

To: Interested Parties - restoration managers, those seeking fire risk reduction and livestock managers

RE: Certification of Targeted Graziers

In response to requests from the membership of the Society for Range Management, the Targeted Grazing Committee (TGC) will establish and maintain a certification for Targeted Graziers.

Justification:

Certification of graziers who are knowledgeable, reliable and exhibit ethical business and livestock management practices is warranted. SRM is uniquely situated to offer such a program due to its long-standing commitment to connecting science and management on the landscape. In contrast to industry groups which represent various livestock species or product groups, SRM is a 'grass roots' organization which supports initiatives that come from its members and emphasize soil-plant-livestock interactions based on science and best management practices.

The synthesis paper, "Targeted livestock grazing: a prescription for healthy rangelands" (2019) *, developed by members of the Targeted Grazing Committee, provides a strong scientific basis for use of targeted grazing.

In addition to the scientific foundation, practitioners of targeted grazing are members of the TGC and support the certification concept because it will endorse those who do the job well and will help to contravene the ill effects of those who have made false claims or have otherwise tarnished the reputation of the practice of targeted grazing.

Third, and of equal importance to the two groups mentioned above, natural resource managers who are also members of the TGC tell us they need a means to differentiate practitioners in order to employ service providers (graziers) who offer a standard of service as detailed in the accompanying "Need to Know- graziers & those who hire June 2019" * document.

Many of us involved in this area have observed practitioners who exemplify the standards of SRM and others who lack experience, some who make false claims and others who do not possess the combination of knowledge and skills to properly apply this tool.

The need for certification has been unequivocally asserted at several SRM International meeting.

* = available at the SRM Targeted Grazing Committee web site

Purpose:

The purpose of this certification is to endorse those graziers who possess a diverse set of skills and provide sound professional services in keeping with the science, livestock management and business practices. Services provided by this sector of animal industries target invasive, or otherwise undesirable, plant species or reduce fire risk.

Method to determine qualification for certification. Knowledge and practices will be assessed with three items:

- 1) written responses to an exam, with emphasis sections labeled Management of Livestock and Management of Natural Resources with Livestock on pp. 1-2 of the Need to Know document
- 2) portfolio of photos or video with annotation describing specific items such as evaluation of a jobs site with the hiring party, plant species presence, likely response to grazing/browsing, need

- for repeated treatment, inclusion of land manager goals, management of livestock while in transit, monitoring, emergency preparedness, communication with the public on site, etc.
- 3) written testimonials from parties who have hired the grazer

Criteria for each of the above three items will be available at the SRM Targeted Grazing Committee web page. Skills and knowledge of the targeted graziers will be assessed using the three components listed above. The knowledge and skill set to be evaluated are in the document "Need to Know- graziers & those who hire June 2019" which is also available at the SRM Targeted Grazing Committee web site.

Who will implement the Certification Program?

The Targeted Grazing Committee has prepared the exam, portfolio preparation guidelines and requirements for testimonial letters.

Evaluators will include one individual from the ecoregion in which the grazer works to ensure understanding of plant species targeted. Two others will include an individual knowledgeable in targeted grazing including experience or education gained as a grazer, researcher/educator or natural resource manager.

Requirements of graziers:

- 1) Maintain membership in SRM
- 2) Pay \$100 initial, non-refundable, application fee. Then, upon satisfactory completion of all 3 certification components, pay an additional \$90 to be certified for 3 years.
- 3) Complete each of the 3 components of certification and submit for evaluation and accept the decision of the evaluators.
- 4) Abide by the SRM Code of Ethics
https://rangelands.org/wp-content/uploads/2016/08/2002_revised_code_of_ethics.pdf
and SRM Standards of Conduct for SRM Members Providing Public Service
https://rangelands.org/wp-content/uploads/2016/08/2002_revised_standards_of_conduct.pdf
- 5) Accept the authority of the SRM Targeted Grazing Committee to investigate complaints about graziers certified by SRM to determine validity and determine appropriate action. If violations of best practices or the SRM Code of Ethics and Standards of Conduct are determined to have occurred, de-certification will be pursued. In addition, any certified grazer who is found to have misrepresented their business, practices or conduct will be de-certified.
- 6) Applicants will sign a declaration and agree to items # 1-5 above.

Commitment to grazer applicants:

- 1) A Targeted Grazing Committee member will act as liaison to the TGC and ensure that the process and timing are clearly understood.
- 2) Applicants may take the exam at a remote location or at the SRM Annual Meeting. 24 hours will be allowed for the written exam, no matter the location, and a member of the Targeted Grazing Committee will be available if questions arise.
- 3) Assessment of performance will remain confidential between the applicants and evaluators; feedback will be provided to the applicant.
- 4) The Targeted Grazing Committee will provide transparent standards for certification, timely evaluation and feedback. An opportunity for re-assessment will be allowed at the discretion of the TGC.