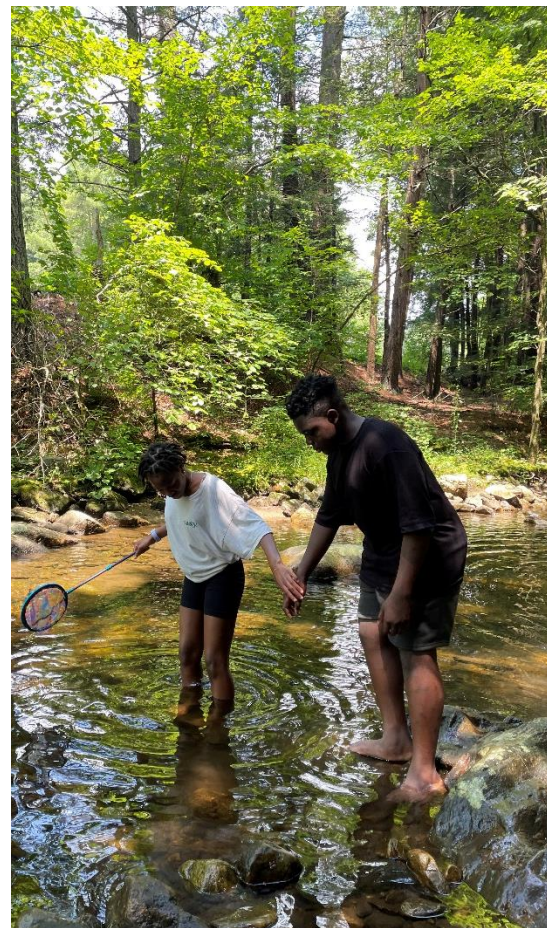




# Diversity, Equity, Inclusion, Access and Belonging at BNRC

What we've done, lessons learned

Jenny Hansell  
JHansell@BNRC.org





# Berkshire Natural Resources Council

Founded in 1967

Serves Berkshire County (32 towns)

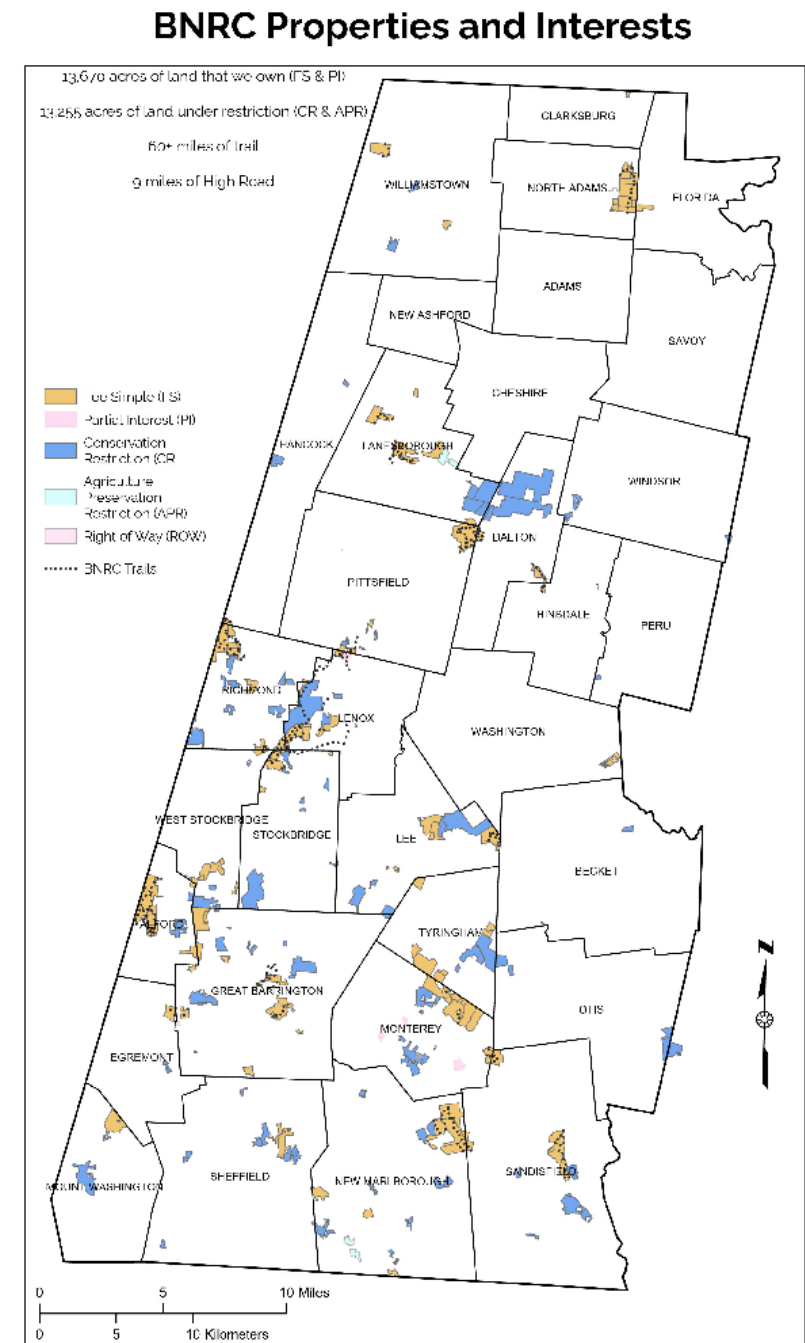
50 reserves, 60+ miles of trails

Conserving and caring for Berkshire lands, waters, and wildlife, and connecting people with nature for a more vibrant, shared future.



# 29,915 Acres Conserved

- 13,670 acres fee-owned
- 13,255 ac CR and APR
- 3,118 acres (at least) assists







## KWĀAWĀAKOOMNE?NĀ (WE GIVE YOU OUR GREETINGS)

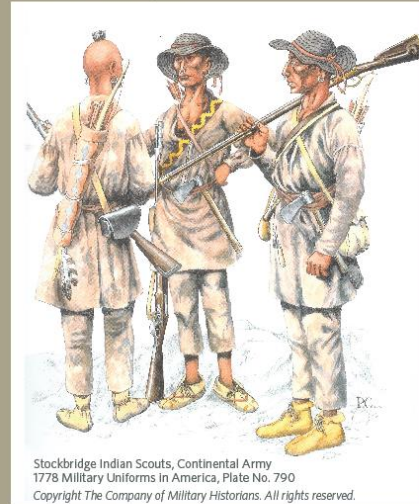
The Mohican Nation dominated their eastern homeland of the Maʔeekunetokw (Hudson) River Valley, becoming known as Maʔeekuneyuk, the People of the Waters that Are Never Still. They were later called the River Indians or Stockbridge Indians. Their precontact evidence is found in numerous sites along these rivers and trails. In September 1609, Henry Hudson, a trader for the Dutch, sailed up the Maʔeekunetokw into the lands of the Mohicans. Being the pre-eminent tribe in the Hudson Valley, they were the first Indians to engage in the important fur trade on the Hudson River, their mediation in the Esopus Wars played a leading role in the survival of the Dutch settlements, they served valiantly as soldiers in all the colonial wars, and they acted as the first Indian diplomatic representatives for the United States.

Mohicans became affiliated with the Munsee, who were also part of the Lunaapeew people. The Munsee had settled near the headwaters of the Delaware River, near the Mohicans' homeland. Their language and lifestyle were very similar. The Mohican/Munsee lands extended across six states from southwest Vermont to the entire Hudson River valley of New York: from Lake Champlain to Manhattan. Their territory encompassed western Massachusetts up to the Connecticut River valley to northwest Connecticut and portions of Pennsylvania and New Jersey. Conflicts between the Mohicans and rival Mohawks, Dutch, English, and French eventually drove the Mohicans east of the Maʔeekunetokw in the early 1700s.

Text Credit: Stockbridge-Munsee Language & Culture Committee. A Brief History of the Mohican Nation Stockbridge-Munsee Band, Stockbridge-Munsee Historical Committee (revised 2017) 1-2. Cubbison, Douglas R., "The American Northern Theater Army in 1776, The Ruin and Reconstruction of the Continental Force", McFarland & Company, Inc., Publishers, N.C. (2010) 175-176. Miles, Lion G., Remembering the Mohican Tribe of New York, Native American Institute Journal, vol. 3, No. 1, February 2002, 3, 7 & 8.

Two companies, numbering more than one hundred Mohicans, served with the Massachusetts Militia and with the famous "Rogers Rangers" during the French and Indian War (1754-63). Rogers Rangers were successful because of the woods fighting skills they learned from the Mohicans. Fighting under Roger's direction with their own officers: "the Mohican Indians had made major contributions to the British..." The Mohican Nation Warriors served with distinction on the American side during the Revolutionary War. These warriors' footsteps helped create these trails into New York and Vermont.

Oneewe (Thank-you)



Stockbridge Indian Scouts, Continental Army  
1778 Military Uniforms in America, Plate No. 790  
Copyright The Company of Military Historians. All rights reserved.

# 2018-2019



## HISTORIC HOMELANDS

Thomas & Palmer Brook Reserve is now conserved, but, like all land in the Berkshires, is part of the original territory of the Mohican people. The lands in the Berkshires continue to be of great significance to the Stockbridge-Munsee Mohican people. Though forced into diaspora and residing on their current reservation lands in Wisconsin since an 1856 treaty, the Mohican people have always returned to their homelands—to protect sacred places and resources, to remember, and to reconnect.



2018 Mohican History Seminar in Stockbridge



Tribal Council members Marvin Malone and Matthew Putnam visit a road construction site with Federal Highway officials, 2019

### Current Engagements

The Tribe's Historic Preservation office consults on roughly 600 construction projects a year throughout its homelands in the Hudson and Housatonic River Valleys, to ensure that important Munsee and Mohican cultural sites are not disturbed. This includes homesites as well as burial places of ancestors—evidence that Mohicans have never really left the Berkshires.

Mohican ancestors are all around.

The Stockbridge Munsee Mohican Nation continues to value its history and promote public educational opportunities such as historical trips, walking tours, and history events that promote the Tribe's presence and celebrate its heritage.

Text Credit: Stockbridge-Munsee Language & Culture Committee

## You Are One Who Walked Yesterday

You are one who walked  
yesterday  
Pulled from your place in time,  
And now I see  
That your feet once stood here  
Imprinting the earth  
where I stand,  
In moccasins I will never see  
Dancing  
Bending in this same sun,  
To a song I will never hear  
The stories you would  
have told  
Were silenced by  
other tongues,  
Yet your blood is in mine  
A link over time  
I imagine your life  
from these feelings,  
Though I see  
You belonged undisturbed  
Covered with this dust  
we share,  
Now walk with those  
who are gone.  
Aapaachiiw

By Theresa (Miller) Beaulieu,  
Member of the Stockbridge-Munsee Community,  
Band of Mohicans, June 10th, 1997 -  
Stockbridge, Massachusetts



StrengthPerspective.com

STRENGTH PERSPECTIVE


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Unconscious Bias	Anti-Racism and BIPOC Specific Inclusion	Organizational Assessment	ERGs/Affinity Groups
Leadership Development	Board Governance	LGBTQ+ Inclusion	Equity and Diversity Trainings

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Because the outdoors are for everyone.

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51°F Sunny

3:02 PM

3/18/2025

DEIOutdoors.com

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Internal DEIAB Matrix Workplan

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118

Community Partner Survey? (Community Conservation); Look up available census data (though flawed) and seek advice from sociologists etc. at BRPC and state level to learn what data is available (Development)

	A	B	C	D	E	F	G	H	I	J	
1	Complete	Admin	Community Programs	Communications Committee	Conservation	DEIAB Committee	Development	High Road	Stewardship		
2		GOAL: Identify and remove barriers to <u>access</u> to nature, outdoor experiences, and individual connection to BNRC.									
3	OBJECTIVE	PRIORITY	ANTICIPATED TIME COMMITMENT (for leads)	CAPACITY?	LEAD DEPARTMENT(s)	COLLABORATORS	SUPPORT	ACTIVITY (What to do)	BENCHMARK (How to do it)	TIME PERIOD (When the work will happen)	
9		High	Project dependent	Ensure that it fits within existing program structure / May require expanded support	High Road Lead: Deanna	Community Conservation On Team: TBD	Resource: Cons, Stew Informed: TBD Sign Off: TBD		Add new section into Framework - Revisit trail segments within each leg of the High Road route for accessibility  Use the following environmental justice metrics in route planning: Income Minority English Isolation	Ongoing	Framework  EJ data is for
10		High		Fits within existing program structure	Community Conservation Lead: Mariah	On Team: Tyler, Mackenzie, Kathleen, Charlotte	Resource: TBD Informed: Full Staff Sign Off: Jenny	Expand BNRC's Accessible Trails Initiative	Support Accessible Trails Legislation - check in on status Join as a partner Share on social media / enews (petition, fact sheets, brochures) (ongoing) Write a support letter Engage with local representatives - Expand Berkshire County Trails for All	Ongoing	In

Internal PracticesPartnershipsAccessEducationResourcesCommunicationsComing Up At a GlanceWorkplan Implementation

Workbook Statistics

Give Feedback to Microsoft100%

Type here to search

51°F Sunny2:30 PM3/18/2025



Time for bed as I settle in for the night  
We put out the fire and turn off the light  
I see a flashing outside, a blinking like a spark  
Dozens of fireflies begin to light up the dark

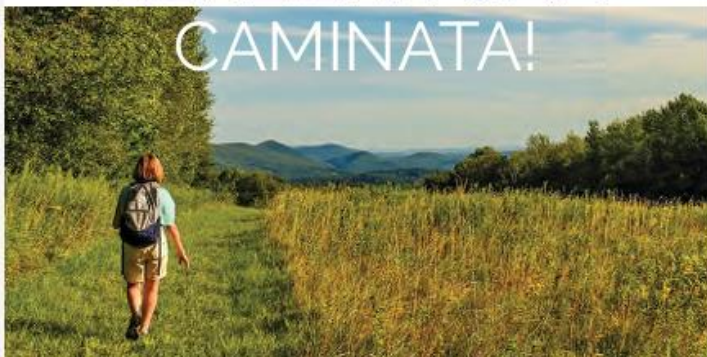
I race out to catch one to admire its splendor  
What an amazing creation I stare at in wonder  
It's blinking body flickering a soft glow  
*My wild mindfulness is ready to grow*

Es hora de irse a la cama  
Apagamos el fuego y la luz  
Veo un destello en el exterior, un parpadeo como el de una chispa  
Docenas de luciérnagas comienzan a iluminar la oscuridad  
Corro para atrapar una y admirar su esplendor  
Que asombrosa creación contemplo maravillado  
Su cuerpo parpadeante emite un suave destello  
Mi atención plena de la naturaleza silvestre está lista para ser expandida.

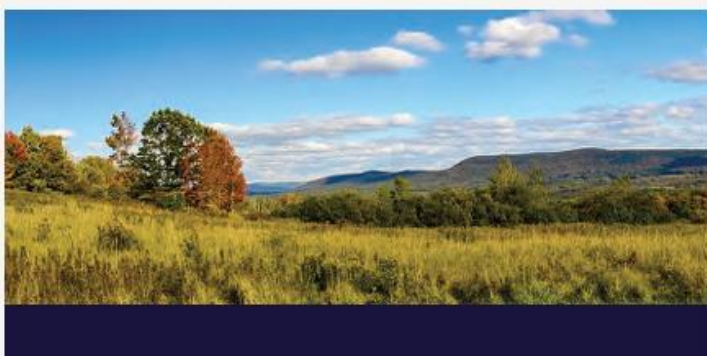




# ¡TODOS PUEDEN REALIZAR UNA CAMINATA!



Consejos para practicar senderismo gratis en los Berkshires



CONDADO DE BERKSHIRE

## Senderos para Todos



### Arroyo de Thomas & Palmer Circuito de Meadow

GREAT BARRINGTON

Consejo de Recursos Naturales de Berkshire

LONGITUD: 0.5 millas, ida y vuelta



6 pies



0-8%



0-2%

\*Ver notas de acceso a continuación

SENDERO EN CIRCUITO



Sendero de piedra en polvo a través de praderas y bosques de tierras altas.

**Observe:** Enormes rocas, grandes arces azucareros, área de observación de humedales y 2 bancas.

**Cómo llegar:** El área de estacionamiento de gravilla se encuentra entre (las rutas estatales) 301 y 309 de State Road (Ruta 23) en Great Barrington, frente al restaurante Koi. Existen dos zonas de estacionamiento accesibles. GPS: 42.1955, -73.3370 (frente a la ruta 23)

**Notas sobre el acceso:**

- **Puente de 90 pies** con aproximaciones de 20 pies **al 6% de pendiente**, 7 pies de ancho y barandilla de 50 pulgadas de alto. Algunas de las tablas de madera en el puente son alabeadas con escalones < 3/4 de pulgada.
- Algunas secciones **de 8% de pendiente** a lo largo del sendero < 14 pies de largo
- **7% de pendiente** en la mitad del sendero (0.25 millas) por 100 pies.

### Sendero Mary Flynn Trail

STOCKBRIDGE

Asociación Laurel Hill

LONGITUD: 1.2 millas, ida y vuelta



3-5 pies



0-7%



0-11%

\*Ver notas de acceso a continuación

### Sendero para Todos en Pleasant Valley

LENOX

Mass Audubon

LONGITUD: 0.4 millas, ida y vuelta



3-6 pies



0-9%



0-5%

\*Ver notas de acceso a continuación

IDA Y VUELTA



Sendero de piedra en polvo a través de praderas y bosques que conduce a un paseo de 200 pies y a una plataforma de observación con vistas a la Laguna de Pike.

**Observe:** Pájaros azules y mariposas en la pradera (según la estación), mirador de humedales, audioguía y 6 bancas.

**Cómo llegar:** 472 West Mountain Road, Lenox, MA 01240. El área de estacionamiento es de gravilla y cuenta con tres zonas accesibles.

**Notas sobre el acceso:**

- La mayor parte del sendero tiene una pendiente **inferior al 5%**.
- Pendiente máxima **del 9%** en 10 pies
- **Pendiente del 8%** en 10 pies.
- Las instalaciones ofrecen un centro de visitantes y baños.
- Donación sugerida de \$5. La entrada es gratuita para personas de bajos ingresos.

### Sendero de Riverfront

GREAT BARRINGTON

Conservación de Tierras de Great Barrington

LONGITUD DEL TRAMO NORTE:

1 milla, ida y vuelta

LONGITUD DEL TRAMO SUR:

0.34 millas, ida y vuelta



5-6 pies



0-5%



0-2%

### Pantano de LENOX

Consejo de Recursos

LONGITUD: 0.6 m



41 pulgadas

-5 pies

\*Ver notas de acceso

IDA Y VUELTA



El sendero de piedra en polvo a un paseo mixto de 200 pies a lo largo de pantanos mixtos.

**Observe:** 3 bancas picnic accesibles.

**Cómo llegar:** 170 U. Lenox, MA. El área de estacionamiento es de gravilla y cuenta con tres zonas accesibles.

**Notas sobre el acceso:**

- La entrada del sendero tiene una anchura de **41 pulgadas** de ancho.
- El sendero de piedra en polvo tiene una anchura de **5 pies** de ancho.
- La pasarela tiene una anchura de **3** lugares.

### Sendero de Mary Flynn Trail (Parte del sendero accesible)

SAVOY

Departamento de Recreación de MA

LONGITUD: 0.5 m



6 pies



\*Ver notas de acceso

IDA Y VUELTA







# Diversidad, Equidad, Inclusión, Acceso y Pertenencia (DEIAB)

**La misión de BNRC es conservar y cuidar las tierras, las aguas y la vida salvaje de Berkshire, y conectar a las personas con la naturaleza para lograr un futuro más vibrante y compartido.**

¿Qué significa esto cuando se mira a través de una lente que se centra en la equidad y la inclusión?

A partir de 2020, empezamos a formarnos y a explorar estas cuestiones en relación con todos los aspectos del BNRC y su trabajo. El compromiso del personal de BNRC y de los miembros de su junta con el aprendizaje, el crecimiento, la evolución y el fortalecimiento de los esfuerzos de DEIAB de la organización es continuo.

[Leer el plan de trabajo del BNRC \(PDF\)](#)

[Recursos de DEI](#)



# The Stockbridge-Munsee Band of Mohicans is reclaiming 351 acres of sacred homeland in Stockbridge

From the 10 stories that made a lasting impression on us this year series  
By Heather Bellow, The Berkshire Eagle Aug 30, 2023 3 min to read

Tuesday, March 18, 2025  
News and Ideas Worth Sharing

theBerkshireedge  
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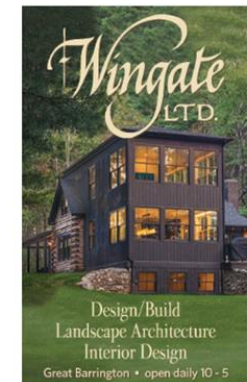
## A return to the past: Monument Mountain set to revert back to Mohican stewardship

A state grant will fund the return and implement tribal land strategies to combat climate change .

Written by Leslie Bassman  
August 30, 2023



Massachusetts Lt. Governor Kim Driscoll (right) announces the award of a \$2.6 million grant for the Stockbridge-Munsee Band of Mohicans to reclaim their Indigenous homelands, including the stewardship of Monument Mountain. With the return of the parcels, the Mohican tribe will be responsible for implementing tribal conservation and forest management strategies to combat climate change. Stockbridge-Munsee Band of Mohicans President Shannon Holsey (left) listens to the speech before addressing the Stockbridge, Mass. crowd. Photo by Leslie Bassman.







## 2025 ...

- Affordable housing collaboration opportunities
  - "Showing up" in more community gatherings
  - Enhancing DEI onboarding with staff and board
  - Board leaders in charge of board DEI development
  - Still no BIPOC staff
  - EJ Grant in doubt
- 
- Still fully committed to DEIAB – Goals fully integrated into strategic plan



# Resources and Readings



Land Trust Alliance DEI Framework



MLTC DEI Resources



Thank you!  
Questions/  
Discussion





