

2022
REPORT



ASAP NETWORK IMPACT REPORT

AMERICAN SOCIETY OF
ADAPTATION PROFESSIONALS

MESSAGE FROM ASAP LEADERSHIP

Over the last year everywhere we turn urgency seems to define our actions: urgency to return to a 'normal' and post-pandemic world; urgency to seize the moment of political will to advance a comprehensive built and social infrastructure agenda; and urgency to address global climate change, before we reach the point of no return.

Yet against this backdrop of urgency we also know that our work requires deep patience, relationship building, authenticity, and trust. Last September, at our Network Meeting, we were called to remember that urgency and the language of crisis can be a trap leading us into rushed actions and to sacrificing people, places, and our values.

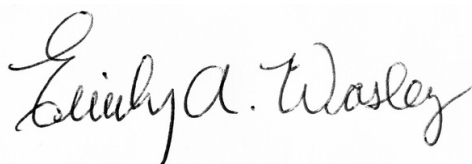
The call to act with urgency, intentionality, and in relationship with social justice and climate justice advocates is precisely why the ASAP Network is so necessary and important, today. Our Network is rapidly growing and the work of the members has exceeded the output in hours, energy, and products of any time in the past.

Members are responding to the political moment by pouring their expertise and knowledge into guidance to federal agencies and policy. Our Network is becoming more racially and geographically diverse. And members are committing their time - through the JEDI Committee, and dollars - through the JEDI Fund to ensure the network and community we build here is accessible, inclusive, centered on justice and equity.

This year we heralded the completion of ASAP's first Long Range Strategic Plan. A document by and for members which sets a bold vision for our future. Equipped with this Long Range Year Plan and our staff's Five Year Action Plan, we are looking forward to a time of growth, diversity, capacity building, and political action.

We are inspired to work together with all of you, and with members who have not yet found us! We are ready to receive all those who seek to build a more cohesive, collaborative, and effective network of professionals. Together we will embrace forward looking solutions and move our communities and world toward a more connected, supported, and resilient future.

EMILY WASLEY
ASAP'S BOARD PRESIDENT



BETH GIBBONS
ASAP'S EXECUTIVE DIRECTOR



SUPPORT OUR NETWORK

AS A MEMBER 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 adaptation professionals working together to make communities, ecosystems, and economies more climate resilient.



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

ASAP MEMBERS ARE EXPERTS IN:

- Agriculture and Food Systems
- Business Operations and Supply Chains
- Climate Change Mitigation
- Critical Infrastructure
- Energy Systems
- National Security and Defense
- Transportation systems



- Coastal Landscapes, Ecosystems, and Communities
- Conservation and Restoration
- Forests and Terrestrial Ecosystems
- Nature-Based Solutions, Ecosystem Services, and Natural Capital
- Ocean and Marine Systems
- Water Resources and Freshwater Systems



- Art and Design
- Climate Justice
- Communication
- Education
- Environmental Management, Air Quality, and Waste Management
- Mental and Emotional Health and Personal Resilience
- Public Health

TOPICS OF MEMBER EXPERTISE

- Buildings and Architecture
- Faith Systems and Communities
- Historic and Cultural Resources
- Public Lands
- Rural and Exurban Landscapes and Communities
- Traditional and Local Knowledge
- Tribes and Indigenous Communities
- Urban and Suburban Landscapes and Communities



- Climate Data and Information
- Funding, Finance, Investment, and Insurance
- Measuring Success
- Planning
- Policy and Law
- Societal Transformation
- Stakeholder Engagement, Outreach, and Community Organizing
- Technological Innovation

CONTRIBUTE TO JUSTICE AND EQUITY IN 2022.

In 2021 ASAP launched the [Justice, Equity, Diversity, and Inclusion \(JEDI\) Fund](#). The JEDI Fund supports professional development, and compensates people for their contributions to ASAP. Do you identify as Black, Indigenous, a person of color, or as having a low income? Apply today!

Do you identify as Black, Indigenous, a person of color, or as having a low income? If so, apply today!

Do you want to support accessibility, inclusion, and diversity at ASAP? If so, [donate here](#).

DID YOU KNOW?

- ASAP is committed to building a network where cost is never a barrier to joining and participating!
- The cost of providing member programs for one year is over \$650 per member.
- The average member pays just \$70 in dues per year and many members benefit from our student discounts and Pay What You Can Membership option.
- Your support, through donations, dues, and sharing ASAP with your friends and colleagues can ensure that we maintain a thriving network and outstanding member benefits!

DONATIONS ENSURE WE CAN CONTINUE CONNECTING AND SUPPORTING MEMBERS AND ADVANCING THE FIELD. [DONATE TODAY!](#)

SHAPE THE COMING YEAR AT ASAP: TAKE THE [2022 MEMBER SURVEY HERE!](#)

ENCOURAGE YOUR COLLEAGUES TO JOIN ASAP BY SHARING THE [JOIN US!](#)



CONNECTING AND LEARNING, TOGETHER

Peer learning at ASAP is exploding! Peer learning groups span across 10+ topics, with each meeting deeply exploring timely and critical adaptation issues with ASAP members and field-wide leaders.

- The Professional Opportunities in Adaptation offers bi-monthly skills development workshops ranging from interviewing and application best practices to [how to find adaptation jobs](#) and top tips for virtual and in-person networking.
- The Policy Practice Group doubles as a production and information sharing space. The group regularly hosts webinars on topics of [resilience metrics in policy setting](#), risk rating, and the [US and Canadian adaptation workforce](#). This group actively fields requests for comment and input from government agencies and ensures that ASAP members are presented in policy decisions across the Federal government.

BY THE NUMBERS 2021



1,070+

HOURS CONNECTING,
LEARNING, AND
SHARING IN MEMBER
GROUPS



275+

PARTICIPANTS IN THE
ADAPTATION CO-
CREATION WEBINAR
SERIES



118

MEETINGS AND EVENTS
FOR ASAP MEMBERS
AND THE ADAPTATION
COMMUNITY

MEET OUR 2022 MEMBER LEADERS!

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](#).

GET INVOLVED - JOIN A PEER LEARNING GROUP!

COMMUNITY
ADAPTATION
LEARNING EXCHANGE

CLIMATE MIGRATION
AND MANAGED RETREAT

PRIVATE SECTOR
ADAPTATION
PROFESSIONALS

PROFESSIONAL
OPPORTUNITIES IN
ADAPTATION

R*ECO*NNECT

POLICY
PRACTICE

JEDI
COMMITTEE

FUNDING AND
FINANCE

NETWORK OF
NETWORKS

CONVENING
CLIMATE
COLLABORATORS

ASAP MENTORSHIP PROGRAM

The [ASAP Mentorship Program](#) celebrated its fifth cohort this year, with 191 participants since 2017. It continues to be an on-ramp to engagement in the ASAP network and a catalyst for adaptation careers. We're thrilled to have our partner, Climate Resilience Consulting, supporting mentorship program participants who identify as Black, Indigenous, or other person of color!

[Click here to check out what mentors and mentees are talking about.](#)



"I am so glad that I had the opportunity to participate in ASAP's Mentorship Program. As a mentee in my final year of graduate school, the Mentorship Program provided the space that I needed to more deeply and intentionally explore my career aspirations in the adaptation field. Because of the thoughtful resources, guidance, and structure provided by the program's leadership team, my mentor and I had clearly defined goals and expectations for our time together, which I led to more productive and meaningful conversations. But most importantly, I had the privilege of working with a fantastic mentor, Brian Ambrette! His encouragement and willingness to share his experiences and expertise was invaluable, and I'm looking forward to continuing our mentor/mentee relationship beyond the program. If you are looking for a supportive community of professionals in this field, I can't recommend the Mentorship Program enough."

- Tacy Lambiase



ASAP MEMBER PROFILE - AVERY KAPLAN

”

I first learned about ASAP during my senior year of college while I was figuring out what to do with my soon-to-be B.A. in Environmental Science. Initially, I was just using ASAP resources to learn about climate adaptation. When I graduated in spring 2020 into peak pandemic unemployment, my relationship with ASAP transformed, and the folks in ASAP became a key resource and critical support network. I used the ASAP member directory, and conversations with ASAP staff, to strategically network and do scores of informational interviews. The connections I made during this period led me to an unpaid internship in state government, then a part-time job in facilitation, and finally to the full-time job I started last February as the Operations Assistant at the Climate and Clean Energy Equity Fund.

In parallel, I'm happy to be entering my second year co-leading ASAP's Professional Opportunities in Adaptation group. This group is the only structured place in the ASAP network for unemployed and underemployed members to connect with each other, engage in peer-learning, attend career panels, and co-develop the strategies and tools specific to seeking employment and other opportunities. Figuring out how to get paid for the work we love can be a frustrating and unclear process, I'm grateful to lead a space that aims to support and expand the growing number of folks who make up the adaptation field.

- Avery Kaplan



“

OUR ACHIEVEMENTS

In 2021, ASAP members collaborated to make progress on critical adaptation issues.

Here's a snapshot:

SHIFTING MONEY AND RESOURCES TO BIPOC-LED AND-FOCUSED ADAPTATION WORK

Over the past year, ASAP has grown from cultivating an anti-racist culture and messaging to tangibly changing the balance of power and resources available for adaptation.

- Our microgrant selection committee chose to prioritize the selection of projects that specifically served BIPOC communities.
- We started the JEDI Fund to support professional development for BIPOC members and compensate BIPOC individuals for their past and present contributions to our programs.

JEDI FUND BY THE NUMBERS

- \$6,421 raised
- Distributed **13 awards** totaling \$3,000

We are excited to continue building our capacity to provide direct support for BIPOC-led and-focused adaptation work.

Queen Quet of the Gullah Geechee Nation used the funds to enhance community engagement in the St. Helena Island Gullah/Geechee Living Landscape project. In addition to curating landscape architectural design boards, the funds were able to be used to create videos to inspire others to engage in using green infrastructure, especially in coastal communities.



Kim Grubert, Sustainability, Energy, and Climate Change Project Consultant with WSP, was awarded the JEDI Fund to support her leadership role in the **Mentorship Program**. Growing up as Kim Hernandez, her tan skin combined with her family name led her to experience prejudice for most of her life. When Kim got married and changed her name to Kim Grubert, that prejudice interestingly waned. She believes it is critical to leverage her position of privilege as a white-passing Mexican/Latina/Hispanic woman to advocate for a more just and equitable world.

HUBS MICROGRANT PROJECTS

The **ASAP Hubs program** builds the capacity of ASAP members to connect and advance adaptation work in place -- while strengthening the entire ASAP network -- through three opportunities: a living list, community events fund, and Microgrants that support members' collaborative, place-based projects.

Through the **ASAP Hubs project** members catalyzed collaborative, place-based climate change adaptation work. These projects forged new relationships with grassroots organizations and deepened the ASAP network in communities across the country.



- Asheville, NC - Through patient relationship building, ASAP members strengthened their connection with youth leaders and BIPOC community organizations. Next up is a skills-building webinar series, resilience survival stories, and the intersection of art and social issues.
- Los Angeles, CA - **Climate Resolve** and **SLATE-Z** surveyed over 300 residents in South LA and hosted community engagement workshops with area residents leading to a feasibility assessment on a resilience hub for the Baldwin Hills Conservancy in Los Angeles.
- U.S. Southwest - ASAP members in the Southwest, developed a network visualization tool and website, the **Southwest Practitioners Adaptation Network (SPAN)**, which allows members to find experts, tools, and publications. Over 60 individual members and 23 networks have joined SPAN!

MEMBERS SUPPORT EACH OTHER TO INTEGRATE JUSTICE, EQUITY, DIVERSITY, AND INCLUSION INTO THEIR ADAPTATION WORK

The urgent need to equitably adapt to climate change requires the removal of oppressive systems and requires a transformation into a society where we all share in the power and prosperity of resilient economic and social systems. To advance those required transformations ASAP members coalesced to form the Justice Equity, Diversity, and Inclusion [JEDI] Committee. This Committee is a space for members to learn how to incorporate justice and equity into their work, contribute resources that support fellow members' JEDI work, and hold one another and ASAP accountable to the values and principles articulated through our Justice, Equity, Diversity, and Inclusion Statement. Unsure where to start?

Check out the **[JEDI Committee Onboarding Resource](#)** or the **[JEDI Resource Library](#)**.

SCALING AND TRANSFORMING PRACTICE

Together, ASAP members collaborate to develop and pilot tools and resources that drive progress in the field. By advancing the field together, we're making it possible for communities, ecosystems, and economies to become more climate-resilient.

GROWING OUR NETWORK OF ORGANIZATIONAL MEMBERS



Organizational membership allows us to scale our vision more quickly, support our members through their employers, and to transform the climate adaptation community and our practices. Just as individual members convene within ASAP to learn from one another, share best practices, and improve their individual practice, the same opportunity and expectation is set for organizational members.

Now, rather than a single stormwater engineer changing her practice, we are seeing whole companies taking up the ASAP Code of Ethics and Principles of Practice. Rather than a single student pursuing a climate adaptation curriculum, college departments are molding their certificate and degree programs to ASAP's Knowledge & Competencies Framework.

Organizational members in ASAP come from all sectors and work across myriad of industries: Community Based Organizations including Climate Resolve and Mycelium Youth Network which are advancing climate resilience and convening the youth and community activists; municipal members, like Broward County Florida and the City of Ann Arbor which are setting exceptionally ambitious climate mitigation and adaptation goals, and establishing codes and standards based on updated and future climate data; and private sector members - who come from firms as small as 5 and as large as 50,000 and are working collaboratively, to ensure climate adaptation and resilience services are available to all those who seek that knowledge and expertise.

ADVOCATING FOR TRANSFORMATIVE ADAPTATION POLICY

Over the past year, we've worked together several times to respond to a wide range of policy opportunities and emerged as a recognized leader in the largely unfilled space of U.S. adaptation and resilience policy.

Here is what we produced together this past year:

- [Public Input to the U.S. Securities and Exchange Commission on Climate Change Disclosure Regulations](#)
- [Statement on the Need for Increased Federal Funding and Leadership on Climate Adaptation](#)
- [Response to Request for Information on FEMA Regulations, Programs, and Policies](#)
- [Comment on Federal Agency Adaptation Plans](#)
- [Statement of Support for National Climate Adaptation and Resilience Strategy Act](#)

ASAP APPLAUDS THE INTRODUCTION OF THE NATIONAL CLIMATE ADAPTATION AND RESILIENCE STRATEGY ACT

"If Congress enacts this legislation, the U.S. will move from relying on a series of individual agency activities authorized through executive action alone to a stable, long-term, coherent national strategy to ensure climate change preparedness. This is critical, both for communities at the forefront of climate change who are feeling impacts now as well as to address the needs of future generations."

- [NCARS Statement of Support from the ASAP Network, January 30, 2022](#)



ENGAGE WITH ASAP

No matter the need, ASAP is here for you. ASAP is always at the tip of your fingertips for you to engage with the network in whatever way is most supportive. Explore our [Peer Learning](#) and [Career Opportunities](#) or a list of dedicated publications for ASAP members.

ASAP CONNECTS: MEET NEW PEOPLE AND EXPLORE NEW IDEAS

- [ASAP 101 Orientation](#)
- [Adaptation Co-Creation Webinar Series](#)
- [Peer Learning Groups](#)
- [JEDI Committee](#)
- [Local and Regional Hubs](#)
- [Climate Migration and Opportunities](#)
- [Individual Capacity Building](#)

ADAPTATION CAREERS: EXCEL IN YOUR JOB AND FIND NEW OPPORTUNITIES

- [Mentorship Program](#)
- [Education & Training](#)
- [Jobs, Opportunities, and Events Board & Weekly Newsletter](#)
- [Financial Support for Professional Development](#)
- [Advancing the Adaptation Workforce](#)

ADAPTATION VOICES: SHARE AND RECEIVE ESSENTIAL STORIES, NEWS, AND RESOURCES

- Adaptation Voices Monthly Newsletter
- ASAP Network News Bi-Weekly Newsletter
- [ASAP Blog](#)
- [ASAP Slack Workspace](#)
- ASAP Social: [LinkedIn](#), [Twitter](#), [Facebook](#), and [YouTube](#)

TAKE THE NEXT STEP

- **SIGN UP:** Not a member? Get started with the network [here](#).
- **UPDATE:** Renew your membership or update your demographic information right from the [ASAP Member Portal](#)!
- **SCALE-UP:** Connect with your employers and clients about ASAP [Organizational Membership](#) which provides them with benefits from the ASAP network!
- **GROW AND CONNECT:** ASAP staff can work with you to provide personalized introductions to people, organizations, and projects aligned with your interests and needs. In fact, it's one of our favorite parts of our jobs! Looking for a connection? Contact [Beth](#), [Rachel](#), or [Breana](#) today!

SHARE WITH THE ASAP NETWORK 24/7



ASAP