

Relationships, History, Hip Hop & Forestry

**Thinking about Diversity & Inclusion
in the
Environmental Sciences**

WHAT IS A LEADER Who is a leader

you think its you you think its me

**what is a leader ^L_{SEP} folks will believe you believe what you say pay you to speak
they think you perfect they want yo life whenever they see ya they see you as strong
real leaders people run to you they think you got answers they want you to fix what is wrong**

**What is a leader ...get put on pedestles people a heckle ya cause you exposed
hate on you cause you get lots of attention you have one partner they want yo h**s
some so down on themselves, taking bad treatment lie to themselves on the low
get mad at you cause they played themselves look for saviours this world is so cold**

**you can have confidence sound eloquent look smooth lie through your teeth
the whole campaign you selling something, and they gone buy it sounds like its free**

**what is a leader...deep down you feel like who am I they want to be me
you know you making it up as you going along, they thinking you got a plan freeze
when you a leader you learn by doing or get taught these lessons by the boss**

**you in position All leaders knows that Love it ain't free it comes with a cost
If you on top, they pray that you drop, and when you get hot, then you take the shot
cause If you wait, you let them take, they get yo weight, then that's when you lost**

RELATIONSHIPS

- Relationally,
- Influencing a person's ideology, thought pattern, cultural understanding, for the purposes of changing...behavior, ideology, etc.
- If done well, you are doing it and they are aware it is happening
- If done harshly, you are going to receive resistance

*This hip hop forestry and poetry its getting late let's floetry
This academic superstar go'ne plant a seed and grow tree
In my front yard locally or on my block hopefully
Make others do it globally Now fresh air its more for me
I'm thankful for oxygen a tree hugger not again
But trees my family you see I lost a lot of friends
Humans are greedy mistaking it for hungry
Like a racist really hates me, but for diversity they want me*

HISTORY

- Historically,
- Breaking ground and changing patterns
- Exploring and changing narratives
- RESISTANCE

HIP HOP

- Expression, Autonomy, Confidence
- Individualism, Unique
- Know your audience, Respond to others, Freestyle
- My passion

FORESTRY

?

*I took a different pathway and not a pipeline
Became a disciple of a discipline that's unheard by
Blacks, Latinos, Indigenous populations
Who's ancestry starts back before land domination
Before emancipation before cutting down trees
'fore PTSD when blue and red lights behind me
Fore life was so hard I wanted to do some thangs
from concrete to flood plains you can see our blood stains
we treated the soil that gave and still gives life
My vitamin D was not deficient cause I was outside*

In the Forest Sector and In Life, I learned

- to think for myself on the job
- entrepreneurship while in business and working
- diversity while on the job

MY CULTURE

- Black/Indigenous
- We do not separate aspects of life because we understand that life is all connected
- Learn your family history and see how your ancestors survived, died, and acknowledge that they live in you
- Don't compare miseries, there is nothing new under the sun, someone always has it worse, and" YOU PROBABLY" do not have it as bad as those that came before you

DIVERSITY

WHAT DOES IT MEAN?

DIVERSITY-----DIFFERENCE

ADULT EDUCATION

- Anti-Racist Scholarship
- STEM Faculty, understanding their role in diversity during their day to day duties

SOCIALIZATION

- Socialization is the process by which a person learned the values, norms, and required behaviors which permit them to participate as a member of the organization.
- Socialization is a process by which individuals acquire the attitudes, beliefs, values, and skills needed to participate effectively in organized social life.

Bragg, A.K. (1976). *The Socialization process in higher education*. Washington, DC: The American Association of Higher Education.

Van Maanen, J. (1976). Breaking in: Socialization to work. In R. Dubin (ed.), *Handbook of work, organization and society* (pp. 67-130). Chicago, IL: Rand McNally. Winkler, J. A. (2000). Faculty, reappointment, tenure, and promotion: Barriers for women. *Professional Geographer*, 54 (2), 737-750.

MINISTRY



In MINISTRY, I Learned

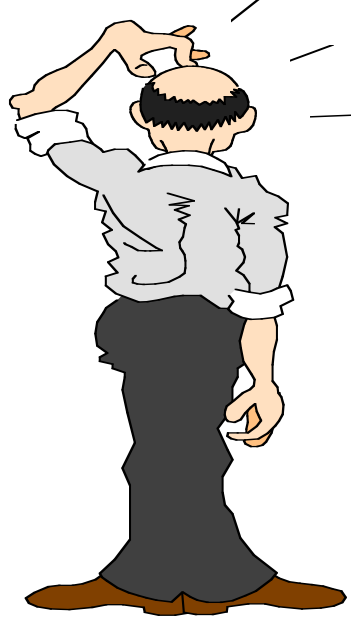
- to connect with people and support them through difficult times
- how to work through conflict
- the importance of communicating effectively and thoughtfully
- I observed the resilience of people and the positive behavior when people come together with different opinions

Faith vs. Faith Practice

Is everyone a person of faith?

Why is Diversity so Hard?

You can't solve the problem until you realize you're part of the problem you're trying to solve!



WHY DO DIVERSITY PROGRAMS FAIL

- No accountability
- The common model is to hire someone and make it their job to do the work, that the institution/organization needs to be doing
- The leaders are a part of the discussion(s) but not a part of the actions or the movement

NAVIGATING ENVIRONMENTAL SPACES

- I get this question a lot from people, “how do you show up in a white space?”
- I ask each person this question, “when did you start minimizing yourself after you show up in a space?”
- Next, I ask, “when did you learn to self silence?”
- Then I share with them, that its not just *white spaces* that you are battling, because you learned the behavior from somewhere.

WHITENESS

- *Whiteness* and white racialized identity refer to the way that white people, their customs, culture, and beliefs operate as the standard by which all other groups of are compared. Whiteness is also at the core of understanding race in America. Whiteness and the normalization of white racial identity throughout America's history have created a culture where nonwhite persons are seen as inferior or abnormal.
- This white-dominant culture also operates as a social mechanism that grants advantages to white people, since they can navigate society both by feeling *normal* and being viewed as *normal*. Persons who identify as white rarely have to think about their racial identity because they live within a culture where whiteness has been *normalized*.

Systems' thinking

- Everything is connected
- Consider every system that you engage in and do you see yourself, your culture or your values reflected in the way it operates:

Banking
Housing
Education
Judicial
Government
Medical
Religious
Environment

WHY...DIVERSIFY?

The diagnosis determines the treatment

The “Why” determines the “How”

ANOTHER MAJOR REASON DIVERSITY PROGRAMS STRUGGLE

- The “Diagnosis” determines the “treatment”
- The “Why” determines the “How”
- Leadership must commit to progress and be involved in each step

MIND/HEART FOR DIVERSITY

VICTIM

- Externally stimulated
- Fulfillment from my job
- Overly concerned with what others think about you
- Questioning yourself all the time
- Never at ease
- Think that people want to change and want everything to be equal
- Its hard to get past the “no”

EMPOWERED

- Internally driven
- The job is part of your life, not your life
- You do your job and leave time/space for other fulfilling things
- Question the culture of the place you work
- Stay calm even when it gets chaotic
- Consider that people may not want change. Who wants to give up privilege, power and access?
- You are not afraid of hearing “no”

Concept of “self”

- Do you question your intelligence?
- Do you think that you should give your ALL at work?
- Do you feel out of place in your place of work?
- Are you okay not knowing the answer?
- Are you clear that your place of work does not give it's all to you?
- If you are black (or identify with another population that has been marginalized), do you recognize that your progress, presence, and ways of processing “can be” protest in your place of work?

Navigating Environmental Spaces

- My confidence... I notice others are uneasy because they do not display the confidence
- My progress... others may let it make them insecure, so their response is to get me to change
- Your uniqueness is mostly attractive when you are being hired, Once you get the job your compliance is desired
- Work to understand, but do not fight to be understood
- People make time for what they want to do
- You are not crazy and work to get back parts of you that were sacrificed to get here

Every Experience Informs My Practice

- HBCU- Alabama A&M University
- Job-US Forest Service
- Graduate School (HWI) - Iowa State University- Masters
- Internship/Job - Non-profit, urban forestry
- Job-NC State University
- Graduate school while working - Doctorate
- Ministry – Campus Pastor
- Entrepreneur
- Job - (HWI) Yale University

*Here is my minority report
About what's going on with the poor
No clean water got liquor stores
No banks good housing can't afford
Got drugs got guns got more
Dope boys no books gym floors
Deadpool can't swim lead in my pores
Contaminated mentally challenged I'm sore
Get scholarships but my body earn scores
I want to use my mind and explore
but crooked A__ cops stand at my door
Say I resemble this dude that shot four
I don't own a gun but I am at War
Praying bout who came after the forty fourth
President evidence there won't be no more
Black folk for a while not expecting support.*

Tips on Diversity

- **Everyone** has to be involved
- Macro-vision with micro-managing hurts diversity. You must trust those you work with
- As you think about diversity, don't negate your policies/rules that govern how you operate. You must be willing to look at this as well

- Mind your blind spots (awareness gaps) - what you don't notice or willingly ignore, can hurt someone
- Diversity workshops must be tied to goals at all levels
- Remember, people are more than their jobs. At times they have more skills than what they were hired to do
- If the morale is low, spend your time reconnecting with your colleagues, you waste time and energy trying to get people to move to your agenda. The best resource you have are people

STEPS FOR THOSE THAT WANT CHANGE

- Learn the organization- know what everyone is doing, and know the history of the place
- Develop your agenda and try to align it with the bottom line of the organization
- Create relationships in the organization and build allies
- Put a time limit on whatever work you are doing that contributes progress or shifting culture. This protects you so you don't burnout or cause injury to others
- Learn the priorities of the organization- learn what the leaders value

MORE TIPS

- Be clear about your priorities
- Don't try to control everything, because you can't
- Learn to speak others' languages - give voice to their values.
- Utilize Emotional Intelligence which also means, reciprocation should be central in your motivation

HIP HOP FORESTRY

Hip hop Forestry Forestry's the practice hip hop the religion

Both made by human both imperfect make a new tradition

This hip hop Forestry- our trees are not a commodity

They are our teachers showing how to live on troubled land and live in harmony

This hip hop Forestry because both rose from the underground

One changed landscapes The other changes the landscape of sound

This hip hop Forestry we not scared when people or bugs approach you

We don't just worry bout POs but we worry about CO2

Hip hop Forestry emissions we don't do carbon copies

We cross pollinate culture and we respect our water of bodies

*This Forestry hip hop we all related we respect forms of life
You can't treat me worse than a pet something about that ain't
right*

*This Forestry hip hop, in different forms we dialogue and debate
In Forestry hip hop You can't own what you didn't create
In Forestry hip hop respect life cause life is a value
We listen than discuss problem solve than we add you
This Forestry hip hop Inclusion is retribution not just seeking
solutions*

*In food, Water, religion we remove pollution
This for hip hop Every complexion is worth of protection
care for the land and the people that's true progression
This for hip hop started in New York now it hits the planet
Carolina with forestry land not just to be managed
It's to be respected cause we all been neglected
Two communities come together in one body, now let's protect it*

BULLDOG to BULLDOG

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MENTAL HEALTH

- A mental health crisis is any situation in which a person's actions, feelings, and behaviors can lead to them hurting themselves or others, and/or put them at risk of being unable to care for themselves or function in the community in a healthy manner.
- Situations that can lead to a mental health crisis can include stress at home like conflicts with loved ones, exposure to trauma, or violence. Stress at work or school and other environmental stress can also contribute to a mental health crisis.

OTHER ASPECTS TO FOCUS ON

- Emotional Health
 - Physical Health
 - Spiritual Health
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- Stability in times of COVID 19