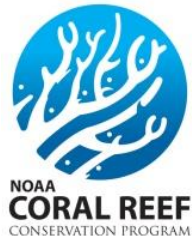


Appendix 1



WORKSHOP REPORT  
MPA ENFORCEMENT TRAINING FOR  
BLUE HOLE AND HALF MOON CAYE  
NATURAL MONUMENTS, BELIZE  
AND PARQUE NACIONAL ARRECIFES DE  
XCALAK, MEXICO

DECEMBER 2014

**MPA Enforcement  
International** 

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## Summary

MPA Enforcement International provided expert assistance for capacity building in MPA enforcement to Belize Audubon Society, co-managers of Half Moon Caye and Blue Hole Natural Monuments, Belize, and to CONANP staff of Parque Nacional Arrecifes de Xcalak (PNAX), Mexico. A training agenda was designed in conjunction with the MPA managers and was based on prior assessment of enforcement capacity needs. Training was held at Half Moon Caye on December 8-12, 2014. It was partly facilitated by MPA Enforcement International with some sessions facilitated by trainers from Belize Fisheries Department. There were 28 participants and trainers, including nine from Belize Audubon Society, 10 from Fisheries Department, two from Coast Guard, one from Port Honduras Marine Reserve and five from PNAX. Participant evaluation indicated a strongly positive reaction to the training.

## Introduction

In the Caribbean MPA Management Capacity Assessment (Gombos et al, 2011), enforcement capacity was ranked by managers at Belize Audubon Society (BAS) and at PNAX as Tier 2 (inconsistent enforcement of rules and regulations). At the conclusion of P2P II, BAS and PNAX expressed their interest in on-site enforcement training for their staff. BAS and PNAX networked at P2P II and had a positive experience working together during SocMon training with fishers from the northern Belize fishing communities (under GCFI-NOAA Cooperative Agreement). The MPA managers and staff share similar challenges in enforcement and they perceived an opportunity to come together for joint enforcement training, and to assist each other with enforcement planning and building compliance among similar fishing communities. Additionally, officers were invited to attend the training from the Belize Fisheries Department of the Ministry of Forestry, Fisheries and Sustainable Development and from PROFEPA and the Fisheries Office in Quintana Roo, Mexico.

Prior to running this training, MPA Enforcement International traveled to Chetumal, Mexico for meetings with MPA staff and associated stakeholders in order to conduct a brief assessment of PNAX

enforcement capacity (see separate assessment report). The understanding thus generated about the MPA context, enforcement challenges facing PNAX, personnel requirements, powers of enforcement for the rangers/wardens, their level of training, equipment available and overall enforcement capacity was input to the design of the training in Belize. Outcomes desired by PNAX included standardized procedures for boarding and inspection of vessels including officer conduct and authority, improved coordination of enforcement activities with partners via more strategic enforcement planning. Due to the fact that PNAX rangers do not have powers of arrest, their training concentrated on surveillance, equipment needs, report writing and the need to build strong relationships with the Mexican Navy, whom they depend on for enforcement needs.

Prior meetings were also held by MPA Enforcement International with BAS in order to tailor the content of the training to their needs. An enforcement assessment was not requested by BAS, and MPA Enforcement International drew upon existing experience from past work and other enforcement assessments completed in Belize. Outcomes desired by BAS included a training agenda to ensure improved case management skills; standardized procedures for vessel approach, boarding and inspection and through this improved staff personal security; the existing Belize Fisheries Department enforcement manual adapted to the remote setting of Lighthouse Reef Atoll.

This training was made possible through support from the Gulf and Caribbean Fisheries Institute and NOAA's Coral Reef Conservation Program (CRCP), in line with CRCP's international strategy to work with regional initiatives to develop and implement long-term MPA capacity building programs based on capacity assessments. Provision of funding for the training to BAS prompted the full involvement of Belize Fisheries Department and resulted in a joint training activity, with the unexpected but long-desired outcome that BAS field officers are now eligible for deputization as fisheries officers.

## Training Agenda

The training agenda developed for this activity permitted joint training for both BAS and PNAX, with some parallel sessions tailored to the particular needs of the two groups. Except for the specific time dedicated to the needs of Belize Fisheries Department, the workshop was structured with a mix of classroom time and "hands on" field training exercises designed to put into practical use what was being taught in the classroom. The agenda is provided in Appendix I and photos are in Appendix II

## Participants

All listed participants adequately participated in and completed the requirements of the training and received certificates of completion.

1. Jayson Horadam, Facilitator/Instructor: MPA Enforcement International, LLC
2. Shane Young, Facilitator/Coordinator/Sponsor: Belize Audubon Society, Manager
3. Reinaldo Caal: Belize Audubon Society, Ranger
4. Carlo Maza: Belize Audubon Society, Ranger
5. Shanton Coleman: Belize Audubon Society, Ranger
6. William Wade: Belize Audubon Society, Ranger

7. Jamal Martinez: Ranger, Belize
8. Clifford Cadle: Belize Audubon Society, Ranger
9. Richard Arenda: Belize Audubon Society, Ranger
10. Celso Sho: Belize Audubon Society, Ranger
11. Lyndon Rodney, Facilitator/Instructor/Coordinator: Belize Fisheries Department, Inspector
12. Michael Sabal, Instructor: Belize Fisheries Department, Enforcement Officer
13. Maurice Westby: Belize Fisheries Dept. Enforcement Officer
14. Rodney Castilla: Belize Fisheries Dept. Enforcement Officer
15. Clayton Gabriel: Belize Fisheries Dept. Enforcement Officer
16. Solomon Alvarez: Belize Fisheries Dept. Enforcement Officer
17. Edward Bochub: Belize Fisheries Dept. Enforcement Officer
18. Mark Gentte: Belize Fisheries Dept. Enforcement Officer
19. Elvis Williams: Belize Fisheries Dept.
20. Horrel Nicholas: Belize Fisheries Dept., Bacalar Chico Marine Reserve
21. Aldo Catzim: Belize Fisheries Dept., Caye Caulker Marine Reserve
22. Guillermo Rameriz: Belize Coast Guard
23. Meloin Barrientos: Belize Coast Guard
24. Egbert Valencio: Toledo Institute for Development and Environment, Head Ranger, Port Honduras Marine Reserve
25. Jorge Gomez Poot: Manager, PNAX, México
26. Oscar Ventura: Attorney, CONANP Mexico
27. Ángel Beltrán: Ranger, PNAX, México
28. Guadalupe Hernández, México
29. Leonardo Jiménez: México

## Participant Evaluation

At the closing of the training all participants were asked to complete an evaluation form. This contained a mixture of open and closed-ended questions intended to evaluate the perceived usefulness, impact and quality of the workshop. A total of 23 questionnaires were completed by training participants, thus the results should only be interpreted as indicative rather than statistically significant.

Key findings from the evaluation are:

1. 96% of participants reported that participating in the workshop was a good use of their time.
2. 72% of participants reported that the training contributed a lot to their knowledge of MPA enforcement, with 100% of participants having learned something that they will apply in their work. Among the most important things learned were verbal judo, a less aggressive approach to fishers and maintaining a cool head in all situations.
3. 75% of participants will change their approach to MPA enforcement after participating in the workshop. Among the ways they mentioned that they will do this are by being more aware of the situation they are in, improved body language, by being more professional in the line of duty and by proper case filing.
4. 64% do not foresee any obstacles in applying what they've learned to their job.

5. 100% of participants wish to pursue further training, including on fisheries regulations, navigation, self defense and risk management.

6. 100% of participants would recommend the workshop to other MPAs.

## Appendix I – Training Agenda



**MPA Enforcement  
International**



**On-Site MPA Law Enforcement Training, Half Moon Caye, Belize 2014**

**Monday Dec 8th, 2014 ALL PARTICIPANTS**

Time Start	Time End	Item	Facilitator	Organization	Participants
10:00 AM		Depart Belize City	Shane Young	BAS	All
12:00 PM	1:30 PM	Lunch/Settle in	Shane Young	BAS	All
1:30PM	2:00 PM	Organization and Logistics of Training program	Shane Young	BAS	All
2.00 PM	5:30 PM	Situational Awareness/Officer Safety, Verbal Judo	Jayson	MPA Enforcement International	All

**Tuesday Dec 9th, 2014 BELIZE FISHERIES LESSON PLAN**

8:00 AM	12:00 PM	Belize Fisheries Regulation	Lyndon Rodney	Fisheries Department	Belizeans
12:00 PM	1:30 PM	Lunch			
1:30 PM	5:30 PM	Case file Compilation	Lyndon Rodney	Fisheries Department	Belizeans

**Tuesday Dec 9th, 2014 MEXICAN PARTICIPANTS ONLY LESSON PLAN**

8:00 AM	9:00 aM	The Compliance Pyramid	Jayson Horadam	MPA Enforcement	Mexicans
9:00 AM	11:00 AM	Interpretative Enforcement: Outreach, Education, Ambassadors	Jayson Horadam	MPA Enforcement	Mexicans

11:00 AM	12:00 PM	Roundtable Discussions; Issues and Problems in Xcalak; Problem Solving	Jayson Horadam	MPA Enforcement	Mexicans
12:00 PM	1:00 PM	Equipment needs	Jayson Horadam	MPA Enforcement	Mexicans
1:00 pm	3:00 PM	Nautical Chart Reading and Navigation	Jayson Horadam	MPA Enforcement	Mexicans
2:00 PM	3:00 PM	One on One Field Training Scenarios; Proper Boarding Techniques and Verbal Judo	Jayson Horadam	MPA Enforcement	Mexicans
<b>Wednesday Dec 10th, 2014 ALL PARTICIPANTS</b>					
8:00 AM	12:00 PM	Mock Court	Lyndon Rodney	Fisheries Department	Belizeans
12:00 PM	1:30 PM	Lunch			
1:30 PM	2:30 PM	Naval Terminologies & Navigation Rules	Michael Sabal	Fisheries Department	All
2:30 PM	4:30 PM	Position Finding and Measuring distance	Michael Sabal	Fisheries Department	All
4:30 PM	5:30 PM	Bends and Hitches	Michael Sabal	Fisheries Department	All
<b>Thursday Dec 11th, 2014 ALL PARTICIPANTS</b>					
8:00 AM	9:45 AM	Practical on Tuesday afternoon Session	Michael Sabal	Fisheries Department	All
9:45 AM	12:00 PM	GPS Theory Session	Lyndon Rodney	Fisheries Department	Belizeans
12:00 PM	1:30 PM	Lunch			
1:30 PM	3:00 PM	GPS Practical Session	Lyndon Rodney	Fisheries Department	All
3:00 PM	4:00 PM	Boat Handling– concurrent sessions	Michael Sabal/Jayson Horadam	Fisheries Department	Belizeans with Michael, Mexicans with Jayson
3:00 PM	5:00 PM	Defensive tactics	Michael Sabal	Fisheries Department	Belizeans
<b>Friday Dec 12<sup>th</sup>, 2014 ALL PARTICIPANTS</b>					
8:00 AM	10:45 AM	Practical session on Thursday afternoon Session	Michael Sabal	Fisheries Department	Belizeans
12:00 PM		Closing Ceremony	Shane Young	BAS	All

## Appendix II – Workshop Photos



Figure 1 Arrival: Main meeting room in background, Half Moon Caye, Belize



Figure 2 Accommodations provided by Island Expeditions, Half Moon Caye, Belize



Figure 3 Simulated confrontation; Staying in control with Verbal Judo





Figure 4 Simulated Boarding with violator in the bow; hard to spot is a large knife by his right hand. Situational Awareness



Figure 5 Bends and Hitches; Basic Seamanship



Figure 6 Breakout session for Mexico



Figure 7 Simulated enforcement stop. Instructor on left as violator



Figure 8 Discussing the enforcement stop; right way and wrong way



Figure 9 Simulated enforcement stop, Instructor on left is the violator



*Figure 10 Closing Ceremony, Certificates issued to all participants*

## About MPA Enforcement International