



**Fire**Generation  
Collaborative

**2022 - 2023**  
Impact Report

# Program Director's *Foreword*

## Ayukii (Hello) everyone!

My name is Ryan Reed and I'm the Co-Founder and Program Director of FireGeneration Collaborative (FireGen).

When my fellow Co-Founders and I first got together to talk about the **need for young people to have a voice in fire and land management**, we weren't sure what would come of it. But we understood the importance of this space for present and future generations: from protecting communities, to transitioning energy systems, to revitalizing Indigenous cultures. So we started a GoFundMe in November 2022 to go to Washington D.C., and speak to high-profile leaders. After a long week of travel, planning, and Capitol Hill meetings, we realized that the management and policy worlds were interested in our voices.

In the year since our visit to Capitol Hill, FireGen has taken off. We have made **tremendous steps to connect more young people and Indigenous leadership with the fire workforce and policy space, and address the discrimination and exclusion present in both areas**. Younger generations and marginalized communities are depended on in the workforce, to carry out labor-intensive objectives, while facing the disproportionate impacts from intensifying fires and the climate crisis. FireGen alongside our partners, supporters, and donors are working for a future of fire resilient communities and intergenerational empowerment, with Indigenous leadership out in front.

As you will see in this report, we have achieved some great accomplishments, and grown our team, community impact, and reputation in the public eye. As a young group, we have also faced setbacks and made mistakes, but we work through them and grow from these moments of adversity.

Overall, **I couldn't be more proud of this team**. I also want to express my **utmost gratitude to our supporters, partners, funders and everyone else who has watched us** over the course of this year. It was truly a team effort to get where we are today and I'm excited to see what the future holds.

Cheers to one year!



Ryan Reed  
Co-Founder &  
Program Director

# Our **Mission**

The FireGeneration Collaborative aims to reimagine and transform fire culture, community governance access, and equitable solutions by centering Indigenous leadership and diverse young generations.

# Our **Vision**

We envision a fire world where decision-making centers the most-impacted stakeholders, especially diverse young generations and Indigenous communities.

We strive for a transformation in public fire consciousness, matched by a mobilization of young people in equitable, proactive, and resilient solutions.

Moreover, we believe in creating a culture around fire where reciprocity is the foundation for social and ecological relationships, serving the best interests of human and more-than-human relatives, and generations to come.

FireGen Co-Founders on Capitol Hill.



# Bringing a New Generation's *Voices into Policy*



# Journey to *Washington D.C.*



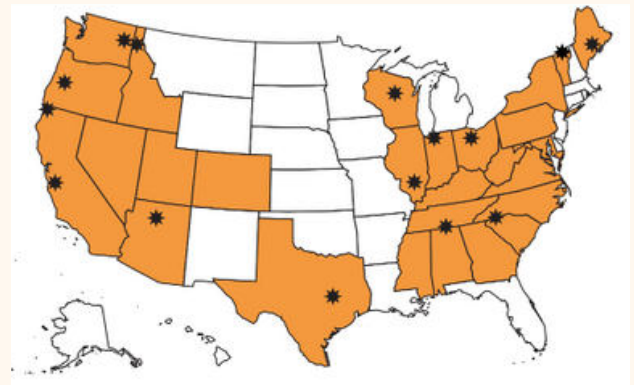
Photo: Dan Chamberlain

*FireGen meets with US Forest Service Chief Randy Moore and Associate Deputy Chief John Crockett about younger generations' involvement in fire policy and workforces.*

Inspired by youth councils around the country, we sought federal action to create formal inclusion of younger generations and our marginalized communities in the decisions that we are most impacted by.

We brought federal leaders **a signed letter** representing thousands of young people and experts in the field from across 25 states!

**FireGen** began as four young people with a GoFundMe campaign to get to D.C., supported by a passionate network of friends, family, and professors working long hours to get us there.



*A map of states from which experts and students signed on to our Letter to National Leaders. The stars represent student organization sign-ons.*



## Meetings

- Leadership of the U.S. Forest Service
- Leadership of the Dep. of Interior (DOI) Office of Wildland Fire
- 12 Congress Offices

We focused on workforce conditions, the climate crisis, and colonial fire policies. We advocated for intergenerational collaboration, long-term decision-making, an emphasis on better conditions for first responders, BIPOC and LGBTQIA+ workers, and the centering of Indigenous leadership.

Most of all, this effort began Firegen as we know it today.



*FireGen with the DOI Office of Wildland Fire.*

# Initiating a *National Next Gen Panel*



*Youth representatives from around the U.S., including members of FireGen, talk with Commissioners about personal experiences and policy needs.*

With the help of federal and NGO partners, we initiated the creation of a Next Generation Panel for the **Wildland Fire Mitigation and Management Commission**. It was one of the first youth panels ever consulted by a federal commission. The panel connected not only FireGen members, but young people from around the country with Commissioners. We focused our time on it toward Indigenous sovereignty, workforce development, intergenerational decision-making, and addressing hostile cultural elements for underrepresented communities in the fire workforce.

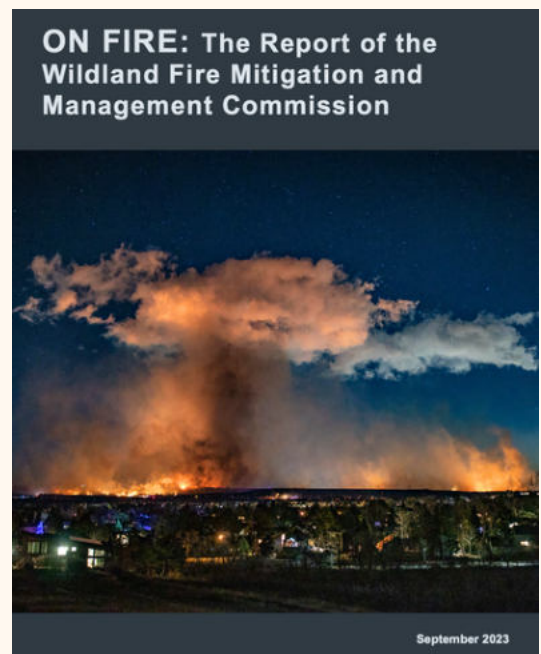


## *Policies Accepted* into Federal Report

Among hundreds of submissions, multiple FireGen policy recommendations were accepted to the **Final Report of the Wildland Fire Mitigation and Management Commission**. These recommendations focused on expanding fire knowledge and training for young people through the education system, developing standards for the fire workforce to understand Indigenous sovereignty, and taking down barriers to the accessibility of fire qualifications. **Read our full recommendations here.**



- Section 1: A High-Performing and Inclusive Fire Workforce
- Section 2: Involvement, Education, and Training of the Next Generation



# One of the Youngest

## *Federal Advisors* in U.S. History

Photo: Aaron Mesh



We organized for the nomination of our Director, Indigenous fire practitioner and firefighter Ryan Reed (Karuk, Hupa, Yurok), to be the public representative on the **Northwest Forest Plan Federal Advisory Committee**. At 23, he became one of the youngest federal advisors ever.

The Northwest Forest Plan (NWFP) is known as a landmark strategy in environmental management history, both for its broad scope and its legacy of transforming federal management focuses and priorities. The plan helps direct federal land governance across 24 million acres of forests from Northern California to the Washington-Canada border, and sets precedent for other management plans. The area includes Ryan's ancestral homelands.

Throughout the Winter, we collected support for Ryan's appointment, including a letter from Congressman Jared Huffman (CA-02).




In July, we received notification he was accepted onto the 2 year, 21 person federal advisory council, as the Public Representative, to help make the first major amendments to the plan in nearly 30 years! He currently serves on the committee and is a Co-Chair for the Tribal Inclusion Subcommittee.

Primary focuses of the amendment process include climate adaptation, wildfire resilience, Tribal inclusion, old growth preservation and community resilience.



Ryan reviews materials during a Committee meeting. As much as 50 years in age separates him from other members on the Committee.





"I had a **30 year career in wildland fire**. I was concerned there wasn't a lot of interest in the **reintroduction of fire** among **young generations...**

When **FireGen** came along it was **exceptional**. FireGen gives me **hope and inspiration**."

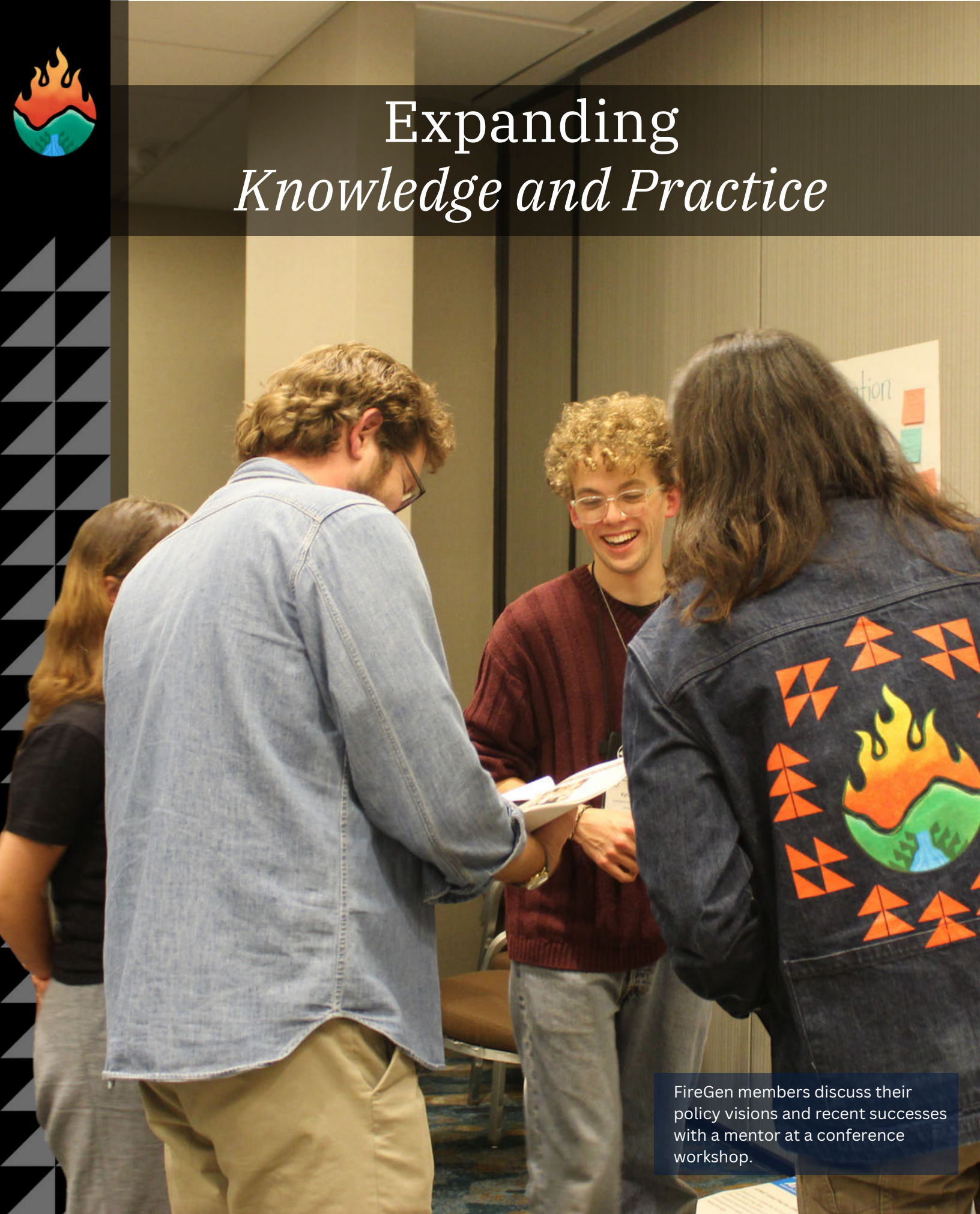
- Retired Interagency  
Fire Chief  
& Burn Boss

*FireGen Co-Founders prepare for their D.C. meeting with the US Forest Service leadership. Photo: Dan Chamberlain.*





# Expanding *Knowledge and Practice*



FireGen members discuss their policy visions and recent successes with a mentor at a conference workshop.

# Research: Fire Futures Project



**Young people are the future of fire resilience and stewardship,** but many workforces struggle to engage and sustain our involvement. While the related research typically focuses on established fire personnel, more understanding is needed about the generations who will expand and diversify the fire world today and for decades to come.

Our project emerged as a way to better understand the involvement preferences of young people, aged 16-30, and what they want managers, practitioners, and policymakers to know about their involvement visions and needs.

## Mixed Methods: Qualitative & Quantitative Research

Sharing circles and pilot surveys are being planned in Northern California and Oregon.

### Sharing Circles

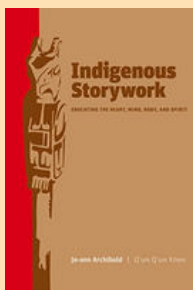
What experiences have you had with fire?

What does fire resilience mean to you?

How would you like to be involved in working toward fire resilience in the future?

What would your dream fire-related educational/career/stewardship program look like? For you, for your community?

What do you need from fire science and fire scientists? What does effective fire education look like to you?



Sharing Circles: An Indigenous Methodological Approach for Researching with Groups of Indigenous Peoples  
Amanda Tachine, Eliza Yellow Bird, Nolan Cabrera

A slide from a presentation, including drafted questions for sharing circle participants.

### Assume you are looking for a job, or a change of occupation.

<b>Program Focus</b>	Controlled Burning, Fuels Reduction, Land and Water Stewardship
<b>Employer</b>	Nonprofit Organization
<b>Work Environment</b>	Primarily Outdoor Field Work - Moderate to Heavy Physical Activity
<b>Co-Worker Demographics</b>	70% Women, 50% BIPOC
<b>Workplace Culture</b>	Leadership establishes no cultural expectations, but addresses sexism, racism, homophobia, and transphobia if they are brought forward
<b>Pay</b>	\$25 an hour
<b>Benefits</b>	Wage increase with seniority, employer retirement contribution, healthcare benefits, educational, fitness, and skills/qualification incentives
<b>Commitment</b>	Year-round, permanent - mobility or transfer options inside org / company
<b>Schedule</b>	30 hours a week
<b>Location</b>	In another town/ city (requires moving, finding and paying for new housing)

Would you apply to this job if it was available to you? YES  NO

A hypothetical job choice example from quantitative survey plans.

### Faculty Mentors



Dr. Catalina de Onís



Dr. Kari Norgaard



Dr. Tim Ingalsbee



Dr. Kathleen Mullen

Our research efforts would not be possible without the generous labor and time from our amazing faculty mentors!

**Thank you all for what you do!**



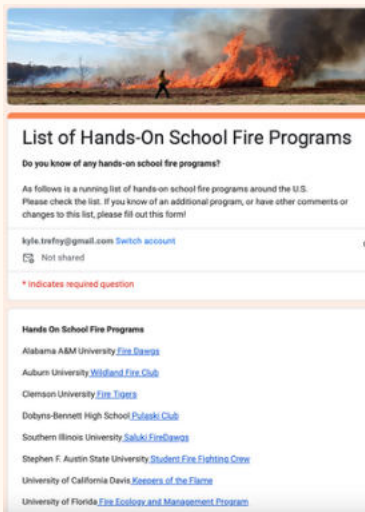
# Education: Hands-On School Fire Programs



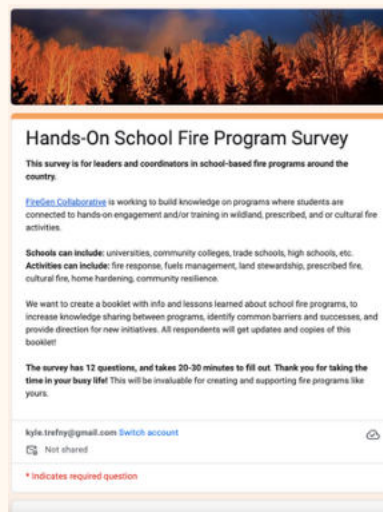
Our education system is responsible for preparing young people for the world we are inheriting. **When it comes to addressing climate disasters and restoring relationships with fire and the land, we envision schools full of solution-ready students. But how do we get there?**

A variety of hands-on school fire programs exist today in the U.S., including at Alabama A&M where our Education Coordinator Bradley Massey co-captains the A&M FireDawgs. These crews engage students directly in prescribed burns and disaster relief. Programs like Bradley's pose a model and an opportunity to prepare the next generation, directly through our schools.

We strive to **build knowledge around pathways to create hands-on school fire programs**, based on the experiences, barriers, and strategies of current programs at high school and college campuses.



Our **Running List Survey** shares current examples of Hands-On School Programs, and allows people to add those they know!



Our **Program Survey** allows coordinators to share their experiences, to increase knowledge between programs and mentor new ones!



## **Bradley's Blog in the Fire Adapted Communities Learning Network**

showcases how being part of a Hands-On School Program changed his life, and his efforts to engage more students in similar opportunities.



# 2023 International Fire Congress

In December 2023, FireGen took part in the **Association of Fire Ecology's 10th International Fire Congress** in Monterey! We came in numbers and with a passion; giving a keynote speech, organizing workshops, and sharing multiple research presentations. We also came to learn: from the many Indigenous leaders present, from land and fire managers, scientists, and others devoting their lives to the issues we are committed to advancing in ours.

## Keynote Speech



Monterey Photo: Dina Northcutt



FireGen Co-Founders, Ryan Reed and Kyle Trefny, introduced FireGen to the Congress in a keynote speech!

They shared a personal and bold vision for the path ahead, grounded in understanding the harms of the past, the gravity of the present, and the need to restore Indigenous leadership, and long-term thinking to set a better trajectory through a turbulent future.

## Workshops & Presentations



FireGen's workshop (far left) focused on young people highlighting the structural and policy changes they want to see. Direct left, Meredith and Kyle (top) and Bradley (below) present their research and hands-on model to engage more young people in fire.



Expanding Knowledge and Practice



# Uplifting *Our Communities*

The Wagon Burners present at a workshop organized by FireGen and other Indigenous-led organizations on Kalapuya Ilihi (Eugene, OR). Photo: Dean BlueEagle.

What if we told you that we have a solution  
to the global climate change crisis?

Give the land back.



# Good Fire Futures *Art Contest*



Vikki Preston, Karuk + Yurok + Paiute + Pit River,  
Indigenous fire practitioner & basket weaver

Jearica Fountain, Karuk + Nisenan + Pit River +  
Miwok, environmental & social justice activist

This summer, FireGen hosted Fire Futures Art Contest. The contest included young voices under the age of 35 from all backgrounds.

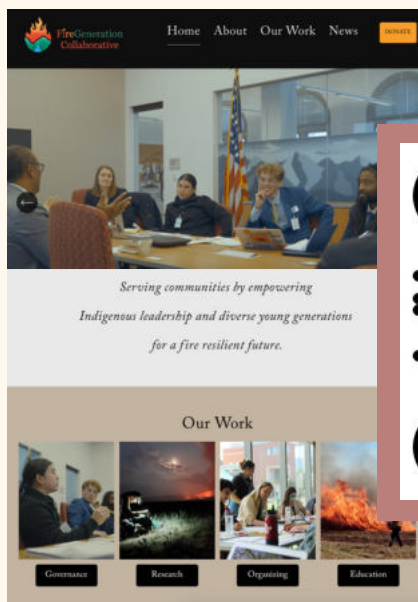
Our theme "What does a *future with Good Fire* look like?", was intentional in visualizing and engaging a future with fire, using art as a way to express those visions.

## FireGen's New Website

During 2023 FireGen succeeded in creating **our own website!**

This was created by our Communications team and specialist Hannah Estrada. The process was a reflective time where we got to represent who we are and what our work means.

The site illustrates our identity and praxis, and uplifts the people and projects that comprise our work.



# Reimagining Fire *Workshop*



*Jessica Angel (she/her) & Jae Viles (he/him)  
(Wagon Burner crew members) speak with  
attendees*

In Spring of 2023, FireGen collaborated with four allied groups to bring an arts and education focused workshop to the University of Oregon campus.

The community members were gathered by a desire to see change in relations with climate and fire. In groups they drew out what fire means in their lives. Presenters from the all-Indigenous prescribed fire crew, the Wagon Burners, spoke to the historical role of fire on the land and the part every community can play in returning these processes. By bringing young Indigenous and LGBTQIA+ leadership into community with young people, seeds of transformation for new relationships to fire and each other were planted.

# Wildfire Resilience Hoopathon

In the Fall of 2023, FireGen collaborated with the Wagon Burners to host an awareness, jobs, and fundraising event themed around one of our favorite pastimes: basketball. Together we engaged more than a dozen teams, five community organizations, and 100 young people in the process, connected youth with workforce opportunities, and raised over \$8,000 for wildfire resilience efforts.



“I’ve been really loving how broad FireGen is. Right? **There’s like this huge spirit that comes with occupying the space that we do, which is critically underserved.**”  
- FireGen Team Member



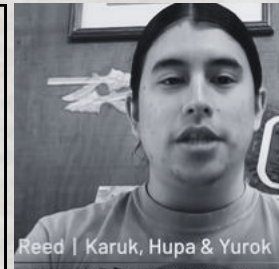
The Wagon Burners’ team (left) celebrates after the Hoopathon. Their **collaborative reel** with FireGen received more than 80,000 views on Instagram, and helped Jae (in center of the group) raise the most money with every free throw he made.



# In The News

## Leaders Look for Transformation

Indian Country Today, March 2023



## How These Young Activists are Bringing Indigenous Practices to the U.S. Wildfire Crisis

Fast Company, June 2023

## Our Generation Wants to Change How the U.S. Responds to Wildfires

Teen Vogue, June 2023



## The Young People Reshaping Wildfire Policy

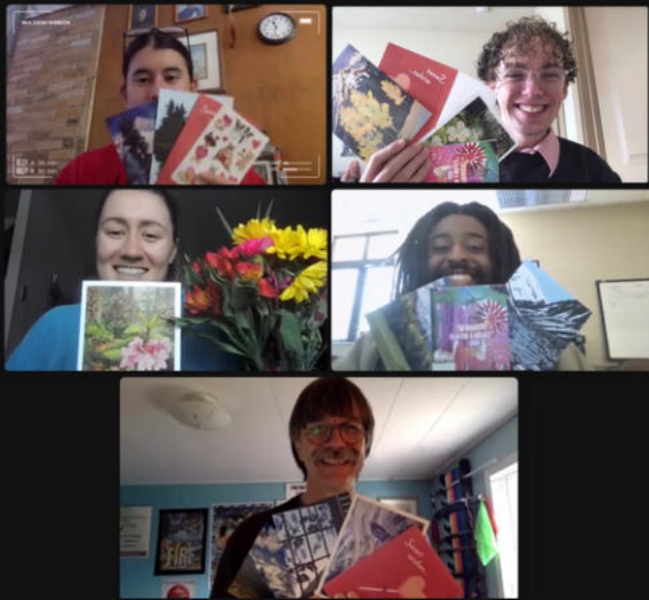
Yes! Magazine, July 2023



## Fire as Medicine: Using Fire to Manage Forests, Prevent Catastrophic Wildfires in the Northwest

The Oregonian, September 2023

# FireGen & A Celebratory Culture



FireGen members and mentor gather on Valentine's Day with cards sent across the country to appreciate each other.



Virtual gathering for the first annual FireGen Celebration, shared among team members + supporters.

“FireGen introduced me to a different group of people I never would have met in my life otherwise. We quickly became like family — meeting every week, some of ‘em waking up at 6 am for our calls.”  
- FireGen Team Member

FireGen is intentional about creating a rehabilitative and sustainable working environment. Throughout our organization, we weave in fun and serene activities aside from our projects and responsibilities.

Since we live across regions and are rarely able to spend time in person, it becomes extra special to celebrate and connect. Creating a strong team is rooted in a supportive and celebratory culture.



# FireGen Team

## Staff



Ayuthea LaPier  
(she/they)  
Communications



Bradley Massey  
(he/him)  
Education  
(Co-Founder)



Ian Lau-Kee Browne  
(he/him)  
Policy



Ilse Stacklie-Vogt  
(she/her)  
Development



Kyle Trefny  
(he/him)  
Research  
(Co-Founder)



Ryan Reed  
(he/him)  
Program Director  
(Co-Founder)

## Associates & Mentors



Catalina de Onís  
(she/they/ella/elle)  
Faculty Mentor



Garrett Stanford  
(he/him)  
Research



Jess Gladis  
(she/they)  
Development



Meredith Jacobson  
(she/her)  
Research



Tim Ingalsbee  
(he/him)  
Mentor & Fiscal Sponsor  
(FUSEE)



Learn more about our team [here!](#)

## Volunteers



Annabelle Law  
(she/her)  
Research



Ella Ramage  
(they/them)  
Research



Jessica Martinez  
(she/her)  
Research



Karissa Courtney  
(she/her)  
Research



Mariessa Fowler  
(she/her)  
Policy



Valentin Kostelnik  
(he/him)  
Research

“One very wise student once shared with me that: **“Sometimes mentors become the mentees.”** I feel very much that this has been a **co-learning experience** and I’m so **grateful to learn with FireGen.**”  
- FireGen Faculty Mentor



Students creatively reimagine their relationships with fire at a workshop co-organized by FireGen.  
Photo: Dean BlueEagle.

# Our *Grant Partners*

## 2022 - 2023



Wonder Labs

### ***Wonder Labs Living with Fire Challenge***

FireGen is proud to have been part of the Reimagining 2025: Living with Fire Design Challenge. Wonder Labs was an essential catalyst for our direction and growth. They are based in San Jose, California, and works to empower social, ecological, and technological innovations with communities on the climate frontlines.

### ***Civic Spring Fellowship***

We are excited to have taken part in the Civic Springs Fellowship run by the Institute for Citizens and Scholars. The Fellowship supported young people and members of youth-centered organizations working on projects that address a local need, providing participants with funding, a large program alumni network, and other training opportunities.



### ***Social Justice Fund NW***

We are grateful for the support from Social Justice Fund NW, a foundation working at the frontlines of social change to foster significant, long-term social justice solutions in Idaho, Montana, Oregon, Washington, and Wyoming. They engage in participatory giving projects, grant-making, and movement building.



**E M E R G E N T  
F U N D**

### ***Emergent Rapid Response Fund***

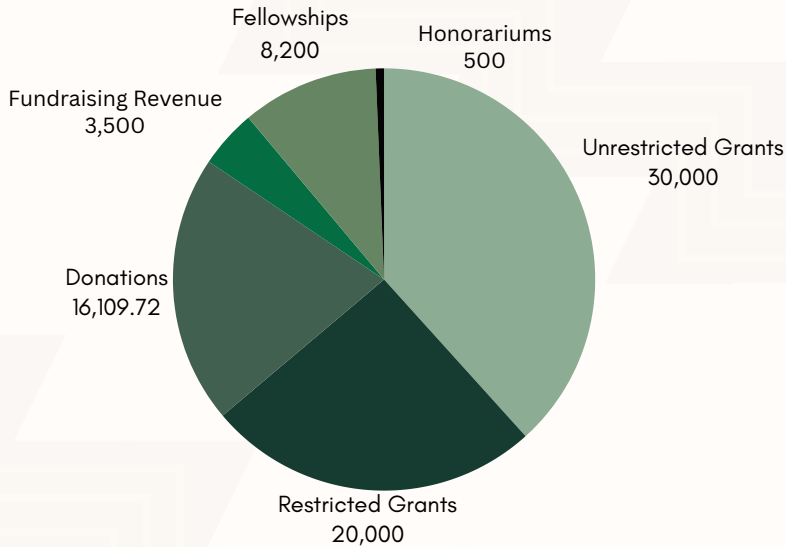
We are thankful to be a grant partner of Emergent Fund, a queer women of color-led, movement-aligned participatory grant-maker with intersectional and collective liberation values. They provide funding for rapid response and emergent organizing led by frontline Black, Indigenous, and organizers of color with trust-based, no-string-attached grants.

### ***Seeding Justice***

*We are honored to receive support from Seeding Justice, which funds grassroots movements working to dismantle injustices that have harmed our communities and planet for far too long. They believe in radical philanthropy and centering communities to build collective power.*

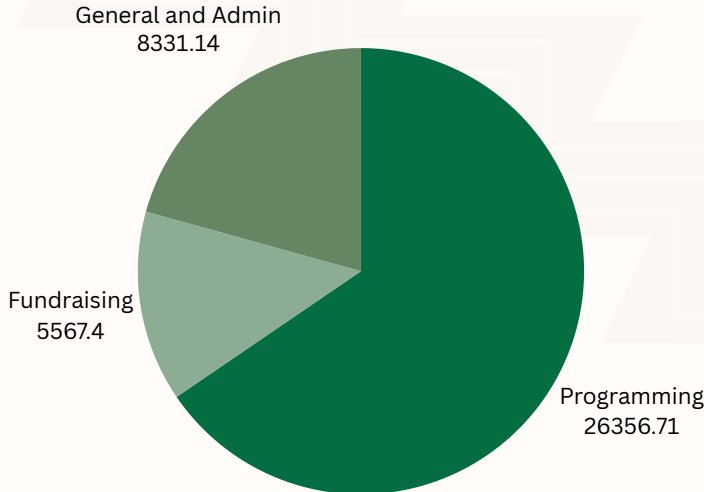


# 2023 Financial Review



## Assets

\$78,309.72



## Expenses

\$40,255.25

*2023 was our first year in action!  
As of writing, we are finalizing 2023 numbers, so the charts  
above represent our best info at the moment.  
Comprehensive numbers will be released in 2024!*

# Financial Needs

## Growing & Sustaining Team & Impact

Our top priorities are to sustain our team and expand our impact; in policy, education, community organizing, and research. Our ultimate goal is to grow our team from part-time to expanded or full-time work, which would be absolutely transformative for what we can accomplish together.

We also believe it is necessary to challenge the burn-out culture in the non-profit and social movement worlds. We seek to nurture the people who make our impact possible, by investing in staff pay and in the culture of our team.



## Professional & Relational Development

We are proud of our identity as a young team, in a generation that is fighting for our future. As young people, we find it imperative to grow, learn, and find mentors, so we have access to some of the knowledge and networks typically held by older generations, and thus we can engage successfully in spaces where our voices are missing. This includes attending conferences, trainings, and other opportunities that contribute to our growth, improve our work, and connect us with community.



## Research

Our research project plans to collaborate and engage with diverse communities of young people, developing insights into fire resilience involvement visions and preferences across backgrounds

and geographies in our generation. The scope, and ultimately the influence of this research will be determined by the funding we have to distribute it. We are seeking donations or grants to support this critical endeavor.

Donate to  
FireGen 

**“I feel we need to invest  
in long-term solutions.  
Giving voice to young  
people across the  
country is a long-term  
investment in forest and  
community health.”**

**- Federal Researcher**





# Yôotva! Luuwii! Thank You!



**"This gave me happy tears.  
It's so exciting and  
heartwarming to see this  
collaboration and  
momentum."**

- Specialist with 17 years in fire  
comment on a FireGen blog

**FireGeneration Collaborative**  
believes in **coexisting with fire**, and  
moving away from reactive management  
strategies rooted in settler colonial ecocultural  
genocide.

This requires **transformation**  
in **culture, governance, education,**  
and **policy**, including re-introducing  
**Indigenous leadership,**  
**long-term decision making,**  
and **empowerment**  
of the next generation.



**FireGeneration**  
**Collaborative**

