

# Massachusetts Land Conservation Conference

UMASS Amherst

March 23, 2024



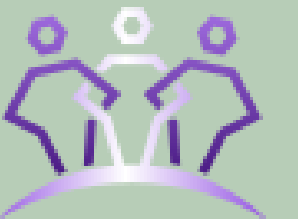
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# Striving to Create an Antiracist Land Trust

Amherst is located on the unceded homelands of the Pocumtuc Nation on the land of the Norrwutuck community.

Pocomtuc is pronounced "poh-cum-tuck."

Norrwutuck is pronounced "nor-wuh-tug"



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# Session Facilitators



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# BEYOND LAND ACKNOWLEDGMENT



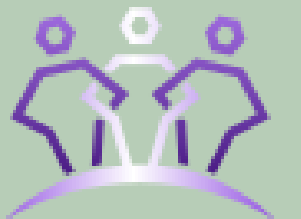


# OUTCOMES

**To develop a shared vocabulary to enhance communication and collaboration in promoting anti-racism efforts within land trusts**

**Foster collective awareness regarding the criticality of prioritizing antiracism within land trusts.**

**Develop actionable steps to transform discussions into tangible antiracist policies, practices, programs, and personnel.**



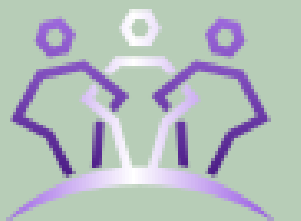
# Agenda

**Agreements and Connections**

**Forging a Collective Vocabulary**

**Unveiling the Urgency of Antiracism  
in Land Trusts**

**Prioritizing Your Next Steps**



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# Community Agreements

Stay Engaged

Use I statements

Step Up / Step Back<sup>Body</sup>

Seek to Understand vs Understood

Expect and Accept Non-Closure

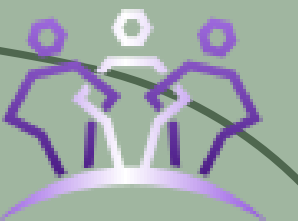


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# Building Community

Share your name

How do you feel when  
you are with nature?



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# FORGING A SHARED VOCABULARY



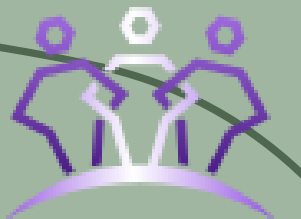
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You cannot be anti-racist  
and not be an  
environmentalist. You  
cannot be an  
environmentalist without  
being anti-racist”

says Nicole Anasis.

# Language: reflect

- Race
- Racism
- Antiracism
- Power

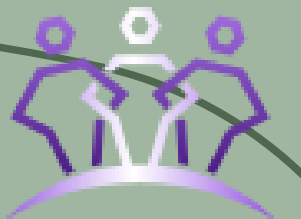


# Language: race

“Race” is socially constructed. It divides people into distinct groups based on arbitrary elements of physical appearance (particularly skin color), assigns value to each group, and uses this to justify social hierarchies of power and oppression.

These definitions, drawn from many sources, are a work in progress | December 12, 2021

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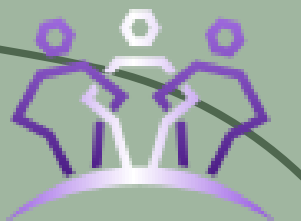
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# Language: racism

“...antiracist activists see racism as “race prejudice + power”—that is, discrimination based on racial stereotyping (conscious or unconscious, active or passive) that is backed by significant institutional power (race prejudice + power = racism).”

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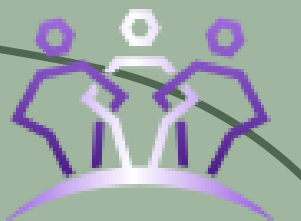
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# Language: antiracism

To be “antiracist” is to make conscious choices and persistent efforts to challenge White supremacy in ourselves and our communities, and to actively oppose all forms of discrimination against BIPOC.

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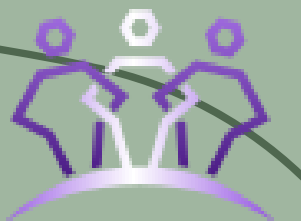


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# Language: power

Access to individuals, social groups, networks, and institutions that own and/or control the majority of a community's resources, and the ability to define norms and standards of behavior.”

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UNVEILING THE  
URGENCY OF  
ANTIRACISM IN LAND  
TRUSTS



“To white people who care about maintaining a habitable planet, I need you to become actively anti-racist” says the marine biologist Ayana Elizabeth Johnson, “I need you to understand that our racial inequality crisis is intertwined with our climate crisis. If we don’t work on both, we will succeed at neither.”

# SMALL GROUP: discussion

WHY is it important to center  
antiracism in Land Trusts?



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SMALL GROUP: report out

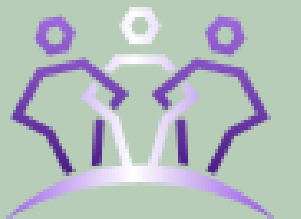
# LANGUAGE: antiracism

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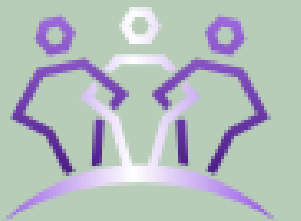
# FOCUS AREAS:

1. Acknowledgement of Historical Injustices
2. Equitable Access to Land
3. Environmental Justice
4. Cultural Preservation
5. Community Empowerment
6. Public Health
7. Climate Resilience
8. Diverse Perspectives
9. Ethical Imperative



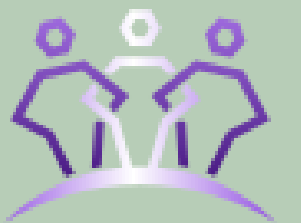
# FOCUS AREAS:

10. Board Development
11. Hiring/Diversification
12. DEI Training/personal work
13. Task Force or Committee to focus/strategize



# FOUR P's:

- Policy
- Procedures
- Programs
- People



# CAROUSEL

## Directions:

1. CHOOSE or CREATE a focus
2. READ or CREATE description
3. BRAINSTORM and LIST actions that can be taken to prioritize **ANTIRACISM** in terms of policy, practices, programs and people.





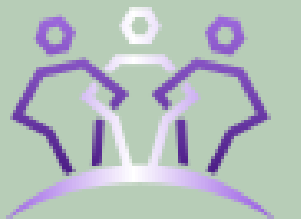
# GALLERY WALK

Directions:

READ

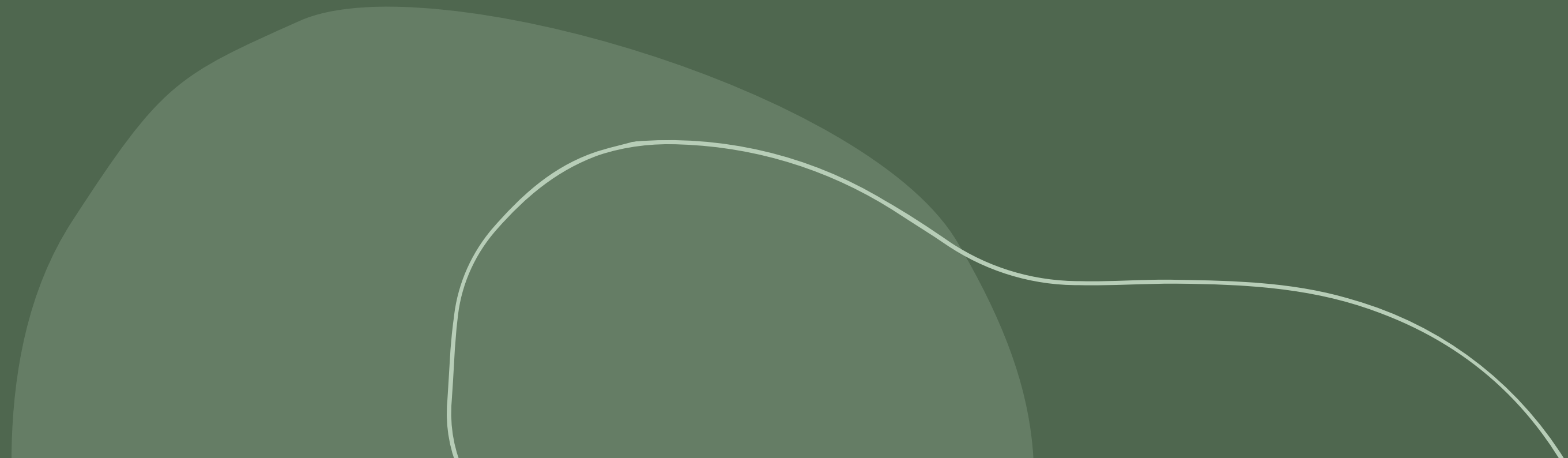
ENGAGE:

- i. checks if the idea really resonate
- ii. add in additional strategies
- iii. add information that may be helpful



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WHAT ARE YOUR NEXT STEPS?



SPECIFIC	<ul style="list-style-type: none"> <li>• <i>What exactly do you want to be different? (policy, practice, program, people)</i></li> </ul>
MEASURABLE	<ul style="list-style-type: none"> <li>• <i>How will you know when it is accomplished?</i></li> <li>• <i>What will your evidence look like?</i></li> <li>• <i>Reflection?</i></li> </ul>
ACHIEVABLE	<ul style="list-style-type: none"> <li>• <i>Can objectives pertaining to this antiracist goal be carried out? How?</i></li> <li>• <i>What resources do you need to achieve this goal?</i></li> <li>• <i>How will you get them?</i></li> </ul>
RELEVANT	<ul style="list-style-type: none"> <li>• <i>How does this prioritize an Antiracist mindset in your Land Trust?</i></li> </ul>
TIME-BOUND	<ul style="list-style-type: none"> <li>• <i>When will this goal be completed?</i></li> <li>• <i>Is it in phases?</i></li> </ul>
INCLUSIVE (windows and mirrors)	<ul style="list-style-type: none"> <li>• <i>WHO is impacted by this goal?</i></li> <li>• <i>WHO will be engaged to better understand the problem to be addressed?</i></li> </ul>
	<ul style="list-style-type: none"> <li>• <i>How does this goal seek to address the impact of <u>racism</u> that you see?</i></li> </ul>

# Community-Led Conservation Projects

- **SPECIFIC**: Partner with at least two historically marginalized communities to co-design and implement conservation projects.
- **MEASURABLE**: Conduct quarterly community meetings to track progress and ensure community input.
- **ACHIEVABLE**: Allocate 10% of the annual budget to support community-led conservation initiatives.
- **RELEVANT TO ANTIRACISM**: Empower marginalized communities to lead conservation efforts on lands that are culturally significant to them.
- **TIME-BOUND**: Complete the first community-led conservation project within 18 months.



# STAFF TRAINING

**SPECIFIC:** Develop and implement an antiracism training program for staff, board members, and volunteers.

**MEASURABLE:** Track participation and assess knowledge retention through pre- and post-training evaluations.

**ACHIEVABLE:** Partner with DEIBJ consultants to tailor training materials to the organization's needs.

**RELEVANT TO ANTIRACISM:** Foster a culture of awareness and accountability within the organization to combat racism.

**TIME-BOUND:** Complete the initial training sessions for all staff, board members, and volunteers within 12 months.



# FEEDBACK



## Striving to Create an Antiracist Land Trust



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PROVIDING TECHNICAL AND FINANCIAL ASSISTANCE



# Session Facilitators



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Thank you!