

# 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



**D**ifferent  
**I**ndividuals  
**V**aluing  
**E**ach other  
**R**egardless of  
**S**kin  
**I**ntellect  
**T**alents or  
**Y**ears.

# Stepping out of our comfort zone

- noun, plural **diversities**.1.the state or fact of being [diverse](#); difference;unlikeness:*diversity of opinion*.
- 2.variety; multiformity.
- 3.the inclusion of individuals representing morethan one national origin, color, religion, socioeconomic stratum, sexual orientation, etc.:  
*diversity in the workplace*.
- 4.a point of difference.





# Diversity Thumbball: 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..



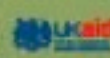
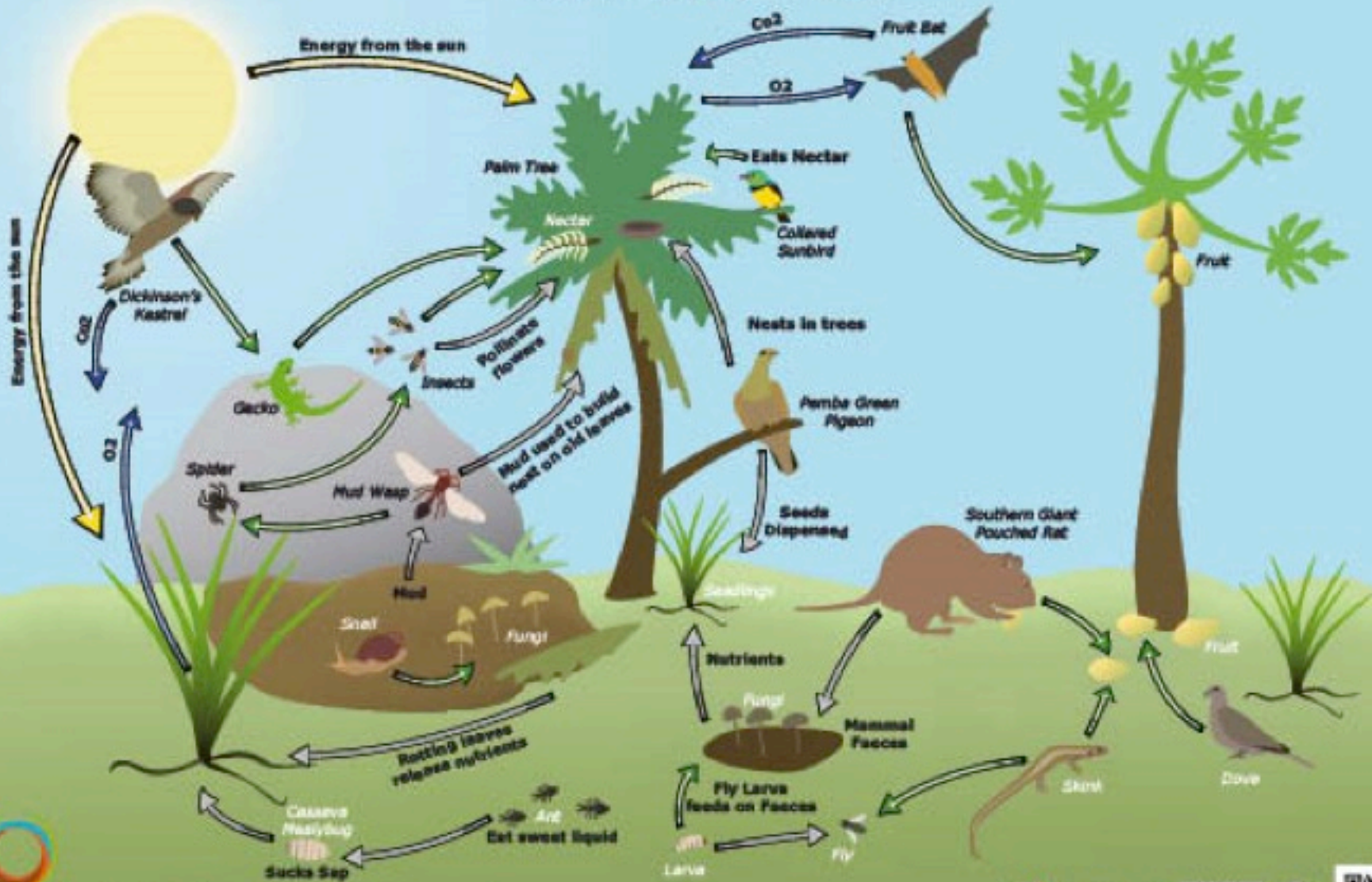
# No shame, blame or guilt...

- 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...





# Biodiversity Web





# 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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