest, E-commerce vs. e-commons."--Pref.

You can contact Rob via email at rob@convergencepolicy.org. Prior to joining Convergence, Amanda was Vice President of Programs and Practice at Independent Sector IS , a national membership organization of nonprofits, foundations, and corporate giving programs. There, she led efforts to strengthen leadership, accountability, and effectiveness in nonprofit organizations of all sizes and missions. Prior to IS, Amanda was Senior Vice President at Public Education Network PEN , a network of community-based nonprofit advocacy organizations seeking to improve public education in high poverty school districts across the country. There, she led and supported efforts to broaden the focus of PEN members from school-based programs to influencing school district policy and public engagement in support of disadvantaged students. Senate Committee on Labor and Human Resources where she worked on federal legislation addressing the needs of students who were from low-income families, English language learners, homeless, at-risk of dropping out of school, or disabled, as well as initiatives to support teachers, early childhood education, and technology-based learning. Amanda received her J. You can contact Amanda via email at amanda@convergencepolicy.org. As policy extern for these organizations, Gabrielle developed, coordinated, organized, and implemented intensive research initiatives to support the organizations and other grassroots advocates in policy and advocacy initiatives. R-LA by researching behavioral health, criminal justice, and child welfare. Gabrielle is a tenacious advocate for criminal justice reform and is deeply committed to creating and supporting effective solutions to the issues of high rates of incarceration and recidivism in the United States. You can contact Christina via email at gabrielle@convergencepolicy.org. While a graduate student at Georgetown, she worked as a research assistant for Professor Marc Howard where she conducted research for his book on the exceptionalism of the criminal justice system in the United States compared to countries in Europe. She also worked as a research assistant at the Center for Social Justice at Georgetown. You can contact Christina via email at christina@convergencepolicy.org. She is a recent magna cum laude graduate of Georgetown University, where she double majored in Government and Economics and minored in English. Demi has a passion for ensuring that all children receive an excellent education and is thrilled to be involved in re-imagining the system in which that can happen. Department of the Treasury. At Georgetown, she tutored high school students in math and worked as a writing tutor for the Georgetown Writing Center. You can contact Demi via email at demi@convergencepolicy.org. Originally from Louisiana, she attended Tulane University in New Orleans and graduated in with a degree in Political Economy, magna cum laude. During the time between her graduation from college and starting law school at Harvard, Morgan served as a Deputy Field Organizer for a political campaign in Virginia, was a White House Intern in the Office of the First Lady during the Obama Administration, and followed her true calling by serving as a camp counselor in her hometown. While in law school, Morgan was able to spend a significant amount of time engaged with courses, projects and extracurricular pursuits that explored the intersection of law and policy. Following her graduation from law school in , Morgan spent a year completing a fellowship in Baltimore focusing on health policy. To her work with Convergence she brings sincere curiosity and genuine enthusiasm. You can contact Morgan via email at morgan@convergencepolicy.org. In his spare time he enjoys traveling, writing, reading and spending time with his two dogs. You can contact Jag via email at jag@convergencepolicy.org. After spending the first two decades of his life in Missouri, Paul joined the Peace Corps for a shortened, six month stint in Cameroon. After spending a year in the analytical world, Paul wanted to take his career a different direction, so he started a personal website in order to build a writing portfolio. He wanted to involve himself in work that resonated with his past experiences as Director of Tiger Pantry, student leader on trips to Native American reservations and Central America, and as a Program Assistant at the Robert L. Perry Juvenile Justice Center. Education Reimagined was the perfect fit, and he is thankful for the opportunities and work that lie ahead. In his spare time, Paul enjoys writing, reading, hiking, and taking on random monthly challenges. You can contact Paul via email at

paul convergencepolicy. In her role she helps build the ecosystem of partners needed to ensure that learner-centered environments can thrive. In addition to working directly with organizations and funders around strategic planning, research, coaching and equity initiatives, she is completing, *The Future of Smart*, a book laying out the case for learner-centered education. Ulcca began her career as an elementary teacher in New Jersey and Newark public schools after which she served as a Program Fellow with the Geraldine R. Ulcca holds a BA in Philosophy and German from Drew University and a certificate in early childhood and elementary education with a focus on special education. She earned her Ph. She has been recognized nationally for her academic achievements and her commitment to public service through education as a Harry S. Ulcca has two children, both of whom attend the Rocky Mountain School of Expeditionary Learning, a public school located in Denver. You can contact Ulcca via email at ulcca@convergencepolicy.org. In her spare time, Talia enjoys serving as a Graduate Ambassador for her high school, serving as a mentor, and although she is from D. You can contact Talia via email at talia@convergencepolicy.org. Hederman served from through as an independent consultant to The Heritage Foundation, where she managed state-based health policy efforts. Prior to consulting, Ms. Hederman practiced with a top law firm in Washington, D. She previously worked in science and technology transfer with the National Oceanic and Atmospheric Administration in the U. Hederman serves as the President of the U. Friends of World Maritime University, Inc. You can contact Caryn via email at caryn@convergencepolicy.org. In her spare time, Isabel enjoys traveling to visit her family and spending time with her dog, Amy. Before growing into this role, Dusie worked on the U. She became closely acquainted with the tensions and grievances among primarily Muslim youth and French society at large. She wrote her dissertation on discrimination against Muslim youth in France. Albans School in Washington, D. You can contact Dusie via email at dusie@convergencepolicy.org. Susan previously served as the director of marketing and communications for Jewish Women International. Susan built the communications department, helping JWI expand its visibility and reach new constituencies. Susan also served as the vice-president for governance at Hillel International, responsible for managing the board of directors and running the office of the President. She also created and ran several national training programs for students, Hillel staff and board leadership. At the beginning of her career, she worked in the Philadelphia Jewish community, did constituent services for a member of Congress, and gave tours of Independence Hall as a National Park Service ranger. Susan has a masters in public administration from Temple University and B. She is married with two children. You can contact Susan via email at sjerison@convergencepolicy.org. He comes to Convergence with more than a decade of experience in strategy, advocacy, coalition-building and communications focused on advancing issues like economic opportunity, education, and civic engagement. Previously, he helped build and lead Opportunity Nation, a bipartisan campaign focused on closing the opportunity divide in America. Prior to joining Opportunity Nation, Russell designed professional and leadership development programs with a consulting firm. Additionally, with the non-profit Partnership for Public Service, he built a national outreach campaign aimed at inspiring college students to seek out public service careers. Before that, he planned and implemented student civic education programs serving thousands of students annually with the National Young Leaders Conference and wrote curriculum for a voter education effort during the presidential campaign. He has organized on state and national political campaigns. Russell is a graduate of Baylor University and earned a Master of Arts in political science at the University of Mississippi. You can contact Russell via email at russell@convergencepolicy.org. She brings over 24 years of experience leading transformative programs and organizations that serve youth, women, and other underserved populations. She believes that sustainable and effective social change efforts are collaborative, engaging and creative. Her career choices all reflect a deep passion and commitment to making a difference to the overall health and well-being of women, children, youth, families and communities. Prior to joining Convergence, Dr. McGencey worked in the philanthropic sector helping to inform investments in transformative initiatives for vulnerable populations. She also forged key alliances between philanthropic leaders, elected officials, national organization partners, and researchers to address member needs. Prior to her work in the philanthropic sector, she served in leadership positions at two national associations. This experience enabled her to develop a keen understanding of State systems which has shaped her views on how State agencies can support community leadership. You can

contact Stephanie via email at stephanie.convergencepolicy. Prior to joining the Convergence team, Lindsay served as an AmeriCorps member through a teaching fellowship that moved her from her home in Hawaii to Chicago. For the next two years, she worked as an educator for diverse learners in Chicago Public Schools. Her classroom experience reinforced her desire to ensure all students receive outstanding education, and sparked a more specific interest in exploring ways to transform how the current system approaches individualized educator and student needs, strengths, and interests. Previously, Lindsay worked several years as a tutor in K and higher education settings, and as a writer and editor. Lindsay holds her M. You can contact Lindsay via email at lindsay.convergencepolicy. While at Elon, Celine spent a semester circumnavigating the globe on Semester at Sea, where her classes and projects led her to connect with individuals from around the world which served to further her passion for people and empowering them to reach their best potential. She is thrilled to be joining the Education Reimagined team who are clearly passionate about their work and the people they serve. She brings to this work over a decade of professional experience in various areas of social transformation and innovation, including education, gender equality, and global public health. She lives in Washington, DC with her husband and two children and enjoys art, singing, gardening, and spending time in nature. You can contact Sharona via email at sharona.convergencepolicy. Monica was previously studio director at a communications design firm in Washington, DC. In this capacity she worked with government agencies and nonprofit organizations in the development of behavior, policy, and strategic communication materials. Monica is the mother of two children raised on Capitol Hill and soon to graduate from college. You can contact Monica via email at monica.convergencepolicy. She graduated from the University of Oklahoma in with a degree in International Studies and minors in Business and Spanish.

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The recommendations made in this article, on improving clarity and supporting convergence on key no net loss (NNL) concepts, should help eliminate ambiguity in policy documentation. This is crucial if policymakers are to design robust policies that are (i) transparent, (ii) translatable into practice in a consistent manner and (iii).

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6: Our Team | Convergence

Seeking Convergence in Policy and Practice: Communications in the Public Interest Volume 2 Book by Marita Moll, Leslie Regan Shade This book is only available for purchase from the Canadian Centre for Policy Alternatives (CCPA).

7: Seeking convergence on the key concepts in '—no net loss—' policy - CORE

POLICY DIRECTION Seeking convergence on the key concepts in 'no net loss' policy Joseph W. Bull^{1}, Ascelin Gordon², James E. M. Watson^{3,4} and Martine Maron³ ¹Department of Food and Resource Economics & Center for Macroecology, Evolution and Climate, University of.*

Thomas Mertons rewritings The Hollywood tycoons From Bozales to Balseros Management and technology competencies for the systems librarian Susan M. Thompson Land of green ginger les ee study material Jhansi laxmi bai history in english Rent-a-Bride Ltd. by Emma Goldrick Big data revolution ebook Appendix B: job-hunting tips. The Eucharist in the New Testament (Zacchaeus Studies) Life of forms in art Second International Conference on Genetic Algorithms in Engineering Systems THE CAUSES OF PROTESTANTISM. Parcels for Inspector West Constructions of Lie algebras and their modules Adventure Guide to Tampa Bay Floridas West Coast The impromptus, op. 90 Nugget #5: Sometimes its all Greek to me! A trip to the Peoples Republic of China Canon t1i manual 20 million careless capitalists New trends in astronomy teaching Learn About the Past Online Connections Cognos 10 event studio user guide Songbook activity pages Does money matter? the effect of private educational expenditures on academic performance Changhui Kang God lives in the panch story The Struts Framework XV Conference on Liquid Crystals : 13-77 October, 2003, Zakopane, Poland Praying with mandalas Ec Research Funding A Guide for Applicants: General Information Musical society community bands of Valencia, Spain Amendment of Trade-Mark Statutes Light beneath ferns An Improbable Life Controlling anxiety The Serpent Within Cartier Jewelers Extraordinary