Diversity Training

A Thoughtful Approach for Land Trusts

PSCC March, 2018

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Who are you?

- To begin: each of us drew a poster using colored markers and crayons of who we are and posted them on the wall.
- We then looked at them all and talked about similarities and differences.
Stepping out of our comfort zone

- noun, plural diversities. 1. the state or fact of being diverse; difference; unlikeness: diversity of opinion.
- 2. variety; multiformality.
- 3. the inclusion of individuals representing more than one national origin, color, religion, socioeconomic stratum, sexual orientation, etc.: diversity in the workplace.
- 4. a point of difference.
Diversity Thumball: easing into difficult conversations

1. When did you first become aware of racial/ethnic differences?
2. Share a situation when you were in the minority
3. Describe a time you witnessed discrimination
4. Your best experience with a person of a different race/ethnicity
5. What makes you different?
6. How do your thoughts about diversity differ from your parents’?
7. Describe a time you experienced prejudice
8. Where do you see prejudice?
9. How do you respond to jokes that are demeaning or derogatory?
Sharing experiences of feeling excluded and exploring ways to build community

10. A time you felt like an outsider and how you dealt with it

11. An instance when someone went out of their way to make you feel included?

12. A time you went out of your way to make someone feel included?

13. A time you shared an unpopular idea

14. Describe a time you felt lonely in a big group of people

15. Why do you seek out people similar to you as friends?

16. Do you feel your friends are more similar or dissimilar to you?
Self-awareness: power, privilege and oppression

- **Privilege**: access to resources, based on our social group memberships.

- **Oppression**: a system that provides ongoing benefits for the members of one group, and allows losses for members of another group.

- Think about how others may perceive you and place you into a group. (worksheet)

- Unfair system works intentionally and unintentionally.

- Unfair systems are supported by individuals, institutions and society/culture and are systemic throughout.
No shame, blame or guilt...

- If I am aware of where I have privilege, then I can be aware of how I can be an ally and speak up...
- Silence allows disrespectful behavior to continue...are we passive by-standers or proactive allies?
- How important is it? Stepping out of our comfort zones and doing something different...
Just like our commitment to biodiversity, what we can do about it starts with us

- Identify clearly who we want to reach
- Explore the question: What can we not see?
- Identify what we can do differently even if it is out of our comfort zone
- Internal staff, board and committee discussions
- Survey to identify where we need to focus our attempts to reach a broader audience
- Work with a friendly group that may be willing to go on the journey with us
Reaching out and building our community

- Listen and ask questions and listen for shared values
- Become aware of and sensitive to cultural differences and attitudes about nature and working outside
- Bi-lingual versions of outreach materials and interpretive signs
- People don’t like to be ‘tokens’
- HikeApp in Spanish
- Job postings in diverse local papers
- Gender neutral restrooms
• Incorporate enhanced trail accessibility on preserves
• Edit our videos to have closed captioning for the hearing impaired
• Ask groups what we can offer that might be of value to them?
• Identify some barriers (eg. Transportation) that might be solved for them and partner on grants
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