

Wildlands & Woodlands, Farmlands & Communities (WWFC)

Diversity, Equity, Inclusion, Anti-Racist, and Anti-Oppression Resource List

This is a resource for WWFC vision partners and leaders to support our ongoing learning and leading on diversity, equity, inclusion, anti-racism, and anti-oppression in our work.

The goal of this resource is for it to be a collective effort. Please add to it and support the growth of our ongoing learning. Don't see a resource category represented here? Please add it! If you have specific feedback on a resource, or have an experience with a set of DEI resources or work with a consultant, for example, and wouldn't mind sharing it, please reach out to RCP Network support [Katie Blake](#).

The resources listed and categorized below were put together by the staff and fellows of the [Environmental Leadership Program](#) (ELP) to share in the ELP network. Katie Blake, Highstead Conservationist (and ELP New England Regional Network Fellow, 2017), received permission to share these resources. This is a copy of the original doc already populated with a diversity of resources. It has been further personalized for this audience and is ready for your access and contribution.

Other questions? Please reach out to RCP Network support [Katie Blake](#)

[Articles](#)

[Reclaiming History: Diverse Perspectives and History on Environmental/Green/Conservation Movement](#)

[Privilege & Identity](#)

[Power & Organizational Change](#)

[Videos](#)

[Movies/Podcasts](#)

[Books](#)

[Healing/Mental Health](#)

[Trainings](#)

[Courses](#)

[Organizations](#)

[Resource Hubs](#)

[Building Your Team](#)

Articles

Reclaiming History: Diverse Perspectives and History on the Environmental/Green/Conservation Movement

- The Least Convenient Truth Part I—Climate change and White Supremacy:
<https://www.bitchmedia.org/article/least-convenient-truth/climate-change-and-white-supremacy>
- Are There Two Different Versions of Environmentalism, One “White,” One “Black”?
<https://www.motherjones.com/environment/2014/07/white-black-environmentalism-racism/>
- Why Race and Class Matter to the Environmental Movement:
<https://grist.org/article/gelobter-soul/>
- Environmentalism’s Racist History:
<https://www.newyorker.com/news/news-desk/environmentalisms-racist-history>
- The Green Movement is Talking about Racism? It’s About Time
<https://www.outsideonline.com/2142326/environmentalism-must-confront-its-social-justice-sins>
- An App Provides Entry Point to Understanding Indigenous People’s Land you are on
<http://archive.kuow.org/post/app-provides-entry-point-understand-indigenous-history-land-youre>
- 'Bad things happen in the woods': the anxiety of hiking while black:
<https://www.theguardian.com/environment/2018/jul/13/hiking-african-american-racism-nature>
- Climate Change and Equity: Whose Language is it Anyways?
<https://insidestory.org.au/climate-change-and-equity-whose-language-is-it-anyway/>
- Carolyn Finney on Layers of Land & Earth: **Broken Link**
<http://www.onshegoes.com/stories/bookmarked-carolyn-finney-on-layers-of-land-earth/>
- Carolyn Finney’s website <https://www.carolynfinney.com/work>
- Green 2.0 Report: <https://www.diversegreen.org/the-challenge/>
- Resources on Environmental Justice & White Supremacy:
<https://350pdx.org/campaigns-and-teams/just-transition-100-renewables/environmental-justice-resources/> **Broken Link**
- Blood in the Soil: The racial, racist, and religious dimensions of environmentalism
<https://drive.google.com/file/d/0BwfZTjidSCS-UGFJZ2V2LUtfX2p4RU1fRGVJWWVNcVhVYTI0/view>

Privilege & Identity

- White Fragility: Why It's So Hard to Talk to White People About Racism:
<https://goodmenproject.com/featured-content/white-fragility-why-its-so-hard-to-talk-to-white-people-about-racism-twlm/>
- What are Land Acknowledgements and Why do they Matter:
<https://locallove.ca/issues/what-are-land-acknowledgements-and-why-do-they-matter/>
- Find the territory you are on here: <https://native-land.ca/>
- What is Whiteness:
<https://www.nytimes.com/2015/06/21/opinion/sunday/what-is-whiteness.html?referrer=&r=0>
- White Privilege: Unpacking the Invisible Knapsack:
https://www.winnipeg.ca/clerks/boards/citizenequity/pdfs/white_privilege.pdf &
<http://hd.ingham.org/Portals/HD/White%20Privilege%20Unpacking%20the%20Invisible%20Knapsack.pdf>
- "I Wanted to Know What White Men Thought About Their Privilege. So I asked." (Claudia Rankine) <https://www.nytimes.com/2019/07/17/magazine/white-men-privilege.html>
- The Asian Glass Ceiling: Studying the Model Minority Myth:
<http://fortune.com/2018/06/04/asian-americans-model-minority-asian-glass-ceiling/>
- Left or Right of the Color Line: Asian-Americans and the Racial Justice Movement:
<https://www.changelabinfo.com/research/left-or-right-of-the-color-line/>
- How to do Intersectionality:
<https://mavenroundtable.io/rinkusen/politics/how-to-do-intersectionality-VMDT82Ef0kKj0pMsNo-uIQ>
- [FOR OUR WHITE FRIENDS DESIRING TO BE ALLIES](#)
- [75 Things White People Can Do for Racial Justice](#)
- [5 Ways White People Can Take Action in Response to White and State-Sanctioned Violence](#)
- [DEAR WHITE PEOPLE \(WHO WANT TO SUPPORT BIPOC COLLEAGUES AT WORK\)](#)
by Sapna Sopori PNW '15
- [Dear White People: 6 Guidelines for Impactful Actions in Support of the Black Community](#)

Power & Organizational Change

- Power Causes Brain Damage:
<https://www.theatlantic.com/magazine/archive/2017/07/power-causes-brain-damage/528711/>
- White Supremacy Culture in Organizations:
http://www.csworkshop.org/PARC_site_B/dr-culture.html
- White Supremacy – Overt and Covert:
<https://radicaldiscipleship.net/2017/07/05/white-supremacy-overt-covert/>

- Barriers to Equality: The Power of Subtle Discrimination to Maintain Unequal Opportunities:
<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.370.2606&rep=rep1&type=pdf>
- The Path from Exclusive Club to Inclusive Organization:
<https://articles.extension.org/sites/default/files/The%20Path%20from%20Exclusive%20Club.pdf> **Broken Link**
- Values-Based Diversity: The Challenges and Strengths of Many:
https://cdn.ymaws.com/www.shrm-emeraldcoast.org/resource/resmgr/Docs/EIU_SuccessFactors_Values-ba.pdf
- Developing Multicultural Organizations, A Change Model:
<https://naaee.org/sites/default/files/mcodmodel.pdf>
- Spectrum of Allies: <http://beautifultrouble.org/principle/shift-the-spectrum-of-allies/>
- Three Ways to Decolonize your Nonprofit:
<https://everydayfeminism.com/2018/05/decolonizing-nonprofits/>
- Accomplices Not Allies: Abolishing the Ally Industrial Complex:
<http://www.indigenoussaction.org/accomplices-not-allies-abolishing-the-ally-industrial-complex/>
- 11 Things White People Can Do to Be Real Anti-Racist Allies:
<https://www.alternet.org/news-amp-politics/11-things-white-people-can-do-be-real-anti-racist-allies>
- Color Brave Space - How to Run a Better Equity Focused Meeting:
<https://fakeequity.com/2017/05/26/color-brave-space-how-to-run-a-better-equity-focused-meeting/>
- For resources on **identity-based caucuses**:
 - [Why People of Color Need Spaces Without White People](#) (The Arrow)
 - [Tips for Creating Effective White Caucus Groups](#) (Craig Elliott)
 - [Building an Effective White Caucus](#) (Roots of Justice)
- **Mass Protest and the Momentum Model** - Resources via Momentum; follow them for upcoming public training opportunities to be scheduled soon.
- **Reformist reforms vs. abolitionist steps in policing** via [Critical Resistance](#)
- **Learn how police union contracts make it difficult to hold officers accountable.** via the Police Union Contract Project
- **How Protests are Changing National Politics** via *The Call*, part of Democratic Socialists of America. The Call is publishing first-hand reports from protests across the U.S. [here](#).
- **26 Ways to Be in the Struggle Beyond the Streets**
- **M4BL's Resource on Safety and Infiltration (pics above)** via Movement for Black Lives and [BlackOUT Collective](#)
- **De-escalation and Nonviolent Security** via Training for Change
- **How to De-escalate** via Training for Change
- <https://www.cacgrants.org/assets/ce/Documents/2019/WhiteDominantCulture.pdf>-Worksheet for white-dominant work culture

Videos

- Power of a Single Story, Chimamanda Ngozi:
https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story
- 25 Mini Films for Exploring Race, Bias and Identity with Students:
<https://www.nytimes.com/2017/03/15/learning/lesson-plans/25-mini-films-for-exploring-race-bias-and-identity-with-students.html>
- A Conversation with Native Americans on Race:
<https://www.youtube.com/watch?v=siMal6QVblE>
- Are Hispanics White: <https://www.youtube.com/watch?v=aosT6Kecj24>
- A Class Divided: <https://www.youtube.com/watch?v=onKVeZaDzWg>
- What is the Definition of Microaggression?
<https://www.youtube.com/watch?v=bjzWENcW6NQ>
- The Urgency of Intersectionality:
https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality
- Diffusion of Innovations: <https://www.youtube.com/watch?v=9QnfWhtujPA>
- Amer Rahman (Fear of a Brown Planet) - Reverse Racism:
https://www.youtube.com/watch?v=dw_mRaIHb-M
- Race: The Power of an Illusion - The House we Live In:
https://www.youtube.com/watch?time_continue=1&v=Y8MS6zublaQ
- Institute for Humane Education: 4 Video Resources for Exploring Race, Racism, Stereotypes and Microaggressions:
<https://humaneeducation.org/blog/2015/4-video-resources-exploring-racism-stereotypes-microaggressions/>
- For white people just starting to ask these questions: "[Uncomfortable Conversations with a Black man](#)"
- [Haymarket Books](#)
- <https://projects.seattletimes.com/2016/under-our-skin/#-> "Under Our Skin" What do we mean when we talk about race (resource/video/tool)
- [2021 Taking Nature Black Conference - YouTube](#) Taking Nature Black Conference Proceedings. Click [here](#) for more information on this annual conference.

Movies

- *13th*
- *If Beale Street Could Talk*
- *When They See Us*
- *Just Mercy*
- *I am not your Negro, James Baldwin Essay Documentary*

Podcasts

- CodeSwitch Episode 2: Being Outdoorsy:
<https://www.npr.org/sections/codeswitch/2016/06/08/480932447/the-code-switch-podcast-episode-2-made-for-you-and-me>
- Whistling Vivaldi and Beating Stereotypes:
<https://www.npr.org/templates/story/story.php?storyId=125859207>
- **Engage with media created by People of Color.** Read [TheGrio](#), [The Root](#), Ellen McGirt's [Race Ahead](#), and [Rachel Cargle](#).
- Listen to podcasts like [Code Switch](#), [Intersectionality Matters](#), and [Race Forward](#).
- [Still Processing](#) by NYT
- [How to Survive the End of the World](#) by Autumn Brown and Adrienne Maree Brown
- Irresistible Podcast: [Sustaining Ourselves When Confronting Violence](#)

Books

- Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors by Carolyn Finney
- The Rise of the American Conservation Movement: Power, Privilege and Environmental Protection by Dorceta Taylor
- Why are all the black kids sitting together in the cafeteria by Beverly Daniel Tatum
- White Like Me by Tim Wise
- [Between the World and Me](#) by Ta-Nehisi Coates
- Blindspot: Hidden Biases of Good People by Anthony Greenwald and Mahzarin Banaji
- Whistling Vivaldi by Claude Steele
- The New Jim Crow by Michelle Alexander
- Emergent Strategy by adrienne maree brown
- The Invention of the White Race Volume 1: Racial Oppression and Social Control by Theodore Allen
- Slavery by Another Name: The Re-Enslavement of Black Americans from the Civil War to World War II by Douglas A Blackmon
- Racism without Racists by Eduardo Bonilla-Silva
- The Next American Revolution: Sustainable Activism for the 21st Century by Grace Lee Boggs
- Jim and Jap Crow: A Cultural History of 1940's Interracial America by Matthew M. Briones
- Let's Get Free: A Hip-Hop Theory of Justice by Paul Butler
- Who We Be: A Hidden History of Race and Culture in America by Jeff Chang
- Caste Class & Race by Oliver C. Cox
- The Colors of Nature: Culture, Identity and the Natural World by Alison Deming
- Black Wealth/White Wealth: An Issue for the South by Scott Doron

- Race & Class Interactionism by Raymond S Franklin
- Pedagogy of the Oppressed by Paulo Freire
- Subverting Exclusion: Transpacific Encounters with Race, Caste and Borders 1885-1928 by Andrea Geiger
- Histories of Race and Racism: The Andes and Mesoamerica from Colonial Times to the Present by Laura, Getokowitz (Editor)
- Sister Citizen: Shame, Stereotypes and Black Women in America by Melissa V Harris-Perry
- Creating a New Racial Order: How Immigration, Multiracialism, Genomics and the Young Can Remake Race in America by Jenifer Hochschild et al.
- The Change Handbook by Peggy Holman
- Economic Mobility of Black and White Families by Julia B Isaacs
- Still a House Divided: Race and Politics in Obama's America by Desmond S. King and Rogers M Smith
- Resistance Behind Bars by Vicki Law
- Shoestrings and Bootstraps by Carl Livingston
- Implementing Diversity by Marilyn, Loden
- The Adventure Gap: Changing the Face of the Outdoors by James E Mills
- The History of White People by Nell Irvin Painter
- Color Me English: Migration and Belonging Before and After 9/11
- Citizen: An American Lyric by Claudia Rankine
- Wages of Whiteness by David R Roediger
- Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose and Performance by How J Ross and Julianne Malveaux
- The Environment and the People in American Cities, 1600s-1900s: Disorder, Inequality and Social Change by Dorceta Taylor
- Toxic Communities: Environmental Racism, Industrial Pollution and Residential Mobility by Dorceta Taylor
- The Diversity and Inclusion Handbook by Sondra Theiderman
- Colorblind: The Rise of Post-Racial Politics and the Retreat from Racial Equity by Tim Wise
- Dear White America: Letter to a New Minority by Tim Wise
- [The Broken Ladder by Keith Payne](#)
- [Haymarket Books Against Policing & Mass Incarceration \(Who Do You Serve, Who Do You Protect? Police Violence and Resistance in the United States, FREE to download until June 5th\)](#)
- [The End of Policing](#) by Alex S. Vitale, **FREE to download until June 5th**
- [Just Mercy](#): Bryan Stevenson
- [So You Want to Talk About Race](#): Ijeoma Oluo
- The Fire Next Time by James Baldwin
- Are Prisons Obsolete by Angela Davis
- bell hooks
- Sister Outsider by Audre Lorde
- *How to be Antiracist*

- *White Rage*
- (Book) [Still I Rise: A Graphic History of African-Americans](#): Roland Laird with Taneshia Nash Laird (ERN 2008) *out of print, I believe she is trying to reprint.*
- Penobscot:
<https://www.islandportpress.com/product-page/from-the-mountains-to-the-sea>

Healing/Mental Health

- [Free or fair-cost online wellness led by people of color, womxn, and queer folks](#) (Many daily)
- [More Mental Health Resources](#)
- Black Girl in Om: [Free guided meditation](#)
- Heal Haus: [Cleanse and Clear](#) (Friday, June 5 7pm ET)
- Heal Haus: [Circle of Care for Black Womxn](#) (Friday, June 5 8pm ET)
- Center for African and Diaspora Dance: [IG Live Saturday Night Vibes](#) (Saturday, June 6 7pm ET)
- Brown Girl Self-Care: [Self-Care x Sisterhood Sunday](#) (every Sunday in June, 2pm ET)
- People's Hub: [BIPOC Herbal Restoration for the Revolution](#) (Monday, July 16th and Tuesday, July 24th 2pm ET)
- Unchanged Visioning: [Emotional Emancipation Circle: A virtual space for black folx to process racial stress & learn tools for emotional wellness](#) (Wednesdays 7pm ET)
- [Spiritual Herbalism for our Rage, Resistance, Righteousness, and Resilience \(for People of Color\)](#)
- [Sustaining Ourselves When Confronting Violence](#)

Trainings

- [Racial Equity Institute](#)
- The Management Center (<http://www.managementcenter.org/trainings/>) and they have some trainings specifically for managers who are people of color
- [Race Forward](#) - has a lot of tools and trainings
- Cornell University has a DEI training program for organizational leaders
- The American Association for Access, Equity, and Diversity
- [Cultures Connecting](#) in Seattle.
- <http://aorta.coop/>
- [One Square World](#) - racial equity trainings led by Environmental Leadership Program Senior Fellows [Andrea Atkinson](#) and [Brandy Brooks](#)
- [Political Healers](#) (Environmental Leadership Program Senior Fellow Brandy Brooks)
- [The People's Institute's Undoing Racism Training](#)
- [Training for Change](#)
- [Hollaback! Bystander Harassment Training](#)

- [National Coalition Building Institute](#)
- [Kelly Hurst](#) as a great anti-racism trainer. She works with [Crossroads Anti Racism](#) team and is also available to hire as a trainer to come to your organization.
- Marcelo Bonta - <https://www.diversegreen.org/people/marcelo-bonta/>
- [Heather Hackman DEI Consulting](#)
- [Avarna Group](#)
- [Promise 54](#)
- [Well Outside](#) (jescelle@welloutside.works)
- <https://www.ecoinclusive.org/>- Eco Inclusive DEI consulting and training services

Courses

- [Steps to End Prisons & Policing: A Mixtape on Transformative Justice](#): Just Practice Collaborative created this Mixtape as an offering in response to the overwhelming number of requests we are getting for training, workshops and support. This collection of 9 (!) recorded video workshops or webinars are each between 45-90 minutes long and contain valuable frameworks, real life examples and tools you can use to help strengthen your personal practice and political commitment to this moment.
- [Building Pro-Black Institutions and Movements](#) by Equity in the Center
- [Movement Generation Course Correction](#): Just Transition In The Age Of COVID-19
- [Me & White Supremacy Workbook](#): [Layla Saad](#) A 28-Day Challenge to Combat Racism, Change the World, and Become a Good Ancestor leads readers through a journey of understanding their white privilege and participation in white supremacy, so that they can stop (often unconsciously) inflicting damage on black, indigenous and people of color, and in turn, help other white people do better, too.
- [The Great Unlearn](#); Rachel Cargle

Organizations

- **Support organizations that are moving the needle on racial justice.** [Color of Change](#), [Campaign Zero](#), the [Anti-Racism Project](#), the [NAACP](#), [UnidosUS](#), and the [ACLU](#) are but a handful of the organizations working nationally and locally for social justice issues facing communities of color. Sign up for their mailing lists, donate, respond to their calls to action, and find other ways to get involved.
- [Movement for Black Lives](#)
- [Index of Bail Funds and Legal Help by City](#)
- [Equal Justice Initiative](#)
- [Grassroots Law Project](#)
- [Black Visions Collective](#)
- The Okra Project
- GLITS
- The Minnesota Healing Justice Network
- Soulfire Farms

- <https://nefoclandtrust.org/>- Farmers of Color Land Trust
- <https://www.inclusivejourneys.com/>- Inclusive Journeys
- <https://www.blackfarmerfund.org/what-we-do/>- Black Farmer Fund
- <https://outdoorafro.com/>- Outdoor Afro

Resource Hubs

- [Anti-Racism Resources for White People](#): Document compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020.
- [Letters for Black Lives Translations](#)
- [The Southeast Asian Antiracism Toolkit](#)
- <https://www.nativemovement.org/resources>
- [Racial Equity Tools](#) Site with tools/articles organized by fundamentals, plan, act, evaluate, connect, curricula. It's also community compiled.
- [Black Radical Library](#)
- The Free Black Women's Library: [Storytime Series](#)
- [For Harriet](#)
- [The Fight for Racial Equity, Justice and Black Lives | Pocket Lists](#)
- https://docs.google.com/document/d/1wm6DHYVBh3pXlbouq54godC02r1V0aBM4_MtKYqVDw/edit?usp=sharing
- nativemovement.org/resources
- <http://www.ctconservation.org/anti-racism-resources/>- CT Land Conservation Council Anti-Racism Resources
- <https://conserveland.org/diversity-equity-inclusion-justice/>- Pennsylvania Land Trust Association EDI resources
- <https://conservationistsofcolor.wordpress.com/resources-list/>

Building Your Team

(Best practices for applicant recruitment, interviewing, hiring etc.)