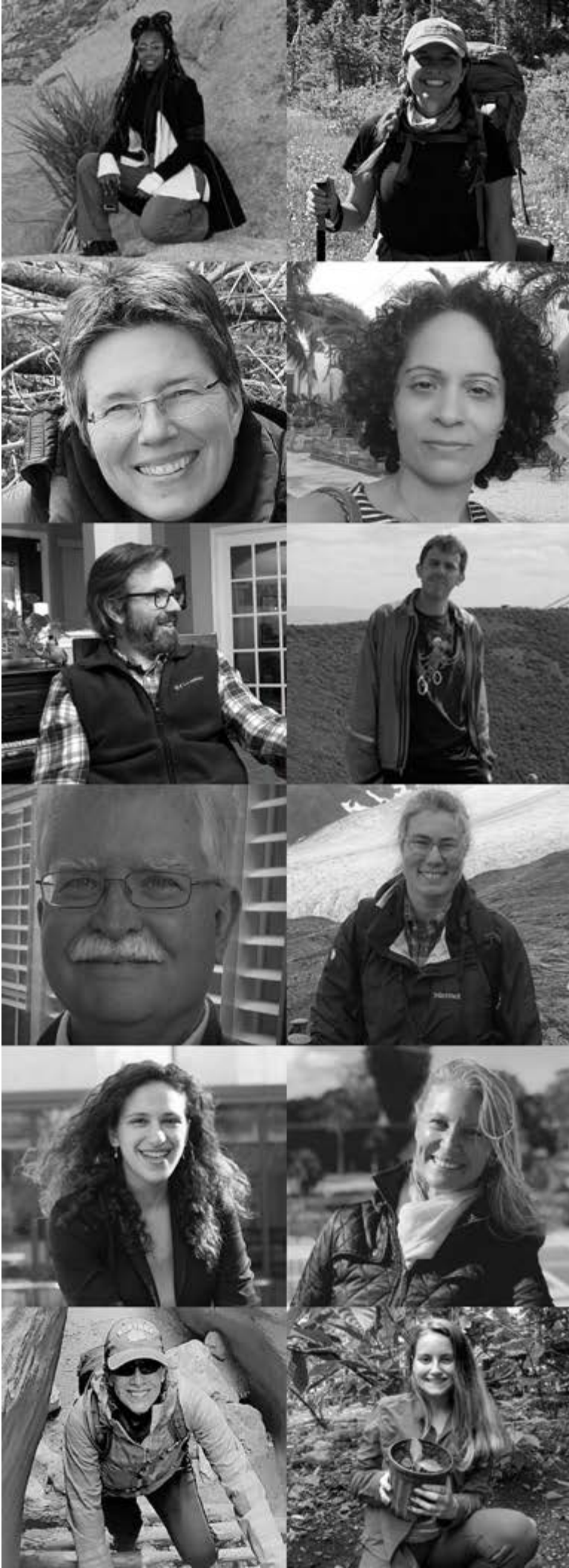


ASAP Network Impact Report 2020 - 2021



AMERICAN SOCIETY OF
ADAPTATION PROFESSIONALS

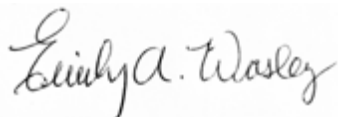
Message from ASAP

This last year has introduced new challenges to our shared mission of advancing and connecting the adaptation field. Physical separation and emotional exhaustion from COVID-19, dismay at acts of racism and violence, and uncertainty about the future of political will for climate action all layered on to our everyday realities of confronting the climate crisis with determination and hope.

Through these challenges, the deep connection and value of the ASAP Network shone through time and again. Early in the pandemic members made it clear that they wanted more time together, more support from the network, and more opportunities to process, learn, and advance together as a community. In the midst of the social uprisings of 2020, the focus of our community on justice and equity in climate action came into focus and, equipped with a member-led Justice, Equity, Diversity and Inclusion statement, we found ourselves capable of engaging in discussion of the intersection of climate adaptation and social justice with authenticity and conviction. And when political winds of change blew across the country, in a gale more than a breeze, the network of passionate professionals who make up the ASAP community were prepared to offer concrete solutions to the incoming Biden-Harris Administration and position ASAP as the community of thought leaders in the climate adaptation field.

Tested and strengthened over the past year, ASAP continues to demonstrate its immense value as a place for hosting meaningful conversations, advancing the adaptation field, and assisting professionals of all ages and backgrounds with advancing their careers and well-being.

We miss being together with you all, so much, but because of the support that we receive and see others extend to one another in this community, we remain resolved in this work and we look forward to our next year of climate action with anticipation and hope.



Emily Wasley
ASAP's Board President

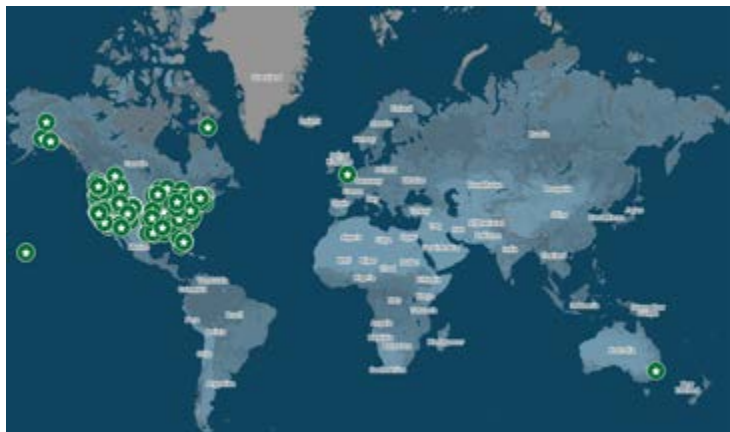


Beth Gibbons
ASAP's Executive Director

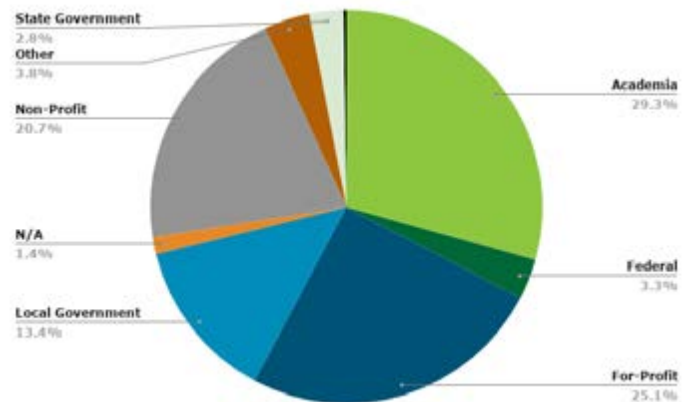
Our Community

As part of the ASAP network, you are...

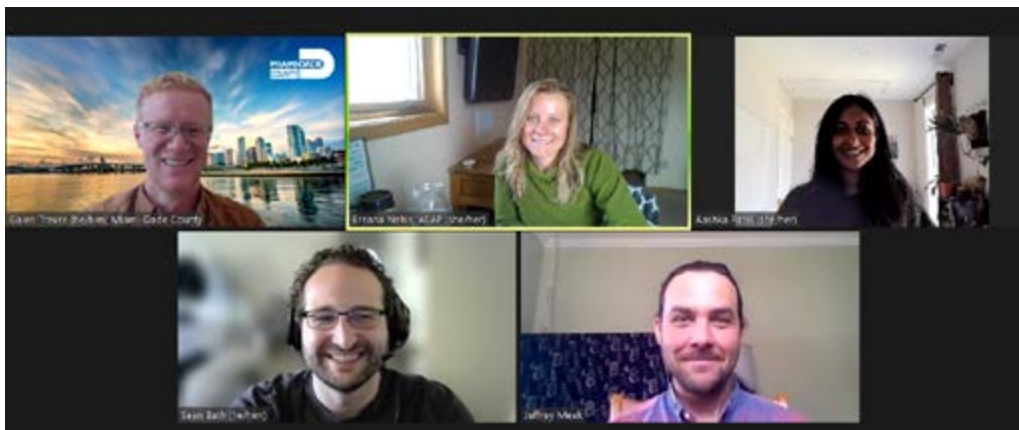
Part of a community of climate change leaders spanning across North America and the globe.



Part of a community of innovators from all sectors, scales, and backgrounds.



Part of a community of adaptation professionals working together to make communities, ecosystems, and economies more climate resilient.



Shape the coming year at ASAP: Take the [2021 Member Survey!](#)

Black people, Indigenous Peoples, people of color, and people with low incomes are on the front lines of climate change. The field of climate change adaptation must include professionals who are part of these communities. Our community welcomes, and we are committed to continuing our support to ASAP members and non-ASAP members who hold these identities.

Did You Know?

- You can renew your membership, change your pay-what-you-can membership fee, and update your demographic information right from the [ASAP Member Portal!](#)
- We offer a fantastic suite of benefits to organizational members. Connect with your employers and clients about ASAP Organizational Membership!
- Membership fees cover just 20% of our budget. Donations ensure we can continue connecting and supporting members and advancing the field. [Donate today!](#)

Encourage your colleagues to join ASAP by sharing the [Join Us link!](#)

Our Achievements

In 2020, ASAP members collaborated to make progress on critical adaptation issues. Here's a snapshot:

Centering Justice and Equity in our Work

ASAP members, through the leadership of our Justice, Equity, Diversity, and Inclusion (JEDI) Committee, took the network's commitment to JEDI to a new level with the release of our JEDI Statement in April. The Statement gives us language to talk about our values and the direction and resolve needed to act on them. As an organization, that includes expressing solidarity with racial justice uprisings in the summer and revising our Professional Guidance Resources to integrate JEDI concepts and language. As ASAP members that includes building trust, sharing stories, embracing vulnerability and coming together in a community of practice to infuse JEDI principles into daily work.

"Grave injustices of the past, which have been allowed to perpetuate today, have created an unjust and inequitable society. Climate change exacerbates these inequities, as those who are the least responsible for climate change are often the most impacted... We will not allow the actions of the past to dictate our future and we commit to leveraging our network and resources to promote justice, equity, diversity, and inclusion in the climate adaptation field and beyond." [Read the full statement here.](#)



Tackling the Complexities of Climate Migration

ASAP members have been connecting for the past two years to learn and share about climate migration through our [Climate Migration and Managed Retreat Member-Led Interest Group](#). This year, we began supporting collaboration between demographers and climate impacts experts to unravel how we can better predict who will migrate in response to climate change, and where they will move. Our goal? To ensure that, as the science of predicting climate migration emerges, the methodologies, outputs, and applications of that science become owned and controlled by communities who are impacted.



Check out the latest resources on climate migration created by the ASAP network!

- [Climate Migration and Managed Retreat \(CMMR\) recorded sessions](#)
- [CCMR Manifesto](#)
- [Climate-Informed Demography Workshop resources](#)

ASAP received a Climate Change Business Journal award recognizing our cutting-edge work on climate migration and managed retreat (CMMR) via our [CMMR Member Led Interest Group](#) and our [NY State Climate Migration Accelerator](#): check it out [here!](#)

Check out the incredible work of all of our [member groups](#): Community Adaptation Learning Exchange, R*ECO*NECT, Network of Networks, Policy Practice, Diverse Drivers and Approaches, Private Sector Adaptation Professionals, and Professional Opportunities in Adaptation.

Supporting One Another

In 2020, our lives turned online but not inward. ASAP programs brought us together across North America and the world, supported us, and gave us purpose. From our very first COVID-19 response meeting (pictured below) to our first-ever multi-day virtual network meeting, here's a glimpse of what ASAP members experienced from our community in 2020.

2020 By The Numbers



833+

hours connecting,
learning, and sharing
in member groups



200+

registrants for our first
ever multi-day, virtual
network meeting



155

network events



We worked together to create COVID-19 response groups that fit our needs: support for job seeking and a desire to learn from pandemic recovery.

Mentorship Program

The ASAP [Mentorship Program](#) celebrated its fourth cohort, with 180 participants since 2017. It continues to be an on-ramp to engagement in the ASAP network and a catalyst for adaptation careers.

"As someone who has not explicitly worked in adaptation in the US, it was daunting to break into the community. I really appreciated that this program was an incredibly safe space to be authentic, to ask real questions, share frustrations and be honest in a way that I could never if I were just trying to apply for a job or learn about the field in a more limited, strictly professional setting. It was a special connection - to know that even very busy, longtime career professionals really do care about the field, and fostering connection with newer professionals." -Mentee in the 2020 Mentorship Program Cohort

Member Success Stories

Miles Gordon

This year I helped found a new ASAP group, found employment working on utility wildfire and adaptation, and found an excellent living situation in the Bay Area to boot. Following the ASAP COVID-19 response meeting in April, Isaac Gendler, Erin DeVries, and I stepped up to lead a job-seekers group. Isaac subsequently became employed by the California Public Utilities Commission Public Advocates' Office. When I let him know I was being interviewed for a job there too, he suggested we get an apartment together. Two months later, I was hired, and now here we are! The COVID-19 job-seekers group has continued as a 2021 Member-Led Interest Group: [Professional Opportunities in Adaptation](#) (with Avery Kaplan joining our leadership roster). Without these ASAP connections, we would not have teamed up to serve the adaptation community in this emergency, nor would Isaac and I have pooled our resources for a reasonably priced apartment in the heart of Oakland. A true double win.



Anonymous

Last year, my request for renewing my ASAP membership got denied (by my organization). However, this year, I made sure to document all the tremendous benefits and value that ASAP brought to me in my performance evaluation. I mentioned specific skills and knowledge I was able to learn through my ASAP involvement and how it helped my projects. I heard back immediately from my supervisor that she would like to commit funds to renew my membership! Thank you all for being such a vital component of my professional growth! I've learned to become a better leader and a skilled facilitator through my participation in ASAP. The types of processes that you use to run your meetings are transformational and I've found myself replicating your thoughtful techniques of engaging people in my own work.

Advancing the Field

ASAP members and the resources we create together continue to be a driving force for progress in the adaptation field. By advancing the field together, we're making it possible for communities, ecosystems, and economies to become more climate resilient.

Our Professional Guidance Resources are the foundation for effective adaptation work

- **Sean Bath** and colleagues adapted language and principles from the Living Guide to the Principles of Climate Change Adaptation and the JEDI statement to articulate new grant reporting requirements for NOAA's Climate Program Office.
- **Lily Swanbrow Becker** applied the Knowledge and Competencies Framework for Climate Adaptation and Climate Resilience Professionals to the development of the Adapting to a Changing Gulf Region online course, seeding the foundations of a network of adaptation and resilience practitioners working in conservation across the Gulf.

Seizing our moment to accelerate adaptation policy

A turbulent year in U.S. politics culminated in renewed hope for climate action. We provided vital inputs into the House Select Committee on the Climate Crisis Climate Action Plan and we continue to use those inputs to inform and challenge Congress to take action on adaptation. We advocated for inclusion of climate resilience and environmental justice in COVID-19 relief bills and to the Biden-Harris Administration. And we continue to push for dedicated policies and funding to address mounting adaptation needs in the U.S., North America, and around the world.

"I woke up this morning and turned on the news and tears started running down my face after what I saw. ASAP is the perfect community of practitioners to facilitate our country in moving past such dark times in the country's history. I feel the work of ASAP's Policy Practice Group could not have come at a better time for all of us [and] for climate policy." -Shannon Vattikuti, January 7, 2021

Our 2021 Policy Priorities

1. Establish standards for climate data and mandate use of future climate projections.
2. Treat climate change as a crisis and prioritize justice and equity in crisis response.
3. Overlay climate resilience needs on all infrastructure decisions.
4. Preserve, restore, and manage natural systems for climate resilience.
5. Define, develop, and train the climate change adaptation and climate resilience workforce.



Adaptation Co-Creation Series

Launched in 2020 the Adaptation Co-Creation Series highlights how collaboration across multiple sectors is vital to build strong adaptation programs. Over 650 participants engaged in 6 conversations all highlighting the role the private sector plays in advancing innovative and equitable climate adaptation solutions in communities across the United States.

Engage with ASAP

If 2020 has taught us anything, it's that what we need and what we have to give can change quickly. Keep ASAP opportunities at your fingertips while balancing your work and personal priorities.

ASAP Connects: Meet new people and explore new ideas

- [Member Led Interest Groups & Affiliated Groups](#)
- [Virtual Network Meeting](#)
- [Local and Regional Hubs](#)
- [Climate Migration and Opportunities](#)

Adaptation Careers: Excel in your job and find new opportunities

- [Mentorship Program](#)
- Education & Training
 - [Professional Guidance Resources](#)
 - [Climate Service Providers Academy](#)
- [Jobs, Opportunities, and Events Board & Weekly Publication](#)

Adaptation Voices: Get and give essential stories, news, and resources


- [Adaptation Voices Monthly Newsletter](#)
- [ASAP Network News bi-weekly publication](#)
- [Adaptation Co-Creation Webinar Series](#)
- [ASAP Blog](#)
- [Regional Adaptation Leadership Award](#)

ASAP Serves: Become an adaptation leader and give back to the field

Our community exists because of member leaders who give their time, passion, and bold ideas in service to Member-Led Interest Groups and Affiliated Groups, the Mentorship Program, Advisory Groups, Working Groups, Planning Committees, and Selection Committees, and our Board of Directors. See who is serving our community and find an opportunity that's right for you by visiting the [ASAP Serves webpage](#).



ASAP staff are dedicated to connecting ASAP members and adaptation projects with resources and collaborators. Have a request or an idea? [We'd love to hear from you.](#)



**Thank you for your tireless work
on adaptation and your invaluable
contributions to our network. We can't
wait to see what the next year brings!**

AMERICAN SOCIETY OF
ADAPTATION PROFESSIONALS

www.adaptationprofessionals.org